

Section C

Action Items

ACTION ITEMS

Committee on Compensation

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

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

Article VI Amendment

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

Proposed Wording:

Article VI

Secretary of the Convention

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

Current wording:

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

Rationale:

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

Article IX Section 4 Amendment

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

Proposed Wording:

Article IX

Standing Committee

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

Current Wording:

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

Rationale:

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

Canon I Revision

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

Proposed Wording:

Canon I

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

Current wording:

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

Rationale:

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

Canon XII Revision

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

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

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

Current Wording:

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

Rationale:

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

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

Canon XII Revision

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

Proposed Wording:

Canon XII

Budget and Financial Administration

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

Current Wording:

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

Rationale:

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

Canon XVII Revision

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

Canon XVII

Business Methods in Church Affairs

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

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

Rationale:

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

Canon XXVI Section 1 Revision

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

Proposed Wording:

Canon XXVI

Of Deputies to the Provincial Synod and General Convention

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

Current Wording:

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

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

Rationale:

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

Canon XXVI Section 3 Revision

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

Proposed Wording:

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

Current Wording:

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

Rationale:

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

Canon XXIX Revision

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

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

Canon XXIX

Of the Church Pension Fund

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

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

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

Section 4. Lay Employees Benefits

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

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

Current Wording:

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

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

The duties of said Committee shall be as follows:

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

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

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

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

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

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

Section 5. Lay Employees Benefits

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

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

Rationale:

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

Rules of Order Amendment to Section A

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

Proposed wording:

Rules of Order

A. Organization and Business

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

Current wording:

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

Rationale:

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

Rules of Order Amendment to Section D

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

Proposed wording:

D. Election of a Bishop

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

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

Current wording:

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

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

Rationale:

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

RESOLUTIONS

Resolution 1.

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

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

Explanation:

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

Sponsor: The Commission on Racism

COURTESY RESOLUTIONS

Resolution 2.

Resolution in Recognition of Volunteers

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

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

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

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

Resolution 3.

Resolution of Thanks to Trinity Cathedral

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

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

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

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