

Section E

Reports of

Canonical Bodies

BISHOP'S REPORT

The past year has been eventful. Following the introduction of a new vision statement at last year's convention, your bishop and staff have been acting on the mission **to love, teach and heal**. Here are a few of the highlights:

- An historic agreement was reached with several ACNA parishes regarding unresolved property matters, guaranteeing that our interests would be protected and that all involved might go forward with mutual respect as we follow our understanding of God's call to us. This agreement was nearly ten years in the making, and guided throughout by the good graces of our Chancellor, Andy Roman. We all owe Andy, and those who assisted him along the way, our gratitude beyond measure.
- The Church Without Walls continued to meet regularly, bringing together dozens of racially diverse Christians from several denominations for prayer, study, and fellowship to discern how God would have us further influence the world with Christ's love.
- We laid the groundwork for a compelling lay training initiative – the Love+Teach+Heal Academy, to strengthen lay formation, equip leaders in our parishes and build capacity for mission.
- We continued to develop an Anglican Track at Pittsburgh Theological Seminary, following the complete revision of the school's curriculum. After final refinements that will occur this fall, we hope to announce it formally in January.
- The Standing Committee and I, with participation from the Trustees and Council, are embarking on an evaluation process for the diocese, and we have retained Ms. Judy Stark as our consultant. The goals are to increase trust and collaboration among our parishes, to streamline our governance structures and to clarify the roles of the bishop and diocesan staff in helping our congregations thrive.
- The Trinity Cathedral Working Group has continued to meet in an effort to move the mission of the cathedral forward. We are being assisted by Ms. Marilyn Coleman, an experienced consultant for Pittsburgh non-profits, as we explore the next steps on our way to becoming a cathedral bringing the love of Christ to the whole city through arts, education, and social empowerment. As part of this work we will be examining the use of all our facilities. This past year already, Trinity brought civic and religious leaders together for well-received services that variously marked the 50th anniversary of Martin Luther King's assassination, honored the victims of overdose and addiction, and rededicated the cathedral's tower bells as symbols of its service to the city. Trinity's partnership with the Cultural Trust took a major step forward with the widely acclaimed production of Peter Ackroyd's *Chatterton* this fall.
- Canon Jay Geisler is helping the congregation of St. Paul's in Monongahela to explore re-purposing part of its facilities to accommodate a recovery house, helping to address the epidemic of opioid addiction in the Mon Valley.
- New initiatives in evangelism have included Dan Isadore's ongoing outreach to students at the University of Pittsburgh and Chatham University, and Dan and Hallie's modeling the life of Christian community through regular gatherings of Zoe, an evening of word, sacrament, fellowship and food at their home. Additionally, Canon Natalie Hall has launched an afternoon church plant, to be called the Congregation of Saint Mary Magdalene, at St. Stephen's Church in Wilkinsburg, with the encouragement of the rector and vestry.
- Three regional clergy Bible studies with the bishop were held across the diocese, with three more planned for the coming year, offering times of study, prayer and fellowship with my ordained colleagues.

- We *finally* launched our new website – only a few months late. I apologize for the delay, but rejoice in the product. Please let us know if you find it useful, or have any suggestions for its improvement.

This year the 79th General Convention of the Episcopal Church took place in Austin, Texas. My several years’ service on the Standing Commission of Liturgy and Music resulted in an appointment to this General Convention’s Legislative Committee 13, which was charged with considering all resolutions related to the possible revision of the prayer book. I helped develop the resolution adopted by Convention to chart a course for liturgical changes that will also promote the unity of the Church. Part of our original draft became a separately adopted resolution to establish a Task Force on Communion Across Difference that will do very important work on the way to the next Lambeth Conference of Anglican Communion bishops in 2020.

My further travels included ten days in Uganda – partly in support of the United Thank Offering Grant through this diocese for Saint Andrew’s school in Buwologoma – and a mission trip to the Holy Land with five other bishops and several clergy on behalf of the peace-making work of Fair Witness.

Finally, a note about my health. In short, I’m fine. The small stroke I had in the spring has produced no further symptoms and resulted in no permanent sensory damage. My stamina has largely recovered, although I have to be a bit careful of overwork. Aside from that, I am on a permanent prescription of a low-dose aspirin once a day and compression socks when I fly. Betsy and I know that we were upheld by the prayers of many during that time, and we are more grateful than we can say.

In regard to our staff, we note two stalwarts who have retired – the Reverend Canon Ted Babcock and Dr. Joan Gundersen. I am thankful for their service and jealous of their leisure! We all remain deeply prayerful in regard to the health of my Canon to the Ordinary, Shawn Malarkey, diagnosed in July with multiple sclerosis. After due discernment, he and Jolean have thought it best that he lay down this burden of serving as Canon, though he will continue as Coordinator of Clergy Communications. My colleagues and I have expanded our own portfolios to make sure that Canon Shawn’s work in support of our parishes and clergy continues, though we miss him more than we can say, and are very glad that he will continue as Rector of the Church of the Nativity in Crafton. In addition to Shawn, I am personally grateful for the work this year of the entire staff: Rich Creehan, Canon Jay Geisler, Canon Natalie Hall, Canon Kim Karashin, Andy Muhl, Canon Scott Quinn, Marlene Rihn, Judi Rogers, and Kathi Workman.

Faithfully, your bishop,
+Dorsey

Statistics for September 1, 2017 – August 31, 2018

Episcopal Visitations	34	Marriages	1
Confirmations	47	Burials	1
Receptions	18	Ordinations	1
		(Order of Deacon 0; Order of Priest 1)	
Baptisms	5	Renewal of Vows	1

BOARD OF TRUSTEES

The focus of the Board of Trustees is the management of the financial and real property of the Diocese to the glory of God and for furtherance of the mission and ministry of the Episcopal Church in southwestern Pennsylvania. Highlights of its activities since last year's report are summarized below.

The board welcomed five new members this year. Heather McDonald (District 1), Jim Neral and Wesley Fox McCloud were elected at the 2017 Diocesan Convention. Unfortunately, Wesley had to resign her position because of pressing family needs. Additionally, Bishop McConnell appointed Dan Moore to the board, and the Standing Committee approved Virginia (Jinny) Tuscano as the District 4 representative.

The board gratefully acknowledges the service of John Hose (Secretary), Canon Kimberly Karashin, Gerald Dalton, Lew Davis (former Secretary) and Mike Donadee (former Chair of the Property and Growth Fund Committees) who completed their terms at the end of 2017. The trustees asked Mike Donadee to stay on as Assistant Secretary so that he can continue to represent the Diocese at property closings and advise the Property Committee and the Trustees regarding real estate and other property matters.

The board's internal committees are chaired by Tom Moore (Finance/Investments), Bob Eley (Audit) and Amy Shelley (Property). Heather McDonald graciously accepted her election as Secretary. Steve Stagnitta and Amy Shelley serve as the board's representatives to the Growth Fund Committee, which Amy chairs.

The trustees find the counsel of Chancellor Andy Roman invaluable on many legal issues. In particular, the trustees valued his expertise in the process of developing an agreement between the diocese and nine parishes that identified themselves as part of the ACNA Diocese, resolving disputed questions over the ownership and use of the church properties. His guidance enabled the trustees to readily approve the agreement on behalf of the diocese. The trustees are also deeply indebted to Kathi Workman (Diocesan Treasurer & Director of Administration) and Marlene Rihn for managing all the diocesan financial and property business so expertly.

Diocesan Endowment

Under the continued management by Morgan Stanley, with oversight by Tom Moore's Finance/Investment Committee, the total value of all the individual funds held in the diocesan endowment pool has grown to \$23.6 million on June 30, 2018, from a year-ago value of \$23.1 million. The current asset allocation is approximately 62% equities, 26% fixed income, 8% alternatives and 4% cash.

The trustees continue to use the long-standing distribution policy of calculating the yearly distribution as 4.5% of the prior 48-month average market value of the pooled endowment. Distributions from individual funds in the pool are used to fund the operating budget; distributed quarterly to third-party beneficiaries; transferred to other designated accounts; or, reinvested in the funds.

Support of Trinity Cathedral

The Cathedral Working Group, which is composed of several key cathedral stakeholders and several trustees, continues its task of reimagining the mission and ministry of the Cathedral, acknowledging that some aspects of its life are diocesan-driven versus parish-related. In light of Trinity Cathedral's recent overwhelming maintenance expenses, the board continued its support by funding \$53.2k for additional staff salaries (a building supervisor and a part-time office administrator) for the second half of 2018. This funding comes from proceeds from the sale of the St. Andrew's, New Kensington, rectory.

Support for Parishes

Since the last Convention, the trustees have approved Growth Fund grants and/or loans as recommended by the Growth Fund Committee for these parishes: Advent, Brookline; Advent, Jeannette; All Saints, Brighton Heights; Good Shepherd, Hazelwood; Redeemer, Squirrel Hill; St. Brendan's, Franklin Park, St. David's, Peters Township; St. John's, Donora; St. Peter's, Brentwood; and Trinity Cathedral.

Disposition of Underused Property

The trustees have completed the sale of the following church buildings that no longer had Episcopal congregations:

- Church of the Good Samaritan, Liberty Borough to Victory of God Free Methodist Church
- Church of the Transfiguration, Clairton to Ebenezer Christian Worship Center

Per our policy, the net proceeds from these sales have been deposited into endowment funds designated for new or existing ministry/mission in the corresponding region of the Diocese.

Support for Diocesan Mission

Since the diocesan budget is funded in large part from endowment funds controlled by the trustees, the Board met with members of the Budget and Assessments Working Group (BAWG) of Diocesan Council and Bishop McConnell in June to review the preliminary version of the 2019 diocesan budget that will be presented for approval at this Convention. The trustees thank Kathi Workman, the BAWG members, chair Kathy Baird, and council president Jon Delano for their work in developing the budget.

Support for Sheldon Calvary Camp

The trustees paid the final \$20,000 installment of our \$100,000 commitment to Sheldon Calvary Camp's capital campaign made back in 2014. As in previous years, the trustees authorized an annual grant from the Emma Locke Memorial Fund to support the camp's scholarship program.

Respectfully submitted,
Jerry L. Stephenson
President, Board of Trustees

CANON FOR EVANGELISM & FAITH FORMATION

With gratitude I submit this report to my sisters and brothers in Christ in the Episcopal Diocese of Pittsburgh. You who serve in the diocese in a diversity of roles, lay and ordained, strive for faithful, sustainable, and creative means of serving Jesus Christ. I am grateful to serve alongside you.

A principle aspect of my ministry is providing concrete support for households as the primary source of faith leadership. I continue to develop relationships with congregations throughout the diocese to introduce at-home faith formation, which encourages households to become the substantive location of faith practice and conversation. While every parish naturally encourages members to attend worship regularly, what about the days in between?

My role is to help households initiate daily faith practices that require nothing more than a faithful heart. Namely, I teach a practice called FAITH5 which is a cost-free, 10-15 minute practice that anyone can participate in regardless of background, household demographic, or education. Learning FAITH5 involves a preparatory meeting with parish leadership, an initial presentation, a follow-up gathering, and continuing assistance in supporting participants. I am available to any interested parish and household. More parishes have joined in learning about FAITH5 during the past year and my schedule is always open to those who seek an introductory presentation or support session. Additionally, starting in November 2018, there will be a FAITH5 support tool via social media available to the diocese. I am also available to congregations seeking to identify ways to organize cross-generational aspects of regular worship, meaning that people of all ages and experiences gather together to influence, care for, and love one another in the name of Jesus.

In addition to this primary goal and purpose, during the past 2017-18 year I have also focused efforts on developing an Anglican Track of study at Pittsburgh Theological Seminary, soon to be formally announced. The Anglican Track will assist students preparing for leadership in the Episcopal Church in organizing a directed course of study from within the excellent academic offerings of Pittsburgh Theological Seminary. There are highlighted components that lift up building relationships with the local diocese, clergy, and laypeople to connect the academic theological experience with realities in the community, parish, and wider church.

Music That Makes Community (MTMC) is a national organization that assists parishes, organizations, and communities to connect through song. The group encourages singing as a way to establish and prosper community identity and purpose, as the Christian church has intuited since its inception. MTMC fosters musical expression ranging from traditional to the newly-composed, with dynamic options available for both musical settings and lyrics. Nearly 30 people within our diocese gathered for a MTMC workshop in June 2018. With new ideas and skills for a diversity of church settings and uniformly positive feedback from those who attended, I anticipate organizing a follow-up event in the upcoming year for new and returning participants.

Lastly, and perhaps most notably, I have developed the LOVE+TEACH+HEAL LEADERSHIP ACADEMY set to begin in November 2018. This diocesan initiative will focus on small groups throughout the diocese that develop faith practices and formative conversation among interested laypeople in an effort to discern and develop lay leadership throughout our region. The Academy is designed to serve as an adjunct to the excellent ministries already being led throughout our diocese, aimed to support current clergy and congregations, inspire creativity, and connect people and congregations to one another.

It is my goal and abiding hope that 100% of all parishes throughout the Diocese of Pittsburgh would aim to energetically participate in faith formation and evangelism development, both internally and in ways connected to the diocese and wider church body. Not every initiative, program, and offering will move our LOVE+TEACH+HEAL mission forward, and yet when we show up to both succeed and fail – and always grow – together, we faithfully serve our Lord, Jesus Christ.

It is a great blessing to work with our bishop, canons, members of the diocesan staff, clergy, and parish leaders and membership. Furthermore, I am humbled and grateful to serve in a diocese where so many diligently work to make the Gospel of Jesus Christ real among the congregations and communities of our region.

Respectfully submitted,

The Rev. Natalie L.G. Hall
Canon for Faith Formation and Evangelism

CANON FOR MISSION

I continue to be blessed by the opportunity to serve Bishop McConnell and the Episcopal Diocese of Pittsburgh as canon for mission. Being in this role while also discerning about, and preparing for, my future in ordained ministry has been an exciting, yet challenging, venture – and an experience for which I am immeasurably grateful.

Early this year, I led the planning and coordination of our 2018 Lenten Learning Day, during which we explored more deeply the meaning of our mission: to love, teach, and heal. Approximately 70 people from 22 parishes gathered at St. James, Penn Hills, to worship and learn together. Thanks to all who helped make the event possible, and to all who participated!

Working with Treasurer Kathi Workman and under the guidance of Diocesan Council, we revised the criteria for the Parish Mission Grant and made available the new Formation for Mission Grant. We are pleased with the number and quality of the applications that we have received, and with the mission initiatives that we have been able support through these grants. If your parish is considering applying for one of these grants, but you have questions about the process or criteria, please don't hesitate to contact me.

As I write this, I am close to completing the Appreciative Inquiry (AI) process at St. Andrew's, Highland Park. AI encourages a parish to (1) look at itself with an "appreciative eye," identifying the gifts that lie within and around it, and (2) discern how God is calling the parish to use its gifts as it joins in His mission. At St. Andrew's, AI is being considered part of the foundation of a larger, more detailed strategic planning process that the parish will launch in the fall.

Throughout the year, I have also continued to provide support for the Mon Valley Mission (see separate report) and have been involved in discussions and planning around:

- The mission of Trinity Cathedral,
- New ministry initiatives,
- The formation and ministry needs of our smaller parishes, and
- Practices of a "vital" church.

It is a challenging time for Christ's Church, across *all* denominations. I am certainly looking forward to discovering what God is up to in our neighborhoods, and working alongside you to join in His mission!

Prayerfully and respectfully submitted,
Kimberly Karashin
Canon for Mission

CANON FOR ORDAINED VOCATIONS

As Canon for Ordained Vocations, 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 few years with other women and men moving toward that possibility.

I continue to work with the seminarians at Trinity School for Ministry in Ambridge and at Pittsburgh Theological Seminary (PTS). Last year, Bishop McConnell and I taught a course at PTS: the "Anglican Way of Theology." Canon Cathy Brall continues to work with Episcopal students (as well as Presbyterian) at PTS as the Director of Field Education.

We have been blessed by many seminarians in the last ten years in the rebuilding of our diocese. I am concerned, however, with the "boomer" generation of clergy beginning to retire and the lack of young clergy and seminarians in the Church overall. The amount of debt that students take on in college, and then the additional debt from seminary, has caused the "seminary bubble." This educational debt and the lack of full-time clergy positions have caused a perfect storm. I believe our diocese is entering this bubble now: Not enough full-time positions and not enough younger clergy willing to work part-time. We are entering a period of clergy shortages in our diocese. We will need to be creative. For an interesting article, follow these links to the Rev. Jerry Bowyer's articles on the seminary bubble in *Forbes* magazine.

<https://www.forbes.com/sites/jerrybowyer/2011/04/20/the-seminary-bubble/>

<https://www.forbes.com/sites/jerrybowyer/2011/05/11/bursting-the-seminary-bubble-part-ii/>

We will need to rely on our clergy even more as a result of the clergy shortage. Some parishes may need to have lay-led Morning Prayer on occasion rather than the traditional Sunday Communion Service.

We are hoping that more laity will be able to attend the Pittsburgh Pastoral Care Conference, which is held each April or May. This annual training conference for both clergy and lay leaders has successfully completed its eighteenth year. Dates for the upcoming 2019 conference will be announced soon.

If anyone has any comments, ideas, or suggestions for improving the formation of the people of God, please contact me at 412-414-3337 or send me an email at jgeisler@episcopalpgh.org.

Peace & Prayers,
The Rev. Canon Dr. Jay Geisler
Canon for Ordained Vocations

CANON TO THE ORDINARY

The past year has been a busy one, both for our diocese and The Episcopal Church as a whole. In my role as Canon to the Ordinary, I've had the honor and pleasure of cooperating with the lay and ordained leaders of our parishes as they have worked to live out their mission.

In July, after experiencing troubling neurological symptoms, I was diagnosed with multiple sclerosis. After a difficult summer filled with much prayer and discernment, my family and I have decided that my focus needs to be on my health. With that in mind, it is with a heavy heart that I lay down the responsibilities of Canon effective September 30, 2018. While attending to my health, I will remain engaged in parish ministry at Nativity, Crafton, and assisting with the communications efforts of the diocese.

MS is a long-term fight, and so is our common call to share the love of our God in Christ. My disappointment is tempered by hope, as our Resurrection faith is rooted in the sure knowledge that endings are often beginnings. I remain deeply grateful to Bishop McConnell for his trust and confidence, and to our excellent diocesan staff who have made the work of the last year a true joy.

Faithfully yours,
The Rev. Canon Shawn Malarkey

COMMISSION ON MINISTRY

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

Since the 2017 Diocesan Convention, the Commission on Ministry will have met ten times, including the annual Winter Interview Day and Ministry Exploration Day.

Highlights of the year include:

- The Bishop granted Postulancy to Paul Barker of St. Paul’s, Mt. Lebanon. Paul is discerning a call to the Diaconate.
- The Bishop granted Candidacy to Kim Karashin of St. Peter’s, Brentwood, and Julie Smith of Redeemer, Squirrel Hill.
- One individual took the General Ordination Examinations in January 2018.
- A practicum for newly-ordained priests began under the leadership of the Rev. Jonathon Jensen.
- The Annual Winter Interview Day was held on January 20, 2018, and featured interviews with two individuals.
- Ministry Exploration Day was held on April 21, 2018, at Calvary, East Liberty.
- The Rev. Lorena Ringle organized an overnight retreat for individuals in the process, which was held at the Kearns Spirituality Center on May 11-12.

The Rev. Eric McIntosh of St. James, Penn Hills, was re-elected at last year’s convention to serve a second three-year term on the commission. Ms. Eileen Sharbaugh was appointed in February 2018 to serve a three-year term ending in 2020.

The Rev. Lou Hays, chair of the Commission on Ministry, resigned from the commission in October 2017. The Rev. Michelle Boomgaard of St. Paul’s, Mt. Lebanon, resigned from the commission in September 2017. Ms. Bethany Hamill resigned from the commission in January 2018. The Rev. Charlie Hamill resigned from the commission in January 2018.

I thank Bishop McConnell for his leadership and support, and each member of the Commission for their service during the year: Ms. Carolyn Booker, St. Stephen’s, Wilkinsburg; the Rev. Jonathon Jensen, Calvary, East Liberty; the Rev. Eric McIntosh, St. James, Penn Hills; the Rev. Lorena Ringle, Christ Church, North Hills; Ms. Eileen Sharbaugh, St. Paul’s, Mt. Lebanon; Mr. Steve Stagnitta, St. Andrew’s, Highland Park; the Rev. Ann Staples, retired Deacon; Ms. Daryl Walker, All Saints, Brighton Heights; and ex-officio as staff, the Rev. Scott Quinn, Canon Pastor; the Rev. Jay Geisler, Canon for Ordained Vocations; and the Rev. Shawn Malarkey, Canon to the Ordinary.

Respectfully submitted,
The Rev. Kris Opat
Chair

COMMITTEE ON CONSTITUTION AND CANONS

The Committee on Constitution and Canons (the Rev. Dr. Bruce Robison, chair; Ansley Westbrook, secretary; the Rev. Joseph Baird, Betsy Hetzler, Courtney Horrigan, the Rev. Shawn Malarkey, and, *ex officio*, Chancellor Andy Roman) met through the past year to discuss proposals from its members and from others within the diocese regarding changes to the Constitution and Canons that might better serve our diocese.

The committee has been engaged in an extensive study and conversation on the topic of parish governance. Specifically, we have been invited to explore whether policies and procedures in our congregations are developed and implemented in conformity with current parish bylaws, and whether those bylaws have themselves been reviewed and updated as necessary to conform with the Constitution and Canons of the Episcopal Diocese of Pittsburgh and other relevant policies and guidelines of the diocese and of The Episcopal Church. While this project is still in early stages of development, we hope to develop resources to facilitate this process in congregational and diocesan contexts.

At the invitation of the Standing Committee, our committee has also begun to study questions related to the organization of diocesan governance. There is a desire to streamline, right-size, and refresh our governing bodies, and our committee in particular is in the process of identifying the constitutional and canonical concerns that would need to be addressed in this process.

While the committee will not be bringing any proposals to the 153rd Convention of the Episcopal Diocese of Pittsburgh on either of these topics, we do hope to continue our conversations – both within the committee and in collaboration with others – in the coming year.

Faithfully,
The Rev. Dr. Bruce M. Robison
Chair

DEPUTIES TO GENERAL CONVENTION

The General Convention of the Episcopal Church met for nine legislative days from July 5 to 13, 2018, in Austin, Texas, although much of the work of convention began several days in advance. The Diocese of Pittsburgh was well represented by our deputation consisting of the Rt. Rev. Dorsey McConnell, the Rev. Nancy Chalfant-Walker, the Rev. Dr. Jim Simons, the Rev. Kris Opat, the Rev. Jeffrey Murph, Mr. Jon Delano, Mr. Michael Braxton (Chair), Ms. Lisa Brown, and Mr. Jamie McMahan. Alternates who attended were the Rev. Nancy Threadgill, Mr. Steve Stagnitta, and Dr. Joan Gundersen. We were sorry that the Very Rev. Scott Quinn was unable to attend due to illness.

As the governing body of The Episcopal Church, General Convention meets every three years and is ordered in two houses, the House of Bishops (all bishops, active and retired) and the House of Deputies (up to four elected laity and four elected clergy from every diocese). These two houses meet and act separately at the General Convention, and both houses must concur to adopt a particular piece of legislation. Part of this process is the use of Legislative Committees, made up of members from both houses, which sit together to debate, amend, and hear testimony on all legislation that has been proposed.

Several members of our deputation served on a legislative committee: Dorsey McConnell (Committee to Receive the Report on Resolution A169 – Prayer Book Revision), Michael Braxton (Ministry), Jim Simons (Dispatch of Business – Chair), Nancy Chalfant-Walker (Rules of Order), Jon Delano (Social Justice & United States Policy), and Jamie McMahan (Stewardship & Socially Responsible Investing). Two alternates also assisted with committee work as legislative aides: Steve Stagnitta (Evangelism and Church Planting) and Kris Opat (Christian Formation and Discipleship). All deputies and alternates attended various legislative committee hearings and many provided testimony to those committees on issues facing the convention. During the course of General Convention, Michael Braxton was elected as a trustee of The General Theological Seminary in New York.

With over 500 resolutions proposed, amended, and debated, it would be challenging to summarize everything that occurred at General Convention. Some highlights were the re-admission of the Diocese of Cuba as a full member of The Episcopal Church; and resolutions in support of evangelism, against racism, in support of women in the church, for the care of the environment, for support of transgender persons, and for just treatment of immigrants. In addition, convention approved a three-year operating budget for The Episcopal Church of \$133.8 million.

Of particular note was discussion around a potential revision of the *Book of Common Prayer 1979*. The General Convention decided not to undergo full-scale revision at this time, but to form a task force to study what that might look like to begin the process in the future, as well as to memorialize the current *Book of Common Prayer*. Convention also authorized, for trial use, several revised Eucharistic prayers that take into account inclusive and expansive language. In addition, as part of what some called a “grand compromise,” a provision was made to extend the use of the rites to bless same-sex marriages to all dioceses in The Episcopal Church, including those whose bishops have theological objections.

For full coverage of events and resolutions at the General Convention, see www.episcopalnewsservice.org. For more specific information and the full text of resolutions, see www.vbinder.net. News from the House of Deputies can be found at houseofdeputies.org.

The deputation was honored to represent the Diocese of Pittsburgh. General Convention will next meet in Baltimore, Maryland, in 2021.

Jamie McMahan
Deputy to General Convention

DIOCESAN COUNCIL

What exactly is the mission of Diocesan Council? That was my first question when I was asked to chair a body on which I had never had the privilege of serving. In 2017, Council's president, the Rev. Lou Hays, resigned to move to Canada and shortly thereafter the new president, the Rev. Charlie Hamill, announced he was being called to be a rector in Connecticut and would be unable to serve in 2018. I had just been elected by my district (District 3) to serve on Council, so I was shocked, to say the least, to get a call from Charlie and the nominating committee, asking me to step into the role of president of Diocesan Council. While I have served on Standing Committee, have been a long-time deputy to diocesan convention, district chair, and senior warden and vestry member at my parish (St. Paul's, Mt. Lebanon), this was totally new territory for me.

This past year has been an amazing learning experience, but thanks to some terrific colleagues on Council and the never-ending assistance of the Rev. Jean Chess (Council secretary), Kathi Workman and Judi Rogers, I can report that Diocesan Council has fulfilled its canonical responsibilities while beginning to redefine its own role in this diocese.

Created by Article XI of the Constitution of the Episcopal Diocese of Pittsburgh, the mission for Diocesan Council is set forth in Section 1 of Canon V. Read it carefully.

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.

The 18-member Diocesan Council is "convention in recess," empowered to do what the convention may do in the months between our annual diocesan gathering. Council is comprised of twelve lay and clergy deputies to diocesan convention elected by the four districts of our diocese and six others by virtue of their positions within the diocese.

The twelve elected members of Council are Kathy Baird (District 4), the Rev. Joseph Baird (District 4), Peter Balfe (District 3), Frances Dannenberg (District 2), Jon Delano (District 3), the Rev. Howard Gillette (District 1), the Rev. Carol Henley (District 2), Kevin Hipolit (District 1), Duwayne Ladd (District 4), Bruce Quayle (District 1), Sheila Stagnitta (District 2), and the Rev. Linda Tardy Wilson (District 3). The six members by virtue of their diocesan positions are Russ Ayres (President of the Standing Committee), Betsy Hetzler (President of the Episcopal Church Women), the Rt. Rev. Dorsey McConnell (Bishop), Andrew Roman (Chancellor), the Rev. Canon James Shoucair (Secretary of Convention), and Jerry Stephenson (President of the Board of Trustees). Together, all 18 of us are your Diocesan Council. The Rev. Joseph Baird is vice president. Council reached beyond its elected and *ex officio* membership to appoint the Rev. Jean Chess as secretary.

A number of other diocesan leaders are also invited to attend our meetings, including the canons, diocesan staff, chairs of diocesan organizations and committees (like the Committee on Constitution and Canons, the Commission on Ministry, Social Justice and Outreach Committee, etc.). This year, I also extended invitations to the chairs and vice-chairs of each of our four districts.

So what did Diocesan Council do this year? Part of our goal this year has been to review and renew the way we do business. Over the years, I believe Council has become a venue for hearing reports and more of a super budget committee, reallocating resources throughout the year after convention adopts a budget. I don't minimize this role. It is absolutely essential because of changing circumstances and personnel

within the diocese. But the focus on dollars has overtaken the equally important need of Council to “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.”

Given its very broad membership, Council is the most representative body in the diocese, so it makes sense that it is charged with evaluation, recommendation, and oversight. In my view, Council has not yet developed the mechanisms to do that effectively. Moreover, as a key church body, we need to spend more time on how to meet our Christian call and Bishop McConnell’s goal of becoming a diocese that “loves, teaches, and heals.” I fear we often get bogged down in multiple reports to the exclusion of what should be our greater mission. I am pleased to report that we on Council have begun to take baby steps to move beyond past practice with more general discussions of broader topics important to this diocese.

Since the last convention, Council has met six times: December 12, 2017, and January 23, March 20, May 1, June 19, and September 18, 2018. At this writing, we have meetings yet scheduled for October 23 and December 4th. Standard business at each of these meetings includes a written and/or oral report from the bishop and the canons, from the presidents of the Standing Committee and the Board of Trustees, from the chancellor, from the president of ECW, from the treasurer (both the treasurer’s report and a property report), from the chair of the budget and assessment working group (BAWG), and then various diocesan committees and organizations like the Growth Fund and the Social Justice and Outreach Committee. Unless expeditiously handled, you can see how there would be no time left at Council meetings for anything else.

This year, after prayer and approval of the minutes, I changed the order of business to begin with a discussion of a particular topic important to Council and the diocese. For example, in January we had a lengthy discussion about the role of Council. It was an excellent conversation, covering a range of issues from mission and ministry to districts and communication, and how we might better serve the diocese. As part of this, Council scheduled a diocesan-wide forum last spring for local Episcopalians to meet with our deputies to General Convention, the once-every-three-years convention of bishops and national church leaders. It was a good session that allowed those attending to express their views on everything from prayer book revision to social justice issues. As a follow-up, I also invited the chair and vice-chair of our General Convention deputation (Michael Braxton and the Rev. Nancy Chalfant-Walker) to lead a discussion at our June meeting about convention.

At our May meeting, we had a discussion about the role of our four diocesan districts with opinions offered from the chairs and vice chairs of each of our districts. Does it make sense to have districts? What do they do between conventions? Are the right parishes in the right districts? The healthy discussion led to the appointment of a Task Force on Districts, chaired by Council member and District 1 chair Bruce Quayle.

One over-arching theme this year has been concerns about the governance structure of our diocese, which in many ways has so many elected bodies and committees that too many priests and lay people are doing double and triple duty, serving on multiple organizations. It is a governance structure designed for a much larger diocese than the 36 parishes we represent. At our September meeting, Council considered the question of how we might think about “right-sizing” our governance structure. Do we need so many elected bodies? How might we make our governance more meaningful and key to the ministry we seek to carry out as a diocese? These are not easy questions.

Coincidentally, the Standing Committee has been thinking along the same lines, and Bishop McConnell (using his discretionary funds) has opted to bring in a consultant (Judy Stark) to help us in this evaluation process. Russ Ayres, president of Standing Committee, debriefed the Council on its vision of this

process: redesigning the structures of governance, getting clarity on the role of the bishop and diocese and staff, and building trust and relationships across the diocese. Council debated this at length with concerns expressed that this process be inclusive and expansive, that full communication with every stakeholder in the diocese is essential, and that the key to success is managing expectations. Ultimately, Council voted unanimously to go forward and a subsequent small group organizing meeting was scheduled for Ms. Stark to meet with the Bishop and two representatives of each of the three principal elected bodies (Council, Standing Committee, and Board of Trustees) to discuss how to get started.

Obviously, Council did much more over the year past year, especially with respect to all the canonically required measures and appointments that come before the body. This includes approving necessary clergy housing resolutions, reallocating dollars in the budget, and awarding a variety of Formation for Mission Grants and Parish Mission Grants and granting relief (at various levels) from diocesan assessment, as recommended by BAWG, expertly chaired by Kathy Baird.

As someone new to Diocesan Council this year (as it was for a number of our members), I admit that this was year of learning for me. We are blessed with some terrific diocesan staff and clergy who eased the process. I want to thank them and all the members of Council and the many others who attend our meetings so faithfully. It has been a privilege to serve as president of Council in 2018, and I look forward to a revitalized and reinvigorated role for Council in the years ahead as part of a growing diocese that seeks to be God's Church here in our corner of Pennsylvania.

Respectfully submitted,
Jon Delano
President, Diocesan Council

THE STANDING COMMITTEE

This report covers the business conducted by the Standing Committee from September 2017 through August 2018. The Committee met every month except for October 2017 and August 2018.

Episcopal Consents

- Diocese of Delaware (the Rev. Kevin Brown)
- Diocese of East Tennessee (the Rev. Brian Cole)
- Diocese of Bethlehem (the Rev. Canon Kevin Nichols)
- Diocese of Rio Grande (the Rev. Canon Michael Buerkel Hunn)
- Diocese of Newark (the Rev. Carlye J. Hughes)
- Diocese of Western Kansas (the Rev. Mark A. Cowell)
- Diocese of Virginia (consent to holding an election for a Suffragan Bishop)

Approval for Admission as Candidates for Holy Orders

- Kim Karashin
- Julie Smith

By-law Revisions

- St. Michael's of the Valley, Ligonier
- Church of the Advent, Jeannette
- St. Thomas, Canonsburg

Vacancies on Diocesan Boards and Committees

- Committee on Constitution and Canons (the Rev. Bruce Robinson)
- District 1 vacancy on Diocesan Council (the Rev. Howard Gillette)
- District 4 vacancy on Board of Trustees (Virginia Tuscano)
- Judge of Elections for 2018 Diocesan Convention (Jon Delano)

Title III Return to Ordained Episcopal Ministry

- The Rev. Simon Barnes

Property Issues

- Agreement regarding use of parish property, between the Episcopal Diocese of Pittsburgh and nine parishes currently participating in the Anglican Diocese of Pittsburgh
- Christ Church, North Hills – sale of rectory
- Church of the Transfiguration, Clairton – sale of church building
- Calvary Episcopal Church, East Liberty – grant of driveway easement to residential neighbors

The Standing Committee continues to take seriously its responsibility as Council of Advice to the bishop and understands that this must be a two-way street. In addition, the Standing Committee has begun the process of organizing a mutual ministry review for the diocese as a whole, after learning about similar programs in other dioceses. An outside consultant has been identified.

The agreement mentioned above with the nine Anglican parishes was finalized in October 2017 and signed by all parties in February 2018. We believe that it represents a model for mutually productive ministry and ongoing dialogue, and that it could be a milestone not only for our diocese, but for the wider Episcopal Church. I would like to thank the other members of the negotiating team on which I was grateful to serve: Jerry Stephenson, the Rev. James Simons, the Rev. Leslie Reimer, and the Rev. Kris

Opat; our counterparts on the Anglican side (whose names have not been made public); our Chancellor, Andy Roman; the Board of Trustees as a whole; our mediators, Mark Nordenberg and David McClenahan; and not least of all, our Bishops Ken Price and Dorsey McConnell for spiritual counsel and support over many years.

It is a joy and a privilege to serve on the Standing Committee, and I would like to thank former members John Adams and the Rev. James Simons, current members Kathy Baird, Bob Johnston, Darrell Powell, the Rev. Noah Evans, the Rev. Eric McIntosh, the Rev. Kris Opat and the Rev. Leslie Reimer, Bishop McConnell, the Rev. Canon Shawn Malarkey and Andy Roman for their unflagging wisdom, humor and support.

Respectfully submitted,
Russell Ayres
President

TREASURER & DIRECTOR OF ADMINISTRATION

Responsibilities include overseeing the diocesan accounting system, serving as financial liaison to the Board of Trustees, Diocesan Council, Property Committee, Growth Fund Committee, Audit Committee, Budget and Assessments Working Group, and Compensation Committee; providing financial and employee benefit assistance to parishes and diocesan staff; handling of administrative matters and employee benefits for the diocese; and overseeing the returned properties with assistance from the Trustee Property Committee.

Updates since the 2017 Convention include:

- The 2017 audit was completed and an unqualified opinion rendered by Maher Duessel (see Appendix section of this Preconvention Journal).
- Assisted four parishes in obtaining \$14k in grants from The Advancement Society to defray costs for various building maintenance projects.
- Diocese provided payroll processing through ADP to six parishes at reduced rates (annual cost ranges from \$150 to \$225). Contact Marlene Rihn for information.
- Organized volunteer audit teams to assist numerous parishes with their annual audits.
- Of 34 clergy/lay employees who enrolled in ECMT health plans for 2018, 14 (41%) selected Consumer Directed Health Plans (CDHP) with Health Savings Accounts (HSA). Bishop McConnell donated \$500 to each employee's HSA. All PPO health plans currently offered by the ECMT will be discontinued in 2019 with new, comparable plans offered in their place. The current CDHP plans will continue to be offered in 2019 (see 2019 Compensation Guide in the Appendix section of this Preconvention Journal).
- Two returned church properties were sold. Proceeds from the sale of the former Church of the Good Samaritan, Liberty Borough, were deposited to Morgan Stanley Pool 1 in funds for new church plants/mission in the Mon Valley. A loan for \$32k was approved for the sale of the former Church of the Transfiguration, Clairton, property to Ebenezer Christian Worship Center.
- Received second installment of \$50k from Campbell Foundation (total grant \$150k over three-year period) designated for ministry to senior adults.
- Received notice of ~ \$1 million distribution to be received from the Francis William Swem Trust pending Attorney General approval of the Trust's termination (50% designated for Growth Fund and 50% designated for Diocesan Endowment Fund).
- Received final principal prepayments totaling \$154k in 2018 from St. Philip's Church for balance of \$623k mortgage on the 2011 sale of the Moon Township property.
- Approved Growth Fund grants of \$76k and Trustee Renovation Grants of \$34k to parishes with urgent building maintenance projects. Approved Growth Fund loans totaling \$15k (\$6k to All Saints, Brighton Heights, and \$8.7k to St. Peter's, Brentwood).

- 2018 Operating Budget provides \$152k in financial support to reopened parishes/parishes in need of financial assistance and \$27k in Community Outreach Grants to Coal Country Hangout Youth Center, Neighborhood Youth Outreach Project (NYOP), Shepherd Wellness Center, and Sheldon Calvary Camp.
- Funding of \$45k for Parish Mission Grants and \$9k for Formation for Mission Grants remains available for 2018. Both applications are available on the diocesan website.
- 2018 Trustee grants provided \$20k to Sheldon Calvary Camp Capital Campaign, \$19.4k to Sheldon Calvary Camp for scholarships, and \$121k to Trinity Cathedral for additional 2018 staffing.

Faithfully,
Kathi Workman