

# *The Episcopal Diocese of Pittsburgh*



*Materials for the  
151st Annual Convention of the Diocese*

*November 4 and 5, 2016*

*at*

*St. Paul's Episcopal Church, Mt. Lebanon  
1066 Washington Road, Pittsburgh, PA 15228*

# Section A

## General Material

# **Episcopal Diocese of Pittsburgh Tentative Convention Agenda**

November 4 & 5, 2016  
St. Paul's Episcopal Church, Mt. Lebanon

---

## **Friday, November 4**

**Noon to 4:00pm – Exhibit Set-up (Parish Hall)**

**5:00 p.m. – Registration (Pre-school Area, Parking Lot Level)**

**5:00 p.m. – Refreshments, Buffet Dinner (Parish Hall)**

- |  |  |
|--|--|
| 6:45 p.m. Move upstairs to Nave  | 7:20 p.m. Report of Nominating Committee<br>First Ballot   |
| 7:00 p.m. Call to Order / Opening Prayer<br>Election of Secretary<br>Appointment of Parliamentarian<br>Report on Parish Assessments and<br>Audits<br>Declaration of Quorum | 7:35 p.m. Keynote Address –<br>The Rev. B. De Neice Welch,<br>Sr. Pastor, Bidwell Street United<br>Presbyterian Church |
| 7:15 p.m. Approval of Minutes of 150th Annual<br>Convention<br>Adoption of Rules of Order  | 8:00 p.m. Closing Prayer   |
|  | 8:15 p.m. Dessert and coffee (Parish Hall)   |
- 

## **Saturday, November 5**

- |   |  |
|---|--|
| 8:30 a.m. Registration continues<br>Coffee and Refreshment                            | 10:00 a.m. Election Report and Third Ballot, if<br>necessary                                   |
| 9:00 a.m. Move upstairs to Nave   | 10:15 a.m. Convention Eucharist  |
| 9:15 a.m. Convention Reconvenes<br>Opening Prayer<br>Election Report<br>Second Ballot | 11:45 a.m. Lunch, District Meetings, Elections<br>(Parish Hall, Parish Lounge & Conference Rm) |
| 9:30 a.m. Budget Presentation & Adoption  | 12:45 p.m. Workshops Session One   |
| 9:45 a.m. Report of Committee on Constitution<br>and Canons & Adoption                | 1:45 p.m. Workshops Session Two  |
| 9:50 a.m. Report of the Committee on<br>Resolutions & Adoption                        | 2:45 p.m. Election Report, Fourth Ballot if<br>necessary<br>Workshop Follow-up Discussion      |
| 9:55 a.m. Report of the Compensation<br>Committee & Adoption                          | 3:15 p.m. Take-home Message from Bishop<br>McConnell   |
|   | 3:45 p.m. Adjournment and Closing Prayer   |

## 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 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 using the proper sign-in sheets provided. The sign-in sheets are to be left on the respective tables. Alternates replacing regular deputies must declare on the sign-in sheet which deputy they are replacing. Please sign your name as you wish it recorded and read.

**Seating** – Seating is assigned by District; look for signs as you enter the meeting space. There is a reserved area for non-parochial clergy. Guests are not to sit in the District seating area. There will be a separate seating section for guests.

**Ballots** – The ballots for all those duly qualified to vote will be distributed in each registration packet. Deputies being replaced by an alternate must provide their ballots to the person replacing them.

## 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 Standing Committee.
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.



# **The 151st Convention of the Episcopal Diocese of Pittsburgh**

## **“FORMING OUR FUTURE”**

### **Keynote Address Description**

#### **“Living Among the Bones” by the Rev. B. De Neice Welch, based on Ezekiel 37:1-14**

Ezekiel’s vision of the valley of dry bones can give us clues as to how we, as the church, have come to settle ourselves among the dryness created by a lack of hope.

Our national hopelessness is so pervasive, that rather than driving us into the street with a prophetic call to hope, we have cloistered ourselves behind the thin veil of religiosity. Societal structures that perpetuate racism, economic inequity, and “me-ism,” remain unaffected by our lack of prophetic witness and we find ourselves living as and among “dry bones.”

We must “re-member” our essential nature as the church of the living God and dare to breathe hope into a turbulent world.

*The Rev. B. De Neice Welch, an ordained Presbyterian minister, is celebrating her ninth year as senior pastor of Bidwell Presbyterian Church. Locally, she chairs the Spiritual Leaders Caucus of the Pennsylvania Interfaith Impact Network (PIIN). She also chairs a national women’s leadership training program and travels the country for the Gamaliel organization, which prepares faith leadership for work in the public arena.*

## **WORKSHOP OPTIONS**

### **“FORMING OUR FUTURE”**

#### **AT HOME...**

##### **“Great Expectations: Faith Formation at Home,” led by the Rev. Natalie Hall**

Cross-generational practices set manageably high expectations for life shaped by Christian faith. This session looks at the consistent, daily impact that cross-generational Christian education, worship, and faith formation have on individuals, families, and congregations. Participants will be introduced to a daily devotional practice.

*The Rev. Natalie L.G. Hall is a pastor of the Evangelical Lutheran Church in America. Her confirmation curriculum, “Chosen Together,” is slated for release in early 2017. Hall and her husband, Daniel, a priest of the Episcopal Diocese of Pittsburgh, have a new daughter, Maryam.*

#### **AT CHURCH...**

##### **“Core Practices for Mission and Growth: Finding Your Confident Christian Voice,” led by the Rev. Christopher Martin**

The churches that will survive and thrive in our increasingly secular age are those that rigorously practice the disciplines Jesus taught. This session presents the essential elements of The Restoration Project, which is based on following these seven core Christian practices: pray, worship, serve, give, learn, listen, and join. Discussion covers how small discipleship groups give structure, strength and integrity to these practices.

*The Rev. Christopher H. Martin, rector of St. Paul’s Episcopal Church in San Rafael, California, started The Restoration Project in 2010. Churches in multiple dioceses have adapted The Restoration Project and its components as a means to mission and growth.*

#### **IN OUR CONNECTED WORLD...**

##### **“Finding God in the Digital Space: Practical Guide for E-Formation and Social Media Ministry,” led by Ms. Lisa Brown**

Almost every aspect of our lives today has an online component, whether learning, working, shopping, flirting or playing. How can we meet people and help them meet God in the digital space? In this hands-on session, learn how to extend and enrich your existing ministries through the use of social media and other digital platforms.

*Lisa Brown is concluding seven years as Communications Coordinator and Director of Children’s Ministry at St. Paul’s, Mt. Lebanon, to become Digital Ministry Consultant with Membership Vision, a website developer specializing in church communications.*

# **RECORD OF THE 2015 ANNUAL CONVENTION**

## **Minutes of the 150th Annual Convention (Unapproved)**

### **The Episcopal Diocese of Pittsburgh of the Episcopal Church in the United States A.D. November 14th, 2015**

The 150th Annual Convention of the Episcopal Diocese of Pittsburgh of The Episcopal Church in the United States (the "Diocese") convened on Saturday, November 14th, 2015 at St Paul's Episcopal Church, Mt. Lebanon, Pennsylvania.

Registration of Convention Deputies began at 8:00 a.m. in order for the necessary certifications to be completed. At 9:00 a.m. those present convened for a service of Morning Prayer.

The Convention commenced at 9:16 a.m. The Right Rev. Dorsey W. M. McConnell called the Convention to order, and following an opening prayer, the Bishop asked the Rev. Louis B. Hays to offer a general welcome.

The Bishop then announced his appointment of Dr. Joan Gundersen as Convention Manager and directed that any logistical issues or problems be directed quietly to her.

He then recognized the Rev. Lou Hays, who, on behalf of Diocesan Council, nominated the Rev. Canon James D. Shoucair as Secretary to Convention. There being no other nominations, Canon Shoucair was elected as Secretary by acclamation.

The Bishop then appointed Ms. Betsy Hetzler as parliamentarian for the Convention and Mr. Jon Delano as Judge of Elections.

The Bishop then recognized Ms. Kathy Baird, the Judge of Assessments who reported that all parishes were in compliance with the canonical assessments for the year.

The Bishop then recognized Mr. Joseph Baird, Judge of Audits. Mr. Baird reported that all parish audit reports had been submitted and that parish deputies were qualified for full participation and voting at Convention.

The Bishop then called upon the Secretary to report on quorum.

The Secretary reported that there were ninety-one (91) lay deputies present whose credentials had been received before the Convention. He also reported that there were thirty-seven (37) clergy present who duly affirmed that they were ordained and in good standing in the Episcopal Church. This brought the total deputies present to one hundred and twenty-eight (128), which constituted a quorum for the transaction of business.

The Bishop then recognized the Rev. Scott T. Quinn, who reported on certain initiatives being taken by the Cathedral to improve its financial health. In particular, he highlighted the room rental and web-streaming opportunities that were being made available to the diocese.

Next, the Bishop recognized Ms. Dana Phillips who spoke in support of the Cathedral, and asked that parishes consider donating one percent of their income.

The Bishop then acknowledged the following special guests: the Rev. Marc Jacobson, missionary in the Philippines and the Rev. Liddy Barlow, Executive Minister, Christian Associates of Southwest

Pennsylvania. He also gave a special welcome to the Rt. Rev. Sean Rowe of the Diocese of Northwest Pennsylvania, who had addressed the Diocese the previous evening in celebration of its 150th anniversary celebration.

The Bishop then recognized Bishop Rowe, who greeted the Convention and, on behalf of his diocese, offered thanksgiving and congratulations to the Diocese. Bishop McConnell then conveyed to the Convention a similar expression of congratulations he had received from the Rt. Rev. Audrey Scanlan of the Diocese of Central Pennsylvania.

The Bishop then, in turn, recognized the Rev. Marc Jacobson and the Rev. Liddy Barlow, who each spoke briefly about their ministries and extended their greetings and thanks to the Convention.

The Bishop then asked the Secretary to proceed with the roll call.

The Secretary requested that clergy and lay deputies stand when their parish was called. He also noted an added feature of this year's roll call was the acknowledgment of those parishes that were founding parishes of the Diocese, highlighted by a gold star on their nametags. The following parishes so indicated their presence at the Convention:

**District 1:** All Saints, Brighton Heights; Founding parish Christ Church, North Hills (then in Allegheny City); Emmanuel, North Side; St. Barnabas, Brackenridge; St. Brendan's, Franklin Park; Founding parish St. Paul's, Kittanning; Founding parish Trinity Cathedral, Pittsburgh.

**District 2:** Founding parish Calvary, East Liberty; Church of the Holy Cross, Homewood; Church of the Redeemer, Squirrel Hill; Church of the Good Shepherd, Hazelwood; Founding parish St. Andrew's, Highland Park (then in downtown Pittsburgh); Founding parish St. James, Penn Hills (then in the Strip District of Pittsburgh); St. Matthew's, Homestead; St. Stephen's, Wilkesburg; Founding parish St. Thomas Memorial, Oakmont.

**District 3:** All Souls, North Versailles; Church of the Atonement, Carnegie; Church of the Nativity, Crafton; St. David's, Peters Township; Founding parish St. Paul's, Mt. Lebanon (then St. Paul's, Laceville); St. Peter's, Brentwood; St. Thomas, Canonsburg; St. Stephen's, McKeesport.

**District 4:** Founding parish Christ Church, Indiana; Founding parish Christ Church TEC Greensburg; Church of the Advent, Jeannette; St. Bartholomew's, Scottdale; St. Francis-in-the-Fields, Somerset; St. John's, Donora; St. Mark's, Johnstown; Founding parish St. Michael's, Wayne Township; St. Michael's of the Valley, Ligonier; Founding parish St. Paul's, Monongahela; Founding parish St. Peter's, Blairsville; St. Thomas, Northern Cambria.

The Secretary then acknowledged those parishes that were founders and still active in the Diocese of Northwest Pennsylvania: Christ Church, Meadville; St. Paul's, Erie; St. Andrew's, Clearfield; Trinity, Newcastle; St. John's, Franklin; Trinity Memorial, Warren; and St. James Memorial, Titusville.

The Bishop then moved the approval of the minutes of the 149th Annual Convention of the Diocese found in the Preconvention Journal, which was then duly approved and adopted by unanimous vote.

The Rev. Lou Hays, President of Diocesan Council, moved that the Convention adopt the printed agenda for the Convention. There being no discussion, the motion was passed unanimously.

The Rev. Lou Hays, on behalf of Diocesan Council moved the adoption of the Rules of Order, but with the suspension of Section 3, Nominations, section a, thereof, so as to strike the following words:

“however, that in accordance with Canon IV, Section 2, there shall be at least two nominees for each office of Trustee-at-Large, and provided further....” He indicated that the Diocesan Canons do not require two candidates for each Trustee position, and indicated that the suspension would apply only for the day, and that the Committee on Constitution and Canons will need to address the issue for next year. The motion passed unanimously.

The Bishop then asked Mr. Jon Delano and the Rev. Vicente Santiago, co-chairs of the Nomination Committee, to make the report of the Committee.

Before making the report, Mr. Delano moved suspension of the General Rule of Order, Section 3, Nominations, section c, so as to strike the following words therefrom: “any ten” and “providing that such nominations shall be made in writing and signed by members making such nominations.” The effect, he said, would be to allow any voting member to nominate from the floor and to permit the nomination of those whose names had been placed on the ballot within thirty days prior to the Convention. The motion passed unanimously.

Mr. Delano reported on each of the offices to be filled and the nominees for such offices. After the report for each office, the Bishop asked if there were any additional nominees from the floor. There were no additional nominations.

Father Santiago then moved that nominations be closed and that the Secretary be directed to cast a unanimous ballot for all those offices in which there was not a contested election: namely the Board of Trustees, Cathedral Chapter, Commission on Ministry, Constitution and Canons, Disciplinary Board, and Growth Fund. The motion was duly seconded and passed unanimously.

The Bishop recognized Mr. Jon Delano as Judge of Elections, who then instructed the Convention on the process for voting. Ballots were then cast by Convention deputies only for those offices with a contested election.

The Bishop then called on Ms. Kathy Baird, Chair of the Diocesan Budget and Assessment Working Group, and Ms. Kathi Workman, Diocesan Treasurer, to present the proposed budget for 2016. Following the report and a motion for approval and discussion, the budget was approved unanimously by Convention.

The Bishop then declared the Convention in recess for the Eucharist, lunch and District Meetings and asked the Secretary to provide instructions and information to the Deputies.

Following the lunch break, the Bishop recognized Dr. Joan Gundersen, who reported that the traveling 150th Anniversary historical exhibit was still available for display at parishes, and asked anyone interested to contact her to reserve up to three consecutive Sundays after Easter.

Following Dr. Gundersen’s announcement, the Bishop asked the Judge of Elections to report on the results of the balloting. Mr. Delano reported as follows (\*denotes elected):

**For the Standing Committee (one clergy, one lay):**

**Clergy:**

\*The Rev. T.J. Freeman

**Laity:**

Sandy Ludman

\*Darrell Powell

Mr. Delano then announced the results of elections held during district caucuses as follows:

**District 1**

**Chair:** Bruce Quayle, Christ Church, North Hills

**Vice Chair:** Rick Mathews, Christ Church, North Hills

**Council:** The Rev. Charlie Hamill, Christ Church, North Hills

**District 2**

**Chair:** The Rev. Michael Foley, Redeemer, Squirrel Hill

**Vice Chair:** Roslyn Pratt, St Matthew's, Homestead

**Council:** The Rev. Carol Henley, Calvary, East Liberty

**Trustees:** Mary Roehrich, St. Andrew's, Highland Park

**District 3**

**Chair:** Jon Delano, St. Paul's, Mt. Lebanon

**Vice Chair:** The Rev. Linda Wilson, All Souls, North Versailles

**Council:** The Rev. Lou Hays, St. Paul's, Mt. Lebanon

**District 4**

**Chair:** The Rev. Teresa Hunt, St. Paul's, Monongahela

**Vice Chair:** The Rev. Nancy Threadgill, St. Mark's, Johnstown

**Council:** Joseph Baird, St. Peter's, Blairsville

The Secretary cast a unanimous ballot for the following uncontested elections:

**For the Board of Trustees (three to be elected):**

\*Sue DeWalt

\*Anne Kinsey

\*Melanie Kurtz

**For the Cathedral Chapter (one clergy one lay):**

**Clergy:**

\*The Rev. Garrett Yates

**Laity**

\*Doug Starr

**For the Commission on Ministry (one to be elected either clergy or lay):**

\*The Rev. Michelle Boomgaard

**For The Committee on Constitution and Canons (one clergy, one lay):**

**Clergy:**

\*The Rev. Michelle Boomgaard

**Laity:**

\*Ansley Westgard

**For the Disciplinary Board (one clergy two lay):**

**Clergy:**

\*The Rev. Linda Wilson

**Laity:**

\*Betty Duckstein

\*James Kraus

**For the Growth Fund (one to be elected):**

\*Nancy Bolden

The Bishop then took a moment to express his heartfelt thanks to the members of Diocesan staff, and others, for their hard work and dedication. In particular he recognized the Rev. Canon Dr. Cathy Brall; the Venerable Jean Chess; Mr. Rich Creehan; the Rev. Canon Jay Geisler; Dr. Joan Gundersen; Mr. Brent Hansen; Mr. Andy Muhl; the Rev. Canon Scott Quinn; Ms. Marlene Rihn; Ms. Judi Rogers; Mr. Andy Roman and Ms. Kathi Workman.

The Bishop then gave his annual address to Convention, a copy of which is attached as Exhibit A.

At the conclusion of his address, the Bishop called upon Mr. Michael Braxton for his report from the Committee on Constitution and Canons. Mr. Braxton then presented the proposed canonical change to Canon II, striking Section 4 thereof, as set forth in the Preconvention Journal. The motion prompted some discussion. The Rev. Canon Dr. Jay Geisler offered a motion to refer the matter back to the Committee of Constitution and Canons. Canon Geisler's motion was defeated unanimously, whereupon the original motion striking section 4 of Canon II was approved, with one no vote and one abstention.

The Bishop then recognized Mr. Andy Roman, the Chancellor of the Diocese, who made his report to the Convention. Mr. Roman detailed the canonical closing in the past year of All Saints, Bridgeville, following a decision by that congregation to merge with All Saints, Brighton Heights. He also reported on the canonical closing of four parishes whose buildings have been vacant or under-utilized: St. Martin's, Monroeville; Christ the King, Beaver Falls; Prince of Peace, Hopewell; and Good Samaritan, Liberty Borough.

At the conclusion of the Chancellor's address, the Bishop called upon the Rev. Lou Hays, who, on behalf of Diocesan Council, presented a report from the Diocesan Compensation Committee. He indicated that the committee had brought before Convention a greatly revised Compensation Guide and Health Care Benefits package. After he made his report, Father Hays moved the adoption of the revised Clergy Compensation Guide, as well as Appendices A, B, C, and E, all as found in the Preconvention Journal. The motion was approved with two abstentions.

The Bishop then called on Mr. Steve Stagnitta, chair of the General Convention Deputation. Mr. Stagnitta read the following resolution (D059) of General Convention:

*Resolved*, that with the House of Bishops concurring, that the 78th General Convention of the Episcopal Church join the Diocese of Pittsburgh in celebrating the 150th anniversary of the diocese's admission to union with the General Convention, and acknowledge the many ways that the Diocese has been an innovator in the service of God and the Church, including Pittsburgh's leadership in radio broadcasts of religious services, the formation of the United Thank Offering and the Anglican Fellowship of Prayer; and be it further

*Resolved*, that the 78th General Convention acknowledge the resilience of the Diocese in its recovery from schism and looks forward to its continuing heritage of innovation and leadership in the next 150 years.

The Bishop then called on Mr. Jeff Dunbar, Chair of the Resolutions Committee.

Mr. Dunbar asked the Rev. Scott Russell, on behalf of the Social Justice Committee, to present **Resolution 1 concerning Justice, Peace and Security in the Holy Land**. Father Russell indicated that the resolution follows the one adopted by General Convention in 2015. It emphasizes study and reconciliation and does not call for divestment. The resolution passed with two abstentions.

Mr. Dunbar then presented the following resolution:

### **Resolution in Recognition of Volunteers**

Whereas this Diocese has been enriched by the gifts of time and talent offered by many volunteers; and

Whereas the office has benefitted from the willingness of volunteers to review documents; collate, stamp and stuff mailings; and do other office tasks as requested; and

Whereas the Archives is especially thankful for the volunteer help received this past year in processing collections, packing and moving the collections; and

Whereas the work of the Diocese depends on the many hours donated by those who serve on diocesan committees, commissions, and task forces; and

Whereas this annual convention has depended on volunteers to register, guide visitors count ballots and lead our worship; be it therefore

**Resolved** that the Episcopal Diocese of Pittsburgh gratefully acknowledges the many hours of unpaid service offered so willingly and with such good spirit and hereby request that all those here present who have provided volunteer service for the diocese since our last Convention stand and receive the thanks of the Convention.

The motion passed unanimously. After the applause, Mr. Dunbar moved the following resolution:

### **Resolution of Thanks to St Paul's, Mt. Lebanon**

Whereas St Paul's, Mt Lebanon, and its staff and members stepped in on short notice to undertake the many tasks associated with hosting the 2015 Annual Convention of the Diocese; and

Whereas this Diocese has been the recipient of St Paul's hospitality on both the night of November 13th, for the celebration of the 150th anniversary of the Diocese and the day of November 14, 2015 for the Convention; and

Whereas we have been escorted and directed, and generally welcomed with smiles and helping hands; be it therefore

**Resolved** that the officers, deputies, bishop and visitors participating in this Convention tender St Paul's our sincere thanks for the many ways, large and small, that the people of the parish have worked to smooth the course of events and provide us with a welcoming site for our Convention.

The motion was passed unanimously.



The Bishop offered his thanks to the Rev. Aidan Smith from Trinity Episcopal School for Ministry for the generous donation from the seminary to cover the cost of lunch. He also asked the prayers of the Convention for his future work on the Standing Commission on Liturgy and Music, as well as for his work with a group, including a team from the House of Bishops, meeting soon in the Diocese of Chicago, to develop a pastoral letter on the issue of racism.

The Bishop concluded by announcing that the 151st Diocesan Convention would be held on November 4 and 5, 2016, at Trinity Cathedral. He offered a closing prayer and at 3:02 p.m. moved that the Convention be adjourned. The motion, duly moved and seconded, passed unanimously.

Respectfully submitted,  
The Rev. Canon James D. Shoucair  
Secretary to Convention

## **EXHIBIT A**

### **Address of the Right Reverend Dorsey W. M. McConnell VIII Bishop of Pittsburgh 150th Annual Convention of the Episcopal Diocese of Pittsburgh November 14th, 2015**

If you have ever had the pleasure of hearing our new Presiding Bishop Michael Curry preach, then you know that he talks a lot about Jesus. A lot. In his installation sermon at the National Cathedral a couple of weeks ago, Michael called the Episcopal Church to take up our full, energetic, and spirit-filled place in the Jesus movement. He referenced the Acts of the Apostles, and particularly the moment in which the apostles Paul and Silas were accused by their detractors, on the one hand, of betraying the legacy of their Jewish forefathers, and on the other hand of worshiping a king who was not Caesar. Now, even though the two different sides of this opposition would never agree on anything else, they did manage to agree that these apostolic troublemakers, who preached Jesus Christ crucified and risen, were turning the world “upside down.”

Bishop Curry went on to point out the two great consequences of this movement: first, that the way of love in the Lordship of Jesus Christ spread like wildfire as people, moved by the Holy Spirit, got hold of God’s great vision for humanity – of a world in which there would be no more war, no more suffering, no more injustice, no more bigotry, no more violence, no more hatred – the rule of love, the way of God, the Kingdom. And the second consequence, that the barriers of hostility that divide peoples, nations, and families would be finally brought down, and that a new humanity would emerge in which there was neither Jew nor Greek, slave nor free, male nor female, but only one body in Jesus Christ, with many members, drinking from the same mercy, receiving the same power, reconciled to one another and to God.

Finally, Bishop Curry announced his two priorities, which he sees as flowing directly from the wellsprings of the ancient church and from the universal witness of the Scriptures: the priorities of evangelism, sharing the Good News which has been announced to all nations in Jesus Christ; and reconciliation, beginning particularly with the work of racial reconciliation, which he sees as just the beginning “of the hard and holy work of real reconciliation that realizes justice across all the borders and boundaries that divide the human family of God.”

I am overjoyed that our Presiding Bishop speaks so passionately and clearly about the centrality of Jesus. He knows that no work we have to do is viable, or even possible, unless it is carried out under the will and the authority of the risen Lord and in the power of his Holy Spirit. Michael is not a restrained man, physically, in the pulpit; his enthusiasm is infectious. You may have heard little resonances this morning in my sermon, of a sermon he preached in 2012 called “Crazy Christians.” And as tempting as it is for me to imitate his preaching style fully, I won’t, because I don’t want to hurt myself and I don’t want to embarrass you.

However, I will say that the church to which Bishop Curry points, a church passionately engaged in sharing the good news of Jesus and actively committed to the work of reconciliation, is the same church described in the three strategic priorities I have been emphasizing for the last two years: the church for the public gospel, rooted in mission communities, and led by people deeply formed in Christ. Such a church *will* share the Good News in every way, in every place, and every time, and by any means she can imagine. And such a church will throw herself, with joyful and compassionate confidence, into the sorrows of the world, into the need of the human families around us, into the brokenness between and among the races, into the disappointment and shame and separation human beings experience from one another; a church washing their feet, pouring out the healing balm of Christ’s grace and mercy, binding up their wounds, and walking with them, toward the day when the Kingdom will finally be revealed and we all will be one, even as Jesus and the Father are one. Can I get an amen? *Amen!*

Now I know this church, as we imagine it in southwest Pennsylvania, is still a work in progress. I know that. Like Paul in the third chapter of the letter to the Philippians, we may honestly say we *have not yet obtained the resurrection from the dead* (Phil. 3:12). We are not already perfect, as Paul himself says, but as he says, we *press on to make it our own because Christ Jesus has made us his own, forgetting what lies behind and straining forward for what lies ahead we press on toward the goal for the prize of the upward call of God in Christ Jesus*. Now if you are listening to St. Paul here, you know he is using an athletic metaphor. And athletic metaphors ought to have a particular attraction to us here in the holy land of the Steelers, the Pirates, and the Penguins. But the prize Paul holds forth is not the Super Bowl, not the World Series, nor even the Stanley Cup, but rather the strange and beautiful upward call of God, the call to the communion of saints, the forgiveness of sins, the resurrection of the body, and the life everlasting. It is a call that demands we offer everything we are, everything we have, our whole heart, mind, soul, and strength, in the race for this vision.

Sisters and brothers, first off, as excited as I am about this, and I hope you can see I’m excited, I want to say this race is a marathon and not a sprint. I say this because we have been through a whole lot of trouble in this diocese, and in some ways we still bear the wounds. We still yearn for our separated sisters and brothers. We still mourn the loss of many of our congregations. Though in many ways we have moved on from that terrible contest, in others we are still catching our breath and dusting ourselves off. That is why, about this time last year, I called us all to year of Jubilee, a season of rest and refreshment, of fellowship, study, and prayer, so that we might be provisioned, for the great race ahead.

I know many of you have taken that call seriously because you have told me about it. I have heard from several of you individually and collectively, that this concerted and focused time of re-gathering for you personally, and sometimes for your parishes and vestries, has given you deep provision for the journey. I also know that many of you have been at the other end of the spectrum, just for a whole variety of reasons, busier than ever. And if as a result you now feel that you missed that year of Jubilee, or you weren’t ready to take it up, but you’re ready now, or maybe you just didn’t get the memo, I want to say it’s all right. Don’t worry. If we do this right, if we run this race the way God desires us to run it, there will be rest on the road.

From my perspective as your bishop, even in the midst of a Jubilee year – goodness! – we got an awful lot done. We have, through the diligent efforts of the listening committee, compiled a catalog of existing outreach and mission initiatives among you, across all 35 of our parishes, along with a huge compendium of soft data, your expressions of your hopes and your fears and your dreams, most of which were enthusiastic and encouraging. For our part, in the bishop’s office, we have tried to make good on our standing pledge that everything we do will be to help you thrive. We hear you are getting the help you need around the questions you have had about salaries and pensions and roofs and boilers and driveways and a hundred other smaller but important issues (if you are the one standing in the basement that’s flooding at the moment). Our administration is solid. Our budget has been in balance for the last two years, and we are proposing, and thank you for voting it, another budget for 2016 that, unless it’s changed again, is a whopping \$182 in the black. We have even managed to push \$55,000 from this year’s budget surplus into mission grants that have been accessed by a dozen parishes and we still have \$23,000 in those funds available, so you all pray and send something in.

And qualitative indicators are also encouraging. I sense a growing enthusiasm for parishes reaching out to each other. I sense growing mutual trust and affection among our clergy. (The clergy conference this year felt to me like a watershed – people were having such a good time.) I feel bonds of fellowship appearing where only a few years ago there had been widespread isolation and anxiety. I have heard the excitement that came out of such things as the recent *Invite, Welcome, Connect* conference hosted in this parish in September, and attended by over 100 leaders representing more than three-quarters of our parishes. All of this collectively paints a portrait of a church that is poised at the brink of a great venture, readying ourselves to launch the Jesus movement in a new way into the world.

For surely that has got to be our only purpose, dear friends, the sole reason for Vestry meetings and fish fries and pageants, and the Growth Fund, the only reason for our boilers and roofs and driveways, the reason for our governing bodies and their meetings – the Standing Committee, the Trustees and Council – that not only we, but the whole world may know the love of Christ, may know Him as Savior and Lord, and through Him be reconciled to God and one another. And the good news is that we know much of what we need to do next in order to see this happen. We have the Presiding Bishop’s vision of evangelism and reconciliation carried into the world, especially racial reconciliation. We have the three strategic priorities to guide our local work: public gospel, missional communities, and leadership formation.

We know that our existing parishes must be transformed from mainly inward-looking religious societies into outward-focused vectors of apostolic mission and grace in Jesus Christ. We know that new communities must be planted in flexible ways that are not burdened by the permanent ownership of real estate and yet have stability and continuity as they either establish themselves as Eucharistic centers or affiliate with existing parishes for that purpose. And we know we will have resources to accomplish this, as we let go of properties we no longer need and cannot maintain, and translate the proceeds from their sales into an endowment to fund innovative mission. In short, we can already see the outlines of the transformed church we are becoming. So if this is all true, if indeed God is making us ready and fit for the race toward his upward call, what is the fuel we need? What will sustain us on the course? What will give us everything we need to interpret the gospel clearly to those around us, love them boldly, and pray into being the church that God dreams of?

The answer appears in the New Testament from one end to the other. Friends, the church, as you know, is first defined not by its great buildings but by its great people – the great and ordinary Saints of God, called into one body by Jesus Christ. At first, you will notice in the gospels, Jesus calls these folks and he sends them out two by two, and he sends them out later in somewhat greater numbers, but even as, in the Acts of the Apostles, the number of missionaries grows into the dozens and hundreds and then the thousands, the evidence is that their primary communities, the ones that imagine and create the great

apostolic work, are small and intimate. The numbers of individuals in these groups range, by my reading, anywhere from two to six or eight, and all have a similar basic mode of life. They pray together, in the Acts of the Apostles. They hear the word of God together. They move into the world together. Led by the Spirit, they go together to minister the grace of God in the places where the Spirit gives them the opportunity. Sometimes, this means bearing witness to Jesus before the great and powerful. Sometimes it means blessing the poor, healing the sick, binding up the broken in the darkest and most forgotten corners of the world. But the key is this: they do this work supporting one another in small and flexible teams, and they do this work in a way that recognizes no distinction between their preparation for the work and the work itself.

These groups are not like the sharing groups or personal support groups of our own age and culture, far be it. They are not prayer groups, though they pray constantly. They are not Bible study groups, though they are always under the Word of God, hearing, reading, marking, learning, and inwardly digesting that Word, until it informs everything they say and do. They are not outreach committees, though they are always reaching out. They are not healing ministries, though they are always healing, or mission teams though they are always on mission. They are just the Church – praying, learning, drinking in the Word, listening to the Spirit, building new relationships, sowing peace, making friends for Jesus in the world, by twos and fours and sixes and eights, bearing witness to His cross and his resurrection in their words and in their deeds. And if you had to pick a word to describe what happened to them as they did this, whether it was on the road to Jerusalem, or Antioch, or Rome, that word might be *formation*. It is the word that St. Paul himself uses, Christ being *formed* in us.

Now I, for one, believe this is a beautiful vision. It is also a timely vision, a vision we need now, a vision that simply wasn't possible earlier. For a church in conflict, formation is not a priority. The political and doctrinal struggles in the years leading up to the split, and the demands of the immediate tasks of reorganization and rebuilding since then, did not produce environments in which this vision of formation could be entertained or supported. But I believe the time for this vision has come for the simple reasons that we need what God offers us through it and we are ready to receive it. In fact, it seems to me, we must begin here, begin with a vision of our formation in Christ, if we are to fulfill our role in the Jesus movement. Because unless we as the church yield ourselves to the Spirit's work in our catechesis, in our formation in the deep and basic mysteries of the faith, then our strategic priorities will mean nothing. We will have no gospel to take public, and no mission around which to build missional communities. But if we can yield ourselves, if we are willing to let God form Christ in us in this way, if we commit to this deep, long-term strategy of formation as a diocese, then I believe God will use us, and build us up as he does so, as we together strive toward the upward call of God in Christ Jesus.

Now, I want you just to take a deep breath. You will be relieved to know I am not proposing a program to accomplish this. And I have no coffee mugs to offer you with a slogan of any kind. It's not that programs are necessarily bad. I don't think they are. Across the history of the church there have been nearly as many models for formation through small groups of disciples as there have been disciples. I, for one, have been through Alpha, and Cursillo; I have tasted the fruits of EFM and Disciples of Christ in Community. I have been a part of dozens of Bible studies, I've led dozens of mission teams, I've taken part in many ministries of healing. They all worked a little, and they all failed a little. And if I have learned one thing, it is that while existing programs or curricula had some value, the greatest transformation and change for myself and for the people that I worked with and we all hoped to bless, came from our making up the work as we went along.

And I believe that is what God wants us to do now. In other words, I am suggesting that the key to your formation, church, lies with you, in your midst. And that key depends not only upon formation in general, but especially upon a well-catechized laity. By "well-catechized laity," I mean that the people of God have taken in Scripture and tradition in such a way that it has become their tap root, that our lay

leadership are able to reason biblically and theologically, not like seminarians, but like practitioners. That prayer, both private and corporate, becomes a daily practice and constant resource for them, and that this condition spreads through the Body of Christ until mission and witness to Him crucified and risen, in word and deed, become just a spontaneous fruit of our inner life and the motivating principle of every local church. Sisters and brothers, in the Order of the Baptized (and here I'm just going to ask clergy to just put your hands over your ears): you are the ones called to create your formation, and you need to figure it out. Now, you are responsible for designing what you will study and how you will pray and where you will serve, but you have all the help of the church, the power of the Spirit, your local clergy and your bishop to help you. But unless the lay people of this diocese engage in this deep formation, the culture of our parishes will never change in the way that we need it to in order for this work to take place. Because the crucial piece of leadership in the church is not among your ordained colleagues, but rather in the Order of the Baptized. Amen? *Amen!*

Now, the way this looks from parish to parish, and among our parishes as we work together, will be God's creative act through us, through you. And I expect that there is going to be a whole lot of collaboration going on that we haven't seen. Thank goodness for Bishop Rowe who came here last night and gave us a little talking to, didn't he, about our sense of autonomy, our separation from one another, our allegiance to the fact that we mainly think of church as our own parish, our own particular place, our own little corner of the Christian universe. And instead of a vision of autonomy, Sean set before us a vision of collaboration which is nothing less than the vision, again, of the church of the New Testament, the church catholic throughout the ages in which we are bound to each other in such intimate ways that when somebody sneezes in Donora, somebody gets a cold in the South Hills. And that's a good thing.

And as you develop this work, as we develop this work together, we will figure out ways for you to share your design for your formation as an inspiration to others. I do not care what we call these groups as we bring them into being. You could call them mission groups or you could call them discipleship groups, or ambassador groups. (Please don't call them self-help groups – that is the wrong track.) Even if they have different names, I do think that they will have common characteristics, as I say, going back to the model of Jesus, going back to the model of the apostles. Those characteristics are five. They will pray together, they will study the Word and the tradition, they will share the Good News of Jesus with those who do not know Him, they will be involved in healing and reconciliation in the world, and they will serve Christ's little ones, especially the poor. These seem to be the five characteristics that keep coming up in Jesus own ministry, in Acts, and in believers movements wherever they have been found in the Church, and they are as exciting a call to us now as they always have been to the saints who have gone before.

Now, I mentioned that the bishop can help. And I can. You will see in the 2016 budget that the position of Canon for Formation has been expanded to half-time, and in that role the Rev. Jay Geisler will help us imagine what the ongoing formation of our clergy, lay leaders, and candidates for ordination may look like. As you all know, the Rev. Canon Dr. Cathy Brall stepped down this summer as Canon Missioner to become the new director of field education at Pittsburgh Theological Seminary. And in this new phase, I have created a half-time post of Canon for Mission. I have mentioned before that the conversion of our parishes into outward-focused missional communities depends upon changing our whole culture. I have already said this can only be done by lay leadership supported by the clergy – not the other way around. And if your lips are not moving when I give this speech next year, well then I'll just keep giving it. So, in this context, I was praying for a deeply formed layperson to take this canonry on. Someone with a heart for getting the Gospel into the world, a good listener, an experienced implementer with great analytical skills, a proven collaborative leader with experience in a complex organization, and I prayed, dear Jesus, please, if it is possible, send a woman. And I found all of this in the person of Kimberly Karashin, who brings years of experience as an analyst and project manager with PNC, an MBA from Duquesne, combined with many years of service and leadership in the church. Kim will take up her position on Monday. (Kim, will you stand please? *Applause*) Now, full disclosure, Kim has just begun the

discernment process for ordination to the priesthood, but I am confident that this will not be a handicap, and that over the next year and more she will look at this work very much from a lay perspective. To round out this team, our new director of administration, the Rev. Canon Ted Babcock, who also serves as priest-in-charge at St. Stephen's McKeesport, will be working with me and the other canons to help you discern what you need in order to create the next stage of your formation.

Finally, we have a great partner in Dr. David Esterline, the new president of Pittsburgh Theological Seminary. Dr. Esterline and I have already talked about expanding and formalizing the relationship between the diocese of Pittsburgh and PTS. We are both hoping to create an environment in which lay leaders, candidates for ordination, and clergy can continue their formation together, in each other's presence, collaboratively, so that the charisms of the various orders of ministry, lay and ordained, may operate with one another, as together we imagine what God wants our future to look like. And I hope that this collaboration will become a laboratory for mission and formation at PTS.

As we move down the road, in the near future over the next few months, I will convene, with our canons, two ad hoc working groups – one to help us design the resources to help you create your formation, and the other to begin to think and pray through what new church plants might look like, where they might be located, how they might be supported, and what connection they will have to our existing parishes. I point out that the process for the formation of these groups is permeable and open. If you have a call to serve in some capacity in this, if you have a notion, if God's given you a vision, if there's an answer to prayer somewhere rolling around in your head or heart that bears on this material, sit in front of a computer or tackle me on the bus (I do ride the bus now), and just let me know.

Now, this process of formation has many parts to it, and people will no doubt play many roles. I am not asking you to take on formation as homework. I know that, especially in small parishes, people are starved for time and energy. But I am asking something simple of you. Across the board, let God begin to feed you where you are in what you are already doing. Take the time you are already committing to the church, and simply reorient it in this way. For example, beginning a Vestry meeting with prayer and Bible study and just letting that go for a while can be the first steps in transforming our lay leaders from servants whose main concerns are shouldering the condition of the boiler and the roof into deeply nurtured and mature spiritual elders of the flock of God. And I guarantee you, sisters and brothers, you start out that way and the business at the end will go fast. But the overwhelming majority of the work I'm describing will take place not in our church buildings, but rather in the places where we work and live. That is where these groups will gather, as I see it, although they will of course come together for worship in the Eucharistic centers we call parishes, before moving out into the world again.

Finally, please understand, I am not asking everyone here immediately to go out and start or join a mission group. But I am asking you to take this idea home, take it into your parishes, pray about it, and then decide what you are called to do. Jesus, you will recall, started small. First there were two or three, then 12, then 70, then more and more. The early church was really not very worried about numbers. In the Acts of the Apostles, you will not find a single moment when the church wonders how they can get more people to come through the doors. Luke says only, "The Lord added to their number day by day those who were being saved." So, if we begin small, I'm pretty sure we won't stay small. Perhaps imagine if, in a year, across the diocese, we had, I don't know, 72 people, that's a nice number, who had self-organized into groups of six or so, which would make 12 groups, a nice dominical number, who were cooking up new ways of letting God form Christ in them and taking that good news into the world. Perhaps one commits to a study of Bonhoeffer's *Life Together* and reaches out to form a partnership with an African-American congregation of a different denomination, beginning the slow and difficult work of racial reconciliation. Perhaps another convenes in a coffee shop, immerses themselves in the work of Saint Augustine and starts a ministry for those in prison. Perhaps a third adopts the letters of Saint Paul and then starts lunchtime studies in their several places of work. As I think of those three examples, I can

name four different Christian mission organizations connected to this diocese in various ways that could help them begin their work, offer support for them while they do it, and counsel them on the road. And there are dozens, hundreds of other possibilities, which I believe God wants to create through us to get his Good News into the world, to bind up the wounds that divide his children, and to announce the coming Kingdom of God. And again, if you have ideas, if you want a share in the ways in which this ministry could be structured, please share them with us.

Because I believe we can be about nothing more important. I mean, look at what has happened over the last twenty-four hours. A few terrorists sow destruction and mayhem in the “City of Light,” and the world is brought to a standstill. We are captivated, focused once again on the magnitude of evil, wringing our hands over the power of darkness, running to and fro wondering what we are to do. And Satan laughs. Have we forgotten that the only weapon such people have is death? And what do we have? What do we have, friends? Nothing, really. Just the Cross, the death that conquers death, the Cross and the empty tomb, the beginning of life that can never be taken away. The empty tomb and the Word made Flesh who gives hope to the hopeless, whose light shines in the darkness, and which the darkness can never overcome. We have only the power of the risen Christ that removes the stumbling blocks of race and tribe and clan. Only the Spirit of God that renews the face of the earth, only the communion of saints, only the armies of peace equipped with the weapons of love, only the everlasting love of the Father that can change despair forever into hope, stark hatred into pure affection, dead ends into open highways. Love that can dry every tear and empty every grave, until the family of God from every nation stands as one before the throne of grace. That’s all we have. So let’s get together, and pray together, and learn together, and serve together and get the news out there, because it is time once again to turn the world upside down! Amen! *Amen!*

# Section B

## Budget and Financials



# EPISCOPAL DIOCESE OF PITTSBURGH PROPOSED 2017 BUDGET

	Final 2015 Results (Cash Basis)	2016 Approved Budget	Actual Results thru 8/31/2016	Proposed 2017 Budget
<b>INCOME</b>				
Parish Assessments Income	598,543	593,587	407,919	614,780
Endowment - Episcopacy	111,093	109,615	100,000	110,823
Endowment - Diocesan Mission	44,230	40,115		41,696
Community Service Fund - Diocesan Mission	124,559	124,560		126,197
Other Quasi-Endowments Redesignated by BOT	19,927	40,468		40,502
BOT Unrestricted Distribution	153,191	174,601	100,000	170,140
BOT - income from St. Christopher's proceeds		19,600		9,800
Bishop's Fund Transfers for Reopened Parishes	60,000	40,000	30,000	40,000
Bishop's Fund Transfer for Cathedral Assistant				22,000
Bishop's Fund Transfer for New Mission Initiatives				6,500
Chaplaincy Fund Income for Campus Ministry		3,000		-
Donations	795	1,000	470	1,000
Trusts, Foundations, Grants - Unrestricted	32,000	54,000	27,000	32,000
Metcalf Missionary Fund (PNC Bank Trustee)	13,662	12,000	8,076	6,000
<b>TOTAL INCOME</b>	<b>1,158,000</b>	<b>1,212,546</b>	<b>673,465</b>	<b>1,221,438</b>
<b>NORMAL OPERATING EXPENSES</b>				
Beyond the Diocese	168,695	180,673	121,044	168,552
Formation and Mission	210,644	185,316	124,913	232,651
Office of the Bishop	243,408	256,216	170,573	261,021
Administration and Support	311,715	389,611	249,581	385,335
<b>TOTAL NORMAL OPERATING EXPENSES</b>	<b>934,462</b>	<b>1,011,816</b>	<b>666,111</b>	<b>1,047,559</b>
<b>Balance of Normal Revenues and Expenditures</b>	<b>223,538</b>	<b>200,730</b>	<b>7,354</b>	<b>173,879</b>
<b>Other Operating Expenses:</b>				
Reopened Churches - Net Expenses	138,756	98,736	83,888	101,349
Returned Properties - Net Expenses	37,257	51,812	23,304	27,530
Legal Expenses	12,254	50,000	12,678	45,000
<b>Total Extraordinary Expenses</b>	<b>188,267</b>	<b>200,548</b>	<b>119,870</b>	<b>173,879</b>
<b>TOTAL EXPENSES</b>	<b>1,122,729</b>	<b>1,212,364</b>	<b>785,981</b>	<b>1,221,438</b>
<b>Balance after Normal and Extraordinary Expenses</b>	<b>35,271</b>	<b>182</b>	<b>(112,516)</b>	<b>(0)</b>
<b>General Fund Balance, Beginning of Year</b>	<b>328,451</b>	<b>363,722</b>	<b>363,722</b>	<b>363,904</b>
<b>General Fund Balance, End of Year/Period</b>	<b>363,722</b>	<b>363,904</b>	<b>251,206</b>	<b>363,904</b>

# EPISCOPAL DIOCESE OF PITTSBURGH PROPOSED 2017 BUDGET

	Final 2015 Results (Cash Basis)	2016 Approved Budget	Actual Results thru 8/31/2016	Proposed 2017 Budget
<b>BEYOND THE DIOCESE</b>				
<b>National</b>				
TEC Assessment	145,000	150,000	100,000	139,000
General Convention Deputies	7,008	14,000	14,000	14,000
Outside the Diocese Meetings	5,514	5,000	2,077	5,000
<b>International</b>				
Lambeth .7% Resolution	3,053	3,523	-	3,881
Province Dues	2,870	2,900	2,967	2,171
PA Council of Churches	750	750	-	-
Christian Associates	2,000	2,000	2,000	2,000
Episcopal Appalachian Ministries	2,500	2,500	-	2,500
<b>TOTAL BEYOND THE DIOCESE</b>	168,695	180,673	121,044	168,552
<b>FORMATION AND MISSION</b>				
<b>Canon for Mission</b>				
Salary	58,609	30,000	20,926	31,691
Expenses	1,853	4,500	1,222	4,000
Sabbatical Reserve	1,000	-	-	-
FICA	281	2,295	1,601	2,425
Pension	9,889	5,813	3,139	4,754
Health and Dental	5,352	-	-	-
<b>Total Canon for Mission</b>	76,984	42,608	26,888	42,870
<b>Canon for Formation</b>				
Salary	17,000	30,000	-	30,600
SECA	1,301	2,295	-	2,341
Pension	3,294	5,813	-	5,930
Expenses	4,528	4,500	2,655	4,500
Funding to St. Peter's for Canon for Formation	-	-	25,406	
<b>Total Canon for Formation</b>	26,123	42,608	28,061	43,371
Commission on Ministry	10,513	7,500	3,449	8,500
Funding for Cathedral Assistant	-	-	-	22,000
<b>Canon Pastor</b>				
Salary				4,500
Pension				810
Automobile and Other Expenses	3,390	4,500	1,427	-
<b>Total Canon Pastor</b>	3,390	4,500	1,427	5,310

# EPISCOPAL DIOCESE OF PITTSBURGH PROPOSED 2017 BUDGET

	Final 2015 Results (Cash Basis)	2016 Approved Budget	Actual Results thru 8/31/2016	Proposed 2017 Budget
<b>Campus Ministry Associate</b>				
Salary	16,208	-	27,235	49,450
Health Benefit Stipend	-	-	-	2,900
Pension	2,918	-	4,717	9,423
Other Ministry-Related Expenses	-	-	176	6,000
Funding for Campus Ministry Associate	(19,126)	-	(34,672)	(67,773)
<b>Total Campus Ministry Associate</b>	-	-	(2,544)	-
<b>Youth Ministry Coordinator</b>				
Salary	9,000	-	-	-
FICA	688	-	-	-
Benefits and Allowances	-	-	-	-
<b>Total for Youth Ministry Coordinator</b>	9,688	-	-	-
<b>Children and Youth</b>				
Children and Youth Ministry	6,375	5,000	932	5,000
Sheldon Calvary Camp	4,000	4,000	4,000	4,000
College Ministry - Heinz Chapel	(25)	3,000	377	-
<b>Total for Children and Youth</b>	10,350	12,000	5,309	9,000
<b>Community Outreach</b>				
Coal Country Hangout	10,000	10,000	10,000	10,000
Shepherd's Wellness	3,000	3,000	3,000	3,000
Neighborhood Youth Outreach Program	10,000	10,000	10,000	10,000
<b>Total for Community Outreach</b>	23,000	23,000	23,000	23,000
<b>Training</b>				
Clergy Conference (funded by Widow's Corp)	-	-	712	-
Ministry Leadership Workshops	1,000	500	-	1,000
SafeChurch Training	-	1,000	529	1,000
EFM	1,500	1,500	1,500	500
<b>Total for Training</b>	2,500	3,000	2,741	2,500
<b>Ministry Support</b>				
Deacon's Ministry	175	500	150	500
Absalom Jones Celebration or Other Event	1,692	2,000	2,021	3,000
Commission on Race and Reconciliation	1,798	2,900	1,288	2,900
Other Committees	531	700	374	700
Social Justice and Outreach	1,900	2,000	759	2,000
<b>Total for Ministry Support</b>	6,096	8,100	4,592	9,100
New Mission Initiatives	-	-	-	25,000
Diocesan Missions	42,000	42,000	31,990	42,000
<b>TOTAL FORMATION AND MISSION</b>	210,644	185,316	124,913	232,651

# EPISCOPAL DIOCESE OF PITTSBURGH PROPOSED 2017 BUDGET

	Final 2015 Results (Cash Basis)	2016 Approved Budget	Actual Results thru 8/31/2016	Proposed 2017 Budget
<b>OFFICE OF THE BISHOP</b>				
Salary	120,000	126,200	84,133	122,424
<b>Other Expenses</b>				
Housing Allowance	35,000	35,000	23,333	42,000
Pension	27,900	29,016	19,344	29,597
Auto	10,323	6,000	3,777	7,500
Pastoral/travel	11,033	15,000	9,073	14,000
Benefits and allowances	27,874	29,000	19,050	30,500
Sabbatical Reserve	6,000	6,000	6,000	6,000
Lambeth Conference Reserve	-	2,500	2,500	2,500
Hospitality fund	3,126	5,000	1,408	4,000
Education fund	2,152	2,500	1,955	2,500
<b>Total Other Expenses</b>	123,408	130,016	86,440	138,597
<b>TOTAL OFFICE OF THE BISHOP</b>	243,408	256,216	170,573	261,021
<b>ADMINISTRATION AND SUPPORT</b>				
<b>Archives</b>				
Archivist Salary	8,775	8,775	5,850	8,951
Archivist Car Allowance	798	1,000	397	1,000
Archivist FICA	717	671	448	685
Pension	375	-	-	-
Health and Dental	56	-	-	-
Archives - Pitt Intern	-	1,500	-	1,000
<b>Total Archives</b>	10,721	11,946	6,695	11,636
<b>Director of Administration</b>				
Salary	26,547	37,080	22,693	30,600
Expenses	2,060	4,000	2,594	5,000
SECA	1,056	2,837	1,711	2,341
Pension	2,673	7,185	2,025	6,225
Health and Dental	1,416	17,520	9,106	9,055
<b>Total Director of Administration</b>	33,752	68,622	38,129	53,221
<b>Financial &amp; Property Administrator</b>				
Salary	28,863	29,598	20,545	30,576
Expenses	1,772	2,500	918	2,500
FICA	2,208	2,265	1,572	2,340
Pension	4,570	4,440	3,082	4,587
Benefits and Allowances	1,407	1,440	960	1,476
<b>Total Financial &amp; Property Administrator</b>	38,820	40,243	27,077	41,479
<b>Treasurer</b>				
Salary	45,903	54,912	36,608	56,011
Expenses	1,311	1,500	914	1,500
FICA	3,511	4,201	2,801	4,285
Pension	7,422	8,237	5,491	8,237
<b>Total Treasurer</b>	58,147	68,850	45,814	70,033

# EPISCOPAL DIOCESE OF PITTSBURGH PROPOSED 2017 BUDGET

	Final 2015 Results (Cash Basis)	2016 Approved Budget	Actual Results thru 8/31/2016	Proposed 2017 Budget
<b>Executive Secretary</b>				
Salary	35,067	35,067	23,378	35,768
FICA	2,683	2,683	1,788	2,737
Pension	5,698	5,260	3,507	5,365
Dental	1,407	1,440	960	1,476
<b>Total Executive Secretary</b>	44,855	44,450	29,633	45,346
Fundraising Consultant	-	-	-	-
Director of Communications	15,950	18,000	5,750	18,360
<b>Communications - Publications</b>				
Diocesan Newsletter	378	450	378	450
Webmaster (contract)	16,042	18,000	13,458	18,360
Communication Equipment	-	400	-	
<b>Total Communications - Publications</b>	16,420	18,850	13,836	18,810
<b>Support</b>				
Annual Audit	13,956	14,500	11,000	14,500
Archival Storage and Supplies	2,011	2,500	1,151	1,500
Archival Space at Cathedral	10,000	-	-	-
Background Checks	600	1,000	-	1,000
Bank Service Fees	244	350	62	350
Copier	404	500	252	500
Database/Website	-	500	-	12,000
Diocesan Convention	968	1,000	(45)	1,000
Internet Expense	517	1,000	-	-
Liability, Workers, Bond	34,871	35,000	26,970	33,000
Miscellaneous	1,462	2,500	1,248	2,500
Office Furniture/Equipment	144	1,000	-	1,000
Office Supplies	3,219	3,500	2,446	3,500
Payroll Service	969	700	280	700
Postage	1,792	2,000	1,076	2,000
Rent for Offices and Archives at Cathedral	13,953	35,000	26,250	35,000
Cleaning for Offices and Archives at Cathedral	394	-	1,710	2,400
Employee Transportation Expense	2,420	9,100	4,147	8,000
Staff Development	177	1,500	1,602	1,500
Technology - Hardware, Support, and Software	3,952	5,000	4,298	5,500
Telephones	997	2,000	200	500
<b>Total for Support</b>	93,050	118,650	82,647	126,450
<b>TOTAL ADMINISTRATION AND SUPPORT</b>	311,715	389,611	249,581	385,335

## 2017 PROPOSED BUDGET -- APPENDIX A

	Final 2015 Results (Cash Basis)	2016 Approved Budget	Actual Results through 8/31/2016	Preliminary 2017 Budget
<b>BUDGET APPENDIX A - REOPENED PARISHES AND RETURNED PROPERTIES</b>				
<b>6150 • Reopened churches net of income</b>				
Total 6150.01 • St. Thomas/ North Cambria	28,468	28,880	18,711	28,280
Total 6150.02 • St. James / Penn Hills	69,970	41,830	27,870	45,143
Total 6150.03 • St. Barnabas / Brackenridge	7,454	7,926	6,136	7,926
Total 6150.06 • St. David's / Venetia	32,864	20,000	31,171	20,000
6150.07 • St. John's / Donora	-	100	-	-
<b>Total 6150 • Reopened churches net of income</b>	<b>138,756</b>	<b>98,736</b>	<b>83,888</b>	<b>101,349</b>
<b>6561 • Property Expense, net of income</b>				
Total 6561.13 • Prince of Peace, Aliquippa	8,930	7,500	7,598	7,500
Total 6561.12 • St. Andrew's, New Kensington	68	13,988	4,059	9,000
Total 6561.11 • Transfiguration, Clairton	(1,135)	(5,950)	(2,792)	(2,950)
Total 6561.01 • Epiphany, Avalon	(2,985)	3,000	2,839	3,000
Total 6561.02 • Donegal	8,340	9,850	7,824	10,000
6561.03 • Land- Allegheny Township	477	500	469	500
6561.04 • Smicksburg Cemetery	(620)	-	(563)	(500)
6561.041 Oak Grove Cemetery	-	-	(121)	-
6561.05 • Grace Menallan Cemetery	1,492	1,700	1,605	1,500
Total 6561.06 • Christ the King, Beaver Falls	6,444	7,180	2,984	-
Total 6561.07 • Trinity, Freeport	505	984	917	1,000
Total 6561.08 • All Saints, Rosedale	(2,133)	(15,520)	(7,746)	(15,520)
Total 6561.09 • St. Martin's, Monroeville	24,357	10,000	1,935	-
Total 6561.10 • Good Samaritan, Liberty Boro	(6,718)	(4,420)	(2,680)	(4,000)
6561099 - Contingency for Property Repairs	235	5,000	-	10,000
Contingency for Expenses Relating to Sale of Properties	-	18,000	6,976	8,000
<b>Total 6561 • Property exp, net of income</b>	<b>37,257</b>	<b>51,812</b>	<b>23,304</b>	<b>27,530</b>

# **PROPOSED 2017 BUDGET**

## **Comments**

1. The balanced budget was presented and approved at the September 13, 2016 Council Meeting.
2. Parish Assessments Income is computed based on data from Parochial Reports for 2015, 2014, and 2013. Parish Assessments Income was calculated using the lower of 2015 Normal Operating Income (Line A from Parochial Report) or the average of the 2015, 2014, and 2013 Normal Operating Income.
3. The formula used to calculate Parish Assessments Income was adopted at the 2009 Annual Convention. The first \$35,000 of Normal Operating Income is assessed at 5% and Normal Operating Income in excess of \$35,000 is assessed at 11%.
4. For budgeting, the total of Parish Assessments Income is reduced by 7.5% to allow for situations that might result in the diocese receiving less than full payment, such as when assessment relief is approved for a specific parish. Assessment relief granted in past years is not reflected in the calculation of the 2017 proposed assessment amounts.
5. Endowment Transfers continue to be calculated using a 4½ % spending policy on endowment average balances over the prior four-year period.
6. The Bishop's Fund Board approved the use of \$20,000 each (\$40,000 total) to support reopened parishes, \$22,000 for an assistant at the Cathedral, and \$6,500 towards new mission initiatives.
7. Reopened Parishes budget of \$101,000 continues to fund the ministries of St. James, Penn Hills; St. Thomas, Northern Cambria; St. David's, Peters Township; and St. Barnabas, Brackenridge.
8. Returned Properties net expenses decreased by \$24,000 due to the sale of St. Martin's, Monroeville and Christ the King, Beaver Falls.
9. Diocesan Mission and Faithful Remnants budget of \$42,000 provides assistance to various parishes with significant financial need.
10. New Mission Initiatives budget provides \$25,000 for parishes to design mission projects that focus on personal interaction and relationship building.
11. Outreach budget provides \$10,000 for Neighborhood Youth Outreach Program; \$10,000 for Coal Country Hangout Youth Center; \$4,000 to Shepherd Wellness Community; and \$4,000 to Sheldon Calvary Camp.

**Episcopal Diocese of Pittsburgh**  
**Assessments for Parishes Submitting 2015 TEC Parochial Reports**

Parish	Location	Total 2017 Assessment	Growth Fund (7% of Assessment)
St. Peter's Episcopal Church	Blairsville	\$ 1,023	\$ 72
St. Barnabas Episcopal Church	Brackenridge	2,484	174
St. Peter's Episcopal Church	Brentwood	18,051	1,264
All Saints' Episcopal Church	Brighton Heights	3,726	261
St. Thomas Episcopal Church	Canonsburg	5,579	391
Church of the Atonement	Carnegie	1,530	107
Church of the Nativity	Crafton	13,173	922
St. John's Episcopal Church	Donora	735	51
Calvary Episcopal Church	East Liberty	147,320	10,312
St. Brendan's Episcopal Church	Franklin Park	19,412	1,359
Church of the Good Shepherd	Hazelwood	1,584	111
St. Andrew's Episcopal Church	Highland Park	47,852	3,350
St. Matthew's Episcopal Church	Homestead	1,203	84
Church of the Holy Cross	Homewood	12,917	904
Christ Episcopal Church	Indiana	15,632	1,094
The Church of the Advent	Jeannette	1,161	81
St. Mark's Episcopal Church	Johnstown	13,723	961
St. Paul's Episcopal Church	Kittanning	11,725	821
St. Michael's of the Valley Episcopal Church	Ligonier	48,234	3,376
St. Stephen's Episcopal Church	McKeesport	7,721	540
St. Paul's Episcopal Church	Monongahela	1,603	112
St. Paul's Episcopal Church	Mt. Lebanon	87,373	6,116
Christ Episcopal Church	North Hills	49,063	3,434
Emmanuel Episcopal Church	North Side	4,979	349
All Souls Episcopal Church	North Versailles	1,368	96
St. Thomas Episcopal Church	Northern Cambria	410	29
St. Thomas Memorial Church	Oakmont	29,928	2,095
St. James Episcopal Church	Penn Hills	2,461	172
St. David's Episcopal Church	Peters Twp	12,180	853
Trinity Cathedral	Pittsburgh	44,872	3,141
St. Bartholomew's Episcopal Church	Scottdale	936	66
St. Francis-in-the-Fields Episcopal Church	Somerset	7,186	503
Church of the Redeemer	Squirrel Hill	26,356	1,845
St. Michael's Episcopal Church	Wayne Township	94	7
St. Stephen's Episcopal Church	Wilkinsburg	21,032	1,472
<b>Assessments Total</b>		<b>\$ 664,627</b>	<b>\$ 46,524</b>
<b>Budgeted Assessments (reduced by 7.5%)</b>		<b>\$ 614,780</b>	



Summary of Pool I Endowment Funds Held at Morgan Stanley  
For the Year Ended December 31, 2015

	YTD 2015 Rollforward
2015 ACTIVITY	
Pool I Balance, beginning of year	\$ 22,655,483
Additions	86,766
Income, net of investment fees	353,825
Realized Gain	1,465,925
Withdrawals	(70,769)
Spending Policy	(872,776)
Unrealized (Loss)	(2,732,313)
	<hr/>
Pool I Balance, end of year	\$ 20,886,141
Accrued Interest at 12/31/2015 (See Note 1)	(14,804)
Investments in Pool I Ending Balance per audited financial statements	<u><u>\$ 20,871,337</u></u>

Note 1: Accrued interest recorded only at 12/31/2015 for financial reporting purposes.

BREAKDOWN OF POOL I ENDING VALUE:

Funds Held for Others	\$ 2,745,353
Permanently Restricted	8,402,515
Temporarily Restricted	-
Trustee Designated	5,509,371
Trustee Undesignated	4,228,902
	<hr/>
Pool I Balance, end of year	<u><u>\$ 20,886,141</u></u>

# POOL I 2015 SUMMARY OF ACTIVITY BY FUND

Donor No.	Donor Name	Beginning Bal.	Additions	Other Deposits	Income	Realized Gain	Withdrawal	Spending Policy	Unrealized Gain/Loss	Ending Balance
<b>FUNDS HELD FOR OTHERS</b>										
10010001	ST. THOMAS BARNESBORO	11,578.53	0.00	0.00	34.50	784.45	0.00	(128.19)	(1,095.22)	11,174.07
10010002	BRACKENRIDGE	43,988.65	0.00	0.00	131.00	2,978.89	0.00	(486.77)	(4,158.04)	42,432.73
10010005	BUTLER ALTAR GUILD	327.41	0.00	0.00	0.98	22.18	0.00	(3.62)	(30.97)	315.98
10010006	BUTLER ALTAR RESERVE	13,244.87	0.00	0.00	2.15	905.96	0.00	(18.00)	(68.36)	12,967.65
10010007	BUTLER ENDOWMENT	35,738.12	0.00	0.00	36.47	905.96	0.00	(14.00)	(3,380.51)	34,889.70
10010011	CORKERY	897,568.32	0.00	0.00	106.48	2,421.27	0.00	(395.66)	(65,983.83)	873,202.33
10010012	NATIVITY CRAFTON ENDOWMENT	199.52	0.00	0.00	2,078.37	47,260.57	0.00	(7,721.99)	(19,088.00)	194.71
10010016	FOX CHAPEL	9.51	0.00	0.00	0.80	13.67	0.00	0.00	(19.08)	9.28
10010017	FOX CHAPEL COLUMBARIUM	1,325.92	0.00	0.00	0.03	0.65	0.00	0.00	(125.42)	1,279.60
10010018	GALLAGHER & ELGIN	45,170.54	0.00	0.00	3.95	89.83	0.00	(14.88)	(4,272.72)	43,592.64
10010021	ELIZABETH HAMMER	15,488.98	0.00	0.00	134.58	3,060.32	0.00	(500.08)	(1,465.12)	14,947.92
10010022	MARY CRAFT HARDY	2,213.13	0.00	0.00	46.15	1,049.38	0.00	(171.48)	(2,135.82)	60,902.90
10010023	HAZELWOOD ENDOWMENT	63,107.38	0.00	0.00	6.59	149.94	0.00	(68.66)	(5,968.39)	17,873.27
10010024	DAVID HENRY	18,520.23	0.00	0.00	188.02	4,275.54	0.00	(205.04)	(1,751.85)	13,061.26
10010026	HOMESTEAD	13,534.03	0.00	0.00	55.18	1,254.75	0.00	(148.83)	(1,280.20)	11,533.68
10010027	ADVENT JEANETTE	12,191.42	0.00	0.00	40.32	916.93	0.00	(148.83)	(1,280.20)	11,533.68
10010028	ST. PAUL'S BARNESBORO	116,782.31	0.00	0.00	351.84	8,000.61	0.00	(1,328.19)	(11,720.28)	113,964.54
10010029	RUTH J. MCGREGOR	2,863.37	0.00	0.00	8.53	193.99	0.00	(31.70)	(270.86)	2,763.34
10010030	MARSHALL FUND - UNIONTOWN	66,501.26	0.00	0.00	198.14	4,505.48	0.00	(796.23)	(6,290.42)	64,178.23
10010031	MECH FUND	89,760.25	0.00	0.00	267.44	6,081.28	0.00	(983.73)	(8,490.51)	86,624.73
10010035	NORTH SIDE EMANUEL FUND	31,468.94	0.00	0.00	93.73	2,131.35	0.00	(348.28)	(2,975.73)	30,360.01
10010039	JOSEPHINE PAYNE	7,210.14	0.00	0.00	21.48	488.49	0.00	(79.82)	(682.01)	6,958.28
10010041	PLUMMER MEM	34,596.97	0.00	0.00	103.08	2,343.95	0.00	(383.02)	(3,272.56)	33,388.42
10010042	ST. BARTHOLOMEW'S SCOTTDAL	8,871.85	0.00	0.00	26.43	601.07	0.00	(88.22)	(839.19)	8,581.94
10010045	RUTH TAYLOR	44,313.12	0.00	0.00	132.03	3,002.23	0.00	(480.58)	(4,191.63)	42,765.17
10010049	TRINITY WASHINGTON	16,571.63	0.00	0.00	50.27	1,143.06	0.00	(186.78)	(1,595.90)	16,282.28
10010051	WETZEL	1,124,889.74	0.00	0.00	3,350.94	76,198.05	0.00	(12,451.38)	(106,385.51)	1,085,401.84
10010056	ST. PAUL'S KITTANNING - ADA MAE GOOD	71,464.03	0.00	0.00	215.28	4,695.23	0.00	0.00	(6,634.57)	69,728.96
10010057	ST. PAUL'S KITTANNING - RECTOR SALE FUND	1,463.37	0.00	0.00	35.17	799.68	0.00	(130.67)	(1,115.56)	1,391.05
10010060	KNEPPER-CRAFTON	11,803.37	0.00	0.00	35.14	799.68	0.00	(130.67)	(1,115.56)	1,391.05
10010061	UNIONTOWN SPIRITUAL GROWTH FUND	16,237.92	0.00	0.00	35.14	799.68	0.00	(130.67)	(1,115.56)	1,391.05
10010066	JEANNETTE RECTORIAL	6,571.86	0.00	0.00	152.90	3,476.94	0.00	(568.16)	(4,854.40)	49,527.20
10010067	HOFFMIRE-TRINITY CATHEDRAL	18.56	0.00	0.00	0.06	1.27	0.00	(72.76)	(621.64)	6,342.29
10010071	BERTHA STREET/MT. WASHINGTON	139.02	0.00	0.00	0.42	9.52	0.00	0.00	(13.29)	135.67
10010073	MCWILLIN ENDOWMENT FUND-MT WASHINGTON	27,116.64	0.00	0.00	80.79	1,837.16	0.00	(300.20)	(2,564.99)	26,168.40
10010075	CHURCH OF THE TRANSFIGURATION ORGAN FUND	22,911.44	0.00	0.00	68.26	1,552.26	0.00	(263.65)	(2,167.22)	22,111.09
10010076	LINDEMAN FUND FOR ST PAUL'S KITTANNING	0.00	0.00	0.00	(0.00)	(0.00)	0.00	0.00	0.00	0.00
10010077	ST THOMAS MEMORIAL ENDOWMENT FUND	12,019.09	0.00	0.00	36.21	823.41	0.00	0.00	(1,149.62)	11,729.09
<b>Subtotal</b>		<b>2,846,917.43</b>	<b>0.00</b>	<b>0.00</b>	<b>8,475.68</b>	<b>192,730.98</b>	<b>(4,575.00)</b>	<b>(28,110.54)</b>	<b>(289,085.40)</b>	<b>2,745,353.15</b>
<b>PERMANENTLY RESTRICTED</b>										
20020001	BAILEY	101,509.46	0.00	0.00	302.44	6,877.29	0.00	(1,123.81)	(9,601.88)	97,983.51
20020002	HELEN BARTLETT	59,983.31	0.00	0.00	180.75	4,110.07	0.00	0.00	(5,738.35)	58,545.77
20020003	R.D. & CARRIE BAUGHMAN	6,108.66	0.00	0.00	18.20	413.86	0.00	(67.63)	(8,010.87)	8,731.18
20020004	JOHN & LILLIAN BIRD	84,889.57	0.00	0.00	252.33	5,737.74	0.00	(98.77)	(502.14)	5,123.10
20020005	BIRD	5,308.54	0.00	0.00	15.82	359.65	0.00	0.00	(4,385.19)	44,739.94
20020006	BOWMAN INSTITUTE	45,846.14	0.00	0.00	138.12	3,140.86	0.00	0.00	(1,238.68)	12,647.83
20020007	LOUISE & LULU BROWN/ECW	13,105.64	0.00	0.00	39.05	887.91	0.00	(145.09)	(1,255.57)	12,809.89
20020008	LOUISE & LULU BROWN/SMWB	13,273.57	0.00	0.00	39.55	889.29	0.00	(146.95)	(1,347.96)	13,752.59
20020009	LOUISE & LULU BROWN/REINVEST	14,092.62	0.00	0.00	42.46	965.47	0.00	0.00	(1,240.28)	12,653.94
20020010	LOUISE & LULU BROWN/UTO	13,111.95	0.00	0.00	39.07	888.34	0.00	(145.14)	(26,148.42)	26,678.01
20020012	LUCY BROWN/FIELD	276,439.69	0.00	0.00	823.63	18,728.67	0.00	(3,063.40)	(2,143.00)	21,684.06
20020013	HILL & MARK BURGWIN	22,655.47	0.00	0.00	97.50	1,534.91	0.00	(280.82)	(6,634.57)	14,021.63
20020014	LOUISE & LULU BROWN/UTK	45,151.19	0.00	0.00	134.53	3,059.01	0.00	(499.67)	(4,270.96)	43,751.95
20020016	BERTHA CUMMINGS	118,150.43	0.00	0.00	352.02	8,004.72	0.00	(1,308.94)	(11,175.97)	114,023.17
20020017	W.M. & ELIZABETH ELKIN	5,127.62	0.00	0.00	15.28	347.40	0.00	(56.77)	(485.03)	4,948.50
20020018	ELIZABETH FLEMING/ADVENT	32,856.58	0.00	0.00	97.89	2,226.04	0.00	(363.75)	(3,107.94)	31,708.83
20020019	ELIZABETH FLEMING/ECW	32,856.58	0.00	0.00	97.89	2,226.04	0.00	(363.75)	(3,107.94)	31,708.83
20020020	MARGARET GARNER	23,982.08	0.00	0.00	71.39	1,623.44	0.00	(265.28)	(2,666.60)	23,125.03
20020021	GIRLS FRIENDLY	36,984.22	0.00	0.00	110.19	2,505.69	0.00	(409.45)	(3,498.37)	35,692.28
20020022	GAFFNEY ENDOWMENT/CANTERBURY	573.69	0.00	0.00	1.71	38.87	0.00	(6.35)	(54.27)	553.65
20020023	EDNA HALL	574.62	0.00	0.00	1.71	38.87	0.00	(6.35)	(54.27)	553.65
20020024	LYDE HARTLEY	79,108.19	0.00	0.00	238.34	5,419.60	0.00	(2,862.40)	(7,566.69)	77,198.44
20020025	ELIZABETH HOG	283,130.56	0.00	0.00	754.19	17,149.67	0.00	(2,862.40)	(23,943.87)	244,288.14
20020026	ELIZABETH HOG	47,281.83	0.00	0.00	142.83	3,140.86	0.00	(29.45)	(4,325.32)	46,133.89
20020027	EDNA HALL	149,887.53	0.00	0.00	446.58	10,154.92	0.00	(1,659.49)	(14,780.01)	144,651.62
20020028	KEIGHLEY FUND	2,891.57	0.00	0.00	8.02	182.35	0.00	(29.80)	(254.59)	2,597.55
20020029	ALICE KENDIG	66,883.25	0.00	0.00	199.27	4,531.36	0.00	(740.46)	(6,326.55)	64,546.87
20020030	KERFOOT CEMETERY	40,430.08	0.00	0.00	121.81	2,769.81	0.00	0.00	(3,867.13)	39,454.57
20020031	KERFOOT PRAYER BOOK SOCIETY	70,607.79	0.00	0.00	212.73	4,837.25	0.00	0.00	(6,753.63)	68,904.14
20020032	KERFOOT CANTERBURY	7,529.85	0.00	0.00	22.69	515.86	0.00	0.00	(720.23)	7,348.17
20020033	LATHWOOD/CANTERBURY	37,072.85	0.00	0.00	110.46	2,511.70	0.00	(410.43)	(3,506.76)	35,777.81
20020034	LATHWOOD/ST. MARGARETS	36,660.21	0.00	0.00	109.23	2,483.74	0.00	(405.86)	(3,467.73)	35,379.59
20020036	MCCANDLESS FUND	196,985.13	0.00	0.00	586.64	13,339.70	0.00	(2,179.82)	(18,624.51)	190,017.14
20020037	JAMES MOLVAINES/SCOTTDAL	26,919.39	0.00	0.00	80.20	1,823.80	0.00	(288.02)	(2,546.33)	25,978.04
20020038	JAMES MOLVAINES/WASHINGTON	26,920.53	0.00	0.00	80.21	1,823.87	0.00	(288.04)	(2,546.44)	25,980.13

# POOL I 2015 SUMMARY OF ACTIVITY BY FUND

Donor No.	Donor Name	Beginning Bal.	Additions	Other Deposits	Income	Realized Gain	Withdrawal	Spending Policy	Unrealized Gain/Loss	Ending Balance
200200039	RUTH SHELTON MCKELVEY	26,472.91	0.00	0.00	78.82	1,792.22	0.00	(312.50)	(2,502.24)	25,529.20
200200040	BISHOP MANN	42,087.63	0.00	0.00	1,216.83	2,884.06	0.00	0.00	(4,026.64)	41,081.88
200200041	R.K. MELLON FOUNDATION	470,945.82	0.00	0.00	1,418.86	32,263.91	0.00	0.00	(45,045.93)	459,582.66
200200042	ROLAND & M.S. MERRELL	5,495.01	0.00	0.00	16.37	372.29	0.00	(60.83)	(519.78)	5,303.06
200200043	ANNA MILLER	6,365.66	0.00	0.00	18.97	431.28	0.00	(70.47)	(602.13)	6,143.30
200200044	WILSON MILLER/CHRIST CHURCH	21,389.77	0.00	0.00	1,463.59	1,463.59	0.00	(238.11)	(2,445.00)	20,448.30
200200045	WILSON MILLER/ISPCAPY	21,389.77	0.00	0.00	1,463.59	1,463.59	0.00	(238.11)	(2,445.00)	20,448.30
200200046	WILSON MILLER/MISSIONS	21,698.37	0.00	0.00	64.50	2,163.27	0.00	0.00	(2,047.68)	20,891.57
200200047	MISSIONS DEPARTMENT	154,377.13	385.19	0.00	465.11	10,576.18	0.00	0.00	(14,766.18)	151,037.45
200200048	EDITH MORRISON	28,846.15	0.00	0.00	85.95	1,954.33	0.00	(319.35)	(2,728.59)	27,838.49
200200049	M.E. & M.L. MUDGE	111,624.29	0.00	0.00	336.30	7,647.24	0.00	0.00	(10,676.85)	108,930.98
200200050	CORA MAY NEISON/ECW	12,770.84	0.00	0.00	38.05	865.23	0.00	(141.39)	(1,208.01)	12,324.72
200200051	CORA MAY NEISON/UTO	12,777.02	0.00	0.00	38.07	865.65	0.00	(141.43)	(1,208.60)	12,330.71
200200052	ELLA C. PARSHALL #1	5,331.71	0.00	0.00	16.06	365.27	0.00	0.00	(509.98)	5,203.06
200200053	ELLA C. PARSHALL #2	6,620.59	0.00	0.00	19.73	448.55	0.00	(73.30)	(626.24)	6,389.32
200200054	ELLA C. PARSHALL #3	6,618.60	0.00	0.00	19.72	448.41	0.00	(73.27)	(626.06)	6,387.40
200200056	LILLIAN PARSHALL SPU ECW	1,777.34	0.00	0.00	5.30	120.42	0.00	(19.88)	(168.12)	1,715.25
200200057	PERMANENT EPISCOPAL FUND	1,949,779.60	0.00	0.00	5,760.81	130,982.21	0.00	(37,728.61)	(162,887.53)	1,885,916.28
200200058	WILLIAM O. PHILLIPS	28,846.15	0.00	0.00	1,163.19	1,163.19	0.00	(278.10)	(2,051.99)	28,846.15
200200059	SALLIE O. PHILLIPS	5,820.94	0.00	0.00	17.34	394.37	0.00	(1,782.47)	(1,550.60)	5,617.87
200200060	NATALIE RAY/ST. PAUL'S	161,004.52	0.00	0.00	479.70	10,808.62	0.00	0.00	(15,229.58)	155,380.27
200200061	NATALIE RAY/BISHOP'S FUND	157,769.91	0.00	0.00	475.33	10,808.62	0.00	0.00	(15,090.68)	153,963.17
200200062	NATALIE RAY/GROWTH FUND	186,276.02	0.00	0.00	561.21	12,761.54	0.00	0.00	(17,817.29)	181,781.48
200200063	NORMAN RAY	140,918.64	0.00	0.00	419.86	9,547.28	0.00	(1,560.10)	(13,329.63)	135,996.05
200200064	ERNEST REINHOLD	85,164.91	0.00	0.00	253.74	5,769.95	0.00	(942.86)	(8,055.83)	82,189.91
200200065	GEORGE RHODES	289,471.45	0.00	0.00	872.12	19,831.32	0.00	0.00	(27,887.92)	282,486.97
200200066	HARRIET ROBINSON	118,198.78	0.00	0.00	352.17	8,008.00	0.00	(1,308.57)	(11,180.54)	114,089.84
200200068	SCHOENBERGER	193,318.03	0.00	0.00	582.43	13,243.97	0.00	0.00	(18,490.86)	188,653.57
200200069	EMMA SEARIGHT BULGER	1,314.03	0.00	0.00	3.92	89.03	0.00	(14.55)	(124.29)	1,268.13
200200070	RACHEL SEARIGHT SHIPLEY	2,317.64	0.00	0.00	6.91	157.02	0.00	(25.86)	(119.23)	2,234.68
200200071	SHELDON CALVARY CAMP/END.	136,165.69	0.00	0.00	411.66	9,360.76	0.00	(1,528.62)	(13,089.23)	133,339.26
200200072	SHELDON CALVARY CAMP/END.	136,165.69	0.00	0.00	411.66	9,360.76	0.00	(1,528.62)	(13,089.23)	133,339.26
200200073	WILLIAM M. SMITH	32,818.33	0.00	0.00	97.78	2,223.45	0.00	(363.33)	(3,104.31)	31,711.82
200200074	STEPP FAMILY FUND	125,383.48	0.00	0.00	373.51	8,493.41	0.00	(1,387.89)	(11,858.25)	120,984.26
200200075	CHARLES STEVENSON	8,156.22	0.00	0.00	24.30	552.59	0.00	(90.30)	(771.50)	7,871.31
200200076	ELIZA STUART	291,355.37	0.00	0.00	877.79	19,960.39	0.00	0.00	(27,868.12)	284,325.43
200200077	TERREL SEMINARIAN FUND	10,042.99	0.00	0.00	30.26	688.03	0.00	0.00	(960.61)	9,800.67
200200078	THEOLOGICAL STUDENT AID	285,988.26	0.00	0.00	861.62	19,592.70	0.00	0.00	(27,354.76)	279,087.82
200200079	T.P.M.	16,645.88	0.00	0.00	50.15	1,140.39	0.00	0.00	(1,592.17)	16,244.25
200200080	ALEXANDER VANCE	49,981.72	0.00	0.00	148.92	3,886.28	0.00	(553.35)	(4,727.81)	48,235.75
200200081	MARIA VONBONNHURST	44,866.05	0.00	0.00	133.88	3,039.69	0.00	(486.71)	(4,243.92)	43,298.78
200200082	EDWARD WARD	284,475.36	0.00	0.00	887.19	20,174.14	0.00	0.00	(28,166.54)	287,370.15
200200083	GEORGE WHITE	2,751.82	0.00	0.00	8.20	166.44	0.00	(30.47)	(260.30)	2,655.69
200200084	GEORGE WHITE	5,067.97	0.00	0.00	15.83	368.59	0.00	(30.47)	(260.30)	2,655.69
200200085	WATHEHEAD	27,832.50	0.00	0.00	78.69	17,886.38	0.00	(11,706.24)	(34,972.27)	25,782.27
200200086	YELLAND	38,488.99	0.00	0.00	114.88	2,607.64	0.00	(426.11)	(3,840.71)	37,144.49
200200087	CHAPLAINCY PROGRAM FUND	599,700.15	0.00	0.00	1,806.77	41,084.70	0.00	0.00	(57,361.27)	585,230.35
200200088	WASHINGTON/UTAN	24,183.82	0.00	0.00	72.05	1,638.46	0.00	(287.74)	(2,287.57)	23,339.02
200200089	MARY GREENWAY TRUST	70,886.98	0.00	0.00	211.20	4,802.61	0.00	(784.79)	(6,705.28)	68,410.73
<b>Subtotal</b>		<b>8,690,884.68</b>	<b>385.19</b>	<b>0.00</b>	<b>25,939.75</b>	<b>589,851.51</b>	<b>0.00</b>	<b>(81,012.50)</b>	<b>(823,533.62)</b>	<b>8,402,515.01</b>
<b>TEMPORARILY RESTRICTED</b>										
300300001	SHELDON CALVARY CAMP INV.	0.00	0.00	0.00	-	0.00	0.00	0.00	0.00	0.00
<b>Subtotal</b>		<b>0.00</b>	<b>0.00</b>	<b>0.00</b>	<b>-</b>	<b>0.00</b>	<b>0.00</b>	<b>0.00</b>	<b>0.00</b>	<b>0.00</b>
<b>UNRESTRICTED</b>										
400400001	BISHOP'S FUND	286,165.11	0.00	0.00	801.00	18,234.64	0.00	0.00	(35,458.67)	259,742.98
400400003	BISHOP RESIDENCE FUND	377,370.34	0.00	0.00	1,133.23	26,768.91	0.00	(1,238.63)	(35,977.82)	367,064.85
400400005	CHURCH/CLUB	22,319.94	0.00	0.00	67.25	1,529.11	0.00	0.00	(2,134.91)	21,781.39
400400006	CLERGY RELIEF	259,506.14	274.78	0.00	781.84	17,778.44	0.00	0.00	(24,821.75)	253,519.45
400400007	COMMUNITY SERVICE FUND	2,784,404.56	0.00	0.00	8,388.83	190,756.05	0.00	0.00	(266,328.09)	2,717,221.35
400400009	J.H. GLASS	54,382.48	0.00	0.00	156.76	3,564.55	0.00	(2,331.83)	(4,976.72)	50,775.24
400400010	LAYMEN'S MISSIONARY LEAGUE	6,902.53	0.00	0.00	20.80	472.88	0.00	0.00	(660.22)	6,735.99
400400011	PRAYER BOOK SOCIETY	166,843.77	0.00	0.00	502.67	11,430.26	0.00	0.00	(15,958.59)	162,818.10
400400012	SMOKSBURG CEMETERY	22,802.87	90.75	0.00	67.94	1,544.90	0.00	(282.45)	(2,156.94)	22,097.07
400400013	ST. PETER'S SEMINARIAN FUND	89,169.78	0.00	0.00	268.65	6,108.91	0.00	0.00	(8,529.08)	87,018.26
400400014	WEST BROWNSVILLE	46,584.47	0.00	0.00	136.86	3,112.07	0.00	(68.54)	(4,344.99)	44,329.87
400400015	WILL JOHN ENDOWMENT	6,047.55	0.00	0.00	18.02	409.72	0.00	(66.95)	(101,672.04)	5,836.30
400400016	WILL JOHN ENDOWMENT	1,082,507.19	0.00	0.00	3,205.83	72,865.57	0.00	0.00	(101,672.04)	1,038,339.46
400400017	CHURCH'S ENDOWMENT	428,570.69	0.00	0.00	1,265.45	29,855.27	0.00	0.00	(40,705.77)	407,920.17
400400018	CARROLL TWP	58,133.22	0.00	0.00	175.14	3,982.67	0.00	0.00	(5,560.48)	58,731.05
<b>Subtotal</b>		<b>5,649,613.84</b>	<b>385.53</b>	<b>0.00</b>	<b>17,007.86</b>	<b>388,746.59</b>	<b>0.00</b>	<b>(4,388.59)</b>	<b>(539,964.40)</b>	<b>5,509,370.83</b>
400410004	BOARD OF TRUSTEES	3,209,622.41	4,046.41	0.00	9,668.18	219,847.46	0.00	0.00	(306,944.67)	3,135,659.78
400410004	BT - ST CHRISTOPHER'S SALE PROCEEDS	901,622.52	0.00	0.00	2,716.40	61,769.02	0.00	0.00	(86,240.13)	879,867.82
400410005	COUNCIL GENERAL FUND	165,802.25	0.00	0.00	489.53	11,358.90	0.00	0.00	(15,858.98)	161,801.70
400410019	MIRIAM D. MOYER TRUST DISTRIBUTION	52,847.86	0.00	0.00	159.22	3,620.54	0.00	0.00	(5,054.90)	51,572.72
<b>Subtotal</b>		<b>4,329,315.04</b>	<b>4,046.41</b>	<b>0.00</b>	<b>13,043.33</b>	<b>298,595.92</b>	<b>0.00</b>	<b>0.00</b>	<b>(24,096.66)</b>	<b>4,229,902.02</b>
<b>Donor Total</b>		<b>21,516,730.99</b>	<b>4,797.13</b>	<b>0.00</b>	<b>64,466.62</b>	<b>1,465,925.00</b>	<b>(4,575.00)</b>	<b>(114,521.83)</b>	<b>(2,046,682.10)</b>	<b>20,886,141.01</b>

# Section C

## Action Items

## **ACTION ITEMS**

### **Committee on Constitution and Canons Proposed Amendments in the Constitution and Canons For the Consideration of Diocesan Convention, November 4 – 5, 2016**

#### **Canon XV Revision**

The Committee on Constitution and Canons moves that Canon XV “Of Parishes,” Section 3 be amended as follows (new text is underscored):

Section 3. No Parish, incorporated or unincorporated, shall acquire, or commit itself to acquire, by purchase, exchange, or otherwise, any real estate without the consent, which will not be unreasonably withheld, of the Board of Trustees of the Episcopal Diocese of Pittsburgh nor shall any such Parish, incorporated or unincorporated, alienate or encumber any real estate held by it or for its use without the consent, which will not be unreasonably withheld of the Board of Trustees of the Episcopal Diocese of Pittsburgh, and without the written consent of the Bishop and the Standing Committee. In case any Parish, Church Association, or Corporation shall be dissolved, it shall be the duty of the Bishop and the Standing Committee, thereupon to take such action as may be necessary and proper to vest all of its property, real and personal, in the said Board of Trustees for the Diocese of Pittsburgh.

**Explanation:** The addition of this language to Canon XV, Section 3 is needed to bring the Diocesan Canon into conformity with Episcopal Church Canon I.7.3, which provides as follows:

**Sec. 3.** No Vestry, Trustee, or other Body, authorized by Civil or Canon law to hold, manage, or administer real property for any Parish, Mission, Congregation, or Institution, shall encumber or alienate the same or any part thereof without the written consent of the Bishop and Standing Committee of the Diocese of which the Parish, Mission, Congregation, or Institution is a part, except under such regulations as may be prescribed by Canon of the Diocese.

This Church Canon requires either the written consent of the Bishop and the Standing Committee or compliance with a set of regulations adopted by diocesan canons before a parish may alienate or encumber any real estate held by it or for its use. Adding the language that is underscored in the proposed amendment to Canon XV, Section 3 set forth above is the simplest way to bring the Diocesan Canon into conformity with the Canons of The Episcopal Church. When printed in the Diocesan Canons, the additional new text will not be underscored.

#### **Rule of Order B.3.a. Revision**

The Committee on Constitution and Canons moves that Rule of Order B.3.a. be amended as follows (text to be deleted is stricken through):

Parishes and district commissions shall be encouraged to and provided opportunity for recommending to the Nominating Committee persons who are deemed to have

appropriate qualifications for the posts to be filled. Deadline for these recommendations shall be each July 1. This deadline may be extended within a reasonable timeframe if deemed necessary by the Chair of the Nominating Committee. At least two months prior to the sitting of the Convention in which an election is to be held, the Nominating Committee, to be constituted as hereinafter provided, shall nominate at least one candidate, for each office to be filled by the Convention by election; provided, however, ~~that in accordance with Canon IV, Section 2, there shall be at least two nominees for each office of Trustee At Large, and provided, further,~~ that in accordance with subsection A.4. of these Rules of Order, Diocesan Council shall nominate a person to serve as Secretary of the Convention. The list of such nominations shall be published, including biographical data on each nominee, in an appropriate organ of Diocesan-wide circulation and distributed to each member of the Clergy, the Deputy Leader and the Senior Warden of each Parish at least one month before sitting of the Convention in which the election is to be held. Except as otherwise provided in the Constitution and Canons, any candidate nominated must be a Communicant in good standing of the Episcopal Church in the Diocese of Pittsburgh.

**Explanation:** The deletion of the language stricken through above from Rule of Order B.3.a. is necessary in order to eliminate the inconsistency between this Rule of Order and the actual provisions of Canon IV.2, which only requires that the Nominating Committee “present nominations of one or more” candidates for Trustee-At-Large.

## Committee on Compensation

The Compensation Committee moves adoption of the “**2017 Compensation Guide for Clergy and Lay Employees**” which was to be reviewed by Diocesan Council on October 11, 2016, and forwarded to the Annual Convention. This year’s Guide makes minor changes to last year’s edition, as presented below. The complete guide is available as an Appendix to this Preconvention Journal.

The portion of the guide previously known as “Appendix D – 2016 Policies Related to Participation in the Denominational Health Plan,” has been removed from this document and is now a separate Diocesan document entitled “2017 Policies for Clergy and Lay Participation in the Denominational Health Plan of the Episcopal Church.” This document is reviewed and approved by Diocesan Council at its October meeting in order to be available during the open enrollment period, which is prior to the Annual Diocesan Convention.

It should be noted that no increase to the absolute minimum compensation levels is being recommended this year based on the size of last year’s increase and our analysis of current conditions. Changes that have been made to the 2017 Compensation Guide are as follows:

- 1) Amending as necessary to point out that the provisions for medical/dental insurance are now found in the separate document as described above.
- 2) Modifying the definition of Type 3 parishes to include the possibility of having a part-time clergy person rather than requiring a full-time clergy person.
- 3) Adding the Church of the Advent, Brookline, to the list of Type 1 parishes to reflect the congregation’s recent return to the Episcopal Diocese of Pittsburgh.

- 4) Clarifying that full-time Assistant or Associates are to be subject to the minimum compensation requirement for Type 2 parishes, and part-time Assistants or Associates compensated at the appropriate percentage of the Type 2 minimum.
- 5) Correcting the table setting out the absolute minimum compensation amounts by parish type in two respects: full-time associates have been deleted from Type 1 and Type 2 parishes as being inconsistent with the definition of Type 1 and Type 2 parishes; and the policies for occasional supply have been made fully consistent with the requirements for clergy in supply appointments, single-event or short-term.
- 6) Updating the table setting target ranges for clergy compensation by parish type (which are suggested but not required) by adding 2% to each range above the 0 to 4 year absolute minimum, in accordance with current market data.

## **RESOLUTIONS**

### **Resolution 1.**

#### **Resolution Concerning the 250th Anniversary of the Widows Corporation.**

**RESOLVED**, that this 151st Convention of the Diocese of Pittsburgh salute, commend, and rejoice in the extraordinary ministry of The Widows Corporations throughout the dioceses in New Jersey, New York, and Pennsylvania as they prepare to celebrate the 250th Anniversary of their founding in 1769; and be it further

**RESOLVED**, that this Convention submit the following Resolution to the House of Deputies of the 79th General Convention of the Episcopal Church in 2018:

**RESOLVED**, the House of Bishops concurring, that this 79th General Convention extend its warmest congratulations to The Corporation for the Relief of the Widows and Children of Clergy in the Communion of the Church of England in America and its successors, now commonly known as The Widows Corporations of New Jersey, New York, and Pennsylvania, upon the 250th Anniversary of its founding in 1769, as well as to those similar Corporations that were established subsequently; and be it further

**RESOLVED**, that this Convention recognize the extraordinary ministry not only to the widows, but also to the families of clergy carried out by The Widows Corporations for these two and one-half centuries of service; and be it further

**RESOLVED**, that this Convention declare the months from October 2018 through October 2019 as a period of special focus on the needs of families of clergy throughout The Episcopal Church; and be it further

**RESOLVED**, that this Convention encourage every diocese of The Episcopal Church to seek to define the particular needs of the families of their clergy and to develop ways to address those needs, looking to the models developed by the various iterations of The Widows Corporation where they already exist for ideas and assistance in implementing such programs as may be helpful in addressing those needs.

**Explanation:**

The Widows Corporation was founded in 1769 to respond to the needs of widows and children of Anglican clergy who sometimes found themselves destitute in an age before the Church Pension Fund, Social Security, Medicare, and social service agencies. The agency took various forms in the colonies. In Pennsylvania an extensive life insurance program evolved, with wide participation now in all dioceses of the Commonwealth. A grant program for widows followed, and in recent years a Wellness program of grants to the dioceses to meet health-related needs. In New York and New Jersey the focus has been on annuities paid to all widows of enrolled clergy.

Although the Church Pension Fund and social welfare agencies now provide the fundamental support, clergy families today do experience difficulties not addressed by such agencies. The several Widows Corporations now serve nearly 2,000 Episcopal clergy and their families and widows in the states of New York, New Jersey, and Pennsylvania. Similar organizations are found in a few other parts of the Church as well. This resolution seeks to recognize the good work that has been done so far, and, building on this base, to encourage a Church-wide effort to explore the particular needs of clergy families, and to respond with effective help in new ways.

**Originator:**

The Rev. Canon Dr. William J. Geisler, St. Peter's, Brentwood

**Second Sponsor:**

The Very Rev. Scott T. Quinn, Trinity Cathedral, Pittsburgh



Section D

Report of the

Nominating Committee

## **MEMBERSHIP OF CANONICAL BODIES IN 2016**

(**Bold type** indicates terms of office that are expiring.)

(All positions are elected by the full Convention unless otherwise noted.)

### **BOARD OF TRUSTEES**

*Two laypersons to be elected by Convention for a three-year term ending in 2019.*

*One layperson to be elected by District 3 to a three-year term ending in 2019.*

#### **DISTRICT REPRESENTATIVES (4)**

1	Lew Davis Christ Church, North Hills	2017
2	Mary Roehrich St. Andrew's, Highland Park	2018
3	<b>Joseph Karas</b> <b>St. Peter's, Brentwood</b> <i>Not Eligible</i>	<b>2016</b>
4	John Hose Advent, Jeannette	2017

#### **ELECTED BY CONVENTION (7)**

<b>Russ Ayres</b> <b>Calvary, East Liberty</b> <i>Not Eligible</i>	<b>2016</b>
<b>Amy Shelley</b> <b>St. Thomas, Canonsburg</b> <i>Eligible</i>	<b>2016</b>
Gerald Dalton St. Stephen's, Wilkinsburg	2017
Michael Donadee St. Brendan's, Franklin Park	2017

#### **APPOINTMENTS BY ECCLESIASTICAL AUTHORITY (5)**

Tom Moore St. Andrew's, Highland Park	2016
Steve Stagnitta St. Andrew's, Highland Park	2016
Kimberly Karashin St. Peter's, Brentwood	2017
Robert Eley Calvary, East Liberty	2018
Jerry Stephenson Christ Church, North Hills	2018

Suzanne DeWalt Calvary, East Liberty	2018
Anne Kinsey Atonement, Carnegie	2018
Karen Slobodian St. Stephen's, McKeesport	2018

## CATHEDRAL CHAPTER

*One clergy and one layperson to be elected to a three-year term ending in 2019.*

### CLERGY

***The Rev. John Schaeffer***                      **2016**  
***All Saints, Brighton Heights***  
***Resigned 1/2016***

The Rev. Charles Hamill                      2017  
 All Saints, Brighton Heights

The Rev. Garrett Yates                      2018  
 St. Paul's, Mt. Lebanon

### LAY

**Michele Baum**                                      **2016**  
**St. Paul's, Mt. Lebanon**  
***Eligible***

Anne Kinsey                                      2017  
 St. Peter's, Brentwood

Doug Starr                                      2018  
 St. Paul's, Mt. Lebanon

## COMMISSION ON MINISTRY

*One member to be elected to a three-year term ending in 2019.*

### ELECTED BY CONVENTION

**Carolyn Booker**                                      **2016**  
**St. Stephen's, Wilkinsburg**  
***Eligible***

The Rev. Eric McIntosh                      2017  
 St. James, Penn Hills

The Rev. Michelle Boomgaard                      2018  
 St. Paul's, Mt. Lebanon

### APPOINTMENTS BY ECCLESIASTICAL AUTHORITY

The Rev. Louis Hays                                      Chair  
 St. Paul's, Mt. Lebanon

The Rev. Lynn Edwards                      2016  
 Retired

Jessie Hipolit                                      2016  
 Emmanuel, North Side

Bethany Hamill                                      2016  
 Christ Church, North Hills

The Rev. Kristian Opat                                      2017  
 St. David's, Peters Township

Stephen Stagnitta                                      2017  
 St. Andrew's, Highland Park

The Rev. Ann Staples                                      2018  
 St. Thomas, Northern Cambria

Daryl Walker                                      2018  
 All Saints, Brighton Heights

Jonathon Jensen                                      2019  
 Calvary, East Liberty

Lorena Ringle                                      2019  
 Christ Church, North Hills

## COMMITTEE ON CONSTITUTION AND CANONS

*One clergy and one layperson to be elected to three-year terms ending in 2019.*

### CLERGY

**The Rev. Charles Hamill**                      **2016**  
**All Saints, Brighton Heights**  
*Eligible*

The Rev. Bruce Robison                      2017  
 St. Andrew's, Highland Park

The Rev. Michelle Boomgaard              2018  
 St. Paul's, Mt. Lebanon

### LAY

**Michael Braxton**                              **2016**  
**Calvary, East Liberty**  
*Not eligible*

Kenneth Stiles                                  2017  
 Calvary, East Liberty

Ansley Westbrook                              2018  
 St. Paul's, Mt. Lebanon

## DISCIPLINARY BOARD

*Two clergy and one layperson to be elected to three-year terms ending in 2019.*

### CLERGY

**The Rev. Ben DeHart**                      **2016**  
**Nativity, Crafton**  
*Resigned 10/2014*

**The Rev. Kris Opat**                          **2016**  
**St. David's, Peters Township**  
*Eligible*

The Rev. Herbert Daly, Jr.                      2017  
 St. Paul's, Kittanning

The Rev. William Geiger                      2017  
 Christ Church, Indiana

The Rev. Linda Wilson                          2018  
 All Souls, North Versailles

### LAY

**Erin Harter Janiak**                          **2016**  
**St. David's, Peters Township**  
*Eligible*

Wesley Rohrer                                  2017  
 St. Andrew's, Highland Park

Elizabeth Duckstein                              2018  
 St. Paul's, Mt. Lebanon

James Kraus                                      2018  
 St. Peter's, Brentwood

## DIOCESAN COUNCIL

*Election by respective districts for three-year terms ending in 2019.*

## DISTRICT 1

*One layperson to be elected.*

<b>Kevin Hipolit</b> <b>Emmanuel, North Side</b> <i>Eligible</i>	<b>2016</b>
--	-------------

Joyce Donadee 2017  
St. Brendan's, Franklin Park

The Rev. Charles Hamill  
All Saints, Brighton Heights

## DISTRICT 2

*One layperson to be elected.*

**Teri Dillon** **2016**  
**Good Shepherd, Hazelwood**  
*Eligible*

Terlene Brown 2017  
Holy Cross, Homewood

The Rev. Carol Henley 2018  
Calvary, East Liberty

### DISTRICT 3

*One layperson to be elected.*

**Courtney Harter** 2016  
**St. David's, Peters Township**  
*Eligible*

Jeffrey Dunbar 2017  
St. Paul's, Mt. Lebanon

The Rev. Lou Hays  
St. Paul's, Mt. Lebanon

## DISTRICT 4

*One layperson to be elected.*

**Kathy Baird** 2016  
**St. Peter's, Blairsville**  
*Eligible*

The Rev. Vicente Santiago                      2017  
Advent, Jeannette

Joseph Baird 2018  
St. Peter's, Blairsville

## **GROWTH FUND COMMITTEE**

*Comprised of two members appointed by Diocesan Council, two members appointed by Board of Trustees, and two members elected by Diocesan Convention.*

*No members to be elected by convention in 2016.*

### **Terms expiring 2016**

Betty Duckstein, St. Paul's, Mt. Lebanon – appointed by council  
Amy Shelley, St. Thomas, Canonsburg – appointed by trustees

### **Terms expiring 2017**

Kevin Hipolit, Emmanuel, North Side – appointed by council  
Joyce Morgan, All Souls, North Versailles – elected by convention

### **Terms expiring 2018**

Nancy Bolden, Redeemer, Squirrel Hill – elected by convention  
Steve Stagnitta, St. Andrew's, Highland Park – appointed by trustees

## **STANDING COMMITTEE**

*One clergy and one layperson to be elected to four-year terms ending in 2020.*

### **CLERGY**

**The Rev. William Geiger**                      **2016**  
**Christ Church, Indiana**  
*Not eligible*

The Rev. Jim Simons                      2017  
St. Michael's, Ligonier

The Rev. Kris Opat                      2018  
St. David's, Peters Township

The Rev. T.J. Freeman                      2019  
Calvary, East Liberty

### **LAY**

**Dana Phillips**                                      **2016**  
**St. Thomas, Oakmont**  
*Not eligible*

John Adams                                      2017  
St. Paul's, Mt. Lebanon

Kathy Baird                                      2018  
St. Peter's, Blairsville

Darrell Powell                                      2019  
St. Thomas, Oakmont

**LIST OF NOMINEES**  
**STANDING FOR ELECTION AT DIOCESAN CONVENTION 2016**  
*Nominations received by the publication deadline of Oct. 4 are reflected below.*

**Clergy**

**Lay**

**BOARD OF TRUSTEES**

*Two laypersons to be elected to a three-year term ending in 2019*

N/A

Kenneth Gray  
Daniel Moore  
Dana Phillips  
Amy Shelley  
Lyle Wood

**CATHEDRAL CHAPTER**

*One clergy and one layperson to be elected to a three-year term ending in 2019*

Joseph Baird

Betty Duckstein  
Anne Robb

**COMMISSION ON MINISTRY**

*One member to be elected to a three-year term ending in 2019*

Charles Hamill  
Linda Wilson

Joyce Donadee

**COMMITTEE ON CONSTITUTION AND CANONS**

*One clergy and one layperson to be elected to a three-year term ending in 2019*

Charles Hamill  
Shawn Malarkey

Betsy Hetzler

**DEPUTIES TO GENERAL CONVENTION**

*Four clergy and four lay deputies to be elected to a three-year term ending in 2019*  
*Four clergy and four lay alternate deputies to be elected to a three-year term ending in 2019*

Nancy Chalfant-Walker  
Herbert Daly  
T.J. Freeman  
Jeffrey Murph  
Kristian Opat  
Scott Quinn  
Bruce Robison  
James Simons  
Nancy Threadgill

Michael Braxton  
Lisa Brown  
Jon Delano  
Joan Gundersen  
Neal Heiss  
Kevin Hipolit  
Jamie McMahon  
Erin Morey  
Bruce Quayle  
Mary Roehrich  
Jaclyn Slobodnyak  
Steve Stagnitta  
Sig Tragard

## **DISCIPLINARY BOARD**

*Two clergy and one laypersons to be elected to three-year terms ending in 2019*

Catherine Brall  
Jean Chess

Jean Adams

## **STANDING COMMITTEE**

*One clergy and one layperson to be elected to a four-year term ending in 2020*

Eric McIntosh

Russ Ayres  
Terlene Brown  
Elizabeth Pearson



# BIOGRAPHIES OF NOMINEES

## BOARD OF TRUSTEES

*Two laypersons to be elected to a three-year term ending in 2019*

**Name:** Kenneth E. Gray

**Church:** St. Paul's, Mt. Lebanon

**Occupation:** Professor of law

**Service to the church:** Past: Array

**Statement of interest:** For 44 years, I have taught property law both in Chicago (six years) and here at Duquesne Law School (38 years). It would be an honor to serve on the Board of Trustees and make my professional skills (such as they are) available to the church. My late wife, Rosalind, was a life-long Episcopalian. In the 14 years since her death, I have found a vibrant spiritual home at St. Paul's in Mt. Lebanon; a home full of compassion. In return, I would very much like to give any help and assistance that I can to the church.

**Name:** Daniel K. Moore

**Church:** St. Brendan's, Franklin Park

**Occupation:** Retired

**Service to the church:** Past: Senior Warden (2014-15); Junior Warden (2013).

**Statement of interest:** My first exposure to an Episcopal Church and congregation was when my wife became the administrative assistant at Fox Chapel Episcopal Church in 2005. We became St. Brendan members in 2008. I was born and raised a Presbyterian, and had been a Methodist for the vast majority of my adult life. The inclusiveness of being an Episcopalian is what has drawn us to and will keep us as Episcopalians.

I have been a member of St. Brendan's in Franklin Park for the past seven years, which is when I became an Episcopalian. I retired in April of this year after a 43-year career in the residential building products industry – 35 years with Alcoa and eight with Plygem Industries, the company that bought our division from Alcoa. My career required that we, my wife, Janice of 42 years and daughter, Meghan, now 35, to move eight times. The majority of time was spent in the Washington DC area, Chicagoland, Dayton, Ohio area, and Pittsburgh. Accounting, finance, operations management, marketing, and sales were the various job disciplines for which I was responsible.

I was honored to serve as St. Brendan's Junior Warden in 2013 and as Senior Warden in 2014-15. Being Senior Warden required counseling with diocesan personnel. In addition to invaluable advice, friendships developed. I stand ready to assist the diocese by serving on the Board of Trustees.

**Name:** Dana Phillips

**Church:** St. Thomas, Oakmont

**Occupation:** Retired

**Service to the church:** Present: Standing Committee. Past: Board of Trustees (2008-12); Deputy to Diocesan Convention; Vestry; Senior Warden; Clerk; Treasurer; and Bishop Search Committee Chair.

**Statement of interest:** I have submitted my name as a candidate for a position on the Board of Trustees of the Episcopal Diocese of Pittsburgh. I previously served as a trustee of the diocese from December 2008 through December 2012. As a trustee, I served on the finance and audit committees and was one of two trustees who reviewed all the documents returned to the diocese that related to funds held by the diocese, collating this information in ways that enabled us to restart payments to parishes and other donor intended uses.

I believe that a key responsibility of diocesan trustees is to ensure that all assets of the diocese continue to be available to future generations of Episcopalians to use for the missions to which God is calling us and, if elected, would work toward that end.

My other service within the diocese includes serving as a vestry member, clerk, senior warden, and treasurer for my parish, St. Thomas, Oakmont; chairing the most recent Bishop Search/Nominating Committee; serving for a term on the Standing Committee; and serving as a volunteer planning coordinator for Bishops Johnson and Price during the re-building of our diocese. I appreciate your consideration of my candidacy.

**Name:** Amy Shelley

**Church:** St. Thomas, Canonsburg

**Occupation:** Estimator for HVAC Company

**Service to the church:** Present: Board of Trustees; Chair of Growth Fund Committee; and Property Committee of the Board of Trustees. Past: St. Thomas Vestry (2012-16); and Junior Warden

**Statement of interest:** I am member of St. Thomas, Canonsburg, and was formerly known as Amy Jennings. From 2012-16, I served on the vestry as Junior Warden and continue to volunteer with St. Thomas outreach projects. I am currently serving a three-year term on the Board of Trustees where I serve on the Property Committee and chair the Growth Fund Committee.

I strive to use my work experience as an estimator and construction experience to assist with the returned properties and to help review grant applications for the Growth Fund. I hope that by serving a second term, I can continue working to reduce costs associated with returned properties and work to allocate diocesan resources to focus on future growth.

I continue to work as the Director of Estimating at Controlled Climate Systems, where I have worked for over ten years. I spend my free time restoring my house and traveling with my husband. I also enjoy spending time with my eight-year-old nephew.

**Name:** Lyle M. Wood

**Church:** Holy Cross, Homewood

**Occupation:** Investigative Supervisor, PA Human Relations Commission, Pittsburgh Regional Office

**Service to the church:**

**Statement of interest:** I am a cradle Episcopalian who returned to a deeper faith through the ministry at Holy Cross. I have taken on responsibility there as the acolyte director and member of vestry. My heart lies with evangelism and new member ministry. I would bring to the Board of Trustees a commitment to serving the churches of the diocese, supporting struggling parishes and encouraging new church starts and mission. I would also bring a strong commitment to diversity as the diocese moves forward into the future.

## **CATHEDRAL CHAPTER**

*One clergy and one layperson to be elected to a three-year term ending in 2019*

**Name:** The Rev. Joseph Baird

**Church:** St. Peter's, Blairsville

**Occupation:** Retired

**Service to the church:** Present: Deacon, St. Peter's, Blairsville. Past: Two terms on Diocesan Council; two terms on the Budget and Assessment Working Group; Judge of Audits; Bishop Nominating Committee; and Senior Warden.

**Statement of interest:** My name is Joseph Baird, and I am a Deacon, serving under Father Arthur Dilg, at St. Peter's Episcopal Church in Blairsville. Most of my thirty years in the Episcopal Church have been spent in smaller parishes, far from diocesan affairs. That ended when I joined the Bishop Search Committee. Since then, I served most of two terms on Diocesan Council as a lay representative from

District 4, and while there, was privileged to serve on the Budget and Assessment Working Group. I have also been Judge of Audits these last two years. As part of my training for Holy Orders, I served six months at Christ Church, North Hills, with Father Shoucair, and six months at St. Thomas, Oakmont, with Father Murph.

I was ordained in June of this year, and had to relinquish the posts mentioned above, including approximately eight years as Senior Warden at St. Peter's, as I held all these as a lay person.

I see the cathedral as the center of our gathered faith. Serving on Cathedral Chapter would allow me to continue to be involved in the community of the diocese, learn about the challenges of city ministry, and to contribute as I am able.

**Name:** Elizabeth A. Duckstein

**Church:** St. Paul's, Mt. Lebanon

**Occupation:** Retired broadcast engineer

**Service to the church:** Present: President, Diocesan ECW; President, St. Paul's ECW; Growth Fund Committee; and Social Justice and Outreach Committee. Past: St. Paul's Vestry; and in Philadelphia: head of lay ministries, Sunday School, fellowship and outreach.

**Statement of interest:** The cathedral is the flagship of the diocese and I think with the resurgence that our city is slowly trying to build and our belief that we look outside our doors we have a very good opportunity to raise our flag high.

I remember old Pittsburgh grey and smoky. So I left town for nearly 40 years. I am very pleased with the city we are becoming now. Our diocese has a place in that growth.

My time on Council has given me the chance to work with Social Justice and Outreach and the Growth Fund Committee. Both have afforded me a chance to view our diocese as a whole – our breadth and depth around southwestern Pennsylvania. And I look forward to helping all of us have a place at our historic building and its impact on our city.

**Name:** Anne Robb

**Church:** Calvary, East Liberty

**Occupation:** Retired teacher

**Service to the church:** Present: Parish council; lector/chalicer; lay Eucharistic minister; UTO coordinator; Calvary-Lincoln Afterschool Program (CLASP); Women of Calvary Steering Committee; and grant award committee. Past: EFM graduate; Calvary PIIN Team; and Church of the Redeemer Vestry, altar guild and lector/chalicer.

**Statement of interest:** As a parishioner in the Pittsburgh diocese since 1994, I have been involved in a broad spectrum of ministries, first at the Church of the Redeemer and for almost ten years at Calvary, where I am presently on Parish Council and where I am an active participant in the life of the congregation.

My interest in the Cathedral Chapter stems from my earliest days in the diocese, when I remember the cathedral as a bustling and vital diocesan center. I especially recall that as a member of Redeemer's Altar Guild, I visited the cathedral for diocesan-wide altar guild events and also attended filled-to-capacity Ingatherings and other events.

Recent years, however, have brought about changes, not to mention crises, in the life of our cathedral, which many now consider "beleaguered." On the other hand, the bishop's office has been brought back to the midst of an incredibly revitalized downtown, with a fast-growing residential population and scores of cultural and entertainment happenings attracting thousands of people.

I feel that this is a crucial time in our diocese – and in our city – to appeal to new downtown residents to create a renewed cathedral parish, and also to establish the cathedral as a part of the region's cultural revival. In addition, as a preservationist and longtime docent and member of the Pittsburgh History and Landmarks Foundation, I believe it is imperative to preserve this spiritual and historic site and develop its considerable potential.

## **COMMISSION ON MINISTRY**

*One member to be elected to a three-year term ending in 2019*

**Name:** The Rev. Charles Hamill

**Church:** All Saints, Brighton Heights and Christ Church, North Hills

**Occupation:** Priest

**Service to the church:** Present: Committee on Constitution and Canons, Secretary (four years); Cathedral Chapter representative (two years); Diocesan Council (one year); and Resolutions Committee (2016). Past: Clergy Association Board (three years, president one year).

**Statement of interest:** My weekly ministry has included serving as Assistant Rector of Christ Church North Hills for the past four years, as well as serving as a supply priest to the cathedral during the Monday lunch service for the last three years. In addition, in September I was named Priest-in-Charge at All Saints, Brighton Heights. I have also served on multiple committees and boards within the diocese over the last four years, including Constitution and Canons, Cathedral Chapter, Clergy Association and most recently Diocesan Council. In each position, I have learned much about the day-to-day workings of the diocese, while at the same time trying to add my own perspective and help in any way that I can. Throughout my various work across the diocese, I have learned more and more about the parishes as well as their various needs for clergy and lay leaders. Through conversations on these various committees, especially the Clergy Association Board, and while acting as supply clergy at six different parishes over the last three years, I believe that I have gained an increasing awareness of not only my own ministry strengths and weaknesses, but also what many parishes and clergy see as needs and wants in their own ministries. I would hope to be able to use all of this varied knowledge and experience to partake in the working conversations and recommendations of the Commission on Ministry in the next three years.

**Name:** The Rev. Linda Tardy Wilson

**Church:** All Souls, North Versailles

**Occupation:** Pastor-in-Charge

**Service to the church:** Present: Disciplinary Board; and Commission on Race and Reconciliation

**Statement of interest:** Times are changing. In the latest EDS magazine (Summer 2016, Vol. XLII, No. 1), an article read, “Parish Past Perfect – Episcopal parishes are changing, faster than ever. Will seminaries, dioceses and parishes adapt?” Our members of the Commission on Ministry are to assist those individuals discerning an active life in ordained ministry as well as to prepare them for the transitions taking place not only inside parishes but also in the community these parishes surround. My involvement with various community organizations, church committees and parish positions has been numerous over the years. It is not the norm that a deacon is assigned to be pastor in-charge of a parish in an urban/suburban area in our diocese. Perhaps my experience and background from the outside and inside the church will provide a particular perspective and be a useful asset for the commission and for those wishing to serve God and the church and the community.

**Name:** Joyce Donadee

**Church:** St. Brendan’s, Franklin Park

**Occupation:** Retired school counselor

**Service to the church:** Present: Diocesan Council; Diocesan Children’s Ministry Team; Diocesan Nominating Committee; Godly Play mentor; Sunday School leadership team; Newcomer Ministry Coordinator; Godly Play workshop leader; Deputy to Diocesan Convention; and Vestry at Christ Church, North Hills. Past: Founder/Coordinator of Diocesan Children’s Ministry Team; co-editor of Diocesan Formation newsletter, *Feed My Sheep*, Vestry at St. Brendan’s; and member of Forma network of Episcopal formation leaders.

**Statement of interest:** I am a lifelong Episcopalian, having grown up in Church of the Advent in Brookline and St. Paul’s, Mt. Lebanon. I have been a member of St. Brendan’s, Franklin Park, for over ten years.

Formation and encouraging people on taking their journey to Christ has been my ministry. This would help me to contribute to the Commission on Ministry. This Commission assists the bishop to guide candidates for Holy Orders and to receive clergy from other denominations through the discernment process. The Commission is presently comprised of five lay people and six members of the clergy. The work of the Commission on Ministry is critical for the growth of our diocese and our parishes.

As part of my own formation, I have been fortunate to participate for three years in the Education for Ministry program and have met regularly with an Episcopal spiritual advisor. In addition, I have participated in diocesan programs such as the anti-racism training, Invite, Welcome, Connect Conference, and the Restoration Project. I participate in Forma (Episcopal formation group of over 400 members) that engages its members with church growth ideas through formation of children and adults. My counseling career skills can assist me to help Bishop McConnell to give guidance to candidates for Holy Orders. My skills can also furnish assistance to those individuals who discern that they are not being called to the priesthood or diaconate ministry but instead are looking for opportunities to minister as a layperson.

As a member and former coordinator of the diocesan Children's Ministry Team, I have established relationships with lay people and clergy in most of our parishes and have collaborated with many people in this ministry for a number of years.

At St. Brendan's, I am working with Father Ted Babcock to develop formation programs for all our members, from the children through our seniors. It is our hope to develop programs which draw people of all ages into a journey to Christ individually and corporately. We are also committed to supporting the diocese's efforts to lift up and train lay people as well. I coordinated with children's ministry leaders to offer a Godly Play workshop for the diocese at St. Brendan's in August.

It is my hope to bring my skills and experience to the Commission on Ministry to support the committee's effort to guide individuals into and through the process of discerning where God is calling them.

## **COMMITTEE ON CONSTITUTION AND CANONS**

*One clergy and one layperson to be elected to three-year terms ending in 2019*

**Name:** The Rev. Charles Hamill

**Church:** All Saints, Brighton Heights and Christ Church, North Hills

**Occupation:** Priest

**Service to the church:** Present: Committee on Constitution and Canons, Secretary (four years); Cathedral Chapter representative (two years); Diocesan Council (one year); and Resolutions Committee (2016). Past: Clergy Association Board (three years, president one year).

**Statement of interest:** I have served as secretary of the Committee on Constitution and Canons since April 2016, when I was asked to fill a vacancy on the committee. Later that year at the Diocesan Convention, I was elected to a three-year position on the committee, and I have served as secretary since then. Over the last three years or so on the committee, I have learned much about the general layout of the Constitution and Canons as we have worked to change, correct and update various issues within them. During that time, I have also tried to add my own insight and voice to the conversations surrounding the committee's work. I hope to be able to continue working over the next three years to help make our legal framework a viable and helpful foundation for the daily life and work of the diocese, its clergy and its people.

**Name:** The Rev. Shawn Malarkey

**Church:** Nativity, Crafton

**Occupation:** Rector

**Service to the church:** Present: Rector, Church of the Nativity, Crafton.

**Statement of interest:** While I am relatively new to the diocese in an ordained capacity, now serving as rector of Nativity Episcopal Church in Crafton, I have been anxious to find an opportunity to serve in a

broader way. Through my background both as priest in the Roman tradition, famous (or infamous) for its canonical rigor, and my work as a government contractor proofing background investigation documents, I feel that I have the skill set to be a useful addition to the Committee on Constitution and Canons. A recent Internet advertisement for an insurance company read: “It doesn’t matter...until it matters.” From my perspective, this bit of pithy wisdom speaks to the importance of the work done by this committee. Words, even small ones, can be critically important, especially when it comes to the words that guide our polity and practice. If elected, I can assure you that I will work diligently with fellow committee members to ensure that these words suitably, accurately and concisely support our shared ministry.

**Name:** Betsy Hetzler

**Church:** Atonement, Carnegie

**Occupation:** Retired teacher

**Service to the church:** Present: ECW finance committee; and parliamentarian for diocesan convention. Past: Vestry (Nativity, Crafton and Atonement, Carnegie); Standing Committee; Diocesan UTO Coordinator; Bishop Search Committee; Altar Guild (Crafton/Carnegie); Alternate to General Convention; Deputy to Diocesan Convention (Crafton); Senior Warden (Carnegie); Vestry Recording Secretary (Crafton); Diocesan Council (2002-08); various outreach committees; and Disciplinary Committee. I recently returned to the Atonement parish, so my service there was between 1987 to 2008. My service at Nativity was between 2008 to 2016. I returned to Atonement in July of this year.

**Statement of interest:** In recent years, I have served the diocese as a member of the Standing Committee (2012-2015), Alternate Deputy for General Convention, parliamentarian for Diocesan Convention, past UTO Chair, and as a member of the disciplinary board. While at Church of the Nativity, Crafton (2008-2016), I served on the Altar Guild, as a deputy to Diocesan Convention, and as a member of the vestry, serving as recording secretary (2009-2015). I recently returned to my home parish of Church of the Atonement, Carnegie, where prior to 2008, I served at various times (1987-2008) on the vestry, including several terms as senior warden or assistant treasurer; as a member of the Altar Guild; as a deputy to Diocesan Convention and Diocesan Council; and as part of the Outreach Committee. I have enjoyed living in Robinson Township since 1987, and am a retired teacher.

## **DEPUTIES TO GENERAL CONVENTION**

*Four clergy and four lay deputies to be elected to a three-year term ending in 2019*

*Four clergy and four lay alternate deputies to be elected to a three-year term ending in 2019*

**Name:** The Rev. Nancy Chalfant-Walker

**Church:** St. Stephen’s, Wilkinsburg

**Occupation:** Rector

**Service to the church:** Present: Deputy to General Convention 2015; Co-chair, Nominating Committee for Diocesan Convention; and Commission on Race and Reconciliation. Past: Standing Committee (President); Chair, Bishop Search Transition Committee; and Diocesan Conversation on Human Sexuality Planning Committee.

**Statement of interest:** At General Convention, representatives of the whole Episcopal Church gather every three years to “take counsel for the renewal and mission of Christ’s Church.” It is an honor to have served as a deputy for the diocese at the last General Convention in 2015. That convention set the direction of the church towards an intentional focus on evangelism and reconciliation, a focus which reflects the commitments of our Presiding Bishop Michael Curry, and which I find to be an important focus for all of us. If chosen to serve again, I will bring a heart for faithful mission, a commitment to prayer, and a conviction that the Holy Spirit does guide us when we work together to discern God’s will. And this time, I will bring some experience as well.

**Name:** The Rev. Bert Daly

**Church:** St. Paul's, Kittanning

**Occupation:** Priest-in-Charge

**Service to the church:** Present: Priest-in-Charge, St. Paul's, Kittanning; Clergy Association Board; Pittsburgh Episcopal Cursillo (Music Team); and Disciplinary Board.

**Statement of interest:** The mission of the church is "to restore all people to unity with God and each other in Christ." General Convention is a time when we gather to "take counsel for the renewal and mission of Christ's Church." As a cradle Episcopalian, I have been interested in the General Convention of the Episcopal Church for many years, and would be honored to serve the Diocese of Pittsburgh as a deputy to the 2018 General Convention.

**Name:** The Rev. T.J. Freeman

**Church:** Calvary, East Liberty

**Occupation:** Associate Rector

**Service to the church:** Present: Standing Committee; and Sheldon Calvary Camp Board. Past: Standing Commission on Ecumenical and Interreligious Relations.

**Statement of interest:** Currently I am in my third year of serving at Calvary Episcopal Church in East Liberty and my fondness for this parish and the diocese continues to grow. Over the past year, I have had the opportunity to serve on the Standing Committee for the Diocese of Pittsburgh. During this same period of time I have been serving on the board for Sheldon Calvary Camp. It has been an honor to serve with committed clergy and lay members of this diocese. Following General Convention in 2012, the President of the House of Deputies appointed me to the Standing Committee for Ecumenical and Interreligious Relations. During the course of that service I was a part of many conversations that are looking to the future, imagining new relationships, and strengthening the foundations of our church. The Diocese of Indianapolis and the Diocese of Texas, the two dioceses that I have been a part of prior to coming here, have some similarities and many differences from the Diocese of Pittsburgh; the breadth of these experiences provided me with insights and knowledge that will be an asset to the Diocese of Pittsburgh's delegation to General Convention in 2018.

**Name:** The Rev. Jeffrey D. Murph

**Church:** St. Thomas, Oakmont

**Occupation:** Priest

**Service to the church:** Present: General Convention Alternate Deputy. Past: The Listening Committee; the Bishop's Task Force 2; the Bishop's Task Force 1; General Convention Deputy, and Standing Committee.

**Statement of interest:** The General Convention of the Episcopal Church is the council that meets every three years so that the Church can make decisions about its common life, consider new challenges and problems and lay plans for advancing God's Kingdom on earth. Understanding it this way, I consider that, despite its unwieldiness and its sometimes brazen politics, it is a tool for the Holy Spirit to use to guide Jesus' Church. After all, God always uses broken things to work his will; otherwise, none of us could serve him. In my own experience as a deputy in Indianapolis, I realized that prayer for God's guidance was foundational for me to be able to fulfill this role. The daily worship together of the deputies, bishops and guests set a context for the whole work of the Convention. And so, I was somewhat surprised to discover that there was a sense of worship that permeated the whole enterprise. If I am elected to represent our diocese at the next General Convention then it will be with this understanding and dedication to prayerfully seeking the guidance of God's Spirit that I will go.

**Name:** The Rev. Kris Opat

**Church:** St. David's, Peter's Township

**Occupation:** Priest

**Service to the church:** Present: Standing Committee; Commission on Ministry; Disciplinary Board; and Clergy Compensation Committee. Past: Alternate Deputy to 2015 General Convention; Strategic Task Force; and Chair of District 3.

**Statement of interest:** I am asking for your vote for deputy to General Convention. General Convention makes decisions which dramatically affect the future of our church. God willing, I will be serving in this church for decades to come and I want to take part in today's decisions that will affect our ministry tomorrow. I love the Episcopal Church and I want it to be as effective a tool for love in this world as it can be. General Convention is a cumbersome thing and I want the opportunity to learn its workings now, so that in the years to come I can be as effective as possible. I am hopeful and optimistic for our future together and so I ask for the opportunity to serve in Austin at General Convention 2018.

**Name:** The Very Rev. Scott Quinn

**Church:** Trinity Cathedral, Pittsburgh

**Occupation:** Clergyman

**Service to the church:** Present: Chairman of Cathedral Chapter; Canterbury Place Board; Old St. Luke's Board, Diocesan Growth Fund Committee; and Widows Corporation Board. Past: Deputy to seven General Conventions; President, Standing Committee; President, District 5; Diocesan Council; and Calvary Camp Board.

**Statement of interest:** It's been a privilege and a pleasure to have served the Diocese of Pittsburgh in this capacity seven times since 1997. As a deputy to the upcoming General Convention, I would, on behalf of the Diocese of Pittsburgh, continue to actively engage in the life and governance of the Episcopal Church at large.

**Name:** The Rev. Dr. Bruce M. Robison

**Church:** St. Andrew's, Highland Park

**Occupation:** Rector

**Service to the church:** Present: Deputy to 2015 General Convention; Committee on Constitution and Canons; and Compensation Committee of Diocesan Council. Past: Deputy to 2009 General Convention; Alternate Deputy to 2012 General Convention; Standing Committee (1999-2003; 2010-13); Chair, Task Force on Collaboration (2009-12); Board Member, Pittsburgh Episcopal Clergy Association (1995-2012), President (1998-2009); Board Member, National Network of Episcopal Clergy Association (1998-2004), President (2002-2004)

**Statement of interest:** It would be difficult to overstate the complexity of challenges emerging in the broader landscape of the Episcopal Church. In so many places, including our own diocese, new and creative initiatives of faithful witness seek to find traction in an environment of declining membership and diminished financial and social resources. Our inspiring Presiding Bishop calls us as Episcopalians to re-engage with our society as members of the "Jesus Movement," and at every level – individual, congregational, diocesan, and denominational – a spirit of exploration and experimentation and Forward Movement in gospel ministry is beginning to find expression. General Convention is the place where that new spirit will be shaped and equipped institutionally through developments in governance and Church-wide organizations.

It has been my privilege to be a part of the work of every General Convention since 2000 – for three Conventions as a member of the leadership legislative team of the National Network of Episcopal Clergy Associations and, since 2009, twice as Deputy and once as Alternate Deputy from our Diocese of Pittsburgh. In 2015, I was honored to be appointed by the President of the House of Deputies to serve on the Committee on the Church Pension Fund – which, despite perhaps a rather dry-sounding title, has become one of the key committees in imagining and equipping a new vision for the deployment and support of clergy and lay professionals in the ministry of the Episcopal Church. I believe I was able to



make a meaningful contribution to the work of the committee in Salt Lake City, especially as we engaged in deeper review of how structures of compensation and the requirements of the Denominational Health Plan affect the mission of smaller congregations – and of the clergy and lay professionals who serve these congregations. If elected to serve in Austin at the 2018 General Convention I would be both honored and excited to continue that work. Thank you for your consideration.

**Name:** The Rev. Dr. James Simons

**Church:** St. Michael's, Ligonier

**Occupation:** Rector

**Service to the church:** Present: Diocese – Standing Committee; National – Executive Council; Planning and Arrangements; Chair of Dispatch; and Philippines Covenant Committee. Past: Standing Committee (twice); Diocesan Council; and Cathedral Chapter.

**Statement of interest:** I have been privileged to represent the Diocese of Pittsburgh at every General Convention since 1991. I think that this work is a good match for my gifts and talents. For the past three conventions, I have served as the Chair of Dispatch of Business and am responsible for navigating all 300+ resolutions through a complex legislative system. I have been asked to serve again in the capacity, by President Jennings, in Austin. I currently serve on the Executive Council of the Episcopal Church as well as Planning and Arrangements, preparing for both the 2018 and 2021 Conventions. I have served on the Council of Advice for three different Presidents all of whom I consider to be friends. I was also a contributing essayist for the book *Shared Governance*, written to explain to deputies how the polity of our church operates.

**Name:** The Rev. Nancy L. Threadgill

**Church:** St. Mark's, Johnstown

**Occupation:** Priest-in-Charge

**Service to the church:** Present: Treasurer, Board of Trustees for National Episcopal Health Ministries (EHM); and Priest-in-Charge, St. Mark's (two years). Past: Rector, the Episcopal Church of the Good Shepherd, Mobile, AL (eight years); and Curate, St. Luke's Episcopal Church, Mobile, AL (two years).

**Statement of interest:** As a lifelong Episcopalian, I have always had an interest in the theological, spiritual, liturgical, financial and political aspects of church. As a lay person, I have served on the vestry of two separate churches and was elected to serve as deputy to diocesan convention many times in the Diocese of the Central Gulf Coast. In the last ten years, I have been a clergy deputy to convention in two separate dioceses. Being a deputy to the General Convention in 2018 would serve to round out my understanding of the national church and how it responds to national and worldwide needs and events. I am eager to serve as a deputy for the Diocese of Pittsburgh as it renews itself and searches to find its place in the work Christ is calling all of creation to accomplish for God.

**Name:** Michael Edward Braxton

**Church:** Calvary, East Liberty

**Occupation:** University development officer

**Service to the church:** Present: Committee on Constitution and Canons, Chair; first alternate deputy to 2015 General Convention; and deputy to Diocesan Convention. Past: Alternate deputy to 2012 General Convention; deputy to Diocesan Convention (2008-present); Vestry (2000-04); Parish Council (1996-2000, President 1999-2000); Verger (1997-2014); and Calling Committee for the 16th Rector (2012-23).

**Statement of interest:** We are blessed with a precious heritage in the Diocese of Pittsburgh. Each of us, in his or her own way, has worked to preserve and build upon that heritage, through both good times and times of trial, as God's witnesses in western Pennsylvania and in the Episcopal Church. I have added my part to that heritage in six years of service on the Constitution and Canons Committee, currently chair and past secretary, and as an Alternate Deputy to the 77th and 78th General Conventions. My parish family has known me as a verger, member of the calling committee, vestryman, parish council member, volunteer and a faithful communicant for more than two decades. In offering my gifts of legal training

and university fundraising experience to the church's service, I have been given much more in return through connecting with neighbors in the diocese, the church and the community. As we look towards our future together and equip ourselves to face the challenges ahead, my hope is that I may represent you, our diocese, and our heritage as Christians in this place, adding our part at General Convention in the weaving of the beautifully rich, diverse tapestry of the Episcopal Church.

**Name:** Lisa Brown

**Church:** St. Paul's, Mt. Lebanon

**Occupation:** Writer, Christian educator, digital consultant for faith communities

**Service to the church:**

**Statement of interest:** It would be an honor to represent the Diocese of Pittsburgh at General Convention. In addition to the work I've done as the Communications Coordinator and Director of Children's Ministry at St. Paul's, Mt. Lebanon, and as the coordinator for the diocesan Children's Ministry Team, my qualifications include:

- active membership in Forma (organization for Christian formation). I am completing the Certification in Leadership in Lifelong Faith Formation; I have led workshops at national conferences (Forma, Kanuga); and I write for the Building Faith blog.
- active membership in the e-formation community (formation, community building and faith development in the digital space). I led a workshop at the most recent e-formation conference at Virginia Theological Seminary.
- a leadership role in planning the Forma 2016 conference workshops; and in planning the Pittsburgh Theological Seminary formation conference.
- a focus on new approaches to ministry in the digital space, including formation, community building and visual storytelling.

My relationships across the national church have allowed me to experience many different models of ministry and a spectrum of issues related to diversity and sustainability; all of which I can consider in the context of how they might impact and inform the direction of the Diocese of Pittsburgh.

**Name:** Jon Delano

**Church:** St. Paul's, Mt. Lebanon

**Occupation:** Money & Politics Editor, KDKA-TV (CBS)

**Service to the church:** Present: Deputy to General Convention; District 3 Chair; Judge of Elections (Diocesan Convention); Senior Warden and Vestry; and Lay Eucharistic Minister Coordinator. Past: Standing Committee; Co-chair, Diocesan Convention; Co-chair, Diocesan Nominating Committee; Chair, St. Paul's Worship Committee; and Chair, St. Paul's Stewardship Committee.

**Statement of interest:** After serving a number of years in various diocesan positions (Standing Committee, District Chair, the Array, co-chair of Diocesan Convention, co-chair of Nominating Committee, Judge of Elections) and grounded with parish service and worship (Senior Warden, vestry, Deputy to Diocesan Convention, Lay Eucharistic Minister coordinator, Stewardship chair, etc.), I think my experience and background in the Diocese of Pittsburgh, coupled with my skills in communication, law, and mediation, will be helpful as we strengthen the Episcopal Church in a challenging world. As a Deputy to General Convention, my goal has been to strive to make sound judgments on all matters before General Convention, always tempered by the counsel and wisdom of the clergy and lay people in this diocese. Our worship together as Episcopalians in the greater Anglican Communion depends on our ability to transcend and navigate differences in a public environment while remaining true to our core beliefs as Christians who value the diversity led by the Holy Spirit that is the ever-evolving American experience of this Church.

**Name:** Joan R. Gundersen

**Church:** Redeemer, Squirrel Hill

**Occupation:** Historian and archivist

**Service to the church:** Present: Archivist; lector; Worship Committee; Heritage Place worship service team; choir. Past: Vestry; Treasurer; Diocesan Committee on Constitution and Canons; Convention Organizer; Diocesan Administrator; Sunday School teacher; and Search Committee for Rector and Music Director.

**Statement of interest:** My service to the Episcopal Church began at age nine by singing in the parish youth choir. Throughout my life, I have sought ways to serve God through the Episcopal Church, in the parish, the diocese, and at a national level. Currently I am part of a small team that provides mid-week services at a nursing/rehabilitation center; sing in the Church of the Redeemer choir, serve on Redeemer's worship committee, and serve both parish and diocese as archivist. It was an honor to go to General Conventions twice as a lay deputy and most recently as an alternate from Pittsburgh. At General Convention 2012, I helped represent diocesan interests in committee on resolutions directly impacting Pittsburgh and other rebuilding dioceses, authored the resolution celebrating the diocese's 150th anniversary, and generally tried to help our deputation. It would be a great honor to serve again.

**Name:** Neal J. Heiss

**Church:** Christ Church, North Hills

**Occupation:** HR Risk Management and Compliance Director, PNC Bank

**Service to the church:** Usher/greeter for 8:00 a.m. service; driver for Jubilee Soup Kitchen food donation delivery; member Outreach Committee; member Finance Committee; and member Capital Campaign Committee. Past: Vestry.

**Statement of interest:** I am a life-long Episcopalian, baptized and confirmed in Holy Trinity Episcopal Church in Collingswood, NJ. I have been an active member of Christ Episcopal Church in Riverton, NJ; Trinity Episcopal Church in Wilmington, DE; St. Paul's Episcopal Church in Mt. Lebanon; and for the past twelve years at Christ Church, North Hills. Called by Christ, I have served as an usher in each of these parishes. While at Trinity Church in Wilmington, I taught Sunday School and was elected president of the Trinity Foundation, a multi-million dollar endowment formed to support seniors and educational programs in the church and community. I also drove the parish's van on Sunday mornings to transport seniors from Wilmington's Hispanic community to and from church.

Currently, I serve as head usher every Sunday morning at the 8:00am service; I am a regular driver for the Jubilee cooks' food deliveries to the Jubilee Soup Kitchen; I serve on the Outreach Committee and the Finance Committee. I served on Christ Church vestry 2012 – 2014. I also served as a Christ Church lay delegate to the 2010 and 2014 Diocesan Conventions.

I currently lead a risk management and regulatory compliance function in Human Resources for PNC Bank. I have been in business management for most of my 36-year career, so I feel I possess some leadership and management talent that can serve the Episcopal Church as a delegate representing Christ Church to the General Convention. I offer the talents and gifts I have to the service of the Episcopal Church.

After attending and serving Episcopal parishes in three states, and after serving Christ Church on vestry, as delegate to the diocesan convention, and currently as usher, volunteer and committees member, I feel called to expand my knowledge and service to the Episcopal Church more broadly as delegate to the General Convention. Christ Church, North Hills is a special place, and if I can, through representing our parish at the General Convention, in some small way, contribute to its future, I am ready to fulfill that calling.

**Name:** Kevin J. Hipolit

**Church:** Emmanuel, North Side

**Occupation:** Retired chemical engineer

**Service to the church:** Present: Diocesan Council; Budget and Assessment Working Group; and Growth Fund Committee. Past: Vestry, Emmanuel, North Side; Vestry, St. Paul's, Mt. Lebanon; and lay Eucharistic reader.

**Statement of interest:** I am honored to be considered for the position of Lay Deputy to the General Convention. Being very familiar with our diocese as a whole, the challenges we have and the strengths we possess, I think I can well represent our diocese at the General Convention. I am also curious where and how we fit in with the goals and direction of the national church and what I can learn there that will help our diocese. My background in engineering guides me to be well prepared and make thoughtful, sound decisions based on research and observation. Whatever I take on, I prepare well ahead and am prayerful, keeping my eye toward how it will serve God's purposes. I think of myself as a good listener, often picking up on details others miss. I appreciate diversity of thought when considering complex issues. Sensitive to social justice concerns, I value equality among all people, and have tried to serve those less fortunate than myself. With a high regard for daily reading of Scripture, regular church attendance and prayer, I attempt to be consistent, purposeful and faithful to my chosen faith in the extraordinary Love of God.

**Name:** Jamie McMahon

**Church:** Calvary, East Liberty

**Occupation:** Fundraising

**Service to the church / Statement of interest:** I currently serve at Calvary Episcopal Church as secretary of the Vestry, chair of the parish's deputation to Diocesan Convention, as a verger, and as a member of the choir. I have previously served as a member of the Stewardship Committee. I attended the General Convention in 2015 as the second lay deputy from the Diocese of Pittsburgh, in 2012 as the first alternate and as a member of the House of Deputies Secretariat, in 2009 as part of General Convention management staff, and in 2003 as a member of the Young Adult Festival. During the 2015 General Convention, I was a member of the Legislative Committee on Stewardship and Development. More broadly in the Episcopal Church, I served as a member of the church-wide Standing Commission on Stewardship and Development from 2009-2015 with three years as chair, and as a member of the Standing Commission on Communications and Technology from 2003 to 2006. In my professional life, I work as director of development at Carnegie Museum of Natural History. Over the past decade, I have worked with several parishes as well as with the Diocese of Pittsburgh itself to assist with fundraising strategy and efforts. I would be honored to serve the diocese again as a deputy to the General Convention in 2018.

**Name:** Erin Morey

**Church:** St. Paul's, Mt. Lebanon

**Occupation:** Attorney / Incoming Director of Communications, St. Paul's, Mt. Lebanon

**Service to the church:** Present: Episcopal Church Delegate to the United Nations Commission on the Status of Women (2015 and 2016); Vestry; Stephen Minister; Lay Eucharistic Minister; Episcopal Relief and Development parish representative; and Bread for the World Coordinator to Diocesan Social Justice Committee. Past: Deputy to Diocesan Convention, 2015.

**Statement of interest:** I am excited about working on behalf of the Church on both the local (parish and diocesan) level, and the global level, and about connecting these experiences. I was selected twice to serve as one of the Episcopal Church's delegates to the United Nations Commission on the Status of Women. While I was doing this work, I relied on my experience as a member of St. Paul's, and the Diocese of Pittsburgh. I am always honored to have an opportunity to serve as a voice for my brothers and sisters in Christ, and also to share what I've learned with them. I look forward to having the opportunity to do this work as St. Paul's incoming Director of Communications. I have also worked as a

judicial law clerk and attorney, and I bring this experience to my work. I am very interested in working together to make the best possible decisions to help us live in right relationship with God and one another. Most of all, it is always deeply inspiring to meet other Episcopalians, and to share how we live our faith with one another.

**Name:** Bruce R. Quayle

**Church:** Christ Church, North Hills

**Occupation:** Retired engineer

**Service to the church:** Present: Vestry, third term; Communication, Directory and Outreach Committees; and choir. Past: Two terms Lay Deputy to Diocesan Convention; Chairman, District 1; Lay Deputy from Church of the Nativity; choir at Nativity; and video and photograph church events.

**Statement of interest:** I believe I am called to serve wherever I am, and that the right times present themselves. I have always felt poised and called to serve. It would be an extraordinary privilege to serve as Deputy to General Convention. I now and previously served twice on vestry at Christ Church. I just finished my second term as Diocesan Convention Lay Deputy and Chair of District 1. I served two terms on the vestry of Church of the Nativity in Crafton as well as twice Lay Deputy. I participated in several committees at Christ, Nativity, and All Souls Church in Asheville, NC. I completed about a year and a half of the Education for Ministry (EfM) course offered at All Souls through Sewanee Seminary. I've served in the choir here at Christ, at Nativity and at All Souls. And I attended Cursillo in the Diocese of Western NC. I have served on the Boards of several non-profits in the arts community as well as held elective office in Asheville. I am a retired Engineer/Physicist (eight patents), enjoy anything electronic, mathematical or computer related. My skills are put to use at Christ Church by serving as "computer/electronic guru" when needed, including implementing the church Wi-Fi. I also love reading, music, traveling and camping.

**Name:** Mary Roehrich

**Church:** St. Andrew's, Highland Park

**Occupation:** Retired

**Service to the church:** Present: Diocese: Board of Trustees; Property Committee of Trustees; Deputy to General Convention; and Parish: Vestry Secretary; Parish Property Committee; Lector; Altar Guild; Stewardship Committee, and Parish Development Committee. Past: Diocese: Deputy to Diocesan Convention; Cathedral Chapter; Diocesan Council; Across the Aisle; Standing Committee, Deputy to General Convention 2009, 2012, and 2015; Transition Committee; Strategic Planning Task Force; Diocesan Dialogue Planning Team; Commission on Architecture; and Parish: Representative to District VII; Vestry; Senior Warden; Property Committee, and Altar Guild.

**Statement of interest:** In the beginning of my service to the church it was primarily to represent St. Andrew's in the diocese. It evolved into an effort to keep the diocese in the Episcopal Church, then to make the continuation of the diocese after the split as smooth as possible. Now the diocese needs to represent its unique experience of Christian community to the General Convention, and to try to influence the actions of General Convention to fulfill its mission and ministry in the best way possible.

Our diocese is ably represented by a group of devoted lay and clergy deputies whose job is to bring the diocese to GC and the GC to the diocese. I hope to continue to contribute to this process by attending the next GC in 2018.

**Name:** Jaclyn Slobodnyak

**Church:** St. Peter's, Brentwood

**Occupation:** Youth group director / teacher

**Service to the church:** Present: Youth group director; Sunday School teacher; Vestry member; VBS teacher; and Deputy to Diocesan Convention 2016. Past: Assistant Youth Director; VBS assistant; Happening program; Parents Night Out; Teen Voices; and Sheldon Calvary Camp Staff 2006-07.

**Statement of interest:** I am the current Youth Group Director at St. Peter's Episcopal Church, Brentwood. My interest is in mentoring the youth and keeping them active in the church. I strongly believe that youth today are already the church, not only the future of the church.

The church has always been an important part in my life. St. Peter's helped grow my faith and through the support and mentoring I received there, I achieved more than I thought I could. I am now a Pennsylvania Certified Pre-K through 4 teacher and working towards additional certifications.

Growing up I was involved in many activities at the parish (youth theater group and VBS) and diocesan level (Happening). As an adult on the Happening staff I was on the Security team and then the Drama Mama. In 2012 I had the honor to share my Family Talk based on my children's book, "Where's Daddy?" which dealt with losing a father at a young age. Also, in high school, I helped coordinate a Parents Night Out program that still exists today. Additionally, I am a middle school Sunday school teacher, serve on the vestry, and deputy to diocesan convention 2016. I hope to expand my service to the church at the national level as a deputy to General Convention in 2018.

**Name:** Steve Stagnitta

**Church:** St. Andrew's, Highland Park

**Occupation:** Retired computer programmer

**Service to the church:** Present: Board of Trustees, Commission on Ministry; Deputy to General Convention; Lay Reader; and Parish Discernment Committee. Past: Diocesan Council; Committee on Canons; and Growth Fund Committee.

**Statement of interest:** I have been a lay deputy to the General Convention for the previous five conventions, serving as a regular deputy for the previous three conventions (2015, 2012, and 2009), and as an alternate deputy in 2003 and 2006. I was also the lay chair of our deputation in 2015. My interest is finding ways to help build up the Diocese of Pittsburgh through working with the national church. While a deputy to general convention, I have worked on legislative committees for Evangelism as well as most recently a legislative committee for Congregational Vitality. I was able to formulate legislation that was helpful to providing funding for parishes in the Diocese of Pittsburgh through the use of mission Enterprise Zones, which helps fund parishes that cannot take care of all their cost themselves. In addition, I helped to put together legislation and funding for planting new churches in inner city areas. The hope is that 30 new congregations will be built in the next three years. If elected I hope to continue to work at the national church level to develop methods to build up our diocese and make it stronger through the coming years. I pray that I might have your support to do this work.

**Name:** John (Sig) Tragard

**Church:** St. Stephen's, Wilkinsburg

**Occupation:** Sales and marketing consultant

**Service to the church:** Present: Vestry; Lay Eucharistic Minister; Lay Reader; and Acolyte. Past: Administrative Assistant to Priest.

**Statement of interest:** I asked Bishop McConnell what I could do to serve the church. He asked me to prayerfully consider being a deputy to the national Convention. His request seemed to carry some weight. So after prayer and discussion with my wife I am submitting my nomination. When one gets a request from the bishop, the prayerful consideration seems different; one of immediacy and direction since I serve at the pleasure of our bishop.

So much for my statement of interest. I am qualified for this position since I have been intimately involved with the Episcopal Church for over 35 years. I have served on vestry, been an administrative assistant to our priest and involved with the Public Conversation Project. I desire to know more of how our denomination functions. In college I was Presbyterian. When I first worshiped in an Episcopal Church I saw a clearer revelation of Christ in the liturgy and the Holy Spirit was present. I want to be a voice for the conservatives and hold to the authority of Scripture as God's word and uphold His sacraments as we proclaim this same clarity and good news of Jesus Christ to all whom He brings across our path.

## **DISCIPLINARY BOARD**

*Two clergy and one layperson to be elected to three-year terms ending in 2019*

**Name:** The Rev. Canon Dr. Catherine Brall

**Church:** St. Thomas, Canonsburg

**Occupation:** Priest / Director of Field Education

**Service to the church:** Present: Priest-in-Charge, St. Thomas, Canonsburg. Past: Canon Missioner; Provost, Trinity Cathedral; Standing Committee (President, 2006); Growth Fund Committee; Diocesan Council (President, 2000); Small Church Congregational Developer; and Children's Ministry Team.

**Statement of interest:** I am willing to serve as a member of the Disciplinary Board and would engage in this role carefully and prayerfully to the best of my ability should it ever be necessary. It would very much please me if, during my elected term of service, the Disciplinary Board was never called to meet. My qualifications to serve are chiefly two: I am an ordained clergy person with 21 years of ministry in this diocese; and I have lived and led through the "recent unpleasantness" in this diocese with the ability to still get out of bed on most days.

**Name:** The Rev. Jean Chess

**Church:** St. Andrew's, Highland Park

**Occupation:** Deacon / Computer engineer

**Service to the church:** Present: Deacon, St. Andrew's, Highland Park. Past: Deacon, Calvary; Deacon Formation Board; Hospital Chaplain; Archdeacon; Commission on Ministry; and Director of Administration.

**Statement of interest:** I was pleased to learn that the diocese and the Disciplinary Committee have been working to implement the Title IV canons under the guidance of Canon Ted Babcock. I believe that we all want to strive for our congregations and our diocese to be a safe place for all people, and educating ourselves about these canons and proactively putting in place the processes that we would need to handle any accusations, be they true or false, are important steps towards creating safety and accountability. I would be honored to serve the diocese as a member of the Disciplinary Committee.

**Name:** Jean Adams

**Church:** Calvary, East Liberty

**Occupation:** Administrator

**Service to the church:** Present: Calvary Personnel Committee; choir. Past: Calvary Junior Warden; member of Vestry and Finance Committees; member of Rector Calling Committee; and Treasurer Women of Calvary.

**Statement of interest:** I am honored to be nominated for this committee. While I hope we never have occasion to meet, it seems sensible and appropriate to be prepared.

## **STANDING COMMITTEE**

*One clergy and one layperson to be elected to four-year terms ending 2020*

**Name:** The Rev. Eric McIntosh

**Church:** St. James, Penn Hills

**Occupation:** Priest-in-Charge

**Service to the church:** Present: Priest-in-Charge, St. James, Penn Hills

**Statement of interest:** I am currently the Priest-in-Charge of St. James' Episcopal Church of Penn Hills, where I have served as church planter for two-and-a-half years. I was asked to build a worshipping community. Thus far, we have grown from zero to 50 worshippers with an average Sunday attendance of roughly 20-25. During these two-and-a-half years, we have baptized three children and ten adults. St.

James is also engaged in a more expansive vision as we develop a Family Resource Center, located at the church and focused on youth ages 8 to 21.

Eight years ago, while in seminary, I found the Episcopal Church. I fell in love with the prayer book. I stand as a testimony that our prayer book is a gift to those with fresh eyes. I am watching firsthand how our theology, prayer and the love of Jesus Christ ignites something awesome in those who have never been exposed to love, Jesus or a church like ours. I believe I am suited for the Standing Committee if for no other reason but to bring the blessing of fresh eyes.

**Name:** Russell Ayres

**Church:** Calvary, East Liberty

**Occupation:** Retired lawyer

**Service to the church:** Present: Board of Trustees (President 2009-2013); and Diocesan Nominating Committee. Past: Vestry; Junior Warden; Senior Warden; Chair, Calling Committee; Friends of Music Steering Committee; and By-laws Revision Committee.

**Statement of interest:** I have been an Episcopalian since I was a child in Sunday School, albeit with lengthy periods of inactivity during my adult years. Following 9/11/2001, I determined that I should try harder to discover what the Church held for me and I for the Church. I found a welcome home at Calvary. In late 2008, I volunteered to join the Board of Trustees, having perceived an opportunity to help to rebuild our recently splintered diocese. Working with three bishops of unique and varied gifts and an equally diverse group of trustees has reinforced my conviction that mutual acceptance grounded in love is essential if the Church is to flourish. It has been deeply rewarding to work for the past eight years with such a dedicated group, as we labored collegially to be faithful stewards of the properties that were handed down to us, often in ways that had little or no apparent precedent. As my term as a trustee draws to a close, I am hopeful that I will have the opportunity to continue to serve the diocese as a member of the bishop's council of advice.

**Name:** Terlene Brown

**Church:** Holy Cross, Homewood

**Occupation:** Administrative assistant

**Service to the church:** Present: Senior Warden; and Vice President of Diocesan Council. Past: Bishop Transition Committee.

**Statement of interest:** I have been a member of The Church of the Holy Cross for 64 years. I am the Senior Warden of the vestry at Holy Cross. I was on the Transition Committee for the bishop search. I am currently Vice President on Diocesan Council. I am currently the Administrative Assistant of Senior Services at the Hill House Association.

I feel that I would be an asset to the Standing Committee, because of knowledge of the Episcopal Church and the work that I have done for my church and the diocese.

**Name:** Elizabeth (Beth) Pearson

**Church:** Emmanuel, North Side

**Occupation:** Consultant

**Service to the church:** Present: Acolyte. Past: Vestry, Christ Church Cathedral, St. Louis, MO; and Lector, Cathedral of the Incarnation, Baltimore and Christ Church Cathedral.

**Statement of interest:** I believe I am qualified to be a member of the Standing Committee for several reasons:

- I have been a member of the Episcopal Church for nearly 30 years.
- I have served as a vestry member of Christ Church Cathedral in St. Louis, so I understand church governance.
- I attended the Episcopal School for Ministry in St. Louis for two years. I did not complete the course because of a family illness, but I went through all but the classes specifically designed to help deacons fulfill their roles.



- I am a trained mediator, which means that I am skilled at helping people talk about the issues that matter to them (rather than their positions) so that some kind of understanding is possible for all parties. I worked with both individuals and corporations on conflicts of all kinds.

- I want very much to be of service to the Diocese of Pittsburgh and I think I could bring skills to the committee.






- I am active in my own parish including being a acolyte.

I will be a diligent member of the Standing Committee if I am chosen and will do my best to thoughtfully and prayerfully help advise the bishop on any issues he chooses to share with the committee.

## Candidate Gallery – Clergy


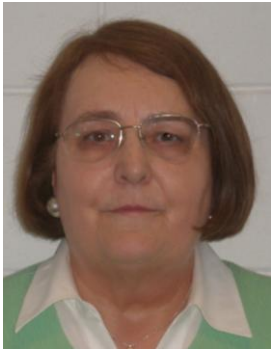



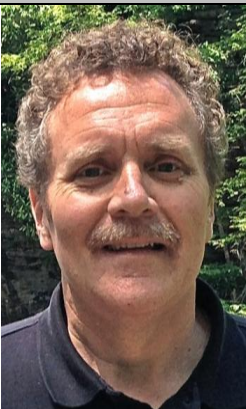

			
Joseph Baird	Catherine Brall	Nancy Chalfant-Walker	Jean Chess
			
Herbert Daly	T.J. Freeman	Charles Hamill	Shawn Malarkey
			
Eric McIntosh	Jeffrey Murph	Kristian Opat	Scott Quinn
			
Bruce Robison	James Simons	Nancy Threadgill	Linda Wilson

## Candidate Gallery – Lay

			
Jean Adams	Russ Ayres	Michael Braxton	Lisa Brown
			
Terlene Brown	Jon Delano	Joyce Donadee	Betty Duckstein
			
Kenneth Gray	Joan Gundersen	Neal Heiss	Betsy Hetzler
			
Kevin Hipolit	Jamie McMahon	Daniel Moore	Erin Morey



## Candidate Gallery – Lay, Continued

			
Elizabeth Pearson	Dana Phillips	Bruce Quayle	Anne Robb
			
Mary Roehrich	Amy Shelley	Jaclyn Slobodnyak	Steve Stagnitta
			
Sig Tragard	Lyle Wood		

Section E

Reports of

Canonical Bodies

# BISHOP'S REPORT

Dear Friends in Christ,

This summer marked the first anniversary of “The Move.” I mean, of course, the relocation of the diocesan offices from Monroeville to the Cathedral. I cannot sufficiently thank our diocesan staff for the way they handled every detail of the move and the way they have created an atmosphere of normal life in such a short time. The offices are bright, spacious and comfortable, and we are very glad to welcome all who walk in the door.

Trinity Cathedral's location is second to none: we are at the heart of the city. The Golden Triangle is literally coming up all around us: signs of new and vigorous life are everywhere, and we get to be in the middle of it all. Under the leadership of Interim Dean Scott Quinn, the cathedral's finances are stabilizing, and together with the cathedral vestry we have been assessing the best way to move forward to guarantee Trinity's ministry for the future. There are huge challenges, particularly from deferred maintenance. It will take time, an extended effort, and a lot of prayer and support from all of us, but over the last year I have become convinced that the mission of the cathedral can and will grow with the city, eventually becoming a focal point of diocesan mission and evangelism, a launching pad for our **public gospel**, a laboratory for our **missional communities**, and a classroom for **leadership formation**.

I will speak of this more in my address at convention. However, the extended nature of this report reflects something about this diocese generally – namely, that our vocation together in re-shaping mission and ministry for southwest Pennsylvania is long-term work. This means keeping our vision for the future alive while understanding that it is going to take us a while to get there. I am learning a lot about patience and persistence.

In this regard, our relationship with Pittsburgh Theological Seminary is developing slowly and surely. I have been appointed to the PTS Board of Directors. Canon Jay Geisler and I will again offer a winter-term course in “Worship as Pastoral Care,” and add a survey of Anglican theology in the spring. Dr. David Esterline has graciously provided me with an office on campus. Eventually, we will have a full Anglican track in which lay leaders and candidates for ordination can be trained together in evangelism and mission, but it will take careful continuing work, putting in place one piece at a time as we imagine together what our future leaders will most need.

Again, in last year's convention address, in which I identified *formation* as the key element in our three strategic priorities, I said I would form two ad hoc working groups – one on formation and one on new church plants. However, over the past year I have begun to doubt that the “task force” model is the best way to make progress in either of these areas. Formation is already happening organically in our local faith communities, and I think we are better off, for the moment, doing what we can to help parishes improve and sustain those efforts, rather than create another set of meetings on the diocesan calendar. Better repeatedly to give you the *experience* of being formed for mission, such as in having the Rev. Christopher Martin introduce clergy to the Restoration Project; or helping the ECW bring the founder of Thistle Farms, the Rev. Rebecca Stevens, to Pittsburgh; or finding ways to continue the work begun at the Invite – Welcome – Connect conference last fall; or designing the 2016 Diocesan Convention as a formation event for the whole diocese. As for new church plants, we still have work to do helping our current congregations reach into the world, supporting and expanding the missional work that came to light through the visits of the Listening Committee in 2014 and 2015, while training and nurturing enough clergy to lead the parishes we already have. New plants will arise, but I would rather see them begin to be called out from the existing Church, rather than attempt to design them by a task force and drop them into place.

As I see the contours of this long-term work emerging, I am trying to re-configure my own work to meet better the pastoral needs of our leadership. Since the clergy conference last year I have tried to expand the time I have to meet informally with my clergy colleagues over coffee or lunch just to see how they are doing, without any agenda up front. I still have a ways to go in this regard, since it has been harder for me to get out to the eastern parts of the diocese, something I would like to see change. In the coming year, I will expand my calendar to include meetings with the vestries of our parishes just to hear from them, study and pray with them, and address their specific concerns more than I might be able to on a Sunday visitation. I am also continuing to ask how I can meet with small groups of clergy in a way that actually adds value to their ministries.

My staff has been in the field as much as possible. Canon Ted Babcock and Canon Kim Karashin have been active with parish leadership in helping congregations improve their internal relations so they can begin to think more about reaching beyond their walls. I have appointed Canon Jay Geisler as Vicar of the Monongahela Valley Mission; he and Canon Kim have been helping the parishes in Donora, Monongahela, and McKeesport, with their leadership, to begin to think through a common approach in reaching their neighborhoods for Jesus Christ. Treasurer Kathi Workman and her assistant Marlene Rihn are devoted to helping parishes think clearly about their financial resources and how to position those resources for the maximum benefit of their people and for more Kingdom work in the world. Judi Rogers fields countless questions around process and administration, calling my attention to pastoral needs while constantly having my back, and Joan Gundersen, as historian and archivist, continuously helps parishes make the connection between where we have come from and where we are going. Andy Muhl is constantly working the website and other communications tools to give you all a comprehensive view of what is going on at any point in the month, and Rich Creehan labors behind the scenes to keep my office connected to the press, the media, and to other judicatories. I am grateful to them all, beyond anything I can say.

Finally, I have continued to take stock of the core opportunities for the Gospel, and the core obstacles to the Gospel, that face us here in southwest Pennsylvania, which have to be addressed even as we move forward. Here is a brief overview.

The environment around us is becoming more clearly secular, and the reputation of the Church has suffered accordingly. More than one survey shows that most people are not churched and think of Christians generally as narrow-minded and out of touch with the real world. Particularly, the divisions of the Church, the splintering of our denominations, the wars we have fought with one another, and our separation from one another according to race and class, reflect the worst ills of secular culture. If we are to gain a hearing for the Gospel, we must move to reconcile with one another across these barriers, joining with other churches and especially the African-American Church, to address together the needs of our neighborhoods with the hope and life given in Jesus Christ. Over the last year I have continued building bridges to key leaders across the churches in Pittsburgh, and I am hopeful that the visit of our Presiding Bishop, this coming February 3rd to 5th, will be a significant catalyst in raising up and training a core of lay leaders supported by their clergy as a vanguard for the work of evangelism and reconciliation in our diocese.

Finally, a word of thanksgiving. Our statistics show that we have grown over the last year, a net increase of 31 baptized members. This does not include the people of the Church of the Advent in Brookline, who have resumed active participation in the diocese and will be welcomed home at Convention. These are all good signs for our future. However, the best signs are the continuing faith, hope and love I am humbled to witness every Sunday as I make my way from parish to parish in this wonderful diocese. As I enter the fifth year of my consecration, I am filled with gratitude for the ongoing blessing of living and working

among you, for the friends you have become to Betsy and me, for the joy and encouragement I receive as I move among you. Thank you for the privilege of being your bishop.

Faithfully,  
+Dorsey

**Statistics for September 1, 2015 – August 31, 2016**

Episcopal Visitations	34	Marriages	1
Confirmations	67	Burials	0
Receptions	37	Ordinations	4 (Order of Deacon 2; Order of Priest 2)
Baptisms	2	Renewal of Vows	1



# **BOARD OF TRUSTEES**

## Introduction

Since the 2015 Convention, we've said goodbye to board member Bob Johnston, whose term expired, and to Melanie Kurtz, who resigned her seat on the board due to health reasons. We thank Bob and Melanie for their service to the diocese and offer our prayers for Melanie's return to good health. Existing board member Sue DeWalt was re-elected to a second term at the 2015 Convention and Bob Eley was re-appointed by Bishop McConnell to a second three-year term. Anne Kinsey and Mary Roehrich were newly elected to the board at last year's convention and Jerry Stephenson joined the board by appointment of the bishop. Finally, Karen Slobodian was elected by the Standing Committee to fill the vacancy left by Melanie Kurtz's resignation.

Lew Davis was elected board secretary for 2016, and Jerry Stephenson was elected assistant secretary. The board also approved the appointment of Tom Moore as chair of the Finance/Investments Committee, Mike Donadee as chair of the Property Committee, Bob Eley as chair of the Audit Committee. The hard work of these chairs and their committees is greatly appreciated. In addition, Steve Stagnitta was elected by the board to serve on the Growth Fund Committee.

Many thanks are owed to the hardworking diocesan staff that supports the work of the trustees. Kathi Workman does an excellent job keeping track of income and expenditures from the various endowments and managing distributions to the parishes invested in Pool 1. Kathi and Marlene Rihn help manage the diocese's surplus properties and keep them in good repair. We continue to rely heavily on the wise counsel provided by our chancellor, Andy Roman.

The focus and goal of the trustees continues to be to manage the assets of the diocese to the glory of God and in furtherance of the mission and ministry of the Episcopal Church in southwestern Pennsylvania. Highlights of the past year are summarized below.

## Diocesan Endowment

The trustees have continued to rely on the services of Morgan Stanley to assist us in managing the diocesan endowment. Our Finance/Investments Committee oversees the work of Morgan Stanley, meeting with their representatives on a quarterly basis to discuss investment strategies for diocesan held funds. The total endowment (Pool 1), including diocesan funds and funds dedicated to individual parishes and programs, increased from \$21.4 million as reported to the 2015 Convention to \$22.1 million as of the end of July 2016. This increase occurred despite distributions in excess of \$500,000 to parishes, the diocese and various other funds such as the Bishop's Fund and Growth Fund. Our current investment mix is approximately 60% equities, 30% fixed income funds and 10% cash and other alternatives.

## Support for Parishes

Since the last Convention, grants and/or loans recommended by the Growth Fund Committee have been approved by the trustees for the following parishes: St. David's, Peters Township; St. Stephen's, Wilkinsburg; and Trinity Cathedral. The trustees also approved a loan guarantee designed to provide mortgage payment relief to St. Brendan's, Franklin Park.

### Support for Diocesan Mission

In June, the trustees met with members of the Budget and Assessments Working Group of Diocesan Council (BAWG) and our bishop to work on the 2017 Diocesan Budget that is being presented to this Convention, since the diocesan operating budget continues to be funded, in part, from endowments controlled by the trustees. Our thanks go out to diocesan treasurer Kathi Workman, BAWG members, and council president the Rev. Lou Hays for their time and effort in working through the budget process with us. Also in support of diocesan mission, the trustees authorized funds to assist the campus ministry at the University of Pittsburgh and Carnegie Mellon University.

### Support for Diocesan Properties

During 2016, the trustees authorized the sale of the former Christ the King Church in Beaver Falls to an individual for \$35,000. The buyer expressed a commitment to continue to use the building for Christian mission. The trustees also completed the sale of the former St. Martin's, Monroeville property to the Harvest Bible Chapel, which will renovate the church building and use it for Christian worship and mission. The sale price was \$575,000. The trustees also authorized listing for sale the former Prince of Peace Church, Hopewell property and the former St. Andrew's Church, New Kensington property. In 2015, the board entered into a lease to allow a cell tower to be constructed on property at St. James, Penn Hills. In 2016 the diocese received a check for \$120,000 to cover rent payments for the first ten years of the cell tower lease.

### Support for Sheldon Calvary Camp

In March 2014, the trustees authorized a contribution of \$100,000 over five years toward Sheldon Calvary Camp's Capital Campaign. In 2016, we paid the third installment of this commitment. As in past years, the trustees authorized an annual grant from one of the diocesan endowments to support the camp's scholarship program. We continue to work with our chancellor on a long-term lease agreement between the trustees and Sheldon Calvary Camp to assure that the camp will continue to have use of trustee-owned property on the shores of Lake Erie to operate as a mission of the Episcopal Diocese.

Respectfully submitted,  
Joseph M. Karas  
President, Board of Trustees

## CANON FOR FORMATION

As Canon for Formation, I have focused on working with the Commission on Ministry on recruiting, preparing, and examining those who believe they have been called to the diaconate and priesthood. By God's grace, we continue to be blessed and have had several ordinations in the last year and more possibilities in the future.

I continue to work with the seminarians at Trinity School for Ministry in Ambridge and, in addition, have begun to work with the seminarians at Pittsburgh Theological Seminary (PTS). In 2015, the bishop and I taught two courses at PTS: the "Anglican Way of Theology" and "Liturgy as Pastoral Care." This dovetails nicely with Canon Cathy Brall's work with students at PTS fulltime as the Director of Field Education.

In September 2015, we had a Recovery Retreat in Foxburg, PA, with the clergy of the Episcopal Diocese of Northwestern Pennsylvania. The focus was on understanding addiction and its treatment. I wrote a grant request to the Widows Corporation of Pennsylvania, which funded the full event. It was wonderful cooperating with the clergy of our northern neighbor. This year we will be inviting clergy from the Episcopal Diocese of Central Pennsylvania.

Formation, however, is more than working with the clergy. In the upcoming year we hope to expand formation from being focused on clergy to helping form the laity to carry out the mission of the Church as found in the "Great Commandment."

Jesus said unto him, "Thou shalt love the Lord thy God with all thy heart, and with all thy soul, and with all thy mind. This is the first and great commandment. And the second is like unto it, Thou shalt love thy neighbor as thyself. On these two commandments hang all the law and the prophets."

*Matthew 22:37-40*

The diocese has also begun a new initiative called "the Mission in the Mon Valley." We will be working with those churches that are struggling in this distressed economic area that was the "steel heart of our nation" during World War II. I will be working with Canon Kim Karashin, and with clergy and laity of both Episcopal and Lutheran Churches.

We are hoping that more laity will be able to attend the Pittsburgh Pastoral Care Conference, which is held each year in April or May. This training conference has successfully completed its 15th year. The 2017 conference is scheduled for Friday May 5, 2017, at Christ Church Grove Farm. Go to [www.pghpc.org](http://www.pghpc.org) for updates.

If anyone has any comments, idea, or suggestions for improving the formation of the people of God (both clergy and laity) please contact me at 412-414-3337 or send me an email at: [jgeisler@episcopalpgh.org](mailto:jgeisler@episcopalpgh.org).

Peace & Prayers,  
The Rev. Canon Dr. Jay Geisler

## CANON FOR MISSION

It has been my sincere privilege to serve Bishop McConnell and the Episcopal Diocese of Pittsburgh as canon for mission since November 15, 2015. This, for me, has been a year of tremendous learning and adjustment. I thank my many colleagues, mentors, and friends who have offered me guidance and encouragement throughout.

I have been blessed to be involved in the following mission-focused initiatives since beginning my tenure on the diocesan staff:

**Mon Valley Mission:** I have provided strategic support and logistical leadership for this project, intended to help our Mon Valley parishes discern their role in addressing the region's socio-economic issues and spiritual needs.

**Appreciative Inquiry:** I received training on this process from the Rev. Ted Babcock, and, working together, we have used it to assist St. Michael's of the Valley, Ligonier, in discerning where God is calling them as a parish and developing a plan for response.

**Exploring Non-Traditional Ministry:** Working with a Board of Trustees sub-committee, I helped guide the exploration of diocesan support for the ministry of hospitality (dubbed "House of Life") proposed by the Rev. Dan Isadore and his wife, Hallie. Moving into 2017, we will be exploring other non-traditional means of engaging with our communities and introducing neighbors to the Gospel of Christ.

**Exploring Digital Ministry and Formation:** I am involved in preliminary research and planning around a redesign and repurposing of the diocesan website. While the site will continue to meet the information needs of our diocesan insiders (clergy, staff, vestries, lay members), we are also hoping to use the site as a channel for Christian formation, and as a tool for evangelism and ministry to non-Christians and the unchurched.

**Anti-Human Trafficking Initiative:** In anticipation of the ECW-sponsored event featuring the Rev. Becca Stevens on October 29, I am participating in efforts to drive awareness of the issue of human trafficking in the Pittsburgh region and to encourage action against the practice.

**Mission Grants:** I contributed to the 2016 revision of the *Parish Guide to Grants and Loans*, an effort that included researching and verifying new and existing mission grant opportunities. I also assisted in the completion of several grant applications.

Finally, looking just a bit ahead ... I am excited to be accompanying a group of clergy and lay leaders to the *Evangelism Matters* conference in Dallas, November 18-19. I pray this will be an effective launching point for wider efforts to equip and empower people throughout the diocese to share the Good News of Jesus Christ.

Prayerfully and respectfully submitted,  
Kimberly Karashin

## COMMISSION ON MINISTRY

The Commission on Ministry is established pursuant to Title III of the Canons of The Episcopal Church and Canon XXX of the Episcopal Diocese of Pittsburgh in order to advise and assist the bishop “in the determination of present and future opportunities and needs for the ministry of all baptized persons; and in the design and oversight of the ongoing process for recruitment, discernment, formation for ministry, and assessment of readiness therefore.”

Since the 2015 Diocesan Convention, the Commission on Ministry will have met six times, including the annual Winter Interview Day and Ministry Exploration Day. Highlights of the year include:

- Thirteen individuals participated in the Annual Winter Interview Day with the bishop, Commission on Ministry, and Standing Committee on January 16, 2016. The commission and Standing Committee had informal interviews with eight individuals in the discernment/ordination process, four initial interviews with nominees, and one candidacy interview.
- The bishop ordained Joe Baird and Alyse Viggiano to the Sacred Order of Deacons at Trinity Cathedral on June 4, 2016. The bishop ordained Garrett Yates to the Sacred Order of Priests on March 19, 2016, at St. Paul’s, Mt. Lebanon, and Dan Isadore to the Sacred Order of Priests on June 5, 2016, at St. Andrew’s, Highland Park.
- Four individuals took General Ordination Exams in January.
- With the consent of the Standing Committee, the bishop granted candidacy to Joe Baird, Doug Kinsey, and Alyse Viggiano. Subsequently all were approved for ordination.
- The commission and bishop accepted the nominations of Ms. Julie Smith of Redeemer, Squirrel Hill, and Mr. Brandon Mazingo of St. Peter’s, Brentwood.
- Ministry Exploration Day was held on May 14, 2016, at St. Paul’s, Mt. Lebanon. Approximately 30 people participated, including potential nominees for Holy Orders with spouses and clergy.
- The Commission adopted a new and revised version of *Discerning and Responding to a Call to Holy Orders* on July 26, 2016.

The Rev. Michelle Boomgaard was elected by Diocesan Convention to serve a three-year term. The Rev. Scott Russell, rector of St. Brendan’s, Franklin Park, resigned from the commission upon leaving the diocese to serve as a university chaplain in another diocese. The Standing Committee appointed the Rev. Eric McIntosh to fill the unexpired term. The Rev. Tim Hushion resigned from the commission upon leaving the diocese to accept a call to a parish in another diocese. The Rev. Lynn Chester Edwards, retired priest, and Ms. Jessie Hipolit, Emmanuel, North Side and Ms. Carolyn Booker, St. Stephen’s, Wilkinsburg, will complete their terms at the end of the year, and we thank them for their faithful service.

The bishop appointed two new members to serve three-year terms effective September 1st: the Rev. Jonathon Jensen of Calvary, East Liberty, and the Rev. Lorena Ringle of Christ Church, North Hills.

I thank Bishop McConnell for his leadership and support, and the members of the commission for their service during the year: Ms. Carolyn Booker, St. Stephen’s, Wilkinsburg; the Rev. Michelle Boomgaard, St. Paul’s, Mt. Lebanon; the Rev. Lynn Chester Edwards, retired priest; Ms. Bethany Hamill, Christ

Church, North Hills; Ms. Jessie Hipolit, Emmanuel, North Side; the Rev. Kris Opat, St. David's, Peters Township; Mr. Steve Stagnitta, St. Andrew's, Highland Park; the Rev. Ann Staples, St. Thomas, Northern Cambria; Ms. Daryl Walker, All Saints, Brighton Heights; and *ex-officio* as staff, the Rev. Scott Quinn, Canon Pastor, the Rev. Jay Geisler, Canon for Formation, and the Rev. Ted Babcock, Director of Administration.

Respectfully submitted,  
The Rev. Louis B. Hays  
Chairperson

## COMMITTEE ON CONSTITUTION AND CANONS

The Committee on Constitution and Canons (Michael Braxton, chair; the Rev. Charlie Hamill, secretary; the Rev. Bruce Robison, the Rev. Michelle Boomgaard, Kenneth Stiles, Ansley Westbrook and chancellor Andy Roman, *ex officio*) met throughout the year to discuss proposals from its members and from others within the diocese regarding changes to the constitution or canons that will better serve our diocese.

The committee examined the use of language in describing the privileges of having seat, voice, and vote, and the combinations thereof, at Diocesan Convention and found inconsistencies in how these terms were used in the canons and by-laws. At a later Diocesan Convention, the committee will propose changes that make the use of these terms consistent in order to clarify their intended meaning. The committee is currently drafting the proposed amendments to be presented in 2017.

The committee is studying provisions in our diocesan constitution (Article X, Section 1) and canons (Canon IV, Sections 1 and 2) which exclude ordained persons from election to and from service on the Board of Trustees. We have been consulting with the Board of Trustees and reviewing practices in the wider church. A wider conversation is envisioned in the next year, to include other canonical bodies of the diocese and other interested parties.

No specific proposal has been drafted at this time, but a projected calendar suggests that the committee could present an amendment to the constitution for a first reading at the 2017 Diocesan Convention, and, if the amendment is approved, with a second reading and amendment to the Canon to be presented at the 2018 Diocesan Convention. Should our constitution and canons be amended in some form to allow the election and service of clergy on the Board of Trustees, it may then also be necessary to amend the Board's Charter of Incorporation.

The committee is also studying a change that makes our canons consistent with the notion that resident clergy, unlike convention deputies, serve at Diocesan Convention by virtue of their status as clergy. As a result, clergy could not be denied vote at Diocesan Convention because of their parish's failure to submit a parochial report (although lay deputies would continue to be subject to such sanction.)

At the 2016 Diocesan Convention, the committee will recommend a change to the Rules of Order to make them consistent with the canons, so as not to require at least two nominees for each office of Trustee-at-Large.

The committee will recommend that Canon XV be revised to be consistent with the Canons of the Episcopal Church regarding consent for the alienation of property.

After consideration, the committee decided not to act on recommendations at this time regarding amendments that more clearly define the distinctions among parish, mission and transitional parish.

## DIOCESAN COUNCIL

The Diocesan Council exists by virtue of Article XI of the Constitution of the Episcopal Diocese of Pittsburgh. Its responsibilities are summarized in Section 1 of Canon V as follows: “The Diocesan Council shall act on behalf of the Convention when the Convention is not in session. In particular, it shall evaluate the policies, programs, and other activities of the Diocese, make recommendations to the Convention, and give general oversight to the work, mission, budget and human resources of the Diocese. The Council shall perform such other functions and tasks as the Convention may assign to it.”

Since the 2015 Diocesan Convention, the council will have met six times: December 7, 2015, and February 1, April 11, June 6, September 12, and October 11, 2016. Minutes of these meetings are or will be available from the diocesan office. In addition, in December 2015, council acted under Section 9 of Canon XVII (electronic voting) to approve clergy housing allowances for six clergypersons whose salary is paid, in whole or in part, by the diocese, to spend the unused portion of mission grant funds for our missionary in the Philippines and for roof repairs at Trinity Cathedral, to approve final 2015 budget reallocations, and to approve a mission grant to Christ Church, North Hills. Using the same authority, in December 2015, council also approved changes to council by-laws eliminating term limits for council officers and simplifying the notice requirements prior to electing council officers.

Council meetings consist of reports from the bishop, canons to the bishop, president of the Standing Committee, president of the Board of Trustees, chancellor, treasurer, and the chairs of various diocesan committees and organizations, and action items as needed.

**December meeting:** The council lacked a quorum so the meeting was for informational purposes only. No decisions or actions could be taken.

**February meeting:** No decisions or actions were made or taken at this meeting.

**April meeting:** The following requests for Relief from Assessment were moved and seconded by the Budget and Assessment Working Group and approved unanimously by Diocesan Council: the 2016 assessment for Trinity Cathedral was reduced by 30% to \$34,932, and the 2016 assessment for St. Thomas, Canonsburg, was reduced by 44% to \$5,970. In addition, the following two requests for Diocesan Mission and Faithful Remnants Grants, moved and seconded by the Budget and Assessment Working Group, were approved unanimously by Diocesan Council: Emmanuel, North Side, \$22,000 and Good Shepherd, Hazelwood, \$12,000. Finally, reallocations to the 2016 Budget were moved, seconded, and approved unanimously.

**June meeting:** No decisions or actions were made or taken at this meeting.

**September and October meetings:** Results not available for this report. Minutes will be available from the diocesan office.

### Committees of Diocesan Council

The following committees have continued to function over the past year: Budget and Assessment Working Group, chaired by Kathy Baird of St. Peter's, Blairsville; Social Justice and Outreach, chaired by Nancy Lapp of Holy Cross, Homewood; Resolutions, chaired by the Rev. Charlie Hamill, Christ Church, North Hills; Nominations, co-chaired by the Rev. Nano Chalfant-Walker, St. Stephen's, Wilkesburg, and Russ Ayers, Calvary, East Liberty; and Compensation, chaired by the Rev. Lou Hays, St. Paul's, Mt. Lebanon. Joe and Kathy Baird, St. Peter's Blairsville, serve as Co-Judge of Audits, and Courtney Harter, St. David's, Peters Township, serves as Judge of Assessments.



### **Report of the Social Justice and Outreach Committee**

Members of the Social Justice and Outreach Committee include: Jerry Stephenson, Christ Church, North Hills; Marianne Novy, Redeemer, Squirrel Hill and PIIN; Patricia Eagon, St. Paul's, Mt. Lebanon; Bill Farra, Fellowship of Reconciliation; Elizabeth Duckstein, Diocesan Council and ECW; Patricia Kennedy, St. Andrew's, Highland Park; Michael Foley, Redeemer, Squirrel Hill; Linda Schneider, St. Brendan's, Franklin Park; Garrett Yates, St. Paul's, Mt. Lebanon; and Nancy Lapp, Holy Cross, Homewood. The committee continues a number of projects and all members are to be thanked for their leadership in our various activities.

Our recommendation for the Diocese 2015 Lambeth Funds, accepted by Diocesan Council, concerned \$3,053 to be distributed as follows:

- International: Episcopal Diocese of Jerusalem, \$1,053;
- National or Regional: Rural and Migrant Ministries, \$1,000;
- Local: Western Pennsylvania Human Trafficking Coalition, \$1,000.

Last fall, we sponsored a resolution concerning the Israeli/Palestinian question, and were pleased to have it pass at the 2015 Diocesan Convention without dissension. As a follow-up to this resolution that urged our support for the Christians in the Holy Land, we advocated participation of our churches in the traditional Good Friday offering for the Diocese of Jerusalem; this received headline publicity in *Grace Happens*. Continuing with this theme, our committee sponsored three sessions based upon *Steadfast Hope*, an Episcopal study program on the Palestinian/Israeli issue. These took place in May and June, with approximately 25 participants.

We continued our participation in packing days at the Greater Pittsburgh Community Food Bank with full contingents at both our fall and spring events. Ten parishes of the diocese and 52 individuals participated in these events. Our committee also has urged all parishes of the diocese to support Bread for the World, and we are pleased to have Erin Morey of St. Paul's, Mt. Lebanon, serve as a liaison between Bread for the World and our committee.

Our grants for community gardens continue to be one of most successful activities. This year, the Church of the Redeemer and St. Andrew's presented new programs. In addition, Holy Cross, St. David's, Calvary Camp, St. Brendan's, the Community of Celebration, and Shepherd Wellness again received grants. Several donations from individuals and churches supplemented the grants our committee awarded.

In January, the Social Justice and Outreach Committee provided the outreach representatives and churches of the diocese with activities and encouragement for some of the programs we are supporting. In addition to activities already mentioned here, others include Trinity Institute 2016, the Severe Weather Emergency Shelter, and action against gun violence.

With thanks to council for its support, we hope and pray we can do our small part in meeting the needs of our community, nation and world. Let us labor together in Christ's work.

Respectfully submitted,  
Nancy Lapp, chair

**Report of the Resolutions Committee**

As of the time of submission of this report, no resolutions have been offered. The committee will take appropriate action on any resolutions presented after the date of the submission of this report.

**Report of the Budget Assessment and Working Group**

This group meets regularly to evaluate requests from parishes for reduced assessments or grants funded by the diocesan operating budget. It then recommends action to be taken by Diocesan Council. Members also work with the bishop, treasurer, and Board of Trustees to develop the diocesan budget for submission to the annual Convention. On occasion, members of the group work with parishes to assist with financial issues. Current members of this committee include: Kathy Baird, St. Peter's, Blairsville, Chair; Joe Baird, St. Peter's, Blairsville; Courtney Harder, St. David's, Peters Township; the Rev. Vicente Santiago, Advent, Jeannette; Kevin Hipolit, Emmanuel, North Side; and the Rev. Lou Hays, St. Paul's, Mt. Lebanon.

I would like to thank all members of Diocesan Council for their faithful service since last year's Convention, and those who regularly attend and participate in council meetings. It has been a privilege serving as president of council and with Terlene Brown, vice president, and Carol Henley, secretary.

Respectfully submitted,  
The Rev. Lou Hays  
President of Diocesan Council

## **DIRECTOR OF ADMINISTRATION**

I joined the diocese in the summer of 2015 and have had a wonderful time getting to know many of our parishes and their leadership. We have a great diocese and we are coming to new life in exciting ways. I see a bright future. I feel new energy everywhere.

During the past year, I have been able to work at many things due to the great work done by Kathi Workman as the diocesan treasurer. I have been blessed to work very closely with her and we have formed a very strong mutually supportive partnership.

Over the past year I attended most Board of Trustees, Finance Committee, Investment Committee and Building Committee meetings. I made only a few Council meetings due to a conflict with the vestry meetings at St. Stephen's, McKeesport, where I was assigned until the end of May 2016. I recently was invited to be present during the Commission on Ministry deliberations. I was assigned as the Diocesan Deployment Officer part way through the year, and have relied on Canon Jay Geisler for advice and counsel, as I do not yet know the diocese as well as I would hope.

Working with the Building Committee, the Board of the Trustees, Kathi Workman and Marlene Rihn, we sold St. Martin's, Monroeville, and have listed for sale numerous other excess properties. Sadly, there are also many, many, closed and unoccupied churches from other denominations throughout our region, causing a reduced demand for such properties. We respectfully moved the remains of those interred at St. Martin's and at Prince of Peace, each with the families' approval, to Christ Church, North Hills. They will be re-interred once the new columbarium is complete. There will be a service of re-interment, and the family of each person to be re-interred will be invited to be part of the service.

I worked to support two parishes as they searched for where God might be calling them. I used the Appreciative Inquiry process to help each parish find its core identity. From this base, each parish has developed a plan to better use their resources to respond to God's call. This organic method of helping parishes move forward has been a powerful tool in aiding parishes who are struggling with where God is calling them or to help those parishes who are just plain stuck get unstuck. I have trained Kim Karashin, Canon for Mission, in the process. She will be leading the process at St. Brendan's. I am currently working with another person to help them discern if they are called to the ministry of helping churches move forward to where God is calling them.

I worked with Andy Roman, our chancellor, to develop and implement the Title IV process to ensure the diocese is ready if a complaint is filed. We have newly-appointed people as Intake Officers and Investigators. Those involved in the Title IV process attended training in October led by Mary Kostel, Special Counsel to the Presiding Bishop.

To insure that our priests are in compliance with national church canons requiring each active priest to have completed Safe Church training for children and people, we hosted the Rev. Canon Robyn Szoke for a full day of training. All but a few priests completed the training and most of those who did not attend have found alternatives and submitted their training certificate. We are working to make sure all priests have done the training and/or received the state-required clearances. We hope to complete this shortly.

I have been lucky to work with a couple of our younger priests who have a new vision of what Church might be and have offered new ways to bring others into community for the purpose of introducing them to Christ. We are blessed to have young priests supported by older priests who desire to find new ways to reach into the world and bring Jesus to those who do not know Him.

I have mentored two priests and have had the privilege to have two interns with me while I was at St. Stephen's, McKeesport. Working with them has given me the confidence that our church has a very strong future. Our young clergy, those in process, and those seeking to enter the process, are bright, as well as committed to the church and to bringing others to Christ.

During the first eight months of the past year, I spent half of my time at St. Stephen's, McKeesport, and was recently assigned to St. Brendan's, Franklin Park. Being anchored in a parish is very important for me, as I believe being part of a worshipping community gives me the strength and guidance I need to serve as in diocesan administration. I thank Bishop McConnell for calling me to be his diocesan administrator and for allowing me to remain part-time in the parish.

I thank all who I have worked with for their commitment and desire to strengthen Christ's church. It has been a pleasure to serve Bishop McConnell and all of you.

Respectfully submitted,  
The Rev. Canon Ted Babcock

## **GROWTH FUND COMMITTEE**

For 2016, the Growth Fund has \$73,427 to distribute as grants, based on a 4.5% spending policy. Continuing a model started a few years ago, the Growth Fund Committee is meeting twice a year to review grant applications. For emergencies, loans can be approved throughout the year, with consideration for a grant given at the next meeting. Meeting twice a year allows the Growth Fund Committee to maintain a balance for all parishes that have needs that arise throughout the year, while still having money available for winter heating emergencies.

Last year, a combination of loans and grants were approved for Trinity Cathedral; St. John's, Donora; Holy Cross, Homewood; Good Shepherd, Hazelwood; St. Brendan's, Franklin Park; Atonement, Carnegie; All Saints, Brighton Heights; St Barnabas, Brackenridge; Nativity, Crafton; and All Souls, North Versailles. The largest grant was for \$12,626 for a new roof at the cathedral, a project that is expected to exceed \$87,000 in total cost.

The Growth Fund Committee continually struggles to balance the needs within the diocese and the amount of funds available for Growth Fund grants. The committee tries for a one-third, one-third, one-third model, with one-third of the project being raised by the congregation or its contributing sweat equity; one-third through a grant (though there is usually an upper limit for larger projects), and one-third (or the balance) as loan. The committee strives to take into account the parish's finances, the impact the project has on the ability of the parish to operate normally (i.e. in light of life and safety issues, furnaces, roof repairs, etc.), and the last time the parish received a grant. It is a difficult task that inevitably disappoints some, but we continually strive to help as many as we can with the resources we have to help grow the kingdom of God.

In 2015, the trustees approved designating \$240,000 of the Margaret Zieg bequest to the Growth Fund endowment held in Morgan Stanley. This will result in increased funding available for Growth Fund grants to parishes beginning in 2016.

Submitted by:  
Amy Shelley,  
Chair

# THE STANDING COMMITTEE

Members of the Standing Committee, elected by Diocesan Convention, are (or have been): Betsy Hetzler and the Rev. Moni McIntyre (terms expired at the end of 2015); Dana Phillips and the Rev. Bill Geiger (terms expire end of 2016); John Adams and the Rev. Jim Simons (through 2017); Kathy Baird and the Rev. Kris Opat (through 2018); Darrell Powell and the Rev. T.J. Freeman (terms began January 2016 and will end in 2019). The Rt. Rev. Dorsey McConnell, Bishop Diocesan, and Andy Roman, Esq., diocesan chancellor, attend and participate regularly.

It has been our privilege and pleasure to work together on behalf of the diocese, serving as the Bishop's Council of Advice and fulfilling various other canonical responsibilities. In the period of September 2015 until August 2016, the Standing Committee of the Diocese of Pittsburgh met each month except June, July, and August, and participated in the Commission on Ministry Interview Day in January. The president of the Standing Committee participated as a member of Diocesan Council and of the recently-created Bishop's Wellness Committee, as prescribed by diocesan canons. In accordance with the canons of The Episcopal Church and the Diocese of Pittsburgh, the Standing Committee took the following actions:

Consented to the holding of episcopal elections by:

- The Diocese of Los Angeles for Bishop Coadjutor
- The Diocese of West Texas for Bishop Suffragan

Gave consent to the episcopal elections of:

- George R. Sumner, Bishop Diocesan of the Diocese of Dallas
- Moises Quezada-Mata, Bishop Coadjutor of the Diocese of the Dominican Republic
- Patrick W. Bell, Bishop Diocesan of the Diocese of Eastern Oregon
- Douglas E. Sparks, Bishop Diocesan of the Diocese of Northern Indiana
- Daniel Gutierrez, Bishop Diocesan of the Diocese of Pennsylvania

Gave approval for admission as candidates for Holy Orders:

- Douglas Kinsey
- Alyse Elizabeth Viggiano
- Joseph Paul Baird

Recommended for ordination to the diaconate:

- Joseph Paul Baird
- Alyse Elizabeth Viggiano

Recommended for ordination to the priesthood:

- C. Garrett Yates
- Daniel Joseph Isadore

Advised and consented for restoring to Holy Orders:

- The Rev. Tina Lockett
- The Rev. Wade William Lawrence

Filled the following vacancies in diocesan offices:

- The Rev. Eric McIntosh, Commission on Ministry
- Karen Slobodian, Board of Trustees

Other actions:

- Approved proposed changes to the parish by-laws of St. Stephen's, Wilkinsburg
- Gave consent to the closure of the Church of the Good Samaritan in Liberty Borough

Respectfully submitted,

The Rev. William L. Geiger, President

The Rev. Kris Opat, Secretary

## TREASURER

Responsibilities of the treasurer include overseeing the diocesan accounting system; serving as financial liaison to the Board of Trustees, Diocesan Council, Property Committee, Growth Fund Committee, Audit Committee, Budget and Assessments Working Group, and Compensation Committee; providing financial and employee benefit assistance to parishes and diocesan staff; managing the returned properties with assistance from the trustee's Property Committee; and working in conjunction with Canon Ted Babcock on administrative matters and employee benefits for the diocese.

Accomplishments and updates since the 2015 Convention include:

- The 2015 audit was completed and an unqualified opinion rendered by Maher Duessel.
- Assisted eight parishes in obtaining \$45k in grants from The Advancement Society to defray costs for various building maintenance projects.
- Conducted annual Treasurer's Training workshop with 22 attendees in February 2016. Topics included financial reporting, clergy/lay compensation and payroll, internal controls, taxes and IRS guidelines, parochial reports, and parish audits.
- Published a revised *Parish Guide to Grants and Loans*, which includes information regarding funding sources for building/maintenance projects, mission projects, clergy education, and books/related materials. This document is available on diocesan website.
- Provide payroll processing through ADP to five parishes at greatly reduced rates (annual cost ranges from \$150 to \$225). Others may contact Marlene Rihn for information.
- Provided volunteer audit teams for parishes unable to find qualified audit volunteers.
- Of 38 clergy/lay employees who enrolled in ECMT health plans for 2016, 15 (or 40%) selected High Deductible Health Plans (HDHP) with Health Savings Accounts (HSA). Bishop McConnell donated \$500 each to those employees' Health Savings Accounts.
- Two returned properties were sold during 2016. St. Martin's, Monroeville, was sold to Harvest Bible Chapel, which previously held services in Gateway Middle School. Christ the King, Beaver Falls, was sold to an individual with plans for a Christian ministry serving Geneva College students.
- Received \$497k unrestricted bequest from the estate of Margaret Zieg. \$257k was designated by trustees for cathedral renovations. The remaining \$240k was invested in the Growth Fund to increase the annual amount available for Growth Fund grants to parishes.
- Issued Growth Fund grants of \$46k to seven parishes in December 2015 and \$25k to three parishes to-date in 2016. Disbursed Growth Fund loans of \$83k to two parishes in 2016.
- 2016 Operating Budget provides \$142k in financial support to four rebuilding congregations and additional parishes in need of financial assistance.
- 2016 Operating Budget provided \$27k in Community Outreach Grants to Coal Country Youth Hangout, NYOP, Shepherd's Wellness, and Sheldon Calvary Camp and \$5k mission grant to Inabaknon Heritage Society, Philippines.



- 2016 Trustee grants provided \$20k to Sheldon Calvary Camp Capital Campaign and \$19.5k to Sheldon Calvary Camp for scholarships.

It is my privilege to serve as treasurer for the Episcopal Diocese of Pittsburgh.

Faithfully,  
Kathi Workman

# Section F

## Other Reports

## ARCHIVES

In 2015, the diocesan archives went through a major move and provided materials for exhibits related to the celebration of the diocese's 150th anniversary. The traveling exhibit continued to circulate to parishes until June 2016, and was displayed at 18 of the parishes in the diocese. It is still available for booking. The on-line exhibit was completed and published on the archives web site at the end of May 2015. It remains up and is a permanent resource for the founding years of the diocese. The on-site exhibit for the convention presented a major logistics problem when the site of the convention was changed to St. Paul's, but I was able to prepare and pack the exhibit and then had a set of willing helpers load and unload the cases and materials that made the exhibit possible. Special thanks to Steve Fekete and Kathi Workman, and to those like Joan Morris who helped disassemble the exhibit and repack it for return to the archives.

We were lucky to have volunteers throughout 2015, although it was a disappointment that the student originally scheduled to work through the Pitt Partner program of the School of Information Science dropped out of Pitt after only a month. Two members of the Diocesan Archives and History Commission, Joan Morris and Karen Rose Overholt Critchfield, volunteered as processors during the first part of the year. Betty Duckstein and Darrell Powell spent several full days working on the ECW materials that had been left in the old ECW office. The diocese had the help of Sister Grace, a student in the Pitt Archives graduate program, as a volunteer in the fall 2015 and for the first half of the winter 2016 term. She then returned to do her field experience at the archives in the summer. Sister Grace completed a number of projects that had been left unfinished by previous workers. For the first half of 2016, Richard Syracuse provided six hours of volunteering a week. One result of his work was the cataloging of about 20 percent of the archives library. He also made considerable progress on a large collection of photo albums from St. Andrew's, New Kensington.

During 2015, the archives dealt with research questions from 17 people not on staff, and answered a number of research questions for staff related to buildings and clergy. This included making available the blueprints and construction plans for several buildings the Board of Trustees was considering selling.

The remainder of 2016 has brought its own challenges and rewards, but I will leave those for the report next year.

Joan R. Gundersen  
Archivist

# CAMPUS MINISTRY

It's an honor to report that as of August 1, 2016, I am the new half-time Episcopal Chaplain at the University of Pittsburgh. I'm excited to be back on a college campus and to build upon the foundation that the Rev. Philip Wainwright has laid over the past five years. I've decided to refer to the chaplaincy as "cruX," meaning both "the heart of the matter" and "cross." Before Jesus ascended, He commissioned His disciples to go to all people and make disciples, baptizing and teaching them to do what He said (see Matt. 28:19). cruX is a ministry that seeks to obey this command by offering one-year apprenticeships to college students to train them to live in the way of Jesus for the life of the world.

Student apprentices will engage in three primary areas of Jesus-following together. First, they will learn how to participate in and design experiments in giving. These experiments will be semester-long commitments in which students will engage in giving to some portion of the community. After the first semester of participation in chaplain-designed experiments, students will then design and implement their own experiments in giving. In addition to helping students learn to engage in creative acts of giving, these experiments will also provide students who are not a part of cruX with a tangible example of what it looks like to live in the way of Christ.

Second, students will commit to meeting once per week to receive the grace of God together. During the first semester, this meeting will be organized around reading, conversation, and prayer. During the second semester students will develop a daily reading/prayer plan that suits them.

Third, student apprentices will unite together twice per month (once on campus and once off) for support and celebration. These gatherings will take place at our home (involving a meal, conversation, a Eucharist, and various activities such as music, board games, movies, etc.) and on campus (celebrating a simple Eucharist in a public space). These gatherings will provide a time for students to worship, unwind, check in with each other, have fun, and build deeper relationships. It will also be a time when students can invite friends to see what cruX is about.

The X of cruX represents Jesus Christ, who bled, died, rose from the dead, and lives, even today, ruling over all things to renew the creation in His good time. Jesus supports, sustains, and guides all that we do as both the Servant and Lord of all, and so the X is the foundation upon which cruX is built.

Trusting in the ever-present and all-powerful Jesus, students will be guided through these three disciplines of creating, receiving, and uniting over the course of a year to prepare them both to follow Jesus and to equip them to apprentice other students the following year.

I welcome parish and individual involvement in the chaplaincy. Please feel free to reach me at 412-360-9693, or [IsadoreDJ1@gmail.com](mailto:IsadoreDJ1@gmail.com).

Dan Isadore  
Campus Chaplain

## CHILDREN'S MINISTRY TEAM

The Children's Ministry Team continues to evolve as a network for lay people and clergy who are involved in Christian formation for young people in the diocese.

Some highlights of the year include:

- The *Feed My Sheep* newsletter. Published approximately every other month and a source for program and resource suggestions, this publication also serves as a platform for individual parishes to share their children's ministry stories in hopes that these stories might inspire other congregations.
- Regular lunches, approximately every other month, to allow participants the opportunity to discuss face-to-face the successes and challenges of their various ministry programs. This year, we occasionally welcomed new participants, including the bishop. In addition to being a forum in which to share resources, the chance to form networked relationships with one another creates a stronger sense of community and purpose that in turn benefits our congregations.
- Ongoing support and expansion of our Pinterest boards. Our Prayer and Liturgy Board was mentioned as a helpful resource by the National Association of Episcopal Schools *Network* newsletter, April 2016 edition!
- A strong diocesan presence at the Forma conference in Philadelphia in January. Lisa Brown from St. Paul's, Mt. Lebanon; Susan Roth from Calvary; the Rev. Canon Dr. Jay Geisler; Canon Kim Karashin; and Joyce Donadee from St. Brendan's, all attended. Lisa Brown presented a workshop on "The Seven Types of Prayer" with Jamie Coats from the Society of St. John the Evangelist.
- A Godly Play workshop, sponsored by the diocese, offered at St. Brendan's.

A learning opportunity for the Children's Ministry Team was the attempt to organize an Acolyte Festival. Although ultimately postponed because of logistical challenges, we learned a few important points:

- Acolyte coordinators are eager to connect with one another, both to learn and to share from one another's programs.
- Acolyte coordinators and youth acolyte participants are not necessarily connected to other aspects of children and youth ministry, and we need to be intentional in how they are included.

We hope to re-schedule the Acolyte Festival this year, offering it at a time and place that allows full participation by diocesan children and youth who participate in this ministry.

Finally, we hope to expand the scope of the Children's Ministry Team in the coming year to include diocesan members who support youth ministry programs so that we might consider formation of young people as a continuum, not as separate ministry areas. We are currently considering whether the existing structure and timings of our gatherings and communications will sufficiently meet the needs of youth ministry, or if we need to modify our approach.

In the coming year, we hope to offer additional workshops and formation opportunities for both lay people and clergy so that they might continually grow in their own faith and understanding.

Respectfully submitted,  
Lisa Brown  
Children's Ministry Team Coordinator

# CHRISTIAN ASSOCIATES OF SOUTHWEST PENNSYLVANIA

*A Unifying Voice in the name of Jesus Christ  
for the Mission of the Gospel and the Wholeness of Communities*

Mailing Address: PO Box 5241 • Pittsburgh, PA 15206 • Phone: 412-688-9070

Fax: 412-688-9091 • Web: [www.casp.org](http://www.casp.org) • E-mail: [lbarlow@casp.org](mailto:lbarlow@casp.org)

E-newsletter: [signup.casp.org](http://signup.casp.org) • Facebook: [www.facebook.com/christianassociatesswpa](http://www.facebook.com/christianassociatesswpa)

Dear brothers and sisters in the Episcopal Diocese of Pittsburgh: Thank you so much for your ongoing support of Christian Associates of Southwest Pennsylvania. We are grateful for your prayers and encouragement, your engagement in our ministries, and your generous financial commitment. Thank you, also, for sharing Bishop Dorsey McConnell with us; his leadership on the Council and his service on the Executive Committee are greatly appreciated.

Christian Associates works for Christian unity among the Protestant, Catholic, Orthodox, and Anglican churches of our region. Since 1970, Christian Associates has been seeking the mission of the Gospel and the wholeness of our communities through:

- **Collegiality:** convening Christian leaders to build relationships grounded in trust and common values
- **Collaboration:** mobilizing church bodies to speak and act for the common good
- **Communication:** sharing news, events, and information to help churches connect and thrive
- **Connectedness:** bringing the voice of the church to civic, community, and interfaith partnerships.

In the past year, we have pursued these priorities in diverse and innovative ways:

- We started SPARK Conversations, a series of informal lunch gatherings for Christian leaders who share a common role, identity, or interest. The first SPARK series included meet-ups for clergy under age 40, church planters, campus ministers, and other groups. Watch for another season of SPARK beginning this winter.
- Our Council of Bishops and Executives spoke out on the refugee crisis in the Middle East and Europe, underlining the Christian mandate to welcome the stranger and care for people in harm's way. We continue to work to equip Christian leaders with the information and connections they need to extend welcome in our communities.
- We launched a brand new Web site at [www.casp.org](http://www.casp.org), and continued our paper newsletter, "The Call," and our e-newsletter, "Unity n' At." Please like us on Facebook and visit <http://signup.casp.org> to add your name to our e-newsletter list.
- Working with partner organizations, we created worship resources such as "Feed My Lambs" (exploring childhood hunger) and "Ending Gun Violence," to help clergy connect Sunday worship with important community issues.

In the midst of these efforts, Christian Associates also packed up our Lawrenceville office and moved to the campus of Pittsburgh Theological Seminary in East Liberty. Please be sure to update your records with our new mailing address (above).

All our work is made possible through the contributions of our member judicatories, as well as the gifts of our individual, congregational, and corporate donors. We are especially grateful to the members of the John 17 Society, who support our work with gifts of \$250 or more each year. Financing the work of Christian unity in these challenging times requires everyone's support; please help us ensure a solid future for Christian Associates.

I am grateful that the Episcopal Diocese joins us in our vitally important mission. May the unifying Spirit lead us onward! Thank you again for your support of Christian Associates.

Your sister in Christ,  
The Rev. Liddy Barlow  
Executive Minister

## COAL COUNTRY HANGOUT YOUTH CENTER

Coal Country Hangout Youth Center (CCHYC) celebrated the 20th anniversary of its founding on Saturday, March 19 from 5:00 to 8:00 p.m. The celebration featured a spaghetti dinner sponsored by the neighboring City Hotel, and a program featuring past and present accomplishments at the center. Pastor Marty Cartmell (St. Paul Presbyterian Church and Saint Benedict Presbyterian Church) and Deacon Ann Staples (Saint Thomas Episcopal Church) co-founded CCHYC in 1996 in partnership with the Northern Laurel Highlands Ministerium. CCHYC had several locations prior to the purchase of the former St. Edwards RC Parish in 2001.

Beginning in 2002, CCHYC inaugurated its three-part program: Daycare/preschool, Teen Center, and Experiential Education Curriculum entitled "Cambria-Re-Coal-Lections. In March 2016, CCDaycare/Preschool was designated a STARS II facility by the Quality Improvement Rating System set up by the Commonwealth of Pennsylvania. Since that time, CCDaycare has focused its attention on the creation of an early learning STEM (Science, Technology, Engineering, Math) Center for its preschool, introducing students to the beginning concepts aligned by the Pennsylvania Department of Education early learning standards. They are the focus of the full-day preschool recently established. CCHYC is an agency member of the United Way of Laurel Highlands and a Jubilee Ministry of the Episcopal Church.

In 2015, CCHYC, in partnership with the Northern Cambria Community Development Corporation, secured grant funding dedicated to the expansion of community and economic development for the Northern Cambria region. As a result, a steering community headed by Deacon Ann Staples, Executive Director of CCHYC and Board President of NCCDC, was formed to begin the process of revitalization. The committee unanimously agreed to hold an event that would bring the entire region together to celebrate its heritage. The resulting Heritage Day, held on Saturday, July 9, was a grand success.

CCHYC sponsored a 5K *Kare for Kids* walk/run to kick-start the day, while the rest of the day hosted local history/artifacts displays, posters and essay contest applicant entries. St. Thomas contributed its used book sales in a booth on the main street. It is hoped that continued development of the Heritage Day will direct attention to our magnificent region for the entire central-western parts of Pennsylvania.

St. Thomas and CCHYC have delighted in the presence of Julie Smith, who is exploring ordination to the priesthood. She is serving an extended internship with both institutions having recently been elected to the CCHYC Board Directors.

Deacon Ann Staples, Executive Director  
Coal Country Hangout Youth Center  
1102 Maple Ave.  
Northern Cambria, PA 15714  
814-948-8493



## CURSILLO

We continue to have as a top priority the rebuilding of the “Servant Community” in the Diocese of Pittsburgh, and as a part of that, introducing Cursillo to those who are not familiar with it, as discussed in the paragraph below.

We are grateful to the Rev. Canon Dr. Ted Babcock and his wife Lyn, and to Kimberly Karashin, who came as guests and advisors to the February secretariat meeting at St. Thomas Memorial Church, Oakmont. Canon Babcock is diocesan Director of Administration, and Kim is Canon for Mission. Canon Babcock related the three-day Cursillo weekend to the need for renewal in the diocese, and asked us to think about what we can do as a Cursillo community to move renewal forward. He asked, “How can we move people on the edge to a deeper relationship with Christ?” Kim mentioned the need to “form more mission-minded laity and clergy.”

Both suggested planning a one-day event to show what Cursillo is about, with the intent of reaching a whole new audience. It is on the calendar for this fall.

For people in the diocese who are familiar with Cursillo and would like to help and/or advise in any way, the questionnaire developed last year will be available again at this year’s convention.

Pittsburgh Episcopal Cursillo offered two Ultreyas since last year’s convention report was written: one at St. Paul’s, Kittanning, on September 19, 2015, and another at St. Thomas Memorial Church, Oakmont, on April 9, 2016. Veronica Hinkson, Vice President of National Cursillo Ministry, visited us and spoke at the April Ultreya.

The secretariat has met this year at various parishes. Its membership is comprised of new member the Rev. Bert Daly of St. Paul’s, Kittanning; Holly Craighead, St. Thomas Church, Oakmont; Gerry Dalton, St. Stephen’s Church, Wilkesburg, until July of this year; Lionel Deimel, St. Paul’s Church, Mt. Lebanon; the Rev. Dr. Bruce Robison, St. Andrew’s Church, Highland Park; Annis and John Rogers, St. Mark’s Church, Johnstown; the Revs. Gwen and Vicente Santiago, St. John’s Church, Donora and Church of the Advent, Jeannette, respectively; Celinda and Barry Scott, Christ Church, Indiana; and until this year, Steve Stagnitta, St. Andrew’s Church, Highland Park.

Respectfully submitted,  
Mrs. Celinda C. Scott  
Member, Cursillo Secretariat  
Parishioner, Christ Episcopal Church, Indiana, PA

## DEACONS

*“Every Christian is called to follow Jesus Christ, serving God the Father, through the power of the Holy Spirit. God calls [the deacon] to a special ministry of servanthood directly under the bishop. In the name of Jesus Christ, [deacons] are called to serve all people, particularly the poor, the weak, the sick and the lonely.” BCP, pg. 543*

Our diocese currently has seven vocational deacons active in six parishes. We met with Bishop McConnell in February to touch base and get caught up with one another. At that meeting we shared with our bishop that we would like to attend the National Assembly of the Association of Episcopal Deacons in Minnesota, for which he gave his blessing and support. Five deacons from Pittsburgh gathered with deacons, laity, priests and bishops from across the U.S. to engage in conversations, to honor deacons' ministries, and to learn from one another. Presiding Bishop Michael Curry celebrated and preached at the opening Eucharist. There were many focused discussions on topics of deep concern for our communities such as human trafficking, environmental justice, gun violence, racism, addiction and abuse, to name only a few, from which we each gained much insight and useful information for serving in the neighborhoods and communities in our diocese.

One of the best moments of that assembly for us Pittsburgh deacons was on Saturday evening when Deacon Ann Staples received the award in *Recognition of Diaconal Ministry in the Tradition of St. Stephen*. Deacon Ann founded Coal Country Hangout Youth Center in Northern Cambria in 1996 where she has served for the past 20 years to bring hope and opportunity to the impoverished children and youth who live in this isolated region of Appalachia.

Deacon John Mark Feuerstein was invited to join an Open Space discussion at the assembly on the topic of making the diaconate better known and more accessible to young people. The median age of a deacon in the Episcopal Church is similar to that of a priest, which is 59 years old. (*The Episcopal Church 2014 Episcopal Congregations Overview*, pg. 4)

Among other highlights:

Deacon Wade Lawrence was fully restored as a licensed ordained deacon by Bishop McConnell and now serves at All Saints, Brighton Heights. Wade previously served the Diocese of Pittsburgh from 1990 until 2012.

Deacon Jean Chess, parish deacon at St. Andrew's Highland Park, is currently coordinating a calendar for the deacons to accompany Bishop McConnell on his parish visitations this coming fall.

We will continue to develop the many programs we already have in place covering such critical issues as racism; literacy; for children and youth who live in poverty and for those who are abused and neglected. Over the next year we will actively seek to connect and work with individuals in the diocese who have an active compassion for the poor, the sick, the weak and the lonely and who possess a desire to advocate for them in order to discern ways we can join together to better serve Jesus Christ.

Respectfully Submitted,  
The Rev. Lorena Ringle, Deacon

## **EPISCOPAL CHURCH WOMEN**

As of this writing, our main event hasn't happened yet, but PLEASE join us at Convention for our latest updates.

By the time the 2016 Diocesan Convention convenes, we will have hosted the Rev. Becca Stevens of Thistle Farms, a residential facility and bath & body care business for woman healing from prostitution and addiction. For her work, Becca was recognized as a CNN Hero for 2016. Our event will also explore the possibility of anti-trafficking ministries within the Pittsburgh diocese.

We also continue in our tradition of providing grants and scholarships, and on December 1, 2016, we will "Pack & Play" for Seaman's Church Institute and our men on the rivers for Christmas.

For Spring 2017, we will be holding elections for four new officers: president, vice president, financial chair and memorial scholarship chair.

Our current officers are Betty Duckstein, president; Linda Getts, treasurer; Louise Cannon, secretary; Darrell Powell, UTO chair; Mary Sweeney, finance chair; Nancy Kenny and Judy Wootten, memorial scholarship co-chairs.

Exciting times ahead.

Betty Duckstein  
President, ECW

## EPISCOPAL HEALTH MINISTRIES

Since the resource volunteer coordinator for the Episcopal Health Ministries is new to the diocese this year, your forbearance is greatly appreciated while our planning phase to address congregational needs is realized.

*Grace Happens* has provided a communication venue for introducing the present focus of exploring ways to bring Jesus' healing ministry more fully into the church and encouraging everyone with an awareness of the health needs of our body, mind and spirit.

June presented an opportunity to attend Rev. Nigel Mumford's two-day intensive teaching at Trinity School for Ministry. Having just attended an August retreat led by him, I was profoundly moved by his personal testimony of healing and his authentic presentation on the reality of Jesus' healing today, both in person and in his writings and encourage your review of the same.

One tool that has been of great value for equipping a pastoral care team is the book study of "Healing as a Parish Ministry." Quoting the book's overview:

"Jesus' mandate to heal the sick is beginning to enter into faith communities today. In this sound and practical book, Father Leo Thomas and Jan Alkire show how this vital ministry is rooted in Christian scriptural and sacramental tradition. Pastors and lay leaders will benefit from the authors' faith-filled, balanced wisdom. "Healing as a Parish Ministry" will help all who read it become more effective channels of Christ's healing to those who are hurting."

Please watch for additional updates in *Grace Happens* and send requests or inquiries for health/healing resources or questions to: [waskop@windstream.net](mailto:waskop@windstream.net).

Respectfully submitted,  
Paula Wasko

# THE ORDER OF THE DAUGHTERS OF THE KING

Daughters of the King is a Christian order of women and girls, age seven and up, lay and ordained, all over the world, who desire a deeper walk with our Lord. We have a Rule of Life, vow a lifetime of prayer, service and evangelism and enjoy the companionship of other Daughters to strengthen our life of faith.

Our Assembly currently consists of Daughters from the Episcopal Diocese of Pittsburgh and the Anglican Diocese of Pittsburgh. One Daughter is trying to get a Catholic Chapter started. We invite all women to pray and consider if God may be calling her to join the order. New chapters in any parish may be started with only three Daughters. We include Daughters who are no longer connected to a parish chapter, called Daughters-at-Large (DAL). New leadership is elected every three years and includes members from both dioceses.

## **Chaplain:**

Our Chaplain for the Assembly is the Rev. Don C. Youse, Jr., Emmanuel Episcopal Church, North Side

## **Executive Board Members:**

Jessie Hipolit, President

Carolyn Booker, Vice President

Barbara McMillen, 2nd Vice President

Jan Murtha, Treasurer

## **Activities:**

- We elected new officers in September 2015 for three-year terms.
- Our president is also acting as the Evangelism chair. The 2nd vice president is covering the DAL position. Both of these positions will need to be filled when our vice president moves out of the diocese. We hope to spread these duties out and involve more Daughters.
- We have a Spring and Fall Assembly, a Quiet Day and meet as chapters in parishes all year.
- One new chapter was started in November 2013 with five Daughters and another in 2015 with nine Daughters, which now has 11.
- Daughters of Advent is our newest chapter. All the women of the church joined the chapter!
- We had a wonderful Quiet Day during Lent led by our chaplain, the Rev. Don Youse, with Stations of the Cross meditations, journaling, group discussion, and lunch. Several Daughters from Franklin, PA, joined us, making the day extra special.
- Our Spring Assembly, held on April 30, was hosted by The Daughters of Advent, Church of the Advent, Jeannette. Mrs. Peggy Knoll spoke about her trip to Africa and her ministry there.
- The president is part of a Province III committee to address the needs of Daughters-at-Large.

## **Plans:**

- We are working on a new website and to get our Facebook page more active and more Daughters online.
- We are working to clean up contact information, improve communication and Internet use, involve DALs, meet the special needs of older, disabled and shut-in members and find more ways for Daughters to support each other on our faith journey, that we may minister more effectively to others.
- We are planning some discussion and activities around understanding our mission and purpose as Daughters and how to live out our vows through Resurrection eyes.

# SHELDON CALVARY CAMP

It is a breathtakingly dynamic time in the life of Sheldon Calvary Camp. We continue to live into the realities made possible by gifts we have received – in our capital campaign and beyond.

The capital campaign projects are unfolding. Beach improvements allow full access to Lake Erie for swimming, kayaking, collecting beach glass, and simply being by the water. The entire camp community of over 250 people gathered on the beach one Sunday morning to celebrate the Eucharist. Construction plans include a new dining hall, an environmentally sound building to accommodate both our traditional summer campers and expanded year round opportunities, a new all-season office and staff housing.

By far the most engaging project of the summer has been the restoration of the property to the east of the original camp. Through a most generous gift from a foundation, separate from the capital campaign, we were able to acquire forty acres of land spanning Lake Road. We have long dreamed of incorporating this land into Calvary Camp, and reclaiming its natural beauty. The property, once a summer cottage resort, held 24 dilapidated, disused buildings and an unimaginable accumulation of things collected over many decades. After much labor and preparation through the spring season, we were able to begin demolition and restoration work on June 1. This work was made possible by another significant foundation grant. The buildings have been removed, all usable materials recycled, and the land reshaped and ready to be green again. Pathways to the lake shore are under a canopy of wonderful old trees. On the south side of Lake Road, there is a five-acre pond, repaired and awaiting rain water to fill it and a windmill to keep it aerated and alive. This peaceful woodland space holds the promise of fishing and boating.

Sheldon Calvary Camp is a sacred place, a beautiful part of God's creation set apart and tended for ministry. We are filled with gratitude for the overflowing generosity, and with wonder at the possibilities that lie ahead. While much of our current energy is directed toward the stewardship of property and facilities, we never lose sight of the community created in this holy place. Over one thousand campers, 70 staff, and many families have joined us in 2016. This year marks the 80<sup>th</sup> summer for Sheldon Calvary Camp. We are ever mindful of the privilege of serving in this remarkable ministry, and of helping to build a community of love and faith that endures.

Tim Green, Executive Director

The Rev. Leslie Reimer, Director of Spiritual Life

Samantha Borkovic, Program Director

Susan Roth, Staff Development Director

Board Members:

Bishop Dorsey McConnell, the Rev. Cathy Brall, Steve Conomikes, Lynne Curtis, the Rev. T.J. Freeman, Greg Green, Neil Johnston, Larry Knapp, Eric Linn, the Rev. Kris Opat, Trudy O'Nan, Becky Randall, Joe Ryan, David Sharbaugh, Jamie Strong, Doug Strott, the Rev. Gary Taylor, and the Rev. Chuck Weiss.

# SHEPHERD WELLNESS COMMUNITY

Founded in 1987 by Fr. Lynn C. Edwards, Shepherd Wellness Community (SWC) is the only HIV/AIDS community center in western Pennsylvania. Our mission is helping people living with HIV/AIDS improve their wellness.

SWC is pleased to be an affiliate organization of the Episcopal Diocese of Pittsburgh and we are grateful for the support provided by the diocese and individual parishes.

We want to express our thanks to the diocese for a 2016 Green Grant to help us expand our vegetable garden, which produces an abundance of fresh vegetables and herbs for our wellness dinners.

This year, SWC completed a planning project to explore program partnerships with other organizations and to create a strategy for long-term sustainability and expansion.

Our 2016 HIV/AIDS wellness programs include the following:

- **Wellness Dinners** improve nutrition, reduce isolation and provide social support.
- **Peer Counseling** phone calls connect members with HIV/AIDS services and offer a lifeline of help, support and hope.
- **Support Groups** boost mental and physical health. Groups guide members through the challenges of living with HIV/AIDS and help participants to deal with anxiety, depression and other relevant issues.
- **Health Education Programs** offer health and wellness guidance and provide information about HIV/AIDS treatment, HIV medications and the latest medical advances.
- **Complementary Therapy Classes** teach members how to improve health and wellness and strengthen their immune systems.
- **Treatment Adherence and Risk Reduction Programs** advise members on how to effectively maintain their HIV medical regimen and ways to decrease the risk of HIV transmission and reinfection.
- **Spiritual Life Programs** presented in an interfaith format offer insight, encouragement, inspiration, direction and guidance.
- **Social and Recreational Outings** combat isolation and loneliness and provide supportive community.
- **Wellness Classes** improve quality of life by addressing the Six Dimensions of Wellness (social, occupational, spiritual, physical, intellectual and emotional).
- **Transportation Assistance**, in the form of bus tickets or mileage reimbursement, helps our members attend programs and access services.

The Board of Directors, staff and members of Shepherd Wellness Community express our gratitude to the Episcopal Diocese of Pittsburgh for your many years of support and ministry to people living with HIV/AIDS.

Sincerely,  
B. Scott Peterman  
Executive Director, Shepherd Wellness Community

## TRINITY SCHOOL FOR MINISTRY

This past year was marked by transitions, success, and challenges at Trinity.

Dean President Justyn Terry attended his last meeting of the Council of Episcopal Deans, January 10-12, 2016. This was subsequent to his transitioning back to his native England, where he has resettled with his family. The Rev. Dr. Laurie Thompson was named by the Board of Trustees as the Interim Dean President. The Rev. Dr. Thompson is a 19-year veteran at Trinity, where he has taught, served as Director of the Doctor of Ministry Program, and most recently served as Dean of Advancement.

Prior to his departure, the Very Rev. Dr. Terry announced the successful completion of Trinity's three-year capital campaign, *Reach for the Harvest*. The campaign received \$15.4 million, \$1.4 million more than the original goal of \$14 million.

This year marks the end of Trinity's reaccreditation process with the Commission on Accreditation of the Association of Theological Schools. This rigorous and challenging process occurs every ten years, and involves an extensive audit of every aspect of the spiritual, academic, and financial life of the school. The on-site review is October 10-12, 2016.

The Rt. Rev. Daniel Martine, Eleventh Bishop of the Episcopal Diocese of Springfield, was Trinity's special guest this year to lead the Ash Wednesday Quiet Day.

Respectfully submitted,  
Mark Stevenson, Ph.D.  
Academic Dean





# United Thank Offering

***“Expand the circle of thankful people.”***

These words are printed on both ends of that familiar “Blue Box” which, for decades, has served as a receptacle for our gratitude coins. We are happy to report on the “circle of thankful people” of our diocese.

In the spring and fall of every year, a diocesan UTO Ingathering takes place during our Episcopal Church Women celebration event. Here, women from parishes throughout the diocese gather for celebration, fellowship, and to bring the UTO donations from their parish.

The following statistics reflect the participation and Ingathering donations of 2015 up to the present:

- 53 women attended the three scheduled diocesan celebration events
- 10 parishes were represented at these events
- Total donations received - \$12,162.85

All donations are granted through the United Thank Offering Grant program.

Section G

Parochial &

Diocesan Statistics

# DISTRICT CHART OF PARTICIPATING PARISHES WITH ALLOCATION OF DEPUTIES FOR 2017

as determined by 2015 Parochial Report  
(Any participating parish not submitting a parochial report receives two deputies)

Total Lay Deputies eligible to vote: 96

## District 1

All Saints, Brighton Heights	2
St. Barnabas, Brackenridge	2
St. Brendan's, Franklin Park	3
St. Paul's, Kittanning	2
Christ Church, North Hills	7
Emmanuel, North Side	2
Trinity Cathedral, Pittsburgh	2
<b>Total</b>	<b>20</b>

## District 3

St. Peter's, Brentwood	3
Advent, Brookline	2
Atonement, Carnegie	2
St. Thomas, Canonsburg	2
Nativity, Crafton	3
St. Stephen's, McKeesport	2
St. Paul's, Mt. Lebanon	8
All Souls, North Versailles	2
St. David's, Peters Township	3
<b>Total</b>	<b>27</b>

## District 2

Calvary, East Liberty	6
Good Shepherd, Hazelwood	2
St. Andrew's, Highland Park	4
St. Matthew's, Homestead	2
Holy Cross, Homewood	2
St. Thomas, Oakmont	4
St. James, Penn Hills	2
Redeemer, Squirrel Hill	2
St. Stephen's, Wilkinsburg	2
<b>Total</b>	<b>26</b>

## District 4

St. Peter's, Blairsville	2
St. John's, Donora	2
Christ Church, Indiana	2
Advent, Jeanette	2
St. Michael's, Ligonier	3
St. Mark's, Johnstown	2
St. Paul's, Monongahela	2
St. Thomas, Northern Cambria	2
St. Bartholomew's, Scottdale	2
St. Francis, Somerset	2
St. Michael's, Wayne Twp.	2
<b>Total</b>	<b>23</b>

# **PARISHES IN UNION WITH AND PARTICIPATING IN THE EPISCOPAL DIOCESE OF PITTSBURGH**

as of August 31, 2016

## **BLAIRSVILLE**

### **St. Peter's Episcopal Church**

36 W. Campbell St., Blairsville, PA 15717

724-459-8804

The Rev. Arthur Dilg, Vicar

## **BRACKENRIDGE**

### **St. Barnabas Episcopal Church**

989 Morgan St., Brackenridge, PA 15014

724-224-9280

The Rev. Frank Yesko, Priest-in-Charge

## **BRENTWOOD**

### **St. Peter's Episcopal Church**

4048 Brownsville Rd., Pittsburgh, PA 15227

412-884-5225

The Rev. Canon Dr. Wm. Jay Geisler, Rector

The Rev. Howard Gillette, Priest Associate

## **BRIGHTON HEIGHTS**

### **All Saints Episcopal Church**

3577 McClure Ave., Pittsburgh, PA 15212

412-766-8112

The Rev. Charles Hamill, Priest-in-Charge

## **BROOKLINE**

### **Church of the Advent**

3010 Pioneer Avenue, Pittsburgh, PA 15226

412-561-4520

The Rev. Richard Pollard, Regular Supply

## **CANONSBURG**

### **St. Thomas Episcopal Church**

139 N. Jefferson Ave., Canonsburg, PA 15317

724-745-2013

The Rev. Canon Dr. Catherine Brall, Priest-in-Charge

## **CARNEGIE**

### **Church of the Atonement**

618 Washington Ave., Carnegie, PA 15106

412-279-1944

The Rev. Rodgers Wood, Regular Supply

## **CRAFTON**

### **Church of the Nativity**

33 Alice St., Pittsburgh, PA 15205

412-921-4103

The Rev. Shawn Malarkey, Rector

## **DONORA**

### **St. John's Episcopal Church**

998 Thompson Ave., Donora, PA 15033

724-379-8871

## **EAST LIBERTY**

### **Calvary Episcopal Church**

315 Shady Ave., Pittsburgh, PA 15206

412-661-0120

The Rev. Jonathon W. Jensen, Rector

The Rev. Leslie Reimer, Sr. Associate Rector

The Rev. T.J. Freeman, Associate Rector

The Rev. Carol Henley, Assisting Priest

The Rev. John Fetterman, Theologian in Res.

## **FRANKLIN PARK**

### **St. Brendan's Episcopal Church**

2365 McAleer Rd., Sewickley, PA 15143

412-364-5974

The Rev. Canon Ted Babcock, Interim Rector

## **HAZELWOOD**

### **Good Shepherd Episcopal Church**

P.O. Box 55054, Pittsburgh, PA 15207

100 Second Avenue, Pittsburgh, PA 15207

412-421-8497

The Rev. Huett M. Fleming, Jr., Rector

## **HIGHLAND PARK**

### **St. Andrew's Episcopal Church**

5801 Hampton St., Pittsburgh, PA 15206

412-661-1245

The Rev. Dr. Bruce Robison, Rector

The Rev. Daniel Isadore, Assistant to the Rector

The Rev. Dr. C. Don Keyes, Priest Associate

The Rev. William Marchl III, Priest Associate

The Rev. Philip Wainwright, Priest Associate

The Rev. Jean Chess, Deacon

**HOMESTEAD****St. Matthew's Episcopal Church**

336 East Tenth Ave., Homestead, PA 15120  
412-461-5291

The Rev. Ray Ursin (ELCA), Regular Supply

**HOMEWOOD****Church of the Holy Cross**

7507 Kelly St., Pittsburgh, PA 15208  
412-242-3209

The Rev. Dr. Moni McIntyre, Rector

**INDIANA****Christ Episcopal Church**

902 Philadelphia St., Indiana, PA 15701  
724-465-6129

The Rev. William L. Geiger, Rector

**JEANNETTE****Church of the Advent**

51 S. First St., Jeannette, PA 15644  
724-523-9390

The Rev. Vicente Santiago, Rector

**JOHNSTOWN****St. Mark's Episcopal Church**

335 Locust St., Johnstown, PA 15901  
814-535-6797

The Rev. Nancy L. Threadgill, Priest-in-Charge

**KITTANNING****St. Paul's Episcopal Church**

112 N. Water St., Kittanning, PA 16201  
724-543-5402

The Rev. Bert Daly, Priest-in-Charge

**LIGONIER****St. Michael's of the Valley Episcopal Church**

P.O. Box 336, Ligonier, PA 15658  
2535 Route 381, Rector, PA 15677  
724-238-9411

The Rev. Dr. James B. Simons, Rector

**MCKEESPORT****St. Stephen's Episcopal Church**

220 Eighth Ave., McKeesport, PA 15132  
412-664-9379

The Rev. David Else, Regular Supply

**MONONGAHELA****St. Paul's Episcopal Church**

130 W. Main St., Monongahela, PA 15063  
724-258-7792

The Rev. Dr. Teresa G. Hunt, Priest-in-Charge

**MT. LEBANON****St. Paul's Episcopal Church**

1066 Washington Rd., Pittsburgh, PA 15228  
412-531-7153

The Rev. Louis B. Hays, Rector

The Rev. Michelle Boomgaard, Associate Rector

The Rev. Garrett Yates, Assistant Rector

**NORTH HILLS****Christ Episcopal Church**

5910 Babcock Blvd., Pittsburgh, PA 15237  
412-364-2442

The Rev. Canon James D. Shoucair, Rector

The Rev. Charles Hamill, Assistant Rector

The Rev. Christine McIlvain, Deacon

The Rev. Lorena Ringle, Deacon

**NORTH SIDE****Emmanuel Episcopal Church**

957 W. North Ave., Pittsburgh, PA 15233  
412-231-0454

The Rev. Don C. Youse, Jr., M.D., Priest-in-Charge

**NORTH VERSAILLES****All Souls Episcopal Church**

215 Canterbury Ln., North Versailles, PA 15137  
412-823-1440

The Rev. Linda T. Wilson, Pastor-in-Charge

**NORTHERN CAMBRIA****St. Thomas Episcopal Church**

P.O. Box 1125, Northern Cambria, PA 15714  
1201 Chestnut Ave., Northern Cambria, PA 15714  
814-290-9380

The Rev. Ann Staples, Deacon-in-Charge

**OAKMONT****St. Thomas Memorial Episcopal Church**

378 Delaware Ave., Oakmont, PA 15139

412-828-9680

The Rev. Jeffrey D. Murph, Rector

The Rev. Dan Isadore, Assistant to the Rector

The Rev. Norman Koehler III, Priest Emeritus

The Rev. Gilbert Watt, Priest Associate

**PENN HILLS****St. James Episcopal Church**

11524 Frankstown Rd., Pittsburgh, PA 15235

412-242-2300

The Rev. Eric McIntosh, Priest-in-Charge

**PETERS TOWNSHIP****St. David's Episcopal Church**

905 East McMurray Rd., Venetia, PA 15367

724-941-4060

The Rev. Kristian Opat, Priest-in-Charge

**PITTSBURGH****Trinity Cathedral**

328 Sixth Ave., Pittsburgh, PA 15222

412-232-6404

The Very Rev. Canon Scott Quinn, Interim Dean

**SCOTTDALE****St. Bartholomew's Episcopal Church**

149 Walnut Ave., Scottdale, PA 15683

724-887-5110

The Rev. Lennel Anderson III, Regular Supply

**SOMERSET****St. Francis-in-the-Fields**

2081 Husband Rd., Somerset, PA 15501

814-445-7149

The Rev. Lennel Anderson III, Rector

**SQUIRREL HILL****Church of the Redeemer**

5700 Forbes Ave., Pittsburgh, PA 15217

412-422-7100

The Rev. Michael B. Foley, Rector

**WAYNE TOWNSHIP (RURAL VALLEY)****St. Michael's Episcopal Church**

P.O. Box 218, Rural Valley, PA 16249

274 St. Michael's Rd., Wayne Twp., PA 16222

The Rev. Arthur C. Dilg, Regular Supply

**WILKINSBURG****St. Stephen's Episcopal Church**

600 Pitt St., Pittsburgh, PA 15221

412-243-6100

The Rev. Nancy Chalfant-Walker, Rector

# CLERGY OF THE DIOCESE

In the order of date of Canonical Residence as of August 31, 2016

## BISHOP

2012 The Right Reverend Dorsey W. M. McConnell, D.D.

## PRIESTS

The Reverend

1949 Gilbert Merwin Watt, St. Thomas, Oakmont  
1955 Richard Wood Davies, Old St. Luke's, Woodville  
1955 Charles Percy Martin, Johnstown, PA  
1962 David Cameron Casto, Bonita Springs, FL  
1962 Arthur Charles Dilg, St. Peter's, Blairsville  
1963 Roger Craig (Jude) Bell, OSB, St. Gregory's Abbey, Three Rivers, MI  
1965 John David Else, Center for Spirituality in 12-Step Recovery, Pittsburgh  
1966 Lynn Chester Edwards, Pittsburgh, PA  
1977 Jared Judd Jackson, Th.D., Gibsonia, PA  
1977 Leslie Graf Reimer, Calvary, East Liberty  
1978 Christopher Haskins Barker, Ph.D., Gibsonia, PA  
1979 George Louis Werner, D.D., Shallott, NC  
1981 Patricia King Carnahan, D.Min., Murrys ville, PA  
1982 Scott Thomas Quinn, Trinity Cathedral, Pittsburgh  
1982 Christine Elizabeth Visminas, Writer, Framingham, MA  
1984 Diane Elise Shepard, Pittsburgh, PA  
1985 James Burdette Simons, D.Min., St. Michael's of the Valley, Ligonier  
1986 Charles Michael Starr, D.Min., Chaplain, Bakerstown, PA  
1987 Elizabeth Mary Weatherwax, Pittsburgh, PA  
1989 John Anthony Golden, Jr., Lawrenceville, NJ  
1993 William Warner Haslett III, Johnstown, PA  
1994 Jeffrey David Murph, St. Thomas, Oakmont/Hospital Chaplain  
1994 Bruce Monroe Robison, D.Min., St. Andrew's, Highland Park  
1995 Cynthia Bronson Sweigert, Minneapolis, MN  
1995 Don C. Youse, Jr., M.D., Emmanuel, North Side  
1996 Catherine Mary Brall, D.Min., Pittsburgh Theological Seminary/St. Thomas, Canonsburg  
1996 Harold Thomas Lewis, Ph.D., Pittsburgh, PA  
1997 William J. Geisler, D.Min., St. Peter's, Brentwood/Canon for Formation, Diocese of Pittsburgh  
1998 Carol Eileen Henley, Calvary, East Liberty  
1998 James Douglas Shoucair, Christ Church, North Hills  
1999 Mabel Matheny Fanguy, Monroeville, PA  
1999 William Linwood Geiger, Christ Church, Indiana  
1999 Stephen Mark Smalley, D.Min., Cranberry Township, PA  
1999 Philip Wainwright, Ph.D., St. Andrew's, Highland Park  
2000 Judith Marie Gentle, Ph.D., Fatima, Portugal  
2000 Moni McIntyre, Ph.D., Holy Cross, Homewood  
2001 Daniel Emerson Hall, M.D., Surgeon/First English Evangelical Lutheran, Pittsburgh, PA  
2001 Agustin Teodoro Zubieta, Fairfax, VA  
2002 Norman Elias Koehler III, Ph.D., Pittsburgh, PA  
2002 Richard Peter Pocalyko, Sandy Springs, GA  
2002 Martin Luther Wright III, Chaplain, Shanksville, PA

2003 Nancy Oliver Chalfant-Walker, St. Stephen's, Wilkinsburg  
 2004 Marc Ray Jacobson, SIL, Inc., Philippines  
 2004 Richard Allen Pollard, Advent, Brookline  
 2004 Vicente C. Santiago, Advent, Jeannette  
 2005 Richard Lyon Stinson, D.Min., Front Royal, VA  
 2006 Paul Martin Johnston, Pittsburgh, PA  
 2007 Louis Bradshaw Hays, St. Paul's, Mt. Lebanon  
 2008 Kristian Kinol Opat, St. David's, Peters Township  
 2010 Todd Hamilton Brewer, General Theological Seminary, New York, NY  
 2010 Lloyd Phillip Whistler Hays, Ambridge, PA  
 2011 Lennel V. Anderson III, St. Francis, Somerset  
 2011 Kamila Blessing, Ph.D., Wilmington, NC  
 2011 Michelle C. Boomgaard, Ph.D., St. Paul's, Mt. Lebanon  
 2011 John J. Fetterman, Calvary, East Liberty  
 2011 Kathryn Newman LaLonde, Holy Spirit, El Paso, TX  
 2012 Charles Brent Wagner Hamill, All Saints, Brighton Heights/Christ Church, North Hills  
 2012 Teresa Gioia Hunt, Ph.D., St. Paul's, Monongahela  
 2012 Terence Lee Johnston, Cedar Hill, TN  
 2012 William Charles Miller, Ph.D., Consultant, Olathe, KS  
 2012 Gwendolyn Gettemy Santiago, St. John's, Donora  
 2013 Huett Maxwell Fleming, Good Shepherd, Hazelwood  
 2013 Keith Allen Pozzuto, Christ Church, Tyler, TX  
 2014 Michael Brian Foley, Redeemer, Squirrel Hill  
 2014 T.J. Freeman, Calvary, East Liberty  
 2014 Austin Avery Hurd, Jr., Cabot, PA  
 2014 Jonathon W. Jensen, Calvary, East Liberty  
 2014 Eric McIntosh, St. James, Penn Hills  
 2014 William Lewis Ogburn, St. Luke in the Fields, New York, NY  
 2014 Thomas Morgan Prichard, Sudan Sunrise, Reston, VA  
 2014 Andrew Michael Ray, Aubrey, TX  
 2015 Herbert Thaddeus Daly, Jr., St. Paul's, Kittanning  
 2015 Howard Dennis Gillette, St. Peter's, Brentwood  
 2015 Walter Joseph LaLonde, St. Andrew's, Las Cruces, NM  
 2015 Tina Lynn Lockett, Pittsburgh, PA  
 2015 Shawn O. Malarkey, Nativity, Crafton  
 2015 Walter Lee Szymanski, D.Min., TSSF, Pittsburgh, PA  
 2015 Nancy Lee Threadgill, St. Mark's, Johnstown  
 2015 Francis Michael Yesko, Ph.D., St. Barnabas, Brackenridge  
 2016 Theodore S. Babcock, St. Brendan's, Franklin Park/Dir. of Administration, Diocese of Pittsburgh  
 2016 Daniel Joseph Isadore, Campus Ministry/St. Andrew's, Highland Park/St. Thomas, Oakmont  
 2016 Christopher Garrett Yates, St. Paul's, Mt. Lebanon

## DEACONS

The Reverend  
 1984 Ann McDonald Staples, St. Thomas, Northern Cambria  
 1985 Randy John Younkin, Warren, OH  
 1998 Jean Christine McIlvain, Christ Church, North Hills  
 2000 Jean Dawson Chess, St. Andrew's, Highland Park  
 2003 Sandra Lawrence Ritchie, Huntertown, IN  
 2009 Linda Tardy Wilson, All Souls, North Versailles



## **DEACONS, Continued**

The Reverend  
2015 John Mark Feuerstein, Good Shepherd, Hazelwood  
2015 Lorena May Ringle, Christ Church, North Hills  
2016 Joseph Paul Baird, St. Peter's, Blairsville  
2016 Wade William Lawrence, All Saints, Brighton Heights  
2016 Alyse Elizabeth Viggiano

## **RESTORATION AND RESCISSION OF RELEASE**

October 14, 2015 Tina Lynn Lockett  
March 22, 2016 Wade William Lawrence

## **LETTERS DIMISSORY ACCEPTED**

October 29, 2015 Walter Lee Szymanski – Diocese of Rochester  
July 19, 2016 Theodore S. Babcock – Diocese of Central Pennsylvania

## **LETTERS DIMISSORY ISSUED**

January 14, 2016 John Robert Schaeffer – Diocese of Easton  
March 1, 2016 Daniel Scott Russell – Diocese of New Jersey  
March 11, 2016 John Hayes Park – Diocese of Honduras  
June 1, 2016 Timothy Valentine Hushion, Jr. – Diocese of North Carolina

## **ORDINATIONS**

### **Order of Deacon**

June 4, 2016 Joseph Paul Baird, Trinity Cathedral, Pittsburgh, PA  
June 4, 2016 Alyse Elizabeth Viggiano, Trinity Cathedral, Pittsburgh, PA

### **Order of Priest**

March 19, 2016 Christopher Garrett Yates, St. Paul's, Mt. Lebanon, PA  
June 5, 2016 Daniel Joseph Isadore, St. Andrew's, Highland Park, PA

## **CLERGY LICENSED TO SERVE IN THE DIOCESE**

The Reverend

Richard Abbott  
Kempton D. Baldrige  
Charles Don Keyes  
Kenneth V. King, Jr.  
Will M. Lawbaugh  
Marjorie McDonall McCarty  
Steven McKeown

Robert Lee Morris  
John Hayes Park  
William Joseph Pugliese  
Aiden Smith  
Geoffrey M. Wild  
Rodgers Taylor Wood  
Benjamin Rush Wright

## 2015 PAROCHIAL STATISTICS -- MEMBERSHIP & ATTENDANCE

Short Name	City	Members 2014	Increases	Decreases	Members 2015	Communicants 16 & Up	Communicants Under 16	Total Communicants	Others In Congregation	Sat.-Sun. Attendance	Weekday Attendance	Easter attendance
St Peters	Blairsville	23	1	1	23	17	2	19	4	9	0	16
St. Barnabas	Brackenridge	89	16	2	103	65	2	67	12	37	0	73
St Peters	Brentwood	387	7	2	392	241	60	301	0	93	0	172
All Saints	Brighton Hghts	95	10	1	104	70	2	72	30	32	0	65
St Thomas	Canonsburg	75	6	19	62	57	5	62	2	28	0	49
Atonement	Carnegie	31	0	9	22	22	0	22	6	18	0	42
Nativity	Crafton	255	5	19	241	180	61	241	0	46	0	135
St Johns	Donora	32	0	0	32	9	0	9	0	9	0	9
Calvary	East Liberty	1535	42	15	1562	650	212	862	188	357	0	1103
St Brendans	Franklin Park	261	15	45	231	138	35	173	1	80	0	149
Good Shepherd	Hazelwood	29	8	0	37	31	6	37	3	21	0	43
St Andrews	Highland Park	463	23	15	471	370	45	415	4	110	0	285
St Matthews	Homestead	65			65							
Holy Cross	Homewood	122	2	6	118	98	9	107	24	84	0	147
Christ Church	Indiana	104	0	5	99	86	9	95	11	40	0	87
Advent	Jeannette	45	11	9	47	27	1	28	3	18	0	36
St Marks	Johnstown	134	10	10	134	93	6	99	6	37	0	88
St Pauls	Kittanning	105	5	1	109	76	13	89	4	39	0	64
St Michaels	Ligonier	247	4	1	250	198	26	224	64	98	0	177
St Stephens	McKeesport	73	0	4	69	47	6	53	0	43	0	92
St Pauls	Monongahela	45	4	0	49	32	2	34	2	17	0	18
St Pauls	Mt. Lebanon	1447	87	59	1475	1126	252	1378	70	258	0	656
Christ	North Hills	1318	61	59	1320	1004	173	1177	0	249	0	483
Emmanuel	North Side	210	2	0	212	164	18	182	20	41	0	51
All Souls	N. Versailles	23	2	2	23	18	5	23	5	21	0	32
St Thomas	N'rn Cambria	18	5	0	23	17	6	23	0	16	0	22
St Thomas	Oakmont	701	11	6	706	453	33	486	38	158	0	274
St James	Penn Hills	24	22	0	46	32	0	32	0	20	0	34
St Davids	Peters Twp	170	84	28	226	129	78	207	11	77	0	138
Trinity	Pittsburgh	155	4	101	58	51	7	58	6	35	0	172
St Bartholemew	Scottdale	28			28							
St Francis	Somerset	58	5	2	61	40	10	50	5	36	0	91
Redeemer	Squirrel Hill	115	4	2	117	112	5	117	4	66	0	165
St Michaels	Wayne Twp	11	0	0	11	7	0	7	3	14	0	0
St Stephens	Wilkinsburg	123	5	7	121	53	9	62	6	47	0	75
Total		8616	461	430	8647	5713	1098	6811	532	2254	0	5043

## 2015 PAROCHIAL STATISTICS -- MEMBERSHIP & ATTENDANCE

Short Name	City	Sat-Sun Eucharists	Weekday Eucharists	Private Eucharists	Sunday Offices	Weekday Offices	Marriages	Burials	Baptisms 16 Up	Baptisms Under 16	Confirmations 16 Up	Confirmations Under 16	Received	Church Sch Students	Adult Education	Spiritual Formation
St Peters	Blairsville	21	2	6	29	0	0	2	0	1	0	0	0	2	0	1
St. Barnabas	Brackenridge	104	0	45	0	51	1	3	0	3	0	0	0	7	0	0
St Peters	Brentwood	140	52	0	0	0	2	0	0	4	4	0	4	30	1	24
All Saints	Brighton Hghts	55	14	25	0	50	3	2	0	2	0	1	1	7	1	4
St Thomas	Canonsburg	51	15	10	1	7	0	4	0	0	0	0	0	3	1	11
Atonement	Carnegie	52	2	0	0	0	2	0	0	1	0	1	0	0	0	0
Nativity	Crafton	104	3	0	1	2	0	3	1	0	0	6	0	11	1	7
St Johns	Donora	50	0	0	0	0	0	0	0	0	0	0	0	0	0	0
Calvary	East Liberty	179	156	0	10	1	2	15	0	13	1	0	2	47	1	37
St Brendans	Franklin Park	105	62	2	1	6	3	0	0	2	3	0	2	12	1	24
Good Shepherd	Hazelwood	52	6	10	1	4	0	4	0	1	0	0	0	9	1	8
St Andrews	Highland Park	82	41	0	18	7	6	0	0	5	3	2	3	34	1	40
St Matthews	Homestead															
Holy Cross	Homewood	97	6	0	0	4	1	7	0	0	0	0	0	0	1	30
Christ Church	Indiana	97	37	13	4	0	2	3	0	0	0	0	0	7	1	18
Advent	Jeannette	49	7	19	2	1	1	4	0	0	0	0	0	11	1	8
St Marks	Johnstown	105	48	23	0	12	3	2	0	0	1	0	2	0	1	10
St Pauls	Kittanning	51	45	52	0	6	1	1	2	3	3	1	0	13	1	26
St Michaels	Ligonier	100	25	13	4	13	2	3	0	4	0	0	0	16	1	20
St Stephens	McKeesport	101	2	18	0	0	0	4	0	0	0	0	0	3	1	10
St Pauls	Monongahela	51	4	14	6	0	0	1	0	1	0	0	0	0	1	10
St Pauls	Mt. Lebanon	205	59	96	0	0	6	17	1	16	4	7	1	129	1	65
Christ	North Hills	152	17	71	0	0	7	13	0	19	1	14	1	96	1	15
Emmanuel	North Side	99	3	0	6	0	0	1	0	1	0	0	0	4	1	24
All Souls	N. Versailles	52	2	0	0	2	1	1	0	0	0	1	0	3	1	4
St Thomas	N'rn Cambria	52	0	0	0	0	0	1	0	1	0	0	0	4	0	2
St Thomas	Oakmont	105	70	92	1	72	5	10	0	3	1	0	0	20	1	54
St James	Penn Hills	51	0	0	1	0	3	0	6	1	0	0	0	6	0	0
St Davids	Peters Twp	52	4	15	0	2	2	1	0	10	1	0	0	33	1	20
Trinity	Pittsburgh	104	272	0	0	2	5	3	5	0	0	0	0	0	1	6
St Bartholemew	Scottdale															
St Francis	Somerset	53	7	0	37	38	1	5	0	5	0	0	0	16	1	15
Redeemer	Squirrel Hill	105	26	39	3	4	2	2	0	0	0	0	0	8	1	8
St Michaels	Wayne Twp	8	0	0	0	0	0	0	0	0	0	0	0	0	0	0
St Stephens	Wilkinsburg	102	4	25	1	51	1	3	0	3	0	0	0	14	1	17
Total		2786	991	588	126	335	62	115	15	99	22	33	16	545	26	518

## 2015 PAROCHIAL STATISTICS -- INCOME

Short Name	City	Pledge Cards	Amount Pledged	Plate Pledge	From Investments	Other Income	Bequests	Operating Income
St Peters	Blairsville	9	14,000	19,931		665		20,596
St. Barnabas	Brackenridge			34,906	4,621	2,230		41,757
St Peters	Brentwood	44	90,911	158,046	20,015	9,759		187,820
All Saints	Brighton Hghts	21	29,900	32,385	14,315	13,583	2,840	63,123
St Thomas	Canonsburg	23	39,752	54,113	5,000	10,697		69,810
Atonement	Carnegie	12	24,500	35,944				35,944
Nativity	Crafton		54,000	115,702	36,072	14,550		166,324
St Johns	Donora			9,104		6,995		16,099
Calvary	East Liberty	342	1,016,315	1,123,393	217,751	22,453		1,363,597
St Brendans	Franklin Park	63	172,265	144,495	34	67,667		212,196
Good Shepherd	Hazelwood	11	15,340	29,853	12,283	1,826		43,962
St Andrews	Highland Park	119	289,543	311,413	111,543	63,884		486,840
St Matthews	Homestead							0
Holy Cross	Homewood			126,472		10,131		136,603
Christ Church	Indiana	19	83,745	147,196	18,334	2,192		167,722
Advent	Jeannette			19,468	3,915		815	24,198
St Marks	Johnstown	31	69,750	89,550	60,500	2,498		152,548
St Pauls	Kittanning	27	44,796	63,779	61,900			125,679
St Michaels	Ligonier	107	304,001	417,988	638	58,248		476,874
St Stephens	McKessport	20	29,420	58,412	20,400	10,466		89,278
St Pauls	Monongahela	13	17,640	34,456	3,120			37,576
St Pauls	Mt. Lebanon	224	627,097	749,147	7,487	92,783		849,417
Christ	North Hills	139	356,000	390,888	22,702	84,390	2,566	500,546
Emmanuel	North Side	41	40,000	45,903	4,939	21,141		71,983
All Souls	N. Versailles	11	23,136	25,555		1,795		27,350
St Thomas	N'rn Cambria			2,188	256	9,244	3,094	14,782
St Thomas	Oakmont	56	162,960	249,020	32,973	43,878		325,871
St James	Penn Hills			12,616	641	42,207		55,464
St Davids	Peters Twp	41	65,830	83,041		93,042		176,083
Trinity	Pittsburgh	33	93,731	127,181	276,720	23,118		427,019
St Bartholemew	Scottdale							0
St Francis	Somerset			45,512	33,920	4,276	1,000	84,708
Redeemer	Squirrel Hill	53	159,700	158,399		104,541	7,698	270,638
St Michaels	Wayne Twp			1,125	747			1,872
St Stephens	Wilkinsburg	30	132,311	168,108	28,403	13,783		210,294
Total		1,489	3,956,643	5,085,289	999,229	832,042	18,013	6,934,573

## 2015 PAROCHIAL STATISTICS -- OTHER INCOME

Short Name	City	Assistance From Diocese	Operating Revenues	Capital Funds	Additions To Endowment	Outreach Mission Revenue	Transmittal Revenue	Non Operating Revenues	Total Revenues
St Peters	Blairsville		20,596	100		500		600	21,196
St. Barnabas	Brackenridge	7,277	49,034	10,000				10,000	59,034
St Peters	Brentwood	2,247	190,067	710	1,100	592	15,898	18,300	208,367
All Saints	Brighton Hghts	3,540	66,663	16,799		300		17,099	83,762
St Thomas	Canonsburg		69,810	3,616		4,299	1,082	8,997	78,807
Atonement	Carnegie	410	36,354	12,816		2,000		14,816	51,170
Nativity	Crafton		166,324	13,500	28,000			41,500	207,824
St Johns	Donora		16,099			500		500	16,599
Calvary	East Liberty		1,363,597	15,721	49,158	199,140	12,590	276,609	1,640,206
St Brendans	Franklin Park		212,196			3,000		3,000	215,196
Good Shepherd	Hazelwood	15,037	58,999					0	58,999
St Andrews	Highland Park		486,840	148,501		5,438	3,831	157,770	644,610
St Matthews	Homestead		0					0	0
Holy Cross	Homewood		136,603	53,001				53,001	189,604
Christ Church	Indiana		167,722				1,877	1,877	169,599
Advent	Jeannette	2,125	26,323					0	26,323
St Marks	Johnstown		152,548	40,162		20,499	1,430	62,091	214,639
St Pauls	Kittanning		125,679					0	125,679
St Michaels	Ligonier		476,874		30,000	67,651		97,651	574,525
St Stephens	McKeesport		89,278					0	89,278
St Pauls	Monongahela		37,576				3,120	3,120	40,696
St Pauls	Mt. Lebanon		849,417	17,381	1,000	14,101	36,464	68,946	918,363
Christ	North Hills		500,546	49,139	79,354	3,490	5,662	137,645	638,191
Emmanuel	North Side	22,000	93,983			300		300	94,283
All Souls	N. Versailles		27,350				308	308	27,658
St Thomas	N'r'n Cambria	28,468	43,250					0	43,250
St Thomas	Oakmont	5,833	331,704	37,116				37,116	368,820
St James	Penn Hills	82,125	137,589					0	137,589
St Davids	Peters Twp	30,000	206,083	19,750		800	45,230	65,780	271,863
Trinity	Pittsburgh		427,019	116,372		4,560	667	121,599	548,618
St Bartholemew	Scottdale		0					0	0
St Francis	Somerset		84,708	15,800	131,017			146,817	231,525
Redeemer	Squirrel Hill		270,638	10,000	50,000		352	60,352	330,990
St Michaels	Wayne Twp		1,872					0	1,872
St Stephens	Wilkinsburg		210,294	57,552				57,552	267,846
Total		199,062	7,133,635	638,036	369,629	327,170	128,511	1,463,346	8,596,981

## 2015 PAROCHIAL STATISTICS -- EXPENSES

Short Name	City	Total Revenues	To Diocese	Outreach	Other Expenses	Operating Expenses
St Peters	Blairsville	21,196	911	872	17,609	19,392
St. Barnabas	Brackenridge	59,034	1,859	1,034	41,508	44,401
St Peters	Brentwood	208,367	14,054	3,998	166,484	184,536
All Saints	Brighton Hghts	83,762	3,126	190	72,867	76,183
St Thomas	Canonsburg	78,807	5,615	550	53,909	60,074
Atonement	Carnegie	51,170	1,366		36,903	38,269
Nativity	Crafton	207,824	12,398		163,967	176,365
St Johns	Donora	16,599	655	50	18,581	19,286
Calvary	East Liberty	1,640,206	148,599		1,305,716	1,454,315
St Brendans	Franklin Park	215,196	16,604	14,735	189,104	220,443
Good Shepherd	Hazelwood	58,999	1,000		49,410	50,410
St Andrews	Highland Park	644,610	42,055	16,326	462,856	521,237
St Matthews	Homestead	0				0
Holy Cross	Homewood	189,604	12,063	800	135,307	148,170
Christ Church	Indiana	169,599	15,790	1,724	153,344	170,858
Advent	Jeannette	26,323	1,128	1,779	24,391	27,298
St Marks	Johnstown	214,639	11,866	400	144,400	156,666
St Pauls	Kittanning	125,679	14,286	3,000	122,903	140,189
St Michaels	Ligonier	574,525	47,255		388,769	436,024
St Stephens	McKeesport	89,278	5,847		115,829	121,676
St Pauls	Monongahela	40,696	1,202	300	35,615	37,117
St Pauls	Mt. Lebanon	918,363	68,664	9,778	731,720	810,162
Christ	North Hills	638,191	47,403	6,000	447,143	500,546
Emmanuel	North Side	94,283	4,647	3,450	90,891	98,988
All Souls	N. Versailles	27,658	1,491	1,328	27,068	29,887
St Thomas	N'rn Cambria	43,250	279		31,856	32,135
St Thomas	Oakmont	368,820	26,909	21,029	277,739	325,677
St James	Penn Hills	137,589	1,113		139,384	140,497
St Davids	Peters Twp	271,863	2,712		200,565	203,277
Trinity	Pittsburgh	548,618	38,291	3,006	436,171	477,468
St Bartholemew	Scottdale	0				0
St Francis	Somerset	231,525	7,258		74,261	81,519
Redeemer	Squirrel Hill	330,990	26,680	1,535	240,293	268,508
St Michaels	Wayne Twp	1,872	85		3,222	3,307
St Stephens	Wilkinsburg	267,846	20,388	200	176,642	197,230
Total		8,596,981	603,599	92,084	6,576,427	7,272,110

## 2014 PAROCHIAL STATISTICS -- OTHER EXPENSES & ASSETS

Short Name	City	Improvements	Mission Outreach Expense	Seminary Contribution Exp.	Transmittal Expense	Non Operating Expenses	Total Expenses	Total Cash	Total Investment
St Peters	Blairsville	2,325				2,325	21,717	10,672	
St. Barnabas	Brackenridge	3,433				3,433	47,834	33,033	71,859
St Peters	Brentwood	7,429	374		15,246	23,049	207,585	64,032	419,482
All Saints	Brighton Hgts					0	76,183	35,713	291,954
St Thomas	Canonsburg	799	926		1,584	3,309	63,383	19,329	191,794
Atonement	Carnegie	24,148	2,106	1,433		27,687	65,956	3,689	
Nativity	Crafton	3,500				3,500	179,865	104,212	785,201
St Johns	Donora					0	19,286	9,108	
Calvary	East Liberty	29,991	217,626		29,325	276,942	1,731,257	109,831	5,398,153
St Brendans	Franklin Park		643			643	221,086	96,996	24,602
Good Shepherd	Hazelwood					0	50,410	1,839	267,686
St Andrews	Highland Park	272,282		250	5,236	277,768	799,005	56,823	1,509,957
St Matthews	Homestead					0	0		
Holy Cross	Homewood	82,791				82,791	230,961	57,198	
Christ Church	Indiana				1,877	1,877	172,735	67,357	559,228
Advent	Jeannette					0	27,298	15,266	159,243
St Marks	Johnstown	12,276	11,946		1,345	25,567	182,233	39,281	516,383
St Pauls	Kittanning	38,493	300		1,100	39,893	180,082	84,633	1,369,347
St Michaels	Ligonier	12,812	84,006			96,818	532,842	331,091	2,107,899
St Stephens	McKeesport					0	121,676	28,750	223,486
St Pauls	Monongahela			75	75	150	37,267	3,313	11,318
St Pauls	Mt. Lebanon	20,058	6,749	4,677	31,787	63,271	873,433	348,078	60,473
Christ	North Hills	1,310	3,785		5,662	10,757	511,303	508,161	140,259
Emmanuel	North Side					0	98,988	40,572	86,625
All Souls	N. Versailles				624	624	30,511	43,256	
St Thomas	N'rn Cambria	13,503			50	13,553	45,688	1,286	12,185
St Thomas	Oakmont	67,729				67,729	393,406	23,844	803,995
St James	Penn Hills					0	140,497	22,120	10,000
St Davids	Peters Twp	21,070	266		45,230	66,566	269,843	25,489	
Trinity	Pittsburgh	125,637	5,916		1,302	132,855	610,323	152,368	4,733,517
St Bartholemew	Scottdale					0	0		
St Francis	Somerset	16,256				16,256	97,775	44,598	278,115
Redeemer	Squirrel Hill	63,484			352	63,836	332,344	71,157	625,414
St Michaels	Wayne Twp					0	3,307	3,879	257,579
St Stephens	Wilkinsburg	59,501				59,501	256,731	52,441	166,448
Total		878,827	334,643	6,435	140,795	1,360,700	8,632,810	2,509,415	21,082,202

## PARISHES NOT SUBMITTING A 2015 TEC PAROCHIAL REPORT

The Savior	Ambridge
Trinity	Beaver
Seeds of Hope	Bloomfield
Advent	Brookline
Christ Church	Brownsville
St. Peter's	Butler
St. Mary's	Charleroi
Transfiguration	Clairton
Charis247	Coraopolis
St. Christopher's	Cranberry
Fox Chapel Episcopal	Fox Chapel
St. Luke's	Georgetown
St. Thomas in the Fields	Gibsonia
Our Saviour	Glenshaw
Christ Church	Greensburg
Holy Innocents	Leechburg
Grace	Mt. Washington/ Edgeworth
St. Alban's	Murrysville
Christ Church	New Brighton
St. Andrew's	New Kensington
Ascension	Oakland
Sts. Thomas and Luke	Patton
St. Mary's	Red Bank
All Saints	Rosedale
St. Stephen's	Sewickley
Grace	Slippery Rock
St. Peter's	Uniontown
Trinity	Washington
St. George's	Waynesburg



# Appendix

**Communication to Those Charged with Governance**

Diocesan Council and Board of Trustees  
The Episcopal Diocese of Pittsburgh

We have audited the financial statements of The Episcopal Diocese of Pittsburgh (Diocese) for the year ended December 31, 2015, and have issued our report thereon dated August 25, 2016. Professional standards require that we provide you with information about our responsibilities under auditing standards generally accepted in the United States of America as well as certain information related to the planned scope and timing of our audit. We have communicated such information in our conversations with the Board of Trustees President, Audit Committee Chair, and Audit Committee member about planning matters on February 4, 2016. Professional standards also require that we communicate to you the following information related to our audit.

**Our Responsibility under Auditing Standards Generally Accepted in the United States of America**

As stated in our engagement letter dated February 10, 2016, our responsibility, as described by professional standards, is to express an opinion about whether the financial statements prepared by management with your oversight are fairly presented, in all material respects, in conformity with accounting principles generally accepted in the United States of America. Our audit of the financial statements does not relieve you or management of your responsibilities.

In addition, our responsibility is to plan and perform the audit to obtain reasonable, but not absolute, assurance that the financial statements are free of material misstatement. As part of our audit, we considered the internal control of the Diocese. Such considerations were solely for the purpose of determining our audit procedures and not to provide any assurance concerning such internal control. We are responsible for communicating significant matters related to the audit that are, in our professional judgment, relevant to your responsibilities in overseeing the financial reporting process. However, we are not required to design procedures specifically to identify such matters.

**Significant Accounting Policies**

Management is responsible for the selection and use of appropriate accounting policies. The significant accounting policies used by the Diocese are described in Note 2 to the financial statements. No new accounting policies were adopted and the application of existing policies was not changed during 2015. We noted no transactions entered into by the Diocese during the year for which there is a lack of authoritative guidance or consensus. All significant transactions have been recognized in the financial statements in the proper period.

**Accounting Estimates**

Accounting estimates are an integral part of the financial statements prepared by management and are based on management's knowledge and experience about past and current events and assumptions about future events. Certain accounting estimates are particularly sensitive because of their significance to the financial statements and because of the possibility that future events affecting them may differ significantly from those expected. The most sensitive estimates affecting the financial statements were:

# **The Episcopal Diocese of Pittsburgh**

## **Financial Statements**

**Years Ended December 31, 2015 and 2014  
with Independent Auditor's Report**

**MaherDuessel**  
Certified Public Accountants

Pittsburgh | Harrisburg | Butler

Pursuing the profession while promoting the public good®  
[www.md-cpas.com](http://www.md-cpas.com)

# THE EPISCOPAL DIOCESE OF PITTSBURGH

YEARS ENDED DECEMBER 31, 2015 AND 2014

## TABLE OF CONTENTS

### **Independent Auditor's Report**

### **Financial Statements:**

Statements of Financial Position	1
Statements of Activities	2
Statements of Cash Flows	3
Notes to Financial Statements	4

### Independent Auditor's Report

Diocesan Council and Board of Trustees  
The Episcopal Diocese of Pittsburgh

We have audited the accompanying financial statements of The Episcopal Diocese of Pittsburgh (Diocese), which comprise the statements of financial position as of December 31, 2015 and 2014, and the related statements of activities and cash flows for the years then ended, and the related notes to the financial statements.

#### **Management's Responsibility for the Financial Statements**

Management is responsible for the preparation and fair presentation of these financial statements in accordance with accounting principles generally accepted in the United States of America; this includes the design, implementation, and maintenance of internal control relevant to the preparation and fair presentation of financial statements that are free from material misstatement, whether due to fraud or error.

#### **Auditor's Responsibility**

Our responsibility is to express an opinion on these financial statements based on our audits. We conducted our audits in accordance with auditing standards generally accepted in the United States of America. Those standards require that we plan and perform the audits to obtain reasonable assurance about whether the financial statements are free from material misstatement.

An audit involves performing procedures to obtain audit evidence about the amounts and disclosures in the financial statements. The procedures selected depend on the auditor's judgment, including the assessment of the risks of material misstatement of the financial statements, whether due to fraud or error. In making those risk assessments, the auditor considers internal control relevant to the entity's preparation and fair presentation of the financial statements in order to design audit procedures that are appropriate in the circumstances, but not for the purpose of expressing an opinion on the effectiveness of the entity's internal control. Accordingly, we express no such opinion. An audit also includes evaluating the appropriateness of accounting policies used and the reasonableness of significant accounting estimates made by management, as well as evaluating the overall presentation of the financial statements.

We believe that the audit evidence we have obtained is sufficient and appropriate to provide a basis for our audit opinion.

#### **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, 2015 and 2014, and the changes in its net assets and its cash flows for the years then ended in accordance with accounting principles generally accepted in the United States of America.

*Maher Duessel*

Pittsburgh, Pennsylvania  
August 25, 2016

# THE EPISCOPAL DIOCESE OF PITTSBURGH

## STATEMENTS OF FINANCIAL POSITION

DECEMBER 31, 2015 AND 2014

	2015	2014
<b>Assets</b>		
Cash and cash equivalents	\$ 342,258	\$ 581,864
Assessments receivable:		
Parishes	4,927,010	4,229,531
Less allowance for doubtful accounts	(4,893,688)	(4,198,493)
Total assessments receivable, net	33,322	31,038
Loans receivable:		
Parishes and missions - growth fund	1,015,119	1,047,175
Bishop's residence fund	27,000	27,000
Less allowance for loan losses	(465,301)	(465,301)
Total loans receivable, net	576,818	608,874
Bequest receivable	497,185	-
Note receivable	471,140	508,069
Accrued interest receivable	15,831	54,708
Prepaid expenses	9,281	3,540
Property held for sale	646,454	85,031
Trusts held by others at fair value	4,017,680	4,282,409
Investments at fair value	22,321,448	24,123,390
Fixed assets (net of accumulated depreciation)	1,743,592	1,632,072
<b>Total Assets</b>	<b>\$ 30,675,009</b>	<b>\$ 31,910,995</b>
<b>Liabilities and Net Assets</b>		
Liabilities:		
Accounts payable and accrued expenses	\$ 129,368	\$ 155,676
Mortgage payable	852,333	886,512
Funds held for others	2,797,798	3,063,845
Total Liabilities	3,779,499	4,106,033
Net Assets:		
Unrestricted:		
Undesignated	3,938,968	3,907,790
Board-designated	10,467,053	10,443,975
Total unrestricted	14,406,021	14,351,765
Temporarily restricted	676,173	685,619
Permanently restricted	11,813,316	12,767,578
Total Net Assets	26,895,510	27,804,962
<b>Total Liabilities and Net Assets</b>	<b>\$ 30,675,009</b>	<b>\$ 31,910,995</b>

See accompanying notes to financial statements.

# THE EPISCOPAL DIOCESE OF PITTSBURGH

## STATEMENTS OF ACTIVITIES

YEARS ENDED DECEMBER 31, 2015 AND 2014

	2015	2014
<b>Unrestricted Net Assets:</b>		
Operating revenues and other support:		
Parish assessments	\$ 598,410	\$ 592,296
Investment returns designated for current operations	453,000	654,000
Contributions and grants	106,457	67,280
Total operating revenues and other support	1,157,867	1,313,576
Operating expenses:		
Office of Administration	311,713	309,145
Legal expense	12,400	19,157
Office of the Bishop	242,977	243,603
Reopened parish, property, and other expenses	209,290	257,567
Beyond the Diocese	168,696	178,937
Transformational networks	165,253	155,076
Congregational mission	45,390	110,608
Real property third party consulting expenses	-	29,672
Total operating expenses	1,155,719	1,303,765
Net gain (loss) from operations	2,148	9,811
Other revenues (expenses):		
Spending policy transfers	213,895	179,631
Released from restriction	27,007	98,028
Other revenues	47,385	72,690
Other non-operating contributions	529,573	45,936
Grants and contributions to others	(428,145)	(462,936)
Other trustee expenses	(26,740)	(13,530)
Investment (loss) income	(764,558)	(220,683)
Gain (loss) on property transactions	561,423	-
Depreciation	(107,732)	(85,807)
Total other revenues (expenses)	52,108	(386,671)
Change in Unrestricted Net Assets	54,256	(376,860)
<b>Temporarily Restricted Net Assets:</b>		
Contributions and grants	5,171	22,593
Investment (loss) income	(21,693)	43,468
Spending policy transfers	34,083	33,089
Released from restriction	(27,007)	(98,028)
Change in Temporarily Restricted Net Assets	(9,446)	1,122
<b>Permanently Restricted Net Assets:</b>		
Contributions and grants	6,232	-
Spending policy transfers	(247,978)	(212,720)
Investment (loss) income	(712,516)	232,310
Change in Permanently Restricted Net Assets	(954,262)	19,590
Total Change in Net Assets	(909,452)	(356,148)
<b>Net Assets:</b>		
Beginning of year	27,804,962	28,161,110
End of year	\$ 26,895,510	\$ 27,804,962

See accompanying notes to financial statements.

# THE EPISCOPAL DIOCESE OF PITTSBURGH

## STATEMENTS OF CASH FLOWS

YEARS ENDED DECEMBER 31, 2015 AND 2014

	2015	2014
<b>Cash Flows From Operating Activities:</b>		
Change in net assets	\$ (909,452)	\$ (356,148)
Adjustments to reconcile change in net assets to net cash provided by (used in) operating activities:		
Gain (loss) on property transactions	(561,423)	-
Realized and unrealized (gains) loss on investments	1,448,496	(318,699)
Allowance for uncollectible assessments	695,195	589,610
Allowance for loan loss	-	(75,481)
Depreciation expense	107,732	85,807
Change in operating assets and liabilities:		
Assessment receivables	(697,479)	(601,142)
Bequest receivable	(497,185)	-
Prepaid expense	(5,741)	188
Accrued interest receivable	38,877	3,383
Accounts payable and accrued expenses	(26,308)	(52,721)
Net cash provided by (used in) operating activities	(407,288)	(725,203)
<b>Cash Flows From Investing Activities:</b>		
Net proceeds from sale of investments	353,446	801,988
Change in trusts held by others	264,729	(274,515)
Increase in Growth Fund loans receivable	32,056	170,848
Payments received on note receivable	36,929	35,838
Payments for leasehold improvements	(219,252)	-
Net cash provided by (used in) investing activities	467,908	734,159
<b>Cash Flows From Financing Activities:</b>		
Change in funds held for others	(266,047)	88,749
Payments on mortgage	(34,179)	(32,863)
Net cash provided by (used in) financing activities	(300,226)	55,886
<b>Net Increase (Decrease) in Cash and Cash Equivalents</b>	(239,606)	64,842
<b>Cash and Cash Equivalents:</b>		
Beginning of year	581,864	517,022
End of year	\$ 342,258	\$ 581,864

See accompanying notes to financial statements.



# THE EPISCOPAL DIOCESE OF PITTSBURGH

## NOTES TO FINANCIAL STATEMENTS

YEARS ENDED DECEMBER 31, 2015 AND 2014

---

### 1. NATURE OF OPERATIONS

The Episcopal Diocese of Pittsburgh (Diocese) is a nonprofit diocese of the Episcopal Church in the United States of America in support of member parishes located in Southwestern Pennsylvania and faith communities. The Diocese, through its parishes, provides worship services for its members. In addition, the Diocese provides various social services to the community. The Diocese is supported primarily through assessments from its parish congregations and through investment income.

Parish churches and the capital assets of affiliated institutions returned to the Diocese subsequent to 2010 are not included in the Diocese financial statements, with the exception of when the sale of a closed parish is approved. At that time the parish property is recorded on the books of the Diocese. Land, buildings, and equipment, including property recorded by the Diocese from closed parishes are recorded at cost or appraised value at the date of donation or return to the Diocese (for closed parishes). Fixed assets include the Allegheny Township property, the Donegal property, and the Avalon property, equipment, leasehold improvements, and furniture. Closed parishes that the Diocese intends to sell are recorded as property held for sale.

### 2. SUMMARY OF SIGNIFICANT ACCOUNTING POLICIES

#### Reporting Entity

The financial statements of the 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 the General Budget and Budget Reserve Funds, Bishop's Residence Fund, Diocesan Growth Fund, Designated Funds, Reserve Funds, and Undesignated Funds.

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 (Board) must consider these factors in the administration of the affairs of the Diocese.

#### Method of Accounting

The financial statements of the Diocese are presented on the accrual basis of accounting and are prepared in conformity with accounting principles generally accepted in the United States

---

# THE EPISCOPAL DIOCESE OF PITTSBURGH

## NOTES TO FINANCIAL STATEMENTS

YEARS ENDED DECEMBER 31, 2015 AND 2014

---

of America (GAAP) as promulgated by the Financial Accounting Standards Board (FASB) Accounting Standards Codification (ASC).

### Basis of Presentation

In accordance with accounting principles generally accepted in the United States of America, the accompanying financial statements are prepared using the accrual basis of accounting and include the assets, liabilities, net assets, and financial operations of the 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.

### Use of Estimates

The preparation of financial statements in conformity with accounting principles generally accepted in the United States of America requires management to make estimates and assumptions that affect the reported amounts of assets and liabilities and the disclosures of contingent 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.

### Basis of Net Assets

Contributions received, including unconditional promises to give, are recognized as increases in net assets in the period received at their fair values. The Diocese displays its activities and net assets into three classes as follows: unrestricted, temporarily restricted, and permanently restricted.

Net assets, revenues, expenses, gains, and losses are classified based on the existence or absence of donor-imposed restrictions. Accordingly, net assets and changes therein are classified as follows:

Unrestricted Net Assets – Net assets that are not subject to donor-imposed stipulations over which the Board has discretionary control.

Temporarily Restricted Net Assets – Net assets that are subject to donor-imposed stipulations that may or will be met either by actions of the Diocese and/or the passage of time. When a restriction expires, temporarily restricted net assets are reclassified to unrestricted net assets and reported in the statements of activities as net assets released from restrictions.

---

# THE EPISCOPAL DIOCESE OF PITTSBURGH

## NOTES TO FINANCIAL STATEMENTS

YEARS ENDED DECEMBER 31, 2015 AND 2014

---

Permanently Restricted Net Assets – Net assets that are subject to donor-imposed stipulations that must be maintained permanently by the Diocese. Generally, the donors of these assets permit the use of all or part of the income earned and capital gains, if any, on related investments for general or specific purposes.

The statements of activities present changes in unrestricted net assets from operations separately from other changes in unrestricted net assets. Changes in net assets from operations include revenues and expenses for which the Diocese prepares its operating budget. The operating budget is prepared on a cash basis and does not include items such as grants paid directly from endowments or other restricted non-operating accounts, provisions for loan losses, investments income, depreciation, and releases from restrictions on net assets.

Revenues are reported as increases in unrestricted net assets unless use of the related assets is limited by donor-imposed restrictions. Expenses are reported as decreases in unrestricted net assets. Expirations of temporary restrictions on net assets, that is, the donor-imposed stipulated purposes have been accomplished and/or the stipulated time period has elapsed, are reported as reclassifications between the applicable classes of net assets.

Contributions, including unconditional promises to give, are recognized as revenues in the period received. Contributions subject to donor-imposed stipulations that are met in the same reporting period are reported as unrestricted support. Contributions to give that are scheduled to be received after the financial position date are shown as increases in temporarily restricted net assets and are reclassified to unrestricted net assets when the purpose and time restrictions are met. Contributions to give subject to donor-imposed stipulations that the corpus be maintained permanently are recognized as increases in permanently restricted net assets. Conditional promises to give are not recognized until they become unconditional, that is, when the conditions on which they depend are substantially met. Contributions of assets other than cash are recorded at their estimated fair value. Contributions to be received after one year, if any, are discounted at the appropriate rate commensurate with the risks involved.

### 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.

### Investments, Risks, and Uncertainties

Investments are carried at fair value and consist primarily of equity and fixed income securities. Gains and investment income are recognized in the period earned and are

---

# THE EPISCOPAL DIOCESE OF PITTSBURGH

## NOTES TO FINANCIAL STATEMENTS

YEARS ENDED DECEMBER 31, 2015 AND 2014

---

classified as unrestricted, temporarily restricted, or permanently restricted with respect to stipulations by the donor at the date of the donation.

Investment securities are exposed to various risks such as interest rate, market, and credit risks. Due to the level of risk associated with certain investment securities, it is at least reasonably possible that changes in the value of investment securities will occur in the near term and that such change could materially affect the amounts reported in the financial statements and the accompanying notes. The Diocese mitigates this risk by engaging a professional third-party investment manager of its investments, whose advice and activities are regularly monitored by the Finance and Investment Committee of the Board. On the statements of financial position, funds held for others are included in the investments.

### Concentrations

Deposits maintained by the Diocese at institutions at any one time during the year could exceed FDIC limits; however, management does not believe that this represents a significant risk.

### Bequest Receivable

Bequest receivable for the years ended December 31, 2015 and 2014 are \$497,185 and \$0, respectively. The 2015 bequest receivable balance represents a gift from an Estate that is expected to be received in a future year.

### Fixed Assets

Property and equipment are recorded at cost. The Diocese capitalizes all new assets with a value over \$5,000 and a useful life over three years. Land, buildings, and equipment transferred onto the books of the Diocese from closed parishes are recorded at appraised value at the date recorded.

Provision for depreciation is based on the estimated useful lives of the respective assets and is computed using the straight-line method.

The estimated useful lives are as follows:

Building	20 Years
Vehicles	5 Years
Lease Improvements	5 Years

# THE EPISCOPAL DIOCESE OF PITTSBURGH

## NOTES TO FINANCIAL STATEMENTS

YEARS ENDED DECEMBER 31, 2015 AND 2014

---

Repairs and maintenance that do not extend the lives of the applicable assets are charged to expense as incurred. Gains or losses resulting from retirement or other disposition of assets are included in the change in net assets.

### Property Held for Sale

The Diocese has recorded property from closed parishes that are being held for sale at net realizable value, which represents the estimated fair value of the property less estimated costs to sell at \$646,454 and \$85,031, respectively, as of December 31, 2015 and 2014. Christ the King was sold in March of 2016 for a net gain of \$28,950 and St. Martin's was sold in June 2016 for a net gain of \$550,000.

### Donated Property and Equipment

Donations of property and equipment are recorded as support at their estimated fair value at the date of donation. Absent donor stipulations regarding how long those donated assets must be maintained, the Diocese reports expirations of donor restrictions when the donated or acquired assets are placed in service as instructed by the donor. The Diocese reclassifies temporarily restricted net assets to unrestricted net assets at that time.

### Impairment of Long-Lived Assets

Long-lived assets are reviewed for impairment when circumstances indicate the carrying value of an asset may not be recoverable. For assets that are to be held and used, impairment is recognized when the estimated undiscounted cash flows associated with the asset or group of assets is less than their carrying value. If impairment exists, an adjustment is made to write the asset down to its fair value, and a loss is recorded as the difference between the carrying value and fair value. Fair values are determined based on quoted market values, discounted cash flows, or internal and external appraisals, as applicable. The Diocese did not recognize impairment of any of their long-lived assets in 2015 and 2014.

### Trusts Held by Others

The Diocese has been designated the beneficiary for certain income from funds held in trust, the assets of which are neither in the possession of, nor under the control of, the Diocese. The estimated portion of the fair value of the underlying assets of these trusts and the net realized and unrealized gain (loss) of funds held in trust by others are reported as permanently restricted net assets. Under the terms of these split-interest trust agreements, the Diocese receives periodic payments from the trusts.

# THE EPISCOPAL DIOCESE OF PITTSBURGH

## NOTES TO FINANCIAL STATEMENTS

YEARS ENDED DECEMBER 31, 2015 AND 2014

---

### Income Taxes

The Diocese is exempt from federal income tax under the provisions of Section 501(a) of the Internal Revenue Code. In addition, the Diocese qualifies for the charitable contribution deduction under Section 170(b)(1)(A) and has been classified as a Diocese that is not a private foundation under Section 509(a)(2).

### Contingencies

Certain conditions may exist as of the date the financial statements are issued, which may result in a loss to the Diocese, but which will only be resolved when one or more future events occur or fail to occur. Management of the Diocese and its legal counsel assess such contingent liabilities, and such assessment inherently involves an exercise of judgment. In assessing loss contingencies related to any legal proceedings that are pending against the Diocese or unasserted claims that may result in such proceedings, the Diocese's legal counsel evaluates the perceived merits of any legal proceedings or unasserted claims as well as the perceived merits of the amount of relief sought or expected to be sought therein.

If the assessment of a contingency indicates that it is probable that a material loss has been incurred and the amount of the liability can be estimated, then the estimated liability would be accrued in the financial statements. If the assessment indicates that a potentially material loss contingency is not probable, but is reasonably possible, or is probable but cannot be estimated, then the nature of the contingent liability, together with an estimate of the range of possible loss if determinable and material, would be disclosed.

Loss contingencies considered remote are generally not disclosed unless they involve guarantees, in which case the guarantees would be disclosed.

### Fair Value Measurement

The Diocese has adopted the Fair Value Measurement topic of Accounting Standards Codification (ASC), including all applicable updates, which establish a framework for measuring fair value under accounting principles generally accepted in the United States of America and expanded disclosure about fair value measurement (see Note 5).

### Reclassifications

Certain reclassifications have been made to the accompanying financial statements for the year ended December 31, 2014 to conform to the current year's presentation.

---

# THE EPISCOPAL DIOCESE OF PITTSBURGH

## NOTES TO FINANCIAL STATEMENTS

YEARS ENDED DECEMBER 31, 2015 AND 2014

---

### Subsequent Events

Subsequent events have been evaluated through the Independent Auditor's Report date, which is the date the financial statements were available to be issued.

### **3. 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 judgment, to establish an adequate allowance to absorb possible losses on assessments and loans. Management's judgment 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. Once loans have been determined to be not performing, management will estimate the allowance for loan loss. At this point, interest on the loan stops accruing. During the years ended December 31, 2015 and 2014, the Diocese charged \$695,195 and \$614,634, respectively, to the allowance for doubtful accounts relating to the parishes in the ACNA that have not settled with the Diocese. No interest had been accrued on assessments or loans receivable balances as further described in Note 17 as of December 31, 2015 and 2014.

### **4. NOTE RECEIVABLE**

In August 2011, the Diocese finalized a court-approved agreement with an unaffiliated congregation to sell a parish property in exchange for a promissory note. The sale was recognized in 2011 and the resulting note receivable held is due in 120 monthly installments of \$4,307 each, which includes interest at the rate of 3.0% per annum, followed by 60 installments of \$4,415 each, which includes interest at the rate of 4.0% per annum. The final payment is due in August 2026.

# THE EPISCOPAL DIOCESE OF PITTSBURGH

## NOTES TO FINANCIAL STATEMENTS

YEARS ENDED DECEMBER 31, 2015 AND 2014

### 5. INVESTMENTS

Investments consist of the following at December 31:

	2015	2014
Cash and cash equivalents	\$ 1,529,427	\$ 2,036,561
Mutual funds, fixed income	2,603,591	2,113,941
Equity securities:		
Basic materials	1,429,344	1,811,194
Consumer goods	1,545,780	956,004
Energy	1,428,480	1,606,883
Financial	1,502,812	2,225,791
Healthcare	1,681,508	2,042,881
Industrial goods	813,583	1,384,967
Materials	527,851	684,301
Technology	1,916,090	2,379,084
Telecommunication services	504,745	330,765
Utilities	502,028	240,010
Other	339,410	326,680
Corporate debt securities	2,601,935	2,691,087
U.S. government obligations	3,394,864	3,293,241
Total investments	<u>\$ 22,321,448</u>	<u>\$ 24,123,390</u>

Investments were held in the following accounts at December 31:

	2015	2014
Morgan Stanley, Pool 1	\$ 20,871,337	\$ 22,607,451
Morgan Stanley, Pool 2	1,391,087	1,455,684
Mellon Pooled Income Fund	47,220	48,227
Mellon Seed Account	11,804	12,028
	<u>\$ 22,321,448</u>	<u>\$ 24,123,390</u>



# THE EPISCOPAL DIOCESE OF PITTSBURGH

## NOTES TO FINANCIAL STATEMENTS

YEARS ENDED DECEMBER 31, 2015 AND 2014

---

Investment income consists of the following for the years ended December 31:

	2015	2014
Interest and dividend income	\$ 403,325	\$ 397,412
Net realized and unrealized (losses) gains	(1,448,496)	318,699
Total	<u>\$ (1,045,171)</u>	<u>\$ 716,111</u>

The Fair Value Measurements topic (topic) of the ASC establishes a fair value hierarchy that prioritizes the inputs used to determine fair value and requires the Diocese to classify assets and liabilities carried at fair value based on observability of these inputs. The hierarchy gives the highest priority to unadjusted quoted prices in active markets for identical assets or liabilities and the lowest priority to unobservable inputs. The three levels of fair value hierarchy defined by the topic are:

Level 1: Quoted prices are available in active markets for identical assets or liabilities as of the reported date. Financial assets utilizing Level 1 inputs include active exchange-traded equity securities.

Level 2: Pricing inputs are other than the quoted prices in active markets, which are either directly or indirectly observable as of the reported date. The nature of these assets and liabilities includes items for which quoted prices are available but traded less frequently and items that are fair-valued using other financial instruments, the parameters of which can be directly observed.

Level 3: Assets and liabilities that have little to no pricing observability as of reported date. These items do not have two-way markets and are measured using management's best estimate of fair value, where the inputs into the determination of fair value require significant management judgment or estimation. Level 3 inputs include all inputs that do not meet the requirements of Level 1 or Level 2.

### Determination of Fair Value

The Diocese measures fair value based upon market price, where available. For Level 3 items, the Diocese's valuation is determined by the market value of the underlying investments for interests in charitable remainder and perpetual trusts provided by the trustee as they have no significant observable inputs. Quantitative unobservable inputs of Level 3 items are not developed by the Diocese for measuring fair value. Due to the absence of readily determinable fair values and the inherent uncertainty of valuations, the estimated fair values for private investments may differ significantly from values that would have been

# THE EPISCOPAL DIOCESE OF PITTSBURGH

## NOTES TO FINANCIAL STATEMENTS

YEARS ENDED DECEMBER 31, 2015 AND 2014

used had a ready market for the securities existed. For Level 2 items, fair value estimates include (1) the market approach, (2) the income approach, and (3) cost for a period of time after an acquisition. These valuation methodologies involve significant degree of judgment.

The following represents the fair value hierarchy of the Diocese's financial assets that were recognized at fair value on a recurring basis as of December 31, 2015:

	Fair Value Measurements at Reporting Date Using			
	Quoted Prices in Active Markets for Identical Assets (Level 1)	Significant Other Observable Inputs (Level 2)	Significant Unobservable Inputs (Level 3)	Total
Investments:				
Cash and cash equivalents	\$ 1,406,128	\$ -	\$ -	\$ 1,406,128
Mutual funds, fixed income	1,818,483	-	-	1,818,483
Equity securities	13,100,038	-	-	13,100,038
Corporate debt securities	-	2,601,935	-	2,601,935
U.S. government obligations	-	3,394,864	-	3,394,864
Total investments	<u>\$ 16,324,649</u>	<u>\$ 5,996,799</u>	<u>\$ -</u>	<u>\$ 22,321,448</u>
Trusts held by others:				
Beneficial interest in remainder trusts	\$ -	\$ -	\$ 606,879	\$ 606,879
Beneficial interest in perpetual trusts	-	-	3,410,801	3,410,801
Total trusts held by others	<u>\$ -</u>	<u>\$ -</u>	<u>\$ 4,017,680</u>	<u>\$ 4,017,680</u>

# THE EPISCOPAL DIOCESE OF PITTSBURGH

## NOTES TO FINANCIAL STATEMENTS

YEARS ENDED DECEMBER 31, 2015 AND 2014

The following represents the fair value hierarchy of the Diocese's financial assets that were recognized at fair value on a recurring basis as of December 31, 2014:

	Fair Value Measurements at Reporting Date Using			
	Quoted Prices in Active Markets for Identical Assets (Level 1)	Significant Other Observable Inputs (Level 2)	Significant Unobservable Inputs (Level 3)	Total
Investments:				
Cash and cash equivalents	\$ 2,036,561	\$ -	\$ -	\$ 2,036,561
Mutual funds, fixed income	2,113,941	-	-	2,113,941
Equity securities	13,988,560	-	-	13,988,560
Corporate debt securities	-	2,691,087	-	2,691,087
U.S. government obligations	-	3,293,241	-	3,293,241
Total investments	<u>\$ 18,139,062</u>	<u>\$ 5,984,328</u>	<u>\$ -</u>	<u>\$ 24,123,390</u>
Trusts held by others:				
Beneficial interest in remainder trusts	\$ -	\$ -	\$ 631,124	\$ 631,124
Beneficial interest in perpetual trusts	-	-	3,651,285	3,651,285
Total trusts held by others	<u>\$ -</u>	<u>\$ -</u>	<u>\$ 4,282,409</u>	<u>\$ 4,282,409</u>

A reconciliation for years ended December 31 of fair value measures categorized as Level 3 follows:

	2015	2014
Fair value, beginning of year	\$ 4,282,409	\$ 5,415,557
Unrealized (loss) gain on limited partnership	-	(144,341)
Investment income from beneficial interest in remainder and perpetual trusts	105,365	140,079
Distribution from sale of limited partnership	-	(1,263,322)
Distributions from beneficial interest in remainder and perpetual trusts	(105,365)	(140,079)
Valuation (loss) gain, beneficial interest in remainder trusts	(24,245)	33,589
Valuation (loss) gain, beneficial interest in perpetual trusts	(240,484)	240,926
Balance, end of year	<u>\$ 4,017,680</u>	<u>\$ 4,282,409</u>

The valuation (loss) gain on the trusts held by others is included in the statements of activities.

# THE EPISCOPAL DIOCESE OF PITTSBURGH

## NOTES TO FINANCIAL STATEMENTS

YEARS ENDED DECEMBER 31, 2015 AND 2014

---

The carrying amounts of cash and cash equivalents, which are included in investments, approximate fair value due to the short-term nature of these instruments.

Certificates of deposit, which are included in investments, are valued at fair value by discounting the related cash flows based on current yields of similar instruments with comparable durations considering the credit-worthiness of the issuer.

Mutual funds and equity securities, which are included in investments, are valued at fair value, which are the amounts reported in the statements of financial position, based on quoted market prices for identical securities in active markets that the Diocese has the ability to access at the measurement date.

Corporate debt securities and U.S. government obligations, which are included in investments, are valued at fair value, which are the amounts reported in the statements of financial position, based on quoted market prices for similar securities in active markets that the Diocese has the ability to access at the measurement date.

The beneficial interest in the remainder trusts is valued at fair value, which is the amount reported in the statements of financial position, based on the Diocese's beneficial interest in the closing prices of the underlying assets of the trusts, with incorporation of the donor's life expectancy in the calculation used to discount the future benefit to present value.

The beneficial interest in perpetual trusts is valued at fair value, which is the amount reported in the statements of financial position, based on the Diocese's interest in the fair value of the assets held by the trusts.

### **6. ENDOWMENTS**

Endowments consist of various investment funds established primarily for operating needs of the Diocese and includes donor-restricted endowment funds. As required by accounting principles generally accepted in the United States of America, net assets associated with endowment funds are classified and reported based on Pennsylvania state law and the existence or absence of donor-imposed restrictions.

Investment Return Objectives, Risk Parameters, and Strategies - The Diocese has adopted written investment and spending policies, approved by the Board, for endowment assets that attempt to provide a predictable stream of funding to programs supported by its endowment funds while also maintaining the purchasing power of those endowment assets over the long-term. Investment risk is measured in terms of the total endowment fund. Investment assets and allocation between asset classes and strategies are managed to not expose the fund to

---

# THE EPISCOPAL DIOCESE OF PITTSBURGH

## NOTES TO FINANCIAL STATEMENTS

YEARS ENDED DECEMBER 31, 2015 AND 2014

unacceptable levels of risk. Endowment assets are managed by a committee of the Board and are invested in a well-diversified asset mix, which includes equity and debt securities.

Spending Policy - The Diocese is governed by the Commonwealth of Pennsylvania's Act 141. Act 141 is a total return policy that allows a nonprofit to treat a percentage of the average market value of the endowment's investments as income each year. The Diocese established a policy of appropriating for distribution each year 4.5% of the average monthly value of the endowment assets over the prior four years. In establishing these policies, the Diocese considered the long-term expected return on its investment assets, the nature and duration of the individual endowment funds, many of which must be maintained in perpetuity because of donor restrictions, and the possible effects of inflation.

The following schedules represent the change in donor-restricted endowment funds by net asset type for the years ended December 31, 2015 and 2014:

	2015			
	Unrestricted	Temporarily Restricted	Permanently Restricted	Total
Endowment assets, beginning of year	\$ -	\$ -	\$ 9,115,507	\$ 9,115,507
Investment return	-	-	(465,014)	(465,014)
Amounts appropriated for expenditures	213,895	34,083	(247,978)	-
Amounts expended	(213,895)	(34,083)	-	(247,978)
Endowment assets, end of year	<u>\$ -</u>	<u>\$ -</u>	<u>\$ 8,402,515</u>	<u>\$ 8,402,515</u>
	2014			
	Unrestricted	Temporarily Restricted	Permanently Restricted	Total
Endowment assets, beginning of year	\$ -	\$ -	\$ 9,337,629	\$ 9,337,629
Investment return	-	-	(9,402)	(9,402)
Amounts appropriated for expenditures	179,631	33,089	(212,720)	-
Amounts expended	(179,631)	(33,089)	-	(212,720)
Endowment assets, end of year	<u>\$ -</u>	<u>\$ -</u>	<u>\$ 9,115,507</u>	<u>\$ 9,115,507</u>

# THE EPISCOPAL DIOCESE OF PITTSBURGH

## NOTES TO FINANCIAL STATEMENTS

YEARS ENDED DECEMBER 31, 2015 AND 2014

---

### 7. FIXED ASSETS

Fixed assets as of December 31, 2015 and 2014 include:

	2015	2014
Land and buildings	\$ 2,328,414	\$ 2,328,414
Vehicles	11,715	11,715
Leasehold Improvements	219,252	-
	<u>2,559,381</u>	<u>2,340,129</u>
Accumulated depreciation	<u>(815,789)</u>	<u>(708,057)</u>
	<u>\$ 1,743,592</u>	<u>\$ 1,632,072</u>

### 8. BISHOP'S RESIDENCE

During 2007, the Diocese constructed a residence for its then incumbent Bishop, and entered into an agreement with that Bishop and his wife, which provides that the residence may be utilized by the Bishop and his wife until death. The agreement contains provisions requiring the Bishop to make 360 monthly payments of \$1,597, which began on December 16, 2007. The agreement is being accounted for as an operating lease. The agreement contains put and call provisions that give the Bishop the right and option to require the Diocese to reimburse certain amounts if he and his wife vacate the property prior to 2037.

### 9. COMMITMENTS

The Diocese guaranteed multiple debts in the original principal amount of \$4,848,516 for certain parishes within the Diocese. These notes mature through 2031 and interest rates range from approximately 3% to 5%. Each parish's building serves as underlying collateral for the loans. The amount of guaranteed debt outstanding as of December 31, 2015 and 2014 is \$2,082,147 and \$2,160,071, respectively. Beginning in April 2012, the Diocese came forward to make the monthly payments for a guaranteed mortgage; the parish was unable to make the payments directly. As required by accounting principles generally accepted in the United States of America, the Diocese recorded that debt on its balance sheet as described in Note 10.

# THE EPISCOPAL DIOCESE OF PITTSBURGH

## NOTES TO FINANCIAL STATEMENTS

YEARS ENDED DECEMBER 31, 2015 AND 2014

---

### 10. MORTGAGE PAYABLE AND LINE OF CREDIT

During 2012, the Diocese began to make the payments on a parish's mortgage with a balance of \$1,005,781 that is payable to First National Bank. The debt was refinanced in March 2013 when the principal amount owed was \$947,246. The interest rate is 3.90% and monthly payments are \$5,718. The entire principal balance and accrued interest, if any, is fully due and payable on February 1, 2023. As of December 31, 2015 and 2014, the principal balance is \$852,333 and \$886,512, respectively. The future scheduled debt payments (which the Diocese expects the parish to resume as soon as it is able to do so) are as follows:

2016	\$	36,001
2017		37,431
2018		38,917
2019		40,462
2020		42,069
Thereafter		<u>657,453</u>
Total	\$	<u><u>852,333</u></u>

During 2014, the Diocese obtained a portfolio loan account with Morgan Stanley Bank. The loan account allows for borrowings to a maximum of \$14,943,000 for the years ended December 31, 2015 and 2014. This loan account is secured by the Diocese's investments at Morgan Stanley. The amount outstanding on the portfolio loan account at December 31, 2015 and 2014 was \$0. The interest rate as of December 31, 2015 and 2014 was 2.18% and 1.92%, respectively. Subsequent to year-end, the Diocese borrowed \$612,858 on behalf of a parish. The Diocese currently is making interest only payments.

### 11. OPERATING LEASE

In July 2011, the Diocese entered into an operating lease for office space for a term of six months, expiring January 31, 2012. The lease has continued on a month-to-month basis through June 30, 2015. Rental expenses for the years ended December 31, 2015 and 2014 were \$13,936 and \$27,872, respectively.

The Diocese also leases two vehicles under non-cancelable operating leases, which require monthly payments. Future minimum rentals under the non-cancelable operating leases are \$1,737 and \$2,756 for 2016 and 2017, respectively.

In 2015, the Diocesan offices moved to space within Trinity Episcopal Cathedral. The formal lease agreement was signed May 2015 and is effective until June 30, 2020. The total

---

# THE EPISCOPAL DIOCESE OF PITTSBURGH

## NOTES TO FINANCIAL STATEMENTS

YEARS ENDED DECEMBER 31, 2015 AND 2014

---

rent payment for 2015 totaled \$11,250. Beginning January 1, 2016 and continuing until June 30, 2020, the Diocese will pay \$2,916.67 per month (\$35,000 annually) for rent of the space. The future rent payments are as follows:

2016	\$	35,000
2017		35,000
2018		35,000
2019		35,000
2020		17,500
Total	\$	<u>157,500</u>

### 12. FUNCTIONAL EXPENSES

The Diocese's expenses are summarized on a functional basis as follows:

	<u>2015</u>	<u>2014</u>
Program	\$ 585,897	\$ 683,622
Administrative	<u>569,822</u>	<u>620,143</u>
Total functional expenses	<u>\$ 1,155,719</u>	<u>\$ 1,303,765</u>

The costs of providing the various programs and other activities have been allocated among program and administrative based primarily upon direct charges.

### 13. PENSION PLANS

The Diocese contributes to a church-wide defined contribution pension plan for eligible lay employees called The Episcopal Church Lay Employees' Retirement Plan (Plan). The Diocese contributes 11% of the participant's eligible compensation with an additional 4% match. Pension expense under this plan was \$16,456 and \$18,790 for the years ended December 31, 2015 and 2014, respectively.

The Diocese also contributes to a church-wide defined benefit pension plan for the clergy called the Church Pension Fund Clergy Pension Plan. This Plan's EIN number is 13-5562193 and does not have a separate plan number. A funded status ratio in excess of 100% indicates that there are sufficient reserves as of the reporting date to pay currently accumulated benefits. The Diocese contributes 18% of the clergy's eligible compensation. Total pension expense under this plan, as assessed by the administrator of the church-wide



# THE EPISCOPAL DIOCESE OF PITTSBURGH

## NOTES TO FINANCIAL STATEMENTS

YEARS ENDED DECEMBER 31, 2015 AND 2014

---

plan, was \$59,706 and \$59,885 for the years ended December 31, 2015 and 2014, respectively, which does not exceed 5% of total plan contributions from all employers.

Actuarial Valuation *:	March 31, 2016	March 31, 2015
Actuarial Value of Assets	\$ 8,300,000,000	\$ 8,300,000,000
Actuarial Accrued Liability	\$ 6,700,000,000	\$ 6,900,000,000
Excess of Assets Over Liabilities	\$ 1,600,000,000	\$ 1,400,000,000
Funded Ratio	124%	120%
Expiration of Collective-bargaining Agreement	N/A	N/A
Implemented rehabilitation plan	N/A	N/A
Employer surcharge	N/A	N/A
Future minimum contributions	18% of salary annually	18% of salary annually

\* - Amounts represent the Church Pension Fund Clergy Pension Plan

Participation in multi-employer benefit plans includes the risk that the Diocese contributions could be used to provide benefit payments of other participating employers or for unfunded obligations of the plan.

Additional information for the Church Pension fund is available in The Church Pension Group Annual Report - 2015 at: <https://www.cpg.org>.

# THE EPISCOPAL DIOCESE OF PITTSBURGH

## NOTES TO FINANCIAL STATEMENTS

YEARS ENDED DECEMBER 31, 2015 AND 2014

---

### 14. BOARD-DESIGNATED NET ASSETS

Board-designated net assets and certain income derived therefrom have been designated by the Board or General Convention for the following purposes at December 31:

	2015	2014
Community Service Fund	\$ 2,717,221	\$ 2,957,616
Plant Fund	2,861,186	2,225,172
Growth Fund	1,973,704	2,090,452
Bishop's Fund	1,395,810	1,567,993
Church Multiplication Fund	415,302	473,158
Bishop's Residence Fund	394,065	411,362
Clergy Relief	253,519	243,778
Seminarian Aid	103,990	106,201
Other	352,256	368,243
Total	<u>\$ 10,467,053</u>	<u>\$ 10,443,975</u>

### 15. TEMPORARILY RESTRICTED NET ASSETS

Temporarily restricted net assets are available for the following purposes:

	2015	2014
Beneficial interest in charitable remainder trusts	\$ 606,879	\$ 631,124
Bishop's discretionary and other funds	65,034	46,924
Other mission support	4,260	7,571
	<u>\$ 676,173</u>	<u>\$ 685,619</u>

# THE EPISCOPAL DIOCESE OF PITTSBURGH

## NOTES TO FINANCIAL STATEMENTS

YEARS ENDED DECEMBER 31, 2015 AND 2014

---

### 16. 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. Permanently restricted net assets are held to support the following purposes:

	2015	2014
Episcopal support	\$ 5,058,671	\$ 5,443,522
Parish and mission support	3,284,543	3,498,848
Bishop's Fund	682,450	744,137
Chaplaincy programs	585,230	631,755
Episcopal Church Women	535,752	583,736
Parish and mission grants and loans	499,271	544,016
Seminarian support	305,133	332,692
Charitable and religious purposes	287,370	313,325
Other	574,896	675,547
	<u>\$ 11,813,316</u>	<u>\$ 12,767,578</u>

### 17. LEGAL MATTERS

In October 2008, a vote led by certain former leaders of the Diocese at the annual Diocesan convention resulted in resolutions to amend the Diocesan constitution and canons to withdraw the Diocese from The Episcopal Church and align it with the Anglican Province of the Southern Cone. The validity and legal effect of this withdrawal vote remains in dispute. The former leaders, identifying themselves as the Anglican Diocese of Pittsburgh, a member of the Anglican Church in North America (ACNA Diocese), retained control of Diocesan assets and asserted their position that a 2005 stipulation required the ACNA Diocese to continue to hold and administer the Diocesan property even though its members had left The Episcopal Church. In October 2009, the Court of Common Pleas of Allegheny County, Pennsylvania disagreed with the ACNA Diocese's contention and ruled that the Episcopal Diocese of Pittsburgh of The Episcopal Church of the United States of America is the rightful trustee of the stipulated property and ordered the appointment of a special master to identify the real and personal property subject to the stipulation. The court did not need to rule on the validity or legal effect of the 2008 withdrawal vote, but did rule that even if the withdrawal vote was valid, it could not extinguish the diocese created and recognized by the Episcopal Church. On January 27, 2010, the Court of Common Pleas of Allegheny County, Pennsylvania accepted and adopted the report of the special master regarding the scope of the property to be held and administered by the Diocese.

# THE EPISCOPAL DIOCESE OF PITTSBURGH

## NOTES TO FINANCIAL STATEMENTS

YEARS ENDED DECEMBER 31, 2015 AND 2014

---

The ACNA Diocese filed an appeal with the Commonwealth Court of Pennsylvania and on February 2, 2011, the Commonwealth Court of Pennsylvania affirmed the order of the Court of Common Pleas of Allegheny County, Pennsylvania in all respects. The ACNA Diocese filed a petition for re-argument which the Commonwealth Court of Pennsylvania denied on March 29, 2011. On April 28, 2011, the ACNA Diocese filed a petition for allowance of an appeal to the Supreme Court of Pennsylvania, which that Court denied by an order dated October 17, 2011. There are no further rights of appeal.

These now final court rulings apply, among other property, to the real property used by 24 congregations that had identified themselves as part of the ACNA Diocese rather than the Diocese. In 2011 and 2012, the Diocese and two of these 24 congregations signed agreements for the acquisition of the property from the Diocese on terms reviewed by the Office of the Attorney General and approved by the Board and the Court of Common Pleas. In 2012, three parishes returned to active participation in the Diocese. A fourth parish returned to active participation in the Diocese in 2013. The Diocese has encouraged the rest of the affected congregations to remain in the property pending further study, but some have elected to leave. In two locations where this has occurred, the Diocese is financially supporting the rebuilding of the parish as an active parish of the Diocese. In other locations where this has occurred, the Diocese is seeking alternative short-term uses of the property. In addition, there are approximately 14 parishes that have identified themselves as part of the ACNA Diocese where the existing court rulings are not fully dispositive because the real estate was titled in the name of the respective parish. The Diocese maintains that these parishes and each of these properties remains with the Episcopal Diocese of Pittsburgh, and that both the parishes and the properties (real and personal) are subject to the authority and canons of the Diocese and a trust interest for the benefit of the Diocese and Episcopal Church. The Diocese has extended a "without prejudice" invitation to these congregations to negotiate regarding the parish property and has entered into a standstill and tolling agreement with the majority of the congregations to facilitate such discussions. Currently, management is unable to evaluate the likelihood of an unfavorable outcome to these negotiations regarding parish property or the possibility that litigation will become necessary in the future.

The Diocese is a beneficiary of ten irrevocable charitable remainder trusts. The estimation of the fair value of the Diocese's interest in these trusts is subjective and requires significant judgment.

Management's valuation of investments is based on the investment's fair value. The Diocese's investments are exposed to various risks, such as interest rate, market, and credit risk. Due to the level of risk associated with investments and the level of uncertainty related to changes in the value of investments, it is at least reasonably possible that significant changes in risks in the near-term may materially affect the amounts reported in the financial statements. We evaluated the key factors and assumptions used to develop the valuation of investments in determining that it is reasonable in relation to the financial statements taken as a whole.

Management's estimates of the allowance for uncollectable assessments and allowance for loan loss are based on past history with the related organizations and the Diocese's expectations of future payments. The allowance estimates are reviewed and approved by management of the Diocese. We evaluated the key factors and assumptions used to develop the allowances for uncollectable assessments and loan receivable in determining that they are reasonable in relation to the financial statements taken as a whole.

The Diocese and various parishes have pooled their investments in order to obtain a better rate of return on the investments. The Diocese calculates a net asset value and per share price for the pooled investments and allocates on a per share basis the income, realized and unrealized gains and losses to the individual accounts held by the Diocese and the various parishes.

### Disclosures

Certain financial statement disclosures are particularly sensitive because of their significance to financial statement users. The most sensitive disclosures affecting the financial statements were:

- The Diocese's investments and their valuation in Note 5;
- The Diocese's guarantee of parish loans and their commitment to make a parish's loan payments in Note 9;
- The Diocese's assumed payments for a guaranteed mortgage in Note 10; and
- The Diocese's legal matters in Note 17.

The financial statement disclosures are neutral, consistent, and clear.

### Difficulties Encountered in Performing the Audit

We encountered no significant difficulties in dealing with management in performing and completing our audit.

### Corrected and Uncorrected Misstatements

Professional standards require us to accumulate all known and likely misstatements identified during the audit, other than those that are trivial, and communicate them to the appropriate level of management. Our audit did not result in the identification of any material adjustments or any significant waived adjustments.

#### Disagreements with Management

For purposes of this letter, professional standards define a disagreement with management as a financial accounting, reporting, or auditing matter, whether or not resolved to our satisfaction, that could be significant to the financial statements or the auditor's report. We are pleased to report that no such disagreements arose during the course of our audit.

#### Management Representations

We have requested certain representations from management that are included in the management representation letter dated August 25, 2016.

#### Management Consultations with Other Independent Accountants

In some cases, management may decide to consult with other accountants about auditing and accounting matters, similar to obtaining a "second opinion" on certain situations. If a consultation involves application of an accounting principle to the Diocese's financial statements or a determination of the type of auditor's opinion that may be expressed on those statements, our professional standards require the consulting accountant to check with us to determine that the consultant has all the relevant facts. To our knowledge, there were no such consultations with other accountants.

#### Issues Discussed Prior to Retention of Independent Auditors

We generally discuss a variety of matters, including the application of accounting principles and auditing standards, with management each year prior to retention as the Diocese's auditors. However, these discussions occurred in the normal course of our professional relationship and our responses were not a condition to our retention.

#### Other Matters

Matters involving internal control and other operational matters are communicated in our management letter dated August 25, 2016.

\* \* \* \* \*

This information is intended solely for the use of the Diocesan Council, Board of Trustees, and management of the Diocese, and is not intended to be, and should not be, used by anyone other than these specified parties.

Very truly yours,

*Maher Duessel*

Pittsburgh, Pennsylvania  
August 25, 2016

# **2017 Compensation Guide for Clergy and Lay Employees**

**Episcopal Diocese of Pittsburgh**



**Recommended by Diocesan Council  
October 11, 2016**

**Episcopal Diocese of Pittsburgh**

325 Oliver Avenue, Suite 300

Pittsburgh, PA 15222

412-721-0853

[office@episcopalpgh.org](mailto:office@episcopalpgh.org)

# TABLE OF CONTENTS

<b>Introduction .....</b>	<b>Page 3</b>
<b>Definitions and Policies .....</b>	<b>Pages 4-9</b>
<ul style="list-style-type: none"><li>• Total Compensation, Clergy</li><li>• Housing Allowance</li><li>• Self-Employment Tax Allowance</li><li>• Equity Allowance</li><li>• Compensation, Lay Employee</li><li>• Other Allowances (Travel, Relocation, Continuing Education)</li><li>• Sabbatical Leave</li><li>• Mandatory and Recommended Benefits</li><li>• Advocacy in Negotiation</li><li>• Letters of Agreement</li></ul>	
<b>Clergy and Congregations: Situations of Ministry and Deployment .....</b>	<b>Pages 10-12</b>
<ul style="list-style-type: none"><li>• “Types” of Congregational Ministry Settings</li><li>• Categories of Clergy Deployment (Settled Full Time, Settled Part Time, Assistants, Supply)</li></ul>	
<b>Appendix A: Register of Congregational Ministry Settings by Type .....</b>	<b>Page 13</b>
<b>Appendix B: Clergy Compensation .....</b>	<b>Pages 14-16</b>
<b>Appendix C: Pension Benefits, Clergy and Lay Employees .....</b>	<b>Page 17</b>
<b>Appendix D: Resource: Clergy Housing Allowance Designation Language .....</b>	<b>Pages 18-19</b>
<b>Appendix E: Resource: Mileage and Transportation Expense Documentation .....</b>	<b>Page 20</b>



## INTRODUCTION

The purpose of this Compensation Guide is to provide – for the Bishop’s Wellness Committee, Parish Vestries, and Institutional Boards – standards for the proper compensation, including cash salary, allowances, and benefits, of clergy and lay employees in the Episcopal Diocese of Pittsburgh.

The Guide is applicable to the diocese, to all congregations in the diocese, and to any other institution under the authority of the Constitution and Canons of the Episcopal Diocese of Pittsburgh.

The terms of compensation of the Bishop are to be reviewed annually and recommended to the Diocesan Council for the Budget of the Diocese by a Bishop’s Wellness Committee. The Committee is to be comprised of the President of the Standing Committee, President of the Board of Trustees, and the President of Diocesan Council. The Committee is to meet with the Bishop semi-annually to review compensation and wellness issues with the Bishop.

The terms of compensation of other clergy and of lay employees serving in the Diocesan Office are recommended to the Diocesan Council by the Bishop for inclusion in the annual diocesan budget.

For parishes, other congregations, and other institutions under diocesan authority it is the responsibility of each Vestry, Board, or similar governing body to use these minimum and recommended Compensation Guidelines, approved by Diocesan Council and authorized by the Annual Convention of the Diocese, in determining the compensation levels for clergy and for lay employees for whom that body may be responsible.

Both clergy and vestries or similar bodies have access to the Bishop’s Office and to the Compensation Committee of Diocesan Council to seek clarification of elements of the guide or to seek resolution of conflicts that may arise in applying the guide to particular situations.

Respectfully Submitted,

The Compensation Committee of Diocesan Council:

The Rev. Dr. Michelle Boomgaard  
Ms. Suzanne DeWalt  
The Rev. Kris Opat  
Mr. James Neral  
The Rev. Dr. Bruce Robison

Ex officio: The Rev. Lou Hays; The Rev. Canon Dr. Ted Babcock; The Rt. Rev. Dorsey McConnell; and Ms. Kathi Workman

## **CLERGY AND LAY EMPLOYEE COMPENSATION: DEFINITIONS AND POLICIES**

### **TOTAL COMPENSATION, CLERGY**

Clergy Compensation is appropriately guided by the resources available in the ministry situation in which the ministry is offered and by the level of responsibility and commensurate skill and experience required.

Clergy Compensation Letters of Agreement and subsequent specification of clergy compensation will specify and limit the figure of Total Compensation to include only those elements of compensation subject to assessment by the Church Pension Fund – the total of: (1) Cash Salary, (2) Housing/Utility Allowance or the amount specified in this guide to calculate the value of Housing/Utilities Provided (with additional Housing/Utility Allowance, (3) Equity Allowance, and (4) recommended Self-Employment Tax Allowance, as described and treated in this Guide.

Additional elements of compensation, such as the costs of pension assessments and contributions, health insurance, travel and professional allowances, and discretionary and benevolence funds are not included in the Total Compensation calculation.

### **TOTAL COMPENSATION: CASH SALARY**

For the purpose of this Guide, “Cash Salary” refers to that portion of Total Compensation in addition to provided Housing and Utilities, Housing Allowance, Equity Allowance, and/or Social Security/Medicare Self-Employment Tax Allowance.

### **TOTAL COMPENSATION: HOUSING AND HOUSING ALLOWANCES**

When church-owned housing and utilities are provided for the use of ordained clergy, the Internal Revenue Service currently allows their value to be excluded from the calculation of income subject to Federal Income Tax. In such situations, the Minimum and Recommended Total Compensation amounts designated in this Guide may be reduced by 25%.

When church-owned housing and utilities are not provided, clergy are permitted to designate in advance a portion of their income no greater than the fair market rental value of house, furnishings, and utilities, as a Housing Allowance, and this designated portion of their income is not subject to Federal Income Tax. A Designated Housing Allowance must be recorded in the official records of the congregation or other employer and should be identified on budget forms.

When housing and utilities are provided, an additional amount of Clergy Compensation may be designated as Housing Allowance (see below) to the extent allowable by the Tax Code. Two model Housing Allowance provisions are provided in this Guide at Appendix E. *It is important to remind Clergy that the fair market rental value of provided furnished housing and utilities, and/or of any Housing /Utility Allowance, are subject to Self-Employment Tax and are to be reported on Schedule SE of IRS Form 1040.*

## **TOTAL COMPENSATION: OTHER INCLUDED ALLOWANCES** **SOCIAL SECURITY SELF-EMPLOYMENT TAX ALLOWANCE**

For the purposes of Payroll Taxes related to Social Security and Medicare, all ordained clergy are considered self-employed. When desired and by negotiation, an allowance for clergy's social security self-employment tax (SECA), currently 15.3%, may be paid directly to the member of the clergy as an additional compensation.

The recommended method of administration of IRS-required and SECA taxes is through payroll withholding. NOTE: This income is fully taxable and reportable as income to the clergy. The amount of any Self-Employment Tax Allowance is included within, not in addition to, the Minimum and Recommended Total Compensation figures in this Guide.

## **EQUITY ALLOWANCE**

The 133rd Annual Convention of the Diocese of Pittsburgh adopted a resolution stating that effective January 1, 1999, Letters of Agreement *for all clergy living in church-provided housing* shall include an additional category of compensation entitled "Housing Equity Allowance," and it was further resolved that the specific amount of the Housing Equity Allowance shall be calculated by using a percentage of the value designated for housing on the assessment form of the Church Pension Fund (30 percent of cash stipend plus utilities) or an amount agreed upon between the clergy and the parish. NOTE: This income is fully taxable and reportable as income to the clergy. The amount of any Equity Allowance is included within, not in addition to, the Minimum and Recommended Total Compensation figures in this Guide.

## **LAY EMPLOYEE COMPENSATION**

*Canonically mandatory pension benefits for lay employees regularly scheduled to work 1,000 hours per year or more are described in Appendix C of this Guide. Canonically mandatory Denominational Health Plan benefits for lay employees regularly scheduled to work 1,500 hours per year or more are described in "2017 Policies for Clergy and Lay Participation in the Denominational Health Plan of the Episcopal Church," available from the diocese.*

Parishes and other employers subject to the authority of the Episcopal Diocese of Pittsburgh shall comply with applicable Federal and State employment law, including Federal, State, and Local Minimum Wage and Occupational Health and Safety regulations. FORMA, the American Guild of Organists, the Association of Anglican Musicians, and other organizations serving Lay Professional Ministers of the Episcopal Church may offer recommended guidelines for Lay Professional compensation. **A survey of compensation practices in non-profit organizations in our region may be found at the following hyperlink. Due to the age of the data, a 10% aging factor is suggested to be added to the data to bring it to a fair 2017 representation.** <http://bcnm.rmu.edu/ProgramsServices/cmp-media/docs/BayerCenter/wbsurvey2012.pdf>

**MANDATORY ALLOWANCES  
NOT INCLUDED WITHIN “TOTAL COMPENSATION”  
FOR CLERGY AND LAY EMPLOYEES**

**TRAVEL (JOB-RELATED)**

Each congregation or other institution subject to this Guide shall provide clergy and lay employees either a monthly, job-related Travel Allowance or an accountable reimbursement plan utilizing the IRS per mile reimbursement rate set annually by the Diocesan Council. It is recommended that the vestry adopt an accountable reimbursement plan. Reimbursements paid under an accountable plan are not reportable by the employer or employee as taxable income, unlike the monthly allowance which is taxable. The accountable plan is a significant advantage to the clergy. Note: When the accountable reimbursement plan is adopted by the vestry it applies to all employees – clergy or lay.

If employees are paid at a rate in excess of the IRS per mile reimbursement rate, under IRS revenue ruling 84-127, the entire reimbursement must be added to the wages reported on form W-2. The clergy can then claim a deduction of the IRS per mile rate on IRS Form 2106 for the business mileage. This is not recommended.

Clergy and lay employees should keep in mind that travel expenses either reimbursed as an allowance or under an accountable reimbursement plan must be documented. See APPENDIX F for a sample documentation form. In the event of an audit, the IRS may request the documentation of these expenses.

**RELOCATION (MOVING) ALLOWANCE**

When a congregation or other institution issues a call following the election of a clergy person to a full-time, settled position of ministry, the calling congregation or other institution shall pay the negotiated expenses associated with the relocation.

**CONTINUING EDUCATION ALLOWANCE**

All clergy, as required by canon and all lay ministry professionals are encouraged to engage in regular continuing education to strengthen their ministries. Parishes are expected to provide both time and money to make such study possible. Continuing education should be focused on vocational development, workshops, courses or intentional study in areas that undergird present or future ministry and develop or strengthen talents and skills. This time is not to be used as additional vacation or leisure time.

Congregations and other institutions shall designate a stated allowance amount in the annual budget (in previous years the Continuing Education Subcommittee of the Commission on Ministry recommended \$500 to \$1,000 for each full-time clergy person or lay employee) toward the expenses of continuing education.

## **SABBATICAL LEAVE**

After five years of continuous service in a parish or in the service of the Diocese, clergy in full-time ministry appointments are eligible for a period of paid sabbatical leave, accrued at the rate of two weeks per year of service, up to a maximum of three months (14 weeks) of paid leave. (Some slightly longer sabbaticals have been negotiated, with the additional leave paid or unpaid, depending on terms of the negotiation.) It is recommended that full-time lay ministry professionals be offered a similar sabbatical opportunity. Parishes should build provision into their budgets to cover the expenses of a sabbatical, which include program and travel costs as well as liturgical and pastoral care coverage for the parish. Limited diocesan aid may be available to help defray the cost of supply clergy and other expenses for the parish during the priest's sabbatical. The purposes of the sabbatical are to promote personal, spiritual, professional, and academic enrichment for continued ministry. A written description of the sabbatical plan should be submitted to the Bishop no less than 90 days before it commences.

### **DESCRIPTION OF MANDATORY AND RECOMMENDED BENEFITS: CLERGY AND LAY EMPLOYEES**

*Note that any costs to the parish or other employer of the mandatory and recommended benefits required below are **not** included in the calculation of Minimum or Recommended "Total Clergy Compensation."*

## **CHURCH PENSION FUND: CLERGY AND LAY EMPLOYEES**

Title I, Canon 8, Section 3 of the Constitution and Canons of the Protestant Episcopal Church in the United States of America requires the diocese, parish, mission, and other ecclesiastical organizations to pay the Church Pension Fund Assessment for the Bishop and clergy, and to pay the contribution for lay employees scheduled to work 1,000 hours or more each year. See Appendix C for more information on this topic.

## **DENOMINATIONAL HEALTH PLAN: CLERGY AND LAY EMPLOYEES**

Medical/Dental group insurance as provided by the Denominational Health Plan of The Episcopal Church is required to be offered to clergy and lay employees scheduled to work 1,500 hours or more each year. Policies governing this matter are found in a separate document available from the diocese entitled "2017 Policies for Clergy and Lay Participation in the Denominational Health Plan of the Episcopal Church."

## **SHORT-TERM/LONG-TERM DISABILITY**

Parishes and other employers of full-time active clergy members are expected to continue the clergy member's salary and benefits during any period of disability that does not exceed one year. At no additional cost to the parish or employer, The Church Pension Fund provides a subsidy of up to 70% of the clergy member's total compensation, capped at \$1,000 per week for a maximum period of 52 weeks, to the parish/employer while the clergyperson recovers. This subsidy becomes available after 30 consecutive days of total or partial disability, except for childbirth. In the case of childbirth, the subsidy is immediately available without a 30-day wait period, but the subsidy is limited to twelve (12) weeks.

This subsidy is available to parishes/employers *only* when the disabled clergy member's pension assessments are fully paid and up-to-date *and* the parish/employer is continuing to pay the clergy member. Where a parish/employer terminates the employment of a clergy member during a period of short-term disability, the subsidy is instead paid to the clergy member. Liberty Mutual Insurance Company is the administrator for the clergy benefit which is managed and funded by The Church Pension Fund.

*Addressing a disability properly will usually require help and guidance. Therefore, as soon as a clergy member or senior warden of any parish becomes aware of a condition that might trigger entitlement to a disability subsidy, the diocesan office must be notified immediately.*

The Church Pension Fund also provides long-term disability benefits for clergy at no additional cost. *If the clergy member's illness is prolonged beyond 360 days, or is expected to last beyond 360 days, the clergyperson or his/her representative should initiate a claim for Long-Term Disability Benefits through The Church Pension Fund.* The diocesan office can provide the forms necessary to make a claim for long-term disability plan benefits and assist in the completion of those forms.

Congregations and other employers within the diocese are encouraged to provide short-term and long-term disability insurance benefits for full-time lay employees. These benefits can be made available for purchase by either the employer or lay employee. Liberty Mutual Insurance Company is the provider and administrator for the lay benefits. Parishes and employers are strongly encouraged to discuss short- and long-term disability benefits with all employees at the beginning of employment so that each employee can take appropriate measures to secure adequate disability coverage.

## **SUPPLEMENTAL LIFE INSURANCE BENEFITS**

All clergy listed in Active Status with The Church Pension Fund are provided with a Group Term Life Insurance Benefit equal to four times total annual compensation, up to \$100,000. Clergy and their spouses have the ability to purchase additional insurance coverage from the Church Life Insurance Corporation and the Pennsylvania Widows Corporation. Please contact the diocesan office for additional information. Supplemental Life Insurance may be included as an additional negotiated benefit in Clergy or Lay Employee Letters of Agreement. Congregations and other employers within the diocese are *encouraged* to provide life insurance benefits for full-time lay employees.

## **ADVOCACY FOR CLERGY AND LAY EMPLOYEES** **DURING COMPENSATION/BENEFIT NEGOTIATIONS**

At the time of determining the annual budget in congregations, clergy and lay employees often find it difficult to negotiate for an adjustment in compensation and benefits. Negotiation is not a skill that everyone possesses. In response to this reality, the Compensation Committee notes that clergy and lay employees may ask an advocate to represent his or her needs and desires to the vestry or budget committee.

## **LETTERS OF AGREEMENT**

For Clergy, the Bishop requires that prior to beginning a compensated ministry within the Diocese of Pittsburgh, a Letter of Agreement, specifying Terms of Call and Compensation, has been signed by the Clergy Person, the Senior Warden or other officer of the Parish or employing Organization, and the Bishop. An original, signed copy of the Letter of Agreement is to be maintained in the files of the Diocesan Office. Terms of compensation within the Letter of Agreement are to be reviewed annually, and the entire Letter of Agreement should be reviewed and updated periodically.

It is strongly recommended that similar, periodically updated Letters of Agreement be created/updated for all Lay Employees as well.

## **CLERGY AND CONGREGATIONS: SITUATIONS OF MINISTRY AND DEPLOYMENT**

### **PARISH “TYPE” DESCRIPTIONS**

The descriptions of each congregational situation, and particularly of the clergy responsibility level, are provided to help the congregation assess their level of functioning and ministry development. The “types” are determined by a mix of factors, including size of active congregation, available financial resources, and style of ministry.

TYPE 1 – May include lay-led parishes, diocesan church plants or “restart” congregations, and missions utilizing part-time clergy, shared clergy, supply clergy, or deacons

TYPE 2 – Smaller parishes with settled full or part-time clergy and lay volunteers filling most other staff roles

TYPE 3 – Mid-sized parishes with settled full or part-time clergy and a mix of paid and volunteer staff

TYPE 4 – Larger parishes with complex programming and some paid lay and clergy staffing

TYPE 5 – Larger parishes with complex programming and multiple paid lay and clergy staffing

See Appendix A for the 2017 breakdown of Diocesan parishes by Type.



## **CLERGY MINISTRY DEPLOYMENT DEFINITIONS**

### **CLERGY DEPLOYED IN FULL-TIME MINISTRY SITUATIONS**

Full-time clergy may either hold canonically elected and tenured positions (Rectors) or be non-tenured Priests-in-Charge and other Associate or Assistant positions. Appendix B of the Compensation Guide relates the five patterns or “types” of deployment situations with minimum and recommended Total Compensation guidelines for full-time ministry in these situations. The location of a ministry situation within these guidelines is somewhat flexible and takes into account a number of factors including the size of the active congregation, available resources (both human and financial), and the scope and complexity of the ministry and parish programs. Parishes and settled full-time and part-time clergy are to have a signed Letter of Agreement that is regularly updated. Clergy serving in a shared situation shall be paid as full-time if their time commitment total among all participating parishes is 100% or 48 hours per week.

### **FULL TIME CALCULATION, DAYS OFF, AND VACATION**

For the purposes of this Guide, a work week for full-time clergy will average approximately 48 hours.

Full-time clergy are expected to have at least one continuous 24-hour period each week reserved for personal and family use. Full-time clergy shall have a minimum of one full month of paid vacation time per year, to include at least four Sundays. Arrangements for designated days-off and paid vacation time for Settled Part-Time Clergy are to be negotiated and included in the Letter of Agreement.

### **CLERGY DEPLOYED IN PART-TIME MINISTRY SITUATIONS**

#### **Time Commitment Calculations for Part-Time Clergy Appointments:**

1/4 Time	Sermon Preparation, Sunday Service, plus equivalent of 7-8 hours/week pastoral care/groups/meetings/other services
1/2 Time	Sermon Preparation, Sunday Service, plus equivalent of 18-20 hours/week pastoral care/groups/meetings/other services
3/4 Time	Sermon Preparation, Sunday Service, plus equivalent of 28-30 hours/week pastoral care/groups/meetings/other services

## **CLERGY ASSISTANTS (FULL- AND PART-TIME)**

Parishes with a full-time Rector or Priest-in-Charge may also be served by additional stipendiary clergy on a full or part-time basis. Minimum Compensation for Full-Time Assistant Clergy shall conform to the minimum stipend levels established for Full-Time Clergy in Type II Parishes in Appendix B and shall include mandatory health and pension benefits. Part-Time Clergy Assistants shall receive a Letter of Agreement defining their duties and specifying the “percentage of full time” of the ministry appointment.

Minimum compensation for Part-Time Assistant Clergy shall be calculated on a percentage basis using the Minimum Full Time Compensation standard for Type II parishes. If the percentage assignment meets qualifying hours, such clergy shall also be accorded health and pension benefits.

## **SUPPLY CLERGY**

Supply Clergy provide liturgical leadership on occasional instances – as when parish clergy may be away on vacation or study leave – or during short-term intervals when there is a vacancy in a parish. Supply Clergy provide liturgical leadership and preaching at Sunday or designated weekday services only, and are not expected to attend to additional or on-going pastoral or administrative duties. If a Supply position is expected to extend beyond a single three-month period or to involve duties beyond liturgical leadership and preaching, the position should be redefined as Settled Part-Time.

## APPENDIX A

### REGISTER OF PARISH TYPES AND MINISTRY SITUATIONS

*The location of a parish situation within these guidelines may be somewhat intuitive, taking into account a number of factors including the size of the active congregation, available resources (both human and financial), and the scope and complexity of the ministry and parish programs.*

#### ***Type 1***

Blairsville, St. Peter's  
 Brackenridge, St. Barnabas  
 Brighton Heights, All Saints  
 Brookline, Advent  
 Carnegie, Atonement  
 Donora, St. John's  
 Hazelwood, Good Shepherd  
 Homestead, St. Matthew's  
 Jeannette, Advent  
 Monongahela, St. Paul's  
 North Versailles, All Souls  
 Northern Cambria, St. Thomas  
 Penn Hills, St. James  
 Scottdale, St. Bartholomew's  
 Wayne Township, St. Michael's

#### ***Type 2***

Brentwood, St. Peter's  
 Canonsburg, St. Thomas  
 Crafton, Nativity  
 Homewood, Holy Cross  
 Indiana, Christ Church  
 Johnstown, St. Mark's  
 Kittanning, St. Paul's  
 McKeesport, St. Stephen's  
 North Side, Emmanuel  
 Somerset, St. Francis  
 Squirrel Hill, Redeemer  
 Wilkinsburg, St. Stephen's

#### ***Type 3***

Franklin Park, St. Brendan's  
 Highland Park, St. Andrew's  
 Ligonier, St. Michael's  
 Oakmont, St. Thomas  
 Peters Township, St. David's  
 Pittsburgh, Trinity Cathedral

#### ***Type 4***

North Hills, Christ Church

#### ***Type 5***

East Liberty, Calvary  
 Mt. Lebanon, St. Paul's

## APPENDIX B

### CLERGY COMPENSATION

### MINIMUM AND RECOMMENDED GUIDELINES

#### Clergy in Settled Appointments, Full Time

Guideline figures include ONLY: Cash Stipend and Allowances designated for Housing, Utilities, Housing Equity, and Self-Employment Tax. If Housing and Utilities are supplied by the parish, the Guideline figures may be reduced by 25%. (Figures are for Compensation as defined in the Rules of the Church Pension Fund and do not include allowances for Travel, Professional Expenses, Benevolence and Discretionary Funds, and Continuing Education or Sabbatical allowances.)

Guideline figures ranging above the Minimum/Initial figures at each level represent a standard of normal compensation for full-time clergy with good performance. When resources are available and in accordance with advancing tenure and performance clergy are appropriately compensated above the indicated Guideline figures at each level. Compensation for clergy in parishes shall not fall below the Minimum/Initial range for the designated Parish Type (see Appendix A) and the Minimum “Type 1” figure shall be an Absolute Minimum for all full-time clergy, including those who have positions in other diocesan institutions or ministries. The Absolute Minimum for full-time Assistant or Associate Rectors shall be the Minimum “Type 2” figure.

#### ABSOLUTE MINIMUM COMPENSATION, BY PARISH TYPE (See pg. 13)

PARISH TYPE	FULL TIME PRIMARY	FULL-TIME ASSOCIATE	OCCASIONAL SUPPLY
Type 1	\$49,450	N/A	See supply clergy policies on page 16
Type 2	\$52,675	N/A	Same as above.
Type 3	\$61,375	\$52,675	Same as above.
Type 4	\$70,750	\$52,675	Same as above.
Type 5	\$97,550	\$52,675	Same as above.

**RECOGNITION OF EXPERIENCE:  
MINIMUM AND TARGET RANGES, BY PARISH TYPE**

It is appropriate to recognize ordained experience of clergy by setting target Compensation above Parish Type Minimums for higher experience levels of Full-time Primary clergy assuming good performance and in accordance with the table below. Full-time Associate clergy may be reviewed annually for Compensation above the Parish Type II Minimum based on performance and Parish financial support.

PARISH TYPE	0-4 Years (Absolute Minimum)	5-9 Years Target	10-14 Years Target	15-19 Years Target	20+ Years Target
Type 1	\$49,450	\$50,900	\$52,375	\$53,975	\$55,600
Type 2	\$52,675	\$58,775	\$64,875	\$83,300	\$85,800
Type 3	\$61,375	\$70,125	\$79,300	\$99,150	\$102,125
Type 4	\$70,750	\$82,625	\$94,500	\$118,150	\$121,700
Type 5	\$97,550	\$110,125	\$124,650	\$155,775	\$160,450

**Clergy in Settled Appointments, Part-Time**

Clergy serving congregations by diocesan appointment as “clergy-in-charge,” with pastoral and administrative duties, and other clergy serving parishes or other diocesan institutions as Parish Assistants in long-term, part-time positions shall have a Letter of Agreement defining the position as a percentage of full-time (e.g., 25%, 50%, 75%), and with a narrative description outlining the extent of ministerial responsibilities. See Table on Page 14 for specific guidance. Minimum Compensation in these positions will apply the percentage of full-time service to the figure for the diocesan Absolute Minimum for the Parish Type. (Thus, e.g., a long-term 25% position in a “Type 2” Parish would have a Minimum Compensation of \$13,168 (\$52,675 x .25) in 2016.

## **Clergy in Supply Appointments, Single-Event or Short-Term**

Clergy Minimum Supply Compensation Rates are intended to apply to occasional instances – as when parish clergy may be away on vacation or study leave – or short-term intervals when there is a vacancy in a parish. “Supply Rates” are intended to apply to liturgical leadership and preaching at Sunday or designated Weekday services only, and do not include additional on-going pastoral or administrative duties. If a Supply position is expected to extend beyond a single three-month period or to involve duties beyond liturgical leadership and preaching, the position should be redefined as Part-Time, with Compensation Guidelines as indicated above.

1. One Sunday Service, with Sermon – \$150
2. Two Sunday Services, with Sermon – \$175  
*An additional \$50 is to be paid for each additional service on the same weekend.*
3. Midweek Service, with Informal Homily – \$ 60

Supply Clergy are to be reimbursed for round-trip travel costs from their home to the Church at the current IRS reimbursable mileage rate.

## **APPENDIX C**

### **2017 PENSION BENEFITS POLICY CLERGY AND LAY EMPLOYEES**

#### **Clergy Pensions**

In all cases parishes and other employers under the authority of The Episcopal Church shall comply with the canons of the Episcopal Church and of the Episcopal Diocese of Pittsburgh by enrolling all eligible Clergy in the Clergy Pension Plan of The Church Pension Fund of The Episcopal Church and by paying all Pension Fund assessments and contributions in a timely manner. Treasurers and other Administrators are encouraged to consult with the Director of Administration to assure compliance.

#### **Lay Employee Pensions**

As of January 1, 2013, parishes and other employers under the authority of the canons of The Episcopal Church and of the Episcopal Diocese of Pittsburgh shall enroll all Lay Employees scheduled to work 1,000 hours per year or more in the Lay Employee Pension Plan of The Church Pension Fund of The Episcopal Church and shall pay all Pension Fund assessments in a timely manner.

While it is not canonically mandatory, parishes and other employers are encouraged to provide Lay Employee Pension Benefits as well to those Lay Employees scheduled to work fewer than 1,000 hours per year. Treasurers and other Administrators are encouraged to consult with the Director of Administration to assure compliance.

Note: Participation in the Lay Employee Pension Plan of The Church Pension Fund was mandated by the 76th General Convention of The Episcopal Church in 2009, Resolution A138, amending Canon I.8. The Plan includes two programs – one “Defined Benefit” and the other “Defined Contribution.” Each employing parish or organization determines which one of these two programs to provide for all its employees. The Defined Benefit program requires an Employer Contribution of 9% of the employee’s compensation. The Defined Contribution program requires a base Employer Contribution of 5% of the Employee’s compensation. Employees are able to contribute to their account as well in the Defined Contribution program, and the employer is required to match the employee’s contribution up to an additional 4% of the employee’s compensation. If the employee contributes 4% or more of total compensation to the Pension account, the maximum mandatory Employer contribution is 9%. Experience to date indicates that most Employers and Employees prefer the Defined Contribution program.

## APPENDIX E

### TWO EXAMPLES OF VESTRY HOUSING RESOLUTIONS FROM THE 2015 EPISCOPAL MINISTERS TAX GUIDE PUBLISHED BY THE CHURCH PENSION FUND

#### 1. Sample housing allowance resolution for a priest or deacon who lives in a church-provided rectory:

The following resolution was duly adopted by the Vestry of \_\_\_\_\_ Church at a regularly scheduled meeting held on \_\_\_\_\_ a quorum being present:

Whereas, the Reverend \_\_\_\_\_ is compensated by \_\_\_\_\_ Church exclusively for services as a minister of the gospel; and

Whereas, \_\_\_\_\_ Church provides \_\_\_\_\_ with rent free use of a church-owned rectory as compensation for services that (he or she) renders to the church in the exercise of (his or her) ministry; and

Whereas, \_\_\_\_\_ incurs expenses for living in church provided housing; therefore it is hereby

Resolved, that the annual compensation paid to \_\_\_\_\_ for calendar year \_\_\_\_\_ shall be \$ \_\_\_\_\_, of which, \$ \_\_\_\_\_ is hereby designated to be a housing allowance pursuant to Section 107 of the Internal Revenue Code; and it is further

Resolved, that the designation of \$ \_\_\_\_\_ as a housing allowance shall apply to calendar year \_\_\_\_\_ and all future years unless otherwise provided by the Vestry; and it is further

Resolved, that as additional compensation to \_\_\_\_\_ for calendar year \_\_\_\_\_ and for all future years unless otherwise provided for by this Vestry, \_\_\_\_\_ shall be permitted to live in the church-owned rectory located at \_\_\_\_\_, and that no rent or other fee shall be payable by \_\_\_\_\_ for such occupancy and use.



## **2. Sample housing allowance resolution for a deacon or priest who owns or rents his or her home:**

The following resolution was duly adopted by the Vestry of \_\_\_\_\_ Church at a regularly scheduled meeting held on \_\_\_\_\_ a quorum being present:

Whereas, the Reverend \_\_\_\_\_ is compensated by \_\_\_\_\_ Church exclusively for the services as a minister of the gospel; and

Whereas, \_\_\_\_\_ Church does not provide \_\_\_\_\_ with a rectory; therefore, it is hereby

Resolved, that the total compensation paid to \_\_\_\_\_ for calendar year \_\_\_\_\_ shall be \$\_\_\_\_\_, of which \$ \_\_\_\_\_ is hereby designated to be a housing allowance; and it is further

Resolved, that the designation of \$ \_\_\_\_\_ as a housing allowance shall apply to calendar year \_\_\_\_\_ and all future years unless otherwise provided.

**NOTE:** In order to qualify for the exemption from Federal and local income taxes, clergy housing allowances must be approved in advance, and may not be made retroactive. Thus it is important that the Vestry adopt a resolution for a newly employed clergyperson in advance of his or her start date. Housing allowances may be increased prospectively, if necessary. For further information about the intricacies of housing allowances and the Internal Revenue Code, see the Clergy Tax Guide published annually and available from The Church Pension Fund at [cpg.org](http://cpg.org). Individual consultation by telephone is available, without charge.

## APPENDIX F

### MILEAGE & TRANSPORTATION REPORT

Name: \_\_\_\_\_

Date	Location To/From	Purpose of Travel	Miles	Toll/Parking

Number of miles \_\_\_\_\_ X current IRS Rate = \$ \_\_\_\_\_

Total amount of other expenses \$ \_\_\_\_\_

**Total mileage and transportation expenses** \$ \_\_\_\_\_

# **2017 Policies for Clergy and Lay Participation in the Denominational Health Plan of the Episcopal Church**

**Episcopal Diocese of Pittsburgh**



**Adopted by Diocesan Council  
October 11, 2016**

**Episcopal Diocese of Pittsburgh**

325 Oliver Avenue, Suite 300

Pittsburgh, PA 15222

412-721-0853

[office@episcopalpgh.org](mailto:office@episcopalpgh.org)

Participation in the Denominational Health Plan of the Episcopal Church provided by the Medical Trust of the Church Pension Fund of the Episcopal Church was mandated by the 76th General Convention of the Episcopal Church in 2009, Resolution A177, amending Canon I.8. The effective date of the canonical mandate for participation in the Denominational Health Plan was January 1, 2013.

All parishes, dioceses, and other organizations and institutions subject to the authority of the Constitution and Canons of The Episcopal Church and of the Episcopal Diocese of Pittsburgh are required to offer medical benefits on an equal basis to all Clergy and Lay Employees scheduled to work 1,500 hours per year or more through the Denominational Health Plan, and may not contract to offer such benefits through other providers.

While it is not canonically mandatory, Clergy and Lay Employees of parishes and other organizations under the authority of the Episcopal Diocese of Pittsburgh working fewer than 1,500 hours per year but at least 1,000 hours per year are eligible to participate in the Medical Trust's health insurance coverage voluntarily and at their own expense. Parishes and other organizations may, but are not required to, participate in the cost of the health plan if the employee chooses to participate. Those persons working less than 1,000 hours per year are not eligible for these benefits.

Each year the Bishop, with the advice of the Compensation Committee appointed by the President of Diocesan Council, will recommend one or more plans from the Denomination Health Plan offerings to be approved by Diocesan Council. Each eligible participant, clergy or lay, then selects a plan from that diocesan menu during the Open Enrollment period. The parish or other employing organization or institution receives and pays the Insurance Premium invoice.

Individual Clergy and Lay Employees scheduled to work 1,500 hours per year or more (but not parishes or other organizations) may choose to “opt out” of participation in the Denominational Health Plan if they are currently receiving comparable medical benefits through dependent coverage in a parent or spouse’s plan or through another employer or retirement benefit (e.g., Tricare). A Waiver of Health Benefits form must be completed by the employee and submitted to the diocesan office by the end of the Open Enrollment period. Employing parishes or other organizations may provide a financial “premium offset” when eligible Clergy or Lay Employees choose to decline the DHP benefit because they are otherwise covered.

***Insurance Plan Offerings and Premiums:*** All Clergy and Lay Employees scheduled to work 1,500 hours per year or more shall be offered the choice of the medical and dental Denominational Health Plan programs approved by Diocesan Council and in the appropriate tier of coverage necessary for the Employee’s family situation. This year’s offerings are as follows:

<b>Medical Plan / Monthly Rates</b>	<b>Single</b>	<b>Employee + Spouse</b>	<b>Employee + Children</b>	<b>Family</b>
1) Anthem High Option PPO (MSPH)	\$823	\$1,646	\$1,481	\$2,469
2) United Healthcare Choice Plus (MMUP)	825	1,650	1,485	2,475
3) Anthem PPO 80/60 (MSPZ)	728	1,456	1,310	2,184
4) Cigna Open Access Plus (MGOP) UPMC in-network plan comparable to Anthem 80/60 plan	728	1,456	1,310	2,184
5) Anthem BCBS CDHP-20 w/ HSA (MHDE) Consumer Directed Health Plan (previously known as HDHP)	572	1,144	1,030	1,716
6) Cigna CDHP-20 w/ HSA (MHDC) Consumer Directed Health Plan (previously known as HDHP)	572	1,144	1,030	1,716
7) Anthem PPO MS 80/60 (MSG3) Employees age 65 or older	596	1,192	1,073	1,788

**Minimum Medical Premium Allowance (MPA):** Each parish or other employing organization is required to allocate and fund a minimum Medical Premium Allowance (“MPA”) of \$728 per month to provide medical coverage for the Employee. In circumstances where the Employee elects a medical coverage which is less expensive than the MPA, the difference in cost is to be provided to the Employee in the form of a contribution to a Health Savings Account (“HSA”) which can then be used by the Employee to cover medical deductibles and copays required by the plan design chosen. In circumstances where the Employee elects a medical coverage which is more expensive than the MPA, the Employee will be responsible to pay the cost difference through after-tax payroll deduction each month unless the parish reaches a negotiated arrangement with the Employee to provide a higher MPA above the minimum requirement stated above, up to and including full premium payment covered by the parish. MPAs set by the parish may be negotiated at higher levels of allowance as long as there is parity between Clergy and Lay Employees.

**Medical Plan Options with Health Savings Accounts (HSA):** Placing money into an HSA, in conjunction with a CDHP, is an effective way to manage out-of-pocket costs because employees can set aside funds to be used for qualifying medical expenses, such as deductibles and copays, on a pre-tax basis. For parishes that choose to provide more than the minimum coverage, such a parish-provided contribution is possible with no added cost since a CDHP option has a much lower cost than other plans. The annual cost of family coverage for the CDHP plans is over \$5,600 cheaper (\$450 monthly) than the 80/60 plans and over \$9,000 cheaper (\$750 monthly) than the high-option plans. As an example, the parish could contribute \$5,450, the full amount of the family deductible, to the employee’s HSA in exchange for enrolling in the lower cost CDHP, and the parish will still save \$3,550 per year in medical premium cost. The employee wins because he/she pays less out of own pocket and keeps any unused HSA balance at year-end, and the parish wins by saving annual medical premium expenses. It may also be an attractive option to provide a parish contribution early in the calendar year so that any medical expenses incurred could be managed with available HSA funds.

***Insurance Plan Cost Sharing:*** All Employees selecting a medical plan are subject to consideration by the parish for a premium cost-sharing arrangement wherein the Employee may be required to contribute from 0-10% of the premium cost (and which may not exceed 5% of the employee's total annual compensation). For example, a plan costs \$728 per month, so the parish may require up to \$72.80 per month in cost sharing payments, reducing the net cost to the parish of \$655.20 per month. No cost sharing is permitted for a plan costing less than the MPA indicated above.

***Medicare Secondary Payer – Small Employer Exception:*** Employees who are 65 years old and eligible for Medicare may enroll in a Medicare Secondary Payer (MSP) plan. In most cases, Medicare is the secondary payer of healthcare claims for employees covered under Medicare Part A and Part B, and the Medical Trust's health plan is the first, or primary payer. However, Medicare allows for an exception to the "secondary payer" rule for small employers (including all employers in the Diocese of Pittsburgh) who may request that Medicare serve as the primary payer for eligible Medicare beneficiaries by submitting an Employee Certification Form for each eligible participant seeking a "small employer exception."

When Medicare becomes the primary payer of medical claims, the cost of providing medical coverage is lower because the Medical Trust's health plan becomes the secondary payer. The reduction in cost may reduce premiums compared to plans in which Medicare is not the primary payer. An employee's out-of-pocket medical costs may be lower, too. For an employee or their eligible dependent(s) to be approved for these plans, they must first be enrolled in Medicare Part A (hospital insurance). Individuals who opt for an MSP plan will continue to have access to the value-added benefits included in the Medical Trust plans. Please refer to the Member Fact Sheet for additional information, or contact the Diocesan Office with questions. The Member Fact Sheet is available here:

[www.cpg.org/linkservid/2682C7BC-B1BC-B186-34AC2147924BC7B4/showMeta/0/?label=Health-Medicare%20Secondary%20Payer%20SEE%20Member%20Fact%20Sheet](http://www.cpg.org/linkservid/2682C7BC-B1BC-B186-34AC2147924BC7B4/showMeta/0/?label=Health-Medicare%20Secondary%20Payer%20SEE%20Member%20Fact%20Sheet)

***Dental Coverage:*** Dental coverage is made available through the Denominational Health Plan and as approved by Diocesan Council. There is no requirement of parish funding for this benefit.