

# *The Episcopal Diocese of Pittsburgh*



*Materials for the  
150th Annual Convention of the Diocese*

*November 13 and 14, 2015*

*at*

*Trinity Cathedral*

*328 Sixth Avenue, Pittsburgh, PA 15222*

Section A

General Material

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

November 13 & 14, 2015  
Trinity Cathedral, 328 Sixth Avenue, Pittsburgh, PA 15222

## **Friday, November 13**

Noon to 4:00 p.m. – Exhibit Set-up – Parish Hall

### **Special 150th Anniversary Celebration**

Various locations; please enter from Oliver Avenue to begin

6:00 p.m. Please join us for an informal dinner buffet, live music, and a multi-floor, multi-media display of our Diocesan history. The evening will feature a history scavenger hunt (prizes will be awarded!) as well as the opportunity to visit the new Diocesan offices.

7:30 p.m. The Rt. Rev. Sean Rowe, Keynote Speaker – Nave

8:00 p.m. Dessert and coffee – Parish Hall

## **Saturday, November 14**

8:00 a.m. Registration

9:00 a.m. Opening Prayers

9:15 a.m. Call to Order  
Election of Secretary  
Appointment of Parliamentarian  
Report on Parish Assessments  
Report on Parish Audits  
Declaration of Quorum  
Introduction of Special Guests

9:30 a.m. Roll Call  
Approval of Minutes  
Adoption of Rules of Order

9:45 a.m. Nominating Committee Report  
First Ballot

10:00 a.m. Budget Presentation & Adoption

10:45 a.m. Anniversary Festival Eucharist

12:15 p.m. Lunch

District Meetings

1:30 p.m. Call to Order  
Election Report  
Second Ballot (if necessary)

1:45 p.m. Bishop's Address

2:15 p.m. Report & Adoption of Revisions  
to the Constitution & Canons

2:30 p.m. Election Report  
Third Ballot (if necessary)

2:35 p.m. Chancellor's Report

2:50 p.m. Report & Adoption of  
Compensation Guide

3:00 p.m. Adoption of Resolutions

3:15 p.m. Adjournment

## 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 the diocesan Constitution or Canons; to receive, discuss, and act upon assessments 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. Deputies should sign their name as they wish it to be recorded and read.

**Seating** – Seating is assigned by District and so marked by signs in 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 2014 ANNUAL CONVENTION**

## **Minutes of the 149th Annual Convention (Unapproved)**

### **The Episcopal Diocese of Pittsburgh of the Episcopal Church in the United States A.D. November 8th, 2014**

The 149th Annual Convention of the Episcopal Diocese of Pittsburgh of The Episcopal Church in the United States (the “Diocese”) convened on Saturday, November 8th, 2014 at Trinity Cathedral, Pittsburgh, Pennsylvania.

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

The Convention commenced at 9:30 a.m. The Right Rev. Dorsey W. M. McConnell called the Convention to order, and following an opening prayer, the Bishop asked the Rev. Canon Scott Quinn to offer a general welcome.

The Bishop then announced his appointment of Dr. Joan Gundersen as Convention Manager and directed that any logistical issues or problems be directed quietly to her. The Bishop then asked for volunteers to distribute Veterans Day prayer cards to those gathering for the parade outside the Cathedral.

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

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

The Bishop then recognized Mr. Steve Stagnitta, the Judge of Assessments who reported that all parishes were in compliance with the canonical assessments for the year.

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

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

The Secretary reported that there were eighty-seven (87) 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 twenty-five (125), which constituted a quorum for the transaction of business.

The Bishop took a moment to remember the life and ministry of the Rev. David Kinsey, following which he acknowledged the Venerable Jean Chess, the new Director of Administration of the Diocese. He also acknowledged the following special guests: the Rev. Liddy Barlow, Executive Minister, Christian Associates; the Rev. Stephen Lyon, Coordinator, Bible in the Life of the Church Project; and the Rev. Nancy Threadgill, new Priest-in-Charge at St. Mark’s, Johnstown. The Bishop then recognized the Rev. Liddy Barlow, who expressed her gratitude for the leadership of the church in bringing Christians together for fellowship, finding deep roots of connection and helping to build trust and shared ministry across denominational lines.

The Bishop then asked the new clergy of the Diocese to stand and be recognized: the Reverends Michael Foley, T.J. Freeman, Jonathon Jensen, Scott Russell and Nancy Threadgill. The Bishop then asked the Secretary to proceed with the roll call.

The Secretary requested that clergy and lay deputies stand when their parish was called. 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. Paul's Kittanning; Trinity Cathedral, Pittsburgh.

**District 2:** Calvary, East Liberty; Church of the Holy Cross, Homewood; Church of the Redeemer, Squirrel Hill; Church of the Good Shepherd, Hazelwood; 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 minutes of the 148th Annual Convention of the Diocese found in the Preconvention Journal, which was then duly approved and adopted by unanimous vote.

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

The Rev. Lou Hays, on behalf of Diocesan Council, 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 Mr. Jon Delano and the Rev. Vicente Santiago, co-chairs of the Nomination Committee, to make the report of the Committee. Mr. Delano reported on each of the offices to be filled and the nominees for such offices. After the report for each office, the Bishop asked if there were any additional nominees from the floor.

With respect to the Disciplinary Board, there were no nominees from Committee to fill the lay position. The Bishop asked if there were any members of the laity willing to place their name in nomination, whereupon Mr. Wesley Rohrer indicated his willingness to do so, provided the Convention vote to suspend the Rule of Order requiring ten written signatures for nominations from the floor. The motion, moved and seconded, passed unanimously, and Mr. Rohrer was added as a lay nominee for election to the Disciplinary Board.

There being no additional nominees for any of the other offices, Father Santiago moved that nominations be closed. Mr. Jon Delano seconded and the motion was passed unanimously.

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

The Bishop then delivered Part 1 of his Annual Address to the Convention, a copy of which is attached hereto as part of Exhibit A.

At the conclusion of his address, the Bishop asked for a pause in the proceedings so that the Cathedral's bells could ring the hours to coincide with the start of the Veterans Day parade.

The Bishop then called on Mr. Steve Stagnitta, Chair of the Diocesan Budget and Assessment Working Group, and Ms. Kathi Workman, Diocesan Treasurer, to present the proposed budget for 2015. The Bishop prefaced their report by indicating to the Convention that difficult decisions had to be made in connection with the development of the budget, and that the budget reflected Diocesan efforts to be responsible stewards of its resources, and in so doing, to lay the foundation for the future life and ministry of the parishes of the Diocese. Following the report and a motion for approval and discussion, the budget was approved unanimously by Convention.

The Bishop then called upon Ms. Anne Rudig, Director of Communications for The Episcopal Church, to make a few remarks. Ms. Rudig greeted the Convention. She remarked on how much the warmth, good humor and creativity of the church had given her hope for the future and urged the Diocese to take advantage of the resources available online for ideas on how best to invite and welcome young people to the church.

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

The Bishop then declared the Convention in recess for lunch and District Meetings.

Following the lunch break, the Bishop recognized Dr. Joan Gundersen who reported that next year – 2015 – marked the 150th anniversary of the Diocese. She alerted the Convention to expect a number of celebratory events during the coming year, including a traveling historical exhibit for display at parishes.

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

**For The Board of Trustees (two to be elected):**

*Gerald Dalton	117
*Michael Donadee	119

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

<b>Clergy:</b>		<b>Laity</b>	
*The Rev. Charles Hamill	122	*Anne Kinsey	115

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

Susan Krouse	38
*The Rev. Scott Russell	43
The Rev. Gwen Santiago	42

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

**Clergy:**

\*The Rev. Bruce Robison 122

**Laity:**

\*Kenneth Stiles 122

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

**Clergy:**

\*The Rev. Herbert Daly, Jr. 109

\*The Rev. William Geiger 119

**Laity:**

\*Wesley Rohrer 113

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

\*Joyce Morgan 63

William Stevens 60

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

**Clergy:**

\*The Rev. Kristian McInnes 64

The Rev. James Simons 60

**Laity:**

Kathy Baird 56

Lionel Deimel 22

Robert Johnston 45

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

**District 1**

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

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

**Council:** Joyce Donadee, St. Brendan's, Franklin Park

**Trustees:** Lew Davis, Christ Church, North Hills

**District 2**

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

**Vice Chair:** Teri Dillon, Good Shepherd, Hazelwood

**Council:** Terlene Brown, Holy Cross, Homewood

**District 3**

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

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

**Council:** Jeff Dunbar, St. Paul's, Mt. Lebanon

**District 4**

**Chair:** The Rev. Gwen Santiago, St. John's, Donora

**Vice Chair:** The Rev. Martin Wright

**Council:** The Rev. Vicente Santiago, Advent, Jeannette

**Trustees:** John Hose, Advent, Jeannette

Mr. Delano indicated that the Convention had not yet reached a full majority vote for the lay position on Standing Committee and he instructed the Convention on the manner for voting on a second ballot.

The Bishop then proceeded to give Part 2 of his address, a copy of which is attached hereto as part of Exhibit A.

At the conclusion of his address, the Bishop called upon the Rev. Charles Hamill for his report from the Constitution and Canons Committee. Father Hamill then presented, individually, the following series of proposed constitutional and canonical changes:

The amendment to Article VI of the Diocesan Constitution “**Secretary of the Convention**” (second and final reading) as set forth in the Preconvention Journal.

The amendment to Article IX, Section 4 “**Standing Committee**” (second and final reading) as set forth in the Preconvention Journal.

Both resolutions passed unanimously, with the understanding that they would take effect on January 1, 2015.

Father Hamill then moved the following resolution pertaining to proposed changes to the Diocesan canons, which if approved would go into effect immediately:

The revisions to **Canon VIII “Appointments, Committees and Program Units,”** as set forth in the Preconvention Journal. The resolution passed unanimously.

Father Hamill then moved the amendment to Section B, item 3 a. of the Rules of Order of the Diocese, as set forth in the Preconvention Journal. The resolution passed unanimously.

The Bishop then called upon the Judge of Elections for his report on the results of the second Standing Committee ballot.

Mr. Jon Delano announced the results as follows:

**Standing Committee (one lay member to be elected):**

*Kathy Baird	61
Robert Johnston	46

The Bishop then recognized Mr. Andy Roman, the Chancellor of the Diocese who made his report to Convention. Mr. Roman commented that he considered his work on behalf of the Diocese to be his most fulfilling work as an attorney and he thanked the members of the Diocese for their support and encouragement. He indicated that there was nothing new to report in connection with the Anglican group. He also asked the Convention to help the Committee on Constitution and Canons in its work of crafting a new provision dealing with the needs of parishes in transition and in connection with that effort he introduced a survey designed to elicit comment on the issue.

Following the Chancellor’s Report, the Bishop gave Part 3 of his annual address, a copy of which is attached hereto as part of Exhibit A.

At the conclusion of his address, the Bishop called upon the Rev. Dr. Bruce Robison to present a report from the Diocesan Compensation Committee. Father Robison indicated that the committee had made

refinements to the definition of parish types, as well as new requirements for minimum health insurance coverage. After the report, Father Robison moved the adoption of a revised Compensation Guide, as found in the Preconvention Journal. The motion was approved.

After the report, the Bishop called on Mr. Jeff Dunbar, Chair of the Resolutions Committee.

Mr. Dunbar asked Ms. Erin Dunbar to present a **Resolution in Support of Episcopal Relief & Development**. The resolution passed by unanimous vote.

Mr. Dunbar then presented the following resolution:

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

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

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

Whereas willing hands pitched in to pack, pack, load and move items from closed churches, and to sort and prepare many of them for sale or re-use by other parishes; and

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

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

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

After the applause, Mr. Dunbar moved the following resolution:

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

Whereas Trinity Cathedral and its staff and members have graciously undertaken the many tasks associated with hosting the 2014 Annual Convention of the Diocese; and

Whereas this Convention has been the recipient of the Cathedral's hospitality on both the night of November 7 and the day of November 8, 2014; and

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

Resolved that the officers, deputies, bishop and visitors participating in this Convention tender Trinity Cathedral our sincere thanks for the many ways, large and small, that the people of the 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.

Bishop McConnell then called on the Rev. Jeff Murph, Ms. Mary Roehrich and the Rev. Jim Simons, who together moved the following resolution:

Whereas the Episcopal Diocese of Pittsburgh recently went through a time of reorganization which called on many of its members to step forward and exercise extraordinary leadership; and

Whereas the administration of this reorganization was of paramount importance setting the Episcopal Diocese of Pittsburgh on the road to recovery; and

Whereas, because of this administrative work, the Episcopal Diocese of Pittsburgh is now enjoying a season of peace and stability, be it therefore

Resolved that the 149th Convention of the Episcopal Diocese of Pittsburgh commend and honor the work of Dr. Joan Gundersen, whose tireless contributions to the Diocese and its administration benefitted us all and whose work has enriched every member of this Diocese and with profound thanks wish her God's richest blessings in her retirement.

The resolution, duly moved and seconded, passed unanimously to a standing ovation.

Bishop McConnell then offered his personal thanks to Dr. Gundersen, noting that she will continue to serve the Diocese as archivist, and expressing the hope that as she retires from her many diocesan responsibilities, she would be able to enjoy more leisure time with her husband Robert, and to help with that, presented her with a gift certificate for dinner at Hoffstot's Café Monaco.

Bishop McConnell went on to acknowledge Dr. Gundersen's dedicated work as a historian of the Diocese and The Episcopal Church and to that end, announced that the Diocese would be making a donation in her honor to the Episcopal Women's History Project.

Bishop McConnell then indicated to Dr. Gundersen that there was someone who could not be present at the Convention, but who also wished to acknowledge her contributions. The Bishop then read the following letter:

*Dear Joan,*

*As you enter retirement, I join in giving thanks for your years of service to the Episcopal Diocese of Pittsburgh and to The Episcopal Church. You and your family are in my prayers as you make this significant transition.*

*Your ministry as diocesan administrator, property manager and archivist has abundantly blessed your community and this Church! I am particularly grateful for your instrumental service to the diocese and the wider Episcopal Church during the challenges of recent years. Your leadership among the Progressive Episcopalians of Pittsburgh was a great gift. I give thanks for the ways you have engaged in so many important initiatives benefiting the diocese and the wider church.*

*I pray that you will find your spirit (pneuma) renewed in this retirement. I wish you all the best in the next chapter of your ministry. May you continue to find ways to bless this Church with your grace-filled and faithful witness.*

*I remain,  
Your Servant in Christ,  
Katherine Jefferts Shori*

Following this presentation, the Bishop added a brief Postscript to his annual address, a copy of which is attached as part of Exhibit A.

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 13 and 14, 2015. The motion was seconded and passed unanimously.

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

## **EXHIBIT A**

### **Bishop's Address 149th Annual Convention of the Episcopal Diocese of Pittsburgh November 8, 2014**

**Come. Learn. Rest.**

#### **Part 1**

To clear up this mystery [of why I'm currently using a cane]: a couple of days ago, I tore a muscle in the back of my right calf. Nothing serious, just God's little finger saying "how about you just take it easy." And that is the theme of my address.

Let us pray.

*O God of unchangeable power and eternal light: Look favorably on your whole Church, that wonderful and sacred mystery; by the effectual working of your providence, carry out in tranquility the plan of salvation; let the whole world see and know that things which were cast down are being raised up, and things which had grown old are being made new, and that all things are being brought to their perfection by Him through whom all things were made, your Son Jesus Christ our Lord; who lives and reigns with you, in the unity of the Holy Spirit, one God, for ever and ever. Amen.*

Last year, I articulated three strategic priorities in six words for the next ten years: Public Gospel, Missional Communities, and Leadership Formation. That is what I will be speaking about a lot in the future. These priorities also underlie my remarks today, which I offer in three parts. I want to talk about what we need as a foundation for all this work. And that begins with a little story about a river.

I was on the road sometime last winter, on my way to a meeting somewhere in the diocese. This was a highly unusual moment because I was not running late. I was actually running almost an hour early, and maybe that is why I let my mind drift. I was thinking about something going on in the diocese. I wasn't paying as much attention probably as I should have, and when my focus returned, I found myself on the wrong bridge headed the wrong direction across the wrong river. Now, if this hadn't happened to me before, I would have been pretty annoyed, but as it was, I was getting used to this kind of thing happening. So I thought, "This is going to be interesting; I wonder what will happen now!" I got off the bridge on the other side and tried to figure out how best to get back on it, pointed in the other direction – you know how this works – and I took one turn and then another, and I found myself face-to-face, right in front of me, with the water itself. So I stopped. And as I stopped, I just took a few moments to look.

That afternoon the river was running fast and high and dark. They're really impressive, the rivers around here. The late winter light was glancing off large pieces of ice. I thought, "You know, it's been doing that without me for thousands of thousands of years." And then I thought *how long this has been in the making*. I tried to imagine the deep foundations of the earth underneath all that roaring water. Then my mind went off into a kind of film clip – of everything: geology followed by layers of human habitation on top; native populations and their migrations over centuries; waves of European settlers; African-Americans from the South; mines and mills with their successive waves of immigration; furnaces and factories coming into being: it was quite something. I saw all that spreading into the vast industrial network that blanketed the Mon Valley, then the collapse and the decline and the years of patient endurance, and then, what may now be the beginning of a new beginning in a lot of places, while a lot of other places haven't begun again yet. I thought of the hundreds, even thousands of churches – Catholic, Protestant and Orthodox – over the last 250 years built, expanded, shuttered, razed, moved, built again, and then I wondered a little over our future in this diocese. I thought I was on a roll. I tried to see into that future, but in the end, God wouldn't let me see it. I couldn't get beyond just seeing the river in front of me, its power and flow stretching back into a past and forward into a future I could barely begin to contemplate.

Then I thought of Jesus. I thought of His words about Himself: *Whoever drinks of the water that I shall give him will never thirst; the water that I shall give him will become in that person a spring of water surging up to eternal life (John 4:14)*. What the Lord has in mind here is not a quiet, bucolic little roadside spring, I realized as I sat there and looked. What He has in mind is rather a deep well fed from a river that makes the Allegheny, the Mon and the Ohio look like a trickle from a water tap. Titanic waters of grace boiling up from fresh currents whose sources lie deep in Him. *Living water*, Jesus calls it – the water of His own mercy and love and life poured out, the water of His blood and the water of His Spirit – flowing up from deep within us, enough to forgive any sin, answer any charge, heal any wound, reconcile any hatred, enough grace to change our stricken and blighted worlds, both public and private, into God's own garden, if only we will *ask* him for it.

And as I sat there and stared at that river, I thought, *I'd ask Him, but I'm a little busy right now*. And I blushed because I knew it was true. Like the woman at the well in that story in John's Gospel, I was busy with the things I thought I needed to be about, running here and there, and it is all good stuff. For example, I'm busy with prayer. I pray a lot, for what I think I need. I pray for you, all the time, it seems. But I couldn't remember the last time I had prayed for what God knows I need. I couldn't remember the last time I asked him to plant and renew again the deep waters of His life in me, not because I had an agenda in mind, but just to drink from the well Jesus wants to give me, which is the well of Himself. I couldn't remember the last time I had gotten soaked in the Scriptures, not because I had to preach a sermon or teach a class, but just walking in them, following the voice of my Lord wherever He wanted to lead me, across whatever bridge, down whatever road, by whatever river, to seek His face with no agenda but to become more fully His. And not just to give me biblical fuel for what *I thought* needed to be done next. I couldn't remember the last time I had spent unstructured time with Christian companions in fellowship, seeking only the heart of God, hearing your stories of faith, listening to what the Lord was saying to you so that I might know more clearly what He could be saying to me.

So all that went through my head. It's kind of a miracle I did manage to get back on the bridge pointed the right way. When I got to my appointment, I was almost on time. But I have been carrying the unexpected gift of that hour ever since. And it is this call to deeper fellowship, deeper immersion in the Scriptures, and deeper prayer in the coming year that I want to share with you at this convention. I know that this may seem like a departure from what I said last year, the "outward focus" of our three strategic priorities. They stress, after all, a Gospel proclaimed in public, communities engaged in mission, and leadership formed for ministry to the world. Those are three very active pursuits. You might say to me at lunch, "Last year you encouraged us to get going, to find our mission, to look around our neighborhoods

and see what God would have us be about for the sake of His kingdom. You even gave us ten steps to help us get there. Now it sounds like you're telling us exactly the reverse, to pull back, to focus on what sounds like 'churchy stuff:' Bible and prayer and fellowship with each other. Well, Bishop, what's it going to be? Make up your mind because we're getting confused."

There are two things I want to say about that. The first is what Walter Brueggemann, one of my favorite Biblical scholars, says: "The Gospel is so full of paradox that, when somebody comes up to you and says, 'Pastor, what you said this week is exactly the opposite of what you said last week,' the appropriate response is 'Thank you for listening.'"

But there are other reasons beyond that for my focus here on fellowship and study and prayer, which I hope you will see make them related to our three mission priorities. The first is that mission takes preparation, friends. That preparation involves taking stock. It involves refreshing our provisions for the road ahead, and some of that means just resting in God. It has always interested me that in the Old Testament, after forty years of wandering in the wilderness, when God brings Israel to the edge of the Promised Land, before they are allowed to cross the River Jordan, Joshua makes them "prepare their provisions" for up to three days. One might think they had had forty years to prepare, so what difference would another three days make? Joshua knows it is this time of preparation – of refreshing their provisions – that will give them what they need to be sustained over the long haul. I think we may be in a similar position. We're out of the wilderness of the last few years. I really believe that. But I also believe if we are going to be fully useful to the Lord in a public Gospel, proclaimed through missional communities, served by well-formed leaders lay and ordained, we need an intentional period of provisioning.

The second big reason is that we all could use some rest. The years of conflict leading up to the split, the chaos and pain of the split itself, the huge work of re-rebuilding the basic structures of this diocese including looking for, electing, and consecrating me – you all have spent, we all have spent an enormous amount of energy. As my spiritual director put it recently, "This diocese hasn't had a day off since 2008."

When I say rest, I don't mean taking all of you off to a nice beach somewhere in the Caribbean (although that's not a bad idea); I mean resting in Christ, in His love for us, His promises to us, resting in His confidence in the Father. And sometimes, as I found by that river that day, our activity, our anxieties over how we will keep the lights on and the doors open, how we will sustain or build upon whatever level of activity we think is essential to our "doing Church" all gets in the way of the invitation from Jesus to rest in him: "Come to me," he says, "all who labor and are heavy laden and I will refresh you: take my yoke upon you and learn from me, and you will find rest for your souls. For my yoke is easy and my burden is light." We all know that line, but notice the sequence of His verbs here: *Come, learn, rest*. I suggest that it is the last of these that gives sense to the first two. When we *come to Him* in prayer, we *rest*; when we *learn from Him* in Scripture, we *rest*; when we *join with Him* through the fellowship we have with one another, we rest. *Come. Learn. Rest*. That is our provision. So what if we set aside this coming year, the year leading up to our 150th anniversary as a diocese, as a year of provisioning and rest in the Lord Jesus? What might it look like, and how might such a year actually advance our priorities of Public Gospel, Missional Communities and Leadership Formation, if we just let ourselves be provisioned by resting in the Lord? How do these three priorities relate to His invitation to us to come, learn, and rest?

First, let's explore the "rest" Jesus promises in the light of the Public Gospel. I should note that resting in Christ is not the same as idleness. I can hear my grandmother saying something like this: "You're sitting down already?" It doesn't mean just putting our feet up. It means soaking in the deep things of God through prayer, study and fellowship with Jesus. That is rest, yes, but it is a very purposeful sort of rest. And it is always mysteriously accompanied by wonderful fruit. Remember that beautiful story in the 6th chapter of Mark's Gospel, after the disciples have been so crazy busy with so *many coming and going*

*that they had leisure not even to eat.* They are invited to come away by themselves to rest with Jesus. I'm sure they had in mind something like the nice beach in the Caribbean I mentioned earlier; but when they get there, they discover instead 5,000 sick, hurting, hungry people. And the rest Jesus prescribes for His disciples is contained in His command to them: "You give them something to eat." That doesn't sound like rest to them, and they react exactly the way you and I might. "*Feed them? It's not in the budget! Council would have to approve! We're a small diocese! Let the Lutherans feed them!!!*" But you see, as Jesus speaks to that consternation they have, that is exactly His point. He knows they've been on high alert for a long time, just as we have. He knows they are exhausted and overwhelmed. So He asks them just to give Him what they have: a few loaves and a couple of fish. He blesses it, gives it back to them and they distribute it to the crowds. Voila! Five-thousand fed. Easy as pie. They don't have to do a thing except feed the multitude out of the provision Jesus gives them, and it turns out to be more than enough. I bet, as they did this, they really started to understand what it meant to rest in Him. How wonderful it must have been! As their confidence in his provision grew, I will bet you they relaxed, even in the midst of their work. They probably even had fun doing it all, giving away the ever-expanding loaf, the always-multiplying fish. And the best news is, they do it together. As Mark's narrative unfolds we see that whenever the disciples act out of their own plans and needs, they become competitive, anxious, mistrustful and, in the end, alone. That's when they start asking Jesus whether they can sit at the right hand or the left, when they have that conversation among themselves about who is the greatest, and so on. But when they act together out of the common provision God has given them, they are relaxed and refreshed and joyful.

I know what that feels like, that refreshment. Every Sunday, Betsy and I get to visit one of your communities. Friends, I hope I hide this most Sundays, but I confess that sometimes when I walk in the door I am not always carefree. I may be carrying the burden of the past week. I may be chewing over a recent dilemma or anxious about something on the horizon. By the time I get to you on those Sunday mornings I have very little by way of natural resources in my bag. But Jesus says, "*You give them something to eat;*" so I do, and I discover again in fellowship with you, what it means to rest in Him. Honestly, I think if we knew what is written on our faces in the moment we receive communion we'd all go to the rail with a paper bag over our heads, because we telegraph the interior parts of our souls so readily. But if we started wearing those, it would be so sad. Because what I get to see every Sunday is Christ in you, in your faces. I get to see your hope for His mercy, your joy in His love. It's all there in the moment I say, "The Body of Christ," the moment I feed you from His ever-expanding loaf. I think the faces of the people of God in the moment they are being fed by their Lord are the most beautiful sight in the world. And whenever I see Him in you, I am at rest again, in Him; at rest in His forgiveness of me through the power of His Cross; at rest in His hope for me, through the life of His Resurrection; at rest in His love for me, through the Holy Spirit He pours into my heart through your hearts.

I am learning that this rest through our fellowship with Christ in each other is at the heart of the Gospel we take to the public. I am happy to distribute ashes in Market Square, but when several of our clergy did it without asking me or my asking them – it just happened in different places last year – the witness to Christ's mercy was multiplied. Similarly, I am happy to make an occasional video, but what if the cast in the future just started springing up in different places in this diocese in other films among the clergy and people from many of our parishes? The bonds of love among us are really a great source of our rest, but they also produce the creativity that results in a Gospel we can take into the world. It was that love which most impressed the world in the early ages of the Faith. *See how these Christians love one another... how they are even willing to die for one another,* Tertullian hears the world saying. So provisioning our rest for the sake of a public Gospel may simply mean finding ways to deepen and multiply the occasions of our fellowship with each other, and then being attentive to what God says to us through one another about how we should share his Gospel with the world.

That's actually the point of the Strategic Task Force's Listening Committee (TLC). Leaders from other parishes come to yours and they listen to your story of your past and future, your hopes and fears, your gifts and needs. They write all that down and it becomes part of our collective treasure, part of the common loaf we offer to Jesus, who blesses it and gives it back to us. The next steps will be for us in the leadership of the diocese, to see if we can't hear what God might be saying in all this information – to see common interests suggesting affinities between parishes, or differences that are interesting and calling out to each other, or needs in one community that might be met by resources in another, or charisms for ministry that might strengthen each other – and then we may suggest, out of that analysis, which of our communities might be an appropriate partner in mission for yours. But in fact, if you want to do it some other way, go right ahead. In any event, we'll be carrying forward the suggestion that whatever partnership you start, you start with someone else in this diocese and that it starts out with just a little fellowship – just getting together, just finding out who the folks are in that church up the road or across the diocese, what their lives are like, what they take in their coffee, what they like for dinner. And if you'll invite me, I'll bring something delicious in a pot, so we can just hear from each other and rejoice in the rest God gives us as we share in Christ's fellowship with one another.

So the first way of this Jubilee year is the way of fellowship. I believe that as we act on that, we will be refreshed and we will begin to see how to take that refreshment into the world, so that the world can indeed see say, *Look at that! They actually love one another and they seem to be really enjoying it.*

The second and third way, even better...

## Part 2

Let us pray.

*Blessed Lord, who has caused all Holy Scriptures to be written for our learning; grant that we may in such wise hear them, read, mark, learn, and inwardly digest them, that by patience and comfort of Thy holy word, we may embrace and ever hold fast the blessed hope of everlasting life, which Thou has given us in our Savior Jesus Christ. Amen.*

I have always thought that this is one of the most beautiful phrases in any of our collects, *that we may in such wise hear them, read, mark, learn, and inwardly digest them.* Yet it is more than a beautiful phrase. It suggests that the Bible is food for us, at the very center of the common loaf with which Jesus feeds His hungry people. And the collect also suggests that we are fed by the Lord *together, fed by each other* through His Word, just as in the story of the 5,000 we started with earlier – “grant *us* so to learn that *we* may embrace.” The whole effect of that prayer is a very peaceable one, isn't it? Of course, in the story of the feeding of the 5,000, the disciples have a little struggle in getting to the peace Jesus first gives in His Word, when He says *you give them something to eat.* They don't like what they hear; but as they take the Word to themselves, in the form of the loaves which He has blessed, and they begin to feed others with the Word He has spoken, something changes. They start to relax. The whole tone of that story shifts. It moves from a state of high action and anxiety to a place in which the people sit down in groups of 50 in the green grass, and it turns into a wonderful meal by the end of which Mark observes they *all ate and they were satisfied.* As they learned to trust the Word of Jesus, they fed each other from that Word, and as they fed each other, they rested.

Now, bring that into the context of our second priority: Missional Communities. The danger in that phrase “missional community” is that it can summon up an image of a whole flock of busy Martha's, running around being missional. At the beginning, it looks tiring. That's the trouble with Jesus' disciples at the beginning of the story of the 5,000, isn't it; with *many coming and going so they had no leisure*

*even to eat?* The Lord wants to move them from that kind of mission – which is man-based, coming out of human energies and initiative, and therefore completely exhausting – to something deeper, full of His provision, and that is exactly what they find. And what they found, we can find. As together we feed each other from the Word of God, we rest in Him.

So, if the first key to our provision and rest for this Jubilee year is fellowship, the second needs to be the Word of God. We need the kind of rest we can only find when we come together to hear the Word of the Lord from one another, as we *read, mark, learn, and inwardly digest the Holy Scriptures*. A community that has taken the time to be fed and rested in this way, will become truly missional, will be able to do the work of God in the world without becoming drained or exhausted, will be focused on sharing the Good News of Christ's mercy and hope with those who have not yet heard it, and will be fed by the same Word they share.

So what might that look like here in the Diocese of Pittsburgh? I know there are any number of parish Bible studies around the diocese, and that is wonderful, but I have in mind something a bit different. I have suggested we connect with one another through fellowship across parish lines, exploring partnerships between and among our parish communities. I now suggest that we study the Word of God in exactly the same way: hearing the Word in informal groups from each other in different parts of the diocese will give us a clearer understanding of God's calling to all of us, and to each of us.

This kind of study is already taking place across the Anglican Communion, and there is a particular expression of it called the Bible in the Life of the Church. Mr. Stephen Lyon, who directs this project on behalf of Archbishop Justin Welby and the Anglican Consultative Council, is with us today. I have invited him to give us the view from 30,000 feet, as it were, regarding what Anglican congregations in different parts of the world are learning from each other, so that we might benefit from their experience.

[Stephen Lyon addresses Convention]

First of all, I bring greetings from the Archbishop of Canterbury. He can't quite get everywhere so, when those connected to him go somewhere, we bring his greetings.

I've learned from experience that when you are asked to speak in a place where you know little about it, it's worth doing a bit of research. So I decided to have a look at your diocesan website to see what that would tell me about this diocese. I was struck by those three aspirations: Public Gospel, Missional Communities, Leadership Formation. I asked myself what is it that might link these three aspirations? The conclusion I came to is that one of things that links all three is this book, the Bible. Why? Well, first of all, it gives content to Gospel and Mission. If we're not careful in the Church, those two words can become extremely slippery. If anything is "mission," then mission is nothing. So where do we look to for the content? Secondly, it energizes and informs community, because we're not just any kind of community, we are a community of the followers of Christ. And thirdly, the Bible is a major catalyst for growth into formation. Quite a lot of research has been done in churches as to what helps people to grow. Engagement with Scripture, and a deep engagement, is the main catalyst that helps those to grow.

However, as Episcopalians, we engage with Scripture not just within the diocese, but also as part of a global family. I came across this quotation which I thought had an enormous amount of truth within it: *as we read the Scripture as part of the global church, as different emphases, reading styles, and interpretations are shared, we are all reshaped as readers, and our eyes are opened to what we couldn't see from where we stand*. I think that is true *across* the global family, and I think it's true in different places *within* the global family.

One of the other things I've learned to do, particularly when I have an invitation to stay with somebody, is to see if I can find out a little bit about them before I arrive at their front door. One of the best places to go is actually the blogosphere. And I discovered this on the blogosphere about our esteemed bishop:

*Ask Bishop Dorsey why he's walking around toting a video camera and tripod through the hotel lobby? He's traveling the world, Taipei to the Philippines, Uganda to Pittsburgh, sitting with groups and inviting them to talk about a Bible passage. In each place, he listens, he dwells close, listens deep. The finished video will gather all these voices, so that we can sit and learn and discover Christ at each other's feet. That's how Jesus rolls! And we can follow.*

That's a wonderful statement. I'm going to pick it up, because I think the Bible in the Life of the Church Project is seeking to roll alongside Jesus by offering three things that come from it. The first is that it offers some windows into the global family. Those were the places that we involved in the project. They have something different, but important, to say to wherever we are. It's by listening and looking at what other people are doing that perhaps we get insights into what we're doing. So the second thing it offers is insights from the global family, and particularly insights into the way we engage with Scripture. The way, that when we open the Scriptures, we get from what's on the written page to applying it in the way we live – which is quite a sophisticated process. But I think we've got an enormous amount to learn from other people. And thirdly, the Bible in the Life of the Church Project has and is producing resources that make our engagement more intentional and take that engagement deeper.

I put out on the pews this morning some of these postcards. You will find three Web addresses: two on the side with the picture of Archbishop Justin and one on the front. These will take you to all of the resources as far as the Bible in the Life of the Church Project is concerned. But I would say the Project needs you to add to it and share in it. I think it needs your parish, your diocese, your province – remember I'm from Britain – and our Communion to work together as far as this is concerned. You'll find all the details and goodies here. If though, you'd like a copy of the beautifully produced report, with the dynamic memory stick in the back with another 60 or 70 files on it, then I do have just a few left if you want to come see me afterwards.

But to finish on a serious note: if we're going to rest in Christ, then resting in His Word is vitally important. Thank you.

[Bishop McConnell continues]

It's so nice, isn't it, when you get good news out of the blogosphere?

Thanks Stephen. Someone asked me at dinner the other night, *what is the point of a diocese, anyway?* I wouldn't have felt so defensive if the question hadn't come from one of my own clergy. Still, it is a good question. And the answer lies in the kind of mutual learning that Stephen has just shown us, taking place through millions of lives across the Communion. Remember the Lord's invitation: *come... learn... rest.* When we step beyond the bounds of our own congregations, and get together in fellowship, we *come to Jesus*. When together we lay open His Word to us, we *learn from Him*. *As we learn, we will rest.* We will find the provision we need to become truly missional communities – sustained, not drained, by the service we undertake.

So, where do we begin? Well, as Stephen mentioned, I was inspired by the Bible in the Life of the Church Project to take a video adapter for my iPad and a tripod on the trips I was going to take because I wanted to bring back a treasure for you. I chose one text to study with them all, the parable of the sower and the seed from Mark Chapter 4. I read this parable with African women in rural Teso, with Chinese young people in two urban parishes in Taipei, and with a large multigenerational group of Abaknon people on the Philippine island of Capul.

So I'd like to try the same thing here. As we get together over the next year for fellowship and to hear and learn from the word of God with one another, just for the first session of whatever groups meet, I ask you all to start with this same text, this parable of the sower and the seed. Learn how we hear it differently, in each of our local contexts: where is the hard ground for each of us, where is the thorny ground, the stony ground in our lives, and where and what might be the good soil Jesus speaks of? And as we do so, I'd like to add the element I took in my travels. I tried to record on video a lot of the studies as they were happening. I have a huge amount of unedited footage, but my hope is that I might add to it some video of you as you share the Word. The result, I hope, will be a short film of all of these groups – five groups spanning seven or eight languages – Anglican Christians reading the Bible in four different cultures that can go around the world, back to all the groups who have contributed including you, so they and we can see and hear from their and our sisters and brothers, and hear ourselves as well. And perhaps we'll find in that enormous fellowship again another source of our rest in Christ.

The point of that, as well as the other resources Stephen has outlined (and which we will be actively helping and encouraging you to use), is to support you as you open the Bible with one another. The fact is, I believe, a lot of people in our parishes are intimidated by the Scriptures. Reading them seems like work, not like rest. Part of what these resources can do is to take the drudgery out of Bible study, so you can rest in the Scriptures knowing that you are getting something out of them. They can also provide a safe environment for conversation about Scripture. Someone said to me yesterday, *the reason it's easier, perhaps for some of us, to read the Bible with people halfway across the world than to read it maybe with another parish, is because in the past when we have said what we really think about the Scriptures, we have often hurt each other. Sometimes we have used the Bible as a weapon.* Well, you can't rest very well in a place that is not safe. So I will find ways to work with you to develop a simple framework that can be used in any setting to guarantee a peaceful and fruitful experience of the Word as we open it together, which (if we do it right) could become a real gift to the whole Church.

So I've outlined two out of three "ways" leading through our Jubilee year, our time of provision in Christ: fellowship with one another across the boundaries of our parishes, and reading and feeding together on the Scriptures, two ways of holy rest that will deepen our public witness to Christ's love and strengthen our communities for mission. If you'd like to help lead in either area, or if you have got ideas for strengthening either venture, you can talk to me, to the Canons, to our Archdeacon, or you can just go ahead and do it and tell us about it later. Please do tell us about it. Let the rest of us know what God shows you on the road so we can share in your joy.

And the third way? The best is yet to come.

### **Part 3**

Let us pray.

*O, Jesu, my Master, on whose errand I come, let me hold my peace, and do Thou speak Thyself: for Thou art love and when Thou teachest, all are scholars. Amen.*

That prayer was written by the English poet and parish priest, George Herbert, one of my favorites. In his little book, *"The Country Parson,"* he has a number of these gems, which he would casually drop as he visited and prayed with his people in their homes, in the fields, on the road. It's a brief prayer, but absolutely beautiful, isn't it? You can hear at least four biblical texts running underneath it, welling up like living water and going out again. That was Herbert. He wanted his community to become a place that didn't just hear the Bible on Sundays, but rather he wanted them to become a people who embodied the peace and the promises of the Scriptures. He wanted them to be full of what his contemporary,

Richard Baxter, called *heart-work and heaven-work*. Herbert himself didn't intend "*The Country Parson*" as a description of the way he actually was. It turns out he was ill a lot of the time he was a parish priest, and spent a good deal of it as an invalid. But nonetheless, he wrote it as a mark to aim at. He wrote it as a description of what he and his people might look like if they became filled with *heart-work and heaven-work*. To be filled like this is the work of prayer, and prayer is the third way into which I am inviting us over the coming year. So it's *fellowship, Scripture, and prayer*. I am going to talk a bit about prayer, and then share a few thoughts on what this may have to do with our third priority, the formation of leadership.

Now, I know, of course, that we all pray a lot in church on Sundays. I know the corporate prayer of our parishes is very rich and beautiful. Yet at the same time I wonder how much we let that prayer spill over into the rest of our lives. I will be the first one to admit that, when I consider the work of prayer, as *heart-work and heaven-work*, the thing that stands out is the word *work*. Like Bible study, prayer can seem a burdensome thing, oddly, something we suspect we ought to be doing, but we're not sure how to go about it, and we're very busy, and we don't have much energy, and then no sooner do we turn to God that we're thinking of our to-do lists... and with all that, we think *what's the point? Sunday's coming and I'll pray then*. With all that baggage, we can be tempted to think of prayer the way the great American essayist H. L. Mencken thought of exercise: whenever the urge to do it struck him, he would lie down until it passed.

If that is our attitude, then we are in good company, actually. As I recently pointed out in a sermon at our clergy conference, if you read the gospel narratives carefully you will notice that, in them, the disciples themselves never actually pray. They watch Jesus pray, they're with Him when he prays, they let Him pray for them, they even ask Him to teach them how to pray – which He does, pretty compellingly – and yet in spite of all this, they don't pray, and on the one occasion Jesus explicitly asks them to watch and pray with him, they respond by immediately falling fast asleep.

But then something remarkable happens. Turn the page from John's Gospel into the Acts of the Apostles, and suddenly you see the disciples praying all the time, constantly, joyfully, on any number of occasions in any number of modes. Whether they're praying demons out of people, or giving thanks or interceding for one another, prayer seems like a constant companion, not like work at all, but rather more like a wave on which they are riding, being carried forward by the sheer torrent of a spiritual presence and power that actually isn't the product of anything they do. Prayer isn't *something they do*, but rather *something they experience* – that wellspring that Jesus promises the woman at the well, the living water of Himself within them surging up to eternal life.

Of course what has happened between Gethsemane, when the disciples fail at prayer so ingloriously, and Pentecost, when they are so full of praise to God they literally can't shut up – what has happened is the Cross, the Resurrection and the Spirit. Those, the three greatest works of God, have nothing to do with any human work. They happen, as Scripture demonstrates again and again, in spite of the disciples' best efforts to keep them from happening, not because of their cooperation. And the passion of Jesus, the mystery of His suffering and death, is filled with the prayer of Jesus. He prays, *Thy will be done*. He prays, *Father forgive them, for they know not what they do*. He prays, *Into Thy hands I commend my Spirit*. And at the threshold of all of that prayer, He prays for us, for those who have believed through their word, that we will be one with Him, one with the Father, perfectly one with one another. That is the promise and the work of His prayer, which the Father honors through the Cross of the Son in the power of the Spirit, power He gives to them and to us. So prayer isn't anything I do at all. It is the praying presence of God in around and through us that is going on all the time; whether we are thinking of God or thinking of our grocery list, the prayer continues because God continues.

Saint Paul underscores that. Saint Paul, one of the busiest people in the Bible (just think of his calendar), completely gets this point, that prayer is not something he does, but that God does. He is so encouraging

in this; listen to him with me. He says things like this: *We don't even know how to pray as we ought to, but the Spirit himself intercedes for us with sighs too deep for words. And God has sent the spirit of his son into our hearts crying, "Abba, Father."* And again, *When we cry "Abba, Father," it is the Holy Spirit himself bearing witness with our spirit that we are God's children.* What could be clearer than that? So my "prayer" – which really isn't my prayer at all – is simply a matter of my turning my attention to that which God is already doing in me, for me, around me, through me. I find it's powerful enough on my own; but in fact, there is no such thing as praying on my own, because even when I am praying alone, apparently by myself, I am in fact riding on the prayer of the Spirit which is the prayer of the whole Church, the whole communion of saints across the globe, across history, across time and eternity in heaven and on earth. And when I join with others in prayer, praying with two or three or in a larger group, I find this power becomes more and more visible, tangible, available. That is why the Acts of the Apostles is so full of turbo-charged incidents of God's power – doors falling off prison cells, jailers getting converted, people with lifelong illnesses being healed and restored – it's all to get across the point, as Saint Paul puts it, that we are not doing a thing, but rather we're like *earthen vessels filled with a glorious treasure, to show that the transcendent power belongs to God, not to us.*

Now if all that is correct, and I believe that is all correct, it has huge implications for the way we look at leadership. I know last year I talked about forming lay and ordained missional leadership together, through a locally based institute, and I believe that this will happen. Canon Jay Geisler and I have been team teaching a course called The Anglican Way at Pittsburgh Theological Seminary, and we have been invited to develop with them a track specifically for Episcopal students and those interested in exploring lay or ordained ministry and leadership in the Episcopal Church. And that is wonderful, and I am looking forward to seeing how this develops. However, I think this year we are being asked to look at leadership from the perspective of the kind of prayer I have been talking about, which is a little less formal. You see, the corollary to prayer being God's work, not ours, is that God wants the Church, and our leadership in the Church, to look more like Jesus and less like us, especially less like us-on-a-bad-day! And Jesus leads first from the Cross, not from the place of his exaltation, but from the place of his humiliation, suffering and death. If we take that trajectory seriously, and over the coming year dedicate ourselves to resting in this prayer of the Spirit in the whole Church, we're going to find leadership welling up from unexpected places as we do so – a kind of self-organizing leadership in remarkable ways; from the world's point of view, you might look at it being from the ground up, as opposed to the top down. And we need to be attentive to the work of the Spirit as God calls and anoints that leadership from among us.

For example, last night at the Eucharist we blessed several dozen "pray and play" bags, prepared by the junior members of the Girl Scout troop at Saint Paul's, Mt. Lebanon. These are bags full of fun items – crayons and pipe cleaners and pages from a coloring book that all point to Jesus, and that are a present to kids who may come to church but want to stay in the pew with their mom or dad because they are a little shy about going to Sunday school, or because the parish doesn't have a Sunday school. So here we had all these Girl Scouts bringing these bags to be blessed – older kids helping younger kids pray. And we blessed those bags. All the girls and I got together around this big plastic tub, and laid hands on the bags. We prayed that Jesus would use those bags to remind us all, that *whoever receives one such child in his name, receives Him, and whoever receives Him receives the Father who sent him.* It was a beautiful moment of prayer. I was so carried away that I left my mitre in the tub and our Archdeacon Jean Chess had to chase it down for me at the end of the Eucharist, so that I'd be dressed right to bless you all! It was only later that I remembered what else Jesus says about these his little ones: that *whoever does not become like them cannot enter the Kingdom of God*, echoing the prophet Isaiah, who promises that in the day of the Lord *a little child shall lead us.* I thought of that last night as I drifted off: leadership in prayer by the junior members of a Girl Scout troop, not one of whom was wearing a collar. I wonder what's God going to do to build on that?

So I want you to know that while we have been in here attending to the business of the Church, a few of our young people have been exercising leadership in prayer out on the street. I walked outside to talk to our diocesan youth coordinator, Brent Hansen, and asked him how it was going. "Really good," he said, "Actually, Margaret and Austin, they ought to go into sales. It's starting to slow down now, but they've been out there pushing coffee and snacks and inviting anyone who wants to, to write a prayer on the wall in chalk, in the color of their choosing." I went out and saw it first hand. Margaret and Austin were standing there and as anybody came by, they would say, "Have some coffee? Need to pray? Want to write one down?" again and again and again. We have them recorded here and there are over forty of them. So, please, on your way home, be blessed; go out there and have a look at what God is doing in leadership in prayer from our children. Because there they were, still smiling after a long morning and next to them, all those prayers stretching like a river down the length of our cathedral wall. I was a little tired when I walked out, until I saw that prayer; and I just have come back in feeling very well indeed!

There is the outline of our Jubilee year, this 150th, a call to provision and rest in fellowship, Scripture and prayer for our service in a public Gospel, missional communities and leadership formation. So at the end of this day, perhaps we can take just a moment to remember why any of this is important.

I said at the beginning of the day that as a diocese we're out of the wilderness, and while that is mainly true, it is not entirely true, for the simple reason that once you've been in the wilderness, not can't pretend you haven't been in the wilderness. We cannot undo the losses we have suffered, or the pain, or the sorrow. It's a little like grief. Actually, it *is* grief. Perhaps you know how it is, when you lose someone close to you, and years later, after you think you have gotten over it, you walk into a room and see their picture, or hear their favorite song, or discover an old shirt of theirs in the closet and it still smells like them, and suddenly it all comes back. Here in this diocese, I know that sometimes we still walk in that way, suddenly recalling all that happened and it feels like barely yesterday. I said during the walkabouts, which now seems like 50 years ago, that the Diocese of Pittsburgh was really standing at the foot of the Cross. I think that may be God's gift to us, that that's something we want to carry with us, that it isn't something to be avoided or forgotten, but something to be treasured. Because, even though there is pain in our experience, nonetheless we serve a God who raises the dead, who heals every wound, who forgives every sin, who makes bonds of love between people who have forgotten how to love, who then raises us and calls us and sends us to be His messengers and to do the same thing in the world. That's a gift, sisters and brothers. That's a gift.

I want to say that thousands of people are around us all the time who have similar or greater grief in their lives that they just cannot get over, because they don't know there is this God. And so they think that life is just a matter of resignation, of blaming themselves and each other, of bearing by themselves a huge legacy of darkness that they can't get rid of, and can't forget, and can't give away. The simple reason they think this is that no one has ever *shown* them the God we know: who has turned all of this into a gift to us, the God who is alive and who looks like Jesus. We are the ones Jesus has chosen as His vessels. That's why all of this is important.

So, sisters and brothers, let's assume that we are the messengers they need. As we deepen our knowledge of the Lord's love through this year of provision in our fellowship with one another, in study of Scriptures, and in deepening dwelling in the prayer that Jesus himself prayed in us and through us, let us see if we can't hear again the voice of the One who says, *Come to me all who labor and are heavy laden, and I will give you rest. Learn from me and you will find rest for your souls, for my yoke is easy and my burden is light.*

If we can hear and see Him together, then we can be certain that others will be hearing and seeing Him through us; and then through our mission, we may have the greatest and most priceless gift of walking with them into the Kingdom to which the Lord calls us. In Jesus' name. Amen.

## Postscript

Earlier I mentioned the work of the Strategic Task Force's Listening Committee (TLC). Our Canon Missioner, the Rev. Cathy Brall, reports that, to date, the committee has had conversations with 21 of our parishes and has identified at least 107 different forms of missional activities taking place in these parishes alone.

These activities span a broad range of categories where our congregations reach out in loving service to their communities and beyond. Here are a few examples:

For the past 30 years, the good people at Atonement in Carnegie have invited their community to enjoy a feast. They cook and serve a full and absolutely free Christmas dinner. The meal usually draws about 200 people, with another 70 to 100 carryout meals prepared or delivered to folks in their own homes. Efforts like this help make this small church known in their community as "The Church that Helps People."

At the Church of the Advent in Jeanette, a group has started converting those ubiquitous plastic shopping bags, which we all have far too many of, into mats for the homeless at the shelter in Greensburg. They cut the bags into strips and then crochet the strips together to form the mats. They're not sure this very labor intensive activity will be sustainable for them in the long run, but they gave it a try as a "holy experiment" to paraphrase the Rev. Dwight Zscheile, this year's St. Andrew's lecturer and author of the book, *People of the Way*. More recently, the people at Advent addressed a growing concern about youth hanging around their property and the potential for vandalism. They threw a party for these neighborhood kids the night before Halloween so they could get to know them in a more personal way. Approximately 50 kids came and several brought their families along, too.

And, St. Peter's, Brentwood, has started a worship and fellowship event they call "Patriot's Day for First Responders," on the Sunday nearest September 11th (9/11). Invitations are hand-delivered to police, fire, and EMS stations in nearby communities. They return to re-issue the invitation on the day before the event to make sure these first responders feel genuinely invited and remember to attend. The Sunday worship is shaped to honor these brave men and women through special prayers, music, and a relevant sermon. After worship, the parish hosts a festive lunch for the first responders and their families to further recognize and honor their service.

We want to share your story, too.

(The Right Rev.) Dorsey W. M. McConnell, D.D.  
Bishop of Pittsburgh

# Section B

## Budget and Financials

## Episcopal Diocese of Pittsburgh Proposed 2016 Budget

	Final 2014 Results (Cash Basis)	2015 Approved Budget with Council Reallocations	Actual Results through 8/31/2015	Proposed 2016 Budget
<b>INCOME</b>				
Parish Assessments Income	583,113	562,302	405,578	593,587
Endowment - Episcopacy	123,668	104,571	-	109,615
Endowment - Diocesan Mission	90,921	40,990	44,230	40,115
Community Service Fund - Diocesan Mission	200,502	124,764	126,064	124,560
Other Quasi-Endowments Redesignated by BOT	18,652	39,037	19,927	40,468
BOT Unrestricted Distribution	179,757	179,757	109,780	174,601
Miscellaneous Income	17,921	3,386	-	-
BOT - income from St. Christopher's proceeds	40,500	29,400	-	19,600
Income to Fund Canon Missioner	47,239	-	-	-
Bishop's Fund Transfers for Reopened Parishes	-	60,000	45,000	40,000
Chaplaincy Fund Income for College Ministry	-	-	-	3,000
Donations	3,280	1,000	200	1,000
Trusts, Foundations, Grants - Unrestricted	54,000	50,000	15,000	54,000
Widow's Corporation - Clergy Conference	-	-	-	-
Metcalf Missionary Fund (PNC Bank Trustee)	10,000	15,000	13,360	12,000
<b>TOTAL INCOME</b>	<b>1,369,553</b>	<b>1,210,207</b>	<b>779,139</b>	<b>1,212,546</b>
<b>NORMAL OPERATING EXPENSES</b>				
Beyond the Diocese	178,937	176,523	115,013	180,673
Formation and Mission	313,425	236,625	155,355	185,316
Office of the Bishop	243,123	243,900	156,848	256,216
Administration and Support	311,743	317,784	207,880	389,611
<b>TOTAL NORMAL OPERATING EXPENSES</b>	<b>1,047,228</b>	<b>974,831</b>	<b>635,096</b>	<b>1,011,816</b>
<b>Balance of Normal Revenues and Expenditures</b>	<b>322,325</b>	<b>235,376</b>	<b>144,043</b>	<b>200,730</b>
<b>Other Operating Expenses:</b>				
Reopened Churches - Net Expenses	166,971	149,241	103,631	98,736
Returned Properties - Net Expenses	62,567	41,135	36,762	51,812
Legal Expenses	19,157	75,000	10,854	50,000
<b>Total Extraordinary Expenses</b>	<b>248,695</b>	<b>265,376</b>	<b>151,247</b>	<b>200,548</b>
<b>TOTAL EXPENSES</b>	<b>1,295,923</b>	<b>1,240,207</b>	<b>786,343</b>	<b>1,212,364</b>
<b>Balance after Normal and Extraordinary Expenses</b>	<b>73,630</b>	<b>(30,000)</b>	<b>(7,204)</b>	<b>182</b>
<b>General Fund Balance, Beginning of Year</b>	<b>254,821</b>	<b>328,451</b>	<b>328,451</b>	<b>298,451</b>
<b>General Fund Balance, End of Year/Period</b>	<b>328,451</b>	<b>298,451</b>	<b>321,247</b>	<b>298,633</b>

## Episcopal Diocese of Pittsburgh Proposed 2016 Budget

	Final 2014 Results (Cash Basis)	2015 Approved Budget with Council Reallocations	Actual Results through 8/31/2015	Proposed 2016 Budget
<b>BEYOND THE DIOCESE</b>				
<b>National</b>				
TEC Assessment	150,000	145,000	96,667	150,000
General Convention Deputies	15,000	15,000	9,585	14,000
Outside the Diocese Meetings	4,038	5,000	4,891	5,000
<b>International</b>				
Lambeth .7% Resolution	3,053	3,053	-	3,523
Province Dues	2,096	2,870	2,870	2,900
PA Council of Churches	750	750	-	750
Christian Associates	2,000	2,000	1,000	2,000
Other Ecumenical	-	350	-	-
Episcopal Appalachian Ministries	2,000	2,500	-	2,500
<b>TOTAL BEYOND THE DIOCESE</b>	178,937	176,523	115,013	180,673
<b>FORMATION AND MISSION</b>				
<b>Canon for Mission</b>				
Salary	73,250	73,250	48,834	30,000
Expenses	3,999	4,431	1,804	4,500
Sabbatical Reserve	1,000	1,000	1,000	-
SECA	-	-	-	2,295
Pension	13,185	13,186	8,790	5,813
Health and Dental	7,962	8,034	5,352	-
<b>Total Canon for Mission</b>	99,396	99,901	65,780	42,608
<b>Canon for Formation</b>				
Salary	15,000	17,000	11,333	30,000
Expenses	4,238	4,540	2,007	4,500
SECA	1,148	1,301	867	2,295
Pension	2,906	3,294	2,196	5,813
<b>Total Canon for Formation</b>	23,292	26,135	16,403	42,608
<b>Canon Pastor</b>				
Salary	11,250	-	-	-
Expenses	5,091	4,500	1,463	4,500
SECA	860	-	-	-
Pension	2,180	-	-	-
<b>Total Canon Pastor</b>	19,381	4,500	1,463	4,500

## Episcopal Diocese of Pittsburgh Proposed 2016 Budget

	Final 2014 Results (Cash Basis)	2015 Approved Budget with Council Reallocations	Actual Results through 8/31/2015	Proposed 2016 Budget
<b>Chaplaincy Assistant</b>				
Salary	8,000	-	3,242	-
Pension	2,025	-	-	-
Insurance	1,971	-	-	-
Funding for Chaplaincy Assistant	-	-	(2,209)	-
Chaplaincy Assistant - Other	-	-	(1,275)	-
<b>Total Chaplaincy Assistant</b>	11,996	-	(242)	-
<b>Youth Ministry Coordinator</b>				
Salary	15,750	9,000	6,000	-
FICA	1,205	689	459	-
Benefits and Allowances	-	-	-	-
<b>Total for Youth Ministry Coordinator</b>	16,955	9,689	6,459	-
<b>Children and Youth</b>				
Children and Youth Ministry	7,005	6,500	1,683	5,000
Sheldon Calvary Camp	4,000	4,000	4,000	4,000
College Ministry - Heinz Chapel	1,429	-	(2,242)	3,000
Acolyte Festival	-	300	-	-
<b>Total for Children and Youth</b>	12,434	10,800	3,441	12,000
<b>Community Outreach</b>				
Coal Country Hangout	10,000	10,000	10,000	10,000
Shepherd's Wellness	3,000	3,000	3,000	3,000
Neighborhood Youth Outreach Program	10,000	10,000	5,000	10,000
<b>Total for Community Outreach</b>	23,000	23,000	18,000	23,000
<b>Training</b>				
Clergy Conference	1,341	-	377	-
Ministry Leadership Workshops	363	1,000	1,000	500
SafeChurch Training	-	500	-	1,000
Ordinands Training Program	-	500	-	-
EFM	1,500	1,500	1,500	1,500
<b>Total for Training</b>	3,204	3,500	2,877	3,000
<b>Ministry Support</b>				
Deacon's Ministry	-	500	175	500
Resource Center	-	-	-	-
Absalom Jones Celebration or Other Event	1,087	2,000	1,691	2,000
Commission on Race and Reconciliation	2,981	2,900	1,577	2,900
Other Committees	771	700	536	700
Social Justice and Outreach	3,467	2,000	1,600	2,000
<b>Total for Ministry Support</b>	8,306	8,100	5,579	8,100
Commission on Ministry	3,961	9,000	6,448	7,500
Diocesan Missions and Faithful Remnants	91,500	42,000	29,147	42,000
<b>TOTAL FORMATION AND MISSION</b>	313,425	236,625	155,355	185,316

## Episcopal Diocese of Pittsburgh Proposed 2016 Budget

	Final 2014 Results (Cash Basis)	2015 Approved Budget with Council Reallocations	Actual Results through 8/31/2015	Proposed 2016 Budget
<b>OFFICE OF THE BISHOP</b>				
Salary	120,000	120,000	80,000	126,200
<b>Other Expenses</b>				
Housing Allowance	35,000	35,000	23,333	35,000
Pension	27,900	27,900	18,600	29,016
Auto	6,431	6,000	2,245	6,000
Pastoral/travel	13,547	16,000	7,754	15,000
Benefits and allowances	27,015	26,000	17,792	29,000
Sabbatical Reserve	6,000	6,000	6,000	6,000
Lambeth Conference Reserve	-	-	-	2,500
Hospitality fund	4,920	4,500	1,074	5,000
Education fund	2,310	2,500	50	2,500
<b>Total Other Expenses</b>	<b>123,123</b>	<b>123,900</b>	<b>76,848</b>	<b>130,016</b>
<b>TOTAL OFFICE OF THE BISHOP</b>	<b>243,123</b>	<b>243,900</b>	<b>156,848</b>	<b>256,216</b>
<b>ADMINISTRATION AND SUPPORT</b>				
<b>Archives</b>				
Archivist Salary	30,000	8,775	5,850	8,775
Archivist Car Allowance	1,969	1,000	547	1,000
Archivist FICA	2,295	671	493	671
Pension	4,750	-	375	-
Health and Dental	7,666	-	56	-
Archives - Pitt Intern	-	-	-	1,500
<b>Total Archives</b>	<b>46,680</b>	<b>10,446</b>	<b>7,321</b>	<b>11,946</b>
<b>Director of Administration</b>				
Salary	10,006	23,652	16,797	37,080
Expenses	381	2,500	853	4,000
SECA	603	1,810	1,056	2,837
Pension	1,910	4,583	2,673	7,185
Health and Dental	-	-	-	17,520
<b>Total Director of Administration</b>	<b>12,900</b>	<b>32,545</b>	<b>21,379</b>	<b>68,622</b>
<b>Financial &amp; Property Administrator</b>				
Salary	19,554	28,736	19,284	29,598
Expenses	94	2,500	710	2,500
FICA	1,496	2,198	1,475	2,265
Pension	2,852	4,310	2,775	4,440
Benefits and Allowances	1,338	1,298	936	1,440
<b>Total Financial &amp; Property Administrator</b>	<b>25,334</b>	<b>39,042</b>	<b>25,180</b>	<b>40,243</b>
<b>Treasurer</b>				
Salary	40,933	42,900	28,600	54,912
Expenses	1,299	1,600	181	1,500
FICA	3,132	3,282	2,188	4,201
Pension	6,066	6,435	4,290	8,237
Dental	-	-	-	-
<b>Total Treasurer</b>	<b>51,430</b>	<b>54,217</b>	<b>35,259</b>	<b>68,850</b>

## Episcopal Diocese of Pittsburgh Proposed 2016 Budget

	Final 2014 Results (Cash Basis)	2015 Approved Budget with Council Reallocations	Actual Results through 8/31/2015	Proposed 2016 Budget
<b>Executive Secretary</b>				
Salary	35,067	35,067	23,378	35,067
FICA	2,683	2,683	1,788	2,683
Pension	5,260	5,260	3,507	5,260
Dental	1,338	1,298	936	1,440
<b>Total Executive Secretary</b>	<b>44,348</b>	<b>44,308</b>	<b>29,609</b>	<b>44,450</b>
Fundraising Consultant	-	-	-	-
Director of Communications	19,300	17,500	6,725	18,000
<b>Communications - Publications</b>				
Diocesan Newsletter	416	340	378	450
Webmaster (contract)	20,000	17,500	11,667	18,000
Communication Equipment	-	400	-	400
<b>Total Communications - Publications</b>	<b>20,416</b>	<b>18,240</b>	<b>12,045</b>	<b>18,850</b>
<b>Support</b>				
Annual Audit	14,350	14,000	13,956	14,500
Archival Storage and Supplies	708	2,500	961	2,500
Archival Space at Cathedral	10,000	10,000	7,500	-
Background Checks	110	1,000	-	1,000
Bank Service Fees	310	300	7	350
Copier	416	700	276	500
Database	-	500	-	500
Diocesan Convention	(274)	1,500	200	1,000
Internet Expense	904	950	517	1,000
Liability, Workers, Bond	18,646	35,000	28,134	35,000
Miscellaneous	2,745	2,500	955	2,500
Office Furniture/Equipment	-	1,000	144	1,000
Office Supplies	3,085	3,500	2,010	3,500
Payroll Service	712	700	234	700
Postage	1,881	2,150	1,049	2,000
Rent for Offices and Archives at Cathedral	32,695	15,186	11,631	35,000
Employee Transportation Expense	-	5,500	865	9,100
Staff Development	270	1,500	-	1,500
Technology - Hardware, Support, and Training	3,365	1,000	987	5,000
Telephones	1,412	2,000	936	2,000
<b>Total for Support</b>	<b>91,335</b>	<b>101,486</b>	<b>70,362</b>	<b>118,650</b>
<b>TOTAL ADMINISTRATION AND SUPPORT</b>	<b>311,743</b>	<b>317,784</b>	<b>207,880</b>	<b>389,611</b>

	Final 2014 Results (Cash Basis)	2015 Approved Budget with Council Reallocations	Actual Results through 8/31/2015	Proposed 2016 Budget
<b>BUDGET APPENDIX A - REOPENED PARISHES AND RETURNED PROPERTIES</b>				
<b>Reopened Churches - Net (Income)/Expense</b>				
St. Thomas, Northern Cambria	26,433	29,080	19,708	28,880
St. James, Penn Hills	47,018	77,489	53,442	41,830
St. Barnabas, Brackenridge	10,326	12,672	6,238	7,926
St. David's, Peter's Township	54,084	30,000	24,243	20,000
St. John's, Donora	100	-	-	100
Trinity Cathedral, Pittsburgh	29,010	-	-	-
<b>Total Reopened Churches - Net (Income)/Expense</b>	<b>166,971</b>	<b>149,241</b>	<b>103,631</b>	<b>98,736</b>
<b>Property Expenses - Net (Income)/Expense</b>				
Prince of Peace, Aliquippa	7,525	9,550	5,663	7,500
St. Andrew's, New Kensington	11,927	8,188	(352)	13,988
Church of Transfiguration, Clairton	2,295	(1,940)	118	(5,950)
Church of the Epiphany, Avalon	12,259	2,700	(3,279)	3,000
Donegal	10,909	7,700	2,324	9,850
Land, Allegheny Township	462	500	143	500
Smicksburg Cemetery	(50)	-	(115)	-
Grace Menallen Cemetery	1,520	1,540	1,620	1,700
Christ the King, Beaver Falls	6,579	6,456	5,023	7,180
Trinity, Freeport	1,120	1,080	238	984
All Saints, Rosedale	(15,413)	(10,800)	5,875	(15,520)
St. Martin's, Monroeville	23,273	20,237	20,870	10,000
Good Samaritan, Liberty Boro	126	(4,196)	(1,601)	(4,420)
Contingency for Property Repairs	35	120	235	5,000
Contingency for Expenses Relating to Sale of Properties	-	-	-	18,000
<b>Total Property Expenses - Net (Income)/Expense</b>	<b>62,567</b>	<b>41,135</b>	<b>36,762</b>	<b>51,812</b>

# Proposed 2016 Budget

## Comments

1. The balanced budget was presented and approved at the October 5, 2015 Council Meeting.
2. Parish Assessments Income is computed based on data from Parochial Reports for 2014, 2013, and 2012. Parish Assessments Income was calculated using the lower of 2014 Normal Operating Income (Line A from Parochial Report) or the average of the 2014, 2013, and 2012 Normal Operating Income.
3. The formula used to calculate Parish Assessments Income was adopted at the 2009 Annual Convention. The first \$35,000 of Normal Operating Income is assessed at 5% and Normal Operating Income in excess of \$35,000 is assessed at 11%. In the past, the diocesan portion of the assessment (84%) and the TEC mission portion of the assessment (16%) were included on two separate lines. For 2016, they have been combined and renamed Parish Assessments Income.
4. For budgeting, the diocesan portion of total Parish Assessments Income is reduced by 7.5% and the TEC national portion is reduced by 10% to allow for situations that might result in the diocese receiving less than full payment, such as when assessment relief is approved for a specific parish. Requests for relief granted in 2014 are not reflected in the calculation of the 2016 proposed assessment amounts.
5. Endowment Transfers continue to be calculated using a 4.5% spending policy on endowment average balances over the prior four-year period.
6. The Bishop's Fund Board approved the use of \$20,000 each (\$40,000 total) to support the reopened parishes of St. David's Episcopal Church and St. James Episcopal Church.
7. The Canon for Mission position was reduced from full-time in 2015 to half-time in 2016.
8. The budget impact of the move of the diocesan offices to Trinity Cathedral in 2015 is Rent for Offices and Archives of \$35,000 and Employee Transportation Expense of \$9,100 for parking and public transportation fees.
9. Reopened Parishes funding reduced by \$50,000 due to decreased funding/increasing financial stability of St. David's, Peters Township, St. James, Penn Hills, and St. Barnabas, Brackenridge.
10. Returned Properties net expenses increased due to anticipated costs associated with closing and potential sale of various returned properties.

# Assessments for Parishes Submitting 2014 TEC Parochial Reports

Episcopal Diocese of Pittsburgh Assessments for Parishes Submitting 2014 TEC Parochial Reports					
Parish	Location	Total 2016 Assessment	Diocesan Portion (84%)	TEC National Portion (16%)	Growth Fund (7% of Assessment)
St. Peter's Episcopal Church	Blairsville	1,039	872	166	73
St. Barnabas Episcopal Church	Brackenridge	2,396	2,013	383	168
St. Peter's Episcopal Church	Brentwood	17,449	14,657	2,792	1,221
All Saints' Episcopal Church	Brighton Heights	2,847	2,391	455	199
St. Thomas Episcopal Church	Canonsburg	9,845	8,270	1,575	689
Church of the Atonement	Canegie	1,396	1,173	223	98
Church of the Nativity	Crafton	11,736	9,858	1,878	822
St. John's Episcopal Church	Donora	701	588	112	49
Calvary Episcopal Church	East Liberty	145,466	122,191	23,275	10,183
St. Brendan's Episcopal Church	Franklin Park	17,085	14,352	2,734	1,196
Church of the Good Shepherd	Hazelwood	1,185	995	190	83
St. Andrew's Episcopal Church	Highland Park	44,764	37,602	7,162	3,134
St. Matthew's Episcopal Church	Homestead	1,203	1,011	192	84
Church of the Holy Cross	Homewood	12,650	10,626	2,024	885
Christ Episcopal Church	Indiana	15,083	12,670	2,413	1,056
The Church of the Advent	Jeannette	1,218	1,023	195	85
St. Mark's Episcopal Church	Johnstown	12,499	10,500	2,000	875
St. Paul's Episcopal Church	Kittanning	14,286	12,001	2,286	1,000
St. Michael's of the Valley Episcopal Church	Ligonier	47,091	39,557	7,535	3,296
St. Stephen's Episcopal Church	McKeesport	7,681	6,452	1,229	538
St. Paul's Episcopal Church	Monongahela	1,256	1,055	201	88
St. Paul's Episcopal Church	Mt. Lebanon	84,017	70,574	13,443	5,881
Christ Episcopal Church	North Hills	46,444	39,013	7,431	3,251
Emmanuel Episcopal Church	North Side	4,773	4,010	764	334
All Souls Episcopal Church	North Versailles	1,452	1,220	232	102
St. Thomas Episcopal Church	Northern Cambria	207	174	33	14
St. Thomas Memorial Church	Oakmont	26,373	22,154	4,220	1,846
St. James Episcopal Church	Penn Hills	1,459	1,225	233	102
St. David's Episcopal Church	Peter's Twp	6,583	5,530	1,053	461
Trinity Cathedral	Pittsburgh	49,904	41,919	7,985	3,493
St. Michael's Episcopal Church	Rural Valley	92	77	15	6
St. Bartholomew's Episcopal Church	Scottdale	880	740	141	62
St. Francis-in-the-Fields Episcopal Church	Somerset	6,737	5,659	1,078	472
Church of the Redeemer	Squirrel Hill	25,668	21,561	4,107	1,797
St. Stephen's Episcopal Church	Wilkinsburg	21,037	17,671	3,366	1,473
<b>Assessments Total</b>		<b>\$ 644,502</b>	<b>\$ 541,382</b>	<b>\$ 103,120</b>	<b>\$ 45,115</b>
<b>Assessments Realized (diocesan portion at 92.5% of total; TEC mission portion at 90% of total)</b>		<b>\$ 593,587</b>	<b>\$ 500,778</b>	<b>\$ 92,809</b>	<b>\$ 38,348</b>

**Summary of Pool I Endowment Funds Held at Morgan Stanley  
For the Year Ended December 31, 2014**

2014 ACTIVITY

Pool I Balance, beginning of year	\$ 22,981,650.01
Additions	409,755.61
Income	357,678.75
Realized Gain	788,917.00
Withdrawals	(175,867.32)
Spending Policy	(1,009,503.38)
Unrealized Loss	(697,147.66)
Rounding difference	
	<hr/>
Pool I Balance, end of year	\$ 22,655,483.01
Accrued Interest at 12/31/2014 (See Note 1)	(48,032.01)
Investments in Pool I Ending Balance per audited financial statements	<u><u>\$ 22,607,451.00</u></u>

Note 1: Accrued interest recorded only at 12/31/2014 for financial reporting purposes.

BREAKDOWN OF POOL I ENDING VALUE:

Funds Held for Others	\$ 3,015,617.56
Permanently Restricted	9,115,506.82
Temporarily Restricted	-
Trustee Designated	5,968,603.22
Trustee Undesignated	4,555,755.41
	<hr/>
Pool I Balance, end of year	<u><u>\$ 22,655,483.01</u></u>

Pool 2014 Summary of Activity by Fund

Donor No.	Donor Name	Beginning Bal.	Additions	Other Deposits	Income	Realized Gain	Withdrawal	Spending Policy	Unrealized Gain/Loss	Ending Balance	Beginning Shares	Share Activity	Ending Shares
100100001	ST. THOMAS BARNESBORO	12,397.29	0.00	0.00	45.96	423.96	0.00	(124.43)	(667.90)	12,174.87	3,018.4381	86.0380	3,103.4762
100100002	BRACKENRIDGE	47,077.75	0.00	0.00	174.52	1,609.95	0.00	(472.51)	(2,156.59)	46,233.11	11,462.2848	322.9253	11,785.2101
100100003	BUTLER ALTAIR GUILD	350.55	0.00	0.00	1.30	11.99	0.00	(3.52)	(16.06)	344.16	85.3486	2.0445	87.3931
100100006	BUTLER ENDOWMENT RESERVE	14,320.41	0.00	0.00	58.47	526.36	0.00	(146.77)	(58.47)	14,092.38	3,486.4515	89.3052	3,575.7567
100100010	ATONEMENT CARNEGIE SAVINGS	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.0006	0.0000	0.0006
100100011	CORKERY	38,265.25	0.00	0.00	141.85	1,308.59	0.00	(364.06)	(1,752.90)	37,578.72	9,316.6554	262.4768	9,579.1322
100100012	NATIVITY CRAFT ENDOWMENT	746,724.62	0.00	0.00	2,168.12	25,536.52	0.00	(7,484.92)	(34,207.28)	733,337.18	181,811.6934	5,122.1542	186,933.8476
100100016	FOX CHAPEL COLUMBIARUM	204.85	0.00	0.00	0.77	7.08	0.00	0.00	(9.48)	203.21	49.8759	1.9251	51.8010
100100017	FOX CHAPEL COLUMBIARUM	9.77	0.00	0.00	0.04	0.34	0.00	0.00	(0.45)	9.69	2.3779	0.0918	2.4697
100100018	GALLAGHER & ELGIN	1,419.54	0.00	0.00	5.26	48.55	0.00	(14.10)	(66.04)	1,394.21	345.6229	9.7735	355.3964
100100021	ELIZABETH HAMMER	48,364.64	0.00	0.00	179.29	1,653.95	0.00	(2,215.54)	(47,486.91)	47,486.91	11,775.6118	331.7526	12,107.3644
100100022	MARY CRAFT HARDY	16,584.26	0.00	0.00	61.48	587.14	0.00	(166.45)	(759.72)	16,286.71	4,037.8622	113.7581	4,151.6203
100100023	HAZELWOOD ENDOWMENT	2,369.62	0.00	0.00	8.78	81.04	0.00	(23.78)	(108.55)	2,327.11	576.9446	16.2542	593.1888
100100024	DAVID HENRY	67,669.83	0.00	0.00	250.48	2,310.72	0.00	(678.18)	(3,095.31)	66,357.54	16,451.6090	463.4888	16,915.0978
100100025	HOMESTEAD	19,829.84	0.00	0.00	678.13	6,181.33	0.00	(1,989.03)	(4,800.39)	19,474.06	4,828.0828	136.0209	4,964.1037
100100026	ELIZABETH HAMMER	1,656.55	0.00	0.00	10.35	97.46	0.00	(28.46)	(114.56)	1,532.34	389.8163	9.6254	399.4417
100100028	LOCAL LIBERTY BORO	128,609.37	0.00	0.00	476.75	4,398.14	0.00	(1,260.93)	(5,581.52)	126,322.34	31,313.3474	882.1864	32,196.5338
100100029	ROGAN MCGREGOR	119,900.46	0.00	0.00	448.97	4,141.88	0.00	(1,260.93)	(5,581.52)	118,943.08	29,192.8406	712.7572	30,919.5978
100100030	MARSHALL FUND - UNIONTOWN	3,065.84	0.00	0.00	11.36	104.84	0.00	(30.77)	(140.44)	3,010.84	746.4576	21.0298	767.4875
100100031	MARSHALL FUND - UNIONTOWN	71,203.69	0.00	0.00	263.95	2,434.99	0.00	(714.66)	(3,261.78)	69,936.20	17,336.3654	488.4149	17,824.7903
100100035	NORTH SIDE EMANUEL FUND	96,107.38	0.00	0.00	356.27	3,286.64	0.00	(964.51)	(4,402.60)	94,383.08	23,389.8050	659.2393	24,059.0443
100100038	ST. LUKE'S PATON	11,498.38	0.00	0.00	0.00	0.00	0.00	0.00	0.00	11,498.38	2,799.5697	(2,799.5706)	(0.0010)
100100039	JOSEPHINE PAYNE	33,683.46	0.00	0.00	124.86	1,151.89	0.00	(338.07)	(1,543.00)	33,079.14	8,201.1032	231.0485	8,432.1517
100100041	PLUMMER MEM	7,719.98	0.00	0.00	37.32	324.85	0.00	(95.34)	(363.65)	7,391.65	1,879.6264	52.9544	1,932.5808
100100042	ST. BARTHOLOMEW'S SCOTTDAL	37,043.39	0.00	0.00	137.32	1,266.79	0.00	(371.80)	(1,696.33)	36,378.78	9,019.1628	254.0956	9,273.2594
100100045	RUTH TAYLOR	9,499.20	0.00	0.00	35.21	324.85	0.00	(95.34)	(363.65)	9,228.77	2,312.8241	65.1589	2,377.9890
100100049	TRINITY WASHINGTON	47,446.56	0.00	0.00	175.88	1,622.96	0.00	(476.21)	(1,273.48)	46,596.31	11,552.0821	325.4551	11,877.5372
100100051	ADAM MAE GOOD	65,664.95	0.00	0.00	411.37	3,811.37	0.00	(1,161.31)	(4,627.43)	64,454.54	11,356.3012	302.5172	11,658.8184
100100052	ST. PAUL'S KITTANNING - MEMORIAL	1,204.96	0.00	0.00	4,465.99	41,151.37	0.00	(12,068.91)	(55,222.61)	289,349.24	28,149.2142	8,369.2127	30,018.4269
100100059	CARNEGIE ATONEMENT MEMORIAL	107,284.96	0.00	0.00	373.99	3,450.10	0.00	(4,621.55)	(99,077.16)	28,121.2739	26,121.2739	(865.6681)	25,255.6047
100100060	KNEPPER/CRAFTON	464.20	0.00	0.00	1.74	16.04	0.00	(21.48)	(480.49)	113.0210	113.0210	4.3823	117.3633
100100061	UNIONTOWN SPIRITUAL GROWTH FUND	12,638.90	0.00	0.00	46.85	432.19	0.00	(126.85)	(578.94)	12,411.25	66,6879	3,163.7328	13,575.9856
100100062	UNIONTOWN SPIRITUAL GROWTH FUND	22,837.00	0.00	0.00	83.46	769.92	0.00	(103.34)	(22,109.94)	5,426.5620	209.4492	5,636.0112	6,201.0224
100100066	JEANNETTE RECTORY FUND	54,948.86	0.00	0.00	203.69	1,879.12	0.00	(551.51)	(2,517.16)	53,983.00	13,378.7080	376.9165	13,755.6245
100100067	HOFFMIRE-TRINITY CATHEDRAL	7,036.57	0.00	0.00	26.08	240.63	0.00	(70.62)	(322.34)	6,910.33	1,713.2343	48.2679	1,761.5022
100100071	BERTHA STREET/MT. WASHINGTON	19.05	0.00	0.00	0.07	0.63	0.00	0.00	(0.88)	18.90	0.6390	0.1790	4.8180
100100073	MC MILLIN ENDOWMENT FUND-MT WASHINGTON	142.73	0.00	0.00	0.53	4.93	0.00	0.00	(6.61)	141.59	34.7523	1.3413	36.0936
100100074	CHURCH OF THE TRANSFIGURATION ORGAN FUND	28,742.68	0.00	0.00	107.63	992.90	0.00	(1,330.02)	(28,513.82)	28,513.82	6,988.1420	270.1076	7,268.2496
100100075	CHURCH OF THE TRANSFIGURATION GENERAL FUND	24,265.33	0.00	0.00	90.94	838.92	0.00	(1,123.77)	(24,091.42)	24,091.42	5,912.8884	282.2199	6,141.1063
100100076	LINDSAY FUND FOR ST. PAUL'S KITTANNING	9,554.37	0.00	0.00	36.50	340.41	0.00	0.00	(555.00)	9,275.68	2,369.2579	92.6058	2,451.9327
<b>Subtotal</b>		<b>3,086,509.57</b>	<b>0.00</b>	<b>0.00</b>	<b>11,383.03</b>	<b>105,010.87</b>	<b>(18,908.69)</b>	<b>(27,710.66)</b>	<b>(140,666.56)</b>	<b>3,015,617.56</b>	<b>751,489.90</b>	<b>17,215,060</b>	<b>785,706.4671</b>

Donor No.	Donor Name	Beginning Bal.	Additions	Other Deposits	Income	Realized Gain	Withdrawal	Spending Policy	Unrealized Gain/Loss	Ending Balance	Beginning Shares	Share Activity	Ending Shares
200200001	PERMANENTLY RESTRICTED	108,687.41	0.00	0.00	402.90	3,716.85	0.00	(1,090.87)	(4,978.87)	106,737.41	26,462.7375	745.5308	27,208.2683
200200002	HELEN BARTLETT	70,435.75	0.00	0.00	240.67	2,220.27	0.00	(6,162.72)	(2,974.14)	63,759.83	17,149.3891	(896.4704)	16,252.9188
200200003	R.D. & CARRIE BAUGHMAN	6,540.62	0.00	0.00	24.25	223.67	0.00	(65.65)	(6,232.62)	6,423.27	1,592.4810	44.8647	1,637.3457
200200004	JOHN & LILLIAN BIRD	90,678.12	0.00	0.00	336.14	3,100.97	0.00	(910.12)	(4,153.88)	89,051.23	22,077.9143	621.9579	22,699.8722
200200005	BIRD	5,683.91	0.00	0.00	21.07	194.38	0.00	(57.05)	(260.38)	5,581.93	1,383.8941	38.9882	1,422.8823
200200006	BOWMAN INSTITUTE	49,173.40	0.00	0.00	184.13	1,698.66	0.00	(2,275.42)	(48,780.77)	11,972.5260	462.1041	12,434.6301	
200200007	LOUISE & LULU BROWN/CW	14,032.36	0.00	0.00	52.02	479.87	0.00	(140.84)	(642.81)	13,780.60	3,416.5371	96.2536	3,512.7907
200200008	LOUISE & LULU BROWN/SMB	14,212.17	0.00	0.00	52.08	486.02	0.00	(142.64)	(661.05)	13,957.18	3,460.3161	97.4870	3,557.8031
200200009	LOUISE & LULU BROWN/REINVEST	15,239.24	0.00	0.00	54.18	499.82	0.00	(770.34)	(669.53)	14,353.37	3,710.3831	(51,588.4)	3,658.7947
200200010	LOUISE & LULU BROWN/UTO	14,036.65	0.00	0.00	52.03	480.02	0.00	(140.88)	(645.01)	13,794.81	3,477.8816	96.2539	3,513.8646
200200011	LUCY BROWN/FIELD	286,276.13	0.00	0.00	1,088.28	10,131.83	0.00	(2,976.49)	(13,572.01)	290,857.73	72,138.0224	2,031.5817	74,167.5841
200200012	LUCY BROWN/FIELD	24,574.98	0.00	0.00	88.92	824.55	0.00	(243.33)	(1,118.36)	23,332.28	5,306.1632	166.3819	5,472.5601
200200013	MARY WILSON/ST. PAUL'S	1,204.96	0.00	0.00	4,465.99	41,151.37	0.00	(12,068.91)	(55,222.61)	289,349.24	28,149.2142	8,369.2127	30,018.4269
200200014	BERTHA CUMMINGS	48,343.93	0.00	0.00	179.21	1,653.25	0.00	(485.23)	(4,246.80)	47,738.57	11,770.6687	331.6105	12,103.1792
200200015	ECW PERMANENT MEMORIAL FUND	126,505.09	0.00	0.00	468.95	4,326.17	0.00	(1,269.71)	(5,795.09)	124,235.41	30,800.9071	867.7484	31,668.6565
200200016	WM. & ELIZABETH ELKIN	5,490.22	0.00	0.00	20.35	187.75	0.00	(55.10)	(251.51)	5,391.71	1,336.7340	37.6596	1,374.3936
200200017	ELIZABETH FLEMING/ADVENT	35,179.92	0.00	0.00	130.41	1,203.07	0.00	(353.09)	(1,611.57)	34,548.74	8,565.4535	241.3133	8,806.7668
200200018	ELIZABETH FLEMING/ECW	35,179.92	0.00	0.00	130.41	1,203.07	0.00	(353.09)	(1,611.57)	34,548.74	8,565.4535	241.3133	8,806.7668
200200019	MARGARET GARNER	25,656.48	0.00	0.00	87.73	817.39	0.00	(1,175.31)	25,196.16	25,196.16	6,246.7289	175.9881	6,423.1251
200200020	GIRLS FRIENDLY	39,589.44	0.00	0.00	146.79	1,354.21	0.00	(397.45)	(1,814.01)	38,888.98	9,641.5002	271.6286	9,913.1288
200200021	GAFFNEY ENDOWMENT/CANTERBURY	614.25	0.00	0.00	2.28	21.01	0.00	(6.18)	(28.14)	603.23	149.5558	4.2134	153.7692
200200022	GAFFNEY ENDOWMENT/SCC	615.24	0.00	0.00	2.28	21.04	0.00	(6.18)	(28.18)	604.21	149.7971	4.2202	154.0173

**Pool 2014 Summary of Activity by Fund**

Donor No.	Donor Name	Beginning Bal.	Additions	Other Deposits	Income	Realized Gain	Withdrawal	Spending Policy	Unrealized Gain/Loss	Ending Balance	Beginning Shares	Share Activity	Ending Shares
200200039	RUTH SHELDON MCKELVEY	30,222.85	0.00	0.00	112.04	1,033.55	0.00	(303.34)	(1,394.46)	29,680.61	7,358,5288	207,3108	7,565,8395
200200040	BISHOP MANN	47,333.37	0.00	0.00	161.85	1,493.06	0.00	(4,061.72)	(2,000.00)	42,876.54	11,517,2192	(897,6266)	10,929,5927
200200041	R.K. WELDON FOUNDATION	506,124.56	0.00	0.00	21.81	17,449.17	0.00	0.00	(23,373.92)	501,091.28	122,985,9271	4,746,8773	127,735,4043
200200043	WILSON MILLER	5,883.56	0.00	0.00	85.27	793.94	0.00	(59.05)	(268.52)	6,192.31	1,432,5031	40,3577	1,472,8608
200200044	WILSON MILLER/CHRIST CHURCH	6,915.49	0.00	0.00	25.78	207.94	0.00	(1,974.22)	(6,539.00)	5,369.27	1,689,7069	169,6322	1,708,2390
200200045	WILSON MILLER/SCOPACY	32,073.25	0.00	0.00	120.10	1,107.95	0.00	0.00	(1,484.15)	31,617.15	7,809,0543	301,4064	8,110,4607
200200046	WILSON MILLER/MISSIONS	25,133.48	0.00	0.00	85.88	792.28	0.00	0.00	(2,198.19)	22,727.56	6,119,3913	(319,6727)	5,799,7187
200200047	MISSIONS DEPARTMENT	159,763.64	0.00	0.00	532.75	4,914.76	0.00	(17,489.63)	(6,583.53)	141,137.99	38,888,5543	(2,921,2878)	35,977,2667
200200048	EDITH MORRISON	30,885.90	0.00	0.00	114.49	1,056.22	0.00	(310.00)	(1,414.85)	30,331.77	7,519,9645	11,85689	7,731,8234
200200049	M.E. & M.L. MUDGE	134,381.72	0.00	0.00	447.80	4,131.06	0.00	(5,533.73)	(5,533.73)	118,632.33	32,718,6754	(2,978,2919)	30,240,3835
200200050	CORA MAY NEISON/EOW	13,673.09	0.00	0.00	50.69	467.61	0.00	(626.39)	(626.39)	13,428.57	3,329,2619	93,7948	3,424,0667
200200051	CORA MAY NEISON/UTO	13,673.09	0.00	0.00	50.70	467.76	0.00	(137.28)	(626.39)	13,432.68	3,330,2808	93,8235	3,424,1043
200200052	ELLA C. PARSHALL #1	5,722.42	0.00	0.00	21.43	197.68	0.00	0.00	(264.80)	5,676.72	1,393,2690	53,7761	1,447,0450
200200053	ELLA C. PARSHALL #2	7,088.76	0.00	0.00	26.28	242.42	0.00	(71.15)	(324.73)	6,961.58	1,725,4137	48,6098	1,774,5647
200200054	ELLA C. PARSHALL #3	7,088.60	0.00	0.00	26.27	242.34	0.00	(19.10)	(324.94)	6,999.45	1,725,4137	48,6098	1,774,5647
200200056	WILLIAM PARSHALL/SPUCW	1,903.03	0.00	0.00	7.05	65.06	0.00	(67.17)	(67.17)	1,835.86	463,3414	35,0356	476,3950
200200057	WILLIAM PARSHALL/SPUCW	2,051,897.90	0.00	0.00	7,689.86	70,819.93	0.00	(84,187.11)	(84,187.11)	2,038,710.69	489,835,2618	19,530,356	518,245,625
200200058	MRS. ONKSBY PHILIPS	26,695.57	0.00	0.00	98.96	912.82	0.00	(1,223.91)	(62,551)	26,216.61	6,499,7208	183,1157	6,682,8365
200200059	SALLIE O. PHILIPS	6,232.54	0.00	0.00	23.10	213.14	0.00	(62.55)	(62.55)	6,120.72	1,517,4720	42,7515	1,560,2235
200200060	NATALIE RAYST, PAUL'S	172,389.46	0.00	0.00	639.04	5,895.30	0.00	(1,730.24)	(7,897.02)	169,296.55	41,972,6340	1,820,4889	43,155,1229
200200061	NATALIE RAY/BISHOP'S FUND	169,220.00	0.00	0.00	633.65	5,845.59	0.00	0.00	(7,830.41)	167,868.63	41,200,9491	1,850,2347	42,791,1838
200200062	NATALIE RAY/GROWTH FUND	189,794.94	0.00	0.00	748.14	6,901.78	0.00	0.00	(9,245.22)	198,199.64	48,645,2022	1,877,5608	50,522,7630
200200063	NORMAN RAY	150,883.27	0.00	0.00	559.32	5,159.84	0.00	(1,514.38)	(6,911.83)	148,176.22	36,736,4013	1,034,9693	37,771,3706
200200064	ERNEST REINHOLD	91,187.11	0.00	0.00	338.03	3,118.38	0.00	(915.23)	(4,177.21)	89,551.08	22,201,8392	625,4891	22,827,3283
200200065	GEORGE RHODES	332,021.19	0.00	0.00	1,161.27	10,712.92	0.00	(21,889.82)	(14,350.42)	307,645.14	80,839,0739	(2,417,7261)	78,421,3478
200200066	HARRIET ROBINSON	128,556.84	0.00	0.00	469.14	4,327.94	0.00	(1,270.23)	(9,593.85)	205,454.98	30,813,5082	866,1044	31,691,6126
200200068	SCHOENBERGER	228,966.97	0.00	0.00	775.53	7,154.42	0.00	(19,868.29)	(19,593.85)	205,454.98	55,260,9288	(2,885,7877)	52,372,2111
200200069	EMMA SERRIGHT/BULGER	1,382.84	0.00	0.00	5.22	48.11	0.00	0.00	(64.46)	1,381.71	339,1216	13,0881	352,2107
200200070	WHEL SEARIGHT/SHIPPY	4,956.62	0.00	0.00	18.20	169.86	0.00	0.00	(178.67)	4,788.17	968,1729	14,319800	97,033,2158
200200071	WHEL SEARIGHT/SHIPPY	145,636.74	0.00	0.00	540.20	5,059.49	0.00	(1,481.00)	(6,178.67)	142,458.17	36,398,1729	1,423,9860	47,822,1609
200200072	ADALINE SMITH	96,632.04	0.00	0.00	368.79	3,402.20	0.00	(1,444.10)	(4,557.39)	97,701.54	24,014,4998	801,4498	24,904,9493
200200073	WILLIAM SMITH	35,138.98	0.00	0.00	130.26	1,201.67	0.00	(352.88)	(1,609.88)	34,508.54	8,555,4866	241,0025	8,796,5191
200200074	STEEP FAMILY FUND	134,228.17	0.00	0.00	497.58	4,590.28	0.00	(1,347.22)	(6,148.88)	131,819.63	32,681,2898	920,7252	33,602,0150
200200075	CHARLES STEVENSON	8,732.97	0.00	0.00	32.37	298.65	0.00	(87.65)	(400.05)	8,576.29	2,126,2666	59,9030	2,186,1696
200200076	ELIZA STUART	299,134.70	0.00	0.00	1,120.13	10,333.40	0.00	0.00	(13,842.02)	296,746.20	72,832,0140	2,811,1001	75,643,1142
200200077	TERREL SEMINARIAN FUND	10,771.86	0.00	0.00	40.34	372.11	0.00	0.00	(498.45)	10,685.85	2,622,8650	101,2279	2,729,9128
200200078	THEOLOGICAL STUDENT AID	306,743.76	0.00	0.00	1,148.62	10,596.25	0.00	0.00	(14,194.13)	304,294.50	74,684,6338	2,882,6058	77,567,2936
200200079	T.P.M.	17,853.95	0.00	0.00	66.86	616.75	0.00	0.00	(826.17)	17,711.39	4,347,0024	167,7814	4,514,7838
200200080	ALEXANDER VANCE	58,516.04	0.00	0.00	198.38	1,830.12	0.00	(537.13)	(2,451.52)	52,555.89	13,029,8535	367,0882	13,936,9417
200200082	EDWARD WARD	46,038.61	0.00	0.00	178.08	1,642.80	0.00	(482.15)	(471.66)	47,176.74	11,686,2327	329,5163	12,025,7489
200200083	WILLIAM WARD	315,946.81	0.00	0.00	1,622.71	10,910.71	0.00	0.00	(14,615.36)	313,324.86	76,901,0554	2,865,1511	79,689,1956
200200084	ISABELLA WHITE	16,976.82	0.00	0.00	60.92	567.96	0.00	(23.91)	(348.36)	16,634.63	4,167,4747	107,1877	4,274,6624
200200085	ISABELLA WHITE	5,421.52	0.00	0.00	20.76	195.40	0.00	(5.11)	(348.36)	5,324.25	1,320,0087	37,1984	1,357,2071
200200086	WILLIAM WHITEHEAD	280,065.92	0.00	0.00	1,048.72	9,674.68	0.00	0.00	(12,599.64)	277,829.68	68,189,025	2,831,0025	70,821,1337
200200088	CHAPLAINCY PROGRAM FUND	41,210.63	0.00	0.00	152.77	1,409.30	0.00	(413.82)	(1,887.83)	40,471.25	10,033,7843	262,6803	10,316,4646
200200089	WASHINGTONTOWN	636,840.30	0.00	0.00	2,384.68	21,999.20	0.00	(29,488.86)	(29,488.86)	631,755.32	155,055,1026	5,984,6679	161,039,7706
200200090	MARY GREENAWAY TRUST	25,893.91	0.00	0.00	95.99	885.51	0.00	(259.89)	(1,186.18)	25,429.34	6,304,5361	177,6168	6,482,1528
200200091	MARY GREENAWAY TRUST	75,899.55	0.00	0.00	281.36	2,595.58	0.00	(761.79)	(3,478.89)	74,537.81	18,473,6915	520,6258	19,000,3171
<b>Subtotal</b>		<b>9,313,127.04</b>	<b>0.00</b>	<b>0.00</b>	<b>34,408.25</b>	<b>317,423.31</b>	<b>0.00</b>	<b>(124,249.69)</b>	<b>(425,202.08)</b>	<b>9,115,506.82</b>	<b>2,267,519.61</b>	<b>56,100.14</b>	<b>2,323,619,7484</b>

**TEMPORARILY RESTRICTED**

300300001	SHELDON CALVARY CAMP INV.	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00
<b>Subtotal</b>		<b>0.00</b>	<b>0.00</b>	<b>0.00</b>	<b>0.00</b>	<b>0.00</b>	<b>0.00</b>	<b>0.00</b>	<b>0.00</b>	<b>0.00</b>	<b>0.00</b>	<b>0.00</b>	<b>0.00</b>
<b>UNRESTRICTED</b>													
400400002	BISHOP'S FUND	285,481.95	0.00	0.00	1,069.00	9,861.77	0.00	0.00	(13,210.27)	283,202.46	69,507,9020	2,882,7992	72,190,7013
400400003	BISHOP RESIDENCE FUND	397,455.56	0.00	0.00	1,450.85	13,384.38	0.00	0.00	(17,928.95)	394,361.84	94,335,9910	3,841,0300	97,977,0810
400400005	CHURCH CLUB	22,915.89	0.00	0.00	85.81	791.61	0.00	0.00	(1,060.40)	22,732.91	5,579,4611	215,3507	5,794,8118
400400006	CLERGY RELIEF	244,656.61	0.00	0.00	916.13	8,451.49	0.00	0.00	(11,321.14)	242,732.09	59,567,9250	2,289,1456	61,867,0705
400400007	COMMUNITY SERVICE FUND	3,006,620.94	0.00	0.00	11,164.10	102,991.13	0.00	(25,198.79)	(137,961.02)	2,957,616.36	732,038,9698	21,882,4414	753,921,4112
400400009	J.H. GLASS	56,813.99	0.00	0.00	209.00	1,928.05	0.00	0.00	(2,682.71)	55,388.33	13,589,3468	524,5086	14,113,8654
400400010	LAYMEN'S MISSIONARY LEAGUE	17,086.83	0.00	0.00	268.54	2,444.81	0.00	0.00	(327.93)	17,752.52	1,725,4716	66,5981	1,792,0697
400400011	PRAYER BOOK SOCIETY	24,795.42	0.00	0.00	670.10	6,181.78	0.00	0.00	(8,290.77)	17,752.52	43,570,5523	1,681,6943	45,252,2467
400400012	SMICKSBURG CEMETERY	178,952.41	0.00	0.00	90.51	834.94	0.00	0.00	(1,118.44)	23,977.27	5,884,8692	227,1385	6,112,0077
400400013	ST. PETER'S SEMINARIAN FUND	96,641.25	0.00	0.00	388.13	3,303.86	0.00	0.00	(4,425.66)	94,877.58	23,286,9144	889,7828	24,186,0969
400400014	WEST BROWNSVILLE	48,182.60	0.00	0.00	162.32	1,581.93	0.00	(493.64)	(2,335.01)	48,300.19	11,974,7444		

# Section C

## Action Items

## **ACTION ITEMS**

### **Committee on Constitution and Canons Proposed Amendments in the Constitution and Canons For the Consideration of Diocesan Convention, November 14, 2015**

#### **Canon II Revision**

The Committee on Constitution and Canons moves that current Section 4 be deleted from Canon II, “Of Deputies.”

#### **Original Canon II**

Section 3. Clergy canonically resident in other dioceses but serving as a priest-in-charge or interim for a parish in union with the diocese and lay members of the Standing Committee, the Diocesan Council, the Board of Trustees for the Diocese, and the Committee on Constitution and Canons, if they not be Deputies to the Convention, shall have the privilege of the floor of the Convention, but shall have no votes.

Section 4. Lay members of the Standing Committee, the Diocesan Council, the Board of Trustees for the Diocese, and the Committee on Constitution and Canons, if they not be Deputies to the Convention, shall have the privilege of the floor of the Convention, but shall have no votes.

#### **Proposed Canon II**

Section 3. Clergy canonically resident in other dioceses but serving as a priest-in-charge or interim for a parish in union with the diocese and lay members of the Standing Committee, the Diocesan Council, the Board of Trustees for the Diocese, and the Committee on Constitution and Canons, if they not be Deputies to the Convention, shall have the privilege of the floor of the Convention, but shall have no votes.

~~Section 4. Lay members of the Standing Committee, the Diocesan Council, the Board of Trustees for the Diocese, and the Committee on Constitution and Canons, if they not be Deputies to the Convention, shall have the privilege of the floor of the Convention, but shall have no votes.~~

#### **Rationale**

Section 4 of Canon II is redundant. The canonical content of Section 4 is also contained in Section 3, which was added through an amendment to the Canons by the 146th Annual Diocesan Convention in 2011.

Because the canonical content now in Section 4 is also contained in Section 3, Section 4 is redundant and should be deleted for the sake of good order.

## Committee on Compensation

The Compensation Committee moves adoption of the **“2016 Compensation Guide for Clergy and Lay Employees”** as presented in the Appendix to this Preconvention Journal, and as reviewed and recommended to Convention by Diocesan Council at its October 5, 2015, meeting.

Note: The provisions of “Policies Related to Participation in the Denominational Health Plan” (which appear in the 2016 Compensation Guide as Appendix D, pgs. 18 & 19) were approved by Diocesan Council at the October 5, 2015, meeting via a separate motion, and are included in the Guide for informational purposes only.

### Rationale

The 2016 Guide incorporates several major changes as well as numerous clarifications throughout the document. Among the significant changes:

1. The section on Short-term/Long-term Disability (pg. 8) was overhauled to provide a clearer understanding of coverage provided by The Church Pension Fund, and to emphasize the importance of contacting the diocesan office when such situations occur.
2. The description of Parish “Types” (pg. 10) has been revised; and, in the Register of currently participating parishes (pg. 13), Nativity, Crafton, was moved from Type 3 to Type 2, and St. David’s, Peters Township, from Type 2 to Type 3.
3. The Minimum and Recommended Guidelines for clergy compensation (pgs. 14-16) reflect increases in the minimum and target ranges for all Parish Types by three percent over 2015 levels (amounts have been rounded up to the next \$25.) Minimums were removed from the Recognition of Experience chart (pg. 15) for clergy with five or more years of experience. Compensation rates for supply clergy increased as specified on Parish Type chart (pg. 14) and further detailed on page 16.
4. In the section “Policies Related to Participation in the Denominational Health Plan” (Appendix D, pgs. 18 & 19), the seventh paragraph was substantially revised because the diocesan menu of health care offerings for 2016 includes plans with various premium costs, including high-premium, high-option PPOs, lower-premium 80/60 PPOs, lower-premium High Deductible Health Plans (HDHP), and a lower-premium Medicare Secondary Payer (MSP) plan for active employees age 65 or over. While the employee will continue to have the option to enroll in the high-cost plan options, the minimum obligation of the parish or other employer is to fund a Medical Premium Allowance (MPA) of \$690 per month.

The new language in paragraph seven now reads:

Each parish or other employing organization is required to allocate and fund a minimum Medical Premium Allowance (MPA) of \$690 per month to provide medical coverage for the Employee. In circumstances where the Employee elects a High Deductible Health Plan (HDHP), which is less expensive than the MPA, the difference in cost is to be provided to the Employee in the form of a contribution to a Health Savings Account (HSA) which can then be used by the Employee to cover medical deductibles and co-pays required by the HDHP. In circumstances where the Employee elects a medical coverage which is more expensive than the MPA, the Employee will be responsible to pay the cost difference through pre-tax payroll deduction each month unless the parish reaches a negotiated arrangement with the Employee to provide a higher MPA above the minimum requirement stated above, up to and including full premium payment covered by the parish. MPAs set by the parish may be negotiated at higher levels of allowance as long as there is parity between Clergy and Lay Employees.

Paragraph eight includes new language regarding employee cost sharing and now reads:

***Insurance Plan Cost Sharing:*** All Employees selecting a medical plan are subject to consideration by the parish for a premium cost-sharing arrangement wherein the Employee may be required to contribute from 0-10% of the premium cost [and which may not exceed 5% of the employee's total annual compensation]. For example, a plan costs \$690 per month, so the parish may require up to \$69 per month in cost sharing payments, reducing the net cost to the parish of \$621 per month. **No cost sharing is permitting for a plan costing less than the MPA indicated above.**

5. Appendix E was renamed as "Examples of Vestry Housing Resolutions" (pgs. 20 & 21) and provides revised recommended housing allowance designations for clergy living in church-provided housing and for clergy who own or rent their own homes. "Appendix F – Suggested Format for Documentation of Clergy Housing Allowance" was deleted because this information does not require vestry approval.

## **RESOLUTIONS**

### **Resolution 1.**

#### **Resolution Concerning Justice, Peace and Security in the Holy Land**

**Be it resolved,** that the 150th Annual Convention of the Episcopal Diocese of Pittsburgh reaffirm the vocation of the Church as an agent of reconciliation and restorative justice, and recognize that meaningful reconciliation can help to engender sustainable, long-lasting peace and that such reconciliation must incorporate both political action and locally driven grassroots efforts; and be it

**Further resolved,** that the Convention express its solidarity with and support for Christians in Israel and the Occupied Territories; and be it

**Further resolved,** that the Convention affirm the work of the Episcopal Diocese of Jerusalem in healing, education, and pastoral care; and be it

**Further resolved,** that the Convention affirm the work of Christians engaged in relationship building, interfaith dialogue, non-violence training, and advocacy for the rights of Palestinians; and be it

**Further resolved,** that the Convention urge Episcopalians to demonstrate our solidarity by making pilgrimage with our fellow Christians in the region to Israel and the Occupied Territories; and be it

**Further resolved,** that the Diocese assist Episcopalians to learn about and understand the traumas, hurt, suffering, fears, pain, aspirations, and hopes that shape the daily lives of all living in Israel and the Palestinian Territories.

#### **Explanation:**

We are reaffirming the actions of the 78th General Convention, July 2015, in passing resolutions B013 and C018.

#### **Originator:**

Social Justice and Outreach Committee of the Diocese

**Sponsors:** The Rev. Scott Russell, St. Brendan's, Franklin Park; Nancy Lapp, Holy Cross, Homewood; and Elizabeth Duckstein, St. Paul's, Mt. Lebanon

Section D

Report of the

Nominating Committee

## **MEMBERSHIP OF CANONICAL BODIES IN 2015**

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

### **BOARD OF TRUSTEES**

*Three laypersons to be elected by Convention for a three-year term ending in 2018.*

*One layperson to be elected by District 2 to a three-year term ending in 2018.*

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

1	Lew Davis Christ Church, North Hills	2017
2	<b>Melanie Kurtz</b> <b>St. Matthew's, Homestead</b> <i>Eligible</i>	<b>2015</b>
3	Joseph Karas St. Peter's, Brentwood	2016
4	John Hose Advent, Jeannette	2017

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

<b>Suzanne DeWalt</b> <b>Calvary, East Liberty</b> <i>Eligible</i>	<b>2015</b>
<i>Leon L. Haley</i> <i>Holy Cross, Homewood</i> <i>Resigned 1/2015</i>	<b>2015</b>
<b>Robert Johnston</b> <b>St. Paul's, Mt. Lebanon</b> <i>Eligible</i>	<b>2015</b>
Russ Ayres Calvary, East Liberty	2016
Amy Shelley St. Thomas, Canonsburg	2016
Gerald Dalton St. Stephen's, Wilkinsburg	2017
Michael Donadee St. Brendan's, Franklin Park	2017

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

Robert Eley Calvary, East Liberty	2015
<i>William Moore</i> <i>St. Matthew's, Homestead</i> <i>Resigned 6/2014</i>	2015
Tom Moore St. Andrew's, Highland Park	2016
Steve Stagnitta St. Andrew's, Highland Park	2016
Kimberly Karashin St. Peter's, Brentwood	2017

## CATHEDRAL CHAPTER

*One clergy and one layperson to be elected to a three-year term ending in 2018.*

### CLERGY

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

The Rev. John Schaeffer              2016  
 All Saints, Brighton Heights

The Rev. Charles Hamill              2017  
 Christ Church, North Hills

### LAY

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

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

Anne Kinsey                              2017  
 St. Peter's, Brentwood

## COMMISSION ON MINISTRY

*One member to be elected to a three-year term ending in 2018.*

### ELECTED BY CONVENTION

**The Rev. Timothy Hushion**      **2015**  
**Trinity Cathedral, Pittsburgh**  
*Eligible*

Carolyn Booker                              2016  
 St. Stephen's, Wilkinsburg

The Rev. Scott Russell              2017  
 St. Brendan's, Franklin Park

### APPOINTMENTS BY ECCLESIASTICAL AUTHORITY

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

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

Daryl Walker                              2015  
 All Saints, Brighton Heights

The Rev. Lynn Edwards                      2016  
 Retired

Jessie Hipolit                              2016  
 Emmanuel, North Side

Bethany Hamill                              2016  
 Christ Church, North Hills

The Rev. Kristian McInnes              2017  
 St. Paul's, Mt. Lebanon

Stephen Stagnitta                              2017  
 St. Andrew's, Highland Park

## COMMITTEE ON CONSTITUTION AND CANONS

*One clergy and one layperson to be elected to three-year terms ending in 2018.*

### CLERGY

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

The Rev. Charles Hamill      2016  
 Christ Church, North Hills

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

### LAY

**Lewis R. Amis**      **2015**  
**Trinity Cathedral, Pittsburgh**  
*Eligible*

Michael Braxton      2016  
 Calvary, East Liberty

Kenneth Stiles      2017  
 Calvary, East Liberty

## DISCIPLINARY BOARD

*One clergy and two laypersons to be elected to three-year terms ending in 2018.*

### CLERGY

**The Rev. Linda Wilson**      **2015**  
**All Souls, North Versailles**  
*Eligible*

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

The Rev. Kris McInnes      2016  
 St. David's, Peters Township

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

The Rev. William Geiger      2017  
 Christ Church, Indiana

### LAY

**Mary H. Craighead**      **2015**  
**St. Thomas, Oakmont**  
*Eligible*

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

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

Wesley Rohrer      2017  
 St. Andrew's, Highland Park

## DIOCESAN COUNCIL

*Election by respective districts for three-year terms ending in 2018.*

### **DISTRICT 1**

*One clergy to be elected.*

**The Rev. Scott Russell**                      **2015**  
**St. Brendan's, Franklin Park**  
*Eligible*

Kevin Hipolit                              2016  
Emmanuel, North Side

Joyce Donadee                            2017  
St. Brendan's, Franklin Park

### **DISTRICT 2**

*One clergy to be elected.*

**The Rev. Carol Henley**                      **2015**  
**Calvary, East Liberty**  
*Eligible*

Teri Dillon                                 2016  
Good Shepherd, Hazelwood

Terlene Brown                            2017  
Holy Cross, Homewood

### **DISTRICT 3**

*One clergy to be elected.*

**The Rev. Lou Hays**                              **2015**  
**St. Paul's, Mt. Lebanon**  
*Eligible*

Courtney Harter                            2016  
St. David's, Peters Township

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

### **DISTRICT 4**

*One layperson to be elected.*

**Joseph Baird**                                      **2015**  
**St. Peter's, Blairsville**  
*Eligible*

Kathy Baird                                 2016  
St. Peter's, Blairsville

The Rev. Vicente Santiago                      2017  
Advent, Jeannette

## **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.*

*One member to be elected to a term ending in 2018.*

### **Terms expiring 2015**

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

*Not eligible*

### **Terms expiring 2016**

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

### **Terms expiring 2017**

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

## **STANDING COMMITTEE**

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

### **CLERGY**

**The Rev. Moni McIntyre**  
**Holy Cross, Homewood**  
*Not eligible*

**2015**

The Rev. William Geiger  
Christ Church, Indiana

2016

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

2017

The Rev. Kris McInnes  
St. David's, Peters Township

2018

### **LAY**

**Betsy Hetzler**  
**Nativity, Crafton**  
*Not eligible*

**2015**

Dana Phillips  
St. Thomas, Oakmont

2016

John Adams  
St. Paul's, Mt. Lebanon

2017

Kathy Baird  
St. Peter's, Blairsville

2018

**LIST OF NOMINEES**  
**STANDING FOR ELECTION AT DIOCESAN CONVENTION 2015**

*Nominations received by the publication deadline of Oct. 13 are reflected below.  
The Rules of Order (B-3) allow for additional names to be placed in nomination  
up to and including the day of Convention.*

**Clergy**

**Lay**

**BOARD OF TRUSTEES**

*Three laypersons to be elected to a three-year term ending in 2018*

N/A

**Sue DeWalt  
Anne Kinsey  
Melanie Kurtz**

**CATHEDRAL CHAPTER**

*One clergy and one layperson to be elected to a three-year term ending in 2018*

**Garrett Yates**

**Doug Starr**

**COMMISSION ON MINISTRY**

*One member to be elected to a three-year term ending in 2018*

**Michelle Boomgaard**

**COMMITTEE ON CONSTITUTION AND CANONS**

*One clergy and one layperson to be elected to a three-year term ending in 2018*

**Michelle Boomgaard**

**Ansley Westbrook**

**DISCIPLINARY BOARD**

*One clergy and two laypersons to be elected to three-year terms ending in 2018*

**Linda Wilson**

**Betty Duckstein  
James Kraus**

**GROWTH FUND COMMITTEE**

*One member to be elected to a three-year term ending in 2018*

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**STANDING COMMITTEE**

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

**T.J. Freeman**

**Sandy Ludman**

# BIOGRAPHIES OF NOMINEES

## BOARD OF TRUSTEES

*Three laypersons to be elected to a three-year term ending in 2018*

**Name:** Suzanne DeWalt

**Church:** Calvary, East Liberty

**Occupation:** Lawyer

**Service to the church:** Present: Diocesan Trustee; Diocesan Clergy Compensation Committee. Past: Co-Chair Task Force 2.0 (Diocesan strategic planning committee); Social Justice Committee; Jr. Warden; Vestry; Parish Council; Co- Chair, Every Member Canvass; Rector Search Committee; Chair, Facility Study; and for Sheldon Calvary Camp: President of Board and member of Board.

**Statement of interest:** When I first stood for election to the Board of Trustees three years ago, I was excited by the question of how the diocese can best use and protect its assets to support new and existing ministries. The question still captures me, particularly after having served a term as a trustee and after having co-chaired the diocesan strategic planning committee. Serving on the Board of Trustees for a second term will allow me to keep working on projects that began during my first term and to apply knowledge and insights gained during my first term toward further enhancing mission and ministry in the diocese. A graduate of an Episcopal college (Sewanee) and a devoted vacationer at an Episcopal retreat center (Kanuga), I have significant exposure to the broader Episcopal Church. My ties to the Episcopal Diocese of Pittsburgh run deep. I was baptized at St. Paul's, Mt. Lebanon, where my parents grew up; was reared and confirmed at Christ Church, North Hills; and am now a member of Calvary, East Liberty, where my own daughter was baptized and confirmed. Four generations of my family have been Calvary Campers. In return for what the diocese has given and continues to give to me, I wish to continue to offer my skills in strategic and critical thinking to support my diocese.

**Name:** Anne Wolcott Kinsey

**Church:** Church of the Atonement, Carnegie

**Occupation:** Retired

**Service to the church:** Present: Licensed Lay Reader; prepare/print Atonement's Sunday bulletin and Lessons. Past: Lay Eucharistic Minister, Vestry member, Senior Warden.

**Statement of interest:** The Episcopal Church has always been an important part of my life, from Girls Friendly Society, to being a Senior Warden, to supporting my husband's call to the priesthood. As a young person, I joined the GFS, the children's choir and YPF at St. Matthias Church, Whittier, CA. While a student at Scripps College, I attended St. Ambrose in Claremont, CA, often bringing my grandmother who lived nearby. In my thirties, my joy was being a Lay Reader and a Lay Eucharistic Minister, serving homebound church members and a local nursing home. At the age of 31 my priest, Fr. Chet Howe of St. Matthias, asked me to run for the vestry. I was elected and served on the Stewardship Committee. At the beginning of my fourth year of vestry service, Fr. Chet asked me to be his Senior Warden. He told me I was the youngest Senior Warden ever to serve in the Diocese of Los Angeles. Aside from the Stewardship Committee, I spent many hours listening to Fr. Chet, asking questions and suggesting possible alternatives to problems. My husband and I have recently taken the Church's anti-racism course. We have worshiped at a number of churches in the diocese, including St. Peters, Brentwood; St. Thomas, Canonsburg; St. Paul's, Kittanning; St. Stephen's, McKeesport; and Trinity Cathedral. It has given me a sense of what is taking place throughout the diocese. I believe in my Church and I would be honored to serve.

**Name:** Melanie Kurtz

**Church:** St. Matthew's, Homestead

**Occupation:** Administrator, BNY Mellon MVPs (Mellon Volunteer Professionals). I have held this job since retiring from Mellon Bank in 2003 after 26 years of service.

**Service to the church:** Present: Board of Trustees (term expires this year); lay reader; and Altar Guild. Past: Served twice on St. Matthew's Vestry; program chair of women's auxiliary; Sunday School teacher; and youth leader.

**Statement of interest:** I have served on the Board of Trustees for the past three years as a representative of District 2. I am now seeking a term as a trustee at-large, elected by Convention. I look forward to continuing to explore how our diocesan resources can be best used to advance the mission of the diocese and of our congregations.

## **CATHEDRAL CHAPTER**

*One clergy and one layperson to be elected to a three-year term ending in 2018*

**Name:** Doug Starr

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

**Occupation:** Music Minister

**Service to the church:** Present: Director of Music and Arts. Past: Faculty LPM program 1999-2000.

**Statement of interest:** I am nominated to serve another term as a lay, diocesan member of the Cathedral Chapter. I bring to this position my nearly 40 years as a professional musician in the Episcopal Church, where I have witnessed and participated in the revitalization of ministries inside the church and educational enterprises outside the church, e.g., colleges and universities. I look forward to continuing to work toward having a strong cathedral ministry, serving the diocese and the larger Pittsburgh community.

**Name:** The Rev. Garrett Yates

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

**Occupation:** Transitional Deacon

**Service to the church:** Present: Curate, St. Paul's, Mt. Lebanon; Chaplain, Emmaus Community Pittsburgh.

**Statement of interest:** I recognize the centrality of the Cathedral and its iconic importance for the diocese. As a younger member of the clergy, I hope to bring a fresh perspective to the ways that the Cathedral bears witness to ministry of Jesus Christ in the downtown community.

## **COMMISSION ON MINISTRY**

*One member to be elected to a three-year term ending in 2018*

**Name:** The Rev. Dr. Michelle Boomgaard

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

**Occupation:** Priest

**Service to the church:** Present: Associate Rector, St. Paul's, Mt. Lebanon; Cathedral Chapter (term expires this year); Committee on Constitution and Canons (term expires this year); secretary, Pittsburgh Episcopal Clergy Association; and member of Compensation Committee.

**Statement of interest:** A clergy colleague suggested that I run for the open position on the Commission on Ministry, based in part on my frequently expressed desire that the diocese work to lift up the ministry of all people – those called to lay ministry, as well as those discerning calls to the diaconate and priesthood. I also believe that, if elected, I work to better support those in discernment during their journeys, and to encourage and raise up a more diverse group of ordinands that better reflects the community of southwestern Pennsylvania.

## **COMMITTEE ON CONSTITUTION AND CANONS**

*One clergy and one layperson to be elected to three-year terms ending in 2018*

**Name:** Ansley Westbrook

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

**Occupation:** Attorney

**Service to the church:** Present: Sunday School teacher; usher.

**Statement of interest:** I have been seeking to expand my involvement and service to the church. I wish to help the diocese, particularly in ways that draw on my legal background.

**Name:** The Rev. Dr. Michelle Boomgaard

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

**Occupation:** Priest

**Service to the church:** Present: Associate Rector, St. Paul's, Mt. Lebanon; Cathedral Chapter (term expires this year); Committee on Constitution and Canons (term expires this year); secretary, Pittsburgh Episcopal Clergy Association; and member of Compensation Committee.

**Statement of interest:** Early this year, I was asked by the current chair of the Committee on Constitution and Canons and the Bishop to fill the term of a clergy colleague who was unable to continue to serve this committee. I have been happy to serve in this capacity. This type of work is somewhat familiar to me; I have previously helped the Clergy Association revise their bylaws, and similarly helped draft proposed changes to the Cathedral Chapter bylaws.

## **DISCIPLINARY BOARD**

*One clergy and two laypersons to be elected to three-year terms ending in 2018*

**Name:** Betty Duckstein

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

**Occupation:** Retired broadcast engineer

**Service to the church:** Present: President, Diocesan ECW; Social Justice Committee; Growth Fund Committee; Lay Eucharistic Minister and Visitor. Past: Outreach Committee and Children's Education Committee in Philadelphia parish.

**Statement of interest:** I am pleased to serve, if needed, but hope the work of this board will never be necessary.

**Name:** James Kraus

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

**Occupation:** Engineer

**Service to the church:** Present: I am a lay deputy for my parish, which is in District 3. I am beginning my third year as a member of my parish's vestry, and am the currently the chairman of the parish Budget & Finance Committee. I am a member of the Altar Guild, and also perform usher duties when called on. At the diocesan level, I am a member of the Disaster Preparedness Committee.

**Statement of interest:** I am honored to be considered for a position on the diocesan Disciplinary Board. I feel called to use my time and skill to serve the diocese, as well as my parish and community. Participation on this board is a great opportunity to become more involved in the life of the diocese. My training as an engineer has taught me to approach problems in an objective way. I am a thoughtful, level-headed person, and believe these qualities will make me a valuable member of the board, should it be convened.

**Name:** The Rev. Linda Wilson

**Church:** All Souls, North Versailles

**Occupation:** Vocational Deacon

**Service to the church:** Present: Pastor-in-Charge, All Souls' Episcopal Church.

**Statement of interest:** It is my heartfelt prayer that this committee will never meet due to clergy malfeasance. However, if this does happen, after careful discernment, decision(s) concerning fairness and justice for all parties involved would be at the forefront of the process in my thoughts.

## **STANDING COMMITTEE**

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

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

**Church:** Calvary, East Liberty

**Occupation:** Priest (Curate)

**Service to the church:** Past: Standing Commission on Ecumenical and Interreligious Relations (2012-15).

**Statement of interest:** Over the course of my first year and few months of being physically and canonically resident in the Diocese of Pittsburgh, I have grown very fond of the people and places; it is from this fondness that my sense of call and desire to serve on the Standing Committee grows. My time in this diocese is limited, but I have a range of experiences within the church and in life that will make me a vital member of the Standing Committee. Over the last three years, I have served The Episcopal Church on the Standing Commission for Ecumenical and Interreligious Relations. During the course of that service, I have been a part of many conversations that are looking to the future, imagining new relationships, and strengthening the foundations of our church. The Diocese of Indianapolis and the Diocese of Texas, the two dioceses that I have been a part of prior to coming here, have some similarities and many differences from the Diocese of Pittsburgh; the breadth of these experiences provided me with insights and knowledge that will be an asset to the Standing Committee. I will end this piece in the same place that I began it; love. Despite having been here just more than one year, I have a deep love for this diocese and her people. I am very much looking forward to many more years of service at Calvary Episcopal Church and within the Diocese of Pittsburgh.

**Name:** Sandy Ludman

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

**Occupation:** Retired teacher

**Service to the church:** Present: Altar Guild, 1985-present; Wedding Coordinator, 1993-present; Greeter, 2011-present; and Disciplinary Board, 2013-15. Past: Vestry, 2011-13; Choir, 1980-2003; Youth, Worship (Recording Secretary) and Communications Commissions; Chair and Recording Secretary, Evening Circle, 1983-85; Coordinator of three parish photo directories, 1992, 1996 and 2012; Chaperone of three Youth Mission Trips, 2012-14; co-chair of St. Paul's 175th anniversary celebration; Co-chair Cotillion, 1988-93; and Hospitality Committee, St. Paul's Experiment, 1990.

**Statement of interest:** I've been involved with this diocese for more than 50 years and have been active at both parishes of which I've been a member. It would be both exciting and humbling to be part of an advisory group for Bishop McConnell as we move forward together as a diocese.

Section E

Reports of

Canonical Bodies

# BISHOP'S REPORT

Dear Friends in Christ,

You may recall at our 149th Diocesan Convention I commended this diocese to a year of Jubilee, of resting in the Lord, through deeper fellowship, study and prayer. I know this recommendation has been followed with varying degrees of success throughout our congregations. Some parishes have said they were grateful for the permission to take a “day off” for the first time in what seemed like decades. Vestries have taken a step back, been more intentional about their life in Christ, paid more attention to the state of their collective soul. Others have been busier than ever.

My own record on this score has been mixed over the past 12 months. On the one hand, any year highlighted by a General Convention is going to be busier than most, and this was my first General Convention as a sitting bishop. It felt that the run-up to Salt Lake, the two weeks there, and the weeks immediately following, were white-hot with activity. Adding to this the round of ordinations, meetings of governing bodies, pastoral demands, visitations, a foreign mission trip, the move of our offices back to the Cathedral, and significant staff changes, it feels in the end that the year has been anything but restful. On the other hand, there were some very clear moments of peace: for the first time in years, I made a retreat during Holy Week, joining with the Benedictine brothers of Mount Saviour in upstate New York. There were other times of rest, away with my family, and even an occasional weekend! There is daily Morning Prayer with Betsy. And, as odd as it sounds, there are often times of rest on Sundays; as I drive to a visitation early in the morning, sometimes through the western Pennsylvania countryside, I am reminded of how blessed I am to be alive, and to be here!

Our three strategic priorities remain the same: Public Gospel, Missional Communities, and Leadership Formation. I think we are making progress in all three.

The Strategic Task Force 2.0 essentially morphed into an apostolic forum – the Listening Committee. This band of questioners visited all of our parishes, and I have received a detailed report on each interview. There are well over 200 efforts reaching out through our parishes to convey the love of Jesus Christ beyond their walls. These show we certainly have the capacity to extend the hands of the Lord into the world. Specific efforts to do this together as a diocese are becoming more common, such as the huge outpouring of support demonstrated by the women of the diocese for Jeremiah's Place in January, and the multiplication of “Ashes to Go” among a number of parishes at the beginning of Lent. I am very grateful to the Reverend Canon Cathy Brall for her oversight in both of these efforts, and for the Reverend Lou Hays, Sue DeWalt, and Bob Johnston in keeping the ball moving for the Listening Committee.

The Listening Committee showed us that most of our congregations are excited about their life together. As I go about the diocese, I see that people are simply more relaxed, confident and happy, that they are talking to each other and praying for one another, that they are less focused on the past and more hopeful about the future. Parishes are talking to one another about their mission, exchanging ideas, and exploring ways to cooperate. The number of parishes taking advantage of grants available through the Growth Fund and Advancement Society has been steadily increasing, and many congregations applied for and received mission grants through the 2014 budget, totaling over \$30,000.

I am finding as well a renewed interest in formation. Sometimes this can be as basic as discovering and sharing “best practices” for bringing people into our churches and helping them find their place. In September, St. Paul's in Mount Lebanon hosted a gathering to hear from Mary Parmer and to explore “Invite – Welcome – Connect.” Nearly 30 parishes participated, with attendance well over 100. I have

heard ongoing excitement about the results, and a widespread desire to follow up. I have also seen evidence of an increasing hunger for deeper formation in the Christian faith across all of our communities.

I am particularly concerned that we seize this present opportunity. Our churches will not succeed in becoming fully equipped for mission if our people are not deeply formed in Christ. This formation needs to take place on all levels of the church, from our children and youth to our seniors, all candidates for ordination, and most importantly, the leadership of parishes. To this end, Canon Jay Geisler and I have been laying the groundwork for an extensive partnership with Pittsburgh Theological Seminary. In the fall of 2014, we offered a course entitled “The Anglican Way,” an introduction to Anglican history, theology and practice. About seven students enrolled. By contrast, this fall we are teaching a class called “Worship as Pastoral Care,” which has attracted double the number. Recent conversations with the new president, Dr. David Esterline, have shown me that PTS will be an invaluable resource as we build a program of formation to train both lay and ordained leaders for mission.

This will be helped by the recent appointment of the Rev. Canon Dr. Cathy Brall as Director of Field Education at PTS. I am sad to lose Canon Cathy, who has been so valuable a member of my staff for the last two years. Her gifts in mentoring those recently ordained, helping small parishes become stronger, her administrative gifts, her deep love of the Lord, and her capacity for analytical and strategic thinking have been wonderful contributions to the life of this diocese. However, in her new role she will be an important stakeholder on our behalf in the day-to-day life of PTS, which will help us greatly as the specific outlines of our partnership begin to emerge. And while this relationship with PTS grows, Canon Jay continues to work on our behalf with seminarians at Trinity School for Ministry.

Our diocese has been blessed this year with an increase in the number of new clergy eager to work among you. I ordained John Mark Feuerstein and Lorena Ringle as vocational deacons, and Dan Isadore and Garrett Yates as transitional deacons, God willing, to be ordained as priests in the coming year. I ordained Bert Daly, Howard Gillette, and Frank Yesko to the priesthood, as well as ordaining Wally LaLonde as deacon then priest. Sadly for us, Wally soon accepted a call to New Mexico, resulting in the departure of two LaLondes – Wally and Kathy. However, in this past year we also warmly welcomed T.J. Freeman to Calvary Church and Nancy Threadgill to St. Mark’s, Johnstown.

Beyond our immediate borders, I see the foreign mission efforts of this diocese continuing to expand. In April, Dr. Mark Guy, Canon Jay Geisler and I visited northeast Uganda and conducted several workshops on alcohol addiction and recovery. Several parishes in our diocese already have mission commitments to that country, and I am hopeful that these ongoing efforts, as well as the work that Jay, Mark and I did through the good offices of Pilgrim Africa, will help us build further bridges to the Church in East Africa. However, we can also find plenty of opportunities for ministering to addiction closer to home. In September, Jay organized an overnight retreat for clergy on the topic of addiction in conjunction with the Diocese of Northwestern Pennsylvania. Both Bishop Rowe and I attended. It was a great success, and I am hopeful this may become an annual event. On a similar front, I have agreed to join the board of the Foundation of HOPE as the representative of Christian Associates of Southwest Pennsylvania. This ministry provides chaplaincies to our local jails and pastoral care to those who have been released.

As I near the end of this report, I wish to say a word about General Convention. You have every reason to be proud of your deputies. The entire deputation worked diligently, for long hours, over two weeks with scarcely a break. In several instances, they made a difference for the good in emerging legislation. Our meetings together at the end of every day were a chance to review the business of the day, talk over our disagreements, be edified by each other’s specific knowledge and insight, and simply to enjoy one another’s fellowship. To my mind, our most significant action was to begin the process for the revision of the Book of Common Prayer. This can be a long, complex, and difficult journey. I personally hope we

will be very deliberate as we walk this road, and I'm grateful that the Presiding Bishop and the President of the House of Deputies have appointed me to the Standing Commission on Liturgy and Music for the coming triennium.

In closing, I want to give thanks for all the people who work hard to support my ministry as your Bishop, especially my staff. I have already noted one change in the roster with Cathy Brall's departure, and there have been others. Our Archdeacon, the Venerable Jean Chess, stepped down in July after more than a year of dedicated service. Her hard work as Director of Administration spread across a bewildering number and variety of tasks. I am particularly grateful for her supervision of our move back to the Cathedral, a project that was accomplished on time and under budget; she worked closely with two particular angels who provided oversight of construction and design, Jean Adams of Calvary and El Vines of Saint Paul's, Mount Lebanon. For their hard work in getting us out of Monroeville and into Trinity, my entire staff deserves a huge round of applause. Jean has been replaced as Director of Administration by the Rev. Canon Ted Babcock, formerly Canon to the Ordinary in the Diocese of Central Pennsylvania. Ted is already proving to be hugely helpful to me and has also accepted the position of priest-in-charge at St. Stephen's, McKeesport. Brent Hansen, having served faithfully as the coordinator for the Pittsburgh Youth Initiative, will take up other work beginning in January. Brent has taken wonderful care of so many of our young people over the past few years, and I have been blessed in getting to know him. I look forward to working with him in other ways in the years to come. The finance office continues to run with stellar efficiency under the guidance of our treasurer, Kathi Workman, and our financial and property assistant, Marlene Rihn. Kathi and Marlene are a formidable team, and are constantly looking out for me. I'm grateful to Dr. Joan Gundersen for her careful stewardship of the archives, especially during and after the move. I am able to communicate beyond the walls of my office mainly through the grace and competence of Rich Creehan and Andy Muhl. Canon Jay Geisler is my valuable assistant and advisor in many matters of formation; and Canon Scott Quinn continues to bless us all as Canon Pastor, at the same time as he takes up full-time ministry as Interim Dean of the Cathedral. Finally, I'm grateful for my executive assistant, Judi Rogers, who keeps my life in some semblance of order, and does so with grace and patience.

As we approach the celebration of 150 years as a diocese, may we always ask God for the grace to serve Him with renewed passion and dedication, that our Lord Jesus Christ may be glorified in all that we say and do, and our witness invite many others to know Him and love Him.

Faithfully your bishop,  
+Dorsey

### **Statistics for September 1, 2014 – August 31, 2015**

Episcopal Visitations	36	Marriages	1
Confirmations	52	Burials	0
Receptions	17	Ordinations	9 (Order of Deacon 5; Order of Priest 4)
Baptisms	3	Renewal of Vows	1

## **BOARD OF TRUSTEES**

At the end of 2014, we said goodbye to members Randy Amis, Jim Evans, Beth Hardie, and John Rogers. In addition, Dr. Leon Haley resigned in early 2015. We thank them for their service. The following were elected during the 2014 Diocesan Convention: Gerald Dalton, Mike Donadee, Lew Davis and John Hose. Kimberly Karashin and Steve Stagnitta were appointed by Bishop McConnell since the 2014 Convention. Currently, there are two vacancies. One will be filled by election at the 2015 Diocesan Convention and the other by appointment by the Bishop.

Lew Davis was elected Board Secretary for 2015. The Board also approved the appointment of Bob Johnston and Tom Moore as co-chairs of the Finance/Investments Committee, Mike Donadee as chair of the Property Committee, Bob Eley as chair of the Audit Committee, and Russ Ayres as chair of the *ad hoc* By-Laws Review Committee. The hard work of these chairs and their committees is greatly appreciated.

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

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

### **Diocesan Endowment**

Trustees have continued to rely on the services of Morgan Stanley to assist us in managing the diocesan endowment. Our Finance/Investments Committee oversees this work, meeting with Morgan Stanley representatives on a quarterly basis. The total endowment, including diocesan funds and funds dedicated to individual parishes and programs, declined from \$23.7 million as reported to the 2014 Convention to \$21.4 million as of the end of August 2015. This reduction reflects declines in the market overall in the past year, including fallout from recent events in Greece and China. Our current investment mix is approximately 60% equities, 30% fixed income funds and 10% cash and other alternatives.

### **Support for Parishes**

Since the last Convention, grants and/or loans recommended by the Growth Fund Committee have been approved by the Trustees for the following parishes: Holy Cross, Homewood; St. Peter's, Brentwood; St. John's, Donora; and Good Shepherd, Hazelwood.

### **Support for Diocesan Mission**

In June, the Trustees met at St. Paul's, Mt. Lebanon, with members of the Budget and Assessments Working Group of Diocesan Council (BAWG) and our Bishop to work on the 2016 diocesan budget that is being presented to this Convention. This work involved many hard choices, but we were determined to develop another balanced budget. Our thanks go out to diocesan Treasurer Kathi Workman, BAWG members and Council President the Rev. Lou Hays for their time and effort in working through the budget process with us.

Also in support of diocesan mission, the Trustees authorized funds to assist the campus ministry at the University of Pittsburgh and funds to purchase prayer books and hymnals for churches in Uganda. In addition, the Trustees received a large bequest from the Estate of Margaret Zieg; about half of the bequest was used to pay for the relocation of diocesan offices to Trinity Cathedral and the other half was placed into the diocesan Growth Fund.

### **Support for Diocesan Properties**

Trustees continue to evaluate underused diocesan properties and have taken steps toward the possible disposition of a number of properties. Additional approvals will be required from the governing bodies of the diocese before any of these properties can be sold or otherwise transferred. A vacant property in Allegheny Township near Leechburg has been listed for sale, and the former Christ the King Church in Beaver Falls has likewise been listed.

### **Support for Sheldon Calvary Camp**

In March 2014, the Trustees authorized a contribution of \$100,000 over five years toward Sheldon Calvary Camp's Capital Campaign. In 2015, we paid the second installment of this commitment. As in past years, the Trustees authorized an annual grant from one of the diocesan endowments to support the camp's scholarship program. We continue to work with our Chancellor on a long-term lease between the Trustees and Sheldon Calvary Camp to assure that the camp will continue to have use of Board-owned property on the shores of Lake Erie to operate as a mission of the Episcopal Diocese.

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

## CANON FOR FORMATION

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

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

In September, we had a Recovery Retreat in Foxburg, Pennsylvania, with the clergy of the Diocese of Northwestern Pennsylvania. The focus was in understanding addiction and its treatment. I wrote a grant to the Widows Corporation, which funded the full event. It was wonderful cooperating with the clergy of our northern neighbor.

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

*Jesus said unto him, "Thou shalt love the Lord thy God with all thy heart, and with all thy soul, and with all thy mind. This is the first and great commandment. And the second is like unto it, Thou shalt love thy neighbor as thyself. On these two commandments hang all the law and the prophets." (Matthew 22).*

In addition to the Great Commandment is the Great Commission. It is Jesus' final statement before His Ascension: *Jesus came to them and said, "All authority in heaven and on earth has been given to me. Therefore go and make disciples of all nations, baptizing them in the name of the Father and of the Son and of the Holy Spirit, and teaching them to obey everything I have commanded you. And surely I am with you always, to the very end of the age. (Matthew 28).*

We are hoping that more laity will be able to attend the Pittsburgh Pastoral Care Conference, which is held each spring in April or May. This training conference has successfully completed its 15th year. The upcoming 2016 Pittsburgh Pastoral Conference is scheduled for May 20, 2016, and will feature the young, dynamic speaker and writer Shane Claiborne ([www.redletterchristians.org/shane](http://www.redletterchristians.org/shane)).

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

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

## CANON MISSIONER

*Editor's note: Canon Brall's report was submitted prior to her accepting the position of Director of Field Education at Pittsburgh Theological Seminary in October 2015.*

This year I've continued to focus on supporting the clergy and people of St. Barnabas, Brackenridge; St. James, Penn Hills; and St. Thomas, Canonsburg, in the pursuit of their mission and ministry. Each parish has differing needs and my role adjusts accordingly.

At St. Barnabas, I mentored Fr. Frank Yesko through his ordination to the priesthood in January 2015 and worked with the vestry on many details of parish life as this community grows spiritually and numerically. In Penn Hills, I have resourced the Rev. Eric McIntosh as he engages with issues of how the St. James worshipping community might best be introduced and encouraged to grow in the methods and ethos of Episcopal parish life. I helped connect St. James leadership with the New Visions Initiative program offered by the Black Ministries office of the Episcopal Church. St. Thomas in Canonsburg has experienced much transition this year with the January departure of their full-time Rector, Chuck Weiss, and the start of the half-time ministry for newly-ordained Deacon Wally LaLonde. I supervised Deacon Wally and supported the vestry as they began to rethink options for ministry over the long haul. Shortly before his priestly ordination, Wally accepted a call to full-time ministry in New Mexico and the parish learned he would leave in September. I am delighted the Bishop has asked me to serve as part-time clergy there for at least a year to help them process these transitions and find greater stability and hope.

A second focus has involved the Listening Committee visits to all our parishes. I attended all but five of these visits and found myself listening in particular for the many ways in which our parishes express their mission internally and beyond their walls. Visits to 35 parishes revealed that we have 236 unique missionary activities/events/programs that can be divided into ten General Categories (such as food or meal-based mission, children and youth mission, and music and arts-based mission). This list of mission projects is being prepared for wider distribution among our parishes and leadership. Some visits raised issues that required me to further engage with a parish to address a concern. Lastly, I reviewed the final parish reports to identify trends and opportunities that may be helpful to diocesan leadership.

This past fall I was privileged to lead a very capable and gifted team of fourteen women in a fun and successful diocesan-wide mission event, the Baby Shower for Jeremiah's Place, held at Calvary Church on January 10, 2015. Over 100 women attended and thoroughly enjoyed the fellowship. More than 85% of our parishes supported this event in some way and Jeremiah's Place received nearly \$11,000 worth of donations of much-needed items, gift cards and financial gifts. This event was designed to serve as a model from which other mission events could be planned and developed.

I participate in Commission on Ministry and Diocesan Council meetings, and have worked with the Budget and Assessment Working Group on the Mission Grant program for which several parishes have received grants. I bring a diocesan perspective to various other groups such as the Children's Ministry Team, the Calvary Camp Board, and Pittsburgh Theological Seminary. I'm also networking around other possible missional projects related to education and new church plants, at times with leaders from other Pittsburgh judicatories. Finally, I've been engaging clergy and lay leaders about Mary Parmer's *Invite, Welcome, Connect* workshop because I think she offers ideas to strengthen and grow our parishes.

With gratitude for the opportunities to serve Christ with you in mission,  
Canon Cathy Brall+

## 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 2014 Diocesan Convention, the Commission on Ministry will have met six times, including the annual Winter Interview Day and Ministry Exploration Day. Highlights of the year include:

- The Commission and Standing Committee had informal interviews with seven individuals in the discernment/ordination process, five initial interviews with nominees, and one candidacy and ordination interview at the Winter Interview Day.
- The Bishop ordained John Feuerstein and Wally LaLonde to the Sacred Order of Deacons at Trinity Cathedral on January 10, 2015; Bert Daly and Frank Yesko to the Sacred Order of Priests at St. Barnabas, Brackenridge, on January 17, 2015; Howard Gillette to the Sacred Order of Priests at St. Peter’s, Brentwood, on April 11, 2015; Dan Isadore and Garrett Yates to the Sacred Order of Deacons at Trinity Cathedral on July 22, 2015; Wally LaLonde to the Sacred Order of Priests on July 25, 2015 at St. Thomas, Canonsburg; and Lorena Ringle to the Sacred Order of Priests on September 19, 2015 at Trinity Cathedral.
- On June 16, 2015, the Bishop received the Holy Orders (Priesthood) of Shawn Malarkey upon the recommendation of the Commission on Ministry and the advice and consent of the Standing Committee.
- One individual took General Ordination Exams in January.
- With the consent of the Standing Committee, the Bishop granted candidacy to Howard Gillette, Dan Isadore, Lorena Ringle, and Garrett Yates. Subsequently all were approved for ordination.
- The Commission and Bishop accepted the nominations of Mr. Dan Isadore of St. Andrew’s, Highland Park; Mr. Doug Kinsey of St. Peter’s, Brentwood; Mr. Garrett Yates of St. Andrew’s, Highland Park, Ms. Annis Rogers of St. Mark’s, Johnstown; and Ms. Kim Karashin of St. Peter’s, Brentwood, to be considered for Postulancy. Subsequently the Bishop, upon recommendation of the Commission, granted Postulancy to Mr. Isadore and Mr. Yates.
- Ms. Shana Hutchings, nominee of St. Andrew’s, Highland Park, withdrew her nomination and has moved with her family outside of the diocese.
- Ministry Exploration Day was held on May 2, 2015, at St. Paul’s, Mt. Lebanon. This year the name was changed to reflect the broader scope of the event. Approximately 25 people participated, including potential nominees for Holy Orders with spouses and clergy.

The Rev. Scott Russell, Rector of St. Brendan’s, Franklin Park, was elected at Convention to serve a three-year term on the Commission. The bishop appointed Steve Stagnitta of St. Andrew’s, Highland Park, and the Rev. Kris McInnes, Priest-in-Charge of St. David’s, Peters Township, to second three-year

terms as members of the Commission. The Rev. Lenny Anderson, Rector of St. Francis-in-the-Fields, Somerset, concluded his term as member of the Commission, and we thank him for his faithful service.

I thank Bishop McConnell for his leadership and support, and each member of the commission for their service during the year: Carolyn Booker, St. Stephen's, Wilkinsburg; the Rev. Lynn Chester Edwards, retired priest; Jessie Hipolit, Emmanuel, North Side; the Rev. Tim Hushion, Trinity Cathedral; the Rev. Kris McInnes, St. David's, Peters Township; 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 Pastor, the Rev. Jay Geisler, Canon for Formation, and the Rev. Cathy Brall, Canon Missioner.

Respectfully submitted,  
The Rev. Louis B. Hays  
Chairperson

## COMMITTEE ON CONSTITUTION AND CANONS

The Committee on Constitution and Canons (Michael Braxton, chair; the Rev. Charlie Hamill, secretary; Randy Amis; the Rev. Bruce Robison; the Rev. Michelle Boomgaard; Kenneth Stiles; and Chancellor Andy Roman, *ex officio*) continued a conversation begun in 2013 at the request of Bishop McConnell to discuss the delicate subject of transitional status of parishes within the diocese. The focus of the committee's work was not aimed at finding ways to close down any parishes. Instead, the purpose of this discussion was to help the bishop and diocese look into new or better ways to offer pastoral support to these congregations, or perhaps canonical guidelines that enable the diocese to strengthen the health and stability of these parishes. All the while, the committee was cognizant of the sensitivities regarding trust for many of these congregations, especially in light of our diocese's recent past.

The committee discussed the subject at length, inviting both clergy and laity from the diocese to share their opinions and insights both in personal meetings and emails. At the 2014 Diocesan Convention, the committee presented all deputies with a survey to assess further sentiment on the issue. Finally, the committee met with members of the diocesan Listening Committee for insight concerning the many parishes they had visited, especially those that would be affected by a designation of transitional status.

The committee considered many tools that could be used to offer parishes that may be headed to or already within transitional status the means to develop into healthy, vibrant congregations, participating in the full life of the diocese. These include revisions to the definition of "transitional parish" itself and/or introducing an intermediate category, or a precursor to transitional status, that could be focused on the actions by which a parish could avoid the transitional designation, which to some seemed to have a punitive connotation. The committee looked at issues of transparency regarding the designation, a means of review or appeal of the status, and who would be responsible for making the designation. The committee also discussed from where pastoral and economic resources could be harnessed to assist these parishes, keeping in mind the concerns of smaller parishes that may think the diocese and larger parishes are over-extending their influence over them. The committee also examined the canons of other dioceses that have dealt with this matter and looked for applicable guidelines that could be gleaned from them.

The committee concluded that it should not take any immediate action to revise our diocesan canons on this topic, believing that the means of delivering the pastoral support that these parishes need to avoid or escape transitional status already exist without canonical intervention. The committee hopes the conversation will continue within other bodies of the diocese as to how we, as parishes and as a diocese, together can find new, better and more effective ways to assist each other in the care of souls.

In an unrelated matter, the committee will propose a revision to Canon II (see Preconvention Journal Section C – Action Items), which eliminates a redundancy, thereby making the canon clearer.

## DEPUTIES TO GENERAL CONVENTION

The Episcopal Diocese of Pittsburgh was well represented at the 78th General Convention of The Episcopal Church, held in Salt Lake City between June 25 and July 3, 2015.

General Convention is a two-house legislative body containing a House of Bishops, consisting of all bishops in The Episcopal Church, and a House of Deputies, consisting of four lay deputies and four clergy deputies from each diocese, plus alternates.

The Diocese of Pittsburgh deputation consisted of: the Rt. Rev. Dorsey McConnell (House of Bishops); the Reverends Jim Simons, Nancy Chalfant-Walker (co-chair), Scott Quinn, and Bruce Robison; and lay deputies Steve Stagnitta (St. Andrew's), Jamie McMahan (Calvary), Mary Roehrich (St Andrew's) and Jon Delano (St Paul's, Mt. Lebanon). The alternate deputies attending were the Rev. Bill Geiger, Michael Braxton (Calvary) and Joan Gundersen (Redeemer). I want to take this opportunity to thank all of them for their work and dedication to this ministry.

Among our deputation, several had important assignments affecting legislation:

- Jim Simons chaired the Dispatch of Business for the House of Deputies, which controls the legislative calendar. Also, Jim is an elected member of the Executive Council.
- Bishop McConnell served on the Special Legislative Committee on Marriage.
- Steve Stagnitta served on the Congregational Vitality Committee.
- Bruce Robison served on the Church Pension Fund Committee.
- Jamie McMahan served on the Stewardship and Development Committee.

More than 250 pieces of legislation were acted on by Convention. A highlight was the election of a new presiding bishop. The Rt. Rev. Michael Curry from the Diocese of North Carolina was elected on the first ballot in the House of Bishops, with a count of 121 out of 174 votes. The House of Deputies concurred, 800 to 12. Bishop Curry is a very energetic person who is very interested in growing the church and revitalizing it through evangelism. He will be installed at the National Cathedral in Washington, DC, on November 1, 2015. The term of the presiding bishop is nine years.

A budget of \$125 million was passed for the next three years. This includes \$2.8 million for evangelism initiatives (including church planting, church growth, and digital evangelism). The church planting initiative consists of planting 30 new congregations in inner city and Latino communities. This was part of the work done by the Congregational Vitality Committee. In addition, Mission Enterprise Zones were funded for an additional three years, to allow congregations to request grants.

The Structure Committee reduced the number of standing committees (those meeting between convention) from eleven to two: Liturgy and Music; and Structure, Governance, Constitution and Canons.

Two resolutions were passed regarding marriage equality. One approved trial liturgies and the other changed the wording of the canon on marriage to be gender neutral.

A complete summary of actions can be found on General Convention's website, [www.generalconvention.org](http://www.generalconvention.org). Please feel free to contact any of us who attended.

Respectfully yours,  
Steve Stagnitta  
Deputation Chair

## DIOCESAN COUNCIL

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

Since the 2014 Annual Convention, Council has met six times: December 1, 2014, and February 2, April 13, June 1, September 14, and October 5, 2015. Minutes of these meetings are or will be available from the diocesan office. In addition, in January, Council acted under Section 9 of Canon XVII (electronic voting) to approve a housing allowance for a member of diocesan staff; in June, approved via electronic vote a mission grant application from St. Thomas, Canonsburg; in July, approved via electronic vote four mission grant applications (Advent, St. Brendan’s, Calvary, and St. Paul’s, Kittanning) and one grant from the Diocesan Mission and Faithful Remnants budget for Marc Jacobson’s ministry in the Philippines; and in August, approved a housing allowance for the Rev. Dan Isadore and the term of office and compensation of the new Director of Administration, the Rev. Ted Babcock.

Meetings consist of reports from the Bishop, Canons to the Bishop, President of the Standing Committee, President of the Board of Trustees, Chancellor, Treasurer, and the chairs of various diocesan committees and organizations, and action items as needed.

**December meeting:** Council approved a revised 2014 budget; approved a grant to Good Shepherd, Hazelwood, for emergency plumbing repairs; approved the transfer of \$55,000 to be made available for mission grants during 2015; approved allocation of funds in support of the Millennium Development Goals pursuant to the Lambeth 0.7% resolution; and elected Council officers for 2015.

**February meeting:** Council approved revised assessments for St. Stephen’s, Wilkinsburg, and St. Thomas, Canonsburg, and revised the 2015 diocesan budget. Council appointed Kevin Hipolit, Emmanuel, North Side, to a three-year term on the Growth Fund Committee.

**April meeting:** Council approved the use of up to \$150,000 for the cost of Trinity Cathedral renovations until reimbursed from a pending bequest to the diocese; approved grants to Emmanuel, North Side, and Good Shepherd, Hazelwood; and approved a mission grant to Good Shepherd, Hazelwood.

**June meeting:** Council approved the Treasurer’s report as submitted, and approved five mission grants as recommended by the Budget and Assessment Working Group: St. Barnabas, Brackenridge; St. Paul’s, Mt. Lebanon; St. Matthew’s, Homestead; Atonement, Carnegie; and All Saints, Brighton Heights.

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

The following Committees have continued to function over the past year: Budget and Assessment Working Group, chaired by Kathy Baird of St. Peter’s, Blairsville; Social Justice and Outreach, chaired by Nancy Lapp of Holy Cross, Homewood; Resolutions, chaired by Jeff Dunbar, St. Paul’s, Mt. Lebanon; Nominations, co-chaired by the Rev. Vicente Santiago, Advent, Jeannette, and Jon Delano, St. Paul’s, Mt. Lebanon; and Compensation, chaired by Jim Neral, Christ Church, North Hills. Joe Baird, St. Peter’s, Blairsville, serves as Judge of Assessments, and Linda Getts, St. Thomas, Oakmont, serves as Assistant Judge of Audits.

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

Since our last Convention report, the Social Justice and Outreach Committee has undertaken several projects and promoted a number of causes, employing various forms of publicity and personal contact.

The Community Gardens, aided by our grants last summer, resulted in significant contributions to food banks and the needs of participating churches and organizations. Additional funds for these grants were provided by Outreach committees from St. Paul's, Mt. Lebanon (last year, and again, this year) and Christ Church, North Hills. The number of gardens and grants we offer has been growing each year, and we plan to continue this program.

In the fall, we sponsored a panel discussion, "May Peace be with You," a holy discussion on gun violence. It was held on Saturday, October 25, at Calvary, and about 40 persons and friends of the diocese attended. Chuck Weiss planned the program and moderated the panel, which included representatives from Cease Fire PA, the Center for Victims, and the Pittsburgh Police.

We provided the optimum number of volunteers needed for our day at the Food Bank, November 22. As usual, this is an opportunity for fellowship among churches of our diocese as well as the service provided.

Our recommendations for the distribution of 2014 Lambeth funds included: \$1000 to Episcopal Relief & Development to respond to the Ebola emergency, \$1000 to Episcopal Appalachian Ministries, and \$1,053 for Jeremiah's Place. Our recommendations were accepted.

In January, we were one of the sponsors of the diocesan-wide baby shower for Jeremiah's Place. This was a great success and this new ministry is going well.

Also in January, we were one of the sponsoring organizations of the satellite Trinity Wall Street conference, "Creating Common Ground," hosted by St. Paul's, Mt. Lebanon. This was preceded by the November showing of the film, "Inequality for All," sponsored with PEP, as a "teaser" for the upcoming Trinity Wall Street conference.

Our committee also serves as a conduit for special needs and programs that come to our attention. In the past year these have included Operation Safety Net (which provides meals for street people particularly during bad winter weather); PIIN's various advocacy and action programs; ECW's collection for Christmas on the River through the Seaman's Church Institute; the Greater Pittsburgh Literary Council (for which we ran a special appeal for volunteers in *Grace Happens*); Rural and Migrant Ministries, which we have supported in the past through Lambeth funds; and, we made a special donation to the emergency needs of the Coal County Ministry from our budget. The work of the Diocese of Jerusalem in the Holy Land was brought to our attention by a representative from the American Friends of the Diocese. This resulted in a letter request to our diocesan delegates to General Convention asking for their studied consideration of the resolutions concerning justice and peace in Israel and Palestine.

### **Report of the Resolutions Committee**

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

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

This group meets regularly to evaluate requests from parishes for reduced assessments or grants funded by the diocesan operating budget. It then recommends action to be taken by Diocesan Council. Members also work with the Bishop, Treasurer, and Board of Trustees to develop the diocesan budget for submission to Annual Convention. On occasion, members of the group work with parishes to assist with financial issues. Current members of this committee include: Kathy Baird, St. Peter's, Blairsville, Chair;

Joe Baird, St. Peter's, Blairsville; Courtney Harder, St. David's, Peters Township; the Rev. Vicente Santiago, Advent, Jeannette; and the Rev. Lou Hays, St. Paul's, Mt. Lebanon.

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

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

## ARCHDEACON AND DIRECTOR OF ADMINISTRATION

The key accomplishment of this past year was the renovation of the third floor of Trinity Cathedral and the move of the diocesan offices from Monroeville back to the Cathedral. I am especially grateful to my co-project managers Ell Vines and Jean Adams, to our team from Jendoco and to the Cathedral staff including Steve Fekete, James Moore, Father Tim Hushion and Dean Scott Quinn. I also appreciated the flexibility of the diocesan office staff during this time of transition.

Andy Muhl and I established a publication schedule and submission guidelines for *Grace Happens*, which has helped make the production of our electronic newsletter more efficient. I assisted the Rev. Leslie Reimer, and her task force, in developing our diocesan response to the new Pennsylvania Child Protection Laws and we convened a diocesan leadership day in May to begin deepening how we make our parishes safer places for children. My work at the national church level included the initial conversion of the diocese to the new electronic institutional and employee roster systems implemented by the Church Pension Group as well as logistical support of our deputation to General Convention.

It has been an exciting year for the diaconate in Pittsburgh. John Mark Feuerstein and Lorena Ringle were both ordained as vocational deacons. The community ministry of Deacon Ann Staples received national coverage via an article in *Episcopal News Service*.

This past year has deepened my understanding of our diocese and I am grateful for all I've learned. I look forward to supporting the Rev. Canon Ted Babcock as he assumes the role of Director of Administration.

The Rev. Jean Chess

## THE STANDING COMMITTEE

This report covers business of the Standing Committee from November 2014 through August 2015. In accordance with the canons of The Episcopal Church and the Diocese of Pittsburgh, the Standing Committee took the following actions:

Gave consent to the episcopal elections of:

- David Mitchell Reed as Bishop Coadjutor of the Diocese of West Texas
- Robert Stuart Skirving as Bishop Diocesan of the Diocese of East Carolina
- Peter Eaton as Bishop Coadjutor of the Diocese of Southeast Florida
- Audrey Cady Scanlon as Bishop Diocesan, Diocese of Central Pennsylvania
- James Russell Kendrick as Bishop Diocesan of Central Gulf Coast

Approved for Candidacy for Holy Orders:

- Walter Joseph LaLonde
- Garrett Yates
- Daniel Isadore
- Lorena Ringle

Approved for Ordination to the Diaconate:

- John Mark Feuerstein
- Walter Joseph LaLonde
- Garrett Yates
- Daniel Isadore
- Lorena Ringle

Approved for Ordination to the Priesthood:

- Francis Michael Yesko
- Herbert Thaddeus Daly, Jr.
- Howard Gillette
- Walter Joseph LaLonde

Filled the following vacancies in diocesan offices:

- Jim Simons, Standing Committee
- Scott Russell, Diocesan Council
- Michelle Boomgaard, Constitution and Canons
- Teri Dillon, Diocesan Council

Other actions:

- Consented to reception of orders of Shawn Malarkey
- Approved clergy releases for Rodney Whitaker and Carl Eyberg
- Consented to closure of All Saints, Bridgeville; St. Martin's, Monroeville; Christ the King, Beaver Falls; Prince of Peace, Hopewell

Respectfully submitted,  
The Rev. Dr. Moni McIntyre  
Betsy Hetzler, Secretary

## TREASURER

Responsibilities include overseeing the diocesan accounting system; serving as financial liaison to the Trustees, Council, Property Committee, Growth Fund Committee, Audit Committee, Budget and Assessments Working Group, and Compensation Committee; providing financial/employee benefit assistance to parishes/diocesan organizations; and managing the returned properties with guidance and assistance from the Trustee Property Committee. I am grateful to diocesan and Trinity Cathedral staff and the many volunteers who spent countless hours working on the renovation and move of the diocesan offices to the cathedral during 2015.

Accomplishments since the 2014 Convention include:

- The 2014 audit was completed and an unqualified opinion rendered by Maher Duessel.
- Assisted three parishes in obtaining \$22.3k in grants from The Advancement Society to defray costs for various building maintenance projects.
- Instituted an annual Treasurer's Training workshop with 21 attendees in March 2015 (original February date with 39 attendees was postponed due to snow). Topics included financial reporting, clergy/lay compensation and payroll, internal controls, taxes and IRS guidelines, parochial reports and parish audits.
- Instituted payroll processing through ADP using Episcopal Payroll Services to provide monthly payroll processing to parishes with five or less employees at greatly reduced rates (monthly cost ranges from \$11.55 to \$17.75). Contact Marlene Rihn for information.
- Instituted "volunteer audit teams" for parishes unable to find qualified volunteers.
- Received \$6.2k bequest from the estate of Frank Alton. Bequest was designated for Chaplaincy Fund and deposited into Morgan Stanley Pool 1.
- Received notice of \$497k unrestricted bequest from the estate of Margaret Zieg. Trustees approved use of \$257k for Cathedral renovations/move to Cathedral and remaining \$240k to Growth Fund held in Morgan Stanley Pool 2.
- Issued Growth Fund grants of \$36,550 to five parishes in December 2014 and \$19,500 to three parishes to date in 2015. Disbursed Growth Fund loan of \$29,650.
- Disbursed Parish Mission Grants totaling \$31,275 to ten parishes within the diocese. \$23,725 remains in the fund and is available for additional parish mission projects. Applications are available on the diocesan website.
- Provided \$163,743 in financial support from operating budget to four parishes resuming their participation in the diocese and two additional parishes in need of financial assistance.
- Provided \$27k in Community Outreach Grants, \$20k to Sheldon Calvary Camp Capital Campaign, \$18,888 in Emma Locke Trustee Grant to Sheldon Calvary Camp for scholarships, and \$5k mission grant to Inabaknon Heritage Society, Philippines.

Work continues on the development of formal written policies and procedures relating to accounting and fiscal matters, employee handbook, investment policy, and fraud.

It continues to be my privilege to serve as Treasurer for the Episcopal Diocese of Pittsburgh.

Faithfully,  
Kathi Workman

# Section F

## Other Reports

## ANGLICAN FELLOWSHIP OF PRAYER

New this year: the AFP Board met at Calvary Church on October 22-23 2014. We were graciously welcomed by Calvary's rector, the Rev. Jonathon Jensen, the staff, and other members of Calvary. Fr. Jensen showed us the Samuel Shoemaker Room, now named the Helen and Samuel Shoemaker Room. Calvary had agreed to add donations of books by our co-founder, Helen, to those of her husband – and materials showing the history of the AFP, in addition to those displaying the history of Alcoholics Anonymous, the Pittsburgh Experiment, and other organizations influenced by Dr. Shoemaker.

One of the things Helen and Sam (rector of Calvary 1952-1961) had in common was their belief in prayer and the value of small groups as a way to encourage and develop the habit of lifting our concerns to God as we share them with one another.

We elected a new president, the Rev. Dr. John Throop, who had encouraged our meeting at Calvary, and we enjoyed visits by Bishop McConnell and the Rev. Charles Hamill. Bishop McConnell and the former executive director of the AFP, Bishop Donald Hultstrand, had a telephone exchange during the meeting; Bishop McConnell asked Bishop Hultstrand for comments about the history and mission of AFP, and Bishop McConnell was asked for ideas about where to go from here. When he had finished, Bishop Hultstrand said: "It sounds as though you have entered the 21st Century." Fr. Hamill shared ideas about how to communicate with youth. There was also a telephone conversation with Archdeacon Paul Feheley, the new executive director of AFP Canada.

We publish a newsletter three times a year and maintain a website at [www.afp.org](http://www.afp.org). Please pay us a visit. One of the sidebars on the home page has a link to Prayer Requests. People can also write prayer requests and news on the Anglican Fellowship of Prayer Facebook page. As with other Facebook group pages, it is necessary to "friend" a member of the group and then to ask to join.

Please don't hesitate to contact us via the website if you are interested in joining the AFP, or if you have any questions.

Respectfully submitted,  
Mrs. Celinda C. Scott  
Corresponding Secretary and Website Coordinator  
Anglican Fellowship of Prayer, US Council  
Parishioner, Christ Episcopal Church, Indiana, PA

# ARCHIVES

In 2014, the archives continued to receive large quantities of parish records and artifacts from recovered church properties. The backlog for processing is growing. We also received records and gifts from several private individuals, including two small stained glass windows from the long-closed church in Meyersdale, numerous photographs and materials from St. Martin's, and memorabilia that filled gaps in the Trinity Cathedral collections.

Over the summer of 2014, the archives had three volunteer workers from the University of Pittsburgh's Information Sciences program. Two worked on setting up a cataloging format and cataloging books in the archives library. There is much cataloging left to be done. One volunteer worked on processing records. A fourth student, who had volunteered during the spring term, continued during the summer. She worked on processing. The archives also handled a number of research requests, including background research for a book on August Wilson (who did some of his earliest writing at a project run by Episcopal parishes in the Hill District). The researchers rewarded the library by finding a working zip drive that we could use to read some diocesan records that had been inaccessible. This summer, I have had volunteers from ECW and the History and Archives Commission helping with processing. This fall, a Pitt intern will work ten hours a week.

The archives also began planning exhibits for 2015 in honor of the 150th anniversary of the diocese. Two of the exhibits have come to fruition. The third is still being planned. Parishes have signed up to host the travelling exhibit of 15 foam panels exploring Western Pennsylvania from 1860 to 1865 and how Episcopalians contributed to the community. The opening of the exhibit was at St. Thomas Memorial Church in Oakmont at the beginning of March. It is booked through Easter of 2016. The second exhibit was finished in May. It is an on-line timeline with key developments in the history of the diocese from 1755 to 1866. It involves around 120 subpages and more than 160 historic images. It can be viewed at [www.episcopalpgh.org/archives/resources/exhibits](http://www.episcopalpgh.org/archives/resources/exhibits).

The Archives and History Commission was able to identify a space and plan for construction of a new area at the cathedral to house archives collections. That construction was completed in early 2015 in order to facilitate the remodeling of the third floor of the cathedral for diocesan offices. The major archives collections were moved to the new space in April. This was a major effort involving several days, with help from two construction workers and two volunteers. There were over 700 boxes of records to move, shelf sets to disassemble and reassemble, and placement of the collection on the shelves of the new space in some semblance of order. Then the archives library (another 50 + boxes) had to be packed for temporary storage on other floors of the cathedral, and the office and processing areas were moved into temporary office space and storage. The office furniture was moved into the remodeled space in late June and then the library had to be brought back up and re-shelved.

Joan R. Gundersen  
Archivist

## CHAPLAIN TO RETIRED CLERGY

I have served as chaplain to retired clergy, spouses and surviving spouses for more than ten years, which includes changing times in the Diocese of Pittsburgh, and under four bishops in succession.

Currently, the bishop's office and I plan a luncheon/social twice each year for June and December. A variety of places are used. Earlier, we met for lunch at a mutually convenient restaurant in the city. Later, we met in the home of a retiree and spouse. Currently we meet in a church where a luncheon can be served.

Bishop and Betsy McConnell host the luncheons and share in table conversations. The bishop makes it a point to attend all luncheons, along with some of his clergy staff.

Part of the ministry to the retired involves mailing greeting cards. Recognizing the birthdays of clergy and spouse or surviving spouse includes mailing some 170 cards over the span of a calendar year. They include those canonically resident in the diocese as well as those from other dioceses living in the Pittsburgh area. Numerous cards are mailed to those outside the Pittsburgh area, such as clergy and spouses living in California, Kansas, Indiana and Virginia. Many expressions of gratitude have been received. Cards are sent on other occasions as well, such as hospital admissions and occasions of death or grief, and to nursing home residents and those in an assisted care facility.

Diocesan funds support the greater part of the cost of card purchases and mailing, and underwrite the cost of all luncheons.

This chaplaincy allows me, along with my wife, to attend Province III meetings, and we are grateful to the Church Pension Group for making that possible.

My current reading list does not directly relate to this ministry. However, I am currently serving two mission churches on a part time basis so that all professional reading at present is related to service and sermon preparation and scripture commentaries.

Gratefully serving this ministry, I am,  
The Rev. Arthur C. Dilg+  
Indiana, PA

## CHILDREN'S MINISTRY TEAM

Children's Ministry continues to grow in our diocese, with many congregations striving to share the love of Christ with the youngest members of the household of God.

As determined by the Listening Committee, 30 of our parishes report having children in the congregation. Additionally, two parishes have teens, but no children younger than age 13, bringing the number of parishes with young people to 32.

Twenty-nine of our parishes have some form of ministry with or for children ranging from Sunday School, to VBS, to various outreach programs for children in their communities. Three of these congregations do not have at present any children in their parish, but they still offer ministry for children in their communities.

The Children's Ministry Team (CMT), comprised of lay and clergy, paid and volunteer children's ministry practitioners, continues to work to provide inspiration, support and resources to all children's ministry initiatives in the diocese. The CMT planned and organized a three-day Godly Play Core Training for 19 participants. After the core training, the CMT held three Godly Play Materials workshops where parishes could make the hands-on materials that are used when telling the Godly Play stories. At these workshops, members of the CMT also demonstrated Godly Play storytelling for people who had not attended the Core Training. Twelve parishes sent individuals or teams to one or more of the three Godly Play Materials workshops.

Additionally, at last year's diocesan convention, under the coordination of the CMT, every parish was given "Pray & Play" bags assembled by Girl Scout Troop 57003. These bags contained welcoming prayerful activities to be used by any children visiting or attending worship. Parishes could customize the bags by adding additional materials.

The bimonthly *Feed My Sheep* newsletter and the monthly Children's Ministry lunches continue to offer ways to network with one another and to highlight some of the interesting children's ministry initiatives occurring around the diocese.

All parishes in the diocese need to be aware of the changes in the Pennsylvania laws regarding youth protection and prevention of child abuse. A task force comprised of the Rev. Leslie Reimer, the Rev. Michelle Boomgaard, Joyce Donadee and Lisa Brown have recommended revisions to the existing diocesan policy covering child protection. The task force also assisted in publishing resources regarding compliance with the recent changes in law. These are available in the Safeguarding section of the diocesan website.

Joyce Donadee has stepped down as the CMT Coordinator, however she will remain an active inspiration to all of us! Lisa Brown, Director of Children's Ministry and Communications Coordinator at St. Paul's, Mt. Lebanon, will assume responsibility for continuing Joyce's good work.

Submitted by  
Lisa Brown, Coordinator

# CHRISTIAN ASSOCIATES OF SOUTHWEST PENNSYLVANIA

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*A Unifying Voice in the name of Jesus Christ  
for the Mission of the Gospel and the Wholeness of Communities  
Serving 10 Counties and 15 Faith Traditions in 27 Judicatories,  
with 2,000 Congregations and 1,000,000 members*

Grace and peace in the name of our Lord Jesus Christ to all who gather for this year's annual convention! It's my joy and honor to bring you greetings and gratitude from Christian Associates of Southwest Pennsylvania and our Council of Bishops and Judicatory Executives. Christian Associates works for the visible unity of the church with our 27 member church bodies, Anglican, Catholic, Orthodox, and Protestant. Through collegiality, collaboration, and connectedness, we pursue the mission of the Gospel and the wholeness of communities.

The past year has been both busy and exciting. Our Council of Bishops and Executives issued a statement on racial reconciliation, recommitting ourselves to diversifying the voices in our fellowship so that we might contribute meaningfully to the struggle against racial injustice. We worked with the FISA Foundation to publish "Peace, Be Still!" a guide to help clergy engage their congregations in working against domestic violence and sexual assault. We launched a new Facebook page and an electronic newsletter, "Unity N'At." We worshiped together, celebrating our 45th anniversary with inspiring preaching and great music. We co-sponsored a wide range of events, including the Pittsburgh Pastoral Care Conference, the Trinity Institute, and a prayer service to commemorate Overdose Awareness Day. I also spent many Sundays and holy days working to increase Christian Associates' visibility by visiting congregations as a guest preacher, Bible study leader, or simply as a fellow worshiper. I welcome invitations to visit churches; please let me know when I can join you!

This year also marked a turning point in our collaborative ministries. For nearly 30 years, Christian Associates provided interfaith chaplaincy services at Allegheny County Jail. These programs flourished, offering spiritual support to inmates and officers alike, and giving birth to the Foundation of HOPE, which provides intensive training and mentoring programs for inmates and ex-offenders. HOPE is now an independent non-profit organization, with its own board of directors (including Bishop Dorsey McConnell) and – for the first time – a full-time Executive Director, Susan Orr. As of January 1, 2015, HOPE has also assumed responsibility for chaplaincy, as well. This transition allows Christian Associates to focus more intently on our central mission of Christian unity, assured that our partners at HOPE will use their expertise in correctional ministry to continue excellent work at the jail.

As in years past, the Episcopal Diocese of Pittsburgh has enthusiastically supported the work of Christian Associates. At a time when budgets for all our member judicatories are tightening, we are deeply grateful for your financial support of our ministries. Bishop McConnell continues faithful participation in the work of our Council, and many more members of the diocese have been engaged in work on our committees and projects. Thank you all for your commitment to the unity of Christ's church!

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

## COMMISSION ON RACE AND RECONCILIATION

The Commission on Race and Reconciliation 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.

During the past year, trainers who are also members of the commission conducted two Anti-Racism Workshops.

The commission again coordinated the diocesan Celebration of Life and Ministry of Absalom Jones. The guest preacher was the Rev. Kim Latice Coleman, Rector of Trinity Episcopal Church in Arlington, Virginia.

The commission prepared a banner that was approximately eight feet long that was displayed at Province III Synod. The title of the banner was “A Timeline: Anti-Racism Ministry – The Church’s Effort to Restructure Itself.” Smaller individual copies were reproduced and with supporting materials were distributed to everyone attending Synod. Everyone at diocesan Convention will also receive a packet.

Jointly, Province III and the Senator John Heinz History Center sponsored a one-day White Privilege Seminar at the Heinz History Center on May 2, 2015. The title was “Race and Freedom: How Color has Defined American Freedom.” The keynote presentation was given by Dr. Jacqueline Battalora, author of “Birth of a White Nation.” Funding for the event came from a grant to Province III from the Constable Fund. Members of the Commission assisted in facilitating the event.

Province III conducted two “Training/Refreshing the Trainer Workshops.” The commission sponsored the attendance of two persons at each workshop. These workshops provided the initial training required to become a facilitator for the mandated Anti-Racism Training Workshops.

At the annual “Workday” of the commission, it was decided that in calling people to the work of justice we could draw from Bishop McConnell’s diocesan priorities of Public Gospel, Missional Communities and Leadership Formation. To do this, the commission’s focus will be on deepening our relationships with the bishop, the diocesan leadership and people at the “grassroots” level. The intention is to engage priests, vestries and other leadership groups in dialogue around issues of race, to hear and hopefully allay their concerns and fears. The possibility of a clergy “quiet day” will be explored to provide the opportunity for a conversation among clergy about racism. The commission will ask the clergy to raise up two persons from each parish to support this work. The commission will plan a diocesan event, the focus will be reconciliation and forgiveness.

This year, the commission welcomed two new members, the Rev. Michael Foley, Church of the Redeemer, and Lyle M. Wood, Church of the Holy Cross.

Respectfully submitted,  
Nancy Travis Bolden, Chair

## CURSILLO

National Episcopal Cursillo voted this spring to change its name to “Episcopal Cursillo Ministry.” Veronica Hinkson, our area representative, has been in touch with us to explain the change. The governing committee is called “The Episcopal Cursillo Ministry Committee.”

We continue to have as a top priority the rebuilding of the “Servant Community” in the Diocese of Pittsburgh. We need to have more Cursillistas involved in Pittsburgh to be able to offer the three-day introductory weekend in the fall of 2016. To that end, Secretariat member Gerry Dalton sent questionnaires to all known Cursillistas in Pittsburgh asking them about their interest in Cursillo. Those who have not yet filled out the questionnaire are encouraged to do so at their earliest opportunity. Copies will be available at Diocesan Convention.

Pittsburgh Episcopal Cursillo offered three Ultreyas since last year’s diocesan Convention: November 23, 2014, at St. Thomas Episcopal Church in Oakmont; May 2, 2015, at St. Stephen’s, Wilkinsburg; and September 19, 2015, at St. Paul’s.

The Secretariat has met several times this year in outreach to various parishes. Its membership is comprised of Holly Craighead, St. Thomas, Oakmont; Gerry Dalton, St. Stephen’s, Wilkinsburg; Lionel Deimel, St. Paul’s, Mt. Lebanon; the Rev. Dr. Bruce Robison, St. Andrew’s, Highland Park; Annis and John Rogers, St. Mark’s, Johnstown; the Revs. Gwen and Vicente Santiago, St. John’s, Donora, and Advent, Jeannette, respectively; Celinda and Barry Scott, Christ Church, Indiana; and Steve Stagnitta, St. Andrew’s, Highland Park.

Representatives of Pittsburgh Episcopal Cursillo’s Secretariat met with Bishop McConnell on May 12 to discuss and to get his approval of the Pastoral Plan for Cursillo in our diocese; it was developed by Holly Craighead, with input from others on the Secretariat. The Plan was signed and is a part of our official documents.

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

## **EPISCOPAL CHURCH WOMEN**

2015 marks the beginning of new meeting rules. We now have two-hour meetings with lunch and manage to get lots of business done.

We now celebrate women and their ministries.

This year, we celebrated Jeremiah's Place, the Seaman's Church Institute, and our Grants for Mission and Memorial Scholarships.

We shall keep entering the 21st century with modern steps like electronic news and announcements.

We are looking forward to a new ministry in helping victims of Human Trafficking in Southwestern Pennsylvania. Please see our display at Convention, as we are all in the learning stages.

Elizabeth Duckstein  
President

# THE ORDER OF THE DAUGHTERS OF THE KING

Prayer, Service and Evangelism form the centerpiece of the vows that a woman must take to become a Daughter of the King in our Order. Daughters in the Pittsburgh Assembly are grateful that we can serve our Lord under the blessings of both the Anglican and Episcopal Dioceses of Pittsburgh.

The Pittsburgh Assembly holds two assemblies and three board meetings per year, the latter by conference call. In 2014, we initiated seasonal conference calls to encourage and inform board members between meetings.

The Fall Assembly was hosted by the Joan of Arc Chapter at St. Thomas in the Fields, Gibsonia, on November 1, 2014. Our speaker, the Rev. Canon Daryl Fenton, Director of CMJ, had just returned from a mission to the Holy Land. To our surprise and joy, he brought us greetings and a video from our International Prayer Partners at Christ Church, Jerusalem. He also spoke movingly about sharing Christ's love with people of Jewish faith.

The Spring Assembly, with election of officers, was held on Saturday, April 25, 2015, at Shepherd's Heart Fellowship, Uptown. It was hosted by the Pittsburgh Assembly in common. Our speaker was Dr. Erika Moore, Professor of Old Testament and Hebrew at Trinity School for Ministry. She gave us a sample lesson from one of her Old Testament classes using her famed Bible, now permanently open from being so frequently searched. Assembly officers elected for the Triennium of September 1, 2015, through August 31, 2018 are:

**President:** Jessie Hipolit, Verna Dozier Chapter, Emmanuel Church, North Side

**First Vice President (Events):** The Rev. Barbara McMillen, Song of Victory Chapter, St. George's, Waynesburg

**Second Vice President (Membership):** Carolyn Booker, Daughter-at-Large, St. Stephens, Wilkinsburg

**Secretary:** Judith Daniels, Daughter-at-Large, St. James Anglican, Penn Hills

**Treasurer:** Jan Murtha, Daughters of Advent Chapter, Church of the Advent, Jeanette

Our Fourth Annual Lenten Quiet Day was scheduled at Shepherd's Heart Fellowship for February 21, 2015, the first Saturday after Ash Wednesday. Under the theme of "Heroes and Heroines of the Bible," individual Daughters had prepared meditations and prayers for 12 Old Testament figures. Chapters had prepared edibles and potables. At the last minute, however, winter's arctic blast made driving hazardous, and we had to cancel. Although disappointed, we feel grateful to be almost fully prepared for Quiet Day 2016.

For service projects, two new chapter initiatives in the last year include stuffing backpacks for disadvantaged school children and instituting an Intercessory Prayer Ministry during Sunday services. Other chapter projects, plus a variety of individual community service projects, continue from past years.

Our Pittsburgh Assembly goals for the year have been to stay united in our Order, to serve Christ through our Order, and to bring others to Him.

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

## **SHELDON CALVARY CAMP**

Sheldon Calvary Camp marks its 79th year with deep gratitude for all that is and great hope for what lies ahead. Through generous participation by many, we have exceeded the goal of three million dollars for our current capital campaign, and we continue to receive gifts. We are grateful for support from the diocesan Board of Trustees in these efforts. Plans are taking shape for the new dining hall, which will serve our summer camping programs well and provide a year-round space for people to gather overlooking Lake Erie. The beach project has been completed, providing an expanded sand beach, which was well used this summer for walking, swimming, and boating,

In 2015, the camp served nearly 1,000 children in our summer programs: Coed Camp; Ready, Set, Camp; and Day Camp. One in five campers received some financial assistance. Family Camp and Labor Day camp were filled this year. Extended season work, including a camp experience for adults with disabilities, school groups, and a youth leadership program, continues to reach the local community far beyond the summer camping months.

Sixty-one dedicated young adults served as members of the summer staff, developing their own sense of vocation as they engaged enthusiastically with campers. Their boundless energy was felt from the beginning of staff training in late May through the end of Family Camp in August. Leadership comes from Tim Green, Executive Director, supported by year-round Assistant Director P.J. Williamson and Program Director Samantha Borkovic, as well as Susan Roth, Staff Development Director, and the Rev. Leslie Reimer, Director of Spiritual Life. Alyse Viggiano, a seminarian from the diocese, served an internship as summer chaplain.

We recognize the commitment of the Calvary Camp Board in a year where there was significant business to accomplish: Eric Linn, President; Lynne Curtis, Vice President; David Sharbaugh, Treasurer; Rebecca Randall, Secretary; the Rev. Canon Cathy Brall, Amy Bojarski, Gregory Green, Laura Jones, Lawrence Knapp, the Rev. Kris McInnes, the Rev. Jeff Murph, Trudy O’Nan, Joseph Ryan, James Strong, Doug Strott, the Rev. Gary Taylor, and the Rev. Charles Weiss, members; and Kenneth Argentieri, chancellor.

Bishop McConnell visited us on the very first day of staff training, offering his particular gift of communicating with young adults to set the foundation for our summer of ministry.

The camp continues its original vision as a Christian community where faith is integrated into every aspect of life. That life is centered in the Bishop Thomas Chapel, a holy space overlooking the lake, filled with joyful song and the voices of young people leading Compline, sharing the Eucharist, speaking from the depths of their own experience, and sharing the light of Christ in candlelight at the end of each session.

As a ministry of the diocese, we appreciate your support of Sheldon Calvary Camp and look forward to sharing the unfolding news of our future with you. You are welcome to visit us in person next summer – or any time at [www.calvarycamp.org](http://www.calvarycamp.org).

Respectfully submitted,  
Tim Green  
Executive Director

# SHEPHERD WELLNESS COMMUNITY

Founded in 1987 by Fr. Lynn C. Edwards, Shepherd Wellness Community (SWC) is the only HIV/AIDS community center in western Pennsylvania, providing supportive community and wellness programs for people living with HIV/AIDS.

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

We want to thank the diocese for providing Green Grants which enabled SWC to create a raised-bed herb and vegetable garden. This project continues to enrich the lives of our members by providing fresh vegetables and herbs for our wellness dinners. Special thanks also to St. Paul's Church for providing zucchini, beans, peppers and tomatoes from its parish garden.

SWC recently completed a strategic planning process and updated our mission, vision and core values to address the changing needs of our members living with HIV/AIDS. Our new mission is helping people living with HIV/AIDS improve their wellness.

## Our 2015 HIV/AIDS wellness services include the following:

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

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

Sincerely,  
B. Scott Peterman  
Executive Director

## TRINITY SCHOOL FOR MINISTRY

Trinity School for Ministry has entered the public phase of its \$14-million capital campaign, “Reach for the Harvest,” which will be completed at the end of the year. We give thanks and praise to God that the campaign is going extremely well. The emphasis of the campaign is not primarily on “bricks and mortar,” although the plans include the renovation and expansion of a state-of-the-art media center. Rather, a major focus is on scholarships, to enable Trinity to continue its current giving of full tuition scholarships to all full-time residential students.

There is also significant funding for the Robert E. Webber Center for an Ancient Evangelical Future, which has recently published *Confessing the Faith*, the first of an eight-volume in the Foundations for Christian Ministry curriculum. Foundations is an advanced training program for adults seeking greater preparation for Christian life and ministry. The workbook format will cover Old Testament, New Testament, Church History, Anglican History, Basic Christian Doctrine, Anglican Doctrine, Christian Ethics, Christian Spirituality, and Christian Ministry.

The Stanway Institute for World Mission and Evangelism will also receive additional funding. The Center is currently offering the first course in its new Spanish Language Post Graduate Diploma in Anglican Studies. Designed specifically for native Spanish speakers, this two-year, six-course, online program allows students to stay in their ministry context as they study. The program is meeting an urgent need in our growing Spanish-speaking communities.

This fall, Trinity began a pilot program in Jos, Nigeria, in which clergy are receiving online training toward the Master of Arts in Religion degree from Trinity at the Christian Center in Joss.

Dean/President Justyn Terry and Academic Dean Mark Stevenson attended the annual meeting of the Council of Deans of Episcopal Seminaries held this year at Bexley Seabury in Columbus. Next year’s meeting will be held at Nashotah House. Trinity had an information booth at this summer’s General Convention in Salt Lake City. The school also hosted an alumni dinner attended by more than 35 alumni and friends of the school.

In all we do, we seek to be faithful to our mission statement: 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 makes disciples of Jesus Christ.

Respectfully Submitted,  
Mark Stevenson, PhD  
Academic Dean

# UNITED THANK OFFERING

**“Your Change, Changes Lives!” Happy 125<sup>th</sup> Birthday, United Thank Offering (UTO)**

For 125 years, the coins collected in “those little, blue UTO boxes” have been providing grants for ministry to every province of the Episcopal Church. And every cent received is granted. Since its birth in 1890, UTO has awarded 5,178 grants, for a total value of \$133,355,181.05. **“Your change, changes lives!”**

In celebration of the 125th anniversary besides our regular grants, two additional grants were awarded to each province: one bishop grant and one young adult grant. The number of grants awarded in 2015 was 55, for a total of \$1,558,006.85. **“Your change, changes lives!”**

From the Diocese of Pittsburgh, the total ingathering amount for the 2015 Triennial was \$25,415.77. **“Your change, changes lives!”**

As your newly elected diocesan UTO Coordinator, my goals for this coming year are:

- actively recruit and train a UTO coordinator in every parish
- support parishes with their ingathering tasks
- provide customized printed materials, per parish requests (flyers, bulletin inserts, etc.)

To rekindle the spirit and habit of “Thankfulness” throughout the diocese, I encourage each parishioner in every parish to consider...

### **The Theology of Thankfulness:**

- **When you are thankful for God’s blessings – drop a coin in the Blue Box.**
- **When you finish a big project – drop a coin in the Blue Box.**
- **When you thank God for special blessings – drop a coin in the Blue Box.**
- **Remember to be thankful for every situation.**
- **Remember your Blue Box.**

**“Your change, changes lives!”** ... and not just the lives of grant recipients. Our lives are also changed and enriched. As we give thanks, we are drawn into a closer relationship with our Heavenly Father. Giving “Thanks” changes every one of us.

All United Thank Offering materials are FREE.

Questions? Or to order your UTO supplies, contact:

Darrell Powell  
412-828-0502  
dpowell2010@hotmail.com

Section G  
Parochial &  
Diocesan Statistics

# DISTRICT CHART OF PARTICIPATING PARISHES WITH ALLOCATION OF DEPUTIES FOR 2016

as determined by 2014 Parochial Report  
(Any participating parish not submitting a parochial report receives two deputies)

Total Lay Deputies eligible to vote: 92

## District 1

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

## District 3

St. Peter's, Brentwood	3
Atonement, Carnegie	2
St. Thomas, Canonsburg	2
Nativity, Crafton	3
St. Stephen's, McKeesport	2
St. Paul's, Mt. Lebanon	8
All Souls, North Versailles	2
St. David's, Peters Township	2
<b>Total</b>	<b>24</b>

## District 2

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

## District 4

St. Peter's, Blairsville	2
St. John's, Donora	2
Christ Church, Indiana	2
Advent, Jeanette	2
St. Michael's, Ligonier	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>22</b>

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

as of October 1, 2015

**BLAIRSVILLE**

**St. Peter's Episcopal Church**

36 W. Campbell St., Blairsville, PA 15717

724-459-8804

The Rev. Arthur Dilg, Vicar

**BRACKENRIDGE**

**St. Barnabas Episcopal Church**

989 Morgan St., Brackenridge, PA 15014

724-224-9280

The Rev. Frank Yesko, Priest-in-Charge

**BRENTWOOD**

**St. Peter's Episcopal Church**

4048 Brownsville Rd., Pittsburgh, PA 15227

412-884-5225

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

**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. Canon Dr. Catherine Brall, Priest-in-Charge

**CARNEGIE**

**Church of the Atonement**

618 Washington Ave., Carnegie, PA 15106

412-279-1944

The Rev. Rodgers Wood, Regular Supply

**CRAFTON**

**Church of the Nativity**

33 Alice St., Pittsburgh, PA 15205

412-921-4103

The Rev. Shawn Malarkey, Priest-in-Charge

**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. Jonathon W. Jensen, Rector

The Rev. Leslie Reimer, Associate Rector

The Rev. T.J. Freeman, Curate

The Rev. Carol Henley, Assisting Priest

The Rev. John J. Fetterman, Theologian in Residence

**FRANKLIN PARK**

**St. Brendan's Episcopal Church**

2365 McAleer Rd., Sewickley, PA 15143

412-364-5974

The Rev. D. Scott Russell, Rector

**HAZELWOOD**

**Good Shepherd Episcopal Church**

P.O. Box 55054, Pittsburgh, PA 15207

100 Second Avenue, Pittsburgh, PA 15207

412-421-8497

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

**HIGHLAND PARK**

**St. Andrew's Episcopal Church**

5801 Hampton St., Pittsburgh, PA 15206

412-661-1245

The Rev. Dr. Bruce Robison, Rector

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

The Rev. William Marchl III, Priest Associate

The Rev. Philip Wainwright, Priest Associate

The Rev. Jean Chess, Deacon

The Rev. Daniel Isadore, Deacon Assistant

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

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

The Rev. Ray Ursin (ELCA), Regular Supply

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

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

The Rev. Dr. Moni McIntyre, Rector

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

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

The Rev. William L. Geiger, Rector

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

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

The Rev. Vicente Santiago, Rector

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

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

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

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

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

The Rev. Bert Daly, Priest-in-Charge

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

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

The Rev. Dr. James B. Simons, Rector

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

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

The Rev. Dr. Canon Ted Babcock, 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. Michelle Boomgaard, Associate Rector

The Rev. Garrett Yates, Curate

The Rev. John Mark Feuerstein, Deacon

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

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

The Rev. Canon James D. Shoucair, Rector

The Rev. Charles Hamill, Assistant Rector

The Rev. Christine McIlvain, Deacon

The Rev. Lorena Ringle, Deacon

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

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

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

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

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

The Rev. Linda T. Wilson, 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. Dan Isadore, Assistant to the Rector

The Rev. Norman Koehler III, Priest Emeritus

The Rev. Gilbert Watt, Priest Associate

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

11524 Frankstown Rd., Pittsburgh, PA 15235

412-242-2300

The Rev. Eric McIntosh, Priest-in-Charge

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

905 East McMurray Rd., Venetia, PA 15367

724-941-4060

The Rev. Kristian McInnes, Priest-in-Charge

**PITTSBURGH****Trinity Cathedral**

328 Sixth Ave., Pittsburgh, PA 15222

412-232-6404

The Very Rev. Canon Scott Quinn, Interim Dean

The Rev. Timothy Hushion, Vicar

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

149 Walnut Ave., Scottdale, PA 15683

724-887-5110

The Rev. Charles P. 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. Michael B. Foley, Rector

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

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

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

The Rev. Arthur C. Dilg, Regular Supply

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

600 Pitt St., Pittsburgh, PA 15221

412-243-6100

The Rev. Nancy Chalfant-Walker, Rector

# CLERGY OF THE DIOCESE

In the order of date of Canonical Residence as of October 1, 2015

## BISHOP

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

## PRIESTS

The Reverend  
1949 Gilbert Merwin Watt, St. Thomas, Oakmont  
1955 Richard Wood Davies, Old St. Luke's, Woodville  
1955 Charles Percy Martin, St. Bartholomew's, Scottsdale  
1962 David Cameron Casto, Bonita Springs, FL  
1962 Arthur Charles Dilg, St. Peter's, Blairsville  
1963 Roger Craig (Jude) Bell, OSB, St. Gregory's Abbey, Three Rivers, MI  
1965 John David Else, Center for Spirituality in 12-Step Recovery, Pittsburgh  
1966 Lynn Chester Edwards, Pittsburgh, PA  
1977 Jared Judd Jackson, Th.D., Gibsonia, PA  
1977 Leslie Graf Reimer, Calvary, East Liberty  
1978 Christopher Haskins Barker, Ph.D., Gibsonia, PA  
1979 George Louis Werner, D.D., Sewickley, PA  
1981 Patricia King Carnahan, D.Min., Murrysville, PA  
1982 Scott Thomas Quinn, Trinity Cathedral, Pittsburgh  
1982 Christine Elizabeth Visminas, Writer, Framingham, MA  
1984 John Hayes Park, Ambridge, PA  
1984 Diane Elise Shepard, Pittsburgh, PA  
1985 James Burdette Simons, D.Min., St. Michael's of the Valley, Ligonier  
1986 Charles Michael Starr, D.Min., Chaplain, Bakerstown, PA  
1987 Elizabeth Mary Weatherwax, Pittsburgh, PA  
1989 John Anthony Golden, Jr., Lawrenceville, NJ  
1993 William Warner Haslett III, Johnstown, PA  
1994 Jeffrey David Murph, St. Thomas, Oakmont/Hospital Chaplain  
1994 Bruce Monroe Robison, D.Min., St. Andrew's, Highland Park  
1995 Cynthia Bronson Sweigert, Minneapolis, MN  
1995 Don C. Youse, Jr., M.D., Emmanuel, North Side  
1996 Catherine Mary Brall, D.Min., Pittsburgh Theological Seminary/St. Thomas, Canonsburg  
1996 Harold Thomas Lewis, Ph.D., Pittsburgh, PA  
1997 William J. Geisler, D.Min., St. Peter's, Brentwood/Canon for Formation, Diocese of Pittsburgh  
1998 Carol Eileen Henley, Calvary, East Liberty  
1998 James Douglas Shoucair, Christ Church, North Hills  
1999 Mabel Matheny Fanguy, Monroeville, PA  
1999 William Linwood Geiger, Christ Church, Indiana  
1999 Stephen Mark Smalley, D.Min., Cranberry Township, PA  
1999 Philip Wainwright, Ph.D., St. Andrew's, Highland Park/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/First English Evangelical Lutheran, Pittsburgh, PA  
2001 Agustin Teodoro Zubieta, Fairfax, VA  
2002 Norman E. Koehler III, Ph.D., Pittsburgh, PA  
2002 Richard Peter Pocalyko, Sandy Springs, GA  
2002 Martin Luther Wright III, Chaplain, Shanksville, PA  
2003 Nancy O. Chalfant-Walker, St. Stephen's, Wilkinsburg

2004 Marc Ray Jacobson, SIL, Inc., Philippines  
 2004 Richard Allen Pollard, All Saints, Brighton Heights  
 2004 Vicente C. Santiago, Advent, Jeannette  
 2005 Richard Lyon Stinson, D.Min., Front Royal, VA  
 2006 Paul Martin Johnston, Pittsburgh, PA  
 2007 Louis Bradshaw Hays, St. Paul's, Mt. Lebanon  
 2008 Kristian Kinol Opat McInnes, St. David's, Peters Township  
 2010 Todd Hamilton Brewer, General Theological Seminary, New York, NY  
 2010 Lloyd Phillip Whistler Hays, Ambridge, PA  
 2011 Lennel V. Anderson III, St. Francis, Somerset  
 2011 John J. Fetterman, Calvary, East Liberty  
 2011 Kamila Blessing, Ph.D., Wilmington, NC  
 2011 Kathryn Newman LaLonde, Las Cruces, NM  
 2011 Michelle C. Boomgaard, Ph.D., St. Paul's, Mt. Lebanon  
 2012 Timothy Valentine Hushion, Jr., Trinity Cathedral, Pittsburgh  
 2012 Teresa Gioia Hunt, Ph.D., St. Paul's, Monongahela  
 2012 Charles Brent Wagner Hamill, Christ Church, North Hills  
 2012 Terence Lee Johnston, Grace, St. Francisville, LA  
 2012 Gwendolynn Gettemy Santiago, St. John's, Donora  
 2012 John Robert Schaeffer, All Saints, Brighton Heights  
 2012 William Charles Miller, Ph.D., Consultant, Olathe, KS  
 2013 Huett Maxwell Fleming, Good Shepherd, Hazelwood  
 2013 Daniel Scott Russell, St. Brendan's, Franklin Park  
 2013 Keith A. Pozzuto, Christ Church, Tyler, TX  
 2014 Eric McIntosh, St. James, Penn Hills  
 2014 Jonathon W. Jensen, Calvary, East Liberty  
 2014 Andrew M. Ray, Aubrey, TX  
 2014 Thomas M. Prichard, Sudan Sunrise, Reston, VA  
 2014 Austin Avery Hurd, Jr., Cabot, PA  
 2014 Michael Brian Foley, Redeemer, Squirrel Hill  
 2014 William Lewis Ogburn, St. Paul's, North Kingstown, RI  
 2014 T.J. Freeman, Calvary, East Liberty  
 2015 Nancy Lee Threadgill, St. Mark's, Johnstown  
 2015 Herbert Thaddeus Daly, Jr., St. Paul's, Kittanning  
 2015 Francis Michael Yesko, Ph.D., St. Barnabas, Brackenridge  
 2015 Howard Dennis Gillette, St. Peter's, Brentwood  
 2015 Shawn O. Malarkey, Nativity, Crafton  
 2015 Walter Joseph LaLonde, Las Cruces, NM

## **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  
 2015 John Mark Feuerstein, St. Paul's, Mt. Lebanon  
 2015 Daniel Joseph Isadore, St. Andrew's, Highland Park/St. Thomas, Oakmont  
 2015 Christopher Garrett Yates, St. Paul's, Mt. Lebanon  
 2015 Lorena May Ringle, Christ Church, North Hills

## **RELEASE AND REMOVAL**

May 11, 2015 Carl Joseph Eyberg  
May 11, 2015 Rodney Alan Whitacre

## **RESTORATION AND RESCISSION OF RELEASE**

January 26, 2015 Travis S. Hines

## **RECEPTION OF HOLY ORDERS**

June 16, 2015 Shawn O. Malarkey

## **LETTERS DIMISSORY ACCEPTED**

October 8, 2014 T.J. Freeman – Diocese of Indianapolis  
January 15, 2015 Nancy Lee Threadgill – Diocese of Central Gulf Coast

## **LETTERS DIMISSORY ISSUED**

October 2, 2014 Jonathan Andrew Linebaugh – Diocese of Central Florida  
October 16, 2014 Benjamin Robert DeHart – Diocese of New York  
February 24, 2015 Travis S. Hines – Diocese of Tennessee  
June 2, 2015 Charles Sumner Weiss – Diocese of Delaware  
September 1, 2015 Jean M. DeVaty – Diocese of Albany

## **ORDINATIONS**

### **Oder of Deacon**

January 10, 2015 John Mark Feuerstein, Trinity Cathedral, Pittsburgh, PA  
January 10, 2015 Walter Joseph LaLonde, Trinity Cathedral, Pittsburgh, PA  
July 22, 2015 Daniel Joseph Isadore, Trinity Cathedral, Pittsburgh, PA  
July 22, 2015 Christopher Garrett Yates, Trinity Cathedral, Pittsburgh, PA  
September 19, 2015 Lorena May Ringle, Trinity Cathedral, Pittsburgh, PA

### **Order of Priest**

January 17, 2015 Herbert Thaddeus Daly, Jr., St. Barnabas, Brackenridge  
January 17, 2015 Francis Michael Yesko, St. Barnabas, Brackenridge  
April 11, 2015 Howard Dennis Gillette, St. Peter's, Brentwood  
July 25, 2015 Walter Joseph LaLonde, St. Thomas, Canonsburg

## **DEATHS**

August 3, 2015 Robert L. Kooser, Retired

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

The Reverend

Richard Abbott  
Theodore S. Babcock  
Kempton D. Baldrige  
Will M. Lawbaugh  
William Henry Marchl III  
Marjorie McDonall McCarty  
Steven McKeown

Robert Lee Morris  
William Joseph Pugliese  
Aiden Smith (Deacon)  
Walter Syzmanski  
Rodgers Taylor Wood  
Benjamin Rush Wright

## 2014 PAROCHIAL STATISTICS -- MEMBERSHIP & ATTENDANCE

Parish	City	Members 2013	Increases	Decreases	Members 2014	Communicants	Communicants < 16	Others In Congregation	Sunday Attendance	Easter Attendance
St Peters	Blairsville	24	0	1	23	16	0	3	11	15
St Barnabas	Brackenridge	80	9	0	89	57	2	10	32	75
St Peters	Brentwood	380	10	3	387	296	40	0	98	170
All Saints	Bridgeville	59		21	38	38			20	
All Saints	Brighton Hts	91	10	6	95	95	7	40	35	62
St Thomas	Canonsburg	116	3	44	75	75	13	2	40	100
Atonement	Carnegie	27	5	1	31	30	5	1	19	38
Nativity	Crafton	263	11	19	255	255	62	0	54	150
St Johns	Donora	29	3	0	32	32	3	0	11	9
Calvary	East Liberty	1530	22	17	1535	947	107	111	350	1214
St Brendans	Franklin Park	251	34	24	261	209	52	1	93	183
Christ Ch. TEC	Greensburg	34			34					
Good Shepherd	Hazelwood	25	5	1	29	29	6	2	19	39
St Andrews	Highland Park	465	18	20	463	410	52	5	118	300
St Matthews	Homestead	63	2	0	65	37	1	3	20	32
Holy Cross	Homewood	119	5	2	122	98	11	27	88	147
Christ Church	Indiana	114	2	12	104	82	6	16	40	88
Advent	Jeannette	36	10	1	45	31	0	1	16	38
St Marks	Johnstown	145	2	13	134	89	8	6	40	100
St Pauls	Kittanning	109	0	4	105	67	4	0	35	99
St Michaels	Ligonier	245	4	2	247	191	5	103	105	230
St Stephens	McKeesport	78	3	8	73	73	7	0	49	117
St Pauls	Monongahela	38	7	0	45	42	1	3	15	34
St Pauls	Mt. Lebanon	1443	105	101	1447	1333	220	97	257	706
Christ Church	North Hills	1425	61	168	1318	1135	159	0	274	472
Emmanuel	North Side	204	9	3	210	180	18	20	47	75
All Souls	N. Versailles	26	0	3	23	23	6	1	21	31
St Thomas	N. Cambria	20	0	2	18	15	4	0	8	19
St Thomas	Oakmont	686	21	6	701	452	33	38	139	252
St James	Penn Hills	18	7	1	24	23	0	0	17	22
St Davids	Peters Twp	134	42	6	170	140	30	25	74	160
Trinity	Pittsburgh	154	5	4	155	155	6	8	48	176
St Bartholemew	Scottdale	28	1	1	28	24	2	2	17	18
St Francis	Somerset	59	0	1	58	58	3	3	33	46
Redeemer	Squirrel Hill	231	17	133	115	115	5	1	68	136
St Michaels	Wayne Twp	11	0	0	11	0	0	0	14	0
St Stephens	Wilkinsburg	128	4	9	123	58	7	5	45	79
Totals		8888	437	637	8688	6910	885	534	2370	5432

## 2014 PAROCHIAL STATISTICS -- MEMBERSHIP & ATTENDANCE

Parish	City	Sat-Sun Eucharists	Weekday Eucharists	Private Eucharists	Sunday Offices	Weekday Offices	Marriages	Burials	Baptisms 16 yrs+	Baptisms < 16 yrs	Confirmations 16 yrs+	Confirmations < 16 yrs	Received	Church School Students	Adult Education
St Peters	Blairsville	25	4	9	25	0	1	4	0	0	0	0	0	3	0
St Barnabas	Brackenridge	104	0	10	0	51	0	2	1	1	3	0	1	2	1
St Peters	Brentwood	104	52	0	0	0	2	4	0	4	0	0	2	30	1
All Saints	Bridgeville	20	0	0	0	0	1	0	1	0	0	0	0	0	0
All Saints	Brighton Hts.	51	15	36	0	50	0	2	0	4	0	0	0	7	1
St Thomas	Canonsburg	51	2	32	1	0	2	4	2	3	0	0	0	5	1
Atonement	Carnegie	54	5	0	0	0	1	2	0	4	0	0	0	0	0
Nativity	Crafton	103	6	0	1	0	1	2	0	4	0	0	0	30	1
St Johns	Donora	53	1	6	0	0	0	1	0	3	0	0	0	0	0
Calvary	East Liberty	158	157	0	3	3	13	10	0	8	18	0	0	72	1
St Brendans	Franklin Park	115	55	22	0	5	1	4	0	7	0	0	0	22	1
Christ Ch TEC	Greensburg														
Good Shepherd	Hazelwood	52	12	6	0	9	1	2	0	0	0	0	3	4	1
St Andrews	Highland Park	79	43	1	17	10	7	9	1	4	5	5	0	37	1
St Matthews	Homestead	51	4	0	50	4	1	4	0	1	0	0	0	0	1
Holy Cross	Homewood	103	7	2	0	2	1	4	0	2	0	3	0	7	1
Christ Church	Indiana	98	43	12	6	6	0	3	0	1	0	0	0	9	1
Advent	Jeannette	51	4	31	1	1	0	1	0	3	0	0	0	0	1
St Marks	Johnstown	97	1	1	2	1	3	3	0	0	0	0	0	5	1
St Pauls	Kittanning	52	5	37	0	0	2	4	1	1	0	0	0	0	0
St Michaels	Ligonier	102	25	16	3	18	2	4	0	2	2	1	1	0	1
St Stephens	McKeesport	103	5	15	0	2	3	5	0	1	0	0	0	3	1
St Pauls	Monongahela	50	4	1	5	0	0	1	0	0	0	0	1	0	1
St Pauls	Mt. Lebanon	190	60	88	0	0	5	12	1	10	0	15	3	138	1
Christ Church	North Hills	127	25	69	0	0	1	11	0	10	2	0	0	124	1
Emmanuel	North Side	100	2	0	8	0	0	3	0	2	0	0	0	3	1
All Souls	N. Versailles	3	2	0	51	1	1	2	0	0	0	0	0	3	1
St Thomas	N. Cambria	52	0	27	0	0	0	0	0	0	0	3	0	2	0
St Thomas	Oakmont	106	74	98	1	45	4	7	0	6	0	7	0	20	1
St James	Penn Hills	51	0	0	0	0	3	0	1	1	0	0	0	0	1
St Davids	Peters Twp	52	4	8	0	0	5	0	0	10	2	0	1	46	1
Trinity	Pittsburgh	102	303	54	0	41	5	3	0	4	0	0	1	0	1
St Bartholemew	Scottdale	53	2	84	52	2	1	2	0	0	0	0	0	0	0
St Francis	Somerset	57	5	0	42	33	3	2	0	0	0	0	0	10	1
Redeemer	Squirrel Hill	102	24	36	1	27	3	4	0	0	0	2	2	8	1
St Michaels	Wayne Twp	9	0	0	0	0	0	0	0	0	0	0	0	0	0
St Stephens	Wilkinsburg	102	7	2	0	53	1	4	0	0	2	0	0	10	1
Totals		2782	958	703	269	364	74	125	8	96	34	36	15	600	28

## 2014 PAROCHIAL STATISTICS -- INCOME

Parish	City	Pledge Cards	Amount Pledged	Plate and Pledge	From Investments	Other Income	Bequests	Operating Income	Assistance From Diocese
St Peters	Blairsville	9	14,000	15,671	0	5,101	0	20,772	0
St Barnabas	Brackenridge	11	8,950	33,488	3,674	10,332	0	47,494	9,672
St Peters	Brentwood	340	70,460	138,164	37,989	10,363	0	186,516	2,184
All Saints	Bridgeville	0		38,705	0	0	0	38,705	0
All Saints	Brighton Hts	20	12,000	19,854	13,996	10,819	300	44,969	0
St Thomas	Canonsburg	27	49,532	60,628	40,000	3,014	4,950	108,592	0
Atonement	Carnegie	8	20,200	30,279	0	0	0	30,279	0
Nativity	Crafton	0	63,274	66,433	43,647	15,702	0	125,782	17,000
St Johns	Donora	0	0	15,150	0	0	0	15,150	0
Calvary	East Liberty	336	969,050	1,085,002	230,831	25,674	0	1,341,507	0
St Brendans	Franklin Park	62	113,981	135,874	42	60,594	15,795	212,305	0
Christ Ch TEC	Greensburg							0	
Good Shepherd	Hazelwood	3	7,020	29,115	11,965	0	0	41,080	9,871
St Andrews	Highland Park	116	282,630	301,030	99,995	70,866	0	471,891	0
St Matthews	Homestead	19	21,000	22,065	997	800	200	24,062	0
Holy Cross	Homewood	0	0	139,096	0	12,279	0	151,375	0
Christ Church	Indiana	17	70,460	144,290	18,009	350	0	162,649	0
Advent	Jeannette	0	0	19,174	4,805	384	0	24,363	0
St Marks	Johnstown	32	66,830	88,983	70,000	101	0	159,084	5,000
St Pauls	Kittanning	0	0	64,645	57,816	12,558	36,000	171,019	0
St Michaels	Ligonier	109	294,365	393,075	445	53,674	0	447,194	0
St Stephens	McKeesport	34	40,854	64,026	24,896	0	0	88,922	0
St Pauls	Monongahela	13	17,640	27,357	3,028	0	0	30,385	0
St Pauls	Mt. Lebanon	208	577,888	724,071	8,833	83,370	0	816,274	0
Christ Church	North Hills	147	345,000	387,305	25,222	40,489	2,672	455,688	19,500
Emmanuel	North Side	52	40,000	47,588	3,836	11,096	0	62,520	22,000
All Souls	N. Versailles	12	22,140	26,965	0	2,074	0	29,039	0
St Thomas	N. Cambria	0	0	3,393	498	245	0	4,136	26,443
St Thomas	Oakmont	61	164,784	195,449	32,400	31,000	0	258,849	1,000
St James	Penn Hills	0	0	11,597	723	21,204	0	33,524	64,990
St Davids	Peters Twnp.	33	57,846	83,836	0	68,730	0	152,566	65,000
Trinity	Pittsburgh	33	94,446	132,272	348,601	34,967	0	515,840	0
St Bartholemew	Scottdale	0	0	6,010	14,305	0	0	20,315	0
St Francis	Somerset	0	0	47,686	28,284	3,058	1,307	80,335	0
Redeemer	Squirrel Hill	46	137,000	148,900	0	105,350	6,271	260,521	0
St Michaels	Wayne Twp	0	0	1,255	862	0	0	2,117	0
St Stephens	Wilkinsburg	31	142,864	170,304	30,435	13,935	0	214,674	0
<b>Totals</b>		<b>1779</b>	<b>3,704,214</b>	<b>4,918,735</b>	<b>1,156,134</b>	<b>708,129</b>	<b>67,495</b>	<b>6,850,493</b>	<b>242,660</b>

## 2014 PAROCHIAL STATISTICS -- OTHER INCOME

Parish	City	Operating Revenues	Capital Funds	Additions To Endowment	Outreach Mission Revenue	Transmittal Revenue	Non Operating Revenues	Total Revenues
St Peters	Blairsville	20,772	1,057	1,025	0	0	2,082	22,854
St Barnabas	Brackenridge	57,166	4,400	0	0	0	4,400	61,566
St Peters	Brentwood	188,700	27,582	7,501	1,043	17,267	53,393	242,093
All Saints	Bridgeville	38,705	0	0	0	0	0	38,705
All Saints	Brighton Hts.	44,969	10,000	0	945	0	10,945	55,914
St Thomas	Canonsburg	108,592	0	0	0	924	924	109,516
Atonement	Carnegie	30,279	82,226	0	577	100	82,903	113,182
Nativity	Crafton	142,782	19,950	0	0	0	19,950	162,732
St Johns	Donora	15,150	5,451	0	0	0	5,451	20,601
Calvary	East Liberty	1,341,507	28,363	41,781	296,825	38,693	405,662	1,747,169
St Brendans	Franklin Park	212,305	0	0	0	0	0	212,305
Christ Ch TEC	Greensburg	0					0	0
Good Shepherd	Hazelwood	50,951	0	0	0	0	0	50,951
St Andrews	Highland Park	471,891	269,568	0	4,908	10,234	284,710	756,601
St Matthews	Homestead	24,062	1,712	0	527	2,576	4,815	28,877
Holy Cross	Homewood	151,375	44,504	0	0	1,439	45,943	197,318
Christ Church	Indiana	162,649	0	0	0	719	719	163,368
Advent	Jeannette	24,363	3,250	0	0	0	3,250	27,613
St Marks	Johnstown	164,084	85,000	0	12,666	725	98,391	262,475
St Pauls	Kittanning	171,019	0	10,000	0	0	10,000	181,019
St Michaels	Ligonier	447,194	0	0	80,027	0	80,027	527,221
St Stephens	McKeesport	88,922	1,000	0	1,088	0	2,088	91,010
St Pauls	Monongahela	30,385	0	3,028	300	0	3,328	33,713
St Pauls	Mt. Lebanon	816,274	67,092	100	13,547	22,938	103,677	919,951
Christ Church	North Hills	475,188	62,538	19,173	3,435	519	85,665	560,853
Emmanuel	North Side	84,520	4,660	0	250	0	4,910	89,430
All Souls	N. Versailles	29,039	0	0	0	0	0	29,039
St Thomas	N. Cambria	30,579	26,798	0	0	0	26,798	57,377
St Thomas	Oakmont	259,849	70,179	0	0	472	70,651	330,500
St James	Penn Hills	98,514	0	0	0	0	0	98,514
St Davids	Peters Twp	217,566	8,000	0	12,418	212	20,630	238,196
Trinity	Pittsburgh	515,840	0	0	0	0	0	515,840
St Bartholemew	Scottdale	20,315	0	2,644	0	0	2,644	22,959
St Francis	Somerset	80,335	4,620	0	0	0	4,620	84,955
Redeemer	Squirrel Hill	260,521	0	264,070	0	0	264,070	524,591
St Michaels	Wayne Twp	2,117	0	0	0	0	0	2,117
St Stephens	Wilkinsburg	214,674	8,300	2,250	0	0	10,550	225,224
Totals		7,093,153	836,250	351,572	428,556	96,818	1,713,196	8,806,349

## 2014 PAROCHIAL STATISTICS -- EXPENSES

Parish	City	To Diocese	Outreach	Other Expenses	Operating Expenses	Improvements
St Peters	Blairsville	1,055	762	16,272	18,089	1,753
St Barnabas	Brackenridge	1,829	300	51,983	54,112	4,400
St Peters	Brentwood	13,316	3,816	168,517	185,649	37,416
All Saints	Bridgeville	3,216		36,271	39,887	0
All Saints	Brighton Hts.	3,458	190	49,588	53,236	9,828
St Thomas	Canonsburg	10,473	500	97,439	108,412	180
Atonement	Carnegie	490	100	25,494	26,084	82,226
Nativity	Crafton	14,123	0	134,147	148,270	29,787
St Johns	Donora	250	0	16,188	16,438	5,395
Calvary	East Liberty	146,742	0	1,467,323	1,614,065	62,033
St Brendans	Franklin Park	15,249	13,221	183,778	212,248	0
Christ Ch TEC	Greensburg				0	
Good Shepherd	Hazelwood	1,000	200	46,700	47,900	0
St Andrews	Highland Park	39,989	16,302	434,968	491,259	845,507
St Matthews	Homestead	2,139	687	30,616	33,442	0
Holy Cross	Homewood	12,974	2,064	146,698	161,736	16,881
Christ Church	Indiana	15,730	1,720	145,035	162,485	0
Advent	Jeannette	1,120	150	22,556	23,826	0
St Marks	Johnstown	11,781	400	143,908	156,089	104,307
St Pauls	Kittanning	9,473	1,164	138,461	149,098	0
St Michaels	Ligonier	47,213	0	408,420	455,633	0
St Stephens	McKeesport	5,602	0	104,736	110,338	16,015
St Pauls	Monongahela	896	300	32,670	33,866	0
St Pauls	Mt. Lebanon	67,087	1,000	738,124	806,211	102,822
Christ Church	North Hills	47,768	6,000	392,899	446,667	30,732
Emmanuel	North Side	5,299	3,150	76,639	85,088	6,300
All Souls	N. Versailles	1,713	1,615	23,785	27,113	0
St Thomas	N. Cambria	261	0	31,934	32,195	6,696
St Thomas	Oakmont	21,907	20,199	275,460	317,566	14,453
St James	Penn Hills	598	0	98,173	98,771	0
St Davids	Peters Twp	1,255	12,418	219,892	233,565	0
Trinity	Pittsburgh	33,835	3,229	453,170	490,234	11,317
St Bartholemew	Scottdale	60	0	10,261	10,321	0
St Francis	Somerset	7,119	1,100	73,826	82,045	4,544
Redeemer	Squirrel Hill	23,565	1,525	235,073	260,163	0
St Michaels	Wayne Twp	78	0	3,225	3,303	0
St Stephens	Wilkinsburg	21,852	10,347	186,218	218,417	9,300
Totals		590,515	102,459	6,720,447	7,413,821	1,401,892

## 2014 PAROCHIAL STATISTICS -- OTHER EXPENSES AND ASSETS

Parish	City	Mission Outreach	Seminary Contribution	Transmittal Expense	Non Operating Expenses	Total Expenses	Total Cash	Total Investment
St Peters	Blairsville	0	0	0	1,753	19,842	11,244	0
St Barnabas	Brackenridge	300	0	0	4,700	58,812	28,601	77,643
St Peters	Brentwood	2,713	0	19,098	59,227	244,876	86,437	468,407
All Saints	Bridgeville	200	0	0	200	39,687	41,805	0
All Saints	Brighton Hts	0	0	0	9,828	63,064	35,569	304,029
St Thomas	Canonsburg	0	0	924	1,104	109,516	12,903	202,812
Atonement	Carnegie	0	3,550	0	85,776	111,860	765	0
Nativity	Crafton	0	0	0	29,787	178,057	59,775	884,677
St Johns	Donora	0	0	0	5,395	21,833	140,156	0
Calvary	East Liberty	150,391	0	19,165	231,589	1,845,654	133,685	5,585,632
St Brendans	Franklin Park	0	0	0	0	212,248	112,281	17,913
Christ Ch TEC	Greensburg				0	0		
Good Shepherd	Hazelwood	0	0	0	0	47,900	1,367	291,661
St Andrews	Highland Park	0	250	9,174	854,931	1,346,190	125,268	1,655,984
St Matthews	Homestead	0	0	2,576	2,576	36,018	43,901	19,771
Holy Cross	Homewood	0	0	1,439	18,320	180,056	35,584	0
Christ Church	Indiana	0	0	719	719	163,204	76,410	592,759
Advent	Jeannette	0	0	0	0	23,826	16,183	165,998
St Marks	Johnstown	9,682	0	515	114,504	270,593	18,634	574,833
St Pauls	Kittanning	0	0	0	0	149,098	127,625	1,390,543
St Michaels	Ligonier	63,852	0	0	63,852	519,485	289,407	2,342,582
St Stephens	McKeesport	0	0	0	16,015	126,353	27,719	245,046
St Pauls	Monongahela	0	0	50	50	33,916	13,967	0
St Pauls	Mt. Lebanon	6,307	4,100	18,838	132,067	938,278	325,015	62,388
Christ Church	North Hills	6,731	600	969	39,032	485,699	443,447	138,651
Emmanuel	North Side	0	0	0	6,300	91,388	45,653	94,383
All Souls	N. Versailles	0	0	624	624	27,737	39,111	0
St Thomas	N. Cambria	0	0	0	6,696	38,891	20,918	12,175
St Thomas	Oakmont	0	0	14,200	28,653	346,219	19,000	882,630
St James	Penn Hills	0	0	0	0	98,771	26,908	17,258
St Davids	Peters Twp	0	0	212	212	233,777	25,886	0
Trinity	Pittsburgh	0	0	0	11,317	501,551	181,375	5,144,097
St Bartholemew	Scottdale	0	0	200	200	10,521	3,540	107,435
St Francis	Somerset	0	0	0	4,544	86,589	10,600	228,219
Redeemer	Squirrel Hill	0	0	0	0	260,163	107,710	564,467
St Michaels	Wayne Twp	0	0	0	0	3,303	4,985	262,459
St Stephens	Wilkinsburg	1,250	0	0	10,550	228,967	20,548	212,460
Totals		241,426	8,500	88,703	1,740,521	9,153,942	2,713,982	22,546,912

## PARISHES NOT SUBMITTING A 2014 TEC PAROCHIAL REPORT

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

# Appendix

### *Communication to Those Charged with Governance*

Diocesan Council and Board of Trustees  
The Episcopal Diocese of Pittsburgh

We have audited the financial statements of The Episcopal Diocese of Pittsburgh (Diocese) for the year ended December 31, 2014, and have issued our report thereon dated August 10, 2015. Professional standards require that we provide you with information about our responsibilities under auditing standards generally accepted in the United States of America, as well as certain information related to the planned scope and timing of our audit. We have communicated such information in our conversations with the Board of Trustees President, Audit Committee Chair, and Audit Committee member about planning matters on February 10, 2015. 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 January 8, 2015, our responsibility, as described by professional standards, is to express an opinion about whether the financial statements prepared by management with your oversight are fairly presented, in all material respects, in conformity with accounting principles generally accepted in the United States of America. Our audit of the financial statements does not relieve you or management of your responsibilities.

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

#### Significant Accounting Policies

Management is responsible for the selection and use of appropriate accounting policies. The significant accounting policies used by the Diocese are described in Note 2 to the financial statements. No new accounting policies were adopted and the application of existing policies was not changed during 2014. 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

Certain financial statement disclosures are particularly sensitive because of their significance to financial statement users. The most sensitive disclosures affecting the financial statements were:

- The Diocese's investments and their valuation in Note 5;
- The Diocese's guarantee of parish loans and their commitment to make a parish's loan payments in Note 9;
- The Diocese's assumed payments for a guaranteed mortgage in Note 10; and
- The Diocese's legal matters in Note 17.

The financial statement disclosures are neutral, consistent, and clear.

### Difficulties Encountered in Performing the Audit

We encountered no significant difficulties in dealing with management in performing and completing our audit.

### Corrected and Uncorrected Misstatements

Professional standards require us to accumulate all known and likely misstatements identified during the audit, other than those that are trivial, and communicate them to the appropriate level of management. Our audit did not result in the identification of any material adjustments or any significant waived adjustments.

Disagreements with Management

For purposes of this letter, professional standards define a disagreement with management as a financial accounting, reporting, or auditing matter, whether or not resolved to our satisfaction, that could be significant to the financial statements or the auditor's report. We are pleased to report that no such disagreements arose during the course of our audit.

Management Representations

We have requested certain representations from management that are included in the management representation letter dated August 10, 2015.

Management Consultations with Other Independent Accountants

In some cases, management may decide to consult with other accountants about auditing and accounting matters, similar to obtaining a "second opinion" on certain situations. If a consultation involves application of an accounting principle to the Diocese's financial statements or a determination of the type of auditor's opinion that may be expressed on those statements, our professional standards require the consulting accountant to check with us to determine that the consultant has all the relevant facts. To our knowledge, there were no such consultations with other accountants.

Issues Discussed Prior to Retention of Independent Auditors

We generally discuss a variety of matters, including the application of accounting principles and auditing standards, with management each year prior to retention as the Diocese's auditors. However, these discussions occurred in the normal course of our professional relationship and our responses were not a condition to our retention.

Other Matters

Matters involving internal control and other operational matters are communicated in our management letter dated August 10, 2015.

\* \* \* \* \*

This information is intended solely for the use of the Diocesan Council, Board of Trustees, and management of the Diocese, and is not intended to be, and should not be, used by anyone other than these specified parties.

Very truly yours,

*Maker Duessel*

Pittsburgh, Pennsylvania  
August 10, 2015

# **The Episcopal Diocese of Pittsburgh**

## Financial Statements

Years Ended December 31, 2014 and 2013  
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, 2014 AND 2013

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### **Financial Statements:**

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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 statements of financial position as of December 31, 2014 and 2013, and the related statements of activities and cash flows for the years then ended, and the related notes to the financial statements.

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

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

### **Auditor's Responsibility**

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

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

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

### **Opinion**

In our opinion, the financial statements referred to above present fairly, in all material respects, the financial position of the Diocese as of December 31, 2014 and 2013, and the changes in its net assets and its cash flows for the years then ended, in accordance with accounting principles generally accepted in the United States of America.

*Maher Duessel*

Pittsburgh, Pennsylvania  
August 10, 2015

# THE EPISCOPAL DIOCESE OF PITTSBURGH

## STATEMENTS OF FINANCIAL POSITION

DECEMBER 31, 2014 AND 2013

	2014	2013
<b>Assets</b>		
Cash and cash equivalents	\$ 581,864	\$ 517,022
Assessments receivable:		
Parishes	4,229,531	3,628,389
Less allowance for doubtful accounts	(4,198,493)	(3,608,883)
Total assessments receivable, net	31,038	19,506
Loans receivable:		
Parishes and missions - growth fund	1,047,175	1,218,023
Bishop's residence fund	27,000	27,000
Less allowance for loan losses	(465,301)	(540,782)
Total loans receivable, net	608,874	704,241
Note receivable	508,069	543,907
Accrued interest receivable	54,708	58,091
Prepaid expenses	3,540	3,728
Property held for sale	85,031	85,031
Trusts held by others at fair value	4,282,409	4,007,894
Investments at fair value	24,123,390	24,606,679
Fixed assets (net of accumulated depreciation)	1,632,072	1,717,879
<b>Total Assets</b>	<b>\$ 31,910,995</b>	<b>\$ 32,263,978</b>
<b>Liabilities and Net Assets</b>		
Liabilities:		
Accounts payable and accrued expenses	\$ 155,676	\$ 208,397
Mortgage payable	886,512	919,375
Funds held for others	3,063,845	2,975,096
Total Liabilities	4,106,033	4,102,868
Net Assets:		
Unrestricted:		
Undesignated	3,907,790	3,863,294
Board-designated	10,443,975	10,865,331
Total unrestricted	14,351,765	14,728,625
Temporarily restricted	685,619	684,497
Permanently restricted	12,767,578	12,747,988
Total Net Assets	27,804,962	28,161,110
<b>Total Liabilities and Net Assets</b>	<b>\$ 31,910,995</b>	<b>\$ 32,263,978</b>

See accompanying notes to financial statements.

# THE EPISCOPAL DIOCESE OF PITTSBURGH

## STATEMENTS OF ACTIVITIES

YEARS ENDED DECEMBER 31, 2014 AND 2013

	2014	2013
<b>Unrestricted Net Assets:</b>		
Operating revenues and other support:		
Parish assessments	\$ 592,296	\$ 565,189
Investment returns designated for current operations	654,000	680,128
Contributions and grants	67,280	104,265
Total operating revenues and other support	1,313,576	1,349,582
Operating expenses:		
Office of Administration	309,145	386,627
Legal expense	19,157	37,252
Office of the Bishop	243,603	241,192
Reopened parish, property, and other expenses	257,567	326,306
Beyond the Diocese	178,937	153,635
Transformational networks	155,076	108,635
Congregational mission	110,608	90,187
Real property third party consulting expenses	29,672	3,400
Total operating expenses	1,303,765	1,347,234
Net gain (loss) from operations	9,811	2,348
Other revenues (expenses):		
Spending policy transfers	179,631	177,035
Released from restriction	98,028	84,803
Other revenues	65,674	42,693
Other non-operating contributions	45,936	18,088
Grants and contributions to others	(462,936)	(320,812)
Other trustee expenses	(13,530)	-
Investment (loss) income	(213,667)	836,827
Gain (loss) on sale of property	-	65,380
Bad debt recovery	-	2,882
Depreciation	(85,807)	(86,979)
Total other revenues (expenses)	(386,671)	819,917
<b>Change in Unrestricted Net Assets</b>	(376,860)	822,265
<b>Temporarily Restricted Net Assets:</b>		
Contributions and grants	22,593	78,497
Investment (loss) income	43,468	126,422
Spending policy transfers	33,089	32,700
Released from restriction	(98,028)	(84,803)
<b>Change in Temporarily Restricted Net Assets</b>	1,122	152,816
<b>Permanently Restricted Net Assets:</b>		
Spending policy transfers	(212,720)	(209,735)
Investment (loss) income	232,310	1,523,220
<b>Change in Permanently Restricted Net Assets</b>	19,590	1,313,485
<b>Total Change in Net Assets</b>	(356,148)	2,288,566
<b>Net Assets:</b>		
Beginning of year	28,161,110	25,872,544
End of year	\$ 27,804,962	\$ 28,161,110

See accompanying notes to financial statements.

# THE EPISCOPAL DIOCESE OF PITTSBURGH

## STATEMENTS OF CASH FLOWS

YEARS ENDED DECEMBER 31, 2014 AND 2013

	2014	2013
<b>Cash Flows From Operating Activities:</b>		
Change in net assets	\$ (356,148)	\$ 2,288,566
Adjustments to reconcile change in net assets to net cash provided by (used in) operating activities:		
Gain on sale of asset held for sale	-	(64,570)
Realized and unrealized (gains) loss on investments	(318,699)	(2,952,792)
Allowance for uncollectible assessments	589,610	614,634
Allowance for loan loss	(75,481)	(2,881)
Depreciation expense	85,807	86,979
Change in operating assets and liabilities:		
Assessment receivables	(601,142)	(534,276)
Prepaid expense	188	19,255
Accrued interest receivable	3,383	18,365
Accounts payable and accrued expenses	(52,721)	92,262
Net cash provided by (used in) operating activities	(725,203)	(434,458)
<b>Cash Flows From Investing Activities:</b>		
Net proceeds from sale of investments	801,988	143,043
Change in trusts held by others	(274,515)	(639,976)
Increase in Growth Fund loans receivable	170,848	(97,704)
Issuance of Bishop's Fund loan receivable	-	(15,000)
Payments received on note receivable	35,838	34,779
Sale of asset held for sale	-	939,570
Net cash provided by (used in) investing activities	734,159	364,712
<b>Cash Flows From Financing Activities:</b>		
Change in funds held for others	88,749	263,119
Payments on mortgage	(32,863)	(33,256)
Net cash provided by (used in) financing activities	55,886	229,863
<b>Net Increase (Decrease) in Cash and Cash Equivalents</b>	<b>64,842</b>	<b>160,117</b>
<b>Cash and Cash Equivalents:</b>		
Beginning of year	517,022	356,905
End of year	\$ 581,864	\$ 517,022

See accompanying notes to financial statements.

# THE EPISCOPAL DIOCESE OF PITTSBURGH

## NOTES TO FINANCIAL STATEMENTS

YEARS ENDED DECEMBER 31, 2014 AND 2013

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

### 2. SUMMARY OF SIGNIFICANT ACCOUNTING POLICIES

#### Reporting Entity

The financial statements of the Diocese reflect the combination of Operating and Program Funds, Trust and Endowment Funds, and the Plant Fund.

The Operating and Program Funds finance the operations of the Diocese and include the General Budget and Budget Reserve Funds, Bishop's Residence Fund, Diocesan Growth Fund, Designated Funds, Reserve Funds, and Undesignated Funds.

Trust and Endowment Funds represent accumulated gifts, bequests, and donations that are invested in income-producing securities. These funds have varying degrees of restriction on income and/or principal usage and types of investment options available. The Board of Trustees (Board) must consider these factors in the administration of the affairs of the Diocese.

# THE EPISCOPAL DIOCESE OF PITTSBURGH

## NOTES TO FINANCIAL STATEMENTS

YEARS ENDED DECEMBER 31, 2014 AND 2013

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

### Basis of Presentation

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

### Use of Estimates

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

### Basis of Net Assets

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

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

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

# THE EPISCOPAL DIOCESE OF PITTSBURGH

## NOTES TO FINANCIAL STATEMENTS

YEARS ENDED DECEMBER 31, 2014 AND 2013

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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.

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

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

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

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

### Statements of Cash Flows

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

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# THE EPISCOPAL DIOCESE OF PITTSBURGH

## NOTES TO FINANCIAL STATEMENTS

YEARS ENDED DECEMBER 31, 2014 AND 2013

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### Investments, Risks, and Uncertainties

Investments are carried at fair value and consist primary 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.

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 managers of its investments, whose advice and activities are regularly monitored by the Finance and Investment Committee of the Board. On the Statement of Financial Position, funds held for others are included in the investments.

### Concentrations

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

### 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.

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# THE EPISCOPAL DIOCESE OF PITTSBURGH

## NOTES TO FINANCIAL STATEMENTS

YEARS ENDED DECEMBER 31, 2014 AND 2013

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### Property Held for Sale

The Diocese has recorded property from a closed parish that is being held for sale at net realizable value, which represents the estimated fair value of the property less estimated costs to sell at \$85,031 as of December 31, 2014 and 2013.

### Donated Property and Equipment

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

### Impairment of Long-Lived Assets

Long-lived assets are reviewed for impairment when circumstances indicate the carrying value of an asset may not be recoverable. For assets that are to be held and used, impairment is recognized when the estimated undiscounted cash flows associated with the asset or group of assets is less than their carrying value. If impairment exists, an adjustment is made to write the asset down to its fair value, and a loss is recorded as the difference between the carrying value and fair value. Fair values are determined based on quoted market values, discounted cash flows, or internal and external appraisals, as applicable. The Diocese did not recognize impairment of any of their long-lived assets in 2014 and 2013.

### 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).

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# THE EPISCOPAL DIOCESE OF PITTSBURGH

## NOTES TO FINANCIAL STATEMENTS

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### Contingencies

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

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

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

### Fair Value Measurement

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

### Reclassifications

Certain reclassifications have been made to the accompanying financial statements for the year ended December 31, 2013 to conform to the current year's presentation.

### 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.

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# THE EPISCOPAL DIOCESE OF PITTSBURGH

## NOTES TO FINANCIAL STATEMENTS

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### **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. During the years ended December 31, 2014 and 2013, the Diocese charged \$614,634 to the allowance for doubtful accounts relating to the parishes in the ACNA that have not settled with the Diocese. No interest had been accrued on assessments or loans receivable balances as of December 31, 2014 and 2013.

### **4. NOTE RECEIVABLE**

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

### **5. INVESTMENTS**

Investments consist of the following at December 31:

# THE EPISCOPAL DIOCESE OF PITTSBURGH

## NOTES TO FINANCIAL STATEMENTS

YEARS ENDED DECEMBER 31, 2014 AND 2013

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	2014	2013
Cash and cash equivalents	\$ 2,036,561	\$ 2,261,803
Certificates of deposit	-	288,375
Mutual funds, fixed income	2,113,941	1,138,212
Equity securities:		
Basic materials	1,811,194	1,822,486
Consumer goods	956,004	990,734
Energy	1,606,883	1,764,575
Financial	2,225,791	2,153,135
Healthcare	2,042,881	1,736,384
Industrial goods	1,384,967	1,441,757
Materials	684,301	1,235,280
Technology	2,379,084	2,222,844
Telecommunication services	330,765	117,838
Utilities	240,010	176,474
Other	326,680	122,820
Corporate debt securities	2,691,087	2,499,757
U.S. government obligations	3,293,241	3,226,542
Limited partnership	-	1,407,663
Total investments	<u>\$ 24,123,390</u>	<u>\$ 24,606,679</u>

Investments were held in the following accounts at December 31:

	2014	2013
Morgan Stanley, Pool 1	\$ 22,607,451	\$ 22,986,525
Morgan Stanley, Pool 2	1,455,684	1,351,901
Ameriserv	-	209,211
Mellon Pooled Income Fund	48,227	47,255
Mellon Seed Account	12,028	11,787
	<u>\$ 24,123,390</u>	<u>\$ 24,606,679</u>

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# THE EPISCOPAL DIOCESE OF PITTSBURGH

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

	2014	2013
Interest and dividend income	\$ 397,412	\$ 405,234
Net realized and unrealized (losses) gains	318,699	2,825,646
Total	<u>\$ 716,111</u>	<u>\$ 3,230,880</u>

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

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

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

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

### Determination of Fair Value

The Diocese measures fair value based upon market price, where available. For Level 3 items, the Diocese's valuation is determined by the market value of the underlying investments for interests in charitable remainder and perpetual trusts provided by the trustee as they have no significant observable inputs and in good faith by the General Partner of the custodian and information from the limited partnership as provided by the custodian and the limited partnership. For the limited partnership (as applicable for 2013, through the sale in

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# THE EPISCOPAL DIOCESE OF PITTSBURGH

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2014), 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 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. 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. For Level 2 items, fair value estimates include (1) the market approach, (2) the income approach, and (3) cost for a period of time after an acquisition. These valuation methodologies involve significant degree of judgment.

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

	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	\$ 2,036,561	\$ -	\$ -	\$ 2,036,561
Certificates of deposit	-	-	-	-
Mutual funds, fixed income	2,113,941	-	-	2,113,941
Equity securities	13,988,560	-	-	13,988,560
Corporate debt securities	-	2,691,087	-	2,691,087
U.S. government obligations	-	3,293,241	-	3,293,241
Limited partnership	-	-	-	-
Total investments	<u>\$ 18,139,062</u>	<u>\$ 5,984,328</u>	<u>\$ -</u>	<u>\$ 24,123,390</u>
Trusts held by others:				
Beneficial interest in remainder trusts	\$ -	\$ -	\$ 631,124	\$ 631,124
Beneficial interest in perpetual trusts	-	-	3,651,285	3,651,285
Total trusts held by others	<u>\$ -</u>	<u>\$ -</u>	<u>\$ 4,282,409</u>	<u>\$ 4,282,409</u>

# THE EPISCOPAL DIOCESE OF PITTSBURGH

## NOTES TO FINANCIAL STATEMENTS

YEARS ENDED DECEMBER 31, 2014 AND 2013

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, 2013:

	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	\$ 2,261,803	\$ -	\$ -	\$ 2,261,803
Certificates of deposit	288,375	-	-	288,375
Mutual funds, fixed income	1,138,212	-	-	1,138,212
Equity securities	13,784,327	-	-	13,784,327
Corporate debt securities	-	2,499,757	-	2,499,757
U.S. government obligations	-	3,226,542	-	3,226,542
Limited partnership	-	-	1,407,663	1,407,663
Total investments	<u>\$ 17,472,717</u>	<u>\$ 5,726,299</u>	<u>\$ 1,407,663</u>	<u>\$ 24,606,679</u>
Trusts held by others:				
Beneficial interest in remainder trusts	\$ -	\$ -	\$ 597,535	\$ 597,535
Beneficial interest in perpetual trusts	-	-	3,410,359	3,410,359
Total trusts held by others	<u>\$ -</u>	<u>\$ -</u>	<u>\$ 4,007,894</u>	<u>\$ 4,007,894</u>

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

	2014	2013
Fair value, beginning of year	\$ 5,415,557	\$ 4,781,973
Unrealized (loss) gain on limited partnership	(144,341)	(6,392)
Investment income from beneficial interest in remainder and perpetual trusts	140,079	203,728
Distribution from sale of limited partnership	(1,263,322)	-
Distributions from beneficial interest in remainder and perpetual trusts	(140,079)	(203,728)
Valuation (loss) gain, beneficial interest in remainder trusts	33,589	96,592
Valuation (loss) gain, beneficial interest in perpetual trusts	240,926	543,384
Balance, end of year	<u>\$ 4,282,409</u>	<u>\$ 5,415,557</u>

# THE EPISCOPAL DIOCESE OF PITTSBURGH

## NOTES TO FINANCIAL STATEMENTS

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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.

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

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

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

The beneficial interest in the remainder trusts is valued at fair value, which is the amount reported in the 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 is valued at fair value, which is the amount 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 investment in the limited partnership was liquidated during 2014.

The limited partnership investment represented 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 did not engage directly in trading activities, but invested 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 engaged 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

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# THE EPISCOPAL DIOCESE OF PITTSBURGH

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commodities, whether traded on an organized exchange or otherwise. These contracts and commodities are collectively referred to as futures interests. The limited partnership investment also represented an interest in LIN Media LLC, which is a limited liability company that owns television stations and formed under the laws of Delaware.

### **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 EPISCOPAL DIOCESE OF PITTSBURGH

## NOTES TO FINANCIAL STATEMENTS

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The following schedules represent the change in donor restricted endowment funds by net asset type for the years ended December 31, 2014 and 2013:

	2014			Total
	Unrestricted	Temporarily Restricted	Permanently Restricted	
Endowment assets, beginning of year	\$ -	\$ -	\$ 9,337,629	\$ 9,337,629
Investment return	-	-	(9,402)	(9,402)
Amounts appropriated for expenditures	179,631	33,089	(212,720)	-
Amounts expended	(179,631)	(33,089)	-	(212,720)
Endowment assets, end of year	\$ -	\$ -	\$ 9,115,507	\$ 9,115,507
	2013			
	Unrestricted	Temporarily Restricted	Permanently Restricted	Total
Endowment assets, beginning of year	\$ -	\$ -	\$ 8,567,528	\$ 8,567,528
Investment return	-	-	979,836	979,836
Amounts appropriated for expenditures	177,035	32,700	(209,735)	-
Amounts expended	(177,035)	(32,700)	-	(209,735)
Endowment assets, end of year	\$ -	\$ -	\$ 9,337,629	\$ 9,337,629

# THE EPISCOPAL DIOCESE OF PITTSBURGH

## NOTES TO FINANCIAL STATEMENTS

YEARS ENDED DECEMBER 31, 2014 AND 2013

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### 7. FIXED ASSETS

Fixed assets as of December 31, 2014 and 2013 include:

	<u>2014</u>	<u>2013</u>
Land and buildings	\$ 2,328,414	\$ 2,328,414
Vehicles	<u>11,715</u>	<u>11,715</u>
	2,340,129	2,340,129
Accumulated depreciation	<u>(708,057)</u>	<u>(622,250)</u>
	<u>\$ 1,632,072</u>	<u>\$ 1,717,879</u>

### 8. BISHOP'S RESIDENCE

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

### 9. COMMITMENTS

The Diocese guaranteed multiple debts in the original principal amount of \$4,710,000 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, 2014 and 2013 is \$2,160,071 and \$2,233,393, respectively. Beginning in April 2012, the Diocese came forward to make the monthly payments for a guaranteed mortgage; the parish was unable to make the payments directly. As required by accounting principles generally accepted in the United States of America, the Diocese recorded that debt on its balance sheet as described in Note 10.

# THE EPISCOPAL DIOCESE OF PITTSBURGH

## NOTES TO FINANCIAL STATEMENTS

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### 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. 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. As of December 31, 2014 and 2013, the principal balance is \$886,512 and \$919,375, respectively. The future scheduled debt payments (which the Diocese expects the parish to resume as soon as it is able to do so) are as follows:

2015	\$	34,626
2016		36,001
2017		37,431
2018		38,917
2019		40,462
Thereafter		<u>699,075</u>
Total	\$	<u><u>886,512</u></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, 2014 and 2013 were \$27,872.

The Diocese also leases four vehicles under non-cancelable operating leases, which require monthly payments. Future minimum rentals under the non-cancelable operating leases are \$3,718 and \$1,737 for 2015 and 2016, respectively.

In 2015, the Diocesan offices moved to space within a member parish. A formal lease agreement is being negotiated.

### 12. FUNCTIONAL EXPENSES

The Diocese's expenses are summarized on a functional basis as follows:

# THE EPISCOPAL DIOCESE OF PITTSBURGH

## NOTES TO FINANCIAL STATEMENTS

YEARS ENDED DECEMBER 31, 2014 AND 2013

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	<u>2014</u>	<u>2013</u>
Program	\$ 683,622	\$ 657,999
Administrative	<u>620,143</u>	<u>689,235</u>
Total functional expenses	<u>\$ 1,303,765</u>	<u>\$ 1,347,234</u>

The costs of providing the various programs and other activities have been allocated among program and administrative based primarily upon direct charges.

### 13. PENSION PLANS

The Diocese contributes to a church-wide defined contribution pension plan for eligible lay employees called The Episcopal Church Lay Employees' Retirement Plan (Plan). The Diocese contributes 11% of the participant's eligible compensation with an additional 4% match. Pension expense under this plan was \$18,790 and \$21,557 for the years ended December 31, 2014 and 2013, respectively.

The Diocese also contributes to a church-wide defined benefit pension plan for the clergy called the Church Pension Fund Clergy Pension Plan. This Plan's EIN number is 13-5562193 and does not have a separate plan number. A funded status ratio in excess of 100% indicates that there are sufficient reserves as of the reporting date to pay currently accumulated benefits. The Diocese contributes 18% of the clergy's eligible compensation. Total pension expense under this plan, as assessed by the administrator of the church-wide plan, was \$59,885 and \$54,199 for the years ended December 31, 2014 and 2013, respectively, which does not exceed 5% of total plan contributions from all employers.

# THE EPISCOPAL DIOCESE OF PITTSBURGH

## NOTES TO FINANCIAL STATEMENTS

YEARS ENDED DECEMBER 31, 2014 AND 2013

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Actuarial Valuation *:	March 31, 2014	March 31, 2014
Actuarial Value of Assets	\$ 8,300,000,000	\$ 8,600,000,000
Actuarial Accrued Liability	\$ 6,900,000,000	\$ 5,800,000,000
Excess of Assets Over Liabilities	\$ 1,400,000,000	\$ 2,800,000,000
Funded Ratio	120%	148%
Expiration of Collective-bargaining Agreement	N/A	N/A
Implemented rehabilitation plan	N/A	N/A
Employer surcharge	N/A	N/A
Future minimum contributions	18% of salary annually	18% of salary annually

\* - Amounts represent the Church Pension Fund Clergy Pension Plan

Participation in multi-employer benefit plans includes the risk that the Diocese contributions could be used to provide benefit payments of other participating employers or for unfunded obligations of the plan.

Additional information for the Church Pension fund is available in The Church Pension Group Annual Report - 2015 at: <https://www.cpg.org>.

### 14. BOARD-DESIGNATED NET ASSETS

Board-designated net assets and certain income derived therefrom have been designated by the Board or General Convention for the following purposes at December 31:

# THE EPISCOPAL DIOCESE OF PITTSBURGH

## NOTES TO FINANCIAL STATEMENTS

YEARS ENDED DECEMBER 31, 2014 AND 2013

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	<u>2014</u>	<u>2013</u>
Community Service Fund	\$ 2,957,616	\$ 3,114,616
Plant Fund	2,225,172	2,346,817
Growth Fund	2,090,452	2,268,451
Bishop's Fund	1,567,993	1,528,424
Church Multiplication Fund	473,158	482,467
Bishop's Residence Fund	411,362	419,251
Clergy Relief	243,778	239,001
Seminarian Aid	106,201	105,296
Other	368,243	361,008
Total	<u>\$ 10,443,975</u>	<u>\$ 10,865,331</u>

### 15. TEMPORARILY RESTRICTED NET ASSETS

Temporarily restricted net assets are available for the following purposes:

	<u>2014</u>	<u>2013</u>
Beneficial interest in charitable remainder trusts	\$ 631,124	\$ 597,535
Bishop's discretionary and other funds	46,924	50,725
Other mission support	7,571	36,237
	<u>\$ 685,619</u>	<u>\$ 684,497</u>

### 16. PERMANENTLY RESTRICTED NET ASSETS

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

# THE EPISCOPAL DIOCESE OF PITTSBURGH

## NOTES TO FINANCIAL STATEMENTS

YEARS ENDED DECEMBER 31, 2014 AND 2013

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	<u>2014</u>	<u>2013</u>
Episcopal support	\$ 5,443,522	\$ 5,284,804
Parish and mission support	3,498,848	3,548,592
Bishop's Fund	744,137	759,776
Chaplaincy programs	631,755	645,091
Episcopal Church Women	583,736	595,730
Parish and mission grants and loans	544,016	572,372
Seminarian support	332,692	339,715
Charitable and religious purposes	313,325	319,939
Other	675,547	681,969
	<u>\$ 12,767,578</u>	<u>\$ 12,747,988</u>

### 17. LEGAL MATTERS

In October 2008, a vote led by certain former leaders of the Diocese at the annual Diocesan convention resulted in resolutions to amend the Diocesan constitution and canons to withdraw the Diocese from The Episcopal Church and align it with the Anglican Province of the Southern Cone. The validity and legal effect of this withdrawal vote remains in dispute. The former leaders, identifying themselves as the Anglican Diocese of Pittsburgh, a member of the Anglican Church in North America (ACNA Diocese), retained control of Diocesan assets and asserted their position that a 2005 stipulation required the ACNA Diocese to continue to hold and administer the Diocesan property even though its members had left The Episcopal Church. In October 2009, the Court of Common Pleas of Allegheny County, Pennsylvania disagreed with the ACNA Diocese's contention and ruled that the Episcopal Diocese of Pittsburgh of The Episcopal Church of the United States of America is the rightful trustee of the stipulated property and ordered the appointment of a special master to identify the real and personal property subject to the stipulation. The court did not need to rule on the validity or legal effect of the 2008 withdrawal vote, but did rule that even if the withdrawal vote was valid, it could not extinguish the diocese created and recognized by the Episcopal Church. On January 27, 2010, the Court of Common Pleas of Allegheny County, Pennsylvania accepted and adopted the report of the special master regarding the scope of the property to be held and administered by the Diocese.

The 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

# THE EPISCOPAL DIOCESE OF PITTSBURGH

## NOTES TO FINANCIAL STATEMENTS

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March 29, 2011. On April 28, 2011, the ACNA Diocese filed a petition for allowance of an appeal to the Supreme Court of Pennsylvania, which that Court denied by an order dated October 17, 2011. There are no further rights of appeal.

These now final court rulings apply, among other property, to the real property used by 24 congregations that had identified themselves as part of the ACNA Diocese rather than the Diocese. In 2011 and 2012, the Diocese and two of these 24 congregations signed agreements for the acquisition of the property from the Diocese on terms reviewed by the Office of the Attorney General and approved by the Board and the Court of Common Pleas. In 2012, three parishes returned to active participation in the Diocese. A fourth parish returned to active participation in the Diocese in 2013. The Diocese has encouraged the rest of the affected congregations to remain in the property pending further study, but some have elected to leave. In two locations where this has occurred, the Diocese is financially supporting the rebuilding of the parish as an active parish of the Diocese. In other locations where this has occurred, the Diocese is seeking alternative short-term uses of the property. In addition, there are approximately 14 parishes that have identified themselves as part of the ACNA Diocese where the existing court rulings are not fully dispositive because the real estate was titled in the name of the respective parish. The Diocese maintains that these parishes and each of these properties remains with the Episcopal Diocese of Pittsburgh, and that both the parishes and the properties (real and personal) are subject to the authority and canons of the Diocese and a trust interest for the benefit of the Diocese and Episcopal Church. The Diocese has extended a "without prejudice" invitation to these congregations to negotiate regarding the parish property and has entered into a standstill and tolling agreement with the majority of the congregations to facilitate such discussions. Currently, management is unable to evaluate the likelihood of an unfavorable outcome to these negotiations regarding parish property or the possibility that litigation will become necessary in the future.

**2016**  
**Compensation Guide**  
**for Clergy and Lay Employees**  
**Episcopal Diocese of Pittsburgh**



**Recommended by Diocesan Council**  
**October 5, 2015**

**Episcopal Diocese of Pittsburgh**

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## INTRODUCTION

The purpose of this Compensation Guide is to provide – for the Bishop’s Wellness Committee, Parish Vestries, and Institutional Boards – standards for the proper compensation, including cash salary, allowances, and benefits, of clergy and lay employees in the Episcopal Diocese of Pittsburgh.

The Guide is applicable to the diocese, to all congregations in the diocese, and to any other institution under the authority of the Constitution and Canons of the Episcopal Diocese of Pittsburgh.

The terms of compensation of the Bishop are to be reviewed annually and recommended to the Diocesan Council for the Budget of the Diocese by a Bishop’s Wellness Committee. The Committee is to be comprised of the President of the Standing Committee, President of the Board of Trustees, and the President of Diocesan Council. The Committee is to meet with the Bishop semi-annually to review compensation and wellness issues with the Bishop.

The terms of compensation of other clergy and of lay employees serving in the Diocesan Office are recommended to the Diocesan Council by the Bishop for inclusion in the annual diocesan budget.

For parishes, other congregations, and other institutions under diocesan authority it is the responsibility of each Vestry, Board, or similar governing body to use these minimum and recommended Compensation Guidelines, approved by Diocesan Council and authorized by the Annual Convention of the Diocese, in determining the compensation levels for clergy and for lay employees for whom that body may be responsible.

Both clergy and vestries or similar bodies have access to the Bishop’s Office and to the Compensation Committee of Diocesan Council to seek clarification of elements of the guide or to seek resolution of conflicts that may arise in applying the guide to particular situations.

Respectfully Submitted,

The Compensation Committee of Diocesan Council:

Mr. James Neral (chair)  
The Rev. Dr. Michelle Boomgaard  
Ms. Suzanne DeWalt  
The Rev. Kris McInnes  
The Rev. Dr. Bruce Robison

Ex officio: The Rev. Lou Hays; The Rev. Canon Dr. Ted Babcock; The Rt. Rev. Dorsey McConnell; and Ms. Kathi Workman

# **CLERGY AND LAY EMPLOYEE COMPENSATION: DEFINITIONS AND POLICIES**

## **TOTAL COMPENSATION, CLERGY**

Clergy Compensation is appropriately guided by the resources available in the ministry situation in which the ministry is offered and by the level of responsibility and commensurate skill and experience required.

Clergy Compensation Letters of Agreement and subsequent specification of clergy compensation will specify and limit the figure of Total Compensation to include only those elements of compensation subject to assessment by the Church Pension Fund – the total of: (1) Cash Salary, (2) Housing/Utility Allowance or the amount specified in this guide to calculate the value of Housing/Utilities Provided (with additional Housing/Utility Allowance, (3) Equity Allowance, and (4) recommended Self-Employment Tax Allowance, as described and treated in this Guide.

Additional elements of compensation, such as the costs of pension assessments and contributions, health insurance, travel and professional allowances, and discretionary and benevolence funds are not included in the Total Compensation calculation.

## **TOTAL COMPENSATION: CASH SALARY**

For the purpose of this Guide, “Cash Salary” refers to that portion of Total Compensation in addition to provided Housing and Utilities, Housing Allowance, Equity Allowance, and/or Social Security/Medicare Self-Employment Tax Allowance.

## **TOTAL COMPENSATION: HOUSING AND HOUSING ALLOWANCES**

When church-owned housing and utilities are provided for the use of ordained clergy, the Internal Revenue Service currently allows their value to be excluded from the calculation of income subject to Federal Income Tax. In such situations, the Minimum and Recommended Total Compensation amounts designated in this Guide may be reduced by 25%.

When church-owned housing and utilities are not provided, clergy are permitted to designate in advance a portion of their income no greater than the fair market rental value of house, furnishings, and utilities, as a Housing Allowance, and this designated portion of their income is not subject to Federal Income Tax. A Designated Housing Allowance must be recorded in the official records of the congregation or other employer and should be identified on budget forms.

When housing and utilities are provided, an additional amount of Clergy Compensation may be designated as Housing Allowance (see below) to the extent allowable by the Tax Code. Two model Housing Allowance provisions are provided in this Guide at Appendix E. *It is important to remind Clergy that the fair market rental value of provided furnished housing and utilities, and/or of any Housing /Utility Allowance, are subject to Self-Employment Tax and are to be reported on Schedule SE of IRS Form 1040.*

## **TOTAL COMPENSATION: OTHER INCLUDED ALLOWANCES** **SOCIAL SECURITY SELF-EMPLOYMENT TAX ALLOWANCE**

For the purposes of Payroll Taxes related to Social Security and Medicare, all ordained clergy are considered self-employed. When desired and by negotiation, an allowance for clergy's social security self-employment tax (SECA), currently 15.3%, may be paid directly to the member of the clergy as an additional compensation.

The recommended method of administration of IRS-required and SECA taxes is through payroll withholding. NOTE: This income is fully taxable and reportable as income to the clergy. The amount of any Self-Employment Tax Allowance is included within, not in addition to, the Minimum and Recommended Total Compensation figures in this Guide.

## **EQUITY ALLOWANCE**

The 133rd Annual Convention of the Diocese of Pittsburgh adopted a resolution stating that effective January 1, 1999, Letters of Agreement *for all clergy living in church-provided housing* shall include an additional category of compensation entitled "Housing Equity Allowance," and it was further resolved that the specific amount of the Housing Equity Allowance shall be calculated by using a percentage of the value designated for housing on the assessment form of the Church Pension Fund (30 percent of cash stipend plus utilities) or an amount agreed upon between the clergy and the parish. NOTE: This income is fully taxable and reportable as income to the clergy. The amount of any Equity Allowance is included within, not in addition to, the Minimum and Recommended Total Compensation figures in this Guide.

## **LAY EMPLOYEE COMPENSATION**

*Canonically mandatory pension benefits for lay employees regularly scheduled to work 1,000 hours per year or more are described in Appendix C of this Guide. Canonically mandatory Denominational Health Plan benefits for lay employees regularly scheduled to work 1,500 hours per year or more are described in Appendix D 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. FORMA, the American Guild of Organists, the Association of Anglican Musicians, and other organizations serving Lay Professional Ministers of the Episcopal Church may offer recommended guidelines for Lay Professional compensation. A survey of compensation practices in non-profit organizations in our region may be found at the following hyperlink. Due to the age of the data, a 10% aging factor is suggested to be added to the data to bring it to a fair 2016 representation.

<http://bcnm.rmu.edu/ProgramsServices/cmp-media/docs/BayerCenter/wbsurvey2012.pdf>

**MANDATORY ALLOWANCES  
NOT INCLUDED WITHIN “TOTAL COMPENSATION”  
FOR CLERGY AND LAY EMPLOYEES**

**TRAVEL (JOB-RELATED)**

Each congregation or other institution subject to this Guide shall provide clergy and lay employees either a monthly, job-related Travel Allowance or an accountable reimbursement plan utilizing the IRS per mile reimbursement rate set annually by the Diocesan Council. It is recommended that the vestry adopt an accountable reimbursement plan. Reimbursements paid under an accountable plan are not reportable by the employer or employee as taxable income, unlike the monthly allowance which is taxable. The accountable plan is a significant advantage to the clergy. Note: When the accountable reimbursement plan is adopted by the vestry it applies to all employees – clergy or lay.

If employees are paid at a rate in excess of the IRS per mile reimbursement rate, under IRS revenue ruling 84-127, the entire reimbursement must be added to the wages reported on form W-2. The clergy can then claim a deduction of the IRS per mile rate on IRS Form 2106 for the business mileage. This is not recommended.

Clergy and lay employees should keep in mind that travel expenses either reimbursed as an allowance or under an accountable reimbursement plan must be documented. See APPENDIX F for a sample documentation form. In the event of an audit, the IRS may request the documentation of these expenses.

**RELOCATION (MOVING) ALLOWANCE**

When a congregation or other institution issues a call following the election of a clergy person to a full-time, settled position of ministry, the calling congregation or other institution shall pay the negotiated expenses associated with the relocation.

**CONTINUING EDUCATION ALLOWANCE**

All clergy, as required by canon and all lay ministry professionals are encouraged to engage in regular continuing education to strengthen their ministries. Parishes are expected to provide both time and money to make such study possible. Continuing education should be focused on vocational development, workshops, courses or intentional study in areas that undergird present or future ministry and develop or strengthen talents and skills. This time is not to be used as additional vacation or leisure time.

Congregations and other institutions shall designate a stated allowance amount in the annual budget (in previous years the Continuing Education Subcommittee of the Commission on Ministry recommended \$500 to \$1,000 for each full-time clergy person or lay employee) toward the expenses of continuing education.

## **SABBATICAL LEAVE**

After five years of continuous service in a parish or in the service of the Diocese, clergy in full-time ministry appointments are eligible for a period of paid sabbatical leave, accrued at the rate of two weeks per year of service, up to a maximum of three months (14 weeks) of paid leave. (Some slightly longer sabbaticals have been negotiated, with the additional leave paid or unpaid, depending on terms of the negotiation.) It is recommended that full-time lay ministry professionals be offered a similar sabbatical opportunity. Parishes should build provision into their budgets to cover the expenses of a sabbatical, which include program and travel costs as well as liturgical and pastoral care coverage for the parish. Limited diocesan aid may be available to help defray the cost of supply clergy and other expenses for the parish during the priest's sabbatical. The purposes of the sabbatical are to promote personal, spiritual, professional, and academic enrichment for continued ministry. A written description of the sabbatical plan should be submitted to the Bishop no less than 90 days before it commences.

### **DESCRIPTION OF MANDATORY AND RECOMMENDED BENEFITS: CLERGY AND LAY EMPLOYEES**

*Note that any costs to the parish or other employer of the mandatory and recommended benefits required below are **not** included in the calculation of Minimum or Recommended "Total Clergy Compensation."*

## **CHURCH PENSION FUND: CLERGY AND LAY EMPLOYEES**

Title I, Canon 8, Section 3 of the Constitution and Canons of the Protestant Episcopal Church in the United States of America requires the diocese, parish, mission, and other ecclesiastical organizations to pay the Church Pension Fund Assessment for the Bishop and clergy, and to pay the contribution for lay employees scheduled to work 1,000 hours or more each year. See Appendix C for more information on this topic.

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

Medical/Dental group insurance as provided by the Denominational Health Plan of The Episcopal Church is required to be offered to clergy and lay employees scheduled to work 1,500 hours or more each year. See Appendix D for more information on this topic.

## **SHORT-TERM/LONG-TERM DISABILITY**

Parishes and other employers of full-time active clergy members are expected to continue the clergy member's salary and benefits during any period of disability that does not exceed one year. At no additional cost to the parish or employer, The Church Pension Fund provides a subsidy of up to 70% of the clergy member's total compensation, capped at \$1,000 per week for a maximum period of 52 weeks, to the parish/employer while the clergyperson recovers. This subsidy becomes available after 30 consecutive days of total or partial disability, except for childbirth. In the case of childbirth, the subsidy is immediately available without a 30-day wait period, but the subsidy is limited to twelve (12) weeks.

This subsidy is available to parishes/employers *only* when the disabled clergy member's pension assessments are fully paid and up-to-date *and* the parish/employer is continuing to pay the clergy member. Where a parish/employer terminates the employment of a clergy member during a period of short-term disability, the subsidy is instead paid to the clergy member. Unum Life Insurance Company is the administrator for this benefit.

*Addressing a disability properly will usually require help and guidance. Therefore, as soon as a clergy member or senior warden of any parish becomes aware of a condition that might trigger entitlement to a disability subsidy, the diocesan office must be notified immediately.*

The Church Pension Fund also provides long-term disability benefits for clergy at no additional cost. *If the clergy member's illness is prolonged beyond 360 days, or is expected to last beyond 360 days, the clergyperson or his/her representative should initiate a claim for Long-Term Disability Benefits through The Church Pension Fund.* The diocesan office can provide the forms necessary to make a claim for long-term disability plan benefits and assist in the completion of those forms.

Congregations and other employers within the diocese are encouraged to provide short-term and long-term disability insurance benefits for full-time lay employees. These benefits are available for purchase from The Church Pension Fund. Parishes and employers are strongly encouraged to discuss short- and long-term disability benefits with all employees, both clergy and lay, at the beginning of employment so that each employee can take appropriate measures to secure adequate disability coverage.

## **SUPPLEMENTAL LIFE INSURANCE BENEFITS**

All clergy listed in Active Status with The Church Pension Fund are provided with a Group Term Life Insurance Benefit equal to four times total annual compensation, up to \$100,000. Clergy and their spouses have the ability to purchase additional insurance coverage from the Church Life Insurance Corporation and the Pennsylvania Widows Corporation. Please contact the diocesan office for additional information. Supplemental Life Insurance may be included as an additional negotiated benefit in Clergy or Lay Employee Letters of Agreement. Congregations and other employers within the diocese are *encouraged* to provide life insurance benefits for full-time lay employees.

## **ADVOCACY FOR CLERGY AND LAY EMPLOYEES DURING COMPENSATION/BENEFIT NEGOTIATIONS**

At the time of determining the annual budget in congregations, clergy and lay employees often find it difficult to negotiate for an adjustment in compensation and benefits. Negotiation is not a skill that everyone possesses. In response to this reality, the Compensation Committee notes that clergy and lay employees may ask an advocate to represent his or her needs and desires to the vestry or budget committee.

## **LETTERS OF AGREEMENT**

For Clergy, the Bishop requires that prior to beginning a compensated ministry within the Diocese of Pittsburgh, a Letter of Agreement, specifying Terms of Call and Compensation, has been signed by the Clergy Person, the Senior Warden or other officer of the Parish or employing Organization, and the Bishop. An original, signed copy of the Letter of Agreement is to be maintained in the files of the Diocesan Office. Terms of compensation within the Letter of Agreement are to be reviewed annually, and the entire Letter of Agreement should be reviewed and updated periodically.

It is strongly recommended that similar, periodically updated Letters of Agreement be created/updated for all Lay Employees as well.

## **CLERGY AND CONGREGATIONS: SITUATIONS OF MINISTRY AND DEPLOYMENT**

### **PARISH “TYPE” DESCRIPTIONS**

The descriptions of each congregational situation, and particularly of the clergy responsibility level, are provided to help the congregation assess their level of functioning and ministry development. The “types” are determined by a mix of factors, including size of active congregation, available financial resources, and style of ministry.

TYPE 1 – May include lay-led parishes, diocesan church plants or “restart” congregations, and missions utilizing part-time clergy, shared clergy, supply clergy, or deacons

TYPE 2 – Smaller parishes with settled full or part-time clergy and lay volunteers filling most other staff roles

TYPE 3 – Mid-sized parishes with settled full-time clergy and a mix of paid and volunteer staff

TYPE 4 – Larger parishes with complex programming and some paid lay and clergy staffing

TYPE 5 – Larger parishes with complex programming and multiple paid lay and clergy staffing

See Appendix A for the 2016 breakdown of Diocesan parishes by Type.

## **CLERGY MINISTRY DEPLOYMENT DEFINITIONS**

### **CLERGY DEPLOYED IN FULL-TIME MINISTRY SITUATIONS**

Full-Time clergy may either hold canonically elected and tenured positions (Rectors) or be non-tenured Priests-in-Charge and other Associate or Assistant positions. Appendix B of the Compensation Guide relates the five patterns or “types” of deployment situations with minimum and recommended Total Compensation guidelines for full-time ministry in these situations. The location of a ministry situation within these guidelines is somewhat flexible and takes into account a number of factors including the size of the active congregation, available resources (both human and financial), and the scope and complexity of the ministry and parish programs. Parishes and settled full-time and part-time clergy are to have a signed Letter of Agreement that is regularly updated. Clergy serving in a shared situation shall be paid as full-time if their time commitment total among all participating parishes is 100% or 48 hours per week.

### **FULL TIME CALCULATION, DAYS OFF, AND VACATION**

For the purposes of this Guide, a work week for full-time clergy will average approximately 48 hours.

Full-time clergy are expected to have at least one continuous 24-hour period each week reserved for personal and family use. Full-time clergy shall have a minimum of one full month of paid vacation time per year, to include at least four Sundays. Arrangements for designated days-off and paid vacation time for Settled Part-Time Clergy are to be negotiated and included in the Letter of Agreement.

### **CLERGY DEPLOYED IN PART-TIME MINISTRY SITUATIONS**

#### **Time Commitment Calculations for Part-Time Clergy Appointments:**

1/4 Time	Sermon Preparation, Sunday Service, plus equivalent of 7-8 hours/week pastoral care/groups/meetings/other services
1/2 Time	Sermon Preparation, Sunday Service, plus equivalent of 18-20 hours/week pastoral care/groups/meetings/other services
3/4 Time	Sermon Preparation, Sunday Service, plus equivalent of 28-30 hours/week pastoral care/groups/meetings/other services

## **CLERGY ASSISTANTS (FULL- AND PART-TIME)**

Parishes with a full-time Rector or Priest-in-Charge may also be served by additional stipendiary clergy on a full- or part-time basis. Minimum Compensation for Full-Time Assistant Clergy shall conform to the minimum stipend levels established for Full-Time Clergy in Type 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 be somewhat intuitive, taking into account a number of factors including the size of the active congregation, available resources (both human and financial), and the scope and complexity of the ministry and parish programs.*

#### ***Type 1***

Blairsville, St. Peter's  
Brackenridge, St. Barnabas  
Brighton Heights, All Saints  
Carnegie, Atonement  
Donora, St. John's  
Hazelwood, Good Shepherd  
Homestead, St. Matthew's  
Jeannette, Advent  
Monongahela, St. Paul's  
North Versailles, All Souls  
Northern Cambria, St. Thomas  
Penn Hills, St. James  
Scottdale, St. Bartholomew's  
Wayne Township, St. Michael's

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

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

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

Franklin Park, St. Brendan's  
Highland Park, St. Andrew's  
Ligonier, St. Michael's  
Oakmont, St. Thomas  
Peters Township, St. David's  
Pittsburgh, Trinity Cathedral

#### ***Type 4***

North Hills, Christ Church

#### ***Type 5***

East Liberty, Calvary  
Mt. Lebanon, St. Paul's

**APPENDIX B  
CLERGY COMPENSATION  
MINIMUM AND RECOMMENDED GUIDELINES**

**Clergy in Settled Appointments, Full Time**

Guideline figures include ONLY: Cash Stipend and Allowances designated for Housing, Utilities, Housing Equity, and Self-Employment Tax. If Housing and Utilities are supplied by the parish, the Guideline figures may be reduced by 25%. (Figures are for Compensation as defined in the Rules of the Church Pension Fund and do not include allowances for Travel, Professional Expenses, Benevolence and Discretionary Funds, and Continuing Education or Sabbatical allowances.)

Guideline figures ranging above the Minimum/Initial figures at each level represent a standard of normal compensation for full-time clergy with good performance. When resources are available and in accordance with advancing tenure and performance clergy are appropriately compensated above the indicated Guideline figures at each level. Compensation for clergy in parishes shall not fall below the Minimum/Initial range for the designated Parish Type (see Appendix A) and the Minimum “Type 1” figure shall be an Absolute Minimum for all full-time clergy, including those who are Assistants, Associates, or who have positions in other diocesan institutions or ministries.

**ABSOLUTE MINIMUM COMPENSATION, BY PARISH TYPE (See pg. 13)**

PARISH TYPE	FULL TIME PRIMARY	FULL-TIME ASSOCIATE	OCCASIONAL SUPPLY
TYPE 1	\$49,450	\$49,450	\$125 for one Sunday service; \$25 increments for each additional Sunday service; \$50 for a Mid-Week service
TYPE 2	\$52,675	\$49,450	\$125 for one Sunday service; \$25 increments for each additional Sunday service; \$50 for a Mid-Week service
TYPE 3	\$61,375	\$49,450	\$125 for one Sunday service; \$25 increments for each additional Sunday service; \$50 for a Mid-Week service
TYPE 4	\$70,750	\$49,450	\$125 for one Sunday service; \$25 increments for each additional Sunday service; \$50 for a Mid-Week service
TYPE 5	\$97,550	\$49,450	\$125 for one Sunday service; \$25 increments for each additional Sunday service; \$50 for a Mid-Week service

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

It is appropriate to recognize ordained experience of clergy by setting target Compensation above Parish Type Minimums for higher experience levels of Full-time Primary clergy assuming good performance and in accordance with the table below. Full-time Associate clergy may be reviewed annually for Compensation above Parish Type Minimums based on performance and Parish financial support.

PARISH TYPE	0-4 Years (Absolute Minimum)	5-9 Years Target	10-14 Years Target	15-19 Years Target	20+ Years Target
Type 1	\$49,450	\$50,900	\$52,375	\$53,975	\$55,600
Type 2	\$52,675	\$58,775	\$64,875	\$83,300	\$85,800
Type 3	\$61,375	\$70,125	\$79,300	\$99,150	\$102,125
Type 4	\$70,750	\$82,625	\$94,500	\$118,150	\$121,700
Type 5	\$97,550	\$110,125	\$124,650	\$155,775	\$160,450

**Clergy in Settled Appointments, Part-Time**

Clergy serving congregations by diocesan appointment as “clergy-in-charge,” with pastoral and administrative duties, and other clergy serving parishes or other diocesan institutions as Parish Assistants in long-term, part-time positions shall have a Letter of Agreement defining the position as a percentage of full-time (e.g., 25%, 50%, 75%), and with a narrative description outlining the extent of ministerial responsibilities. See Table on Page 14 for specific guidance. Minimum Compensation in these positions will apply the percentage of full-time service to the figure for the diocesan Absolute Minimum for the Parish Type. (Thus, e.g., a long-term 25% position in a “Type 2” Parish would have a Minimum Compensation of \$13,168 (\$52,675 x .25) in 2016.

## **Clergy in Supply Appointments, Single-Event or Short-Term**

Clergy Minimum Supply Compensation Rates are intended to apply to occasional instances – as when parish clergy may be away on vacation or study leave – or short-term intervals when there is a vacancy in a parish. “Supply Rates” are intended to apply to liturgical leadership and preaching at Sunday or designated Weekday services only, and do not include additional on-going pastoral or administrative duties. If a Supply position is expected to extend beyond a single three-month period or to involve duties beyond liturgical leadership and preaching, the position should be redefined as Part-Time, with Compensation Guidelines as indicated above.

1. One Sunday Service, with Sermon – \$150
2. Two Sunday Services, with Sermon – \$175  
*An additional \$50 is to be paid for each additional service on the same weekend.*
3. Midweek Service, with Informal Homily – \$ 60

Supply Clergy are to be reimbursed for round-trip travel costs from their home to the Church at the current IRS reimbursable mileage rate.

## **APPENDIX C**

### **2016 PENSION BENEFITS POLICY CLERGY AND LAY EMPLOYEES**

#### **Clergy Pensions**

In all cases parishes and other employers under the authority of The Episcopal Church shall comply with the canons of the Episcopal Church and of the Episcopal Diocese of Pittsburgh by enrolling all eligible Clergy in the Clergy Pension Plan of The Church Pension Fund of The Episcopal Church and by paying all Pension Fund assessments and contributions in a timely manner. Treasurers and other Administrators are encouraged to consult with the Director of Administration to assure compliance.

#### **Lay Employee Pensions**

As of January 1, 2013, parishes and other employers under the authority of the canons of The Episcopal Church and of the Episcopal Diocese of Pittsburgh shall enroll all Lay Employees scheduled to work 1,000 hours per year or more in the Lay Employee Pension Plan of The Church Pension Fund of The Episcopal Church and shall pay all Pension Fund assessments in a timely manner.

While it is not canonically mandatory, parishes and other employers are encouraged to provide Lay Employee Pension Benefits as well to those Lay Employees scheduled to work fewer than 1,000 hours per year. Treasurers and other Administrators are encouraged to consult with the Director of Administration to assure compliance.

Note: Participation in the Lay Employee Pension Plan of The Church Pension Fund was mandated by the 76th General Convention of The Episcopal Church in 2009, Resolution A138, amending Canon I.8. The Plan includes two programs – one “Defined Benefit” and the other “Defined Contribution.” Each employing parish or organization determines which one of these two programs to provide for all its employees. The Defined Benefit program requires an Employer Contribution of 9% of the employee’s compensation. The Defined Contribution program requires a base Employer Contribution of 5% of the Employee’s compensation. Employees are able to contribute to their account as well in the Defined Contribution program, and the employer is required to match the employee’s contribution up to an additional 4% of the employee’s compensation. If the employee contributes 4% or more of total compensation to the Pension account, the maximum mandatory Employer contribution is 9%. Experience to date indicates that most Employers and Employees prefer the Defined Contribution program.

## **APPENDIX D**

### **2016 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 required to offer 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. Those persons working less than 1,000 hours per year are not eligible for these benefits.

Each year the Bishop, with the advice of the Compensation Committee appointed by the President of Diocesan Council, will recommend one or more plans from the Denomination Health Plan offerings to be approved by Diocesan Council. Each eligible participant, clergy or lay, then selects a plan from that diocesan menu during the Open Enrollment period. The parish or other employing organization or institution receives and pays the Insurance Premium invoice.

Individual Clergy and Lay Employees scheduled to work 1,500 hours per year or more (but not parishes or other organizations) may choose to “opt out” of participation in the Denominational Health Plan if they are currently receiving comparable medical benefits through dependent coverage in a parent or spouse’s plan or through another employer or retirement benefit (e.g., Tricare). A Waiver of Health Benefits form must be completed by the employee and submitted to the diocesan office by the end of the Open Enrollment period. Employing parishes or other organizations may provide a financial “premium offset” when eligible Clergy or Lay Employees choose to decline the DHP benefit because they are otherwise covered.

***Insurance Plan Offerings and Premiums:*** As a matter of diocesan policy, all Clergy and Lay Employees scheduled to work 1,500 hours per year or more shall be offered the choice of the medical and dental Denominational Health Plan programs approved by Diocesan Council and in the appropriate tier of coverage necessary for the Employee’s family situation.

Each parish or other employing organization is required to allocate and fund a minimum Medical Premium Allowance (“MPA”) of \$690 per month to provide medical coverage for the Employee. In circumstances where the Employee elects a medical coverage which is less expensive than the MPA, the difference in cost is to be provided to the Employee in the form of a contribution to a Health Savings Account (“HSA”) which can then be used by the Employee to cover medical deductibles and copays required by the plan design chosen. In circumstances where the Employee elects a medical coverage which is more expensive than the MPA, the Employee will be responsible to pay the cost difference through after-tax payroll deduction each month unless the parish reaches a negotiated arrangement with the Employee to provide a higher MPA above the minimum requirement stated above, up to and including full premium payment covered by the parish. MPAs set by the parish may be negotiated at higher levels of allowance as long as there is parity between Clergy and Lay Employees.

***Insurance Plan Cost Sharing:*** All Employees selecting a medical plan are subject to consideration by the parish for a premium cost-sharing arrangement wherein the Employee may be required to contribute from 0-10% of the premium cost [and which may not exceed 5% of the employee’s total annual compensation]. For example, a plan costs \$690 per month, so the parish may require up to \$69 per month in cost sharing payments, reducing the net cost to the parish of \$621 per month. No cost sharing is permitted for a plan costing less than the MPA indicated above.

***Dental Coverage:*** Dental coverage is made available through the Denominational Health Plan and as approved by Diocesan Council. There is no requirement of parish funding for this benefit.

**APPENDIX E**  
**TWO EXAMPLES OF VESTRY HOUSING RESOLUTIONS**  
**FROM THE 2015 EPISCOPAL MINISTERS TAX GUIDE**  
**PUBLISHED BY THE CHURCH PENSION FUND**

**1. Sample housing allowance resolution for a priest or deacon who lives in a church-provided rectory:**

The following resolution was duly adopted by the Vestry of \_\_\_\_\_ Church at a regularly scheduled meeting held on \_\_\_\_\_ a quorum being present:

Whereas, the Reverend \_\_\_\_\_ is compensated by \_\_\_\_\_ Church exclusively for services as a minister of the gospel; and

Whereas, \_\_\_\_\_ Church provides \_\_\_\_\_ with rent free use of a church-owned rectory as compensation for services that (he or she) renders to the church in the exercise of (his or her) ministry; and

Whereas, \_\_\_\_\_ incurs expenses for living in church provided housing; therefore it is hereby

Resolved, that the annual compensation paid to \_\_\_\_\_ for calendar year \_\_\_\_\_ shall be \$ \_\_\_\_\_, of which, \$ \_\_\_\_\_ is hereby designated to be a housing allowance pursuant to Section 107 of the Internal Revenue Code; and it is further

Resolved, that the designation of \$ \_\_\_\_\_ as a housing allowance shall apply to calendar year \_\_\_\_\_ and all future years unless otherwise provided by the Vestry; and it is further

Resolved, that as additional compensation to \_\_\_\_\_ for calendar year \_\_\_\_\_ and for all future years unless otherwise provided for by this Vestry, \_\_\_\_\_ shall be permitted to live in the church-owned rectory located at \_\_\_\_\_, and that no rent or other fee shall be payable by \_\_\_\_\_ for such occupancy and use.

**2. Sample housing allowance resolution for a deacon or priest who owns or rents his or her home:**

The following resolution was duly adopted by the Vestry of \_\_\_\_\_ Church at a regularly scheduled meeting held on \_\_\_\_\_ a quorum being present:

Whereas, the Reverend \_\_\_\_\_ is compensated by \_\_\_\_\_ Church exclusively for the services as a minister of the gospel; and

Whereas, \_\_\_\_\_ Church does not provide \_\_\_\_\_ with a rectory; therefore, it is hereby

Resolved, that the total compensation paid to \_\_\_\_\_ for calendar year \_\_\_\_ shall be \$\_\_\_\_\_, of which \$ \_\_\_\_\_ is hereby designated to be a housing allowance; and it is further

Resolved, that the designation of \$ \_\_\_\_\_ as a housing allowance shall apply to calendar year \_\_\_\_ and all future years unless otherwise provided.

**NOTE:** In order to qualify for the exemption from Federal and local income taxes, clergy housing allowances must be approved in advance, and may not be made retroactive. Thus it is important that the Vestry adopt a resolution for a newly employed clergyperson in advance of his or her start date. Housing allowances may be increased prospectively, if necessary. For further information about the intricacies of housing allowances and the Internal Revenue Code, see the Clergy Tax Guide published annually and available from The Church Pension Fund at [cpg.org](http://cpg.org). Individual consultation by telephone is available, without charge.

