

Section E

Reports of

Canonical Bodies

## BISHOP'S REPORT

Dear Friends in Christ,

This summer marked the first anniversary of “The Move.” I mean, of course, the relocation of the diocesan offices from Monroeville to the Cathedral. I cannot sufficiently thank our diocesan staff for the way they handled every detail of the move and the way they have created an atmosphere of normal life in such a short time. The offices are bright, spacious and comfortable, and we are very glad to welcome all who walk in the door.

Trinity Cathedral's location is second to none: we are at the heart of the city. The Golden Triangle is literally coming up all around us: signs of new and vigorous life are everywhere, and we get to be in the middle of it all. Under the leadership of Interim Dean Scott Quinn, the cathedral's finances are stabilizing, and together with the cathedral vestry we have been assessing the best way to move forward to guarantee Trinity's ministry for the future. There are huge challenges, particularly from deferred maintenance. It will take time, an extended effort, and a lot of prayer and support from all of us, but over the last year I have become convinced that the mission of the cathedral can and will grow with the city, eventually becoming a focal point of diocesan mission and evangelism, a launching pad for our **public gospel**, a laboratory for our **missional communities**, and a classroom for **leadership formation**.

I will speak of this more in my address at convention. However, the extended nature of this report reflects something about this diocese generally – namely, that our vocation together in re-shaping mission and ministry for southwest Pennsylvania is long-term work. This means keeping our vision for the future alive while understanding that it is going to take us a while to get there. I am learning a lot about patience and persistence.

In this regard, our relationship with Pittsburgh Theological Seminary is developing slowly and surely. I have been appointed to the PTS Board of Directors. Canon Jay Geisler and I will again offer a winter-term course in “Worship as Pastoral Care,” and add a survey of Anglican theology in the spring. Dr. David Esterline has graciously provided me with an office on campus. Eventually, we will have a full Anglican track in which lay leaders and candidates for ordination can be trained together in evangelism and mission, but it will take careful continuing work, putting in place one piece at a time as we imagine together what our future leaders will most need.

Again, in last year's convention address, in which I identified *formation* as the key element in our three strategic priorities, I said I would form two ad hoc working groups – one on formation and one on new church plants. However, over the past year I have begun to doubt that the “task force” model is the best way to make progress in either of these areas. Formation is already happening organically in our local faith communities, and I think we are better off, for the moment, doing what we can to help parishes improve and sustain those efforts, rather than create another set of meetings on the diocesan calendar. Better repeatedly to give you the *experience* of being formed for mission, such as in having the Rev. Christopher Martin introduce clergy to the Restoration Project; or helping the ECW bring the founder of Thistle Farms, the Rev. Rebecca Stevens, to Pittsburgh; or finding ways to continue the work begun at the Invite – Welcome – Connect conference last fall; or designing the 2016 Diocesan Convention as a formation event for the whole diocese. As for new church plants, we still have work to do helping our current congregations reach into the world, supporting and expanding the missional work that came to light through the visits of the Listening Committee in 2014 and 2015, while training and nurturing enough clergy to lead the parishes we already have. New plants will arise, but I would rather see them begin to be called out from the existing Church, rather than attempt to design them by a task force and drop them into place.

As I see the contours of this long-term work emerging, I am trying to re-configure my own work to meet better the pastoral needs of our leadership. Since the clergy conference last year I have tried to expand the time I have to meet informally with my clergy colleagues over coffee or lunch just to see how they are doing, without any agenda up front. I still have a ways to go in this regard, since it has been harder for me to get out to the eastern parts of the diocese, something I would like to see change. In the coming year, I will expand my calendar to include meetings with the vestries of our parishes just to hear from them, study and pray with them, and address their specific concerns more than I might be able to on a Sunday visitation. I am also continuing to ask how I can meet with small groups of clergy in a way that actually adds value to their ministries.

My staff has been in the field as much as possible. Canon Ted Babcock and Canon Kim Karashin have been active with parish leadership in helping congregations improve their internal relations so they can begin to think more about reaching beyond their walls. I have appointed Canon Jay Geisler as Vicar of the Monongahela Valley Mission; he and Canon Kim have been helping the parishes in Donora, Monongahela, and McKeesport, with their leadership, to begin to think through a common approach in reaching their neighborhoods for Jesus Christ. Treasurer Kathi Workman and her assistant Marlene Rihn are devoted to helping parishes think clearly about their financial resources and how to position those resources for the maximum benefit of their people and for more Kingdom work in the world. Judi Rogers fields countless questions around process and administration, calling my attention to pastoral needs while constantly having my back, and Joan Gundersen, as historian and archivist, continuously helps parishes make the connection between where we have come from and where we are going. Andy Muhl is constantly working the website and other communications tools to give you all a comprehensive view of what is going on at any point in the month, and Rich Creehan labors behind the scenes to keep my office connected to the press, the media, and to other judicatories. I am grateful to them all, beyond anything I can say.

Finally, I have continued to take stock of the core opportunities for the Gospel, and the core obstacles to the Gospel, that face us here in southwest Pennsylvania, which have to be addressed even as we move forward. Here is a brief overview.

The environment around us is becoming more clearly secular, and the reputation of the Church has suffered accordingly. More than one survey shows that most people are not churched and think of Christians generally as narrow-minded and out of touch with the real world. Particularly, the divisions of the Church, the splintering of our denominations, the wars we have fought with one another, and our separation from one another according to race and class, reflect the worst ills of secular culture. If we are to gain a hearing for the Gospel, we must move to reconcile with one another across these barriers, joining with other churches and especially the African-American Church, to address together the needs of our neighborhoods with the hope and life given in Jesus Christ. Over the last year I have continued building bridges to key leaders across the churches in Pittsburgh, and I am hopeful that the visit of our Presiding Bishop, this coming February 3rd to 5th, will be a significant catalyst in raising up and training a core of lay leaders supported by their clergy as a vanguard for the work of evangelism and reconciliation in our diocese.

Finally, a word of thanksgiving. Our statistics show that we have grown over the last year, a net increase of 31 baptized members. This does not include the people of the Church of the Advent in Brookline, who have resumed active participation in the diocese and will be welcomed home at Convention. These are all good signs for our future. However, the best signs are the continuing faith, hope and love I am humbled to witness every Sunday as I make my way from parish to parish in this wonderful diocese. As I enter the fifth year of my consecration, I am filled with gratitude for the ongoing blessing of living and working

among you, for the friends you have become to Betsy and me, for the joy and encouragement I receive as I move among you. Thank you for the privilege of being your bishop.

Faithfully,  
+Dorsey

**Statistics for September 1, 2015 – August 31, 2016**

Episcopal Visitations	34	Marriages	1
Confirmations	67	Burials	0
Receptions	37	Ordinations	4 (Order of Deacon 2; Order of Priest 2)
Baptisms	2	Renewal of Vows	1

# BOARD OF TRUSTEES

## Introduction

Since the 2015 Convention, we've said goodbye to board member Bob Johnston, whose term expired, and to Melanie Kurtz, who resigned her seat on the board due to health reasons. We thank Bob and Melanie for their service to the diocese and offer our prayers for Melanie's return to good health. Existing board member Sue DeWalt was re-elected to a second term at the 2015 Convention and Bob Eley was re-appointed by Bishop McConnell to a second three-year term. Anne Kinsey and Mary Roehrlich were newly elected to the board at last year's convention and Jerry Stephenson joined the board by appointment of the bishop. Finally, Karen Slobodian was elected by the Standing Committee to fill the vacancy left by Melanie Kurtz's resignation.

Lew Davis was elected board secretary for 2016, and Jerry Stephenson was elected assistant secretary. The board also approved the appointment of Tom Moore as chair of the Finance/Investments Committee, Mike Donadee as chair of the Property Committee, Bob Eley as chair of the Audit Committee. The hard work of these chairs and their committees is greatly appreciated. In addition, Steve Stagnitta was elected by the board to serve on the Growth Fund Committee.

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

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

## Diocesan Endowment

The trustees have continued to rely on the services of Morgan Stanley to assist us in managing the diocesan endowment. Our Finance/Investments Committee oversees the work of Morgan Stanley, meeting with their representatives on a quarterly basis to discuss investment strategies for diocesan held funds. The total endowment (Pool 1), including diocesan funds and funds dedicated to individual parishes and programs, increased from \$21.4 million as reported to the 2015 Convention to \$22.1 million as of the end of July 2016. This increase occurred despite distributions in excess of \$500,000 to parishes, the diocese and various other funds such as the Bishop's Fund and Growth Fund. Our current investment mix is approximately 60% equities, 30% fixed income funds and 10% cash and other alternatives.

## Support for Parishes

Since the last Convention, grants and/or loans recommended by the Growth Fund Committee have been approved by the trustees for the following parishes: St. David's, Peters Township; St. Stephen's, Wilkinsburg; and Trinity Cathedral. The trustees also approved a loan guarantee designed to provide mortgage payment relief to St. Brendan's, Franklin Park.

### Support for Diocesan Mission

In June, the trustees met with members of the Budget and Assessments Working Group of Diocesan Council (BAWG) and our bishop to work on the 2017 Diocesan Budget that is being presented to this Convention, since the diocesan operating budget continues to be funded, in part, from endowments controlled by the trustees. Our thanks go out to diocesan treasurer Kathi Workman, BAWG members, and council president the Rev. Lou Hays for their time and effort in working through the budget process with us. Also in support of diocesan mission, the trustees authorized funds to assist the campus ministry at the University of Pittsburgh and Carnegie Mellon University.

### Support for Diocesan Properties

During 2016, the trustees authorized the sale of the former Christ the King Church in Beaver Falls to an individual for \$35,000. The buyer expressed a commitment to continue to use the building for Christian mission. The trustees also completed the sale of the former St. Martin's, Monroeville property to the Harvest Bible Chapel, which will renovate the church building and use it for Christian worship and mission. The sale price was \$575,000. The trustees also authorized listing for sale the former Prince of Peace Church, Hopewell property and the former St. Andrew's Church, New Kensington property. In 2015, the board entered into a lease to allow a cell tower to be constructed on property at St. James, Penn Hills. In 2016 the diocese received a check for \$120,000 to cover rent payments for the first ten years of the cell tower lease.

### Support for Sheldon Calvary Camp

In March 2014, the trustees authorized a contribution of \$100,000 over five years toward Sheldon Calvary Camp's Capital Campaign. In 2016, we paid the third installment of this commitment. As in past years, the trustees authorized an annual grant from one of the diocesan endowments to support the camp's scholarship program. We continue to work with our chancellor on a long-term lease agreement between the trustees and Sheldon Calvary Camp to assure that the camp will continue to have use of trustee-owned property on the shores of Lake Erie to operate as a mission of the Episcopal Diocese.

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

## CANON FOR FORMATION

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

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

In September 2015, we had a Recovery Retreat in Foxburg, PA, with the clergy of the Episcopal Diocese of Northwestern Pennsylvania. The focus was on understanding addiction and its treatment. I wrote a grant request to the Widows Corporation of Pennsylvania, which funded the full event. It was wonderful cooperating with the clergy of our northern neighbor. This year we will be inviting clergy from the Episcopal Diocese of Central Pennsylvania.

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

Jesus said unto him, "Thou shalt love the Lord thy God with all thy heart, and with all thy soul, and with all thy mind. This is the first and great commandment. And the second is like unto it, Thou shalt love thy neighbor as thyself. On these two commandments hang all the law and the prophets."  
*Matthew 22:37-40*

The diocese has also begun a new initiative called "the Mission in the Mon Valley." We will be working with those churches that are struggling in this distressed economic area that was the "steel heart of our nation" during World War II. I will be working with Canon Kim Karashin, and with clergy and laity of both Episcopal and Lutheran Churches.

We are hoping that more laity will be able to attend the Pittsburgh Pastoral Care Conference, which is held each year in April or May. This training conference has successfully completed its 15th year. The 2017 conference is scheduled for Friday May 5, 2017, at Christ Church Grove Farm. Go to [www.pghpc.org](http://www.pghpc.org) for updates.

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

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

## CANON FOR MISSION

It has been my sincere privilege to serve Bishop McConnell and the Episcopal Diocese of Pittsburgh as canon for mission since November 15, 2015. This, for me, has been a year of tremendous learning and adjustment. I thank my many colleagues, mentors, and friends who have offered me guidance and encouragement throughout.

I have been blessed to be involved in the following mission-focused initiatives since beginning my tenure on the diocesan staff:

**Mon Valley Mission:** I have provided strategic support and logistical leadership for this project, intended to help our Mon Valley parishes discern their role in addressing the region's socio-economic issues and spiritual needs.

**Appreciative Inquiry:** I received training on this process from the Rev. Ted Babcock, and, working together, we have used it to assist St. Michael's of the Valley, Ligonier, in discerning where God is calling them as a parish and developing a plan for response.

**Exploring Non-Traditional Ministry:** Working with a Board of Trustees sub-committee, I helped guide the exploration of diocesan support for the ministry of hospitality (dubbed "House of Life") proposed by the Rev. Dan Isadore and his wife, Hallie. Moving into 2017, we will be exploring other non-traditional means of engaging with our communities and introducing neighbors to the Gospel of Christ.

**Exploring Digital Ministry and Formation:** I am involved in preliminary research and planning around a redesign and repurposing of the diocesan website. While the site will continue to meet the information needs of our diocesan insiders (clergy, staff, vestries, lay members), we are also hoping to use the site as a channel for Christian formation, and as a tool for evangelism and ministry to non-Christians and the unchurched.

**Anti-Human Trafficking Initiative:** In anticipation of the ECW-sponsored event featuring the Rev. Becca Stevens on October 29, I am participating in efforts to drive awareness of the issue of human trafficking in the Pittsburgh region and to encourage action against the practice.

**Mission Grants:** I contributed to the 2016 revision of the *Parish Guide to Grants and Loans*, an effort that included researching and verifying new and existing mission grant opportunities. I also assisted in the completion of several grant applications.

Finally, looking just a bit ahead ... I am excited to be accompanying a group of clergy and lay leaders to the *Evangelism Matters* conference in Dallas, November 18-19. I pray this will be an effective launching point for wider efforts to equip and empower people throughout the diocese to share the Good News of Jesus Christ.

Prayerfully and respectfully submitted,  
Kimberly Karashin

## COMMISSION ON MINISTRY

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

Since the 2015 Diocesan Convention, the Commission on Ministry will have met six times, including the annual Winter Interview Day and Ministry Exploration Day. Highlights of the year include:

- Thirteen individuals participated in the Annual Winter Interview Day with the bishop, Commission on Ministry, and Standing Committee on January 16, 2016. The commission and Standing Committee had informal interviews with eight individuals in the discernment/ordination process, four initial interviews with nominees, and one candidacy interview.
- The bishop ordained Joe Baird and Alyse Viggiano to the Sacred Order of Deacons at Trinity Cathedral on June 4, 2016. The bishop ordained Garrett Yates to the Sacred Order of Priests on March 19, 2016, at St. Paul’s, Mt. Lebanon, and Dan Isadore to the Sacred Order of Priests on June 5, 2016, at St. Andrew’s, Highland Park.
- Four individuals took General Ordination Exams in January.
- With the consent of the Standing Committee, the bishop granted candidacy to Joe Baird, Doug Kinsey, and Alyse Viggiano. Subsequently all were approved for ordination.
- The commission and bishop accepted the nominations of Ms. Julie Smith of Redeemer, Squirrel Hill, and Mr. Brandon Mazingo of St. Peter’s, Brentwood.
- Ministry Exploration Day was held on May 14, 2016, at St. Paul’s, Mt. Lebanon. Approximately 30 people participated, including potential nominees for Holy Orders with spouses and clergy.
- The Commission adopted a new and revised version of *Discerning and Responding to a Call to Holy Orders* on July 26, 2016.

The Rev. Michelle Boomgaard was elected by Diocesan Convention to serve a three-year term. The Rev. Scott Russell, rector of St. Brendan’s, Franklin Park, resigned from the commission upon leaving the diocese to serve as a university chaplain in another diocese. The Standing Committee appointed the Rev. Eric McIntosh to fill the unexpired term. The Rev. Tim Hushion resigned from the commission upon leaving the diocese to accept a call to a parish in another diocese. The Rev. Lynn Chester Edwards, retired priest, and Ms. Jessie Hipolit, Emmanuel, North Side and Ms. Carolyn Booker, St. Stephen’s, Wilkinsburg, will complete their terms at the end of the year, and we thank them for their faithful service.

The bishop appointed two new members to serve three-year terms effective September 1st: the Rev. Jonathon Jensen of Calvary, East Liberty, and the Rev. Lorena Ringle of Christ Church, North Hills.

I thank Bishop McConnell for his leadership and support, and the members of the commission for their service during the year: Ms. Carolyn Booker, St. Stephen’s, Wilkinsburg; the Rev. Michelle Boomgaard, St. Paul’s, Mt. Lebanon; the Rev. Lynn Chester Edwards, retired priest; Ms. Bethany Hamill, Christ

Church, North Hills; Ms. Jessie Hipolit, Emmanuel, North Side; the Rev. Kris Opat, St. David's, Peters Township; Mr. Steve Stagnitta, St. Andrew's, Highland Park; the Rev. Ann Staples, St. Thomas, Northern Cambria; Ms. Daryl Walker, All Saints, Brighton Heights; and *ex-officio* as staff, the Rev. Scott Quinn, Canon Pastor, the Rev. Jay Geisler, Canon for Formation, and the Rev. Ted Babcock, Director of Administration.

Respectfully submitted,  
The Rev. Louis B. Hays  
Chairperson

## COMMITTEE ON CONSTITUTION AND CANONS

The Committee on Constitution and Canons (Michael Braxton, chair; the Rev. Charlie Hamill, secretary; the Rev. Bruce Robison, the Rev. Michelle Boomgaard, Kenneth Stiles, Ansley Westbrook and chancellor Andy Roman, *ex officio*) met throughout the year to discuss proposals from its members and from others within the diocese regarding changes to the constitution or canons that will better serve our diocese.

The committee examined the use of language in describing the privileges of having seat, voice, and vote, and the combinations thereof, at Diocesan Convention and found inconsistencies in how these terms were used in the canons and by-laws. At a later Diocesan Convention, the committee will propose changes that make the use of these terms consistent in order to clarify their intended meaning. The committee is currently drafting the proposed amendments to be presented in 2017.

The committee is studying provisions in our diocesan constitution (Article X, Section 1) and canons (Canon IV, Sections 1 and 2) which exclude ordained persons from election to and from service on the Board of Trustees. We have been consulting with the Board of Trustees and reviewing practices in the wider church. A wider conversation is envisioned in the next year, to include other canonical bodies of the diocese and other interested parties.

No specific proposal has been drafted at this time, but a projected calendar suggests that the committee could present an amendment to the constitution for a first reading at the 2017 Diocesan Convention, and, if the amendment is approved, with a second reading and amendment to the Canon to be presented at the 2018 Diocesan Convention. Should our constitution and canons be amended in some form to allow the election and service of clergy on the Board of Trustees, it may then also be necessary to amend the Board's Charter of Incorporation.

The committee is also studying a change that makes our canons consistent with the notion that resident clergy, unlike convention deputies, serve at Diocesan Convention by virtue of their status as clergy. As a result, clergy could not be denied vote at Diocesan Convention because of their parish's failure to submit a parochial report (although lay deputies would continue to be subject to such sanction.)

At the 2016 Diocesan Convention, the committee will recommend a change to the Rules of Order to make them consistent with the canons, so as not to require at least two nominees for each office of Trustee-at-Large.

The committee will recommend that Canon XV be revised to be consistent with the Canons of the Episcopal Church regarding consent for the alienation of property.

After consideration, the committee decided not to act on recommendations at this time regarding amendments that more clearly define the distinctions among parish, mission and transitional parish.

## DIOCESAN COUNCIL

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

Since the 2015 Diocesan Convention, the council will have met six times: December 7, 2015, and February 1, April 11, June 6, September 12, and October 11, 2016. Minutes of these meetings are or will be available from the diocesan office. In addition, in December 2015, council acted under Section 9 of Canon XVII (electronic voting) to approve clergy housing allowances for six clergypersons whose salary is paid, in whole or in part, by the diocese, to spend the unused portion of mission grant funds for our missionary in the Philippines and for roof repairs at Trinity Cathedral, to approve final 2015 budget reallocations, and to approve a mission grant to Christ Church, North Hills. Using the same authority, in December 2015, council also approved changes to council by-laws eliminating term limits for council officers and simplifying the notice requirements prior to electing council officers.

Council meetings consist of reports from the bishop, canons to the bishop, president of the Standing Committee, president of the Board of Trustees, chancellor, treasurer, and the chairs of various diocesan committees and organizations, and action items as needed.

**December meeting:** The council lacked a quorum so the meeting was for informational purposes only. No decisions or actions could be taken.

**February meeting:** No decisions or actions were made or taken at this meeting.

**April meeting:** The following requests for Relief from Assessment were moved and seconded by the Budget and Assessment Working Group and approved unanimously by Diocesan Council: the 2016 assessment for Trinity Cathedral was reduced by 30% to \$34,932, and the 2016 assessment for St. Thomas, Canonsburg, was reduced by 44% to \$5,970. In addition, the following two requests for Diocesan Mission and Faithful Remnants Grants, moved and seconded by the Budget and Assessment Working Group, were approved unanimously by Diocesan Council: Emmanuel, North Side, \$22,000 and Good Shepherd, Hazelwood, \$12,000. Finally, reallocations to the 2016 Budget were moved, seconded, and approved unanimously.

**June meeting:** No decisions or actions were made or taken at this meeting.

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

### **Committees of Diocesan Council**

The following committees have continued to function over the past year: Budget and Assessment Working Group, chaired by Kathy Baird of St. Peter's, Blairsville; Social Justice and Outreach, chaired by Nancy Lapp of Holy Cross, Homewood; Resolutions, chaired by the Rev. Charlie Hamill, Christ Church, North Hills; Nominations, co-chaired by the Rev. Nano Chalfant-Walker, St. Stephen's, Wilkinsburg, and Russ Ayers, Calvary, East Liberty; and Compensation, chaired by the Rev. Lou Hays, St. Paul's, Mt. Lebanon. Joe and Kathy Baird, St. Peter's Blairsville, serve as Co-Judge of Audits, and Courtney Harter, St. David's, Peters Township, serves as Judge of Assessments.

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

Members of the Social Justice and Outreach Committee include: Jerry Stephenson, Christ Church, North Hills; Marianne Novy, Redeemer, Squirrel Hill and PIIN; Patricia Eagon, St. Paul's, Mt. Lebanon; Bill Farra, Fellowship of Reconciliation; Elizabeth Duckstein, Diocesan Council and ECW; Patricia Kennedy, St. Andrew's, Highland Park; Michael Foley, Redeemer, Squirrel Hill; Linda Schneider, St. Brendan's, Franklin Park; Garrett Yates, St. Paul's, Mt. Lebanon; and Nancy Lapp, Holy Cross, Homewood. The committee continues a number of projects and all members are to be thanked for their leadership in our various activities.

Our recommendation for the Diocese 2015 Lambeth Funds, accepted by Diocesan Council, concerned \$3,053 to be distributed as follows:

- International: Episcopal Diocese of Jerusalem, \$1,053;
- National or Regional: Rural and Migrant Ministries, \$1,000;
- Local: Western Pennsylvania Human Trafficking Coalition, \$1,000.

Last fall, we sponsored a resolution concerning the Israeli/Palestinian question, and were pleased to have it pass at the 2015 Diocesan Convention without dissension. As a follow-up to this resolution that urged our support for the Christians in the Holy Land, we advocated participation of our churches in the traditional Good Friday offering for the Diocese of Jerusalem; this received headline publicity in *Grace Happens*. Continuing with this theme, our committee sponsored three sessions based upon *Steadfast Hope*, an Episcopal study program on the Palestinian/Israeli issue. These took place in May and June, with approximately 25 participants.

We continued our participation in packing days at the Greater Pittsburgh Community Food Bank with full contingents at both our fall and spring events. Ten parishes of the diocese and 52 individuals participated in these events. Our committee also has urged all parishes of the diocese to support Bread for the World, and we are pleased to have Erin Morey of St. Paul's, Mt. Lebanon, serve as a liaison between Bread for the World and our committee.

Our grants for community gardens continue to be one of most successful activities. This year, the Church of the Redeemer and St. Andrew's presented new programs. In addition, Holy Cross, St. David's, Calvary Camp, St. Brendan's, the Community of Celebration, and Shepherd Wellness again received grants. Several donations from individuals and churches supplemented the grants our committee awarded.

In January, the Social Justice and Outreach Committee provided the outreach representatives and churches of the diocese with activities and encouragement for some of the programs we are supporting. In addition to activities already mentioned here, others include Trinity Institute 2016, the Severe Weather Emergency Shelter, and action against gun violence.

With thanks to council for its support, we hope and pray we can do our small part in meeting the needs of our community, nation and world. Let us labor together in Christ's work.

Respectfully submitted,  
Nancy Lapp, chair

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

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

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

This group meets regularly to evaluate requests from parishes for reduced assessments or grants funded by the diocesan operating budget. It then recommends action to be taken by Diocesan Council. Members also work with the bishop, treasurer, and Board of Trustees to develop the diocesan budget for submission to the annual Convention. On occasion, members of the group work with parishes to assist with financial issues. Current members of this committee include: Kathy Baird, St. Peter's, Blairsville, Chair; Joe Baird, St. Peter's, Blairsville; Courtney Harder, St. David's, Peters Township; the Rev. Vicente Santiago, Advent, Jeannette; Kevin Hipolit, Emmanuel, North Side; and the Rev. Lou Hays, St. Paul's, Mt. Lebanon.

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

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

## **DIRECTOR OF ADMINISTRATION**

I joined the diocese in the summer of 2015 and have had a wonderful time getting to know many of our parishes and their leadership. We have a great diocese and we are coming to new life in exciting ways. I see a bright future. I feel new energy everywhere.

During the past year, I have been able to work at many things due to the great work done by Kathi Workman as the diocesan treasurer. I have been blessed to work very closely with her and we have formed a very strong mutually supportive partnership.

Over the past year I attended most Board of Trustees, Finance Committee, Investment Committee and Building Committee meetings. I made only a few Council meetings due to a conflict with the vestry meetings at St. Stephen's, McKeesport, where I was assigned until the end of May 2016. I recently was invited to be present during the Commission on Ministry deliberations. I was assigned as the Diocesan Deployment Officer part way through the year, and have relied on Canon Jay Geisler for advice and counsel, as I do not yet know the diocese as well as I would hope.

Working with the Building Committee, the Board of the Trustees, Kathi Workman and Marlene Rihn, we sold St. Martin's, Monroeville, and have listed for sale numerous other excess properties. Sadly, there are also many, many, closed and unoccupied churches from other denominations throughout our region, causing a reduced demand for such properties. We respectfully moved the remains of those interred at St. Martin's and at Prince of Peace, each with the families' approval, to Christ Church, North Hills. They will be re-interred once the new columbarium is complete. There will be a service of re-interment, and the family of each person to be re-interred will be invited to be part of the service.

I worked to support two parishes as they searched for where God might be calling them. I used the Appreciative Inquiry process to help each parish find its core identity. From this base, each parish has developed a plan to better use their resources to respond to God's call. This organic method of helping parishes move forward has been a powerful tool in aiding parishes who are struggling with where God is calling them or to help those parishes who are just plain stuck get unstuck. I have trained Kim Karashin, Canon for Mission, in the process. She will be leading the process at St. Brendan's. I am currently working with another person to help them discern if they are called to the ministry of helping churches move forward to where God is calling them.

I worked with Andy Roman, our chancellor, to develop and implement the Title IV process to ensure the diocese is ready if a complaint is filed. We have newly-appointed people as Intake Officers and Investigators. Those involved in the Title IV process attended training in October led by Mary Kostel, Special Counsel to the Presiding Bishop.

To insure that our priests are in compliance with national church canons requiring each active priest to have completed Safe Church training for children and people, we hosted the Rev. Canon Robyn Szoke for a full day of training. All but a few priests completed the training and most of those who did not attend have found alternatives and submitted their training certificate. We are working to make sure all priests have done the training and/or received the state-required clearances. We hope to complete this shortly.

I have been lucky to work with a couple of our younger priests who have a new vision of what Church might be and have offered new ways to bring others into community for the purpose of introducing them to Christ. We are blessed to have young priests supported by older priests who desire to find new ways to reach into the world and bring Jesus to those who do not know Him.

I have mentored two priests and have had the privilege to have two interns with me while I was at St. Stephen's, McKeesport. Working with them has given me the confidence that our church has a very strong future. Our young clergy, those in process, and those seeking to enter the process, are bright, as well as committed to the church and to bringing others to Christ.

During the first eight months of the past year, I spent half of my time at St. Stephen's, McKeesport, and was recently assigned to St. Brendan's, Franklin Park. Being anchored in a parish is very important for me, as I believe being part of a worshipping community gives me the strength and guidance I need to serve as in diocesan administration. I thank Bishop McConnell for calling me to be his diocesan administrator and for allowing me to remain part-time in the parish.

I thank all who I have worked with for their commitment and desire to strengthen Christ's church. It has been a pleasure to serve Bishop McConnell and all of you.

Respectfully submitted,  
The Rev. Canon Ted Babcock

## **GROWTH FUND COMMITTEE**

For 2016, the Growth Fund has \$73,427 to distribute as grants, based on a 4.5% spending policy. Continuing a model started a few years ago, the Growth Fund Committee is meeting twice a year to review grant applications. For emergencies, loans can be approved throughout the year, with consideration for a grant given at the next meeting. Meeting twice a year allows the Growth Fund Committee to maintain a balance for all parishes that have needs that arise throughout the year, while still having money available for winter heating emergencies.

Last year, a combination of loans and grants were approved for Trinity Cathedral; St. John's, Donora; Holy Cross, Homewood; Good Shepherd, Hazelwood; St. Brendan's, Franklin Park; Atonement, Carnegie; All Saints, Brighton Heights; St Barnabas, Brackenridge; Nativity, Crafton; and All Souls, North Versailles. The largest grant was for \$12,626 for a new roof at the cathedral, a project that is expected to exceed \$87,000 in total cost.

The Growth Fund Committee continually struggles to balance the needs within the diocese and the amount of funds available for Growth Fund grants. The committee tries for a one-third, one-third, one-third model, with one-third of the project being raised by the congregation or its contributing sweat equity; one-third through a grant (though there is usually an upper limit for larger projects), and one-third (or the balance) as loan. The committee strives to take into account the parish's finances, the impact the project has on the ability of the parish to operate normally (i.e. in light of life and safety issues, furnaces, roof repairs, etc.), and the last time the parish received a grant. It is a difficult task that inevitably disappoints some, but we continually strive to help as many as we can with the resources we have to help grow the kingdom of God.

In 2015, the trustees approved designating \$240,000 of the Margaret Zieg bequest to the Growth Fund endowment held in Morgan Stanley. This will result in increased funding available for Growth Fund grants to parishes beginning in 2016.

Submitted by:  
Amy Shelley,  
Chair

## THE STANDING COMMITTEE

Members of the Standing Committee, elected by Diocesan Convention, are (or have been): Betsy Hetzler and the Rev. Moni McIntyre (terms expired at the end of 2015); Dana Phillips and the Rev. Bill Geiger (terms expire end of 2016); John Adams and the Rev. Jim Simons (through 2017); Kathy Baird and the Rev. Kris Opat (through 2018); Darrell Powell and the Rev. T.J. Freeman (terms began January 2016 and will end in 2019). The Rt. Rev. Dorsey McConnell, Bishop Diocesan, and Andy Roman, Esq., diocesan chancellor, attend and participate regularly.

It has been our privilege and pleasure to work together on behalf of the diocese, serving as the Bishop's Council of Advice and fulfilling various other canonical responsibilities. In the period of September 2015 until August 2016, the Standing Committee of the Diocese of Pittsburgh met each month except June, July, and August, and participated in the Commission on Ministry Interview Day in January. The president of the Standing Committee participated as a member of Diocesan Council and of the recently-created Bishop's Wellness Committee, as prescribed by diocesan canons. In accordance with the canons of The Episcopal Church and the Diocese of Pittsburgh, the Standing Committee took the following actions:

Consented to the holding of episcopal elections by:

- The Diocese of Los Angeles for Bishop Coadjutor
- The Diocese of West Texas for Bishop Suffragan

Gave consent to the episcopal elections of:

- George R. Sumner, Bishop Diocesan of the Diocese of Dallas
- Moises Quezada-Mata, Bishop Coadjutor of the Diocese of the Dominican Republic
- Patrick W. Bell, Bishop Diocesan of the Diocese of Eastern Oregon
- Douglas E. Sparks, Bishop Diocesan of the Diocese of Northern Indiana
- Daniel Gutierrez, Bishop Diocesan of the Diocese of Pennsylvania

Gave approval for admission as candidates for Holy Orders:

- Douglas Kinsey
- Alyse Elizabeth Viggiano
- Joseph Paul Baird

Recommended for ordination to the diaconate:

- Joseph Paul Baird
- Alyse Elizabeth Viggiano

Recommended for ordination to the priesthood:

- C. Garrett Yates
- Daniel Joseph Isadore

Advised and consented for restoring to Holy Orders:

- The Rev. Tina Lockett
- The Rev. Wade William Lawrence

Filled the following vacancies in diocesan offices:

- The Rev. Eric McIntosh, Commission on Ministry
- Karen Slobodian, Board of Trustees

Other actions:

- Approved proposed changes to the parish by-laws of St. Stephen's, Wilkinsburg
- Gave consent to the closure of the Church of the Good Samaritan in Liberty Borough

Respectfully submitted,  
The Rev. William L. Geiger, President  
The Rev. Kris Opat, Secretary

# TREASURER

Responsibilities of the treasurer include overseeing the diocesan accounting system; serving as financial liaison to the Board of Trustees, Diocesan Council, Property Committee, Growth Fund Committee, Audit Committee, Budget and Assessments Working Group, and Compensation Committee; providing financial and employee benefit assistance to parishes and diocesan staff; managing the returned properties with assistance from the trustee's Property Committee; and working in conjunction with Canon Ted Babcock on administrative matters and employee benefits for the diocese.

Accomplishments and updates since the 2015 Convention include:

- The 2015 audit was completed and an unqualified opinion rendered by Maher Duessel.
- Assisted eight parishes in obtaining \$45k in grants from The Advancement Society to defray costs for various building maintenance projects.
- Conducted annual Treasurer's Training workshop with 22 attendees in February 2016. Topics included financial reporting, clergy/lay compensation and payroll, internal controls, taxes and IRS guidelines, parochial reports, and parish audits.
- Published a revised *Parish Guide to Grants and Loans*, which includes information regarding funding sources for building/maintenance projects, mission projects, clergy education, and books/related materials. This document is available on diocesan website.
- Provide payroll processing through ADP to five parishes at greatly reduced rates (annual cost ranges from \$150 to \$225). Others may contact Marlene Rihn for information.
- Provided volunteer audit teams for parishes unable to find qualified audit volunteers.
- Of 38 clergy/lay employees who enrolled in ECMT health plans for 2016, 15 (or 40%) selected High Deductible Health Plans (HDHP) with Health Savings Accounts (HSA). Bishop McConnell donated \$500 each to those employees' Health Savings Accounts.
- Two returned properties were sold during 2016. St. Martin's, Monroeville, was sold to Harvest Bible Chapel, which previously held services in Gateway Middle School. Christ the King, Beaver Falls, was sold to an individual with plans for a Christian ministry serving Geneva College students.
- Received \$497k unrestricted bequest from the estate of Margaret Zieg. \$257k was designated by trustees for cathedral renovations. The remaining \$240k was invested in the Growth Fund to increase the annual amount available for Growth Fund grants to parishes.
- Issued Growth Fund grants of \$46k to seven parishes in December 2015 and \$25k to three parishes to-date in 2016. Disbursed Growth Fund loans of \$83k to two parishes in 2016.
- 2016 Operating Budget provides \$142k in financial support to four rebuilding congregations and additional parishes in need of financial assistance.
- 2016 Operating Budget provided \$27k in Community Outreach Grants to Coal Country Youth Hangout, NYOP, Shepherd's Wellness, and Sheldon Calvary Camp and \$5k mission grant to Inabaknon Heritage Society, Philippines.

- 2016 Trustee grants provided \$20k to Sheldon Calvary Camp Capital Campaign and \$19.5k to Sheldon Calvary Camp for scholarships.

It is my privilege to serve as treasurer for the Episcopal Diocese of Pittsburgh.

Faithfully,  
Kathi Workman