RECORD OF THE 2025 ANNUAL CONVENTION
Minutes of the 160th Annual Convention (Unapproved)

The Episcopal Diocese of Pittsburgh of the Episcopal Church in the United States
November 15 A.D. 2025

The 160th Annual Convention of the Episcopal Diocese of Pittsburgh of The Episcopal Church in the United States (the "Diocese") was hosted by Trinity Episcopal Cathedral in Pittsburgh, Pennsylvania on Saturday, November 15th, 2025.

Registration of Convention Deputies began at 7:45am in order for the necessary certifications to be completed.

The Convention commenced at 8:45am. The Right Rev. Dr. Ketlen A. Solak, Bishop of the Diocese, called the Convention to order, and after her opening prayer, the Bishop asked the Very Rev. Aidan Smith, Dean of Trinity Cathedral, to offer a general welcome. Following his welcome,
The Bishop called on Mr. Rich Creehan to relay the logistical notes and information necessary for the conduct of the Convention.

At the conclusion of Mr. Creehan's presentation, the Bishop called on the Rev. Canon James D. Shoucair to certify the roll of clergy entitled to seats as well as the lay deputies authorized to represent parishes entitled to representation at Convention. Canon Shoucair dispensed with a formal roll call and accordingly certified the roll.

The Bishop then appointed the following persons:

Ms. Heather Hurst as Parliamentarian for the Convention.

Mr. Jon Delano as Judge of Elections; the Rev. Brandon Cooper as Deputy Judge of Elections; and Mr. Ian Everhart as Assistant Judge of Elections.

Mr. Steve Bloomburg, Mr. Andy Muhl, the Rev. Canon Kimberly Karashin and the Rev. Canon James D. Shoucair to serve on the Committee of Claims of Lay Deputies to Seats.

Steve Bloomburg, the Rev. Canon Joann Saylors and the Rev. Canon James D. Shoucair to serve on the Committee on Admission of Parishes into Union.

Mr. Rich Creehan as Convention manager.

The Bishop then called on the Rev. Laura DiPanfilo, who on behalf of Diocesan Council, nominated the Rev. Canon James D. Shoucair as Secretary to Convention to serve until the next annual Diocesan Convention. There being no other nominations, Canon Shoucair was elected unanimously as Secretary.

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 forty (40) clergy present who duly affirmed that they were of regular standing and canonically and physically present in the diocese for the past three months. This brought the total deputies present to one hundred sixteen (127), which constituted a quorum for the transaction of business. The Bishop called for the approval of the minutes of the 159th

Annual Convention of the Diocese as found in the 2025 Preconvention Journal, which was then duly moved, seconded and approved by unanimous vote.

The Bishop then called on the Judge of Assessments, the Rev. Bonnie-Marie Yager-Wiggan, and asked her to give her report. She reported that all parishes were in compliance with canonical requirements.

The Bishop then recognized Ms. Betti Rottschaefer, the Judge of Audits, who reported that all parishes, were in compliance with the canonical requirement on audits for the year.

The Bishop then called on the Rev. Laura DiPanfilo, President of Diocesan Council who moved the adoption of the Standard Rules of Order and printed agenda. The Resolution, moved and seconded, was passed unanimously.

The Bishop then called upon Mr. Ian Everhart, Chair of the Committee on Constitution and Canons for a special motion to be put before Convention. Mr Everhart recommended the adoption of the resolution in the preconvention journal suspending, for this year only, the rules of order requiring the use of ranked choice voting for electing deputies to General Convention and to return to the previous method of election. The resolution passed.

The Bishop then delivered the Annual address to the Diocese, as found on Exhibit A, attached hereto.

At the conclusion of her address, the Bishop called on the Chair of the Nomination Committee, the Rev. Julie Smith, to present the slate of nominations as published in the preconvention journal, section D. After all names were placed in nomination, and there being no additional nominees, the Bishop called on Mr. Jon Delano, the Judge of Elections, to review the voting procedures.

The Judge of Elections then invoked the standard rules of order B-2, and moved that the Secretary cast a unanimous vote of Convention for the listed nominees in all uncontested open positions as follows: **Standing Committee** (1 clergy 1 lay); **Constitution and Canons** (1 clergy); **Cathedral Chapter** (1 clergy, 1 lay); **Board of Trustees** (1 lay); **Growth fund** (1 position lay or clergy); **Regional Disciplinary Board** (1lay), **Commission on Ministry** (1 lay or clergy). The resolution passed unanimously. The Judge of Elections then directed the Secretary to let the minutes reflect the results of the uncontested elections as follows:

Standing Committee: The Rev. Sara Irwin; Ms. Shannon Warchol O'Brien
Cathedral Chapter: The Rev Miguel Carmona; Mr. Eric Linn
Constitution and Canons: The Rev. Carter Hawley
Board of Trustees: Mr. Robert J. King
Growth Fund: The Rev. Cameron Soulis
Regional Disciplinary Board: Ms. Elaine Zevkovich
Commission on Ministry: Ms. Patricia Dunkis

The Assistant Judge of Elections then instructed the Convention on the manner of casting votes for the two (2) contested elections, namely the lay position on the Committee on Constitution and Canons and the election of deputies to General Convention.

The Bishop then announced that the Convention would break for brunch and district meetings. The Bishop asked Mr. Jon Delano to provide the necessary information for the conduct of business at district meetings.

The Convention reconvened at 11:15am at which time the Bishop asked the Assistant Judge of Elections,

Mr. Ian Everhart, to report on the results of the contested elections, which he did as follows:

For the Committee on Constitution and Canons: Mr. Charles C. Bell (48**); Mr. William Bevan III (72)**

For the deputies to General Convention:

CLERGY: The Rev. Deanna Briody (97); The Rev. Brandon Cooper (84); The Rev Jeffrey Murph (80); The Rev. Miguel Carmona (80); 1st Alternate: The Rev. Noah Evans (73)

LAY: Mr. Jon Delano (113); Ms. Florence Atwood (106); Mr. Steven Stagnitta (99); Mr. Jamie McMahon (97)

The Convention then continued with a Hymn Sing and celebration of the Holy Eucharist, at the conclusion of which the Bishop called on the Rev. Brandon Cooper to report on the results of District elections, which he did as follows:

District 1
Chair: Ms. Stephanie Fair; Vice-Chair: Ms. Nicole Butler

District 2
Chair: Ms. Karen Teulle; Vice-Chair: Ms. Jan Kusserow; Board of Trustees: Mr. Wesley Rohrer

District 3
Chair: Mr. Jon Delano; Vice-Chair: Mr. Gary Hlavinka; Mr. Al Bashaar (Board of Trustees); Mr. Norman Cable (Diocesan Council)

District 4
Chair: Ms. Crystal Stein; Vice-Chair: Ms. Cathy Dugan; Ms. Kathy Baird (Board of Trustees)

The Bishop then called upon Mr. James Neral to present a report from the Diocesan Compensation Committee. Following his report, Mr. Neral recommended the adoption of the revised Compensation Guide and all its Appendices as set forth in the Preconvention Journal. The motion, moved and seconded, was duly approved by Convention.

The Bishop called upon the Rev Joann Saylors, Diocesan Treasurer, to present the 2026 Diocesan budget. Following her report and discussion, the budget was approved by Convention.

The Bishop then called upon Mr. Ian Everhart, who made the report of the Constitution and Canons Committee and moved its approval. The motion, as moved, passed.

The Bishop then again called upon Mr. Everhart to present two resolutions set forth in the pre-convention journal. The first resolution pertained to proposed amendments to Canon IV – regarding persons to be elected to the Board of Trustees. The resolution passed. The second resolution pertained to proposed amendments to Canon XIX-A- to suspend the Diocesan Disciplinary Board. The motion also passed.

The Bishop then called upon the Rev. Laura DiPanfilo who moved adoption of the resolution regarding Roberto Clemente as found in the pre-convention journal. The motion passed.

The Bishop announced that the 2026 Diocesan Convention would take place on November 14 of that year, with more details to follow.

The Bishop then declared the Convention adjourned and offered a closing prayer for the Diocese.

Respectfully submitted,

The Rev. Canon James D. Shoucair

EXHIBIT A

Bishop's Address
160th Annual Convention of the Episcopal Diocese of Pittsburgh
November 15, 2025

If you abide in me, and my words abide in you, ask for whatever you wish, and it will be done for you.
John 15:7

This verse, which is part of the Gospel reading chosen for the Eucharist later this morning, stood out for me recently during a Lectio Divina of John 15 verses 1-8.

This Bible Study took place while I was at a CREDO conference last week. CREDO is a unique conference with a focus on clergy wellness.

As it is the custom with Lectio Divina, this verse came to life for me as we read and shared any particular word or phrase from the reading that emerged as significant for each of us participants.

To my surprise, I was struck by these extraordinary words of invitation and promise from our Lord Jesus Christ: "If you abide in me, and my words abide in you, ask for whatever you wish, and it will be done for you."

… ABIDE
… ASK
… AND IT WILL BE DONE.

Jesus spoke these ASTONISHING WORDS. Yet, do YOU and I trust him to the point of believing HIS AMAZING INVITATION and PROMISE?

Such an incredible INVITATION and PROMISE go in tandem with the theme of our Convention, which is also our diocesan Vision Statement: Grounded in Christ, Growing Anew!

To abide in Jesus is to be grounded in Christ and to ask for and trust in his provision is to grow anew.

Jesus insists on the need for faith and his mission is about growing God's Kingdom.

Hence, as a people called to follow Jesus Christ, as a people called to live within the bounds of a specific geographical area, which we call the Episcopal Diocese of Pittsburgh, we affirm again and again that:

Jesus is the ground on which we securely stand.

AND, Jesus is the one who provides the growth we so deeply desire.

Growth for the sake of growth has little value in the scope of the Kingdom of God.

Instead, growth, manifested by hearts and lives that demonstrate the love of God through words and deeds, which then attracts others to consider who Jesus is, has a great deal of value in the Kingdom of God.

This is the type of growth for which we are aiming as a diocese.

Growth depends on healthy, caring fellowship and on open, dynamic communication.

Therefore, our three diocesan priorities consisting of: Fellowship, Communication, and Growth, are closely intertwined.

I am grateful for the three teams that have been diligently working on these priorities, and these teams remain engaged and open to continue to advance our goals.

In recognition of their diligence, I now ask for the members of the Fellowship Team here present to stand, and the members of the Communications Team here present to also stand; and, the members of the Growth and Revitalization team here present to also stand.

Please join me in thanking them with our applause for their contribution during this past year.

I hope that you have read the various reports highlighted in the Diocesan Convention Journal.

These many reports show the breadth of our joint ministry. Together we can achieve much.

I am grateful for the contribution of all of the People of God in our diocese, and for your contribution to our common life and ministry.

I am particularly indebted to the members of my staff for their invaluable support, and a special shout out to Andy Muhl who has outdone himself for many months.

We also had the joy of welcoming the Rev. Canon Joann Saylors in April.

What's more, today, and for the next few weeks left to this year, we will celebrate Canon Kim Karashin's ten years of service.

Please join me in expressing our deepest gratitude to Canon Kim.

Now, I invite you to look forward with me and focus our attention on two missional initiatives already underway, and which give us a glimpse at what is possible.

They open up for us a new vista of the present and the future.

I will also do something unusual during my Address today.

I will invite three other persons to speak about these missional undertakings I just mentioned because they are the ones who can best highlight them.

I now invite Ms. Eileen Sharbaugh and the Rev. Charles Fisher to come forward.

Ms. Sharbaugh and Fr. Fisher, you may now address Convention.

[WORDS FROM EILEEN SHARBAUGH AND CHARLES FISHER:]

EILEEN:

"Never give up on a child."
That's the motto of the **Epiphany School** outside of Boston,
one of the tuition-free Episcopal schools in the **Episcopal Urban School Alliance.**

"Enter to learn… go forth to serve."
That's the motto of **St. James School** in Philadelphia.

"Education is the door to opportunity."
That's the motto of the **Bishop John T. Walker School** in Washington, D.C.

Three mottos. Three schools. One shared conviction: that excellent education changes everything; for a child, for their family, for the community.

Excellence in education isn't a gift we give - it's a right we uphold.

We've been inspired by schools like St. James and Epiphany, places where the Church lives out its baptismal promise to seek and serve Christ in all persons and to respect the dignity of every human being.

That same spirit of transformation and hope has been slowly and faithfully taking root here in Pittsburgh.

In 2019, the leadership of **Holy Cross Episcopal Church** in Homewood began to dream about creating a preschool or early childhood program.

At that time, I was serving as Director of **St. Paul's Nursery School** in Mt. Lebanon.
The vestry and clergy at Holy Cross invited me to join them in this work and to become part of those early conversations.

I was not a member of Holy Cross, but I was honored to be invited in. Having spent most of the past three decades in ECE space professionally, I was happy to share my experience, to listen, and to help think through what might be possible.

There was energy and hope, and a draft business plan was developed in early 2020.

Then the pandemic hit. Everything paused.

What looked like an ending became, instead, a **season of waiting and listening.**

In the **summer of 2022**, Holy Cross's priest-in-charge and Vestry leaders rekindled that vision and contacted me with an invitation to meet to once again explore what might be possible.
They formed an **Early Childhood Education Committee** and asked if I would consider serving as its facilitator.

After prayerful discernment, I said yes, I would be happy to join in this work.

Soon after, and during her annual visitation to Holy Cross, **Bishop Ketlen** formally **commissioned the committee** that the church had assembled, blessing its work and inviting us to discern how the church might best serve children and families in Homewood, and asking that we keep her informed of our progress.

The church's newly formed committee began by reaching beyond the church walls and connecting with families, educators, and community partners in Homewood.

We joined the **National Association of Episcopal Schools** and later applied and became members of the **Episcopal Urban School Alliance**, learning so much from those who have done this work faithfully before us.

We launched regular programs like *Together Time*, *Parents' Day Out*, and *Vacation Bible School*. We participated in Easter egg hunts, Trunk or Treats, block parties, and story times. We offered diaper and book giveaways and Sundae Sundays on the front lawn.

You may recall seeing these programs featured in *Grace Happens,* which also included an invitation to join us in this work. And some of you did, and we are grateful for those who volunteered.

Each of these times of connection helped create community, building trust, sharing joy, and developing relationships with local families.

This work has never been done alone. Along the way, parishes in the diocese have stood with us, undergirding this important work by connecting us to amazing volunteers, making meals to serve families, offering donations from Angel Trees at Christmas, donating books and supplies, as well as sharing resources and holding us in prayer.

From St. Paul's, Mt. Lebanon in the South Hills to Christ Church in the North Hills, and members from other churches in our city who helped to make these programs possible, thank you.

Your generosity represents the Church at its best, coming together for the sake of others, serving children and families.

This idea, initiated by Holy Cross, supported by volunteers, and encouraged by the diocese in spirit and vision, continues to grow.

Now we stand at a threshold.

The **exploratory season** is ending.

The **founding season** is beginning.

Fr. Charles Fischer will now share more about the vision of bringing a Tuition-free Episcopal School to Pittsburgh.

CHARLES:

Last fall, the Bishop suggested forming a focused committee to examine the EUSA model in more detail and assess its potential implementation in Pittsburgh. This core group of six

expanded this summer to a twelve-member Founding Board. This group of educators, parish and community leaders, clergy, and lay members discerned together to begin in Homewood.

Our goal is to create a tuition-free Episcopal school here in Pittsburgh**,** following the EUSA model: to intentionally plant a tuition-free, high-quality educational program in an under-resourced urban neighborhood. We plan to begin with one Pre-K classroom of four-year-olds. This will be a school grounded in love and faith, rooted in community, and guided by the belief that every child deserves an excellent education and the chance to flourish.

• a place where children are known by name,
• where academic excellence meets whole-child care,
• and where families are partners in their children's growth and learning.

The heart of this is simple: to meet each child where they are, to build meaningful partnerships with families, and bring light and hope so that every child can flourish.

We have been guided by faith, grounded in community, and are growing in hope.

A final thought:

- This is not my project.
- It is not any one person's idea.
- I believe this is **God's Work**

- Perhaps it is a call to us, to the Church, to the diocese, and for us as followers of Christ to show up, to build bridges, to nurture hope, and to walk alongside children and families toward the fullness of life God intends for ***all.***

Thank you for your attention. Your prayers and your encouragement are deeply appreciated.

[END OF THEIR TALK]

Thank you both.

Fr. Charles and Eileen are great ambassadors for this particular Gospel-mission initiative.

Scripture tells us that "**8** The wind blows where it chooses, and you hear the sound of it, but you do not know where it comes from or where it goes. So it is with everyone who is born of the Spirit." [John 3:8 NRSVUE]

The Spirit is taking us on new paths, and I rejoice that the members of Church of the Holy Cross, Eileen Sharbaugh, Fr. Charles Fisher and the Vestry of Holy Cross, and the many who have and are volunteering to support this new initiative are answering the prompt of the Spirit.

I want to invite the deputation and any other members here present from Church of the Holy Cross to stand.

I also invite the members of the School's Founding Board to stand, if present.

In addition, anyone who has ever volunteered for the special programs offered at Holy Cross please stand.

Thank you for listening to the Holy Spirit and for being open to do something new to serve the community in Homewood. Please join me in celebrating this new initiative with enthusiastic applause.

The vision for and the founding of this new school show us how a parish of any size or any means, and individuals who are open to God's guidance can start to do something significant in ministry.

It is also helpful to be open to taking some risk.

While it is true that not everything that starts, even with the best intentions, necessarily succeeds.

What is sure is that nothing will happen if nothing is risked.

As we move forward together, we will continue to pray together.

We will continue to listen for the prompts of the Spirit.

We will risk starting new things and we will support what has already been started.

I began my Address by mentioning my experience with Lectio Divina, which is a simple and lovely way of studying and praying together with others.

Beginning early next year, I will ask you to join me in reading Scripture and praying together by asking all Vestries and Committees throughout our Diocese to read, meditate, and pray over the same Scripture passage.

To that end, by the end of this year, you will receive concise Scripture passages, one for each month, along with relevant questions to meditate on in the context of your respective parish meetings throughout 2026.

In this way we will open ourselves even more to the Holy Spirit and we will hope to be more closely knitted in spirit and mission as we study and pray together.

I also take this opportunity to invite you to our next Ministry Celebration Day on April 18.

The focus of this celebration will be on Communication and this event will take place in the morning of Saturday, April 18 at St. Paul's, Mt. Lebanon.

Everyone is invited!

As we continue to emphasize the present and the future, I want to highlight and celebrate another initiative of the Holy Spirit.

This initiative, consisting of the emergence and birth of the Church of the Incarnation, which you may have heard about, began as a vision in the heart and mind of the Rev. Deanna Briody.

Her vision was then embraced, nurtured, and supported by the Rector, Vestry, and the People of Calvary Church.

I now invite the Rev. Deanna Briody to come forward to tell you more.

Deanna, you may now address Convention.

[TEXT FROM DEANNA]

Good morning, everyone. I'm so glad to get the chance to talk about Incarnation. Thanks to Bishop Ketlen for the invitation, and to our whole diocese for the surge of overwhelming support that you've offered the past several months.

Now, many of you have heard bits and pieces of our backstory, but for the sake of getting everyone up to speed, I'm going to give the CliffsNotes version.

For nearly two decades, since the split in the early 2000s, there have been no Episcopal churches in Beaver County. I've lived in Beaver County for 15 years, and during my time there, I have recognized a gap in the spiritual landscape because of this absence of an Episcopal congregation.

And more recently, over the past 3 or 4 years, as I've begun to speak in earnest about this gap, we've collectively discerned that God is calling us to try to fill this gap. Calvary believed in this vision so much that they partnered with me to provide the essential foundational support we needed to get started—providing a $100k pledge and the crucial operational and spiritual support we needed to begin. A big thank you to Calvary's investment in Incarnation and in me over these past few years.

Just to paint a picture of the physical distance that's a real factor in this gap. You have here the current map of churches in our diocese.

This is the area I know best in Western PA, and though there are several areas that need more Episcopal presence in our diocese, the void in Beaver County is significant. Most Beaver County residents and some Butler County residents are 30-50 minutes away from nearest Episcopal church. And for any native Yinzers in the room, we know that is way too far.

But let me say more about the spiritual gap that we've come to recognize here. I've had the privilege over these past 15 years of coming to know Beaver County as my home. So when I describe this gap, it's not something I've studied from afar. I've experienced it myself. I've

heard about it from my neighbors and friends. I've walked alongside people struggling to find a spiritual home, spiritual care, belonging and hope.

So, how would I describe this gap? I would describe it in three ways:

- First, a church that offers the riches of our ancient faith. People, especially young people in our day and age, are drawn to the *tradition* of the Episcopal church—the centrality of the sacraments, the beauty of the liturgy, the richness of the prayer book, and so on.
- Secondly, a church that embodies God's glorious welcome to all in Christ Jesus. To put it another way, there needs to be more churches where anyone can show up and encounter the living God and find real belonging amidst God's people. And right now, that's not the case.
- Lastly, a church that preaches Jesus, week in and week out. Beaver County is nothing exceptional here, but the Gospel, the good news of God in Christ Jesus, is just hard to come by in the Church these days. More often than not, you get all manner of other things from the pulpit: guilt and condemnation, try harder/do better, pure political propaganda, the list goes on. When people choose to show up to church—and that is a weighty choice—God forbid they walk away hungry.

This is the tri-fold gap we've discerned, and this, we believe, is where God is calling us.

This past January we launched into what I called our year of cultivation: tilling the earth, getting the soil ready. We began meeting occasionally for study, retreat, fellowship, worship, and our hope was three-fold:

We wanted to introduce people to the Episcopal tradition and to Incarnation's vision more particularly. We wanted to increase our exposure in Beaver County. And we wanted to begin to be formed as a community, to have a culture begin to emerge, by way of our communion with the living God.

Numbers don't tell the whole story, of course, but they're a good place to start. So here are our highlights by the numbers for this year of cultivation.

We've had 10 gatherings this year. Our average attendance across events has been 37 people.

We currently have 105 subscribers to the email list, and we're hitting an incredible 87% open rate, which if you anything about mass emails, is kind of mind-boggling. It's very encouraging that people *want to know* what's happening at Incarnation.

We've had a just under 1100 unique visitors to Incarnation's website since January, which is wonderful to think of: 1100 people interested in Incarnation in one way or another.

Here are some pictures of our events.

I want to highlight one event in particular, which was our outdoor Eucharist and cookout that took place this summer. We had 54 people show up to worship that day. Some people received communion there first the first time in *years*.

This picture is from our latest event, an all-day Saturday retreat in September, where we welcomed 30 participants. It was so exciting to see people's hunger that day, their real engagement in our theme, which was exploring worship in our tradition.

During that retreat, one of our core team members provided a rich reflection on the spiritual practice of anointing, after which I offered anointing for healing. 25 people lined up to be anointed. For many of them, this was their first time being anointed, and it was clearly a powerful experience for people. So many of the people coming to Incarnation events are coming with a history of painful experiences with the Church. 90% of the people showing up to worship are not currently worshipping in another church. They're returning to the life of Christ and the hope of the Gospel through Incarnation's ministry. Thanks be to God.

The most moving and motivating evidence that we are, in fact, responding to God's Spirit in planting Incarnation, is the testimony that has come from the people who are showing up. Jesus is already meeting people with his precious and life-giving presence through Incarnation's ministry.

A middle-aged couple wrote this to me after our Lenten event, the first time they had any direct contact with Incarnation: "This is the most hopeful we've felt about church in fourteen years."

A young man told me this as we sat together over a meal. "Being pulled in at Incarnation has made me feel like the Lord hasn't given up on me yet."

And a member of our core team shared this with me over the summer: "These past years have been so isolating, so…suffocating. With Incarnation, I feel like I'm breathing again."

What could better sum up our mission. We want to be a place where people encounter Jesus and learn to breathe again.

I could talk for a long time about the unexpected challenges we faced this past year, but I think it's more worthwhile in my allotted time here to talk about what's ahead for Incarnation.

We are moving out of our year of cultivation into our year of establishment, where we actually plant and begin to put down some roots. We're starting weekly worship two weeks from tomorrow, on the First Sunday of Advent. And this, truly, is a miracle, since one week ago we still did not have a space locked in to begin worshipping. The Lord has provided.

This will be a soft-launch, for lack of a better term. We're going to get started with weekly worship and focus solely on weekly worship through Christmastide. And then, over the course of 2026, we're going to be rolling out all the things that you would expect in a full, flourishing

parish: Christian formation for all ages, coffee hour, regular opportunities for learning and fellowship, perhaps the daily office, and so on.

Now, this is God's project at the end of the day, and yet, astonishingly, God invites *us* to participate in the divine work of constituting and growing God's Kingdom, in bringing people into the abundant life and fellowship of Christ.

Planting a new church is the work of an entire Diocese. It needs the support of the whole. Here are some ways you can help us.

First of all, please pray for us. We need your daily prayers! I need your daily prayers. Pray that Incarnation would grow and flourish and that many would come to know the love of God in Christ Jesus through our ministry.

Second of all, come visit us! We'll be worshipping at 11:30 on Sunday mornings in an ELCA building in Monaca. Come out and worship with us. Offer the ministry of presence.

Third, give of yourself: your money, yes, but also your time, your skills. I'll say more about this momentarily.

And lastly, spread the word. Talk about Incarnation, about what's happening. If you know anyone north of the North Side, let them know about us!

I want to note a concrete need we have right now: we're looking for a keyboard player/pianist. There will be something coming out this week in Grace Happens, but please make this need known in your parishes. This is a really powerful way that someone or a few people could contribute to Incarnation.

Thank you to all of you who have reached out with your encouragement and support, and thank you to Bishop Ketlen and the Diocese for coming alongside Incarnation in a powerful way as we move into this next chapter.

[END OF DEANNA'S PRESENTATION]

Thank you, Deanna.

I hope you will agree that God is doing new things in our midst.

Most importantly, God desires for us all to engage in Gospel-mission, and the people of Calvary wholeheartedly embraced this Gospel-mission in an exemplary way.

Calvary has nurtured Deanna and Church of the Incarnation to the point where I can announce to you that Church of the Incarnation is now transitioning to a Mission Fellowship.

In a letter, addressed to the Rector, Wardens, Vestry, and the People of Calvary this week, I wrote:

> On Tuesday, November 11, 2025, the Standing Committee of our diocese gave their consent for the transition of Church of the Incarnation to the status of a Mission Fellowship. Ms. Florence Atwood, in her capacity as President of the Standing Committee, joins me in expressing our deep and sincere gratitude to you for the extraordinary role that you have played in making it possible for the Church of the Incarnation to emerge and for nurturing it to the stage where it is ready to begin meeting regularly as a worshipping community. The effort and the financial provision that you have made and the energy that you have expended to support the Rev. Deanna Briody and the formation of Church of the Incarnation have been invaluable. What's more, the groundwork that you have laid has made it possible for Church of the Incarnation to reach this next stage in formation.

Today, I want to reaffirm the gratitude I have expressed in this letter.

I would like for the Rector of Calvary Church; the deputies from Calvary and any other member of Calvary here present to please stand.

I now invite you to join me in offer our collective gratitude with much applause. Thank you! Thank you! Thank you!

What does it mean for Church of the Church of the Incarnation to become a Mission Fellowship?

As a Mission of the Episcopal Diocese of Pittsburgh, Incarnation will function under the direct oversight of the Bishop's Office.

A Bishop's Committee, which will include a lay member of Calvary, will be formed and be responsible for the secular matters of Incarnation.

In addition, Incarnation will receive significant financial support with funds approved by the Board of Trustees—financial support consisting of $100,000 per year for the first 5 years of ministry coupled with clear benchmarks and evidence of progress toward sustainability reported regularly and evaluated at the end of the third year.

Lastly, at the appropriate time, to be determined in consultation with the Office of the Bishop, Incarnation will prepare Articles of Association (or Articles of Incorporation) and Bylaws for review and approval by the Bishop and the Standing Committee, which among other provisions will call for a Vestry of 5 or more persons.

What a joy to see the tender shoots of new life emerging in our midst!

Remember that it takes all of us to collaborate and work together to succeed in doing our part in the partnership we have with God.

While it is good for us to highlight and celebrate what we have already achieved as a diocese, the Glory and Praise belong to God.

Like the wind, the Holy Spirit is always on the move, and Jesus continues to invite us to trust him implicitly.

I pray for us to ponder and truly believe these extraordinary words of invitation and promise from our Lord Jesus Christ:

“If you abide in me, and my words abide in you, ask for whatever you wish, and it will be done for you.” John 15:7