

Project CREED Communications Working Group
Resolution for Diocesan Convention 2019

Whereas, at the initial Project CREED meeting in January 2019, Communication was defined as the fourth area of study as follows: "Trust depends on constant communication and sharing of information, which is not solely the responsibility of the governing bodies of the diocese. Building trust requires a commitment to sharing information across parish lines about the work we are doing both together and independently. How can we build and strengthen that thrust through 21st Century communication tools? What kind of information should be shared , and how can we facilitate parishes getting to know, connect and respect each other's contributions to the Diocese."

Whereas, following these guidelines, we determined our working group's charge to be:

To build and strengthen:

- How parishes communicate with their members
- How parishes communicate directly among themselves
- How information flows to and from the Diocese

Whereas, we envision the Episcopal Diocese of Pittsburgh as one large congregation of Christians where members frequently communicate with fellow believers, where parishes of all sizes communicate to assist each other; where stories from one parish may inspire others, and

Whereas, good communication practices will help to build a sense of belonging and community; connect individuals, parishes, and groups; promote problem solving and best practices; further enabling us to become a more vibrant Episcopal community that takes Christ to the world, striving for justice and peace among all peoples, therefore be it

Resolved, that each parish should identify a point person responsible for communications.

Resolved, that these parish communications point persons will be identified in a shared diocesan directory.

Resolved, that there will be diocesan wide ongoing communications training in areas such as websites, information content, and social media.

Resolved, that parishes will seek to establish a network of reporters and editors to assist in the sharing of stories among the parishes and through diocesan channels.

Resolved, that the Bishop's Office will provide financial resources and support the establishment of an ongoing Communications Steering Committee to assist ongoing and new communication initiatives.

Sponsor: The Project CREED Communication Working Group

Elaine Effort, Holy Cross, Chair

Florence Atwood, Calvary

Don Block, St. Stephen's, Wilkinsburg

Lisa Brown, St. Paul's, Mt. Lebanon

Dan Moore, St. Brendan's

Marianne Novy, Redeemer

Eric O'Brien, Christ Church, North Hills

Dana Phillips, St. Thomas, Oakmont

Bruce Quayle, Christ Church, North Hills

Bob Scheible, Redeemer

Sheila Stagnitta, St. Andrew's

Daryl Walker, All Saints

Rich Creehan, Bishop's staff liaison

PROJECT CREED NEW MINISTRIES RESOLUTION

Whereas, by virtue of our Baptismal Covenant, we are all called to “proclaim by word and example the Good News of God in Christ,” to “seek and serve Christ in all persons,” and to “strive for justice and peace among all people” (BCP, p. 305), and

Whereas the outline of our faith in the Book of Common Prayer lists the laity first among the ministers of the Church, charging them “to represent Christ and his Church; to bear witness to him wherever they may be; and, according to the gifts given them, to carry on Christ’s work of reconciliation in the world; and to take their place in the life, worship, and governance of the Church” (BCP, p. 855), and

Whereas the majority of our parishes operate without full-time clergy, some operate with only Sunday supply, and some currently have no consistent clerical presence, and

Whereas this reality makes it ever more important to have a committed and capable core of lay leadership within all of our parishes, working together for the good of Christ’s Church and of all the people of God, therefore,

Now Be it Resolved that:

1. The clergy and lay leaders of each parish or congregation encourage new lay-led, Spirit-inspired ministry initiatives, including not only the traditional form of intraparish ministry, but new ministries that are interparish, interdenominational, interorganizational or individually led;
2. Every parish or congregation encourage a diversity of leadership in new ministries in regard to race, color, ethnic origin, national origin, sex, marital or family status (including pregnancy and child-care plans), sexual orientation, gender identity and expression, disabilities, or age (Canons of the Episcopal Church, III.1.2), with particular attention to historically underrepresented populations; and
3. Lay-led Morning Prayer (or other Daily Office services) be encouraged among parishes and congregations that desire it when clergy cannot be present.

Explanation:

As we look to ministry in the 21st Century the role of laity must increase as parishes increasingly struggle to afford clergy at staffing levels of the 20st Century. We all must encourage ministry by groups and individuals while seeking diversity.

This promotes reclaiming the laities’ role in ministry, mission, and service as the laity are the constants in parishes from week to week, year to year, and across generations.

PROJECT CREED REACHING OUT TO NEIGHBORS RESOLUTION

Whereas the individuals of the Episcopal Diocese of Pittsburgh are actively engaged in carrying out the work of God in Southwestern Pennsylvania, and

Whereas we encourage our members, as the hands and feet of God in Southwestern Pennsylvania, to continue broadening and deepening their engagement in our communities, and

Whereas meaningful, relationship-based community engagement creates opportunity for the spiritual renewal of our people, parishes, and communities, and

Whereas doing God's work effectively in our communities requires us to know our neighbors, therefore be it

Be It Resolved that:

1. A diocesan parish ministry resource directory be compiled to encourage sharing information for those seeking to start new or join existing ministries and expand on the asset management tool for parish ministries so individuals can find and be more involved in community outreach
2. Each parish or congregation develop a parish neighborhood "Be in the Community Day" to collectively leave church property to be as one with our neighbors including working to meet our neighbors seeking out those of different faiths or no faith, for conversation.
3. Each parish or congregation (a) designate a point person to provide and update information for the parish ministry resource directory, working with a designated Diocesan coordinator, and (b) identify an individual or team to oversee the "Be in the Community Day" and to report what happened and what participants learned.

Explanation: Parishes should look beyond serving those that attend on Sunday morning. To help individuals interested in starting new ministries, the goal is to have a resource guide of individuals willing to lend their experience for how they started similar ministries. The asset management tool is to serve as a resource for people looking to help with a ministry or individuals that could benefit from the ministry. Finally, to truly know your neighbor, we believe that you must go into the neighborhood to meet them.

Recommendations
with respect
to the
Governing Bodies
of the
Diocese of Pittsburgh

Executive Summary:

The Working Group on Governance of Project CREED *unanimously* recommends the following:

1. We recommend no changes with respect to the composition or manner of election for the Cathedral Chapter, Commission on Ministry, Constitution & Canons, Disciplinary Board, and Growth Fund;
2. We recommend that at no time shall any parish have more than two members (clergy and/or lay) serving at the same time on the Standing Committee;
3. We recommend that the Board of Trustees be reduced from 16 to 12 lay members with 4 members elected at-large by Convention for 3-year terms, four members elected by Districts (one from each) for 3-year terms, and four members appointed by the Bishop for 3-year terms;
4. We recommend that Diocesan Council be reduced from 18 members to 14 members with the membership constituting the 8 members of Standing Committee and 4 additional lay members elected by District (one from each) for 4-year terms, and with the Bishop and the Chancellor as members of Council by virtue of their office; and
5. We further recommend that Diocesan Council "resuscitate" the four Districts of the Diocese and develop ways to encourage and invigorate District gatherings.

Explanation of Recommendations:

After considerable deliberation and prayer, the Governance Working Group of Project CREED has **unanimously** agreed to recommend a modest reorganization of the Diocese's governing structures to reflect the smaller size of the Diocese and the availability of both Clergy and Lay leaders to serve on its boards.

Currently, the three major governing boards of the Diocese are the **Board of Trustees** with 16 members, the **Diocesan Council** with 18 members, and the **Standing Committee** with 8 members. In addition, we have several other elected boards including: **Cathedral Chapter** (6 members), **Commission on Ministry** (11 members currently with 1 elected each year by Convention & rest appointed by the Bishop), **Constitution & Canons** (6 members), **Disciplinary Board** (9 members), and **Growth Fund** (6 members).

National Canons require that each Diocese have a Standing Committee, a Commission on Ministry, a Disciplinary Board, and a Finance Committee (designated members in this Diocese). All other boards are at the discretion of the Diocese.

The Governance Working Group recommends no substantive changes with respect to the creation and manner of election of the Standing Committee, Cathedral Chapter, Commission on Ministry, Constitution & Canons, Disciplinary Board, Finance Committee, and Growth Fund. However, in order to diversify the membership geographically and avoid over-representation by any single parish, **we recommend that with respect to election to Standing Committee no more than two members (whether Clergy, Lay, or both) come from any one parish.**

We also recommend a change in the size of the Board of Trustees, reducing its current size from 16 to 12 members. All members would continue to be Lay members. The twelve would include 4 members elected at-large for 3-year terms from Diocesan Convention, 4 members elected for 3-year terms from each of the 4 Districts, and 4 members appointed for 3-year terms by the Bishop, who would continue to appoint the President of the Board of Trustees. Currently, the Convention elects 7 members and the Bishop appoints 5 members.

We also recommend a major reorganization of Diocesan Council. Currently, Council is an 18-member body with 12 members (8 Lay and 4 Clergy) elected by District for 3-year terms with 3 members currently from each of the 4 Districts. In addition, Council has 6 other voting members by virtue of their positions: the Bishop, the Chancellor, the chair of the Standing Committee, the chair of the Board of Trustees, the secretary of Diocesan Convention, and the chair of Episcopal Church Women (ECW).

After many discussions on the efficacy of merging Council with either Standing Committee or the Board of Trustees or splitting Council's functions between the two bodies, the Governance Working Group unanimously recommends that we maintain the Diocesan Council and its duties as a separate governing body **but** reconstitute its membership.

We recommend that the Diocesan Council be a 14-member body to include the 8 at-large Clergy and Lay members of the Standing Committee elected and limited (as they currently are) to a single 4-year term and an additional 4 Lay members elected to similar 4-year terms, one from each of the four Districts. In addition to these 12 elected members, the Bishop and Chancellor would continue to be full voting members of Council by virtue of their office.

The Council would continue to elect its own officers (president, vice president, and secretary) as it currently does and perform all functions currently mandated in the Constitution and Canons.

This method of composing Diocesan Council by defining its membership to include the members of the Standing Committee, plus additional members elected at the time of Diocesan Convention, is utilized by at least one other Diocese similar in size to the Diocese of Pittsburgh (i.e., the Diocese of Eastern Michigan).

We recommend requiring both Standing Committee and Council to meet at least five times a year, perhaps in alternate months, although each could meet more as necessary, and/or meet on the same day following each other.

This change obviously increases the responsibilities of those elected to Standing Committee as they would now also become members of Diocesan Council. The

members of the current Standing Committee have expressed their support for this reorganization. While Council and Standing Committee have different roles in the Diocese, this over-lapping of membership brings inherent efficiencies that can benefit a smaller diocese. The addition of District representation to the Council, along with our tradition of consensus governing (i.e., votes are rare), will enhance the broad representational, geographic, and Lay majority on Council.

Obviously, reducing the number of meetings of Standing Committee could help with time management. The Diocesan Council has already reduced its meetings to six per year. But both bodies will continue to be free to meet as often as they desire.

In conjunction with these recommendations, **the Governance Working Group strongly recommends the "resuscitation" of the four Districts of the Diocese.** In recent years, with some exceptions, the Districts (which include the Clergy & Lay Deputies from the parishes assigned to each district and the Wardens, Vestries, and parish leaders of those churches) have not met outside of Convention, as outlined in the governing documents of the Diocese.

Obviously, Lay Deputies and Clergy to Diocesan Convention will continue to meet at Convention to elect their District chairs and vice-chairs and representatives to the Board of Trustees (1 member every three years) and the reconstituted Diocesan Council (1 member every four years). But **we also urge Diocesan Council to develop ways to encourage and invigorate District gatherings,** including granting the Clergy & Lay Deputies from each District a sum of money for District leaders to disperse among the parishes or for the benefit of the whole as they see fit.

In order to make the changes we recommend, we understand that the Constitution of the Diocese of Pittsburgh must be amended with Diocesan Convention approving identical language in November 2019 and November 2020 for these changes to be implemented in January 2021. We also understand that Canonical changes would have to be adopted at Diocesan Convention in November 2020.

Accordingly, **we request that the Constitution & Canons Committee meet to draft language** that would make the needed Constitutional changes at this year's

Convention and, if approved, subsequent Canonical changes for approval in November of next year.

This has been an incredible exercise requiring the time and talent of a number of extraordinary leaders in the Diocese. We met at least seven times over the last six months and our meetings were thoughtful, informative, at times contentious but always respectful. I want to personally salute the following for sharing their considerable skills, expertise, and patience in this process: Russ Ayres, Joe Baird, Frances Dannenberg, Mike Donadee, Betty Duckstein, Joan Gundersen, Tom Moore, Jim Neral, Kris Opat, Bruce Robison, Andy Roman, Bernie Rottschaefter, Jerry Stephenson, Kathi Workman, and Ben Wright.

It has been a pleasure to work with each of these individuals, along with Bishop McConnell, Judy Stark, Judi Rogers, and Andy Muhl throughout this intense process. God willing, we hope these changes will go a long way towards streamlining our governing bodies so that we might better fulfill God's mission for us as a Diocese in the 21st Century.

Respectfully submitted,

Jon Delano
Chair, Governance Working Group

COMMITTEE ON CONSTITUTION AND CANONS RESOLUTIONS

RESOLUTION ONE: BOARD of TRUSTEES—reduce number of members

The Constitution and Canons Committee moves the following change to Article X, Section 1 of the Diocesan Constitution. This is the first vote on this amendment.

Article X (Current version with *changes* to be made)

The Board of Trustees for the Diocese

Section 1. The Board of Trustees shall consist of the Bishop, ~~five~~—four Lay persons appointed by the Bishop, and one Lay person from each District and ~~seven~~ four other Lay persons without limitation as to District, elected in the manner and for the term specified by Canon. The Bishop shall appoint the President of the Board of Trustees each year, and the Board of Trustees shall elect other officers as it shall deem appropriate.

Article X (Clear copy, new wording)

The Board of Trustees for the Diocese

Section 1. The Board of Trustees shall consist of the Bishop, four Lay persons appointed by the Bishop, and one Lay person from each District and four other Lay persons without limitation as to District, elected in the manner and for the term specified by Canon. The Bishop shall appoint the President of the Board of Trustees each year, and the Board of Trustees shall elect other officers as it shall deem appropriate.

Rationale: The Bishop convened a special group with more than 40 participants from all parts of the diocese to work on re-imagining the diocese (Project CREED). The goal was to create a new way to work together as a diocese to pursue our mission that was adapted to our current size and focus as a diocese and the various parishes and groups within it. Those present then organized into several groups to focus on different aspects of the life and mission of the diocese and its governance. The group working on governance produced a report that suggested ways to streamline the governance. One recommendation was to reduce the size of the Board of Trustees from 16 to 12 members. All members other than the Bishop would continue to be Lay members. The twelve would include 4 members elected at-large for 3-year terms from Diocesan Convention, one member elected for a 3-year term from each of the 4 districts (i.e. 4 total), and 4 members appointed for 3-year terms by the Bishop. The Bishop would continue to appoint the President of the Board of Trustees. Currently, the Convention elects 7 members and the Bishop appoints 5 members. District membership ensures that the Trustees will have members from all parts of the diocese. The Bishop's appointments help to ensure that the Trustees include some members with skills and/or experience not found among the elected members.

Should the changes above pass, the Constitution and Canons Committee will recommend to the 2020 Convention the appropriate canon changes to align diocesan canons with the proposed constitutional changes.

RESOLUTION TWO: DIOCESAN COUNCIL—restructuring

The Constitution and Canons Committee moves the following change to Article XI, Section 1 of the Diocesan Constitution. This is the first vote on this amendment.

Article XI, Section 1 (Current version with *changes* to be made)

Diocesan Council

Section 1. The Diocesan Council shall consist of the Bishop, ~~the Secretary of the Convention,~~ the Chancellor of the Diocese, ~~the President of the Board of Trustees, the President of the Standing Committee, the President of the Episcopal Church Women and three~~ *the members of Standing Committee, and one Lay Deputy* ~~Deputies~~ to Convention from each District (~~two Lay and one Ordained~~) elected in the manner and for the term specified by Canon.

Article XI, Section 1 (Clear copy, new wording)

Diocesan Council

Section 1. The Diocesan Council shall consist of the Bishop, the Chancellor of the Diocese, the members of Standing Committee, and one lay Deputy to Convention from each District elected in the manner and for the term specified by Canon.

Rationale: This is another change proposed by the Governance group of CREED. The change provides a major streamlining of Diocesan Council by following a model used in several other dioceses whose canons also make the Standing Committee members all or part of Diocesan Council (e.g., Diocese of Eastern Michigan, Diocese of Kansas, and Diocese of Oklahoma). Council remains a separate body with its own officers, and remains the Convention in recess. Its membership continues to have twice the number of lay members as clergy, thus reflecting the larger role of laity in the Diocesan Convention. Election by Districts retains the geographic diversity of Convention, and increases the likelihood that there will be members from different sized parishes. It keeps the role of financial management done by the Board of Trustees separate from the budgeting responsibility of Convention and Council. It requires no change to the structure of the Growth Fund, or the Diocesan Finance Committee. The Council will continue to have all of its current duties.

RESOLUTION THREE: STANDING COMMITTEE—remove enabling language from 1952

The Constitution and Canons Committee moves the following change to Article IX, Section 1 of the Diocesan Constitution. This is the first vote on this amendment.

Article IX (Current version with *changes* to be made)

Section 1. The Convention shall ~~at the Convention of 1952~~ elect a Standing Committee, to consist of four members of the Clergy and four Lay persons as follows:

~~One member of the Clergy and one Lay person shall be elected for a period of four years; one member of the Clergy and one Lay person shall be elected for a period of three years; one member of the Clergy and one Lay person shall be elected for a period of two years; one member of the Clergy and one Lay person shall be elected for a period of one year.~~ At each Annual Convention ~~thereafter~~ one member of the Clergy and one Lay person shall be elected for a period of four years. No member of the Standing Committee shall be eligible to succeed himself or herself until the next Convention following the expiration of term of office.

The Standing Committee, when there is no Bishop, Bishop-Coadjutor, or Suffragan Bishop, or no one of them is capable of acting, shall be the Ecclesiastical Authority of the Diocese.

Article IX, Section 1 (Clear copy, new wording)

Section 1. The Convention shall elect a Standing Committee, to consist of four members of the Clergy and four Lay persons as follows:

At each annual Convention one member of the Clergy and one Lay person shall be elected for a period of four years. No member of the Standing Committee shall be eligible to succeed himself or herself until the next Convention following the expiration of term of office.

The Standing Committee, when there is no Bishop, Bishop-Coadjutor, or Suffragan Bishop, or no one of them is capable of acting, shall be the Ecclesiastical Authority of the Diocese.

Rationale: This amendment removes the implementation language included in 1952 when the current structure of Standing Committee was created. It makes no changes to the number, duties, or membership of Standing Committee.

RESOLUTION FOUR: STANDING COMMITTEE—limit number of members from any one parish to 2

The Constitution and Canons Committee moves the following change to Article IX, Section 1 of the Diocesan Constitution. This is the first vote on this amendment.

Article IX (Current version with *changes* to be made)

Section 1. The Convention shall elect a Standing Committee, to consist of four members of the Clergy and four Lay persons as follows:

At each Annual Convention one member of the Clergy and one Lay person shall be elected for a period of four years. No member of the Standing Committee shall be eligible to succeed himself or herself until the next Convention following the expiration of term of office. *No individual parish shall be eligible to provide more than two concurrent members to the Standing Committee, regardless of Clergy or Lay status.*

The Standing Committee, when there is no Bishop, Bishop-Coadjutor, or Suffragan Bishop, or no one of them is capable of acting, shall be the Ecclesiastical Authority of the Diocese.

Article IX, Section 1 (clear copy, new wording)

Section 1. The Convention shall elect a Standing Committee, to consist of four members of the Clergy and four Lay persons as follows:

At each Annual Convention one member of the Clergy and one Lay person shall be elected for a period of four years. No member of the Standing Committee shall be eligible to succeed himself or herself until the next Convention following the expiration of term of office. No individual parish shall be eligible to provide more than two concurrent members to the Standing Committee, regardless of Clergy or Lay status.

The Standing Committee, when there is no Bishop, Bishop-Coadjutor, or Suffragan Bishop, or no one of them is capable of acting, shall be the Ecclesiastical Authority of the Diocese.

Rationale: The Governance group of CREED also recommended a limit on the number of members on the Standing Committee from a single parish, to no more than two at any given time. The Committee has chosen to separate the removal of implementation language from Article IX, Section 1 from the substantive change proposed by the Governance Group of CREED to more clearly focus discussion. The wording of this change assumes Convention has passed the routine change made in the previous amendment. Under the current structure one or two parishes could entirely fill the seats on Standing Committee. Unlike the Board of Trustees or Diocesan Council, there is no election of members from various Districts, a requirement which ensures some diversity of parishes on those bodies. This change would first apply in elections in 2022 and thus does not affect any current members of the Standing Committee and gives the Diocese time to adjust to this restriction.