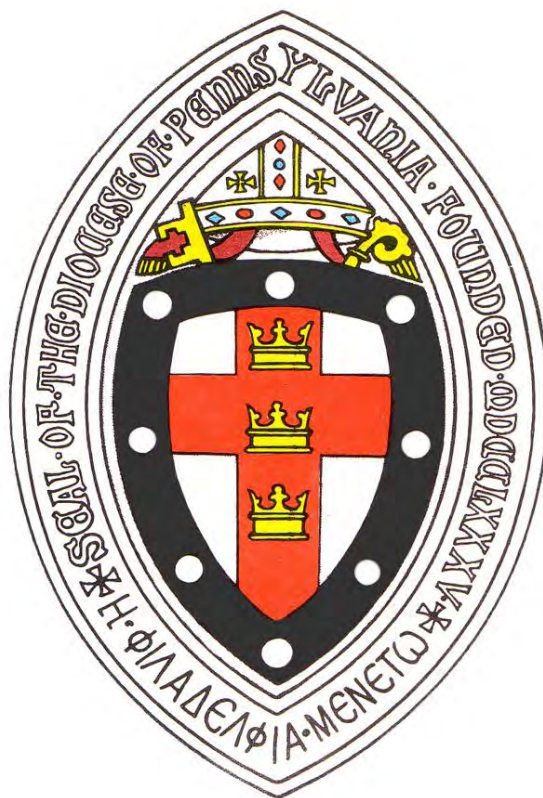


# DIOCESE OF PENNSYLVANIA



## Journal of the The 228<sup>th</sup> Convention

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*November 5, 2011*



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# DIOCESE OF PENNSYLVANIA

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## The Philadelphia Cathedral

3723 Chestnut Street

Philadelphia, PA 19104

Phone (215) 386-0234; Fax (215) 386-5009

*November 5, 2011*

*Bishop of Pennsylvania:* The Rt. Rev. Charles E. Bennison, Jr.

*Assisting Bishop:* The Rt. Rev. Rodney R. Michel

*Dean of the Cathedral:* The Very Rev. Judith Sullivan

### **Officers of the Diocese**

*Secretary of Convention and Council:* Mrs. Jeanette Woehr

*Acting Treasurer:* John Loftus

*Chancellor:* Mary Kohart, Esq.

*Vice-Chancellor:* Frank Helminski

*Historiographer:* The Rev. Dr. Jean Mather

### **Deans**

*Brandywine Deanery:* The Very Rev. Glyn Ruppe-Melnyk

*Bucks Deanery:* The Very Rev. Peter Pearson

*Conestoga Deanery:* The Very Rev. Alexander Graham IV

*Delaware Deanery:* The Very Rev. Edward Shiley

*Merion Deanery:* The Very Rev. Michael Pearson

*Montgomery Deanery:* The Very Rev. Robin Martin

*Pennypack Deanery:* The Very Rev. Nancy Deming

*Philadelphia Cathedral:* The Very Rev. Judith Sullivan

*Schuylkill Deanery:* The Very Rev. James Wynn

*Southwark Deanery:* The Very Rev. Peter Grandell

*Valley Forge Deanery:* The Very Rev. Stephen Price

*Wissahickon Deanery:* The Very Rev. E. Clifford Cutler

### **Bishop's Staff**

Mrs. Linda Hollingsworth, *Assistant to the Bishop*

Mrs. Jakki Wallace, *Executive Assistant to the Assisting Bishop*

The Rt. Rev. Allen L. Bartlett, *Bishop of Pennsylvania, Retired*

The Rt. Rev. Franklin D. Turner, *Bishop Suffragan, Retired*

The Rt. Rev. Edward Lee, *Assisting Bishop for Ordinations; Coordinator of Campus Ministries*

Canon Rob Rogers, Jr., *Canon for Financial Administration*

Canon Jill Mathis, *Canon for Transition Ministry*

Mr. Earl Irby, *Controller*



Mr. Henry Carnes, *Director of Education and Training*  
Mr. Andrew Kellner, *Diocesan Youth Minister*  
Mr. Sean McCauley, *Property Manager*  
The Very Rev. Peter Grandell, *Chaplain, Lutheran Episcopal Campus Ministry at Temple Univ.*  
The Rev. James Ley, *Archdeacon*  
The Rev. Lloyd H. Winter, *Chaplain to the Retired Clergy and Widows*  
Mr. J.D. Lafrance, *Administrative and Communications Assistant*  
Ms. Karen Bach, *Administrative Assistant for Transitions and Ordination Process*  
Mr. R. Alan Lindsay, *Executive Director, The Church Foundation*  
Ms. Judy Gorski, *Executive Assistant to The Church Foundation*  
Mrs. Jennie Paddy, *Accounts Payable Manager*  
Mr. Mark Davis, *IT Support Manager*  
Mrs. Crystal Oden, *Receptionist*  
Mr. Alex Drain, *Building Operations*  
Mr. Glenn Colliver, *Diocesan Archivist*

### **Deputies to 2012 General Convention**

#### *Clerical Deputies:*

The Rev. Kirk Berlenbach  
The Rev. Rodger Broadley  
The Rev. W. Frank Allen  
The Rev. Ledlie Laughlin

#### *Lay Deputies:*

Mrs. Karen Lash  
Ms. Joann Jones  
Mr. Christopher Hart  
Mrs. Jane Cosby

### **Deputies to Province III Synod**

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Mr. Christopher Hart  
The Rev. Timothy Safford

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Mr. Christopher Hart  
Mr. Frank Helminski, *Vice Chancellor*  
Ms. Joann Jones  
Ms. Mary Kohart, *Chancellor*  
Ms. Arlene McGurk, *Secretary*  
The Rev. Isaac Miller  
The Rev. D. Joy Segal  
Ms. D-L Wormley



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## **Diocesan Council**

### *Executive Committee*

The Rt. Rev. Charles Bennison, *Bishop*

The Rt. Rev. Rodney Michel, *Assisting Bishop*

Mrs. Jeanette Woehr, *Secretary of Council*

### *Brandywine Deanery*

The Rev. Dr. John Sorensen

Mrs. Martha Thomae

### *Bucks Deanery*

The Rev. Ernest Curtin, Jr.

Mr. Douglas Fonte

Mrs. Emily Wolfe

### *Conestoga Deanery*

The Rev. Jonathan Mitchican

### *Delaware Deanery*

The Rev. F. Michael Knight

Ms. Janet Ross

### *Merion Deanery*

The Rev. Joy Mills, M.Div.

### *Montgomery Deanery*

Ms. Elise Bowers

Mr. George Vosburgh

The Rev. Marek Powell Zabriskie

### *Pennypack Deanery*

The Rev. Jonathan Clodfelter

Mr. Peter Datos

Mr. Carey Rush

### *Schuylkill Deanery*

Mr. William Berry

Ms. Debora Brown

The Rev. George Master, 2nd

### *Southwark Deanery*

The Very Rev. Peter Grandell

Mrs. Jeanette Woehr, *Executive Committee*

Mr. Paul Yaros, *Executive Committee*

### *Valley Forge*

The Rev. Kathryn Andonian, *Executive Committee*

Mr. Barry Norris

Mrs. Candace Woessner

### *Wissahickon Deanery*

Ms. Victoria Sicks, *Executive Committee*

Ms. Patricia Smith



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### **Diocesan Review Committee**

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Mr. Everett Gillison, Esq.  
Mr. John Loftus  
The Rev. Joy Mills, M.Div  
The Rev. Joseph Schaller  
The Rev. Neale Secor  
Ms. Frances Wilson

### **Ecclesiastical Triers**

The Rev. Stephen Billings, *Presiding Judge*

### **Lay**

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Ms. Mary Louise Bulmer  
Ms. Dorothy Cousins  
Ms. Judith Gran  
Mrs. Peggy Hatch  
Mr. Dick Ihrig  
Mr. Douglas Rorapaugh  
Ms. Janet Ross  
Mr. William Terry

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The Rev. Elinor Greene  
The Rev. John Martin  
The Rev. Jonathan Mitchican  
The Rev. Timothy Safford  
The Rev. William Shepherd  
The Rev. Dr. Daniel Stevick  
The Rev. Louis Temme

### **Committee on Finance and Property**

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The Rev. Judith Beck  
The Rev. Kirk Berlenbach, *Chair*  
The Rev. Dr. C. Reed Brinkman  
The Very Rev. Nancy Deming  
The Rev. William Duffey, Ed.D.  
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Mrs. Peggy Hatch  
Mr. Jack Henn  
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Mr. R. Alan Lindsay  
Mr. S. Edward Manwaring  
The Rev. Koshy Mathews



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Mr. Eric Rabe  
The Rev. Christine Ritter  
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The Very Rev. James Wynn  
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Ms. Arlene McGurk  
Mr. Barry Norris  
Ms. Patricia Smith  
Mr. George Whitfield, Jr.

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The Rev. Stephen Billings  
Mrs. Marge Hannah  
The Rev. Ronald W. Lockhart, Sr., *Chair*  
Mrs. Sandra S. Lockhart  
The Rev. Alan Neale  
The Rev. Kyle St. Claire  
Mr. Christopher Whitney

#### **Anti-Racism Commission**

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Ms. Debora Brown  
The Rev. Randy Callender  
Mrs. Denise Ciambrello  
The Rev. Albert Holland  
The Rev. Ledlie Laughlin  
The Rev. James Littrell, *Vice-Chair*  
The Rev. Renee McKenzie-Hayward, *Chair*  
Ms. Avyane Osborne  
Ms. Donna Marie Peters  
Ms. Victoria Sicks  
Mrs. Martha Thomae





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### **Anti-Racism Team**

Ms. Ann Booth-Barbarin, *Co-Chair*  
Mrs. Mary Herring  
The Rev. Teddra Hussey-Bynes Smith  
The Rev. Harriet Kollin  
The Rev. Ledlie Laughlin, *Co-Chair*  
Mrs. Jill Mathis  
The Rev. Renee McKenzie-Hayward  
The Rev. Dr. Sadie Mitchell  
The Rev. Timothy Safford

### **The Cathedral Chapter**

Mr. Wilson Brown III  
Dr. Penelope Cutler  
The Very Rev. Nancy Deming  
Mr. Stephen Dittmann  
Ms. Mary Jo Grdina  
Ms. Linda Gruber  
Mr. Matthew Hyde  
The Very Rev. Stephen Price  
Mr. Eric Rabe  
The Rev. Canon W. Gordon Reid  
The Rev. Michael Ruk  
The Rev. Timothy Steeves  
Mr. John Tuton

### **Commission on Clergy Salaries and Pensions**

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The Rev. Lucy Amerman, *Vice Chair of DioPA Med Trust*  
Mr. Marc Andonian, *Secretary*  
The Rev. Hentzi Elek  
Mr. Ronald Francis  
The Rev. Daniell Hamby, *Vice-Chair*  
The Rev. Harriet Kollin  
Canon Jill Mathis, *Diocesan support*  
The Rev. Marlee Norton  
Mrs. Judy O'Neill  
Mr. Matthew Reese  
Mr. Mark Roberts  
Ms. Margaret Ullman  
The Rev. Deirdre Whitfield

### **Commission on Ministry**

The Rev. Whitney Altopp  
The Rev. Eric Bond  
Mr. Jerome Buescher  
The Rev. Jane Cornman  
The Rev. Joseph Dietz  
Ms. Vicki Ellis



The Rev. Thomas Eoyang, *Chair*  
The Rev. Carl Knapp  
Ms. Caroline MacMoran  
The Rev. Koshy Mathews  
Mr. Norman McCausland  
Ms. Arlene McGurk  
The Rev. Jill McNish, Ph.D.  
The Rev. Christine Mottl, BCC  
The Rev. Claire Nevin-Field  
The Rev. Richard Robyn  
Ms. Barbara Savage  
The Rev. D. Joy Segal  
Ms. Amanda Smoot  
The Rev. Kyle Tomlin  
Ms. Frances Wilson

**Committee on Constitution & Canons**

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Ms. Jane Banning  
Mr. Stephen Chawaga, Esq.  
Mr. Albert Dandridge III  
The Rev. William Duffey, Ed.D., *Chair*  
Mrs. Virginia Goodrich  
Mr. Christopher Hart  
The Rev. Dr. Pamela Nesbit

**Committee on the Church and the Disabled**

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Mr. Robert McLaughlin

**Committee on Incorporation**

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Mr. Douglas Raymond, Esq.

**Committee on Resolutions**

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Mr. Richard Englebach  
The Rev. Thomas Eoyang  
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Ms. Joann Jones  
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The Rev. Linda Kapurch  
The Rev. Carl Knapp  
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The Rev. Marlee Norton  
The Very Rev. Michael Pearson

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The Rev. Christine Mottl  
The Rev. Paul Mottl  
The Rev. Peter Vanderveen

### **Diocesan Consultation Team**

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The Rev. Dr. C. Reed Brinkman  
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The Rev. Sherry Crompton Deets  
The Very Rev. Alexander Graham IV  
The Rev. Ledlie Laughlin  
Canon Jill Mathis  
Mr. Sean McCauley  
The Rev. Isaac Miller  
Mr. Jeffrey Moretzsohn  
Mr. Robert Rogers, Jr.  
The Rev. D. Joy Segal  
The Rev. Thomas Wand  
The Very Rev. James Wynn

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The Rev. Sunny Hallanan  
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Mr. Robert McLaughlin  
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The Rev. Kevin Moroney  
The Very Rev. Stephen Price  
The Rev. D. Joy Segal  
The Very Rev. Judith Sullivan  
The Rev. Deirdre Whitfield  
The Rev. Marek Powell Zabriskie



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### **Diocesan Mission Planning Commission**

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The Rev. Jennie Anderson  
The Rev. Kathryn Andonian  
Mr. Lionel Broome  
The Rev. Jonathan Clodfelter  
Mr. Jack Henn  
The Rev. Beth Hixon  
Mr. Norman McCausland  
The Rev. Isaac Miller  
Mr. Jeffrey Moretzsohn  
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The Rev. Richard Robyn  
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### **Episcopal Church Women**

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Ms. Jeanette Floyd  
Ms. Sonya Reggins Furlow  
Ms. Jeanette Scott Gillison  
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Ms. Sharida Gillison  
Ms. Betty Berry-Holmes  
Ms. Bertha Jackson  
Ms. Amy Lancaster  
Ms. Elizabeth Morris  
Ms. Meridel Peterson  
Ms. Nancy Ritter  
Ms. Evelyn Rowe  
Ms. Shirley Smith  
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### **Nominations Committee**

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Mr. Ronald Francis  
The Rev. Barbara Kelley  
The Rev. Carl Metzger  
The Rev. Thomas Pumphrey  
The Rev. Doris Rajagopal, *Chair*  
Ms. Janet Ross  
Mr. John Tuton



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### **Spiritual Growth Resources Committee**

The Rev. Kenneth R. Bullock  
Mr. Henry Carnes, *Diocesan Liaison*  
Ms. Helen Jennings  
The Rev. Linda Kapurch  
The Rev. Mary McCullough  
The Rev. Mary Jo Melberger  
Ms. Diane L. Powell, *Chair*  
Ms. Carroll Sheppard  
The Very Rev. Judith Sullivan  
Ms. Candace Woessner

### **Stewardship Committee**

The Rev. Robert Davidson (Schuylkill Deanery)  
The Rev. Peter Grandell (Southwark Deanery)  
Mr. Ed Mahler (Montgomery Deanery)  
The Rev. Dr. Jean Mather (Wissahickon Deanery)  
Mr. Jeffrey Moretzsohn (Brandywine Deanery)  
The Very Rev. Michael Pearson (Merion Deanery)  
The Rev. Thomas Pumphrey (Merion Deanery)  
Ms. Elizabeth Willoughby (Montgomery Deanery)  
Mr. Jeff Wojciechowski (Montgomery Deanery)

## **OTHER DIOCESAN ORGANIZATIONS**

### **The Christmas Fund**

Ms. Mary Louise Bulmer  
Mr. Dick Ihrig, *Treasurer*  
Ms. Nancy Iredale  
Mrs. Shirley Morris  
Ms. Nokomis Wood

### **The Church Foundation**

Mr. R. Alan Lindsay, *Executive Director*  
Mr. John Affleck, CFA  
Ms. Judith Gorski, *Executive Assistant*  
Mr. Thomas Helm  
Mr. Clifford Kozemchak  
Mr. James Mack, CPA  
The Rev. Dr. Rudolph Moore  
Mr. J. Barton Riley, CFA  
The Very Rev. Edward Shiley  
Mr. Richard Smoot  
Mrs. Roberta Torian, Esq.  
Mr. G. Stephen Voorhees II  
Mr. Paul Wanglee, CPA  
Ms. Tama Williams  
Mr. Charles Wood  
The Rev. Marek Zabriskie



# CONVENTION of the DIOCESE OF PENNSYLVANIA

## Officers of the 2011 Convention

*President:*

The Rt. Rev. Charles Bennison, Jr.

*Secretary of Convention:*

Mrs. Jeanette Woehr

*Parliamentarian:*

Mr. Stephen P. Chawaga, Esq.

## Committees of 2011 Convention

### **Committee for Convention Planning**

The Rev. Thomas Cook, *Chair*

Karen Bach

The Rev. Kenneth Bullock

Henry Carnes

Linda Hollingsworth

Andrew Kellner

Jean-Denys Lafrance

Karen Lash

Geoff Middleton

Vivian Norton

Jeanette Woehr

The Church House Staff

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Craig Alston, *Chair*

### **Committee on Resolutions**

Karen Lash, *Chair*

### **Nominating Committee**

Debora Brown, *Co-Chair*

The Rev. Doris Rajagopal, *Co-Chair*

### **Committee on Claims of Clergy to Seats**

The Rev. Charles Messer, *Chair*

### **Committee on Claims of Laity to Seats**

John Canterbury, *Chair*

### **Committee on Constitution and Canons**

The Rev. William Duffey, Ed.D., *Chair*

### **Diocesan Liturgical Commission**

The Rev. Kenneth Bullock, *Chair*

### **Program Budget Committee**

Debora Brown, *Co-chair*

The Rev. F. Michael Knight, *Co-chair*



## CLERGY ENTITLED TO VOTE

(\* Denotes participation in the 228<sup>th</sup> Convention)

Joshua Aalan  
\* Barbara Abbott  
Edgar Adams  
Mary Adebonojo  
\* Samuel Adu-Andoh  
\* Mark Ainsworth  
\* W. Franklin Allen  
\* Lucy Amerman  
Jesse Anderson, Jr.  
\* Jennie Anderson  
\* Kathryn Andonian  
Dianne Andrews  
\* Carol Anthony  
\* John Atkins  
Vernon Austin  
Gilbert Avery  
J. Louise Redenius Baker  
Allen Bartlett  
Sara Batson  
Judith Beck  
Michael Becker  
\* Phillip Bennett  
\* Charles Bennison, Jr.  
\* Kirk Berlenbach  
\* Beverly Berry  
Robert Betts  
\* Stephen Billings  
Van Bird  
\* Christopher Bishop  
\* Eric Bond  
\* Isaac Bonney  
\* Anne Bridgers  
\* C. Reed Brinkman  
\* Rodger Broadley  
Robert Brown  
Arthur Brunner  
\* Judith Buck-Glenn  
\* Kenneth Bullock  
\* Randy Callender  
David Canan  
Robert Carlson  
John Carpenter  
\* Charles Carter III  
Patricia Cashman  
Carol Chamberlain  
\* Jonathan Clodfelter

Robert Coble  
Milton Cole-Duvall  
\* Elizabeth Colton  
Donna Constant  
Joe Cook  
\* Thomas Cook  
\* Jane Cornman  
Peyton Craighill, Ph.D  
Sherry Crompton  
Margaret Cunningham  
\* Ernest Curtin, Jr.  
\* E. Clifford Cutler  
\* Robert Davidson  
Angus Davis  
\* Bancroft Davis  
\* Nancy Deming  
A. Hugh Dickinson  
Joseph Dietz  
Richard Ditterline  
Timothy Dobbins  
A. Frank Donaghue  
James Dorsey  
William Duffey, Ed.D.  
Stanley Dull  
Elizabeth Eisenstadt-Evans  
\* Hentzi Elek  
\* Thomas Eoyang  
\* Sandra Etemad  
H. Barry Evans  
James Evans  
N. Dean Evans  
Dee Faison  
Marjorie Farmer  
Richard Fenn  
\* Charles Flood, D.Sc.  
Susann Fox  
William Fulks  
Sharline Fulton  
David Funkhouser  
Wilda Gafney, Ph.D  
\* Henry Galganowicz  
Albutt Gardner  
\* Edward Garrigan  
\* Michael Giansiracusa  
Ludwick Gooding  
\* Donald Graff





* Alexander Graham IV	* Lisa Keppeler
* Peter Grandell	* Jarrett Kerbel
Robert Granfeldt, Sr.	* Linda Kerr
Rena Graves	Flora Keshgegian, Ph.D.
Elinor Greene	John Kim
Timothy Griffin	John Kimball
Marlene Haines	Richard Kirk
Sunny Hallanan	Virginia Kirk
* Daniell Hamby	* Carl Knapp
Autumn Hardenstine	* F. Michael Knight
T. James Hargrove	* Harriet Kollin
* Paul Harris	Elizabeth Kostic
* Barry Harte	* Adam Kradel, Ph.D.
W. Scott Harvin	Joseph Laird
* K. Brewster Hastings	* Mary Laney
* Nancy Hauser	Jill LaRoche Wikel
Richard Hawkins	James Larsen
Theodore Henderson, Jr.	* Ledlie Laughlin
Marisa Herrera	Michael Laughrey
Clayton Hewett	Paula Lawrence-Wehmiller
* Terrence Highland	Eugene Lefebvre
Lindsay Hills	Denise Leo
* Beth Hixon	Barbara Lewis
David Hockensmith	* James Ley
Anne Hockridge	Vincent Liddle
Michael Hoffacker	Jeffrey Liddy
* Matthew Holcombe	* James Littrell
Melford (Bud) Holland	* Dennis Lloyd
David Hopkins	* Ronald Lockhart
Carolyn Huff	* Thomas Logan, Sr.
Alan Hughes	Otto Lolk
* Paul Hunt	W. Morris Longstreth
A. Lawrie Hurtt	H. Roberts Lorenz
David Hyatt	* D. Maxine Maddox Dornemann
Peter Igarashi	* Bernard Maguire III
* Julius Jackson	Donna Maree
Bruce Jacobson	* Keith Marsh
Stephen Jacobson	John Martin
Ronald Jaynes	* Robin Martin
Dorothy Jessup	* George Master, 2nd
Stanley Johnson	* Jean Mather
Charles Kapps	* Koshy Mathews
Linda Kapurch	* Glenn Matis
* John Keefer	* Ken McCaslin
Robert Keel	* Thomas McClellan
E. Michaela Keener	* Mary McCullough
Charles Kelbaugh	Alexander McCurdy III
* Barbara Kelley	Malcolm McGuire
Arthur Kelly	* Renee McKenzie-Hayward



\* Judith Meckling  
\* Mary Jo Melberger  
Robert Mellon  
Mary Ann Mertz  
\* Charles Messer  
\* Carl Metzger  
John Midwood  
\* Isaac Miller  
Richard Miller  
Robert Miller  
Frederick Mills  
Joy Mills, M.Div  
\* Elsa Mintz  
\* Sadie Mitchell  
\* Jonathan Mitchican  
\* James Mole  
Thomas Monnat  
Charles Moore  
Christopher Moore  
Rudolph Moore  
\* E.F. Michael Morgan, Ph.D.  
Geoffrey Morin  
\* Kevin Moroney  
Alfred Morris  
\* James Morris  
\* David Morris  
Kell Morton  
\* Christine Mottl, BCC  
\* Sean Mullen  
Cicely Anne Murray  
William Musselman  
\* Domenic Ndai  
\* Alan Neale  
L. Stephen Nelson  
Pamela Nesbit, Ph.D.  
\* Claire Nevin-Field  
Michael Newman  
Richard Newman  
\* John Obenchain  
\* Daniel Olsen  
\* Kwabena Owusu-Afriyie  
\* Ronald Parker, D.Min  
Gary Partenheimer  
Richard Partington  
Deborah Payson  
S. Walton Peabody  
\* Michael Pearson  
\* Peter Pearson  
\* Charles Penniman, Jr.

Nicholas Phelps  
Roger Pickering  
Clifford Pike  
Thomas Platt  
Charles Poindexter  
\* Stephen Price  
James Proud  
\* Thomas Pumphrey  
\* Doris Rajagopal  
Judith Ray-Parichy  
Allan Reed  
Thomas Reed  
\* W. Gordon Reid  
Edward Rice  
Emily Richards  
Susan Richards  
John Riegel  
\* Robert Ritchie, M.S.  
F. Anne Ritchings  
\* Christine Ritter  
Barbara Rivers  
\* David Rivers  
Joseph Rivers III  
James Robertson  
\* David Robinson  
Richard Robyn  
\* Terence Roper  
Lorne Ruby  
\* Michael Ruk  
\* Glyn Ruppe-Melnyk  
\* Timothy Safford  
Carlos Santos-Rivera  
\* Joseph Schaller  
Douglas Scott  
Neale Secor  
\* D. Joy Segal  
Donald Sehulster  
James Shannon  
\* Martini Shaw  
Warren Shaw  
\* William Shepherd  
Edward Shiley  
Peter Silvinskis  
John Simpson  
Peter Sipple  
John Smart  
\* Lula Grace Smart  
Richard Smiraglia  
Ann Robb Smith



Samuel Smith  
\* Robert Smith  
\* H. Gregory Smith  
Richard Smith, Jr.  
\* Stephen Snider  
\* John Sorensen  
James Squire  
E. Kyle St. Claire  
\* Timothy Steeves  
Daniel Stevick  
Richard Lyon Stinson  
Nancy Stroh  
\* Judith Sullivan  
\* Marie Swayze  
Robert Sykes  
\* Robert Tate  
James Taylor  
Phyllis Taylor  
\* Louis Temme  
\* John Tinklepaugh  
\* Frank Toia  
\* Kyle Tomlin  
\* Joyce Tompkins  
\* Douglas Tompkins  
\* James Trimble  
\* Franklin Turner  
P. Linwood Urban  
R. Sherwood Van Atta

Robin Van Horn-Schwoyer  
\* Peter Vanderveen  
James Von Dreele  
\* Frank Wallner  
\* Frank Wallner  
\* Kathleen Walter  
\* Thomas Wand  
\* Elliott Waters  
Winston Welty  
\* Harry White  
\* Deirdre Whitfield  
\* Ryan Whitley  
Henry Williams  
\* Emmanuel Williamson  
Randolph Williamson  
Harold Wilson  
\* Gregory Wilson  
Richard Winn  
\* Lloyd Winter  
Charles Wissink  
\* Kenneth Wissler  
Nancy Wittig  
Howard Wood  
\* William Wood III  
\* James Wynn  
Richard Yale  
\* Marek Powell Zabriskie  
\* Albert Zug

### LAY DEPUTIES TO CONVENTION

(\* Denotes participation in the 227<sup>th</sup> Convention)

#### BRANDYWINE DEANERY

**Church of the Advent, Kennett Square:** \*Frank Czeiner, \*Judy Czeiner, \*Annette Bowers;  
*alternates:* \*Tracey Firth, \*Wesley Bowers

**Church of the Ascension, Parkesburg:** \*Joseph Pakovits

**Church of the Good Samaritan, Paoli:** \*Jeffrey Moretzsohn, \*Stewart Crumpler, \*Andy Krider

**Church of the Holy Trinity, West Chester:** \*Von Kersey, \*Bill Letzkus, \*Carol Samuelson

**St. Andrew's, West Vincent:** \*Martha Thomae, \*Kenneth Werner, \*John Rieder; *alternate:* John Wenner,

**St. Christopher's Church, Oxford:** \*John Mroz, \*Michael Vild

**St. Francis-in-the-Fields, Sugartown:** Mary Fosnocht, \*Peggy Ewing

**St. James' Church, Downingtown:** \*Sandy Hodson, \*Adam D'Andrea, \*Dick Mcconnell

**St. John's Church, Compass:** \*Tom Rohrer, Willis Hoch, \*Sharon Fremont

**St. John's Church, Concord:** \*Burt Blackburn, \*Melanie Cerone; *alternate:* \*Missy Matrangola

**St. Mark's Church, Honey Brook:** \*Leslie Vaccaro, Mary Ann Kaiser; *alternates:* Michael Vaccaro, Sandy Shaffer,

**St. Mary's Church, Warwick:** \*Dennis Womack-Kalla, \*Robert Haws



**St. Paul's Church, West Whiteland:** Miranda Hodgkins, \*Jim Freed, Kathy Dillon; *alternates:* \*Phil Post, \*Joe Choc, \*Susan Mislick

**St. Peter's Church In the Great Valley:** \*Peter Duncan, \*Dan Houston, \*Lynn Mander

**Trinity Church, Coatesville:** Al Carey, \*William Terry, \*Karen Kaminskas

## **BUCKS DEANERY**

**Emmanuel Church, Quakertown:** \*Rick Alexander, Doris Burnside, \*Sue Goushian

**Good Shepherd Church, Hilltown:** \*Wally Goff, \*Bobbie Livesey,

**Grace Church, Hulmeville:** \*Lorna Campbell-Seely, \*Doris Laino, \*Beverly Stoltz; *alternates:*

\*David Jackson, \*Albert VanDine,

**Church of the Holy Nativity, Wrightstown:** \*Bob Brodrecht, \*Laura Spivey, \*Belinda Ash

**Church of the Incarnation, Morrisville:** \*Charles Thompson, Dave Dixon

**Redemption, Southampton:** \*David Bevan, \*Lynda Bevan

**St. Andrew's Church, Yardley:** \*Derek White, \*Marcie White, \*Henrietta Grosz

**St. James the Greater, Bristol:** \*Joe Ciambrello

**St. James' Church, Langhorne:** \*George Parker, \*Virginia Ceccoli, \*Patricia Morrison

**St. Luke's Church, Newtown:** \*Ruth Mooney, Janet Neis, Veronica Wallace-Mele; *alternate:* Michael Smith

**St. Paul's Church, Doylestown:** \*William Angell, \*John Canterbury

**St. Philip's Church, New Hope:** Douglas Fonte, Elizabeth Bowman, \*Jerry Harbaugh

**Trinity Church, Buckingham:** \*James Kiel, \*Janet DeCaprio

**Trinity Church, Solebury:** \*Emily Wolf, \*Mary Miller

## **CONESTOGA DEANERY**

**Church of the Holy Apostles, Penn Wynne:** \*Christine Arenson, \*Bonnie Hartman, Rex Saffer

**Holy Comforter, Drexel Hill:** \*Warren Phillips, \*Helga PoncedelLeon, \*Shawn Pender

**Incarnation Holy Sacrament Church, Drexel Hill:** \*John Lane, \*Thomas Chadwick, \*Margaret Chadwick

**St. Alban's, Newtown Square:** \*Sidney Spahr, \*Nora Adelman, \*Kyle Evans; *alternate:* \*Glenna Geiger

**St. Faith Church, Havertown:** \*Dolores Williams, Marilyn Freeman; *alternate:* \*Lois Mather

**St. Michael's Church, Yeadon:** \*Joanne Borders

## **DELAWARE DEANERY**

**All Saints', Darby:** \*Catherine Mulholland, \*Constance Wright

**Calvary Church, Rockdale:** \*Micah Brunner, \*Ellen Stone, Stella Thompson; *alternate:* \*Andrew Wales

**Christ Church, Media:** \*Hope Giamboy, \*Laurie Weber, \*Holly Cunningham; *alternates:* Diana Buckley-Motley, \*Janet Ross

**Christ Church, Ridley Park:** \*Olliver Rhine, \*Kenneth Mobley; *alternate:* \*James Cooper

**Church of the Redeemer, Springfield:** \*Jane Nyiri, \*Anna Smyth; *alternate:* \*Kim Shiley

**Church of St. James, Green Ridge:** \*Barbara Krisack, \*Maryann Goodman

**St. James' Church, Prospect Park:** \*Susan Murphy, \*Chris Klina

**Church of St. John the Evangelist, Essington:** \*Karen DiPaolo, \*John Elliott, \*Walt Marvel; *youth:* \*Michael Scheirer



**St. Mary's Church, Chester:** \*Brenda Shotts, \*Margaret Bragg, \*Blanche Price  
**St. Paul's Church, Chester:** \*Robert Jones, \*Patricia Hite-Jackson  
**St. Stephen's Church, Clifton Heights:** \*Julie Baker, \*Joan Durbano, \*Joseph Gilligan  
**St. Stephen's Church, Norwood:** \*Julia Greco, \*Heather Mitchell  
**Trinity Church, Boothwyn:** \*Anthony Gachao, \*Elizabeth Brickle  
**Trinity Church, Swarthmore:** \*David Clemmer, \*Richard Englebach, \*George Whitfield; *alternate:*  
\*Ashley Nagle

#### **MERION DEANERY**

**Christ Church, Ithan:** \*Jo Parker, Frank Tatnall  
**Church of the Good Shepherd, Rosemont:** \*George Anderson, \*Barbara Clement  
**Church of St. Asaph, Bala Cynwyd:** \*Steven Lindsay, \*Joanne Behm  
**St. Christopher's Church, Gladwyne:** \*Brian McAdams, \*Judy Moneta, \*George Wrangham  
**St. David's Church, Radnor:** \*George Vosburgh, \*Suzi Zug, \*Jonsey Lerch  
**Nevil Memorial Church of St. George:** \*David Ney, \*Steve Krouse; *alternate:* \*Janet Reddin  
**St. John's Church, Lower Merion:** \*Jeanne Adams; *alternate:* \*Myrtle Matchett  
**St. Martin's Church, Radnor:** \*Walter Albert, \*John Scott  
**St. Mary's Church, Ardmore:** \*William Powell  
**St. Mary's Church, Wayne:** \*Robert Boyer, \*Christopher Hart, Paul Acton

#### **MONTGOMERY DEANERY**

**Church of the Advent, Hatboro:** \*Lyn Werner, \*Janet Gilman, \*Maryann Cannon; *alternates:*  
Barbara Johnson, Bruce Nicholson  
**All Hallows' Church:** Sarge Harrison, \*Eric Moss  
**Church of the Holy Nativity, Rockledge:** \*Joe Madison, \*Judy Madison  
**Church of the Holy Trinity, Lansdale:** \*Patricia Brownback, \*Whitney Emch  
**Church of the Messiah, Gwynedd:** \*Daniel Harvey, \*Dale Murphy, Karen Schoelles  
**Church of Our Saviour, Jenkintown:** \*Penelope Cutler, \*Eric Weren  
**St. Anne's, Abington:** \*Elizabeth Green, \*Julie Sudler  
**St. Dunstan's Church, Blue Bell:** \*David Martin, Jack Munera, \*Charles Stehle; *alternates:* William  
Smith, Ruth High  
**St. John's Church, Huntingdon Valley:** \*George Crump, \*Tamara Zurakowski, \*Susan Safford  
**St. Matthew's Church, Maple Glen:** \*Darryl Lang, \*Connie Dee, \*Pamela Dunlap  
**St. Peter's Church, Glenside:** \*Carol Lorentz-Burnett, \*Laurel Mosteller, \*Bob Hartung; *alternate:*  
\*Jenna Linke  
**Church of St. Philip-in-the-Fields, Oreland:** \*Connie Clinefelter, \*Jacqui Good, \*Robert McGrory  
**St. Thomas' Church, Whitemarsh:** \*Gertrude O'Leary, \*Gertrude Roatche, \*Virginia Goodrich;  
*alternate:* David Manuel  
**Trinity Church, Ambler:** \*Kevin McGee, \*Liz Wendt, \*Megan Phillips; *alternate:* Jan Jones

#### **PENNYPACK DEANERY**

**All Saints', Rhawnhurst:** \*Bernard Veires  
**All Saints', Torresdale:** \*Harry Adams, \*Adge Martin, \*Nancy Umfer; *alternate:* Myrna Weinstein  
**Emmanuel Resurrection Church, Holmesburg:** \*Bette Potts, \*Martha Collins  
**Free Church of St. John:** \*Susan Eastlack, \*Sonia Olmeda



**Grace Church and the Incarnation:** \*Angeline Myshko, \*Michael Miller  
**Holy Innocents St. Paul's Church, Tacony:** \*Karen Lash, \*Julie LeFavi  
**St. Gabriel's Church:** \*Claire Arnold, \*Harry Arnold  
**St. Luke's Memorial Church, Bustleton:** \*Jackie Oxenford, \*Stacey Carmody, \*Lyn Carter  
**St. Mark's Church, Frankford:** \*Ivy Horsfall, \*Nicholas Horsfall, \*John Nedwill  
**Trinity Church, Oxford:** \*Dorothy Orr, \*Pamela Mc Cracken, \*Victoria Sayers; *alternates:* \*Peter Datos, Charles McGee, Lois Annand

### **SCHUYLKILL DEANERY**

**African Episcopal Church of St. Thomas:** \*Evans Sparks, Wendella Fox, \*Jo Ann Jones; *alternate:* Lynn Joell  
**Calvary St. Augustine:** \*Louise Moss-Fortune, \*Kathleen Williams, \*Jeffrey Brown; *alternate:* \*William Berry  
**Church of the Holy Apostles and the Mediator:** \*Sonya Riggins-Furlow, \*Pattie Davis; *alternate:* Edward Garrigan  
**Philadelphia Cathedral:** \*Gie Liem, \*Michael Wolford  
**Church of St. Andrew and St. Monica:** \*Jacqueline Leonard, Jean Wrice, Debora K. Brown  
**St. George St. Barnabas Church:** \*Marion Cooke, \*William Gordon, \*Marie Scriber; *alternate:* Wendy Redman-Jones  
**Church of St. James, Kingessing:** \*Victoria Benson, \*Mary Haidar, \*Tonia Nelson; *alternate:* Joseph Overton  
**St. Mary's Church, Hamilton Village:** \*Roland Noreika

### **SOUTHWARK DEANERY**

**All Souls' Church for the Deaf:** \*Dick Ihrig, \*Elizabeth Thornton  
**Christ Church, Philadelphia:** \*Paul Yaros, \*Wayne Christman, \*Alyssa Rickels  
**Church of the Crucifixion:** \*R. Nazareno Javier, \*Lillian Smallwood  
**Gloria Dei Church:** \*Mark Roberts, \*Peggy Buescher, \*David Hammond; *alternates:* \*Barbara Chilcott, \*Jeanette Woehr,  
**Church of the Holy Trinity, Rittenhouse Square:** \*Peter Ryker, \*Benjamin Leiby, \*Edward Weston  
**St. John the Evangelist, Philadelphia:** \*Wanda Scott, \*Joan Pettit  
**Church of St. Luke and the Epiphany:** \*David Disbrow, \*Isaac Manning, \*Mary Ellen Desmond; *alternates:* \*Doug Rorapaugh, Mary Campbell, Kevin Stevens  
**St. Mark's Church, Philadelphia:** Nicholas Bisaccia, \*Kent John Pope, Juli Reddy  
**St. Mary's Church, Philadelphia:** \*Robert Bird  
**St. Peter's Church, Philadelphia:** \*Jim Stowers, \*Peggy Hatch, \*Margaret Ullman  
**St. Simon the Cyrenian:** \*Joanna Mackey, \*Hazel Jones  
**St. Stephen's, Philadelphia:** Mike Ghohestani, \*Robert G. Seabury, \*Denise Tropea; *alternates:* Kara Angotti, James Osby Gwathney, Stephen Tropea  
**Trinity Memorial Church:** \*Phyllis Schnell, \*Judith Croxton Stevens, \*Robert Melucci





## VALLEY FORGE DEANERY

**All Saints', Norristown:** \*Susan Dean, \*Susan Errington, \*Kathryn Gallagher; *alternates:* Philip Gottshall, John Errington, John Rafner

**Calvary Church, Conshohocken:** \*Harvey Buek, \*Patty Buek, \*Atlee Burpee; *alternate:* \*Kathleen E. Price

**Christ Church, Pottstown:** \*Candace Woessner, \*Ginny Slichter, \*Dixie Andrus

**Church of the Epiphany, Royersford:** Marti Wilson, \*William Hummer, Lori Exley

**Church of the Holy Spirit, Harleysville:** \*Kathy Clipp, \*Barry Norris, \*Jan Boggess

**Church of St. Augustine of Hippo, Norristown:** \*Ronald J. Bryce, \*Joyce T. Bryce

**St. James' Church, Collegeville:** \*James Earhart, \*Adele Ray, \*Rick Toth; *alternates:* \*Basil Varian, \*Jane Varian

**Church of St. Jude and the Nativity, Lafayette Hill:** Gerry Boone, \*Robert Geller, \*Karen Geller

**St. Paul's Church, Oaks:** \*A. Richard Bird

**St. Peter's Church, Phoenixville:** \*John Newman, \*Peggy Kandle; *alternate:* Beverly Burkhardt

**Trinity Church, Gulph Mills:** \*Carolyn Rogers, \*Beverly Loftus, \*Martin Trumpler

**Washington Memorial Chapel:** \*Gardiner Pearson, \*Veronica Koenig; *alternate:* Jane Barth

## WISSAHICKON DEANERY

**George W. South Memorial Church of the Advocate:** \*Elizabeth McCracken, \*Evelyn Partridge, \*Eleanor Farmer; *alternate:* Calvin Reading

**Church of the Annunciation:** \*Barbara Waters, \*Yvonne Lee, \*Carolyn Ellis; *alternate:* \*Lewis Berry

**Calvary Church, Germantown:** Charles Keith, \*Jeanne Omans, \*Pamela Bracey; *alternates:* Randy Clever, \*Phyllis Niblack

**Christ Church and St. Michael's:** \*Amy Campbell, \*Amanda Green Hull, \*Rose Muriel Rains

**Memorial Church of the Good Shepherd, East Falls:** Lawrence Swesey, Samantha Shepherd, \*Andrew Davenport; *alternate:* \*John Thain

**Grace Epiphany Church, Mt. Airy:** \*Victoria Sicks, \*Mable Rivers

**House of Prayer:** \*Elizabeth Morris, \*Rodney Street

**Church of St. Alban, Roxborough:** \*Patrick Feracco, \*Anna Furlong

**St. David's Church, Manayunk:** \*Sarah Deacle

**St. Luke's Church, Germantown:** \*Patricia Smith, \*Fred Wells

**Church of St. Martin-in-the-Fields, Chestnut Hill:** \*Rush Smith, \*John Wineland, \*Nokomis Wood; *alternate:* \*Helen White

**St. Mary's Church, Cathedral Road:** \*Stephen Zartarian, \*Helen Zartarian, \*Deborah Reid

**St. Paul's Church, Chestnut Hill:** \*Meredith Sonderskov, \*Joyce Klinefelter, \*Ned Smith

**St. Timothy's Church, Roxborough:** \*Larry Birch, \*Chip Brady, \*Chris Gill



# 228<sup>th</sup> Convention of the Diocese of Pennsylvania

Pennsylvania Convention Center  
Philadelphia, Pennsylvania

*Saturday, November 5, 2011*

## Agenda

### 7:30 a.m.

- 1 Registration & exhibits open  
Continental Breakfast available in the West Concourse  
Exhibits open (Room 111AB)

### 7:45 a.m.

- 2 Orientation for new deputies (Room 112AB) Stephen P. Chawaga, Esq.  
Christopher Hart

### 8:30 a.m.

- 3 **THE CONVENTION EUCHARIST** Diocesan Liturgical Commission

### 9:45 a.m. **FIRST BUSINESS SESSION**

- 4 Call to Order The Rt. Rev. Charles E. Bennison, Jr.,  
Bishop of Pennsylvania & President of Convention

- 4.1 Convention Organization

- 4.2 Appointment of Stephen P. Chawaga, Esq., Parliamentarian Bishop Bennison

- 4.3 Election of Jeanette Woehr as the Secretary of Convention Bishop Bennison

- 4.4 Appointment of Craig Alston, Esq., as Chair of Dispatch of Business Bishop Bennison

- 4.5 Report on Convention Arrangements The Rev. Tom Cook, Chair  
Convention Arrangements

- 4.6 Standing Rules Bishop Bennison

- 4.7 Welcome and Special Introductions Bishop Bennison

- 4.8 Report of Committee on Dispatch of Business Craig Alston, Esq.

- 4.9 Business left Unfinished from the 227th Convention DC 2.9  
Secretary of Convention

- 4.10.1 Report on Members of Religious Orders Secretary of Convention SR 25

- 4.10.2 Report on Youth Representation Secretary of Convention SOIV.6





4.10.3	Circulation and Dissemination of Material Secretary of Convention	SR 24
4.11	Report on Clergy Not Eligible to Vote but having Seat and Voice	DC 2.9 Secretary of Convention
4.12	Report on Congregations Not Eligible for Representation	DCon, IV.5 Secretary of Convention
4.13	Proposed Amendments to the Constitution of The Episcopal Church	Secretary of Convention
4.14	Report on Claims of Clergy to Seats	The Rev. Charles Messer
4.15	Report on Claims of Laity to Seats	John Canterbury
4.16	Acceptance of the Proposed Agenda	Agenda Craig Alston, Esq.
4.17	Report of the Resolutions Committee	Page 10 Karen Lash, Chair
4.18	Resolutions of Courtesy	R-1-11 The Rev. Kirk Berlenbach

10:15 a.m.

5 Elections

5.1	Report of Nominating Committee	Slate, Page 13 The Rev. Doris Rajagopal and Debora Brown, Co-chairs
5.2	Nominations from the Floor	Bishop Bennison
5.3	First Ballot	C-1, L-1 Judges of Elections Mark Roberts, Ron Francis, The Rev. Emmanuel Williamson, The Rev. Jennie Anderson

10:30 a.m.

6 Introductions and Acknowledgements

6.1	Introduction of Clergy New to the Diocese	Canon Jill Mathis
6.2	Introduction of Seminarians and Those Newly Ordained	Canon Jill Mathis
6.3	Acknowledgement of Ordination Anniversaries	R-2-11 Craig Alston, Esq.
6.4	Acknowledgement of Recently Retired Clergy	R-3-11 The Rev. Lloyd Winter



6.5 Introduction of Servant Year Participants The Rev. Robert Tate and Matthew Myers

6.6 Introduction of the Diocesan Staff Bishop Bennison and Bishop Michel

10:45 a.m. Break (Attendees are invited to enjoy beverages in the hallway outside the meeting room.)

11:00 a.m. **SECOND BUSINESS SESSION**

7 Elections

7.1 Report of First Ballot Results Judge of Elections

7.2 Second Ballot C-2, L-2

8 Financial Matters

8.1 On Clergy Financial Assistance Assessment RA-2012  
The Rev. Daniell Hamby, Chair  
Clergy Salaries & Pensions

8.2 On Clergy Compensation 2012 RB-2012  
The Rev. Daniell Hamby

8.3 Health/Lay Benefits Plans The Rev. Daniell Hamby

8.4 Report of the Treasurer John Loftus, Assistant Treasurer

8.5 Report of the Finance & Property Committee The Rev. Kirk Berlenbach, Chair

8.6 Report on the Budget for the Episcopate Norman McCausland and Arlene McGurk

8.7 On the Proposed 2012 Program Budget R-BUD-2012  
The Rev. F. Michael Knight and Debora Brown, Co-chairs  
Program Budget Committee

8.8 Report of the Church Foundation R. Alan Lindsay, Executive Director

9 Reception of Reports by Committees and Commissions Bishop Bennison

11:40 a.m.

10 Elections

10.1 Results of the Second Ballot Judge of Elections

10.2 Third Ballot C-3, L-3  
Judge of Elections

11:45 a.m.

11 Special Order I: Diocesan Mission Planning Commission



11.1 Presentation by the Diocesan Mission Planning Commission

The Rev. John Sorensen, Chair

11:55 a.m.

11.2 Resolutions R-13, R-14 and R-15

Pages 48-51

12:00 p.m.

12 Noonday Prayers led by the Rt. Rev. Rodney M. Michel

12:10 p.m.

13 Buffet Luncheon (Room 108AB)

**1:30 p.m. THIRD BUSINESS SESSION**

14 Report of Official Attendance at the Convention

Craig Alston, Esq.

15 Report of the Resolutions Committee on Emergency Resolutions  
and Resolutions Arising from the Bishop's Address

Karen Lash, Chair

16 Elections

16.1 Results of the Third Ballot

Judge of Elections

16.2 Fourth Ballot

C-4, L-4  
Judge of Elections

1:40 p.m.

17 Special Order II: Diocesan Youth Ministry

Andrew Kellner

1:50 p.m.

18 Special Order III: Cathedral Ministry

The Very Rev. Judith Sullivan, Dean

18.1 Introduction of the Cathedral Chapter and Chapter Nominees

Bishop Bennison

18.2 Vote to Confirm Nominees to be elected to the Cathedral Chapter

DC18.3

2:00 p.m.

19 Vote to Confirm Appointees to the Commission on Ministry

Bishop Bennison

2:05 p.m.

20 Elections

20.1 Results of the Fourth Ballot

Judge of Elections

20.2 Fifth Ballot

C-5, L-5  
Judge of Elections

2:15 p.m.

21 Report of the Committee on Constitution and Canons

The Rev. William Duffey, Chair



2:25 p.m.

22 Resolutions

Karen Lash

4:00 p.m.

23 Additional Convention Business

23.1 Resolutions Received after Deadline

Karen Lash

23.2.1 Resolutions Received in Response to the Bishop's Address

Karen Lash

23.2.2 Resolution of Appreciation: Liturgical Commission

Craig Alston, Esq.

23.2.3 Resolution of Appreciation: Convention Arrangements Committee

Craig Alston, Esq.

23.2.4 Resolution of Appreciation: Ushers

Craig Alston, Esq.

23.2.5 Resolution of Appreciation: Registration Volunteers

Craig Alston, Esq.

23.3 Appointment of 2012 Convention Committee Chairs

Bishop Bennison  
SOIV.3

On Canons .....The Rev. William Duffey

On Dispatch of Business .....Craig Alston

On Resolutions .....Karen Lash

On Incorporation .....The Rev. Lucy Amerman

On Nominations .....Debora Brown, The Rev. Doris Rajagopal

4:45 p.m.

24 Closing

24.1 Closing Prayers

The Rev. Kenneth Bullock, Chair  
Liturgical Commission

24.2 Blessing

Bishop Bennison

24.3 Adjournment and Dismissal

The Rev. Carl Knapp, Deacon

24.4 Closing Hymn

The Rev. Kenneth Bullock



# Minutes

## 228<sup>TH</sup> CONVENTION OF THE DIOCESE OF PENNSYLVANIA Pennsylvania Convention Center Philadelphia, Pennsylvania

SATURDAY, NOVEMBER 5, 2011

### MINUTES

#### FIRST BUSINESS SESSION

##### 4 Call to Order

The Rt. Rev. Charles E. Bennison, Jr.,  
Bishop of Pennsylvania & President of Convention

##### 4.1 Convention Organization

##### 4.2 Appointment of Stephen P. Chawaga, Esq., Parliamentarian

Bishop Bennison

BISHOP: The first order of business, as has been our custom, is to appoint the Parliamentarian. I am please to appoint Steve Chawaga, who has been doing this now for several years, and who for many years was also the Chancellor of the Diocese. Steve, thank you for accepting this important task.

##### 4.3 Election of Jeanette Woehr as the Secretary of Convention

Bishop Bennison

BISHOP: It has been the practice of the diocese to nominate the Secretary for Diocesan Council as Secretary for Convention. The Chair moves that Jeanette Woehr be nominated for this position. Is there a second? Are there other nominations for Secretary of Convention? Being none, all those in favor please vote Yes by raising your Green voting card. Those opposed, please raise you Red voting card. Jeanette Woehr is elected Secretary of the 2011 Convention. Thank you, Jeanette, for accepting this responsibility.

##### 4.4 Appointment of Craig Alston, Esq., as Chair of Dispatch of Business

Bishop Bennison

BISHOP: The Chair for the Dispatch of Business will help keep us on the "straight and narrow" today. I hereby appoint Craig Alston to this important Chairmanship so that we can proceed in a timely fashion. Craig, thank you, and do your best to keep us on track.

##### 4.5 Report on Convention Arrangements

The Rev. Tom Cook, Chair  
Convention Arrangements

##### 4.6 Standing Rules

Bishop Bennison

The Standing Rules of Order may be found on page 7 of your Convention Booklet. Please refer to them if you have any questions on these procedures. The parliamentarian will be the one for maintaining order in our process of deliberation.

##### 4.7 Welcome and Special Introductions

Bishop Bennison

We would like, first of all, to extend a warm welcome to our Assistant Bishop, the Right Reverend Rodney Michel, who is seated on the dais this morning. We also want to welcome Assisting Bishops



the Right Reverend Edward Lee, and the Right Reverend Frank Turner, who have been serving the diocese in various capacities. Their assistance is much appreciated.

I would now like to introduce the members of the Standing Committee, whose vision and dedication have brought us to this place in the life of the Diocese. Would each of you please rise and be recognized for your efforts in this important task?

Would the members of the Diocesan Council please stand? These folks also work tirelessly on your behalf for many aspects of Diocesan life.

Another group of hardworking, dedicated individuals, who have had a lot on their plate recently, is the Finance & Property Committee. Would all of you please stand to be recognized?

There are many folks who have put much effort into making this Convention happen, but one group that has worked hard for us today, and continues to do so throughout the year for many diocesan events, is the Liturgical Commission. Would you folks please stand and be recognized? Thank you.

Dennis Cozas, Director of Cathedral Village was introduced.

The Rev. Philip D. W. Krey, Ph.D, President The Lutheran Theological Seminary at Philadelphia was introduced.

Alan Lindsay, celebrated his one year anniversary as director of Church Foundations.

**4.8 Report of Committee on Dispatch of Business** Craig Alston, Esq.

BISHOP: Will the Chair on the Dispatch of Business, Craig Alston, please report on the status of a quorum.

CRAIG: According to the "Act of Association" (p.5), it states that ". . . *such Clergymen and Lay Deputies as shall at any Time be duly assembled in Convention shall be a Quorum; and on every Question, the Votes of a Majority of those present of the two Orders respectively shall decide.*"

Therefore, we have a quorum as a duly assembled body for the purpose of Convention. However, in matters of changes to the Constitution & Canons a majority of 1/3 of the all eligible Clergy and Lay delegates would constitute a quorum. As it so happens, we have well in excess of the required 48 parishes out of 144, and we have well in excess of the required 114 resident Clergy out of 342. We have a quorum!

**4.9 Business left Unfinished from the 227<sup>th</sup> Convention** DC 2.9  
Secretary of Convention

BISHOP: Will the Convention Secretary please report on unfinished business from the last Convention.

JEANETTE: *"There is no unfinished business to report from the 2010 Diocesan Convention."*

**4.10.1 Report on Members of Religious Orders** SR 25  
Secretary of Convention

There are the Third Order of the Society of St. Francis, Order of St. Gregory, and the Community of Solitude



#### 4.10.2 Report on Youth Representation

SOIV.6  
Secretary of Convention

BISHOP: What is the extent of Youth Delegate representation at Convention this year?  
*"There is 1 Youth Delegate registered for Convention this year."*

#### 4.10.3 Circulation and Dissemination of Material

SR 24  
Secretary of Convention

*"Material not pertinent to the convention cannot be circulated without permission of the Convention Secretary. Please see me if you have any question in this regard. The full text of the statement in the Convention booklet on page 7 along with the Standing Rules of Convention."*

#### 4.11 Report on Clergy Not Eligible to Vote but having Seat and Voice

DC 2.9  
Secretary of Convention

BISHOP: May we have the report on clergy NOT eligible to vote, but who have voice and seat.  
*"The list of clergy NOT eligible to vote but who have voice and seat may be found on page 8 of the Convention booklet. All clergy who are eligible to vote should have 6 ballots, one for each time we vote, in their Convention packet."*

#### 4.12 Report on Congregations Not Eligible for Representation

DCon, IV.5  
Secretary of Convention

SECRETARY: The following parishes have not met their Episcopate assessment to the Diocese under the Constitution Article IV, Section 5(d). The lay deputies from these congregations are not permitted to vote, unless a simple majority votes to grant seat, voice and vote:

1. All Saints Church, Wynnewood
2. Christ Church and St. Michael's, Philadelphia
3. Church of the Good Shepherd, Rosemont
4. Church of the Holy Trinity, Lansdale
5. St. Andrew's Church, Yardley
6. St. John's Church, Lower Merion
7. St. John the Evangelist, Philadelphia
8. St. Michael's Church, Yeadon
9. St. Paul's Church, Levittown
10. Washington Memorial Chapel

BISHOP: Is there a motion to seat these parishes?

REV. JANE CORNMAN: I move that the parishes identified by the Secretary be seated.

BISHOP: Is there a second? The motion is not debatable. All in favor? Opposed? Motion Carried.

SECRETARY: There are other parishes that, because they have failed to meet other financial obligations, are currently seated but under Canon 7.4.1. are liable, if it is the will of this Convention, to have their right to representation and vote forfeited.



1. Parishes 1-10, above
2. All Saints' Church, Rhawnhurst
3. Calvary St. Augustine, Philadelphia
4. Calvary Church, Rockdale
5. Christ Church, Philadelphia
6. Emmanuel Church, Quakertown
7. Epiphany Church, Royersford
8. Church of the Holy Comforter, Drexel Hill
9. Emmanuel Resurrection Church
10. Incarnation Holy Sacrament, Drexel Hill
11. St. Alban's Church, Roxborough
12. St. Christopher's Church, Gladwyne
13. St. Paul's Church, Elkins Park
14. St. Philip-in-the-Field, Orelan
15. Trinity Church, Solebury

BISHOP: I ask unanimous consent that these parishes be seated and not have their right to representation and vote forfeited. Is there any objection? No objection I direct that these parishes be seated.

4.13 **Proposed Amendments to the Constitution of The Episcopal Church** Secretary of Convention

SECRETARY: On Page 9 of your booklet are proposed amendments to the constitution of the Episcopal Church that are to be read at this Convention

**PROPOSED CONSTITUTIONAL AMENDMENTS, FIRST READING**

*The following constitutional amendments shall be ready by the Secretary of the Diocesan Convention preceding the final vote at the 77<sup>th</sup> General Convention in 2012, such reading to be certified by the Diocesan Convention with the Secretary of the General Convention.*

**B105: Amend Constitution Article I.4**

*Resolved*, That lines 3 and 4 and 11 of Article I.4 of the Constitution (page 2) be amended to change the name of the "Convocation of the American Churches in Europe" to "Convocation of Episcopal Churches in Europe" as follows:

**Sec. 4.** The Church in each Diocese which has been admitted to union with the General Convention, each area Mission established as provided by Article VI, and the Convocation of *Episcopal* Churches in Europe, shall be entitled to representation in the House of Deputies by not more than four ordained persons, Presbyters or Deacons, canonically resident in the Diocese and not more than four Lay persons, confirmed adult communicants of this Church, in good standing in the diocese but not necessarily domiciled in the Diocese; but the General Convention by Canon may reduce the representation to not fewer than two Deputies in each order. Each Diocese, and the Convocation of *Episcopal* Churches in Europe, shall prescribe the manner in which its Deputies shall be chosen.

**B029: Amend Constitution Article II.2**

*Resolved*, That the 76<sup>th</sup> General Convention amend Article II, Section 2 of the Constitution of The Episcopal Church as follows:





**Sec. 2.** No one shall be ordained and consecrated Bishop until the attainment of thirty years of age; nor without the consent of a majority of the Standing Committees of all the dioceses, and the consent of a majority of the Bishops of this Church exercising jurisdiction. No one shall be ordained and consecrated Bishop by fewer than three Bishops.

**D029: Amend Constitution Article VIII**

*Resolved*, that the last paragraph of Article VIII of the Constitution is amended by the addition of a final sentence as follows:

*No minister of such a Church ordained by other than a Bishop, apart from any such ministers designated as part of the Covenant or Instrument by which full communion was established shall be eligible to officiate under this Article.*

**4.14 Report on Claims of Clergy to Seats**

The Rev. Charles Messer

There are no claims of Clergy.

**4.15 Report on Claims of Laity to Seats**

John Canterbury

There are no claims of Laity.

**4.16 Acceptance of the Proposed Agenda**

Agenda

Craig Alston, Esq.

A motion was made by the Rev. Ledlie Laughlin and seconded. I move that consideration of Resolutions R-4 to R-8, which are the ones that involve proposed changes to the Constitution or Canons, be moved up from item 22 to item 1 or Canons, be moved up from item 22 to item 14.1 between 14 and 15, that 45 minutes be allotted for their consideration followed immediately by item 15 that Special Order II be moved to 2:35 p.m., and that Special Order III be moved to 2:45 p.m.

Motion carried. Agenda adopted as amended.

**4.17 Report of the Resolutions Committee**

Page 10

Karen Lash, Chair

BISHOP: The Chair for the Resolution Committee, Karen Lash, will now present the Committee's report to the Convention. Page 10 in convention booklet.

There were five pre-convention meetings with 250 people attending. A lot of information and work were accomplished at the pre-convention meetings. Seventeen resolutions were received. One resolution was referred to a committee.

**4.18 Resolutions of Courtesy**

R-1-11

The Rev. Kirk Berlenbach

BISHOP: We are delighted to have the Rev. Kirk Berlenbach present the Resolutions of Courtesy, which may be found on Page 12 of the Convention booklet.

Resolutions of Courtesy were adopted.

**5 Elections**

Slate of Nominees are located on page 13 in the Convention booklet

**5.1 Report of Nominating Committee**

Slate, Page 13

The Rev. Doris Rajagopal and Debora Brown, Co-chairs



## 5.2 Nominations from the Floor

Bishop Bennison

BISHOP: Are there any further nominations from the floor for any of these positions?

Rev. Terry Highland was nominated for the Diocesan Disciplinary Board - Clergy

## 5.3 First Ballot

C-1, L-1

Judges of Elections

Mark Roberts, Ron Francis,

The Rev. Emmanuel Williamson, The Rev. Jennie Anderson

The Rev. Tom Wand moved that the following positions be declared filled by unanimous consent: Church Foundation Board Clergy, Clergy Salary & Pensions Clergy, Finance & Property Clergy, Standing Committee Clergy, Wapiti Board and Church Attorney. Motion carried.

## 6 Introductions and Acknowledgements

### 6.1 Introduction of Clergy New to the Diocese

Canon Jill Mathis

BISHOP: *I now ask Jill Mathis, Canon for Transition Ministry, to introduce the clergy who are new to the diocese. Please come up to the podium so that everyone can see who you are.*

The following were introduced: Rev. Matt Holcombe, St. David's, Radnor, Rev. Kate Spelman, Christ Church, Philadelphia, Rev. Lorna Williams, Holy Trinity, West Chester, Rev. Erica Takacs, St. Mark's, Locust Street, Rev. Keith Hudson, St. Paul's, Chester, and Rev. Bill Parker, Church of Ascension. Parkesburg.

### 6.2 Introduction of Seminarians and Those Newly Ordained

Canon Jill Mathis

BISHOP: Canon Mathis will now introduce our diocesan seminarians and those newly ordained.

Postulants - Jeff Moretzsohn, Pat Rubenstein, Joan Wylie, Phil Geliebter, Robin Robb, Karen Kaminskis

Seminarians - Mike Rau, Marissa Rohrbach, Lori Exley, Cathy Kerr, Peter Kountz, Sean Slack

### 6.3 Acknowledgement of Ordination Anniversaries

R-2-11

Craig Alston, Esq.

BISHOP: On page 16 of your Convention booklet you will find this year's complete 5-year incremental list of Ordination Anniversaries.

### Resolution on Ordination Anniversaries

**BE IT RESOLVED:** That this 228<sup>th</sup> Convention of the Diocese of Pennsylvania return thanks to Almighty God for these clergy who this year are celebrating milestone anniversaries of their ordination to the priesthood or vocational diaconate. The Diocese has been blessed by the ministry of clergy who have served God's Church for many years.

Motion was made and seconded. Motion carried.

### 6.4 Acknowledgement of Recently Retired Clergy

R-3-11

The Rev. Lloyd Winter



BISHOP: It is our practice to acknowledge, by resolution, the clergy who have recently retired this past year. The Rev. Lloyd Winter, Chaplain to the Retired Clergy and Widows, will introduce these clergy.

### **Resolution on Recently Retired Clergy**

**WHEREAS** the following clergy long active in the ministry of the Church have retired since the November 2010 Convention of the Diocese of Pennsylvania,

**THEREFORE, BE IT RESOLVED:** That this 228<sup>th</sup> Convention of the Diocese of Pennsylvania honor them for their long service in this branch of the Holy Catholic Church and pray for their continued ministry in another phase of God's work:

The Rev. Joshua Aalan  
The Rev. Kenneth Bullock  
The Rev. David Funkhouser  
The Rev. Donald Graff  
The Rev. Marlene Haines  
The Rev. Marisa Herrera  
The Rev. Julius Jackson  
The Rev. Kell Morton  
The Rev. Barbara Rivers  
The Rev. Louis Temme  
The Rev. Henry White

And be it further

**RESOLVED:** That a copy of this resolution be sent to the clergy named.

Motion was made and seconded. Motion carried,

#### **6.5 Introduction of Servant Year Participants**

The Rev. Robert Tate and Matthew Myers

Bishop: The Reverend Bob Tate and Matt Myers will tell us a little about Servant Year

My name is the Rev. Robert Tate. I am the Chair of the Advisory Board of Servant Year, which is an urban internship program co-sponsored by the Episcopal Diocese of Pennsylvania and the Southeastern Pennsylvania Synod of the Evangelical Lutheran Church in America.

Servant Year celebrates its tenth anniversary in 2012. Over the past ten years we have placed over sixty full-time interns in social service agencies throughout the greater Philadelphia area, which represents over 100,000 hours of direct service.

I would like to thank Bishop Bennison and Bishop Burkat, the Diocese and the Synod, for their support of Servant Year. I would like to recognize fellow Episcopal Advisory Board members Jo Ann Jones and Andrew Kellner, and our liaison to the Diocese, Bishop Edward Lee. I would like to introduce our superb Executive Director, Matt Myers, himself a former Servant Year intern, married to another former Servant Year intern.

I should remind the Convention that Servant Year is a financially self-sustaining organization. We are currently renting the rectories at Calvary, Germantown, and the former St. Peter's, Germantown, where our interns live together in community.



We currently have ten interns, the largest group we have ever had. Our current interns are:

Lindsay Barrett, from Ohio, a graduate of Princeton Theological Seminary, placed at Diversified Community Services.

Amanda Roberts, from Stroudsburg, Pennsylvania, a graduate of Penn State, placed at Laurel House.

Elsa Cardin, from Philadelphia, a graduate of Temple University, placed at Intercultural Family Services.

Kojo Tweedie, from Saverna Park, Maryland, a graduate of Franklin and Marshall, placed at Covenant House.

Stephanie Naling, from Blackwood, NJ, a graduate of Rutgers, placed at United Communities of Southeast Philadelphia.

Ashley Dolla, from York, Pennsylvania, a graduate of Penn State, placed at Bethesda Project.

Joy Johnson, from Prairieville, Louisiana, a graduate of North Texas and Liberty Universities, placed at United Communities.

Katie LaFave, from Standes, Michigan, a graduate of Central Michigan University, placed at Covenant House.

Melissa Pelascini, from Seattle, Washington, a graduate of St. Joseph's University, placed at Diversified Community Services.

And Clarence Moore, from Rock Hill, South Carolina, a graduate of the University of Pennsylvania, placed at Project Home.

Please visit them at the Servant Year booth.

Let us welcome our Servant Year interns.

Thank you.

Submitted by:  
The Rev. Robert L. Tate,  
Chair, Servant Year Advisory Board

## 6.6 Introduction of the Diocesan Staff

Bishop Bennison and Bishop Michel

Rev. Jim Ley, Jennie Paddy, Rev. Lloyd Winter, Crystal Oden, Jill Mathis, Jakki Wallace, Sean McCauley, Henry Carnes, Andrew Kellner, J.D. Lafrance, Manny Lampon, Judy Gorski, Rob Rogers, Alex Drain, Earl Irby, Linda Hollingsworth, and Karen Bach were introduced.

BISHOP: At this juncture we will take a 15-minute recess. Have some refreshments, and let's return here at 11:00 AM.



## **SECOND BUSINESS SESSION**

### **7 Elections**

BISHOP: I call this Second Session of our Convention to order. Will the Judge of elections report on the results of the first ballot?

#### **7.1 Report of First Ballot Results**

Judge of Elections

Church Foundation – Christopher Gadsden, John Gillespie, James Pope declared elected.

Finance & Property Committee – Lay – Nora Adelman, John Loftus, Barry Norris, declared elected  
General Convention Alternates – Lay – John Canterbury, Sarah Boote, Bridget Bonner-Fennal, Kenneth Garner declared elected.

General Convention Alternates – Clergy – Rev. Carol Anthony, Rev. Tim Safford, Rev. Adam Kradel declared elected.

Diocesan Disciplinary Board – Lay – Mary-Louise Bulmer, Dick Ihrig, John Loftus, Ruth Silver, Douglas Rorapaugh, Sarah Boote, Judith Gran declared elected.

Diocesan Disciplinary Board – Clergy – Rev. Timothy Safford, Rev. Lou Temme, Rev. Carol Anthony, Rev. Stephen Billing, Rev. Adam Kradel, Rev. E. F. Michael Morgan, Rev. Robert Davidson, Rev. Terry Highland declared elected.

#### **7.2 Second Ballot**

C-2, L-2

### **8 Financial Matters**

#### **8.1 On Clergy Financial Assistance Assessment**

RA-2012

The Rev. Daniell Hamby, Chair  
Clergy Salaries & Pensions

#### **RESOLUTION ON THE CLERGY FINANCIAL ASSISTANCE ASSESSMENT – 2012**

Wherefore, upon recommendation of the Commission on Clergy Salaries and Pensions:

That the Clergy Financial Assistance Assessment be supported at the level to generate \$110,000 for 2012, and

That \$90,000 shall be used to provide basic financial assistance to clergy, and

That \$20,000 of the Assessment be used to continue building a Sabbatical Leave Fund to assist parishes and other institutions in the Diocese which cannot alone support a sabbatical for their clergy.

Be it therefore Resolved that the total CFA assessment shall be \$118,280, shall remain unchanged for Fiscal Year 2012, and shall be apportioned to each parish in the Diocese of Pennsylvania.

For the Commission:

The Rev. Daniell Hamby, Chairperson

Motion moved and seconded. Motion carried.

**ON CLERGY COMPENSATION — 2012****BE IT RESOLVED:**

That range midpoints of cash compensation (*Note 1*) for full-time clergy with five years of Credited Service effective January 1, 2012, be:

**I. FULL-TIME CLERGY**

<b>SALARY RANGE MIDPOINTS FOR FULL-TIME CLERGY</b>			
Church Pension Fund National Size Category	DioPa Congregation Size Category (Note 2)	Residence Not Provided (Note 3)	Residence Provided (Note 3)
<b>Interns and Assistants / Associates</b>			
Transitional Deacon	0	\$57,327	\$42,942
Assistant / Associate	1	\$63,449	\$47,527
<b>Rectors, Vicars, Interims, Priests-in-Charge</b>			
Family	2	\$69,756	\$52,251
Pastoral	3	\$78,210	\$58,584
	4	\$86,665	\$64,917
Transitional	5	\$95,119	\$71,250
	6	\$103,574	\$77,583
Program	7	\$112,028	\$83,916
Resource	8	\$120,483	\$90,249

Ranges shall extend two salary categories above and below the midpoint.

It is the policy of the Diocese of Pennsylvania that that the range midpoint is the appropriate salary for a thoroughly competent incumbent. Merit increases thereafter shall be added to cost-of-living increases, as warranted by periodic reviews.

Transitional Deacons use “0” as the factor for computing an initial salary. Upon ordination to the Priesthood the factor becomes “1”.

You may use the online salary calculator at [http://www.diopa.net/compensation\\_calc](http://www.diopa.net/compensation_calc) to determine mid-point compensation.



**RESOLVED:**

**II. PART-TIME CLERGY**

That total compensation (*Note 4*) for priests who are employed part-time (other than as supply priests) shall be proportional to the total compensation for a priest holding the same position on a full-time basis.

**RESOLVED:**

**III. SUPPLY CLERGY**

That the 2012 guidelines for priests who supply or cover particular services in a congregation be as follows

(*Note 5*):

PER DAY CASH COMPENSATION GUIDELINES		
Compensation Range	Single Service	Multiple Services
Minimum	\$119	\$152
Usual Range	\$135-\$224	\$169-\$281
Maximum	\$251	\$320

Mileage, paid at the current IRS rate, and/or other related expenses should be paid in addition to cash compensation.

**Explanatory Notes:**

**(*Note 1*)**

"Cash compensation" shall be defined as cash salary plus housing allowance plus 50% SECA. Cash compensation does **not** include reimbursement for expenses, (e.g., for automobile use or continuing education,) nor health and pension premiums.

**(*Note 2*)**

Compensation for a rector/vicar/interim/priest-in-charge shall be based upon the corresponding Congregational Size Category as defined by the following formulas. Parochial Reports due March 2011 shall be used for these calculations.

People Index # = (Parochial Report Page 3, Number 1 + P.R. Page 2, Number 6) divided by 2

Financial Index # = (Parochial Report Page 3, Letter E + P.R. Page 3, Number 3) divided by 2

Compare to size chart and use the higher of the two.

The table below relates Congregational Size Categories to the corresponding People and Financial Indices for 2012:



CONGREGATIONAL SIZE CATEGORIES FOR CLERGY COMPENSATION			
National Size Category	Congregation Size Category	People Index	Financial Index (\$000s)
Family	2	0- 84	0-189
Pastoral	3	85-110	189-236
	4	111-140	236-294
Transitional	5	141-172	294-352
	6	173-225	352-454
Program	7	226-325	454-646
Resource	8	326+	646+
The Congregation Size Category is the Higher of the People and Financial Index			

**(Note 3)**

The 2012 salary figures for full-time clergy have been changed from the 2011 figures to reflect an increase of 2.8 percent based on the Philadelphia area cost of living increase for the 12-month period ending June 30, 2011. Each vestry should designate by resolution an adequate, specific portion of cash compensation to be "housing allowance" in order to permit eligible clergy to exclude from federal taxable income any housing costs that are paid directly from gross income. (Housing costs include furnishings, mortgage payments, all utilities, and any items normally covered by rent.)

**(Note 4)**

"Total compensation" is defined as cash compensation (as defined in *Note 1*) plus provisions for pension and for health and life insurance if required in accordance with *Note 5*.

**(Note 5)**

Cash compensation for supply clergy is based on full-time compensation. It reflects an increase of 2.8 percent from 2011. (The table is based on the proposition that there are 263 working days per year. A congregation is obligated to pay Church Pension Fund assessments for clergy employed for three months or more and who earn \$50 or more per month, unless already on pension.)

The following policy statements have been approved by previous Conventions and directed by Convention to be placed in delegate packets for their information.

## **POLICY ON AUTOMOBILE AND OTHER EXPENSES**

The policy on allowances and reimbursements for work-related expenses is reaffirmed as follows:

All "business" expenses, e.g., those expenses that would normally be reimbursed in secular employment, shall be reimbursed and provided for in adequate allowances in congregation budgets.

The Internal Revenue Service generally recognizes two methods of accounting for Automobile Expenses. In Method One, which is recommended by the Commission on Clergy Salaries and Pensions, in consultation with the *Manual of Business Methods in Church Affairs*, and financial counsel to the Commission, The Rev. Canon William Geisler, CPA, appropriate automobile expenses, including mileage, tolls, parking and other related expenses are reimbursed to the clergy. Mileage is to be paid at the current IRS rate.





The older method, a monthly automobile allowance, is still permissible under IRS guidelines; however, all records of the use of Automobile Allowance, including mileage, parking, tolls and other related expenses, must be documented. At the end of each year, any automobile allowance which has been disbursed but not used, must be included by the cleric as taxable income.

In both methods, timely, documented, reimbursement requests are to be submitted by the clergy, approved by the appropriate Warden or Vestry, and kept on record by the Parish.

Motion made and seconded. Motion carried.

**8.3 Health/Lay Benefits Plans**

The Rev. Daniell Hamby

Rev. Tom Wand - Big changes will occur this year and next year. Chosen a new provider for health insurance for clergy and covered lay employees. Cost is up 15% for new coverage but renewal with the old company would be 25%. The new provider will be a lower rate of increase.

Rev. Daniell Hamby received a citation.

**8.4 Report of the Treasurer**

John Loftus, Assistant Treasurer

BISHOP: The Diocesan Assistant Treasurer will now highlight the Treasurer's Report for this year.

**Treasurer's Report  
Diocesan Convention 2011**

Good Morning,

I would like to report on the overall Diocesan financial health including the cash position, the budgeting process and spending controls, and investment performance. Additionally, I would like to discuss the external auditor's report as well as some recommendations going forward.

**Diocesan Financial Health**

The Diocese has maintained favorable operating cash balances due to an improved budgeting process in both the Program and Episcopate areas coupled with excellent spending discipline. Our goal is to ensure that the vast majority, if not all, of spending is budgeted and controlled. At the present time, a fair amount of Diocesan spending by-passes normal budgetary control.

Investments with the Church Foundation performed well in 2010 but slipped about 8.5% year to date in 2011 mainly due to global and national economic problems. However, our investments should be viewed as a long term subject to market fluctuation.

The Diocese is both liquid and solvent and able to live within its budgetary means and in that regard we are financially healthy.

**A Brief Overview of 2010**

- 1) In 2010, lower cash collections were offset by spending reductions in the Program Budget. In 2011, pledges were budgeted at the 2010 level and it appears at this point we will surpass the budgeted pledge amount.
- 2) The cash balance at end of 2010 was \$ 2,374 K or 18 % higher than 2009
- 3) The investment balance was \$ 52.6MM at December 31, 2010, or 7.6 % higher than 2009



## **The Status as of September 30, 2011**

### **Cash Collections**

- 1) Through September 2011, overall, cash collections are somewhat ahead of last year by \$ 46 K and ahead of the 2011 Budget.
- 2) Allowing for any unforeseen blips in the fourth quarter, we are essentially a little favorable to plan.
- 3) Operating cash is \$ 245 K and is consistent with prior years.

## **The Status as of September 30, 2011**

### **Expenses**

- 1) Episcopate and Program expenses are on plan for 2011

### **Investments**

- 1) Consolidated Fund - From January 1 to September 30, 2011, the CF share value moved from \$117.90/share to \$107.822/share or a decline of nearly 8.5 % for the year.

The market has shown volatility and a downward trend. The income payout to the Diocese is based on the three year rolling average of the December 31 market values. Applied against this average is a rate set by the Investment Committee of The Church Foundation. The rate is set in February and it can be between 2 and 7 percent per annum according to Pennsylvania law. Losing a low value in 2008 is a positive event, but it may be dampened by a replacement low value in 2011. The goal is to provide a reasonable and consistent income whilst conserving principal.

### **Conclusion:**

**While the Diocese is liquid in 2011, 2012 depends on assessments and pledge collections. The 2012 income from the Consolidated Fund is unknown at this time.**

### **The 2010 Audit Yielded a Qualified Opinion**

The 2010 external audit of our financial records was completed (as required by the National Church) in August and the auditors rendered a "Qualified" opinion (the same opinion as the last few years). An "Unqualified" opinion requires that all financial statements be prepared in accordance with Generally Accepted Accounting Principles and one such principle requires that all entities which the Diocese has control over be consolidated in the financial results. Since we have elected not to include ECS and the Cathedral Village in our consolidated financial statements, as we have done in the past, the auditors could not render an "Unqualified" (the best) opinion. This audit report is or will be available on the DIOPA website shortly.

After several years of a reported material weakness comment regarding the ability to produce financial statement according to U.S accounting rules (Generally Accepted Accounting Principles (GAAP)) the auditors have elected to remove this negative comment.

### **Recommendations**

Going forward we should consider the rotation of our external auditors to another firm as the current auditing firm has been handling our audit since 2004. I believe that it is good practice for audit firms to be changed every five years and believe it should be Diocesan policy going forward.

I would like to thank Ms. Jennie Paddy, Accounts Payable Administrator, Earl Irby, Controller and Rob Rogers, Canon for Financial Administration, for their support.



I would like to end my report by giving special thanks and appreciation to Joe Suprenuk, the previous Treasurer for his dedication, hard work and service to the Diocese.

**Respectfully submitted,**

**John M Loftus**  
**Assistant Treasurer**  
**November 5, 2011**

Motion to receive Treasurers report was made and seconded. Motion carried.

**8.5 Report of the Finance & Property Committee**

The Rev. Kirk Berlenbach, Chair

BISHOP: The Rev. Kirk Berlenbach will highlight this year's report from the Committee on Finance and Property.

**Report of the Committee on Finance and Property**

The Committee on Finance and Property is charged with the oversight of the financial affairs of the Diocese. We have done our best to carry out this broad charge with diligence, even though the Canons allow us very little authority to actually put our recommendations into practice. We are hopeful that the Diocesan Financial Review Committee will produce recommendations that clarify the nature of Finance and Property's responsibility and authority.

In terms of the finances of the Diocese, we remain concerned about several matters. The first is the payment of parish pledges and assessments. Although the Program Budget set a very reasonable goal for parish giving, it remains uncertain as to whether or not this goal will be met by year's end. Our second concern is the lack of clarity that governs the use of the proceeds generated by the sale of closed churches. By Canon both the Bishop and Standing Committee must agree on the disposition of any such funds. Given that the number of closed parishes is only going to rise, this matter becomes all the more urgent. While the Bishop and Standing Committee have been able to reach agreement about those monies of late, we hope that for the sake of both transparency and efficiency they can continue to move towards formally establishing such guidelines as soon as possible. On a positive note, we were delighted to see that the Diocesan Audit continues to improve both in terms of efficiency and in terms of results.

We commend Canon Rob Rogers and his staff for having resolved a material weakness that had appeared in past audits.

In terms of property there has been more encouraging movement. Although the closure of a parish is always a sad event, we wish to commend Mr. Sean McCauley for his excellent work both in managing our closed properties and in bringing a good number of those listed for sale to closure. Likewise, we were pleased to see that 3717-19 Chestnut Street has finally been sold. The Cathedral Chapter has kept our committee informed about this sale and about its plans for development.

However, Wapiti remains a matter of great concern. We are pleased to see that the Wapiti Land Corporation has drawn up clear guidelines for its use. We are relieved that at the time of this writing, the Bishop and Standing Committee have agreed to a plan to pay off the approximately half of the loan and to refinance the other half. However, there is not yet a specific plan for the mechanics or responsibility for making the loan payments and from what funds the payments would be made.



Moreover, loan repayments do not appear in any of the 2012 budgets we have reviewed, and provision needs to be made for reporting on the status and payment of the loan once it is established.

In terms of our own work, we have much to report. The Diocesan Revolving Loan Fund continues to process applicants and lend money when appropriate. We developed both Whistleblower and Conflict of Interest policies which we have recommended for adoption to other Diocesan governing bodies. Perhaps our single biggest accomplishment was the Diocesan workshop for vestries and parish financial volunteers in March. It was an enormous success, with over 100 people attending. We have received such positive feedback that we are planning a second finance workshop in the coming year.

In closing, I wish to thank our retiring members, Mr. Robert Swartz, Mr. Peter Wilmerding, The Rev. Thomas Wand and The Rev. Jim Wynn. In their time on this committee they have provided exemplary service and wise counsel.

Respectfully submitted,  
The Reverend Kirk T. Berlenbach, 2011 Chair, Committee on Finance and Property

Motion was made and seconded. Motion carried.

Peter Wilmerding received a citation for his service on Finance and Property.

The Very Rev. Edward Shiley & The Very Rev. Renee McKenzie-Hayward received citations for serving as Deans.

Rev. Joy Segal & D L Wormley received citations for serving on the Standing Committee.

Joe Suprenuk received a citation for serving as Treasurer.

Rev. Tom Cook received a citation for serving as Chair of the Convention Arrangements.

Next year convention will convene at the Cathedral with a back-up location at Episcopal Academy.

Next year Chair of Convention Arrangements will be Rev. Hillary West.

## 8.6 Report on the Budget for the Episcopate

Rev. Frank Allen and Norman McCausland

### THE 2012 EPISCOPATE BUDGET

#### BACKGROUND:

The purpose of the Episcopate Budget is to assure that the office of the Episcopacy is provided with adequate resources to meet its responsibilities to the Diocese. It is the joint responsibility of the Bishop and Standing Committee to prepare the Episcopate Budget. This budget has the support of both the Bishop and Standing Committee.

#### REVENUE:

Historically, there have been two streams of revenue: Assessment for the Support of the Episcopate (Canon 7.2) and Fund for the Endowment of the Episcopate (Canon 7.1). The Assessment has been reduced for 2012 by \$14,810.00, or about 1.7%. This year, we are showing the specific endowment funds that provide income to the Episcopate Budget. Based on projections provided by the Church Foundation, we are budgeting \$12,000.00 less in income in 2012 than what was budgeted for 2011.

Not included in the 2012 budget is a line item that appeared for the first time in 2011: "Funding for Diocesan Property Maintenance – Churches". The corresponding expense item ("50% Shared Diocesan Maintenance from Property Fund") has been eliminated as well. It was determined that these really did not pertain to the Budget and therefore were eliminated.

**STAFF:**

There is no increase in salary budgeted for staff (including Bishops) in 2012. The cost of health benefits is budgeted to increase 15% next year.

Support Staff include deployment officer, clerical and financial staff, as well as those positions of archdeacon, archivist, real estate, sexton, receptionists, and administrative assistants.

The major factor contributing to the reduction in salary expense for 2012 is that Bishop Michel's scheduled workload has been reduced significantly.

**NEW EXPENSES**

Because a Bishop-search will be taking place within the next few years, it seemed to the Bishop and Standing Committee that we should begin to set aside funding for that search. The Episcopal Church headquarters has advised us that a Diocese of our size could expect to spend between \$175,000.00 and \$200,000.00 to conduct such a search. In 2012, we have budgeted \$65,000.00 as a beginning, and at this time we expect to budget the same amount in 2013 and 2014 to fully fund this search.

**TRANSFERS**

This budget also calls for \$51,529.00 to be transferred from the Property Fund to cover a significant portion of the Real Estate Manager's salary and benefits for 2012.





2012 Episcopate Budget

Description	2011 Budget	2012 Budget	2012 vs 2011 Budget Increase (decrease)
Revenues			
Parish Assessment	\$868,660	\$853,850	(\$14,810)
Endowment Income (funds listed below)	\$350,000		(\$12,000)
Endowment Fund for the Episcopate		\$315,000	
Episcopal Residences Fund		\$9,000	
Diocesan Pension Fund		\$11,000	
Hill LF Episcopate Fund		\$3,000	
Funding for Diocesan Property Maintenance - Churches	\$200,000	\$0	(\$200,000)
<b>Total Revenues</b>	<b>\$1,418,660</b>	<b>\$1,191,850</b>	<b>(\$226,810)</b>
Expenses:			
<b>Total Bishops' Salaries, Benefits, &amp; Episcopal Visits:</b>	<b>\$320,864</b>	<b>\$244,524</b>	<b>(\$76,340)</b>
<b>Total Salaries &amp; Benefits, Support Staff:</b>	<b>\$478,312</b>	<b>\$510,217</b>	<b>\$31,905</b>
<b>TOTAL SALARIES &amp; BENEFITS:</b>	<b>\$799,176</b>	<b>\$754,741</b>	<b>(\$44,435)</b>
Church House Operations	\$110,000	\$110,000	\$0
Professional & Legal Fees	\$80,000	\$80,000	\$0
Archives (Lutheran Seminary)	\$10,000	\$10,000	\$0
Absolom Jones Festival	\$5,000	\$5,000	\$0
Hospitality/Food	\$1,500	\$1,500	\$0
Travel & Office Expense	\$40,000	\$40,000	\$0
Ordination Process Costs	\$50,000	\$40,000	(\$10,000)
Miscellaneous	\$5,000	\$5,000	\$0
Administration Expenses	\$2,500	\$2,500	\$0
Retired Lay Medical Insurance Premiums	\$89,250	\$102,638	\$13,388
Allowance for Assessment Non-Payment	\$26,234	\$27,000	\$766
50% Shared Diocesan Maintenance from Property Fund	\$200,000	\$0	(\$200,000)
1st of three-years funding for Bishop search	\$0	\$65,000	\$65,000
<b>Total Other Expenses</b>	<b>\$619,484</b>	<b>\$488,638</b>	<b>(\$130,846)</b>
<b>Total Episcopate Expenses</b>	<b>\$1,418,660</b>	<b>\$1,243,379</b>	<b>(\$175,281)</b>
<b>Net Surplus (Deficit) before Transfers</b>	<b>\$0</b>	<b>(\$51,529)</b>	
<b>Transferred from Property Fund</b>	<b>\$0</b>	<b>\$51,529</b>	
<b>Net Surplus (Deficit) after Transfers</b>	<b>\$0</b>	<b>\$0</b>	



## 8.7 On the Proposed 2012 Program Budget

R-BUD-2012  
The Rev. F. Michael Knight and Debora Brown, Co-chairs  
Program Budget Committee

Diocese of PA 2012 Program Budget  
Final Version for coordination with Fin. Prop. and Standing Committee, and approval by Diocesan Council on 20 June 2011.

Line	Categories	2010 Adopted Program Budget	2010 Program Actuals 12/31/10	% of Total Actual Income	2011 Adopted Program Budget	2011 Program Actual as of April 2011	% of Total Actual Income	2012 Proposed Budget	% of Total Proposed Income	Change from 2011 Budget	% Change from 2011	Notes (Also see Numbered Notes below.)
1	<b>INCOME - Regular</b>											
2	Revenue - Regular											
3	Congregational Giving	882,019	689,357	31.6%	703,543	140,627	20.0%	700,000	34.2%	-3,543	-0.5%	Note 1, (Below)
4	Investment Income	799,128	978,581	44.9%	895,000	450,168	64.0%	855,000	41.8%	-40,000	-4.6%	Note 2, (Below)
5	Parker Bulmer	72,546	79,333	3.6%	77,533	38,222	5.4%	76,500	3.7%	-1,033	-1.3%	pass thru for Outreach & Missionary Ministries to Elderly
6	All Souls Ch for the Deaf Endowment Fund	57,572	57,572	2.6%	51,465	17,155	2.4%	51,500	2.5%	35	0.1%	pass thru for Outreach & Missionary Ministries to Elderly
7	Property Fund (2010) / Holy Experiment Fund (2011)	150,000	145,017	6.7%	150,000	n/a	0.0%	0	0.0%	-150,000	-100.0%	See Note 3: Capital Funding removed 2011/12
8	<b>Sub-total Revenue - Regular</b>	<b>1,971,885</b>	<b>1,950,860</b>	<b>89.4%</b>	<b>1,837,541</b>	<b>646,172</b>	<b>91.8%</b>	<b>1,883,000</b>	<b>82.2%</b>	<b>-154,541</b>	<b>-8.4%</b>	
9	<b>Revenue - Special</b>											
10	Diocesan Annual Fund	5,000	4,499	0.2%	6,000	0	0.0%	10,000	0.5%	4,000	66.7%	
11	Campus Ministry	69,786	54,283	2.5%	77,487	8,550	1.2%	14,500	0.7%	-62,987	-81.3%	Note 4 Below
12	Education & Training	5,000	333	0.0%	0	920	0.0%	500	0.0%	500	0.0%	Participant fees
13	Anti Racism	1,000	500	0.0%	4,500	1,500	0.2%	4,500	0.2%	0	0.0%	Participant fees
14	Youth	77,850	25,354	1.2%	102,360	16,370	2.3%	110,750	5.4%	8,400	8.2%	funds raised to assist in offsetting expenses
15	Servant Year	52,000	105,086	4.9%	113,189	29,802	4.2%	115,000	5.6%	1,811	1.6%	pass thru to line 113 from outside grants
16	Where It All Began	Not Budgeted	0	0.0%	10,000	0	0.0%	15,000	0.7%	5,000	50.0%	\$5,000 fundraising & \$10,000 from churches
17	Diocesan Connection Revenue	Not Budgeted	39,530	1.8%	52,000	0	0.0%	39,530	1.9%	-12,470	-24.0%	Deputy fees & other revenue
18	Diocesan History Project Special Allocation	Not Budgeted	0	0.0%	Not Budgeted	0	0.0%	55,000	2.7%	55,000	---	See Note 5: Pass through to History Project, line 111
19	<b>Sub-total Revenue - Special</b>	<b>210,636</b>	<b>230,868</b>	<b>10.6%</b>	<b>365,526</b>	<b>57,142</b>	<b>8.1%</b>	<b>364,780</b>	<b>17.8%</b>	<b>-746</b>	<b>-0.2%</b>	
20	<b>TOTAL INCOME</b>	<b>2,182,501</b>	<b>2,181,448</b>	<b>100.0%</b>	<b>2,203,067</b>	<b>703,314</b>	<b>100.0%</b>	<b>2,047,780</b>	<b>100.0%</b>	<b>-155,287</b>	<b>-7.0%</b>	
21												
22												
23												
24	<b>EXPENSES</b>											
25	Obligations outside the Diocese											
26	Pledge to Episcopal Church	115,000	115,000	5.3%	115,056	38,352	5.5%	150,000	7.3%	34,944	30.4%	First Steps in developing a plan to reach the appropriate percentage in so many years.
27	Province III Dues	7,000	7,000	0.3%	9,000	2,620	0.4%	9,000	0.4%	0	0.0%	
28	Millennium Development Goal	8,000	8,000	0.4%	8,000	4,000	0.6%	8,000	0.4%	0	0.0%	
29	<b>Total Obligations outside the Diocese</b>	<b>130,000</b>	<b>130,000</b>	<b>6.0%</b>	<b>132,056</b>	<b>44,972</b>	<b>6.4%</b>	<b>167,000</b>	<b>8.2%</b>	<b>34,944</b>	<b>26.5%</b>	
30												
31	<b>Ministry for Congregations</b>											
32	Mission Churches / Aided Parishes (DCMM)											
33	Advocate, Philadelphia	99,945	52,266	2.4%	98,658	30,500	4.3%	60,000	2.9%	-38,658	-39.2%	pass through from All Souls Endowment - Line #6
34	All Souls Church for the Deaf, Philadelphia	57,572	49,114	2.3%	51,465	16,147	2.3%	51,500	2.5%	35	0.1%	
35	Christ and St. Ambrose, Philadelphia	84,786	96,579	4.4%	84,199	44,854	6.4%	87,000	4.2%	2,801	3.3%	Transitional Yr. PT P-in-C
36	Free Church St. John, Philadelphia	83,336	83,563	3.8%	90,765	25,706	4.1%	42,000	2.1%	-48,765	-53.7%	
37	St. Gabriel's, Philadelphia	97,126	100,123	4.6%	92,963	32,255	4.6%	104,000	5.1%	11,037	11.9%	included funding for St. Dismas thru 2011
38	St. Mary's, Philadelphia	87,677	85,969	3.9%	70,553	25,912	3.8%	35,000	1.7%	-35,553	-50.4%	previously included with St. Mary's
39	St. Dismas, Graterford	0	0	0.0%	0	0	0.0%	2,000	0.1%	2,000	---	
40	<b>Sub-total Mission Churches / Aided Parishes</b>	<b>510,442</b>	<b>487,584</b>	<b>21.4%</b>	<b>488,543</b>	<b>179,414</b>	<b>25.5%</b>	<b>381,500</b>	<b>18.6%</b>	<b>-107,043</b>	<b>-21.9%</b>	
41												





## Diocese of PA 2012 Program Budget

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Line	Categories	2010 Adopted Program Budget	2010 Program Actuals 12/31/10	% of Total Actual Income	2011 Adopted Program Budget	2011 Program Actuals April 2011	% of Total Actual Income	2012 Proposed Budget	% of Total Proposed Income	Change from 2011 Budget	% Change from 2011	Notes (Also see Numbered Notes below.)
42												
43	Congregations Supported by Diocese											
44	Ascension, Parkersburg	9,000	9,000	0.4%	8,000	2,666	0.4%	0	0.0%	-8,000	-300.1%	did not apply
45	Holy Spirit, Harleysville	25,000	25,000	1.1%	0	0	0.0%	0	0.0%	0	---	graduated, as planned, end of 2010
46	St. John the Evangelist, Essington	10,000	10,000	0.5%	10,000	3,333	0.5%	15,000	0.7%	5,000	150.0%	
47	St. John the Evangelist, 3d & Reed, Phila	30,000	30,000	1.4%	29,000	9,666	1.4%	15,000	0.7%	-14,000	-144.8%	
48	St. Andrew & St. Monica, Philadelphia	50,000	50,000	2.3%	45,000	15,000	2.1%	40,000	2.0%	-5,000	-33.3%	planned progressive annual reductions
49	Trinity, Coatesville	10,000	10,000	0.5%	5,000	1,875	0.3%	0	0.0%	-5,000	-266.7%	completed planned progressive annual reductions 2011
50	Trinity, Boothwyn (from Collingdale)	10,000	10,000	0.5%	15,000	5,000	0.7%	15,000	0.7%	0	0.0%	
51	St. Stephens, Norwood	18,000	18,000	0.8%	18,000	6,000	0.9%	15,000	0.7%	-3,000	-50.0%	
52	All Saints, Collingdale (from Darby)	22,277	22,277	1.0%	30,000	75,000	10.7%	30,000	1.5%	0	0.0%	
53	St. David's, Manayunk	0	0	0.0%	0	0	0.0%	25,000	1.2%	25,000	---	2012 first year. To be reevaluated end of first year
54	Church of the Crucifixion, Philadelphia	31,500	23,625	1.1%	12,000	4,000	0.6%	12,000	0.6%	0	0.0%	
55	St. Mary's, Chester	22,277	22,277	1.0%	0	0	0.0%	0	0.0%	0	---	did not apply for 2011 or 2012
56	Sub-total Congregations Supported by Diocese	238,054	230,179	10.6%	172,000	122,540	17.4%	167,000	8.2%	-5,000	-2.9%	
57	Total Ministry for Congregations	748,496	697,763	32.0%	680,543	301,954	42.9%	548,500	26.6%	-112,043	-17.0%	
58												
59	Congregational Development											
60	Development Initiatives from DMS											
61	Total Congregational Development											
62												
63	Ministry for Youth											
64	Salary & Benefits	55,974	65,119	3.0%	70,727	25,992	3.7%	77,588	3.8%	6,861	9.7%	
65	Programs	107,850	51,410	2.4%	132,155	9,087	1.3%	139,000	6.8%	6,835	5.2%	
66	Total Youth Ministry	163,824	116,528	7.5%	202,882	35,080	5.0%	216,588	10.6%	13,696	6.8%	
67												
68	Conventions											
69	Diocesan Convention	15,000	70,646	3.2%	58,000	0	0.0%	70,646	3.4%	12,646	21.8%	Note 7, Below
70	Convention Journal	5,000	0	0.0%	100	0	0.0%	100	0.0%	0	0.0%	
71	General Convention	5,000	0	0.0%	5,000	0	0.0%	10,000	0.5%	5,000	100.0%	increased due to expected final cost in Genl Conv Yr.
72	Total Conventions	25,000	70,646	1.1%	63,100	0	0.0%	80,746	3.9%	17,646	28.0%	
73												
74	Summer Camp											
75		20,000	8,291	0.4%	10,000	0	0.0%	10,000	0.5%	0	0.0%	at Camp Arrowhead See Note 8.
76	Education and Training											
77	Salary & Benefits	76,006	85,521	3.9%	86,451	30,821	4.4%	90,922	4.4%	4,471	5.2%	
78	Programs and Materials	17,000	8,773	0.4%	9,000	1,760	0.3%	20,000	1.0%	11,000	122.2%	
79	Total Education and Training	93,006	94,293	4.3%	95,451	32,612	4.6%	110,922	5.4%	15,471	16.2%	
80												
81	Communications											
82	Salary & Benefits	69,415	69,557	3.2%	73,039	29,527	4.2%	75,888	3.7%	2,849	0.0%	
83	Other printing	4,000	0	0.0%	14,000	0	0.0%	20,000	1.0%	6,000	42.9%	
84	Electronic Communications	70,000	52,529	2.4%	70,000	13,235	1.9%	20,000	1.0%	-50,000	-71.4%	4 issues of "Where It All Began"
85	Total Communications	143,415	122,086	6.6%	157,039	42,762	6.1%	115,888	5.7%	-41,151	-26.2%	
86												
87	Ministry of Finance and Administration											
88	Salary & Benefits	282,161	331,418	15.2%	292,764	113,397	16.1%	316,045	15.4%	23,281	8.0%	
89	Financial Audit	60,000	55,000	2.5%	60,000	20,000	2.8%	55,000	2.7%	-5,000	-8.3%	
90	Church House Operations	90,000	39,172	1.8%	49,000	20,532	2.9%	49,000	2.4%	0	0.0%	
91	Total Ministry of Finance and Administration	432,161	425,590	19.8%	401,764	144,214	6.3%	420,045	20.5%	18,281	4.5%	





## Diocese of PA 2012 Program Budget

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Line	Categories	2010	2011	2012	Notes (Also see Numbered Notes below.)
		Adopted Program Budget	Program of Actual Income April 2011	Proposed Budget	
		% of Total Actual Income 12/31/10	% of Total Actual Income April 2011	% of Total Proposed Budget	% Change from 2011 Budget
92					
93	Campus Ministry				
94	Salary & Benefits	88,388	76,791	78,141	1,350 1.8%
95	Peer Ministers	10,000	10,000	10,000	0 0.0%
96	Program expenses	25,000	34,300	3,450	-30,850 -89.9%
97	Total Campus Ministry	123,388	121,091	91,591	-31,500 -24.4%
98					
99	Wapiti Facility Maintenance	450,000	450,000	0	-450,000 -100.0%
100					
101	Outreach and Missionary Ministries				
102	ECS Home Care to Seniors	57,966	61,951	61,500	-451 -0.7%
103	CORP	5,292	5,656	7,500	1,844 32.6%
104	Dolphins of Delaware Valley	9,288	9,926	7,500	-2,426 -24.4%
105	Total Outreach and Missionary Ministries	72,546	77,533	76,500	-1,033 -1.3%
106					
107	Anti-Racism Commission	20,000	18,500	15,000	-3,500 -18.9%
108					
109	Urban Strategy	4,000	0	0	0 0.0%
110					
111	Diocesan History Project	0	0	55,000	55,000 2.7%
112					
113	Servant Year	52,000	113,038	115,000	1,962 1.7%
114					
115	TOTAL EXPENSES	2,177,836	2,203,067	2,047,780	-155,287 -22.1%
116					
117	SURPLUS (DEFICIT)	4,665	670	0	0 0.0%
118					
<p>Note 1: Reduced income reflects smaller number of churches and pledges that will go unfilled.</p> <p>Note 2: Investment Income of \$855,000 is the amount projected to be available, subject to approval by Bishop Bennisson and Standing Committee.</p> <p>Note 3: Convention has mandated that programming at Wapiti, cease and the property be closed and sold. This Budget reflects that mandate.</p> <p>Note 4: \$14,500 is the contribution of the Lutherans to the Lutheran Episcopal Campus Ministry. Additional unbudgeted revenue is expected with redevelopment of the program's fundraising effort.</p> <p>Note 5: The ongoing Diocesan History Project is nearly ready to be published, which will result in contractual obligations of up to \$55,000 coming due.</p> <p>Note 6: \$25,000 to maintain momentum begun by the Diocesan Mission Strategy Commission as their report is brought to Convention.</p> <p>Note 7: Total Cost of Convention and Journal is \$70,746; \$39,350 is Fees from Deputies and Display tables. The rest is from operating income and reserves.</p> <p>Note 8: Summer Camp is at Camp Arrowhead, not Wapiti, per Convention Resolution.</p> <p>Note 9: The Parker-Bulmer Fund is designated for "Programs that minister to the Elderly."</p> <p>Note 10: A 15% increase in health care insurance is built into positions paid from Church House.</p>					



It is an honor to present the 2012 Program Budget for the Diocese of Pennsylvania.

The performance of the Program Budget Committee is to be commended for presenting the 2012 Budget to their constituents. We continued, as in years past, to build meaningful and collaborative relationships with the various leadership groups including Diocesan Council, Standing Committee, Finance and Property, Church Foundation, the Treasurer's Office and Church House staff. However, the unfortunate truth is that creating a balanced budget based on realistic, but assumed, projections comes at a cost that is noteworthy, to say the least. We have had to make some hard core, split binding decisions in almost every category. We continually forwarded our efforts to remain transparent and fair throughout our decision making process. Please take note of the following:

- 1) The Investment Income (line 4): The PBC was given a verbal agreement on 6/14/11 to have these funds released (\$855,000). However, we were also informed that this amount could have been higher, possibly up to \$940,000. This amount is based on projection, not an actual number.
- 2) Parker Bulmer (line 5): Per an e-mail from Church Foundation that amount was reduced by \$1000; however, PBC was also informed that the actual amount would not be known until after Convention at the end of the year. This is an example of PBC working from a projection standpoint with no recourse to decide actual allocation for ministries.
- 3) Property Fund (line 7): Per the request and instruction of Standing Committee this line item is now at "0" with no future plans to include it on Program Budget. This line item served as a "Pass Thru" for paying for Wapiti expenses and upkeep. It will no longer visibly serve on any line items for the 2013 Program Budget.
- 4) Campus Ministry (line 12): This allocation is based on the report received from Campus Ministry indicating the Lutherans agreeing to contribute this amount.
- 5) Pledge to the Episcopal Church (line 27): This line item went under careful consideration regarding our responsibility to the Episcopal Church. We agreed that we could be more diligent in our efforts to fulfilling our commitment; however, it should be done responsibly and incrementally. Please refer to the "Notes" section of the budget for line item 27.
- 6) DCMM (line 34 thru 40): The Program Budget Committee does not hold any authority over how these funds are allocated. The funds allocated are given to PBC under the direction and instruction of Bishop Bennison. Much in-depth discussion between Bishop Bennison and PBC focused on the rationale of how allocation was decided for parishes. Some of that discussion focused on our recommending the Bishop to put a plan in place that would hopefully allow a parish to prepare for their future. It appears that for 2012, parishes may consider this time as a transitional period to possibly look at their future in a strategic way; specifically, how to create and implement viable ministries for the betterment of their congregational health and communities. Further, it is the hope of the PBC to Bishop Bennison that decisions made for the Diocese be collaborative and respectful of it parishioners leading to progressive outcomes and growth. So that we are clear, any funds identified under this title and line item did not come under the discretion of Program Budget. We, PBC offered suggestion and advice to the Bishop with the hopes that he would take it under advisement.
- 7) Financial Assistance to Parishes (line 44 thru 55): A heartfelt thank you to Barry Norris and his sub-committee for their decision-making efforts. Again, this sub-committee and PBC worked diligently with prayerful discussion on how funds would be allocated. You will notice in the "Notes" section of the budget those parishes that did not apply for 2012 and other notations explaining the reasons for
- 8) allocating those funds. This budget line suffered a reduction because PBC was again working with projections and not actual numbers. The final amount is \$5,000 less than 2011- this is not a huge
- 9) amount however it is reflective of our not having actual numbers to work from and more importantly not having an agreement to work from the perspective that endowment funds are available. Specific information is available on the process of the Sub-Committee and their rationale can be found on the next page.



10) Congregational Development (line 60): This is a new line item that will support the future work of the DMPC. Please refer to the next page for additional information regarding our rationale for recommending this position.

11) Convention (line 69 thru 72): Total projected expenses for Convention in November and for next year's General Convention. PBC decided to increase line item 71 based on the recommendation from F & P; however, it should be noted that this amount will not cover the actual cost for sending delegates and alternates to the next GC in 2012. Please refer to line item 18 that reflects deputy fees and other revenue. It was discussed at PBC that Standing Committee incurred some of the cost of last year's Diocesan Convention. Please refer to actual monies spent under 2010 line item 69.

12) "Where it all Began" (line 83): This amount was increased by \$6,000 due to printing costs. This was initially to be subsidized by cardinal parishes of the Diocese. This amount is based on projection and not actual amounts.

13) Ministry on Finance and Administration (lines 88 through 92): These expenses are split between the Diocesan Program Budget (DPB) and the Episcopate Budget. The DPB expenses support the full cost of salaries and benefits for: the Canon for Financial Administration, the Controller, the Accounts Payable Manager, IT Support Manager and a Building Operations resource. Also included within these lines is the full cost of the annual financial audit and a portion of the cost of Church House Operations which includes utilities and routine building maintenance. This total cost of Church House Operations is covered by both Program Budget and Episcopate Budget with the Episcopate Budget covering \$90,000 of the total annual cost, distributed monthly, and the remainder covered by DPB. Additional one time capital expenses are generally covered by allocations from the Property Fund with the approval of Standing Committee.

12) Campus Ministry (line 94 thru 97): Program Budget Committee allocated \$89,591 for Campus Ministry at Temple and \$10,000 for peer ministry programs at Swarthmore and Bryn Mawr. Funding for the Temple Chaplaincy includes the \$14,500 the Lutherans have committed for 2012 (line 12).

Bishop Bennison has expressed his intent to

- a. center the Temple Chaplaincy at Church of the Advocate
- b. de-linking the Chaplaincy and the ministry at Crucifixion
- c. to sever our partnership with the Lutherans in the Temple Chaplaincy. These decisions are well outside the authority of PBC to make.
- d. PBC did not recommend de-linking the program from the Lutheran Synod nor did it recommend that it be combined with the ministry at the Church of the Advocate. The act of de-linking is clearly the idea of Bishop Bennison.

Severing our partnership with the Lutherans and resulting loss of their \$14,500 contribution would effectively cut Campus Ministry funding by 16%, increasing the program's internal fundraising responsibility considerably.

You may refer to the "Notes" section of the budget for more brief explanations for allocation of funds. Should you have other questions, we will do our very best to give specific answers.

The Program Budget Committee has committed to working through a more transparent and realistic process after this year's Convention for the 2013 program budget. One highlight point in particular is that we could not work through this process effectively without certain information made available and more importantly consistent information for appropriate discussion and true allocations to particular budget line items. Second, PBC faced challenges and barriers in the decision-making process specifically as it relates to accountability, outcomes and sustainability. PBC did their due diligence in deciding how to allocate funds to programs and ministries where budget actual monies spent were not available, discussions on particular line item topics were not forthright, and misconstrued information was spread throughout our Diocesan leadership. PBC worked from the perspective that truth and honor was at the pinnacle of all of meetings and decision-making. We made an earnest decision to be





fair to every request presented to us, some of which we did not have and continue to have no control over. It is the hope of the Program Budget committee that the leaders in this Diocese will implement realistic ministries that promote internal growth within their parish as well as serve their communities at-large. Building the bridge between awareness and ownership is essential since this budget cannot succeed without the financial support of our parishes. Lastly, the committee on program budget would urge the Diocese to work with us in 2012 so that a more foundational and reasonable decision-making process be put in place for the next fiscal year, 2013. Transparency can only be made if the foundation is built from a stronghold of accountability and forthrightness.

### **On the Financial Assistance Sub-Committee**

The Financial Assistance Sub-Committee of the Program Budget Committee received 11 applications for financial assistance for the 2012 Program Budget. All completed applications were considered. Similar to last year, we received requests from non-parish groups. In all respects, the criteria and process were identical to the last two years. The committee felt that it was important to help these congregations first provide for their clergy's salary and then to assist with programs.

The committee tried to be equitable in allocating the \$167,000 provided for aid under this section of the Program Budget. With one exception, all of the parishes seeking aid had applied in previous years. However, due to the reduction in available funds, some had the amount reduced from that approved for 2011. One parish, St. John the Evangelist, Essington, saw a small increase because of the expansion of their ministry. None of the non-parishes were awarded money.

Congratulations to Trinity, Coatesville who received aid in 2011 and has "graduated" from the aided parish!

### **Summary**

We commend the 2012 Program Budget to you for your consideration and hope this document helps make the process that has gone into it both comprehensively and transparent. We firmly believe that it stands as a testament to the fact that our Diocese can indeed work together towards our common purpose of advancing the Gospel of Jesus Christ.

On behalf of the Program Budget Committee,  
Debora K. Brown, Co-Chairperson  
The Reverend Michael Knight, Co-Chairperson

### **Membership of the Program Budget Committee**

Debora K. Brown, Diocesan Council

The Rev. Michael Knight, Diocesan Council

The Rev. Koshy Mathews, Finance & Property

Ms. Peggy Hatch, Finance and Property

Ms. Arlene McGurk, Standing Committee

Mr. Norman McCausland, Standing Committee

#### **Ex-Officio**

The Rt. Rev. Charles E. Bennison, Jr., Bishop

Mr. Barry Norris, Diocesan Council, Youth Council

Mr. Joe Suprenuk, Treasurer

Ms. Patricia Smith, Diocesan Council

Mr. Robert Rogers, CFO

Mr. Paul Yaros, Diocesan Council



Motion was made and seconded. Motion carried

## 8.8 Report of the Church Foundation

R. Alan Lindsay, Executive Director

Hello, my name is Alan Lindsay; I am a parishioner at St. Paul's West Whiteland in the Brandywine Deanery and as of November 1, 2011 I have completed my first year as Executive Director of The Church Foundation.

Funds entrusted to The Church Foundation are invested in the Consolidated Fund in accordance with the terms of each individual trust document. These funds are completely separate from the operating cash of the diocese. In addition to many parishes and organizations who have seen The Church Foundation as a good place to invest their funds, so has the diocese. As of September 30, 2011, the funds invested for the benefit of the diocese represent 47% of the total portfolio. To give you the highlights of the Consolidated Fund since last convention, let me share a few key indicators

Unit values of the fund were:

2008 - <b>\$80.73</b>	to	2009 - <b>\$105.84</b>	a	<b>31.1%</b> increase
2009 - <b>\$105.84</b>	to	2010 - <b>\$104.6</b>	a	<b>01.2%</b> decrease

In addition many of the investors in the Consolidated Fund have received a quarterly distribution of income this year at a rate of 4.90% per annum of the rolling three year average of year end Market values.

2010 - <b>\$104.6</b>	to	9/30/2011- <b>\$93.3</b>	a	10.8% decrease
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For this year's calculation we will use the years of 2009, 2010 and 2011. We will remove the 2008 results which was \$76.1

As you are all aware, the market has had a negative year in 2011 and the Consolidated Fund was not immune to the market trends. The year to date yield as of 9/30/2011 was **-7.60%**, with the last three months yielding **-11.78%**, which was 229 basis points below the benchmark. Over the past three years the yield has been 5.64% or 142 basis points above the benchmark

The Church Foundation was chartered in 1926 as the successor to the Trustees of the Protestant Episcopal Church in the Diocese of Pennsylvania, originally chartered in 1882.

In addition to my duties as the Executive Director of The Church Foundation, The boards of the 3719 Chestnut Corporation and the Wapiti Land Company, both subsidiaries of the Church Foundation, have asked me to serve as their Presidents.

This year we guided the sale of the apartment building at 3719 Chestnut Street

A great deal of thanks goes to our Board of Directors, and especially the Investment Committee. They have developed an investment policy and they are constantly reviewing the performance of the Foundation's investment manager, to ensure adherence to that policy and to provide guidance to the manager. I would like to offer special thanks to Judy Gorski, the Foundations Executive Secretary. Judy has served diligently for over 32 years, being the pleasant voice that is the Church Foundation. Best of all, she has been a wonderful guide to the intricacies of the Foundation, during my first year on the job.



I look forward to continue serving our Lord by caring for your investments, providing the board with whatever support that they need and ensuring that the operation of the Church Foundation will make you proud and anxious to increase your investments.

I thank you and ask for your prayers.

Respectfully submitted,  
R. Alan Lindsay  
Executive Director  
The Church Foundation

**9 Reception of Reports by Committees and Commissions** Bishop Bennison

BISHOP: The Reports of Committees and Commissions shall be received without motion to receive them. All reports submitted may be found on the diocesan website. These reports are therefore determined as received.

**10 Elections**

**10.1 Results of the Second Ballot** Judge of Elections

BISHOP: Will the Judge of elections report on the results of the second ballot?

C – John Wineland declared elected.

G – Jane Cosby declared elected

J – Undecided.

**10.2 Third Ballot** C-3, L-3  
Judge of Elections

C - 1 G -1 J-1

Steve Krouse withdrawn – C

**11 Special Order I: Diocesan Mission Planning Commission**

**11.1 Presentation by the Diocesan Mission Planning Commission** The Rev. John Sorensen, Chair

**DIOCESAN MISSION PLANNING COMMISSION**

**Introduction**

The latter half of the 20th Century and these first years of the 21st have presented significant challenges for the Episcopal Diocese of Pennsylvania. Our population is shifting from home and workplace in the city to homes and workplaces stretched across the region. The shift in the regional economy from manufacturing to one that is more diverse has created significant challenges all around us; pockets of poor and seemingly disenfranchised folk are dotting the urban landscape. Many of our churches are feeling pressure. Some have dwindling membership and leadership in almost all areas of the Diocese have relied on diminishing endowments to fund property upkeep and in more recent years to pay for clergy salaries and benefits as well as the work of the church.

Yet the commandment from Jesus stays the same, “Go therefore and make disciples of all nations, baptizing them in the name of the Father and of the Son and of the Holy Spirit, and teaching them to



obey everything that I have commanded you. And remember, I am with you always, to the end of the age” (Matthew 28:19-20).

In order to take on these challenges and the many others that face our Diocese, the Diocesan Mission Planning Commission (DMPC) was birthed and we are well into our work. As first steps, remembering that God is with us even to the end of the age, we are presenting three resolutions for your consideration. The first is a Vision Statement developed to cast the broad idea that our commitment to Christ is lived out in varied ways though clearly as a community of communities. Second, the Mission Statement was drafted to help us focus our ministry and claim our Baptismal Covenant. Third, we confess that there is significant work still to be done; significant challenges do not beget simple answers; our third resolution asks this body to constitute this Commission for another year of work.

Here we present a general overview of the work of the DMPC and our several reports:

- The Reconciliation Team attempts to tell the truth about where we have been and where we are now as a community of communities. We invite each community to practice a discipline of gathering around scripture, sharing sacred stories and using the Kaleidoscope Institute Respectful Communications Guidelines in all meetings of the communities of the diocese.
- The Justice and Peace team pushes the door open a little further with a discussion about justice and race, an honest and open conversation that is still needed within the community of communities of the diocese. We need to expand our conversation with other marginalized groups, such as the poor, the disabled, elderly folk, and the GLBTQ community, just to name a few. We invite the people of the diocese to a Justice and Peace revival/workshop event in the coming year to inspire and empower our work in witness to God’s call for Justice.
- The Congregational Development Team attempts to provide answers to a myriad of challenges presented to the commission by the 227th convention, issues that face congregations and dioceses of the 21st century. Although this work is unfinished, we also provide some tools to help congregations face challenges, such as a new *Mission/Insite* demographic service. In 2012, we invite ten congregations to work with the Kaleidoscope Institute in a missional redevelopment project of congregational transformation. Our intention is to enhance and complement the work of the bishop and others faithfully working with the congregations of the diocese.
- The Mission and Outreach Team invites the communities of the diocese to share with us reports of your mission and outreach ministries throughout the diocese. There is much good work in progress that the larger diocese is unaware of. Please take this report home, read, mark, learn and inwardly digest it. Prayerfully consider how each of us fits into our Community of Communities of the Diocese of Pennsylvania, and how we are called to live out the commandments of Christ and *commit*.

### **Executive summary**

The Diocesan Mission Planning Commission (DMPC) was created by the 226th Diocesan Convention and continued at the 227th Convention. The DMPC, appointed by the Bishop and Standing Committee, was authorized to review Christ’s mission and ministry through the people of the Diocese of Pennsylvania; engage and consult Diocesan leadership groups in an evaluation of these ministries, make recommendations for the future, and begin a process of reconciliation to help us move forward together in Christ.

The core work, as defined by the 227th Convention of the Commission included continuing a process of Christian reconciliation that would allow all members of the Diocese to move together into a new future; continuing the process of evaluating current missions and ministries and congregations, with appropriate recommendations for affirmation, reconfiguration, or redevelopment; examining demographic, financial, and cultural trends and their potential impact on future congregational mission



and sustainability, mindful of our commitment to eradicate all racist structures, practices, and policies; envisioning creatively what new structures and ministry models Christ might lead us to in the future, including the establishing of new ministries, missions and congregations; and reporting the preliminary findings and recommendations of the Commission to the 228th Diocesan Convention.

**A Common Vision as our First Thing.** During our mandated process of review, engagement and consultation, we found that there was no common vision for the Diocese, no fully shared understanding of who we are or why we are here, beyond being the place “where it all began.” It is usual and customary for congregations to create and affirm a vision statement every few years; yet our Diocese has not done so. We believe that a common vision is necessary if we are to “move forward together in Christ.” We are more than our individual congregations, institutions, missions, ministries, committees and commissions. So, broadly consulting throughout the Diocese, during the Spring of 2011, the Mission Planning Commission created a Vision Statement and a Mission Statement with Ministry Priorities to guide us into a new future together. It is our prayer that these statements will give us clarity and purpose, focusing us on our purpose as a Diocese. The Vision and Mission statements are on the agenda for approval at this 228th Convention. We expect that these statements will be modified and changed at coming conventions as the Diocese continues this process of discerning how we live out our calling as a community of communities committed to Christ.

**Our Vision: The Lay Persons, Bishop, Priests and Deacons of the Episcopal Diocese of Pennsylvania are “A Community of Communities ... Committed to Christ.” Our Mission: That the Mission of the Laity, Bishops, Priests and Deacons of the Episcopal Diocese of Pennsylvania is to:**

- + Gather regularly for worship, Biblical teaching, fellowship, prayer and the breaking of bread.
- + Resist evil and whenever we fall into sin repent and return to the Lord
- + Proclaim by Word and example the Good News of God in Christ
- + Seek and serve Christ in all persons, loving our neighbors as ourselves
- + Strive for justice and peace among all people, and
- + Respect the dignity of every human being.

*The Diocesan Mission Statement is informed by the Baptismal Covenant. We respect our diversity as we strive for unity under the Triune God. The historic Episcopal Diocese of Pennsylvania seeks to live as part of the Body of Christ in Southeastern Pennsylvania, serving as a collaborative catalyst, conduit and coordinator of the Ministry Priorities of its congregations.*

**The Ministry Priorities.** The following Ministry Priorities help us respond to the call from Jesus, as Head of the Church and Author of Salvation, acknowledging the guidance of the Holy Spirit, in all of our efforts to glorify God as we work together:

- **Reconciliation:** Our goal as a Diocese is to be united in the peace of Christ as a *Community of Communities*. Through the ministry of reconciliation, we will be allowed and freed to move together with trust so that we all may be one.
- **Justice and Peace:** Our goal as a Diocese is to provide and support initiatives that promote justice and peace within, among and beyond our congregations and communities.
- **Discipleship Formation:** Our goal as a Diocese is to provide the resources and education that our congregations will be formational centers, equipping lay and ordained disciples for ministry to the world.
- **Evangelism:** Our goal as a Diocese is to support congregations as they invite people into a relationship with Jesus Christ, living into the Great Commission and Great Commandment.





- **Congregational Development:** Our goal as a Diocese is to develop and provide resources and expertise for leaders and promote best practices, so that our congregational communities will thrive according to their unique size and character.
- **Mission/Outreach:** Our goal as a Diocese is to nurture and support mission and ministry within the Diocese of Pennsylvania, allowing for both Diocesan and congregational initiatives, and/or a collaboration between the two:
  - Through our congregations;
  - Through Diocesan led initiatives supported by Diocesan Convention;
  - Through congregational or Diocesan mission initiatives reaching beyond the borders of the Episcopal Diocese of Pennsylvania, regionally, nationally and internationally.
- **Stewardship:** Our goal as a Diocese is to faithfully shepherd all the resources entrusted to us for Kingdom work.

#### **The 2011 Members of the Diocesan Mission Planning Commission**

John T. Sorensen, *Chair; Saint John's Church, Glen Mills*  
Sam Adu-Andoh, *Church of St. Andrew and St. Monica*  
Kathryn A. Andonian, *Church of the Holy Spirit, Harleysville*  
Jennie M. Anderson, *Church of the Epiphany, Royersford*  
William Berry  
*Calvary & St. Augustine's Church*  
Lionel Broome  
*Saint Luke's, Germantown*  
Jonathan N. Clodfelter  
*Saint Mark's Church, Frankford*  
Jack Henn  
*St. Christopher's Church, Gladwyne*  
Beth W. Hixon  
*Redeemer, Bryn Mawr*  
Norman (Mac) McCausland  
*Church of the Good Samaritan, Paoli*  
Isaac J. Miller  
*Retired, Church of the Advocate*  
Jeffrey Moretzsohn  
*Church of the Good Samaritan, Paoli*  
Emily Richards  
*St. Peter's Church, Glenside*  
Candace J. Woessner  
*Christ Church, Pottstown*  
Gregory M. Wilson  
*Saint James, Aston*  
Kathleen Walter, *Saint Jude's Church* Emily Wolf, *Trinity, Solebury*  
*Consultants:* Eric Law and Bill Cruse of the Kaleidoscope Institute

#### **11.2 Resolutions R-13, R-14 and R-15**

Pages 48-51

#### **R-13-2011**

#### **RESOLUTION TO ESTABLISH A VISION STATEMENT FOR THE DIOCESE**

**RESOLVED:** That the Lay Persons, Bishops, Priests and Deacons of the Episcopal Diocese of Pennsylvania are *"A Community of Communities...Committed to Christ!"*



**RESOLVED:** That this Vision Statement be reviewed and reaffirmed no later than the 231<sup>st</sup> Convention of the Episcopal Diocese of Pennsylvania.

**EXPLANATION:**

The **Diocesan Mission Planning Commission** was authorized at the 226<sup>th</sup> Convention of 2009, and continued at the 227<sup>th</sup> Convention. The Commission, "broadly representative of the Diocese" was to "review Christ's mission and ministry through the people of the Diocese of Pennsylvania; engage and consult diocesan leadership groups in an evaluation of these ministries, make recommendations for the future, and begin a process of reconciliation to help us move forward together in Christ;"

**A Common Vision as our First Thing.** During our mandated process of review, engagement and consultation, we found that there was no common vision for the diocese, no fully shared understanding of who we are or why we are here, beyond being the place "where it all began." It is usual and customary for congregations to create and affirm a vision statement every few years; yet our diocese has not done so. We believe that a common vision is necessary if we are to "move forward together in Christ." We are more than our individual congregations, institutions, missions, ministries, committees and commissions. So, broadly consulting throughout the Diocese, we have created a Vision Statement to guide us into a new future together. It is our prayer that this statement will give us clarity and purpose, focusing us on our purpose as a diocese. This vision statement is connected to another convention resolution, defining our common Mission as a Diocese.

**A Work in Progress.** As we have taken the DMPC Vision Statement recommendation to the wider Diocese we have heard many excellent suggestions on how to make the Vision Statement better. Our Commission does not believe these "improvements" outweigh the benefit of having a short, concise statement that the people who make up the Episcopal Diocese of Pennsylvania can quickly articulate in most settings. Furthermore the phrase, a community of communities committed to Christ, is a more inclusive and open statement allowing some differences in the way that each community responds to Christ's call to commitment, all of which will be reviewed prior to the 231<sup>st</sup> Convention of the Episcopal Diocese of Pennsylvania.

Submitted by:

John T. Sorensen, Chair

Diocesan Mission Planning Commission

For all the Members of the Diocesan Mission Planning Commission

Motion made and seconded. Motion carried.

**R-14-2011**

**RESOLUTION TO ESTABLISH A MISSION STATEMENT  
FOR THE DIOCESE OF PENNSYLVANIA WITH MINISTRY PRIORITIES.**

**RESOLVED:** That the Mission of the Laity, Bishops, Priests and Deacons of the Episcopal Diocese of Pennsylvania is to:

- + **Gather regularly for worship, Biblical teaching, fellowship, prayer and the breaking of bread.**
- + **Resist evil and whenever we fall into sin repent and return to the Lord**
- + **Proclaim by Word and example the Good News of God in Christ**
- + **Seek and serve Christ in all persons, loving our neighbors as ourselves**
- + **Strive for justice and peace among all people, and**
- + **Respect the dignity of every human being.**



*The Diocesan Mission Statement is informed by the Baptismal Covenant. We respect our diversity as we strive for unity under the Triune God. The historic Episcopal Diocese of Pennsylvania seeks to live as part of the Body of Christ in Southeastern Pennsylvania, serving as a collaborative catalyst, conduit and coordinator of the Ministry Priorities of its congregations.*

The following Ministry Priorities help us respond to the call from Jesus, as Head of the Church and Author of Salvation, acknowledging the guidance of the Holy Spirit, in all of our efforts to glorify God as we work together:

- **Reconciliation:** Our goal as a Diocese is to be united in the peace of Christ as a *Community of Communities*. Through the ministry of reconciliation, we will be allowed and freed to move together with trust so that we all may be one.
- **Justice and Peace:** Our goal as a Diocese is to provide and support initiatives that promote justice and peace within, among and beyond our congregations and communities.
- **Discipleship Formation:** Our goal as a Diocese is to provide the resources and education that our congregations will be formational centers, equipping lay and ordained disciples for ministry to the world.
- **Evangelism:** Our goal as a Diocese is to support congregations as they invite people into a relationship with Jesus Christ, living into the Great Commission and Great Commandment.
- **Congregational Development:** Our goal as a Diocese is to develop and provide resources and expertise for leaders and promote best practices, so that our congregational communities will thrive according to their unique size and character.
- **Mission/Outreach:** Our goal as a Diocese is to nurture and support mission and ministry within the Diocese of Pennsylvania, allowing for both Diocesan and congregational initiatives, and/or a collaboration between the two:
  - Through our congregations;
  - Through Diocesan led initiatives that are supported by Diocesan Convention;
  - Through congregational or Diocesan mission initiatives reaching beyond the borders of the Episcopal Diocese of Pennsylvania, regionally, nationally and internationally.
- **Stewardship:** Our goal as a Diocese is to faithfully shepherd all the resources entrusted to us for Kingdom work.

**RESOLVED: That this Mission Statement and the Ministry Priorities be reviewed and reaffirmed by Convention no later than the 232<sup>nd</sup> Diocesan Convention.**

**EXPLANATION:**

**The Diocesan Mission Planning Commission** was authorized at the 226<sup>th</sup> Convention of 2009. The Commission has “reviewed Christ’s mission and ministry through the people of the Diocese of Pennsylvania; engaged and consulted diocesan leadership groups in an evaluation of these ministries,” and at this convention of 2011 is making recommendations for the future, to “help us move forward together in Christ.” These recommendations began by asking the Diocesan Convention to affirm a Vision Statement (previous resolution), and continue in this resolution by asking the diocese to agree on a common Mission Statement, as well as to establish Ministry Priorities for the Diocese.

**A Common Mission Statement.** It is usual and customary for congregations to create and affirm a mission statement, with goals and priorities, every few years; yet we as a Diocese have no such mission statement. We believe that an affirmation of a common mission is necessary if we are to “move forward together in Christ.” So, broadly consulting throughout the diocese, we have created this Mission Statement with Ministry Priorities to guide us into a new future together. This statement should inform the decision-making of the Bishops, Congregations, Institutions, Missions, Ministries, Committees and Commissions of the Diocese of Pennsylvania, giving us clarity and focusing our purpose as a diocese. This Mission Statement with its Priorities is connected to another convention resolution, defining our common Mission as a diocese. Because these common statements are living



documents that inform an ever-changing, Spirit-guided community, we expect that the Vision and Mission Statements be regularly reviewed, no later than the 232<sup>nd</sup> Diocesan Convention.

Submitted by:

John T. Sorensen, Chair

Diocesan Mission Planning Commission

For the members of the Diocesan Mission Planning Commission

Motion made and seconded. Motion carried

**R-15-2011**

**RESOLUTION TO CONTINUE THE AUTHORIZATION  
OF THE DIOCESAN MISSION PLANNING COMMISSION**

**RESOLVED:** That this Convention authorize the continuation of the Diocesan Mission Planning Commission initially authorized at the 226th Convention of 2009. That resolution stated that the Commission should be "broadly representative of the diocese" and is to "review Christ's mission and ministry through the people of the Diocese of Pennsylvania; engage and consult diocesan leadership groups in an evaluation of these ministries, make recommendations for the future, and begin a process of reconciliation to help us move forward together in Christ."

**RESOLVED:** That the work of the Commission will be organized around the Ministry Priorities of the diocese as approved by convention in Resolution R-14. In partnership with the Bishop and other leaders, committees and commissions, congregations, missions and institutions of the diocese, the DMPC will collaboratively continue to develop recommendations that will enable the diocese to attain the goals of the Ministry Priorities. A funding allocation of \$25,000 has been provided in the diocesan budget.

**RESOLVED:** That the Commission will authorize a full demographic study of the diocese, in order to complete our original charge and bring to the 2012 convention:

- An evaluation of current missions and ministries and congregations, with appropriate recommendations for affirmation, reconfiguration or redevelopment;
- An Examination of demographic, financial and cultural trends and their potential impact on future congregational mission and sustainability;
- A creative envisioning of what new structures and ministry models Christ might lead us to in the future, including where we might establish new ministries, missions and congregations;

**RESOLVED:** That the commission have the opportunity to reorganize its membership and leadership, thanking members for their service, encouraging the continuance of those members still called to this work, and inviting others throughout the diocese to join us.

**EXPLANATION:**

The Diocesan Mission Planning Commission and its Priority Teams have been meeting for the better part of two years and have made tremendous inroads toward bringing into fruition a new sense of mission and ministry among the community of communities that make up our diocese. We believe that another year of collaborative work will bear much fruit.

Submitted by:

John T. Sorensen, Chair

Diocesan Mission Planning Commission

For all the Members of the Diocesan Mission Planning Commission

Motion made and seconded. Motion carried



12 **Noonday Prayers** led by the Rt. Rev. Rodney M. Michel

BISHOP: Bishop Michel will lead us in Noonday Prayers, after which you are invited to partake of the buffet lunch offered by Room 108, which is the area where you registered this morning.

During the lunch break, please feel free to visit the exhibits in Room 111 and the corridor outside the meeting room. We will meet back here at 1:30.

13 **Buffet Luncheon (Room 108AB)**

**THIRD BUSINESS SESSION**

BISHOP: I call this third session of our Convention to order. Mr. Dispatch of Business, Do we have a figure for all those who have been at Convention this year?

Rev. Tim Safford moved to reconsider the vote of the budget. 2/3 majority is needed to reconsider R-Bud. Motion failed.

14 **Report of Official Attendance at the Convention** Craig Alston, Esq.

A quorum of 1/3 of Clergy eligible to vote and 1/3 of Laity eligible to vote is required for Resolutions R4, R6, R7, and R8 which change Canons. There are 319 of the 432 eligible laity present. There are 174 of the 342 eligible Clergy present.

**SPECIAL CONVENTION**

**R-4-2011**

**RESOLVED:** That Article III of the Constitution of the Diocese of Pennsylvania, which currently states, in its entirety:

**“The Bishop shall have power to call a Special Convention when he may judge it conducive to the good of the Church, or when applied to for that purpose by the Standing Committee; and in case of a vacancy in the Episcopal chair, the Standing Committee shall have power to call a Special Convention.”**

**be amended to state, in its entirety:**

**“The Bishop or the Standing Committee, by a three-fourths vote of its members, shall have the power to call a Special Convention when it is deemed by either to be conducive to the Church to do so.**

**Notice of a Special Convention, stating the purposes for which it is called, shall be sent by the Secretary to every clergy person canonically resident in the Diocese and to lay delegates eligible to attend the most recent Annual Convention at least thirty days prior to the date on which the Special Convention is held.**

**No business, other than that stated in the Notice, shall be transacted at the Special Convention except by a two-thirds vote of each order.**

**In no event shall a Special Convention be called more than twice in any year.”**

**EXPLANATION:**

The purpose is to amend the existing wording of Article III, using the Diocese of Massachusetts and Bethlehem models, giving specific authority to either of two entities in the matter of calling a Special Convention when warranted.



There are circumstances, both financial and practical (emergencies, national crises, fiduciary and financial security issues and certain spiritual needs), which may occur in a given year requiring timely action of a Special Convention for intervention. Granting the Standing Committee as well as the Bishop the specific power to call a special session will eliminate questions as to who has the authority and responsibility to deal with these special circumstances and will provide needed governance checks and balances as well as added protections for the assets of the Diocese.

Note: This resolution requires a change to the wording of Article III of the Constitution and must be approved by majority vote at two successive Conventions.

References:

Diocese of Massachusetts Constitution and Canons

Diocese of Bethlehem Constitution and Canons

Submitted by: Douglas Fonte (DC,FRC), Joseph Suprenuk (DC,FRC), Christopher S. Hart (SC,FRC),

George Vosburgh (DC,FRC), Rev. Frank Allen (SC,FRC), Beryl Sortino, and George Pollitt.

This is resolution to amend the constitution rather than a canon and will take two successive conventions to move this resolution. Bring checks and balances to the governance of the Diocese. Motion made and seconded. Motion carried

R-6-2011

## **LIMITATION ON TERMS OF STANDING COMMITTEE MEMBERS**

**RESOLVED:** That members of the Standing Committee shall be limited to one full term, rather than the two full terms they may currently serve, that lay members shall be communicants in good standing of the Episcopal Church in the Diocese, and that Canon 4 shall be amended as follows to accomplish these purposes:

### **CANON 4**

#### **Of Committees and Commissions**

##### **SEC 4.1 *The Standing Committee (Revised 2011)***

**4.1.1 The Standing Committee of the Diocese shall consist of five clergy, canonically and actually resident in the Diocese, and five lay communicants in good standing of the Episcopal Church in the Diocese of Pennsylvania, residents of the Diocese, chosen by ballot by the concurrent votes of the members of each Order.**

**4.1.2 At each Stated Convention there shall be elected one member of the clergy and one layperson to take the places of those whose terms shall then expire, to serve for five years. A member of this Committee shall not be eligible for reelection after serving ~~two~~ one full term s until one Convention year shall have elapsed. A member of this Committee may, however, be elected to one full term after serving the balance of an unexpired term pursuant to the provisions of Section 4.1.3, below.**

### **EXPLANATION:**

Allowing only one term of consecutive service by members of the Standing Committee will allow more and wider participation by members of the Diocese on the Committee with fresh ideas and freer communication. To further require lay members to be "in good standing of the Episcopal Church in the Diocese of Pennsylvania" will insure that Standing Committee members are good representatives of the Diocese. The amendments track similar canonical language used in the dioceses of Massachusetts and Connecticut.





Submitted by: The Very Reverend E. Clifford Cutler

Christopher Hart – against resolution. Taking away privilege of convention to re-elect a member  
Rev. Frank Allen support Use gifts of many people. Increase trust of Diocese.  
Rev. Glenn Matis – There are term limits. Oppose. Need institutional memory. Some people decide not to run again. Flow of people in and out. Keep memory of where we came.  
Rev. Robin Martin – favor broadens the leadership of the Diocese.  
Arlene McGurk – Against one five year term. More sense to make it two three year terms like the other leadership groups. Will hurt stability of Standing Committee.  
Rev. Bill Wood – favor one five year term. In an age where change is rapid and increasing so fast.  
Rev. Tom Wand amend the proposed amendment 2<sup>nd</sup> line 4.1.2 that the term expire for three years. Change two terms to one be omitted from amendment. Up to two three year terms.  
Christopher Hart – Move to refer to the committee on canons. Motion is not debatable.

Motion was made and seconded that the resolution R-6 and all related amendments concerning the term of office of Standing Committee be referred to the committee on canons for study and prepare recommendations to return to this convention next year.

Vote 198 yea 184 nay motion carried. Resolution referred to Committee on Canons

**R-7-2011**

## **CREATION OF A CANONICAL NOMINATING COMMITTEE**

**RESOLVED:** That whereas the baptized faithful of the Diocese of Pennsylvania have an abundance of God-given gifts for building up the Body of Christ, and whereas there are numerous opportunities to exercise those gifts through service on governance bodies of the Diocese, and whereas an intentional, systematic, sustained and organized process wherewith to identify and call forth those gifts would strengthen the governance bodies of the Diocese and all the members thereof, a permanent Nominating Committee is hereby created; and

**BE IT RESOLVED,** that in order to establish a Permanent Nominating Committee, Standing Order (V)(1) is hereby stricken and a new Canon, 4.8, is hereby created, as follows:

### **SEC 4.8 *The Nominating Committee***

**4.8.1** The Nominating Committee (“Committee”) of the Diocese shall consist of six Priests or Deacons canonically resident in the Diocese, and six lay communicants of the Diocese, each of whom shall be elected by Convention and shall serve three-year terms staggered so that two lay members and two clergy are elected each year. Diocesan Council shall have power to fill any vacancies until the next Diocesan Convention. A member of the Committee shall not be eligible for reelection after serving for two terms until one year shall have elapsed.

**4.8.2** At the initial election all 12 members of the Committee shall be elected. The four members elected with the highest number of votes shall serve a three-year term. The four members elected with the next-highest number of votes shall serve a two-year term. The four members elected with the next-highest number of votes shall serve a one-year term.

**4.8.3** The Committee shall:

- a) maintain and publicize current position descriptions for all (*non-paid*) committee and commission positions within the Diocese;
- b) maintain current membership lists of all committees and commissions within the Diocese, including the terms of membership and eligibility for election as applicable;
- c) recruit members of the Diocese for said positions, and generate a slate of candidates for election at each Stated Convention.



**4.8.4 The Committee shall meet not later than 60 days following each Diocesan Convention to elect a chairperson and commence its activities for the next Diocesan Convention.**

**4.8.5 Not less than one hundred and fifty days in advance of each Diocesan Convention the Nominating Committee shall publicize a list of all positions to be filled by election at the upcoming Convention. Not less than sixty days in advance of each Diocesan Convention the Nominating Committee shall present its slate of nominations to the Committee on Elections. The Secretary of Convention shall publicize this list to the Parishes and Missions within ten days of receipt of the same.**

**EXPLANATION:**

This Resolution is presented as a means of making formal a proposed change to the role and responsibilities of the Nominating Committee. Generating, maintaining, and publicizing a list – with position descriptions – of all of the different ways in which laypersons and clergy can participate in the ministries of diocesan leadership will significantly increase the perception that all persons' gifts are welcome and valued. In too many instances today people do not know that there are openings to serve in diocesan roles, and do not have any idea how to offer themselves and their gifts when they do know. This lack of transparency allows for sometimes wrong assumptions that decisions are being made in secret, and thus perpetuates a sense of mistrust among us. Making the whole process plain and accessible will dispel that mistrust. Furthermore, providing up-to-date position descriptions gives potential participants the opportunity to determine in advance if their own skills, gifts and availability will be a good match with the work at hand. It honors the work of the committee and the contribution of particular individuals.

Submitted by:

Ms. Jan Ross, Nominating Committee Co-Chair, 2008 & 2009  
The Rev. Ledlie I. Laughlin, Nominating Committee Co-Chair, 2009  
The Rev. Hentzi Elek, Nominating Committee Co-Chair, 2010  
Ms. Debora Brown, Nominating Committee Co-Chair, 2010 & 2011  
The Rev. Doris Rajagopal, Nominating Committee Co-Chair, 2011  
The Rev. Dennis Lloyd, Nominating Committee Member, 2011

Motion was made and seconded. Motion carries

**R-8-2011**

**CONCERNING THE SALE OF THE WAPITI PROPERTY**

**RESOLVED: That the Canons of the Diocese of Pennsylvania be and hereby are amended to add a new Canon 13.5 that reads as follows:**

**“Notwithstanding any other provision of these Canons, (1) The Wapiti Property may be encumbered, unencumbered, sold or otherwise alienated with the joint consent, written or otherwise, of the Standing Committee, the Diocesan Council and the Committee on Finance and Property; (2) the sale, conveyance or mortgage of the Wapiti Property may be undertaken and completed without the consent of the Bishop Diocesan, Charles Bennison; and (3) the proceeds of any such sale or conveyance shall be placed in a temporarily restricted fund and, in accordance with the wishes of Convention and subject to the approval of the Bishop and Standing Committee, shall be used to replenish the funds depleted to purchase and maintain the property (per the Fifth resolve of Resolution R-11 adopted at the 225<sup>th</sup> Convention of the Diocese of Pennsylvania at its meeting in November of 2008). This Canon 13.5 shall not apply to any Bishop Diocesan other than Charles Bennison, and will become null and void upon the retirement of Bishop Bennison.”**





## **EXPLANATION:**

This resolution is presented by representatives of the Standing Committee, Diocesan Council and Finance & Property Committee to provide an opportunity for the people of the Diocese to consider and decide whether to sell or to retain the Wapiti property for the remainder of Bishop Bennison's tenure.

We believe that it is of vital interest to the health, well-being, and mission of this Church that the laity and clergy elected to the councils of the church be assured that their voices are heard and that your will as expressed through Convention is carried out. To do otherwise runs contrary to the democratic nature of our polity.

In November of 2008, during the 225<sup>th</sup> Convention of the Diocese of Pennsylvania, the Diocesan Convention approved a resolution that called for the sale of the Wapiti property in Maryland, with the stipulation that the sale receive approval from the Standing Committee, Diocesan Council, and the Finance & Property Committee, in addition to the Ecclesiastical Authority. A Wapiti task force comprised of representatives from Diocesan leadership groups was appointed to select a real estate broker and respond to purchase offers on behalf of the Diocese. The property was duly listed and the Committee has communicated regularly with the governing bodies of the Diocese regarding its activities and decisions since that time.

In February of this year (2011) we received a cash offer of \$6,636,007. This offer reflects the current real estate market (which is not expected to climb in the foreseeable future) and would allow funds currently dedicated to maintaining the property (over \$150,000/year) to be used for ministry in the Diocese. Expenditures will increase significantly by the end of the year when the \$3 million loan from Wilmington Trust comes due. On behalf of the Diocese, the Finance & Property Committee analyzed the costs and benefits of this offer, carried out due diligence on the buyer, and voted unanimously to accept the offer. After discussing the offer with Bishop Bennison, the Standing Committee voted unanimously to accept the offer.

On March 20, the Diocesan Council voted overwhelmingly to accept the offer – with 24 votes in favor, one vote against and one abstention. Throughout this process Bishop Bennison made it plain that he would not accept the offer to purchase the Wapiti property and that he does not intend to sell the property at all, not even for an offer well above the asking price. Despite the votes of Convention and the elected bodies governing the Diocese to the contrary, the Bishop still intends to run a camp at Wapiti funding it, at least in part, from the sale of closed church properties as well as from other Diocesan resources as yet unidentified. To this end he removed the property from the market and cancelled the listing agreement with the real estate broker.

While we certainly share the Bishop's commitment to the youth of our Diocese, we are also concerned with ensuring that the decisions made by the Diocesan Convention and the elected governing bodies of the Diocese are carried out. We find it unacceptable that Bishop Bennison would impede the health and mission of this church by imposing his own, sole opinion upon the Diocese. Indeed, we cannot continue to fund the current costs maintaining Wapiti, even now as it lies fallow, let alone invest the additional millions of dollars it would take to re-open and run a camp at Wapiti without abandoning other significant mission activities taking place in our Diocese. We look forward to receiving the report of the Diocesan Mission Planning Commission, to a new and vibrant mission for this Diocese, and to working together in mission.

We lament Bishop Bennison's rejection of the desires and decisions of the Diocesan Convention and his disregard for the counsel of the leadership bodies of this Diocese. We take no pleasure in presenting this resolution; we recognize that it is an unfortunate and extreme step; we take it to address unfortunate and extreme circumstances.



## REFERENCES:

- National Canon I.7.3 (local canon may be amended to change general rule that Bishop and Standing Committee must agree to alienate diocesan property)
- Diocesan Canons 13.2 and 13.3

Submitted by:

The Rev. W. Franklin Allen  
The Rev. Samuel Adu-Andoh  
The Rev. Kirk Berlenbach  
The Rev. Isaac J. Miller  
The Rev. D. Joy Segal

Bishop Michel chaired during the discussion of this resolution because Bishop Bennison is named in the Resolution.

George Whitfield – against not proper to name any specific person in a canonical change resolution. The original resolution stated required approval of all three bodies. Bishop had right to decide not to sell property.

Richard Byrd – support Not looking a censure or indictments. Look at principals. Think of long term effect and act accordingly.

Martha Thomae – on principal against. Seen this in the Diocese before. Canon created if a group of people do not like something. Bad precedence.

Rev. Kathy Andonian – support resolutions. All of us gathered today are committed to moving forward with vision and mission of Diocese. This one issue has divided us and distracted us and finding a common vision together. If passed allow us to move forward.

Rev. Robin Martin – vote to sell Wapiti was very close. To pass a resolution like this sends a terrible message to anyone who might want to be our Bishop in the future. Sends terrible message of who we are.

Rev. Marek Zabriskie – favor Worked hard over last several years to bring our financial house in order. This is one important step of that. Acquisition of Wapiti and investment in it put the Diocese in a dangerous financial way. Churches are closing in Diocese. Important step to put our financial house in order. To continue to move forward and unify us and put us in a strong position when it comes time to call for an election of a new bishop. Bad servant leadership. Leadership should support the will of the Diocese.

Rev. Jarrett Kerbel St. Martins in the Fields against Like checks and balances when against the executive but not in the executive's hands. This needs to apply to all bishops going forward. Would like final sentence struck.

Motion made and seconded to amend resolution striking final sentence naming Bishop Bennison. On page 42.

Discussion on the amendment

Wes Bauers, Advent – Paragraph 2 leaves Bishop Bennison's name

Motion was made and seconded to amend R8 to delete all reference of Charles Bennison from lines 5 and 6 and final sentence.

Eric Werning – Church of Our Savior, If for good canonical law, we should make this for all times. The same could include Wapiti. Should not be one issue at a time.

Rev. Jonathan Clodfelder – opposed to amendment which strikes any bishop from the sale of Wapiti. Bishop's voice needs to be present in decision making process.

Rev. Ken Wissler – make a motion to refer this amendment back. Move that the amendment be referred to the moving group. Out of order.

Arlene McGurk – removing the last sentence weakens future bishops. This is specifically for Charles Bennison.

Rev. Greg Wilson – against one time sale one-time event be honest



Motion – Amendment fails.

Original resolution

Wes Bauers Advent Kenneth Square – Bad policy writing canons for one event. Emotional issue. Paul Yaros, Christ Church, Phila. favor distaste to mention a bishop in a resolution. This particular bishop has called this hand by specifically standing in the way of the will of a previous convention. Stating that resolutions are only a recommendation that Bishops do not have to follow. Need to move forward. Great work going on in our Diocese. It is time to move forward with an agenda we can all back and support. Put to bed the Wapiti issue.

Motion was made and seconded to vote by ballot – Motion fails.

Voting on resolution R-8 - 222 favor 149 against. Motion passes.

15      **Report of the Resolutions Committee on Emergency Resolutions and Resolutions Arising from the Bishop's Address**      Karen Lash, Chair

There were two resolutions arising from the Bishop's address. One is a resolution for structural reform and second is from the Middle East Study group in support of Christian Churches in Palestine. No emergency resolutions or resolutions received after deadline.

16      **Elections**

16.1      **Results of the Third Ballot**      Judge of Elections

BISHOP: Will the Judge of Elections report on the results of the third ballot?

J – Sandra Etemad – Declared elected

16.2      **Fourth Ballot**      C-4, L-4  
Judge of Elections

17      **Special Order II: Diocesan Youth Ministry**      Andrew Kellner

Sisters and Brothers in Christ,

This is the third year in which I have had the honor and pleasure to address this body. And this is the third time, I have begun by lifting up before this body the mission of youth ministry here in our diocese. This year is different though, for the banner under which we come together is "The Mission of the Church..." We are here to celebrate, and recommit ourselves to a shared vision and mission for our existence as a diocese. In many ways these are not merely guides for our self organization, but they are more, they are an articulation of why the church matters today. This is at the heart of Youth Ministry, working to help new generations see how faith matters and that the message of Jesus Christ crucified holds meaning for their life.

Youth Ministry here in the Diocese of Pennsylvania operates from an understanding that it exists for the expressed intention of Helping Youth to Encounter God and Connect with the Gospel of Jesus Christ. And just as you have all heard before, this is the guiding and motivating factor for all the programs which the Office of Youth Ministry works diligently to provide as resources to each parish and young person. This mission stems from an understanding that in the faith formation of all people, it is God who is the primary mover. It is God who transforms the life of the teenager seeking meaning and identity. And it is God who is moving in the midst of our youth groups, retreats, camps, missions and pilgrimages.



But do our young people know and experience this? In my ministry amongst the parishes and youth of our diocese, I have the pleasure of meeting and learning from the young people who sit our pews, and attend our Church Schools and Youth Ministry programs. They are first and foremost like most young people; full of potential. They have dreams, hopes and a view of the world, the way it should be (at least the way they would like it to be). But one thing that I have experienced as missing in our young people, is an understanding of what the mission of the Church is. They understand their parish to be a place where people come together and that people who come to church are suppose to be "Happy." But most of our young people are unable to speak about the Universal Church, about our relationship and community as the Diocese of Pennsylvania, or about their faith as Christians. They believe God loves them, but the good news of Jesus Christ can seem very distant to them. They experience God, but the understanding of how God works and moves in their life can seem illusive.

How then are we as adults and peers to assist them in growing and developing this understanding?

I would propose to you to, supported by research from Princeton Seminary, Fuller Youth Institute, Luther Seminary and the Lilly Endowment funded Exemplary Youth Ministry study, that relational communities hold a piece of the puzzle. This is why we can say that Camping Ministries, Mission Trips, Pilgrimages and other times of intense community around a common purpose have such a life changing and lasting effect on young people. Likewise schools such our own Episcopal Academy, Church Farm School and St. James School, share in this communal nature, where the gifts and talents of students are lifted up and they are empowered to lead. All of these: Camping, Mission Trips, Pilgrimages and Schools, provide our youth people with a level of community that they do not always experience in our Parishes. Their parish, their concept of church, can become centered around a Mission, A Pilgrimage a School or even a camp, leaving the parish Church with little voice in the life of our young people. But our parishes can and must become the place where young people experience a community deeply immersed in faith. Our parishes can be places where young people can grow and nurture their understanding of how God is moving in the world and their lives. But it takes time, resources and energy. And the same research has shown that the most influential factor in the life of parish youth ministry is the faith and passion of the Rector and other clergy. Your involvement matters and your witness to your faith inspires other leaders and young people to witness to their own.

The past three years have seen significant shifts and developments in our Youth Ministry program, as we seek to live into our mission and discover relevant answers to the question of how parishes assist young people in their faith development.

Most Notably we have establishes a Youth Ministry Board, which meets to assess, plan, discern and nurture the Diocese's ministry to young people. They are seeking ways to strength our support of parish youth ministry, nurture leadership and promote the importance of the ministry of faith formation to youth. The board is comprised of:

The Rev. Jane Cornman - St. Mary's Wayne  
The Rev. Claire Nevin-Field - St Peter's 3rd & Pine  
The Rev. Callie Swanlund - St. Martins-in-the-Fields  
The Rev. Mike Giansiracusa - St. John's Concord  
The Rev. Joyce Tompkins - Trinity Swarthmore  
The Rev. Randy Calendar - Grace and the Incarnation  
Ms. Ethel Wesley - Holy Comforter, Drexel Hill

Please pray for these individuals and the work of the board.



## CAMPING & MISSIONS

We have strengthened our commitment to camping and mission programming through:

- City Camp - 4 weeks over 100 participants - 6 Weeks with 1 week in NYC -leadership CIT, etc.
- Camp St. James - Day Camp 86 children 4 weeks looking for second location
- Camp Arrowhead- Support through scholarships and information... life changing... employment

## SPIRITUALITY & RETREATS

- Nightwatch - 3 retreats - 2 for advent Cathedral & St Peters - 1 for Absalom Jones Celebration
- Retreats - Junior & Senior High Retreat at NorthBay Adventure.... Prayer, fun, etc...

## LEADERSHIP

- Young Disciples - Monthly meetings focused on leadership and faith formation as well as the development of social awareness

In conclusion, I invite you each to explore and discern in your parish how you too can Help Youth Encounter God and Connect with the Gospel. Know that we are here to support, resource, and pray for your success in this essential ministry, entrusted to us by God.

- 18 **Special Order III: Cathedral Ministry** The Very Rev. Judith Sullivan, Dean  
BISHOP: Dean Sullivan will now briefly highlight what has been happening in the life of the Cathedral.

Bishop Bennison, Bishop Michel, Sisters and brothers, greetings to you from your Cathedral. Grace and peace.

Our Cathedral is a sacred place of unconditional welcome, healing, and reconciliation where we join together from beyond the boundaries of parish, deanery, city, suburb, and county to form the body of Christ of this Diocese and offer the best of ourselves in prayer to God. I can report to you that we have had a strong year as we have worked to fulfill this mission. We have recovered several longtime ministries, moved forward with some new ones, and opened our hearts to serve those in the community around us, the Episcopal Diocese of Pennsylvania, and all the seeking souls who have passed through our open doors.

Next to me are the women and men who make this possible and it is my pleasure to introduce members of the Cathedral staff.

First, after a hiatus of several years, we are privileged to partner once more with the University City Hospitality Coalition to feed those who are without food and shelter. This happens in the Cathedral worship space itself and is a potent and enduring sign of God's sustaining love and care and we invite you to volunteer with us in this holy and growing enterprise.

Another way to volunteer for Cathedral ministry is through the Cathedral Partners program which we have also reestablished this year. Thanks to our Partners, our doors are once again open every day as we celebrate the noon Eucharist. The Partners also serve as ministers of hospitality for the many pilgrims who come to the Cathedral to pray and as docents for the many who come, even from around the world, to view the reordered Cathedral space.

Cathedral partners also serve as docents for the many expressions of God's revelation to us through the visual arts. I extend my thanks to the Rev. Bob Tate and congregation member Anne Minich for leading the visual arts ministry which has so much vitality to our common life. I can tell you that last



night at the artists reception for Taller Puertoriqueno, the sponsor of the current exhibit, the Cathedral was graced by the presence of a mariachi band and by scores of persons who had never before stepped foot inside an Episcopal church.

This renewal is also visible in our music program led by Dr. Thomas Lloyd. Tom has expanded significantly the range and quality of our musical offerings. We have been blessed by several musical collaborations in the last year. Notably, two weeks ago the Cathedral hosted a performance of newly commissioned works of sacred jazz entitled “New Directions in Sacred Jazz” which attracted a national audience. [St. Thomas, Overbrook’s Jay Fluelen was included among those composers.] On Sunday, November 13, at 4pm, the Cathedral singers will offer a service of Choral Evensong that reflects the comprehensive quality of our worship as it includes new music and draws from our beautiful Anglican tradition.

Recognizing that the ongoing vitality of our church lies in the care and formation of our children, the Cathedral has transformed the first floor of Gateson House into the Godly Play Center. Under the leadership of Meredith Wiggins, Director of Children’s Ministries, the Center serves not only our community, but will also be the regional training center for this wonderful Montessori based program that was created by Episcopal priest Jerome Berryman. Meredith will be convening the leaders of children’s formation programs and leading workshops to support and to serve you. More information about the Center and all of our ongoing ministries is available at the Cathedral exhibit booth.

For the past ten years, the Cathedral Chapter has wrestled prayerfully with how best to steward the resources of the Cathedral campus. I am excited to report to you that in August the Chapter was able to purchase the adjacent apartment building, 3719 Chestnut Street. To accomplish this, the Cathedral received the necessary permissions from the Diocese to borrow against a small percentage of our endowment. We expect that the apartment building will operate profitably for the next year or two and will cover the costs associated with this loan until it is torn down to make way for the new Cathedral Center.

In addition, upon the recommendation of the Cathedral Development Task Force, with participation from representatives from the Standing Committee, Diocesan Council, and the Finance and Property Committee, the Chapter selected its developer partner in moving forward to develop this project. The Cathedral will contribute the land which we currently own and the attendant air rights. We expect to erect a building that will meet our program ministry and administrative needs and that will generate ongoing income through some mix of commercial and residential use. The Chapter also understands well its responsibility to assure that this land contiguous to our Cathedral remains ours in perpetuity.

A new Cathedral center will bring light, life, and excitement for all of us and the community around us as we undertake the ministries of the 21st century. I commend to you the members of the Cathedral Chapter for their deep faithfulness and vision in charting this course of how we may best serve as the seat of the Bishop, a home for the Diocese, and an open door for all. Special thanks to Penny Cutler and the Rev. Michael Ruk who have served tirelessly and with great love over a period of years. To them and all who have graced the Cathedral community through their gifts of service, we extend deep appreciation.

Thank you for your time and attention. Please continue to hold the Cathedral in your prayers as we pray daily for all of you.

#### 18.1 **Introduction of the Cathedral Chapter and Chapter Nominees**

Bishop Bennison

BISHOP: I have nominated the Rev. Emily Richards and Mr. Norman McClave to serve on the Cathedral Chapter. I would ask your approval of these appointments. Is there any discussion?





- 18.2 **Vote to Confirm Nominees to be elected to the Cathedral Chapter** DC18.3  
*All in favor, please raise your Green card for YES; All opposed, please raise your Red card for No.*  
Nominees were confirmed.

- 19 **Vote to Confirm Appointees to the Commission on Ministry** Bishop Bennison

BISHOP: The following persons were appointed to the Commission on Ministry during the year.

CLERGY

Jill McNish  
Claire Nevin-Field  
Richard Robyn  
Joy Segal  
Kyle Tomlin

LAY

Caroline MacMoran

It is necessary that Council confirm these appointments. Is there any discussion?

I would ask your approval of these appointments. All in favor, please raise your Green card for YES;  
All opposed, please raise your Red card for NO.

Appointees were confirmed.

20 **Elections**

- 20.1 **Results of the Fourth Ballot** Judge of Elections

BISHOP: Will the Judge of elections report on the results of the fourth ballot?

- 20.2 **Fifth Ballot** C-5, L-5  
Judge of Elections

21 **Report of the Committee on Constitution and Canons**

**REPORT OF DIOCESAN CANONS COMMITTEE**

The Canons Committee of the Diocese is chaired by the Rev. William Duffey and consists of the following members: Steve Chawaga, Ginger Goodrich, Christopher Hart, Rev. Mary Laney, and Rev. Michael Pearson. The Chancellor of the Diocese, Mary Kohart, serves on the committee *ex officio*.

The Canons Committee has met on a regular basis over the past year to consider requests from various Diocesan groups for assistance in interpreting canonical issues, drafting possible changes to the canons, and educating diocesan groups about canonical issues, including in particular the new Title IV regulations.

On August 8, 2011, the Canons Committee met to consider resolutions being proposed to the 228<sup>th</sup> Diocesan Convention that involved changes to or implicated the Canons and/or the Constitution of the Diocese. A list of the resolutions considered by the members at this meeting or subsequently by electronic communication is attached hereto. The Committee found no canonical or constitutional impediment to any proposed resolution.



Resolution	Sponsor	Contact	Status
Parties that must consent to sale of Wapiti	Rev. Joy Segal	avfmcgurk@earthlink.net	Draft reviewed, no Canonical issues found
Allow Standing Committee to call special convention	Doug Fonte	<a href="mailto:dfontepc@aol.com">dfontepc@aol.com</a>	Draft reviewed; no Canonical issues found
Create permanent nominating committee	Rev. Ledlie Laughlin	Laughlin@stpetersphila.org	Draft reviewed; no Canonical issues found
Change name of Commission on Clergy Salaries and Pensions	Marc Andonian	Marc.andonian@yahoo.com	Draft reviewed; no Canonical issues found
Limit term of Standing Committee members to one	Rev. Cliff Cutler	ccutler@stpaulschestnuthill.net	Draft reviewed; no Canonical issues found
Renew charge of Financial Review Committee for another year	Christopher Hart	<a href="mailto:chart@lumbermens.com">chart@lumbermens.com</a> <a href="mailto:cervus@veritasliberat.net">cervus@veritasliberat.net</a>	Draft reviewed; Constitution and Canons not implicated
Direct Canons Committee to establish procedure for confirmation of staff hirings	Paul Yaros	<a href="mailto:PYaros@epicor.com">PYaros@epicor.com</a> <a href="mailto:PYaros@gmail.com">PYaros@gmail.com</a>	Draft reviewed; Constitution and Canons not implicated

## 22 Resolutions

Karen Lash

BISHOP: I will now ask our Chair for the Resolutions Committee, Karen Lash, to present each of the Resolutions for discussion and vote.

R-9-2011

### THE CONTINUATION OF THE DIOCESAN FINANCIAL REVIEW COMMITTEE

**RESOLVED:** That this Convention authorize the continuation of the Diocesan Financial Review Committee ("Committee") initially authorized at the 227<sup>th</sup> Convention by means of Resolution R-6-2010; and

**RESOLVED:** That, as authorized by the 227<sup>th</sup> Convention, the work of the Committee in the coming year will include "a process of review, discussion and study of" the Diocese's "financial and property management;" and

**RESOLVED:** that, as authorized by the 227<sup>th</sup> Convention, the Committee shall continue to be convened by a member of the Constitutions and Canons Committee appointed by the Constitution and Canons Committee, and the composition of the Committee shall continue to include the Bishop Diocesan or a representative appointed by him, the Canon for Financial Administration, the Treasurer, and two (2) clergy or lay representatives from each of the following Diocesan committees and organizations, clergy or lay, appointed by said committee or organization:

The Standing Committee  
Diocesan Council  
The Church Foundation  
The Finance and Property Committee; and





**RESOLVED: that the Committee shall report to the 229<sup>th</sup> Convention of the Diocese of Pennsylvania and make recommendations to improve the management of Diocesan finances and property.**

**EXPLANATION:**

In 2010, the Committee on Canons, at the request of the Resolutions Committee, engaged in a year-long process of review of the Canons of the Diocese. Among its conclusions was that the Diocesan Canons governing the management of finances and property were in need of revision and clarification, but because of their complexity and importance they required review, discussion and study among the financial stakeholders in the Diocese before appropriate amendments could be drafted. The Diocesan organizations involved concurred in this approach, as did the 227<sup>th</sup> Convention, which passed R-6-2010 authorizing the formation of the Committee.

The Committee has met monthly in 2011 and has engaged in a productive discussion and analysis of the full range of Diocesan financial practices. It has prepared a chart of the financial functions performed by each represented individual or organization, which has enabled it to identify areas of conflict, overlap of responsibility, and lack of proper attention. The Committee seeks a renewal of its charge for an additional year so that it can complete its task and make appropriate recommendations to the 229<sup>th</sup> Convention concerning changes to the Canons concerning financial management and/or a revised corporate structure for the Diocese.

Submitted by:

Christopher Hart

Jim Stauers St. Peter's Philadelphia. Not a complete picture. What are the priorities? Don't know what the whole picture is. Push forward for transparency.

Motion was made and seconded. Motion carried.

**R-11-2011**

**THE BIBLE CHALLENGE**

**Resolved: That the Episcopal Diocese of Pennsylvania encourage each church and mission to invite their members and friends beyond the parish to read the entire Bible in 2012 and support them in this spiritual practice.**

**Resolved: That the Diocese of Pennsylvania submit the following resolution to the 77<sup>th</sup> General Convention of the Episcopal Church:**

**Resolved, the House of \_\_\_\_\_ concurring, every Episcopal diocese, cathedral, church and mission shall invite their entire membership and people beyond their church to read the entire Bible in 2013.**

**EXPLANATION:**

Most growing churches have a strong commitment to teaching and reading the Bible. Episcopalians listen to a great deal of Scripture read in worship, but rarely practice daily Bible reading on their own. Biblical illiteracy is growing in the United States. Mainline churches are declining, but interest in Christianity and spirituality is very strong. How can we meet this deep hunger? One way is by encouraging Christians and seekers to read the entire Bible.

Studies note that there is a significantly higher moral code among people who read the Bible four times or more each week and that people who read the Bible for 21 days have an 80% chance of developing a life-long practice of Bible reading.

We believe that daily Bible reading can transform millions lives and countless churches.



In 2011, 180 members of St. Thomas Church in Fort Washington, Pennsylvania and 86 friends from beyond committed to join The Bible Challenge and read the entire Bible using printed Bibles or reading the Bible on iPads, iPhones, Kindles and Nooks or listening on CD.

St. Thomas Church has now created The Center for Biblical Studies to promote The Bible Challenge across the United States and around the world. Ten days after launching the new CBS website, over 2,000 visitors from more than 30 countries around the world had logged on the CBS website at:

[www.thecenterforbiblicalstudies.org](http://www.thecenterforbiblicalstudies.org)

The Archbishop of Canterbury Rowan Williams, the Secretary General of the Anglican Communion Kenneth Kearon and the former Presiding Bishop of the Episcopal Church Frank Griswold serve on the CBS Advisory Board.

Participants in The Bible Challenge read three chapters of the Old Testament, one psalm and one chapter of the New Testament daily in order to read the entire Bible in a year. The mission of the CBS is to help Christians to develop a life-long daily spiritual practice of reading the Bible in order to know God's love more clearly and to receive comfort, strength and guidance for daily living and to provide Bibles for dioceses, churches and individuals who lack them.

Submitted by:

The Rev. Marek P. Zabriskie

Rector of St. Thomas Episcopal Church

Fort Washington, PA

Motion was made and seconded. Motion carried.

**R-12-2011**

**PROPOSAL TO MODIFY CANONS TO PROVIDE FOR A CONFIRMATION PROCESS AND A TERMINATION PROCESS WITH RESPECT TO STAFF PAID FROM FUNDS APPROPRIATED IN THE PROGRAM BUDGET**

**RESOLVED:** That the Committee on Canons is directed to consider whether the Canons of the Diocese of Pennsylvania may be amended to provide that Diocesan staff members and persons supporting various ministries who are hired by and report to the Bishop Diocesan, and who are paid from funds appropriated in the Program Budget, be subject to confirmation by Diocesan Council or any other Diocesan organization;

**RESOLVED:** That the consideration by the Committee on Canons should include, but not necessarily be limited to, a review of the Canons of the Diocese of Pennsylvania, the national Canons of the Episcopal Church, policies and practices in other dioceses, and all other applicable canons, laws, rules, and regulations, and

**RESOLVED:** That, consistent with this review and its best judgment, the Committee on Canons will present its findings to the 229<sup>th</sup> Convention of the Diocese of Pennsylvania together with, if it deems such a modification to be canonically acceptable, a resolution or resolutions proposing a modification or modifications to the Canons of the Diocese of Pennsylvania to provide for: (a) a confirmation process applicable to all staff hired by or reporting directly to the Bishop Diocesan and paid by funds appropriated in the Diocesan Program Budget; and (b) a termination process applicable to said staff.



## **EXPLANATION:**

The Canons of the Diocese of Pennsylvania do not currently provide that Diocesan staff members and persons supporting various ministries who are hired by and report to the Bishop Diocesan, and who are paid from funds appropriated in the Program Budget, are subject to confirmation by Diocesan Council or any other Diocesan organization. There is currently a lack of governing oversight in the process of filling and terminating diocesan staffing positions that are funded through the Diocesan Program Budget.

As Canon 6.2 bestows upon Diocesan Council the duty “to carry out the programs and policies adopted by the Convention of the Diocese of Pennsylvania” and as Canon 6.2.3 states the “Bishop shall be responsible to the Convention and the Diocesan Council in all matters relating to the adopted programs” and as Canon 6.2.4 states “The Diocesan Council shall furnish the Bishop with assistance for the administration of the Diocese” it is most appropriate and fitting to modernize the canons to institute governing oversight principles that would insure these canons are adhered to in a formal confirmation process of staffing positions funded by the people of the Diocese of Pennsylvania through the Diocesan Program Budget.

In today’s modern world chief executives, whether business related or government related, generally must seek confirmation by an oversight board, committee, Senate for key staffing positions. This resolution is offered in the spirit of modernizing our canons and providing appropriate oversight authority as directed by Canon 6. The Church above all institutions recognizes the power of the Holy Spirit to direct our corporate administration. We also recognize that the Holy Spirit is fully realized when we honor the scriptural belief that ‘where two or three are gathered, there I am in the midst of them’. Therefore providing a confirmation process to key staffing positions will only enhance and strength the diocesan commitment, affirmation and Spirit filled guidance of those appointments.

Submitted by: Paul Yaros

Co-Supporters: Debora Brown, Douglas Fonte, Joe Suprenuk

George Whitfield – against council cannot be the beginning and ending of employment. This would also include vicars. Council cannot be immediate supervisor.

Motion was made and seconded. 115 yea 138 nay Motion fails

R-16 Ann Booth-Barbarin

**R-16-2011**

## **BUILDING AN ANTIRACIST DIOCESE**

**RESOLVED: That the 228<sup>th</sup> Convention of the Diocese of Pennsylvania acknowledges that the sin of racism continues to influence the institutional life of this Diocese, seeks opportunities for all the baptized faithful of the Diocese to participate in dismantling racism and building an antiracist Diocese, accepts and approves the new three-year Strategic Plan created by the Antiracism Commission and Team of the Diocese of Pennsylvania, and commits to its implementation.**

**Building the New Community:  
An Antiracist Episcopal Diocese of Pennsylvania  
Strategic Plan 2012-2014  
Antiracism Commission & Antiracism Team**

### **Our MANDATE from Diocesan Convention in 2005:**

The mandate of the Antiracism Commission is to accomplish the systemic and institutional transformation of the Diocese, its parishes and its entire people, away from the sin of racism and



toward the fulfillment of the Gospel and its baptismal mandate “to strive for justice and to respect the dignity of every human being.”

### **Our VISION for the new community:**

The Episcopal Diocese of Pennsylvania is committed to the transformation of all racist structures. We believe that systemic antiracist change demands the continual accountability of white people to people of color, and full inclusion with access to power of all persons in our Diocesan life.

### **Our GOALS**

To realize our vision and transform the structures of the Diocese, the Antiracism Commission & Antiracism Team are committed to the following goals:

#### **1. Influence the way decisions are made and resources are allocated, and influence who is making these decisions.**

To do this, we will:

- Create a power analysis of the Diocese to understand and track the ways racism is perpetuated through the structure and practices of our diocesan life
- Influence the selection of diocesan bishops
- Influence parish search processes
- Influence revisions to the canons
- Influence the mission strategy of the Diocese
- Secure necessary resources from the Diocese and individuals for the work of the Commission

#### **2. Educate the people of the Diocese about the ways racism has shaped, and is shaping, our common life, and offer tools for people to build antiracist communities.**

To do this, we will:

- Lead a wall of history project for the diocese at Diocesan Convention
- Develop a bibliography of materials and add works on antiracism to Diocesan Resource Center
- Host discussions and workshops, e.g., showings of *Traces of the Trade*, and an annual 2.5 day *Crossroads* training

#### **3. Model our own behavior according to these core values as we interact with each other and with the Diocese:**

- Transparent conduct
- Truth telling
- Collaborative, non-hierarchical, and mutually respectful relationships
- Passionate commitment to the Baptismal Covenant

We will:

- Caucus with each other (see *Crossroads* below for an explanation)
- Celebrate successes
- Pray together

#### **4. Communicate openly among ourselves, between the Team/Commission and diocesan stakeholders, and with the wider community within and outside the Diocese**

To do this, we will: Report regularly and publicly on our efforts and activities



## 5. Nurture relationships and organize all in this Diocese who are striving with us toward this vision.

To do this, we will:

- Include and recruit more people within the Diocese to antiracism work; host a 4-day team training
- Build new relationships with diocesan stakeholders and allies, and gather annually for mutual support
- Develop provincial and national allies and participate in provincial and national antiracism work

### Background & Accomplishments:

In different ways, clergy and lay leaders of this Diocese have been engaged in the work of antiracism for decades, even centuries. Standing upon their shoulders, since 2005, the Commission has:

- Led two one-day orientation sessions with Crossroads (65 participants)
- Led eight two-and-a-half day training sessions with Crossroads (230 participants)
- Trained a fourteen-member Antiracism Team with Crossroads to guide our strategic efforts with an intensive Crossroads' led training workshop
- Hosted twelve viewings of the documentary film, *Traces of the Trade*, in different deaneries
- Piloted four new programs in three congregations
- Influenced the work of the Diocesan Nominating Committee to create a more accessible process and raise up people of color for positions of diocesan leadership
- Steadily recruited new allies and participants in our work

### Who We Are

Working together, members of the **Antiracism Commission & Team** include:

Ms. Ann Booth-Barbarin, Team co-chair  
The Rev. Randy Callender  
Ms. Lorna Campbell-Seely  
Ms. Denise Ciambrello  
Ms. Deborah Gaye  
Ms. Mary Hickert Herring  
The Rev. Harriet Kollin  
The Rev. Ledlie Laughlin, Team co-chair  
The Rev. James Littrell, Commission vice-chair

Canon Jill Mathis  
The Rev. Dr. Renee McKenzie-Hayward,  
Commission Chair  
Ms. Avyane Osbourne  
Ms. Donna Marie Peters  
The Rev. Timothy Safford  
Ms. Victoria Sicks  
Ms. Martha Thomae

### Crossroads Ministry:

To address racism as a systemic and institutional issue, the Commission contracted with *Crossroads Anti-Racism Organizing and Training*. Crossroads “provides a structural analysis to institutions that are coming to recognize patterns of oppression within their own systems, and are realizing the need for institutional change. Using a rigorous power analysis, Crossroads leads them in identifying organizational barriers to authentic, just, and accountable multicultural diversity. Pivotal to this work is our unique and innovative training process that facilitates building institutional *Teams*. These Teams organize internally to create a structural intervention that includes strategies to break down barriers and create anti-racist anti-oppressive structures, policies, practices and procedures.” The Antiracism Commission called for the creation of a Crossroads' trained Team, and in 2009 eleven people from the Diocese participated in the ten day training. Caucuses are integral to the Crossroads model: while most of our antiracism work is done as a multiracial community, it is critical for People of Color to caucus and reflect on how we perpetuate or resist internalized racial oppression, and for White People to caucus and reflect on how we perpetuate or resist internalized racial superiority.



### **How You Can Participate:**

To realize our vision and transform the structures of the Diocese, we are eager to build mutually supportive relationships with every individual and organization that shares our commitment to this work.

For information about upcoming events hosted by the Antiracism Commission go to the Diocesan website.

To arrange for antiracism training in your community or to learn more about how you can get involved, contact Commission Chair, the Very Rev. Dr. Renee McKenzie-Hayward.

Submitted by:

The Very Rev. Dr. Renee McKenzie-Hayward, Chair, Antiracism Commission

The Rev. James Littrell, Vice Chair, Antiracism Commission

Ms. Ann Booth-Barbarin, Co-Chair, Antiracism Team

The Rev. Ledlie I. Laughlin, Co-Chair, Antiracism Team

Wes Bauers – against To focused on race should be anti-discrimination. Move to amend to strike the word racism and substitute discrimination in three places.

Christopher Hart – against amendment. This is their specific charge of the Anti-Racism commission.

Rev Renee Hayward McKenzie – ditto Christopher Hart

Amendment fails

Original Motion – motion carried

Required that all clergy take this training. In the spring a special training will be held

R-10 Rev. Kathy Andonian

**R-10-2011**

### **EPISCOPAL PARISH HEALTH MINISTRIES**

**RESOLVED:** That the 228<sup>th</sup> Convention of the Diocese of Pennsylvania urge the congregations of the diocese, which have not already done so, to explore and implement health ministry as an organizing concept or vital component of outreach and pastoral care of the congregation by the end of 2012, and be it further

**RESOLVED:** That the 228<sup>th</sup> Convention encourages congregations to raise awareness of health ministries and promote the understanding that health includes mind, body and spirit, and be it further

**RESOLVED:** That this 228<sup>th</sup> Convention urges the Bishop of the Diocese of Pennsylvania to appoint a Health Ministries Task Force to provide resources to support the exploration and implementation of health ministries, including parish nurses, in the various congregations and to make recommendations to the diocese to further support an understanding of the importance of this ministry that encompasses mind, body and spirit. The work of this task force shall be completed by the 230<sup>th</sup> Diocesan Convention.

### **EXPLANATION:**

Health ministries play a unique and critical role in facilitating the overall health of clergy, staff and congregation. Health ministry looks different from congregation to congregation, reflecting the unique needs, interests and resources of the faith community.





National Episcopal Health Ministries (NEHM) educates leaders for Episcopal health ministry and parish nursing, supports those engaged in health ministry in Episcopal congregations and provides resources to local congregations, dioceses and provinces. NEHM is a valuable resource for those seeking assistance in the development of faith ministries.

REFERENCES: 76th General Convention of the Episcopal Church (2009), Resolution: AO77 Episcopal Health Ministries.

**Submitted by:**

*The Reverend Kathryn Andonian, Church of the Holy Spirit, Harleysville*  
*The Rev Beth W. Hixon, Church of the Redeemer, Bryn Mawr*  
*The Rev John E. Midwood, Executive Director, Episcopal Community Services*  
*Victoria Greenover, Convention Delegate, Church of the Holy Spirit, Harleysville*  
*The Very Rev Ed Shiley, Church of the Redeemer, Springfield*  
*The Rev Tom Wand, St. Mary's Episcopal, Ardmore*  
*The Rev Harriet Kollin, Church of St. Martin-in-the-Fields, Chestnut Hill*  
*The Rev Marek Zabriskie, St. Thomas Church, Whitemarsh*  
*The Rev Kathleen M. Walter, St. Jude and The Nativity, Lafayette Hill*  
*The Rev Jennie M. Anderson, Church of the Epiphany, Royersford*

Motion was made and seconded. Motion carried

Rev. Kathy Andonian received a citation

4:00 p.m.

**23 Additional Convention Business**

BISHOP: Is there additional business to come before this Convention?

**23.1 Resolutions Received after Deadline**  
No resolutions received

Karen Lash

**23.2.1 Resolutions Received in Response to the Bishop's Address**  
Structural Reform Resolution – Jo Ann Jones

Karen Lash

**RESOLUTION FOR STRUCTURAL REFORM**

**RESOLVED: The 228<sup>th</sup> Convention of the Diocese of Pennsylvania directs that the following resolution be filed with the Secretary of General Convention for consideration by the 77<sup>th</sup> General Convention of the Episcopal Church.**

*Resolved*, the House of \_\_\_\_\_ concurring, there shall be a Special Commission on Missional Structure and Strategy, the composition of which shall be at the discretion of the Presiding Bishop and the President of the House of Deputies and the members of which shall be appointed jointly thereby not later than thirty days following the adjournment of this 77<sup>th</sup> General Convention. The Special Commission shall be charged with presenting a plan to the Church for reforming its structures, governance, administration, and staff to facilitate this Church's faithful engagement in Christ's mission to proclaim good news to the poor, release to the captives, recovery of sight to the blind, freedom to the oppressed, and the acceptable year of the Lord (Lk. 4:18) in a way that maximizes the resources available for that mission at all levels of this Church.

*Resolved*, the Special Commission shall endeavor to issue its report and recommendations along with resolutions necessary to implement them, including, proposed amendments to the



Constitution and Canons of this Church, so that they might be considered by a special General Convention prior to the convening of the 78<sup>th</sup> General Convention in 2015, but in any event, not later than February 1, 2015.

*Resolved*, the General Convention requests the Joint Standing Committee on Program, Budget and Finance to consider a budget of \$100,000 for the implementation of this resolution.

**Explanation**

The administrative and governance structures of The Episcopal Church have grown over the years so that they now comprise approximately 47% of the churchwide budget and sometimes hinder rather than further this Church's engagement in God's mission. Reform is urgently needed to facilitate this Church's strategic engagement in mission and allow it to more fully live into its identity as the Domestic and Foreign Missionary Society in a world that has changed dramatically over the years but that also presents extraordinary missional opportunity.

Submitted by:

Jo Ann B. Jones  
Christopher Hart

Motion was made and seconded. Motion carried.

Middle East Study Group – Rev. Cliff Cutler

**APPROACHING GENERAL CONVENTION CONCERNING PALESTINIAN CHRISTIANS**

**Resolved: that the 228th Convention of the Diocese of Pennsylvania submits the attached resolution, "Pursuing a Just Peace in the Palestinian/Israeli Conflict," on support for Palestinian Christians, to the 77<sup>th</sup> General Convention of the Episcopal Church.**

**Resolved: that, between now and the 2012 General Convention, the Diocese of Pennsylvania implement its own study of the Holy Land with the resources mentioned in the attached resolution.**

**Explanation:**

The Palestine Israel Network of the Episcopal Peace Fellowship is encouraging a unified and consistent approach to our support for the struggling Christian church in the Holy Land. To that end they are asking multiple Dioceses to submit a single resolution to General Convention. It is desirable that the support be for the same resolution, even though that Resolution may well be altered by a legislative committee of General Convention. The Middle East Study Group of the Diocese of Pennsylvania, created by this Convention in 1992 and active in these matters, endorses this approach, urges Convention's approval, and is willing and able to be a part of implementing the second resolve. The Presiding Bishop, the Rt. Rev. Katharine Jefferts Schori, in a Pastoral Letter to the Episcopal Church on October 3, 2011, has also urged similar action.

**Submitted by:**

The Very Rev. Clifford Cutler, St. Paul's Church, Chestnut Hill on behalf of the Middle East Study Group of the Diocese of PA

**Contact Persons:**

Peter Doris, Chair, MESH	215-248-9028	<a href="mailto:peterdoris1@verizon.net">peterdoris1@verizon.net</a>
The Rt. Rev. Allen Bartlett	215-928-0506	<a href="mailto:allen.jerrie@verizon.net">allen.jerrie@verizon.net</a>



## Pursuing a Just Peace in the Palestinian/Israeli Conflict

Resolved, the House of \_\_\_\_\_ concurring, that the 77th General Convention, mindful of the impasse in reaching a just resolution to the Israeli/Palestinian conflict, calls on the Executive Council (using appropriate staff) to develop and implement a strategy of advocacy and education in the Church during the next triennium to further a just resolution of the conflict utilizing existing policies and resources, including but not limited to the following:

- A robust use of the Episcopal Public Policy Network in promoting Church policies in our nation's capital
- Participating in corporate social responsibility by more vigorous and public corporate engagement with companies in the Church's investment portfolio that do business in illegal Israeli settlements or contribute to the infrastructure of the Occupation
- Identifying a project of economic engagement through a loan of at least \$200,000 from the Church's economic justice loan fund that strengthens the economic infrastructure of the Territories
- Assist individual Episcopalians by providing information on products made and distributed from illegal Israeli settlements so that they can make informed consumer choices
- an examination of actions the U.S. might take to support international law and human rights

and be it further

Resolved that Council include in its planning a study in the next triennium in every Diocese of "*KAIROS PALESTINE 2009*" released in December 2009 by Palestinian Christian leaders to address the plight of Palestinian Christians living under military occupation in the West Bank and Gaza as well as those Christians living within the state of Israel who do not enjoy the full rights and privileges of Jewish-Israeli citizens, and be it further

Resolved that the Council further consider using as a resource for this study plan an Episcopal version of Steadfast Hope (adapted from the Presbyterian original) as developed by the Palestine Israel Network of the Episcopal Peace Fellowship, and be it further

Resolved that the Standing Commission on Anglican and International Peace with Justice Concerns give high priority to peace with justice in the Holy Land and report to the 78<sup>th</sup> General Convention of The Episcopal Church with recommendations on how best to support our Anglican brothers and sisters in the Holy Land, and be it further

Resolved that all bishops, clergy and lay people of the Episcopal Church in the United States be encouraged to travel to the region as pilgrims and witnesses, and to provide various forms of support for the Church in the Holy Land, including the Episcopal Diocese of Jerusalem, its parishes, and its Bishop, The Rt. Rev. Suheil Dawani, including through the sterling work of the Friends of the Episcopal Diocese of Jerusalem and the Good Friday Offering, and be it further

Resolved that Convention provide a budget of \$5,000 to Council and staff in assisting with this work.

### Explanation

The Episcopal Church has long supported a just peace in the Israeli/Palestinian conflict. It has rejected anti-Semitism while affirming the right to be critical of Israeli policies, and has taken clear positions opposing suicide bombings, development of illegal settlements, the building of a separation barrier that violates Palestinian land and the demolition of Palestinian homes, among other policy positions.



This resolution asks Executive Council to give greater attention to these policies and to develop a high profile and multi-pronged effort throughout the Church to promote a just peace for the two peoples of the Holy Land.

The Christian Church in the Holy Land is struggling to survive as its numbers decline steadily under Israel's ongoing military occupation of Palestine and its ensuing negative impacts on the Palestinian people in the form of economic hardships, loss of basic freedoms, and violence. Today Christians number less than 2% of the population, down from an estimated 15% to 20% in 1968. Their voices, as found in "Kairos Palestine", reflect the oppression not only of Christian Palestinians, but also of all Palestinians living under the Occupation and within the State of Israel, which they decry as a "sin against God and humanity." (See the full text of "Kairos Palestine at [www.kairospalestine.ps/](http://www.kairospalestine.ps/))

The Episcopal Diocese of Jerusalem shares in that decline as its members face increasing difficulties such as the 2010 cancellation of Bishop Suheil Dawani's 'Residency Permit' and the accompanying order for him to leave the country. That is simply a newsworthy example of things regularly confronted by less titled Palestinians.

Most Episcopalians and most Americans are unaware of the extent of the hardships facing Palestinians and need education on the situation to enable our support. In addition to its teaching series on the Palestinian-Israeli conflict, entitled Steadfast Hope: The Palestinian Quest for Just Peace, the Presbyterian Church has published a three-part study guide for the Kairos Palestine Document issued by a broad representation of Palestinian Christians in November 2009. In addition, an Episcopal version of Steadfast Hope, published in 2011 and based on an updated Presbyterian original, is now available and could be used by Council to develop a study plan for the Church.

Funds of \$5,000 to carry out the purposes of this resolution would be for basic materials and resources. Other line items in the budget could be used to assist in this resolution to be determined by Council and staff. Some of the work would be in the office of Communications, the Corporate Social Responsibility committee of Council, and the Economic Justice Loan Committee of Council in addition to work done in Mission Program, both in New York and Washington.

Rev. Ken Wissler – against – it is muddy is it in support of the Church and its work or is it in support of the Palestine authority or is it both. A lot of people dispute the right of Israel to exist. Rev. Isaac Miller – important resolution to pass. Keep in mind of monetary support this country gives Israel toward peace. These are issues we should discuss

Joe Matheson, Holy Nativity, Rockledge agrees with this resolution being muddy. Refers to documents and statements we do not know what they are. For peace and social justice. This is not clear. Don't know what the purpose of the people who issued these documents are for.

Rev. Charles Flood, Honor to attend university in Jordan. There are no straight pathways. We are endorsing dialog and peace.

Kristen Aronson, Holy Apostles Penn Wynn – for peace and justice. America need to hold Israel to account for their actions. Need honest dialogue on both sides.

Motion was made and seconded. Motion carried.

**23.2.2 Resolution of Appreciation: Liturgical Commission**

Craig Alston, Esq.  
Rev. Ken Bullock

**23.2.3 Resolution of Appreciation: Convention Arrangements Committee**

Craig Alston, Esq.  
Rev. Tom Cook



**23.2.4 Resolution of Appreciation: Ushers**

Craig Alston, Esq.  
Geoff Middleton

**23.2.5 Resolution of Appreciation: Registration Volunteers**

Craig Alston, Esq.  
Vivan Norton

**23.3 Appointment of 2012 Convention Committee Chairs**

Bishop Bennison  
SOIV.3

BISHOP: As is customary, the Bishop is required to make certain Committee Chair appointments for the coming year before Convention adjourns. These appointments for 2012 are —

On Canons - The Rev. William Duffey

On Dispatch of Business - Craig Alston

On Resolutions - Karen Lash

On Incorporation - The Rev. Lucy Amerman

On Nominations - Debora Brown, The Rev. Doris Rajagopal

...and the Rev. Hillary West will be Chair of the 2012 Convention Arrangements Committee

**24 Closing**

BISHOP: The 229<sup>th</sup> Convention of the Episcopal Diocese of Pennsylvania will be at the Philadelphia Cathedral on Saturday, November 10, 2012.

**24.1 Closing Prayers**

The Rev. Kenneth Bullock, Chair  
Liturgical Commission

**24.2 Blessing**

Bishop Bennison

**24.3 Adjournment and Dismissal**

The Rev. Carl Knapp, Deacon

**24.4 Closing Hymn**

The Rev. Kenneth Bullock

The 227<sup>th</sup> Convention of the Diocese of Pennsylvania is now adjourned! Adjourned at 3:50 pm.  
*Safe travel home, everyone.*

Respectfully submitted,  
Jeanette Woehr, *Secretary of the Convention*



# APPENDICES

to the

## MINUTES OF CONVENTION





## Standing Rules of Order

1. Reports of Committees and Commissions shall be received without motion to receive them, and it shall be understood that all special committees are discharged upon making their Reports, unless the Convention recommends matters to them for their future consideration, or unless they report their work unfinished.
2. No member shall speak more than once in the same debate, without leave of the House.
3. When a debatable motion is before the Convention, those who wish to speak in support of, or against, the motion shall identify themselves as being "Pro" or "Con." After the mover has spoken to the motion, the Chair shall recognize a speaker in opposition, then a speaker in favor, and so on in like order.
4. Except by the vote of a majority of Convention, no resolution shall be debated longer than twenty (20) minutes.
5. Each individual speaker to a resolution is limited to three (3) minutes.
6. The microphone will be turned off at the end of each speaker's time, after a ten-second warning.
7. A question being once determined shall stand as the judgment of the House, and shall not again be drawn into debate during the same meeting of the Convention, unless with the consent of two-thirds of the House.
8. No motion shall be considered as before the House unless it be seconded and reduced to writing when required.
9. The question on a motion for adjournment shall be taken before any other and without debate.
10. If a motion to lay on the table an amendment or a substitute be carried, the matter before the House shall be proceeded with as if no such amendment or substitute had been offered.
11. When the question is upon the passage of a debatable resolution, amendments or substitute, the mover thereof may in all cases be allowed one five (5) minutes' time in which to close the debate.
12. When a motion to lay upon the table is made and seconded, the mover of the original motion shall have such time as the presiding officer may permit to present reasons why the motion to lay upon the table should not prevail.
13. The doctrines of Parliamentary Law, as set forth in the treatise of *Robert on Parliamentary Law*, are adopted as authoritative expositions of parliamentary practice as far as applicable to the conditions of the meetings of the Diocesan Convention.
14. These rules of order may be suspended or permanently changed by a two-thirds vote, and not otherwise.



## **Circulation of Materials at Convention**

### **Standing Resolution 24**

**Be it resolved**, that beginning with the 196<sup>th</sup> Diocesan Convention and in accordance with the practice of Diocesan Convention since the 186<sup>th</sup> Diocesan Convention, October 17-18, 1969, circulation on the floor of Convention of advertisements and literature not relevant to the business of the Convention will not be permitted;

**And be it further resolved**, that any material relevant to the business of Convention be submitted to the Secretary of Convention for decision as to the appropriate manner of dissemination and that no material may be circulated at Convention without the approval of the Secretary of Convention. (October 19, 1979)

## **Report on Clergy Not Eligible to Vote but having Seat and Voice**

*(Licensed to officiate in the Diocese)*

The Rev. Dr. Roy Almquist  
The Rev. Whitney Altopp  
The Rev. Pervez Baig  
The Rev. James Birney  
The Rt. Rev. Frederick Borsch  
The Rev. Emory Byrum  
The Rev. Dr. Nancy Calhoun  
The Rev. Diana Carroll  
The Rev. Priscila Curet  
The Rev. John Daniels  
The Rev. Joseph Duggan  
The Rev. Cornelius Eaddy  
The Rev. Phillip Fackler  
The Rev. Michael Fill  
The Rev. Carol Gadsden  
The Rev. Francis Githinji Maina  
The Rev. Paul Gitimu  
The Most Rev. Frank Griswold III  
The Rev. Allen Guezlo  
The Rev. K. Palmer Hartl  
The Rev. Albert Holland  
The Rev. John Holt  
The Rev. John Houghton  
The Rev. J. R. Keith Hudson  
The Rev. Teddra Hussey-Bynes Smith  
The Rev. John Inman  
The Rev. Linda Kapurch  
The Rev. Thomas Ninan Karimpil  
The Rev. Andrew Kline  
The Rev. Martin Lavengood  
The Rt. Rev. Edward Lee

The Rev. Dr. John Luttrell  
The Rev. David Madsen  
The Rev. Jill McNish  
The Rev. Emmanuel Mercer  
The Rt. Rev. Rodney Michel  
The Rev. Raymond Mitchell  
The Rev. Richard Morgan  
The Rev. Canon Paul Mottl  
The Rev. Raymond Nelson  
The Rev. Christina Nord  
The Rev. Marlee Norton  
The Rev. Patricia Oglesby  
The Rev. William Parker  
The Rev. Paul Reid  
The Rev. Dr. Virginia Sheay  
The Rev. Edmund Sherrill  
The Rev. Geoffrey Simpson  
The Rev. Canon Edwin Smith  
The Rev. Katherine Spelman  
The Rev. Elmer Sullivan  
The Rev. Storm Swain  
The Rev. Callie Swanlund  
The Rev. Erika Takacs  
The Rev. William Trevathan  
The Rev. Harper Turney  
The Rev. Richard Ullman  
The Rev. Hillary West  
The Rev. Melissa Wilcox  
The Rev. Joseph Wildsmith  
The Rev. Eleanor Woodroffe



# Resolutions — 2011

## REPORT OF THE RESOLUTIONS COMMITTEE

The Resolutions Committee received seventeen resolutions. Three of these, R-1 through R-3, are Resolutions of Courtesy or Commemoration. These were not presented at the pre-convention meetings, as they are not likely to be the subject of any debate. They will be presented as a package for approval early in the 228th Convention. This is the “consent calendar” procedure that has been used successfully for several years. If a deputy knows of a reason why any of these resolutions should be heard separately, he/she should speak to the Dispatch of Business to have that resolution removed from the consent calendar for a separate vote.

Resolutions R-4 through R-16, along with the budgetary resolutions, were presented for discussion at six pre-convention meetings held during September and early October, at various locations throughout our diocese. Total attendance at the pre-convention meetings this year was approximately 250 people.

The final versions of some resolutions reflect changes made as a result of suggestions given during the pre-convention meeting process. One resolution, entitled, “Creation of an Accounting Oversight Committee,” was presented at the pre-convention meetings, but has been referred by the Resolutions Committee to the Diocesan Financial Review Committee. In the event that this Convention does not extend the work of the Diocesan Financial Review Committee for an additional year, the referred resolution should go to Finance and Property. The Resolutions Committee unanimously decided to refer this resolution after serious consideration. We feel that because there is already a process in place for an orderly analysis of our financial procedures and common financial life, this resolution prematurely pre-empts this process.

### **R-A 2012 RESOLUTION ON CLERGY FINANCIAL ASSISTANCE ASSESSMENT**

The amount requested, \$110,000, is the same amount as last year. The assessment will be \$118,280. It was explained that since some congregations are not meeting their assessment, the higher amount must be apportioned to receive the needed \$110,000.

### **R-B 2012 ON CLERGY COMPENSATION**

The 2012 salary guidelines include a 2.8% increase from the 2011 figures, based on the Philadelphia area cost of living increase for the 12-month period ending June 30, 2011.

### **R-BUD 2012**

Members of the Program Budget Committee presented the proposed 2012 program budget at each of the six pre-convention meetings. There were a few questions about particular line items. Members of the Program Budget Committee answered the questions. The budget generated little discussion this year. The narrative portion of the budget was appreciated. The Program Budget Committee was thanked for their work. The Resolutions Committee recommends approval of R-BUD 2012, along with R-A 2012 and R-B 2012.

Five resolutions propose canonical or constitutional changes. The Committee on Constitution and Canons reviewed these resolutions. R-5 requests a name change for the Commission on Clergy Salary and Pensions. Since the proposed name more accurately reflects the responsibilities of this group, the Resolutions Committee recommends approval. R-7 proposes a new canon to define the



structure of the Nominating Committee. This change will help the Nominating Committee complete important work in our diocese. The Resolutions Committee recommends approval.

The other proposed revisions to canons will make changes in the structure of the church, and the way the diocese is organized and administered. Deliberations about such things are central to the work of Diocesan Convention. The Resolutions Committee has no recommendation for proposed canonical revisions included in R-4 Special Convention, R-6 Limit Standing Committee, and R-8 Wapiti.

The Diocesan Financial Review Committee is requesting more time to complete their work, so we recommend approval of R-9.

Resolutions R-10 Health Ministries, R-11 The Bible Challenge, R-13, R-14 and R-15 Diocesan Vision, Mission, and Mission Planning, and R-16 Building an Anti-Racist Diocese, were generally well received at all of the pre-convention meetings and the Resolutions Committee recommends approval of each of these resolutions. Although we recommend approval of R-11, The Bible Challenge, we think that in order to facilitate implementation, resolutions of this nature should ideally come from or be referred to an active diocesan Spiritual Growth or Education Committee.

The Resolutions Committee makes no recommendation for R-12, Staff Confirmation Process.

We would like to thank all who participated in the pre-convention meetings for their time and thoughtful comments.

Respectfully Submitted,  
Karen M. Lash, Chair

The Rev. Rodger Broadley, Mr. Richard Englebach, The Rev. Thomas Eoyang, The Rev. Alexander Graham, Jo Ann Jones, Esq., Mr. James Sharswood Kiel, Mr. Norman McCausland, Ms. Liz Wendt



## Resolution: R-1-2011

### Resolutions of Courtesy

**RESOLVED:** That this 228th Convention of the Diocese of Pennsylvania extend greetings to the Rt. Rev. Frank T. Griswold III, retired Presiding Bishop of the Episcopal Church and now resident in this diocese, and assure him of our prayers and our gratitude for his ongoing ministry amongst us.

**RESOLVED:** That this 228th Convention of the Diocese of Pennsylvania assure the Rt. Rev. Rodney Michel, Assisting Bishop of the Diocese of Pennsylvania, of our prayers and our gratitude for his continuing ministry to us.

**RESOLVED:** That this 228th Convention of the Diocese of Pennsylvania extend greetings to the Rt. Rev. Allen L. Bartlett, retired Bishop of the Diocese of Pennsylvania, and assure him of our prayers and our gratitude for his ministry to us and especially for his leadership of the Diocesan Consultation Team.

**RESOLVED:** That this 228th Convention of the Diocese of Pennsylvania extend greetings to the Rt. Rev. Franklin D. Turner, retired Bishop Suffragan of the Diocese of Pennsylvania, and assure him of our prayers and our gratitude for his ministry.

**RESOLVED:** That this 228th Convention of the Diocese of Pennsylvania extend greetings to the Rt. Rev. Clarence Coleridge, retired Assisting Bishop of the Diocese of Pennsylvania, and assure him of our prayers and our gratitude for his ministry.

**RESOLVED:** That this 228th Convention of the Diocese of Pennsylvania welcome the Rt. Rev. Frederick H. Borsch, Theologian-in-Residence, and assure him of our prayers and our gratitude for his ministry, and extend to him the privilege of seat and voice at this Convention.

**RESOLVED:** That this 228th Convention of the Diocese of Pennsylvania welcome the Rt. Rev. Edward L. Lee, Jr., Assisting Bishop, and assure him of our gratitude for his oversight of our Campus and Young Adult Ministries, and extend to him the privilege of seat and voice at this Convention.

**RESOLVED:** That this 228th Convention of the Diocese of Pennsylvania extend greetings to the Rev. Claire Burkat, Bishop of the Southeastern Pennsylvania Synod, the Evangelical Lutheran Church in America, and assure her of our prayers for her ministry.

**RESOLVED:** That this 228th Convention of the Diocese of Pennsylvania extend gratitude and appreciation for the work of the members of the Standing Committee for their vision and leadership in the Diocese.

**RESOLVED:** That this 228th Convention of the Diocese of Pennsylvania express gratitude and appreciation for the work of the Diocesan Liturgical Commission and the Philadelphia Cathedral for their efforts at this Convention.

**RESOLVED:** That this 228th Convention of the Diocese of Pennsylvania express gratitude and appreciation for the ministry of our ushers at this Convention.

**RESOLVED:** That this 228th Convention of the Diocese of Pennsylvania express gratitude and appreciation to those serving as registration volunteers at this Convention.

**RESOLVED:** That this 228th Convention of the Diocese of Pennsylvania express gratitude and appreciation to the Rev. Thomas Cook of the Convention Arrangements Committee and the Committee's members for their ministry at this Convention.



## **Resolution on Ordination Anniversaries**

**BE IT RESOLVED:** That this 228<sup>th</sup> Convention of the Diocese of Pennsylvania return thanks to Almighty God for these clergy who this year are celebrating milestone anniversaries of their ordination to the priesthood or vocational diaconate. The Diocese has been blessed by the ministry of clergy who have served God's Church for many years.

### **70 YEARS**

The Rev. Michael Becker

### **60 YEARS**

The Rev. John Holt

The Rev. Van Bird

### **55 YEARS**

The Rev. Allan Reed

The Rev. Richard Kirk

The Rev. William Trevathan

The Rev. Edwin Smith

The Rev. Robert Carlson

### **50 YEARS**

The Rev. Terence Roper

The Rev. James Mole

The Rev. Alan Hughes

The Rev. John Smart

The Rev. Jesse Anderson

### **45 YEARS**

The Rev. Richard Smith

The Rev. Robert Betts

The Rev. Michael Fill

The Rev. Paul Harris

The Rev. Ronald Lockhart

The Rev. Ronald Jaynes

The Rev. Neale Secor

The Rev. David Hockensmith

The Rev. Arthur Kelly

The Rev. Winston Welty

The Rev. Lloyd Winter

The Rev. Richard Miller

### **40 YEARS**

The Rev. James Squire

The Rev. Thomas McClellan

The Rev. Richard Ditterline

The Rev. Robert Coble

The Rev. E. F. Michael Morgan

The Rev. Kenneth Wissler

The Rev. James Littrell

The Rev. David Hopkins

The Rev. Carlos Santos-Rivera

The Rev. Harry White

The Rev. Canon James Von Dreele

### **35 YEARS**

The Rev. Henry Galganowicz

The Rev. Isaac Miller

The Rev. Randolph Williamson

The Rev. Joe Cook

The Rev. Joseph Rivers

### **30 YEARS**

The Rev. Eleanor Woodroffe

The Very Rev. Stephen Price

The Rev. Vincent Liddle

The Rev. Timothy Dobbins

The Rev. Barbara Kelley

The Rev. Douglas Tompkins

### **25 YEARS**

The Rev. Carol Gadsden

The Rev. Timothy Safford

The Rev. Judith Meckling

The Rev. Edmund Sherrill

The Rev. Barbara Rivers

The Rev. Phyllis Taylor

The Rev. Autumn Hardenstine

The Rev. Angus Davis

The Rev. Nancy Calhoun

The Rev. Carl Metzger





### **20 YEARS**

The Rev. David Canan  
The Rev. Albert Zug  
The Rev. Ann Robb Smith  
The Rev. Richard Newman  
The Rev. Martin Lavengood

### **15 YEARS**

The Rev. Hentzi Elek  
The Rev. W. Franklin Allen  
The Rev. Barbara Lewis  
The Rev. Pamela Nesbit  
The Rev. Robert Mellon  
The Rev. Patricia Cashman  
The Rev. Robert Ritchie  
The Rev. Cicely Anne Murray  
The Rev. Sean Mullen

The Rev. Christine Ritter

### **10 YEARS**

The Rev. Joshua Aalan  
The Very Rev. Renee McKenzie-Hayward  
The Rev. Elliott Waters

### **5 YEARS**

The Rev. Isaac Bonney  
The Rev. Sandra Etemad  
The Rev. Beverly Berry  
The Rev. Eric Bond  
The Rev. Ernest Curtin  
The Rev. Jonathan Mitchican  
The Rev. Claire Nevin-Field  
The Rev. Ryan Whitley

**Resolution: R-3-2011**

## **Resolution on Recently Retired Clergy**

**WHEREAS** the following clergy long active in the ministry of the Church have retired since the November 2010 Convention of the Diocese of Pennsylvania,

**THEREFORE, BE IT RESOLVED:** That this 228<sup>th</sup> Convention of the Diocese of Pennsylvania honor them for their long service in this branch of the Holy Catholic Church and pray for their continued ministry in another phase of God's work:

The Rev. Joshua Aalan  
The Rev. Kenneth Bullock  
The Rev. David Funkhouser  
The Rev. Donald Graff  
The Rev. Marlene Haines  
The Rev. Marisa Herrera  
The Rev. Julius Jackson  
The Rev. Kell Morton  
The Rev. Barbara Rivers  
The Rev. Louis Temme  
The Rev. Henry White

And be it further

**RESOLVED:** That a copy of this resolution be sent to the clergy named.



## **Resolution: RA-2012**

### **Resolution on the Clergy Financial Assistance Assessment - 2012**

Wherefore, upon recommendation of the Commission on Clergy Salaries and Pensions:

That the Clergy Financial Assistance Assessment be supported at the level to generate \$110,000 for 2012, and

That \$90,000 shall be used to provide basic financial assistance to clergy, and

That \$20,000 of the Assessment be used to continue building a Sabbatical Leave Fund to assist parishes and other institutions in the Diocese which cannot alone support a sabbatical for their clergy.

Be it therefore Resolved that the total CFA assessment shall be \$118,280<sup>1</sup>, shall remain unchanged for Fiscal Year 2012, and shall be apportioned to each parish in the Diocese of Pennsylvania.

For the Commission:  
The Rev. Daniell Hamby, Chairperson

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<sup>1</sup> The Commission on Clergy Salaries and Pensions is charged with the responsibility of recommending to Diocesan Convention two of the three mandatory assessments: RCMA, and the Clergy Financial Assistance (CFA) Assessment.

Only the CFA assessment is proposed by Resolution to the annual Diocesan Convention . These two assessments, along with the Episcopate Assessment, which is set by another diocesan entity, are mandatory for each parish. The Commission has recommended that the CFA assessment be held at the 2009 level for the third year, given the current financial and economic climate. Should the financial needs exceed this assessment during 2012, Clergy Salaries and Pensions Commission will work together with other entities in the Diocese to provide emergency funding where true need exists. Over the last few years, the CFA assessment has been underfunded by an average of 7.5%. Consistent with previous years, we have adjusted the \$110,000 assessment to reflect typical shortfall, so the actual assessment is \$118,280.



## **On Clergy Compensation - 2012**

### **BE IT RESOLVED:**

That range midpoints of cash compensation (*Note 1*) for full-time clergy with five years of Credited Service effective January 1, 2012, be:

### **I. FULL-TIME CLERGY**

<b>SALARY RANGE MIDPOINTS FOR FULL-TIME CLERGY</b>			
Church Pension Fund National Size Category	DioPa Congregation Size Category (Note 2)	Residence Not Provided (Note 3)	Residence Provided (Note 3)
<b>Interns and Assistants / Associates</b>			
Transitional Deacon	0	\$57,327	\$42,942
Assistant / Associate	1	\$63,449	\$47,527
<b>Rectors, Vicars, Interims, Priests-in-Charge</b>			
Family	2	\$69,756	\$52,251
Pastoral	3	\$78,210	\$58,584
	4	\$86,665	\$64,917
Transitional	5	\$95,119	\$71,250
	6	\$103,574	\$77,583
Program	7	\$112,028	\$83,916
Resource	8	\$120,483	\$90,249

Ranges shall extend two salary categories above and below the midpoint.

It is the policy of the Diocese of Pennsylvania that that the range midpoint is the appropriate salary for a thoroughly competent incumbent. Merit increases thereafter shall be added to cost-of-living increases, as warranted by periodic reviews.

Transitional Deacons use "0" as the factor for computing an initial salary. Upon ordination to the Priesthood the factor becomes "1".

You may use the online salary calculator at [http://www.diopa.net/compensation\\_calc](http://www.diopa.net/compensation_calc) to determine mid-point compensation.

### **RESOLVED:**

### **II. PART-TIME CLERGY**

That total compensation (*Note 4*) for priests who are employed part-time (other than as supply priests) shall be proportional to the total compensation for a priest holding the same position on a full-time basis.



## RESOLVED:

### III. SUPPLY CLERGY

That the 2012 guidelines for priests who supply or cover particular services in a congregation be as follows

(Note 5):

PER DAY CASH COMPENSATION GUIDELINES		
Compensation Range	Single Service	Multiple Services
Minimum	\$119	\$152
Usual Range	\$135-\$224	\$169-\$281
Maximum	\$251	\$320

Mileage, paid at the current IRS rate, and/or other related expenses should be paid in addition to cash compensation.

#### Explanatory Notes:

##### (Note 1)

"Cash compensation" shall be defined as cash salary plus housing allowance plus 50% SECA. Cash compensation does **not** include reimbursement for expenses, (e.g., for automobile use or continuing education,) nor health and pension premiums.

##### (Note 2)

Compensation for a rector/vicar/interim/priest-in-charge shall be based upon the corresponding Congregational Size Category as defined by the following formulas. Parochial Reports due March 2011 shall be used for these calculations.

People Index # = (Parochial Report Page 3, Number 1 + P.R. Page 2, Number 6) divided by 2

Financial Index # = (Parochial Report Page 3, Letter E + P.R. Page 3, Number 3) divided by 2

Compare to size chart and use the higher of the two.

The table below relates Congregational Size Categories to the corresponding People and Financial Indices for 2012:

CONGREGATIONAL SIZE CATEGORIES FOR CLERGY COMPENSATION			
National Size Category	Congregation Size Category	People Index	Financial Index (\$000s)
Family	2	0- 84	0-189
Pastoral	3	85-110	189-236
	4	111-140	236-294
Transitional	5	141-172	294-352
	6	173-225	352-454
Program	7	226-325	454-646
Resource	8	326+	646+
The Congregation Size Category is the Higher of the People and Financial Index			



**(Note 3)**

The 2012 salary figures for full-time clergy have been changed from the 2011 figures to reflect an increase of 2.8 percent based on the Philadelphia area cost of living increase for the 12-month period ending June 30, 2011. Each vestry should designate by resolution an adequate, specific portion of cash compensation to be "housing allowance" in order to permit eligible clergy to exclude from federal taxable income any housing costs that are paid directly from gross income. (Housing costs include furnishings, mortgage payments, all utilities, and any items normally covered by rent.)

**(Note 4)**

"Total compensation" is defined as cash compensation (as defined in *Note 1*) plus provisions for pension and for health and life insurance if required in accordance with *Note 5*.

**(Note 5)**

Cash compensation for supply clergy is based on full-time compensation. It reflects an increase of 2.8 percent from 2011. (The table is based on the proposition that there are 263 working days per year. A congregation is obligated to pay Church Pension Fund assessments for clergy employed for three months or more and who earn \$50 or more per month, unless already on pension.)

The following policy statements have been approved by previous Conventions and directed by Convention to be placed in delegate packets for their information.

### **POLICY ON AUTOMOBILE AND OTHER EXPENSES**

The policy on allowances and reimbursements for work-related expenses is reaffirmed as follows:

All "business" expenses, e.g., those expenses that would normally be reimbursed in secular employment, shall be reimbursed and provided for in adequate allowances in congregation budgets.

The Internal Revenue Service generally recognizes two methods of accounting for Automobile Expenses. In Method One, which is recommended by the Commission on Clergy Salaries and Pensions, in consultation with the *Manual of Business Methods in Church Affairs*, and financial counsel to the Commission, The Rev. Canon William Geisler, CPA, appropriate automobile expenses, including mileage, tolls, parking and other related expenses are reimbursed to the clergy. Mileage is to be paid at the current IRS rate.

The older method, a monthly automobile allowance, is still permissible under IRS guidelines; however, all records of the use of Automobile Allowance, including mileage, parking, tolls and other related expenses, must be documented. At the end of each year, any automobile allowance which has been disbursed but not used, must be included by the cleric as taxable income.

In both methods, timely, documented, reimbursement requests are to be submitted by the clergy, approved by the appropriate Warden or Vestry, and kept on record by the Parish.



## **THE 2012 EPISCOPATE BUDGET BACKGROUND:**

The purpose of the Episcopate Budget is to assure that the office of the Episcopacy is provided with adequate resources to meet its responsibilities to the Diocese. It is the joint responsibility of the Bishop and Standing Committee to prepare the Episcopate Budget. This budget has the support of both the Bishop and Standing Committee.

### **REVENUE:**

Historically, there have been two streams of revenue: Assessment for the Support of the Episcopate (Canon 7.2) and Fund for the Endowment of the Episcopate (Canon 7.1). The Assessment has been reduced for 2012 by \$14,810.00, or about 1.7%. This year, we are showing the specific endowment funds that provide income to the Episcopate Budget. Based on projections provided by the Church Foundation, we are budgeting \$12,000.00 less in income in 2012 than what was budgeted for 2011.

Not included in the 2012 budget is a line item that appeared for the first time in 2011: "Funding for Diocesan Property Maintenance – Churches". The corresponding expense item ("50% Shared Diocesan Maintenance from Property Fund") has been eliminated as well. It was determined that these really did not pertain to the Budget and therefore were eliminated.

### **STAFF:**

There is no increase in salary budgeted for staff (including Bishops) in 2012. The cost of health benefits is budgeted to increase 15% next year.

Support Staff include deployment officer, clerical and financial staff, as well as those positions of archdeacon, archivist, real estate, sexton, receptionists, and administrative assistants.

The major factor contributing to the reduction in salary expense for 2012 is that Bishop Michel's scheduled workload has been reduced significantly.

### **NEW EXPENSES**

Because a Bishop-search will be taking place within the next few years, it seemed to the Bishop and Standing Committee that we should begin to set aside funding for that search. The Episcopal Church headquarters has advised us that a Diocese of our size could expect to spend between \$175,000.00 and \$200,000.00 to conduct such a search. In 2012, we have budgeted \$65,000.00 as a beginning, and at this time we expect to budget the same amount in 2013 and 2014 to fully fund this search.

### **TRANSFERS**

This budget also calls for \$51,529.00 to be transferred from the Property Fund to cover a significant portion of the Real Estate Manager's salary and benefits for 2012.

*-Submitted by the Bishop and Standing Committee*





## Resolution: R-4-2012

### Special Convention

**RESOLVED:** That Article III of the Constitution of the Diocese of Pennsylvania, which currently states, in its entirety:

**“The Bishop shall have power to call a Special Convention when he may judge it conducive to the good of the Church, or when applied to for that purpose by the Standing Committee; and in case of a vacancy in the Episcopal chair, the Standing Committee shall have power to call a Special Convention.”**

**be amended to state, in its entirety:**

**“The Bishop or the Standing Committee, by a three-fourths vote of its members, shall have the power to call a Special Convention when it is deemed by either to be conducive to the Church to do so.**

**Notice of a Special Convention, stating the purposes for which it is called, shall be sent by the Secretary to every clergy person canonically resident in the Diocese and to lay delegates eligible to attend the most recent Annual Convention at least thirty days prior to the date on which the Special Convention is held.**

**No business, other than that stated in the Notice, shall be transacted at the Special Convention except by a two-thirds vote of each order.**

**In no event shall a Special Convention be called more than twice in any year.”**

#### **EXPLANATION:**

The purpose is to amend the existing wording of Article III, using the Diocese of Massachusetts and Bethlehem models, giving specific authority to either of two entities in the matter of calling a Special Convention when warranted.

There are circumstances, both financial and practical (emergencies, national crises, fiduciary and financial security issues and certain spiritual needs), which may occur in a given year requiring timely action of a Special Convention for intervention. Granting the Standing Committee as well as the Bishop the specific power to call a special session will eliminate questions as to who has the authority and responsibility to deal with these special circumstances and will provide needed governance checks and balances as well as added protections for the assets of the Diocese.

Note: This resolution requires a change to the wording of Article III of the Constitution and must be approved by majority vote at two successive Conventions.

#### **References:**

Diocese of Massachusetts Constitution and Canons

Diocese of Bethlehem Constitution and Canons

Submitted by: Douglas Fonte (DC,FRC), Joseph Suprenuk (DC,FRC), Christopher S. Hart (SC,FRC), George Vosburgh (DC,FRC), Rev. Frank Allen (SC,FRC), Beryl Sortino, and George Pollitt.



**Resolution: R-5-2011**

## **Name Change from Commission on Clergy Salaries and Pensions to Commission on Clergy Compensation and Employee Benefits**

**RESOLVED:** That the name of the Commission on Clergy Salaries and Pensions” be changed to “Commission on Clergy Compensation and Employee Benefits in Canons: 4.5, 4.5.1, 7.5.2, 7.6.2, 7.8.6; in the Constitutions and Canons (updated 2008) and sections 4.5, 4.5.1 in the Constitution and Canons Amendments (updated 2010)

### **EXPLANATION:**

This resolution changes the name of the "Commission on Clergy Salaries" and "Pensions to the Commission on Clergy Compensation and Employee Benefits." The resolution does not change previously defined and chartered responsibilities.

The work on the Commission of Clergy Salaries and Pensions responsibilities extend beyond those associated with the title. The Commission currently sponsors, develops or administers a broad array of health and welfare benefits (e.g., health, dental, vision, short and long term disability, life) for eligible clergy and lay employees of the diocese, in addition to administration of Clergy Financial Assistance and Retired Clergy Medical Assistance benefits programs and other duties. With the passage of 2009 General Convention Resolutions A-177 (Denominational Health Plan) and A-138 (Lay Pensions), the Commission has extended responsibility for administration of broader benefits on behalf of the Diocese.

This resolution aligns the name of the Commission with its responsibilities.

The resolution has been reviewed and canonical changes approved by the Diocesan Committee on Constitutions and Canons.

Submitted by

Executive Committee of the Commission on Clergy Salaries and Pensions:

The Rev. Lucy Amerman, The Rev. Daniell Hamby, The Rev. Tom Wand, Marc Andonian on behalf of the Commission on Clergy Salaries and Pensions



**Resolution: R-6-2011**

## **Limitation on Terms of Standing Committee Members**

**RESOLVED:** That members of the Standing Committee shall be limited to one full term, rather than the two full terms they may currently serve, that lay members shall be communicants in good standing of the Episcopal Church in the Diocese, and that Canon 4 shall be amended as follows to accomplish these purposes:

### **CANON 4**

#### **Of Committees and Commissions**

##### **SEC 4.1 *The Standing Committee (Revised 2011)***

**4.1.1** The Standing Committee of the Diocese shall consist of five clergy, canonically and actually resident in the Diocese, and five lay communicants in good standing of the Episcopal Church in the Diocese of Pennsylvania, residents of the Diocese, chosen by ballot by the concurrent votes of the members of each Order.

**4.1.2** At each Stated Convention there shall be elected one member of the clergy and one layperson to take the places of those whose terms shall then expire, to serve for five years. A member of this Committee shall not be eligible for reelection after serving ~~two~~ one *full term s* until one Convention year shall have elapsed. A member of this Committee may, however, be elected to one full term after serving the balance of an unexpired term pursuant to the provisions of Section 4.1.3, below.

#### **EXPLANATION:**

Allowing only one term of consecutive service by members of the Standing Committee will allow more and wider participation by members of the Diocese on the Committee with fresh ideas and freer communication. To further require lay members to be “in good standing of the Episcopal Church in the Diocese of Pennsylvania” will insure that Standing Committee members are good representatives of the Diocese. The amendments track similar canonical language used in the dioceses of Massachusetts and Connecticut.

Submitted by: The Very Reverend E. Clifford Cutler



## **Creation of a Canonical Nominating Committee**

**RESOLVED:** That whereas the baptized faithful of the Diocese of Pennsylvania have an abundance of God-given gifts for building up the Body of Christ, and whereas there are numerous opportunities to exercise those gifts through service on governance bodies of the Diocese, and whereas an intentional, systematic, sustained and organized process wherewith to identify and call forth those gifts would strengthen the governance bodies of the Diocese and all the members thereof, a permanent Nominating Committee is hereby created; and

**BE IT RESOLVED,** that in order to establish a Permanent Nominating Committee, Standing Order (V)(1) is hereby stricken and a new Canon, 4.8, is hereby created, as follows:

### **SEC 4.8 *The Nominating Committee***

- 4.8.6** The Nominating Committee (“Committee”) of the Diocese shall consist of six Priests or Deacons canonically resident in the Diocese, and six lay communicants of the Diocese, each of whom shall be elected by Convention and shall serve three-year terms staggered so that two lay members and two clergy are elected each year. Diocesan Council shall have power to fill any vacancies until the next Diocesan Convention. A member of the Committee shall not be eligible for reelection after serving for two terms until one year shall have elapsed.
- 4.8.7** At the initial election all 12 members of the Committee shall be elected. The four members elected with the highest number of votes shall serve a three-year term. The four members elected with the next-highest number of votes shall serve a two-year term. The four members elected with the next-highest number of votes shall serve a one-year term.
- 4.8.8** The Committee shall:
- a) maintain and publicize current position descriptions for all (*non-paid*) committee and commission positions within the Diocese;
  - b) maintain current membership lists of all committees and commissions within the Diocese, including the terms of membership and eligibility for election as applicable;
  - c) recruit members of the Diocese for said positions, and generate a slate of candidates for election at each Stated Convention.
- 4.8.9** The Committee shall meet not later than 60 days following each Diocesan Convention to elect a chairperson and commence its activities for the next Diocesan Convention.
- 4.8.10** Not less than one hundred and fifty days in advance of each Diocesan Convention the Nominating Committee shall publicize a list of all positions to be filled by election at the upcoming Convention. Not less than sixty days in advance of each Diocesan Convention the Nominating Committee shall present its slate of nominations to the Committee on Elections. The Secretary of Convention shall publicize this list to the Parishes and Missions within ten days of receipt of the same.



## **EXPLANATION:**

This Resolution is presented as a means of making formal a proposed change to the role and responsibilities of the Nominating Committee. Generating, maintaining, and publicizing a list – with position descriptions – of all of the different ways in which laypersons and clergy can participate in the ministries of diocesan leadership will significantly increase the perception that all persons' gifts are welcome and valued. In too many instances today people do not know that there are openings to serve in diocesan roles, and do not have any idea how to offer themselves and their gifts when they do know. This lack of transparency allows for sometimes wrong assumptions that decisions are being made in secret, and thus perpetuates a sense of mistrust among us. Making the whole process plain and accessible will dispel that mistrust. Furthermore, providing up-to-date position descriptions gives potential participants the opportunity to determine in advance if their own skills, gifts and availability will be a good match with the work at hand. It honors the work of the committee and the contribution of particular individuals.

Submitted by:

Ms. Jan Ross, Nominating Committee Co-Chair, 2008 & 2009  
The Rev. Ledlie I. Laughlin, Nominating Committee Co-Chair, 2009  
The Rev. Hentzi Elek, Nominating Committee Co-Chair, 2010  
Ms. Debora Brown, Nominating Committee Co-Chair, 2010 & 2011  
The Rev. Doris Rajagopal, Nominating Committee Co-Chair, 2011  
The Rev. Dennis Lloyd, Nominating Committee Member, 2011

**Resolution: R-8-2011**

## **Concerning the Sale of the Wapiti Property**

**RESOLVED:** That the Canons of the Diocese of Pennsylvania be and hereby are amended to add a new Canon 13.5 that reads as follows:

**“Notwithstanding any other provision of these Canons, (1) The Wapiti Property may be encumbered, unencumbered, sold or otherwise alienated with the joint consent, written or otherwise, of the Standing Committee, the Diocesan Council and the Committee on Finance and Property; (2) the sale, conveyance or mortgage of the Wapiti Property may be undertaken and completed without the consent of the Bishop Diocesan, Charles Bennison; and (3) the proceeds of any such sale or conveyance shall be placed in a temporarily restricted fund and, in accordance with the wishes of Convention and subject to the approval of the Bishop and Standing Committee, shall be used to replenish the funds depleted to purchase and maintain the property (per the Fifth resolve of Resolution R-11 adopted at the 225<sup>th</sup> Convention of the Diocese of Pennsylvania at its meeting in November of 2008). This Canon 13.5 shall not apply to any Bishop Diocesan other than Charles Bennison, and will become null and void upon the retirement of Bishop Bennison.”**



## **EXPLANATION:**

This resolution is presented by representatives of the Standing Committee, Diocesan Council and Finance & Property Committee to provide an opportunity for the people of the Diocese to consider and decide whether to sell or to retain the Wapiti property for the remainder of Bishop Bennison's tenure.

We believe that it is of vital interest to the health, well-being, and mission of this Church that the laity and clergy elected to the councils of the church be assured that their voices are heard and that your will as expressed through Convention is carried out. To do otherwise runs contrary to the democratic nature of our polity.

In November of 2008, during the 225<sup>th</sup> Convention of the Diocese of Pennsylvania, the Diocesan Convention approved a resolution that called for the sale of the Wapiti property in Maryland, with the stipulation that the sale receive approval from the Standing Committee, Diocesan Council, and the Finance & Property Committee, in addition to the Ecclesiastical Authority. A Wapiti task force comprised of representatives from Diocesan leadership groups was appointed to select a real estate broker and respond to purchase offers on behalf of the Diocese. The property was duly listed and the Committee has communicated regularly with the governing bodies of the Diocese regarding its activities and decisions since that time.

In February of this year (2011) we received a cash offer of \$6,636,007. This offer reflects the current real estate market (which is not expected to climb in the foreseeable future) and would allow funds currently dedicated to maintaining the property (over \$150,000/year) to be used for ministry in the Diocese. Expenditures will increase significantly by the end of the year when the \$3 million loan from Wilmington Trust comes due. On behalf of the Diocese, the Finance & Property Committee analyzed the costs and benefits of this offer, carried out due diligence on the buyer, and voted unanimously to accept the offer. After discussing the offer with Bishop Bennison, the Standing Committee voted unanimously to accept the offer.

On March 20, the Diocesan Council voted overwhelmingly to accept the offer – with 24 votes in favor, one vote against and one abstention. Throughout this process Bishop Bennison made it plain that he would not accept the offer to purchase the Wapiti property and that he does not intend to sell the property at all, not even for an offer well above the asking price. Despite the votes of Convention and the elected bodies governing the Diocese to the contrary, the Bishop still intends to run a camp at Wapiti funding it, at least in part, from the sale of closed church properties as well as from other Diocesan resources as yet unidentified. To this end he removed the property from the market and cancelled the listing agreement with the real estate broker.

While we certainly share the Bishop's commitment to the youth of our Diocese, we are also concerned with ensuring that the decisions made by the Diocesan Convention and the elected governing bodies of the Diocese are carried out. We find it unacceptable that Bishop Bennison would impede the health and mission of this church by imposing his own, sole opinion upon the Diocese. Indeed, we cannot continue to fund the current costs maintaining Wapiti, even now as it lies fallow, let alone invest the additional millions of dollars it would take to re-open and run a camp at Wapiti without abandoning other significant mission activities taking place in our Diocese. We look forward to receiving the report of the Diocesan Mission Planning Commission, to a new and vibrant mission for this Diocese, and to working together in mission.





We lament Bishop Bennison's rejection of the desires and decisions of the Diocesan Convention and his disregard for the counsel of the leadership bodies of this Diocese. We take no pleasure in presenting this resolution; we recognize that it is an unfortunate and extreme step; we take it to address unfortunate and extreme circumstances.

**REFERENCES:**

- National Canon I.7.3 (local canon may be amended to change general rule that Bishop and Standing Committee must agree to alienate diocesan property)
- Diocesan Canons 13.2 and 13.3

Submitted by:

The Rev. W. Franklin Allen

The Rev. Samuel Adu-Andoh

The Rev. Kirk Berlenbach

The Rev. Isaac J. Miller

The Rev. D. Joy Segal

**Resolution: R-9-2011**

## **The Continuation of the Diocesan Financial Review Committee**

**RESOLVED:** That this Convention authorize the continuation of the Diocesan Financial Review Committee ("Committee") initially authorized at the 227<sup>th</sup> Convention by means of Resolution R-6-2010; and

**RESOLVED:** That, as authorized by the 227<sup>th</sup> Convention, the work of the Committee in the coming year will include "a process of review, discussion and study of" the Diocese's "financial and property management;" and

**RESOLVED:** that, as authorized by the 227<sup>th</sup> Convention, the Committee shall continue to be convened by a member of the Constitutions and Canons Committee appointed by the Constitution and Canons Committee, and the composition of the Committee shall continue to include the Bishop Diocesan or a representative appointed by him, the Canon for Financial Administration, the Treasurer, and two (2) clergy or lay representatives from each of the following Diocesan committees and organizations, clergy or lay, appointed by said committee or organization:

The Standing Committee

Diocesan Council

The Church Foundation

The Finance and Property Committee; and

**RESOLVED:** that the Committee shall report to the 229<sup>th</sup> Convention of the Diocese of Pennsylvania and make recommendations to improve the management of Diocesan finances and property.

**EXPLANATION:**

In 2010, the Committee on Canons, at the request of the Resolutions Committee, engaged in a year-long process of review of the Canons of the Diocese. Among its conclusions was that the Diocesan Canons governing the management of finances and property were in need of revision and clarification, but because of their complexity and importance they required review, discussion and study among the financial stakeholders in the Diocese before appropriate amendments could be drafted. The Diocesan organizations involved concurred in this approach, as did the 227<sup>th</sup> Convention, which passed R-6-2010 authorizing the formation of the Committee.

The Committee has met monthly in 2011 and has engaged in a productive discussion and analysis of the full range of Diocesan financial practices. It has prepared a chart of the financial functions performed by each represented individual or organization, which has enabled it to identify areas of conflict, overlap of responsibility, and lack of proper attention. The Committee seeks a renewal of its charge for an additional year so that it can complete its task and make appropriate recommendations to the 229<sup>th</sup> Convention concerning changes to the Canons concerning financial management and/or a revised corporate structure for the Diocese.

Submitted by: Christopher Hart

**Resolution: R-10-2011****Episcopal Parish Health Ministries**

**RESOLVED:** That the 228<sup>th</sup> Convention of the Diocese of Pennsylvania urge the congregations of the diocese, which have not already done so, to explore and implement health ministry as an organizing concept or vital component of outreach and pastoral care of the congregation by the end of 2012, and be it further

**RESOLVED:** That the 228<sup>th</sup> Convention encourages congregations to raise awareness of health ministries and promote the understanding that health includes mind, body and spirit, and be it further

**RESOLVED:** That this 228<sup>th</sup> Convention urges the Bishop of the Diocese of Pennsylvania to appoint a Health Ministries Task Force to provide resources to support the exploration and implementation of health ministries, including parish nurses, in the various congregations and to make recommendations to the diocese to further support an understanding of the importance of this ministry that encompasses mind, body and spirit. The work of this task force shall be completed by the 230<sup>th</sup> Diocesan Convention.

**EXPLANATION:**

Health ministries play a unique and critical role in facilitating the overall health of clergy, staff and congregation. Health ministry looks different from congregation to congregation, reflecting the unique needs, interests and resources of the faith community.



National Episcopal Health Ministries (NEHM) educates leaders for Episcopal health ministry and parish nursing, supports those engaged in health ministry in Episcopal congregations and provides resources to local congregations, dioceses and provinces. NEHM is a valuable resource for those seeking assistance in the development of faith ministries.

REFERENCES: 76th General Convention of the Episcopal Church (2009), Resolution: AO77 Episcopal Health Ministries.

**Submitted by:**

*The Reverend Kathryn Andonian, Church of the Holy Spirit, Harleysville*  
*The Rev Beth W. Hixon, Church of the Redeemer, Bryn Mawr*  
*The Rev John E. Midwood, Executive Director, Episcopal Community Services*  
*Victoria Greenover, Convention Delegate, Church of the Holy Spirit, Harleysville*  
*The Very Rev Ed Shiley, Church of the Redeemer, Springfield*  
*The Rev Tom Wand, St. Mary's Episcopal, Ardmore*  
*The Rev Harriet Kollin, Church of St. Martin-in-the-Fields, Chestnut Hill*  
*The Rev Marek Zabriskie, St. Thomas Church, Whitemarsh*  
*The Rev Kathleen M. Walter, St. Jude and The Nativity, Lafayette Hill*  
*The Rev Jennie M. Anderson, Church of the Epiphany, Royersford*

**Resolution: R-11-2011**

## **The Bible Challenge**

**Resolved: That the Episcopal Diocese of Pennsylvania encourage each church and mission to invite their members and friends beyond the parish to read the entire Bible in 2012 and support them in this spiritual practice.**

**Resolved: That the Diocese of Pennsylvania submit the following resolution to the 77<sup>th</sup> General Convention of the Episcopal Church:**

**Resolved, the House of \_\_\_\_\_ concurring, every Episcopal diocese, cathedral, church and mission shall invite their entire membership and people beyond their church to read the entire Bible in 2013.**

**EXPLANATION:**

Most growing churches have a strong commitment to teaching and reading the Bible. Episcopalians listen to a great deal of Scripture read in worship, but rarely practice daily Bible reading on their own. Biblical illiteracy is growing in the United States. Mainline churches are declining, but interest in Christianity and spirituality is very strong. How can we meet this deep hunger? One way is by encouraging Christians and seekers to read the entire Bible.



Studies note that there is a significantly higher moral code among people who read the Bible four times or more each week and that people who read the Bible for 21 days have an 80% chance of developing a life-long practice of Bible reading.

We believe that daily Bible reading can transform millions lives and countless churches.

In 2011, 180 members of St. Thomas Church in Fort Washington, Pennsylvania and 86 friends from beyond committed to join The Bible Challenge and read the entire Bible using printed Bibles or reading the Bible on iPads, iPhones, Kindles and Nooks or listening on CD.

St. Thomas Church has now created The Center for Biblical Studies to promote The Bible Challenge across the United States and around the world. Ten days after launching the new CBS website, over 2,000 visitors from more than 30 countries around the world had logged on the CBS website at: [www.thecenterforbiblicalstudies.org](http://www.thecenterforbiblicalstudies.org)

The Archbishop of Canterbury Rowan Williams, the Secretary General of the Anglican Communion Kenneth Kearon and the former Presiding Bishop of the Episcopal Church Frank Griswold serve on the CBS Advisory Board.

Participants in The Bible Challenge read three chapters of the Old Testament, one psalm and one chapter of the New Testament daily in order to read the entire Bible in a year. The mission of the CBS is to help Christians to develop a life-long daily spiritual practice of reading the Bible in order to know God's love more clearly and to receive comfort, strength and guidance for daily living and to provide Bibles for dioceses, churches and individuals who lack them.

Submitted by:  
The Rev. Marek P. Zabriskie  
Rector of St. Thomas Episcopal Church  
Fort Washington, PA

**Resolution: R-12-2011**

**Proposal to Modify Canons to Provide for a Confirmation Process  
and a Termination Process with Respect to Staff Paid from Funds  
Appropriated in the Program Budget**

**RESOLVED:** That the Committee on Canons is directed to consider whether the Canons of the Diocese of Pennsylvania may be amended to provide that Diocesan staff members and persons supporting various ministries who are hired by and report to the Bishop Diocesan, and who are paid from funds appropriated in the Program Budget, be subject to confirmation by Diocesan Council or any other Diocesan organization;



**RESOLVED:** That the consideration by the Committee on Canons should include, but not necessarily be limited to, a review of the Canons of the Diocese of Pennsylvania, the national Canons of the Episcopal Church, policies and practices in other dioceses, and all other applicable canons, laws, rules, and regulations, and

**RESOLVED:** That, consistent with this review and its best judgment, the Committee on Canons will present its findings to the 229<sup>th</sup> Convention of the Diocese of Pennsylvania together with, if it deems such a modification to be canonically acceptable, a resolution or resolutions proposing a modification or modifications to the Canons of the Diocese of Pennsylvania to provide for: (a) a confirmation process applicable to all staff hired by or reporting directly to the Bishop Diocesan and paid by funds appropriated in the Diocesan Program Budget; and (b) a termination process applicable to said staff.

**EXPLANATION:**

The Canons of the Diocese of Pennsylvania do not currently provide that Diocesan staff members and persons supporting various ministries who are hired by and report to the Bishop Diocesan, and who are paid from funds appropriated in the Program Budget, are subject to confirmation by Diocesan Council or any other Diocesan organization. There is currently a lack of governing oversight in the process of filling and terminating diocesan staffing positions that are funded through the Diocesan Program Budget.

As Canon 6.2 bestows upon Diocesan Council the duty “to carry out the programs and policies adopted by the Convention of the Diocese of Pennsylvania” and as Canon 6.2.3 states the “Bishop shall be responsible to the Convention and the Diocesan Council in all matters relating to the adopted programs” and as Canon 6.2.4 states “The Diocesan Council shall furnish the Bishop with assistance for the administration of the Diocese” it is most appropriate and fitting to modernize the canons to institute governing oversight principles that would insure these canons are adhered to in a formal confirmation process of staffing positions funded by the people of the Diocese of Pennsylvania through the Diocesan Program Budget.

In today’s modern world chief executives, whether business related or government related, generally must seek confirmation by an oversight board, committee, Senate for key staffing positions. This resolution is offered in the spirit of modernizing our canons and providing appropriate oversight authority as directed by Canon 6. The Church above all institutions recognizes the power of the Holy Spirit to direct our corporate administration. We also recognize that the Holy Spirit is fully realized when we honor the scriptural belief that ‘where two or three are gathered, there I am in the midst of them’. Therefore providing a confirmation process to key staffing positions will only enhance and strength the diocesan commitment, affirmation and Spirit filled guidance of those appointments.

Submitted by: Paul Yaros

Co-Supporters: Debora Brown, Douglas Fonte, Joe Suprenuk



**Resolution: R-13-2011**

## **Resolution to Establish a Vision Statement for the Diocese**

**RESOLVED:** That the Lay Persons, Bishops, Priests and Deacons of the Episcopal Diocese of Pennsylvania are *“A Community of Communities...Committed to Christ!”*

**RESOLVED:** That this Vision Statement be reviewed and reaffirmed no later than the 231<sup>st</sup> Convention of the Episcopal Diocese of Pennsylvania.

### **EXPLANATION:**

**The Diocesan Mission Planning Commission** was authorized at the 226<sup>th</sup> Convention of 2009, and continued at the 227<sup>th</sup> Convention. The Commission, “broadly representative of the Diocese” was to “review Christ’s mission and ministry through the people of the Diocese of Pennsylvania; engage and consult diocesan leadership groups in an evaluation of these ministries, make recommendations for the future, and begin a process of reconciliation to help us move forward together in Christ;”

**A Common Vision as our First Thing.** During our mandated process of review, engagement and consultation, we found that there was no common vision for the diocese, no fully shared understanding of who we are or why we are here, beyond being the place “where it all began.” It is usual and customary for congregations to create and affirm a vision statement every few years; yet our diocese has not done so. We believe that a common vision is necessary if we are to “move forward together in Christ.” We are more than our individual congregations, institutions, missions, ministries, committees and commissions. So, broadly consulting throughout the Diocese, we have created a Vision Statement to guide us into a new future together. It is our prayer that this statement will give us clarity and purpose, focusing us on our purpose as a diocese. This vision statement is connected to another convention resolution, defining our common Mission as a Diocese.

**A Work in Progress.** As we have taken the DMPC Vision Statement recommendation to the wider Diocese we have heard many excellent suggestions on how to make the Vision Statement better. Our Commission does not believe these “improvements” outweigh the benefit of having a short, concise statement that the people who make up the Episcopal Diocese of Pennsylvania can quickly articulate in most settings. Furthermore the phrase, a community of communities committed to Christ, is a more inclusive and open statement allowing some differences in the way that each community responds to Christ’s call to commitment, all of which will be reviewed prior to the 231<sup>st</sup> Convention of the Episcopal Diocese of Pennsylvania.

Submitted by:

John T. Sorensen, Chair

Diocesan Mission Planning Commission

For all the Members of the Diocesan Mission Planning Commission





## Resolution to Establish a Mission Statement For the Diocese of Pennsylvania with Ministry Priorities

**RESOLVED:** That the Mission of the Laity, Bishops, Priests and Deacons of the Episcopal Diocese of Pennsylvania is to:

- + **Gather regularly for worship, Biblical teaching, fellowship, prayer and the breaking of bread.**
- + **Resist evil and whenever we fall into sin repent and return to the Lord**
- + **Proclaim by Word and example the Good News of God in Christ**
- + **Seek and serve Christ in all persons, loving our neighbors as ourselves**
- + **Strive for justice and peace among all people, and**
- + **Respect the dignity of every human being.**

*The Diocesan Mission Statement is informed by the Baptismal Covenant. We respect our diversity as we strive for unity under the Triune God. The historic Episcopal Diocese of Pennsylvania seeks to live as part of the Body of Christ in Southeastern Pennsylvania, serving as a collaborative catalyst, conduit and coordinator of the Ministry Priorities of its congregations.*

The following Ministry Priorities help us respond to the call from Jesus, as Head of the Church and Author of Salvation, acknowledging the guidance of the Holy Spirit, in all of our efforts to glorify God as we work together:

- **Reconciliation:** Our goal as a Diocese is to be united in the peace of Christ as a *Community of Communities*. Through the ministry of reconciliation, we will be allowed and freed to move together with trust so that we all may be one.
- **Justice and Peace:** Our goal as a Diocese is to provide and support initiatives that promote justice and peace within, among and beyond our congregations and communities.
- **Discipleship Formation:** Our goal as a Diocese is to provide the resources and education that our congregations will be formational centers, equipping lay and ordained disciples for ministry to the world.
- **Evangelism:** Our goal as a Diocese is to support congregations as they invite people into a relationship with Jesus Christ, living into the Great Commission and Great Commandment.
- **Congregational Development:** Our goal as a Diocese is to develop and provide resources and expertise for leaders and promote best practices, so that our congregational communities will thrive according to their unique size and character.
- **Mission/Outreach:** Our goal as a Diocese is to nurture and support mission and ministry within the Diocese of Pennsylvania, allowing for both Diocesan and congregational initiatives, and/or a collaboration between the two:
  - Through our congregations;
  - Through Diocesan led initiatives that are supported by Diocesan Convention;
  - Through congregational or Diocesan mission initiatives reaching beyond the borders of the Episcopal Diocese of Pennsylvania, regionally, nationally and internationally.
- **Stewardship:** Our goal as a Diocese is to faithfully shepherd all the resources entrusted to us for Kingdom work.



**RESOLVED: That this Mission Statement and the Ministry Priorities be reviewed and reaffirmed by Convention no later than the 232<sup>nd</sup> Diocesan Convention.**

**EXPLANATION:**

**The Diocesan Mission Planning Commission was** authorized at the 226<sup>th</sup> Convention of 2009. The Commission has “reviewed Christ's mission and ministry through the people of the Diocese of Pennsylvania; engaged and consulted diocesan leadership groups in an evaluation of these ministries,” and at this convention of 2011 is making recommendations for the future, to “help us move forward together in Christ.” These recommendations began by asking the Diocesan Convention to affirm a Vision Statement (previous resolution), and continue in this resolution by asking the diocese to agree on a common Mission Statement, as well as to establish Ministry Priorities for the Diocese.

**A Common Mission Statement.** It is usual and customary for congregations to create and affirm a mission statement, with goals and priorities, every few years; yet we as a Diocese have no such mission statement. We believe that an affirmation of a common mission is necessary if we are to “move forward together in Christ.” So, broadly consulting throughout the diocese, we have created this Mission Statement with Ministry Priorities to guide us into a new future together. This statement should inform the decision-making of the Bishops, Congregations, Institutions, Missions, Ministries, Committees and Commissions of the Diocese of Pennsylvania, giving us clarity and focusing our purpose as a diocese. This Mission Statement with its Priorities is connected to another convention resolution, defining our common Mission as a diocese. Because these common statements are living documents that inform an ever-changing, Spirit-guided community, we expect that the Vision and Mission Statements be regularly reviewed, no later than the 232<sup>nd</sup> Diocesan Convention.

Submitted by:

John T. Sorensen, Chair

Diocesan Mission Planning Commission

For the members of the Diocesan Mission Planning Commission



**Resolution: R-15-2011**

## **Resolution to Continue the Authorization of the Diocesan Mission Planning Commission**

**RESOLVED:** That this Convention authorize the continuation of the Diocesan Mission Planning Commission initially authorized at the 226<sup>th</sup> Convention of 2009. That resolution stated that the Commission should be "broadly representative of the diocese" and is to "review Christ's mission and ministry through the people of the Diocese of Pennsylvania; engage and consult diocesan leadership groups in an evaluation of these ministries, make recommendations for the future, and begin a process of reconciliation to help us move forward together in Christ."

**RESOLVED:** That the work of the Commission will be organized around the Ministry Priorities of the diocese as approved by convention in Resolution R-14. In partnership with the Bishop and other leaders, committees and commissions, congregations, missions and institutions of the diocese, the DMPC will collaboratively continue to develop recommendations that will enable the diocese to attain the goals of the Ministry Priorities. A funding allocation of \$25,000 has been provided in the diocesan budget.

**RESOLVED:** That the Commission will authorize a full demographic study of the diocese, in order to complete our original charge and bring to the 2012 convention:

- An evaluation of current missions and ministries and congregations, with appropriate recommendations for affirmation, reconfiguration or redevelopment;
- An Examination of demographic, financial and cultural trends and their potential impact on future congregational mission and sustainability;
- A creative envisioning of what new structures and ministry models Christ might lead us to in the future, including where we might establish new ministries, missions and congregations;

**RESOLVED:** That the commission have the opportunity to reorganize its membership and leadership, thanking members for their service, encouraging the continuance of those members still called to this work, and inviting others throughout the diocese to join us.

### **EXPLANATION:**

The Diocesan Mission Planning Commission and its Priority Teams have been meeting for the better part of two years and have made tremendous inroads toward bringing into fruition a new sense of mission and ministry among the community of communities that make up our diocese. We believe that another year of collaborative work will bear much fruit.

Submitted by:

John T. Sorensen, Chair

Diocesan Mission Planning Commission

For all the Members of the Diocesan Mission Planning Commission



## **Building an Antiracist Diocese**

**RESOLVED:** That the 228<sup>th</sup> Convention of the Diocese of Pennsylvania acknowledges that the sin of racism continues to influence the institutional life of this Diocese, seeks opportunities for all the baptized faithful of the Diocese to participate in dismantling racism and building an antiracist Diocese, accepts and approves the new three-year Strategic Plan created by the Antiracism Commission and Team of the Diocese of Pennsylvania, and commits to its implementation.

**Building the New Community:  
An Antiracist Episcopal Diocese of Pennsylvania  
Strategic Plan 2012-2014  
Antiracism Commission & Antiracism Team**

**Our MANDATE from Diocesan Convention in 2005:**

The mandate of the Antiracism Commission is to accomplish the systemic and institutional transformation of the Diocese, its parishes and its entire people, away from the sin of racism and toward the fulfillment of the Gospel and its baptismal mandate “to strive for justice and to respect the dignity of every human being.”

**Our VISION for the new community:**

The Episcopal Diocese of Pennsylvania is committed to the transformation of all racist structures. We believe that systemic antiracist change demands the continual accountability of white people to people of color, and full inclusion with access to power of all persons in our Diocesan life.

**Our GOALS**

To realize our vision and transform the structures of the Diocese, the Antiracism Commission & Antiracism Team are committed to the following goals:

**1. Influence the way decisions are made and resources are allocated, and influence who is making these decisions.**

To do this, we will:

- Create a power analysis of the Diocese to understand and track the ways racism is perpetuated through the structure and practices of our diocesan life
- Influence the selection of diocesan bishops
- Influence parish search processes
- Influence revisions to the canons
- Influence the mission strategy of the Diocese
- Secure necessary resources from the Diocese and individuals for the work of the Commission

**2. Educate the people of the Diocese about the ways racism has shaped, and is shaping, our common life, and offer tools for people to build antiracist communities.**

To do this, we will:

- Lead a wall of history project for the diocese at Diocesan Convention



- Develop a bibliography of materials and add works on antiracism to Diocesan Resource Center
  - Host discussions and workshops, e.g., showings of *Traces of the Trade*, and an annual 2.5 day *Crossroads* training
- 3. Model our own behavior according to these core values as we interact with each other and with the Diocese:**
- Transparent conduct
  - Truth telling
  - Collaborative, non-hierarchical, and mutually respectful relationships
  - Passionate commitment to the Baptismal Covenant
- We will:
- Caucus with each other (see *Crossroads* below for an explanation)
  - Celebrate successes
  - Pray together
- 4. Communicate openly among ourselves, between the Team/Commission and diocesan stakeholders, and with the wider community within and outside the Diocese**
- To do this, we will: Report regularly and publicly on our efforts and activities
- 5. Nurture relationships and organize all in this Diocese who are striving with us toward this vision.**
- To do this, we will:
- Include and recruit more people within the Diocese to antiracism work; host a 4-day team training
  - Build new relationships with diocesan stakeholders and allies, and gather annually for mutual support
  - Develop provincial and national allies and participate in provincial and national antiracism work

### **Background & Accomplishments:**

In different ways, clergy and lay leaders of this Diocese have been engaged in the work of antiracism for decades, even centuries. Standing upon their shoulders, since 2005, the Commission has:

- Led two one-day orientation sessions with *Crossroads* (65 participants)
- Led eight two-and-a-half day training sessions with *Crossroads* (230 participants)
- Trained a fourteen-member Antiracism Team with *Crossroads* to guide our strategic efforts with an intensive *Crossroads*' led training workshop
- Hosted twelve viewings of the documentary film, *Traces of the Trade*, in different deaneries
- Piloted four new programs in three congregations
- Influenced the work of the Diocesan Nominating Committee to create a more accessible process and raise up people of color for positions of diocesan leadership
- Steadily recruited new allies and participants in our work



## Who We Are:

Working together, members of the **Antiracism Commission & Team** include:

Ms. Ann Booth-Barbarin, Team co-chair  
The Rev. Randy Callender  
Ms. Lorna Campbell-Seely  
Ms. Denise Ciambrello  
Ms. Deborah Gaye  
Ms. Mary Hickert Herring  
The Rev. Harriet Kollin  
The Rev. Ledlie Laughlin, Team co-chair

The Rev. James Littrell, Commission vice-chair  
Canon Jill Mathis  
The Rev. Dr. Renee McKenzie-Hayward,  
Commission Chair  
Ms. Avyane Osbourne  
Ms. Donna Marie Peters  
The Rev. Timothy Safford  
Ms. Victoria Sicks  
Ms. Martha Thomae

## Crossroads Ministry:

To address racism as a systemic and institutional issue, the Commission contracted with *Crossroads Anti-Racism Organizing and Training*. Crossroads “provides a structural analysis to institutions that are coming to recognize patterns of oppression within their own systems, and are realizing the need for institutional change. Using a rigorous power analysis, Crossroads leads them in identifying organizational barriers to authentic, just, and accountable multicultural diversity. Pivotal to this work is our unique and innovative training process that facilitates building institutional *Teams*. These Teams organize internally to create a structural intervention that includes strategies to break down barriers and create anti-racist anti-oppressive structures, policies, practices and procedures.” The Antiracism Commission called for the creation of a Crossroads’ trained Team, and in 2009 eleven people from the Diocese participated in the ten day training. Caucuses are integral to the Crossroads model: while most of our antiracism work is done as a multiracial community, it is critical for People of Color to caucus and reflect on how we perpetuate or resist internalized racial oppression, and for White People to caucus and reflect on how we perpetuate or resist internalized racial superiority.

## How You Can Participate:

To realize our vision and transform the structures of the Diocese, we are eager to build mutually supportive relationships with every individual and organization that shares our commitment to this work.

For information about upcoming events hosted by the Antiracism Commission go to the Diocesan website

To arrange for antiracism training in your community or to learn more about how you can get involved, contact Commission Chair, the Very Rev. Dr. Renee McKenzie-Hayward.

Submitted by:

The Very Rev. Dr. Renee McKenzie-Hayward, Chair, Antiracism Commission  
The Rev. James Littrell, Vice Chair, Antiracism Commission  
Ms. Ann Booth-Barbarin, Co-Chair, Antiracism Team  
The Rev. Ledlie I. Laughlin, Co-Chair, Antiracism Team





## **Clergy New to the Diocese**

The Rev. John Daniels	Church Farm School
The Rev. Albert Holland	Philadelphia Cathedral
The Rev. Keith Hudson	St. Paul's, Chester
The Rev. Jarrett Kerbel	St. Martin-in-the-Fields, Chestnut Hill
The Rev. Donna Maree	Trinity Memorial, Philadelphia
The Rev. Jill McNish	St. Stephen's, Clifton Heights
The Rev. Emmanuel Mercer	St. Paul's, Chestnut Hill
The Rev. William Parker	Ascension, Parkesburg
The Rev. Paul Reid	St. Paul's, Elkins Park
The Rev. Katherine Spelman	Christ Church, Philadelphia
The Rev. Erika Takacs	St. Mark's, Philadelphia
The Rev. Hillary West	St. Thomas', Whitemarsh
The Rev. Lorna Williams	Holy Trinity, West Chester

## **Seminarians from the Diocese of Pennsylvania**

Tyler Doherty	Virginia Theological Seminary
Lori Exley	Episcopal Divinity School
Timothy Gavin	Lutheran Theological Seminary
Nancy Hauser	
Nora Johnson	Lutheran Theological Seminary
Catherine Kerr	General Theological Seminary
Peter Kountz	Virginia Theological Seminary
Michael Rau	General Theological Seminary
Dennis Reid	Virginia Theological Seminary
Rhian Roberts	Church Divinity School of the Pacific
James Robertson	General Theological Seminary
Marissa Rohrbach	Berkeley Divinity School at Yale
Martha Tucker	Episcopal Divinity School
Benjamin Wallis	General Theological Seminary
James Walton	Church Divinity School of the Pacific

## **Newly Ordained Deacons in the Diocese of Pennsylvania**

The Rev. Lindsay Hills	All Saints', Worcester, MA
The Rev. Matthew Holcombe	St. David's, Radnor

## **Candidate in the Ordination Process from the Diocese of Pennsylvania**

Sean Slack



# Report of the Nominating Committee

The Nominating Committee is pleased to present the slate of Nominees. While the Committee actively recruited many of the individuals listed on the slate, the Committee chose to include all names proposed to them.

Special thanks to each person willing to stand for election and serve the Diocese in these vital ministries.

Respectfully submitted,

Mrs. Janet Ross, the Rev. Dennis Lloyd, Mr. Lionel Broome, the Rev. Randy Callender, the Rev. Carol Anthony, Ms. Elizabeth Floyd, co-chairs: Ms. Debora K. Brown, and the Rev. Doris Rajagopal

## Nominees for Diocesan Office 2011 Diocesan Convention

\*incumbent

### Church Foundation Board

#### **CLERGY (Elect 1)**

Rudolph Moore\* (St. David's, Radnor)

#### **LAY (Elect 3)**

Christopher Gadsden (St. Thomas, Whitemarsh)

John Gillespie (Trinity, Swarthmore)

James Pope (St. Paul's, Chestnut Hill)

Wayne Strasbaugh (St. Martin, Chestnut Hill)

### Clergy Salaries and Pensions

#### **CLERGY (Elect 1)**

Harriet Kollin\* (St. Martin, Chestnut Hill)

#### **LAY (Elect 1)**

Loretha Badger (St. Luke's, )

Steve Krouse (St. George's, Ardmore)

John Wineland (St. Martin, Chestnut Hill)

### Finance and Property Committee

#### **CLERGY (Elect 2)**

Charles Flood (St. Stephen's, Philadelphia)

Dennis Lloyd (Holy Apostles, Wynnewood)

#### **LAY (Elect 3)**

Nora Adelman\* (St. Alban's, Newtown Square)

John Loftus (Trinity, Gulph Mills)

Norman McClave, III (Redeemer, Bryn Mawr)

Barry Norris (Holy Spirit, Harleysville)

### Standing Committee

#### **CLERGY (Elect 1)**

Kathryn Andonian (Holy Spirit, Harleysville)

#### **LAY (Elect 1)**

Jane Cosby (St. Luke's, Germantown)

Rex Saffer (Holy Apostles, Wynnewood)

Patricia Smith (St. Luke's, Germantown)



## **General Convention Alternates**

### **CLERGY (Elect 4)**

Carol Anthony (St. Luke & The Epiphany, Philadelphia)  
Sandra Etemad (All Saints', Norristown)  
Adam Kradel (Christ Church, Media)  
Timothy Safford (Christ Church, Philadelphia)  
Kyle Tomlin (St. Alban's, Roxborough)  
Emmanuel Williamson (Redemption, Southampton)  
Marek Zabriskie (St. Thomas, Whitemarsh)

### **Wapiti Board**

#### **(Elect 4)**

Charles Carter (retired)  
Douglas Sherwood (St. Andrew's, Yardley)  
Richard Sperry (Redeemer, Bryn Mawr)  
Kenneth Werner (St. Andrew's, West Vincent)

### **Church Attorney**

## **Diocesan Disciplinary Board**

### **CLERGY (Elect 8)**

Carol Anthony (St. Luke & The Epiphany, Philadelphia)  
Stephen Billings\* (Redeemer, Bryn Mawr)  
Robert Davidson\* (St. Paul's, Chestnut Hill)  
Adam Kradel (Christ Church, Media)  
E. F. Michael Morgan (Grace Church, Hulmeville)  
Timothy Safford\* (Christ Church, Philadelphia)  
Lou Temme\* (Retired)

### **LAY (Elect 4)**

Bridget Bonner-Fennal (St. George St. Barnabas, Phila.)  
Sarah Boote (St. Asaph's, Bala Cynwyd)  
John Canterbury (St. Paul's, Doylestown)  
Kenneth Garner (Redeemer, Bryn Mawr)

### **LAY (Elect 1)**

William McSwain, Esq.

### **LAY (Elect 7)**

Sarah Boote (St. Asaph's, Bala Cynwyd)  
Mary-Louise Bulmer\* (St. Alban's, Newtown Square)  
Judith Gran\* (St. Luke & The Epiphany, Philadelphia)  
Dick Ihrig\* (All Souls' for the Deaf, Philadelphia)  
John Loftus\* (Trinity, Gulph Mills)  
Douglas Rorapaugh\* (St. Luke & The Epiphany, Phila.)  
Ruth Silver (St. Mary's, Wayne)



# **Convention Address**

## **by The Rt. Rev. Charles E. Bennison, Jr.**

to the 228<sup>TH</sup> Meeting of the Convention  
Diocese of Pennsylvania  
Pennsylvania Convention Center  
November 5, 2011

(Isaiah 2:2-4; Ephesians 2:11-22; Luke 10:1-9)

Dear Sisters and Brothers in Christ:

We all know that horizons do not actually exist, but are simply the limits of our sight. To exceed such limits, the prophet Isaiah imagined Mount Zion topographically elevated above every horizon to such a height that all nations everywhere geographically could see it, come to its architecturally-prominent Temple, learn to turn weapons into tools, and find peace. It's a lovely picture, save for one problem: it presupposes a one-way street whereby Israel says to others – like today's Palestinians – God dwells on Mount Zion, so Israel sets the terms for peace.

Israel, of course, had alternatives to Zionism. God had appeared to Abraham outside the Promised Land, on Mount Sinai as well as at Mount Zion, in the Tent of Meeting in the wilderness, and far from Zion among the exiles in Babylon. God can appear to Israel anywhere.

Our second reading today, however, argues a third alternative: not that God can appear to Israel anywhere, but that God is present at the point of reconciliation between Israel and others.

More than any other New Testament writing, the Letter to the Ephesians insists that by his death on Calvary's cross Jesus Christ has broken down the wall dividing Israel and nations, so that those far off and those near can unite in peace and "have access in one Spirit to God's presence."

No nation or group or individual, Ephesians argues, can possess God for themselves. God is present, not on Mount Zion, not in any particular place, but whenever and wherever reconciliation occurs between those who once were aliens and strangers and sojourners, but are now "fellow citizens with the saints and members of the household of God."

Others, howsoever different, are absolutely indispensable to this household. Apostles and prophets are the foundation of the household, and its cornerstone is Christ, in whom all are knit together. But it takes others coming to the waters of baptism for us to "grow into a holy temple in the Lord, in whom you also are built into it for a dwelling place of God in the Spirit." It's a radical notion: God only dwells in, and is experienced in, a baptizing, growing, reconciling, uniting church.

Now the theme of this Convention is "the Mission of the Church," and its centerpiece is the excellent work-in-progress by the Rev. John Sorensen and the members of his Diocesan Mission Planning Commission. As you hear their report, bear in mind that according to the Prayer Book, "the mission of the Church is to restore all people to unity with God and each other in Christ," and "the Church carries out its mission through the ministry of all its members."

So, Luke tells us, Jesus "sent seventy others" to proclaim that "the reign of God has come near you." Note that Jesus did not send out just seventy. He sent "seventy others" – in addition to those of untold number he had already commissioned. A vast number, not an elite few, are needed for this apostolic work.



And Jesus sent them, as he sends us, “as lambs in the midst of wolves ... into every town and place where he himself was about to come” – including, of course, Calvary. To go where he sent them, and where he sends us, is hard, challenging, dangerous, and outside our comfort zones: not once, but twice, he tells them to forget their kosher food laws and eat whatever is set before them.

Thus, long before anthropologist Mary Douglas laid claim to the discovery, Jesus understood that dietary laws about what we will allow in our open mouths correlate directly to our openness to difference, the extent to which our churches have porous, in contrast to tight, boundaries, and welcome others.

Think of those food laws as symbolic of our cultural tastes in general, and you get an idea of the cultural sacrifices and adaptability required of us if we are to carry out Jesus’ mission and grow. And grow, not necessarily in gross numbers, but grow in diversity, inclusivity, heterogeneity, catholicity, in the profound reconciliation.

Now St. Augustine said that “the role of the Bishop is to keep the church alert until the Lord comes.” There is an enormous amount of good news in the Diocese, and you will hear about some of it today when, for example, Dean Judith Sullivan reports on the Cathedral Development Project, when the Rev. Daniell Hamby reports on our entering the Episcopal Church Medical Trust, when Rev. Kirk Berlenbach, John Loftus, Mac McCausland, and Arlene McGurk report on our solid financial condition, and when Alan Lindsay reports on impressive strides made at the Church Foundation.

But as Bishop, I would be remiss if I did not alert us to what we already know, namely, that, with rare exceptions, as is the case with every faith community in the industrialized world, the Episcopal Church is declining numerically and financially. At a time when, without either an endowment or diocesan aid, it takes 200 worshippers a week to maintain a church building, a full-time priest, and a traditional parish ministry, the average Episcopal Church has a weekly attendance of 66 – or a third of what is needed.

For two centuries, we had our own form of “Zionism,” so to speak. We thought of ourselves as sufficiently elevated socially, culturally, economically, politically, and, yes, architecturally, that everyone would see us and more than enough would come to us. Enough did, and, thanks be to God, some still do, but not nearly as frequently and regularly.

Now we have to reach out to others, as, indeed, we are doing. I never cease to be amazed as on my Sunday visitations, often to churches with but a couple of dozen worshippers, as I witness our outreach to the, hungry, the homeless, the very young and the very old, the lonely, the broken-hearted, and people struggling with addictions. In this sense we are what the church is meant to be: a sign of hope in a world dominated by fear. But very few of these persons eventually join us.

Who will join us are our children, youth, and young adults if we can bridge the generational divide that makes many of them what Ephesians terms “aliens and strangers.” Bless Ken Bullock and the Liturgical Commission for planning for a major conference on children in the liturgy next spring. Bless Andrew Kellner and Manny Lampon, and all the adults who work with them, for their commitment and strong, effective leadership of youth ministry in our diocese. Bless Renee McKenzie-Hayward for assuming responsibility for the ministry at Temple University this week, now based at the Church of the Advocate.



Despite these efforts, and many more throughout the diocese, we are falling behind in passing on our faith to our young people; we are losing them from the church. On a diocesan level, the decline is seen above all in the steep loss of participation in our summer camping program, which only four years ago attracted more than 300 of our own youth. I ask the Diocesan Mission Planning Commission next year to make the question of how we bridge the cultural divide with our young people and nurture their faith its overwhelming priority.

The rate of decline, moreover, is accelerating, especially for small churches, and even more especially if they are worshipping in large, older buildings that are costly to heat and maintain. We are facing an unprecedented number of churches that can no longer afford a full-time priest. More and more either share a priest, or are served by a retired priest or a part-time priest who has secular employment, or are uniting with another church. Some churches are spending down their endowments in order to maintain the traditional model of parish ministry long after it becomes obvious that doing so is not reversing their decline. The result is that when the church closes, the diocese inherits a property which it must maintain with monies that otherwise could be used for mission. I ask every parish that is depleting its endowment in this way to stop doing so.

In the next year, working with the outstanding Deans of our deaneries, my staff and I, led by Sean McCauley, the Diocesan Property Manager, will: (1) do a property audit of every church, deanery by deanery; (2) publish a set of guidelines for re-organizing struggling churches for the sake of, not just their sustainability, but their vitality; and (3) continue to be of service and support to all congregations with property issues.

Given the challenges we are facing, we must become far more nimble than our present organization structures allow. I fully support the Presiding Bishop's request that we adopt a resolution such as our General Convention deputies will present to us today, memorializing next summer's General Convention to create a Special Commission on Missional Structure and charge it to return to the 2015 General Convention with a proposal for a re-structuring of the Episcopal Church from top to bottom. Many dioceses are engaged in similar restructuring efforts, and I have asked John Sorensen, as Chair of the DMPC, and Stephen Chawaga, Chair of the Finance Canons Review Committee, to begin working closely together to the end that they produce for our consideration, in order: (1) a strategic plan for fulfill our mission; (2) an organizational structure for carrying out that plan; and (3) an entirely new set of diocesan canons governing that structure.

Today in our calendar of Holy Women, Holy Men, we commemorate William Temple, the Archbishop of Canterbury who saw that our church is an endangered species and decided it will last longer if it acts dangerously. I have been observing the protesters at Occupy Philly in front of City Hall this week and have been reminded that Jesus never promised us a rose garden.

He sends us out as lambs amidst of wolves, and asks us to go before him all the way to Calvary and the waters of Baptism, dying there to sin and rising to newness of life. Jesus did not commission us to found hundreds of churches, but to make disciples of all nations.

The Episcopal Church no longer looks like Mount Zion, but, then, it was never supposed to. These are tough times, but remember this: Jesus died for you, and he died for me, "that he might create in himself one new man in place of two, so making peace ... you are fellow citizens with the saints and members of the household of God ... a holy temple in the Lord ... a dwelling place of God in the Spirit."





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## Commission on Ministry

### Confirmation of Appointees

Pursuant to Diocesan Canon 20.2.2, the Bishop nominates the following people to the Commission on Ministry for confirmation by Convention to serve five-year terms on the Commission beginning after this Convention:

#### **CLERGY**

Jill McNish  
Claire Nevin-Field  
Richard Robyn  
Joy Segal  
Kyle Tomlin

#### **LAY**

Caroline MacMoran

### Cathedral Chapter Nominees

Pursuant to Diocesan Canon 18.3, the Bishop nominates the following people for terms on the Cathedral Chapter. These nominees have been approved by Standing Committee:

#### **For terms to expire in 2015:**

The Rev. Emily Richards  
Mr. Norman McClave, III



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## **Reception of Reports Submitted by Committees and Commissions**

*(Received without motion to accept them)*

- Addiction Recovery Resource Committee
- Antiracism Commission
- Assistant Treasurer
- Clergy Salaries and Pensions
- Commission on Ministry
- Committee on Incorporation
- Companion Diocese Committee
- Committee on Constitution and Canons
- Continuing Education Committee
- Convention Arrangements Committee
- Diocesan Council
- Diocesan Mission Planning Commission
- Episcopal Church Women
- Episcopal Community Services
- Finance and Property Committee
- Financial Review Committee
- Liturgical Commission
- Necrology
- Nominations Committee
- Philadelphia Theological Institute
- Resolutions Committee
- Spiritual Growth Resources Committee
- Standing Committee

*These reports may be found on the pages which follow.*



# **Report of the Addiction Recovery Resource Committee to the 228<sup>th</sup> Convention Diocese of Pennsylvania November 5, 2011**

Committee Members:     The Rt. Rev. Allen Bartlett, Ex-Officio  
                                 The Rev. Stephen Billings  
                                 The Rev. Kyle St. Claire  
                                 The Rev. Alan Neale  
                                 The Rev. Ronald W. Lockhart, Sr. Chair  
                                 Mrs. Sandra S. Lockhart  
                                 Mrs. Marge Hannah  
                                 Mrs. Lisa Beiler-Brunner  
                                 Mr. Christopher Whitney

The Diocese of Pennsylvania has charged the **Addiction Recovery Resource Committee (ARRC)** with the task of developing a ministry to addicted individuals and their families in the quest for recovery. The fundamental premise upon which this ministry is founded is the recognition that addiction is an illness, genetically transmitted. Addiction is a disease, not the result of bad behavior.

While attending a seminar on intervention, Sandra and I were introduced to **Pro-Act** ([www.proact.org](http://www.proact.org)), an organization committed to educating the public about Addiction / Recovery. After studying the curriculum the committee recommended to the Bishop's office that we utilize this community service as a primary source of education about addiction, and this was approved.

On March 12, 2010 an email was sent to clergy in the diocese introducing "Pro-Act" as the Diocesan provider for educational information on addiction. It is simply entitled "The Family Program." It is the centerpiece of their educational initiative. It is offered free of charge to persons in the five county area who suspect that one of their own is addicted to drugs and/or alcohol.

Pro-Act is a contraction of **Pennsylvania Recovery Organization Achieving Community Together**. The organization has produced curriculum material for participants and facilitators. As a part of this training, we also urge families to attend Alanon and/or Naranon meetings, so as to broaden their perspective of the kind of support available to families.

During this calendar year the Diocese of Pennsylvania was fortunate to be the recipient of a faith based grant to be used to educate the people of Bucks, Chester, Delaware, Montgomery, and Philadelphia counties about addiction and recovery. The grant came to us from The Southeast Council of Pennsylvania and originated in the office of Arlen Specter. Beverly Haberle, the executive director of The Council of Southeast Pennsylvania, Inc. asked Ron and Sandra Lockhart to facilitate the grant. Ron is the chair of ARRC.

Upon the acceptance of this grant, a steering committee was formed; and at the April meeting a tentative plan was set in motion so that we could set goals and parameters to satisfy the terms of the grant. The grant specified that materials and programs were to be formulated so



that the goals and objectives established by the Steering Committee could be met within certain time parameters.

The theme adopted was “Putting a public face on recovery.” The steering committee concluded that this would be a wonderful opportunity to utilize our Diocesan structure, as well as that of Pro-Act, to heighten the interest and commitment to Recovery.

September is the acknowledged Recovery Month. We requested that every one of the 143 parishes in the diocese have a speaker either in the pulpit, or an adult education setting to talk about recovery one Sunday during the month. Our goal was to have individuals “tell their story.” Pro-Act ([www.proact.org](http://www.proact.org)) helped provide these speakers. This effort was not as successful as we had hoped. Next September we will use the knowledge we gained from this effort to plan a better program in September 2012. Actually we plan to broaden this initiative so that a parish may request a speaker at any time during the year.

As a part of the overall program, a major effort was made to appoint at least two Recovery Advocates from each deanery. This struggle is ongoing. We have some 12 individuals who have volunteered thus far. However, it would be great to have at least one Advocate per Deanery. We have had one training session of the group on September 17, 2011. Lest we be short changed by a lack of information about this position the following is a job description.

A **Recovery Advocate** is a person who focuses on addiction and recovery issues in a deanery. The **RA** is appointed by ARRC and serves as a liaison between ARRC and the clergy of the deanery. **Recovery Advocates** are individuals who have more than a passing interest in addiction and recovery, whether such interest stems from membership in a 12-step program, working as a professional in the field, or being affected by the addiction of a family member or friend. An **RA** is to serve as a resource and in no way to act in the role of a counselor. Rather the **RA** should:

1. Develop and maintain a body of basic information concerning addiction and recovery. The core of this material will be identified by ARRC and Pro-Act, the educational arm of ARRC, and may be supplemented to meet special needs from other sources.
2. Meet periodically with the clergy to update information and to provide resources, which will assist with pastoral care.
3. In cooperation with the clergy and members of ARRC, arrange educational programs for congregations, focusing on the disease of addiction, the role of the family, available resources and recovery.
4. Maintain ongoing contact with ARRC for consultation and information.
5. Attend workshops and trainings given by ARRC in order to update materials and to be informed about new and updated research.

A highlight of the year is always the Recovery Walk. It was sponsored by Pro-Act and was routed through “Old City.” Last year an amazing 11,000 people walked for recovery. This year 15,000 persons joined in this celebration. Bishop Bennison lead the contingent who walked wearing “T” shirts that announced that “Episcopalians Celebrate Recovery.”



All of the above named projects will need the full cooperation of the deans and clergy if we are to be successful. We have been in conversation with Henry Carnes and J.D. Lafrance to establish a more effective web presence. We are hopeful that a person will be able to go to our web site to learn about this wonderful opportunity and to sign up for things that they find important and exciting. Please support us by making the clergy in your deanery aware of what ARRC is trying to accomplish with this grant.

We are very blessed to have been chosen to facilitate this grant. Keep us in your prayers as we move forward into 2012. Contact us with any suggestions you might have and please, please spread the word. The success of this project depends on the involvement of the people of this diocese. You, as their leaders are in a position to make these folks aware of what we are trying to do.

I would be remiss if I did not recognize the work of a few dedicated workers. Lisa Beiler-Brunner was responsible for organizing the Recovery Walk. Those "T" shirts were spectacular. Marge Hanna's intimate knowledge of the field of addiction, and her willingness to make an extra effort to share that information deserves extra special "kudos." Furthermore, as I look at the bigger picture of this ministry in our diocese, the name Stephen Billings keeps popping up. He is a trusted friend and colleague. Thank you Lisa, Marge, and Stephen.

If you have questions or comments please contact Sandra S. Lockhart or Ron Lockhart at the following email address ([sandra.lockhart@mac.com](mailto:sandra.lockhart@mac.com)). ([ronlockhartsr@mac.com](mailto:ronlockhartsr@mac.com)).

Ronald W. Lockhart, Sr., Chair



# A Report from the Antiracism Commission 2011

The Antiracism Commission (ARC) in partnership with the Antiracism Team (ART) continued in 2011 to work on internal and external development. The Commission and Team (ARC/T) meet jointly on the 2nd Tuesday of each month to further bonding, visioning and strategic planning. This year caucusing of people of color and of white people was added to meetings. Caucusing allows each group to be accountable to themselves and to each other for deepening awareness of the power of racism in relationships. It is also an important exercise and tool in the ARC/T work towards becoming an antiracist diocese.

Education, conversation and awareness are other important tools for diocesan transformation. During the 2010 Diocesan convention the ARC/T exhibited a *racism and resistance to racism* Wall of History that engaged over 100 visitors in discussions of the presence of and resistance to racism. In 2011 we hosted two 2.5 day training events with 64 participants. Following participation in a 4-day intensive team training, 3 new members were added to the ART.

The ARC/T continues to support and participate in the work of the Province III Antiracism Committee.

The goals of the ARC for 2012 are to:

1. Assist and support the work of the ART and the strategic goals.
2. Work in collaboration with Bishop Bennison, congregations and other judicatories in offering a minimum of two 2.5 day Crossroads Training Workshops.
3. Add new members to the Antiracism Team through a 4-day team expansion training to be conducted with other dioceses and judicatories in the region.
4. Engage in the Antiracism work taking place in all levels of our church life along with members of the ART.
5. Encourage through the diocese a one-book reading campaign of *Becoming an Antiracist Church* by Joseph Barndt.

Submitted by The Very Rev. Dr. Renee McKenzie-Hayward for the Antiracism Commission

*Commission members: Ms. Ann Booth Barbarin, The Rev. Randy Callender, Ms. Denise Ciambrello, The Rev. Albert Holland, The Rev. Ledlie Laughlin, The Rev. James Littrell, Vice-Chair, The Rev. Renee McKenzie-Hayward, Chair, Ms. Avyane Osborne, Ms. Donna Marie Peters, Ms. Victoria Sicks, Ms. Martha Thomae*



# **Assistant Treasurer's Report**

## **Diocesan Convention 2011**

Good Morning,

I would like to report on the overall Diocesan financial health including the cash position, the budgeting process and spending controls, and investment performance. Additionally, I would like to discuss the external auditor's report as well as some recommendations going forward.

### **Diocesan Financial Health**

The Diocese has maintained favorable operating cash balances due to an improved budgeting process in both the Program and Episcopate areas coupled with excellent spending discipline. Our goal is to ensure that the vast majority, if not all, of spending is budgeted and controlled. At the present time, a fair amount of Diocesan spending by-passes normal budgetary control.

Investments with the Church Foundation performed well in 2010 but slipped about 8.5% year to date in 2011 mainly due to global and national economic problems. However, our investments should be viewed as a long term subject to market fluctuation.

The Diocese is both liquid and solvent and able to live within its budgetary means and in that regard we are financially healthy.

### **A Brief Overview of 2010**

- 1) In 2010, lower cash collections were offset by spending reductions in the Program Budget. In 2011, pledges were budgeted at the 2010 level and it appears at this point we will surpass the budgeted pledge amount.
- 2) The cash balance at end of 2010 was \$ 2,374 K or 18 % higher than 2009
- 3) The investment balance was \$ 52.6MM at December 31, 2010, or 7.6 % higher than 2009

### **The Status as of September 30, 2011**

#### **Cash Collections**

- 1) Through September 2011, overall, cash collections are somewhat ahead of last year by \$ 46 K and ahead of the 2011 Budget.
- 2) Allowing for any unforeseen blips in the fourth quarter, we are essentially a little favorable to plan.
- 3) Operating cash is \$ 245 K and is consistent with prior years.

### **The Status as of September 30, 2011**

#### **Expenses**

- 1) Episcopate and Program expenses are on plan for 2011

#### **Investments**

- 1) Consolidated Fund - From January 1 to September 30, 2011, the CF share value moved from \$117.90/share to \$107.822/share or a decline of nearly 8.5 % for the year.
- 2) The market has shown volatility and a downward trend. The income payout to the Diocese is based on the three year rolling average of the December 31 market values. Applied against





this average is a rate set by the Investment Committee of The Church Foundation. The rate is set in February and it can be between 2 and 7 percent per annum according to Pennsylvania law. Losing a low value in 2008 is a positive event, but it may be dampened by a replacement low value in 2011. The goal is to provide a reasonable and consistent income whilst conserving principal.

### **Conclusion:**

**While the Diocese is liquid in 2011, 2012 depends on assessments and pledge collections. The 2012 income from the Consolidated Fund is unknown at this time.**

### **The 2010 Audit Yielded a Qualified Opinion**

The 2010 external audit of our financial records was completed (as required by the National Church) in August and the auditors rendered a “Qualified” opinion (the same opinion as the last few years). An “Unqualified” opinion requires that all financial statements be prepared in accordance with Generally Accepted Accounting Principles and one such principle requires that all entities which the Diocese has control over be consolidated in the financial results. Since we have elected not to include ECS and the Cathedral Village in our consolidated financial statements, as we have done in the past, the auditors could not render an “Unqualified” (the best) opinion. This audit report is or will be available on the DIOPA website shortly.

After several years of a reported material weakness comment regarding the ability to produce financial statement according to U.S accounting rules (Generally Accepted Accounting Principles (GAAP)) the auditors have elected to remove this negative comment.

### **Recommendations**

Going forward we should consider the rotation of our external auditors to another firm as the current auditing firm has been handling our audit since 2004. I believe that it is good practice for audit firms to be changed every five years and believe it should be Diocesan policy going forward.

I would like to thank Ms. Jennie Paddy, Accounts Payable Administrator, Earl Irby, Controller and Rob Rogers, Canon for Financial Administration, for their support.

I would like to end my report by giving special thanks and appreciation to Joe Suprenuk, the previous Treasurer for his dedication, hard work and service to the Diocese.

**Respectfully submitted,**

**John M Loftus  
Assistant Treasurer  
November 5, 2011**



## **Report of the Commission on Clergy Salaries and Pensions**

The Commission on Clergy Salaries and Pensions is responsible, by directive of the Canons of the Diocese of Pennsylvania, for three major areas in the diocese's life: assuring that the Presbyters and Bishops of the Diocese are adequately compensated, overseeing the health insurance provided by the Diocese, and providing financial assistance for clergy, their families and the parishes they serve who encounter difficult economic circumstances. In addition, the Commission on Clergy Salaries and Pensions forms the corporate Board of Directors for the Diocese of Pennsylvania Medical Trust, and provides assistance to clergy and their families who are retired.

The Commission divides its work into three major sections: First, A Committee on Salary Monitoring. Chaired by Mr. Mark Roberts, a member at Gloria Dei Episcopal Church, the committee monitors salaries paid throughout the diocese, as reported through the Board of Pensions. The committee periodically checks to insure that the salaries of our bishops and presbyters fall within the established ranges of minimum salary compensation as it is established by Diocesan Convention. This committee studies the economic factors of the Metropolitan Philadelphia region and makes recommendation to the Diocese for cost of living adjustments each year.

A Committee on Loans and Grants works closely with Canon Jill Mathis, and our Bishops, in providing assistance for clergy and parishes which are unable to meet financial obligations that keep pension dues and health insurance premiums paid. Mr. Ron Francis, a member at St. Peter's is the chairperson. Through a process of negotiation with the Bishops, Vestries, and our clergy, loans are made or grants in aid, which insure that health insurance remains in force, and that Pension dues stay current.

A Committee on Benefits monitors, studies, and recommends adjustments to the Health Insurances which each parish is required to provide for its clergy. The Rev. Tom Wand, Interim Rector at St. Mary in Ardmore is chairperson. This work includes constantly reviewing health care costs, adjusting premiums to get the best value for the dollars we spend, and choosing for the diocese the best possible health insurance providers. In addition, the Benefits Committee oversees the Co-pay rider program, which supplements mental health care, and which returns certain percentages to clergy in the diocese for medical, mental health, pharmacy, and durable medical good expenditures.

Beginning in 2010, and for the balance of 2011 the Benefits Committee, and then the entire Commission on Clergy Salaries and Pensions has been investigating the implications of General Convention resolution A177 in 2009 which instituted a Denominational Health Insurance program for all Episcopal Diocese. In addition, the General Convention mandated in Resolution A-138 that, beginning January, 2013, each Episcopal Church, School, Diocese, any entity which is formally associated with the Episcopal Church (or Diocese) must provide adequate health insurance and Pension for employees who are not ordained. The implications for the Diocese of Pennsylvania are significant.



First, responding to General Convention action the Commission on Clergy Salaries and Pensions, following a rigorous and thorough going review, elected to change Medical Insurance and enter into the Episcopal Church's Medical Insurance program (ECMT) in 2012. There were two compelling reasons. First, it will provide significant cost-savings for our parishes in 2012. While there will be a modest increase in insurance premiums, the increase will not be as great as anticipated from our current provider. Entering early into the ECMT program will save money.

Second, as one of the larger and wealthier dioceses in the Episcopal Church, with an unusually complex array of insurance requirements, it became apparent that entering the new system in a time when it was less stressed would probably make for an easier transition for the Diocese of Pennsylvania. The officers of the Diocese Medical Trust met with the network of health insurance experts at the Episcopal Church Medical Trust offices in New York City to learn, first-hand, about the service we could expect in a new insurance program. We were impressed with the professional approach to the business of providing insurance, the compassionate awareness that must accompany care given to clergy families, and the willingness on the part of the ECMT officers to "go the extra mile" with the Diocese of Pennsylvania if we made the transition early.

Some particular areas of excellence in the new relationship include:

- A 99% compatibility rate with new health care providers and the current providers used by members of the Diocese. Disruption of health care will be kept at a minimum.
- A team of problem-solvers who are available every day, through a 1-800 telephone center, whose sole work is to assist people who are having difficulty with insurance claims.
- A dedicated "Eastern Region" supervisor who will work with Clergy Salaries and Pensions in ongoing "finesse" of our relationship with ECMT, and with our Bishops.
- A range of plan options which supersede what we have ever been able to offer in our insurance programs, including a High Deductible Health Insurance program, as well as a PPO plan which is comparable to our current "Personal Choice" plan. In addition, two HMOs with slightly different benefits.
- The new plans will offer a Health Savings Account (HSA) for the High Deductible Health Plan, and a Health Reimbursement Account (HRA).
- Retention of Delta Dental services and the benefits they offer.
- Enabling us to engage a Third Party Firm to support administration, billing and the HRA management in ways which we are presently unable to support.
- We will have a Premium Prescription plan with a different Pharmacy than is presently in use.
- The current "rider" benefit program will be replaced with HRA and HSA options, though the Commission will continue to monitor "crisis" situations and possibly assist through the Loans and Grants function when a clergy family is unable to pay deductibles.
- A group of trained experts who will be "on the ground" in the Diocese of Pennsylvania assisting during the November enrollment period.
- It will be easier to provide insurance support of out of state dependents (e.g. college students) and persons traveling outside of the Diocese.



Of course there will be a few bumps in the road in this transition. Members of the Diocese who currently utilize out of system physicians, mental health care providers, or who require specialized medications should pay particular attention to the transition process, and be proactive about health or mental health care needs.

And it should be mentioned that these changes only affect active clergy, or retired clergy who are not yet 65 years of age. Retired clergy, 65 years of age or older, will continue to receive the same insurance benefits as they have until now. Their plan does not change.

The work of the Commission for the remainder of 2011, and then for 2012 will, of necessity continue to focus on the transition to the Episcopal Church's new insurance program.

The Commission on Clergy Salaries and Pensions has petitioned the Diocese to change its name, and certain of its canonical responsibilities in order to carry out the other major work of the 2009 General Convention: making certain that our parishes, schools, and other Episcopal entities conform to the mandate that any employee who works 1500 hours or more must be provided with health insurance and a pension. The financial implications of this mandate are tremendous, and will affect almost every parish in the Diocese.

For the Commission,  
The Rev. Dr. Daniell C. Hamby, Vice-Chair

The Rt. Rev. Charles Bennison, Chair,  
The Rt. Rev Rodney Michael, Bishop, Supervisor

Members of the Commission: The Rev. Lucy Amerman, Vice Chair of DioPA Med Trust; Mr. Marc Andonian, Secretary of Clergy Salaries and Pensions and DioPA Med Trust; The Rev. Hentzi Elek; Mr. Ron Francis; The Rev. Daniell Hamby Vice-Chair; The Rev. Harriet Kolin; The Rev. Marlee Norton; Ms. Judy O'Neill; Mr. Matthew Reese; Mr. Mark Roberts; Mrs. Margaret Ullman; The Rev. Tom Wand.

Staff to the Commission: Canon Jill Mathis, Mr. Robert Rogers, Ms. Karen Bach. Mr. Parke Rouse is employed by the Diocese of Pennsylvania Medical Trust.



## Report of the Commission on Ministry 2011

The Commission on Ministry continues its essential work on behalf of the diocese and the larger Church with prayer, diligence, good spirit, mutual affection and respect, and essential humor. COM members are as diverse as our diocese—in race, gender, liturgical style, economic status, geography, age, politics, and theological conviction. We trust that this diversity can model for the congregations and clergy of the diocese the diversity of nominees we hope will seek ordination.

With the Rt. Rev. Rodney Michel in place as assisting Bishop, in 2009 the Standing Committee ended the moratorium on accepting new people into the ordination process. Oversight of the priestly ordination process was assigned to Bishop Edward Lee. Since that time quite a number of people have entered the ordination process both for the vocational diaconate and for the priesthood, including several who had previously sought ordination under Bishop Bennison, but who for whatever reason did not complete the process.

Upon returning to his duties as Bishop Diocesan in 2010, Bishop Bennison asked that Bishop Lee continue to oversee the ordination process for the priesthood, as he had admitted the first post-moratorium postulancy cohort. Bishop Lee continued to do so until January of 2011, when Bishop Bennison resumed his oversight of the process. The members of the COM are deeply grateful to Bishop Lee for all he has done in interviewing and advising dozens of nominees, postulants, and candidates, and in communicating with their sponsoring clergy. We thank him also for his wisdom, counsel, and sensitive oversight of our work. Thanks too to Ms. Arlene McGurk, Mr. Norman McCausland, and the Rev. Joy Segal who served as the Standing Committee's liaisons to the COM. Ms. McGurk and Mr. McCausland continue to represent the Standing Committee, while the Rev. Segal moves into the role of a member with a regular five-year term.

There are currently sixteen people at various stages of the process for ordination to the priesthood: six candidates, three whose advancement to candidacy is pending at the time of this writing, and seven postulants. Two people were ordained to the transitional diaconate in June 2011, and it is anticipated that one more person will be ordained to the transitional diaconate in January 2012.

A thorny issue that has bedeviled all those who must evaluate a person's formation and readiness for the priesthood has been how to use the General Ordination Examination (GOE) as an evaluative and diagnostic tool. This written examination, covering the seven theological subject areas required by the Canons of the Episcopal Church, is administered every January. A seminarian usually sits for it during his or her final year of study. Increasingly, it has seemed, seminarians have done poorly on all or part of this exam, presenting a quandary to the COM, the bishop, and the Standing Committee, each of whom, within weeks after the exam results are known, must make definitive judgments on the person's qualifications for ordination. In summer of 2011, after an informal survey of the practices in other dioceses, the Chair of the COM and the Diocesan Board of Examining Chaplains (who are responsible for re-evaluating unsatisfactory exam performance) collaborated on writing a policy that clarifies what weight the decision-making bodies will give to the GOE, and what remediation process will be allowed should the candidate fail to demonstrate competency in any canonical area. With slight amendments, this policy was approved by the COM, the Standing Committee, and Bishop



Bennison. We hope that the policy will reduce uncertainty among the seminarians, and allow the decision-making bodies to proceed with their work with a sense of common understanding and purpose.

As exciting as it is to watch and welcome the formation of new priests, the COM was delighted to participate in the revival of the vocational diaconate in our Diocese. Thanks to the dedication of the Rev. Dr. Pamela Nesbit, vocational deacon and erstwhile COM member, a proposal for the revitalization of the vocational diaconate in the Diocese was approved by the Standing Committee prior to Bishop Bennison's return, and its implementation began in 2010. The first pre-postulancy conference for the vocational diaconate in many years was held in December 2010. Eleven nominees prayerfully put themselves forward, and six are currently postulants going through the diaconal formation program under Dr. Nesbit's direction. At Bishop Bennison's request, Bishop Michel continues in his Episcopal oversight of the diaconal ordination process.

Bishop Bennison has nominated Ms. Caroline MacMoran (Trinity Memorial), the Rev. Jill McNish, Ph.D (St. Stephen's, Clifton Heights), the Rev. Claire Nevin-Field (St. Peter's, Philadelphia), the Rev. Richard Robyn (Trinity, Oxford), the Rev. Joy Segal (Gloria Dei/Old Swedes'), and the Rev. Kyle Tomlin (St. Alban's, Roxborough) to begin five-year terms in 2011. Their nominations must be approved by this Diocesan Convention. To maintain the canonically required minimum of fifteen members, at least three people must be nominated each year. As a large number of members will complete their terms in 2015, and in order not to suffer a great disruption of organizational continuity and clarity, the COM asked that more members be added this year to help prepare for that transition.

As no report was filed for the 2010 Diocesan Convention, let it be noted here that the following COM members were invited in 2010, and were approved at the 2010 Convention: the Rev. Eric Bond, Mr. Jerome Buescher, the Rev. Joseph Dietz, Ms. Vicki Ellis, the Rev. Carl J. Knapp, the Rev. Koshy Mathews, the Rev. Christine E. Mottl, and Ms. Barbara D. Savage. We regretfully accepted the resignations of the Very Rev. Renee McKenzie-Hayward in 2010, and the Rev. Diana Carroll and Mr. Andrew Kellner in 2011. The Rev. Mark Ainsworth was the only COM member whose term expired in 2011. To these colleagues and friends who left us in 2010 and 2011, we express our deepest thanks for their participation, commitment, collegiality, and wisdom during their years of service.

Finally, no COM report would be complete without thanking the tireless work and counsel of Canon Jill Mathis, the amazing attention to detail and follow-through of Ms. Karen Bach, and the photocopying prowess of COM member the Rev. Carl Knapp. Without the seemingly endless labor of these members of the Church House staff, the work of the COM could never take place.

Members of the COM are prepared to talk with congregations about the ministry of all the baptized as well the specifics of the ordination process. There are many essential steps to be completed, more or less in order. Please call Canon Jill Mathis at Church House or any member of the COM for details.

The members of the COM are honored to serve the Diocese and the Church in the holy, moving, and sometimes painful work of helping devout people discern God's call. There is deep satisfaction and joy in seeing the Holy Spirit move in the lives of those called by God to





ordained ministry in the church, and our faith in God and our love for our Church are both enlivened by this experience.

Respectfully submitted,  
The Rev. Thomas Eoyang, Jr., Chair

*Members of the Commission on Ministry:* The Rev. Whitney Altopp, the Rev. Eric Bond, Mr. Jerome Buescher, the Rev. Jane Cornman, the Rev. Joseph Dietz, Ms. Vicki Ellis, the Rev. Thomas Eoyang, the Rev. Carl J. Knapp, Ms. Caroline MacMoran, the Rev. Koshy Mathews, the Rev. Jill McNish, PhD, the Rev. Christine E. Mottl, the Rev. Claire Nevin-Field, the Rev. Richard Robyn, Ms. Barbara D. Savage, the Rev. Joy Segal, Ms. Amanda Smoot, the Rev. Kyle Tomlin, Ms. Frances A. Wilson.

*Subcommittee from the Standing Committee:* Ms. Arlene McGurk, Mr. Norman McCausland

## **Report of the Committee on Incorporation**

The Committee on Incorporation is a committee of an equal number of clerical and lay members, appointed by the Bishop, whose mission is to review and certify proposed articles of incorporation submitted by a new parish desiring to be admitted into union with the Convention. We seek to be a resource for parishes in matters relating to formation and structure, in accordance with the Constitution and Canons of the Diocese of Pennsylvania and the Episcopal Church of the United States of America.

Since the last Convention, we have begun work with two merging parishes, but no new parish who will be seeking union with this Convention in 2011. We have begun work to assist other parishes in amending their articles of incorporation and bylaws to update their status in the Diocese as to name, location, and/or parish structure. We have no new business to bring before this Convention at this time.

Respectfully submitted,  
The Reverend Lucy S.L. Amerman, Chair

Current membership of the Committee on Incorporation:  
The Reverend Lucy S. L. Amerman, Douglas Raymond, Esq.,





# **Companion Diocese Committee**

## **Diocese of Pennsylvania**

### **Annual Report, 2011**

The Companion Diocese Committee in 2010-2011 has worked to implement the decision to support the ongoing work of the Epiphany Medical Mission, now renamed the Epiphany Wellness and Water Filtration Mission because of its incorporation of the Water Filtration Project. The medical missions of 2008 and 2009 found that basic health education was needed in many of the smaller villages and that the lack of a supply of pure water contributed to suffering and high mortality, particularly among infants, young children and the elderly. A ceramic filtration device in various sizes has been developed in Guatemala and accomplishes the water purification objective. It is our hope to provide water filtration units and basic health education for wellness to rural communities through fund raising projects. We await developments in two areas: how to introduce the program so that people will be aware of the necessity of proper care and use of the equipment so as to maintain water purity; and we are seeking a financial arrangement that will generate funds to enable repair and future replacement of the units as they inevitably break and, in time, lose their effectiveness. We hope to expand placement this fall.

The Committee and its member parishes continue a number of cooperative programs that are in place, programs involving fifteen or more of our own congregations and twenty-six or more Guatemalan congregations. We support and enable programs for food, health, and education. We have aided in producing a Guatemalan hymnal. We have supplied Spanish Prayer Books. We have aided in building churches and houses. We have given support to San Lucas Mission in San Lucas Toliman, a Roman Catholic community that has worked to help peasant farmers in many ways, including selling coffee at a fair price ([www.juananacoffee.com](http://www.juananacoffee.com)), and to an urban project that aids women who create and sell native crafts ([www.upavim.com](http://www.upavim.com)). And we have come to know through personal experience the warmth and love and faith of a delightful people. We have visited there. They have visited here. Many of our youth have had an extraordinary opportunity to meet and know Guatemalans, and there is hope that a youth trip will take place once again in the summer of 2012. Much can be said for a companionship program that is so proximate.

The Committee usually meets on the fourth Monday of the month, except for the summer months, either at St. Martin-in-the-Fields, Chestnut Hill, or at St. David's, Radnor. Elizabeth and David Rivers are the Co-Chairs of the Committee and may be contacted as noted above.

**Elizabeth & David Rivers, Co-chairs.**  
**148 Heacock LA**  
**Wyncote, PA 19095-1517**  
**Tel. 215 376-0173; E-mail [rivdav@aol.com](mailto:rivdav@aol.com)**



## Report of Diocesan Canons Committee for the 228th Diocesan Convention

The Canons Committee of the Diocese is chaired by the Rev. William Duffey and consists of the following members: Steve Chawaga, Ginger Goodrich, Christopher Hart, Rev. Mary Laney, and Rev. Michael Pearson. The Chancellor of the Diocese, Mary Kohart, serves on the committee *ex officio*.

The Canons Committee has met on a regular basis over the past year to consider requests from various Diocesan groups for assistance in interpreting canonical issues, drafting possible changes to the canons, and educating diocesan groups about canonical issues, including in particular the new Title IV regulations.

On August 8, 2011, the Canons Committee met to consider resolutions being proposed to the 228th Diocesan Convention that involved changes to or implicated the Canons and/or the Constitution of the Diocese. A list of the resolutions considered by the members at this meeting or subsequently by electronic communication is attached hereto. The Committee found no canonical or constitutional impediment to any proposed resolution.

Resolution	Sponsor	Contact	Status
Parties that must consent to sale of Wapiti	Rev. Joy Segal	avfmcgurk@earthlink.net	Draft reviewed, no Canonical issues found
Allow Standing Committee to call special convention	Doug Fonte	dfontepc@aol.com	Draft reviewed; no Canonical issues found
Create permanent nominating committee	Rev. Ledlie Laughlin	Laughlin@stpetersphila.org	Draft reviewed; no Canonical issues found
Change name of Commission on Clergy Salaries and Pensions	Marc Andonian	Marc.andonian@yahoo.com	Draft reviewed; no Canonical issues found
Limit term of Standing Committee members to one	Rev. Cliff Cutler	ccutler@stpaulschestnuthill.net	Draft reviewed; no Canonical issues found
Renew charge of Financial Review Committee for another year	Christopher Hart	chart@lumbermens.com cervus@veritasliberat.net	Draft reviewed; Constitution and Canons not implicated
Direct Canons Committee to establish procedure for confirmation of staff hirings	Paul Yaros	PYaros@epicor.com PYaros@gmail.com	Draft reviewed; Constitution and Canons not implicated



## **The Continuing Education Committee Report to 2011 DIOPA Convention:**

The Continuing Education Committee meets quarterly to consider applications for grants. Many clergy use these grants as financial aid in fulfilling their responsibility to complete two weeks of Continuing Education each year, and many people in the parishes apply for grants to attend conferences which enhance and support their ministries.

Since the last Diocesan Convention in November of 2010, the Committee has overseen the disbursement of \$119,905.00. One hundred and four clergy and lay persons have received grants in the past convention year. People have participated in a rich diet of educational opportunities including Antiracism Workshops, The Palestine of Jesus Program, National Episcopal Health Ministry Conference, The ECAP Clergy Conference, CREDO, Fundamentals of Transition Ministry, Interim Ministry Training, deanery and individual retreats, the Society of Catholic Priests Conference, The Girls' Friendly Society's World Council, Mere Anglicanism 2011 and other leadership and training programs. This past year, fifty-eight individuals have received funding to begin or continue their participation in Education for Ministry. In addition to funding individual programs, the Committee also makes grants to clergy to support their Sabbatical plans.

In considering continuing education for yourself or members of your parish, please keep the following points in mind:

- New guidelines have been written for groups attending the same event. Please see the Guidelines posted at <http://www.diopa.org/leadership/all/continuing-education/>
- Late applications will not be considered.
- Continuing Education Evaluation Forms must be completed and returned. Please note the following:
- The Committee has funded you so that you might share your experience with the diocese. Please give special attention to the question about how you might be willing to share your learning.
- In order to avoid a situation in which the IRS could consider your grant as income, submit your evaluation form with expense receipts attached!
- Two weeks of Continuing Education is expected of all clergy and the reporting form is due in the Bishop's Office at the close of each year. A reminder is e-mailed to clergy mid-November.
- The following forms are available at <http://www.diopa.org/leadership/all/continuing-education/> or by calling Karen Bach at Church House (karenb@diopa.org or 215-627-6434 x111).
- Continuing Education Application
- Continuing Education Activity Report Form
- Continuing Education Guidelines
- Continuing Education Evaluation Form
- Education for Ministry Financial Aid Form
- Sabbath Leave Application Sabbath Leave Grant Guidelines



The Continuing Education Committee could not do its work without the constant and supportive assistance of Canon Jill Mathis and Karen Bach, assisted by The Rev. Carl Knapp. We are greatly indebted to them for the countless ways in which they make our work and ministry a delight.

#### **The Continuing Education For Ministry Fund Committee**

The Rev. David Canan

The Rev. Elizabeth W. Colton, *Chair*

The Rev. Daniell Hamby

The Rev. Linda Kapurch

The Rev. Carl Knapp

Mrs. Jill Mathis, *Church House Staff Liaison*

Mr. George Reath

Ms. Sherrie Tatman

## **To the 228<sup>th</sup> Convention of the Diocese of Pennsylvania Report of the Committee on Convention Arrangements**

The Committee for Convention Arrangements plans, executes, and oversees logistical arrangements for this annual gathering of delegates from throughout the Diocese of Pennsylvania and the broader Church. Committee participation comes from leadership of Diocesan committees and ministries, Convention Officers, Church House staff, and numerous volunteers who work throughout the year to prepare for Convention. The Committee is also supported by many volunteers who serve on the day of Convention. For the efforts of all these individuals, and for the input and support from Diocesan Council, we express our appreciation.

#### **Committee Members include:**

- Mr. Craig Alston, Dispatch of Business
- The Right Rev. Charles Bennison, Presider during Convention
- The Rev. Ken Bullock, Chair of Diocesan Liturgy Commission
- Mr. Steve Chawaga, Parliamentarian
- The Rev. Tom Cook, Chair of Committee on Convention Arrangements
- Mr. Geoff Middleton, Head Usher
- Ms. Vivian Norton, Head of Registration Volunteers
- Ms. Jeanette Woehr, Convention Secretary

#### **Committee Staff Support includes:**

- Ms. Karen Bach, Point Person for Church House Staff
- Mr. Henry Carnes, Audio/Visual, Technical Support
- Ms. Linda Hollingsworth, Assistant Point Person
- Mr. Andrew Kellner, Diocesan Youth Ministry
- Mr. J.D. Lafrance, Technical / Registration Support
- and numerous other members of the Diocesan staff



Additional Support from:

- The Rev. William Duffey – Chair of Constitution and Canons
- The Rev. F. Michael Knight and Ms. Debora Brown – Co-chairs of Program Budget Committee
- Ms. Karen Lash, Chair of Committee on Resolutions
- The Rev. Doris Rajagopal and Ms. Debora Brown, Co-chairs of Nominations Committee

Following a successful Convention in 2010, the Committee reviewed all questionnaires submitted by Convention participants, explored possible alternative venues for the 2011 Convention, and determined to return for a third consecutive year to the *Pennsylvania Convention Center* in order to retain planning continuity while taking advantage of a very sufficient space both prepared for and able to readily host the hundreds of delegates, exhibitors, and visitors who take part in the Convention. Elements that particularly influenced this decision include:

- Access to Public Transportation
- Sizeable meeting areas
- Available and capable technology support, audio systems, lighting, and video projection
- Ample restroom facilities for a large gathering
- Ability to share a luncheon with colleagues and friends without dispersing to individual eating locations
- Dedicated space for worship, plenary gatherings, chapel, Elections Support, exhibits, meetings.

We look forward to serving the Diocese during the 228<sup>th</sup> Convention on November 5, 2011.

Respectfully submitted,  
The Rev. Tom Cook, Chair  
Committee on Convention Arrangements (2010 – 2011)



## **Report of the Diocesan Council to the 228th Convention of the Diocese of Pennsylvania November 5, 2011**

The Diocesan Council, comprised of thirty-three elected deanery delegates (One Clergy, Two Laypersons) and other ex-officio members as described in the Canons of the Diocese of Pennsylvania, including the Bishop, the Treasurer of the Diocese and the Secretary to Convention, met the work of the year with a sense of mutual purpose and commitment to God's mission in the Diocese of Pennsylvania. Between meetings of the Convention, the Diocesan Council is responsible for carrying out the program and budget priorities established by the Convention and attending to responsibilities as defined by the Canons. In this capacity, the Diocesan Council is also responsible for electing two members (1 clergy, 1 lay) to the Commission on Clergy Salaries and Pensions each year and for electing individuals to fill vacancies due to unexpired terms on the Committee on Finance and Property.

Each member of the Diocesan Council was appointed to serve on one or more Diocesan leadership groups either by virtue of their election to such bodies or due to their interest in the mission and ministry of the particular group. The Bishop is the chair of Diocesan Council. The Executive Committee was elected as follows:

- The Rev. Kathryn Andonian, Vice-Chair, Church of the Holy Spirit, Valley Forge Deanery
- Mr. Paul Yaros, Christ Church, Philadelphia, Southwark Deanery
- Ms. Patricia Smith, St. Luke's, Germantown, Wissahickon Deanery
- Ms. Victoria Sicks, Grace Epiphany Church, Mt. Airy, Wissahickon Deanery
- Ms. Jeanette Woehr (Secretary to Council), Gloria Dei/Old Swede's, Southwark Deanery

In accordance with its Canonical responsibilities, the Executive Committee appointed Ms. Debora Brown, Schuylkill Deanery and the Rev. Michael Knight, Delaware Deanery, as co-chairs of the Program Budget Committee and a committee representative of the Diocese. Other members appointed to the Program Budget Committee included:

- The Reverend Koshy Matthews, Finance and Property
- Mr. Paul Yaros, Diocesan Council
- Ms. Peggy Hatch, Finance and Property
- Ms. Arlene McGurk, Standing Committee
- Mr. Norman McCausland, Standing Committee
- Mr. Barry Norris, Diocesan Council, Youth Council
- Ms. Patricia Smith, Diocesan Council

The Program Budget Committee also includes four Ex-Officio members:

- The Rt. Reverend Charles Bennison, Jr., Bishop Diocesan, Chair of Diocesan Council
- Mr. Joe Suprenak, Treasurer
- Mr. John Loftus, Assistant Treasurer
- Mr. Robert Rogers, CFO



Each month, Diocesan Council works to ensure that the decisions made by Convention are implemented and that it is responding to its responsibilities as described in the Canons. Diocesan Council meetings include the following: a report on Diocesan issues and activities by the Bishop; a report by the Diocesan Council Executive Committee; a review of the status of the Diocesan Program Budget by the Treasurer and CFO of the Diocese, including the status of pledges; a 2 review of the work of the Program Budget Committee for the upcoming year; an update regarding the work of the Committee on Finance and Property; a report on the work of various Diocesan committees by Council members appointed and/or elected to those committees, including: Diocesan Consultation Committee, Diocesan Youth Programs, Stewardship Commission, Interfaith Coalition, Campus Ministry, Cathedral Chapter, Anti-Racism Commission, and the Diocesan Mission Planning Committee. The approved Minutes of Diocesan Council are posted on the DIOPA website following every meeting.

Throughout the year, we were pleased to receive continuing confirmation that the pledges made by parishes were being paid close to the amounts pledged by the churches. This allowed the programs of the Diocese to move forward without concerns for reductions in either staffing levels or programmatic activities.

Among the notable actions taken by Diocesan Council in 2010-11 were the following:

- Through the work of the Program Budget Committee, crafted a lean and realistic Program Budget for FY 2012. The proposed Program Budget was unanimously approved (June, 2011) and forwarded for consideration and approval at the Diocesan Convention. It was presented at all of the Pre-Convention meetings by a member of the Program Budget Committee.
- During the course of its work, the Program Budget Committee experienced communications transparency issues and disagreements with the Bishop's office, including the Bishop's development of a proposed Program Budget independent of the work of the Program Budget Committee. The conflicts and issues were resolved with conversation and compromise, but have implications for the pace, focus, process and vision of the Program Budget process in 2012 for FY 2013. The Program Budget Committee hopes for greater transparency in communications from the Bishop's office in the future. The Program Budget Committee intends to be more specific in identifying the goals of programs to ensure that all parties are clear about the most appropriate and effective use of pledge dollars from the parishes of the Diocese.
- Approved the sale of the Wapiti Property (24 in favor, 1 opposed, 1 abstention) as recommended by the Wapiti Committee, Committee on Finance and Property and Standing Committee. (3/11) The Council expressed significant and spirited frustration at the Bishop's unwillingness to carry out the resolution passed by Convention and the approval of all of the required leadership bodies to sell the property.
- Expressed its unanimous disapproval of the Bishop's handling of the Campus Ministry at Temple, specifically the severing of the ecumenical relationship with the Lutheran Synod, the Bishop's lack of communications with the LECM Board of Directors and lack of clarity in the Program Budget planning process. (9/11)
- Elected Douglas Fonte and George Vosburgh to represent Diocesan Council on the Diocesan Financial Review Team. (1/11)
- Elected the Rev. Jim Wynn, Rector St. George – St. Barnabas, to serve an unexpired clergy term on the Committee on Finance and Property. (3/11)
- Elected the following persons to full terms on the Commission on Clergy Salaries and Pensions: Judy O'Neill and the Rev. Hentzi Elek, Rector at St. Alban's, Newtown





Square. (11/10) Elected the following people to complete unexpired terms on the Committee on Clergy Salaries and Pensions: Matt Reese from St. Andrews West Vincent and the Rev. Marlene Norton, Priest-in-Charge of St. James the Greater in Bristol. (6/11)

- Supported the Treasurer's suggestion that 2011 Wapiti operating expenses be funded from the Holy Experiment Fund rather than from the Diocesan Closed Property Fund. (1/11) Although Diocesan Council has no direct jurisdiction over these funds, this supported the view that the maintenance of the Wapiti Property is not a responsibility of the Program Budget as there are no Convention-approved programs at that site.
- Approved request of Calvary Church, Rockdale, to move its Deanery "home" from the Brandywine Deanery to the Delaware Deanery. (1/11)
- Supported the continued delegate fee for the Diocesan Convention to pay for snacks and lunch. (6/11) The Bishop committed to making funds available for parishes and individuals who are unable to manage the costs of the Convention.
- Expressed its support for all ordained and lay leaders of the Diocese to participate in the Diocesan Anti-Racism work including attendance at a Crossroads Training Program sponsored by the Anti-Racism Commission.
- Continued its active participation in the monthly Gathering of Leaders of the various governance committees/commissions in the Diocese to facilitate open, honest communications and visioning.
- Through the Diocesan Youth Ministry, ensured the ongoing vitality of the summer youth camping program at Camp Arrowhead in cooperation with the Diocese of Delaware and in our Diocese with the well-attended City Camp that provides ministry and service to the local community.
- Worked in cooperation with the Diocesan Convention-approved Diocesan Mission Planning Commission. Several members of the Diocesan Council are members of this Commission, including the Rev. John Sorenson as its chair. The Commission will seek to "review Christ's mission and ministry through the people of the diocese of Pennsylvania; engage and consult diocesan leadership groups in an evaluation of these ministries, make recommendations for the future, and begin a process of reconciliation to help us move forward together in Christ."

The Diocesan Council looks forward to another productive year as we seek to represent the needs, concerns and hopes of the members of the Diocese.

*Respectfully Submitted by the Diocesan Council Executive Committee  
November 5, 2011*



## DIOCESAN MISSION PLANNING COMMISSION

### The Episcopal Diocese of Pennsylvania

240 South 4<sup>th</sup> Street, Philadelphia, PA 19106 ♦ [www.diopa.org](http://www.diopa.org)

October 23, 2011

#### Introduction

The latter half of the 20th Century and these first years of the 21st have presented significant challenges for the Episcopal Diocese of Pennsylvania. Our population is shifting from home and workplace in the city to homes and workplaces stretched across the region. The shift in the regional economy from manufacturing to one that is more diverse has created significant challenges all around us; pockets of poor and seemingly disenfranchised folk are dotting the urban landscape. Many of our churches are feeling pressure. Some have dwindling membership and leadership in almost all areas of the Diocese have relied on diminishing endowments to fund property upkeep and in more recent years to pay for clergy salaries and benefits as well as the work of the church. Yet the commandment from Jesus stays the same, “Go therefore and make disciples of all nations, baptizing them in the name of the Father and of the Son and of the Holy Spirit, and teaching them to obey everything that I have commanded you. And remember, I am with you always, to the end of the age” (Matthew 28:19-20).

In order to take on these challenges and the many others that face our Diocese, the Diocesan Mission Planning Commission (DMPC) was birthed and we are well into our work. As first steps, remembering that God is with us even to the end of the age, we are presenting three resolutions for your consideration. The first is a Vision Statement developed to cast the broad idea that our commitment to Christ is lived out in varied ways though clearly as a community of communities. Second, the Mission Statement was drafted to help us focus our ministry and claim our Baptismal Covenant. Third, we confess that there is significant work still to be done; significant challenges do not beget simple answers; our third resolution asks this body to constitute this Commission for another year of work.

Here we present a general overview of the work of the DMPC and our several reports:

- The Reconciliation Team attempts to tell the truth about where we have been and where we are now as a community of communities. We invite each community to practice a discipline of gathering around scripture, sharing sacred stories and using the Kaleidoscope Institute Respectful Communications Guidelines in all meetings of the communities of the diocese.
- The Justice and Peace team pushes the door open a little further with a discussion about justice and race, an honest and open conversation that is still needed within the community of communities of the diocese. We need to expand our conversation with other marginalized groups, such as the poor, the disabled, elderly folk, and the GLBTQ community, just to name a few. We invite the people of the diocese to a Justice and Peace revival/workshop event in the coming year to inspire and empower our work in witness to God’s call for Justice.
- The Congregational Development Team attempts to provide answers to a myriad of challenges presented to the commission by the 227<sup>th</sup> convention, issues that face congregations and dioceses of the 21<sup>st</sup> century. Although this work is unfinished, we also provide some tools to help congregations face challenges, such as a new



*MissionInsite* demographic service. In 2012, we invite ten congregations to work with the Kaleidoscope Institute in a missional redevelopment project of congregational transformation. Our intention is to enhance and complement the work of the bishop and others faithfully working with the congregations of the diocese.

- The Mission and Outreach Team invites the communities of the diocese to share with us reports of your mission and outreach ministries throughout the diocese. There is much good work in progress that the larger diocese is unaware of.

Please take this report home, read, mark, learn and inwardly digest it. Prayerfully consider how each of us fits into our Community of Communities of the Diocese of Pennsylvania, and how we are called to live out the commandments of Christ and *commit*.

### **Executive summary**

The Diocesan Mission Planning Commission (DMPC) was created by the 226<sup>th</sup> Diocesan Convention and continued at the 227<sup>th</sup> Convention. The DMPC, appointed by the Bishop and Standing Committee, was authorized to review Christ's mission and ministry through the people of the Diocese of Pennsylvania; engage and consult Diocesan leadership groups in an evaluation of these ministries, make recommendations for the future, and begin a process of reconciliation to help us move forward together in Christ.

The core work, as defined by the 227<sup>th</sup> Convention of the Commission included continuing a process of Christian reconciliation that would allow all members of the Diocese to move together into a new future; continuing the process of evaluating current missions and ministries and congregations, with appropriate recommendations for affirmation, reconfiguration, or redevelopment; examining demographic, financial, and cultural trends and their potential impact on future congregational mission and sustainability, mindful of our commitment to eradicate all racist structures, practices, and policies; envisioning creatively what new structures and ministry models Christ might lead us to in the future, including the establishing of new ministries, missions and congregations; and reporting the preliminary findings and recommendations of the Commission to the 228<sup>th</sup> Diocesan Convention.

**A Common Vision as our First Thing.** During our mandated process of review, engagement and consultation, we found that there was no common vision for the Diocese, no fully shared understanding of who we are or why we are here, beyond being the place "where it all began." It is usual and customary for congregations to create and affirm a vision statement every few years; yet our Diocese has not done so. We believe that a common vision is necessary if we are to "move forward together in Christ." We are more than our individual congregations, institutions, missions, ministries, committees and commissions. So, broadly consulting throughout the Diocese, during the Spring of 2011, the Mission Planning Commission created a Vision Statement and a Mission Statement with Ministry Priorities to guide us into a new future together. It is our prayer that these statements will give us clarity and purpose, focusing us on our purpose as a Diocese. The Vision and Mission statements are on the agenda for approval at this 228<sup>th</sup> Convention. We expect that these statements will be modified and changed at coming conventions as the Diocese continues this process of discerning how we live out our calling as a community of communities committed to Christ.



**Our Vision: The Lay Persons, Bishop, Priests and Deacons of the Episcopal Diocese of Pennsylvania are “A Community of Communities ... Committed to Christ.”**

**Our Mission: That the Mission of the Laity, Bishops, Priests and Deacons of the Episcopal Diocese of Pennsylvania is to:**

- + Gather regularly for worship, Biblical teaching, fellowship, prayer and the breaking of bread.
- + Resist evil and whenever we fall into sin repent and return to the Lord
- + Proclaim by Word and example the Good News of God in Christ
- + Seek and serve Christ in all persons, loving our neighbors as ourselves
- + Strive for justice and peace among all people, and
- + Respect the dignity of every human being.

*The Diocesan Mission Statement is informed by the Baptismal Covenant. We respect our diversity as we strive for unity under the Triune God. The historic Episcopal Diocese of Pennsylvania seeks to live as part of the Body of Christ in Southeastern Pennsylvania, serving as a collaborative catalyst, conduit and coordinator of the Ministry Priorities of its congregations.*

**The Ministry Priorities.** The following Ministry Priorities help us respond to the call from Jesus, as Head of the Church and Author of Salvation, acknowledging the guidance of the Holy Spirit, in all of our efforts to glorify God as we work together:

- **Reconciliation:** Our goal as a Diocese is to be united in the peace of Christ as a *Community of Communities*. Through the ministry of reconciliation, we will be allowed and freed to move together with trust so that we all may be one.
- **Justice and Peace:** Our goal as a Diocese is to provide and support initiatives that promote justice and peace within, among and beyond our congregations and communities.
- **Discipleship Formation:** Our goal as a Diocese is to provide the resources and education that our congregations will be formational centers, equipping lay and ordained disciples for ministry to the world.
- **Evangelism:** Our goal as a Diocese is to support congregations as they invite people into a relationship with Jesus Christ, living into the Great Commission and Great Commandment.
- **Congregational Development:** Our goal as a Diocese is to develop and provide resources and expertise for leaders and promote best practices, so that our congregational communities will thrive according to their unique size and character.
- **Mission/Outreach:** Our goal as a Diocese is to nurture and support mission and ministry within the Diocese of Pennsylvania, allowing for both Diocesan and congregational initiatives, and/or a collaboration between the two:
  - Through our congregations;
  - Through Diocesan led initiatives supported by Diocesan Convention;
  - Through congregational or Diocesan mission initiatives reaching beyond the borders of the Episcopal Diocese of Pennsylvania, regionally, nationally and internationally.
- **Stewardship:** Our goal as a Diocese is to faithfully shepherd all the resources entrusted to us for Kingdom work.



## **The 2011 Members of the Diocesan Mission Planning Commission**

John T. Sorensen, *Chair*; *Saint John's Church, Glen Mills*

Sam Adu-Andoh  
*Church of St. Andrew and St. Monica*  
Jennie M. Anderson,  
*Church of the Epiphany, Royersford*  
Lionel Broome  
*Saint Luke's, Germantown*  
Jack Henn  
*St. Christopher's Church, Gladwyne*  
Norman (Mac) McCausland  
*Church of the Good Samaritan, Paoli*  
[Jeffrey Moretzsohn](#)  
*Church of the Good Samaritan, Paoli*  
[Candace J. Woessner](#)  
*Christ Church, Pottstown*  
Kathleen Walter, *Saint Jude's Church*

[Kathryn A. Andonian](#)  
*Church of the Holy Spirit, Harleysville*  
William Berry  
*Calvary & St. Augustine's Church*  
Jonathan N. Clodfelter  
*Saint Mark's Church, Frankford*  
Beth W. Hixon  
*Redeemer, Bryn Mawr*  
[Isaac J. Miller](#)  
*Retired, Church of the Advocate*  
Emily Richards  
*St. Peter's Church, Glenside*  
Gregory M. Wilson  
*Saint James, Aston*  
Emily Wolf, *Trinity, Solebury*

*Consultants: Eric Law and Bill Cruse of the Kaleidoscope Institute*

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<sup>2</sup> The Mission Planning Commission has concentrated on three reports for this year's convention with more work to be continued for the 2012 convention of the Diocese of Pennsylvania.



## Reconciliation Priority Team Report

**Reconciliation:** Our goal as a Diocese is to be united in the peace of Christ as a Community of Communities. Through the ministry of reconciliation, we will be free to move together with trust so that we all may be one.

**Team Members:** Beth Hixon, Emily Richardson

### Biblical References

John 17:11; 20-23

And now I am no longer in the world, but they are in the world, and I am coming to you. Holy Father, protect them in your name that you have given me, so that they may be one, as we are one.

I ask not only on behalf of these, but also on behalf of those who will believe in me through their word, that they may all be one. As you, Father, are in me and I am in you, may they also be in us, so that the world may believe that you have sent me. The glory that you have given me I have given them, so that they may be one, as we are one, I in them and you in me, that they may become completely one, so that the world may know that you have sent me and have loved them even as you have loved me.

Ephesians 4:1-7; 11-16

I therefore, the prisoner in the Lord, beg you to lead a life worthy of the calling to which you have been called, with all humility and gentleness, with patience, bearing with one another in love, making every effort to maintain the unity of the Spirit in the bond of peace. There is one body and one Spirit, just as you were called to the one hope of your calling, one Lord, one faith, one baptism, one God and Father of all, who is above all and through all and in all.

But each of us was given grace according to the measure of Christ's gift. The gifts he gave were that some would be apostles, some prophets, some evangelists, some pastors and teachers, to equip the saints for the work of ministry, for building up the body of Christ, until all of us come to the unity of the faith and of the knowledge of the Son of God, to maturity, to the measure of the full stature of Christ. We must no longer be children, tossed to and fro and blown about by every wind of doctrine, by people's trickery, by their craftiness in deceitful scheming. But speaking the truth in love, we must grow up in every way into him who is the head, into Christ, from whom the whole body, joined and knitted together by every ligament with which it is equipped, as each part is working properly, promotes the body's growth in building itself up in love.





**Reconciliation Priority Team Issues:** The issues we are trying to address are: Disunity, distrust and hostility between various, and not always easily identified, individuals and groups within the Diocese. Disunity, distrust and hostility are expressed in fight or flight attitudes and behaviors, often demonstrated in behaviors that disrespect the dignity of human beings and are often concentrated and most visible around Diocesan power and authority figures and structures. Commission members postulate that this state of affairs severely compromises the proclamation and living out of the Gospel throughout the entire Diocese, and is therefore a condition that profoundly affects the mission, ministry, core identity and purpose of the community of communities of the Diocese of Pennsylvania. Addressing this condition of the Diocese is therefore of paramount importance.

- I. **Issue Identification.** The events and circumstances surrounding Charles Bennison's inhibition as Bishop Diocesan created a crisis that led to the naming of "reconciliation" as one of four primary issues to be addressed by the Diocesan Mission Planning Commission, a commission mandated by the Diocese of Pennsylvania Convention (DMPC) in 2009 and the commission submitting this report. The issue, though is likely much deeper than this presenting issue.
- II. **The development of the problem statement and recommendations.** The reconciliation issue statement was developed through the work of a five-member DMPC task force in consultation with Eric Law and the Kaleidoscope Institute staff and finalized by a majority of commission members. Recommendations were developed in consultation with Eric Law and other Kaleidoscope Institute staff, with diocesan leaders, and others who are knowledgeable and experienced in the scriptural, theological, ecclesiological and systems theory underpinnings and aspects of conflict resolution within faith communities.
- III. **History and Background of Reconciliation Issues in the Diocese.**
  - The reconciliation team members who have worked consistently with this priority for the last two years are convinced that only the tip of the systemic iceberg is discernable at this time and the tip itself is often obscured or changes shape as the fog of fear and reactivity rolls in and out. The antecedents and dynamics of conflict and power/authority issues within the Diocese of Pennsylvania are considered by many of those consulted to be multifaceted, complex, culture-bound and worthy of intentional, prayerful, inspired, systemic, possibly systematic, and most likely extended engagement and study that is crafted in a way that will help this community of communities to heal, to be strengthened and to engage the many transitions and changes before it.
  - **Previous steps** taken by the Diocese to address conflict and reconciliation at the level of inquiry, assessment, and intervention being recommended by the DMPC are, as yet, unknown to commission members.
  - **Episcopal Church, Diocesan and Cultural issues and trends that contribute to Diocesan conflict.** To name a few possibilities that may have roots across generations: Uninspired, dormant relationships with God in Christ; profound human loss and suffering that is unheard, unacknowledged and unaddressed; economic realities and inequalities that stress individuals, divide communities and isolate congregations from one another and that often particularly afflict minorities; stereotyping that results in overt or insidious, unjust treatment of whole groups of people; the culture of violence, fear, survival of the fittest, individualism and greed in which the church floats and from which it struggles, not always successfully, to differentiate itself; a congregational (closed system) mind-set in which "hunkering-down" is a fundamentally more familiar and comfortable way of being and coping with uncertainty and fear than is reaching out to the unknown other (God /





brothers and sisters in Christ) in order to engage *reciprocal* relationships that heal and strengthen the larger community as well as its individuals; “power-over” based leadership operating on many levels; lack of transparency; blaming and scape-goating.

#### **IV. Current status of reconciliation issues, with possibilities for resolution.**

**The Reconciliation Journey of the Mission Planning Commission.** When members of the DMPC began to meet in April of 2010, the tension generated by our diversity around any number of issues and factors was palpable. At each meeting, we gathered first to review and affirm our guidelines for respectful communication and the mutual invitation process, an invaluable practice that, despite its simple content, had a most profound impact on our interactions and growth as a community. We then broke into small groups for Bible study and prayer and then met as a large group to discuss the content with which we had been charged by Convention. We always ended our day-long meetings with a celebration of Holy Eucharist. Over the months, as we listened to scripture and one another and as we prayed and worshiped together, our trust, acceptance and appreciation of one another grew. Differences that seemed monumental and anxiety provoking early-on did not evaporate, but were effectively dwarfed by the growing sense of a larger picture and the experience of becoming one. As trust developed, our willingness to risk expanded and our work became more and more creative even though members dropped in and out of the process according to other claims on time and energy.

Initially, members of the Commission lived in tension around the definition of the word “reconciliation” as it was to be applied to the Diocese of Pennsylvania. As the DMPC began its work, the tension revolved around the question of whether the work of reconciliation was to be focused primarily on Diocesan reconciliation with Bishop Bennison. When we moved more solidly into our work with our consultants, a bigger picture of the history of conflict and the ways conflict has been engaged in the Diocese began to emerge if only briefly. When Bishop Bennison resumed the work of the Diocesan Bishop in August 2010, the issue of reconciliation in supercharged fashion again focused on the question of Diocesan reconciliation with him. From that point forward, energy was directed to immediate needs of the group formulating a structure for congregational development. The healing fruits of trust and community building allowed the *conversation* about reconciliation to lie fallow, to assume its proper place in space and time as more urgent work was productively engaged. In time, as the Diocese strengthens and becomes more responsive and trustworthy, the deeper work of reconciliation between individuals or community entities ready and willing to engage one another in dialogue, in authentic and respectful listening and speaking and then in amendment of life and forgiveness will, no doubt, take its place in the life of the larger Community. Fostering trust within a healthy, growing community and attending to human conflict is likely to be a never ending process that can and should always be consciously and carefully tended as one would tend every inch of a garden that was conceived for the purpose of flourishing and glorifying its Creator.

#### **V. Recommendations for Reconciliation in the Diocese.**

The plans of the reconciliation team are to build upon present efforts of the Mission Planning Commission and others in the Diocese for the specific and ongoing healing ministry of trust building, community building, and reconciliation.



1. Establish a subcommittee of the DMPC that will do the following:
  - **Kaleidoscope Bible Study and Respectful Communication Methods.** Since the KI communication methods have been such a help to reconciliation on the Mission Planning Commission, we seek to share and encourage these methods throughout the Diocese. We will develop materials, gain significant support throughout the Diocese for, and invite the congregations and committees of the Diocesan community to learn and practice Kaleidoscope Institute elements of *Respectful Communication, Mutual Invitation and Bible Study* at Diocesan meetings and gatherings.
  - Recruit and train teams of volunteers, and hold workshops, to instruct Diocesan communities who wish to learn about the practices of *Kaleidoscope Institute* elements of *Respectful Communication, Mutual Invitation and Bible Study*. There are brief versions of these methods that can even be used to begin vestry and committee meetings.
  - Report outcomes to the Bishop, Standing Committee and Diocesan Council, and invite these bodies to practice KI methods.
  - Regularly review and revise program content and process and outcome criteria according to new knowledge gained from consultants, publications, and experiential observations. Be open to learning other methods and best practices that encourage healthy relationships and reconciliation in the Diocesan community.
  - Make recommendations to future Diocesan Conventions in the form of a report and resolutions as deemed important to the ongoing health of this reconciliation ministry.
2. **Other Reconciliation Practices: Ethnography.** We plan to create a task force under the auspices of the DMPC, with the intention of publishing a work which will explore, in consultation with the Bishop and/or other diocesan leaders, a ministry of ethnographic listening<sup>3</sup> designed to provide individuals and groups opportunities to share stories of parish or Diocesan community life. Ethnographic research is a growing field in congregational Development.<sup>4</sup> As Dori Grinenko Baker observes, “Something beautiful happens when a skilled listener creates a safe space for stories to be told in an unhurried, unworried fashion.”
3. **Collaboration with Anti-Racism Commission, the Union of Black Episcopalians (UBE) and the Justice & Peace Priority Team.** Create a team under the auspices of the DMPC to begin exploring and describing the characteristics of conflicts and injustice in the Diocese from generation to generation throughout the history of the Diocese especially as related to the exercise of power, authority and race. The intent is to produce a document that will describe and share. This work should be an asset to any Diocesan self-study undertaken in the future.

**Our reconciliation charge from diocesan convention: RESOLVED:** That the core work of the Commission will include:

1. Continuing a process of Christian reconciliation that would allow all members of the Diocese to move together into a new future;

<sup>3</sup> From Hope and Ethnography as adapted from [Greenhouses of Hope: Congregations Growing Young Leaders Who Will Change the World](#) by Dori Grinenko Baker, copyright ©2010 by the Alban Institute.

<sup>4</sup> Professor David Gortner includes ethnography practices in the Doctor of Ministry program at Virginia Seminary.



## Justice and Peace Priority Team Report

**Justice and Peace:** *Our goal as a Diocese is to provide and support initiatives that promote justice and peace within, among and beyond our congregations and communities.*

**Team Members:** Isaac Miller, William Berry, Mary Laney, Reed Brinkman, Arthur Sudler and Jane Cosby

*Scripture: Seek ye first the Kingdom of Heaven and its righteousness (God's Justice), and all the rest will be added unto you.*

In the first three Gospels, one of the dominant themes is the Kingdom of God, or in Matthew's Gospel, the Kingdom of Heaven. Though this emphasis seems lessened in the Fourth Gospel, the concern for the reign of God's Love, Justice and Mercy is reflected in the story of Nicodemus nighttime encounter with Jesus. Jesus tells his visitor, who has sought Him out under the cover of darkness, that he cannot see, much less enter the Kingdom unless he is born again, "born from above," as one contemporary commentator translates the phrase. There is a thrust in all the Gospels that presents the work of Jesus and the Spirit as the process by which we become Children of God—children who serve God's vision for us and the whole of humankind—as opposed to idolatrous servants of the one who holds sway in the world as it is and ourselves.

A new social order, a radical overthrow of the present regime rooted in the prophetic witness, is envisioned throughout Scripture, and is to be found in the words of Jesus. This anticipated overthrow of lived oppressive historical circumstances, sometimes accompanied by visions of violence has been radically affected by the non-violence of the Cross. It was Gandhi, the Hindu leader of the Empire shaking resistance in India, who described Jesus as the greatest practitioner of non-violence in the whole of history. Jesus' Way of the Cross, of course, touched Martin King and whole generations in this country and the struggle in South Africa. One could argue the same for much of what is referred to as the largely non-violent Arab Spring (at least in Tunisia and Egypt, where Copts and Muslims stood together) in the world of Islam. Interestingly, it is so frequently the young (infants having been newly born?) who hear and respond to Jesus' and the Prophets' vision/call. Liturgically in our Church this drama, always present, is captured most vividly in Holy Week and Advent.

In spite of Justice as a theme deeply rooted in our Biblical and liturgical traditions and the faith itself, the Church (thanks be to God for the exceptions that have kept this tradition alive) has managed throughout much of its history to smother this theme of Justice in its practice. Howard Zinn points to a monk as the person through whom the Roman Church's sanction of trans Atlantic slave trade originated. Early in the history of slavery in "the new world" there was a debate about Baptism of slaves. Some argued that the Africans held as slaves had no souls, and therefore could not be baptized. Those whose position prevailed argued that baptism would make for more docile, malleable slaves. Thank God that those who escaped slavery in this country—to a large extent right here in our See City—found at least a remnant who would become foot soldier activists and leaders in the antebellum abolitionist movement.

In our Diocese, we are known throughout the Church for courageous work in behalf of Justice that is associated with names like Robert DeWitt, David Gracie, Paul Washington and others. We have provided four presidents of the Union of Black Episcopalians—Jessie Anderson Sr.,



Jessie Jr., and Barbara Harris, with Tom Logan having served as the president of the organization that preceded UBE—and, of course, Absalom Jones and Richard Allen led the first resistance to racism within the Church in this country.

It is with the movement to which Martin Luther King lent his eloquent intellect and voice (and gave his life) that the Church in recent history reached its high point in standing for the Justice to which we are all called. It is significant to note all the movements toward Justice (and the academic areas of study, women's, Native American, Latino/Latina, Post Colonial, in addition to African studies programs) that the Movement gave impetus to. One could also argue that this same assertion of Justice's call has given rise to a flowering of literary genius that has given us all the artistry of writers from Chenoa Achebe, Arundati Roy, August Wilson, Toni Morrison, the late Manning Marable and our own Diocese's Lorene Cary.

At the present, however, (again, thanks be to God for the exceptions) it would seem, as many scholars have lamented, that we have lapsed back into a notion of privatized faith (and a culture in which "spirituality," with its almost totally apolitical associations, has almost logically replaced faith for so many). This private, "spiritualized" approach to the faith, where concern is focused on the personal and familial is the piety that has allowed the Church to stand as silent observers of so many of history's crimes. This personal, familial, tribal and cultural piety, once learned, is part of what allowed the horror of Rwanda some seventeen years ago, or the religious cover for so much other conflict in the Third World.

Struggling with declining numbers and diminished resources in a declining economy, our priority as Church becomes Church Growth for the sake of institutional survival alone, and the Church's involvement in the public discourse seems more and more to be associated with "fringe" positions. Such a posture is simply not deeply challenging—not calling us to offer ourselves to God in the Hope that by the Spirit, our flawed gifts might be transformed into struggle that approaches the Love, Justice and Mercy of God's vision for us.

It is in accepting the Challenge of the Kingdom, as has been part of the Church's call from Jesus days among us (and before Him in the call of the Prophets), that we have and have been given by God's Grace, the opportunity to receive what we need for hard pressed congregations and for the sake of the integrity of the witness of the Church as a whole.

There are probably two aspects of Justice ministry that we in the Episcopal Church, along with those in most mainline churches, must wrestle with. First, Justice is not service. The fact that people are in need—Philadelphia as a city has the highest percentage of persons living at or below the poverty line of any major city in the country—testifies to the entrenched effects of the injustice suffered by too many for far too long. (As a Diocese we have the largest number of African Americans, persons whose history is rooted in the institution of slavery, so cleverly--and hypocritically--avoided in the Constitution penned here.) These effects—the effects of what is called institutional racism—touch not just blacks in this country, but all of us, regardless of race.

We are bound by Jesus in Matthew 25 to seek to serve those in need with soup kitchens, by providing shelter for the homeless, after school programs for students of a largely segregated and underfunded school system, clothes closets, etc.



Justice ministries, however, seek to address the causes of the need to which we respond in so many instances remarkably well, both as congregations and through the work of Episcopal Community Services. Service is in so many instances what we “do for others,” while Justice allows us all to seek to respond to the Kingdom’s Call together.

Though related and appropriately paired in many instances, Justice and Service are different. Justice always means power. Fredrick Douglass captured the necessity of power in the work of Justice as eloquently as any one:

“Let me give you a word of the philosophy of reform. The whole history of the progress of human liberty shows that all concessions yet made to her august claims, have been born of earnest struggle. The conflict has been exciting, agitating, all-absorbing, and for the time being, putting all other tumults to silence. It must do this or it does nothing. If there is no struggle there is no progress. Those who profess to favor freedom and yet depreciate agitation, are men who want crops without plowing up the ground, they want rain without thunder and lightning. They want the ocean without the awful roar of its many waters.”

“This struggle may be a moral one, or it may be a physical one, and it may be both moral and physical, but it must be a struggle. Power concedes nothing without a demand. It never did and it never will.”

Power, the power to which we are called in pursuit of the Kingdom’s Justice, is in a very real sense radically different from that of the world and those who wield power after the example of the one who holds sway in it. John captures this difference as Jesus washes the disciples’ feet on the night before His Death. Jesus says in effect that rather than “lording it over”, His example is to serve...and He serves by dying, modeling the admonition that we take up our own crosses. Power that points to the Kingdom is never power over, but power “with”. “Power with” was the most vital ingredient of the struggles in South Africa, in the Near East, in this country in the days of Martin King and those who stood with him, the same is true of India in the time Gandhi.

This was the basic resource of the movements South Africa, in the Near East, in this country in the days of Martin King and those who stood with him, the same is true of India in the time Gandhi.

It is our proposal, as represented in the attached resolution, that the 228<sup>th</sup> Convention of the Diocese support a revival/workshop at which congregations might be given an opportunity to respond to the Gospel’s Justice/Kingdom call in these times. Specifically, we would allow persons and congregations in the Diocese to begin the process of organizing for the sake of the power by which the reign of God’s Love, Justice and Mercy is made real.

Part of the reason for this revival/workshop initiative is that we as people of faith in this culture have an almost visceral reaction against the notion of power in relation to our faith. Part of this is an unintended consequence of the basis, referred to above, upon which the decision to baptize slaves was made, by which we have all been rendered passive, by a piety that focuses on the private issues of life—family, sexuality, personal moral probity as to whether we tithe mint, dill and cumin—whether we are “good” girls and boys. It takes time to break through this cultural corruption of the faith and it takes disciplined work together to make the abstract notion of Justice real in our practice.





Finally, much of this is written out of the history of Black Folk in this country. This is not to imply that we as a church are called to struggle only for Justice in light of the nation's long, sad history with regard to race and the economic exploitation that is so closely associated with it. Nor is it to imply that women, immigrants, native Americans, those with sexual orientations differ from the "norm", and the desolation of God's Creation do not cry out like the unpaid wages of exploited workers in James. Martin King observed that justice denied to any is justice denied to all. It is simply that the longest sustained reflection on and resistance to injustice in our culture has come from among the "least of these", those deemed despised and rejected. As the late Edward Said observed in reflection on the struggles for justice among all the world's oppressed, There is room for all at the (banquet, to use a Biblical phrase) table of Victory. And there is room for all in the struggle and witness in response to Jesus' Kingdom call...AND THERE IS A JOY OF WHICH THE ANGELS ARE JEALOUS IN THIS KINGDOM STRUGGLE IN WHICH THE KINGDOM IS INDEED PRESENT TO WHICH THE SAINTS HAVE ALWAYS GIVEN THEIR LIVES. Did not He say, "Whenever two or three of you are gathered together, I AM—recalling perhaps God's ancient name—in the midst of you"?

If we can build a vision and passion for ministry like this, even if it is not shared by every last congregation, youth will beat their way to us in the same way that they saw something that resembled a Kingdom hope in the 08 election. If we can build in the proposed revival-workshop initiative an opportunity for all congregations to come together to formulate the manner in which they are called to respond to Jesus and the Prophets' call, perhaps even old folk "will find their strength renewed, They will walk and not faint, will run and not be weary, will mount up on wings like eagles."

#### **Justice and Peace Revival/Workshop**

We invite the people of the diocese, including those doing justice work or considering organizing for justice in our diocese, to a Justice and Peace revival/workshop event in the coming year to inspire and empower our work in witness to God's call for Justice. Our plan is to bring in speakers of national stature to inspire our commitment to justice, to educate us and give us the tools to do this work. Watch for our announcement as planning continues during 2012. Two leaders we are hoping to bring to the diocese are Biblical Scholar Ched Myers, author of *Binding the Strong Man*, a commentary on the Gospel of Mark, and leader of Bartimaeus Cooperative Ministries ([www.chedmyers.org](http://www.chedmyers.org)); and renowned preacher James Forbes, Pastor Emeritus of Riverside Baptist Church.

#### **Congregational Development Priority Team Report**

**Congregational Development:** *Our goal as a Diocese is to develop and provide resources and expertise for leaders and promote best practices, so that our congregational communities will thrive according to their unique size and character.*

**Team Members:** John Sorensen, Jon Clodfelter, George Vosburgh, Nora Adelman, Kathy Andonian, Michael Knight, Sam Adu Andoh, Kathy Walter, Peyton Craighill

#### **Executive Summary**

**Issues Surrounding Congregational Development.** Dramatic changes in the cultural and religious interests of our country and region are having an impact on the future of the congregations of the Episcopal Church. The demographic effect is that the normative "market"



of the Episcopal Church is declining both in numbers and in terms of percentage of the population. These changes will require that we deeply, thoroughly, courageously and intentionally rethink some of the basic assumptions about what it means to be “church” and specifically what it means to be the Diocese of Pennsylvania in the Episcopal Church. Many of our congregations are shrinking and declining in their ability to sustain congregational life.

We also have congregations that are growing or that are stable and able to sustain congregational life. Declining parishes can learn from the best practices of growing congregations. Congregations that honestly examine their lives and are willing to change can grow or become sustainable, if they are willing to become a new creation. The changes required of us if we expect growth will be radical and extremely difficult to envision and embrace. It is essential that we quickly and deliberately undertake the hard work necessary to honestly evaluate how our unique Episcopalian ethos, worship and history may be revisioned to be relevant and attractive to emerging generations and demographic groups.

**The Design of this Congregational Development Priority Team Report.** Generally there are two complementary outcomes in this report:

- **Support for all Congregations:** We provide resources and expertise for congregational leaders to help their congregational communities thrive.
- **Guidelines for aiding declining congregations.** We construct and recommend practices and processes for evaluation, affirmation, reconfiguration, or redevelopment of declining congregations in a fair and just way.

**What is a congregation?** We spend some time with the liturgies of the *Book of Common Prayer* examining and defining “congregation” in the Diocese of Pennsylvania. We reason that if we want healthy congregations we ought to describe and define what we mean so we know what we’re trying to become. “Sustainability” is a strong theme.

**The Role of the Bishop and Diocese in Development of Sustainable Congregations (not in crisis).** We examine the roles of Bishop and Diocese and make recommendations for helping congregations thrive, including a Congregational Development staff person to collaborate with the Bishop, Diocesan Consultation Team and other Diocesan partners; best practices sharing, clergy colleague groups, canonical changes and demographic research tools.

**Congregations not Self-Sustaining: Congregations in Crisis, Decline, Redevelopment or Receiving Funding from the Diocese.** There are a number of congregations that require the intervention of the Bishop and Diocese if they are to continue, or find solutions to their decline.

We give guidance in this section by recommending

- General education in Life Cycle theory and strategic planning
- Structural models for reconfiguring congregations
- A new emphasis on the small church and “pairings”
- Vicar’s status changes to provide career stability to clergy of small congregations
- Categories for deciding when a congregation is a Mission
- Support and accountability structures for all Mission clergy
- The category of “DCMM Congregation” should be replaced by merging these clergy and congregations with a support structure for all mission congregations.





**An Invitation to a Process of Congregational Transformation.** In 2012, we invite ten congregations to work with the Kaleidoscope Institute in a missional redevelopment project of congregational transformation. Our intention is to enhance and complement the work of the bishop and others faithfully working with the congregations of the diocese.

**MissionInsite:** We conclude by describing a demographic research tool to be provided to all clergy and congregations to help them plan the mission of their congregation.

The Congregational Development Team had the charge from Convention in mind as we worked: **RESOLVED:** That the core work of the Commission will include:

2. Continuing the process of evaluating current missions and ministries and congregations, with appropriate recommendations for affirmation, reconfiguration, or redevelopment;
3. Examining demographic, financial, and cultural trends and their potential impact on future congregational mission and sustainability, mindful of our commitment to eradicate all racist structures, practices, and policies;
4. Envisioning creatively what new structures and ministry models Christ might lead us to in the future, including the establishing of new ministries, missions and congregations;

### **The Congregational Development Report**

**Issues for the Congregational Development team.** The congregational development team of the Diocesan Mission Planning Commission (DMPC), working over the Summer and into the Fall of 2011, has worked under two job descriptions, one from our 2011 Diocesan Mission Statement (#1 below) and the other left over from our original charge from the 2009 and 2010 Diocesan Conventions (#2 below):

**1. Congregational Development:** *Our goal is to develop and provide resources and expertise for leaders and promote best practices, so that all our congregational communities will thrive according to their unique size and character.*

**2. Congregational Reconfiguration, Money and Imagining the Future.** We have repeatedly heard from leaders throughout the Diocese, over the two years of our existence, that what Diocesan leaders were and are most expecting us to produce for the convention is the content of the following resolve, that the DMPC:

*“Continuing the process of evaluating current missions and ministries and congregations, with appropriate recommendations for affirmation, reconfiguration, or redevelopment;*

This work is also combined with other tasks in the 2009 resolve, which include demographic research, mindfulness to a Diocesan history of racism; and creative imagining of new ways of being church or planting new churches within the Diocese. And most importantly for many, these issues are related to money, and the appropriation each year of hundreds of thousands of dollars of Diocese of Pennsylvania money to congregations and missions throughout the Diocese.

**The Congregation.** We spent some time, both within the larger DMPC over two years, and in our more recent Congregational Development Priority Team deliberations, considering the definition and purpose of the congregation in the Episcopal Church tradition. What is a congregation? Why are we here? What is our purpose? Those answers begin in scripture. The Book of Acts tells us that the first Christians instinctively gathered in congregational communities, and Paul’s Epistles are written directly to Congregations, or to the people in



them, establishing for all of us that the primary place where Christian faith is lived, learned and practiced is the Congregation. We members of Diocesan Convention all practice our faith in congregations that either joined to create the original Episcopal Diocese of Pennsylvania, or were created by the Episcopal Diocese of Pennsylvania, or by one of its congregations. This is part of why we keep returning to our vision, that we, as a Diocese, are a “community of communities” bound together in Christ. Definitions of the congregational community are found in a number of places, but for brevity here, we offer a definition of the congregation based on the baptism liturgy and the liturgy for the Consecration of a Church as found in the *Book of Common Prayer*.

**The Purpose of the Congregations of the Episcopal Diocese of Pennsylvania** is to live, practice and proclaim the Gospel of Jesus Christ as described in the baptismal covenant<sup>5</sup> of the *Book of Common Prayer*. Each congregation orders its common life and administers its resources to be a place of apostolic teaching and fellowship, Eucharistic worship, prayer, repentance and reconciliation; each congregation forms its people to live lives that proclaim by word and example the Good News of Christ; and each congregation reaches out to serve Christ in to the world beyond the congregation, loving neighbor<sup>6</sup> as self, striving for justice and peace and respecting the dignity of every human being. Each congregation is anchored in the *Prayer for the Consecration of a Church*,<sup>7</sup> and its prayers for growth in relationship with Christ, growth in new members and growth in spiritual grace.<sup>8</sup>

**Summary: The Healthy Episcopal Congregation.** Each congregation will order and plan its life to: (1) be a sustainable worship community that practices Christ-centered spiritual disciplines, forming its people to live lives that proclaim by word and example the Good News

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<sup>5</sup> Baptismal Covenant, *Book of Common Prayer*, pp. 303-304

1. Will you continue in the apostles’ teaching and fellowship, in the breaking of bread, and in the prayers?
2. Will you persevere in resisting evil, and, whenever you fall into sin, repent and return to the Lord?
3. Will you proclaim by word and example the Good News of God in Christ?
4. Will you seek and serve Christ in all persons, loving your neighbor as yourself?
5. Will you strive for justice and peace among all people, and respect the dignity of every human being?

<sup>6</sup> The Summary of the Law at the Beginning of the Eucharist is a foundation for the Baptismal Covenant, the Love of God and Neighbor: Hear what our Lord Jesus Christ saith: 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

<sup>7</sup> The Consecration of a Church, BCP 568-569.

*The Bishop:* Everliving Father, watchful and caring, our source and our end: All that we are and all that we have is yours. Accept us now, as we dedicate this place to which we come to praise your Name, to ask your forgiveness, to know your healing power, to hear your Word, and to be nourished by the Body and Blood of your Son. Be present always to guide and to judge, to illumine and to bless your people.

<sup>8</sup> *A Warden or other representative of the congregation continues*

Lord Jesus Christ, make this a temple of your presence and a house of prayer. Be always near us when we seek you in this place. Draw us to you, when we come alone and when we come with others, to find comfort and wisdom, to be supported and strengthened, to rejoice and give thanks. May it be here, Lord Christ, that we are made one with you and with one another, so that our lives are sustained and sanctified for your service.

*The Rector or Minister in charge continues*

Holy Spirit, open our eyes, our ears, and our hearts, that we may grow closer to you through joy and through suffering. Be with us in the fullness of your power as new members are added to your household, as we grow in grace through the years, when we are joined in marriage, when we turn to you in sickness or special need, and, at the last, when we are committed into the Father’s hands.



of Christ; (2) have a vital, intentional mission to the neighborhood and/or world beyond the church; and (3) possess the ability to maintain its facilities and support its common life and its mission.

**The Purpose of the Diocese in Congregational Development.** Put into practice, the purpose of any congregational development effort of the bishops and other Diocesan officials is to encourage congregations to live into the standards of the congregational purpose statement above. This includes enabling congregations to be healthy and sustainable as defined above.

### **What Congregations Want from the Diocese: Congregational Support, Training and Networking**

While a presenting issue for the Mission Planning Commission (DMPC) is the angst and anxiety surrounding the relationship between the Diocese and congregations that receive direct financial support, what many of our congregations want<sup>9</sup> from the Diocese is much simpler and less costly than direct financial support.

We find that people see the role of the Bishop and Diocese to be a collaborative support network for best practices in how to be an excellent, healthy congregation. Bishops, in their role of regularly visiting congregations, are in a unique position to praise and encourage congregations and clergy who innovate new ways of growing their congregations, finding best practices support for their efforts from the Diocese and providing networking between congregations and their leaders. It is the Diocese that organizes such events as Acolyte Festivals at the cathedral, training workshops for treasurers and wardens (a much appreciated offering of Finance & Property), Eucharistic Minister trainings, or funding for continuing education. It is the Diocesan organizational structure that can bring together congregations for mutual or collaborative ministry (including at the deanery level). Laity and Clergy say that they value learning from colleagues what best practices work for them, such as how to design a contemporary worship service, hire an organist, choose the best heating system or run a stewardship program. Deans and rectors encourage information sharing between congregations in our community of communities to help congregations and their leadership thrive. The operative question of all committees, Commissions and organizations of the Diocese should be, “how can we help your congregation thrive?”

**The Role of the Bishop in Congregational Development.** Claude Payne, then Bishop of Texas, in his book *Reclaiming the Great Commission*, held that the Bishop is the Chief Missionary<sup>10</sup> of the Diocese. For a Diocese, the congregations and missions are the primary locations, the means through which gospel mission is carried out. It is the Bishop who visits all congregations on a regular basis. It is the Bishop who is notified when a rector resigns, and the Bishop who approves an interim clergyperson and a new rector or a vicar for a mission

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<sup>9</sup> The Congregational Development Priority Team began a Congregational Assessment Project (CAP) with a Congregational Information Survey (CIS) in the Summer of 2011, surveying congregations as to their current and future health, and asking how the Diocese can help them.

<sup>10</sup>*The Purpose Statement of the Diocese of Texas*: “The Diocese of Texas has a vision of being one church, under the leadership of Jesus Christ as a ‘community of miraculous expectation.’ It is a missionary Diocese, whose bishop is the Chief Missionary, localized in missionary outposts and missionary institutions, utilizing the historic catholic structures of classic Anglicanism, and whose purpose under the Great Commandment to love is focused on the unchurched with a goal of growing to 200,000 by the year 2005. This is growth beyond mere numbers toward discipleship and seeks to include all sorts and conditions of people, bringing joy to those who are reaching out and to those who are reached.” *Reclaiming the Great Commission*. Bishop Claude Payne & Haminton Beazley, Josey-Bass, 2000.



congregation. It is often the Bishop who fields an appeal for assistance when a congregation is in crisis. Put in one word, the Bishop is the Pastor<sup>11</sup> of the congregations of the Diocese of Pennsylvania, and has enormous influence and power over the placement of the clergy and decisions made regarding congregations when a congregation is looking for help, especially funding or intervention. Beyond parish visitations, Bishop Bennison currently spends the bulk of his parish time with congregations in crisis, and with Bishop Michel's assistance works to solve problems in congregations that have declined to a dangerous level, have serious financial issues, or who are in high-level conflict. In this role as Pastor, then it could be said that the Bishop Diocesan is the chief Congregational Development officer of the Diocese<sup>12</sup>.

**Congregations and Missions.** If the Bishop's congregational time is dominated by congregations in crisis, this leaves him little time for the more proactive ministry of congregational development, empowering and encouraging congregations in their gospel mission, strengthening and empowering currently sustainable congregations, providing the knowledge, best practices and expertise to help congregations and clergy thrive in their ministry. With the congregational development recommendations in this report, we hope to fill in this gap. We appreciate our Bishop's genuine concern for the health of all our congregations and missions, for the renewal and revitalization of fragile congregations, and keen interest in the possible establishment of new congregations.

**The Purpose of the Diocese in Congregational Support and Development.** Acknowledging the old "describe the elephant" metaphor, that each of us sees reality from our own point of view, but not the big picture, we on the congregational development team nevertheless believe that the first purpose of the Bishop and Diocese is to equip and empower its member congregations to possess all three aspects of congregational health. Remember that the prayers for the consecration of a church referenced here begin with the Bishop as the Chief Missionary of the Diocese, joined in turn by lay leaders and clergy. All three are responsible for congregational health. All three share responsibility, in the "community of communities" of the Diocese, in promoting and realizing the health of our congregations. We find that most people in the Diocese see this as the first purpose of the Bishop and Diocese. The way we put this in our Congregational Development Mission Priority Statement is that

*Our goal is to develop and provide resources and expertise for leaders and promote best practices, so that all our congregational communities will thrive according to their unique size and character.*

While we see that all those in leadership in the community of communities of the Diocese share the task of helping congregations thrive, we have recommendations for further consideration.

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<sup>11</sup> My *brother*, the people have chosen you and have affirmed their trust in you by acclaiming your election. A bishop in God's holy Church is called to be one with the apostles in proclaiming Christ's resurrection and interpreting the Gospel, and to testify to Christ's sovereignty as Lord of lords and Kings of kings. You are called to guard the faith, unity, and discipline of the Church; to celebrate and to provide for the administration of the sacraments of the New Covenant; to ordain priests and deacons and to join in ordaining bishops; and to be in all things a faithful pastor and wholesome example for the entire flock of Christ. With your fellow bishops you will share in the leadership of the Church throughout the world. Your heritage is the faith of patriarchs, prophets, apostles, and martyrs, and those of every generation who have looked to God in hope. Your joy will be to follow him who came, not to be served, but to serve, and to give his life a ransom for many.

<sup>12</sup> This characterization is the result of a conversation between the Bishop and the Mission Planning Commission Chair.



## **Our Recommendations for Further Discussion and Implementation**

We recommend that the Bishop, Diocesan Council and Standing Committee work together over the next two years to prayerfully consider the following ideas, and implement new approaches to how the Diocese supports its congregations. We believe that these recommendations are a first priority, and should be the first use of Diocesan dollars for congregational support.

**Canon for Congregational Support and Development.** We believe that a new Diocesan staff role should be established with the primary function of supporting congregations, coordinating resources, encouraging the sharing of best practices, and assisting in effective operations and ministries. There are a number of details to be determined about this role – should it be a clergyperson or a layperson? What kinds of skills, experiences and personal characteristics would best serve our congregations? We suggest this person would be the staff support and coordinator for the Diocesan Consultation Team in addition to working closely with the Bishop and the Canon for Deployment, as there is overlap and interconnectedness in the ways and methods of each role in congregational health. Preliminary ideas for a job description are found in the endnotes.<sup>i</sup>

**Diocesan Consultation Team.** We have repeatedly heard that the work of the DCT, under the leadership of Bishop Bartlett, is excellent, appreciated and needs expanding. We see the development and training of a large cadre of lay and ordained consultants and ministry partners to assist congregations and clergy in dealing with crises as well as long-term redevelopment efforts. In order to expand this work, the new Diocesan staff role would provide the necessary logistical and administrative support for these volunteers.

**Continuing Education in Congregational Development.** The kind of local training needed is exemplified by the upcoming clergy retreat, sponsored by the Episcopal Clergy Association of Pennsylvania, with the featured speaker being Diana Butler Bass; or the Andrew Weeks *Magnetic Church* workshop offered last year in two deaneries. It would be ideal to have our clergy and lay leaders part of a community of lifelong learners in the practice of the craft of congregational ministry.

**Best Practices Sharing.** Over and over, we have heard repeatedly the use of the term “best practices.” We hear laity seeing the role of the Diocese as networker, providing opportunities education and support, for more and more workshops and training sessions in the skills and best practices of congregational leaders. The workshop on parish finance held earlier this year in Roxborough is an example, and our laity and clergy would like to see more, so that people can network, learn what has worked, what has not, and be encouraged in their mission as congregations.

Acknowledging that every congregation is different, the Congregational Development team has begun interviewing clergy identified by their peers as excelling in the practice of ministry, and we are assembling this information for future sharing: what is it that works well in particular settings? How can we most effectively share these ideas with clergy and lay leaders?

**Congregational Ministry Initiative Grants.** There could be a Diocesan budget line item for parish ministry innovations that will help grow congregation through ministry initiatives. Short-term grants (3-5 years) could decline each year, with parishes paying more of the expense as





programs expand and become self-sustaining. Funding might be available for projects in healthy congregations such as:

- The hiring of a new youth minister to develop a youth program
- A pilot program funding a new member incorporation coordinator in a growing congregation.

**Clergy Colleague Groups.** Distrust, jealousy, embarrassment over our own apparent failures, and the tendency to isolate ourselves can prevent collegiality among clergy as they learn and enhance their skills in the craft of parish ministry. Some of our clergy are in these groups, where 3-5 priests meet monthly, confidentially, with or without a facilitator to share struggles and joys in ministry, to brainstorm solutions to difficult parish problems, to share best practices and to otherwise have a measure of accountability and collegiality in ministry. Participation in such a clergy colleague group would be a requirement for congregations receiving Diocesan financial support<sup>13</sup>.

**Best Practices Canonical Changes.** We have identified several “best practices” in congregations of all sizes that conflict with the implications of several national and Diocesan canons, and we ask that a team work on consideration of canonical changes to present to the next Diocesan convention, to be in turn presented to the Episcopal Church *General Convention* of 2015 for appropriate change, following testing in our Diocese.

The first of these is the wide-spread practice in our congregations of a dozen or two lay Eucharistic ministers serving in turn to assist the priest(s) to distribute communion at the altar. The canons seem to encourage a much smaller number of Eucharistic “elite”. We recommend that the parish priest (not the Bishop), under guidelines established by the Diocesan Bishop, be allowed to license parish Eucharistic Ministers during worship, and that the number not be restricted. We also suggest that the Prayer Book rubric that requires all clergy present to serve communion before lay people do so be abolished, so that laity can be represented, at the rector’s discretion, not matter how many clergy are present at the Eucharistic table.

A second canonical change we want to explore is with the leadership of small churches, who tend to be devalued as mission congregations and their part-time clergy serve as priests in charge at the will of the Bishop. We want to find a way for small churches to have full congregational status, and even part time clergy to be elected as rectors with the stability that comes with tenure, even if it is tenure with a term. We will explore this concept more below.

A third canonical (or administrative) change is to allow congregations with mid-week services with intact mid-week congregations, to include those numbers in the count for ASA (average Sunday attendance) on the parochial report. This may be as simple as changing the description for “Saturday” services on the Parochial Report to read “Saturday or Mid-Week Services considered Sunday Services.”

A fourth canonical or administrative change is to give congregations a tool for collecting and reporting data on how the church buildings are used by and for the neighborhoods that they serve. This would encourage congregations to look outward, and would recognize that a congregation has an impact beyond the people in the pews on Sunday mornings. Categories

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<sup>13</sup> There was a time when *Church Insurance* paid for a qualified facilitator for Colleague Groups. This is one good model.





for this effort are suggested in Eric Law's *Holy Currencies* workshop and upcoming book of the same title.

**The Innovation Canon.** Once in a while an idea comes along for doing or being church that doesn't fit the normal model of congregational ministry, or that may not fit well with church canons. We want the Bishop to be able grant permission to a priest or congregation to innovate, to experiment, to not always have to pour new wine into old wineskins. Entrepreneurs do not need to hear, "that's never been done!" When clergy or congregation are willing to take a risk, to try something new for the gospel, we believe that failure is not to be feared, but is always a chance for a new start.

**Demographic Research.** We have collaborated with the Bishop, the DMPC, the DCT, and the office of Transition Ministries to subscribe the Diocese of Pennsylvania to the expanded demographic tools offered by MissionInsite, the same company that provides demographic research to the Episcopal Church. At an annual cost of \$5,500, our Diocese and its congregations will be plotted on an interactive map, with deanery boundaries, allowing examination of census plot data for predicting demographic trends and helping us plan for the future. Congregations can even opt to plot member's homes. We also plan to have a cadre of experts trained in the use and interpretation of this data, so that local congregations can ask for help in finding and interpreting data.

This expanded service will also be invaluable in Deanery or regional research; for plotting custom areas for planning potential congregational mergers, and for researching areas where the population might be in need of a new congregation.

### **Working with Congregations in Crisis or in Need of Funding**

**Congregational Reconfiguration, Money and Imagining the Future.** We have repeatedly heard from leaders throughout the Diocese, over the two years of the DMPC existence, that what Diocesan leaders were and are most expecting us to produce for the convention is the content of the following resolve, that the DMPC:

*"Continuing the process of evaluating current missions and ministries and congregations, with appropriate recommendations for affirmation, reconfiguration, or redevelopment;*

This work is also combined with other tasks in the 2009 resolve, which include demographic research, mindfulness to a Diocesan history of racism; and creative imagining of new ways of being church or planting new churches within the Diocese. And most importantly for many, these issues are related to money, and the appropriation each year of hundreds of thousands of dollars of Diocese of Pennsylvania money to congregations and missions throughout the Diocese.

**When a congregation needs help.** Money<sup>14</sup> is often the presenting problem when a congregation asks the Diocese for help. The leadership of a congregation will find that they cannot pay the health insurance premium or pension payment of the rector or vicar, or the boiler will break down one last time and there is no cash available for the \$40,000 replacement. Another typical scenario: the long-time rector retires or resigns for another position, and by the time the search committee and vestry have put together a new profile and job description, they find that they cannot afford the cost of a full time successor. First, the

<sup>14</sup> Conflict between the cleric and vestry/congregation is another reason for intervention by the Diocese in a congregation, but this is almost exclusively handled by the Bishop and is not addressed directly in this report.



salary of the retiring priest had not kept up with inflation, and second, the decline in membership had been masked by a general lack of accountability about the health of the parish, its giving and attendance.

**The congregational life cycle.** As we addressed in our 2010 report to convention, the intentional attention of a congregation and its leadership to the art and science of strategic planning, visioning and mission statement work, is critical to the long-term health of a congregation. Congregations and their neighborhood settings change over time, and if a congregation does not adequately adjust to these changes, and make changes in the mission, ministry and facility of the church, the decline of the congregation can be devastating. This artful science is addressed under the field of study known as “Congregational Life Cycle”, and clergy and lay leadership must become students and practitioners if they are to survive, and thrive.

Arlin Rothauge<sup>15</sup> wrote two booklets that are still the first theory in this science, *The Congregational Life Cycle* and its companion, *Parallel Development*. One of the truths the theory observes is that, the longer revision is postponed, the more difficult redevelopment is. In the best practice, a congregation will study and revise parts of its ministry every year, and the entire ministry every five years. It is clear that all humans fear change and uncertainty, and congregational redevelopment is consequently very difficult for human faith systems. One of the most important tasks of the Mission Planning Commission is to be sure that Life Cycle based revisioning and redevelopment tools are available to all congregations and missions in the Diocese<sup>16</sup>.

### **Structural Tools to Assist Congregations**

There are six tools that we recommended for use in dealing with declining congregations, or congregations that are not able to grow enough to support their ministry. These structural tools are (1) Small Church Ministry; (2) Paired Congregations, (3) Merged Congregations; (4) Cluster Ministries; (5) Closed Congregations; (6) Congregational Redevelopment or Restart.

It should be noted at the start that so long as a congregation can support itself and its cleric, the Bishop and the Diocese have no power to arbitrarily close, pair, merge or downsize a congregation. We hear the complaint sometimes, “the Bishop closed us!” More to the point, the congregation usually couldn’t afford its ministry, and appealed to the Diocese for money. With that money, we believe, should come accountability for its use and assurance that best practices for the redevelopment will be followed.

Finally, we note that the mission priority goal statement of the Congregational Development Priority Team is that we will *help congregations develop according to their unique size and character*. We want to emphasize again that healthy congregations come in all sizes, configurations and levels of staffing, as long as they “order and plan their lives to be a sustainable worship community that practices Christ-centered spiritual disciplines; have a vital, intentional mission to the neighborhood and/or world beyond the church; and possess the

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<sup>15</sup> Arlin’s booklets, as well as an excellent Power Point show, are available at [www.episcopalchurch.org](http://www.episcopalchurch.org) under “congregational Vitality” then “resources for ministry.” The original Congregational Life Cycle booklet’s link is [http://www.episcopalchurch.org/documents/Life\\_Cycle\(1\).pdf](http://www.episcopalchurch.org/documents/Life_Cycle(1).pdf). The present DMPC chair worked with Arlin Rothauge directly on a reapplication of his theory for a doctoral dissertation.

<sup>16</sup> Any consultant trained in congregational development work will have tools for revision and redevelopment, including those who work as part of the Diocesan Consultation Team.



ability to maintain their facilities and support their common life and mission.” All of our congregations should be healthy and sustainable; they do not all have to be large or be served by a full-time priest.

**Small Church Ministry.** There are a number of congregations in the Diocese, as well as in the Episcopal Church that thrive at a size that is below the financial ability needed to fund a full-time cleric. When we say “thrive”, we refer to the definition of healthy congregation: (1) a sustainable worship community that practices Christ-centered spiritual disciplines; (2) a vital, intentional mission to the neighborhood and/or world beyond the church; and (3) possess the ability to maintain its facilities and fully fund<sup>17</sup> its common life and its mission.” Some congregations have operated at a small church level for decades, or for their whole lives; others have slowly declined so that they have more recently become, or will become a small church<sup>18</sup>.

Our reason for mentioning the small church is to hold up such a model of congregational ministry as a distinct and genuine possibility for some congregations, and to encourage the Bishop and congregational development staff to possess the tools<sup>19</sup> to enable a thriving small-church ministry in the Diocese of Pennsylvania, including:

- **Deployment:** that clergy who are part-time, bi-vocational or semi-retired be recruited and trained to serve these congregations;<sup>20</sup> and that the Commission on Ministry and deployment officer explore what are the necessary conditions for attracting such clergy;
- **Clerical Status:** the a status change be found that gives some tenure or stability to small church clergy, since currently any clergy serving a congregation in a part-time capacity cannot be called as a rector with tenure, but are appointed by the Bishop with no term or tenure;
- **Congregational Status:** currently small churches that are able to support themselves need full parish status at convention, full citizenship;
- **Networking:** that the congregational development office help small congregations and their leadership network, and develop and share best practices for ministry in their congregations.

**Paired Congregations.** Several Diocesan congregations are exploring a new version of the old “yoking” model, where two smaller congregations each keep their buildings but creatively share staff and clergy. If the two congregations can maintain the three-legged stool of congregational health they should have full status as a congregation in the Diocese and their clergy a measure of tenure as a Rector. As in small churches, it is the role of the Bishop and congregational support and development staff to encourage innovation, help them network and use best practices, and carefully shepherd the pairing process so that good decisions are made for the future. The advantage of pairing is that each congregation keeps a measure of autonomy, and if demographics change or other circumstances change, one of both of the two congregations could restart as a single congregation again.

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<sup>17</sup> Some of our small churches still receive a small \$10,000 to \$30,000 missionary grant from the Diocese.

<sup>18</sup> Ascension, Parkesburg is a small, healthy congregation that just decided, upon the retirement of their Vicar, that they would resize staffing for a long-term part-time priest, and add a part-time administrator.

<sup>19</sup> For a guidebook and manual see *Effective Small churches* by Carl S. Dudley. Nashville: Abington Press, 2003.

<sup>20</sup> For an excellent, expansive, first-person manual on the work of the bi-vocational minister, see *Part-Time Pastor, Full-Time Church* by Robert LaRoche. Cleveland: the Pilgrim Press, 2010.



**Merged congregations.** The merger of two declining congregations, where one of the buildings is sold and the other used as the new location, was promoted as a possibility for some congregations by the Mission Planning Commission at the 2010 Diocesan convention. This has been one tool for dealing with congregational decline for a century or more, with mixed results. It would be beneficial to study recent examples in order to learn from their experiences. More expertise and Diocesan assistance should be provided in future mergers, and ongoing support after the merger is essential. Leadership of recently merged congregations could help the Diocese develop best practices for the future. The new congregational support and development office could coordinate this effort, as well as researching other examples – and could identify expert help from outside our Diocese if it is not available within.

**Cluster Ministry.** A Cluster Ministry can mean different things to different folk. The basic concept is that one, two, or three priests share clerical leadership for five, six, or even ten churches. Each church must have a strong cadre of dedicated lay leadership and a membership willing to take on roles often assumed or given to parish priests. A strong presence in the cluster of vocational deacons who can fill traditional roles of deacons in the parish and keep priests as well as lay leaders apprised of what they observe in the day-to-day activities of the ministry. There are several administrative and canonical challenges that will impact on this kind of ministry: there is no clear canonical structure which exists for the cluster.

**Congregational Closure.** Closure is always an option when a congregation is in dire straits financially and an effective redevelopment plan cannot be designed in a way that the Bishop and congregational development office believe that a financial investment will yield a healthy, thriving congregation within five years. Closures can occur when:

- The demographics of a neighborhood will not support the congregation's future
- The congregation has a toxic history of conflict and an unwillingness to repent and change, or participate in the community of communities of the Diocese;
- The congregation is unable or unwilling to consider, or allow changes in the life and ministry of the congregation, or participate and collaborate with Diocesan leadership in an accountable redevelopment plan that will create a sustainable congregational life and ministry, with a congregational leadership that will become of community of learners in redevelopment practices;
- The congregation undertakes a careful, prayerful look at its past, present and future and in a mutual decision, believes that it is time to end the ministry of the congregation.

Ideally, a decision to close is not forced upon a congregation, but is made deliberately, prayerfully and collaboratively with Diocesan leadership. In the congregational life cycle, death is always followed by birth. For Christians, the people of the resurrection, there is always hope for the future. God always has a new thing in mind for the people of a congregation.

Congregations that are considering closure or are being considered for closure should be encouraged to keep hope close at hand. The role of the Bishop, or his designee, is crucial in walking with a people whose congregational story has reached its final end, and there are best



practices available for to Diocesan leadership during congregational closure that will enable members to move on to a new life in Christ<sup>21</sup>.

**Congregational Redevelopment or Restart.** In reality, each of the above congregational structures is a redevelopment, because something old is being redesigned and rebuilt in a new way. It takes dedicated, intentional clergy working with committed, intentional laity to take the risk of starting over in any way. Probably the most important thing is to verbalize, to say, “This is a complete restart. We are a new creation. We need all the help we can get!”

The decision about which congregations should receive redevelopment funding should be made collaboratively on both the deanery and Diocesan administrative level. The process should be open and consultative. The Diocesan Council and Bishop should collaborate regarding how much funding for congregational redevelopment efforts should be funded through the budget, but we believe that a set and published amount will help long-term planning. The Bishop, congregational support and development office, and Deans, with interested parish clergy, should have opportunity to openly discuss potential congregations in need of redevelopment, with a process for application on the part of a congregation or cleric.

**Diocesan Mission as Congregational Redevelopment.** In the case of a single declining congregation that is restarting and rebuilding its mission and ministry as a Diocesan-funded redevelopment project, not a merger or pairing, all of the best practices listed above come into play. Since the Diocese is funding the placement of a clergyperson skilled in the practices of congregational development in a redeveloping congregation, then the Diocese should require full and regular accountability from the cleric and the laity. The Bishop and Diocese should nurture, support and encourage the clergy and redevelopment effort, and not neglect the congregation once the new priest has arrived. The management of this redevelopment mission on behalf of the Bishop and Diocese is one of the roles we see for the Canon for Congregational Support and Development.

Diocesan funding for congregational redevelopment efforts should always be time-limited, and eventually declining each year. The expectation is that, with a five to ten year infusion of financing and expertise, the congregation will become self sustaining, either with a full time priest or a part time priest. After ten years, financing should end and the congregation find a level of ministry at which they are financially independent with a sustainable ministry. At that time, the redevelopment money can be used to help other congregations in similar efforts.

### **Congregations Requiring Long-Term Missional Funding**

**Mission Congregations.** We believe that a congregation where Diocese financial support is needed for the long term, without the short-term likelihood of full financial sustainability, should be called a *mission congregation*. The most obvious reason for the long-term maintenance of a mission congregation is where that congregation is able to sustain the first two legs of congregational health, (1) a sustainable worship community that practices Christ-centered spiritual disciplines; (2) a vital, intentional mission to the neighborhood and/or world beyond the church; but that the mission congregation does not possess the third leg, “the ability to maintain its facilities and fully fund<sup>22</sup> its common life and its mission.” For normal

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<sup>21</sup> The Chair is in possession of a set of materials in use in the Diocese of Massachusetts for governing congregational closures, and Bishop Bennison has sent the Diocesan property manager to Boston to learn first hand their best practices for congregational closures and mergers.

<sup>22</sup> Some of our small churches still receive small \$10,000 to \$25,000 missionary grants from the Diocese.





congregations, we would expect that such a congregation would either be downsized to a sustainable level or be closed. Here are some instances where we believe that the Diocese should fund, sometimes in partnership with neighboring congregations, *mission congregations*:

- Where vital, missional ministry is being carried out to the poor, the hungry, the unsheltered, from the facility of an Episcopal congregation that does not have the financial means to do its ministry; in a community that would not otherwise have that gospel ministry. Recipients are not necessarily members of the congregation, although some will likely become so. Philadelphia's Free Church of St. John, currently part of the DCMM cluster, is an example of this category, serving through their Parish House ministry a local Hispanic and African American population.
- Where the congregational community is itself a congregation of the poor, the hungry, the unsheltered or an immigrant<sup>23</sup> population. The congregational membership is itself the mission, and its existence depends upon Diocesan mission support. Two Latino<sup>24</sup> examples of this are San Pablo Hispanic Ministry based in Saint Paul's, Chester, and the thriving Christ & Saint Ambrose Episcopal Church in Philadelphia<sup>25</sup>. Another example is the East African congregation Trinity, Boothwyn, which moved from the Trinity, Collingdale location to the former St. Martin's, Boothwyn campus. Mostly Kenyan members are from Delaware, New Jersey and Pennsylvania. Our assumption is that such aided immigrant congregations will, in a decade or two, become self-sustaining. Another emergent church model for reaching the poor, unchurched is the *Common Cathedral* or *Welcome Church* model, usually ministries of local congregations and their clergy where clergy travel outdoors to a public square, or into soup kitchens, and hold worship with these congregations consisting of people *on the margins*. Two of these ministries exist in our Diocese<sup>26</sup>.
- Where there is an historic African American congregation whose presence the community of communities of the Diocese, upon the recommendation of the leaders of the Black community of the Diocese, believe should be funded as part of an overall effort to overturn a history of racism. Such a congregation should be a sustainable worship community that practices Christ-centered spiritual disciplines; have a vital, intentional mission to the neighborhood and/or world beyond the church; but not possess "the ability to maintain its facilities and fully fund its common life and its mission."

Some see a dialectical polarity with the policy of providing Diocesan support to congregations which define themselves by one race or ethnic group. On the one hand,

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<sup>23</sup> Bishop Rodney notes the need for an additional immigrant ministry in Chinatown to a growing Asian population.

<sup>24</sup>The Rev. Canon Anthony Guillen, Episcopal Church officer for Hispanic Ministry, recommends *Ripe Fields* by Juan Oliver for those interested in Hispanic Ministry. His office is available for consultation and support.

<sup>25</sup> One of our largest churches is La Iglesia de Cristo y San Ambrosio, 6th and Venango -- the barrio. It has 1100 members and a Sunday attendance of 300-400. Unfortunately, Padre Carlos Santos-Rivera fell from a ladder in July 2010 and is wheelchair-bound now. He still preaches and celebrates from his chair on Sunday. Bishop Bennison is actively recruiting a Vicar to succeed Carlos.

<sup>26</sup> The first *Common Cathedral* was started by Rev. Debbie Little on the *Boston Common* in 1996, itself an outgrowth of Little's 1994 street ministry. In Oct, 2011, she reports that *Ecclesia Affiliates* is aware of 75-100 similar ministries in 85 cities. St John's, Essington's Rev. David Madsen was instrumental in starting two *Welcome Church* ministries in NYC, 2007-2008, and Lutheran Pastor Violet Little of Holy Communion Lutheran Church in 2009 began *The Welcome Church* on Philly's Logan Square. West and North of Philadelphia, Rev. Koshy Matthews of St. Peter's Episcopal Church began a new *Welcome Church* ministry in Phoenixville with Rev. Jennie M. Anderson and the Valley Forge Deanery on Sunday, October 16, 2011 at 3pm.





the spiritual and cultural support provided by an African American Church within a larger, still racist culture, is life-giving to that community. On the other hand, we are called to be a house of prayer for all nations or, as Desmond Tutu put it, a *Rainbow People of God*. The members of the Mission Planning Commission, mindful of a history of racism, support the creation of this mission category, but believe that a conversation surrounding this issue should continue<sup>ii</sup>.

**Accountability and Development of Mission Congregations.** All mission congregations are subject to the same guidelines and procedures of the other Diocesan-funded congregations as listed above. When Social Justice Advocacy is part of the ministry of the clergy or laity of a mission congregation, spiritual support is particularly important so that the clergy can find the balance between advocacy and ministry to the congregation.

From the Diocesan point of view, a strategic decision needs to be made as to how many direct missions in the urban centers of the Diocese it can afford. But, it is important for the Diocese to support some such missions. Service to the poor and advocacy are both part of our mission as a Diocese. The book *Forces for Good*, about the six “best practices” of “high impact” non-profits in America, finds that thriving non-profits, committed to transforming the world, practice both service and advocacy. Direct service to the poor changes the lives of both the recipients and the volunteers, creating a two-fold ministry for a sponsoring congregation, one to the clients and one to the volunteers who come from outside to help. Direct service informs advocacy projects and helps identify what to target for change and how best to initiate and manage change. Direct service builds networks of supporters or allies, who want to make a difference in the world. People who are not usually inclined to participate in such projects can become dedicated advocates. Perhaps it is worth noting that in an organization like a Diocese, the collaborative work between people committed to a multitude of ministries leads to a mutuality that promotes the health of the community of communities across the board even as many lives are transformed for Christ.

For congregations located outside the boundaries of poverty, the opportunity of joining mission congregations in direct ministry to the poor is important for the spiritual lives of those serving the poor. Providing a place for this ministry is vital to the mission of the congregation. Being ministered to is vital to those who are poor, hungry and in need. All of us benefit from the support of Diocesan mission. Many of our suburban congregations are in partnership with urban mission, such as Redeemer, Bryn Mawr’s collaboration with Saint Gabriel’s soup kitchen, and the food shelf ministry at Saint Mary’s, Chester which is supported and staffed by Christ, Media; St. John’s, Glen Mills and Trinity, Swarthmore.

**DCMM congregations.** The Diocesan Consultation on Mission and Ministry congregations have been subject to much change for as long as this program has been in place. In its time, these centers of urban mission were strongly supported by the Diocesan budget and did valuable mission and ministry within, and on behalf of, the Diocese of Pennsylvania. In recent years, there has been much contention, with impassioned letters<sup>iii</sup>, over the existence of the DCMM congregational structure and its funding by the Diocese. But change has occurred nevertheless. One DCMM congregation left the group by attaining full sustainability, and therefore parish status. Several others declined in size and ministry enough that Bishop Bennison, in collaboration with local deans and congregations, effected reorganization that allowed for a reduction in funding as well as a reversion of their clergy to part time status. Another, Church of the Advocate, with interim rector Rev. Bud Holland has participated in a



fulsome evaluation of its properties, finances, ministries and facilities and, with the guidance of the Bishop, is embarking on new ministry initiatives, which include a team ministry, whereby the new Vicar of the Advocate will also serve as a Chaplain at Temple, with the Lutheran Episcopal Campus Ministry Board at Temple University. One of the challenges for Church of the Advocate has been its relationship with population expansion from Temple, five blocks away; Advocate has a storied history as a center of social justice, and is a shrine of African American History. Advocate has a past history of collaboration in Philadelphia<sup>27</sup> low-income housing development, and may have an opportunity to reengage that ministry<sup>28</sup> in the future; Advocate has a thriving soup kitchen and hosts an after school program. Here, we emphasize that the model for a re-vitalization of an inner-city parish complex like the George W. South Church of the Advocate will be a multi-faceted, multi cultural, multi-enterprise parish with many ways – some income producing – of doing and being the Church of Jesus Christ in the world.

**All Mission congregations** and other aided congregations are part of the same community. All of these missions and ministries of the Diocese have a life cycle. It is clear to us that the structure known as *Diocesan Consultation on Mission and Ministry* needs to be reinvented with a new way for the bishop and Diocese to collaborate in mission with these congregations. We believe that it is time for the congregations of the DCMM community to join as full partners of the community of communities of the Diocese. We believe that it is the work of the bishop, the Diocesan Council and the congregational development structures of the Diocese to collaborate with these congregations and assist them in revisioning their mission and ministry as equal partners in the community of communities that is the Episcopal Diocese of Pennsylvania. We believe that current DCMM congregations should be fully supported in their mission and ministry according to the guidelines proposed in the previous pages, along with other Diocesan congregations who are also receiving Diocesan financial support and assistance. As we have previously noted, the Bishop as Chief Pastor and Missionary has a great deal of responsibility in shaping this collaborative support ministry, not only in the placement of clergy in congregations receiving financial support, but in working with Diocesan Council, congregational development support staff, the DCT, the Deans and clergy involved, the Deployment Officer and Bishop Rodney to recommend levels of financial support. There have been many new ministry initiatives in other congregations since the original DCMM model was invented several decades ago, and the collaboration of all these ministries in the future is vital to the future of the mission of the Diocese.

### **Hope for the Future, Bread for the Journey**

**An Invitation to a Process of Congregational Transformation.** In 2012, we invite ten congregations to work with the Kaleidoscope Institute in a missional redevelopment project of congregational transformation. Our intention is to enhance and complement the work of the bishop, the Diocesan Consultation Team and others faithfully working with the congregations of the diocese. We invite leadership teams of ten congregations to join in this innovative congregational development program. This is an opportunity for education of diocesan leaders in the skills and practices of congregational development.

<sup>27</sup> *Fixing Broken Cities*, John Kromer, 2009. From U Penn's Institute of Government, this book is about the planning, execution, and impact of investment strategies designed to improve postindustrial urban downtowns and neighborhoods. The central focus of this book is how to implement— how to achieve transformative change in highly distressed urban areas. Given Advocate's past history, what role might there be for this church, perhaps in collaboration with other congregations and agencies, for a new revival of this ministry.

<sup>28</sup> *Saint Edmunds Housing Redevelopment Corporation* is a recent best practices example, [www.stedmundsrc.org](http://www.stedmundsrc.org), based at and founded by Saint Edmunds Episcopal Church in the Diocese and City of Chicago [www.stedmundepiscopalchurchchicago.com](http://www.stedmundepiscopalchurchchicago.com).



When Eric Law was Canon for Congregational Development in Vancouver, BC, he started a pilot program for congregational transformation where, instead of working with one congregation at a time, he would work with ten congregations in a larger workshop setting. The program was successful and an effective model for leading transformation change in congregations and for transforming and training congregational leadership and clergy. For the first six months of 2012, Eric Law will be in New Jersey leading a series of weekend congregational transformation workshops. Our plan is to offer a Sunday afternoon sessions (and possibly some Saturday evening sessions) at a location in the Diocese of Pennsylvania on those same weekends in 2012: January 8, February 26, March 25, April 15, May 13 and June 10.

Our goal is to make healthy congregations healthier, and to help declining or stable congregations transform their congregational lives with new life in Christ. To remind the reader, our vision is to transform the congregational communities of the diocese by *developing and providing resources and expertise for leaders and promote best practices, so that our congregational communities will thrive according to their unique size and character.*

We invite ten congregations of all sizes and conditions to commit a team to attending six weekend Congregational Transformation sessions during 2012. If you are interested, speak to Kaleidoscope Institute representative Bill Cruse at the KI booth at convention, speak to a member of the Mission Planning Commission, or email the chairperson at [rector@saintjohnsconcord.com](mailto:rector@saintjohnsconcord.com).

### **New Demographic Tool: MissionInsite**

#### **Innovating the Standard in Church Demographics**

**An Expanded Tool for Demographic Research.** Members of the Congregational Development Team of the Mission Planning Commission have recommended the subscription by the Diocese to the expanded demographic tools offered by MissionInsite, the same company that provides demographic research to the national Episcopal Church and a growing number of Dioceses & denominations. At an annual cost of \$5,500, our Diocese and its congregations will be plotted on an interactive map, with deanery boundaries, allowing any cleric, congregational leader, dean or church planter to examine census plot data for any selected area, predicting demographic trends and helping you plan for the future. We also plan to have a cadre of experts trained in the use and interpretation of this data, so that local congregations can ask for help in finding and interpreting data. This highly recommended tool, which Kirk Hadaway at the Episcopal Church offices in NYC used to help our DMPC planning, is:

- **flexible** web based information system
- **comprehensive** socioeconomic and lifestyle data
- **interactive** mapping platform
- **responsive** system to answer your individual questions
- **strategic** information resource for ministry
- **value and benefit** for your financial investment

This expanded service is also invaluable in deanery or regional research; for plotting custom areas for planning potential congregational partnerships, mergers or pairings, for understanding why some congregations are declining and for researching areas where the population might be in need of a new congregation. Congregations who wish to grow can learn how they can reach out to their neighbors by studying the lifestyles of the area. For a small



additional cost, MissionInsite also provides an *Accelerate* tool to help individual congregations in strategic planning.

While a basic 2 mile profile, and an ECUSA statistical graph is available on the “studying your congregation and community” link on the Episcopal Church web site at [www.episcopalchurch.org](http://www.episcopalchurch.org), this expanded MissionInsite has many more options for congregational development work in the Diocese and many custom options. As of October 18, 2011 contracts were being prepared and data gathered for plotting the 144 congregations of the Diocese on MissionInsite’s web site. When all is ready, each congregation can request their parish username and password from J.D. Lafrance ([jdlafrance@diopa.org](mailto:jdlafrance@diopa.org)). Our goal is to have this tool ready for use in the Diocese by convention or the week following. Training opportunities will follow. You can learn more at [www.missioninsite.com](http://www.missioninsite.com). For more information, contact John Sorensen, Chair, Diocesan Mission Planning Commission at [rector@saintjohnsconcord.com](mailto:rector@saintjohnsconcord.com), or Rev. Dr. Adam Kradel, Christ Church Media, at [apkradel@gmail.com](mailto:apkradel@gmail.com)

### **Mission/Outreach Request for Information from Congregations**

**Mission/Outreach:** *Our goal as a Diocese is to nurture and support mission and ministry within the Diocese of Pennsylvania, allowing for both Diocesan and congregational initiatives, and/or a collaboration between the two:*

- *Through our congregations;*
- *Through Diocesan led initiatives that are supported by Diocesan Convention;*
- *Through congregational or Diocesan mission initiatives reaching beyond the borders of the Episcopal Diocese of Pennsylvania, regionally, nationally and internationally.*

**Members:** Jennie M. Anderson, Thomas Eoyang, Michael Giansiracusa.

**Request for Information:** The Mission and Outreach priority team have begun their work for 2012 and would like to know what mission and outreach ministries the congregations of the Diocese are undertaking and supporting. We plan to make an extensive report to present at Diocesan Convention in 2012. For example, there are many congregations with active companion parishes in Guatemala to which they make regular mission trips; numerous congregations support mission partner congregations, shelters, food shelves and other ministries in our cities; others have begun outdoor “Welcome Church” ministries like that in Phoenixville.

Please write up your congregation’s mission or outreach ministry and send to: Jennie Anderson ([rector@epiphanystar.net](mailto:rector@epiphanystar.net)) or Michael Giansiracusa ([mikegian@earthlink.net](mailto:mikegian@earthlink.net)). A sample write-up follows:

### ***Sample Mission Report: Saint James School***

**From Sean Mullin, Rector, Saint Mark’s Episcopal Church:** I first started exploring the idea of a new Episcopal School about 7 years ago and made a pitch to the Bishop around that time that did not get off the ground. 5 1/2 years ago the people of Saint James the Less abandoned the church property in response to a decision by the Supreme Court of Pennsylvania that did not require them to do so, but would have required them to stay in the Diocese as a congregation. 3 years ago Saint Mark’s, Locust Street, persuaded the Standing Committee to allow us to adopt St. James the Less as a mission, with the thought that a school might be the best central mission there.



We spent a year talking with the neighbors, praying, holding services, meetings, building relationships, etc. We did a lot of research and conducted a feasibility study. We aligned ourselves with the Nativity Miguel Network of schools - experts in faith-based urban middle schools for kids from low-income families. We drew together an Advisory Board to help us discern the way forward. We continued to report to Standing Committee and to convince them this was a good way forward. We partnered with Andrew Kellner and the Youth Ministry office to found City Camp in 2009, which in only three years has grown tremendously and is widely regarded as a new standard in mission-oriented ministry with youth. We found enough support and raised enough money to hire a full-time Executive Director in August 2010. During that year we focused on raising money, building partnerships and strengthening community relationships. Because of our fund-raising success (during a sharp economic decline) we were ready to meet our goal of opening the school this fall with our first fifth-grade class of 16 students.

*Our mission statement: St. James School — located in the Allegheny West neighborhood of Philadelphia — is a faith-based middle school for traditionally under-served children, devoted to the education of students in a nurturing environment and with a challenging academic program. St. James is an Episcopal school that develops students' moral and spiritual identities, as well as their intellectual, physical and creative gifts.*

What this means is that we serve kids from families who cannot afford to give their students the education they deserve, in a city where the public schools cannot be relied on to do an adequate job. The fees for the school are about \$250 a year, although it costs about \$22,000 per child to run the school. All but one of our students qualifies for free or reduced lunch, according to federal government guidelines – which means they all come from families with great need.

St. James School is the only Episcopal School in the city of Philadelphia. It is fundamental to the mission of our school that kids are taught that they are the beloved children of God, and therefore people of dignity and value, bestowed with gifts that should be developed and used. The school's identity as a community is shaped as students begin each day in a morning meeting that includes prayers for the people and things that are important to each and to all of them. The incomparably beautiful church of Saint James the Less serves as the school's chapel, where the Eucharist is celebrated with the students once a week. We have established this school as an expression of the Gospel imperative to serve those in need - especially children. We know that schools - and especially church schools - can and should be places of transformation for young lives. We intend to address the achievement gap for low income and under-served students that prevents them from realizing their potential as children of God, and that in fact leaves them in great peril. And we will do this as long as the need persists and we can garner the support to give kids the education they deserve.

We are grateful to the Diocese for its cooperation in this mission, to our many parish and school partners and to the hundreds of people whose support of money and time and effort has made the school possible.

*The Rev. Sean Mullin is President of the Board of Saint James School, located in a closed church property in the City of Philadelphia. Dave Kasievich is Head of School.*





## End Notes

i **Canon for Congregational Support and Development.** A full-time paid staff member to provide appropriate professional and support staffing for congregational support and development at the Diocesan level. This role would staff and coordinate the Diocesan Consultation Team. This position would provide support, expertise, education and resource coordination for multiple congregational development programs and initiatives throughout the Diocese.

The new position would be responsible for at least the following scope of work: coordinate directly with the Diocesan Consultation Team to assist and provide support to their ministry; assist with the implementation of the goals and objectives of the Diocesan Mission Planning Commission; access, coordinate and develop resources for “best practices” and innovative programs for parishes at all stages of development throughout the Diocese; work in conjunction with the Diocesan Leadership Institute and other Diocesan programs/staff and parishes to develop, coordinate and present education programs on all aspects of congregational support and development. The new position would make regular reports to the Diocesan Council and other identified leadership bodies.

### **Process for assessment and evaluation of congregations:**

There need to be criteria for evaluation and intervention. Here are the reasons for a standard process (courtesy of Palmer Hartl):

- It is always easier to customize from a known standard process.
- The standard process should be the one that is the most efficient and effective.
- The client is in enough turmoil and needs some clear idea of how this process should go. They do not need an ambiguous process.
- Without a standard process it is harder to know what the unique contributions are of each entity trying to help.
- Developing the standard process is the best chance to work out overlaps and underlaps. This makes it most likely that the client will not have to go through the same thing twice with two entities that use different processes and give different advice. It is also less likely that something important in the process will be left out.
- Regular use of the standard process and comparison to those times when it is necessary or elected to customize the process will allow adjustments to the standard process in a more thoughtful way when necessary.
- When the process is not spelled out clearly in writing and is always customized, it is easy to manipulate the outcome. Chaos is the enemy of predictable outcomes and the friend of those who want to play destructive games.

The evaluation process should include, but not be limited to: Average Sunday Attendance; parish finances; condition and rehabilitation needs of the church building(s), including cost/benefit analysis; level of interaction with local community; presence and measurement of a vital ministry in the local community; realistic assessment of opportunities for development of new partnerships, programs and ministries; measurable goals and objectives; and appropriate, clear timelines.

Using criteria or a descriptive framework of a congregation, if a congregation lacks critical components, what would it take to rebuild or create the components? Should consideration be given to an alternate form of ministry in that location/community or another more appropriate location? Congregations will have to engage in some “work” of self-assessment as a part of the evaluation and planning process.

ii Part of a correspondence from the Chair of the Mission Planning Commission to the Union of Black Episcopalians, in response to a UBE reflection paper, includes the following questions and reflections toward continuing a conversation about the role and place of African American Mission Congregations in the Diocese:

African American Identity vs Multiculturalism. I say this with the following assumption based on observation: the world of our youth – and the world of the future -- is not exclusively any one color, but all colors, that is “multicultural.” Urban life is, as well, multicultural. The redevelopment of a congregation in a neighborhood will have to respond to, and welcome in, the people living and working in that neighborhood if it is to be successful. One cannot predict who will come when a church is restarted, but if only one race or culture is the target of a congregational restart, then some of them will not be successful, if success is defined as a self-sustaining ministry with a full-time priest. If it is the goal of the UBE to maintain certain traditional black congregations as such, intact, then it is likely that some of the current facilities may be too large for the congregation to worship in and maintain, and the congregation may need to go through a downsizing process. It may be better in that case to sell or demolish the complex and move the congregation to a more appropriate site. Again, I suggest that the UBE do some thinking and praying within the black community about how many congregations of color can be successfully redeveloped enough so that they are self-sustaining, or whether it is preferable to maintain a group of smaller, downsized congregational units.

*Question: Is the mission of the Diocese of Pennsylvania to maintain and support as many existing African American congregations as possible, or out of the several current congregations to create one or two new African American or Black church plants strategically located throughout the city? Where is support money best spent?*





*Question: What culturally unique issues in the Black Community should be addressed to make these conversations effective and productive?*

Personally, I think that the ideal racial model for a congregation for a new generation is one that is explicitly inter-racial and inter-cultural. This is the model that is presented to us at the invention of the Christian Church in the first chapters of the Book of Acts, and most closely mirrors the world we are trying to transform for Christ, where all nations and cultures and races are united in Jesus Christ. It may be, however, difficult for the African American community to make this transition, especially because of the nurturing role that the Black Church has played in American history. As a Diocese, competing with existing congregations from other traditions, the inability to rethink church may leave us with a few thriving urban black congregations, and a number of others with 25 people on a Sunday morning, barely existing, either closed, merged or downsized. Merging, however, does not guarantee that the new unit will be twice the size of the old, unless both congregations are willing to become something new. I imagine that the lessons learned from the Calvary/St Augustine merger should be studied and expertise gained used in similar mergers in the future.

*Question: what is the role of the Black or African American Church in the creation of new, multi-cultural church communities? Is this model desirable or possible? How do we balance the historical black identity with the call of Desmond Tutu to become a "Rainbow People of God?"*

### iii CLAIMING AND PROCLAIMING THE RESURRECTION: WILL THE WOMEN SPEAK, WILL WE?

*[RE: the ministry of the DCMM congregations]*

In Mark's account of the Resurrection, there are no post Resurrection appearances, no Resurrection proof texts. The Gospel ends with the three women leaving the empty tomb in fear and silence. These first sisters of ours in the faith have been instructed by the young man in white to tell the disciples that they are to return to Galilee where they will meet the Risen Christ. The question: "Will these women who came up from Galilee with Jesus to serve Him, who seek with sad hearts to serve Him still in death, will these women speak?", so that we might know of the Resurrection and meet the Risen Christ?

We in the Diocese of Pennsylvania share the charge to speak of the Risen Christ and where He can be met. For twenty years we have supported a unique and bold testimony of the Risen Christ. Rather than abandon crumbling neighborhoods and communities that are barely existing on "life support" as many denominations have, we made a commitment to stay in the city. Our strategy to support Diocesan Missions is unlike that of any other Diocese in this country. Eight locations were identified in these communities throughout the Diocese and designated The Diocesan Coalition for Mission and Ministry (DCMM). This strategy compels us to be a truly missionary Diocese knowing and allowing the whole church to meet the Risen Christ in the faces of the poor and marginalized. For two decades, all of us in this Diocese, like those women, have spoken and we have walked the road to Galilee.

For two decades committed DCMM clergy have been freed of the need to raise their own salaries so that funds could be sought for ministry. Congregations committed their meager resources and space for service, and hundreds of lay volunteers were challenges and supported in vital ministries; e.g., after school programs, soup kitchens, feeding programs, work with the homeless, literacy and job training centers. As clergy and laity around the Diocese spoke and walked to Galilee, hundreds upon hundreds were and are touched to give, sometimes sacrificially, to support programs and campaigns to renovate battered buildings for service. Several persons from these ministries have met the Risen Christ and offered themselves to the Church's ordained ministry. The most ambitious campaign in this nation to revitalize once historic cities, Philadelphia's Neighborhood Transformation Initiative, was a result in large part of our Diocesan strategy to stay in the city and minister in abandoned communities. (It should be noted that the initiative was unveiled to the public in one of our mission congregations).

This strategy has opened our eyes to the reality that mission congregations are treasures, places where the Risen Christ is met day in and day out. We understood in the beginning, but now understand more fully, that the value of these ministries is not that they become "little replicas" of the most prosperous among us. The inestimable value of this mission strategy is that venues are offered where we can all meet and serve the One of whom the young man in white spoke. These congregations, these gifts of location and place, allow us to minister to and with those with whom Jesus identified Himself – point blank – "the least of these". Our Diocesan Mission strategy simply says that without the least of these in the Body of Christ, we are all incomplete, even the most self sufficient among us.

For two decades, the Diocese of Pennsylvania, through the support and leadership of our Bishops, Standing Committee, Diocesan Council, Deans, Diocesan Coalition of Mission and Ministry Vicars, clergy and laity, has chosen to speak rather than to be silent; to follow the road to Galilee rather than return to the Tomb. We have chosen to stay in the city; we have chosen to be beacons of hope to mean streets and broken lives; we have recognized these awesome pearls of great worth. We have spoken with budget support, mutual accountability, and sharing our experiences of meeting the Risen Christ with one another.

As the Diocese of Pennsylvania begins to review our mission strategy, we need to look for opportunities to speak of this journey, this commitment, this road we are walking to Galilee. To remain silent is to return to the Tomb and say we no longer have the courage, the faith for the trip to Galilee. To remain silent is to deny where He can be met. The ministries in these mission



congregations are more critical than ever at a time when the violence and death of war abroad and in our urban streets say that sacrifice and love are not the answer. We as a Diocese need to speak out to the Church as a whole, not solely for the sake of beacon ministries along dark streets, but for the sake of our all knowing the Resurrection.

Once again we are confronted with the challenge to Claim and Proclaim. We are faced with the question: “Will we speak as our first sisters in the faith did?” We have two decades and more of commitment by which Mark, the women, the young man in white, and Jesus Himself are made proud – it is a commitment of which angels are awed! In recent years this commitment to meet the Risen One in Galilee has been threatened. It is a commitment that is challenged by the current national and international economic crisis, which threatens us all and the poor most immediately. . . . It is a commitment to be kept and honored.

The Rev. Mary E. Laney

For Diocesan Coalition for Mission & Ministry  
Diocesan of Pennsylvania

The Rev. Isaac J. Miller

### **THE KALEIDOSCOPE INSTITUTE**

*For competent leadership in a diverse, changing world*

**[www.kscopeinstitute.org](http://www.kscopeinstitute.org)**

Our consultants for the Diocesan Mission Planning Commission are the Rev. Eric Law, founder of the Kaleidoscope Institute and Mr. William “Bill” Cruse, his East Coast Coordinator. Eric began his work as a consultant in racism and reconciliation in California after the Los Angeles riots. His interest in transformative change developed into an expertise in Congregational Development, including a period as Officer for Congregational Development in the Anglican Diocese of New Westminster in Vancouver, BC. We are excited to bring Eric to the Diocese in 2012 for a six part series in Congregational Transformation for a group of ten congregations.

Eric is based in the Diocese of Los Angeles, and travels extensively consulting with Episcopal, United Methodist, Presbyterian, Lutheran, American Baptist and United Church of Christ congregations, dioceses or judicatories. The institute and its associates continue to develop programs, resources and structures that will serve and support church leaders to become more competent in our diverse changing world.

Eric is the author numerous books including: *Sacred Acts, Holy Change: Faithful Diversity and Practical Transformation*; *Inclusion: Making Room for Grace*; *The Bush Was Blazing But Not Consumed: Developing a Multicultural Community*; and Eric has developed a training workshop which will become a book on *Holy Currencies: Emergent Conversations on Money and Sustainable Ministry*.



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# **Episcopal Church Women Diocese of Pennsylvania Steering Committee Annual Report 2011**

The Episcopal Church Women Steering Committee has remained active throughout the year. Eight monthly meetings of the Steering Committee were held in churches in different areas of the Diocese, to implement the mission of being centered in congregations, the Episcopal Church Women (ECW) empowers women to do Christ's ministry in the world.

The ECW Steering Committee monitors and disperses the investment interest endowment funds from the legacies of our foremothers. The legacy indicates four different categories: Historic Black Colleges, Indian Hope, Foreign Mission and Domestic Mission. Keeping with the instruction or disbursement we have made these grants: for Historic Black Colleges monies were sent to Voorhees, St. Paul's, St. Augustine in Raleigh and Chicago; for Indian Hope to the Dioceses of Virginia, Alaska, South Dakota and Idaho; for Overseas Mission a grant was made to Seamen's Church Institute; Domestic Mission Grants were given to local churches for outreach programs in their communities. These grants were awarded following the recommendations of the Grant Review Committee's guidelines and application process and the intent of the legacies.

The Fall United Thank Offering Ingathering was held at the Convention Center during the morning Eucharist of Diocesan Annual Convention. It was planned and organized by our Diocesan UTO Coordinator, Betty Berry-Holmes. She also created a UTO information table. The UTO contributions for the first six months of this year are ahead of last year.

The Church Periodical Club's account is being administered by the Steering Committee with yearly contributions being made to CPC.

Active members: Betty Berry-Holmes, Sonya Riggins Furlow, Elizabeth Floyd, Jeanette Floyd, Jeanette Scott Gillison, Sharida and Kayanya Gillison, Bertha Jackson, Amy Lancaster, Elizabeth Morris, Meridel Peterson, Nancy Ritter, Evelyn Rowe, Shirley Smith, Virginia Trimble and Jean Wrice.

Submitted by,  
Shirley Smith, Presider



# Episcopal Community Services Report

For Episcopal Community Services, this was a year of contrasts. We celebrated a significant anniversary, enjoying old friends and making new ones. It was a year of both responding to change and becoming an even greater force for change in our community. And like all years, it was a year of challenges and opportunities.

The major stress involved the economy that is impacting all of us. Rising costs, especially health insurance premiums, strained the budget. Government funding for the services we provide tightened and we were asked to do more with the available funding. Swings in the value of our endowment portfolio impacted the funds available for operations. Challenging times required difficult decisions. To maintain the quality of our services, we reduced the number of administrative positions and closed one program, ECS Urban Bridges adult literacy, at the end of the year.

Nonetheless, the opportunities far outweighed the challenges. Our 140<sup>th</sup> anniversary gala was a stunning success, raising over \$150,000. As a result, our annual giving for the year exceeded our goal and was a modest increase over the amount raised the previous year. That is no small feat, given that the trend for most non-profits last year was a slight decline.

Our greatest opportunity involved the first steps on the Board-approved Education Initiative. Throughout the spring, ECS staff developed the Initiative's framework. The Initiative's goal is that all ECS clients will develop and begin to pursue educational goals. Research shows that supporting the achievement of educational goals is as important as the selection of an educational institution. The Educational Initiative envisions ECS providing those needed supportive services. We hope to accomplish this by leveraging our strength in case management for a greater impact on the future success of the vulnerable individuals and families we serve.

One early element of the initiative is the subject of a feature story in these pages. The T2 pilot program engaged 29 ECS teens in multiple one-on-one sessions applying cognitive behavioral principles to educational goals and attainment. The project produced a manual that will make it possible for other ECS staff and peer agencies to replicate the innovative program.

In addition to the Education Initiative, which focuses on our programs, the ECS Board of Trustees has approved a Strategic Plan with goals to guide the agency through the next several years, which promise to be both exciting and challenging. ECS will focus on developing high-impact, distinguished and innovative programs and high-quality administrative services to support those programs. Additionally, ECS will work to optimize our leadership structure, improve knowledge management, and equip our staff to adapt to change.

Strategic planning is more important than ever. The pace of change continues to increase. Non-profit organizations face strengthening standards of accountability. Social service organizations must demonstrate that their services result in long-term, positive change in those served.



A recent report highlighted a stark contrast that exists in our region. The 21<sup>st</sup> century requires technological knowledge and skills unknown in previous generations. The report highlights the fact many in our region have contributed to and benefited from the transition to the 21<sup>st</sup> century, global world. Unfortunately, the report also states too many have not. Since 1870, ECS' mission has been to those among us who "have not."

Thankfully, ECS has a 140-year history of taking the initiative, adapting to change, and pursuing excellence. We are deeply grateful for your support. It is the key to our success. The years ahead will continue to be filled with challenges and opportunities. Fortunately, your partnership with us means we face the future from a position of strength.

Mimi Kepner  
President, Board of Trustees

The Rev. John E. Midwood  
Executive Director

## **Board of Trustees, 2012**

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## SHELTER & HOUSING

### ***ECS FAST Housing***

ECS FAST Housing provided housing and case management to 45 families with disabilities and a history of chronic homelessness during the 2010-2011 fiscal year. The program is the result of multiple partnerships.



Bernadette and her son Shamar accept the Family of the Year award from Robert Hills and Yavette Lowry-Mond of the ECS FAST Housing Program.

Funding for the case management portion comes from the Philadelphia Department of Human Services Community Prevention Program because homelessness is a risk factor for children being placed in foster care. The U.S. Department of Housing and Urban Development funds the housing component. ECS handles the case management while contracting with 1260 Housing Development Corporation/Columbus Property Management for the actual housing. This partnership allows ECS to focus on its specialties in social work, financial stewardship and program management to provide a program that succeeds in helping families with multiple barriers to housing remain in safe, stable homes. This year, three families moved into their own market-rate housing, applying the life skills they learned at ECS to living more independently.

Total Expenses: \$1,002,468

Revenue:

10% Individual Contributions & Endowment

90% Government

### ***ECS St. Barnabas Mission***

ECS St. Barnabas is more than just a homeless shelter because, for many families, an episode of homelessness is a signal event that indicates a need for intervention in issues related to physical and mental health, education and family stability. A new family at ECS St. Barnabas works with a case manager to develop a family service plan, basically a set of goals and actions for achieving independence. The staff of the Mission applies the same logic to every aspect of shelter operation, identifying areas for improvement and setting ambitious goals of their own. This year, the Mission set a goal that 80% of residents would utilize the health services department and follow-up on referrals with appropriate medical services and treatment. Instead, 99% of children and adults pursued the care they needed. Other statistics at the shelter are just as impressive.

Three quarters of the 84 families exiting the shelter this year found safe, stable housing, some with friends and family, but most in their own market-rate rentals or subsidized transitional housing. This speaks to the multi-pronged efforts by case managers, including increased utilization of the shelter's Moving Up program that

identifies families with the resources and stability to quickly move out of shelter. Participants receive specialized case management and financial assistance with upfront moving costs. Overall, the shelter served 122 families with 166 children this year.



The ECS St. Barnabas Mission after-school program provides fun and structure to help students whose lives have been turned upside down by homelessness to succeed in school.

Total Expenses: \$1,649,751

Revenue:

45% Individual Contributions & Endowment

49% Government

6% Grants





## SAFETY & STABILITY

### **ECS Foster/Kinship Care**

The ECS Foster/Kinship Care program includes two areas: Medical, for children with special health needs, and performance-based contracting (PBC) for other children. On the City of Philadelphia Department of Human Services' most recent PBC Report Card, ECS ranked fifth in overall performance among the 24 providers and first in the annual inspection which measures quality of care. ECS exceeded its benchmarks when it came to achieving permanent outcomes such as adoption or family reunification for children in care, with 23 permanencies in PBC and 22 at the medical level. Reflecting ECS' strong focus on education, 91% of school-aged children in the program maintained at least a "C" average over the school year. Three of the four graduating high school seniors went to college (the fourth transferred to an adult care facility). Recruiting foster parents, particularly those



Longtime ECS Foster Parents Arthur and Lori Miles with Case Manager Rashida Hamlin at the resource parent appreciation luncheon.

willing and able to care for medically needy children, continues to be a challenge which will be solved with new and continued outreach strategies.

Total Expenses: \$1,838,092  
Revenue:  
100% Government (<1% Contributions)

### **ECS Home Care**

This year, the ECS Home Care department deployed some not-so-cutting-edge technology: the telephone. An initiative to improve communication between staff, clients and outside case managers and a move to more phone-based nursing consultations helped save money and improve services to 117 homebound seniors. It has also increased the likelihood of a client returning home after a hospitalization rather than being discharged into institutional care. ECS home health aides delivered nearly

42,000 hours of service assisting clients with personal care and household chores. Nurses provided nearly 300 visits and as many telephone calls to continuously monitor the health of clients, 75% of whom are confined to a bed or wheel chair. Without ECS Home Care, the vulnerable seniors ECS served this year would likely be unable to continue living in their own homes.

Total Expenses: \$1,571,466  
Revenue:  
59% Individual Contributions & Endowment  
41% Government, Fee for Service



Crafts at the St. Thomas' Whitmarsh Be an Angel party for participants in the ECS FAST Housing program.



## ***ECS Out of School Time***



ECS Office Manager Art Fleschner takes some time out of his busy schedule to help out with Fill the Bus, the annual ECS event that works with local parishes and organizations to ensure that every ECS child goes to school with a new backpack and supplies.

ECS provides after-school and summer programming in the Feltonville neighborhood under the Out of School Time model funded by the Philadelphia Department of Human Services and administered by PHMC. Much more than just fun and games, the program is centered around hands-on, project-based learning, enriching the education of the 261 elementary school students and 68 middle school students who participated this year. ECS earned high marks from PHMC for involving the students in developing projects and assignments.

**Total Expenses:** \$584,747

**Revenue:**

15% Individual Contributions & Endowment

85% Government

## ***ECS St. Barnabas Mission Educational Programming***

Homelessness can be a serious interruption in a child's education, especially when a family has moved frequently prior to entering shelter. Research also shows that early childhood education has a huge impact on educational success later in life. That is why the Mission offers an after-school program and preschool. The after-school program provides homework help and educational enrichment. Meanwhile, the education coordinator ensures an open

positive relationship with local schools and helps parents advocate for their children. As a result, 96% of school-aged children at St. Barnabas Mission attended school more than 80% of the time, an increase over the previous year. The Butterfly preschool served 43 children this year, while 37 participated in the after-school program.

**Total Expenses:** \$435,555

**Revenue:**

87% Individual Contributions & Endowment

4% Government

9% Grants

## ***ECS Workshops for Parents, Children and Teens***

ECS Workshops engage entire families across many ECS programs. This year, 128 parents participated in six-week programs using an evidence-based curriculum to improve family dynamics and relationships. Workshops for teens served 50 young adults. A pilot program funded by The Barra Foundation utilized principles of cognitive

behavioral therapy (CBT) to help 29 teen participants reframe the negative thoughts that could prevent them from continuing their educations. The pilot program produced a manual and workbook so that other ECS departments and peer agencies can replicate its success.

**Total Expenses:** \$225,912

**Revenue:**

23% Individual Contributions & Endowment

33% Government

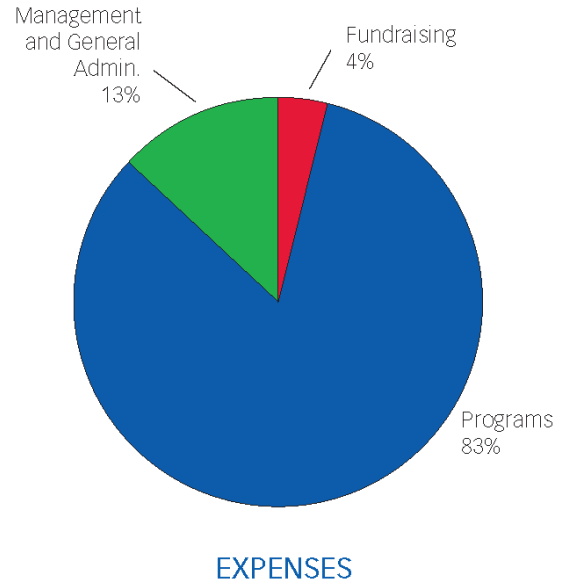
44% Grants



## Financial Summary

Unaudited statement of revenue and expenses for the years ended  
June 30, 2011 and June 30, 2010.

	6/30/2011	6/30/2010
<b>OPERATING REVENUE</b>		
Private Support (Includes Individual and Parish Gifts, Grants, United Way, Diocese of PA)	\$1,443,333	\$1,352,439
Public Support (Government Grants and Contracts)	\$4,830,288	\$4,948,869
Endowment Income and Withdrawals*	\$2,755,000	\$2,509,700
Other (Includes Fee for Service, Trust Income)	\$335,991	\$328,914
<b>TOTAL OPERATING REVENUE</b>	<b>\$9,364,612</b>	<b>\$9,138,922</b>
<b>EXPENSES**</b>		
Programs	\$7,702,428	\$7,538,782
Management and General Admin.	\$1,257,133	\$1,250,711
Fundraising	\$405,257	\$347,512
<b>TOTAL OPERATING EXPENSES</b>	<b>\$9,364,818</b>	<b>\$9,137,005</b>
<b>EXCESS REVENUE OVER EXPENSES</b>	<b>\$(206)</b>	<b>\$1,917</b>

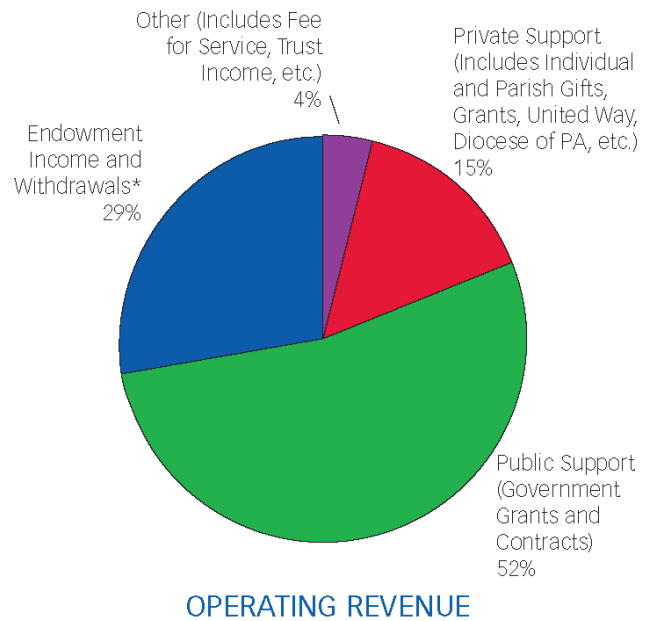


## Endowment Value

Total Value of Restricted and Unrestricted ECS Endowments as of June 30, 2010	\$42,222,019
Withdrawals*	-\$1,242,293
Capital and Trust Expenditures	-\$345,000
Additions to Endowment	\$345,500
Investment Performance	\$8,856,146
Value of ECS Endowment as of June 30, 2011	\$49,836,372

\* The ECS Board of Trustees authorized a spending rule of 5.38% and 5.2% of the endowment's previous 13-quarter rolling average in the 2011 and 2010 fiscal years, respectively.

\*\* Excludes depreciation and life care trust.







# Report of the Committee on Finance and Property

The Committee on Finance and Property is charged with the oversight of the financial affairs of the Diocese. We have done our best to carry out this broad charge with diligence, even though the Canons allow us very little authority to actually put our recommendations into practice. We are hopeful that the Diocesan Financial Review Committee will produce recommendations that clarify the nature of Finance and Property's responsibility and authority.

In terms of the finances of the Diocese, we remain concerned about several matters. The first is the payment of parish pledges and assessments. Although the Program Budget set a very reasonable goal for parish giving, it remains uncertain as to whether or not this goal will be met by year's end.

Our second concern is the lack of clarity that governs the use of the proceeds generated by the sale of closed churches. By Canon both the Bishop and Standing Committee must agree on the disposition of any such funds. Given that the number of closed parishes is only going to rise, this matter becomes all the more urgent. While the Bishop and Standing Committee have been able to reach agreement about those monies of late, we hope that for the sake of both transparency and efficiency they can continue to move towards formally establishing such guidelines as soon as possible. On a positive note, we were delighted to see that the Diocesan Audit continues to improve both in terms of efficiency and in terms of results. We commend Canon Rob Rogers and his staff for having resolved a material weakness that had appeared in past audits.

In terms of property there has been more encouraging movement. Although the closure of a parish is always a sad event, we wish to commend Mr. Sean McCauley for his excellent work both in managing our closed properties and in bringing a good number of those listed for sale to closure. Likewise, we were pleased to see that 3717-19 Chestnut Street has finally been sold. The Cathedral Chapter has kept our committee informed about this sale and about its plans for development.

However, Wapiti remains a matter of great concern. We are pleased to see that the Wapiti Land Corporation has drawn up clear guidelines for its use. We are relieved that at the time of this writing, the Bishop and Standing Committee have agreed to a plan to pay off the approximately half of the loan and to refinance the other half. However, there is not yet a specific plan for the mechanics or responsibility for making the loan payments and from what funds the payments would be made. Moreover, loan repayments do not appear in any of the 2012 budgets we have reviewed, and provision needs to be made for reporting on the status and payment of the loan once it is established.

In terms of our own work, we have much to report. The Diocesan Revolving Loan Fund continues to process applicants and lend money when appropriate. We developed both Whistleblower and Conflict of Interest policies which we have recommended for adoption to other Diocesan governing bodies. Perhaps our single biggest accomplishment was the Diocesan workshop for vestries and parish financial volunteers in March. It was an enormous success, with over 100 people attending. We have received such positive feedback that we are planning a second finance workshop in the coming year.

In closing, I wish to thank our retiring members, Mr. Robert Swartz, Mr. Peter Wilmerding, The Rev. Thomas Wand and The Rev. Jim Wynn. In their time on this committee they have provided exemplary service and wise counsel.

Respectfully submitted,

The Reverend Kirk T. Berlenbach, 2011 Chair, Committee on Finance and Property



## **Report of Diocesan Financial Review Committee for the 228<sup>th</sup> Diocesan Convention**

The 227<sup>th</sup> Diocesan Convention approved the formation of a Financial Review Committee to engage in “a process of review, discussion and study of” the Diocese’s “financial and property management” and to make recommendations for improvement to this Convention. The Committee is convened by Steve Chawaga of the Diocesan Canons Committee and has included the following members: Ann Booth Barbarin (the Bishop’s representative), Rob Rogers (Canon for Finance), Joe Suprenuk (Treasurer), Rev. Frank Allen and Christopher Hart (representing Standing Committee), Rev. Kirk Berlenbach and Peter Wilmerding (representing Finance & Property), Doug Fonte and George Vosburgh (representing Diocesan Council), and Roberta Barsotti and Marek Zabriskie (representing Church Foundation).

The Committee has met monthly since February. It began by noting that the Committee was formed in response to the Standing Committee’s request that changes be drafted to the Diocesan Canons to clarify the lines of authority over financial and other matters. The Committee proceeded to identify areas of ambiguity and confusion in financial and property management by governing bodies, including allocation of budgetary items, the roles of the Finance & Property Committee and Diocesan Council in financial matters, conflict among the various governing bodies (including the Bishop) over the acquisition, management and/or alienation of real and personal property, and communication about financial matters.

Using the existing Canons as a starting point, the Committee prepared a list of financial responsibilities in the Diocese and identified the group or groups with authority over them. It created a chart that is attached to this Report. This exercise led to the identification of areas in which financial oversight appeared to be lacking and others where a conflict appeared to exist. In addressing the broad question of how the authority over property acquisition and management should be organized, the Committee is examining revisions to the existing Diocesan Canons as well as considering whether the Diocese should incorporate itself, which would involve the formation of a board of directors that would oversee property issues and assume other financial responsibilities.

The process of evaluating and determining the appropriate method for effecting such fundamental changes to the structure of the Diocese is a deliberate one. Though the Committee made significant progress in the past twelve months, it is asking this Convention to extend its authority for an additional year, during which it intends to thoroughly study the options for financial reform that it has identified and come to a consensus as to a recommended approach. The Committee will also address other issues, including clarifying the lines of authority regarding payment of various expenses and improving the frequency and methods of communication of financial information among governing bodies and within the Diocese.

Respectfully submitted,  
Steve Chawaga, Convener  
[schawaga@mdmc-law.com](mailto:schawaga@mdmc-law.com)  
215-557-2950



CHART OF FINANCIAL FUNCTIONS PREPARED BY DIOCESE OF PENNSYLVANIA FINANCIAL REVIEW COMMITTEE (JULY, 2011)

Function	Bishop	Standing Committee	Finance and Property	Church Foundation	Diocesan Council	Church House	Treasurer	Other
Accounting Functions				Uses outside accountants to account for funds under its control		Performs accounting functions for diocesan funds		Accounting for DHWBT is performed by DHWBT
Accounting Oversight			Review reports of CFO and approves report of Treasurer (subject to audit)  Audit committee is involved auditing diocesan funds with outside auditor			CFO supervises accounting functions performed at Church House and makes monthly reports to governing bodies	Reviews CFP reports and is involved in auditing diocesan funds with outside auditor	
Financial Management	Manages discretionary funds that are subject to control of Bishop		Canonically responsible for financial affairs of diocese under direction of Council	Manages funds entrusted to it as fiduciary/trustee of parish and diocesan funds	Receives and comments on report of Treasurer	Makes routine daily decisions on expenditures within approved budgets	Oversees receipts and cash and prepares monthly reports for governing bodies	
Budget Preparation	Participates in program budget preparation and designates investment income therefrom	By Canon, prepares episcopate budget, including the setting of revenue targets as well as expenses	Plays role in preparation of program budget and communication of assessments to parishes		Canonically responsible for preparing program budget and decide on mid-year cuts if revenues fall short of projections	Assists with information for episcopate and program budget preparation (e.g. restrictions on use of fund income for program budget)	Participates with Diocesan Council's Program Budget Committee	
Parish Liaison/support			By canon, supervises the implementation of business methods in church affairs			Reviews parochial reports and suggests revisions	Reviews audits and oversees proper accounting in Parochial Reports	
Property Management	By canon, shares responsibility for sale and distribution of diocesan property with Standing Committee  Provides for	By canon, shares responsibility for sale and distribution of diocesan property with Bishop  Provides for	Receives property report	Manages property it holds in trust (delegated to Church House)		Administers Property Fund at direction of Bishop and Standing Committee	Monitors Property Fund accounting	





Function	Bishop	Standing Committee	Finance and Property	Church Foundation	Diocesan Council	Church House	Treasurer	Other
	maintenance and repair of real property via Property Fund	maintenance and repair of real property via Property Fund						
Investment Management	Chair of Church Foundation Board			Manages funds and investments of property it holds in trust and distributes income in accordance with fund requirements				Outside trustees manage investments of Perpetual Trust of which diocese is the beneficiary
Records Management	Canonically responsible for publication of Convention Journal Oversees historian and archivist		Developing records retention policy for diocese			Informal responsibility for maintenance of records		
Personnel Management	Oversees Church House staff Appoints Treasurer, Assistant Treasurer, and Chancellor with consent of Standing Committee	Consents to appointment of Treasurer, Assistant Treasurer, and Chancellor		Hires staff		Canon for Finance supervises staff		
Financial Reporting			Reports to Diocesan Council	Makes report to Convention of investment performance		Reports monthly on activities to all governing bodies	Reports regularly on wealth of Diocese	
Policy Making	Decides on disposition of funds at his/her disposal, including episcopate budget, designated trusts and (with consent of Standing Committee) proceeds of sale of property	Has say in disposition of proceeds of sale of property and certain designated funds	By canon, must review and approve any appeals for funds	Establishes spending rule for disbursements Decides investment allocation	Approves program budget, which includes funds for mission churches and other mission programs of diocese			



# **Liturgical Commission**

## **Report to Diocesan Convention 2011**

The Liturgical Commission exists to undertake the following responsibilities:

- To uplift the diverse traditions of “Common Prayer” in the Diocese of Pennsylvania through various media available within the churches and organizations of the Diocese.
- To sponsor seminars and workshops on various aspects of liturgical practices and renewal consistent with the Anglican ethos and contemporary culture.
- To provide forums for clergy and lay leaders to share “best practices,” learn from one another and participate in various liturgies.
- To make available information, ideas and programs offered by The Episcopal Church to the clergy and lay leaders of the Diocese of Pennsylvania.
- To develop and maintain positive relationships with other organizations dedicated to the renewal of liturgy.
- To work in cooperation with the Dean of the Cathedral to assist with Diocesan liturgies held at the Cathedral.
- In the event that a Diocesan liturgy is to be held at a church other than the Cathedral, the Liturgical Commission would work in cooperation with the clergy in charge of the parish to develop and celebrate the liturgy appropriate to the event and location.
- In the event that a Diocesan liturgy is to be held at a venue other than the Cathedral or church, the Liturgical Commission would plan the liturgy and access the appropriate clergy, music and other resources necessary to celebrate the liturgy appropriate to the event and location.

Since the 2010 Diocesan Convention the Liturgical Commission has assisted the Dean of the Cathedral in planning and celebrating liturgies for ordination to the priesthood January 22, 2011, and ordination to the diaconate June 11, 2011. The Commission planned Morning Prayer and Closing Prayers for the Clergy Day, October 11, 2011. It has also planned the Convention Eucharist, Noonday Prayers, and Closing Prayers for the Diocesan Convention November 5, 2011.

In the spring of 2011, Bishop Bennison asked the Commission to organize a series of workshops on various topics related to liturgy during the following year. Many possible topics were considered, with the list ultimately being narrowed down to the Word in worship, rites for blessing of same-gender relationships, and incorporating children into the liturgical life of congregations. In keeping with our responsibility to develop relationships with other organizations dedicated to renewal of liturgy, the Liturgical Commission agreed to serve as a co-sponsor for a workshop entitled “The Living Word in Christian Worship,” with Dr. Gail Ramshaw as keynote speaker, presented by the Philadelphia Liturgical Institute. The workshop, originally scheduled for October 15, 2011, has been postponed until Saturday, March 24, 2012.

The second workshop, planned by the Liturgical Commission, is an invitation to explore “Rites for Blessing Same-Gender Relationships,” examining the proposed rites that will be presented by the Standing Commission on Liturgy and Music to the General Convention 2012. Keynote



speaker for this workshop, tentatively scheduled for February 21, 2012, is the Rev. Patrick Malloy.

A third workshop, "Incorporating Children in Parish Liturgical Life," is being planned for the late spring of 2012. Further information will be provided as it becomes available.

We hope to continue to present additional workshops on topics relating to liturgy during the coming year. We will also continue to be involved in planning diocesan liturgies, in cooperation with the Dean of the Cathedral.

Current members of the Liturgical Commission are:

The Rev. Kenneth R. Bullock, chair

The Rev. Christopher Bishop

The Rev. Rob Davidson

The Very Rev. Peter Grandell

Dina Harvey

Zachary Hemenway

The Rev. Adam Kradel

The Rev. Keith Marsh

The Rev. Ken McCaslin

The Rev. Thomas L. McClellan

Robert Mikrut

The Rev. Kevin Moroney

The Very Rev. Peter Pearson

The Very Rev. Stephen Price

The Rev. Michael Ruk

Amanda Smoot

The Very Rev. Judith Sullivan

The Rev. Callie Swanlund

The Rev. Ryan Whitley

Respectfully submitted

The Rev. Kenneth R. Bullock

[padreken@verizon.net](mailto:padreken@verizon.net)



## Necrology

*Of clergy, associated with this diocese, who have died since the November 2010 Convention:*

<b>Leslie Evans</b>	<b>November 2, 2010</b>
<b>Joseph Gross</b>	<b>November 28, 2010</b>
<b>Louis McAfoos</b>	<b>December 6, 2010</b>
<b>F. Lee Richards</b>	<b>February 2, 2011</b>
<b>Anson Haughton</b>	<b>February 18, 2011</b>
<b>Lawrence Sipe</b>	<b>March 19, 2011</b>
<b>Alvin Kenneth Phillips</b>	<b>April 22, 2011</b>
<b>Thomas Logan, Jr.</b>	<b>April 23, 2011</b>
<b>John Kolb</b>	<b>April 28, 2011</b>
<b>Virginia Thomas</b>	<b>April 30, 2011</b>
<b>Harold (Jay) Wilson</b>	<b>May 21, 2011</b>
<b>Kenneth Ornell</b>	<b>August 18, 2011</b>
<b>Mildred (Mimi) Greenwood</b>	<b>August 19, 2011</b>
<b>Raymond Atlee</b>	<b>September 23, 2011</b>
<b>Stanley Powell</b>	<b>October 20, 2011</b>
<b>Richard Herschel</b>	<b>October 27, 2011</b>

*Of former delegates who have died since the November 2010 Convention:*

<b>Louise Alberts</b>	<b>Christ Church, Media</b>
<b>Samuel Barclay</b>	<b>St. Mark's, Honey Brook</b>
<b>Kathleen (Kathy) Furber</b>	<b>St. John the Evangelist, Philadelphia</b>
<b>Clementine Miller</b>	<b>Redeemer, Bryn Mawr</b>
<b>William Owens</b>	<b>Cathedral Village</b>
<b>Clara Smith</b>	<b>All Souls' Church for the Deaf</b>
<b>William Thompson</b>	<b>Redeemer, Springfield</b>
<b>Mamie Wiggins</b>	<b>St. George St. Barnabas, Philadelphia</b>



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# **The Nominating Committee for Convention 2011**

## **The Diocese of Pennsylvania**

### **Report to Convention**

### **November 5, 2011**

**Presented by co-chairs, the Rev. Doris Rajagopal & Ms. Debora Brown**

**I. Committee Members:**

Mrs. Janet Ross, the Rev. Dennis Lloyd, Mr. Lionel Broome, the Rev. Randy Callender, the Rev. Carol Anthony, Ms. Elizabeth Floyd, co-chairs, Ms. Debora K. Brown, and the Rev. Doris Rajagopal

**II. Goals of the committee since the last convention:**

- Develop and maintain Position Descriptions for ALL non-paid positions within the Diocese – i.e., committee, commission, team or task force members
- Actively seek and recruit lay leaders and clergy for involvement in Diocesan ministry
- Communicate with as many members of the diocese about Positions to be elected at Convention
- Nominate a full and inclusive slate for all open positions, including collecting biographies from candidates.

**III. Work of the Nominating Committee in 2011:**

- Our initial work this year has been focused on creating a full and working Nominating Committee, thereby insuring representation of all deaneries of the diocese. This is still a task for next year.
- We have also worked to create uniform position descriptions for all Open Positions to be elected at Convention 2011.
- At the same time, we have been working on creating up-to-date rosters for all diocesan committees, including current members and the year their term expires, and whether they are eligible for re-election.

**IV. Future goals:**

- Our first goal is to begin the work of the Nominating Committee earlier. Ideally we will begin forming the Committee for 2012 immediately following Convention 2011. In addition, we will strive for a Committee of 10 to 12 members.
- In addition, we hope the entire Committee elected at Convention 2012, rather than relying on appointees and volunteers.
- Work will continue on creating a uniform description and roster for all committees and commissions, and task forces of the diocese, regardless of whether they are elected or appointed.
- The committee will continue to find ways to get position descriptions to all members of the diocese.
- The committee will continue to search for ways of discovering new skills, talents and gifts of members of the diocese who may serve on various committees, commissions, or task forces.



**V. Pertinent budget information:**

There is no budget for this committee.

**VI. Contact information for the person(s) submitting the report:**

- the Rev. Doris Rajagopal: [sharada2000@verizon.net](mailto:sharada2000@verizon.net) (610) 348-9226
- Ms. Debora K. Brown: [dbrown@wcafamily.org](mailto:dbrown@wcafamily.org) (215) 435-2844

**We are pleased to present the slate of Nominees:**

While the Committee actively recruited many of the individuals listed on the slate, the Committee chose to include all names proposed to them.

**Special thanks:**

To each person willing to stand for election and serve the Diocese in these vital ministries.

## **Philadelphia Theological Institute Report to the Convention of the Diocese of Pennsylvania November 2011**

Philadelphia Theological Institute continued its ministry of theological inquiry in the Diocese of Pennsylvania with varied and unique program for 2010-11 which developed with new partners.

In late October the Executive Director led a group of pilgrims to London, Canterbury and Paris to explore these three cities. The highlight of the pilgrimage was time in Canterbury living in the precincts, enjoying the Canterbury Cathedral life and the International Arts' Festival.

The board donated \$500 to help with the ECAP clergy conference held in November.

In November a symposium with Shane Claiborne was held at the St. Luke and the Epiphany. The topic of the discussion was: "Discipleship and Living out the Gospel". There were over 30 in attendance.

An Advent Retreat lead by the former Presiding Bishop, The Rt. Rev. Frank T. Griswold and Ms. Barbara Braver was held in early December at Daylesford Abbey. Sixteen people from seven states attended the retreat.

PTI's commitment to Holy Land pilgrimages continued in January-February 2011. A full group consisting of pilgrims from Pennsylvania, New Jersey and The United Kingdom were in Israel and Palestine for 10 days. One of the highlights besides visiting Christian shrines was a





morning visit to the Princess Bosma Center for Disabled Children. We had a full pilgrimage of 16 people.

PTI began to develop a new relationship with Episcopal Divinity School in Cambridge MA in the spring. With the help of EDS, The Rev. Dr. Bruce Lawrence was invited to Philadelphia, Pa to speak at St. Asaph's Church in Bala Cynwood. He drew a large audience of over 75 people. People even came from Baltimore Delaware. Due to the death of Osama bin Laden he turned his attention to the sudden news.

The visit coincided with a book launch of "Islam A Short Guide to the Faith" by Dr. Roger Allen. This book was introduced at the program where the editor and co-editor, Shawkat Toorawa was present. Dr. Allen has offered with PTI sponsorship to present parish programs at various PTI sponsoring churches. The PTI board will fund the honorarium for Dr. Allen to the sponsor churches that organize this program. 150 books were purchased by sponsor parishes to assist this program.

On May 23-24, PTI co-sponsoring with St. Thomas Whitemarsh a two day event with Father Laurence Freeman on "Prayer and Spirituality." More than 50 people attended the two day event.

On September 18, 2011 PTI and EDS co-sponsored the book launch of Daniel Stevick's latest book, Jesus and His Own: A Commentary On John 13-17. The event was held at Cathedral Village an audience of friends and former students attended to hear his description of the books genesis.

With the Friends of the Episcopal Diocese of Jerusalem PTI sponsored the evening lecture: "Jerusalem: The Center of the World" with Ray Suarez of PBS. Held at St. Peter's, 3<sup>rd</sup> and Pine the event drew more than 80 people.

The Rev. Thomas McClellan is the current chair. The Rev. Canon James L. Shannon serves as Executive Director.

PTI is funded by the contributions of interested individuals, a grant from the St. Andrew's Fund, The Bishop White Parish Library Association and program-sharing donations.



## Report of the Resolutions Committee

The Resolutions Committee received seventeen resolutions. Three of these, R-1 through R-3, are Resolutions of Courtesy or Commemoration. These were not presented at the pre-convention meetings, as they are not likely to be the subject of any debate. They will be presented as a package for approval early in the 228th Convention. This is the “consent calendar” procedure that has been used successfully for several years. If a deputy knows of a reason why any of these resolutions should be heard separately, he/she should speak to the Dispatch of Business to have that resolution removed from the consent calendar for a separate vote.

Resolutions R-4 through R-16, along with the budgetary resolutions, were presented for discussion at six pre-convention meetings held during September and early October, at various locations throughout our diocese. Total attendance at the pre-convention meetings this year was approximately 250 people.

The final versions of some resolutions reflect changes made as a result of suggestions given during the pre-convention meeting process. One resolution, entitled, “Creation of an Accounting Oversight Committee,” was presented at the pre-convention meetings, but has been referred by the Resolutions Committee to the Diocesan Financial Review Committee. In the event that this Convention does not extend the work of the Diocesan Financial Review Committee for an additional year, the referred resolution should go to Finance and Property. The Resolutions Committee unanimously decided to refer this resolution after serious consideration. We feel that because there is already a process in place for an orderly analysis of our financial procedures and common financial life, this resolution prematurely pre-empts this process.

### **R-A 2012 RESOLUTION ON CLERGY FINANCIAL ASSISTANCE ASSESSMENT**

The amount requested, \$110,000, is the same amount as last year. The assessment will be \$118,280. It was explained that since some congregations are not meeting their assessment, the higher amount must be apportioned to receive the needed \$110,000.

### **R-B 2012 ON CLERGY COMPENSATION**

The 2012 salary guidelines include a 2.8% increase from the 2011 figures, based on the Philadelphia area cost of living increase for the 12-month period ending June 30, 2011.

### **R-BUD 2012**

Members of the Program Budget Committee presented the proposed 2012 program budget at each of the six pre-convention meetings. There were a few questions about particular line items. Members of the Program Budget Committee answered the questions. The budget generated little discussion this year. The narrative portion of the budget was appreciated. The Program Budget Committee was thanked for their work. The Resolutions Committee recommends approval of R-BUD 2012, along with R-A 2012 and R-B 2012.

Five resolutions propose canonical or constitutional changes. The Committee on Constitution and Canons reviewed these resolutions. R-5 requests a name change for the Commission on Clergy Salary and Pensions. Since the proposed name more accurately reflects the responsibilities of this group, the Resolutions Committee recommends approval. R-7 proposes



a new canon to define the structure of the Nominating Committee. This change will help the Nominating Committee complete important work in our diocese. The Resolutions Committee recommends approval.

The other proposed revisions to canons will make changes in the structure of the church, and the way the diocese is organized and administered. Deliberations about such things are central to the work of Diocesan Convention. The Resolutions Committee has no recommendation for proposed canonical revisions included in R-4 Special Convention, R-6 Limit Standing Committee, and R-8 Wapiti.

The Diocesan Financial Review Committee is requesting more time to complete their work, so we recommend approval of R-9.

Resolutions R-10 Health Ministries, R-11 The Bible Challenge, R-13, R-14 and R-15 Diocesan Vision, Mission, and Mission Planning, and R-16 Building an Anti-Racist Diocese, were generally well received at all of the pre-convention meetings and the Resolutions Committee recommends approval of each of these resolutions. Although we recommend approval of R-11, The Bible Challenge, we think that in order to facilitate implementation, resolutions of this nature should ideally come from or be referred to an active diocesan Spiritual Growth or Education Committee.

The Resolutions Committee makes no recommendation for R-12, Staff Confirmation Process. We would like to thank all who participated in the pre-convention meetings for their time and thoughtful comments.

Respectfully Submitted,  
Karen M. Lash, Chair

The Rev. Rodger Broadley, Mr. Richard Englebach, The Rev. Thomas Eoyang, The Rev. Alexander Graham, Jo Ann Jones, Esq., Mr. James Sharswood Kiel, Mr. Norman McCausland, Ms. Liz Wendt



## **Report to Diocesan Convention 2011 from the Spiritual Growth Resources Committee**

The Spiritual Growth Resources Committee (SGRC) consists of lay and ordained persons whose mission is to support and strengthen the spiritual life of the diocese. We seek to be a resource for parishes and individuals in matters relating to prayer and spirituality.

Since the 2010 Convention SGRC offered a two-day overnight retreat entitled, *A Time Apart: Enter into Simple Silence and Quiet Prayer*, at Daylesford Abbey, Paoli, from Friday, March 4 to Saturday, March 5, 2011. The retreat was an opportunity for rest, simple presence to God, worship and community silent prayer. The retreat was well received by 25 participants.

SGRC also acts as a conduit for those seeking to work with a spiritual director.

No events have been planned for 2011-12. In the fall of 2010, Diane Powell asked to step down as chair-person after serving for six years, the position is still vacant.

SGRC has accomplished much and our events were deeply appreciated by those who participated. The consensus of members is that the time has come for SGRC to lie fallow. We would better serve by working with the Diocesan Mission Planning Commission, taking part in the conversation, re-evaluating our role, and responding to the needs as they are identified in the area of discipleship formation.

Respectfully submitted,  
Diane L. Powell

### **Current membership**

The Rev. Kenneth R. Bullock, St. Dunstan's Church, Blue Bell  
Henry Carnes, Diocesan Liaison  
Helen Jennings, Church of the Redeemer, Bryn Mawr  
The Rev. Linda Kapurch  
The Rev. Mary McCullough, Trinity Church, Ambler  
The Rev. MaryJo Melberger, Church of the Messiah, Gwynedd  
Diane L. Powell, Trinity Church, Ambler  
Carroll Sheppard, St. Paul's, Chestnut Hill  
The Very Rev. Judith Sullivan, The Philadelphia Cathedral  
Candace Woessner, Christ Church, Pottstown



**Annual Report  
Standing Committee  
Diocese of Pennsylvania  
Approvals and Consents  
10/19/10-9/27/11**

<b>Date</b>	<b>Approvals</b>	<b>Consents</b>
October 19, 2010	Received the Report of the Diocesan Consultation Team concerning St. James Church, Prospect Park.	
	Authorized Sean McCauley to negotiate with the tenants, the YMCA, about their portion of the heating bill at St. John the Evangelist Church, Lansdowne.	
	Authorized Sean McCauley to negotiate a new lease with the YMCA to pay \$35,000.00 per year to St. John the Evangelist Church, Lansdowne	
	Approved an endowment of \$500,000.00 less what monies are owed to the diocese be established for Trinity Church, Boothwyn from the sale of the first parcel of land at Boothwyn for the housing project. The endowment fund will be held by Church Foundation.	
	Approved the sale of All Saints Church, Darby with the profits invested in another restricted endowment.	
	Accepted the Minutes of the September 24, 2010 Meeting as corrected.	
November 16, 2010	Authorized Sean McCauley to proceed with negotiations to repair the roofs of St. Philip's Church, Gray's Ferry for not more than \$137,000.00.	
	Approved the sale of St. Augustine's Church of the Covenant, Philadelphia, for \$400,000.00.	
	Authorized Sean McCauley to work with Collier International to negotiate the sale of St. John the	



	Evangelist Church, Lansdowne, with the Chancellor's consent.	
	Approved the appointments of Mary Kohart, Chancellor and Frank Helminski, Vice Chancellor.	
	Authorized All Saints Church, Rawnhurst to use up to \$40,000.00 from their endowment to replace their boiler.	
		Consented to the ordination of Daniel Hayden Martins as Bishop Diocesan of the Diocese of Springfield.
		Consented to the ordination of Michael Pierce Milliken as Bishop Diocesan of the Diocese of Western Kansas.
	Accepted the Minutes of the October 19 Meeting, with corrections.	
		Consented to the ordination of Michael Giansiracusa, Jr. to the Sacred Order of the Priesthood.
		Consented to the ordination of Randy Callendar to the Sacred Order of the Priesthood.
	Approved supporting Philadelphia Theological Institute financially for one more year, the year 2011.	
	Authorized sending a letter of appreciation to Glenn Matis for his years of faithful service to the Standing committee.	
December 21, 2010		Consented to the ordination of R. William Franklin as Bishop Diocesan of the Diocese of Western New York.
		Consented to the ordination of Martin Scott Field as Bishop Diocesan of the Diocese of West Missouri
	Approved the Minutes of the November 16 Standing Committee Meeting, with changes.	
	Approved the de-consecration and secularization of All Saints' Church, Darby in order to market it for sale. This action is according to Canon 13.3.1	
January 18, 2011	Approved renting All Saints'	





	Church Darby month-to-month.	
	Approved payment of \$58,500.00 to Drinker, Biddle, and Reath from the Property Fund to pay for litigation services pertaining to the Church of the Good Shepherd, Rosemont.	
	Approved the request of Church of the Advocate to negotiate towards a lease with Washington Community Outreach Foundation in excess of one year with the understanding that any proposed lease must be reviewed and approved by the Standing Committee and the Bishop.	
	Approved the minutes of the December 21, 2010 Meeting, with one correction.	
		Consented to the ordination of Rayford Jeffrey Ray as Bishop Diocesan of the Diocese of Northern Michigan.
	Approved the Standing Committee Norms of Behavior.	
	Approved to permit Memorial Church of St. George, Ardmore, to set up a five-year lease with a cell phone company, with option	
February 15, 2011	Adopted the Property Fund Guidelines	
	Accepted the report of the Diocesan Consultation Team.	.
	Approved payment to the Interfaith Coalition on Energy \$5,000.00 from the Property Fund	
	Gave approval to the Chancellor, the Standing Committee, the Bishop, David Kasievich and Sean Mullen to begin discussions concerning St. James the Less School negotiations.	
	Gave approval to St. George St. Barnabas Church for a wireless structure lease agreement.	
	Approved writing a letter of appreciation to Bishop Lee for his dedication to the Commission on Ministry	
	Accepted the Minutes of the January 18, 2011 Meeting as corrected.	



March 15, 2011	Approved moving The Holy Experiment Fund #262 from the money market portfolio to the Consolidated Fund	
	Approved placing the Philemon Stout bequest in the Consolidated Fund.	
	Authorized Sean McCauley to offer St. Philip's, Gray's Ferry for rent	
	Approved the authorization of the Commission on Ministry to establish a policy with regard to the General Ordination Exams and their importance in approving or rejecting Candidates for Holy Orders, by September, 2011.	
	Approved the Minutes of the February 15, 2011 meeting as corrected	
April 19, 2011	Approved to join officially other diocesan leaders in a request to the Committee on Canons to prepare a Resolution amending Resolution R-11, adopted at the 2008 Diocesan Convention, and that a new Canon, Canon 13.5, be added to the Diocesan Canons. .	
	Resolved: That no money now in the Property Fund and no money that may be deposited in the Property Fund shall be used to pay expenses of any kind for the care or maintenance of Wapiti, or for the development or delivery of any program or ministry at Wapiti, until such time as Wapiti is placed on the market for sale. This prohibition is effective immediately.	
	Approved keeping the assessment at \$868, 660.00, the same as the year 2010.	
	Approved restricting the balance of the Holy Experiment Fund for the use, specifically and only, to cover property expenses at Wapiti.	
	Approved the reception of the Treasurer's Report, subject to audit.	



	Approved to deposit in the Property Fund the amount of \$1225.00 from St. Philip's, Grays Ferry and the amount of \$43,801.00 from St. Peter's, Germantown.	
	Approved the Wireless Cell Phone Tower Contract for Nevil Memorial Church of St. George, Ardmore, as written, for a fee of \$2000.00 per month.	
		Consented to the ordination of Lindsay Hills to the Transitional Diaconate
		Consented to the ordination of Marissa Rohrbach to the Transitional Diaconate after August 21, 2011, when she will be 24 years of age
		Consented to the ordination of Matthew Holcomb to the Transitional Diaconate.
	Approved to rescind the sale of the cottage at St. Paul's Church, Elkins Park	
		Consented to the election of a Bishop Suffragan for the Episcopal Diocese of Haiti.
		Consented to the election of a Bishop Suffragan for the Episcopal Diocese of Virginia.
		Consented to the election of a Bishop Coadjutor for the Episcopal Diocese of New York.
		Consented to the ordination of George Dibrell Young III as Bishop Diocesan of the Diocese of East Tennessee
	Approved the acceptance of the Minutes of the March 15, 2011 Meeting	
	Approved the acceptance of the Minutes of the Special Meeting on March 2, 2011.	
May 17, 2011	Approved the reception of the Treasurer's Report	
	Approved of the Chancellor working with St. John the Evangelist Church, Lansdowne	



	and the YMCA to reach an agreement acceptable to the YMCA and to the diocese	
	Approved a lease with option to buy St. Philip's, Gray's Ferry, for City of Refuge Church.	
	Approved to allow the Chancellor to employ Kevin Anderson, an attorney with her firm, to review leases, not to exceed \$2500.00.	
		Consented to the recommendation of Timothy Gavin for Candidacy to Holy Orders.
		Consented to the recommendation of Nora Johnson for Candidacy to Holy Orders.
June 21, 2011	Received the Treasurer's Report	
	Authorized the Chancellor to communicate with St. James the Less' Attorney to discuss the lease for the school.	
	Approved an amendment to the lease with Nevil Memorial Church of St. George, Ardmore, and ATT Wireless that states the lease will renew automatically at the expiration of the first ten-year period unless someone sends the other a notice of termination in year nine.	
	Approved the sale of St. John the Evangelist Church, Lansdowne, to Bethel AME Church for \$1 Million.	
	Approved a ten-year lease of St. Philip's Church, Gray's Ferry, with Pastor Singletary, City of Refuge Church, with the understanding that rental payments may not come in on a timely basis.	
	Approved the sale of St. Peter's Church, Germantown to the Waldorf School for \$730,000.00.	
	Approved a conversation between Sean McCarthy and David Fiori, a neighboring property owner to Christ church, Eddington, about the possibility of his buying the land for \$1 Million. A broker's fee would be included.	
	Approved the sale of the Rectory of St. Stephen's Church, Clifton	



	Heights, investing the earnings in Church Foundation and offering the income to the Rector's Housing Allowance.	
	Appointed Matthew Hyde to fill a vacant lay diocesan appointment on the Cathedral Chapter.	
		Consented to the Recommendation of Benjamin Wallis for Candidacy to Holy Orders.
		Consented to the recommendation of Catherine Kerr for Candidacy to Holy Orders.
	Approved leasing the Rectory of St. Peter's Church, Germantown to Servant Year for 12 months.	
		Consented to the renunciation of the ordained ministry by a Priest and his release from the obligations of the Ministerial Office, for reasons not affecting his moral character.
	<p>Approved the following Resolution: The Chapter of the Cathedral Church of the Saviour in the Diocese of Pennsylvania, the governing body of the Philadelphia Cathedral, hereby RESOLVES that *The Cathedral Chapter shall purchase the apartment building and property at 3717-19 Chestnut Street in accordance with the terms of the right of first refusal negotiated between Chapter and the Church Foundation/3719 Chestnut Corporation of the Diocese of Pennsylvania. The Cathedral Chapter has examined a funding option proposed by the finance Committee of the Chapter on June 20, 2011 and approves this proposal in that: The Dean and Finance Committee are authorized to seek a bank mortgage on the 3717-19 property itself at a current available rate. The Dean and Finance Committee are authorized to encumber unrestricted endowment funds to secure and</p>	



	guarantee additional financing of the apartment building purchase, closing costs and related expenses. The total borrowing will not exceed \$2,750,000.	
August 16, 2011	Approved extending the negotiating time with St. John the Evangelist Church, Lansdowne and the YMCA.	
	Approved the Minutes of the June 16, 2011 Dinner Meeting as corrected	
.	Approved the minutes of the June 21, 2011 Meeting	
	Granted the Chancellor permission to speak with the attorney for Church of the Good Shepherd, Rosemont, regarding extending the lease for Bryn Mawr Play and Learn with no one speaking about it in a law suit.	
	Approved sending the Philemon Stout Bequest to the Seminarian's Fund.	
	Approved: "Therefore, be it resolved that \$65,933.00 from the Vera Merkel Bequest be transferred from the Designated Cash Account to the temporarily restricted Seminarian's Account."	
	Approved payment of \$5500.00 to Philadelphia Theological Institute	
	Approved the nominations of Norman McClave – Church of the Redeemer, Bryn Mawr, and The Rev. Emily Richards –St.Peter's Church, Glenside to the Cathedral Chapter	
		Consented to the ordination of Joseph Scott Barker as Bishop Diocesan of the Diocese of Nebraska.
		Consented to the ordination of Mariann Edgar Budde as Bishop Diocesan of the Diocese of Washington.





		Consented to the election of a Bishop Coadjutor for the Episcopal Diocese of New Hampshire.
	Approved the Minutes of the August 2, 2011 Meeting, with corrections.	
	Approved recording in the Minutes the majority vote cast by the Standing Committee members via email on July 21, 2011 to accept the request by the Dean and Cathedral Chapter to amend the Resolution passed by the Standing Committee at its June 21, 2011 Meeting by increasing the total borrowing figure from \$2,750,000.00 to \$2,850,000.00.	
	Approved the sale of Christ Church, Eddington	
September 27, 2011	Approved the Agreement of the Lease between The Church of Saint James the Less of Philadelphia and Saint James School and to allow the Chancellor to negotiate any substantive changes to be reviewed by the Standing Committee.	
	Approved a \$1000.00 scholarship to the Rev. Timothy Griffin from the St. George's College, Jerusalem Fund.	
	Approved the sale of All Saints Church, Darby for \$210,000.00.	
	Approved recording in the Minutes the unanimous action taken by the Standing Committee on July 11, 2011 via email to accept the General Ordination Exam Policy Statement.	
	Approved the transfer of \$42,000.00 from Church Foundation to the Seminarian's Fund.	
	Approved permitting The African Episcopal Church of St. Thomas to accept a Grant of Conservation Easement for \$123,161.00 for the purpose of assuring preservation of the property.	



		Consented to the ordination of The Rev. James Robertson to the Sacred Order of the Priesthood.
	Approved the Minutes of the August 16, 2011 Meeting.	
	Received the Treasurer's Report	

Submitted by The Standing Committee  
The Rev. Ledlie I. Laughlin, President  
Mr. Norman McCausland, Vice President  
Ms. Arlene McGurk, Secretary

The Rev. Samuel Adu-Andoh  
The Rev. W. Franklin Allen  
The Rev. Isaac J. Miller  
The Rev. D. Joy Segal

Mr. Christopher Hart  
Ms. Jo Ann Jones  
Ms. Diane-Louise Wormley



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## Parishes of the Diocese

*November 2011*

### **African Episcopal Church of St. Thomas**

6361 Lancaster Avenue, Philadelphia, PA 19151

215-473-3065

The Rev. Martini Shaw, Rector; The Rev. Isaac Bonney, Assistant Rector; The Rev. Canon Thomas W. S. Logan, Sr., Associate; The Rev. Dr. Sadie S. Mitchell, Associate; The Rev. Wilda Gafney, Ph.D; Virginia duBrey, Parish Administrator

### **All Hallows' Church**

262 Bent Road, Wyncote, PA 19095

215-885-1641

The Rev. Mark J. Ainsworth, Rector; Jon Saltzman, Rector's Warden; Karen Reid, Secretary; Dennis Reid, Youth Leader; Larry Veit, Accounting Warden; Dennis Reid, Christian Education Administrator; Jack Ledebor, Stewardship; Al Tedesco, Outreach Chair; Bob Brown, Accounting Warden

### **All Saints', Collingdale**

801 MacDade Blvd., Collingdale, PA 19023

610-583-5055

The Rev. Doris Rajagopal, Rector; Constance Wright, Parish Administrator; Donald J. Young, Jr., Rector's Warden; Adanma C. Okoro, Accounting Warden; Rennie E. Williams, Christian Education Administrator

### **All Saints', Fallsington**

9 Old Locust Street, Fallsington, PA 19054

215-295-5196

The Rev. Michael R. Ruk, Supply Priest; Deborah Shellhamer, Rector's Warden; Leslie A. Ford, Parish Administrator; John Ranck, Accounting Warden

### **All Saints', Norristown**

535 Haws Avenue, Norristown, PA 19401

610-279-3990

The Rev. Sandra L. Etemad, Rector; Adrian Griffin, Search Committee; Donna Longobardi, Parish Administrator; The Rev. Geoffrey West

### **All Saints', Rhawnhurst**

1811 Loney Street, Philadelphia, PA 19111

215-342-6310

The Rev. Dr. James E. Morris, Interim Rector; Diane Cairns, Senior Warden



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**All Saints', Torresdale**

9601 Frankford Avenue, Philadelphia, PA 19114  
215-637-8787

The Rev. Stephen B. Snider, Interim Rector; Cary H. Rush, Warden; Russell Binkley, Accounting Warden; Nora Perry, Secretary; Nora Perry, Treasurer; Linda Mullen, Parish Administrator

**All Saints', Wynnewood**

1325 Montgomery Avenue, Wynnewood, PA 19096  
610-642-4098

Charles P. Damico, Parish Secretary; Michael H. Yoh, Senior Warden

**All Souls' Church for the Deaf**

Seamen's Church Institute, 475 N. 5th Street, Philadelphia, PA 19123  
215-625-4805

The Rev. Judith B. Meckling, Rector; Kristal Dreyer, Secretary

**Calvary Church, Conshohocken**

Fayette Street & Fourth Avenue, Conshohocken, PA 19428  
610-825-5959

The Very Rev. Stephen W. Price, Priest-in-Charge

**Calvary Church, Germantown**

5020 Pulaski Avenue, Philadelphia, PA 19144  
215-843-0853

The Rev. Dr. Lula Grace Smart, Rector

**Calvary Church, Rockdale**

667 Mount Rd., Glen Riddle, PA 19037  
610-459-2013

The Rev. Charles Wilson Messer, Rector; Ernestine Franz, Parish Administrator

**Calvary St. Augustine**

814 North 41st Street, Philadelphia, PA 19104  
215-222-2070

The Rev. Renee McKenzie-Hayward, Rector; Diann Irby, Parish Administrator

**Christ Church and St. Michael's**

29 West Tulpehocken Street, Philadelphia, PA 19144  
215-844-7274

The Rev. Dr. Jean Mather, Rector

**Christ Church, Ithan**

536 Conestoga Road, Villanova, PA 19085  
610-688-1110

The Rev. Kevin J. Moroney, Rector; Nancy McLaughlin, Parish Administrator; Everett Borghesani, Rector's Warden; Christine Soutendijk, Christian Education Administrator; Peter Hubbard, Stewardship; Christine Williams, Outreach Chair



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### **Christ Church, Media**

311 South Orange Street, Media, PA 19063  
610-566-7525

The Rev. Dr. Adam Kradel, Ph.D., Rector; Rita Caserta, Parish Administrator; Janet A. Ross, Vestry/Discernment Committee; Jayne Brown, Youth Leader; Janet Miller, Rector's Warden; Allen Andrews, Accounting Warden; Geoff Young, Christian Education Administrator

### **Christ Church, Philadelphia**

20 No. American Street, Philadelphia, PA 19106  
215-922-1695

The Rev. Timothy B. Safford, Rector; The Rev. K. Palmer Hartl, Parish Associate; The Rev. Kate C. Spelman, Assistant Minister; Christopher Alvarez, Youth Coordinator; Cecilia Wagner, Parish Administrator; Kathryn Palski, Accounting Warden; Bruce Gill, Rector's Warden

### **Christ Church, Pottstown**

316 High Street, Pottstown, PA 19464  
610-323-2895

The Rev. Terrence I. Highland, Rector; The Rev. Ken McCaslin, Deacon; Laurie Smith, Youth Leader; Paul Harmon, Rector's Warden; Grace Hoover, Christian Education Administrator; Paul Harmon, Stewardship; Erma Magee, Parish Administrator; Georgine Takach, Christian Education Administrator; Virginia Slichter, Outreach Chair; Candace J. Woessner, Accounting Warden

### **Christ Church, Ridley Park**

104 Nevin Street, Ridley Park, PA 19078  
610-521-1626

The Rev. Douglas Tompkins, Rector; The Rev. Judith M.M. Buck-Glenn, Assistant Rector; Mary Lou Patton, Secretary

### **Christ Church, Upper Merion**

740 River Road, Bridgeport, PA 19405  
610-272-6036

The Rev. W. Morris Longstreth, Priest-in-Charge,

### **Church of Our Saviour, Jenkintown**

Old York and Homestead Roads, Jenkintown, PA 19046  
215-887-0500

The Rev. David B. Rivers, Interim Rector; Ann Petrucci, Rector's Warden; Todd Warren, Accounting Warden; Harry Speth, Stewardship; Patricia McDonough, Parish Administrator

### **Church of St. Andrew and St. Monica**

3600 Baring Street, Philadelphia, PA 19104  
215-222-7606

The Rev. Dr. Samuel Adu-Andoh, Vicar; Wayne Hall, Jr., Administrative Manager

### **Church of St. Asaph, Bala Cynwyd**

27 Conshohocken State Road, Bala Cynwyd, PA 19004  
610-664-0966

The Rev. Barry J. Harte, Priest-in-Charge; Lynda Staton, Parish Administrator



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**Church of St. Augustine of Hippo, Norristown**

1208 Green Street, Norristown, PA 19401

610-279-8890

The Rev. Andrew F. Kline, Rector

**Church of St. James the Greater, Bristol**

225 Walnut Street, Bristol, PA 19007

215-788-2228

The Rev. Marlee R. Norton, Rector; Sheron Drennen, Parish Administrator

**Church of St. James, Green Ridge**

3210 Concord Road, Aston, PA 19014

610-494-2752

The Rev. Gregory M. Wilson, Rector; Polly Rauenzahn, Parish Administrator

**Church of St. James, Kingessing**

6838 Woodland Avenue, Philadelphia, PA 19142

215-727-5265

The Rev. George O. Master, 2nd, Rector; Renee Horn, Parish Administrator; Abioseh Porter, Rector's Warden; Donald Hamlin, Accounting Warden; Melinda Rahm, Christian Education Administrator; John Boyle, Stewardship; Joseph Overton, Outreach Chair

**Church of St. John the Evangelist, Essington**

16 W. Third Street, Essington, PA 19029

610-521-3612

The Rev. David L. Madsen, Priest-in-Charge

**Church of St. John the Evangelist, Philadelphia**

1332 So. Third Street, Philadelphia, PA 19147

215-676-2892

The Rev. Cornelius Eaddy

**Church of St. Jude and the Nativity, Lafayette Hill**

203 Germantown Pike, Lafayette Hill, PA 19444

610-941-6666

The Rev. Kathleen M. Walter, Rector; Michele Foley, Parish Administrator; Daniel Ronca, Esq., Rector's Warden; Andrea Mumper, Accounting Warden

**Church of St. Luke and the Epiphany**

330 South 13th Street, Philadelphia, PA 19107

215-732-1918

The Rev. Rodger C. Broadley, Rector; Linda Boyce, Parish Administrator; David Sims, Rector's Warden; Richard Dickson, Accounting Warden

**Church of St. Martin-in-the-Fields, Chestnut Hill**

8000 St. Martin's Lane, Philadelphia, PA 19118

215-247-7466

The Rev. Jarrett Kerbel, Rector; The Rev. Phillip C. Bennett, Adjunct Priest; The Rev. Harriet Kollin, Assistant; The Rev. Callie E. Swanlund, Associate for Formation & Family Ministry;





Cathy Cowling, Christian Formation Director; Natalee Hill, Parish Administrator; Marjorie Little, Rector's Warden; John Wineland, Accounting Warden; Nokomis Wood, Outreach Chair; Ken Lovett, Director of Music

**Church of St. Philip-in-the-Fields, Oreland**

317 Oreland Mill Road, Oreland, PA 19075  
215-233-0409

Jacque Abrams, Secretary; Sue Bofinger, Rector's Warden; John Klaiman, Accounting Warden; Tammy Gaul, Christian Education Administrator; Michael Ferguson, Stewardship; Helen Ferguson, Outreach Chair; Daniel Citrone, Youth Leader; Julie Rece, Outreach Chair

**Church of the Advent, Hatboro**

12 Byberry Avenue, Hatboro, PA 19040  
215-675-5737

The Very Rev. Robin P. Martin, Rector; Chris Gilman, Youth Leader; Lyn Werner, Rector's Warden; Kathleen Breuer, Parish Administrator; Kenneth Longman, Accounting Warden; Kenneth Longman, Stewardship; Deb Stoddart, Christian Education Administrator; Susan Capinas, Outreach Chair; Sharon Kress, Youth Leader

**Church of the Advent, Kennett Square**

201 Crestline Drive, Kennett Square, PA 19348  
610-444-4624

The Rev. Nancy Hauser, Deacon; The Rev. Raymond Nelson, Assistant Rector; Jan Berry Schroeder, Director of Youth Ministry; Ann Daemer, Parish Administrator; James Power, Parish Administrator; Mark Peterson, Rector's Warden; Mike Bell, Accounting Warden; Kathy Prible, Christian Education Administrator; Jack Wawrzonek, Stewardship; Larry Bosley, Outreach Chair; Kathy Gebhart, Office Manager

**Church of the Annunciation**

324 Carpenter Lane, Philadelphia, PA 19119  
215-844-3059  
The Rev. Elliott M. Waters, Rector

**Church of the Ascension, Parkesburg**

Second and West Streets, Parkesburg, PA 19365  
610-857-9176  
The Rev. William C. Parker, Interim Rector

**Church of the Crucifixion**

620 South Eighth Street, Philadelphia, PA 19147  
215-922-1128  
The Very Rev. Peter F. Grandell, Priest-in-Charge

**Church of the Epiphany, Royersford**

209 So. Third Avenue, Royersford, PA 19468  
610-948-9655

The Rev. Jennie Anderson, Rector; Cindy Lind, Accounting Warden; Christine Wunder, Parish Administrator; Paul Exley, Rector's Warden; Larry Cox, Christian Education Administrator; Marie Kearns, Stewardship; Chris Exley, Outreach Chair



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**Church of the Good Samaritan, Paoli**

212 West Lancaster Ave., Paoli, PA 19301  
610-644-4040

The Rev. Beverly D. Berry, Priest-in-Charge; The Rev. Geoffrey Simpson, Assistant; Jeffrey Moretzsohn, Parish Administrator

**Church of the Good Shepherd, Rosemont**

1116 Lancaster Avenue, Rosemont, PA 19010  
610-525-7070

The Rev. Dr. John S. Keefer, Interim Rector

**Church of the Holy Apostles and the Mediator**

51st and Spruce Streets, Philadelphia, PA 19139  
215-472-3000

The Rev. Edward Garrigan, Interim Rector; Jeanette Fields, Parish Administrator; Dereck Burchette, Accounting Warden; Joseph Ohanugo, Christian Education Administrator; Angela Harris-Thompson, Christian Education Administrator; Iola Harper, Christian Education Administrator; Marit M. Anderson, Esq., Episcopal Church Women; Sonya Furlow, Daughters of the King; Sonya Furlow, Parish Secretary; Everett A. Gillison, Esq., Junior Warden; Iola Harper, Rector's Warden

**Church of the Holy Apostles, Penn Wynne**

Remington at Dover Road, Wynnewood, PA 19096  
610-642-6617

The Rev. Dennis C. Lloyd, Rector; Bonnie Prendiville, Parish Administrator; Christine Arenson, Rector's Warden; Thomas Sibson, Accounting Warden; Bonnie Hartman, Christian Education Administrator; David Lees, Stewardship; Joseph Zorc, Outreach Chair

**Church of the Holy Nativity, Rockledge**

205 Huntingdon Pike, Rockledge, PA 19046  
215-968-8284

The Rev. Carl E. Metzger, Interim Rector; Verna Alexander, Parish Administrator; Diane Alexander, Rector's Warden; Bill Parsons, Accounting Warden; Jessica Brown, Stewardship; Joe Madison, Parish Life

**Church of the Holy Nativity, Wrightstown**

749 Durham Road, Wrightstown, PA 18940  
215-598-3405

The Rev. John M. Atkins, Rector; The Rev. Dr. Pamela M. Nesbit, Ph.D., Deacon; Laurie Fisher, Parish Administrator

**Church of the Holy Spirit, Harleysville**

2871 Barndt Road, Harleysville, PA 19438  
215-234-8020

The Rev. Kathryn A. Andonian, Rector; Sara Campbell, Parish Administrator; Sue Ellen Echard, Director of Music and Arts



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**Church of the Holy Trinity, Lansdale**

407 North Broad Street, Lansdale, PA 19446

215-855-4431

Pat Drumbeller, Parish Administrator; Cadence Smith, Rector's Warden; Mark Klemmer, Accounting Warden; Tom O'Leary, Outreach Chair

**Church of the Holy Trinity, Rittenhouse Square**

1904 Walnut Street, Philadelphia, PA 19103

215-567-1267

The Rev. Alan J.R. Neale, Rector; The Rev. Dr. Richard Paul Smiraglia, Missioner to Gay and Lesbian Community; The Rev. Diana Carroll, Assistant; Sally Griffith, Stewardship; Amy Addou, Parish Administrator; Ashley Del Bianco, Rector's Warden; Brian Rankin, Accounting Warden; Soozung S. Rankin, Christian Education Administrator; The Rev. Diana Carroll, Youth Leader

**Church of the Holy Trinity, West Chester**

212 South High Street, West Chester, PA 19382-3499

610-696-4640

The Rev. Paul Hunt, Rector; The Rev. Lorna H. Williams, Assistant Rector; Hallie Romanowski, Rector's Warden; Chris Mann, Parish Administrator; Nancy Needhammer, Accounting Warden; Earl Needhammer, Stewardship; Hallie Romanowski, Outreach Chair; Joe Mcallister, Outreach Chair

**Church of the Incarnation, Morrisville**

1505 Makefield Road, Morrisville, PA 19067-3149

215-295-2259

The Rev. Linda L. Kerr, Supply Priest; Priya Eddy, Rector's Warden; Dave Dixon, Accounting Warden; Michelle Stawicki, Parish Administrator

**Church of the Messiah, Gwynedd**

Route 202, South of Sumneytown Pike, Gwynedd, PA 19436-0127

215-699-9204

The Rev. Keith Alan Marsh, Rector; The Rev. Mary Jo Melberger, Priest Associate; Susan S. Phillips, Parish Administrator; Michael Rau, Youth Leader; Jane Harrelson, Rector's Warden; David Prezuhy, Accounting Warden; Gail Rusnak, Christian Education Administrator; Andrew Rusnak, Stewardship; Diane Mulroy, Outreach Chair

**Church of the Redeemer, Andalusia**

1065 Bristol Pike, Andalusia, PA 19020

215-639-4387

Susan B. Anderson, Warden

**Church of the Redeemer, Bryn Mawr**

Pennswood & New Gulph Roads, Bryn Mawr, PA 19010

610-525-2486

The Rev. Peter Todd Vanderveen, Rector; The Rev. Beth W. Hixon, Associate Rector; The Rev. Melissa Wilcox, Assistant Rector; Jay Einspanier, Parish Administrator; Ken Garner, Director of Communications & Stewardship



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**Church of the Redeemer, Springfield**

145 West Springfield Road, Springfield, PA 19064  
610-544-8113

The Very Rev. Edward Shiley, Rector; The Rev. Denise F. Leo, Deacon; Diane E. Faison, Executive Assistant to the Rector; Jane Nyiri, Rector's Warden; Rick Doyle, Accounting Warden; George Baughan, Christian Education Administrator; George Baughan, Youth Leader; Jane Nyiri, Outreach Chair

**Emmanuel Church, Quakertown**

560 S. Main Street, Quakertown, PA 18951-1571  
215-536-3040

The Rev. Lisa Keppeler, Rector; Karen Loch, Parish Administrator; Brett Cole, Youth Leader; Denise Held, Rector's Warden; Doris Brown, Accounting Warden; Patti Cole, Christian Education Administrator; Richardson Blair, Outreach Chair

**Emmanuel Resurrection Church, Holmesburg**

8201 Frankford Avenue, Philadelphia, PA 19136  
215-624-8520

The Rev. Christine Nord, Supply Priest; Ronald Gronski, Senior Warden; Colleen Shopa, Church Secretary

**Free Church of St. John**

3089 Emerald Street, Philadelphia, PA 19134  
(215) 425-2933

The Rev. Harry N. White, Interim Vicar; Jeanne Hester, Youth Leader

**George W. South Memorial Church of the Advocate**

1801 Diamond Street, Philadelphia, PA 19121-1520  
215-236-0568

The Rev. Dr. Melford (Bud) E. Holland, Interim Vicar; The Rev. Sarah R. Lamming, Assistant to the Vicar

**Gloria Dei Church**

916 S. Swanson Street, Philadelphia, PA 19147  
215-389-1513

The Rev. D. Joy Segal, Rector; Terry O'Brien, Parish Administrator; Heather Myers, Rector's Warden; James Ufheil, Accounting Warden; Paula Minacci, Christian Education Administrator; Jerome Buescher, Stewardship; Mark Roberts, Treasurer; Deirdre Flint, Communications Director

**Good Shepherd Church, Hilltown**

1634 Hilltown Pike, Hilltown, PA 18927-0132  
215-822-3930

The Rev. Harper Turney, Rector; Bobbi Livesey, Parish Administrator



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**Grace Church and the Incarnation**

2645 E. Venango Street, Philadelphia, PA 19134  
215-423-5851

The Rev. Elizabeth W. Colton, Rector; The Rev. Randy Callender, Assistant; Tracy Kelly, Accounting Warden; Angeline H. Myshko, Rector's Warden

**Grace Church, Hulmeville**

313 Main Street, Hulmeville, PA 19047  
215-757-6025

The Rev. Dr. E.F. Michael Morgan, Ph.D., Priest-in-Charge; Sheron Drennen, Secretary

**Grace Epiphany Church, Mt. Airy**

224 East Gowen Avenue, Philadelphia, PA 19119  
215-248-2950

The Rev. Thomas Eoyang, Rector; Victoria C. Sicks, Rector's Warden; Lori Southerland, Parish Administrator

**Holy Comforter, Drexel Hill**

1000 Burmont Road, Drexel Hill, PA 19026  
610-789-6754

The Rev. Jonathan A. Mitchican, Rector; Gail Morgan, Parish Administrator; Barbara Irving, Accounting Warden

**Holy Innocents St. Paul's Church, Tacony**

7001 Torresdale Avenue, Philadelphia, PA 19135  
215-624-1144

The Rev. Henry C. Galganowicz, Rector; Tamika Rodriguez, Parish Administrator

**House of Prayer**

1747 Church Lane, Philadelphia, PA 19141  
215-549-7650

The Rev. Pervez Baig, Supply Priest; Mamie Johnson, Convention Contact

**Incarnation Holy Sacrament Church, Drexel Hill**

3000 Garrett Road, Drexel Hill, PA 19026  
610-259-5148

The Very Rev. Alexander C. Graham, IV, Rector; Beverly Brescia, Parish Administrator; Cindy Hartnett, Rector's Warden; Bev Rorer, Accounting Warden; John Laird, Christian Education Administrator; Jeff Mingle, Stewardship; Dane Tanner, Outreach Chair

**La Iglesia de Cristo y San Ambrosio**

3554 North Sixth Street, Philadelphia, PA 19140  
215-226-5310

The Rev. Priscila Curet, Interim Vicar; The Rev. Carlos Santos-Rivera, Vicar

**Memorial Church of St. Luke, Bustleton**

1946 Welsh Road, Philadelphia, PA 19115-4654  
215-969-3645

The Rev. Timothy L. Griffin, Priest-in-Charge; Carol Mitchell, Church Secretary



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**Memorial Church of the Good Shepherd, East Falls**

3820 The Oak Road, Philadelphia, PA 19129  
215-844-0580  
The Rev. Robert C. Smith, Rector

**Mision San Pablo, Chester**

610-872-5711  
Mario Toro, Rector's Warden; Aida Nazario, Accounting Warden

**Nevil Memorial Church of St. George**

Darby and Ardmore Avenue, Ardmore, PA 19003-1017  
610-642-3500  
The Rev. Ryan R. Whitley, Rector; Julie Ricci, Parish Administrator; Janet Reddin, Webmaster

**Philadelphia Cathedral**

3723 Chestnut Street, Philadelphia, PA 19104-3189  
215-386-0234  
The Very Rev. Judith Anne Sullivan, Dean; The Rev. Robert L. Tate, Associate Priest; The Rev. Randy Callender, Daniel Tomko, Office Assistant/Event Assistant; Marianne Lawrence, Administrative Assistant; Lamont Murray, Steward; Geoff Middleton, Rector's Warden; Stacey Middleton, Outreach Chair; Michael Wolford, Manager of Operations

**Redemption, Southampton**

1101 Second Street Pike, Southampton, PA 18966  
215-357-0303  
The Rev. Emmanuel Williamson, Priest in Charge; Rose Ann Palestro, Parish Administrator; Curt Spafford, Youth Leader; William Cochran, Rector's Warden; Mark Meade, Accounting Warden; Mark Meade, Stewardship; Curt Spafford, Christian Education Administrator; Diane Rauchut, Outreach Chair

**St. Alban's, Newtown Square**

3625 Chapel Road, Newtown Square, PA 19073  
610-356-0459  
The Rev. Hentzi D. Elek, Rector; Pam Lounsbury, Parish Administrator; James Patterson, Rector's Warden; Lauri Leonard, Accounting Warden; The Rev. Hentzi D. Elek, Christian Education Administrator; Nicole Skinner, Associate for Children and Youth; Mac Patterson, Rector's Warden; Jill Persico, Stewardship

**St. Andrew's Church, Yardley**

47 West Afton Avenue, Yardley, PA 19067-1444  
215-493-2636  
The Rev. Daniell C. Hamby, Rector; Cheri Peters, Parish Administrator; Sabrina Profit, Rector's Warden; Laurie Kenrick, Accounting Warden; Doug Riblet, Outreach Chair; Eva Griffin, Church School Coordinator; Laura Evans, Church School Coordinator





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**St. Andrew's, West Vincent**

7 Saint Andrew's Lane, Glenmoore, PA 19343  
610-458-5277

The Rev. Elsa Hale Mintz, Rector; Sally Mininger, Parish Administrator; Barbara Berutti, Rector's Warden; Kenneth R. Werner, Esq., Accounting Warden; Kathy Dilenschneider, Christian Education Administrator; Matt Reese, Stewardship; Christine Whaley, Outreach Chair; Kathy Dilenschneider, Youth Leader

**St. Andrew's-in-the-Field, Somerton**

500 Somerton Avenue, Philadelphia, PA 19116  
215-673-5938

The Rev. Timothy L. Griffin, Rector; Priscilla Cayer, Parish Secretary

**St. Anne's Church, Abington**

2119 Old Welsh Road, Abington, PA 19001  
215-659-1674

The Rev. K. Brewster Hastings, Rector; Kathy Vera, Youth Leader; Sherry Geoghan, Parish Administrator; Kathy Vera, Christian Education Administrator; William Vera, Rector's Warden; Bruce Madden, Accounting Warden; Bruce Madden, Stewardship; Pamela Hastings, Outreach Chair

**St. Christopher's Church, Gladwyne**

226 Righters Mill Road, Gladwyne, PA 19035-1597  
610-642-8920

The Rev. William H. Wood, III, Rector; The Rev. Mary E. Laney, Assistant Priest; Joshua Walters, Youth Coordinator; Shawna Minnucci, Parish Administrator; Mary Anne Justice, Rector's Warden; Ken Jones, Accounting Warden; Joshua Walters, Christian Education Administrator; Tom Allen, Stewardship; Cathy Higgins, Outreach Chair; Katie Gibbs, Office Manager

**St. Christopher's Church, Oxford**

116 Lancaster Pike, Oxford, PA 19363  
610-932-8134

Mike Vild, Assistant Youth Leader; Marc Pepi, Youth Advisor; Peg Graber, Christian Education Administrator; Peg Graber, Outreach Chair; Reba Webb, Assistant Outreach Leader; John Mroz, Rector's Warden; Mary Clark, Accounting Warden; Kate Holland, Stewardship

**St. Clement's Church**

2013 Appletree Street, Philadelphia, PA 19103  
215-563-1876

The Rev. Canon W. Gordon Reid, Rector; The Rev. Albert L. Holland, Honorary Assistant; John Lilley, Parish Administrator

**St. David's Church, Manayunk**

St. David's and Dupont Streets, Philadelphia, PA 19127  
215-482-2345

Sandy Viola, Junior Warden and Parish Secretary



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**St. David's Church, Radnor**

763 South Valley Forge Road, Wayne, PA 19087  
610-688-7947

The Rev. W. Franklin Allen, Rector; The Rev. William Duffey, Ed.D., Associate Rector; The Rev. Matthew Holcombe, Assistant Rector; The Rev. Alexander McCurdy, III, Assisting Priest; The Rev. Thomas C. Pumphrey, Associate Rector; Andrew Kuhn, Director of Youth Programs; Kay Joseph, Parish Secretary; Betsy Wolford, Accounting Manager; Kevin Kelly, Parish Administrator

**St. Dismas Mission Congregation**

1831 Bainbridge St., Philadelphia, PA 19146  
215-985-0360

The Rev. Charles F. Penniman, Jr., Assistant Chaplain

**St. Dunstan's Church, Blue Bell**

750 Skippack Pike, Blue Bell, PA 19422-1712  
215-643-0522

Pamela Schunke, Parish Administrator; Jane Griffith, Rector's Warden; Jane Griffith, Christian Education Administrator; Ursula Schaufler, Accounting Warden; Elizabeth Willoughby, Stewardship; Sue Fralick-Ball, Outreach Chair

**St. Faith Church, Havertown**

1208 Allston Road, Havertown, PA 19083-3895  
610-446-9450

The Rev. Patricia A. Oglesby, Priest-in-Charge; Lois T. Mather, Parish Administrator; Kevin Stuck, Rector's Warden; Teresa Gruener, Accounting Warden; Kim Stuck, Christian Education Administrator; Marilyn Freeman, Outreach Chair; Terry Ann Wildman, Adult Education

**St. Francis-in-the-Fields, Sugartown**

689 Sugartown Road, Malvern, PA 19355  
610-647-0130

The Very Rev. Glyn L. Ruppe-Melnyk, Rector; David Culver, Rector's Warden; Marge King, Parish Administrator; Jim Crowley, Accounting Warden; Laura Ackerman, Christian Education Administrator; Connie Scanga, Stewardship; Jan Pizarro, Outreach Chair; Judy Culver, Youth Leader

**St. Gabriel's Church**

101 E. Roosevelt Blvd., Philadelphia, PA 19120  
215-329-3807

The Very Rev. Nancy James Deming, Vicar; The Rev. Dr. Joseph G. Schaller, Assisting Priest; Edna Williams, Parish Administrator

**St. George St. Barnabas Church**

520 S. 61st Street, Philadelphia, PA 19143  
215-747-2605

The Very Rev. James E. Wynn, Rector



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**St. James Church, Collegeville**

3768 Germantown Pike, Collegeville, PA 19426  
610-489-7564

The Rev. Sunny Hallanan, Rector; Betty Staurowsky, Parish Administrator; Lisa Reinhardt, Parish Administrator

**St. James' Church, Downingtown**

409 East Lancaster Avenue, Downingtown, PA 19335  
610-269-1774

The Rev. Timothy L. Steeves, Rector; Luann McIlvaine, Parish Administrator

**St. James' Church, Langhorne**

330 South Bellevue Avenue, Langhorne, PA 19047  
215-757-3766

The Rev. Barbara A. Kelley, Rector

**St. James' Church, Prospect Park**

732 11th Avenue, Prospect Park, PA 19076-1313  
610-461-6698

Keith Buckmaster, Youth Leader; Rector's Warden; Stacie Lacava, Accounting Warden

**St. John's Church, Compass**

1520 W. King's Highway, Gap, PA 17527-9007  
717-442-4302

The Rev. John C. Obenchain, Priest-in-Charge; Janice Tindall, Church Administrator

**St. John's Church, Concord**

576 Concord Road, Glen Mills, PA 19342  
610-459-2994

The Rev. Dr. John T. Sorensen, Rector; The Rev. Michael Giansiracusa, Associate Rector; Jane L. Russell, Parish Administrator; Christopher Battin, Youth Leader; Karen Donnelly, Rector's Warden; Burt Blackburn, Vestry Warden; Margaret Hatcher, Christian Education Administrator; Burt Blackburn, Mission-Outreach Chair; Ed Borer, Treasurer; Maria Warlow, Vestry Clerk

**St. John's Church, Huntingdon Valley**

1333 Old Welsh Road, Huntingdon Valley, PA 19006  
215-947-3212

The Rev. Eric Bond, Rector; Ruth Gordon, Parish Administrator; Tamara Zurakowski, Rector's Warden; Gray Safford, Accounting Warden; Elizabeth Nettleton, Christian Education Administrator; Bryan Wood, Stewardship; Elizabeth Work, Outreach Chair; Elizabeth Nettleton, Youth Leader

**St. John's Church, Lower Merion**

404 Levering Mill Road, Bala Cynwyd, PA 19004  
610-664-4517

The Rev. Frank J. Wallner, Rector; David Russell, Rector's Warden; William Bostard, Accounting Warden; Dawn Stewart, Christian Education Administrator; Jeanne Adams, Outreach Chair



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**St. John's Church, Norristown**

23 East Airy Street, Norristown, PA 19401  
610-272-4092

The Rev. Kell Morton, Priest-in-Charge; Joan Keyser, Parish Administrator; William Kilgour, Rector's Warden; Victoria Skoog, Accounting Warden

**St. Luke's Church, Germantown**

5421 Germantown Avenue, Philadelphia, PA 19144-2223  
215-844-8544

The Rev. H. Gregory Smith, Rector; The Rev. Eleanor T. Woodroffe, Associate Rector; Dina L. Harvey, Administrative Assistant

**St. Luke's Church, Newtown**

100 E. Washington Avenue, Newtown, PA 18940-1980  
215-968-2781

The Rev. Ernest A. Curtin, Jr., Priest-in-Charge; Susan Redman, Parish Administrator; John Saurer, Rector's Warden; Wayne Randolph, Stewardship; Veronica Wallace Mele, Outreach Chair; Susan Hepp, Youth Leader

**St. Mark's Church, Frankford**

4442 Frankford Avenue, Philadelphia, PA 19124  
215-535-0635

The Rev. Jonathan N. Clodfelter, Rector; Ivy Mae Horsfall, Parish Administrator

**St. Mark's Church, Honey Brook**

1040 Chestnut Tree Road, Honey Brook, PA 19344-0326  
610-942-2365

Linda Jones, Vestry; Jim Holt, Vestry; Leslie Vicarro, Rector's Warden

**St. Mark's Church, Philadelphia**

1625 Locust Street, Philadelphia, PA 19103  
215-735-1416

The Rev. Sean E. Mullen, Rector; The Rev. Nicholas B. Phelps, Honorary Assistant; The Rev. Erika L. Takacs, Associate Rector; The Rev. Joseph N. Wildsmith, Assistant; The Rev. Marie Z. Swayze, Assisting Priest; Megan Gallagher, Parish Administrator

**St. Martin's Church, Radnor**

400 King of Prussia Road, Radnor, PA 19087  
610-688-4830

The Rev. Christopher M. Bishop, Priest-in-Charge; Pamela M. Faber, Parish Administrator

**St. Mary's Church, Ardmore**

36 Ardmore Avenue, Ardmore, PA 19003  
610-649-1486

The Rev. Thomas C. Wand, Interim Rector; Joan M. Emmett, Parish Administrator; Frederic Wright, Rector's Warden; Sarah W. Boote, Christian Education Administrator; Sarah W. Boote, Youth Leader; Betsey Useem, Stewardship; Jill Wilson, Outreach Chair; William A. Powell, Accounting Warden; Michael Finney, Outreach Chair; Kathryn Miani, Christian Education Administrator; William FitzGerald, Christian Education Administrator



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**St. Mary's Church, Cathedral Road**

630 East Cathedral Road, Philadelphia, PA 19128  
215-482-6300

The Rev. Thomas L. McClellan, Rector; Sharron Fisher, Parish Administrator

**St. Mary's Church, Chester**

Seventh & Edward Streets, Chester, PA 19016  
610-874-8565

The Rev. Paul Gitimu, Rector; Jeanette Walker-Cosby, Parish Administrator; Ruby J. Benson, Rector's Warden; Lucille Anderson, Accounting Warden and Stewardship; Gloria Jean Jackson, Outreach Chair; Blanche Price, Youth Leader

**St. Mary's Church, Hamilton Village**

3916 Locust Walk, Philadelphia, PA 19104-6152  
215-386-3916

The Rev. James H. Littrell, Rector; Douglas Watts, Parish Administrator; Scott Wilds, Accounting Warden; Sara Forrest, Christian Education Administrator; Claudia Crane, Stewardship; Katie Davenport, Campus Minister at Penn

**St. Mary's Church, Philadelphia**

1831 Bainbridge Street, Philadelphia, PA 19146  
215-985-0360

The Rev. Christine E. Ritter, Vicar

**St. Mary's Church, Warwick**

61 Morningside Drive, Elverson, PA 19520  
610-286-5734

The Rev. Bernard L. Maguire, III, Priest-in-Charge

**St. Mary's Church, Wayne**

104 Louella Avenue, Wayne, PA 19087  
610-688-1313

The Very Rev. Michael A. Pearson, Rector; The Rev. Jane E. Cornman, Assistant Rector; Virginia Gardiner, Parish Administrator; John Radford, Rector's Warden; Chris Steinhardt, Accounting Warden; The Rev. Jane E. Cornman, Christian Education Administrator and Youth Leader; Mary Ann Jones, Stewardship; Toni Hoffacker, Outreach Chair

**St. Matthew's Church, Maple Glen**

919 Tennis Avenue, Maple Glen, PA 19002-8069  
215-646-4092

The Rev. David S. Robinson, Rector; Judy Rosa, Parish Administrator; Tim John, Rector's Warden; Carolyn Bedics, Accounting Warden; Lynn Robinson, Christian Education Administrator; Christine Strittmatter, Stewardship; Aaron Smith, Assistant to the Rector



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**St. Michael's Church, Yeadon**

813 Longacre Blvd., Yeadon, PA 19050  
610-259-7871

The Rev. Kwabena Owusu-Afriyie, Rector; Keeja Moore-Brown, Parish Administrator; Jane Haibach, Rector's Warden; Sandra B. Colson, Accounting Warden; Niahson Porte, Stewardship; Joanne Borders, Outreach Chair

**St. Paul's Church, Chester**

301 East 9th Street, Chester, PA 19013  
610-872-5711

The Rev. J. R. Keith Hudson, Supply Priest; Cynthia Houpt, Parish Secretary

**St. Paul's Church, Chestnut Hill**

22 East Chestnut Hill Avenue, Philadelphia, PA 19118-2715  
215-242-2055

The Very Rev. E. Clifford Cutler, Rector; Virginia Emlen, Parish Administrator; The Rev. Emmanuel Ato Mercer, Assistant

**St. Paul's Church, Doylestown**

84 East Oakland Avenue, Doylestown, PA 18901-4647  
215-348-5511

The Rev. Christine E. Mottl, BCC, Rector; Jean Hosutt, Rector's Warden; Angela Stoots, Parish Administrator; Jean Hosutt, Youth Leader; David Taylor, Accounting Warden; Colleen Mancilla, Christian Education Administrator; Steve Rubenstein, Outreach Chair

**St. Paul's Church, Elkins Park**

7809 Old York Road, Elkins Park, PA 19027  
215-635-4185

The Rev. Paul D. Reid, Priest-in-Charge

**St. Paul's Church, Exton**

1105 East Lincoln Highway, Exton, PA 19341  
610-363-2363

The Rev. D. Maxine Maddox Dornemann, Priest in Charge; Nancy P. Hollywood, Parish Administrator; Josef Choc, Youth Leader; Paul Getman, Accounting Warden; Stephanie McSwain, Christian Education Administrator; Paul Getman, Stewardship; Kurt Mislick, Youth Leader; Susan Mislick, Youth Leader; Jane Choc, Youth Leader; Paula Brandl, Parish Secretary; Miranda Hodgkins, Rector's Warden

**St. Paul's Church, Levittown**

89 Pinewood Drive, Levittown, PA 19054  
215-946-8559

The Rev. Michael R. Ruk, Rector; Jean Laino, Parish Administrator and Rector's Warden

**St. Paul's Church, Oaks**

126 Black Rock Road, Oaks, PA 19456  
610-650-9336

The Rev. Daniel K. Olsen, Rector





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### **St. Peter's Church In the Great Valley**

2495 Saint Peter's Road, Malvern, PA 19301  
610-644-2261

The Rev. Anne H. Bridgers, Rector; Susan House, Parish Administrator; Lynn Mander, Rector's Warden; Peter Kreek, Accounting Warden; Debi Lynch, Christian Education Administrator; Charlene Hanbury, Stewardship; Helen Ockenden, Outreach Chair; Abby LeGendre, Youth Leader; Pete Duncan, Communications

### **St. Peter's Church, Glenside**

654 North Easton Road, Glenside, PA 19038  
215-887-1765

The Rev. Emily Barr Richards, Rector; Michael Sayer, Parish Administrator; David Mosteller, Youth Leader; George Luskus, Rector's Warden; Dianne Barnes, Christian Education Administrator; Timothy McDermott, Stewardship,

### **St. Peter's Church, Philadelphia**

313 Pine Street, Philadelphia, PA 19106  
215-925-5968

The Rev. Ledlie I. Laughlin, Rector; The Rev. Claire Nevin-Field, Assistant Rector; Kate Randall, Parish Administrator; Greg Duffy, Youth Leader; Kathleen Stephenson, Rector's Warden

### **St. Peter's Church, Phoenixville**

121 Church Street, Phoenixville, PA 19460  
610-933-2195

The Rev. Koshy Mathews, Rector; The Rev. David W. Hyatt, Assistant; The Rev. Joseph B. Dietz, Deacon; Judith Dougherty, Parish Administrator

### **St. Philip's Church, New Hope**

10 Chapel Road, New Hope, PA 18938-1006  
215-862-5782

The Very Rev. Peter Pearson, Rector; Douglas Fonte, Rector's Warden; Diane Hoffman, Accounting Warden; Tim Philpot, Outreach Chair; Liz Bowman, Secretary

### **St. Simon the Cyrenian Church**

1401 South 22nd Street, Philadelphia, PA 19146  
215-468-1926

Lindel Dixon, Parish Administrator; Rebecca McJett, Accounting Warden; Lindel Dixon, Rector's Warden; Delphyne Dukes, Christian Education Administrator; Jeannette King-Coleman, Stewardship; Marie Gaddy, Outreach Chair; Aja Jackson, Youth Leader

### **St. Stephen's Church, Clifton Heights**

199 West Baltimore Avenue, Clifton Heights, PA 19018  
610-622-3636

The Rev. Jill L. McNish, Priest-in-Charge; Cynthia Houpt, Parish Administrator; Frank Prendeville, Rector's Warden; Ray Sharp, Accounting Warden



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**St. Stephen's Church, Norwood**

128 Chester Pike, Norwood, PA 19074-1702  
610-461-0490

The Rev. F. Michael Knight, Priest-in-Charge; Jan Myers, Parish Administrator; Jim Geiger, Rector's Warden; Russell Long, Accounting Warden; Michelle Brown, Christian Education Administrator

**St. Stephen's, Philadelphia**

19 S. 10th Street, Philadelphia, PA 19105-1103  
215-922-3807

The Rev. Dr. Charles T.A. Flood, D.Sc., Rector

**St. Thomas' Church, Whitemarsh**

Bethlehem Pike and Camp Hill Road, Fort Washington, PA 19034-0247  
215-233-3970

The Rev. Marek Powell Zabriskie, Rector; The Rev. Whitney Altopp, Priest Associate; The Rev. Hillary West, Associate Rector for Children, Youth and Family Ministries; Anita C. Burke, Rector's Assistant; Jason DeCesare, Communications Coordinator; Barbara Stechert, Director of Stewardship, Planned Giving & Development

**St. Timothy's Church, Roxborough**

5720 Ridge Avenue, Philadelphia, PA 19128  
215-483-1529

The Rev. Kirk T. Berlenbach, Rector; Janice Fetscher, Parish Secretary

**The Church of St. Alban, Roxborough**

6769B Ridge Avenue, Philadelphia, PA 19128  
215-482-2627

The Rev. Kyle R. Tomlin, Rector; Helen Henderson, Parish Administrator and Accounting Warden; Debra Loftus, Rector's Warden; Susan Stumpo, Christian Education Administrator and Youth Leader; Susan Hart, Stewardship and Outreach Chair

**Trinity Church, Ambler**

708 S. Bethlehem Pike, Ambler, PA 19002  
215-646-0416

The Rev. David A. Canan, Rector; The Rev. Mary McCullough, Assistant; Sheila Bistany, Office Administrator; Barbara Davis, Rector's Warden; Ernest Dixon, Accounting Warden; Carole Allsop, Christian Education Administrator; Nancy McGarvey, Stewardship; Ed Mahler, Outreach Chair; Kelly Rupprecht, Youth Leader; John Dziel, Financial Administrator

**Trinity Church, Boothwyn**

700 Meetinghouse Road, Boothwyn, PA 19061-3503  
610-364-1800

The Rev. Domenic M. Ndai, Rector



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**Trinity Church, Buckingham**

2631 Durham Road, Buckingham, PA 18912-0387  
215-794-7921

The Rev. Lucy S. Amerman, Rector; Jan McConeghy, Youth Leader; Barbra Torok, Parish Administrator

**Trinity Church, Coatesville**

323 East Lincoln Highway, Coatesville, PA 19320  
610-384-4771

The Rev. Sherry A. Crompton, Vicar

**Trinity Church, Gulph Mills**

966 Trinity Lane, King of Prussia, PA 19406  
610-828-1500

The Rev. Robert McGregor Miller, Priest-in-Charge; Susan Damiano, Coordinator of Children's and Youth Ministry; Linda DiMaio, Parish Administrator; Chris Levy, Rector's Warden; Marty Trumpler, Accounting Warden; Susan Damiano, Christian Education Administrator

**Trinity Church, Oxford**

6901 Rising Sun Avenue, Philadelphia, PA 19111  
215-745-6114

The Rev. Richard Robyn, Rector; Dorothy Orr, Rector's Warden; Judith Maile, Accounting Warden; Dorothy Orr, Christian Education Administrator; Melinda Weaver, Stewardship; Kate Sampson, Youth Leader; Dorothy Orr, Parish Administrator; Chris Claypoole, Secretary

**Trinity Church, Solebury**

6587 Upper York Road, Solebury, PA 18963  
215-297-5135

The Rev. Emory Byrum, Interim Rector; Kyle S. Evans, Director of Youth Ministries; Otho E. Kerr, III, Stewardship; Debbie Stedman, Parish Administrator; John Daukas, Youth Leader; Otho E. Kerr, III, Rector's Warden; Douglas McArthur, Accounting Warden; Stephen Wilson, Christian Education Administrator; Susan Wells, Outreach Chair; Jane Ellen Nugent, Parish Secretary

**Trinity Church, Swarthmore**

N. Chester Road & College Avenue, Swarthmore, PA 19081  
610-544-2297

The Rev. Thomas R. Cook, Rector; The Rev. Joyce U. Tompkins, Priest Associate; Nancy K. Holstein, Parish Administrator; Isabella Englebach, Youth Leader and Rector's Warden; Andrejs Penikis, Treasurer; Bill Scarborough, Stewardship; Steve Laxton, Outreach Chair

**Trinity Memorial Church**

2212 Spruce Street, Philadelphia, PA 19103  
215-732-2515

The Rev. Donna L. Maree, Rector; Robert Mann, Parish Administrator

**Washington Memorial Chapel**

Route 23, Valley Forge, PA 19481-0009  
610-783-0120

The Rev. Dr. Roy G. Almquist, Interim Rector; Pat Martin, Office Manager; Andrew Tobias, Rector's Warden; Alex Thielens, Accounting Warden; Gardiner Pearson, Vestry Secretary; Sandi Hommer, Christian Education Administrator; Jane Barth, Stewardship; David Emes, Outreach Chair



# Parochial Clergy of the Diocese, November 2011

*(Includes only business contact information)*

**The Rev. Dr. Samuel Adu-Andoh**  
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**The Rev. Mark Ainsworth**  
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215-885-1641  
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St. David's Church, Radnor  
131 Beaumont Rd  
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St. Thomas' Church, Whitemarsh  
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**The Rev. Jennie Anderson**  
Church of the Epiphany, Royersford  
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**The Rev. Kathryn Andonian**  
Church of the Holy Spirit  
P.O. Box 575  
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215-234-8020  
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**The Rev. John Atkins**  
Church of the Holy Nativity, Wrightstown  
749 Durham Road  
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**The Rev. Pervez Baig**  
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1747 Church Lane  
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Church of St. Martin-in-the-Fields, Chestnut Hill  
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**The Rev. Kirk Berlenbach**  
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**The Rev. Eric Bond**  
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**The Rev. Isaac Bonney**  
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**The Rev. Rodger Broadley**

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**The Rev. Diana Carroll**

Church of the Holy Trinity, Rittenhouse Square  
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**The Rev. Ernest Curtin, Jr.**

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**The Rev. Dr. Charles Flood, D.Sc.**

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**The Very Rev. Alexander Graham IV**

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**The Very Rev. Peter Grandell**

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**The Rev. Timothy Griffin**

Memorial Church of St. Luke, Bustleton  
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**The Rev. Marlene Haines**

St. Luke and The Epiphany  
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**The Rev. Sunny Hallanan**

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**The Rev. Daniell Hamby**

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215-493-2636  
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## Diocese of Pennsylvania Annual Parochial Reports Summary

- - **Parish Financial Statistics**
  - **Vital Statistics on Parish Membership**

(Status as of March 1, 2012)



## Diocese of Pennsylvania

## Financial Statistics of Congregations and Missions

Year in parentheses is last year of filing if not 2011

City	Congregation	REVENUE			EXPENSE		
		Plate & Pledge Income	Operating Revenue	Total Revenue	Operating Expense	To the Diocese & Development	Outreach Total Expense
Abington	St. Annes Episcopal Church (2010)	238,417	251,788	313,088	264,041	9,018	76,269
Ambler	Trinity Episcopal Church (2010)	290,472	490,057	500,836	498,206	18,500	32,894
Andalusia	Church of the Redeemer (2009)	9,096	43,499	43,499	40,091	1,649	0
Ardmore	Nevil Memorial Ch of St George (2010)	155,209	356,386	356,386	333,254	24,051	16,038
Ardmore	St Mary's Episcopal Church (2010)	207,546	403,205	651,523	391,186	30,500	248,315
Aston	Calvary Church Rockdale (2010)	145,005	193,837	264,987	198,748	7,015	83,640
Aston	St James Episcopal Church (2010)	58,783	105,439	107,083	128,166	5,580	35,254
Bala Cynwyd	Church of St Asaphs (2010)	181,364	379,135	389,364	348,483	20,524	769
Bala Cynwyd	St Johns Episcopal Church	92,759	301,753	301,753	228,542	5,457	3,657
Blue Bell	St Dunstons Episcopal Church (2010)	79,482	134,581	166,674	134,437	9,090	29,114
Boothwyn	Trinity Episcopal Church	122,000	137,000	186,000	139,830	4,060	0
Bridgeport	Christ Episcopal Church (2004)	0	0	0	0	0	0
Bristol	St James Church Episcopal	41,672	151,550	162,966	144,346	5,649	16,834
Bryn Mawr	Church of the Redeemer (2010)	1,115,243	1,448,886	2,929,378	1,547,345	79,359	1,489,526
Bryn Mawr	The Church of the Good Shepherd (2003)	328,500	534,500	534,500	587,040	3,540	43,500
Buckingham	Trinity Episcopal Church (2010)	345,804	379,254	392,945	387,619	15,000	16,772
Chester	St Marys Episcopal Church (2009)	27,081	38,729	84,162	47,291	961	45,242
Chester	St Pauls Episcopal Church (2010)	54,886	187,273	188,186	142,406	7,578	8,367
Clifton Heights	St Stephen Episcopal Church (2010)	45,500	115,103	130,141	132,183	4,980	3,976
Coatesville	The Church of the Trinity (2010)	120,642	152,835	174,404	152,835	8,270	15,440
Collegeville	St James Church Perkiomen (2010)	203,092	259,353	263,165	258,325	3,814	11,600
Collingdale	All Saints Episcopal Church (2010)	30,297	52,574	54,330	49,489	1,041	9,040
Conshohocken	Calvary Episcopal Church (2010)	37,162	125,176	146,181	125,177	4,000	0
Dowlingtown	St James Episcopal Church (2010)	228,414	305,304	406,828	288,285	10,744	94,591
Doylestown	St Pauls Episcopal Church (2010)	259,533	358,090	412,840	266,343	14,272	40,180
Drexel Hill	Incarnation Holy Sacrament Episcopal (2010)	97,463	211,656	213,831	163,129	12,517	18,099
Drexel Hill	The Church of the Holy Comforter (2010)	160,940	250,514	310,193	310,945	13,806	8,785
Elkins Park	St Pauls Episcopal Church (2010)	64,976	259,019	259,019	264,941	3,872	1,223



# Diocese of Pennsylvania

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Elverson	St Mary's Episcopal Church (2010)	64,980	71,877	71,877	72,298	4,548	1,750	75,298
Essington	Church of St John the Evangelist	74,247	115,538	139,560	102,861	3,002	12,907	134,142
Exton	St Pauls Episcopal Church (2010)	204,960	250,068	334,255	250,248	5,874	36,867	287,115
Fallington	All Saints Episcopal Church	15,691	56,866	56,866	48,439	0	8,357	56,716
Fort Washington	St Thomas Church Whitemarsh	1,001,200	1,246,128	1,246,128	1,289,954	51,952	35,316	1,289,954
Gap	St Johns Episcopal Church (2010)	120,500	124,500	129,500	133,000	10,000	17,000	148,000
Gladwyne	St Christophers Church (2010)	583,385	650,676	730,904	703,710	60,726	164,000	757,710
Glen Mills	St Johns Episcopal Church (2010)	252,257	339,018	409,483	355,414	20,436	23,998	379,412
Glenmoore	St Andrews Episcopal Church (2010)	293,943	305,176	497,948	330,942	15,035	1,228,196	1,348,530
Glenside	St Peters Episcopal Church (2010)	194,565	283,634	356,600	341,698	16,646	22,313	379,791
Harleysville	The Church of the Holy Spirit	330,497	367,232	379,794	365,700	16,747	5,727	371,137
Harboro	Church of the Advent (2010)	211,307	213,457	239,108	208,734	15,291	19,087	223,750
Havertown	St Faith Episcopal Church (2010)	40,085	101,351	101,695	101,792	4,000	0	102,112
Hilltown	Good Shepherd Epis Church (2010)	100,775	121,284	121,284	141,930	6,204	0	141,930
Honey Brook	St Maris Church (2010)	59,229	97,358	111,034	97,358	10,387	155	98,477
Hulmeville	Grace Episcopal Church	125,154	143,682	144,541	150,124	8,539	19,507	169,631
Huntingdon Valley	St John the Evangelist (2010)	53,588	148,017	148,017	208,221	10,371	0	208,221
Jenkintown	Church of Our Saviour (2010)	67,240	121,036	179,369	123,906	7,664	40,518	166,457
Kennett Square	Church of the Advent (2010)	753,003	883,139	1,023,417	848,258	36,638	134,704	982,962
King Of Prussia	Trinity Church Gulph Mills (2010)	187,650	254,934	254,934	254,934	13,249	3,931	254,934
Lafayette Hill	Church of St Jude & the Nativity (2010)	76,541	130,546	169,203	176,465	10,119	84,412	260,705
Langhorne	St James Episcopal Church (2010)	188,394	198,518	216,714	203,816	9,531	13,706	216,934
Lansdale	Holy Trinity Church	44,159	67,987	70,557	78,720	200	8,246	88,068
Levittown	St Pauls Episcopal Church		0	0	0		0	0
Lower Gwynedd	Church of the Messiah (2010)	508,140	795,563	974,040	719,521	26,503	56,818	727,831
Malvern	St Francis in the Fields		0	0	0		0	0
Malvern	St Peters Church in the Great Valley (2010)	517,951	559,578	826,676	543,041	21,087	128,326	667,042
Maple Glen	St Matthews Episcopal Church	404,705	474,422	492,152	470,183	26,644	30,814	494,588



## Diocese of Pennsylvania

## Financial Statistics of Congregations and Missions

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Media	Christ Episcopal Church	271,838	359,233	428,937	359,222	25,000	423,571
Morrisville	Episcopal Church of the Incarnation	123,581	172,909	194,376	175,728	6,042	177,433
New Hope	St. Phillips Episcopal Church (2010)	115,014	149,359	160,960	142,313	8,000	145,857
Newtown	Church of the Holy Trinity (2010)	106,666	158,302	167,308	156,559	6,771	162,711
Newtown	St. Lukes Church	280,983	324,823	424,825	319,820	13,843	319,820
Newtown Square	St. Albans Church (2010)	248,810	331,400	368,795	365,205	12,639	377,272
Norristown	All Saints Episcopal Church (2010)	143,347	167,902	219,989	167,819	12,506	182,364
Norristown	St. Augustine of Hippo Church (2010)	24,850	64,406	69,865	62,900	1,452	64,700
Norristown	St. Johns Episcopal Church (2010)	103,421	239,289	250,938	266,578	11,094	274,973
Norwood	St. Stephen Episcopal Church		0	0	0		0
Oaks	St. Pauls Episcopal Church (2010)	204,345	264,307	273,657	231,791	9,707	236,481
Oreland	St. Phillips in the Field (2010)	169,470	169,470	221,575	162,073	6,834	164,003
Oxford	St. Christophers Episcopal Church (2010)	108,464	128,965	151,632	125,940	7,139	206,715
Pasoli	Church of the Good Samaritan (2010)	1,827,638	2,015,429	2,664,179	1,985,428	6,000	2,198,014
Parkeshburg	Church of the Ascension (2010)	97,662	127,547	139,796	122,442	5,016	146,687
Philadelphia	All Saints Church (Rhawhurst) (2010)	42,860	93,043	133,078	138,503	4,107	159,855
Philadelphia	All Saints Church (Torresdale)	123,769	529,715	529,715	449,785	19,901	494,845
Philadelphia	All Souls Church For the Deaf	6,263	37,479	37,739	43,300	6,300	43,450
Philadelphia	Calvary Church (Germanstown) (2010)	26,976	191,881	191,881	133,136	10,493	155,441
Philadelphia	Calvary-St. Augustine Church (2010)	147,564	206,229	212,051	229,217	6,292	229,217
Philadelphia	Cathedral Church of Our Saviour (2010)	92,705	572,078	572,078	570,382	24,188	570,382
Philadelphia	Christ Church & St. Michaels Church (2010)	104,880	194,930	196,047	198,664	3,900	199,781
Philadelphia	Christ Church (2010)	441,194	712,387	1,355,759	771,001	58,333	3,249,045
Philadelphia	Church of St. John the Evangelist (2010)	13,319	61,780	61,780	61,536	1,600	61,536
Philadelphia	Church of St. John the Free (2010)	34,208	41,358	41,428	53,309	7,480	53,829
Philadelphia	Church of St. Luke & the Epiphany (2010)	219,013	533,134	625,741	610,827	50,000	634,921
Philadelphia	Church of St. Martin in the Fields (2010)	521,186	810,457	1,544,696	890,463	67,136	1,042,504
Philadelphia	Church of the Annunciation	0	0	0	0	0	0





## Diocese of Pennsylvania

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Philadelphia	Church of the Crucifixion (2010)	24,185	61,385	63,694	70,382	1,733	3,022	72,855
Philadelphia	Emmanuel/Resurrection Episcopal Ch (2010)	79,843	124,984	126,059	106,304	3,583	19,176	126,555
Philadelphia	George W South Ch of Advocate (2010)	39,091	188,087	199,778	184,383	8,220	65,159	245,399
Philadelphia	Gloria Dei Episcopal Church (2010)	67,210	243,461	252,760	263,186	18,537	5,200	274,935
Philadelphia	Grace Church and the Incarnation	38,122	230,165	232,372	204,377	10,183	9,803	214,548
Philadelphia	Grace Epiphany Church (2010)	159,055	264,714	281,097	312,798	10,951	21,978	333,949
Philadelphia	Holy Apostles & Mediator (2009)	77,251	224,144	233,989	204,767	18,950	7,365	215,608
Philadelphia	Holy Innocents St Pauls Church		0	0	0		0	0
Philadelphia	House of Prayer (2010)	71,064	71,064	71,064	50,841	2,462	12,238	62,619
Philadelphia	La Iglesia de Cristo y San Ambrosio (2010)	20,666	41,566	41,566	43,953	1,678	5,300	49,233
Philadelphia	Memorial Church of St Luke (2010)	70,824	177,791	185,454	185,127	11,119	8,076	195,036
Philadelphia	Memorial Church of the Good Shepherd (2010)	115,131	257,892	283,463	224,503	16,206	26,044	247,890
Philadelphia	St Albans Church Roxborough (2010)	56,019	150,560	163,765	154,829	6,126	12,988	167,329
Philadelphia	St Andrew & St Monica Church (2010)	169,045	221,302	232,217	225,268	6,000	5,990	229,268
Philadelphia	St Andrews in the Field Church	50,903	95,132	95,132	94,708	6,721	8,235	101,743
Philadelphia	St Clements Church (2010)	113,691	519,329	576,114	493,813	20,913	18,579	503,747
Philadelphia	St Davids Episcopal Church	35,174	67,534	67,894	29,568	2,500	6,160	35,368
Philadelphia	St Dismas Episcopal Mission (2010)	10	10	10	0	0	0	0
Philadelphia	St Gabriels Episcopal Church (2010)	42,831	53,021	77,779	52,182	6,753	19,424	71,320
Philadelphia	St George & St Barnabas (2010)	191,618	202,818	202,818	201,766	7,602	864	202,596
Philadelphia	St James of Kingsessing Episcopal Ch (2010)	88,487	205,506	205,506	220,320	9,902	1,680	220,320
Philadelphia	St Lukes Church Germantown	237,169	670,383	808,731	747,051	37,261	9,596	765,838
Philadelphia	St Marks Church Frankford (2010)	40,142	197,212	222,015	221,723	4,299	50,000	221,723
Philadelphia	St Marks Episcopal Church	441,649	801,864	863,355	830,207	41,450	79,320	891,697
Philadelphia	St Marys Church Cathedral Road (2010)	105,008	202,545	342,636	296,962	26,208	49,720	342,584
Philadelphia	St Marys Church Hamilton Village (2010)	72,366	230,381	302,700	230,381	7,907	23,990	253,971
Philadelphia	St Marys Episcopal Church (2010)	37,318	71,358	75,358	59,954	1,989	9,639	69,593
Philadelphia	St Pauls Church Chestnut Hill (2010)	727,471	887,428	1,159,815	800,682	31,422	43,091	800,682





## Diocese of Pennsylvania

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Philadelphia	St. Peters Episcopal Church	439,829	723,169	748,155	795,773	50,000	40,370
Philadelphia	St. Simon the Cyrenian Church (2010)	79,275	102,864	123,525	96,907	5,480	535
Philadelphia	St. Stephens Church (2010)	28,184	242,785	246,585	240,984	10,550	2,527
Philadelphia	St. Timothy Episcopal Church (2010)	86,616	411,872	411,872	404,609	10,158	16,364
Philadelphia	The African Epis Ch of St Thomas	665,619	791,570	791,570	740,507	48,480	17,209
Philadelphia	The Church of the Holy Trinity	0	0	0	0	0	0
Philadelphia	Trinity Church Oxford (2010)	89,969	180,576	191,364	211,934	16,759	2,283
Philadelphia	Trinity Memorial Church (2010)	111,718	173,466	173,466	203,344	8,472	0
Phoenixville	St. Peters Episcopal Church (2010)	216,669	222,247	265,837	259,454	12,367	27,186
Pottstown	Christ Episcopal Church (2010)	172,195	218,291	232,961	204,994	7,683	39,272
Prospect Park	St. James Church Episcopal (2010)	105,048	152,698	162,698	7,643	7,643	43,012
Quakertown	Emmanuel Episcopal Church (2010)	82,059	116,946	127,252	114,785	5,906	11,649
Radnor	St. Martins Church (2010)	197,800	260,089	319,698	263,867	10,509	13,543
Ridley Park	Christ Church Episcopal (2010)	178,568	360,290	462,080	384,850	12,958	90,146
Rockledge	Memorial Ch of the Holy Nativity	87,462	155,250	205,036	238,132	7,262	22,341
Royersford	Church of the Epiphany (2010)	115,530	147,569	174,125	172,490	6,347	32,994
Solebury	Trinity Episcopal Church (2010)	485,200	541,999	577,524	562,157	30,142	61,404
Southampton	Church of the Redemption (2010)	98,041	131,991	142,028	137,723	4,365	47,968
Springfield	Church of the Redeemer	0	0	0	0	0	0
Swarthmore	Trinity Church (2010)	346,468	588,855	606,484	502,208	46,489	50,756
Valley Forge	Washington Memorial Chapel	0	0	0	0	0	0
Villanova	Christ Episcopal Church (2010)	243,717	321,592	321,592	328,788	16,819	13,907
Wayne	St David Episcopal Church (2010)	2,129,658	2,819,951	2,992,405	2,916,025	206,567	314,622
Wayne	St Marys Episcopal Church	0	0	0	0	0	0
West Chester	The Church of the Holy Trinity (2010)	339,872	459,929	500,460	464,860	16,655	40,531
Wyncote	All Hallows Episcopal Church (2010)	134,271	317,319	456,826	380,200	15,795	139,208
Wynnewood	All Saints Episcopal Church (2005)	244,562	360,872	498,780	383,073	0	83,996
Wynnewood	Church of the Holy Apostles (2010)	142,472	225,845	247,998	226,228	13,829	11,716
							237,445



## Diocese of Pennsylvania

### Financial Statistics of Congregations and Missions

Year in parentheses is last year of filing if not 2011

City	Congregation	REVENUE			EXPENSE			
		Plate & Pledge Income	Operating Revenue	Total Revenue	Operating Expense	To the Diocese & Development	Outreach	Total Expense
Yardley	St. Andrews Church Episcopal (2010)	298,744	367,986	367,986	388,582	7,660	3,000	388,582
Yeadon	St. Michael's Episcopal Church (2010)	53,600	83,887	84,110	942	742	700	1,442
Total		27,159,879	41,347,429	49,410,301	41,828,985	2,028,323	9,346,603	50,433,303



## Diocese of Pennsylvania

## Vital Statistics of Congregations and Missions

Year in parentheses is last year of filing if not 2011

— B a p t i s m s —

City	Congregation	Active Members	Communicants		Others	Average Sunday Attendance	Sunday Eucharists	18 yrs and Older	Under 18 Years	Confirmed or Received
			In Good Standing							
Abington	St. Annes Episcopal Church (2010)	350	300	15	167	104	0	8	5	
Ambler	Trinity Episcopal Church (2010)	499	479	0	194	173	0	11	2	
Andalusia	Church of the Redeemer (2009)	54	54	0	14	51	0	0	0	
Ardmore	Nevel Memorial Ch of St. George (2010)	324	239	6	125	114	0	7	0	
Ardmore	St Marys Episcopal Church (2010)	390	410	34	107	83	0	4	3	
Aston	Calvary Church Rockdale (2010)	174	192	10	82	50	23	1	0	
Aston	St James Episcopal Church (2010)	168	112	8	60	83	0	2	0	
Bala Cynwyd	Church of St Asaphs (2010)	245	215	11	87	111	0	1	0	
Bala Cynwyd	St Johns Episcopal Church	86	86	0	42	47	0	3	0	
Blue Bell	St Dunstons Episcopal Church (2010)	174	174	8	40	52	0	3	0	
Boothwyn	Trinity Episcopal Church	104	90	6	78	26	0	6	0	
Bridgeport	Christ Episcopal Church (2004)	62							0	
Bristol	St James Church Episcopal	121	76	7	8	49	0	6	4	
Bryn Mawr	Church of the Redeemer (2010)	2,388	1,185	877	335	129	0	12	21	
Bryn Mawr	The Church of the Good Shepherd (2003)	658	628	18	190	104	0	5	0	
Buckingham	Trinity Episcopal Church (2010)	304	314	10	143	104	0	2	5	
Chester	St Marys Episcopal Church (2009)	126	124	1	27	52	0	2	0	
Chester	St Pauls Episcopal Church (2010)	87	50	0	29	82	0	2	0	
Clifton Heights	St Stephen Episcopal Church (2010)	98	78	13	47	99	0	3	4	
Coatesville	The Church of the Trinity (2010)	110	81	10	56	50	0	0	0	
Collegeville	St James Church Perkiomen (2010)	403	403	252	171	156	0	8	17	
Collingdale	All Saints Episcopal Church (2010)	50	45	0	30	50	0	4	0	
Conshohocken	Calvary Episcopal Church (2010)	129	66	0	35	51	0	2	0	
Downingtown	St James Episcopal Church (2010)	656	374	32	215	143	0	10	0	
Doylestown	St Pauls Episcopal Church (2010)	593	314	0	125	115	0	5	0	
Drexel Hill	Incarnation Holy Sacrament Episcopal (2010)	243	184	16	72	92	1	3	4	
Drexel Hill	The Church of the Holy Comforter (2010)	235	214	0	99	99	0	0	0	
Elkins Park	St Pauls Episcopal Church (2010)	143	131	16	40	53	0	0	0	
Elvertown	St Marys Episcopal Church (2010)	60	60	3	30	90	0	1	0	
Essington	Church of St John the Evangelist	172	42	35	75	102	1	4	2	
Exton	St Pauls Episcopal Church (2010)	292	292	0	103	78	2	8	14	
Fallsington	All Saints Episcopal Church	59	59	3	24	51	0	0	0	
Fort Washington	St Thomas Church Whitmarsh	1,349	783	1,329	292	170	0	19	4	



# Diocese of Pennsylvania

## Vital Statistics of Congregations and Missions

Year in parentheses is last year of filing if not 2011

— Baptisms —

City	Congregation	Communicants		Others	Average		Sunday Eucharists	16 yrs and Older	Under 16 Years	Confirmed or Received
		Active Members	in Good Standing		Sunday Attendance					
Gap	St Johns Episcopal Church (2010)	109	131	135	86	56	0	0	6	3
Gladwyne	St Christophers Church (2010)	617	617	0	130	0	0	0	2	8
Glen Mills	St Johns Episcopal Church (2010)	727	428	3	171	144	1	1	6	23
Glennmore	St Andrews Episcopal Church (2010)	485	450	0	147	106	0	0	2	7
Glenside	St Peters Episcopal Church (2010)	458	363	0	136	129	0	0	5	1
Harleysville	The Church of the Holy Spirit	579	520	59	213	104	0	0	4	3
Harboro	Church of the Advent (2010)	709	399	10	122	104	0	0	2	0
Havertown	St Faith Episcopal Church (2010)	147	100	5	38	50	0	0	2	0
Hilltown	Good Shepherd Epis Church (2010)	110	100	2	54	48	0	0	0	0
Honey Brook	St Marks Church (2010)	81	72	5	43	0	0	0	1	0
Hulmeville	Grace Episcopal Church	238	228	11	74	101	0	0	5	7
Huntingdon Valley	St John the Evangelist (2010)	185	140	0	44	53	0	0	0	0
Jenkintown	Church of Our Saviour (2010)	73	47	0	28	52	0	0	0	3
Kennett Square	Church of the Advent (2010)	1,233	1,233	20	338	136	0	0	9	7
King Of Prussia	Trinity Church Gulph Mills (2010)	209	209	0	94	85	1	1	0	9
Lafayette Hill	Church of St Jude & the Nativity (2010)	116	108	24	51	90	0	0	2	8
Langhorne	St James Episcopal Church (2010)	231	220	4	83	155	0	0	0	10
Lansdale	Holy Trinity Church	196	196	10	35	51	0	0	1	0
Levittown	St Pauls Episcopal Church	127	127	5	51	51	2	2	19	0
Lower Gwynedd	Church of the Messiah (2010)	920	0	0	189	0	0	0	9	11
Malvern	St Francis in the Fields	691	581	6	218	100	0	0	4	0
Malvern	St Peters Church in the Great Valley (2010)	732	700	126	251	142	1	1	8	31
Maple Glen	St Matthews Episcopal Church	664	621	2	212	158	0	0	9	0
Media	Christ Episcopal Church	397	366	6	146	93	0	0	5	12
Morrisville	Episcopal Church of the Incarnation	191	191	0	69	102	0	0	2	0
New Hope	St Phillips Episcopal Church (2010)	209	207	15	76	104	0	0	2	8
Newtown	Church of the Holy Nativity (2010)	64	62	30	51	86	0	0	0	0
Newtown	St Lukes Church	401	401	10	102	102	0	0	7	24
Newtown Square	St Albans Church (2010)	193	164	30	66	107	0	0	3	0
Norristown	All Saints Episcopal Church (2010)	211	208	4	81	95	0	0	0	7
Norristown	St Augustine of Hippo Church (2010)	126	37	0	21	49	0	0	0	0
Norristown	St Johns Episcopal Church (2010)	126	88	5	73	98	1	1	2	1
Norwood	St Stephen Episcopal Church	133	133	21	60	100	1	1	0	4





## Diocese of Pennsylvania

## Vital Statistics of Congregations and Missions

Year in parentheses is last year of filing if not 2011

— B a p t i s m s —

City	Congregation	Communicants			Average			Sunday			Under 16			Confirmed or Received
		Active Members	in Good Standing	Others	Sunday Attendance	Sunday Eucharists	16 yrs and Older	Years						
Oaks	St Pauls Episcopal Church (2010)	174	134	51	94	92	0	2	0					
Oreland	St Philips in the Field (2010)	172	143	0	63	51	0	1	0					
Oxford	St Christophers Episcopal Church (2010)	227	181	2	85	102	2	5	0					
Paoli	Church of the Good Samaritan (2010)	1,158	759	126	555	193	1	27	12					
Parkesburg	Church of the Ascension (2010)	170	170	10	71	103	2	3	0					
Philadelphia	All Saints Church (Rhawnhurst) (2010)	138	100	0	45	104	0	1	0					
Philadelphia	All Saints Church (Torresdale)	363	333	12	162	149	0	7	20					
Philadelphia	All Souls Church For the Deaf	32	35	0	19	50	0	1	0					
Philadelphia	Calvary Church (Germanatown) (2010)	76	74	1	25	0	0	0	0					
Philadelphia	Calvary-St Augustine Church (2010)	244	244	14	88	52	0	4	0					
Philadelphia	Cathedral Church of Our Saviour (2010)	105	105	0	86	4,664	2	1	2					
Philadelphia	Christ Church & St Michaels Church (2010)	262	150	10	66	101	0	0	0					
Philadelphia	Christ Church (2010)	520	454	66	177	87	4	7	14					
Philadelphia	Church of St John the Evangelist (2010)	70	42	1	55	87	0	0	5					
Philadelphia	Church of St John the Free (2010)	52	52	19	23	52	0	0	0					
Philadelphia	Church of St Luke & the Epiphany (2010)	344	237	30	133	102	1	3	0					
Philadelphia	Church of St Martin in the Fields (2010)	576	571	0	213	159	1	2	0					
Philadelphia	Church of the Annunciation	96							0					
Philadelphia	Church of the Crucifixion (2010)	58	49	9	28	95	0	1	0					
Philadelphia	Emmanuel/Resurrection Episcopal Ch (2010)	101	106	6	84	51	1	8	0					
Philadelphia	George W South Ch of Advocate (2010)	75	54	4	33	54	0	6	0					
Philadelphia	Gloria Dei Episcopal Church (2010)	227	178	6	81	98	0	8	4					
Philadelphia	Grace Church and the Incarnation	81	55	49	44	89	0	2	5					
Philadelphia	Grace Epiphany Church (2010)	176	176	0	77	92	1	3	0					
Philadelphia	Holy Apostles & Mediator (2009)	205	87	5	57	58	0	0	0					
Philadelphia	Holy Innocents St Pauls Church	150	97	4	57	89	0	8	7					
Philadelphia	House of Prayer (2010)	105	105	0	50	52	0	0	2					
Philadelphia	La Iglesia de Christo y San Ambrosio (2010)	1,997	1,997	0	130	0	10	78	34					
Philadelphia	Memorial Church of St Luke (2010)	103	96	5	42	54	0	1	4					
Philadelphia	Memorial Church of the Good Shepherd (2010)	120	99	1	51	74	0	2	0					
Philadelphia	St Albans Church Roxborough (2010)	148	49	10	35	96	0	5	0					
Philadelphia	St Andrew & St Monica Church (2010)	173	169	1	110	51	2	7	6					
Philadelphia	St Andrews in the Field Church	114	114	4	35	52	0	2	0					



## Diocese of Pennsylvania

## Vital Statistics of Congregations and Missions

Year in parentheses is last year of filing if not 2011

— Baptisms —

City	Congregation	Active Members		Communicants in Good Standing		Others	Average Sunday Attendance		Sunday Eucharists		16 yrs and Older		Under 16 Years or Received	
		Members	Standing	Standing	Standing		Attendance	Attendance	Eucharists	Eucharists	16 yrs and Older	16 yrs and Older	Under 16 Years or Received	Under 16 Years or Received
Philadelphia	St Clements Church (2010)	144	102	0	0	0	98	104	0	0	1	5		
Philadelphia	St Davids Episcopal Church	40	40	0	0	0	27	51	0	0	3	0		
Philadelphia	St Dismas Episcopal Mission (2010)	20	20	0	0	0	10	0	0	0	0	0		
Philadelphia	St Gabriels Episcopal Church (2010)	113	80	25	62	51	62	51	0	0	4	0		
Philadelphia	St George & St Barnabas (2010)	199	140	2	122	53	82	104	0	0	6	4		
Philadelphia	St James of Kingsessing Episcopal Ch (2010)	215	115	0	225	0	84	52	9	16	1	1		
Philadelphia	St Lukes Church Germantown	625	0	0	84	0	84	52	9	16	1	1		
Philadelphia	St Marks Church Frankford (2010)	174	94	96	84	0	84	52	9	16	1	1		
Philadelphia	St Marks Episcopal Church	351	160	0	84	0	84	105	0	0	2	1		
Philadelphia	St Marys Church Cathedral Road (2010)	212	165	63	61	53	61	53	0	0	2	6		
Philadelphia	St Marys Church Hamilton Village (2010)	198	55	4	23	0	23	0	0	0	0	1		
Philadelphia	St Marys Episcopal Church (2010)	55	699	0	215	1	215	152	0	0	14	5		
Philadelphia	St Pauls Church Chestnut Hill (2010)	766	301	368	204	0	204	50	0	0	0	0		
Philadelphia	St Peters Episcopal Church	413	105	0	42	50	42	50	0	0	0	0		
Philadelphia	St Simon the Cyrenian Church (2010)	105	29	32	20	52	20	52	0	0	0	2		
Philadelphia	St Stephens Church (2010)	29	29	0	0	0	0	0	0	0	0	0		
Philadelphia	St Timothy Episcopal Church (2010)	304	291	15	84	100	84	100	6	0	0	7		
Philadelphia	The African Epis Ch of St Thomas	913	913	50	330	49	330	49	3	18	38			
Philadelphia	The Church of the Holy Trinity	485	217	30	181	52	181	52	1	8	11			
Philadelphia	Trinity Church Oxford (2010)	141	114	3	43	102	43	102	0	0	3	0		
Philadelphia	Trinity Memorial Church (2010)	112	87	0	49	194	49	194	1	2	0			
Phoenixville	St. Peters Episcopal Church (2010)	353	240	20	118	105	118	105	1	10	8			
Pottstown	Christ Episcopal Church (2010)	339	220	0	93	100	93	100	0	3	1			
Prospect Park	St James Church Episcopal (2010)	131	103	21	78	94	78	94	1	3	3			
Quakertown	Emmanuel Episcopal Church (2010)	212	163	4	55	105	55	105	1	4	0			
Radnor	St Martins Church (2010)	228	154	0	61	91	61	91	0	0	0			
Ridley Park	Christ Church Episcopal (2010)	1,032	1,032	0	144	156	144	156	0	9	0			
Rockledge	Memorial Ch of the Holy Nativity	212	188	12	89	105	89	105	0	5	11			
Roystonford	Church of the Epiphany (2010)	241	241	14	59	90	59	90	0	2	0			
Solebury	Trinity Episcopal Church (2010)	448	448	199	159	105	159	105	1	11	23			
Southampton	Church of the Redemption (2010)	118	131	2	79	53	79	53	0	1	0			
Springfield	Church of the Redeemer	299												
Swarthmore	Trinity Church (2010)	310	239	244	179	137	179	137	0	10	4			



# Diocese of Pennsylvania

## Vital Statistics of Congregations and Missions

Year in parentheses is last year of filing if not 2011

— B a p t i s m s —

City	Congregation	Communicants			Average		Sunday		16 yrs		Under 16		Confirmed or Received
		Active Members	In Good Standing	Others	Sunday Attendance	Eucharists	and Older	Years					
Valley Forge	Washington Memorial Chapel	195	195	28	115	134	0	7	0				
Villanova	Christ Episcopal Church (2010)	264	264	0	97	105	1	1	0				
Wayne	St David Episcopal Church (2010)	3,292	2,578	0	576	209	1	46	66				
Wayne	St Marys Episcopal Church	724	0	0	151	161	1	10	0				
West Chester	The Church of the Holy Trinity (2010)	421	0	55	152	105	0	4	0				
Wyncote	All Hallows Episcopal Church (2010)	160	148	20	95	51	0	4	0				
Wymewood	All Saints Episcopal Church (2005)	321	268	0	97	82	0	4	0				
Wymewood	Church of the Holy Apostles (2010)	229	229	4	52	102	0	4	5				
Yardley	St Andrews Church Episcopal (2010)	442	354	27	123	101	0	15	0				
Yeadon	St Michaels Episcopal Church (2010)	112	80	3	56	0	1	6	2				
Total		46,903	35,518	5,055	14,243	16,353.00	90	715	607.00				



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