

# *The Episcopal Diocese of Pittsburgh*



*Materials for the  
148th Annual Convention of the Diocese*

*November 1 and 2, 2013*

*at*

*Trinity Cathedral*

*328 Sixth Avenue, Pittsburgh, PA 15222*

# Section A

## General Material

# Episcopal Diocese of Pittsburgh Tentative Convention Agenda

November 1 & 2, 2013  
Trinity Cathedral, 328 Sixth Avenue, Pittsburgh, PA 15222

## Friday, November 1

9:00 a.m. to	6:30 p.m. Eucharist
4:00 p.m. Exhibit Set-up	8:00 p.m. Dessert
5:30 p.m. Light Supper	8:30 p.m. Performance by Zach Simons & Company featuring Special Guest Star
5:30 p.m. Choir Rehearsal	

## Saturday, November 2

8:00 a.m. Registration	11:45 a.m. Lunch District Meetings
9:00 a.m. Morning Prayer	
9:30 a.m. Call to Order Election of Secretary Appointment of Parliamentarian	1:15 p.m. Call to Order Election Report Third Ballot (if necessary)
9:45 a.m. Report on Parish Assessments Report on Parish Audits Declaration of Quorum Special Recognition & Welcome	1:30 p.m. Budget Presentation & Adoption
	1:45 p.m. Report & Adoption of Compensation Guide
10:00 a.m. Roll Call Approval of Minutes Adoption of Rules of Order	2:00 p.m. Report & Adoption of Revisions to the Constitution & Canons
	2:45 p.m. Chancellor's Report
10:15 a.m. Nominating Committee Report First Ballot	3:00 p.m. Youth Presentations
	3:15 p.m. Adoption of Resolutions
10:45 a.m. Bishop's Address	
	3:30 p.m. Adjournment
11:30 a.m. Election Report Second Ballot (if necessary)	

## 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 (and parish) as you wish it recorded and read.

**Seating** – Seating is assigned by Districts; 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.

# **RECORD OF THE 2012 ANNUAL CONVENTION**

## **Minutes of the 147th Annual Convention (Unapproved)**

### **The Episcopal Diocese of Pittsburgh of the Episcopal Church in the United States A.D. November 9th and 10th, 2012**

The 147th Annual Convention of the Episcopal Diocese of Pittsburgh of the Episcopal Church in the United States (the "Diocese") convened on Friday, November 9th, 2012 at Trinity Cathedral, Pittsburgh, Pennsylvania.

Registration of Convention Deputies began at 4:00 p.m. in order for the necessary certifications to be completed.

The Convention commenced at 5:00 p.m. The Right Rev. Dorsey W. M. McConnell called the Convention to order, and following an opening prayer, the Bishop asked the Rev. Canon Catherine Brall, Provost of the Cathedral, to offer a general welcome.

The Bishop 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 Very Rev. George Werner, who nominated the Rev. Canon James D. Shoucair as Secretary to Convention. There being no other nominations, Canon Shoucair was elected as Secretary.

The Bishop then appointed the Rev. Nancy Chalfant-Walker as parliamentarian for the Convention, and Mr. Jon Delano as Judge of Elections.

The Bishop then recognized Mr. Stephen Stagnitta, the Judge of Assessments. Mr. Stagnitta reported that all parishes were either in compliance with the canonical requirements or had sought and had been granted relief from their assessments for the year.

The Bishop then recognized Ms. Linda Getts, Judge of Audits. Ms. Getts reported that there were six parishes that had not completed their audit for 2011: St. David's, Peters Township and St. Paul's, Monongahela, by reason of missing records; Church of the Atonement, Carnegie and St. Michael's, Wayne Township, had resumed participation in the Diocese after the deadlines. St. James, Penn Hills and St. Stephen's Wilksburg had also not submitted audits due to unforeseen circumstances. Ms. Getts moved that that these parishes be seated at the Convention, with the understanding that those with incomplete audits should submit them prior to the end of the calendar year.

The motion, moved and seconded, passed unanimously.

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

The Secretary reported that there were seventy (70) lay deputies present whose credentials had been received before the Convention. He also reported that there were forty-two (42) 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 twelve (112), which constituted a quorum for the transaction of business.

The Secretary was pleased to note that since the time deputies qualified for the Special Convention of the Diocese in April, four parishes resumed participation in the Diocese and that three had sent deputies to this Convention. The fourth had resumed participation only a month ago. These parishes were St. John's,

Donora; St. David's, Peters Township, Church of the Atonement, Carnegie; and St. Michael's, Wayne Township. He asked the Convention to give special recognition to these parishes and asked any of their members present to please stand and be recognized.

The Bishop then asked the Convention to stand for a round of applause, after which he asked the Secretary to proceed with the roll call.

The Secretary then asked clergy and lay deputies to stand when their parish was called. The following parishes so indicated their presence at the Convention:

**District 1:** All Saints, Brighton Heights; Christ Church, North Hills; Emmanuel, North Side; St. Barnabas, Brackenridge; St. Brendan's, Franklin Park; St. Christopher's, Cranberry; St. Paul's, Kittanning; Trinity Cathedral, Pittsburgh.

**District 2:** Calvary, East Liberty; Church of the Holy Cross, Homewood; Church of the Redeemer, Squirrel Hill; St. Andrew's, Highland Park; St. James, Penn Hills; St. Matthew's, Homestead; St. Stephen's, Wilksburg; St. Thomas Memorial, Oakmont.

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

**District 4:** Christ Church, Indiana; 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; St. Michael's, Wayne Township; St. Michael's of the Valley, Ligonier; St. Paul's, Monongahela; St. Peter's, Blairsville; St. Thomas, Northern Cambria.

The Bishop then moved the approval of the revised minutes of the 146th Annual Convention of the Diocese found in the Convention packet, along with the minutes of the Special Electing Convention found in the Preconvention Journal, which were then duly approved and adopted by unanimous vote.

Mr. John Hose, President of Diocesan Council, moved that the Convention adopt the printed agenda for the Convention. There being no discussion, the motion was passed unanimously.

Mr. John Hose, on behalf of Diocesan Council, then moved that the Convention adopt the rules of order contained in the Constitution and Canons of the Diocese. There being no discussion, the motion was passed unanimously.

The Bishop then asked the deputies who attended General Convention to come forward and report on their experiences. The deputies included the Rev. Canon Scott Quinn, the Rev. Dr. James Simons, the Rev. Cynthia Bronson Sweigert, the Rev. Jeffrey Murph, Mr. Andrew Muhl, Ms. Mary Roehrich, Dr. Joan Gundersen and Mr. Stephen Stagnitta.

After the reports, the Bishop then asked Mr. Michael Donadee, Chair of the Nominating Committee, to make the report of the Committee. Mr. Donadee reported on each of the offices to be filled and the nominees for such offices. The Bishop asked if there were any additional nominees from the floor. There being none, Mr. Donadee moved that nominations be closed. Mr. Jon Delano seconded and the motion was passed unanimously.

The Bishop then recognized Mr. Jon Delano, Judge of Elections, who then instructed the Convention on the process for voting. Ballots were then cast by Convention deputies.

The Bishop then declared the Convention in recess until the following morning. He also indicated that the Convention Eucharist would begin in fifteen minutes and that the service would be followed by a reception in the Cathedral lunchroom. During the Eucharist, Bishop McConnell was seated as the Eighth Bishop of Pittsburgh.

### **Saturday, November 10, 2012**

The registration of deputies commenced at 8:00 a.m. At 9:00 a.m. those present convened for a service of Morning Prayer.

Following Morning Prayer and a brief recess, the Bishop called the Convention to order and asked the Secretary of Convention for a report on quorum. The Secretary reported that there were seventy (70) lay deputies present whose credentials had been received before the Convention. He also reported that there were thirty-eight (38) 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 eight (108), which constituted a quorum for the transaction of business.

The Bishop then asked the Judge of Elections to report on the results from last night. Mr. Delano reported as follows (\*denotes elected):

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

*Suzanne DeWalt	83
Robert Eley	59
*Leon Haley	85
*Robert Johnston	90

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

##### **Clergy:**

*The Rev. Michelle Boomgaard	100
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##### **Laity:**

*Doug Starr	72
Karen DeVivo	36

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

The Rev. Teresa Gioia Hunt	17
*The Rev. Timothy Hushion	57
Carolyn Booker	22
Daryl Walker	38

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

##### **Clergy:**

*The Rev. Richard Pollard	103
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##### **Laity:**

*Lewis R. Amis	67
Lionel Deimel	46

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

**Clergy:**

\*The Rev. Linda Wilson 106

**Laity:**

\*Mary H. Craighead 79  
Janet Fesq 59  
\*Sandy Ludman 63

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

\*Nancy Fincke 102

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

**Clergy:**

\*The Rev. William Geiger 96  
The Rev. Teresa Gioia Hunt 19

**Laity:**

\*Dana Phillips 111

The Bishop then delivered his Annual Address, a copy of which is attached to these minutes as Exhibit A. Following the address, the Bishop indicated that Convention workshops were next on the agenda and provided all those present with appropriate instructions.

Following the workshops, the Bishop called the Convention to order and recognized Mr. Lionel Deimel, the Chair of the Committee on Constitution and Canons. Mr. Deimel then presented the following series of Canonical changes, which, if affirmed by affirmative vote of the Convention, would go into effect immediately:

The replacement in its entirety of **Canon II “Of Deputies”** with the text found on pages C-1 and C-2 of the Preconvention Journal;

The addition of a new **Section 6 to Canon XXV, “Of Vacant Parishes”** as set forth on page C-8 of the Preconvention Journal;

The addition of new **Sections 4 and 5 to Canon XXVI, “Of Deputies to the Provincial Synod,”** as set forth on page C-9 of the Preconvention journal and that the Canon name be amended to read “Of Deputies to the Provincial Synod and General Convention.”

Each of the foregoing canonical changes was presented by separate motion. The first such motion generated some discussion, at the end of which Mr. John Hose moved that the resolution be referred back to Committee for further study. Mr. Hose’s resolution, moved and seconded, passed.

With respect to the second motion, the Rev. Jeffrey Murph moved that the words “by the Bishop and Standing Committee” be added to Section 6.b. after the word “matter” at the end of the third line thereof. This motion to amend, duly seconded, passed unanimously. The original resolution, as amended, then passed unanimously.

After some discussion pertaining to the advisability of allowing the members of the General Convention deputation to elect their own chair and vice-chair, the third and final Committee resolution passed by unanimous vote of Convention.

The Bishop then called on Mr. Stephen Stagnitta and Mr. Carl Hockenberry to present the diocesan budget for 2013. At the conclusion of the presentation, the budget, as set forth in the Preconvention Journal, was passed unanimously by Convention. Mr. Stagnitta indicated that the 2011 Pool 1 Endowment Activity statement was available for review online, as were the 2010 and 2011 Diocesan Financial Audits. The Bishop then recognized the Rev. Dr. Bruce Robison, who commended Mr. Stagnitta for his work. Dr. Robison then expressed his hope that a new budget template could be developed for the future life and ministry of a small diocese such as our own.

The Bishop then declared the Convention in recess for lunch and district elections.

Following lunch, the Bishop reconvened the Convention and gave deputies an additional opportunity to comment on the proposed revision to Canon II as set forth above. He indicated that it would be helpful to the work of the Committee on Constitution and Canons if Convention, having referred the matter back to them, could provide guidelines for its work. The comments included concerns that enlarging deputations went against wider church trends, which were going in the opposite direction; that precise proportional parish representation was not the norm in the church; and the possibility of determining the number of deputies based on average Sunday attendance rather than on communicants in good standing. Others spoke in support, citing the opportunity for greater participation in the life of the church and the benefits of correcting the current situation in which parishes of a certain size were under-represented.

After the discussion, the Bishop invited Mr. Andrew Roman, the Chancellor of the Diocese to give his report. A copy of Mr. Roman's report is attached to these minutes as Exhibit B.

The Bishop then recognized the Rev. Dr. Bruce Robison, the Chair of the Compensation Committee, who moved the adoption of Appendices A, B, C, D and K as found in the Preconvention Journal, all dealing with matters pertaining to clergy and lay compensation, the implementation of pension and medical benefits as required by General Convention as well as an updated list of parish categories for compensation purposes. The motion passed with one abstention.

The Bishop then invited the Judge of Elections to report on the results of district elections. Mr. Delano reported as follows:

#### **District 1**

**District Chair:** Daryl Walker  
**District Vice-Chair:** Joyce Donadee  
**Diocesan Council:** The Rev. Kathryn Lalonde

#### **District 2**

**District Chair:** William Moore  
**District Vice-Chair:** The Rev. Diane Shepherd  
**Board of Trustees:** Melanie Kurtz  
**Diocesan Council:** The Rev. Carol Henley

#### **District 3**

**District Chair:** The Rev. Kristian McInnes  
**District Vice-Chair:** Betsy Hetzler  
**Diocesan Council:** The Rev. Louis Hays

#### District 4

**District Chair:** The Rev. Lennel Anderson

**District Vice-Chair:** Chris Baumann

**Diocesan Council:** Joe Baird

The Bishop then recognized Mr. John Roberts, Chair of the Resolutions Committee. Mr. Roberts began by inviting Ms. Joyce Donadee and the other sponsors of the resolution entitled **Nurture of the Child**, to come forward. Ms. Donadee began by reading the list of the co-sponsors of the resolution as follows: Lisa Brown, Brother Chris Baumann, Andrew Mulligan, Lorena Ringle, Carol Gonzalez, Daryl Walker, Janet Fesq, as well as the members of the Vestry of St Brendan's parish.

The Bishop indicated that should the resolution pass, the Convention would be asked to declare February 17, 2013 as Children's Charter Day and find ways at the parish level to respond and highlight the principles and practices contained in the charter.

The resolution, as printed in the Preconvention Journal on page C-15, was passed unanimously by Convention.

Mr. Roberts then called upon Dr. Joan Gundersen to present the **Resolution in Recognition of Volunteers** as follows:

*Whereas* this diocese has been enriched by the gifts of time and talent offered by our many volunteers, and *Whereas* the office has benefitted from the willingness of volunteers to review documents; file; collate, stamp and stuff mailings; compile data; work with our database; draft letters; answer phones and make calls and do other office tasks as requested; and

*Whereas* the diocese this year has called on extraordinary efforts of volunteers serving on the bishop search and transition committees as they led the way through the many steps in this elaborate process, and also wishes to commend Calvary Church for its hosting of the consecration events; 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 feed, entertain, 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 requests 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, duly moved and seconded, was passed unanimously.

Dr. Gundersen then moved a **Resolution of Special Thanks to Bishop Price**, as follows:

*Whereas* Bishop Kenneth Price and his wife Mariann came to the Diocese of Pittsburgh at a time where resources were slim, staff minimal and healing had only begun; and

*Whereas* they brought enthusiastic and caring hearts as they took up the challenge of building community; and

*Whereas* Bishop Price helped us pave new paths and meet legal challenges with firmness and compassion; and

*Whereas* under his leadership the diocese grew to thirty-seven participating parishes, developed a mission statement and a strategic plan, and elected a new bishop; therefore be it

*Resolved* that the Episcopal Diocese of Pittsburgh offers our profound gratitude for your leadership and wishes both you and Mariann a long and joyful retirement.

The motion, duly moved and seconded, passed unanimously.

Mr. Roberts, on behalf of the Resolutions Committee, then moved a **Resolution of Thanks to Trinity Cathedral**, as follows.

*Whereas* Trinity Cathedral and its staff and members have graciously undertaken the many tasks associated with hosting the 2012 Annual Convention of the Episcopal Diocese of Pittsburgh; and

*Whereas* this convention has been the recipient of the Cathedral's hospitality on both the night of November 9 and the day of November 10, 2012; and

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

*Resolved* that the officers, delegates, bishop, and visitors participating in this convention tender Trinity cathedral our sincere thanks for the many ways large and small that the people of Cathedral have worked to smooth the course of events and provide us with a welcoming site for our Convention.

The motion, duly moved and seconded, was passed unanimously.

After a closing prayer and blessing, the Bishop motioned for an adjournment of the Convention, noting that the next Diocesan Convention was scheduled to take place at Trinity Cathedral on November 1 and 2, 2013. The motion was seconded and passed unanimously.

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

## **EXHIBIT A**

### **Bishop's Address 147th Annual Convention of the Episcopal Diocese of Pittsburgh November 10, 2012**

#### **Healing on the Road**

As I address this convention, I am keenly aware that I have been your bishop for only three weeks, and have lived among you for slightly less than three months. So I think I need to be cautious about laying before you any grand plans or over-arching strategy. To begin with it may be easier to describe what I won't do than what I will do. In this regard I think I can safely make two promises.

The first is that I will not brand a convention with a great "theme" that you will suffer with for a few hours then never hear about again. This is probably my thirty-third diocesan convention – as seminarian, deacon, priest and now bishop – and an awful lot of them have had "themes" with catchy titles (such as *Growth Now!*, *Ministry of the Baptized*, and my personal favorite *Answering God's Urgent Call*). These were generally surrounded by a lot of hype, even implementation plans presented by a consultant or two, which then are consigned to oblivion in favor of the next year's "theme." I promise I won't do this to you.

I also promise I won't make you take home a coffee mug imprinted with the shield of the diocese and a slogan of some sort. These clutter one's shelves; they also have a very low resale value. Especially the

travel mugs. Betsy and I got rid of a lot of stuff before moving here; but no one would take any church-related crockery off our hands, not even for free. Hopefully, if anything said here is worth taking with you, you will take it in your hearts. Mugs will not be necessary.

So, that is what I know I will not do. The question of what I will do or, better yet, what we may do together, is a bit more complicated.

My new friend Rabbi Aaron Bisno, at Temple Rodef Shalom, tells a story about an old man in a little village in Russia some time before the Revolution. Every morning this man faithfully walked from his home to the synagogue to offer morning prayers. One day he was stopped on his way to shul by a Cossack who confronted him in the village square. "Where are you going, Jew?" he demanded. The old man replied, "I don't know." "You don't know??" shouted the Cossack. "Every morning for thirty years I have seen you cross this square on your way to prayers. And now you tell me you don't know where you are going? I will teach you not to lie to a Christian!" And with that the Cossack seized the old man by his collar, and dragged him off to jail. As his tormentor was about to throw him into a cell, the old man turned his head, looked up at the Cossack and shrugged. "You see?" he said. "I told you I didn't know."

We may say that, in the Diocese of Pittsburgh, we, too, don't know where we are going, exactly. We are, in many ways, still dealing so much with where we have come from, that it may be a lot to ask, to know precisely what the shape of our life will look like in five years, or even two or three. But perhaps, as a beginning, we can look at where we are, this road that we are on, and appreciate what is happening to us even now as we walk it.

If I had any title for this address, I suppose it might be "Healing on the Road," which is a mission concept (I won't call it a "theme") durable enough to return to many times over the coming years. It seems to be a strong thread that runs through the Bible, especially in the two-volume masterpiece we know as Luke and Acts. In the first book, we find Jesus deliberately surrounding himself with a pretty wounded cast of characters – outcast tax collectors, underemployed fishermen, hot-headed zealots, women (and men) of doubtful reputation. And he doesn't get them all fixed up before he takes them on mission. As a matter of fact, the closer their Lord gets to Jerusalem and the Cross, the more symptomatic his disciples become, right through the post-Gethsemane meltdown in which they abandon or deny him.

This does not appear to matter to Jesus. He brings them along to the end, at least as far as they will allow him to. And after the Resurrection he re-gathers them, and takes them on the road again, even though they show no obvious signs of improvement. Only for a brief time does he command them to stay put, to "stay in the city until power shall come upon [them] from on high." But very soon, and very suddenly, the Holy Spirit falls and they are sent out on the road; clearly, they are still (by nature) the faltering creatures they have always been, but gradually something begins to happen to them. As they reach out as God's unlikely yet chosen vessels to heal the world, they begin to be healed themselves. They become bolder, wiser, more imaginative. Instead of wanting to hold on to things the way they are, they become more willing to accept the sovereign movement of the Spirit pointing them to new places, new people, and they begin to expect God to push them beyond their former limits. They start to understand that, instead of the road being a dangerous and unpredictable path leading to some mysterious home, rather the road is home, the place where the risen Christ always walks with them, leading always to the Father.

I think that's why they are so careful about knowing where they are, and not too concerned about where they are going. Luke is keen on geography, a big one for place names, for giving us some insight into the language and customs the apostles had to adapt to as they went, always trusting that wherever they went, they would meet God in the context of all that local color, and would find there the same power of God to heal and absolve and bless.

Betsy and I have come to understand this point of view, even in the short time we have been among you. Since August we have visited All Saints, Bridgeville; Holy Cross, Homewood; St. Michael's of the Valley, Ligonier; St. Andrew's, Highland Park; St. Paul's, Monongahela; All Saints, Brighton Heights; All Souls, North Versailles; St. David's, Peters Township; St. Stephen's, Wilksburg; St. Francis-in-the-Fields, Somerset; Heinz Chapel at the University of Pittsburgh; and spent many happy hours at Calvary Church, East Liberty, and tomorrow we will head to St. Barnabas, Brackenridge. I have hung out with the Youth Initiative at North Park and with Calvary Camp kids and parents at a Pirates Game, attended anti-racism training at St. Martin's, Monroeville, celebrated the Eucharist for the ECW-UTO gathering at Nativity, Crafton, preached in the chapel at St. Margaret's Hospital, and dropped in on the clergy formation group at St Peter's Brentwood, the Youth Center in Northern Cambria, and an art show at Christ Church, North Hills. This represents more than a third of our active parishes and several of our most cherished institutions and ministries, and encompasses a huge diversity of life experiences, demography, economic status, and theological and social perspectives.

In each of them, we have been privileged to witness first-hand the devotion and fidelity that Episcopalians in this diocese bring to their local communities of faith. We have heard dozens of stories, many stemming from the recent split, personal testimonies as to why people have remained in this Church, or have come back after a time away. An elderly man whose grandfather laid the church's cornerstone, a woman who was married in the same parish where her parents and grandparents had been, another whose child is buried in the churchyard and now anticipates the baptism of her first grandson. Sometimes the stories are harrowing, of what they endured as the schism tore at their communities; sometimes they stop in the middle of a sentence and wipe away tears before they can go on. But in every one, I have heard the determination, the love for Christ and His Church that has carried them through.

I have also heard the challenges. Many of our parishes are stretched thin, with too few people doing all the work. They are cautiously hopeful, in most cases. They want to grow, but are wondering how to do it, given the effort they put into just keeping their churches running. They need help, though they may not know exactly what kind of help they need. On a recent visit to a rural parish, I was asked point-blank what further assistance the diocese could provide, and I knew that meant money. My answer wasn't very satisfactory in that regard, though I pledged to help in any other way I could, to which one vestryman responded, "That's fine, Bishop; how about you come down here next Wednesday afternoon, and I'll give you your first lesson on the riding mower?" I said I'd be glad to, if he'd wait till the warmer weather comes back around. I have even ordered a "John Deere" hat for this and similar opportunities in the future.

But bishops on riding mowers, while a nice gesture, are not going to solve these challenges, which was precisely what my brother on the vestry was pointing out. The greatest resource of this diocese is clearly our people, through whose faith God acts, and they must become the main source of help for all the work we do. I recently spent a Saturday morning with the Vestry of one of our larger parishes. They reflected that, though they had suffered during the split, on balance they had come through it in good shape, and now they were wondering how they might partner with congregations that had not fared so well. As they went around the table, one by one I heard them re-iterate their concern for their sister parishes in this diocese.

So, with these experiences in mind, I want to articulate three trajectories, if you will, for the coming year together. This is not a grand strategic plan, but simply three arcs of movement along which we might begin the next stage of our "Healing on the Road," which I think are necessary parts of the foundation for any future direction in which the Lord may lead us.

**I. Conversation and Communion.** Thanks to the tireless efforts of our leadership, lay and ordained, and the pastoral guidance of Ken and Mariann Price, a great deal of progress has been made in healing the

wounds and mistrust caused by the split. However, as one lay person wrote to me, most people in this diocese were not directly engaged in the “Across the Aisle” movement, or any of the other contexts that helped build bridges of reconciliation. So this work needs to broaden and deepen, and we have an opportunity to do so in a structured conversation around the matters of human sexuality that were referenced more than once during the search process that led to my election – particularly questions around the blessing of same-sex unions and the ordination of persons in same-sex partnerships. As I said then, I intend to help lead, but not drive, this process; and I have asked the Public Conversations Project, of Watertown, Massachusetts, to help design it and carry it out. Our two lead consultants, Bob Stains and Mary Jacksteit, are richly experienced in this kind of work, and as a first step I have appointed a planning team to be co-chaired by myself and Dana Phillips of St. Thomas, Oakmont. Additionally the team includes Philip Wainwright of St. Andrew’s, Highland Park; Mary Roehrich of St. Andrew’s, Highland Park; Greg Davis of St. Michael’s, Ligonier; Alan Lewis of Calvary Church, East Liberty; and Nano Chalfant Walker of St. Stephen’s Wilkensburg. The point of this process is really threefold. First, I hope it will result in a broad-based consensus regarding how we might live together with our differences. Second, by expressing a coherent *sensus fidelium*, I hope it might offer me informed counsel as I speak for the Church in establishing policy for the diocese in regard to these matters. Third, I believe it will create an ongoing infrastructure of dialogue that we may use as we address future questions of mission direction and strategy that will require a high degree of ownership from you all if we are to be successful. If we are careful in this, I have every reason to think that God will use the conversation to bring us into closer communion with one another as the family and Body of Christ.

**II. Pastoral Leadership.** I feel privileged and blessed to be serving in a diocese with so many devoted clergy who possess a variety of gifts. We are also blessed, I think, by the work of the Commission on Ministry, under the leadership of Lou Hays, and of our Canon for Formation, Jay Geisler, in raising up and equipping new vocations for ordained ministry. I am especially pleased to be ordaining four new priests at Trinity Cathedral on December 15th: Charlie Hamill, Terry Johnston, Gwen Santiago and John Schaeffer. By any measure, however, we are stretched thin when it comes to pastoral coverage in our parishes. We do have several people at various stages in the discernment process toward ordination, both to the diaconate and the priesthood. However, we are still mainly in a reactive, rather than proactive mode, *responding* to a felt sense of call first articulated by individuals in our parishes, rather than *deciding first* what kind of persons we are looking for as priests or deacons, then *raising up* such people to be ordained.

This in turn poses a set of questions that go to the heart of our future as a diocese, namely: 1) *What* is our mission? 2) *How* does God want us to carry this out? 3) *What kind of leadership, lay and ordained*, do we need to accomplish this? 4) *How* is such leadership best trained? 5) *What settings* are best to get this training done? Unfortunately, history tells us that we are very good at training leaders to guide the Church as it was fifty years ago. We no longer have that luxury. There is a certain urgency in our addressing these questions seriously, and forging creative solutions. Our congregations will take on increasingly varied forms, many of them without reference to permanent real estate: intentional communities in shared living quarters; Sunday gatherings in rented space; far-reaching missions in higher education and in the work place; combinations of worship cells, arts ministries, and business start-ups, seeding communities for renewal, such as John Stanley’s Uncommon Grounds mission in Aliquippa. And these will require different leadership – for example, more bi-vocational clergy, more entrepreneurial priests and deacons, formed locally and to a high degree of professional competence but without the debt that now saddles many new ordinands. I will soon be visiting both General Seminary in New York and Wycliffe College in Toronto, and I know that they and our other seminaries are eager to explore new models of training with us, as they seek to stay solvent and provide for the future of the Church. And lay leadership training will be a crucial part of this, such as Jessie Hipolit’s newly launched Lay Ministry Initiative. I hope, by this time next year, we may see the outlines emerging of a more coherent and intentional process to raise up and form leaders to meet these opportunities.

**III. Resource Allocation.** The split, obviously, did great harm to our common life, and still poses huge challenges as we seek to resolve our claims to disputed assets. While we have had a number of parishes return to us, and may expect more, there are many others which will only be settled by a combination of legal pressure and serious negotiation. Under these circumstances, I am daily grateful for Andy Roman, whom the Presiding Bishop's own counsel has called "the best chancellor in the Episcopal Church." I couldn't agree more. Andy has approached this conflict, and his difficult role in it, with an extraordinary combination of legal acumen and Christian grace. I could not be more proud of him, and I look forward to working side by side with him as we continue to move to put this struggle behind us.

However, even without the split, we would be facing serious questions of resource allocation. Some of our parishes are in towns that are literally disappearing. Others were fragile before the conflict, and have been further weakened. At the same time, many areas in and around Pittsburgh show growth potential over the medium and long term, and in quite a few of these we have no Episcopal presence. A task force on strategic planning, under the leadership of the Reverend Jeff Murph, has identified areas of growth and decline and has made substantial specific recommendations for the re-allocation of some of our resources to limit our continuing exposure in areas that will probably not be fruitful, and to take advantage of new opportunities. Of course, the devil is in the details, but I will begin work with the Trustees and the Standing Committee as soon as possible in the new year to develop a plan for implementing some of the task force's most important recommendations.

Again, there is a certain urgency in our getting this right. While today we vote on a budget for 2013, my own thoughts are already on January 1, 2014, the date on which, if nothing changes, we will be staring at a half-million dollar deficit. We need to take this on immediately in the new year; I'd suggest that this can be a creative, not a disheartening, process. We need to look at what we need to do to accomplish the mission we articulate, then craft the most efficient budget possible to carry it out. Easy to say, I know; and not so easy to do. We may need to make some painful decisions around staff and other hard choices about what gets funded and what does not. But I think we can do this with both grace and effectiveness if we think early on about the best possible outcome for all involved.

So, there you have it: three trajectories for the coming year – **conversation and communion, pastoral leadership, resource allocation.**

And as I near the end of this address, it might be a good thing to remember why we are doing this all in the first place, why we should bother.

Archbishop William Temple once observed that the Church exists for the benefit of those who are not its members. Surely we can understand that, as we remember in this place, the historic influence of Trinity Cathedral in the civic life of the city of Pittsburgh – the role that this community played, through the Allegheny Conference on Community Development, in helping southwest Pennsylvania re-invent itself following the collapse of the steel industry. Thanks to the courageous leadership of Canon Provost Cathy Brall and the Cathedral Chapter in re-affirming their charter, this Cathedral is poised, after a long hiatus, to help reclaim the voice of our diocese in the public square. And there is an open field of mission. In spite of our strong economic recovery, there are many places in our diocese where the majority of people do not benefit at all, whole neighborhoods that remain under blight, lacking food security, social mobility, good education and adequate health care. The Church surely is called to create systemic change that mirrors the Kingdom of God, and we have hopeful examples, such as Deacon Ann Staples' work through the Coal Country Hangout Youth Center in Northern Cambria, where she is literally saving lives every day. I hope that we can see such efforts multiply and blossom in the coming years, perhaps led by a new cadre of vocational deacons, as the fruit of a Church that is healing on the road, and so able to reach out for the healing of others in the saving name and power of Jesus Christ.

Finally, I want to thank a whole lot of people, including the staff of Trinity Cathedral, and all those who volunteered at this convention to get everybody registered who have taken such good care of us this morning; Bishop Ken and Mariann Price, who gave Betsy and me such wonderful guidance and help in our first two months. But I especially want to thank all of your diocesan staff: Rich Creehan, Andy Muhl, Scott Quinn, Jay Geisler, Vickie O'Brien, Brent Hansen, Joan Gundersen, Marlene Rihn, Carl Hockenberry, and Judi Rogers. Please join me in giving them a hand.

So, let's go forward. Let's take the time to heal, but let's keep walking the road while calling others to do the same. And let's trust that as we do, the One who calls us will show us where we are going and will supply our every need. In Jesus' name.

## **EXHIBIT B**

### **Chancellor's Remarks 147th Annual Convention of the Episcopal Diocese of Pittsburgh November 10, 2012**

It is my privilege as Diocesan Chancellor to report to you on the legal affairs of the Diocese, which in recent years have dealt mostly with matters of property. In my remarks to Convention last year, I invoked the imagery of a foggy mire of questions surrounding Diocesan and parish property, a property bog that did not appear overnight and would not turn into solid ground tomorrow, and a need for patience.

You have demonstrated that patience, and the landscape is changing. Last December, after several months of discussion and discernment, the Chapter of Trinity Cathedral voted to reaffirm Trinity's historic charter and religious allegiance to the Episcopal Church. This symbolic act clarified Trinity's identity and role as the Cathedral of this Diocese, alone. In the following months, three parishes who were not represented at last year's Convention resumed active participation in the Diocese, and two other congregations of faithful remnants gained complete control of the parish property. In the order that these events happened, I am speaking, of course, of:

- St. John's Episcopal Church in Donora;
- St. David's Episcopal Church in Peters Township;
- Church of the Atonement in Carnegie;
- St. Paul's Episcopal Church in Monongahela;
- and most recently, St. Michael's Episcopal Church in Wayne Township.

Let me ask their deputations to stand and be recognized. Please let the record show that through your applause you joined me in welcoming each of these congregations back into the active life of the Episcopal Diocese of Pittsburgh.

You will recall that in 2011, the courts of Pennsylvania ruled definitely that the Diocesan endowments and 45 parcels of real estate titled in the name of the Board of Trustees remained the property of this Diocese in the Episcopal Church, regardless of whether or not the votes at Convention in 2008 on the motions to withdraw from the Episcopal Church were otherwise valid. Even before the final appeal of that litigation was decided, our Provisional Bishop Kenneth L. Price, Jr. openly announced that our first priority was reconciliation, and that any parish that had voted to realign would be welcomed back with open arms and that there would be no repercussions whatsoever.

You may ask, how could a realigned congregation return at this point? Actually, it is really quite simple. From our perspective, the parish never left this Episcopal Diocese. In other words, while people can

leave the Episcopal Church, parishes of the Church do not leave. As a result, the process for returning to active participation in the Episcopal Diocese is very straightforward. Once the congregation has come to this decision, the Wardens and Vestry notify the Bishop, and ask the Bishop to consent to their service on the Vestry under our Canons relating to transitional parishes, which succinctly state “Election to and service on vestries of transitional parishes shall be with the consent and by the authority of the Bishop.” [Diocesan Canon XV.12]

Bishop Price also promised that “There would be no repercussions whatsoever.” Diocesan Council has honored this promise in each instance by passing a resolution that forgives the annual assessment payments that the parish did not make while it was inactive in our Diocese. These returning parishes are also welcomed back into the councils of the church as soon as they have been reorganized.

As I reported to you last year, the court decisions ruling that this Diocese is the owner of the 45 parcels of real estate titled in the name of the Board of Trustees covered 23 original locations where the leaders of the congregations had voted to leave the Episcopal Church but remained in the buildings. As I reported to you at Convention last year, as of then, four of those congregations had voluntarily chosen to move out of the buildings, despite an invitation from us to stay put while we considered the role of the buildings in the future of the Diocese. In the past 12 months, six so-called realigned congregations chose to leave the buildings, but two of these situations allowed our faithful remnant congregations – in Monongahela and Peters Township – to gain full use and possession of the property. Four other locations are or soon will be under the care of our Diocesan Administrator of Property, Dr. Joan Gundersen.

Also this past year, the Diocese successfully concluded property negotiations with Shepherd’s Heart Fellowship. Shepherd’s Heart ministers to the homeless, military veterans, and others in similar need and the agreement built on longstanding support for that ministry by many parishes of the Episcopal Diocese. Key features of the agreement were included in a joint public announcement issued on October 9, 2012. One of those key features is that under the agreement, the Episcopal Diocese will be a permanent principal collaborator in this ministry.

These developments leave us with only nine properties out of the original 23 where the long-term issues of use and possession remain to be worked out. Our approach to date – marked by patience and graciousness – will be continued under our new Bishop.

We must also resolve the property issues involving the approximately 15 parishes where property was titled in the name of the parish rather than the Diocese. While the court rulings we obtained in the litigation ending in 2011 are very helpful, they do not answer all of the questions relating to who has the right to own and use the property of these 15 parishes today. Viewed purely as a legal issue, Pennsylvania law is clear and well settled that this parish property remains held in trust for the Episcopal Diocese and the Episcopal Church. But those who are in control of the property do not agree. They see things differently.

The Diocese remains committed to finding solutions to these unresolved property issues through negotiation if that can be done. And while I cannot say more, I can say that we are actively exploring our options for achieving solutions through negotiation rather than litigation.

On a personal note I want to express my deep appreciation for the leadership of Bishop Price during his time as our Provisional Bishop. He played a pivotal role in our transition and growth these past three years, guided us wisely when we needed advice, and was always a pleasure to work with.

I am equally excited to be working with our new Bishop, Dorsey McConnell. Although our legal and property issues are challenging and pose the risk we will be diverted from our true mission, they also create opportunities to shape our Diocese for the future. Under the leadership of our new Bishop and, I pray, with the guidance of the Holy Spirit, let us forge that future for the good of all God’s people.

# Section B

## Budget and Financials

# Episcopal Diocese of Pittsburgh Proposed 2014 Budget

Recommended September 9, 2013

	2012 Actuals Cash Basis	2013 Budget	2013 Actuals Thru Aug. 27	Proposed 2014 Budget
<b>ASSESSMENT INCOME (Dioc. Only)</b>		515,081		514,278
<b>OTHER INCOME</b>				
Assessments Realized	462,858	437,819	318,415	437,136
TEC Mission Assessments	81,238	83,394	55,584	83,264
Endowment - Episcopacy	108,294	166,838	86,000	105,239
Endowment - Diocesan Mission	46,726	73,803	16,000	39,444
Community Service Fund - Diocesan Mission	139,151	254,755	148,283	123,882
Other Quasi-Endowments Redesignated by BOT	-	33,685	-	38,188
BOT Unrestricted Distribution	169,113	312,773	-	148,787
BOT and Community Service Fund 2009/8 dist	401,000	-	-	-
BOT - income generated from sale of St Christoph	-	-	-	40,500
Miscellaneous	-	-	-	46,819
Insurance	-	-	-	-
United Way	-	-	-	-
Donations	30,941	-	270	-
Trusts, Foundations, Grants - Unrestricted	37,000	36,000	28,000	76,000
Widow's Corporation - Clergy Conference	3,722	5,000	-	3,800
Deacon Formation	-	-	-	-
Board of Trustees (Property Management)	-	-	-	-
Metcalf Missionary Fund (PNC Bank TTE)	-	-	-	10,000
Endowment Distribution for Legal Issues	-	-	-	-
<b>TOTAL INCOME</b>	1,480,043	1,404,067	652,552	1,153,059
<b>NORMAL OPERATING EXPENSES</b>				
Congregational Mission	86,109	99,695	61,640	75,581
Beyond the Diocese	158,521	156,802	105,922	180,253
Transformational Networks	130,896	148,685	78,824	150,150
Office of the Bishop	301,641	228,000	145,501	232,684
Administration and Support	439,641	418,977	245,325	332,544
<b>TOTAL NORMAL OPERATING EXPENSES</b>	1,116,808	1,052,159	637,212	971,211
<b>Balance of Normal Revenues and Expenditures</b>	363,235	351,908	15,340	181,849
<b>Extraordinary Expenses:</b>				
Bishop Search and Transition	111,487	-	750	-
Reopened Churches	235,126	278,467	159,679	134,760
Returned Property Maintenance	33,599	37,670	37,715	21,143
Legal Expenses	137,830	235,000	46,712	110,000
<b>Total Extraordinary Expenses</b>	518,042	551,137	244,856	265,903
<b>TOTAL EXPENSES</b>	1,634,850	1,603,296	882,068	1,237,114
<b>Balance after Normal and Extraordinary Expenses</b>	(154,807)	(199,229)	(229,516)	(84,055)
<b>General Fund Balance, Beginning of Year</b>	334,776	136,000	179,969	51,183
<b>General Fund Balance, End of Year/Period</b>	179,969	(63,229)	(49,547)	(32,872)

# Episcopal Diocese of Pittsburgh Proposed 2014 Budget

Recommended September 9, 2013

	2012 Actuals Cash Basis	2013 Budget	2013 Actuals Thru Aug. 27	Proposed 2014 Budget
<b>CONGREGATIONAL MISSION</b>				
Canon to the Ordinary				
Salary	30,000	30,000	17,500	22,500
Expenses	7,327	7,000	2,894	3,500
SECA	2,295	2,295	1,339	1,721
Pension	5,694	5,400	2,907	4,360
Total Canon to the Ordinary	45,316	44,695	24,640	32,081
Diocesan Missions and Faithful Remnants	41,000	50,000	37,000	42,000
Program Grants	-	-	-	-
Diocesan Convention	(207)	5,000	-	1,500
<b>TOTAL CONGREGATIONAL MISSION</b>	86,109	99,695	61,640	75,581
<b>BEYOND THE DIOCESE</b>				
National				
TEC Assessment	132,955	126,537	85,296	150,000
General Convention Deputies	12,107	15,000	15,000	15,000
Outside the Diocese Meetings	3,863	5,000	604	5,000
International				
Lambeth .7% Resolution	3,098	3,065	-	3,053
Ecumenical & Other				
Province Dues	2,096	2,100	2,096	2,100
PA Council of Churches	750	750	750	750
Christian Associates	1,000	2,000	2,000	2,000
Other Ecumenical	652	350	176	350
Episcopal Appalachian Ministries	2,000	2,000	-	2,000
<b>TOTAL BEYOND THE DIOCESE</b>	158,521	156,802	105,922	180,253
<b>TRANSFORMATIONAL NETWORKS</b>				
Canon Missioner				
Salary	-	-	-	36,625
Expenses	-	-	-	1,750
Pension	-	-	-	6,593
Health and Dental	-	-	-	3,601
Total Canon Missioner	-	-	6,104	48,569
Canon of Formation				
Salary	20,000	20,000	11,667	15,000
Expenses	3,259	6,900	2,223	3,450
SECA	1,530	1,530	893	1,148
Pension	3,756	3,600	1,938	2,907
Total Canon of Formation	28,545	32,030	16,720	22,504
Youth Ministry				
Salary	20,000	20,000	11,667	18,000
FICA	1,530	1,530	893	1,377
Pension	-	-	-	-
Benefits and Allowances	-	1,000	-	1,000
Total for Youth Ministries	21,530	22,530	12,559	20,377
Youth Outreach				
Pittsburgh Youth Initiative	3,331	4,000	753	4,000
Sheldon Calvary Camp	4,000	4,000	4,000	4,000
College Ministry	2,259	-	(315)	-

# Episcopal Diocese of Pittsburgh Proposed 2014 Budget

Recommended September 9, 2013

	2012 Actuals Cash Basis	2013 Budget	2013 Actuals Thru Aug. 27	Proposed 2014 Budget
Acolyte Festival	-	300	513	300
Total for Youth Outreach	9,590	8,300	4,951	8,300
Community Outreach				
Up 4 Reading	10,000	10,000	-	-
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
Other Youth Missions	7,473	10,000	-	-
Total for Community Outreach	40,473	43,000	23,000	23,000
Training				
Clergy Conference	3,722	5,000	-	3,800
Ministry Leadership Workshops	955	1,500	3,220	1,000
Leadership Days	1,444	3,000	-	-
Training on Misconduct Issues	-		-	500
Ordinands Training Program	258	1,000	-	500
EFM	1,500	1,500	-	1,500
Total for Training	7,879	12,000	3,220	7,300
Network Support				
Deacon's Ministry	564	1,000	150	500
Resource Center	4,419	5,000	4,327	500
Diocesan Life Committee	-	500	-	-
Commission on Aging	-	-	-	-
Absalom Jones Celebration or Other Event	1,097	1,825	1,688	2,000
Commission on Racism	1,613	2,500	812	2,900
Childrens Ministry Team (formerly Ch. Ed Net)	901	1,000	64	2,500
Other Committees	672	1,000	197	700
Social Justice and Outreach	5,000	5,000	1,781	2,000
Total for Network Support	14,266	17,825	9,019	11,100
Commission on Ministry	8,613	13,000	3,251	9,000
<b>TOTAL TRANSFORMATIONAL NETWORKS</b>	<b>130,896</b>	<b>148,685</b>	<b>78,824</b>	<b>150,150</b>
<b>OFFICE OF THE BISHOP</b>				
Bishop				
Visitation Fund	-	-	-	-
Salary	154,976	120,000	70,000	120,000
Other Expenses				
Housing Accomodations/designations	43,499	35,000	20,298	35,000
Reimbursement to Diocese of Southern Ohio	-	-	-	-
SECA	5,293	-	-	-
Pension	59,249	21,600	13,950	27,900
Auto	6,141	5,000	700	5,000
Pastoral/travel	10,566	10,000	14,139	10,000
Benefits and allowances	16,081	20,400	17,144	22,784
Sabbatical Reserve	-	8,000	6,000	6,000
Hospitality fund	3,107	5,000	786	3,000
Education fund	-	3,000	2,484	3,000
Moving Expenses	2,633	-	-	-
Total Other Expenses	146,569	108,000	75,501	112,684
Total Bishop Expense	301,545	228,000	145,501	232,684
Secretary to the Bishop	-	-	-	-
Miscellaneous	96	-	-	-

# Episcopal Diocese of Pittsburgh Proposed 2014 Budget

Recommended September 9, 2013

	2012 Actuals Cash Basis	2013 Budget	2013 Actuals Thru Aug. 27	Proposed 2014 Budget
<b>TOTAL OFFICE OF THE BISHOP</b>	301,641	228,000	145,501	232,684
<b>ADMINISTRATION AND SUPPORT</b>				
Archivist and Director of Properties				
Salary	50,000	50,000	29,167	30,000
Car Allowance	2,678	3,000	1,684	3,000
FICA	3,825	3,825	2,231	2,295
Pension	7,500	7,500	5,000	4,500
Health and Dental	6,648	7,855	6,362	4,031
Total Archivist and Director of Properties	70,651	72,180	44,444	43,826
Financial Assistant				
Salary	17,733	17,434	10,344	24,825
FICA	1,356	1,334	791	1,899
Pension	2,660	2,615	1,773	3,724
Dental	1,100	1,273	945	1,298
Total Financial Assistant	22,849	22,656	13,854	31,745
Treasurer and Director of Administration				
Salary	61,494	61,494	24,141	43,722
Expenses	95	100	31	100
FICA	4,704	4,704	1,847	3,345
Pension	6,918	9,224	4,390	6,558
Dental	748	865	437	878
Total Treasurer and Director of Admin.	73,959	76,388	30,845	54,603
Executive Secretary				
Salary	35,067	35,067	20,456	35,067
FICA	2,683	2,683	1,565	2,683
Pension	5,260	5,260	3,507	5,260
Dental	1,123	1,273	945	1,298
Total Executive Secretary	44,133	44,283	26,472	44,307
Director of Communications				
Contract	48,750	45,000	26,250	20,000
Communications - Publications				
Diocesan Newsletter	586	340	-	340
Diocesan Directory	-	-	-	-
Webmaster (contract)	35,000	35,000	20,417	20,000
Communication Equipment	297	400	-	400
Total Communications - Publications	35,883	35,740	20,417	20,740
Support				
Annual Audit	55,500	25,000	10,750	15,000
Archival Storage and Supplies	2,512	2,000	944	2,500
Archival Space at Cathedral	10,000	12,500	7,500	10,000
Background Checks	935	1,000	475	1,000
Bank Service Fees	601	1,000	92	500
Pool I Subaccounting	5,000	-	-	-
Copier	457	1,000	538	500
Database	-	-	-	2,000
Internet Expense	897	809	581	900
Liability, Workers, Bond	25,374	35,300	33,791	42,700
Miscellaneous	3,418	1,000	1,500	1,000
Office Furniture/Equipment	570	1,500	419	1,000
Office Supplies	3,394	5,000	2,436	3,500

# Episcopal Diocese of Pittsburgh Proposed 2014 Budget

Recommended September 9, 2013

	2012 Actuals Cash Basis	2013 Budget	2013 Actuals Thru Aug. 27	Proposed 2014 Budget
Payroll Service	600	750	365	700
Postage	2,063	2,000	1,420	2,150
Rent for Offices	27,872	27,872	20,456	30,372
Staff Development	359	2,500	150	500
Technology - Support & Training	1,933	1,000	612	1,000
Telephones	1,931	2,500	1,014	2,000
Total for Support	143,416	122,731	83,043	117,322
<b>TOTAL ADMINISTRATION AND SUPPORT</b>	439,641	418,977	245,325	332,544

# Proposed 2014 Budget

## Comments

### Income:

1. Parish assessment income is computed based on the data from Parochial Reports for 2012, 2011 and 2010. The parishes included are the thirty-six that submitted their respective 2012 parochial reports in the spring of 2013 to the Diocese and the Episcopal Church. Reductions granted in 2012 are not reflected in the proposed 2014 assessment.
2. The parish assessment formula is the same as was adopted last year. The first \$35,000 of normal operating income is assessed at 5% and all income above that at 11 %.
3. The budget reduces the parish assessment line by 15% to provide a means of including potential reductions in individual parish assessment and for other situations that might result in the diocese receiving less than full payment.

**Episcopal Diocese of Pittsburgh  
Assessments for Parishes Submitting 2012 TEC Parochial Reports**

Parish	Location	Total 2014 Assessment	Diocesan Portion (84%)	National Portion (16%)	Growth Fund (7% of Assessment)
St. Peter's Episcopal Church	Blairsville	986	828	158	69
St. Barnabas Episcopal Church	Brackenridge	1,709	1,436	273	120
St. Peter's Episcopal Church	Brentwood	15,853	13,316	2,536	1,110
All Saints Episcopal Church	Bridgeville	3,006	2,525	481	210
All Saints' Episcopal Church	Brighton Heights	2,998	2,518	480	210
St. Thomas Episcopal Church	Canonsburg	10,473	8,797	1,676	733
Church of the Atonement	Carnegie	500	420	80	35
Church of the Nativity	Crafton	13,199	11,087	2,112	924
St. John's Episcopal Church	Donora	250	210	40	18
Calvary Episcopal Church	East Liberty	146,741	123,263	23,479	10,272
St. Brendan's Episcopal Church	Franklin Park	14,261	11,979	2,282	998
Christ Episcopal Church	Greensburg	10	9	2	1
St. Andrew's Episcopal Church	Highland Park	39,989	33,591	6,398	2,799
St. Matthew's Episcopal Church	Homestead	1,998	1,679	320	140
Church of the Holy Cross	Homewood	12,125	10,185	1,940	849
Christ Episcopal Church	Indiana	14,701	12,349	2,352	1,029
The Church of the Advent	Jeannette	1,339	1,125	214	94
St. Mark's Episcopal Church	Johnstown	11,010	9,248	1,762	771
St. Paul's Episcopal Church	Kittanning	10,473	8,798	1,676	733
St. Michael's of the Valley Episcopal Church	Ligonier	47,213	39,659	7,554	3,305
St. Stephen's Episcopal Church	McKeesport	9,479	7,962	1,517	664
St. Paul's Episcopal Church	Monongahela	837	703	134	59
St. Paul's Episcopal Church	Mt. Lebanon	79,865	67,087	12,778	5,591
Christ Episcopal Church	North Hills	44,642	37,500	7,143	3,125
Emmanuel Episcopal Church	North Side	4,952	4,160	792	347
All Souls Episcopal Church	North Versailles	1,601	1,345	256	112
St. Thomas Episcopal Church	Northern Cambria	152	128	24	11
St. Thomas Memorial Church	Oakmont	28,451	23,899	4,552	1,992
St. James Episcopal Church	Penn Hills	481	404	77	34
St. David's Episcopal Church	Peter's Twp	1,172	985	188	82
Trinity Cathedral	Pittsburgh	41,262	34,660	6,602	2,888
St. Bartholomew's Episcopal Church	Scottdale	854	717	137	60
St. Francis-in-the-Fields Episcopal Church	Somerset	7,131	5,990	1,141	499
Church of the Redeemer	Squirrel Hill	22,022	18,499	3,524	1,542
St. Michael's Episcopal Church	Rural Valley	78	65	12	5
St. Stephen's Episcopal Church	Wilksburg	20,422	17,154	3,267	1,430
<b>Assessments Total</b>		<b>612,236</b>	<b>514,278</b>	<b>97,958</b>	<b>42,856</b>
<b>Assessments Realized (85%)</b>		<b>520,400</b>	<b>437,136</b>	<b>83,264</b>	<b>36,428</b>

# Section C

## Action Items

# **ACTION ITEMS**

## **Committee on Compensation**

The Compensation Committee moves adoption of the “**2014 Compensation Guide for Clergy and Lay Employees,**” including the revised and expanded body of the guide and appendices A-G. The guide is available as an Appendix to this Preconvention Journal.

## **Committee on Constitution and Canons Proposed Amendments in the Constitution and Canons For the Consideration of Diocesan Convention, November 1 and 2, 2013**

### **Article VI Amendment**

The Committee on Constitution and Canons moves to amend Article VI of the Constitution of the Episcopal Diocese of Pittsburgh. This is a first reading and should it pass will require passage by the 2015 Annual Convention without any changes to complete the amending process.

#### **Proposed Wording:**

##### **Article VI**

##### **Secretary of the Convention**

At each Annual Convention a Secretary shall be chosen, who shall continue in office until a successor is appointed. The duties of the Secretary shall be to take the minutes of the proceedings, and when approved to see that they are entered in the permanent records of the diocese; to ensure that copies of the minutes and other records are deposited in the diocesan archives; and to attest the public acts of the body; and faithfully to deliver into the hands of successors all books and papers belonging to the Convention in his or her possession.

#### **Current wording:**

*At each Annual Convention a Secretary shall be chosen, who shall continue in office until a successor is appointed. The duties of the Secretary shall be to take the minutes of the proceedings, and when approved to enter them in a proper book; to preserve the Journal and Records; and to attest the public acts of the body; and faithfully to deliver into the hands of successors all books and papers belonging to the Convention in his or her possession.*

#### **Rationale:**

The duties of the Secretary as described in Article VI have remained unchanged in the Diocesan Constitution since the first constitution was adopted by the diocese in 1865. At that time the diocese did not have an office, an archives, or an administrative staff. The secretary was literally expected to keep the records of the diocese and pass them on when a new secretary was appointed. The development of the diocesan archives as a secure place to preserve the official records of the diocese changes the place where records should be stored. This amendment leaves responsibility for creating a permanent record of the actions of the diocesan convention in the hands of the secretary but charges the secretary to preserve these records by seeing that they are placed in the archives.

## **Article IX Section 4 Amendment**

The Committee on Constitution and Canons moves to amend Article IX Section 4 of the Constitution of the Episcopal Diocese of Pittsburgh. This is a first reading and should it pass will require passage by the 2015 Annual Convention without any changes to complete the amending process. The proposed wording is:

### **Proposed Wording:**

#### **Article IX**

#### **Standing Committee**

*Section 4.* The Committee, at their first meeting, shall choose a President from among the members, either Clerical or Lay, and a Secretary, either Clerical or Lay. The Secretary shall keep a record of the proceedings of the Committee, and all books and papers in their hands relative to the Church shall be subject to the examination of the Bishop and of the Convention.

### **Current Wording:**

*Section 4.* The Committee, at their first meeting, shall choose a President from among the Clerical members, and a Secretary, either Clerical or Lay. The Secretary shall keep a record of the proceedings of the Committee, and all books and papers in their hands relative to the Church shall be subject to the examination of the Bishop and of the Convention

### **Rationale:**

As the Constitution and Canons of the Episcopal Church allow, in many other dioceses the President of the Standing Committee may be either Clergy or Lay. The present Article IX mandates in section 4 that the President of the Standing Committee of the Diocese of Pittsburgh be a member of the Clergy. This proposed amendment to Article IX will allow future Standing Committees the flexibility to elect either a member of the Clergy or Lay orders to be President. Because this requires an amendment to Article IX of the Constitution of the Diocese, the proposed revision requires passage at two successive annual conventions.

## **Canon I Revision**

The Committee on Constitution and Canons moves to amend Canon I.

### **Proposed Wording:**

#### **Canon I**

The Secretary of the Convention shall request from the Diocesan Recorder of Ordinations a list of the Clergy entitled to Seats or votes in the Convention of this Diocese, in the following manner: The Recorder of Ordinations shall, sixty days prior to the meeting of the Convention, deliver to the Secretary, or in the absence of the Secretary, to such other person as may be appointed by the presiding officer of the Convention, a certified list of the Clergy in regular standing and canonically connected with the Diocese, specifying their parochial responsibilities or their residences and employment respectively; and also the dates of the ordination or reception of those who have been ordained or received into the Diocese within the year immediately preceding. From this list the Secretary shall prepare, in conformity with Article III, Section 2, and Article XIV, of the Constitution, a roll of Clergy entitled to Seats or votes in the Convention; and the list thus prepared shall be *prima facie* evidence as to the rights of Clergy to Seats or votes in the Convention. The Bishop (or Ecclesiastical Authority) shall, on the day of the meeting of Convention, provide to the Secretary any additions or deletions to the certified list submitted in advance of the Convention.

**Current wording:**

*The Secretary of the Convention shall keep a register of the Clergy entitled to Seats or votes in the Convention of this Diocese, in the following manner: The Bishop, Bishop-Coadjutor, or Suffragan Bishop, or when there is no Bishop, the President of the Standing Committee shall, sixty days prior to the meeting of the Convention, deliver to the Secretary, or in the absence of the Secretary, to such other person as may be appointed by the presiding officer of the Convention, a certified list of the Clergy in regular standing and canonically connected with the Diocese, specifying their parochial responsibilities or their residences and employment respectively; and also the dates of the ordination or reception of those who have been ordained or received into the Diocese within the year immediately preceding. From this list the Secretary shall prepare, in conformity with Article III, Section 2, and Article XIV, of the Constitution, a roll of Clergy entitled to Seats or votes in the Convention; and the list thus prepared shall be prima facie evidence as to the rights of Clergy to Seats or votes in the Convention. The Bishop (or Ecclesiastical Authority) shall, on the day of the meeting of Convention, provide to the Secretary any additions or deletions to the certified list submitted in advance of the Convention.*

**Rationale:**

The Church Pension Fund requires every diocese to appoint a Recorder of Ordinations who reports all ordinations, depositions, letters dimissory, etc. to the Recorder of Ordinations for the Episcopal Church. When the current canon was written, the position of Recorder of Ordinations did not exist. It makes no sense for the Secretary of Convention and Recorder to keep separate tallies, especially since the secretary may not be informed of all changes in clergy status. This change puts the responsibility for compiling a complete and accurate list in the hands of the Recorder, but leaves the Secretary, who is elected by convention, the responsibility for certifying the voting status of clergy at convention.

## Canon XII Revision

The Committee on Constitution and Canons moves to amend Canon XII Section 3.

**Proposed Wording:****Canon XII****Budget and Financial Administration**

*Section 3.* In approving the budget for the ensuing year, the Convention shall also adopt a schedule of assessments pursuant to Article XI of the Constitution under which each Parish receives a single assessment that is a proportionate share of the proposed Diocesan Budget including the proposed response of the Diocese to the asking of the Diocese by the Executive Council of the Episcopal Church, based on a uniform formula which recognizes each Parish's ability to pay.

**Current Wording:**

*Section 3.* In approving the budget for the ensuing year, the Convention shall also adopt a schedule of assessments pursuant to Article XI of the Constitution under which each Parish is assessed a proportionate share based on a uniform formula which recognizes each Parish's ability to pay.

**Rationale:**

In 1996, Diocesan Convention passed Resolution 1, allowing parishes the option to seek approval of Diocesan Council to dedicate the "program budget" portion of their share of the annual asking of the Episcopal Church to other clearly identified missionary purposes. At that time, the canons and practice of the Episcopal Church divided the annual asking of the Church to each diocese into two portions, one supporting the expenses of General Convention and other operations of the Church, and the other

supporting the program budget of the Church. Subsequent to the adoption of Resolution 1, the canons of the Episcopal Church were amended to provide for a single asking from each diocese. This amendment eliminated the Diocese's ability to identify a portion of the asking corresponding to a "program budget." The option provided by Resolution 1 of 1996 is no longer feasible or permitted by the Church's canons, which require the use of a single asking. The proposed change to Diocesan Canon XII.3 will supersede Resolution 1 of 1996 and bring the Diocese into compliance with Church Canons I.1.8 and I.4.6. It will also assure that all parishes provide their respective share of the Diocese's financial obligation to support the Episcopal Church and will simplify Diocesan budgeting, billing and accounting processes. The need for the change was originally identified by the Budget and Assessments Working Group of Diocesan Council.

## **Canon XII Revision**

The committee on Constitution and Canons moves to amend Canon XII, Section 4.d.

### **Proposed Wording:**

#### **Canon XII**

#### **Budget and Financial Administration**

*Section 4.d.* Any parish desiring an adjustment in its assessment shall appeal at the earliest opportunity to Diocesan Council by notice to the Treasurer of the Diocese and to the Judge of Assessments of Council. After discussion between the appropriate officers (or designees) of Diocesan Council and of the parish, Diocesan Council, having investigated the situation of the parish, shall determine whether or not the assessment should be reduced. If it reduces the assessment, (1) Diocesan Council must determine how either the current or the following year's Budget and Assessment Schedule shall be adjusted to compensate for such reduction, and (2) Council may also recommend to the Bishop and Standing Committee that such parish be designated a Transitional Parish, in accordance with Canon XV, Section 6.

### **Current Wording:**

*Section 4.d.* Any parish desiring an adjustment in its assessment shall appeal at the earliest opportunity to Diocesan Council by notice to the Director of Administration of the diocese and to the Judge of Assessments of Council. After discussion between the appropriate officers (or designees) of Diocesan Council and of the parish, Diocesan Council, having investigated the situation of the parish, shall determine whether or not the assessment should be reduced. If it reduces the assessment, (1) Diocesan Council must determine how either the current or the following year's Budget and Assessment Schedule shall be adjusted to compensate for such reduction, and (2) Council may also recommend to the Bishop and Standing Committee that such parish be designated a Transitional Parish, in accordance with Canon XV, Section 7.

### **Rationale:**

The convention decided several years ago to change the canon that automatically made the Treasurer also the Director of Administration. Since the positions can now be held by different people, we needed to adjust references throughout the governing documents so that the appropriate duties are assigned to each of these separated positions.

## **Canon XVII Revision**

The Constitution and Canons Committee moves to amend Canon XVII, to add a Section 9 as follows:

### **Canon XVII**

#### **Business Methods in Church Affairs**

*Section 9.* The presiding officers or chairs of Diocesan Council, the Board of Trustees, the Standing Committee, the Diocesan Finance Committee, the Growth Fund Committee, the Committee on Constitution and Canons, or other diocesan commissions, committees or program units established under these canons, may authorize the conduct of business through the use of conference telephone or other electronic technology that does not require all participants to be located in the same place, provided all members of the body have equal access to the technology and the technology allows those members who are participating to participate concurrently.

At the initiation of the presiding officer or chair, such bodies may also adopt resolutions through the use of a written consent in lieu of a meeting, provided the resolution is consented to in writing by the minimum number of members of the body that would be necessary to authorize the action at a duly constituted meeting of the body. Such written consents may be communicated electronically.

#### **Rationale:**

The time dedicated by the members of the Diocese who serve on its leadership bodies is a valuable Diocesan resource. The presiding officers or chairs of those bodies should have the ability to conserve that resource by using technology such as conference telephone calls and votes by email from time to time and in appropriate circumstances. This new canon expressly authorizes what has become a common and acceptable practice in everyday life.

## **Canon XXVI Section 1 Revision**

The Committee on Constitution and Canons moves to amend Canon XXVI Section 1 as follows:

### **Proposed Wording:**

#### **Canon XXVI**

#### **Of Deputies to the Provincial Synod and General Convention**

*Section 1.* Deputies to the Synod of Province III shall be determined from those individuals who are elected as Deputies to General Convention as specified in Article XII of the Constitution. There shall be one Clerical Deputy and two Lay Deputies. The Clerical Deputy shall be the first clergy person elected as Deputy to General Convention. The Lay Deputies shall be the first and second lay persons elected as Deputies to General Convention. There shall also be a Supplemental Clerical Deputy, who shall be the second clergy person elected as Deputy to General Convention. And there shall also be two Supplemental Lay Deputies, who shall be the third and fourth lay persons elected as Deputies to General Convention. In the event one of the Lay Deputies is unable to attend a meeting of the Synod, the Supplemental Lay Deputy who was the third lay person to be elected Deputy to General Convention shall attend. If one of the Lay Deputies is unable to attend a subsequent meeting, the Supplemental Lay Deputy who was the fourth lay person to be elected Deputy to General Convention shall attend. If there are further meetings missed by one of the Lay Deputies, this manner of rotation shall continue.

### **Current Wording:**

*Section 1.* Deputies to the Synod of Province III shall be elected concurrently with Deputies to the General Convention at the Annual Diocesan Convention which is held within two years preceding the regular General Convention in the following manner: The member of the Clergy receiving the highest number of votes as a Deputy to the General Convention shall be declared

*the Clerical Deputy to the Provincial Synod, and the member of the Clergy receiving the next highest number of votes shall be declared the Supplemental Clerical Deputy. The two Lay persons receiving the two highest number of votes as Deputies to the General Convention shall be declared the Lay Deputies to the Provincial Synod, and the two Lay members receiving the next two highest number of votes shall be declared the Supplemental Lay Deputies, with priority of right in rotation according to plurality of the aggregate vote received by them respectively.*

**Rationale:**

The current canon is confusing at best. This revision attempts to clarify how Deputies and Supplemental Deputies to Provincial Synod are determined from those individuals who are elected as Deputies to General Convention, and which Supplemental Lay Deputy shall attend the Synod meeting in the event that one of the Lay Deputies is unable to attend.

**Canon XXVI Section 3 Revision**

The Committee on Constitution and Canons moves to amend Canon XXVI Section 3 as follows:

**Proposed Wording:**

*Section 3.* It shall be the duty of the Deputies to make a report to the Annual Diocesan Convention following each meeting of the Provincial Synod. It shall also be the duty of the Deputies to cause communication within the Diocese concerning General Convention prior and subsequent to General Convention. There shall also be a written report from the General Convention Deputies to the Annual Convention following the General Convention. This report will include information about those actions of General Convention that require a response from or action by the Diocese.

**Current Wording:**

*Section 3. It shall be the duty of the Deputies to make a report as a deputation to the Annual Diocesan Convention following each meeting of the Provincial Synod.*

**Rationale:**

The current canon is silent concerning the requirement in Article XII of the Constitution for the deputation to make a report to the succeeding Diocesan Convention. Given the significance of General Convention to the Diocese and the life of the Church, the revision addresses the need for communication within the Diocese before and after each General Convention. It is common in other Dioceses for the deputation to hold public sessions prior to General Convention to discuss issues likely to come before General Convention and to receive input. Even though Deputies are free to vote at General Convention as they choose, it would be helpful and appropriate for the deputation to be more aware of opinions held within the Diocese. It would also be helpful to provide additional opportunities to disseminate the results of General Convention, particularly given that several months elapse between the General and Diocesan Conventions. This revision also specifies that the constitutional requirement for a report should be in writing.

## **Canon XXIX Revision**

The Committee on Constitution and Canons moves the following amendments to Canon XXIX:

### **Proposed wording (Removing original Section 2, renumbering remaining sections and adding a new Section 4):**

#### **Canon XXIX**

##### **Of the Church Pension Fund**

*Section 1.* In conformity with the legislation adopted by the General Convention of 1913, pursuant to which the Church Pension Fund was duly incorporated, and in conformity with the Canon of the General Convention, "Of The Church Pension Fund," as heretofore amended and as it may hereafter be amended, the Diocese of Pittsburgh hereby adopts and acknowledges the Church Pension Fund, a corporation created by Chapter 97 of the Laws of 1914 of the State of New York as subsequently amended, as the authorized and approved pension system for the Clergy of the Protestant Episcopal Church in the United States of America and for their dependents, and declares its intention of supporting said Fund in accordance with its Rules.

*Section 2.* It shall be the duty of this Diocese and of the Parishes and other ecclesiastical organizations therein, each through its Treasurer or other proper official, to inform the Church Pension Fund of salaries and other compensation paid to Clergy by said Diocese, Parishes and other ecclesiastical organizations for services rendered, currently, and changes in such salaries and other compensations as they occur; and to pay promptly to the Church Pension Fund the pension assessments required thereon under the Canon of the General Convention and in accordance with the Rules of the said Fund.

*Section 3.* It shall be the duty of every member of the Clergy canonically resident in or serving in this Diocese to inform the Church Pension Fund promptly of such facts as dates of birth, or ordination or reception, of marriage, births of children, deaths, and changes in cures or salaries, as may be necessary for its proper administration and to cooperate with said Fund in such other ways as may be necessary in order that said Fund may discharge its obligations in accordance with the intention of the General Convention in respect thereto.

##### *Section 4.* Lay Employees Benefits

*a.* The Diocese, its parishes and other units under its ecclesiastical authority shall offer a pension plan for all its lay employees. Such plan shall be provided by participation in the Episcopal Church Lay Employees Retirement Plan in conformity with the Church Pension Fund Lay Employees Program.

*b.* The Diocese shall also offer access to lay employees to the same program of health insurance offered to its clergy, under the same terms, including cost to the participant. Parishes and other units under its ecclesiastical authority shall participate in such program and shall make it available to all employees who meet the requirements set forth by General Convention. A lay employee may opt out of participation if covered by another policy.

### **Current Wording:**

*Section 1.* In conformity with the legislation adopted by the General Convention of 1913, pursuant to which the Church Pension Fund was duly incorporated, and in conformity with the Canon of the General Convention, "Of The Church Pension Fund," as heretofore amended and as it may hereafter be amended, the Diocese of Pittsburgh hereby adopts and acknowledges the Church Pension Fund, a corporation created by Chapter 97 of the Laws of 1914 of the State of New York as subsequently amended, as the authorized and approved pension system for the Clergy of the Protestant Episcopal Church in the United States of America and for their dependents, and declares its intention of supporting said Fund in accordance with its Rules.

*Section 2. The Bishop of this Diocese shall appoint annually, upon the opening of the Convention, a Committee of the Church Pension Fund to consist of four Presbyters and four Lay persons, for a term of one year and until their successors shall have been appointed or qualified, and the Bishop may from time to time fill by appointment any vacancies in said Committee caused by resignation, death or inability to act.*

*The duties of said Committee shall be as follows:*

*a. To be informed of, and to inform the Clergy and Laity of this Diocese of the pension system created by the General Convention and committed by it to the Trustees of the Church Pension Fund, in order that the ordained Clergy of the Church may be assured of pension protection for themselves in event of old age or total and permanent disability and for their widows or widowers and minor children in the event of death.*

*b. To receive reports from the Church Pension Fund, from time to time, on the status of the pension assessments payable to said Fund, under its Rules and as required by Canon Law, by this Diocese and by the Parishes and other ecclesiastical organizations within the Diocese.*

*c. To make an annual report to the Convention of this Diocese on such matters relating to the Church Pension Fund as may be of interest to the said Convention.*

*d. To cooperate with the Church Pension Fund in doing all things necessary or advisable in the premises to the end that the Clergy of this Diocese may be assured of the fullest pension protection by said Fund under its established Rules.*

*Section 3. It shall be the duty of this Diocese and of the Parishes and other ecclesiastical organizations therein, each through its Treasurer or other proper official, to inform the Church Pension Fund of salaries and other compensation paid to Clergy by said Diocese, Parishes and other ecclesiastical organizations for services rendered, currently or in the past, prior to becoming beneficiaries of said Fund, and changes in such salaries and other compensations as they occur; and to pay promptly to the Church Pension Fund the pension assessments required thereon under the Canon of the General Convention and in accordance with the Rules of the said Fund.*

*Section 4. It shall be the duty of every member of the Clergy canonically resident in or serving in this Diocese to inform the Church Pension Fund promptly of such facts as dates of birth, or ordination or reception, of marriage, births of children, deaths, and changes in cures or salaries, as may be necessary for its proper administration and to cooperate with said Fund in such other ways as may be necessary in order that said Fund may discharge its obligations in accordance with the intention of the General Convention in respect thereto.*

*Section 5. Lay Employees Benefits*

*a. The diocese shall provide a pension plan for all its lay employees, 21 years of age or older, who have been employed by the Diocese for one year or more and who work a minimum of 1,000 hours annually. Such plan may be provided by participation in the Episcopal Church Lay Employees Retirement Plan or by a separate plan offering equivalent or higher benefits, with contributions at a rate approved by the Trustees of the Church Pension Fund. The Diocese shall encourage each parish and other unit under its ecclesiastical authority to establish a similar plan.*

*b. The Diocese shall also provide for such lay employees a program of health and life insurance benefits comparable to those provided for its clergy and shall permit similar lay employees of parishes and other units under its ecclesiastical authority to participate in such program.*

**Rationale:**

The revised canon eliminates a committee whose charge was to encourage participation in the clergy pension plan and to receive reports from the Church Pension Fund. General Convention has made the plan mandatory and the Church Pension Fund now communicates directly with all participants. Thus the committee was obsolete. In fact, no members had been appointed to it in recent years. The other proposed changes to the canon are in what is would become section 4 (formerly section 5). This section is about benefits for lay employees. The changes here are to implement the changes in policy mandated by actions of General Convention in 2009. Dioceses are required to implement these changes. At the 2012 Diocesan Convention, the compensation committee brought these changes to the attention of the Diocese and the convention updated its compensation documents to reflect the mandate. Now we are making sure the canons reflect these changes. The language is deliberately broad to avoid having to make changes in our canons each time CPG or General Convention tweaks the benefits program and coverage.

**Rules of Order Amendment to Section A**

The Committee on Constitution and Canons moves to amend Section A item 8 of the Rules of Order as follows:

**Proposed wording:**

**Rules of Order**

**A. Organization and Business**

8. Upon final adjournment of any sitting, the Secretary of the Convention shall submit the minutes of the proceedings to the Bishop, and the Chairperson of the Committee on Constitution and Canons, who shall read and approve them prior to their publication and distribution.

**Current wording:**

*8. Upon final adjournment of any sitting, the Secretary of the Convention shall submit the minutes of the proceedings to the Bishop, the Chairperson of the Committee on Constitution and Canons, and the Chairperson of the Convention Committee, who shall read and approve them prior to their publication and distribution.*

**Rationale:**

Under our current practices and the By-laws of the Council, the Chair of the Convention Committee is the Secretary of Convention. Hence this rule has the Secretary presenting the minutes to him or herself for approval.

**Rules of Order Amendment to Section D**

The Committee on Constitution and Canons moves to amend Section D, item 1 of the Rules of Order as follows:

**Proposed wording:**

**D. Election of a Bishop**

1. At least a month before the date appointed for the Election of the Bishop, the Secretary of the Convention shall cause to be sent to each Deputy and Alternate Deputy, as well as to every member of the clergy entitled to vote, the following documents:

- a. Article II of the Constitution of the Episcopal Church
- b. Canons 11 (Of the Ordination of Bishops) and 12 (Of the Life and Work of a Bishop) of Title III of the Canons of the Episcopal Church
- c. Article XIV of the Constitution of the Diocese of Pittsburgh
- d. Section D of the Rules of Order of the Diocese.

**Current wording:**

*1. At least a month before the date appointed for the Election of the Bishop, the Secretary of the Convention shall send to each Deputy and Alternate Deputy, as well as to every member of the clergy entitled to vote, the following documents:*

- a. Article II of the Constitution of the Episcopal Church*
- b. Canons 11 (Of the Ordination of Bishops) and 12 (Of the Life and Work of a Bishop) of Title III of the Canons of the Episcopal Church*
- c. Article XIV of the Constitution of the Diocese of Pittsburgh*
- d. Section D of the Rules of Order of the Diocese.*

**Rationale:**

The current wording places the burden of sending information to deputies on the Secretary. The change explicitly allows the Secretary to make use of staff in the distribution of these documents.

## **RESOLUTIONS**

### **Resolution 1.**

#### **Resolution to encourage diversity among lay and ordained leaders in the Episcopal Diocese of Pittsburgh**

**Be it resolved**, that the 148th Annual Convention of the Episcopal Diocese of Pittsburgh move towards the establishment of a Diocese which more fully embraces the diversity of God's people, by actively recruiting a more diverse lay and ordained leadership at the parish and diocesan level.

**Explanation:**

Acts 2:1-4 reminds us that at Pentecost, God sent the Holy Spirit to proclaim the Good News to all people, regardless of origin. We believe that the diversity of peoples is a gift from God and allows us to find new ways of worshiping and coming to know God through different types of music, story and liturgy. The ethnic makeup of the lay and ordained leaders of the Diocese of Pittsburgh is far less diverse than that of the people within the Diocese. Leaders play a special role in proclaiming the Gospel and welcoming new members into the Church and many individuals feel more welcome in parishes when they see others like them, particularly in leadership positions. General Convention Resolution 1994-A046 called on all dioceses to "move one more step towards eliminating institutional racism from the Episcopal Church by strengthening the recruitment and retention of people of color for lay ministry and diocesan and parish leadership, including, but not limited to, membership on vestries, positions of junior and senior wardens, election as delegates to diocesan conventions, and membership on diocesan executive councils," and General Convention Resolution 1994-A045 "strongly urge[d] dioceses, clergy, and congregations to actively recruit people of color for the ordained ministry and thereafter to work for their employment throughout the church." The Commission on Racism believes that this resolution will reaffirm the Diocese's commitment to these goals.

**Sponsor:** The Commission on Racism

## **COURTESY RESOLUTIONS**

### **Resolution 2.**

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

*Whereas* this diocese has been enriched by the gifts of time and talent offered by our many volunteers, 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 entertain, 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 requests 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.

### **Resolution 3.**

#### **Resolution of Thanks to Trinity Cathedral**

*Whereas* Trinity Cathedral and its staff and members have graciously undertaken the many tasks associated with hosting the 2013 Annual Convention of the Episcopal Diocese of Pittsburgh; and

*Whereas* this convention has been the recipient of the Cathedral's hospitality on both the night of November 1 and the day of November 2, 2013; and

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

*Resolved* that the officers, delegates, bishop, and visitors participating in this convention tender Trinity Cathedral our sincere thanks for the many ways large and small that the people of Cathedral have worked to smooth the course of events and provide us with a welcoming site for our convention.

Section D  
Report of the  
Nominating Committee

## MEMBERSHIP OF CANONICAL BODIES IN 2013

(**Bold type** indicates terms of office that are expiring.)  
(All positions are elected by the full Convention unless otherwise noted.)

### **BOARD OF TRUSTEES**

*Two trustees to be elected by Convention for a three-year term ending in 2016.*

*One trustee to be elected by District 3 to a three-year term ending in 2016.*

#### DISTRICT REPRESENTATIVES

1	James Evans Christ Church, North Hills	2014
2	Melanie Kurtz St. Matthew's, Homestead	2015
<b>3</b>	<b>Joseph Karas</b> <b>St. Peter's, Brentwood</b> <i>Eligible</i>	<b>2013</b>
4	John Rogers St. Mark's, Johnstown	2014

#### ELECTED BY CONVENTION

<b>Russ Ayres</b> <b>Calvary, East Liberty</b> <i>Eligible</i>	<b>2013</b>
<b>Linda Getts</b> <b>St. Matthew's, Homestead</b> <i>Eligible</i>	<b>2013</b>
Lewis Amis Trinity, Pittsburgh	2014
Michael Donadee St. Brendan's, Franklin Park	2014

#### APPOINTMENTS BY ECCLESIASTICAL AUTHORITY

John Adams St. Paul's, Mt. Lebanon	2013
Vacancy	2013
Beth Hardie St. Stephen's, Wilkinsburg	2014
Robert Eley Calvary, East Liberty	2015
William Moore St. Matthew's, Homestead	2015

Suzanne DeWalt Calvary, East Liberty	2015
Leon L. Haley Holy Cross, Homewood	2015
Robert Johnston St. Paul's, Mt. Lebanon	2015

## CATHEDRAL CHAPTER

*One clergy and one layperson to be elected to a three-year term ending in 2016.*

### CLERGY

The Rev. Lynn Edwards                      2014  
Retired

The Rev. Michelle Boomgaard              2015  
St. Paul's Mt. Lebanon

### LAY

Linda Getts                                      2014  
St. Matthew's, Homestead

Doug Starr                                        2015  
St. Paul's, Mt. Lebanon

## COMMISSION ON MINISTRY

*One member to be elected to a three-year term ending in 2016.*

### ELECTED BY CONVENTION

**Nancy Lapp**                                      **2013**  
**Holy Cross, Homewood**  
*Eligible*

The Rev. Lennel Anderson                  2014  
St. Francis, Somerset

The Rev. Timothy Hushion                  2015  
Trinity Cathedral, Pittsburgh

### APPOINTMENTS BY ECCLESIASTICAL AUTHORITY

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

The Rev. Lynn Edwards                      2013  
Retired

Robert Goode                                    2013  
Redeemer, Squirrel Hill

Jessie Hipolit                                    2013  
Emmanuel, North Side

The Rev. Kristian McInnes                  2014  
St. Paul's, Mt. Lebanon

Stephen Stagnitta                              2014  
St. Andrew's, Highland Park

The Rev. Ann Staples                         2015  
St. Thomas, Northern Cambria

Daryl Walker                                    2015  
All Saints, Brighton Heights

## COMMITTEE ON CONSTITUTION AND CANONS

*One clergy and one layperson to be elected to three-year terms ending in 2016.*

### CLERGY

**The Rev. Charles Hamill**                      **2013**  
**Christ Church, North Hills**  
*Eligible*

The Rev. Lou Hays                              2014  
 St. Paul's, Mt. Lebanon

The Rev. Richard Pollard                      2015  
 All Saints, Bridgeville

### LAY

**Michael Braxton**                              **2013**  
**Calvary, East Liberty**  
*Eligible*

Joan Gundersen                                  2014  
 Redeemer, Squirrel Hill

Lewis R. Amis                                    2015  
 Trinity Cathedral, Pittsburgh

## DISCIPLINARY BOARD

*Two clergy and one layperson to be elected to three-year terms ending in 2016.*

### CLERGY

**The Rev. Norman Koehler III**                **2013**  
**St. Thomas, Oakmont**  
*Not eligible*

**The Rev. Richard Pollard**                      **2013**  
**All Saints, Bridgeville**  
*Eligible*

The Rev. William Geiger                      2014  
 Christ Church, Indiana

The Rev. Carol Henley                         2014  
 Calvary, East Liberty

The Rev. Linda Wilson                         2015  
 All Souls, North Versailles

### LAY

**Dennis Piccoli**                                  **2013**  
**St. Paul's, Kittanning**  
*Eligible*

George Crompton                                2014  
 St. Peter's, Brentwood

Mary H. Craighead                              2015  
 St. Thomas, Oakmont

Sandy Ludman                                    2015  
 St. Paul's, Mt. Lebanon



## **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 election necessary this year.*

### **Terms expiring 2013**

Elizabeth Hardie, St. Stephen's, Wilkinsburg – appointed by trustees  
Betty Duckstein, St. Paul's, Mt. Lebanon – appointed by council

### **Terms expiring 2014**

Steve Stagnitta, St. Andrew's, Highland Park – appointed by council  
William A. Stevens, Calvary, East Liberty – elected by convention

### **Terms expiring 2015**

Michael Donadee, St. Brendan's, Franklin Park – appointed by trustees  
Nancy Fincke, St. Paul's, Mt. Lebanon – elected by convention

## **STANDING COMMITTEE**

*One clergy and one layperson to be elected to four-year terms ending in 2017.*

### **CLERGY**

**The Rev. Dr. Bruce Robison**      **2013**  
**St. Andrew's, Highland Park**  
*Not eligible*

The Rev. Leslie Reimer      2014  
Calvary, East Liberty

The Rev. Moni McIntyre      2015  
Holy Cross, Homewood

The Rev. William Geiger      2016  
Christ Church, Indiana

### **LAY**

**Jon Delano**      **2013**  
**St. Paul's, Mt. Lebanon**  
*Not eligible*

Annis Rogers      2014  
St. Mark's, Johnstown

Betsy Hetzler      2015  
Nativity, Crafton

Dana Phillips      2016  
St. Thomas, Oakmont

**LIST OF NOMINEES  
STANDING FOR ELECTION AT DIOCESAN CONVENTION 2013  
as of September 16, 2013**

**Clergy**

**Lay**

**BOARD OF TRUSTEES**

*Two laypersons to be elected to a three-year term ending in 2016.*

Russell W. Ayres, III  
Gerald Dalton  
Linda Getts  
Amy Jennings  
John Sozansky

**CATHEDRAL CHAPTER**

*One clergy and one layperson to be elected to a three-year term ending in 2016.*

John R. Schaeffer

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Michele Baum

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**COMMISSION ON MINISTRY**

*One member to be elected to a three-year term ending in 2016.*

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Carolyn R. Booker  
Nancy Lapp

**COMMITTEE ON CONSTITUTION AND CANONS**

*One clergy and one layperson to be elected to a three-year term ending 2016.*

Charles B. W. Hamill

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Michael E. Braxton

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**DEPUTIES TO GENERAL CONVENTION**

*Four clergy and four lay deputies, and four clergy and four lay alternates, to be elected to a three-year term ending in 2016.*

Nancy Chalfant-Walker  
William L. Geiger  
Louis B. Hays  
Kris McInnes  
Moni McIntyre  
Jeffrey D. Murph  
Scott T. Quinn  
Bruce M. Robison  
James B. Simons

Michele Baum  
Michael E. Braxton  
Jon Delano  
Joan R. Gundersen  
Betsy Hetzler  
Jamie McMahan  
Mary C. Roehrich  
Steve Stagnitta

**DISCIPLINARY BOARD**

*Two clergy and one layperson to be elected to three-year terms ending 2016.*

Ben DeHart  
Kris McInnes

Erin Harter Janiak

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**STANDING COMMITTEE**

*One clergy and one layperson to be elected to a four-year term ending 2017.*

Chuck Weiss

John M. Adams  
Nick Hays

# BIOGRAPHIES OF NOMINEES

## BOARD OF TRUSTEES

*Two laypersons to be elected to a three-year term ending in 2016.*

**Name:** Russell W. Ayres, III

**Church:** Calvary, East Liberty

**Occupation:** Attorney

**Service to the church:** Present: President, Board of Trustees (2009-present). Past: Vestry, Junior Warden and Senior Warden (2004-08)

**Statement of interest:** Having served on the Board of Trustees since we began to reorganize our diocese following the split in 2008, I have been privileged to work with Bishops Price and McConnell and many dedicated trustees to manage our resources to the glory of God and the furtherance of the mission of the Episcopal Church in southwestern Pennsylvania. I believe that by serving one final term on the board, I can help our bishop and trustees to continue this mission, providing continuity and perspective from the early post-split days of the diocese. I have concluded, however, that now is a good time for new leadership on the board and have advised the bishop and chancellor that I believe that the board would benefit from having a new president appointed beginning on January 1, 2014. The bishop is canonically authorized to appoint the next president, and I have offered him my support in that process.

**Name:** Gerald (Gerry) Dalton

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

**Occupation:** Retired

**Service to the church:** Present: Vestry member, Treasurer, Chair of Lay Readers, choir member, Altar Guild, Lay Deputy to Diocesan Convention. Past: Senior Warden, Junior Warden, Secretary, Treasurer of NYOP, Search Committee, Chair of NCD Health Team, Cursillo Team.

**Statement of interest:** Upon moving to Pittsburgh in 1968, I became active with the Church of the Ascension, serving as a Lay Reader, vestry member and youth advisor. For the past 28 years, I have been a member of St. Stephen's, Wilkinsburg. During my professional life, I served as the controller and/or financial advisor for several small family-owned companies, retiring in December 2009. In thanksgiving for the many who have dedicated their time to this diocese during our difficult years and with excitement for our future of continuing to build God's Kingdom, I wish to serve on the Board of Trustees and use my gifts received from God.

**Name:** Linda Getts

**Church:** St. Thomas, Oakmont

**Occupation:** Retired

**Service to the church:** Present: Board of Trustees, Judge of Audits, Budget and Assessment Working Group, Church Periodical Chair for ECW Board, member of Cathedral Chapter. Past: President of ECW Board, Diocesan Council.

**Statement of interest:** I am running for a full term on the Board of Trustees because I want to continue helping the diocese rebuild. I was a long-time parish treasurer and treasurer of the ECW Board before the diocese split. Currently I am the treasurer of the CPC of Province III, Judge of Audits, and serve on the Budget and Assessment Working Group. I am retired and have the energy and time needed to serve. A three-year term will give me the opportunity to fully take part in the financial issues of the diocese.

**Name:** Amy Jennings

**Church:** St. Thomas, Canonsburg

**Occupation:** Director of Estimating

**Service to the church:** Present: Junior Warden. Past: Rector Search Committee at St. Paul's, Mt. Lebanon.

**Statement of interest:** Amy Jennings is a West Virginia native and grew up Catholic. She moved to Pennsylvania in 2004, and began attending St. Thomas, Canonsburg, in 2005. After moving to Mt. Lebanon for graduate school, Amy attended St. Paul's for approximately five years. While there she was received into the Episcopal Church, served on the Rector Search Committee, was a Sunday School teacher, and an active member of the Outreach Committee. After moving back to Canonsburg to be closer to work, she again began attending St. Thomas in 2010. At St. Thomas, Amy serves as Junior Warden and remains active with parish outreach projects. In addition to her involvement with St. Thomas, Amy serves as Secretary for the Washington County Builders Association, and a board member for the Pennsylvania Builders Association. Amy works for Controlled Climate Systems, Inc., a heating and air conditioning company in Canonsburg, and is the Director of Estimating. Amy hopes to put her business experience to use as a member for the Board of Trustees. During this time of transition, there are many financial decisions that will involve property repairs in addition to normal requests from parishes for diocesan support. With a background in estimating, experience in construction, a love of numbers, and plenty of experience setting and following budgets, Amy hopes to be an asset to the board. In her free time, Amy enjoys spending time with friends, fixing her house and planning her next adventure as she works to visit all seven continents and 50 states.

**Name:** John P. Sozansky

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

**Occupation:** Director, Real Estate Appraiser/Analyst

**Service to the church:** Present: Lay Eucharistic Minister, choir member, Outreach Commission member, ECM member. Past: Vestry member, Rector Nomination Committee

**Statement of interest:** None submitted.

## **CATHEDRAL CHAPTER**

*One clergy and one layperson to be elected to a three-year term ending in 2016.*

**Name:** The Rev. John R. Schaeffer

**Church:** All Saints, Brighton Heights

**Occupation:** Bi-vocational: Priest and financial professional

**Service to the church:** Present: Priest-in-Charge, All Saints, Brighton Heights. Past: Senior Warden, Christ Church, North Hills; Church school teacher for over ten years.

**Statement of interest:** I respectfully submit my nomination to serve as a clergy representative on the Cathedral Chapter. As a bi-vocational priest, I maintain an office in downtown Pittsburgh in my secular career in the financial service business. I believe with both my 30+ years of practical business experience along with service in a number of parishes as both lay leader and clergy, that I can add value to the Cathedral Chapter for my training, education and experience. I firmly believe that the cathedral is important not only as a center for worship and refuge for those seeking spiritual nourishment. The cathedral is a beacon to our communities that the Episcopal Church is alive, involved and available to bring the gospel to all and to serve those in need.

**Name:** Michele Baum

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

**Occupation:** Senior Writer/Project Manager

**Service to the church:** Present: Vestry (2009-13); co-chair, communications, welcoming, fellowship and outreach commissions; chorister since 2001, lector and Lay Eucharistic Minister since 2008. Past: Volunteer for set-up/take-down/music, Refuge at St. Paul's.

**Statement of interest:** Michele D. Baum has been a communicant of St. Paul's Episcopal Church, Mt. Lebanon, since 2001. Parish activities include service on the vestry, as a lector/Lay Eucharistic Minister, and singing soprano in the choir. A Johnstown native, she was baptized twice – once while hospitalized as a newborn and later at Franklin Street United Methodist Church, where she first grew in faith. Ms. Baum was received into the congregation of Grace Episcopal Church, Chattanooga, TN, in 1998, by the Rt. Rev. Charles vonRosenberg, former bishop of the Diocese of East Tennessee (now bishop of the Episcopal Church in South Carolina). While at Grace, she sang in the choir and served as editor for *Ecsetera*, the newsletter for the Episcopal Commission of Southeast Tennessee. She is a senior writer/project manager at the University of Pittsburgh School of Medicine. Prior to joining the Pitt staff, she served as a media relations manager for UPMC and reported for newspapers in three states, as well as CNN.com. She lives in Upper St. Clair with her husband, Tim; son, Chris; and three cats. It would be a privilege to serve as a member of the Cathedral Chapter during this time of rebirth in the Diocese of Pittsburgh.

## **COMMISSION ON MINISTRY**

*One member to be elected to a three-year term ending in 2016.*

**Name:** Carolyn R. Booker

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

**Occupation:** Retired educator and social worker / Own and operate interior design business

**Service to the church:** Present: Order of the Daughters of the King Second Vice President (Membership Chair) Assembly of Pittsburgh and Province III; Episcopal Church Women Diocesan Board; created and facilitating a series "Getting Older" at St. Stephens. Past: Order of the Daughters of the King National Membership Chair, National Evangelism Chair, Province III President, First Vice-President of the Province, Chapter President, Junior Directress; Episcopal Church Women Diocesan Board; Cursillo Church Representative; Diocesan Representative to Cathedral Chapter.

**Statement of interest:** My experiences in the secular world and the church have provided me with many opportunities to encourage and develop individuals. During my career in education while working as a teacher, I was Clinical Resident Teacher at the Schenley Teacher Center. As a social worker (Intervention Specialist), I supervised students from the University of Pittsburgh who were pursuing their Masters of Social Work degree. In the church setting as a Daughter of the King, I took vows to follow a rule of life of prayer and service while evangelizing for Christ's kingdom. In my various leadership roles, I have developed and encouraged many individuals. Outside of the church as a Christian woman, I am involved in Community Bible Study as a core leader and Gateway Healing Rooms. I enjoy lay ministry and the opportunities that have been provided to me to serve. I would be honored to serve on the Commission on Ministry along with others where I would assist the bishop in the discernment process of those pursuing ordination.

**Name:** Nancy Lapp

**Church:** Holy Cross, Homewood

**Occupation:** Retired

**Service to the church:** Present: Commission on Ministry; Social Justice and Outreach Chair; acting Treasurer of Holy Cross. Past: Vestry of Christ Church, North Hills; Church School teacher; Outreach Committee; Diocese Examining Chaplain; Diocesan Representative to North American Regional Committee of St. George's College, Jerusalem; led study tours to Holy Land for diocese in 1981, 1983 and 1986.

**Statement of interest:** Having served on the Commission on Ministry for the past two years, I would like to continue that service to the diocese for another term. My participation in a seminary community and the academic world most of my adult life indicates my interest and concern for men and women preparing for the Christian ministry. My work included teaching and advising students particularly in various areas of Biblical studies. For the Episcopal Diocese of Pittsburgh I served as the Examining Chaplain in Old Testament for a number of years. (At that time it was a subcommittee of the Commission on Ministry.) I believe I can bring my past experience and continuing commitment to theological education to the Commission on Ministry in their efforts for competent and dedicated leadership in our diocese and the Episcopal Church.

## **COMMITTEE ON CONSTITUTION AND CANONS**

*One clergy and one layperson to be elected to three-year terms ending 2016.*

**Name:** The Rev. Charles B. W. Hamill

**Church:** Christ Church, North Hills

**Occupation:** Parish priest

**Service to the church:** Present: Assistant Rector, Christ Episcopal Church North Hills; Secretary Pro Tem, Committee on Constitution and Canons; member of Executive Board of Episcopal Clergy Association of the Diocese of Pittsburgh.

**Statement of interest:** I am currently serving as Secretary to the Committee on Constitution and Canons, having been asked to fill a vacancy this past March. My organizational and listening skills, as well as my ear for language have allowed to me to interact well with the committee as they work through the restructuring and updating of constitutional language geared towards the re-growth of the diocese into the 21st century. As a newer priest in the diocese, I hope to be able to bring fresh eyes and ideas to the discussion and play an integral part in keeping our Constitution and Canons updated and healthy.

**Name:** Michael E. Braxton

**Church:** Calvary, East Liberty

**Occupation:** University fundraiser

**Service to the church:** Present: Chair, Committee on Constitution and Canons; Alternate Deputy to General Convention; Verger, Calvary Church; Calling Committee for the 16th Rector of Calvary Church; Lay Deputy to Diocesan Convention. Past: Secretary, Committee on Constitution and Canons; Calvary Vestry; President, Calvary Parish Council.

**Statement of interest:** As Christians, I believe that we are each called to use our skill, time and talent to serve the Church and build our community, and I hope that you will help me do so in the offices I seek: member of the Constitution and Canons Committee and Deputy to General Convention. I am an incumbent member of the Constitution & Canons Committee and have served variously as its secretary and its chair over the past three years. I am currently a Calvary deputy to diocesan convention and was honored to serve as an alternate deputy to the 77th General Convention in Indianapolis. For nearly 20 years, I have been an active member of Calvary Church, serving on the parish council, vestry and most recently on the rector search committee. For the last 15 years, I have been one of the parish's vergers.

Professionally, I am a major gift fundraiser for Carnegie Mellon, working with high-level domestic and international donors. Previously, I practiced law as a commercial litigator. I am a western Pennsylvanian, having returned to Pittsburgh after graduating from Princeton and Columbia Law School. Pray for me as I endeavor to serve you, our diocese and our Church.

## **DEPUTIES TO GENERAL CONVENTION**

*Four clergy and four lay deputies, and four clergy and four lay alternates,  
to be elected to a three-year term ending 2016.*

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

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

**Occupation:** Clergy

**Service to the church:** Present: Rector, St. Stephen's, Wilkinsburg; Planning Team, Diocesan Conversation on Human Sexuality; Commission on Racism. Past: Standing Committee (President); Chair, Bishop Search Transition Committee.

**Statement of interest:** General Convention is the time when representatives of the whole Episcopal Church are gathered to "take counsel for the renewal and mission of Christ's Church." I think it is a responsibility that, as a priest in the diocese, I am called to be willing to fulfill. I 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.

**Name:** The Rev. William L. Geiger

**Church:** Christ Church, Indiana

**Occupation:** Priest

**Service to the church:** Present: Standing Committee, Disciplinary Board, Human Sexuality Dialogue facilitator, Misconduct Prevention Trainer. Past: Diocesan Council, 2009-12 (President 2010-11); Episcopal Nominating Committee; General Convention Clergy Deputy, second alternate.

**Statement of interest:** Having served as an alternate clergy deputy at the 2012 General Convention, I am eager to serve the diocese again at the 2015 General Convention in Salt Lake City. Pittsburgh has emerged from the pain and chaos of 2008 to be a diocese making a new path of Christian community across historically polarized lines of theological difference. Having received so much support from the rest of the church through our troubles, we now have the opportunity to give back with a truly unique and unfolding journey of reconciliation, and I would be honored as always to represent our whole diocese to the wider church.

**Name:** The Rev. Louis B. Hays

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

**Occupation:** Episcopal priest

**Service to the church:** Present: Vice President, Diocesan Council; Chair, Commission on Ministry; member, Committee on Constitution and Canons; Rector, St. Paul's, Mt. Lebanon. Past: Alternate Clergy Deputy to General Convention, 2009 and 2012.

**Statement of interest:** The Episcopal Church is undergoing significant self-examination and renewal. The 2015 General Convention will make decisions that will shape TEC for years to come: electing a new Presiding Bishop and acting on the recommendations of the Taskforce for Reimagining the Episcopal Church. My commitment, passion, and experience in the Diocese of Pittsburgh and elsewhere have prepared me to be a participant in the renewal that will be shaped by this General Convention. My relevant experience includes serving as Chair of the Commission on Ministry since 2008, serving as member and Vice President of Diocesan Council and member of the Committee on Constitution and Canons, serving as Rector of St. Paul's Mt. Lebanon since 2007, working with Kris McInnes to rebuild

St. David's in Peters Township, and my previous experience in two large dioceses (Maryland and Connecticut). I was a participant in the 2009 General Convention as Alternate Clergy Deputy, and was elected as an Alternate Clergy Deputy to the 2012 General Convention. It would be a privilege to serve as Clergy Deputy from the Diocese of Pittsburgh to the 2015 General Convention.

**Name:** The Rev. Kris McInnes

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

**Occupation:** Clergy

**Service to the church:** Present: Commission on Ministry, Chairperson of District III, Priest-in-Charge of St. David's, Peters Township. Past: Nominating Committee for Eighth Bishop of Pittsburgh, board member of Clergy Association, chair of Pittsburgh Youth Initiative.

**Statement of interest:** The role of deputy to General Convention has always been of interest to me and this year I feel called to seek a seat on the deputation. In years past I did not run, thinking that deputy to General Convention was a position for the more experienced clergy in the diocese. While experience is important, I now realize that younger deputies are needed just as much if not more. Not simply because our church needs to hear younger voices, but because to be effective, one must have an ongoing presence at convention. Experience is important, but if we do not elect younger deputies, then we will miss out on the continuity required to be a part of our church's core decision making in the long term. I have five years experience in and around our church as a priest. I have served on many diocesan committees. I have a young and fresh perspective. But perhaps the most important asset that I will bring to our deputation is the ability to serve for many years to come.

**Name:** The Rev. Dr. Moni McIntyre

**Church:** Holy Cross, Homewood

**Occupation:** Professor/Rector

**Service to the church:** Present: Standing Committee; Rector. Past: Diocesan Council (two terms); History and Archives Commission.

**Statement of interest:** I would be honored to represent the Episcopal Diocese of Pittsburgh at the 2015 General Convention. I have been a priest in good standing in this diocese since 2000, and this would be my first time serving in this capacity. I believe that I could offer a fresh new voice to discussions on topics of concern to the church and the world. As rector of the Church of the Holy Cross for six years and priest-in-charge for nearly three years before that, I have come to know some of the challenges of leadership in the church, especially in the African American community. As assistant professor in the Graduate Center for Social and Public Policy at Duquesne University for 13 years and in the Theology Department for ten years, I have a keen interest in the intersection of church and world affairs. Previous General Conventions have made strong policy statements and changes. I believe that all such claims need to be grounded biblically and theologically. My particular experience in these areas could be of significant assistance in decision making and consensus building. I would plan to be available to help implement these changes at the conclusion of the General Convention.

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

**Church:** St. Thomas, Oakmont

**Occupation:** Priest

**Service to the church:** Present: Rector, St. Thomas Church, Oakmont; Chaplain, UPMC St. Margaret. Past: President, Standing Committee; Diocesan Council; Board, Sheldon Calvary Camp; Bishop's Task Force on Strategic Planning; Continuing Education Commission; Clergy Conference Planning Committee; Legal Affairs Committee

**Statement of interest:** When I first went to General Convention, I had some trepidation. I had been warned, with the considerable amount of legislation and other matters that must be completed, that it was difficult to keep up with the pace and to keep everything organized. I soon adjusted to the fast pace of the convention and, even though I had been a priest for twenty-five years, learned new things about the

Episcopal Church. In our own deputation, there was a broad spectrum of representation, which reflected our diocese very faithfully. In our diocese, I have participated in Across the Aisle, on the original re-organizing Standing Committee and on the Bishop's Task Force on Strategic Planning. I hope I can serve again as a General Convention deputy representing the Diocese of Pittsburgh.

**Name:** The Rev. Canon Scott T. Quinn

**Church:** Nativity, Crafton

**Occupation:** Priest

**Service to the church:** Present: Canon to the Ordinary, serves Cathedral Chapter, Growth Fund, Commission on Ministry and Diocesan Council; board member of Old St. Luke's and UPMC Senior Communities. Past: Deputy to six General Conventions since 1997; President of Standing Committee; President of District V; Diocesan Council; board member of Calvary Camp.

**Statement of interest:** I have served as a deputy to the General Convention six times since 1997. As a deputy for the Diocese of Pittsburgh, I wish to continue to foster community in our common life with the church at large.

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

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

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

**Service to the church:** Present: President, Standing Committee (2013); Member, Standing Committee (2010-13); Chair, Task Force on Collaboration (2009-present); Chair, Compensation Committee of Diocesan Council (2012-present); Board Member, Pittsburgh Episcopal Clergy Association (1995-present). Past: Deputy, General Convention (2009); Alternate Deputy, General Convention (2012); Member of Standing Committee (1999-2003); President, Standing Committee (2002-03); President, National Network of Episcopal Clergy Associations (2002-04); President, Pittsburgh Episcopal Clergy Association (2000-05).

**Statement of interest:** At General Convention 2015 the spotlight will be on issues of leadership and structure. The House of Bishops will elect and the House of Deputies confirm the election of the 27th Presiding Bishop of the Episcopal Church, and bishops and deputies together will consider and act on the recommendations of the Task Force for Church Structural Reform established by General Convention 2012. It's going to be a challenging convention, with the potential to shape and focus the denomination for many years to come. My goal would be to encourage decisions that will promote lean and healthy mission-focused administrative structures and a Christ-centered and generous culture of evangelism, congregational development, and spiritual renewal. It was my privilege to serve as a clergy deputy from Pittsburgh to General Convention in 2009 and as an alternate clergy deputy in 2012. I believe my experience – in the deputation, in leadership roles in our diocese through these challenging years of transition, and in leadership of the National Network of Episcopal Clergy Associations – would provide a strong foundation to contribute in an effective way to the work of the next General Convention. If elected, I will be honored to serve.

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

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

**Occupation:** Priest

**Service to the church:** Present: Deputy to General Convention. Past: Standing Committee (twice); COM Chair (ten years); Deputy to General Convention (eight times); General Convention Secretariat; Chair, Dispatch of Business (twice); Executive Council.

**Statement of interest:** I have been a priest in the diocese for 28 years and have been a deputy to General Convention eight times. I am a member of the leadership team which organizes the convention before and during its convening. I currently serve on the Executive Council of the Episcopal Church. I am

committed to the church and diocese and hope to continue to serve the church as I represent us to the General Convention.

**Name:** Michele Baum

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

**Occupation:** Senior Writer/Project Manager

**Service to the church:** Present: Vestry (2009-13); co-chair, communications, welcoming, fellowship and outreach commissions; chorister since 2001, lector and Lay Eucharistic Minister since 2008. Past: Volunteer for set-up/take-down/music, Refuge at St. Paul's.

**Statement of interest:** Michele D. Baum has been a communicant of St. Paul's Episcopal Church, Mt. Lebanon, since 2001. Parish activities include service on the vestry, as a lector/Lay Eucharistic Minister, and singing soprano in the choir. A Johnstown native, she was baptized twice – once while hospitalized as a newborn and later at Franklin Street United Methodist Church, where she first grew in faith. Ms. Baum was received into the congregation of Grace Episcopal Church, Chattanooga, TN, in 1998, by the Rt. Rev. Charles vonRosenberg, former bishop of the Diocese of East Tennessee (now bishop of the Episcopal Church in South Carolina). While at Grace, she sang in the choir and served as editor for *Ecsetera*, the newsletter for the Episcopal Commission of Southeast Tennessee. She is a senior writer/project manager at the University of Pittsburgh School of Medicine. Prior to joining the Pitt staff, she served as a media relations manager for UPMC and reported for newspapers in three states, as well as CNN.com. She lives in Upper St. Clair with her husband, Tim; son, Chris; and three cats. To serve as a lay deputy to general convention would be a privilege at this critical time in the Episcopal Church.

**Name:** Michael E. Braxton

**Church:** Calvary, East Liberty

**Occupation:** University fundraiser

**Service to the church:** Present: Chair, Committee on Constitution and Canons; Alternate Deputy to General Convention; Verger, Calvary Church; Calling Committee for the 16th Rector of Calvary Church; Lay Deputy to Diocesan Convention. Past: Secretary, Committee on Constitution and Canons; Calvary Vestry; President, Calvary Parish Council.

**Statement of interest:** As Christians, I believe that we are each called to use our skill, time and talent to serve the Church and build our community, and I hope that you will help me do so in the offices I seek: member of the Constitution and Canons Committee and Deputy to General Convention. I am an incumbent member of the Constitution & Canons Committee and have served variously as its secretary and its chair over the past three years. I am currently a Calvary deputy to diocesan convention and was honored to serve as an alternate deputy to the 77th General Convention in Indianapolis. For nearly 20 years, I have been an active member of Calvary Church, serving on the parish council, vestry and most recently on the rector search committee. For the last 15 years, I have been one of the parish's vergers. Professionally, I am a major gift fundraiser for Carnegie Mellon, working with high-level domestic and international donors. Previously, I practiced law as a commercial litigator. I am a western Pennsylvanian, having returned to Pittsburgh after graduating from Princeton and Columbia Law School. Pray for me as I endeavor to serve you, our diocese and our Church.

**Name:** Jon Delano

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

**Occupation:** Media/Adjunct Professor/Attorney

**Service to the church:** Present: Standing Committee (Secretary); Judge of Election (Diocesan); Lay Eucharistic Minister (parish coordinator). Past: Deputy to Diocesan Convention (reorganization); St. Paul's Vestry; chaired parish stewardship commission, etc.

**Statement of interest:** After serving a number of years in various diocesan positions (Standing Committee, District Chair, the Array, co-chair of Diocesan Convention, Judge of Elections) and grounded with parish service and worship (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, my goal is 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:** Archivist and Property Manager for diocese

**Service to the church:** Present: Co-Chair of Diocesan Disaster Preparedness Planning Commission; Committee on Constitution and Canons (2008-present); Deputy to General Convention (2009, 2012), licensed lay reader, lector, etc. since 1978; Diocesan Council and Board of Trustees; member of Legal Committee (advisory to Chancellor and Bishop). Past: Diocesan Treasurer; Diocesan History and Archives 2000-06; Vestry service at Redeemer (two terms); Deputy to Diocesan Convention, two terms; choir, part of lay ministry to Heritage Place Care Home; at other parishes in other dioceses – parish treasurer and ECW treasurer, vestry, choir, lay reader, Worship Committee Chair, Sunday School teacher, Search Committee member.

**Statement of interest:** I have been privileged to have been sent by this diocese to General Convention in 2009 and 2012. Both times, I served on the National and International Concerns committee, and this last time was instrumental in shaping several of the resolutions related to gender and race equity, and tried to help the committee understand the complexity of issues such as “fracking” for a diocese like ours where people are passionate both for and against this extraction process. On other levels the Convention continued to be a spiritual “family reunion” and I was refreshed by the chance to interact and pray with people of faith from around the world. I now feel that I understand how General Convention works in a way that lets me be an effective member. It would be a great honor to once again be able to serve this diocese, our church, and Christ by serving as a deputy to the 2015 General Convention in Salt Lake City.

**Name:** Betsy Hetzler

**Church:** Nativity, Crafton

**Occupation:** Retired teacher

**Service to the church:** Present: Standing Committee; Vestry; Deputy to Diocesan Convention; Secretary of Vestry; Altar Guild. Past: UTO (Diocesan Coordinator); Search Committee for Bishop; 2012 Intake Officer; Diocesan Council (2002-08); Disciplinary Board.

**Statement of interest:** Having served the Diocese of Pittsburgh and my local parish in various capacities (some of which are listed above), I would also like to serve our diocese at the national level by becoming a lay deputy to the 2015 General Convention in Salt Lake City. In addition to volunteering with the church, I am also active in local charitable and community organizations. A retired teacher, I am told I am thoughtful, a good listener, and someone who enjoys helping others.

**Name:** Jamie McMahon

**Church:** Calvary, East Liberty

**Occupation:** Fundraising, Carnegie Museum of Art

**Service to the church:** Present: Standing Commission on Stewardship and Development (2009-15, Chair 2012-15); Vestry, Calvary Church (2011-15); Fundraising Consultant, St. Andrew’s Episcopal Church, Highland Park (2011-13). Past: General Convention Deputy (first lay alternate, 2012); General Convention management staff (2009-12); Standing Commission on Communications and Technology (2003-06).

**Statement of interest:** I would be honored to serve the Diocese of Pittsburgh as a deputy to General Convention in 2015. Over the past decade I have served the Episcopal Church in a number of roles at General Convention including management staff in 2008, the House of Deputies Secretariat in 2012, as well as being the first lay alternate for Pittsburgh's deputation in 2012. As the youngest member of our deputation, I enjoyed the opportunity to work with and learn from my more experienced colleagues from many different parishes around the diocese. I currently serve as the chair of the Standing Commission on Stewardship and Development, one of the national interim bodies that meets between general conventions to develop new resolutions to bring in subsequent years. Within the Diocese of Pittsburgh, I have been working most recently as a fundraising consultant for an ongoing capital campaign at St. Andrew's in Highland Park, and I have also consulted with several other parishes in the diocese that may be planning fundraising campaigns in the future. At Calvary I serve as a member of the Vestry, Stewardship Committee, choir, and as a vergier.

**Name:** Mary C. Roehrich

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

**Occupation:** Retired

**Service to the church:** Present: Deputy to General Convention; member, Diocesan Dialogue Planning Team; Commission on Architecture. Past: Standing Committee; Diocesan Council; Across the Aisle; Senior Warden; Deputy to Diocesan Convention.

**Statement of interest:** It has become my personal ministry to work for grace-filled community in our diocese and in the Episcopal Church. To that end, I served on the Cathedral Chapter, on Diocesan Council just before the diocesan split, on the Steering Committee of Across the Aisle as we prepared to maintain organizational continuity in the event of a split, on the reorganized Standing Committee, and on the planning team for our sexuality dialogue. I was a deputy to the General Conventions of 2009 and 2012. Being a General Convention deputy has allowed me to represent our extraordinary and complicated diocese to the wider church. The General Convention can be an inspiration, suggesting how we can better live out our Christian vocation in southwestern Pennsylvania and in the world. However, sometimes its actions seem to require creative adaptation in our diocese as we seek to live out our ministry and mission in the Diocese of Pittsburgh. There is no other diocese in the Episcopal Church I would rather be in, no other people with whom I would rather share the joy and work of being Christian. I hope to continue my ministry of encouraging community for effective Christian mission as a deputy from the Diocese of Pittsburgh to the 2015 General Convention.

**Name:** Steve Stagnitta

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

**Occupation:** Sr. Programmer Developer

**Service to the church:** Present: Parish Ministry Committee; Lay Reader; Diocesan Council; Budget and Assessment Working Group (Chair); Commission on Ministry; General Convention Deputy (Lay). Past: Vestry; Diocesan Committee on Canons (former chair).

**Statement of interest:** I have served as a lay deputy to general convention for the past four conventions. The past two conventions I have served as a regular deputy, also performing substantial work on the Evangelism Committee drafting legislation that is being used to help build the national church, and help our diocese, and the previous two conventions I served as an alternate deputy, representing the diocese but not serving on a committee. During my past work with General Convention both on committees and as part of the House of Deputies, I have developed legislation which is being used to build the church at the national and on a more local level, and have a strong understanding of where we as a diocese fit into the national church and how we can help build the church and what the national church can do to help build the diocese. I hope, if and when I am reelected to this position to work as a liaison between our new rebuilding diocese and the national church, and hope to bring in ideas that we can use in our rebuilding of parishes within the diocese. I pray that you might give me your support.

## DISCIPLINARY BOARD

*Two clergy and one layperson to be elected to three-year terms ending 2016.*

**Name:** The Rev. Ben DeHart

**Church:** Nativity, Crafton

**Occupation:** Youth Leader

**Service to the church:** Past: Campus Minister at Carnegie Mellon University and the University of Pittsburgh; Curate at Trinity Cathedral.

**Statement of interest:** “Not to undermine the consequence, but you are not what you do.” This lyric by *Jars of Clay* – from their excellent song “Boys (Lesson 1)” – concisely summarizes my reasons for running for the Disciplinary Board for the Episcopal Diocese of Pittsburgh. It simplifies the age-old notion that our salvation is not contingent upon what we bring to the table, but by the work of Jesus. Our identity is not found in how very good or how very bad we’ve been, but in the radical love of Christ. So how does this apply to what I might do on the Disciplinary Board? It means that any kind of discipline or punishment that would be brought upon a clergyperson would not be to condemn. It would be to restore. This attitude leads to mercy and not judgment. Sure punishment is necessary – “not to undermine the consequence” – but, at the same time, we understand that the victimizer is still beloved in Jesus Christ. A grace-focused disciplinary demeanor engenders restoration. As the Lutheran theologian Gerhard Forde makes clear, “It is quite true, ‘faith without works is dead’. But no amount of talk about ‘works’ to be done will ever revive a dead faith.” Gracious discipline grounded in love has a better chance at reviving dead faith and restoring the wayward, than condemnation. I hope to contribute to our Disciplinary Board by being firm but ultimately gracious.

**Name:** The Rev. Kris McInnes

**Church:** St. David’s, Peters Township

**Occupation:** Clergy

**Service to the church:** Present: Commission on Ministry; Chair of District III; Chair of Nominating Committee. Past: Pittsburgh Youth Initiative; Disciplinary Board; Board member of Pittsburgh Clergy Association; Board member of National Network of Episcopal Clergy Association; Nominating Committee for the Eighth Bishop of Pittsburgh.

**Statement of interest:** I have served for a term on the Disciplinary Board in the past and am happy to do so again. I hope that it is never necessary for the Board to meet, but if it does, I promise to maintain the balance of grace and responsibility that is required of any member of the Disciplinary Board.

**Name:** Erin Harter Janiak

**Church:** St. David’s, Peters Township

**Occupation:** Homemaker

**Service to the church:** Present: Vestry member; Children’s Church volunteer. Past: Worship Leader Teen; Teen Leadership; Acolyte.

**Statement of interest:** Erin grew up at St. David’s in Peters Township and she is happy to be back to raise her two-year-old daughter there as well. She is running for the disciplinary board with the hope of bringing perspective and acting with love particularly in delicate situations.

## **STANDING COMMITTEE**

*One clergy and one layperson to be elected to four-year terms ending 2017.*

**Name:** The Rev. Chuck Weiss

**Church:** St. Thomas, Canonsburg

**Occupation:** Rector

**Service to the church:** Present: Sheldon Calvary Camp Board (Vice-President); Social Justice and Outreach Committee. Past: Public Conversations Project; Diocesan Council (Secretary, Vice-President); Diocesan Life Committee; Pittsburgh Youth Initiative; Department of Youth Board; Ecumenical Youth Leaders Council; Diocesan Christian Education Committee and Diocesan Life Committee in the Diocese of Delaware.

**Statement of interest:** I am grateful to be considered for a place on Standing Committee. I imagine that acting as part of a council of advice to our bishop would be both humbling and exciting. I've been impressed by Bishop McConnell's collegial spirit, and I expect that this will serve our diocese well as we consider not only controversial matters, but also our broader path forward, seeking to be a meaningful Christian presence in our part of the world. Over the course of my fifteen years in the priesthood, God has often used me as a bridge among people with varying viewpoints; and so I believe that God could use me in this way on Standing Committee. It would be an honor to walk alongside our bishop, and other colleagues in ministry, in this way.

**Name:** John M. Adams

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

**Occupation:** Lawyer

**Service to the church:** Present: Diocesan Board of Trustees. Past: Bishop Search/Transition Committee; St. Paul's Vestry: Senior Warden, Treasurer, Chairman Outreach Committee; St. Paul's Commission on Ministry, Sunday School Teacher, Board Member of St. Paul's Episcopal Nursery School.

**Statement of interest:** None submitted.

**Name:** Nick Hays

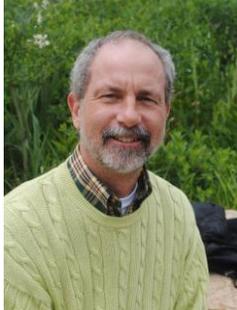
**Church:** St. Paul's, Mt. Lebanon

**Occupation:** Media Consultant

**Service to the church:** Present: St. Paul's Vestry; Facilitator, Diocesan Human Sexuality Dialogue; Board of Directors, Old St. Luke's; Board of Directors, St. John in the Wilderness, Eagles-Mere, PA. Past: Consecration Committee, Logistics Chairman, Ordination & Consecration of Bishop McConnell (2012).

**Statement of interest:** The Episcopal Diocese of Pittsburgh is at a critical point in its history. Having survived what we euphemistically call "the late unpleasantness," the diocese, under Bishop McConnell's leadership, has charted a course of healing, reconciliation and moving forward – together. The most important thing we can do in the next four years is talk with one another, openly and respectfully, but always together. I've had the good fortune to work with people from across the diocese in the past two years as a member of the Transition Committee for Bishop McConnell; a facilitator of the human-sexuality dialogue; on the Vestry at St. Paul's; and as a director at Old St. Luke's. These experiences show that I can help bridge the gaps between laypeople and clergy; older people and younger; members of smaller parishes and larger ones; Anglo-Catholics and Protestants; liberals and conservatives, and will serve Bishop McConnell and the Diocese of Pittsburgh with honor on the Standing Committee. What happens in the Diocese of Pittsburgh will have an impact far beyond southwestern Pennsylvania, so let's be a beacon of hope, healing and reconciliation for the whole Episcopal Church, as well as our small corner of it. Let's move forward, together.

## Candidate Gallery – Clergy

				
Nancy Chalfant-Walker	Ben DeHart	William L. Geiger	Charles B.W. Hamill	Louis B. Hays
				
Kris McInnes	Moni McIntyre	Jeffrey D. Murph	Scott T. Quinn	Bruce M. Robison
				
John R. Schaeffer	James B. Simons	Chuck Weiss		

## Candidate Gallery – Lay

No photo available		No photo available		
John M. Adams	Russell W. Ayres, III	Michele Baum	Carolyn R. Booker	Michael E. Braxton
		No photo available		
Gerald Dalton	Jon Delano	Linda Getts	Joan R. Gundersen	Nick Hays
				
Betsy Hetzler	Erin Harter Janiak	Amy Jennings	Nancy Lapp	Jamie McMahon
	No photo available			
Mary C. Roehrich	John Sozansky	Steve Stagnitta		

Section E

Reports of

Canonical Bodies

## BISHOP'S REPORT

Dear Friends in Christ,

It has been just a year since my ordination and consecration as Eighth Bishop of the Diocese of Pittsburgh. In some ways it has been one of the most challenging years of my life, but it has also been one of the happiest. Betsy and I could not be more delighted than to be here in Pittsburgh among all of you. We are so grateful for your consistent hospitality and many kindnesses shown to us and Evan, even since before we arrived in August of 2012. We truly feel part of this diocesan family and look forward to serving among you for many years to come.

I must say that being a bishop is, in some ways, easier than getting ready to be a bishop. My episcopal colleagues repeatedly warned me, before my ordination, that “only thirty percent of what you have done over the last thirty years is transferrable.” That was a little daunting, and they were right. The learning curve has been steep. Add to this, the upheaval of the move and of finding a place to live, all coupled with the loss to cancer of Betsy’s sister, Annie, and the first few months were simply dizzying. But God is good, all the time, and He has carried and sustained us especially through the prayers of all of you, the work of our devoted and tireless diocesan staff, and the kind companionship of clergy and lay people we have found at every turn. We are now well-settled in our condo in Edgewood, Evan is out of college and working in Pittsburgh, and Betsy has established a private psychotherapy practice in Shadyside. And I find my day-to-day ministry as your bishop deeply fulfilling.

I have nearly completed an entire cycle of visitations, and I am enormously heartened by the vibrancy of local life in our congregations. I cannot tell you how much joy you give Betsy and me as we visit you from week to week. Our parishes encompass a great diversity of contexts and styles, and getting to know the clergy and people in their spiritual homes has been nothing less than a revelation.

Beyond this, the work of the past year has partly consisted in building on the legacy of Bishop Price, continuing to help us move from the crisis of the past few years into an emerging diocesan identity as a forward-looking network of mission-based churches. This transformation will not be easy or quick, and the groundwork will need to be carefully laid. As part of this, we need to continue the work of trust-building begun during the interim. Our diocesan conversations around matters of the blessing of same-sex unions and the ordination of partnered gays and lesbians have been a significant part of this. Designed by a diocesan planning team working with the Public Conversations Project, and financed mainly by the Constable Fund of the Domestic and Foreign Missionary Society, these structured dialogues were carried out from late spring of this year through September. They have been very helpful for those who have participated in understanding the deeply held convictions of others and in opening up the prospect of life together in the future without further division. I am hopeful that a policy decision in these areas can be made in mid-November, and that we will finally move successfully beyond what has been a source of deep antagonism for many years.

I have tried to spend as much time as possible listening to your hopes, fears, and dreams for the future. I believe one of my most important roles is as pastor to the clergy and their families, and I have been touched and honored at the extent to which my ordained colleagues have allowed me access to their lives. In September, many of us came together for a two-night clergy conference at the Antiochian Village, featuring Mike Moynagh, the Director of Research at Fresh Expressions (UK), who gave us a challenging and exciting picture of the many new ways churches in the United States and abroad are building new communities and revitalizing old ones through the missionary power of the Gospel of Jesus Christ. This was also a chance to spend informal time together, including one late night gabfest around theology and mission with a number of our younger clergy that left me bleary-eyed but happy the next morning. I have

been delighted to be included in two luncheons honoring our retired clergy, and Betsy has been working closely with clergy spouses toward an upcoming retreat in November.

When I arrived here, I was hopeful that a collaborative-style of episcopal leadership could become the norm in the diocese, and thus far I have not been disappointed. I find that people across the diocese are grateful to be consulted and not shy about speaking their minds. Having said that, I am still in the early stages of my tenure, and I obviously have a lot to learn. I have, for example, never served in a diocese where such obvious tension existed, historically, between laity and clergy. As an important next step in our future, I have convened, with the approval of Diocesan Council, a second stage of an earlier strategic planning group, now called the Task Force on Strategy for Mission. This includes a wide array of clergy and lay leaders from governing bodies, staff, and parishes. The earlier group offered observations concerning the strategic use of our parishes and assets, including mission opportunities in areas where we currently have no presence. A major focus of their vision was the principle of partnership in mission, where congregations with matching gifts and needs collaborate. I have asked “Task Force 2.0” to decide how best to implement this and further consider ways to advance three strategic goals:

1. **A Public Gospel.** *How do we more effectively bring the proclamation of God’s mercy and hope in Jesus Christ out of our churches and into the public square?*
2. **Missional Communities.** *How do we re-create ourselves, from an assembly of isolated and settled, inward-looking religious associations, into a network of mutually supportive outward-focused apostolic societies?*
3. **Leadership Formation.** *How do we develop effective local leadership, lay and ordained, for the ongoing formation and empowerment of these communities?*

I will expand on these subjects in my address at the 2013 Convention. Suffice it to say that these will be the priorities I will be setting before the diocese over the next decade, and while our work in pursuit of these may vary from year to year, I think if we are able to make substantial progress in reshaping our common life so that these things can be clearly seen as normative, we may rightly give thanks to God for His having done a mighty work among us.

Outside our parishes, but related to them, I have established a warm relationship with Sheldon Calvary Camp, visiting that wonderful place three times this past summer, preaching and celebrating in the chapel, talking with the staff and directors, and hanging out with the kids. Evan was an aquatics counselor there and had a tremendous time. I was asked, and gladly consented, to introduce the video describing the upcoming capital campaign, and I have heard from many Calvary Camp families as a result. I look forward to many years of collaboration.

In the broader affairs of Pittsburgh, I have been active in the Christian Associates of Southwest Pennsylvania, and have begun to develop those ecumenical relationships. I am grateful for Bishop David Zubik’s invitation to join him and other judicatory leaders in celebrating Tenebrae at St. Paul Cathedral during Holy Week, and for the Chrism Mass our clergy shared with my friend, Bishop Kurt Kusserow, and our other Lutheran brothers and sisters. Kurt was one of the principal co-consecrators at my ordination, and he and I have already been talking about ways to collaborate, to make the “call to common mission” between the ELCA and the Episcopal Church more of a reality in Pittsburgh. I have also made more than one appearance in meetings of organized labor in our area, including the Pittsburgh Labor Council, last year’s IBEW District 3 Progress Meeting, and the recent United Way Breakfast convened by the local AFL-CIO. I am especially proud in these meetings to be by the side of Father Jack O’Malley, a Roman Catholic priest, who for decades has been a spiritual force within the labor movement and who was a hero of mine for years before I came to Pittsburgh.

I have been active beyond the diocese on several canonically-mandated trips related to the House of Bishops (one week in March and one in September); the College for Bishops (a week in January and a week in June); the Church Pension Group's introductory conference for new bishops and spouses (a few days last December); preaching engagements at the General Theological Seminary and at Wycliffe College, the University of Toronto; and ten days on mission in Uganda in my capacity as President of Pilgrim Africa. I was privileged with an honorary doctorate from General in May, and while in New York, I also ordained William Ogburn to the transitional diaconate.

I was honored to ordain my first class of priests in December: Charlie Hamill, Terry Johnston, Gwen Santiago, John Schaeffer, and Todd Schmidtter. In June, I ordained the remainder of my first crop of transitional deacons, who are already taking on exciting and interesting ministries: Frank Yesko is the new Deacon-in-Charge of St. Barnabas, Brackenridge; Eric McIntosh is Deacon-in-Charge of Saint James, Penn Hills, and is being supported through an Episcopal Church Foundation Fellowship; and Ben DeHart is filling a number of pastoral duties at St. Thomas, Oakmont, UPMC St. Margaret, and Nativity, Crafton.

In July, I welcomed the Rev. Dr. Catherine Brall as Canon Missioner from her most recent post as Provost of Trinity Cathedral. Cathy will be working with the other canons, and with lay and ordained leadership in our parishes, to promote missional development on the congregational level. The Rev. Timothy Hushion was appointed Priest-in-Charge of Trinity, and we are working with the chapter to prepare the cathedral for the next phase of its ministry.

Our Treasurer, Carl Hockenberry, left the staff in the spring to concentrate on his private practice. Carl did excellent work for us during his time with the diocese for which I am grateful, and as of this writing, I am hoping I will be able to announce his successor very soon. Marlene Rihn deserves special recognition for taking on a lot of additional work during the interim and handling it with great efficiency and constant goodwill.

Finally, I wish to express my deep thanks to all the staff of our diocese: our canons, Scott Quinn, Jay Geisler and Cathy Brall; our communication professionals, Rich Creehan and Andy Muhl; our financial assistant, Marlene Rihn; our property administrator and archivist, Joan Gundersen; our youth leaders, Vickie O'Brien and Brent Hansen; our chancellor, Andy Roman; and especially my executive assistant, Judi Rogers. I am more grateful for their work than I can possibly express.

Faithfully your bishop,  
+Dorsey

# BISHOPS' STATISTICS

## September 1, 2012 – October 20, 2012

### **Bishop Kenneth L. Price, Jr.**

Episcopal Visitations	8
Confirmations	16
Receptions	9
Baptisms	4
Marriages	0
Burials	0
Ordinations	0
Renewal of Vows	0

## October 21, 2012 – August 31, 2013

### **Bishop Dorsey W.M. McConnell**

Episcopal Visitations	19
Confirmations	44
Receptions	13
Baptisms	5
Marriages	1
Burials	0
Ordinations	9
(Order of Deacon 4; Order of Priest 5)	
Renewal of Vows	1

# **BOARD OF TRUSTEES**

The Trustees have met nine times since the 2012 Diocesan convention, including a day-long retreat at the Clergy House in Donegal in June of this year – more on that below. At our November 2012 meeting we welcomed Bishop McConnell into our midst and said our final farewell to Bishop Price, thanking him for his tireless efforts over the three years of his ministry here. At the end of the year, we said farewell to Carl Campbell, Jay Follansbee, Larry Howard, Larry Knapp, Jim McGough, Dana Phillips and David Quinn, thanking them for their contributions to the board, and we welcomed new trustees Sue DeWalt, Bob Eley, Bob Johnston, Leon Haley, Melanie Kurtz, Bill Moore and John Rogers.

Our hard-working diocesan staff has ably managed the finances of the diocese following the departure of our Treasurer, Carl Hockenberry, at the end of May. The Finance Committee of the Board is working hard to find a replacement for Carl, unfortunately without success as of the date of this report. As always, we value the wise counsel we receive from our Chancellor, Andy Roman.

At all times, our focus and goal have been 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. A few highlights of that work are summarized below.

## **Diocesan endowment**

Our Finance Committee oversees the management of the diocesan endowment by Morgan Stanley, meeting with them once each quarter. The total endowment, including diocesan funds and funds dedicated to individual parishes and programs, stood at \$21.9 million as of September 30, 2012, and \$22.5 million as of September 13, 2013.

## **Support for parishes**

Two parishes that have mortgage debts that are guaranteed by the diocese – St. Brendan's, Franklin Park, and St. David's, Peters Township – were able to take advantage of favorable borrowing rates and refinance their mortgages, thereby saving themselves thousands of dollars each month in debt service. The Board of Trustees was able to support these parishes by agreeing to extend the guarantees, without any increase in the principal balance of the mortgages.

The Trustees also approved a total of nine Growth Fund grants and loans to help our parishes manage their properties and make needed repairs and improvements. Since the last Convention, Growth Fund grants and loans have been approved for St. David's, Peters; St. Stephen's, Wilkesburg; St. Thomas, Oakmont; St. Paul's, Monongahela; St. Peter's, Blairsville; and St. Thomas, Northern Cambria.

## **Support for Diocesan mission**

As mentioned above, the trustees spent most of a day in early June in prayer and meeting with the Budget and Assessments Working Group of Diocesan Council, working to develop the budget for 2014 that is being presented to this Convention. We met with Bishop McConnell at the Clergy House in Donegal and shared fellowship, food and lively discussion as we worked to make our budget match our resources. Our thanks go out to our partners on Council, and especially to John Hose and Steve Stagnitta who led the effort from their side.

## **Support for Diocesan properties**

As we reported last year, a Strategic Planning Task Force formed by Bishop Price completed the first phase of its work in the spring of 2012, developing guidelines for deciding both pastorally and financially which of the many underused buildings in our diocese should be strengthened for ministry and which should be sold. The first fruits of that evaluation was the de-consecration of the former St. Christopher's Church in Warrendale, followed by the signing of an agreement to sell the property to a local hotel developer. The buyer is attempting to secure municipal approval for the redevelopment of the property; we are hopeful that the sale will close in November.

Bishop McConnell has now organized a second Task Force to refine and implement the Phase One guidelines referred to above; this Task Force will be led by Sue DeWalt and Bob Johnston from the Board of Trustees and is well along in developing a vision for the next phase of their work.

## **Support for ministry “across the aisle”**

Perhaps our most satisfying accomplishment in late 2012 was reaching a unique agreement with Shepherd's Heart Fellowship, Uptown, that will allow them to continue their vital ministry to homeless veterans in Pittsburgh. The agreement, announced in October 2012, allows Shepherd's Heart to take title to property formerly owned by or in trust for the Board of Trustees, free of any ongoing claim by our diocese so long as the property continues to be used in its current ministry of outreach to the homeless. The mortgage loan on the property was refinanced by Shepherd's Heart to remove the previous guarantee given by the Board when the property was acquired. The agreement was approved by the court in late November and formally “closed” on December 28. Shepherd's Heart continues to be supported by many Christian congregations in the Pittsburgh area, including many parishes in our diocese as well as parishes that are part of the ACNA diocese in Pittsburgh. We rejoice in the ministry founded and led by Fr. Mike Wurschmidt and look forward to playing a positive role in the continuation of that ministry.

Russell W. Ayres, III  
President, Board of Trustees  
September 16, 2013

## CANON FOR FORMATION

It has been an honor to serve as the Canon for Formation for the last two years. God has done remarkable things with the Commission on Ministry and with the those individuals who have heard God's call to pursue ordained ministry, as well those who have been called to a more committed form of lay ministry.

I do not wish to restate all that the Commission on Ministry, in conjunction with the Standing Committee and the bishop, has accomplished. As a process, we are hoping to develop into a discerning, supportive community that "walks with" those who enter the discernment process for ministry.

Traditionally, the formation process involved getting a four-year college degree, then attending three more years of seminary, followed by serving as an assistant in a parish and then, eventually, becoming a full-time rector. It is important to understand that this traditional process is changing. This is due to several factors:

1. The increasing burden of debt associated with a college and seminary education.
2. The escalation of health insurance costs due to the high cost of modern medicine.
3. Declining resources in parishes as economically-strapped families are able to give less.

Formation is important not only for seminarians, but for everyone. Under Chuck Noll, the Steelers hired their first "strength and conditioning" coach in order to have a team with "strength, flexibility, and speed." This commitment to formation resulted in four Super Bowls under Noll. For those involved in ministry and for those "equipping the saints for ministry," we certainly need to be a team that has "strength, flexibility, and speed" as we move into the future.

I am hoping to develop more support groups for the newly-ordained and to continue to be a "Barnabas" (encourager) to those whom God is calling into a more committed ministry, whether lay or ordained. Empowered by our "baptism covenant," we are all called to share in the ministry of Jesus Christ, each in our own unique way.

Peace and prayers,  
The Rev. Dr. Jay Geisler  
Canon for Formation

## CANON TO THE ORDINARY

As parish properties are being returned to the Episcopal Diocese of Pittsburgh, the diocese is making a concerted effort to identify and provide pastoral care to any faithful remnant. Where possible, we have resumed Episcopal Church services in these parishes. In several other parishes, congregations have resumed their participation in the diocese and have been in need of Episcopal clergy. In both situations, retired clergy, newly ordained clergy, and existing clergy have been utilized:

**Church of the Atonement, Carnegie:** The Rev. Todd Schmidtetter had served as a regular supply priest once the parish had resumed full and active participation in the life of the Episcopal Diocese. He has since assumed responsibilities outside the diocese and several retired clergy have been filling in.

**St. John's Episcopal Church, Donora:** The Rev. Gwen Santiago was appointed by Bishop McConnell to serve as Priest-in-Charge of the parish, which has resumed full and active participation in the life of the Episcopal Diocese.

**St. Paul's Episcopal Church, Monongahela:** Services continue to be led by the Rev. Dr. Teresa Hunt, and what was a remnant house church congregation is now worshipping at the church after the property was returned to the Episcopal Diocese.

**St. James Episcopal Church, Penn Hills:** Eric McIntosh was ordained a transitional deacon and appointed Deacon-in-Charge of St. James by Bishop McConnell.

**St. David's Episcopal Church, Peters Township:** The clergy of St. Paul's, Mt. Lebanon, continues to oversee the rebuilding of St. David's congregation under the local presence and leadership of the Rev. Kris McInnes and the Rev. Lou Hays. The transition towards parish operational independence is ongoing and making progress.

**St Andrew's, New Kensington:** After the parish property was returned in late summer to the Episcopal Diocese, Bishop McConnell appointed the Rev. Norman Koehler and Mrs. Alice Ramser to lead efforts to identify whether an on-going Episcopal congregation could remain. Regular Sunday services are being held while the assessment continues.

In other transitions involving diocesan-appointed parish clergy:

**St. Barnabas Episcopal Church, Brackenridge:** The Rev. Kamila Blessing retired and assumed temporary responsibilities outside the diocese. Frank Yesko was ordained a transitional deacon and appointed Deacon-in-Charge of St. Barnabas by Bishop McConnell.

Respectfully submitted,  
The Rev. Canon Scott T. Quinn  
Canon to the Ordinary

# COMMISSION ON ARCHIVES AND HISTORY

The commission has made good progress on many fronts this year. This report is a summary of accomplishments, work-in-progress, and future initiatives and needs.

## **Status of the Archives**

Joan Gundersen has maximized the existing space, but as the archives continue to grow, space is at a premium. The commission recommended to the bishop that space contiguous to the archives' present location be identified for use. This would adhere to best-practices in archival storage and would alleviate the anxiety over preserving material which has been stored in the cathedral basement, which is not environmentally sound and often floods. At its June 22, 2013, meeting, the commission was informed that the archives will potentially get an additional room on the third floor next to its present location.

Additional support to manage the day-to-day functions of the collection and to continue the entry of data into the PastPerfect database will again be provided this fall by a field placement intern from the School of Library Science at the University of Pittsburgh. The field placement provides ten hours of help per week at no cost for the term, for which the student receives three credit hours. The interns work directly with Joan. This opportunity provides much-needed support for data input, thus providing better access to, and knowledge of, what the archives contain.

The old computer in the archives has ceased working and we were able to replace it with a laptop that had previously been used by Bishops Price and Johnson.

The archives has been getting requests for digital access to its earliest registers, especially from the History Society. While the diocese's photocopy machine has scanning capabilities and a USB port for downloading, the acquisition of a dedicated scanner for the archives should be addressed. Perhaps a donor might be identified who would be willing to cover the cost of this essential equipment.

The commission has discussed several issues this year that relate to access to particular kinds of items in the archives. For marriage and death records, the commission has recommended that the material cut-off period will be 70 years (nothing after 1943 will be made public; this is a moveable date). However, entire registers will be made available electronically: online version will have a page that ends public access and will be posted on the archives website; full register will be available for use on-site. This year we will work on guidelines for when personnel records can be made accessible.

It is desirable to have an adequate and inviting space to allow researchers and scholars to use the material on-site. As more of the archives is registered and made available to the public, interest in using the materials on-site will grow. This should be made a priority in the coming year.

## **Other Needs**

The archives still needs a microfilm reader to access information in that format which is housed in the collection. We also are trying to identify a reader for zip-disks, as several necessary files are stored in this fashion.

## **Website**

Work on developing a revised web page for the archives was completed this year. This revision includes the history of the diocese, hours and use policies. We have a space for online records when we are able to post them. The web page can be accessed at: <http://www.episcopalpgh.org/archives/>.

## **Meetings**

We have now scheduled regular meetings for the commission for 2013–2014. This will allow the members of the commission to work together to accomplish the goals we have set before us. The archives is a great asset to the diocese and the general public. As such, we hope that the operating budget will remain intact. The codification of history and practice provides the foundation to see where we have been as we work toward where we want to be in the future.

If there are questions concerning this report or on any aspect of the archives, please do not hesitate to contact me.

Respectfully submitted,  
James P. Cassaro  
Convener, Commission on Archives and History

## 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.” (Title III, Canon 2, Section 2, Constitution and Canons of the Episcopal Church, 2006)

Since the 2012 diocesan Convention, the Commission on Ministry will have met six times, including the winter interview day and the annual ordination exploration day. Highlights of the year include:

- The bishop, commission, and Standing Committee had informal interviews with six individuals in the discernment process and four candidacy interviews at the winter interview day.
- The bishop ordained five individuals to the Sacred Order of Priests at Trinity Cathedral on December 15, 2012: Charles Hamill, Terence Johnston, Gwendolynn Santiago, John Schaeffer, and Todd Schmidtetter.
- Three individuals took General Ordination Exams in January.
- With the consent of the Standing Committee, the bishop granted candidacy to Benjamin DeHart, Eric McIntosh, William Ogburn, and Francis Yesko. Later, all were accepted for Ordination to the Diaconate. The bishop ordained Ben, Eric, and Frank to the Sacred Order of Deacons on June 15, 2013, at Trinity Cathedral, and William in New York City on May 15.
- The commission and bishop accepted the nomination of Mr. Shane Siciliano of Trinity Cathedral to be considered for postulancy.
- The annual ordination exploration day was held on April 13, 2013, at St. Paul’s, Mt. Lebanon. Approximately 30 people participated, including potential nominees for Holy Orders with spouses and clergy.
- The bishop, commission and Standing Committee interviewed Wally LaLonde for postulancy and Bert Daly for candidacy on September 7, 2013.
- Through the leadership of Jessie Hipolit, the commission continued to explore how best to encourage and support lay ministry within the diocese. The diocese, through Ms. Hipolit, was awarded a grant from the Roanridge Trust to fund an expanded lay ministry initiative.
- The Rev. Timothy Hushion was elected at Convention to serve a three-year term on the commission. The bishop appointed Daryl Walker and the Rev. Ann Staples to serve three-year terms as members of the commission.
- We thanked David Laughlin of St. Paul’s, Kittanning, for the conclusion of his faithful service as a member of the commission.

I thank Bishop McConnell for his leadership and support, and each member of the commission for their service during the year: the Rev. Lenny Anderson, St. Francis-in-the-Fields, Somerset; the Rev. Lynn

Chester Edwards, retired priest; Robert Goode, Redeemer, Squirrel Hill; Jessie Hipolit, Emmanuel, North Side; the Rev. Tim Hushion, Trinity Cathedral; Nancy Lapp, Holy Cross, Homewood; the Rev. Kris McInnes, St. Paul's, Mt. Lebanon; Steve Stagnitta, St. Andrew's, Highland Park; the Rev. Ann Staples, St. Thomas, Northern Cambria; Daryl Walker, All Saints, Brighton Heights; and ex-officio as staff, the Rev. Scott Quinn, Canon to the Ordinary, and the Rev. Jay Geisler, Canon for Formation.

Respectfully submitted,  
The Rev. Louis B. Hays  
Chairperson

## COMMITTEE ON CONSTITUTION AND CANONS

In 2013, the Committee on Constitution and Canons addressed a wide range of issues in our canons, by-laws and constitution and will propose to Convention amendments to:

- Article VI (Secretary of Convention)
- Article IX Section 4 (Standing Committee)
- Canon I (List of Clergy)
- Canon XII Section 3 and Section 4.d (Budget and Financial Administration)
- Canon XVII Section 9 (Business Methods in Church Affairs)
- Canon XXVI Section 1 and Section 3 (Deputies to Provincial Synod and General Convention)
- Canon XXIX Sections 2 through 4 (Church Pension Fund)
- Rules of Order Section A.8 (Organization and Business)
- Rules of Order Section D.1 (Election of Bishop)

See Section C, Action Items, of this Preconvention Journal for the specific motions for each of the above.

The committee also invited comments from the diocese regarding our canons, including proposed changes to Canon II concerning the apportionment of deputies among parishes to the diocesan Convention, which was returned to the committee by the last diocesan Convention.

The committee welcomed the Rev. Charles Hamill, who currently serves as secretary. Other members include Michael Braxton (chair), Dr. Joan Gundersen (vice chair), Randy Amis, the Rev. Lou Hays, the Rev. Richard Pollard, and Andy Roman (*ex officio*).

## DIOCESAN COUNCIL

Diocesan Council's only meeting in 2012 after the adjournment of the 147th Annual Convention was held in December. During that meeting, Diocesan Council bid farewell to members completing their terms of office, welcomed new members elected at the Annual Convention, re-elected Mr. John F. Hose and Mr. Rich Creehan as President, and Secretary respectively, and elected the Reverend Louis Hays as Vice President.

The elected officers immediately began organizing for 2013 by finding qualified individuals to serve in appointed positions or as committee chairs. They were pleased that Mr. Steve Stagnitta of St. Andrew's, Highland Park, agreed to serve as Judge of Assessments; Ms. Linda Getts of St. Thomas, Oakmont, agreed to serve as Judge of Audits; Dr. Diane Duntley of Christ Church, Indiana, agreed to continue as Chair of the Diocesan Life Committee; Ms. Nancy Lapp of Holy Cross, Homewood, agreed to continue as Chair of the Social Justice and Outreach Committee; and Dr. Jeffrey Dunbar of St. Paul's, Mt. Lebanon, agreed to serve as chair of the Resolutions Committee.

To continue with the update of the Diocesan Compensation Plan begun in 2012, the Reverend Bruce Robison of St. Andrew's, Highland Park, agreed to continue as chair of the Compensation Committee consisting of the Reverend Lennel Anderson of St. Francis-in-the-Fields, Somerset; Mr. Stuart Fox of St. Paul's, Mt. Lebanon; Dr. Joan Gundersen of the diocesan staff and also a member of Church of the Redeemer, Squirrel Hill; the Reverend Leslie Reimer of Calvary, East Liberty; and Ms. Karen Schneider of St. Paul's, Mt. Lebanon.

The Reverend Kris McInnes of St. Paul's, Mt. Lebanon, agreed to serve as the chair of the Diocesan Nominating Committee with the assistance of Ms. Daryl Walker of All Saints, Brighton Heights; Mr. William Moore of St. Matthew's, Homestead; The Reverend Lennel Anderson of St. Francis-in-the-Fields, Somerset; and Ms. Betsy Hetzler of Nativity, Crafton. Diocesan Council dissolved the Communications Committee because that committee's functions had shifted to the Director of Communications and the Webmaster.

So far in 2013, Diocesan Council has convened on five occasions with meetings in January, March, May, June, and September. Council is scheduled to meet again in October and December.

Diocesan Council is kept well-informed with regular reports from Diocesan Leadership. Bishop McConnell has kept Council current on activities of the wider church, as well as through his concerns and plans pertaining to the future of the diocese. The Reverend Canons Scott Quinn and Jay Geisler kept Council abreast of happenings in parish ministry, activities of ordained leadership, and the opportunities for attracting new candidates for ordination. Periodically, representatives from the Commission on Ministry briefed the Council regarding the discernment and development of future ordained leaders of the diocese. Representatives from the Committee on Constitution and Canons kept Council informed of that committee's work

Reports were given at each meeting by the Chancellor, the President of the Board of Trustees, and the President of the Standing Committee. The Reverend Canon James Shoucair, Secretary of Convention, kept Council up-to-date about plans for 148th Annual Convention. Diocesan Council was encouraged by the progress reported by the Archivist and Director of Properties, the Provost of Trinity Cathedral, the President of ECW, the Youth Ministers on behalf of the Pittsburgh Youth Initiative, the Coordinator of Christian Education and the Resource Center, and a representative from the Growth Fund Committee. Director of Communications, Mr. Rich Creehan, kept Council apprised of his activities and the Diocesan

Treasurer and Director of Administration, Mr. Carl Hockenberry, provided clear and informative reports regarding the fiscal activity and financial status of the Diocese until his departure at the end of May.

During 2013, Diocesan Council approved housing resolutions designating a portion of the respective compensation as housing allowance for the Reverend Ann Staples; the Reverend Canon Dr. Catherine Brall; the Reverend Timothy V. Hushion, Jr.; and the Reverend Eric McIntosh.

In April 2013, Bishop Dorsey McConnell requested that Diocesan Council and the Board of Trustees form a joint task force to make recommendations regarding the implementation of the Strategic Plan which had been completed in 2012 by a prior task force. Pursuant to the bishop's request, Diocesan Council nominated Mr. Rich Creehan of St. Paul's, Mt. Lebanon; the Reverend Louis Hays of St. Paul's, Mt. Lebanon; Mr. John Hose of Advent, Jeannette; the Reverend Bruce Robison of St. Andrew's, Highland Park; and the Reverend James Simons of St. Michael's of the Valley, Ligonier, to accomplish the assigned tasks in conjunction with the representatives appointed by the Board of Trustees.

Moreover, Diocesan Council amended several sections of its by-laws to conform to the Diocesan Constitution and Canons or to reflect current practices.

Much of the work of Diocesan Council is accomplished by its committees.

### **The Budget and Assessment Working Group**

The Budget and Assessment Working Group, chaired by Mr. Steve Stagnitta, regularly evaluated and made recommendations to Diocesan Council regarding requests for assessment relief and grant funding from 2013 Diocesan Budget line items. In performing these functions, the chair was assisted by: Mr. Joseph Baird of St. Peter's, Blairsville; Ms. Linda Getts of St. Thomas, Oakmont; the Reverend Louis Hays of St. Paul's, Mt. Lebanon; Mr. James Neral of Christ Church, North Hills; and Mr. Alan Schneider of St. Brendan's, Franklin Park.

Following the recommendations of the Budget and Assessment Working Group, Diocesan Council granted assessment relief for 2013 to St. Francis-in-the-Fields, Somerset; St. Paul's, Kittanning; Trinity Cathedral; and St. Stephen's, McKeesport. Funding for special mission projects was approved for St. David's, Peters Township, and Emmanuel, North Side. The Budget and Assessment Working Group also spent many hours assisting with the preparation of a fiscally responsible 2014 Diocesan Budget.

### **Diocesan Life Committee**

During 2013, the Diocesan Life Committee, chaired by Dr. Diane Duntley, continued to assess options for rebuilding the life of the diocese. In addition to the chair, participants in the committee's activities were: the Reverend Kamila Blessing of St. Barnabas, Brackenridge; Mr. Walter Bowman of Calvary, East Liberty; Mr. David Dix of Christ Church, North Hills; the Reverend Carol Henley of Calvary, East Liberty; the Reverend Kathy LaLonde of St. Paul's, Kittanning; Mr. William Moore of St. Matthew's, Homestead; Ms. Kerry Ochap of St. Stephen's, McKeesport; Ms. Daryl Walker of All Saints, Brighton Heights; and the Reverend Canon Scott Quinn, Pastoral Care Director and Canon to the Ordinary.

In 2012, the Committee supported the Convention Committee by developing and coordinating workshops on seven relevant topics. The Diocesan Life Committee supported the revitalization of districts by producing an introductory brochure on the role and functioning of districts and examined approaches to develop an expanded leadership pool by interesting a new generation of candidates to seek elective offices and volunteer for appointed roles.

During its meeting on September 9, 2013, the committee determined that it had completed its work of bringing healing and reconciliation to the diocese following the 2008 split and recommended that the committee be dissolved. Later that same evening, acting on the Diocesan Life Committee's recommendation, Diocesan Council passed the following:

“That the Diocesan Life Committee, having completed its assigned mission, is hereby dissolved with Diocesan Council's sincere appreciation to the committee's members, both past and present, and with special appreciation to Dr. Diane Duntley for her dedication, leadership, and contributions to the committee's successful endeavors.”

Diocesan Council is extremely grateful for this committee's outstanding efforts which have strengthened the ties of understanding, respect, shared mission and ministry, and mutual affection among the parishioners and parishes of the diocese.

### **Social Justice and Outreach Committee**

The Social Justice and Outreach Committee is chaired by Ms. Nancy Lapp of Holy Cross, Homewood. Members of the committee include: Mr. Jerry Stephenson of Christ Church, North Hills; the Reverend Moni McIntyre of Holy Cross, Homewood; Ms. Judy Rosensteel of All Souls, North Versailles; Ms. Marianne Novy of Redeemer, Squirrel Hill; Ms. Sue DeWalt of Calvary, East Liberty; Ms. Patricia Eagon of St. Paul's, Mt. Lebanon; Mr. Bill Farra of the Community of Celebration; Ms. Elizabeth Duckstein of St. Paul's, Mt. Lebanon; Mr. Mark Rust of Calvary, East Liberty; the Reverend Charles Weiss of St. Thomas, Canonsburg; Mr. Joseph Baird of St. Peters, Blairsville; and Ms. Patricia Kennedy of St. Andrews, Highland Park. Mr. Andy Muhl often attends committee meetings and has helped to spread the word of the committee's events. It is a very active committee and all members are to be thanked for their leadership of the various activities.

Diocesan Council was pleased to approve the committee's recommendation that the diocese's 0.7% Lambeth Resolution contribution for 2012 be spread among Episcopal Relief and Development with the request that it be directed to Nets for Life to prevent spread of malaria, to the Greater Pittsburgh Community Food Bank because of the continuing need to relieve hunger in the diocese, and to the Uncommon Ground Cafe in Aliquippa for its service to that community.

In the fall, the committee launched a Community Garden program under the leadership of Ms. Pat Eagon based upon the experience gained from participation in the community garden of the South Hills Interfaith Ministries. This project was promoted by a convention display, features in Grace Happens, and presentations by Mr. and Mrs. Eagon. Through this program and with financial assistance from ECW, the Committee awarded grants of \$280 to Shepherd's Wellness; \$250 to St. David's, Peters Township; \$420 to Calvary, East Liberty; and \$500 to the Community of Celebration. The committee is considering continuation of this successful program next year.

During 2013, the Social Justice and Outreach Committee continued to coordinate diocesan volunteer days at the Greater Pittsburgh Community Food Bank and continued its participation in the PA Interfaith Impact Network (PIIN), particularly at the Spring Banquet where the Reverend Jared Jackson, the committee's former representative to PIIN was honored. In May, the committee voted to co-sponsor a workshop on solitary confinement initiated by the National Religious Coalition Against Torture and contributed \$50 toward the event.

In November 2012, the committee adopted plans for a second Habitat for Humanity house, again in Sharpsburg, for a refugee family with five children, ages eight to eighteen. Committee members took responsibility for various aspects of the work for which they all deserve thanks. A diocesan-wide kick-off

meeting took place on January 13 and the house was blessed by Bishop McConnell on March 16. More than eighty volunteers from various diocesan parishes have participated in work days alongside the family who provided “sweat hours.” In addition to the work by volunteers, the committee exceeded its goal by raising almost \$40,000 in support of this project. The contributions include \$3,708 in seed money from the committee, a grant of \$500 from ECW, \$15,000 from a family foundation, several individual donations, and contributions by seventeen diocesan parishes. As of the end of August, the house was not yet ready for occupancy, so volunteer work continued. Nevertheless, a dedication took place September 15 with the bishop present. It is hoped that the children of the refugee family will be able to enter schools in the Fox Chapel School District for the 2013-2014 school year.

Diocesan Council extends its sincere appreciation to the Social Justice and Outreach Committee as it strives to encourage the people of God to hear and respond to the cries of the poor, the hungry, the oppressed, and the alienated within our communities, the nation and the world.

### **Resolutions Committee**

The Resolutions Committee, chaired by Dr. Jeffrey Dunbar of St. Paul’s, Mt. Lebanon, with the assistance of the Reverend Vicente Santiago of Advent, Jeannette, has worked diligently to receive and review the resolutions being brought before the 148th Annual Convention.

Sincere appreciation is extended to Bishop Dorsey McConnell for his wisdom and guidance to the committees of Diocesan Council. Bishop McConnell, along with the President of Diocesan Council, serves as an ex-officio member of each of the committees.

In concluding, I express my sincere appreciation to the members of Diocesan Council for their dedicated, faithful, and prayerful work. All elected members serve on one or more of the committees and working groups of Diocesan Council. Their tireless efforts allow the Council to function effectively in its service to the Diocese. On behalf of the members of Diocesan Council, I want to thank Mr. Rich Creehan who consistently provided Council with accurate minutes of our deliberations, and the Reverend Louis Hays for his service as Vice President. Grateful appreciation also is extended to the diocesan staff members, the leaders of the other governing bodies, and the commission and committee chairs and members, all of whom assisted Diocesan Council in supporting the mission of the diocese.

Working with and assisting the Rt. Reverend Dorsey McConnell in his first full year as Bishop of the Episcopal Diocese of Pittsburgh, has been a distinct pleasure and privilege. We are all exceedingly grateful for his leadership as we strive to meet the challenges and opportunities associated with rebuilding and strengthening the diocese.

Respectfully submitted,  
John F. Hose  
President, Diocesan Council

## STANDING COMMITTEE

In accordance with the Canons of the Episcopal Church and the Diocese of Pittsburgh, the Standing Committee took the following actions from October 2012 through September 2013:

Granted Consent for Episcopal Elections:

- \* Bishop Suffragan in the Diocese of New York
- \* Bishop Coadjutor in the Diocese of Massachusetts
- \* Bishop Suffragan in the Diocese of Maryland
- \* Bishop Coadjutor in the Diocese of Mississippi

Gave specific Consent to the Episcopal Elections:

- \* William Douglas Hahn, Bishop Diocesan of the Diocese of Lexington
- \* W. Jay Lambert, Bishop Diocesan of the Diocese of Eau Clair
- \* Anne Hodges-Copple, Bishop Suffragan of the Diocese of North Carolina
- \* Mark Allen Boulakas, Bishop Diocesan of the Diocese of Southwestern Virginia
- \* William Hallock Stokes, Bishop Diocesan of the Diocese of New Jersey
- \* Wayne M. Hougland, Bishop Diocesan of the Diocese of Western Michigan

Consent to Ordain to Holy Orders to the Diaconate:

- \* Benjamin DeHart
- \* Eric McIntosh
- \* William Ogburn
- \* Francis Yesko

Consent to Ordain Deacons to the Priesthood:

- \* Gwendolynn Santiago
- \* John Schaeffer
- \* Terence Johnston
- \* Charles Hamill
- \* Todd Schmidtetter
- \* Benjamin DeHart
- \* Eric McIntosh
- \* William Ogburn
- \* Francis Yesko

Filled the following vacancies to Diocesan Office:

- \* Vicente Santiago to Diocesan Council
- \* Terlene Brown to Diocesan Council
- \* Charles Hamill to Committee on Constitution & Canons

Other Actions:

- \* Election of Bruce Robison and Jon Delano as president and secretary, respectively
- \* Consent to Reunion of Diocese of Quincy and Diocese of Chicago
- \* Approved new By-Laws for St. David's, Peters Twp.
- \* Approved amendment to By-Laws for Calvary, East Liberty

Respectfully submitted,  
The Rev. Dr. Bruce Robison, President  
Jon Delano, Secretary

# Section F

## Other Reports

## **ADMINISTRATOR FOR PROPERTY AND ARCHIVIST**

In 2013, I oversaw the return of the St. Andrew's, New Kensington, building; oversaw the making of agreements for rental use by various groups at ten church buildings, three rectories and the clergy house; and continued removing all items of value from the property at the former site of St. Christopher's in Warrendale (including selling of items not needed for the future). I also have continued removing for safe storage those items of value at all of the sites without Episcopal congregations. I also filed successful tax appeals on two properties and helped a parish with another. There were also construction and maintenance projects at several buildings, including roofing and chimney work, air-conditioner repairs, and construction of a new classroom space for a renter at St. David's in Peters Township.

The archives has struggled with the help of a Pitt Library Science intern, Meg McAvoy, to continue processing records and artifacts from closed buildings; handle a variety of research requests; and develop a set of web pages for the archives. The Commission on Archives and History has worked with me to develop policies for loans and for display of online records.

Joan R. Gundersen

## ADVISORY TASK FORCE ON COLLABORATION

The Advisory Task Force on Collaboration was created in response to a resolution of the 144th Annual Convention of the Episcopal Diocese of Pittsburgh. The mission of the task force is to study and identify “opportunities for mutual and collaborative ministry partnerships” between the Dioceses of Pittsburgh and Northwestern Pennsylvania, and to explore resources for shared ministry with other neighboring dioceses and the programs and resources available through Province III.

With the advice of the Standing Committee, Bishop Price appointed these members to the task force in 2010: Mr. Lionel Deimel of St. Paul’s, Mt. Lebanon; Mrs. Annis Rogers of St. Mark’s, Johnstown; Mr. Ken Stiles of Calvary, East Liberty; the Rev. Kristian McInnes of St. Paul’s, Mt. Lebanon; the Rev. Canon Scott Quinn of Nativity, Crafton, and Canon to the Ordinary; the Rev. Dr. Wm. Jay Geisler of St. Peter’s, Brentwood, and Canon for Formation; the Rev. Dr. Bruce Robison (chair) of St. Andrew’s, Highland Park; and the Rev. Vicente Santiago of Advent, Jeannette. Bishop Price also participated actively with the task force, and we have appreciated the valuable participation as well of Mr. John Rogers and the Rev. Gwen Santiago.

Members of our task force and a peer group from the Diocese of Northwestern Pennsylvania met several times in 2010 and 2011 at Epiphany Church in Grove City. The Northwestern Pennsylvania task force also includes both clergy and laity, and is chaired by the Rev. Adam Trambley of St. Paul’s Church in Sharon. Bishops Price and Rowe, and the Canons to the Ordinary of both dioceses, participated in those gatherings.

We developed in those meetings some specific goals for collaborative ministry. The highlight and “first fruit” in a programmatic way of the task force’s work was a very successful and well-received “shared” Pittsburgh/Northwestern Pennsylvania Clergy Conference hosted by Strength for the Journey/CREDO and held at Seven Springs Resort and Conference Center in the spring of 2011. We at that time pledged to continue to focus on collaborative projects related to youth, mission and outreach, small church ministry, “back office” administration, communications, and Title IV procedures – very much looking forward to the participation and guidance of our new bishop as we would move forward in 2013.

I would highlight as well the work of Bishop Price and our Commission on Ministry in the collaboration with the Diocese of Southern Ohio on a program for the preparation of vocational deacons; and of continuing conversations between Bishop McConnell and Bishops Rowe and Klusmeyer (Diocese of West Virginia) about shared resources for the local preparation of ordinands for the priesthood.

The motivating rationale for the creation of the Task Force on Collaboration emphasized themes of mutuality and good stewardship in the context of a renewed spirit of connectedness between our diocese and the wider Episcopal Church. In that context, I would simply express my deep appreciation for the hard work and creative engagement in our first years of work on the part of Bishop Price, the members of our task force, and Bishop Rowe and our friends in Northwestern Pennsylvania. I believe there can be many good results from this conversation in the days and years ahead, and I have appreciated the encouragement of Bishop McConnell as we seek to continue along the way in 2014.

Bruce Robison  
Chair, Advisory Task Force on Collaboration

## **CHAPLAIN TO RETIRED CLERGY**

Over the years (approximately ten), I have had the privilege of serving as chaplain to retired clergy and surviving spouses. Primarily, that means two things. First, to assist the bishop in planning and scheduling an annual luncheon, usually held at a restaurant. Recently, however, Bishop McConnell has encouraged not one, but two yearly luncheons. They provide great social occasions whereby we bring one another up to date with any significant events. The bishop and Betsy share in that time together as well. Lately, we have had the privilege of meeting in the home of a clergy couple, which has provided a relaxed way to meet and eat. Also, the Rev. Terry Hunt assists in planning these events and has proved to be most helpful.

A second part of this ministry centers on greeting cards. Recognizing the birthdays of clergy retirees and spouse or surviving spouse, includes mailing cards to some 170 persons on our list. These include those canonically resident in the diocese as well as those from other dioceses living in the Pittsburgh region. A number of cards are mailed to those no longer living in the Pittsburgh area, but in places such as California, Kansas, and Indiana. In turn, there have been many expressions of gratitude from those receiving cards. It should be noted that diocesan funds support this ministry with the purchase of greeting cards and postage. Cards are mailed for other occasions, in addition, such as in cases of hospitalization or the death of family members.

This chaplaincy also allows me to attend Province III meetings, organized by the Church Pension Group, and to be in contact with chaplains in other dioceses of the Episcopal Church.

I am most grateful to serve in this capacity.  
(The Rev.) Arthur C. Dilg

## CHRISTIAN ASSOCIATES OF SOUTHWEST PENNSYLVANIA

**Collegiality, Connectedness, and Collaboration** have become the core values of the bishops and church executives who are Christian Associates of Southwest Pennsylvania. Though extremely diverse – 26 Catholic, Protestant and Orthodox regional governing bodies; a varied spectrum from theologically conservative to progressive; with similar diversity on social issues – yet because of each Christian leader’s commitment to **Collegiality**, the Council table has remained strong. In May the Council reviewed papers prepared by our Theology & Education Committee on “Ecclesiology.” The conversation was lively, reflective and pointed; but always respectful of the other. When at that same meeting a particular agenda item strained our ability to achieve consensus and threatened to fracture some relationships, the Council decided that they needed a “covenant” among themselves. ELCA Bishop Kurt Kusserow in assisting in drafting such a covenant shared with Council what he described as a “pithy summary” of his own ELCA Conference of Bishops’ Relational Agreement.

*When we speak to each other, we do so directly and candidly.*

*When we speak about each other, we do so with grace and respect.*

*When we speak for each other, we use the words we have agreed to use.*

*When we speak together, we strive to speak with the voice of Christ.*

Wisely our Christian leaders have recognized that such covenantal relationships which respect each other’s diversity, but recognize the image and likeness of Christ in the other, is the key to our continued journey toward unity within the Body of Christ.

A foundation grant maker has described Christian Associates as “nimble.” By that he meant that we are flexible, diverse but cohesive, and therefore able to foster dialogue and action in many arenas both within our Christian communities and in partnership with government, secular interest groups, human service providers and interfaith neighbors. Because of our **Connectedness** and **Collaboration**, Christian Associates is sought out to be a partner at many tables. Convening long-term recovery efforts among faith-based volunteers, secular agencies and government to respond to July’s flash flooding; co-sponsoring the annual Pittsburgh Pastoral Care and Returning Veterans Conferences; hosting the regional Bread for the World team; engaging Muslim and Jewish leaders in dialogue; conducting our own Outreach Ministry Inventory and Needs Assessment are but a few of the many ways in which, because we are nimble, we can respond to varied invitations to connect and collaborate.

For over a decade I have been privileged to serve as Executive Director of this unique ecumenical organization. I will be retiring in March 2014. It has been a joy and honor to be the public face of our efforts toward unity within Christ’s Church for the integrity of our witness to the world. Thank you for the hospitality that the Episcopal Diocese of Pittsburgh has shown to me throughout the years. I am grateful for your continued partnership, both in prayer and finance, and particularly for the presence of Bishop Dorsey McConnell at the Council table. Thank you, both personally and on behalf of the Council who are Christian Associates. May the Spirit of unity dwell within your 2013 Convention!

*Veni, Creator Spiritus!*

Pax, Salaam, Shalom,

The Rev. Dr. Donald B. Green

Executive Director

## COAL COUNTRY HANGOUT YOUTH CENTER

To paraphrase an old song, *What a Difference a Year Makes!* With all the difficulties behind it, CCHYC is well on the road to full capacity, and then some. In March 2013, CCHYC celebrated its 16th year of operation: 16 years of service to approximately 6,000 children and youth, age infant to 18. Our mission and goals remain the same:

- To provide affordable and accessible child care to all families in our community;
- To emphasize that families can forever influence their children and that we support families to the greatest extent possible in the promotion of healthy behaviors among their children;
- To provide a holistic approach to educational, cultural, and spiritual devastation experienced by families in the region.

Fully licensed, with no restrictions, the Daycare/Preschool serves 50 children weekly. This past year they enjoyed trips to Jaffa Shriners Circus and Northern Cambria Fire Hall, as well as participated in the St. Jude's Bike-a-Thon. According to Erin Bougher, Director, field trips for next year include a ride on a steam train!

The Teen Center has had some great dances, pizza parties, and movie nights. Under the direction of Patricia Hamzik, teens painted a large mural on the pump house wall at Northern Cambria's swimming pool as a community project. More community projects are in the works. The fourth annual LOCK-IN is tentatively scheduled for the first Friday in December. All District 4 teens (6th-12th grade), including local participants at Coal Country Teen Center, are invited to come spend the night and have a great time.

*Cambria Re-Coal-lection*, the educational workshop component of CCHYC's overall program, sponsored two different projects in 2012-2013. *Reclaiming our Natural Heritage*, funded by a grant from the Community Foundation for the Alleghenies, was designed to monitor watershed activity at Glendale Lake, an experiential education workshop to give students a real and meaningful field experience that might lead to a career in the environmental sciences. *A Town Fenced In*, a history project funded by the Pennsylvania Humanities Council, investigated the coal town of Moss Creek. Founded in 1902, Moss Creek was walled off to keep away "union agitators" who sought to stir up local coal miners. The students discovered multiple locations of remnants of that wall. Since 2003, over 1000 students participated in an educational workshop. Full steam ahead!

## COMMISSION ON RACISM

The Commission on Racism of the Episcopal Diocese of Pittsburgh is called to work for the annihilation of racism in our church and communities, while fostering healing of all persons.

General Convention Resolution A062 (1982) requests that dioceses and congregations form committees on racism to study, identify, and confront the causes of racism.

Resolution B049 (2000) mandates anti-racism training for all in leadership positions, both lay and clergy. These workshops provide the opportunity for studying and attempting to identify the root causes of racism.

Resolution A127 (2012) adds that training should be continued on an on-going basis. At the request of people who were previously trained, a reunion was held during this year and several are planned for 2014.

Additional study/education with a historical perspective is provided by the annual diocesan celebration of the life and ministry of Absalom Jones. Our preacher at the 2013 observance was the Rev. Canon Angela Shepherd, Canon for Mission in the Diocese of Maryland. During the day, there were opportunities for further exploration of racism, its root cause, and its damaging effects.

The commission was represented at the regular gathering of the 13 dioceses comprising Province III. At these meetings, representatives exchange ideas and learn what has – and has not – worked for others, and they try to help each other with their challenges and concerns.

Upon the retirement of the rector of Calvary, East Liberty, the diocese lost the active service of one of two minority priests and its only African-American priest. A sub-committee of the commission has studied this problem and is asking the bishop to expand the study to involve other diocesan groups with an emphasis on the discernment process.

The commission has an annual “workday” of reviewing and planning. The emphasis for 2014 will be on:

1. An increase in the number and variety of educational experiences.
2. Further exploration of recruitment of minorities for ordained ministry.

Respectfully submitted,  
Nancy Travis Bolden  
Chair

## **CURSILLO**

The mission of the National Episcopal Cursillo, an organization of the Episcopal Church under the authority of the Presiding Bishop and diocesan bishops, is “Growing Christ-centered Leaders.” It is for both clergy and the laity. The bishop of our diocese, the Rt. Rev. Dorsey McConnell, is a “Cursillista” in that he participated in a three-day introductory Cursillo program and is very supportive of the movement.

The diocesan Cursillo steering committee which formed and met with Bishop Price in March 2010 continues to meet. Our goal has been to build up the Servant Community and it is our hope eventually to become strong enough to offer the three-day introductory weekend. There are presently no dioceses near us which participate in Cursillo; the closest are the Dioceses of Philadelphia and Central New York.

Since 2010 we have offered several Ultreyas, a coming together of Cursillistas and friends of Cursillistas for sharing of plans and experiences, usually accompanied by music. All Episcopalians may attend, whether Cursillistas or not.

Since the 2012 diocesan Convention there have been three Ultreyas: December 1, 2012, at St. James, Penn Hills; March 16, 2013, at the Community of Celebration; and September 14, 2013, at St. Michael’s, Ligonier. An Ultreya is planned for November 16, 2013, at St. Paul’s, Mt. Lebanon.

We are in the process of building a secretariat.

Respectfully submitted,  
Mrs. Celinda C. Scott  
Member, Cursillo Steering Committee

## **EPISCOPAL RELIEF AND DEVELOPMENT**

*Transition* has been the theme for this year as Judy Rosensteel relinquished her role as ER&D diocesan coordinator and Dr. Diane Duntley accepted appointment as the new coordinator. The first project is rebuilding the team of parish ER&D coordinators.

A fall initiative will focus on helping families (including grandparents, aunts, and uncles!) develop a commitment to giving meaningful gifts through ER&D that will “help heal a hurting world.” This may counter-balance the pre-Christmas focus on the “I want...” syndrome, to instead focus on preparing hearts and minds for a “We gave...” focus.

A spring emphasis will focus on activities in the season after Epiphany that lead up to the day established by General Convention as ER&D Sunday – the First Sunday in Lent (March 9, 2014).

Supporting materials will help parish coordinators develop and implement a continuing presence of the spirit of ER&D within parishes. Please share past and current experiences with ER&D in your parish.

Respectfully submitted,  
Diane Duntley  
Diocesan ER&D Coordinator

## **FRESH START**

*Fresh Start* is a two-year program primarily intended to help clergy in transition deal with the multitude of issues that arise during such periods in their ministries. This past year, the program facilitators have been leading monthly gatherings with the newly-ordained clergy in the diocese to assist in their transition from laity to ordained. The second year of the program will continue from September 2013 through May 2014.

Many of the modules that make up the program are helpful for congregations in transition, for helping vestries understand their roles, for parishes to plan new and effective ministry, and for ways to recognize conflict before it arises or to deal with it when it does. The facilitators are available to lead parish, district, and diocesan-wide workshops if called upon to do so. For further information or to talk about how a *Fresh Start* module might be of help, please contact the Rev. Dr. William J. Pugliese (wjpugliese@aol.com) or one of the other facilitators: the Rev. Lou Hays (lou@stpaulspgh.org), Ms. Jessie Hipolit (jessiehipolit@comcast.net) and Ms. Dana Philips (stvdana@msn.com).

## **ORDER OF THE DAUGHTERS OF THE KING**

The Pittsburgh Assembly of the Order of the Daughters of the King serves our Lord through prayer, service and evangelism. All our local chapters contributed to our fall assembly at Trinity School for Ministry. Assembly officers were installed for the triennium. Our new chaplain, the Rev. Constance Hughes, illuminated “The Power of the Holy Spirit.” Our Province III president, Laura Richards, also attended, sharing the importance of joy in our Order and praising the Pittsburgh Assembly as “an example of unity and reconciliation.”

The Deborah Chapter at Christ Church, Indiana, hosted the spring assembly. The Rev. Nancy Chalfant-Walker, rector of St. Stephen’s, Wilkinsburg, encouraged “Unity in Diversity.”

In February, the Pittsburgh Assembly reprised a Lenten Quiet Day at Shepherd’s Heart Fellowship. Through readings, prayer and meditation, participants focused on 12 “Strong Women of the Old Testament” who were selected on the basis of what they can teach us today. Daughters were grateful that our open invitation to the Christian community in Pittsburgh provided outside participants.

As we look to the future, our Pittsburgh Assembly goals are to help all our members live into our Order’s vows and to increase the desire for interaction with Daughters beyond our chapter.

Respectfully submitted,  
Gail Simpson  
President, Pittsburgh Assembly  
The Order of the Daughters of the King

## **SHEPHERD WELLNESS COMMUNITY**

Shepherd Wellness Community (SWC) is the only AIDS Community Center in Western Pennsylvania, offering support and assistance to persons affected by HIV/AIDS. Our mission affirms that “Shepherd Wellness Community is a safe, compassionate community empowering people affected by HIV/AIDS to live with dignity.”

Shepherd Wellness Community is a supported ministry of the Episcopal Diocese of Pittsburgh and operates under the 501(c)3 non-profit umbrella of the diocese.

This year a “garden grant” from the Social Justice and Outreach Committee of the diocese enabled SWC to create a raised-bed herb garden. This project provided an opportunity to teach our members about using herbs to flavor meals and improve nutrition. Herbs from our garden were also used in our wellness dinners. Thank you to the committee and the diocese for the grant to make this innovative and educational project possible.

Our services in 2013 included:

- Wellness dinners accompanied by health education programs – more than 6,000 meals served each year.
- Support groups for people living with HIV/AIDS.
- Quality of life social events, outings, and our annual SWC Picnic help combat isolation and loneliness, and enable SWC to reach out to families.
- “Words of Wellness” newsletter mailed to 2,400 households offering AIDS information, inspirational stories, and hope for people living with HIV/AIDS.
- Spiritual life programs including interfaith services and spiritual life speakers.
- Peer-counseling weekly telephone calls providing support, counseling and referrals to community services.
- Wellness education programs, alternative therapy programs, fitness and life skill classes.

The Board of Directors, staff and members of Shepherd Wellness Community express our gratitude to the Episcopal Diocese of Pittsburgh for many years of support.

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

# TRINITY CATHEDRAL CHAPTER

Bishop McConnell led the Chapter on a journey of St. Augustine's "City of God" to discern how Trinity Cathedral can represent the City of God to our earthly city – Pittsburgh. This theme drives our plans and programs.

## **Community:**

- Light Up Night – offered to over 300 visitors seasonal music, refreshments, and an opportunity to light a candle, meditate and pray.
- December 19, 2012, Mass of the Resurrection celebrated by Bishop McConnell for the Newtown, Connecticut, school shooting victims.
- "Ashes to Go" offered by Bishop McConnell and Canon Brall to approximately 100 people in Market Square, in addition to three services in the cathedral.
- Joined with ELCA Lutherans for Chrism Mass and Easter Vigil.
- Cathedral clergy blessed the fleet at the Point, marathoners, and pets.
- Hosted lunch and a program for campers from Camp Downtown .
- Hosted musical services/concerts by the Slippery Rock University Choir, the American Musicological Society, the Bach Choir of Pittsburgh, and Compline for the ELCA 2013 Churchwide Assembly.

## **Diocese:**

- Hosted the Absalom Jones Day commemoration, diocesan ordinations, and the Spring UTO Ingathering Luncheon.
- Parishioners volunteered at the Habitat house project in August.

## **Parish:**

- Continuing transitions and healing: bid farewell to Canon Cathy Brall, long-time building superintendent Jim Cole, Deacon Ben DeHart, and Altar Guild directress Shelley Snyder. We welcomed Fr. Tim Hushion. We strengthened our parish, welcoming new members and preparing teens for confirmation in 2014.

Respectfully submitted,  
Dorothy Amis  
Executive Committee Chair

## TRINITY SCHOOL FOR MINISTRY

Theological education is undergoing dramatic changes and Trinity School for Ministry is working to be proactive in this environment of change. Trinity School for Ministry's particular contribution to raising up leaders for the Episcopal Church might be best expressed by our vision statement, adopted in October 2010:

*"Trinity School for Ministry is an evangelical seminary in the Anglican tradition. In this fractured world, we desire to be a global center for Christian formation, producing outstanding leaders who can plant, renew and grow churches that make disciples of Jesus Christ."*

Trinity graduates who have been ordained into dioceses of the Episcopal Church over the last two years include Paul Hunter, Becky Toalster, Ben DeHart, Terry Johnston, Christopher Eyrich, John Schaeffer, Tim Hushion, Bain White, and Todd Schmidtetter. In addition, Bishop Dorsey McConnell visited the TSM campus this June term for a guest presentation in a Doctor of Ministry class. Bishop McConnell will also lead TSM's Ash Wednesday Quiet Day this year.

We have recently made our Master of Arts in Religion degree available completely online to meet the needs of the church today, offering specializations in Biblical Studies, Christian History and Theology, and Christian Ministry and Missiology. This reflects the faculty's commitment to mission-minded pastoral ministry and to integrating faith and practice. Our summer and winter intensive classes have been redesigned to attract more lay leaders, and we now offer major conferences each June.

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

Section G  
Parochial &  
Diocesan Statistics

# DISTRICT CHART

## WITH ALLOCATION OF DEPUTIES FOR 2014

as determined by 2012 Parochial Report

(Any participating parishes not submitting a parochial report receive two deputies)

Total Lay Deputies eligible to vote: 97

### 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	8
Emmanuel, North Side	2
Trinity Cathedral, Pittsburgh	2
<b>Total</b>	<b>21</b>

*Not submitting Parochial Reports: The Savior, Ambridge; Trinity, Beaver; St. Peter's, Butler; St. Christopher's, Cranberry/Warrendale; Grace, Edgeworth; St. Luke's, Georgetown; St. Thomas-in-the-Fields, Gibsonia; Our Saviour, Glenshaw; Prince of Peace, Hopewell; Christ Church, New Brighton; St. Stephen's, Sewickley*

### District 3

St. Peter's, Brentwood	3
All Saints, Bridgeville	2
Atonement, Carnegie*	2
St. Thomas, Canonsburg	2
Nativity, Crafton	3
St. Stephen's, McKeesport	2
St. Paul's, Mt. Lebanon	9
All Souls, North Versailles	2
St. David's, Peters Township	2
<b>Total</b>	<b>27</b>

*Not submitting Parochial Reports: Advent, Brookline; Atonement, Carnegie\*; Transfiguration, Clairton; Good Samaritan, Liberty Boro; Grace, Mt. Washington; Trinity, Washington; St. George's, Waynesburg*

### District 2

Calvary, East Liberty	7
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>25</b>

*Not submitting Parochial Reports: Seeds of Hope, Bloomfield; Fox Chapel Episcopal, Fox Chapel; Good Shepherd, Hazelwood; St. Martin's, Monroeville; St. Andrew's, New Kensington; Ascension, Oakland; All Saints, Rosedale*

### District 4

St. Peter's, Blairsville	2
St. John's, Donora	2
Christ (TEC), Greensburg	2
Christ Church, Indiana	2
Advent, Jeanette	2
St. Michael's, Ligonier	2
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>24</b>

*Not submitting Parochial Reports: Christ Church, Brownsville; St. Mary's, Charleroi; Holy Innocents, Leechburg; St. Alban's, Murrysville; Sts. Thomas and Luke, Patton; St. Mary's, Red Bank; St. Peter's, Uniontown*

\*Resumed active participation in 2012

# CLERGY OF THE DIOCESE

In the order of date of Canonical Residence

As of October 1, 2013

## BISHOPS

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, St. Bartholomew's, Scottsdale  
1962 David Cameron Casto, Bonita Springs, FL  
1962 Arthur Charles Dilg, St. Peter's, Blairsville  
1963 Roger Craig Bell, 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  
1974 Robert Lee Kooser, Connellsville, PA  
1977 Jared Judd Jackson, Th.D., Gibsonia, PA  
1977 David Leon Kinsey, St. Stephen's, McKeesport  
1977 Leslie Graf Reimer, Calvary, East Liberty  
1978 Christopher Haskins Barker, Ph.D., Gibsonia, PA  
1979 Peter Hugh Davids, Ph.D., Houston Baptist University, Stafford, TX  
1979 George Louis Werner, D.D., Sewickley, PA  
1981 Patricia King Carnahan, D.Min., Murrysville, PA  
1982 Scott Thomas Quinn, Nativity, Crafton/Canon to the Ordinary  
1982 Christine Elizabeth Visminas, Christian Education Consultant/Teacher, Framingham, MA  
1984 John Hayes Park, Ambridge, PA  
1984 Diane Elise Shepard, Church of the Redeemer, Squirrel Hill  
1985 James Burdette Simons, St. Michael's, 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 Lloyd Phillip Whistler Hays, Sewickley, 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, Canon Missioner, Diocese of Pittsburgh  
1996 Harold Thomas Lewis, Ph.D., Pittsburgh, PA  
1997 William J. Geisler, Ph.D., St. Peter's, Brentwood/Canon for Formation  
1998 Carol Eileen Henley, Calvary, East Liberty  
1998 James Douglas Shoucair, Christ Church, North Hills  
1999 Ruth Elaine Correll, Woodbridge, VA  
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, St. Andrew's, Highland Park/Campus Chaplain

2000 Judith Marie Gentle, Ph.D., Fatima, Portugal  
 2000 Moni McIntyre, Ph.D., Holy Cross, Homewood  
 2001 Daniel Emerson Hall, M.D., Surgeon, Pittsburgh, PA  
 2001 Agustin Teodoro Zubieta, Cochabamba, Bolivia  
 2002 Norman E. Koehler III, Ph.D., St. Thomas, Oakmont  
 2002 Richard Peter Pocalyko, Sandy Springs, GA  
 2002 Martin Luther Wright III, St. Mark's, Johnstown  
 2003 Nancy O. Chalfant-Walker, St. Stephen's, Wilkinsburg  
 2004 Marc Ray Jacobson, SIL, Inc., Philippines  
 2004 Richard Allen Pollard, All Saints, Bridgeville  
 2004 Vicente C. Santiago, Advent, Jeannette and Christ Church TEC, Greensburg  
 2005 Richard Lyon Stinson, D.Min., Indiana, PA  
 2006 Paul Martin Johnston, Pittsburgh, PA  
 2007 Louis Bradshaw Hays, St. Paul's, Mt. Lebanon and St. David's, Peters Township  
 2007 Stacy A. Kenney, Chaplain, Mayfield Heights, OH  
 2007 Charles Sumner Weiss, St. Thomas, Canonsburg  
 2008 Kristian Kinol Opat McInnes, St. Paul's, Mt. Lebanon and St. David's, Peters Township  
 2010 Todd Hamilton Brewer, Durham, UK  
 2011 Lennel V. Anderson III, St. Francis, Somerset  
 2011 John J. Fetterman, Verona, PA  
 2011 Kamila Blessing, Valencia, PA  
 2011 Kathryn Newman LaLonde, St. Paul's, Kittanning  
 2011 Michelle C. Boomgaard, St. Paul's Mt. Lebanon  
 2011 Timothy Valentine Hushion, Jr., Trinity Cathedral  
 2012 Teresa Gioia Hunt, Ph.D., St. Paul's, Monongahela  
 2012 Charles Brent Wagner Hamill, Christ Church, North Hills  
 2012 Terence Lee Johnston, LaGrange, Kentucky  
 2012 Gwendolyn Gettemy Santiago, St. John's, Donora  
 2012 John Robert Schaeffer, All Saints, Brighton Heights  
 2012 Todd Thomas Schmidtter, Melbourne, Florida

### **DEACONS**

The Reverend

1984 Ann McDonald Staples, St. Thomas, Northern Cambria  
 1985 Randy J. 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  
 2012 Howard Dennis Gillette, St. Peter's, Brentwood  
 2013 William Lewis Ogburn, General Theological Seminary, New York, NY  
 2013 Benjamin Robert DeHart, Church of the Nativity, Crafton/Chaplain  
 2013 Eric McIntosh, St. James, Penn Hills  
 2013 Francis Michael Yesko, St. Barnabas, Brackenridge

### **REMOVAL OR RELEASE**

There were no removals between October 1, 2012 and September 30, 2013.

### **LETTERS DIMISSORY ACCEPTED**

November 7, 2012 Todd Thomas Schmidtter – South Carolina  
November 16, 2012 William Charles Miller – South Carolina  
December 3, 2012 Howard Dennis Gillette – Louisiana

### **LETTERS DIMISSORY ISSUED**

October 8, 2012 Robert Michael Dorow – Northern Indiana  
December 17, 2012 Charles Bradley Wilson – Upper South Carolina

### **ORDINATIONS**

#### **Oder of Deacon**

May 15, 2013 William Lewis Ogburn, Church of the Incarnation, New York, NY  
June 15, 2013 Benjamin Robert DeHart, Trinity Cathedral, Pittsburgh, PA  
June 15, 2013 Eric McIntosh, Trinity Cathedral, Pittsburgh, PA  
June 15, 2013 Francis Michael Yesko, Trinity Cathedral, Pittsburgh, PA

#### **Order of Priest**

December 15, 2012 Gwendolynn Gettemy Santiago, Trinity Cathedral, Pittsburgh, PA  
December 15, 2012 Charles Brent Wagner Hamill, Trinity Cathedral, Pittsburgh, PA  
December 15, 2012 Terence Lee Johnston, Trinity Cathedral, Pittsburgh, PA  
December 15, 2012 John Robert Schaeffer, Trinity Cathedral, Pittsburgh, PA  
December 15, 2012 Todd Thomas Schmidtter, Trinity Cathedral, Pittsburgh, PA

### **DEATHS**

No canonically resident clergy died between October 1, 2012 and September 30, 2013.

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

The Reverend

Susan Davies Buell  
Jean M. DeVaty  
Leander Samuel Harding  
Charles Don Keyes  
William Henry Marchl III  
Marjorie McDonall McCarty  
Steven McKeown  
William Joseph Pugliese  
Walter Syzmanski  
Rebecca Denise Toalster  
Rodgers Taylor Wood  
Benjamin Rush Wright

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

as of October 1, 2013

**BLAIRSVILLE**

**St. Peter's Episcopal Church**

36 W. Campbell St., Blairsville, PA 15717

724-459-8804

The Rev. Arthur Dilg, Priest-in-Charge

**BRACKENRIDGE**

**St. Barnabas Episcopal Church**

989 Morgan St., Brackenridge, PA 15014

724-224-9280

The Rev. Frank Yesko, Deacon-in-Charge

**BRENTWOOD**

**St. Peter's Episcopal Church**

4048 Brownsville Rd., Pittsburgh, PA 15227

412-884-5225

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

**BRIDGEVILLE**

**All Saints Episcopal Church**

850 Boyce Rd., Bridgeville, PA 15017

412-564-5620

The Rev. Richard Pollard, Rector

**BRIGHTON HEIGHTS**

**All Saints Episcopal Church**

3577 McClure Ave., Pittsburgh, PA 15212

412-766-8112

The Rev. John Schaeffer, Priest-in-Charge

**CANONSBURG**

**St. Thomas Episcopal Church**

139 N. Jefferson Ave., Canonsburg, PA 15317

724-745-2013

The Rev. Charles Weiss, Rector

**CARNEGIE**

**Church of the Atonement**

618 Washington Ave., Carnegie, PA 15106

412-279-1944

**CRAFTON**

**Church of the Nativity**

33 Alice St., Pittsburgh, PA 15205

412-921-4103

The Rev. Canon Scott T. Quinn, Rector

The Rev. William Miller, Associate Rector

The Rev. Ben DeHart, Deacon

**DONORA**

**St. John's Episcopal Church**

998 Thompson Ave., Donora, PA 15033

724-379-8871

The Rev. Gwen Santiago, Priest-in-Charge

**EAST LIBERTY**

**Calvary Episcopal Church**

315 Shady Ave., Pittsburgh, PA 15206

412-661-0120

The Rev. Leslie Reimer, Interim Rector

The Rev. Carol Henley, Sacramental Assistant

The Rev. Walter Syzmanski, Sacramental Assistant

**FRANKLIN PARK**

**St. Brendan's Episcopal Church**

2365 McAleer Rd., Sewickley, PA 15143

412-364-5974

The Rev. Dr. William Pugliese, Interim Rector

**GREENSBURG**

**Christ Episcopal Church TEC**

(Faithful Remnant, House Church)

132 Sherwood Dr., Greensburg, PA 15601

724-493-6545

The Rev. Vicente Santiago, Supply

The Rev. Gwen Santiago, Supply

## **HIGHLAND PARK**

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

5801 Hampton St., Pittsburgh, PA 15206  
412-661-1245

The Rev. Dr. Bruce Robison, 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 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. Martin L. Wright III, Regular Supply

## **KITTANNING**

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

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

The Rev. Kathryn LaLonde, Rector

## **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 Kinsey, Priest-in-Charge

## **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. Kristian McInnes, Associate Rector

The Rev. Michelle Boomgaard, 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. Becky Toalster, Priest-in-Residence

The Very Rev. George Werner, Priest-in-Residence

## **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, Deacon-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. Norman Koehler III, Priest Associate  
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, Deacon-in-Charge

## **PETERS TOWNSHIP**

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

905 East McMurray Rd., Venetia, PA 15367  
724-941-4060  
The Rev. Louis B. Hays, Priest-in-Charge  
The Rev. Kristian McInnes, Priest-in-Charge

## **PITTSBURGH**

### **Trinity Cathedral**

328 Sixth Ave., Pittsburgh, PA 15222  
412-232-6404  
The Rev. Timothy Hushion, Priest-in-Charge

## **SCOTTDALE**

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

149 Walnut Ave., Scottdale, PA 15683  
724-887-5110  
The Rev. Charles Martin, Priest-in-Charge

## **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. Diane Shepard, Interim 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

# 2012 PAROCHIAL REPORT STATISTICS - MEMBERSHIP

Parish	Location	Baptized Members 2011	Baptized Members 2012	Increases	Decreases	Communicants 2011	Communicants 2012	Others	Average Sunday Attendance	Easter	Sat-Sun. Eucharists	Weekday Eucharists	Private Eucharists	Sunday Offices	Weekday Offices	Marriages	Burials	Baptisms 16+	Baptisms Under 16	Confirmations 16+	Confirmations Under 16	Received	Church School	Adult Education	
St Peter's	Blairsville	22	23	2	1	19	19	0	10	17	18	1	19	24	0	0	1	0	2	0	0	0	2	N	
St Barnabas	Brackenridge	128	129	6	5	61	61	3	21	49	99	5	7	5	30	0	5	0	1	0	0	0	0	Y	
St Peter's	Brentwood	366	369	9	6	352	352	1	86	119	104	52	0	0	0	3	9	0	2	0	0	4	48	N	
All Saints	Bridgeville	56	66	19	9	66	62	2	35	61	64	14	11	2	13	4	5	0	7	0	0	0	0	N	
All Saints	Brighton Hights	55	65	11	1	65	65	0	25	36	48	0	0	5	50	1	1	0	1	0	0	0	3	Y	
St Thomas	Canonsburg	100	110	11	1	110	89	13	42	83	51	12	15	1	0	1	1	0	1	0	0	0	3	6	Y
Atonement	Carnegie	0	0	0	0	0	0	0	0	0	0	0	0	1	0	0	1	0	1	0	0	0	0	0	N
Nativity	Crafton	261	263	15	13	257	257	59	65	167	106	7	0	1	0	3	1	0	1	0	0	0	3	30	Y
St John's	Donora	0	23	24	1	22	22	0	12	0	35	0	0	1	0	0	1	0	1	0	0	0	0	0	Y
Calvary	East Liberty	1628	1639	26	15	1025	1025	140	365	1245	158	145	22	1	3	7	15	0	8	3	13	6	75	Y	
St Brendan's	Franklin Park	284	262	23	45	209	209	69	103	143	105	56	32	0	24	1	0	0	3	4	0	4	35	N	
Christ Church	Greensburg	36	34	0	2	34	34	0	7	10	52	36	6	0	480	0	0	0	0	0	0	0	0	0	N
St Andrew's	Highland Park	453	460	14	7	460	414	60	127	281	95	50	0	18	8	6	4	1	3	4	2	3	53	Y	
St Matthew's	Homesitead	68	68	1	1	68	68	1	22	49	52	5	4	52	5	0	0	0	1	0	0	0	0	0	Y
Holy Cross	Homewood	132	131	0	1	115	115	16	90	135	103	3	2	3	0	0	1	0	5	3	8	0	15	Y	
Christ Church	Indiana	128	118	2	12	118	91	4	45	113	98	43	9	8	3	2	2	0	0	0	0	0	0	12	Y
Advent	Jeanette	55	58	4	1	58	58	3	15	24	40	4	21	13	1	0	1	2	0	1	0	0	0	0	Y
St Mark's	Johnstown	144	151	11	4	111	111	9	44	103	93	2	1	0	0	2	10	0	0	0	0	0	0	10	Y
St Paul's	Kitanning	155	102	1	54	102	73	2	35	55	1	0	0	0	0	0	1	6	0	0	0	0	1	0	N
St Michael's	Ligonier	262	247	1	16	247	200	6	110	209	108	22	34	0	22	2	9	0	4	0	0	3	33	Y	
St Stephen's	McKeesport	241	238	3	6	238	65	4	54	88	107	6	35	0	1	1	5	0	2	0	0	0	0	4	Y
St Paul's	Monongahela	36	38	2	0	38	33	2	24	18	39	0	0	0	0	0	0	2	1	0	0	0	0	0	Y
St Paul's	Mt. Lebanon	1476	1484	124	116	1484	1411	206	304	723	239	60	76	0	0	0	11	0	17	0	19	2	257	Y	
Christ Church	North Hills	1326	1377	102	51	1377	1215	138	303	543	117	68	87	0	0	9	9	2	17	2	3	2	84	Y	
Emmanuel	North Side	203	204	3	2	204	180	22	58	140	99	3	1	10	3	1	4	1	4	0	0	0	0	4	Y
All Souls	No. Versailles	25	23	1	3	22	22	5	25	28	7	3	1	47	1	0	2	0	1	0	0	0	0	3	Y
St Thomas	N'm Cambria	28	23	5	23	23	23	6	16	30	52	0	9	1	2	1	1	0	0	0	0	0	0	6	N
St Thomas	Oakmont	662	672	19	9	672	424	67	117	234	107	71	23	3	79	3	9	0	2	1	0	3	20	Y	
St James	Penn Hills	16	2	2	0	18	29	0	7	6	53	0	6	1	0	0	1	0	0	0	0	0	0	0	N
St David's	Peters Twp.	0	78	79	1	78	74	20	42	0	34	2	0	0	0	1	0	0	4	0	0	0	0	15	N
Trinity	Pittsburgh	171	151	10	30	151	92	6	72	358	107	325	31	0	228	5	4	2	1	0	0	0	0	5	N
St Bartholomew	Scottdale	37	35	0	2	35	31	3	30	44	1	55	0	0	0	0	3	0	0	0	0	0	0	0	N
St Francis	Somerset	52	56	5	1	56	56	1	32	52	52	10	0	31	2	0	1	0	1	0	4	0	0	17	Y
Redeemer	Squirrel Hill	230	229	4	5	229	119	16	68	150	105	43	6	0	24	2	1	0	2	0	2	1	8	N	
St Michael's	Wayne Twp.	0	11	11	0	11	4	0	8	9	9	0	0	0	0	0	3	0	0	0	0	0	0	0	N
St Stephen's	Wilkinsburg	128	130	6	4	130	96	11	52	88	104	9	66	0	51	0	5	0	0	1	2	0	14	Y	
Totals		8964	9085	574	430	7199	7199	924	2451	5396	2705	1058	579	228	1030	55	132	10	93	23	49	38	756		

# 2012 PAROCHIAL REPORT STATISTICS - INCOME

Parish	Location	Pledge Cards	Pledges	Plate & Pledge	Investments	Other Income	Bequests	Operating Income	Diocesan Assistance	Operating Revenues	Capital Funds	Additions to Endowment	Outreach & Mission Revenue	Transmittal Revenue	Non-Operating Revenues	Total Revenues
St Peter's	Blairsville	8	14,000	20,271	0	3,050	0	23,321	0	23,321	2,028	0	0	0	2,028	25,349
St Barnabas	Brackenridge	10	8,500	34,231	2,707	2,420	0	39,358	19,000	58,358	24,450	0	0	0	24,450	82,808
St Peter's	Brentwood	34	89,316	135,710	21,908	13,783	0	171,401	641	172,042	16,711	0	3,580	4,120	24,411	196,453
All Saints	Bridgeville	21	35,690	53,415	0	0	0	53,415	0	53,415	0	0	0	0	0	53,415
All Saints	Brighton Heights	20	10,000	26,786	11,931	9,488	0	48,205	4,000	52,205	0	0	0	0	0	52,205
St Thomas	Canonsburg	19	34,688	59,002	59,851	907	240	120,000	0	120,000	0	0	1,054	1,267	2,321	122,321
Atonement	Carnegie							0							0	0
Nativity	Crafton	0	80,750	87,080	34,840	17,162	0	139,082	32,577	171,659	0	0	0	0	0	171,659
St John's	Donora	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0
Calvary	East Liberty	342	964,798	1,075,294	254,949	22,860	0	1,353,103	0	1,353,103	41,577	71,508	221,185	9,015	343,285	1,696,388
St Brendan's	Franklin Park	60	71,008	103,647	73	45,018	0	148,738	0	148,738	6,089	0	0	0	6,089	154,827
Christ Church	Greensburg	2	200	200	3	0	0	203	10,000	10,203	0	0	0	0	0	10,203
St Andrew's	Highland Park	131	267,731	298,788	94,132	9,714	0	402,634	0	402,634	242,773	0	2,550	1,972	247,295	649,929
St Matthew's	Homestead	19	25,745	31,687	802	4,769	0	37,258	0	37,258	12,144	0	0	2,180	14,324	51,582
Holy Cross	Homewood	29	54,880	120,122	0	9,192	0	129,314	0	129,314	52,453	0	0	275	52,728	182,042
Christ Church	Indiana	17	62,640	135,550	14,272	2,913	0	152,735	0	152,735	0	0	0	942	942	153,677
Advent	Jeanette	0	0	16,260	4,213	6,754	4,392	31,619	0	31,619	0	730	0	0	730	32,349
St Mark's	Johnstown	34	61,955	90,551	20,000	8,630	0	119,181	0	119,181	0	0	0	3,116	3,116	122,297
St Paul's	Kittanning	0	54,414	47,310	12,580	0	0	114,304	0	114,304	102,820	0	0	0	102,820	217,124
St Michael's	Ligonier	116	287,359	420,729	33	54,889	0	475,651	0	475,651	0	0	68,074	0	68,074	543,725
St Stephen's	McKeesport	25	33,752	74,437	22,203	8,620	0	105,260	0	105,260	0	0	17,000	0	17,000	122,260
St Paul's	Monongahela	15	18,980	10,810	5,925	0	0	16,735	0	16,735	0	0	0	0	0	16,735
St Paul's	Mt. Lebanon	245	581,255	701,898	6,956	49,037	0	757,891	15,000	772,891	221,509	2,000	10,704	26,822	261,035	1,033,926
Christ Church	North Hills	149	335,000	379,785	25,182	38,188	3,230	446,385	23,000	469,385	44,075	4,462	3,232	0	51,769	521,154
Emmanuel	North Side	36	40,000	50,229	2,886	13,249	0	66,364	22,000	88,364	0	0	0	0	0	88,364
All Souls	No. Versailles	14	22,864	27,724	0	2,490	3,000	33,214	0	33,214	0	0	0	210	210	33,424
St Thomas	N'm Cambria	0	0	6,920	0	0	0	6,920	42,337	49,257	0	0	0	0	0	49,257
St Thomas	Oakmont	71	159,748	245,309	24,449	71,987	0	341,745	0	341,745	0	0	0	2,381	2,381	344,126
St James	Penn Hills	1	2,400	4,324	450	13,821	0	18,595	48,635	67,230	0	0	0	0	0	67,230
St David's	Peters Twp.	0	0	23,444	0	0	0	23,444	20,000	43,444	0	0	0	0	0	43,444
Trinity	Pittsburgh	44	96,816	139,803	235,127	9,268	10,000	394,198	18,000	412,198	64,326	0	6,577	8,511	79,414	491,612
St Bartholemew	Scottdale	0	0	5,071	12,000	0	0	17,071	0	17,071	0	2,587	0	0	2,587	19,658
St Francis	Somerset	0	0	38,950	34,500	10,470	0	83,920	0	83,920	3,000	0	0	0	3,000	86,920
Redeemer	Squirrel Hill	54	134,000	137,959	0	102,484	11,433	251,876	2,550	254,426	15,301	0	619	100	16,020	270,446
St Michael's	Wayne Twp.	5	500	1,111	447	0	0	1,558	0	1,558	0	0	0	0	0	1,558
St Stephen's	Wilkinsburg	34	124,202	198,652	6,092	0	0	204,744	0	204,744	0	114,930	0	6,725	121,655	326,399

# 2012 PAROCHIAL REPORT STATISTICS - EXPENSES

Parish	Location	To Diocese	Outreach	Other Expenses	Operating Expenses	Improvements	Mission & Outreach Expenses	Seminary Contributions	Transmittals	Non-Operating Expenses	Total Expenses	Total Cash	Total Investments
St Peter's	Blairstown	904	1,264	15,032	17,200	0	500	0	0	500	17,700	11,557	0
St Barnabas	Brackentridge	5,500	0	54,300	59,800	56,045	0	0	195	56,240	116,040	22,414	65,397
St Peter's	Brentwood	12,215	8,685	150,507	171,407	38,253	3,449	0	3,362	45,064	216,471	64,246	398,392
All Saints	Bridgeville	1,843	1,650	51,118	54,611	0	0	0	0	0	54,611	6,515	0
All Saints	Brighton Heights	393	5,161	16,195	21,749	1,488	0	0	0	1,488	23,237	39,298	278,208
St Thomas	Canonburg	8,923	550	103,420	112,893	1,178	1,569	0	1,267	4,014	116,907	16,815	283,203
Atonement	Carnegie	0	0	0	0	0	0	0	0	0	0	0	0
Navvity	Crafton	11,880	0	134,778	146,658	0	0	0	0	0	146,658	88,867	809,343
St John's	Donora	0	0	0	0	0	0	0	0	0	0	0	0
Calvary	East Liberty	161,564	0	1,315,466	1,477,030	9,123	223,706	0	9,440	242,269	1,719,299	109,007	5,414,525
St Brendan's	Franklin Park	16,484	10,261	121,802	148,547	9,881	0	0	0	9,881	158,428	91,781	20,444
Christ Church	Greensburg	27	0	150	177	0	0	0	0	0	177	0	0
St Andrew's	Highland Park	36,465	2,794	360,028	399,287	124,428	317	1,000	11,458	137,203	536,490	167,130	1,583,745
St Matthew's	Homestead	1,991	3,620	33,495	39,106	12,144	0	0	2,180	14,324	53,430	54,900	18,061
Holy Cross	Homewood	17,419	2,942	107,547	127,908	87,825	0	0	0	87,825	215,733	36,014	0
Christ Church	Indiana	14,809	1,755	145,280	161,844	0	0	0	942	942	162,786	71,244	440,929
Advent	Jeannette	1,296	959	21,486	23,741	6,465	0	0	0	6,465	30,206	49,019	112,742
St Mark's	Johnstown	9,389	600	112,545	122,534	0	495	0	3,555	4,050	126,584	7,267	656,826
St Paul's	Kittanning	11,265	4,558	135,024	150,847	82,941	0	0	0	82,941	233,788	128,576	1,309,446
St Michael's	Ligonier	42,754	47,900	406,030	496,684	0	0	0	0	0	496,684	263,369	2,035,115
St Stephen's	McKeesport	3,637	0	119,174	122,811	41,444	1,445	0	0	42,889	165,700	66,612	265,154
St Paul's	Monongahela	0	0	0	0	0	0	0	0	0	0	14,500	0
St Paul's	Mt. Lebanon	65,065	1,432	701,440	767,937	124,335	7,545	0	21,266	153,146	921,083	409,330	39,627
Christ Church	North Hills	34,678	6,000	369,843	410,521	10,260	4,755	0	3,232	18,247	428,768	269,442	80,750
Emmanuel	North Side	4,867	3,375	71,442	79,684	0	0	0	0	0	79,684	51,952	86,256
All Souls	No. Versailles	1,830	1,663	19,838	23,331	0	0	0	624	624	23,955	30,382	7,001
St Thomas	N'm Cambria	0	0	0	0	0	0	0	0	0	49,722	1,012	0
St Thomas	Oakmont	18,645	15,499	227,654	261,798	25,979	4,400	0	2,381	32,760	294,558	211,699	754,117
St James	Penn Hills	0	1,701	0	1,701	0	0	0	0	0	1,701	6,446	12,733
St David's	Peters Twp.	0	0	24,820	24,820	0	0	0	0	0	24,820	18,623	0
Trinity	Pittsburgh	23,738	6,000	492,629	522,367	23,202	5,991	0	8,511	37,704	560,071	163,219	4,660,812
St Bartholemew	Scottdale	797	0	17,634	18,431	613	0	0	225	838	19,269	3,974	125,116
St Francis	Somerses	5,819	4,299	77,756	87,874	25,076	0	0	0	25,076	112,950	125,108	148,142
Redeemer	Squirrel Hill	22,458	470	160,198	183,126	20,826	0	0	0	20,826	203,952	63,499	230,618
St Michael's	Wayne Twp.	357	0	3,810	4,167	0	0	0	0	0	4,167	8,595	239,171
St Stephen's	Wilkinsburg	16,764	10,439	194,356	221,559	0	10,439	0	6,725	17,164	238,723	81,612	253,999

## PARISHES NOT SUBMITTING A 2012 TEC PAROCHIAL REPORT

The Savior	Ambridge
Trinity	Beaver
Seeds of Hope	Bloomfield
Advent	Brookline
Christ Church	Brownsville
St. Peter's	Butler
Atonement*	Carnegie
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
Good Shepherd	Hazelwood
Prince of Peace	Hopewell
Holy Innocents	Leechburg
Good Samaritan	Liberty Boro
St. Martin's	Monroeville
Grace	Mt. Washington
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

*\*Resumed active participation in the diocese during 2012*

# Appendix

# 2014 Compensation Guide for Clergy and Lay Employees

**Episcopal Diocese of Pittsburgh**



**Approved by Diocesan Council  
October 7, 2013**

*Episcopal Diocese of Pittsburgh*

*4099 William Penn Highway, Suite 502*

*Monroeville, PA 15146*

*412-721-0853*

*office@episcopalpgh.org*

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## INTRODUCTION

The purpose of this 2014 Compensation Guide is to provide – for the **Bishop’s Wellness Committee, the diocesan Personnel 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. This recommendation takes place in the context of consultation with a **Diocesan Personnel Committee** appointed by the Bishop and in conformity with minimum guidelines for clergy and for lay employees established in the annual Compensation Guide.

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. Lennel Anderson, III  
Mr. Stuart Fox  
Dr. Joan Gundersen  
The Rev. Leslie Reimer  
The Rev. Dr. Bruce Robison (Chair)

# **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 benevolent funds are not included in the Total Compensation calculation.**

## **TOTAL COMPENSATION: CASH SALARY**

For the purposed 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.

When church-owned housing and utilities are provided for the use of ordained clergy, the Minimum and Recommended amounts designated in this Guide for Total Compensation 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. A model Housing Allowance designation is provided in this Guide, 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 equal to half of the 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. **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 F 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 Appendix G of the Guide.*

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. The National Association of Episcopal Christian Education Directors, the Episcopal Church Youth Ministry Network, 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. The United Way of Allegheny County compiles a survey of compensation practices in non-profit organizations in our region. A recent edition may be found here:

<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 G for a sample documentation form. In the event of an audit the IRS will 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 is to pay the expenses associated with the relocation. Clergy who have been called and the leadership of the congregations to which they have been called are encouraged to discuss and negotiate the anticipated expenses in advance.

**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 shall 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 for lay employees scheduled to work 1,000 hours or more each year.

### **DENOMINATIONAL HEALTH PLAN: CLERGY AND LAY EMPLOYEES**

Medical/Dental group insurance as provided by the Denominational Health Plan of the Episcopal Church is required for clergy and lay employees scheduled to work 1,500 hours or more each year.

## **EXTENDED SICK LEAVE/SHORT-TERM DISABILITY**

Effective January 1, 2004, as a benefit of the Church Pension Fund, all clergy actively participating in and fully covered by the Clergy Pension Plan will be enrolled in a Short-Term Disability Benefit Program at no additional pension assessment cost. In cases of extended serious illness, clergy are to be provided with sick leave at full pay, supplemented by short-term disability payments of 70 percent of compensation from the Pension Fund, up to \$1,000 per week, for a maximum period of 52 weeks.

**If the illness is prolonged beyond 360 days, the clergy should initiate the Long-Term Disability Benefit through the Pension Fund.** Prior to or during a term of office, clergy are expected to inform the congregation and diocesan office of any health factors, which may interfere significantly with effective fulfillment of responsibilities.

Effective January 1, 2005, as a benefit of the Church Pension Fund, all clergy actively participating in and fully covered by the Clergy Pension Plan will be enrolled in a new Long-Term Disability Benefit Program at no additional pension assessment cost. Clergy should contact the CPG to verify inclusion in this plan and to obtain description of plan benefits.

Congregations and other employers within the diocese are *encouraged* to provide extended sick-leave, short-term, and long-term disability insurance benefits for full-time lay employees.

## **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 proposes that clergy and lay employees may ask an advocate to represent his or her needs and desires to the vestry or budget committee. This section of the Guidelines proposes a method for finding and making use of an advocate.

1. Let the vestry or budget committee know well in advance that you will be asking someone to represent you at the budget meeting.

2. When deciding on an advocate, choose someone who cares about you within the parish community, but not the Treasurer (the Treasurer would be put in an untenable position as your advocate). The advocate does not have to be a member of the parish, but needs to be someone with credibility in the community. The advocate should have an understanding of the covenant between the cleric or lay employee and the parish and also have a sense of advocacy as a ministry that may serve both the cleric or lay employee and the parish. Write or call this person and outline what you are asking him or her to do. For example, you would like an advocate:
  - a) To represent you and your needs to the vestry or budget committee.
  - b) To discuss with you what your hopes are for the next year regarding your package.
  - c) To meet with you one or two times before the budget meeting.
  - d) To be an advocate for one or two years.
  
3. Meet with the person you've chosen to be your advocate at least one week before the budget committee meets.
  - a) Give the person a sense of the role of an advocate. That an advocate should
    - have a sense of this ministry as a way of caring for the parish cleric who comes to the parish as servant;
    - understand that vestry and cleric have entered into a mutual covenant of care giving. As the cleric cares for the people, the people must care for the cleric. This is important for the parish as well as for the cleric; and
    - speak for the cleric when he or she may not be in a position to speak for him or herself.
  - b) Use the Diocesan or recommended Lay Professional Compensation Guidelines as focus for the meeting and go through them carefully.
  - c) Note all the categories of the covenant between the cleric or lay employee and the vestry.
  - d) Note that it is reasonable for the parish to support these categories.
  - e) When you come to the financial section, note that the recommended amounts are minimums, not maximums.
  - f) Ask if the advocate can accept the principles of the categories.
  - g) Have an annual meeting with the advocate to review your needs and expectations.
  - h) Assure the person that you are depending on him or her to represent your needs.
  - i) Don't be afraid to articulate your needs.

## **LETTERS OF AGREEMENT**

For Clergy it is *required* 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 for all Lay Employees as well.

## **DEFINITION OF ADDITIONAL TERMS**

### **Descriptions of Terms**

Associate	Settled Clergy on staff with delegated responsibilities under the supervision of a primary clergy person.
Primary	Settled Clergy on staff entrusted with supervisory responsibility over all aspects of parish life according to canon.
Complex Program	A parish with multiple daily demands on clergy including several week-day services, board meetings and multiple staff (clergy & lay) to administer a consistent, growing number of programs.
Smaller Parish	A parish (typically under 50 ASA) with one primary clergy person and rarely additional paid staff (clergy & lay) to administer a consistent, limited number of programs.
Cluster	A group of smaller parishes, missions, and/or lay-led parishes sharing one or more clergy person and (rarely) additional paid staff to administer a few programs.
Mission	A smaller gathering of Christians under the supervision of the bishop, the assistance of an appointed primary clergy person and lay leadership with the intent of forming an established parish.
Lay-Led Parish	An established smaller parish depending predominantly on lay leadership for the daily functioning of the parish.

## **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.

#### **TYPE 1 – Lay-led parishes, diocesan church plants or “restart” congregations, and missions utilizing shared clergy, supply clergy, or deacons**

These parishes may be self-supporting because they have very low costs for clergy or may be receiving some supplementary aid from the diocese. Laity provide some of the leadership in worship and most of the leadership in the day-to-day management of the parish and the physical plant. They also provide leadership for any outreach or pastoral ministries of the congregation. Alternatively, this may be a location where a diocesan missionary is building or rebuilding a congregation.

#### **TYPE 2 – Parishes with settled full or part-time clergy and lay volunteers filling other staff roles**

These smaller parishes have a contractual relationship with a clergy person who may be serving less than full time. The lay membership takes a major role in the day-to-day running of the church and care of its building as well as providing leadership to outreach activities. Generally they are financially self-supporting.

#### **TYPE 3 – Parishes with settled full-time clergy and a mix of paid and volunteer staff**

These parishes offer more than one worship service on Sunday and may also offer worship at some time during the week. Many of the paid staff may be part-time. Members of the congregation engage in a variety of ministries including pastoral care, outreach, stewardship, and formation.

#### **TYPE 4 – Parishes with complex programming and some paid lay and clergy staffing**

Such parishes have multi-day worship schedules and serve as centers or hosts for activities for the diocese and others, but they do so with a limited paid staff because of financial constraints or the size of the congregation. The parish uses part-time paid staff in a variety of roles and also relies on laity to lead certain ministries.

#### **TYPE 5 – Large parishes with complex programming**

These parishes offer numerous worship opportunities, have more than one full-time clergy person on staff, have other full-time professional or office staff, and offer a wide range of program activities. Paid staff handles office, music, building, and formation duties although volunteers may also be involved.

## **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. 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 I 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 each Parish Type. 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 somewhat subjective, 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  
Bridgeville, All Saints  
Brighton Heights, All Saints  
Carnegie, Atonement  
Donora, St. John's  
Greensburg, Christ Church  
Homestead, St. Matthew's  
Jeannette, Advent  
Monongahela, St. Paul's  
New Kensington, St. Andrew's  
North Versailles, All Souls  
Northern Cambria, St. Thomas  
Penn Hills, St. James  
Peters Township, St. David's  
Scottdale, St. Bartholomew's  
Wayne Township, St. Michael's

#### ***Type 2***

Brentwood, St. Peter's  
Canonsburg, St. Thomas  
Homewood, Holy Cross  
Indiana, Christ Church  
Johnstown, St. Mark's  
Kittanning, St. Paul's  
McKeesport, St. Stephens  
North Side, Emmanuel  
Somerset, St. Francis  
Squirrel Hill, Redeemer  
Wilkinsburg, St. Stephen's

#### ***Type 3***

Crafton, Nativity  
Franklin Park, St. Brendan's  
Highland Park, St. Andrew's  
Ligonier, St. Michael's  
Oakmont, St. Thomas  
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 are Assistants, Associates, or who have positions in other diocesan institutions or ministries.

**ABSOLUTE MINIMUM COMPENSATION, BY PARISH TYPE (See pg. 11)**

PARISH TYPE	FULL TIME PRIMARY	FULL-TIME ASSOCIATE	OCCASIONAL SUPPLY
TYPE 1	\$46,125	N/A	\$125 for one Sunday service; \$150 for two Services, \$50 increments for each additional Sunday service or a Mid-Week service
TYPE 2	\$49,150	\$49,150	\$125 for one Sunday service; \$150 for two Services, \$50 increments for each additional Sunday service or a Mid-Week service
TYPE 3	\$58,100	\$49,150	\$125 for one Sunday service; \$150 for two Services, \$50 increments for each additional Sunday service or a Mid-Week service
TYPE 4	\$67,000	\$49,150	\$125 for one Sunday service; \$150 for two Services, \$50 increments for each additional Sunday service or a Mid-Week service
TYPE 5	\$92,350	\$49,150	\$125 for one Sunday service; \$150 for two Services, \$50 increments for each additional Sunday service or a Mid-Week service

**RECOGNITION OF EXPERIENCE:  
MINIMUM AND TARGET RANGES, BY PARISH TYPE**

It is appropriate to recognize experience of clergy by **increasing the minimum for clergy serving in each “Parish Type”** by a percentage figure depending on the amount of additional clergy experience.

Guideline figures for each experience level in the Table below show **two** Compensation figures: a lower, **minimum** figure and a somewhat larger figure representing a **target**, generally based on experience in the diocese, for 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 target figures at each level.

	0-4 Years (Minimum Base)	5-9 Years (3%)	10-14 Year (6%)	15-19 Years (9%)	20+ years (12%)
Type 1 Minimum Target	\$46,125	\$47,509	\$48,893	\$50,276	\$51,660
Type 2 Minimum Target	\$49,150	\$50,625 \$54,850	\$52,099 \$60,550	\$53,574 \$77,750	\$55,048 \$80,082
Type 3 Minimum Target	\$58,100	\$59,843 \$66,400	\$61,586 \$75,100	\$63,329 \$93,900	\$65,072 \$96,717
Type 4 Minimum Target	\$67,000	\$69,010 \$78,250	\$71,020 \$89,500	\$73,030 \$111,900	\$75,040 \$115,257
Type 5 Minimum Target	\$92,350	\$95,121 \$104,300	\$97,891 \$118,050	\$100,662 \$147,550	\$103,432 \$151,976

## **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 12 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 \$12,288 (49,150 x .25) in 2014.)

## **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 – \$125
2. Two Sunday Services, with Sermon – \$150  
*An additional \$50 is to be paid for each additional service on the same weekend.*
3. Midweek Service, with Informal Homily – \$ 50

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**

### **2014 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 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 D**

### **2014 POLICIES RELATED TO PARTICIPATION IN THE DENOMINATIONAL HEALTH PLAN OF THE EPISCOPAL CHURCH CLERGY AND LAY EMPLOYEES**

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 is January 1, 2013.

As of 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, parishes and other organizations under the authority of the Episcopal Diocese of Pittsburgh are encouraged to provide Clergy and Lay Employee Health Plan Benefits as well to those Clergy and Lay Employees scheduled to work fewer than 1,500 hours per year but at least 1,000 hours per year.

Each year the Diocesan Administrator, with the advice of the Committee on Compensation, appointed by the President of Diocesan Council, will select from the Denomination Health Plan offerings one or more programs offered within the DHP. Each eligible participant, clergy or lay, may select during the Open Enrollment period from that diocesan “menu” the program he or she prefers. 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 similar medical benefits through dependent coverage in a parent or spouse’s plan or through another employer or retirement benefit (e.g., Tricare). Each “opt out” must be approved annually by the Diocesan Administrator. 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 Premium Mandatory Minimum Benefit:*** As a matter of diocesan Minimum Standard, all Clergy and Lay Employees scheduled to work 1,500 hours per year or more shall be provided by the parish or other employing organization **full premium coverage for individual benefits, single coverage, without required Employee Contribution**, in one of the programs designated by the diocese and selected from that menu by the Clergy Person or Lay Employee.

All Clergy and Lay Employees scheduled to work 1,500 hours per year or more shall be provided access to the Denominational Health Plan programs designated in the diocesan “menu”

for the additional coverage of any eligible dependents. Diocesan Council has determined that eligible clergy and lay employees who have partners in same-sex relationships, and the dependent children of that couple or of either member of that couple, shall be eligible for dependent benefits in the diocesan offering of the Denominational Health Plan on the same basis as the spouses and dependent children of eligible married clergy and lay employees. Each parish or other employing organization may elect to provide full premium coverage for all eligible dependents, or it may negotiate with Clergy and Lay Employees a cost-sharing arrangement for the additional premium to cover eligible dependents as a part of the larger compensation agreement.

***Insurance Premium Recommended Benefit:*** Parishes and other employing organizations **are encouraged to provide full coverage** of Denominational Health Plan benefits for all eligible Clergy and Lay Employees and for their eligible dependents. In those cases where the parish or other institution has provided full individual and dependent Medical Benefit coverage to Clergy and/or Lay Employees prior to January 1, 2013, no reduction in benefit coverage or additional contribution to premium cost may be instituted without the written permission of the Bishop.

**APPENDIX E**  
**SUGGESTED INSERT FOR MINUTES OF VESTRY**  
**FOR DESIGNATION OF CLERGY HOUSING ALLOWANCE**

The Vestry has received a statement from the Rev. \_\_\_\_\_ detailing the amounts that (he) (she) expects to spend in 20\_\_\_\_ to provide a home for (himself) (herself) and (family).

A copy of this statement is attached to and forms a part of the original minutes of this meeting.

After consideration, on motion duly made and seconded, the following resolution was adopted:

**BE IT RESOLVED** that the Rev. \_\_\_\_\_'s compensation for the year 20\_\_\_\_ be set at \$\_\_\_\_\_, of which \$\_\_\_\_\_ is designated as an allowance for the expenses of providing a home, based upon the attached statement of the Rev. \_\_\_\_\_'s estimated housing expenses for the year 20\_\_\_\_\_.

(If the clergy person is provided with the rent-free use of a house, the following should be added.)

The Rev. \_\_\_\_\_ shall also be provided with the rent-free use of the house located at \_\_\_\_\_ for the year 20\_\_\_\_ in consideration of (his) (her) services as \_\_\_\_\_ of \_\_\_\_\_ Church, \_\_\_\_\_, Pennsylvania.

(The clergy person should retain a copy of the minutes containing this notice with his or her IRS records.)

**APPENDIX F**  
**SUGGESTED FORMAT FOR**  
**DOCUMENTATION OF CLERGY HOUSING ALLOWANCE**

TO: \_\_\_\_\_  
 (Vestry)

\_\_\_\_\_  
 (Name of church)

\_\_\_\_\_  
 (Address of church)

FROM: \_\_\_\_\_  
 (Clergy person)

SUBJECT: Housing Allowance for 20\_\_\_\_\_

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The following amounts are estimates of the costs I expect to pay during 20\_\_\_\_\_ to provide a home for myself (and family):

- |     |   |                 |
|-----|---|-----------------|
| (1) | House<br><i>The lowest of mortgage, fair rental value, or rent on leased premises</i> | \$ _____        |
| (2) | Utilities   | \$ _____        |
| (3) | Taxes   | \$ _____        |
| (4) | Insurance   | \$ _____        |
| (5) | Repairs and maintenance   | \$ _____        |
| (6) | Furnishings   | \$ _____        |
| (7) | Other housing expenses:   |                 |
|     | _____   | \$ _____        |
|     | _____   | \$ _____        |
|     | <b>TOTAL</b>  | <b>\$ _____</b> |

Clergy Person's Signature: \_\_\_\_\_

Date: \_\_\_\_\_



Episcopal Diocese of Pittsburgh  
Summary of Pool 1 Activity  
Year Ended December 31, 2012

Balance Beginning of Year	19,997,016.32
Additions	133,714.83
Income	418,724.87
Realized Gain	452,876.36
Withdrawals	(100,062.82)
Spending Policy	(1,288,384.22)
Unrealized Gains/Loss	<u>527,483.67</u>
Balance End of the Year	20,141,369.01

Breakdown of Pool 1 Ending Value

31-Dec-12

Funds Held for Others	2,662,775.51
Permanently Restricted	8,454,678.48
Temporarily Restricted	0.00
Trustee Designated	5,570,463.96
Trustee Undesignated	3,453,451.06
Balance End of Year	20,141,369.01

EDP Subfund Accounting

2012 Total Year Sub-Account Activity

Donor Name	Beginning Balance	Additions	Other Deposits	Income	Realized Gain	Withdrawal	Spending Policy	Unrealized Gain/Loss	Ending Balance
ST. THOMAS BARNESBORO	10,836.70	0.00	0.00	231.72	255.81	0.00	(240.92)	282.13	11,365.44
BRACKENRIDGE	72,104.48	0.00	0.00	1,150.72	960.92	(30,000.00)	(3,206.08)	1,683.50	42,693.53
BUTLER ALTAR GUILD	309.71	0.00	0.00	6.58	7.16	0.00	(13.76)	8.21	317.90
BUTLER CAPITAL RESERVE	683.87	0.00	0.00	14.53	15.80	0.00	(30.40)	18.12	701.92
BUTLER ENDOWMENT	12,643.35	0.00	0.00	268.72	292.08	0.00	(562.20)	335.05	12,977.00
ATONEMENT CARNEGIE SAVINGS	459.33	0.00	0.00	10.00	11.08	0.00	0.00	12.01	492.42
CORKERY	33,809.44	0.00	0.00	718.58	781.04	0.00	(1,503.32)	895.97	34,701.72
NATIVITY CRAFTON ENDOWMENT	659,460.02	2,400.00	0.00	14,008.90	15,241.80	(2,000.00)	(29,322.52)	17,405.21	677,193.41
FOX CHAPEL	161.23	0.00	0.00	3.51	3.89	0.00	0.00	4.22	172.85
FOX CHAPEL COLUMBARIUM	7.69	0.00	0.00	0.17	0.19	0.00	0.00	0.20	8.24
GALLAGHER & ELGIN	1,200.75	0.00	0.00	25.85	28.68	14.48	(26.70)	31.31	1,274.37
ELIZABETH HAMMER	42,732.80	0.00	0.00	908.24	987.18	0.00	(1,900.08)	1,132.45	43,860.59
MARY CRAFT HARDY	14,653.11	0.00	0.00	311.44	338.51	0.00	(651.56)	388.32	15,039.81
HAZELWOOD ENDOWMENT	2,093.71	0.00	0.00	44.50	48.37	0.00	(93.12)	55.48	2,148.94
DAVID HENRY	59,701.64	0.00	0.00	1,268.89	1,379.19	0.00	(2,654.60)	1,582.14	61,277.26
HOMESTEAD	17,520.73	0.00	0.00	372.38	404.75	0.00	(779.04)	464.31	17,983.14
ADVENT JEANNETTE	12,010.87	0.00	0.00	255.90	280.50	0.00	(400.56)	315.78	12,462.49
LOGAN - LIBERTY BORO	113,670.94	0.00	0.00	2,421.85	2,625.09	0.00	(5,054.32)	2,969.16	116,632.72
RUTH J. MCGREGOR	94,371.19	0.00	0.00	2,054.79	2,277.10	0.00	0.00	2,468.65	101,171.73
MARSHALL FUND - UNIONTOWN	2,708.83	0.00	0.00	57.57	62.58	0.00	(120.44)	71.79	2,708.33
MEECH FUND	62,912.35	0.00	0.00	1,337.14	1,453.36	0.00	(2,797.36)	1,667.22	64,572.70
NORTH SIDE EMMANUEL FUND	84,038.63	0.00	0.00	1,786.15	1,941.40	0.00	(3,736.72)	2,227.07	86,256.53
ST. LUKE'S PATTON	9,050.12	0.00	0.00	197.05	218.37	0.00	0.00	236.75	9,702.29
JOSEPHINE PAYNE	29,761.18	0.00	0.00	632.54	687.52	0.00	(1,323.32)	788.70	30,546.62
PLUMMER MEM	6,821.01	0.00	0.00	144.97	157.57	0.00	(303.28)	180.76	7,001.04
ST. BARTHOLOMEW'S SCOTTTDALE	32,729.86	0.00	0.00	695.64	756.10	0.00	(1,455.32)	867.36	33,593.64
RUTH TAYLOR	8,393.07	0.00	0.00	178.39	193.89	0.00	(373.20)	222.42	8,614.57
TRINITY WASHINGTON	41,921.65	0.00	0.00	891.00	968.44	0.00	(1,864.04)	1,110.95	43,028.00
WETZEL	15,961.12	0.00	0.00	339.24	368.72	0.00	(709.72)	422.98	16,382.34
ST PAUL'S KITTANNING - ADA MAE GOOD	1,063,993.10	0.00	0.00	22,614.04	24,579.63	0.00	(47,309.84)	28,196.47	1,092,073.41
CARNEGIE, ATONEMENT MEMORIAL	9,755.37	0.00	0.00	212.41	235.39	0.00	0.00	255.19	10,458.36
KNEPPER/CRAFTON	11,166.38	0.00	0.00	237.33	257.96	0.00	(496.52)	295.91	11,461.06
UNIONTOWN SPIRITUAL GROWTH FUND	37,266.24	0.00	0.00	771.39	830.90	(2,907.94)	0.00	956.13	36,916.72
JEANNETTE RECTORY FUND	48,568.34	0.00	0.00	1,034.78	1,134.25	0.00	(1,619.67)	1,276.93	50,394.63
HOFFMIRE-TRINITY CATHEDRAL	6,217.18	0.00	0.00	132.14	143.63	0.00	(276.44)	164.77	6,381.27
BERTHA STREET/MT. WASHINGTON	15.00	0.00	0.00	0.33	0.36	0.00	0.00	0.39	16.08
MCMILLIN ENDOWMENT FUND-MT WASHINGTON	112.34	0.00	0.00	2.45	2.71	0.00	0.00	2.94	120.44
	<b>2,619,823.33</b>	<b>2,400.00</b>	<b>0.00</b>	<b>55,341.84</b>	<b>59,931.91</b>	<b>(34,893.46)</b>	<b>(108,825.05)</b>	<b>68,996.93</b>	<b>2,662,775.51</b>
BAILEY	96,031.30	0.00	0.00	2,041.04	2,218.45	0.00	(4,270.00)	2,544.89	98,565.68
HELEN BARTLETT	58,102.14	0.00	0.00	1,231.85	1,337.69	0.00	(2,751.07)	1,512.92	59,433.52
R.D. & CARRIE BAUGHMAN	5,781.16	0.00	0.00	123.17	135.01	0.00	(192.81)	152.00	5,998.53
JOHN & LILLIAN BIRD	80,119.07	0.00	0.00	1,702.85	1,850.86	0.00	(3,562.44)	2,123.20	82,233.53
BIRD	5,022.07	0.00	0.00	106.74	116.02	0.00	(223.32)	133.09	5,154.59
BOWMAN INSTITUTE	46,259.92	0.00	0.00	947.71	1,015.32	0.00	(4,247.23)	1,135.11	45,110.84
LOUISE & LULU BROWN/ECW	12,398.35	0.00	0.00	263.51	286.42	0.00	(551.28)	328.56	12,725.56
LOUISE & LULU BROWN/SMWB	12,568.19	0.00	0.00	266.86	290.09	0.00	(558.40)	331.88	12,888.62
LOUISE & LULU BROWN/REINVEST	13,090.84	0.00	0.00	274.84	301.60	0.00	(619.84)	352.64	13,400.08
LOUISE & LULU BROWN/UTO	12,402.17	0.00	0.00	263.59	286.51	0.00	(551.48)	328.66	12,729.45
LUCY BROWNFIELD	262,507.44	0.00	0.00	5,579.32	6,064.27	0.00	(11,672.24)	6,956.62	269,435.40
HILL & MARY BURGWIN	21,432.82	0.00	0.00	455.53	495.13	0.00	(953.00)	567.98	21,998.46
MARY TORBETT COOK	8,424.88	0.00	0.00	172.91	193.99	0.00	(398.91)	226.30	8,619.17
BERTHA CUMMINGS	42,714.51	0.00	0.00	907.85	986.76	0.00	(1,899.28)	1,131.96	43,841.80
ECW PERMANENT MEMORIAL FUND	111,774.14	0.00	0.00	2,375.64	2,582.13	0.00	(4,969.96)	2,962.09	114,724.04
WM. & ELIZABETH ELKIN	4,852.69	0.00	0.00	103.39	113.33	0.00	(161.82)	127.58	5,035.17
ELIZABETH FLEMING/ADVENT	31,083.39	0.00	0.00	660.64	718.07	0.00	(1,382.12)	823.73	31,903.71
ELIZABETH FLEMING/ECW	31,083.39	0.00	0.00	660.64	718.07	0.00	(1,382.12)	823.73	31,903.71
MARGARET GARNER	22,668.90	0.00	0.00	481.80	523.68	0.00	(1,007.96)	600.75	23,267.17
GIRL'S FRIENDLY	34,988.26	0.00	0.00	743.64	808.27	0.00	(1,555.72)	927.21	35,911.66
GAFFNEY ENDOWMENT/CANTERBURY	542.72	0.00	0.00	11.54	12.54	0.00	(24.12)	14.38	557.05
GAFFNEY ENDOWMENT/SCC	543.59	0.00	0.00	11.55	12.56	0.00	(24.16)	14.41	557.95
EDNA HALL	76,754.91	0.00	0.00	1,611.46	1,768.36	0.00	(3,634.25)	2,067.59	78,568.06
LYDE HARTLEY	239,469.76	0.00	0.00	5,089.68	5,532.07	0.00	(10,647.88)	6,346.10	245,789.72
ELEANOR HAY	46,516.47	0.00	0.00	977.63	1,073.13	0.00	(2,139.92)	1,252.01	47,679.33
ELIZABETH HOAG	2,516.36	0.00	0.00	53.48	58.13	0.00	(111.88)	66.69	2,582.78
DONALD JOHNSTON	141,798.50	0.00	0.00	3,013.78	3,275.73	0.00	(6,305.00)	3,757.75	145,540.76
KEIGHLEY FUND	2,546.34	0.00	0.00	54.12	58.82	0.00	(113.24)	67.48	2,613.52
ALICE KENDIG	63,273.74	0.00	0.00	1,344.82	1,461.71	0.00	(2,813.44)	1,676.79	64,943.61
KERFOOT CEMETERY	34,153.61	0.00	0.00	743.64	824.10	0.00	0.00	893.43	36,614.78
KERFOOT MEMORIAL FUND	62,075.76	0.00	0.00	1,351.60	1,497.84	0.00	0.00	1,623.84	66,549.04

EDP Subfund Accounting

2012 Total Year Sub-Account Activity

Donor Name	Beginning Balance	Additions	Other Deposits	Income	Realized Gain	Withdrawal	Spending Policy	Unrealized Gain/Loss	Ending Balance
KERFOOT PRAYER BOOK SOCIETY	6,340.97	0.00	0.00	138.06	153.00	0.00	0.00	165.87	6,797.91
LATHWOOD/CANTERBURY	35,072.13	0.00	0.00	745.42	810.21	0.00	(1,559.48)	929.44	35,997.72
LATHWOOD/ST. MARGARET'S	34,684.41	0.00	0.00	737.03	801.19	0.00	(1,542.24)	916.64	35,597.04
MCCANDLESS FUND	186,269.22	0.00	0.00	3,958.95	4,303.06	0.00	(8,282.36)	4,936.24	191,185.12
JAMES MCILVAINE/SCOTTDAL	25,462.01	0.00	0.00	545.14	588.31	0.00	(1,132.16)	675.41	26,138.71
JAMES MCILVAINE/WASHINGTON	25,467.70	0.00	0.00	541.29	588.34	0.00	(1,132.40)	674.91	26,139.84
RUTH SHELDON MCKELVEY	26,703.55	0.00	0.00	567.56	616.89	0.00	(1,187.36)	707.66	27,408.29
BISHOP MANN	38,470.53	0.00	0.00	807.68	886.32	0.00	(1,821.53)	1,036.31	39,379.31
R.K. MELLON FOUNDATION	460,768.89	0.00	0.00	9,672.57	10,429.72	0.00	(29,672.20)	12,193.68	463,392.67
ROLAND & M.S. MERRELL	5,200.38	0.00	0.00	110.80	121.45	0.00	(173.43)	136.73	5,395.93
ANNA MILLER	6,039.23	0.00	0.00	127.48	139.12	0.00	(284.55)	159.76	6,181.04
WILSON MILLER/CHRIST CHURCH	20,432.65	0.00	0.00	434.27	472.02	0.00	(908.52)	541.47	20,971.90
WILSON MILLER/EPISCOPACY	28,994.42	0.00	0.00	608.73	668.00	0.00	(1,372.85)	781.03	29,679.34
WILSON MILLER/MISSIONS	20,718.16	0.00	0.00	434.97	477.33	0.00	(980.98)	558.10	21,207.58
MISSIONS DEPARTMENT	130,606.50	0.00	0.00	2,769.41	3,007.68	0.00	(6,153.47)	3,400.92	133,631.03
EDITH MORRISON	27,289.37	0.00	0.00	580.01	630.42	0.00	(1,213.40)	723.19	28,009.59
M.E. & M.L. MUDGE	110,824.84	0.00	0.00	2,349.95	2,552.13	0.00	(5,221.75)	2,885.81	113,390.98
CORA MAY NEISON/ECW	12,081.64	0.00	0.00	256.78	279.10	0.00	(537.20)	320.17	12,400.49
CORA MAY NEISON/UTO	12,085.33	0.00	0.00	256.86	279.19	0.00	(537.36)	320.27	12,404.29
ELLA C. PARSHALL #1	4,685.86	0.00	0.00	102.03	113.07	0.00	0.00	122.59	5,023.54
ELLA C. PARSHALL #2	6,263.29	0.00	0.00	133.12	144.69	0.00	(278.48)	165.98	6,428.60
ELLA C. PARSHALL #3	6,261.39	0.00	0.00	133.08	144.65	0.00	(278.40)	165.92	6,426.64
LILLIAN PARSHALL SPU ECW	1,681.43	0.00	0.00	35.74	38.84	0.00	(74.76)	44.56	1,725.81
PERMANENT EPISCOPAL FUND	1,879,016.05	0.00	0.00	39,119.24	43,265.78	0.00	(88,922.84)	49,820.91	1,922,299.15
MRS. ORMSBY PHILLIPS	23,587.01	0.00	0.00	501.32	544.89	0.00	(1,048.80)	625.06	24,209.48
SALLIE O. PHILLIPS	5,506.81	0.00	0.00	117.04	127.21	0.00	(244.88)	145.93	5,652.12
NATALIE RAY/ST. PAUL'S	152,315.52	0.00	0.00	3,237.30	3,518.69	0.00	(6,772.64)	4,036.46	156,335.33
NATALIE RAY/BISHOP'S FUND	154,360.49	0.00	0.00	3,240.37	3,494.02	0.00	(9,940.30)	4,084.96	155,239.55
NATALIE RAY/GROWTH FUND	170,968.23	0.00	0.00	3,722.57	4,125.33	0.00	0.00	4,472.34	183,288.47
NORMAN RAY	133,252.80	0.00	0.00	2,852.77	3,079.72	0.00	(5,925.00)	3,571.66	136,831.95
ERNEST REINHOLD	80,568.79	0.00	0.00	1,712.40	1,861.24	0.00	(3,582.44)	2,135.12	82,695.12
GEORGE RHODES	289,428.17	0.00	0.00	6,136.90	6,665.74	0.00	(13,637.04)	7,564.95	296,158.71
HARRIET ROBINSON	111,819.88	0.00	0.00	2,376.61	2,583.19	0.00	(4,972.00)	2,963.29	114,770.97
SCHOENBERGER	187,224.07	0.00	0.00	3,969.41	4,310.47	0.00	(8,864.84)	4,875.10	191,514.21
EMMA SEARIGHT BULGER	1,140.93	0.00	0.00	24.84	27.53	0.00	0.00	29.84	1,223.14
RACHEL SEARIGHT SHIPLEY	2,012.31	0.00	0.00	43.81	48.56	0.00	0.00	52.64	2,157.32
SHELDON CALVARY CAMP END.	130,574.99	137.80	0.00	2,775.23	3,016.45	0.00	(5,805.96)	3,460.31	134,158.83
ADALINE SMITH	81,361.14	0.00	0.00	1,724.97	1,873.18	0.00	(3,652.35)	2,118.55	83,225.49
WILLIAM M. SMITH	31,047.24	0.00	0.00	659.88	717.23	0.00	(1,380.52)	822.76	31,866.59
STAPP FAMILY FUND	118,597.94	0.00	0.00	2,520.67	2,739.77	0.00	(5,273.40)	3,142.92	121,727.90
CHARLES STEVENSON	7,716.05	0.00	0.00	164.00	178.25	0.00	(343.08)	204.47	7,919.69
ELIZA STUART	235,442.78	0.00	0.00	5,126.40	5,681.05	0.00	0.00	6,158.94	252,409.17
TERREL SEMINARIAN FUND	9,217.68	0.00	0.00	200.70	222.42	0.00	0.00	241.12	9,881.92
THEOLOGICAL STUDENT AID	262,486.31	0.00	0.00	5,715.23	6,333.59	0.00	0.00	6,866.37	281,401.50
T.P.M.	14,637.93	0.00	0.00	318.72	353.20	0.00	0.00	382.92	15,692.77
ALEXANDER VANCE	47,284.36	0.00	0.00	1,004.98	1,092.33	0.00	(2,102.48)	1,253.07	48,532.26
MARIA VONBONNHURST	42,444.74	0.00	0.00	902.12	980.53	0.00	(1,887.28)	1,124.80	43,564.91
EDWARD WARD	270,275.96	0.00	0.00	5,884.84	6,521.55	0.00	0.00	7,070.13	289,752.48
GEORGE WHITE	2,603.33	0.00	0.00	55.33	60.14	0.00	(115.76)	68.99	2,672.03
ISABELLA WHITE	4,790.22	0.00	0.00	101.81	110.66	0.00	(213.00)	126.94	4,916.63
WHITEHEAD	252,916.25	0.00	0.00	5,296.11	5,826.63	0.00	(11,975.28)	6,813.44	258,877.14
YELLAND	36,411.85	0.00	0.00	773.90	841.16	0.00	(1,619.04)	964.93	37,372.80
CHAPLAINCY PROGRAM FUND	544,956.03	0.00	0.00	11,865.57	13,149.37	0.00	0.00	14,255.48	584,226.45
WASHINGTON/RUTAN	22,878.68	0.00	0.00	486.26	528.53	0.00	(1,017.28)	606.30	23,482.49
MARY GREENAWAY TRUST	67,061.40	0.00	0.00	1,425.32	1,549.21	0.00	(2,981.84)	1,777.16	68,831.25
	<b>8,189,797.23</b>	<b>137.80</b>	<b>0.00</b>	<b>173,730.40</b>	<b>190,288.97</b>	<b>0.00</b>	<b>(315,547.82)</b>	<b>216,271.90</b>	<b>8,454,678.48</b>
SHELDON CALVARY CAMP INV.	26,369.89	(137.80)	0.00	436.27	3.10	(26,700.00)	(1,172.52)	1,201.06	0.00
	<b>26,369.89</b>	<b>(137.80)</b>	<b>0.00</b>	<b>436.27</b>	<b>3.10</b>	<b>(26,700.00)</b>	<b>(1,172.52)</b>	<b>1,201.06</b>	<b>0.00</b>
BISHOP'S FUND	268,418.93	0.00	0.00	5,500.95	5,894.58	0.00	(24,507.00)	6,588.81	261,896.27
BISHOP RESIDENCE FUND	216,362.91	131,314.83	0.00	5,445.79	7,486.80	(12,000.00)	0.00	4,095.93	352,706.25
CHURCH CLUB	18,036.63	0.00	0.00	392.72	435.21	0.00	0.00	471.82	19,336.38
CLERGY RELIEF	191,615.10	0.00	0.00	4,172.12	4,623.52	0.00	0.00	5,012.45	205,423.20
COMMUNITY SERVICE FUND	2,953,304.25	0.00	0.00	61,586.52	63,788.71	0.00	(326,876.42)	82,329.81	2,834,132.87
J.H. GLASS	50,456.20	0.00	0.00	1,059.32	1,162.46	0.00	(2,389.04)	1,359.16	51,648.10
LAYMEN'S MISSIONARY LEAGUE	5,577.90	0.00	0.00	121.45	134.59	0.00	0.00	145.91	5,979.85
PRAYER BOOK SOCIETY	152,857.57	0.00	0.00	3,328.24	3,688.33	0.00	0.00	3,998.59	163,872.73
SMICKSBURG CEMETERY	19,816.49	0.00	0.00	431.47	478.16	0.00	0.00	518.38	21,244.50
ST. PETER'S SEMINARIAN FUND	81,841.99	0.00	0.00	1,781.98	1,974.78	0.00	0.00	2,140.89	87,739.65

EDP Subfund Accounting

**2012 Total Year Sub-Account Activity**

Donor Name	Beginning Balance	Additions	Other Deposits	Income	Realized Gain	Withdrawal	Spending Policy	Unrealized Gain/Loss	Ending Balance
WEST BROWNSVILLE	43,455.53	0.00	0.00	923.60	1,003.88	0.00	(1,932.24)	1,151.60	44,602.37
WILL, JOHN ENDOWMENT	5,721.18	0.00	0.00	121.60	132.17	0.00	(254.40)	151.62	5,872.16
BISHOP'S FUND ENDOWMENT	1,073,592.74	0.00	0.00	21,995.47	23,565.28	0.00	(98,492.75)	26,344.87	1,047,005.61
CHURCH MULTIPLICATION FUND	390,501.04	0.00	0.00	8,502.55	9,422.49	0.00	0.00	10,215.10	418,641.18
CARROLL TWP	46,977.56	0.00	0.00	1,022.86	1,133.53	0.00	0.00	1,228.88	50,362.84
	<b>5,518,536.02</b>	<b>131,314.83</b>	<b>0.00</b>	<b>116,386.65</b>	<b>124,924.48</b>	<b>(12,000.00)</b>	<b>(454,451.85)</b>	<b>145,753.82</b>	<b>5,570,463.96</b>
BOARD OF TRUSTEES	3,596,268.41	0.00	0.00	71,823.29	76,612.61	(26,469.36)	(408,386.98)	94,050.86	3,403,898.83
MIRIAM D. MOYER TRUST DISTRIBUTION	46,221.44	0.00	0.00	1,006.40	1,115.29	0.00	0.00	1,209.10	49,552.23
	<b>3,642,489.85</b>	<b>0.00</b>	<b>0.00</b>	<b>72,829.69</b>	<b>77,727.89</b>	<b>(26,469.36)</b>	<b>(408,386.98)</b>	<b>95,259.96</b>	<b>3,453,451.06</b>
<b>Totals</b>	<b>19,997,016.32</b>	<b>133,714.83</b>	<b>0.00</b>	<b>418,724.87</b>	<b>452,876.36</b>	<b>(100,062.82)</b>	<b>(1,288,384.22)</b>	<b>527,483.67</b>	<b>20,141,369.01</b>

### **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, 2012, and have issued our report thereon dated October 4, 2013. 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 Trustee President about planning matters on June 1, 2013. 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 May 1, 2013, 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 Audit 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 2012. 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 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

The disclosures in the financial statements are neutral, consistent, and clear. 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 16.

#### 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. All misstatements detected as a result of audit procedures that were material, either individually or in the aggregate, to the financial statements taken as a whole, were corrected by management. Journal entries were posted to correct misstatements in the following areas:

- To accrue interest receivable
- To adjust accounts receivable
- To adjust allowance for loan loss
- To adjust temporarily restricted contributions to unrestricted contributions

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 October 4, 2013.

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 Audit Findings or Issues

Matters involving internal control and other operational matters are communicated in our management letter dated October 4, 2013.

\* \* \* \* \*

This information is intended solely for the use of the 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  
October 4, 2013

# **The Episcopal Diocese of Pittsburgh**

## Financial Statements

Years Ended December 31, 2012 and 2011  
with Independent Auditor's Report

**MaherDuessel**  
Certified Public Accountants

Pittsburgh | Harrisburg | Butler

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# THE EPISCOPAL DIOCESE OF PITTSBURGH

YEARS ENDED DECEMBER 31, 2012 AND 2011

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## 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 statement of financial position as of December 31, 2012, and the related statements of activities and cash flows for the year then ended, and the related notes to 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 audit. We conducted our audit in accordance with auditing standards generally accepted in the United States of America. Those standards require that we plan and perform the audit 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 Diocese'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 Diocese'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, 2012, and the changes in its net assets and its cash flows for the year then ended, in accordance with accounting principles generally accepted in the United States of America.

Diocesan Council and Board of Trustees  
The Episcopal Diocese of Pittsburgh  
Independent Auditor's Report

**Other Matter**

The financial statements of the Diocese as of December 31, 2011, were audited by other auditors whose report dated September 20, 2012 expressed an unmodified opinion on those statements.

*Maker Duessel*

Pittsburgh, Pennsylvania  
October 4, 2013

# THE EPISCOPAL DIOCESE OF PITTSBURGH

## STATEMENTS OF FINANCIAL POSITION

DECEMBER 31, 2012 AND 2011

	2012	2011
<b>Assets</b>		
Cash and cash equivalents	\$ 356,905	\$ 713,224
Investments at fair value	21,796,930	21,719,737
Assessments receivable:		
Parishes	3,094,113	2,287,683
Less allowance for doubtful accounts	(2,994,249)	(2,271,518)
Total assessments receivable, net	99,864	16,165
Loans receivable:		
Parishes and missions - growth fund	1,120,319	965,268
Bishop's residence fund	12,000	109,630
Less allowance for loan losses	(543,663)	(601,580)
Total loans receivable, net	588,656	473,318
Note receivable	578,686	612,387
Fixed assets (net of accumulated depreciation)	1,804,858	1,893,008
Property held for sale	960,031	85,031
Trusts held by others at fair value	3,367,918	3,056,062
Accrued interest receivable	76,456	92,432
Prepaid expenses	22,983	5,297
<b>Total Assets</b>	<b>\$ 29,653,287</b>	<b>\$ 28,666,661</b>
<b>Liabilities and Net Assets</b>		
Liabilities:		
Accounts payable and accrued expenses	\$ 116,135	\$ 138,479
Mortgage payable	952,631	-
Funds held for others	2,711,977	2,645,134
Total Liabilities	3,780,743	2,783,613
Net Assets:		
Unrestricted:		
Undesignated	2,642,312	3,858,778
Board designated	11,264,048	10,628,540
Total unrestricted	13,906,360	14,487,318
Temporarily restricted	531,681	485,900
Permanently restricted	11,434,503	10,909,830
Total Net Assets	25,872,544	25,883,048
<b>Total Liabilities and Net Assets</b>	<b>\$ 29,653,287</b>	<b>\$ 28,666,661</b>

See accompanying notes to financial statements.

# THE EPISCOPAL DIOCESE OF PITTSBURGH

## STATEMENTS OF ACTIVITIES

YEARS ENDED DECEMBER 31, 2012 AND 2011

	2012	2011
<b>Unrestricted Revenues and Expenses:</b>		
<b>Operating Revenues and other support:</b>		
Parish assessments	\$ 565,885	\$ 540,304
Investment returns designated for current operations	864,284	484,148
Contributions and grants	107,632	189,691
Total operating revenues and other support	1,537,801	1,214,143
<b>Operating Expenses:</b>		
Office of Administration	434,802	372,732
Legal expense	123,030	288,515
Office of the Bishop	279,336	247,100
Reopened parish, property, and other expenses	416,816	152,863
Beyond the Diocese	158,521	123,133
Transformational networks	129,494	122,614
Congregational mission	85,862	99,259
Real property third party consulting expenses	47,936	-
Total operating expenses	1,675,797	1,406,216
Net loss from operations	(137,996)	(192,073)
<b>Other revenues (expenses):</b>		
Transfer in of parish property	875,000	623,397
Spending policy transfers	141,818	305,866
Released from restriction	7,854	61,424
Other revenues	69,495	55,634
Grants and contributions to others	(610,456)	(509,372)
Investment (loss) income	102,975	(388,127)
Loss on assumption of mortgage	(1,005,781)	-
Gain (loss) on sale of property	64,283	-
Depreciation	(88,150)	(88,150)
Total other revenues (expenses)	(442,962)	60,672
<b>Change in Unrestricted Net Assets</b>	(580,958)	(131,401)
<b>Temporarily Restricted Net Assets:</b>		
Investment (loss) income	53,635	(8,143)
Released from restriction	(7,854)	(61,424)
<b>Change in Temporarily Restricted Net Assets</b>	45,781	(69,567)
<b>Permanently Restricted Net Assets:</b>		
Contributions and grants	-	25,243
Spending policy transfers	(141,818)	(305,866)
Investment (loss) income	666,491	(204,048)
<b>Change in Permanently Restricted Net Assets</b>	524,673	(484,671)
<b>Total Change in Net Assets</b>	(10,504)	(685,639)
<b>Net Assets:</b>		
Beginning of year	25,883,048	26,568,687
End of year	\$ 25,872,544	25,883,048

See accompanying notes to financial statements.

# THE EPISCOPAL DIOCESE OF PITTSBURGH

## STATEMENTS OF CASH FLOWS

YEARS ENDED DECEMBER 31, 2012 AND 2011

	2012	2011
<b><u>Cash Flows From Operating Activities:</u></b>		
Change in net assets	\$ (10,504)	\$ (685,639)
Adjustments to reconcile change in net assets to net cash provided by (used in) operating activities:		
Transfer in of parish property	(875,000)	(623,397)
Parish mortgage assumed by Diocese	1,005,781	-
Realized (gains) loss on investments	(963,643)	539,452
Allowance for uncollectible assessments	722,731	696,615
Allowance for loan loss	(57,917)	-
Depreciation expense	88,150	88,150
Change in operating assets and liabilities:		
Assessment receivables	(806,430)	(710,387)
Prepaid expense	(17,686)	(4,647)
Accrued interest receivable	15,976	(4,528)
Accounts payable and accrued expenses	(22,344)	5,166
Net cash provided by (used in) operating activities	(920,886)	(699,215)
<b><u>Cash Flows From Investing Activities:</u></b>		
Net proceeds from sale of investments	886,450	770,587
Change in trusts held by others	(311,856)	(80,934)
Increase in Growth Fund loans receivable	(155,051)	(31,898)
Payments received on Bishop's Fund loan receivable	109,630	8,739
Issuance of Bishop's Fund loan receivable	(12,000)	-
Payments received on note receivable	33,701	11,010
Net cash provided by (used in) investing activities	550,874	677,504
<b><u>Cash Flows From Financing Activities:</u></b>		
Change in funds held for others	66,843	(218,077)
Payments on mortgage	(53,150)	-
Net cash provided by (used in) financing activities	13,693	(218,077)
<b>Net Increase (Decrease) in Cash and Cash Equivalents</b>	(356,319)	(239,788)
<b><u>Cash and Cash Equivalents:</u></b>		
Beginning of year	713,224	953,012
End of year	\$ 356,905	\$ 713,224
<b><u>Schedule of Non-Cash Activities:</u></b>		
Mortgage payable assumed by Diocese	\$ 1,005,781	\$ -
Property held for sale - parish transfer	\$ 875,000	\$ -

See accompanying notes to financial statements.

# THE EPISCOPAL DIOCESE OF PITTSBURGH

## NOTES TO FINANCIAL STATEMENTS

YEARS ENDED DECEMBER 31, 2012 AND 2011

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### 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 are not included in the Diocese financial statements, with the exception of when a parish closes. 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

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# THE EPISCOPAL DIOCESE OF PITTSBURGH

## NOTES TO FINANCIAL STATEMENTS

YEARS ENDED DECEMBER 31, 2012 AND 2011

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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 certain activities of the Diocese. Accordingly, revenues are recorded when earned and expenses are recognized when the liabilities are incurred. The financial operations of individual parishes and institutions distinct from the Diocese are not reflected in these financial statements.

### 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, 2012 AND 2011

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

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# THE EPISCOPAL DIOCESE OF PITTSBURGH

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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 Committee of the Board.

### 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.

### 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

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 properties less estimated costs to sell at \$960,031 and \$85,031 as of December 31, 2012 and 2011, respectively.

# THE EPISCOPAL DIOCESE OF PITTSBURGH

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### 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. Assets to be disposed of are carried at the lower of carrying value or estimated net realizable value. The Diocese did not recognize impairment of any of their long-lived assets in 2012 and 2011.

### 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.

### 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

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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).

### 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 judgement, to establish an adequate allowance to absorb possible losses on assessments and loans. Management's judgement is based on a continuing review of the parish assessments and loan portfolios, past collection experience, and current economic conditions. While management uses available information to recognize losses, future additions to the allowance may be necessary based on changes in economic conditions. No interest had been accrued on assessments or loans receivable balances as of December 31, 2012 and 2011.

# THE EPISCOPAL DIOCESE OF PITTSBURGH

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### **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 recording on the books of the Diocese of the closed parish property at fair value immediately prior to the sale in 2011 is shown on the 2011 statement of activities as part of other revenues, transfer in of parish property, totaling \$623,397. 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 balance outstanding is \$578,686 and \$612,387 at December 31, 2012 and 2011, respectively.

### **5. INVESTMENTS**

Investments consist of the following at December 31:

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	2012	2011
Cash and cash equivalents	\$ 1,321,020	\$ 2,536,918
Certificates of deposit	294,388	680,818
Mutual funds, fixed income	3,033,594	1,730,858
Equity securities:		
Basic materials	775,222	420,921
Consumer goods	1,005,775	1,491,872
Energy	950,735	949,525
Financial	1,037,361	812,818
Healthcare	1,071,749	923,384
Industrial goods	811,763	883,828
Materials	588,002	-
Technology	1,452,118	1,160,421
Telecommunication Services	76,895	-
Utilities	125,744	203,954
Other	437,661	507,178
Corporate debt securities	2,848,178	2,866,418
U.S. government obligations	4,552,670	5,640,991
Limited partnership	1,414,055	909,833
Total investments	\$ 21,796,930	\$ 21,719,737

Investments were held in the following accounts at December 31:

	2012	2011
Morgan Stanley, Pool 1	\$ 20,070,992	\$ 19,912,989
Morgan Stanley, Pool 2	1,453,487	1,541,053
Ameriserv	210,988	206,441
Mellon Pooled Income Fund	49,201	47,059
Mellon Seed Account	12,262	12,195
	\$ 21,796,930	\$ 21,719,737

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

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## NOTES TO FINANCIAL STATEMENTS

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	<u>2012</u>	<u>2011</u>
Interest and dividend income	\$ 723,742	\$ 423,282
Net realized and unrealized (losses) gains	<u>963,643</u>	<u>(539,452)</u>
Total	<u>\$ 1,687,385</u>	<u>\$ (116,170)</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 in good faith by the General Partner of the custodian and information from the limited partnership as provided by the custodian and information from the limited partnership and by the market value of the underlying investments for interests in perpetual trusts provided by the trustee as they have no significant observable inputs. For the limited partnership, fair value is based on the best information available and is determined by reference to information including, but not limited to, the following: projected sales, net earnings, earnings before interest, taxes, depreciation and amortization, balance sheets, public or private transactions, valuations for publicly-traded

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comparable companies, and/or other measures, and consideration of any other pertinent information including the types of securities held and restrictions on disposition. Quantitative unobservable inputs of Level 3 items are not developed by the Diocese for measuring fair value. 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. 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 used had a ready market for the securities existed.

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, 2012:

	Fair Value Measurements at Reporting Date Using			Total
	Quoted Prices in Active Markets for Identical Assets (Level 1)	Significant Other Observable Inputs (Level 2)	Significant Unobservable Inputs (Level 3)	
Investments:				
Cash and cash equivalents	\$ 1,321,020	\$ -	\$ -	\$ 1,321,020
Certificates of deposit	-	294,388	-	294,388
Mutual funds, fixed income	3,033,594	-	-	3,033,594
Equity securities	8,333,025	-	-	8,333,025
Corporatate debt securities	-	2,848,178	-	2,848,178
U.S. government obligations	-	4,552,670	-	4,552,670
Limited partnership	-	-	1,414,055	1,414,055
Total investments:	<u>\$ 12,687,639</u>	<u>\$ 7,695,236</u>	<u>\$ 1,414,055</u>	<u>\$ 21,796,930</u>
Trusts held by others:				
Beneficial interest in remainder trusts	\$ -	\$ -	\$ 500,943	\$ 500,943
Beneficial interest in perpetual trusts	-	-	2,866,975	2,866,975
Total trusts held by others:	<u>\$ -</u>	<u>\$ -</u>	<u>\$ 3,367,918</u>	<u>\$ 3,367,918</u>

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, 2011:

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	Fair Value Measurements at Reporting Date Using			Total
	Quoted Prices in Active Markets for Identical Assets (Level 1)	Significant Other Observable Inputs (Level 2)	Significant Unobservable Inputs Level 3	
Investments:				
Cash and cash equivalents	\$ 2,536,918	\$ -	\$ -	\$ 2,536,918
Certificates of deposit	-	680,818	-	680,818
Mutual funds, fixed income	1,730,858	-	-	1,730,858
Equity securities	7,353,890	-	-	7,353,890
Corporatate debt securities	-	2,866,429	-	2,866,429
U.S. government obligations	-	5,640,991	-	5,640,991
Limited partnership	-	-	909,833	909,833
Total Investments	<u>\$ 11,621,666</u>	<u>\$ 9,188,238</u>	<u>\$ 909,833</u>	<u>\$ 21,719,737</u>
Trusts held by others:				
Beneficial interest in remainder trusts	\$ -	\$ -	\$ 448,825	\$ 448,825
Beneficial interest in perpetual trusts	-	-	2,607,237	2,607,237
Total Trusts held by others:	<u>\$ -</u>	<u>\$ -</u>	<u>\$ 3,056,062</u>	<u>\$ 3,056,062</u>

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

	2012	2011
Fair value, beginning of year	\$ 3,965,895	\$ 3,974,564
Unrealized loss (gain) on limited partnership	504,222	(89,603)
Investment income from beneficial interest in remainder and perpetual trusts	99,927	92,232
Distributions from beneficial interest in remainder and perpetual trusts	(99,927)	(92,232)
Valuation (loss) gain, beneficial interest in remainder trusts	52,118	(17,964)
Valuation gain, beneficial interest in perpetual trusts	259,738	98,898
Balance, end of year	<u>\$ 4,781,973</u>	<u>\$ 3,965,895</u>

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

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.

# THE EPISCOPAL DIOCESE OF PITTSBURGH

## NOTES TO FINANCIAL STATEMENTS

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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 are valued at fair value, which is the amount reported in the statement 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 are valued at fair value, which are the amounts reported in the statement of financial position, based on the Diocese's interest in the fair value of the assets held by the trusts.

The limited partnership is valued at net asset value based on the Diocese's ownership interest and audited financial statements of the partnership at year-end.

The limited partnership investment represents an interest in Emerging CTA Portfolio, L.P. investment fund, which is a commodity pool limited partnership formed under the laws of Delaware. The partnership does not engage directly in trading activities, but invests substantially all of its assets with various trading companies (trading companies), all of which are Delaware limited liability companies organized to invest and trade in futures interests. The trading companies will engage in the speculative trading of commodity contracts including, but not limited to, domestic and foreign commodity futures contracts, forward contracts, swap contracts, futures contracts, foreign exchange commitments, and options on physical commodities, whether traded on an organized exchange or otherwise. These contracts and commodities are collectively referred to as futures interests.

Investments in the managed futures are speculative and involve a high degree of risk. Risks arise from changes in the value of these contracts and the potential inability of counterparties to perform under the terms of the contracts. There are numerous factors which may significantly influence the market value of these contracts, including interest rate volatility.

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These factors were considered by the Diocese prior to making this investment and it was determined that the investment would be beneficial to leverage risk in the other areas of the investment portfolio.

### **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 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, 2012 and 2011:

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	2012			Total
	Unrestricted	Temporarily Restricted	Permanently Restricted	
Endowment assets, beginning of year	\$ -	\$ 4,946	\$ 8,302,593	\$ 8,307,539
Investment return	-	-	406,753	406,753
Contributions	-	-	-	-
Amounts appropriated for expenditures	141,818	-	(141,818)	-
Amounts expended	(141,818)	(4,946)	-	(146,764)
Endowment assets, end of year	\$ -	\$ -	\$ 8,567,528	\$ 8,567,528

	2011			Total
	Unrestricted	Temporarily Restricted	Permanently Restricted	
Endowment assets, beginning of year	\$ -	\$ 25,966	\$ 8,886,162	\$ 8,912,128
Investment return	-	-	(302,946)	(302,946)
Contributions	-	-	25,243	25,243
Amounts appropriated for expenditures	305,866	-	(305,866)	-
Amounts expended	(305,866)	(21,020)	-	(326,886)
Endowment assets, end of year	\$ -	\$ 4,946	\$ 8,302,593	\$ 8,307,539

### 7. FIXED ASSETS

Fixed assets as of December 31, 2012 and 2011 include:

	2012	2011
Land and buildings	\$ 2,328,414	\$ 2,328,414
Vehicles	11,715	11,715
	2,340,129	2,340,129
Accumulated depreciation	(535,271)	(447,121)
Total	\$ 1,804,858	\$ 1,893,008

# THE EPISCOPAL DIOCESE OF PITTSBURGH

## NOTES TO FINANCIAL STATEMENTS

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### **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 \$4,710,000 for certain parishes within the Diocese. These notes mature through 2031 and interest rates range from approximately 5% to 7%. Each parish's building serves as underlying collateral for the loans. The amount of guaranteed debt outstanding as of December 31, 2012 is \$2,287,364. The Diocese is liable to the third party lenders related to the guarantees in 2012 and 2011. No payments were required from the Diocese to the third party lenders related to the guarantees in 2011. Beginning in April 2012, the Diocese came forward to make the monthly payments for a guaranteed mortgage; during the time that 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.

### **10. MORTGAGE PAYABLE**

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 in monthly installments of \$9,538 that is secured by the land and the church building. The interest rate on the mortgage was 5.06% and the principal balance was \$952,631 at December 31, 2012. However, 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. After a first quarter payment of \$5,385, the future refinanced scheduled debt payments (which the Diocese expects the parish to resume as soon as it is able to do so) are as follows:

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2013	\$	26,780
2014		33,304
2015		34,626
2016		36,001
2017		37,431
Thereafter		779,104
Total	\$	<u>947,246</u>

### 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. Rental expenses for the years ended December 31, 2012 and 2011 were \$27,872 and \$25,445, respectively.

The Diocese also leases three vehicles under non-cancelable operating leases, which require monthly payments. Future minimum rentals under the non-cancelable operating leases are as follows:

2013	\$	3,622
2014		1,577
2015		1,577
2016		131
	\$	<u>6,907</u>

### 12. PENSION PLANS

The Diocese contributes to a church-wide defined benefit pension plan for eligible lay employees called The Episcopal Church Lay Employees' Retirement Plan. For years ending March 31, 2013 and March 31, 2012, the Plan had funding status ratios of 76% and 72%, respectively. A funded status ratio under 100% indicates there are insufficient reserves as of the reporting date to pay currently accumulated benefits. Plan assets were \$122 million and \$110 million for March 31, 2013 and 2012, respectively. Accumulated benefit obligations were \$160 million and \$154 million for March 31, 2013 and 2012, respectively. The Diocese contributes 9% of the participant's eligible compensation. Pension expense under this plan was \$22,338 and \$12,624 for the years ended December 31, 2012 and 2011, respectively, which does not exceed the 5% of total plan contributions from all employers.

# THE EPISCOPAL DIOCESE OF PITTSBURGH

## NOTES TO FINANCIAL STATEMENTS

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The Diocese also contributes to a church-wide defined benefit pension plan for the clergy called the Church Pension Fund. For years ending March 31, 2013 and 2012, the Plan had funding status ratios of 126% and 109%, respectively. A funded status ratio in excess of 100% indicates that there are sufficient reserves as of the reporting date to pay currently accumulated benefits. Plan assets were \$7.6 billion and \$6.7 billion for March 31, 2013 and 2012, respectively. Accumulated benefit obligations were \$6.0 billion and \$6.1 billion for March 31, 2013 and 2012, respectively. 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 plan, was \$56,302 and \$47,926 for the years ended December 31, 2012 and 2011, respectively, which does not exceed 5% of total plan contributions from all employers.

Additional information for The Episcopal Church Lay Employees' Retirement Plan and Church Pension fund is available in The Church Pension Group Annual Report - 2013 at: <https://www.cpg.org>.

### 13. 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:

	2012	2011
Community Service Fund	\$ 2,834,133	\$ 2,953,304
Plant Fund	3,343,576	2,590,426
Growth Fund	2,293,306	2,282,250
Bishop's Fund	1,397,108	1,427,394
Church Multiplication Fund	418,641	390,501
Bishop's Residence Fund	364,706	325,993
Clergy Relief	210,676	196,869
Seminarian Aid	89,984	84,086
Other	311,918	377,717
Total	<u>\$ 11,264,048</u>	<u>\$ 10,628,540</u>

### 14. TEMPORARILY RESTRICTED NET ASSETS

Temporarily restricted net assets are available for the following purposes:

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## NOTES TO FINANCIAL STATEMENTS

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	<u>2012</u>	<u>2011</u>
Beneficial interest in charitable remainder trusts	\$ 500,943	\$ 448,825
Sheldon Calvary Camp building fund	-	26,370
Bishop's discretionary and other funds	29,946	8,331
Clergy relief - Widow's Corp	-	1,582
Other mission support	792	792
	<u>\$ 531,681</u>	<u>\$ 485,900</u>

### 15. PERMANENTLY RESTRICTED NET ASSETS

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

	<u>2012</u>	<u>2011</u>
Episcopal support	\$ 4,641,441	\$ 4,393,474
Parish and mission support	3,204,764	3,069,794
Bishop's Fund	703,747	695,772
Chaplaincy programs	584,226	544,956
Episcopal Church Women	544,180	530,318
Parish and mission grants and loans	509,950	489,817
Seminarian support	314,828	294,192
Charitable and religious purposes	297,162	277,686
Other	634,205	613,821
	<u>\$ 11,434,503</u>	<u>\$ 10,909,830</u>

### 16. 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,

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## NOTES TO FINANCIAL STATEMENTS

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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 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 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 23 congregations that have identified themselves as part of the ACNA Diocese rather than the Diocese. In 2011 and 2012, the Diocese and two of these 23 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. 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 several 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 15 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 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.