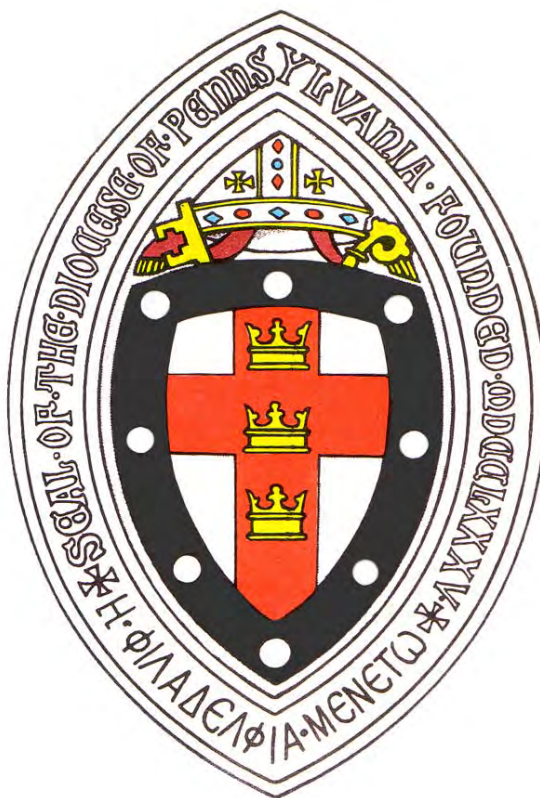


DIOCESE OF PENNSYLVANIA



Journal of the The 230th Convention

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November 9, 2013



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November 9, 2013

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Assisting Bishop: The Rt. Rev. Edward Lee

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

Dean of the Cathedral: The Very Rev. Judith Sullivan

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CONVENTION of the DIOCESE OF PENNSYLVANIA

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Mr. Jerome Buescher

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Program Budget Committee

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



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(* Denotes participation in the 230th Convention)

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*Samuel Adu-Andoh
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Randolph Williamson
*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 230th Convention)

BRANDYWINE DEANERY

Advent, Kennett Square: *Lee Stack, *Nancy McKeon

Ascension: *Joe Pakovits

Good Samaritan, Paoli: *Terri Connolly, Chaz Howard, *Andy Krider

Holy Trinity, West Chester: *Cathy Stout, *Alice Koerber, *Joe McAllister

St. Andrew's, West Vincent: *Ken Werner, John Wenner, *Martha Thomae

St. Christopher's, Oxford: *J. Charles Hart, *Kathy Hart

St. Francis-in-the-Fields, Sugartown: *Jim Crowley, *Peggy Ewing

St. James, Downingtown: *Matt Ryan, *Dick McConnell, *Sandy Hodson

St. John's Compass: *Susan Hurst, *Antoinette McLauchlan

St. John's, Concord: *Burt Blackburn, *Missy Matrangola, *Mary Alice Peeling; *alternate:* *Patrick Sorensen

St. Mark's, Honey Brook: *Robert Schultz, Mary Ann Kaiser; *alternate:* *Lois Schultz

St. Paul's, Exton: *Jim Freed, *Phil Post, *Joe Choc

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

Trinity, Coatesville: *Bill Terry, *Pat Kirkner, Al Carey; *alternate:* Victor Shanley, III

BUCKS DEANERY

All Saints, Fallsington: *Deborah Shellhamer, *Carol Feraco

Emmanuel Church, Quakertown: *Rick Alexander, *Suzanne Goushian, MaryAnn Fish

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

Grace Church, Hulmeville: *Lorna Campbell-Seely, *Karla Bean, *Beverly Stoltz; *alternate:* *David Jackson

Holy Nativity, Wrightstown: *Bob Brodrecht, *Belinda Ash, *Laura Spivey

Incarnation, Morrisville: Dave Dixon, Andrena Wishnie

St. Andrew's, Yardley: *Derek White, *Marcie White, *Henrietta "Hank" Grosz

St. James, Langhorne: *Marcia Bower, *Virginia Ceccoli, *George Parker

St. Paul's, Doylestown: *Bill Angell, *John Canterbury, *Michael Kelly

St. Paul's, Levittown: *Angela Oliver

St. Philip's, New Hope: *Elizabeth Bowman

Trinity, Buckingham: *Kay Kinney, *Dominique Decaprio, *Janet Decaprio

Trinity, Solebury: *Mary Miller

DELAWARE DEANERY

All Saints, Collingdale: *Constance Wright, *Cathy Mulholland

Calvary, Rockdale: *Stella Thompson, *Ellen Stone, *Micha Brunner

Christ Church, Media: *Laurie Weber, *Mary Ann Klassen, *Hope Giamboy; *alternate:* Diana Buckley Motley

Christ Church, Ridley Park: *Edward Dougherty, *Amy Lowengoth

Holy Comforter, Drexel Hill: Warren Phillips, *Ken Hawkins, *Shawn Pender; *alternate:* *Helga Ponce De Leon

Incarnation Holy Sacrament Church, Drexel Hill: *Thomas Chadwick, *BettyLou Hadley-Laird, *John Lane; *alternate:* Margaret Chadwick,



Redeemer, Springfield: *Sue Atchison, *Anna Smyth, *Pat Haussmann; *alternate:* *Kim Shiley
St. Alban's, Newtown Square: *Mary-Lou Bulmer, *Christopher Boas
St. James, Green Ridge: *Barbara Krisack
St. James, Prospect Park: *Chris Klina, *Susan Murphy
St. John the Evangelist, Essington: *Holly Smelstoys, *John Elliott, *Frances Kramer
St. Mary's, Chester: *Brenda Shotts, Ruby Benson, Blanche Price
St. Michael's, Yeadon: *Claudia Smith, William Smith
St. Paul's, Chester: *Robert Jones, *Patricia Hite-Jackson, *Nore Beatty
St. Stephen's, Clifton Heights: *Joan Durbano, *Julie Baker, *Dave Reese; *alternate:* *Joseph Gilligan
St. Stephen's, Norwood: *Joan Geiger
Trinity, Boothwyn: *Elizabeth Brickle, *Jennifer Mugun, *Anselm Njoka; *alternate:* Rose Maikweki
Trinity, Swarthmore: *Rich Englebach, *Jay Gillespie, *Jean Arnold

MERION DEANERY

All Saints, Wynnewood: *Curtis Cooke
Christ Church, Ithan: *Jo Parker, *Judy Englerth
Good Shepherd, Rosemont: *Stevens Hechscher, *Charles Zeiders, *Maria Demopoulos
Holy Apostles, Penn Wynne: *Tom Forker, *Dave Gamble, Hugh Peck
Redeemer, Bryn Mawr: *Warren Ayres
St. Asaph's, Bala Cynwyd: *Jay Love, *Joanne Behm, *Steve Lindsay
St. Christopher's, Gladwyne: *Brian McAdams, Judy Moneta, George Wrangham
St. David's, Radnor: *George Vosburgh, *Dick Bauer, Jonesy Lerch
St. George's, Ardmore: *Cathy Hetznecker, *Stephen Krouse
St. John's, Lower Merion: *Karen Nathan; *alternate:* *Albert Johnson
St. Martin's, Radnor: *Mikell Nigro, *John Scott
St. Mary's, Ardmore: *Bill Powell, *Liz Henry, *Mike Schaeffer
St. Mary's, Wayne: *Ruth Silver, *Christopher Hart, *Robert Boyer

MONTGOMERY DEANERY

Advent, Hatboro: *Barbara Johnson, *Ken Longman
All Hallow's Church: *Linda Gunn, *Eric Moss
Holy Nativity, Rockledge: *William Parsons, *Judy Madison
Holy Trinity, Lansdale: *Patricia Brownback, *Elise Bowers
Our Saviour, Jenkintown: *David Woodrow, *Eric Weren
Messiah, Gwynedd: *Dave Prezuhy, Karen Givnish, *Scott Bender
St. Anne's Church, Abington: *Elizabeth Green, *Julie Sudler
St. Dunstan's Church, Blue Bell: *David Martin, *Ruth High, *Charles Stehle
St. Matthew's, Maple Glen: *Pam Dunlap, *Darryl Lang, *Karen Sawyer
St. Paul's, Elkins Park: *Candace Majors, *Ruth Kwarteng
St. Peter's, Glenside: Robert DeKalb, Carol Lorentz-Burnett, *Robert Hartung; *alternate:* Laurel Mosteller
St. Philip-in-the-Fields, Oreland: *Connie Clinefelter, *Jacqui Good
St. Thomas', Whitmarsh: *William Potts, *Gertrude O'Leary, *Virginia Goodrich
Trinity Church, Ambler: *Liz Wendt



PENNYPACK DEANERY

All Saints, Rhawnhurst: *Bernard Veres, *Diane Cairns

All Saints, Torresdale: Harry Adams, *Nancy Umfer, *Dolores Ryan; *alternate:* Alan Martin

Emmanuel Resurrection Church, Holmesburg: *Bette Potts, *Martie Collins; *alternate:* *Judith Gorski

Grace Church and the Incarnation: *Angeline Myshko, *Michael Miller

Holy Innocents St. Paul's Church, Tacony: *Karen Lash, *Kathy Costello

St. Gabriel's Church: *Bill Rusk

St. John, Free Church, Kensington: Susan Eastlack, *Benjamin Wildflower, *Naomi Wildflower

St. Luke's, Bustleton: *Jackie Oxenford

St. Mark's, Frankford: *John Nedwill, Blair Jordan, Obinna Edoziem

Trinity, Oxford: Pete Datos, *Lorie Henry, Vicki Sayers; *alternate:* *Mindy Weaver

SCHUYLKILL DEANERY

African Episcopal Church Of St. Thomas: *Joan Hall, *Evans Sparks, *JoAnn Jones

Calvary St. Augustine: Lillian Ann Randolph, Jeffrey Brown; *alternates:* Louise Moss, *William Berry

Holy Apostles and the Mediator: *Pattie Burchette-Davis, *Marcia Hinton; *alternate:* *Jean Fowler

Philadelphia Episcopal Cathedral: *Jane Kamp, *Gie Liem

St. Andrew & St. Monica: *Jacqueline Leonard, *Jean Wrice, Debora Brown

St. George St. Barnabas Church: *Marion Cooke, *William Gordon, *Marie Scriber

St. James, Kingessing: *Tonia Nelson, *Victoria Benson, *Katherine Wilson; *alternate:* *Gloria Hampton

St. Mary's, Hamilton Village: *Frank Innes, *Shirley Carter, *Carol LaBelle

SOUTHWARK DEANERY

Christ Church, Philadelphia: *Paul Yaros, *Todd Brown

Church of the Crucifixion: *Naz Javier

Gloria Dei Church: *David Hammond, *Jerome Buescher, *Peggy Buescher; *alternates:* *Jeanette Woehr, *Barbara Chilcott

Holy Trinity, Rittenhouse Square: *Ben Leiby, *Ed Weston, *Josh Karstendick

St. Luke and the Epiphany: *William Mulherin, *Brandon Sargent

St. Mark's, Philadelphia: Nicholas Bisaccia, *Kent John Pope, *Juli Reddy

St. Mary's, Philadelphia: Armond Byrd, *Jacqueline Jefferson

St. Peter's, Philadelphia: *Peggy Hatch, *Jim Stowers; *alternate:* *Greg Duffy

St. Simon the Cyrenian Church: *Marie Jones, *Phyllis Simms, *Hazel Jones

St. Stephen's, Philadelphia: *Denise Tropea, Robert G. Seabury; *alternates:* James Osby Gwathney, Kara Angotti

Trinity Memorial, Philadelphia: *Phyllis Schnell, *Lyn Rossano

VALLEY FORGE DEANERY

All Saints, Norristown: *Philip Gottshall, *Cornelia Hoffman, *Cyril Burke

Calvary, Conshohocken: *Kathleen Price, *Patty Buek

Christ Church, Pottstown: *Virginia Slichter, *Robert Gross, *Dixie Andrus; *alternate:* Candace Woessner

Epiphany, Royersford: Bill Hummer, Marti Wilson, *Lori Exley



Holy Spirit, Harleysville: *Kathy Clipp, Tori Greenover, *Ken Patrick; *alternates:* *Ruth Konrad, *Ed McCorkle, *Barb Broadbent
St. James, Collegeville: *Jon Yenney, *Philip Tatem, *Rick Toth
St. John's, Norristown: *Sharon Gray, *Courtney Brown, *John Freeman
St. Jude and the Nativity, Lafayette Hill: *Karen Geller, *Robert Geller
St. Paul's, Oaks: Dick Bird
St. Peter's, Phoenixville: *Beverly Burkhardt, Peggy Kandle; *alternate:* *Retta Sparano
Trinity, Gulph Mills: *Carolyn Rogers, *Beverly Loftus, Sandi Suprenuk
Washington Memorial Chapel: Raj Alfred, *Christine Woodworth-Batho

WISSAHICKON DEANERY

Advocate: *Kim Jones, Evelyn Partridge
Annunciation: *Randall Jefferson, *Lewis Berry
Christ Church & St. Michael's: *Kenneth Moseley, *Muriel Rains, *Katherine Curtis
Good Shepherd, East Falls: Samantha Shepherd, Larry Swesey, Andy Davenport; *alternates:* John Thain, David Rowe
Grace Epiphany Church, Mt. Airy: *Victoria Sicks
House of Prayer: *Rodney Street, *Wendy Forde
St. Alban's, Roxborough: *Patrick Feracco, *Anna Furlong
St. David's, Manayunk: *Sarah Deacle, *Sandra Viola
St. Luke's, Germantown: *Patricia Smith, *Loretha Badger; *alternates:* *Eugene Golson, Vivian Norton
St. Martin-in-the-Fields, Chestnut Hill: *Donna Duncan, *Melissa Buckingham, *Rush Smith
St. Mary's, Cathedral Road: *Deborah Loxmax Reid, *Helen Zartarian, *Stephen Zartarian
St. Paul's Church, Chestnut Hill: *Tom Butler, *Maria Johnson
St. Timothy's, Roxborough: *Chris Gill, *Gwynne Peters, *Rich Krueger; *alternate:* Alex Lenzo



230th Convention of the Diocese of Pennsylvania

Philadelphia Episcopal Cathedral

Philadelphia, Pennsylvania

Saturday, November 9, 2013

Agenda

8:15 a.m.

- 1 Registration & exhibits open
Continental Breakfast available at Ashton Hall
Exhibits in rooms 263-264 and Walton Hall

9:15 a.m.

- 2 **THE CONVENTION EUCHARIST**

10:25 a.m.

- 3 **HOW DOES WHAT WE DO HERE TODAY AFFECT OR INVOLVE PEOPLE LIVING IN PROVERTY?**
The Rev. Pamela Nesbit

10:30 a.m.

FIRST BUSINESS SESSION

- 4 Call to Order
The Rt. Rev. Clifton Daniel, 3rd
Bishop & President of Convention
- 4.1 Convention Organization
- 4.2 Appointment of Stephen P. Chawaga, Esq., Parliamentarian
Bishop Daniel
- 4.3 Election of Jerome Buescher as the Secretary of Convention
Bishop Daniel
- 4.4 Appointment of Craig Alston, Esq., as Chair of Dispatch of Business
Bishop Daniel
- 4.5 Report on Convention Arrangements
The Rev. Hillary West
Chair, Convention Arrangements
- 4.6 Standing Rules
Bishop Daniel
- 4.7 Welcome and Special Introductions
Bishop Daniel
- 4.8 Report of Committee on Dispatch of Business
Craig Alston, Esq.
- 4.9 Business Left Unfinished from the 229th Convention
Secretary of Convention
- 4.10 Report on Members of Religious Orders
Secretary of Convention
SR 25



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| 4.12 | Circulation and Dissemination of Material | Secretary of Convention
SR 24 |
| 4.13 | Report on Clergy Not Eligible to Vote
but Having Seat & Voice | Secretary of Convention
DC 2.9 |
| 4.14 | Report on Congregations Not Eligible
for Representation | Secretary of Convention
DCon
IV.5, IV.6
DC 7.4 |
| 4.15 | Report on Claims of Clergy to Seats | The Rev. Charles Messer
DC 2.3 |
| 4.16 | Report on Claims of Laity to Seats | John Canterbury
DC 2.8 |
| 4.17 | Acceptance of the Proposed Agenda | Craig Alston, Esq.
Chair, Dispatch of Business |
| 4.18 | Report of the Resolutions Committee | Karen Lash, Chair |
| 4.19 | Resolutions of Courtesy | The Rev. Kirk Berlenbach
R-1-2013 |

10:45 a.m.

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| 5 | Elections | |
| 5.1 | Report of Nominating Committee | Cordelia Biddle |
| 5.2 | Nominations from the Floor | Bishop Daniel |
| 5.3 | First Ballot | Judges of Elections: Philip Anspach, Frances Wilson
The Rev. Emmanuel Williamson, The Rev. Mary Ann Mertz |
| | | C-1, L-1 |

11:15 a.m.

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| 6 | Introductions and Acknowledgements | |
| 6.1 | Introduction of Deans | Bishop Daniel |
| 6.2 | Introduction of Clergy New to the Diocese | The Deans |
| 6.3 | Introduction of Seminarians and Those Newly Ordained | Jill Mathis, Canon for Deployment |
| 6.4 | Acknowledgement of Ordination Anniversaries | Craig Alston, Esq. |



- 6.5 Acknowledgement of Retired Clergy The Rev. Lloyd Winter
- 6.6 Introduction of Servant Year Participants Canon Andrew Kellner
- 6.7 Introduction of the Diocesan Staff Bishop Daniel

11:35 a.m.

- 7 Financial Matters
- 7.1 On Clergy Financial Assistance Assessment The Rev. Edward Shiley
Clergy Salaries & Pensions RA-2014
- 7.2 On Clergy Compensation 2014 The Rev. Edward Shiley
RB-2014
- 7.3 Health/Lay Benefits Plans The Rev. Edward Shiley
- 7.4 Report of the Treasurer Norman McClave, Treasurer
- 7.5 Report of the Finance Committee The Rev. Kirk Berlenbach
- 7.6 Presentation of Proposed Budget for 2014 The Rev. Kirk Belenbach
R-BUD-2014
- 8 Report of the Church Foundation R. Alan Lindsay, Executive Director
- 9 Reception of Reports by Committees and Commissions Bishop Daniel
- 10 Report of Official Attendance at Convention Craig Alston, Esq.

12:15 p.m.

- 11 Elections
- 11.1 Results of the First Ballot Judge of Elections
- 11.2 Second Ballot Judge of Elections C-2, L-2

12:30 p.m.

- 12 Special Order I: Diocesan Transition Team The Rev. Pamela Nesbit

12:50 p.m.

- 13 Winner of raffle for The American Friends of St. Nicholas of Myra
The Episcopal Dioceses of Jerusalem Raffle Winner



1:00 p.m.

15 Lunch

1:50 p.m.

SECOND BUSINESS SESSION

16.1 Elections

16.2 Results of the Second Ballot Judge of Elections

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

2:05 p.m.

17. Resolutions

17.1 Introduction of Resolutions Karen Lash Chair
Resolutions Committee

17.2 R-2, Proposed Changes to Voting Procedures Rev. William Duffey
Chair, Canons Committee

17.3 R-3, Recognition of ECS The Rev. Claire Nevin-Field

2:20 p.m.

18 Special Order II: Recognition of Merging and Closing Churches Bishop Daniel

19 Special Order III: Family and Young Adult Ministries Canon Andrew Kellner

20 Special Order IV: Hispanic/Latino Ministry Task Force The Rev. Jose Diaz-Martinez

21 Special Order V: Cathedral Ministry The Very Rev. Judith Sullivan, Dean

21.1 Introduction of the Cathedral Chapter and Chapter Nominees Bishop Daniel

21.2 Vote to Confirm Nominees to be elected to the Cathedral Chapter DC18.3

2:55 p.m.

22 Elections

22.1 Results of the Third Ballot Judge of Elections

22.2 Fourth Ballot Judge of Elections C-4, L-4



3:00 p.m.

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| 24 | Special Order VII: Anti-Racism Committee | Ann Booth-Barbarin |
| 25 | Special Order VIII: "What is a faith based social service-agency?" | David Griffith |
| | Executive Director, Episcopal Community Services | |

3:25 p.m.

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| 26 | Vote to Confirm Appointees to the Commission on Ministry | Bishop Daniel |
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3:30 p.m.

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| 27 | Results of the Fourth Ballot | Judge of Elections |
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3:35 p.m.

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| 28 | Additional Convention Business | | |
| 29.1 | Resolutions Received After Deadline | | Karen Lash |
| 29.1.1 | Resolutions Received in response to the Bishop's Address | | Karen Lash |
| 29.2.2 | Resolution of Appreciation: Liturgical Commission | | Craig Alston, Esq. |
| 29.2.3 | Resolution of Appreciation: Convention Arrangements Committee | | Craig Alston, Esq. |
| 29.2.4 | Resolution of Appreciation: Ushers | | Craig Alston, Esq. |
| 29.2.5 | Resolution of Appreciation: Registration Volunteers | | Craig Alston, Esq. |
| 29.3 | Appointment of 2014 | Bishop Daniel | Convention Committee Chairs |
| | | | SOIV.3 |
| | On Canons..... | The Rev. William Duffey | |
| | On Expenses..... | Norman McClave | |
| | On Dispatch of Business | Craig Alston | |
| | On Arrangements | The Rev. Ryan Whitley | |
| | On Resolutions..... | Karen Lash | |
| | On Incorporation | The Rev. Lucy Amerman | |

4:00 p.m. Closing Prayer

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| 30 | | The Rev. James Ley, Archdeacon |
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| 31.1 | Adjournment and Blessing |
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Minutes

230TH CONVENTION OF THE DIOCESE OF PENNSYLVANIA
Philadelphia Episcopal Cathedral
Philadelphia, Pennsylvania

SATURDAY, NOVEMBER 9, 2013

MINUTES

8:15 a.m.

- 1 Registration & exhibits open, continental breakfast available at Ashton Hall, exhibits in rooms 263-264 and Walton Hall

9:15 a.m.

- 2 **THE CONVENTION EUCHARIST**

10:25 a.m. (Actual time 11:03 a.m.)

- 3 **HOW DOES WHAT WE DO HERE TODAY AFFECT OR INVOLVE PEOPLE LIVING IN PROVERTY**

The Rev. Pamela Nesbit

Good morning. Last year's convention a passed a resolution about the concern for poverty – that every meeting within the diocese should begin with a time to ask participants in that meeting to consider how what is done in that meeting, what is considered at that meeting, affects people in poverty, how poverty is a presence in everything on a day-to-day basis. We've been observing that all year since the previous convention.

I ask you to continue making that resolution a habit of mind by taking a minute to consider those living in poverty and how what we do here today will affect them and their status.

10:30 a.m. – (Actual time 11:10 a.m.)

FIRST BUSINESS SESSION

- 4 **Call to Order**

The Rt. Rev. Clifton Daniel, 3rd
Bishop & President of Convention

- 4.1 **Convention Organization – appointments of officers within the convention**

- 4.2 **Appointment of Stephen P. Chawaga, Esq., Parliamentarian**

Bishop Daniel

The first order of business, as has been our custom, is to appoint the Parliamentarian. I am pleased to appoint Steven Chawaga, sitting beside me, who has been fulfilling this responsibility for several years now. Steve, thank you for accepting this important task.

- 4.3 **Election of Jerome Buescher as the Secretary of Convention**

Bishop Daniel

It had been the practice of the diocese to nominate the Secretary for Diocesan Council as Secretary for Convention. The Chair moves that Jerome Buescher be nominated for this position. Is there a second? (Second offered.) Are there other nominations? Being none, all those in favor please vote



“yes” by raising your green card. Those opposed, please raise your red card. Jerome Buescher is elected Secretary of the 2013 Convention. Thank you, Jerome, for accepting this responsibility.

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

The Chair for the Dispatch of Business will help keep us on the “straight and narrow” today. I hereby appoint Craig Alston, who sits on my right, to this important Chairmanship so 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. Hillary West
Chair, Convention Arrangements

The Rev Hillary West – welcome to the 230th annual convention. Thanks to Good Samaritan, all their clergy and staff, and their generosity (applause). Thanks to the Bishops, especially Bishop Daniel for help in this healing time. Thanks to all the diocesan staff for their constant help. Thanks to attendees – clergy, delegates, alternates – for filling this place.

Bathrooms are outside, right thru the atrium. Box lunches will be distributed in the same place as registration as held. Please visit the exhibitors. Again, welcome and blessings.

4.6 Standing Rules Bishop Daniel

The standing rules of order may be found on page 7 of the Convention Booklet. Please refer to them if you have questions on procedures. The Parliamentarian will maintain order in our process of deliberation.

4.7 Welcome and Special Introductions Bishop Daniel

A special welcome to Bishop Michel, our Assisting Bishop (sitting on the dais this morning), Bishop Bartlett, and Bishop Lee. Bishop Turner is ill and cannot attend. We commend Bishop Turner to your prayers.

Would members of the Standing Committee please stand to be recognized for their vision and dedication that has brought us to this place in the life of the Diocese of Pennsylvania.

Would members of the Diocesan Council please stand? These are other individuals who work tirelessly on your behalf for many aspects of Diocesan life. Thank you to them for their wisdom and for their welcome to me.

Would members for the Finance Committee please stand. Thanks especially to the Rev Kirk Berlenbach for navigating tricky waters within the budget. Thanks for idea of a unified budget.

There are many people who put enormous 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 events, is the Liturgical Commission. Would members please stand to be recognized. Thank you.

Thanks also to Mary Kohart, Chancellor to the Bishop and the Standing Committee. She brings wisdom, guidance, and – most recently – nine labrodoodle puppies.

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

Present today are 154 of 350 resident clergy and 112 of 139 parishes. We have a quorum.



- 4.9 **Business Left Unfinished from the 229th Convention** Secretary of Convention
There is no unfinished business to report from the 2012 Diocesan Convention.
- 4.10 **Report on Members of Religious Orders** Secretary of Convention (SR 25)
Members of the Third Order of the Society of St. Francis are present.
- 4.11 **Report on Youth Representation** Secretary of Convention (SOIV.6)
There are 4 Youth Delegates registered for Convention this year.
- 4.12 **Circulation and Dissemination of Material** Secretary of Convention (SR 24)
Material not pertinent to the Convention cannot be circulated without permission of the Convention Secretary. Please see me if you have any questions in this regard. The full text of the statement regarding distribution of materials at Convention is found on page 7 of the Convention Booklet, along with the Standing Rules of Convention.
- 4.13 **Report on Clergy Not Eligible to Vote But Having Seat and Voice** Secretary of Convention
DC 2.9
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 eligible to vote should have 6 ballots, one for each time we vote, in their Convention packet.
- 4.14 **Report on Congregations Not Eligible for Representation** Secretary of Convention
DCon IV.5, IV.6, DC 7.4
Parishes in the list provided by Canon Rogers 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.
Bishop: Is there a motion to seat these parishes?
The Rev. Jane Cornman: I move that parishes identified by the Secretary be seated.
Bishop: Is there a second? (Second put forth.) The motion is not debatable. All in favor? All opposed? Motion passed.
- 4.15 **Report on Claims of Clergy to Seats** The Rev. Charles Messer (DC 2.3)
There are no claims to clergy seats.
- 4.16 **Report on Claims of Laity to Seats** John Canterbury (DC 2.8)
There are no claims to laity seats.



4.17 **Acceptance of the Proposed Agenda**

Craig Alston, Esq.
Chair, Dispatch of Business

Are there any proposed amendments to the Agenda that is found on page 2 of the Convention Booklet? (There were no proposed amendments.)

Bishop: Is there a motion that the proposed agenda be adopted? A motion to accept the agenda was put forward, seconded, and the motion was accepted.

4.18 **Report of the Resolutions Committee**

Karen Lash, Chair

Six pre-convention meetings were held; approximately 160 individuals attended.

Resolutions submitted are listed in the Convention Booklet. The Committee on Resolutions recommends passage of all resolutions presented.

If any additional resolutions have arisen following the Bishop's address at the Eucharist, please contact Karen Lash at the lunch break with proposed resolutions (in writing).

4.19 **Resolutions of Courtesy**

The Rev. Kirk Berlenbach (R-1-2013)

Resolutions of Courtesy are presented on pages 10-11 of the Convention Booklet. The Resolutions were accepted as a motion, seconded, and accepted.

Parishioners from All Saints Collingdale were asked to come forward. They were commended for their steadfastness and for being stewards of all the good accomplished at that parish church. Standing applause was offered to them for their service and faithfulness.

10:45 a.m.

5 **Elections**

5.1 **Report of the Nominating Committee**

Cordelia Biddle

The Nominating Committee has been committed to broadening representation – race, gender, age. All are invited. The Committee desires transparency – not open only to closed elite club. Any perception that that is so needs to change. We invite qualified candidates to serve. Thanks to those who put forward their names and to those who already serve. Thanks to committee members.

5.2 **Nominations from the Floor**

Bishop Daniel

Bishop: Are there any nominations from the floor?

Dr. James D. Morrison nominated Nancy Iredale to the Diocesan Disciplinary Board.

Nominations were declared closed.



5.3 **First Ballot** C-1, L-1

Judges of Elections: Philip Anspach, Frances Wilson, The Rev. Emmanuel Williamson, The Rev. Mary Ann Mertz

Items to correct on the ballot:

Section C, vote for 4, make it “3”, Section D, vote for 4, make it “3”

Attention – clergy who did not receive ballots. Please stand, they will be brought to you.

Bishop: Does everyone have ballots? (Still being delivered) Thanks to Philip, Frances, Emmanuel, and Mary Ann (above) for agreeing to serve as Judges of Election.

Quest about lay ballots – Answer: one ballot per parish.

Bishop: please note that for items K, O, and P – electors should mark all candidates, even those running unopposed, so machine works correctly.

11:15 a.m. (actual time later)

6 **Introductions and Acknowledgements**

6.1 **Introduction of Deans** Bishop Daniel

Bishop Daniel introduced each of the Deans and presented them with medallions to denote their office.

6.2 **Introduction of Clergy New to the Diocese** The Deans

The Rev. Michael Sowards (Rector, St. James, Collegeville), The Rev. Gail Tomei (Ascension, Parkersburg)

6.3 **Introduction of Seminarians and Those Newly Ordained** Jill Mathis, Canon for Deployment

The initial class of Deacons in Training were presented. The Bishop thanked The Rev. Pamela Nesbit and The Rev. James Lay for their work in the renewed Diaconal Formation program.

The seminarians of the Diocese were introduced. Their names are listed in the Convention Booklet.

The priests ordained in January of 2013 were introduced. Their names are listed in the Convention Booklet.

6.4 **Acknowledgement of Ordination Anniversaries** Craig Alston, Esq.

I refer you to page 15 of the Convention Booklet, where ordination anniversaries are listed.

6.5 **Acknowledgement of Retired Clergy** The Rev. Lloyd Winter

Resolution R-3-2014 (page 17 of the Convention Booklet), recognizing clergy who retired since the 2012 Convention, was presented by the Rev Lloyd Winter.

The resolution was accepted unanimously.



6.6 **Introduction of Servant Year Participants** Canon Andrew Kellner

Twelve Servant Year participants were introduced along with their parishes of service. The participants were welcomed with thanks and applause.

6.7 **Introduction of the Diocesan Staff** Bishop Daniel

The diocesan staff were introduced individually by the Bishop and Andrew Kellner.

Special recognition was extended to Mr. Alex Drain in recognition of his long service to and impending retirement from the Diocese of Pennsylvania. Mr. Drain's wife Beverly was present to share in his recognition.

11:35 a.m. (Actual time later)

7 **Financial Matters**

7.1 **On Clergy Financial Assistance Assessment, Clergy Salaries and Pensions**
The Rev. Edward Shiley (RA-2014)

There is a detailed report in the Convention Booklet, summation here.

Three subcommittees: 1 for clergy, 1 for emergency assistance, one for all benefits.

A motion was made to pass RA-2014. The motion was seconded, and the motion was accepted.

7.2 **On Clergy Compensation 2014** The Rev. Edward Shiley
RB-2014

A motion was put forward to pass RB 2014 (1.5% increase), seconded, and the motion was accepted.

7.3 **Health/Lay Benefits Plans** The Rev. Edward Shiley

There has been a smooth transition to the Episcopal Church carrier. Implement RCMA working group on retired benefits being phased out. Thanks The Rev Lloyd Winters and Committee members who helped with presentations. The Committee is working with churches regarding lay pension eligibility – needs to be resolved by January 2016. Statement about high-deductible option – becoming standard within 10 years. All these items are presented in the Convention Booklet

7.4 **Report of the Treasurer** Norman McClave, Treasurer (RE-21)

Mr. McClave was introduced by Bishop Daniel with the observation that Mr. McClave was one of the best Treasurers the Bishop has worked with.

Mr McClave noted that the full report is in the Convention Booklet. A few highlights were presented.

From the Shameless Financial Division:

Finances of diocese are resources of diocese to carry out mission, etc. of diocese. Resources are strong. Endowments have increased, debt has decreased, medical payment account shows a surplus.

Voluntary pledging remains the issue and is a continuing issue: pledging. Every parish needs to pledge something, even \$10 per month.



7.5 Report of the Finance Committee

The Rev. Kirk Berlenbach

Orange addendum sheet in Convention package. For the first time in a decade, pledges went up. Door of opportunity is open. Surprising number of 2014 pledges, some from imperiled congregations.

7.6 Presentation of Proposed Budget for 2014

The Rev. Kirk Belenbach

In Convention Booklet, page 29. Increase in episcopate portion of \$110K, necessary for several reasons. To parishes, the budget is revenue neutral.

The motion was seconded, there was a call for discussion. There was no discussion. The motion carried, the budget was accepted. Members of the Finance Committee were asked to stand to be recognized and thanked.

8 Report of the Church Foundation

R. Alan Lindsay, Executive Director

My name is Alan Lindsay; I am a parishioner at St. Paul's, Exton and the Pastoral Leader for Saint Mary's Chapel in Elverson. Both congregations are in the Brandywine Deanery and as of November 1, 2013 I have completed my third year as Executive Director of The Church Foundation.

In recognition of the theme of this Convention, *the message to the angel of the church in Philadelphia*; The Church Foundation has often been viewed as a closed and locked door. It is not. In fact it is the place that you can hold fast to what you have. Last year we talked about holding fast to a mystery today we are going to take a different approach as to what you can hold fast to. It has been my mission and that of the board of directors to help each of us appreciate what a treasure that our forbearers created when they established The Church Foundation. It is the incorporated entity which serves as the trustee for all invested funds of the diocese and many of the investment funds of parishes. The Church Foundation's structure allows it to hold title to all diocesan property and many properties of congregations.

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. Many parishes and organizations have seen The Church Foundation as a good place to invest their funds, so has the diocese. Funds invested for the diocese represent about 47% of the total consolidated fund and the balance of the portfolio is spread among approximately 275 trusts for the benefit of parishes and other organizations in the diocese. As of September 30, 2013, the funds invested for all had a market value of \$118.9 million. 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:

2009 - \$105.8	to	2010 - \$104.6	a 1.2% decrease
2010 - \$104.6	to	2011- \$115.2	a 10.2% increase
2011 - \$115.2	to	2012- \$130.2	a 13.0% increase

For the past three years the Consolidated Fund Unit value has experienced a 23.0% increase and for the first three quarters of 2013 an 11.5% increase. (Year End 2012 - **\$130.2** to 9/30/2013 **\$145.2** a 11.5% increase)

In addition to the changes in market value, many of the investors in the Consolidated Fund have received a quarterly distribution of income this year at a rate of 4.5% per annum of the rolling three-year average of year end Market values. For this coming year's calculation we will use the years of 2011, 2012 and 2013.



As you are all aware, the Consolidated Fund is exposed to the market trends. The year to date yield as of 9/30/2013 was **12.39%** compared to a **13.3%** at the same time last year, with the last three months yielding **6.36%** compared to a **5.65%** for the third quarter of 2012. The Year to date yield annualized over the past three years has been **10.59%** or 86 basis points above the benchmark. The Investment Committee of the board continues to be very satisfied with the performance of the investment manager.

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.

A great deal of thanks goes to our Board of Directors, and especially the Investment and Trust Committees. The Investment Committee has 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. The Trust Committee, led by Roberta Barsotti, who will retire from the board next week with our thanks for her fine service, has had to deal with a number of interpretations of trusts and even converting an Irrevocable trust into a revocable trust for the benefit of one of our parishes. I would like to offer special thanks to Judy Gorski, the Foundations Executive Secretary. Judy has served diligently for over 35 years, looking out for your best interests and being the pleasant voice that is The Church Foundation.

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 pray that you will not have to endure a closed door and that you find The Church Foundation as a place where you can hold fast to what you have in this world to allow and foster ministry in the church in the Philadelphia area. I thank you and ask for your continued prayers.

9 Reception of Reports by Committees and Commissions

Bishop Daniel

It is our custom to receive the reports of the many committees that work on behalf of the Diocese in writing. These reports may be found in the Convention Booklet or on the Diocesan website, www.diopa.org.

10 Report of Official Attendance at Convention

Craig Alston, Esq.

To vote on matters of changes to the Constitution and Canons, one-third of all eligible clergy and lay delegates are required to constitute a quorum. We have well in excess of the required 47 parishes out of 139, and we have well in excess of the required 117 resident clergy out of 350. We have a quorum.

12:05 p.m. (Actual time later)

11 Elections

11.1 Results of the First Ballot Judges of Elections

Christopher Hart, Janet Ross elected.

Nominating Committee – Amanda Eiman, Charles Messer elected.

Finance Committee, Lay – Nora Edelman, John Loftus, Eric Rabe elected

Finance Committee, Clergy – Charles Flood, Adam Kradel, George Master elected

General Convention Delegates, Lay – Karen Lash, Norman McCausland elected

General Convention Delegates, Clergy – Frank Allen, Kathy Andonian, Leslie Laughlin elected

Standing Committee, Lay – Patricia Smith, by acclamation

Standing Committee, Clergy – Kirk Berlenbach elected

Diocesan Disciplinary Board, Lay – no election

Diocesan Disciplinary Board, Clergy – Daniel Hamby



Christmas Fund, Treasurer – Kay Johnson
Christmas Fund members – Jane Cosby, Nancy Iredale, Janet Ross, Nokomis Woods
Clergy Compensation, Lay – no election
Clergy Compensation, Clergy – Hentzi Elek elected
Church Foundation, Lay – John Affleck, Richard Smoot, Roberta Torian, all by acclamation

The Convention affirmed those elected, and applauded them in thanksgiving for their service.

Nominees who wish to withdraw – Paul Yaros withdrew his name from further consideration

11.2 Second Ballot

Judge of Elections (C-2, L-2)

Section E – elect 2, not Karen Lash, not McCausland
Section F – elect 1
Section I – elect 1, write in Nancy Iredale

12:20 p.m. (Actual time later)

12 Special Order VI: Diocesan Transition Team

The Rev. Pamela Nesbit

Talk about transition team, report in packet. Her suggestion to attendees at Convention – listen to me, refer later to packet.

Transition Team appointed by Standing Committee upon Bishop Bennison's retirement. Task: What to do as Diocese was calling provisional bishop, develop a process for healing and reconciliation so we could move forward. Needed outside help, realized fairly quickly – consulted a group from Indianapolis.

Bishop Daniel acknowledge previous work, became member of Team. March 2013 – diagnostic report; May 2013 – made plan; October 2013, first plan revealed at clergy day.

Five approaches: sharing gifts, understanding contexts, offering opportunities for healing, learning new patterns, sharing.

Initial workshop – training of trainers. Need commitment. Will begin beginning 2014.

13 Winner of raffle for The American Friends of St. Nicholas of Myra

The Episcopal Dioceses of Jerusalem Raffle Winner

12:45 p.m.

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

12:55 p.m. (Actual time, resume at 1:50 p.m.)

15 Lunch

01:50 p.m. (Resume business)

SECOND BUSINESS SESSION

16.1 Elections

16.2 Results of the Second Ballot

Judge of Elections



16.3 Third Ballot

Judge of Elections (C-3, L-36)

2:00 p.m.

17. Resolutions

17.1 Introduction of Resolutions

Karen Lash
Chair, Resolutions Committee

Two resolutions to be considered here. No resolutions received after deadline. One resolution received as a result of the Bishop's address – to be taken up at item 29.1.1.

17.2 R-2, Proposed Changes to Voting Procedures

Rev. William Duffey
Chair, Canons Committee

The Rev Duffey recognized other members canons committee.

Resolution R-2, determining quota. Presented at all pre-convention meetings. Comments received taken under consideration, have one way or another been taken into account in the current form of R-2. This is a change to the canons: Procedure calls for first reading this year, final reading at next convention.

The passage of R-2 was moved and seconded. The motion was accepted by vote; Resolution R-2 was passed.

17.3 R-3, Recognition of ECS

The Rev. Claire Nevin-Field

Recognition of The Rev John Midwood for her service with ECS, a welcome to Mr. David Griffith as the new Executive Director of ECS, and the resolve to accept the challenges of poverty as a call to service under the terms of our baptismal covenant.

The resolution was moved and seconded. The Motion carried by vote.

2:15 p.m.

18 Special Order I: Recognition of Merging and Closing Churches

Bishop Daniel

Several parishes have begun merger talks, including Calvary, Rockdale and St. John's, Aston. After two years of hard work, Emmanuel, Holmesburg and Resurrection Mayfair have become officially Emmanuel Resurrection, located in Holmesburg. Congratulations to these churches for their vision. Members were present to be recognized.

Several churches have recognized that they are at or near the end of their parish life and have announced their intent to close. All Saints Collingdale is one such parish. Another church has already closed – Calvary Germantown. St. Peter's Conshohocken has developed a creative solution to their difficulties – selling their building to a local Presbyterian church but continuing to use the building for worship.

It will be a necessary part of our future to work through such issues. But let us never forget: God is always present as his Church grows and changes and dies and rises again.



- 19 **Special Order II: Family and Young Adult Ministries** Canon Andrew Kellner

Canon Andrew Kellner presented a summary of activities undertaken in 2013 and further activities planned for 2014.

- 20 **Special Order III: Hispanic/Latino Ministry Task Force** The Rev. Jose Diaz-Martinez

The Rev Diaz-Martinez presented a report on activities of the Hispanic/Latino Ministry Task Force. He reported that the Task Force had held seven meetings this year. There is a clear need to pastor Spanish-speaking churches.

- 21 **Special Order IV: Cathedral Ministry** The Very Rev. Judith Sullivan, Dean

The Cathedral is home to a diverse congregation. This year we have redoubled our efforts to bring the congregation back to activity. Long-dormant talents have been brought back to the fore. We have plans aplenty for the coming year.

Thanks to staff who make a congregational life possible.

- 21.1 **Introduction of the Cathedral Chapter and Chapter Nominees** Bishop Daniel

Bishop Daniel introduced members of the Cathedral Chapter and presented nominees for additional members.

- 21.2 **Vote to Confirm Nominees to be elected to the Cathedral Chapter** DC18.3

All the nominees proposed were confirmed.

2:45 p.m.

- 22 **Elections**

- 22.1 **Results of the Third Ballot** Judges of Elections

General Convention Delegate Lay – Joann Jones
General Convention Delegate Clergy
Diocesan Disciplinary Board Lay – Nancy Iredale

The results of the election were affirmed by acclamation.

The following individuals asked to withdraw from further consideration for office: Debora Brown, The Rev. Koshy Matthews

- 22.2 **Fourth Ballot** Judge of Elections (C-4, L-4)

Section E – elect one

Section F – elect one

2:50 p.m.



23 **Special Order V: Companion Diocese Committee
Introduction of Don Victor and Celeste Contreras**

The Rev. Dennis Lloyd

Victor spoke of what a pleasure it was to be here. It has been a long-time dream of his to be in the Diocese of Pennsylvania. In Guatemala congregations appreciate help but especially to hear from us and share with us Jesus' message to love one another. They appreciate medical and other assistance. He thanked the Diocese and asked God to bless us.

24 **Special Order VII: Anti-Racism Committee**

Ann Booth-Barbarin

By a previous convention resolution, the Diocese of Pennsylvania officially became a diocese committed to anti-racism. There is a common perspective among those trained by the Crossroads Group – an understanding of how necessary it is to deal with the underlying heritage of institutional racism. There is a need to address fears and aspirations around issue of race. The Rev Renee MacKenzie, past chair of the Committee, took the lead to provide a multi-day event about the issue of racism.

25 **Special Order VIII: “What is a faith based social service-agency”**

David Griffith
Executive Director, Episcopal Community Services

Text – “lead outreach org in diocese” – has expertise, training, serves whole diocese. Contracted services but go beyond that. Expanding beyond Philadelphia as opportunity & funding permits. 08 Mar 2014 best practices workshop. See packet. Two items: want to offer contact software (constant-contact) to parishes. Also, Episcopal home care service coming.

3:10 p.m.

26 **Vote to Confirm Appointees to the Commission on Ministry**

Bishop Daniel

Bishop Daniel proposed the following individual for 5-year terms on the Commission on Ministry:

The Rev Mariclaire Partee Carlsen, The Rev Hillary Raining, Ms. Barbara Dundon.

All those proposed were elected by ballot.

3:15 p.m.

27 **Results of the Fourth Ballot**

Judges of Elections

General Convention Delegate, Lay – Christopher Hart
General Convention Delegate, Clergy – no election

The election result was affirmed by acclamation.

A query was made as to whether anyone wished to withdraw from further consideration. There was no response.

The Parliamentarian proposed a way forward – standing order 7(b) – proposed method: a simple majority in each order. The proposal was seconded, discussed, and the motion passed.

The Rev. Kirk Berlenbach was elected on the fourth ballot.

EXTRA ITEM – The Rev. Jarret Kerbel, directed convention attendees to the brown sheet in the Convention Package – the sheet deals with the concept of a Fair funding formula for schools of the Commonwealth.



3:20 p.m.

28 Additional Convention Business

29.1 Resolutions Received After Deadline Karen Lash

29.1.1 Resolutions Received in response to the Bishop's Address Karen Lash

29.2.2 Resolution of Appreciation: Liturgical Commission Craig Alston, Esq.

29.2.3 Resolution of Appreciation: Convention Arrangements Committee Craig Alston, Esq.

29.2.4 Resolution of Appreciation: Ushers Craig Alston, Esq.

29.2.5 Resolution of Appreciation: Registration Volunteers Craig Alston, Esq.

Craig Alston proposed that these four resolutions be treated as a single entity (in the interests of time) for voting purposes. That proposal was moved, seconded, and approved.

The preceding resolutions were all approved by ballot.

29.3 Appointments of 2014 Bishop Daniel
Convention Committee Chairs (SOIV.3)

On Canons The Rev. William Duffey

On Expenses Norman McClave

On Dispatch of Business Craig Alston

On Arrangements The Rev. Ryan Whitley

On Resolutions Karen Lash

On Incorporation The Rev. Lucy Amerman

3:45 p.m. **Closing Prayer**

The Rev. James Ley, Archdeacon

31.1 Adjournment and Blessing

Respectfully submitted,
Jerome G. Buescher, *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 recommit 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 196th Diocesan Convention and in accordance with the practice of Diocesan Convention since the 186th 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. Pervez Baig
The Rev. Vivian Bennett
The Rev. James Birney
The Rt. Rev. Frederick Borsch
The Rev. Emory Byrum
The Rev. Priscila Curet
The Rev. John Daniels
The Rev. Charles DuBois
The Rev. Amanda Eiman
The Rev. Phillip Fackler
The Rev. Michael Fill
The Rev. Paul Gitimu
The Rt. Rev. Frank Griswold
The Rev. Dr. Allen Guelzo
The Rev. K. Palmer Hartl
The Rev. Albert Holland
The Rev. John Houghton
The Rev. J. R. Keith Hudson
The Rev. John Inman
The Rev. Ethan Jewett
The Rev. Thomas Ninan Karimpil
The Rev. Andrew Kline
The Rt. Rev. Edward Lee
The Rev. Dr. John Luttrell
The Rev. Dr. David Madsen
The Rt. Rev. Rodney Michel
The Rev. Canon Paul Mottl
The Rev. Samuel Murgani

The Rev. Samuel Ndungu
The Rev. Raymond Nelson
The Rev. William North
The Rev. Marlee Norton
The Rev. Patricia Oglesby
The Rev. William Parker
The Rev. Hillary Raining
The Rev. Edward Rix
The Rev. David Sellery
The Rev. Dr. Virginia Sheay
The Rev. Dr. James Shelly
The Rev. Edmund Sherrill
The Rev. Canon Edwin Smith
The Rev. Kate Spelman
The Rev. Elmer Sullivan
The Rev. Storm Swain
The Rev. William Andre Trevathan
The Rev. Harper Turney
The Rev. Richard Ullman
The Rev. Robert Viggiano
The Rev. J. Alfred Wade
The Rev. John Wallace
The Rev. Geoffrey West
The Rev. Hillary West
The Rev. Melissa Wilcox
The Rev. Joseph Wildsmith
The Rev. Marcia Wilkinson
The Rev. Lorna Williams



Resolutions — 2013

REPORT OF THE RESOLUTIONS COMMITTEE

The Resolutions Committee received five 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 230th Convention. This is the “consent calendar” procedure that has been used successfully for many years.

Two resolutions, along with the budgetary resolutions, were presented for discussion at six pre-convention meetings, held during September and October, at various locations throughout our diocese. One resolution, from the Committee on Constitution and Canons, proposes a Constitutional change. Changes to the Constitution require approval at two successive Conventions. If approved at this Convention, this resolution will be presented again at the 231st Convention.

Total attendance at the pre-convention meetings this year was approximately 160 people. All resolutions were well received at each of the preconvention meetings.

The Resolutions Committee recommends approval of R-BUD 2014, along with R-A 2014, R-B 2014 and the two other resolutions presented. 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, The Rev. Adam Kradel, Mr. Richard Englebach, The Rev. Thomas Eoyang, The Rev. Tim Griffin, JoAnn Jones, Esq., Mr. Woody Kiel, Mr. Norman McCausland, Ms. Liz Wendt, The Rev. Jill LaRoche Wikel



Resolution: R-1-2013

Resolutions of Courtesy

RESOLVED: That this 230th Convention of the Diocese of Pennsylvania extend greetings to the Rt. Rev. Frank T. Griswold III, retired Presiding Bishop of the Episcopal Church, and assure him of our prayers and our gratitude for his ongoing ministry amongst us.

RESOLVED: That this 230th 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 230th 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 230th Convention of the Diocese of Pennsylvania welcome 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 230th 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 230th Convention of the Diocese of Pennsylvania extend greetings to 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 230th 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 230th Convention of the Diocese of Pennsylvania welcome Victor and Celeste Congreras, guests of the Companion Diocese Committee.

RESOLVED: That this 230th Convention of the Diocese of Pennsylvania welcome Sister Kristina Frances Nordhause, SSM of the Society of St. Margaret.

RESOLVED: That this 230th 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 230th 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 230th Convention of the Diocese of Pennsylvania express gratitude and appreciation for the ministry of our ushers at this Convention.

RESOLVED: That this 230th Convention of the Diocese of Pennsylvania express gratitude and appreciation to those serving as registration volunteers at this Convention.

RESOLVED: That this 230th Convention of the Diocese of Pennsylvania express gratitude and appreciation to the Rev. Hillary West of the Convention Arrangements Committee and the Committee's members for their ministry at this Convention.



RESOLUTION BY THE CANONS COMMITTEE TO AMEND CERTAIN VOTING PROVISIONS OF THE DIOCESAN CONSTITUTION AND CANONS

RESOLVED:

In order to bring certain voting provisions of the Diocesan Constitution into conformity with actual practices of this and other dioceses, both generally and with particular respect to the election of bishops, the following changes are made to the Constitution:

1. Article IV, Section 1 (Clergy eligible to vote):

Delete: Every Clergyman of the Church, of whatever Order, being a settled Minister of some Parish within this Diocese, or being a President, Professor, Tutor, or Instructor in some college, academy or seminary of learning, incorporated by law, or being a Missionary under the direction of the Ecclesiastical Authority of this Diocese, or a Chaplain in the Navy or Army of the United States, or otherwise employed in the work of the Ministry, according to the order of the Protestant Episcopal Church, and with the sanction of the Ecclesiastical Authority, (See *Journal* of 1895, pp. 29-54 and Appendix A) shall be entitled to a seat and vote in the Convention, if he or she is canonically resident in this diocese at the actual time of the meeting of the Convention, and is then employed in performing the duties of his or her station (*Amended, Second Reading, October 23, 1987, to take effect June 25, 1988*): *Provided*, That any temporary absence from the Diocese by reason of sickness, and such absence not exceeding in the whole two calendar months in any one year, and any such absence with the written permission of the Bishop of the Diocese, or of the Standing Committee in case of a vacancy in the Episcopal chair, shall be taken into account in computing the said residence: *And Provided also*, That no Clergyman of advanced years or infirm health, who has been once entitled to a seat in Convention, shall lose his right to a seat, voice, and vote therein, by reason of his having ceased to have charge of a Parish, or to be in the service of a seminary of learning, or to be a Missionary as aforesaid. (*Amended, Second Reading, October 20, 1972*)

Insert: *Members of the Clergy who are canonically resident in the Diocese at the opening of Convention shall have a seat and vote.*

2. **Article VII (Quorum for voting on resolutions related to the Constitution or Canons)**

Delete: But to enact any alteration of this Constitution or Canons passed under it, the quorum shall consist of not less than one-third of the Clergy and Lay representatives respectively entitled to seats and votes in Convention.



Insert: *But to enact any alteration of this Constitution or Canons passed under it, the quorum shall consist of not less than one-fourth of the Clergy canonically and actually resident in the Diocese at the opening of Convention and Lay delegates from one-fourth of the Parishes entitled to seats and votes in Convention.*

3. **Article IX (Quorum for the election of a bishop)**

Delete : the necessary quorum for the election shall consist of not less than one-half of the Clergy and Lay representations respectively entitled to seats and votes in Convention.

Insert: *the necessary quorum for the election shall consist of not less than one-fourth of the Clergy canonically and actually resident in the Diocese at the opening of Convention and Lay delegates from one-fourth of the Parishes entitled to seats and votes in Convention.*

4. **Article IX (Clergy necessary to elect a bishop)**

Delete : The Clergy and Laity shall ballot separately, and a concurrent majority of both Orders shall be necessary to determine a choice. *Provided*, that if less than two-thirds of either Order entitled to seats and votes be present, then the votes of that Order equal to one-third the number of that Order entitled to seats and votes shall be necessary to determine the choice of such Order.

Insert: *The Clergy and Lay Delegates shall vote separately. When in any ballot, two-thirds of all the Clergy entitled to vote are present together with two-thirds of the Lay delegations entitled to vote, then a concurrent majority in each Order shall determine a choice. Otherwise, a concurrent vote of two-thirds of each Order shall be necessary to determine a choice.*

EXPLANATION:

1. The current Constitutional provision covering the eligibility of clergy to vote at convention is convoluted. Moreover, it does not reflect the long-standing practice in the Diocese, which has been to seat all canonically resident clergy. This is a typical practice followed by other dioceses, including New Jersey, Massachusetts, and Virginia, among others.

2 and 3. The purpose of a quorum is to set the minimum necessary attendees at Convention to transact business. Currently, no quorum is required for the ordinary business of Convention (which is not unusual and means that ordinary business can be approved by the number of lay and clergy delegates who actually attend). In order to amend the Constitution or Canons, it is currently necessary for at least one-third of eligible lay delegations and one-third of clergy to be in attendance. In order to elect a bishop Diocesan, it is currently necessary for at least one-half of eligible lay delegations and one-half of clergy to be in attendance. The Canons Committee believes that both of these requirements are too onerous, because if a quorum is not achieved at the time of a vote the vote may not proceed. The Diocese invests too much time and resources in the Convention process to be faced with the prospect of not being able to take a vote on crucial issues once an assembly is gathered.



Other dioceses have recognized this issue and have quorum requirements less onerous than ours. Chicago requires “50 of the Clergy entitled to seats in the Convention, and Lay delegates from thirty of the Parishes entitled to representation. New Jersey requires “one-fifth of the clerical members entitled to vote, together with Deputies from one-fourth of the Parishes entitled to representation.” Bethlehem requires “[t]wenty members of the clergy together with Lay Deputies from Twenty Parishes and Organized Missions.”

Robert’s Rules of Order (11th ed. Rev.) at 346 suggests a quorum that is less than a majority of eligible voters, noting that “[t]o accomplish their work, voluntary societies that have an enrolled membership general need a provision in their bylaws establishing a relatively small quorum – considerably less than a majority of all the members . . . There is no single number or percentage of members that will be equally suitable as a quorum in all societies. The quorum should be as large a number of members as can reasonably be depended on to be present at any meeting, except in very bad weather or other exceptionally unfavorable conditions,” in which case the meeting will likely be postponed.

Accordingly, this resolution would change the quorum requirements for voting on changes to the Constitution and Canons or the election of a bishop diocesan. In the case of the laity, at least one delegate from one-fourth of the parishes of the diocese would have to be present. In the case of the clergy, one-fourth of those not only canonically resident in the Diocese (and therefore entitled to seat and vote) but also actually resident would have to be present. The Canons committee decided on this formulation with respect to the clergy because the number of canonically resident clergy is expected to grow over time (and therefore make the quorum progressively harder to achieve), whereas the number of actually resident clergy is expected to remain stable, thereby providing a consistent quorum requirement for the coming years.

4. The purpose of this change is to clarify the number of votes necessary to elect a bishop and avoid a deadlock while preserving the current requirement that a significant percentage of eligible voters must support the winning candidate. Under the proposed change, the winning candidate will ordinarily need 2/3 of the votes cast by each house. In the event that a large number (at least 2/3) of eligible voters from each house actually cast a vote, however, the winning candidate will need only a majority of the votes cast by each house. A number of other dioceses have similar practices, including Chicago, Bethlehem, and Los Angeles.

SPONSOR: The Rev. William Duffey (Chair, Canons Committee)



Resolution: R-3-2013

ECS Transition

RESOLVED: That the 230th Convention recognizes the services of The Rev. John E. Midwood on his retirement as Executive Director of Episcopal Community Services and offers both thanks and praise for his good work on behalf of the Episcopal Diocese of Pennsylvania and the citizens of Philadelphia.

RESOLVED: That the 230th Convention welcomes Mr. David E. Griffith as the new Executive Director of Episcopal Community Services and offers both good wishes and prayers as he starts his service with the agency and the Episcopal Diocese of Pennsylvania.

RESOLVED: That the challenges of poverty and the call to service as issued in our baptismal covenant, are best answered when we walk as one in striving to be the body of Christ.

RESOLVED: That the Diocese, Parishes and Episcopal Community Services commit to working as partners in faith to affect change for the most vulnerable among us.

EXPLANATION:

Want to acknowledge John Midwood's service, welcome Dave Griffith to his new position and call attention to the common work that is outreach and service and that the relationship going forward is a partnership.

REFERENCES: Meeting with Bishop and ECS on September 9, 2013 and to set the tone for the presentation by ECS at Convention.

Submitted by:

The Rt. Rev. Clifton Daniel, 3rd
Bishop, Diocese of Pennsylvania
The Rev. Claire Nevin-Field
St. Peter's, Philadelphia
The Rev. Richard Robyn
Trinity, Oxford
The Very Rev. Judith A. Sullivan
Philadelphia Cathedral
The Rev. Peter T. Vanderveen
Church of the Redeemer, Bryn Mawr
The Rev. Hillary T. West
St. Thomas, Whitemarsh



Resolution on Ordination Anniversaries

BE IT RESOLVED: That this 230th 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.

60 YEARS

The Rev. James Birney
The Rev. Daniel Stevick
The Rev. Richard Yale

55 YEARS

The Rev. Charles DuBois
The Rev. Richard Fenn
The Rev. Clayton Hewett
The Rev. Robert Keel
The Rev. Charles Moore
The Rev. Charles Penniman
The Rev. Charles Poindexter

50 YEARS

The Rev. John Carpenter
The Rt. Rev. Frank Griswold
The Rev. J. R. Keith Hudson
The Rev. W. Morris Longstreth
The Rev. Frederick Mills
The Rev. James Morris
The Rev. Roger Pickering
The Rev. Richard Lyon Stinson

45 YEARS

The Rev. James Evans
The Rev. Michael Hoffacker
The Rev. Melford (Bud) Holland
The Rev. Stephen Jacobson
The Rev. James Larsen
The Rev. John Luttrell
The Rev. John Martin
The Rev. W. Gordon Reid
The Rev. Anthony Vanucci

40 YEARS

The Rt. Rev. Clifton Daniel
The Rev. David Funkhouser

The Rev. Edward Garrigan
The Rev. John Keefer
The Rev. Otto Lolk
The Rev. Bernard Maguire
The Rev. L. Stephen Nelson
The Rev. James Shannon
The Rev. Timothy Steeves
The Rev. Thomas Wand

35 YEARS

The Rev. C. Reed Brinkman
The Rev. Charles Flood
The Rev. Kell Morton
The Rev. Patricia Oglesby
The Rev. Gary Partenheimer
The Rev. Michael Pearson

30 YEARS

The Rev. Sharline Fulton
The Rev. E. Michaela Keener
The Rev. Jeffrey Liddy
The Rev. Elsa Mintz

25 YEARS

The Rev. Susan Fox
The Rev. George Master
The Rev. Joy Mills
The Rev. Sadie Mitchell
The Rev. F. Anne Ritchings
The Rev. Martini Shaw

20 YEARS

The Rev. Bancroft Davis
The Rev. Elinor Greene
The Rev. Mary Jo Melberger
The Rev. Kevin Moroney
The Rev. Paul Mottl
The Rev. Glyn Ruppe-Melnyk



The Rev. Glyn Geoffrey Simpson
The Rev. Marie Swayze

15 YEARS

The Rev. Sara Batson
The Rev. Thomas Cook
The Rev. Marlene Haines
The Rev. Beth Hixon
The Rev. Carolyn Huff
The Rev. John Kim
The Rev. Paula Lawrence-Wehmiller
The Rev. Robin Van Horn-Schwoyer
The Rev. Edward Shiley
The Rev. Lula Grace Smart
The Rev. Richard Smiraglia

10 YEARS

The Rev. Sherry Crompton Deets
The Rev. Alexander Graham
The Rev. James Ley
The Rev. Donna Maree
The Rev. Charles Messer
The Rev. Emily Richards
The Rev. Michael Ruk
The Rev. Jill LaRoche Wikel
The Rev. Gregory Wilson

5 YEARS

The Rev. Jennie Anderson
The Rev. David Madsen
The Rev. Ken McCaslin
The Rev. Hillary Raining
The Rev. Richard Robyn
The Rev. Erika Takacs



Diocese of Pennsylvania Treasurer's Report

Diocesan Convention November 2013

The Diocese is in strong financial health today, but there are several significant issues of concern. Overall, the Diocese itself has very strong financial assets which have increased in value over the past year. Diocesan debt has been much reduced, and the Diocese is close to being debt-free. Voluntary pledging, however, remains far below prior years, albeit improved over last year.

1. *Diocesan Financial Health*

The Diocese of Pennsylvania, including certain affiliates (the Church Foundation, The Diocesan Health and Welfare Benefits Trust, Wapiti Land Company, and 3719 Chestnut Corporation), ended the year 2012 with almost \$70 million in Total Assets, including \$53 million of Investments, \$4 million in beneficial interests in perpetual trusts, \$6.8 million in Real Estate Held for Sale, and almost \$3 million in Cash. Total liabilities were \$4.4 million, resulting in Net Assets (similar to equity) of over \$65.5 million.

This position was more favorable than at the end of 2011, with an improvement during 2012 in Total Assets of \$3 million, driven by an improvement in the Investment portfolio of almost \$5.5 million, and a reduction in Real Estate Held for Sale of \$2.7 million, due to sales of closed churches and a further write---down of Wapiti. Cash on hand at the end of 2012 was over \$800,000 more than at the end of 2010. Liabilities declined by over \$1 million, and Net Assets rose during 2012 by about \$3 million. Between the debt reduction in 2012 and further debt reduction in the first 9 months of 2013, the Diocese is almost debt-free.

During 2012, Program Expenses and Management/Staff Expenses were less than Total Revenue and Support, resulting in a surplus for the year ("Change in Net Assets Before Other Changes") of about \$600,000, a major improvement over the \$1.1 million loss in 2011. This improved result was driven by an increase in Total Revenue largely from contributions from estates and an improved investment distribution. Congregational assessments remained constant with the prior year, at about \$1.5 million. Congregational pledges, though, were down from the prior year by over \$50,000. The major driver of the 2012 surplus was a reduction in expenses in the health insurance program of about \$800,000, more than offsetting an increase in Grant and Scholarship expenses of about \$450,000.

With Other Changes during the year, largely Unrealized Gains on Investments, the total Change in Net Assets during 2012 was an increase of over \$4 million.

The largest single expenditure for the Diocese remains the Health Insurance Program, at over \$2.8 million during 2012, or over 36% of total program services, fully funded by \$3.3 million in Medical Insurance premiums. Other major expenditures are Financial Assistance to Congregations, at \$1.1 million, and the Episcopal Function, at \$1.3 million.



2. Performance Year to Date through September 2013 against Budget

For the year to date through September 2013, Episcopate Revenue is better than budget, at \$924,000 vs. a budgeted \$912,000, due to improved collection of assessments and endowment income offsetting Endowment Income somewhat below plan. Expenses, though, are running below budget, at \$846,000 vs. a budgeted \$935,000, with favorable variations in Salary/Benefits for Staff, lay church house retiree expense, and professional fees, partially offset by unfavorable variances in travel/office expense, and (especially) legal fees. The surplus for the nine months of 2013 is \$78,000 vs. a budgeted deficit of \$23,000.

For the year to date through September 2013, Program Revenues are \$1,286,000 vs. a budgeted \$1,417,000. Collected congregational pledges are about \$18,000 under plan, Investment Income \$43,000 behind plan, and Revenue-Special is running \$70,000 behind plan. Overall expenses for the nine months are \$1,389,000, or about \$111,000 better than plan, with savings in Servant Year (especially) and Education/Communications offset by slight overspends in Finance and Administration. The Program Budget has a deficit for the nine months of \$103,000 vs. a budgeted deficit of \$84,000.

Cash for the Diocese at the end of September 2013 was over \$2,561,000, most of which is in Designated Funds, and a positive stock market increased investments year-to-date by about \$4.5 million. The Diocese is in a good position to meet its immediate obligations.

3. Diocesan Entities

Looking at the individual entities making up the Diocese, the Diocese itself reported a solid surplus for 2012, with \$480,000 in Change in Net Assets Before Other Changes, and a large \$5.3 million total Change in Net Assets taking into account unrealized gains on investments and the change in value of beneficial interests in perpetual trusts. The Diocese proper is far larger than the other entities within the Diocese.

The Wapiti Land Company showed a small loss in net assets of \$50,000, and a larger loss following a write-down of \$1.5 million in the valuation of the camp to \$6 million.

The Diocesan Health and Welfare Benefits Trust showed a gain during 2012 of over \$300,000, a welcome improvement over 2011.

The Church Foundation continued to show a loss, about \$150,000 during 2012.

4. Diocesan Endowment

As noted, the Diocesan endowment increased by about \$5.5 million during 2012, to \$53.4 million. The Net Assets of the Endowment at the end of 2012 are restricted as follows:

- a. Unrestricted Assets: \$16 million
- b. Temporarily Restricted Assets: \$7.4 million
- c. Permanently Restricted Assets: \$30 million



5. *Real Assets Held by the Diocese*

During 2012, the Diocese sold three churches: St. Augustine in Philadelphia, St. John Evangelist in Lansdowne, and All Saints in Darby, for a combined loss of close to \$1 million. At the end of 2012, two churches remained: St. Peter's in Germantown, and St. Mary's in Warwick. In addition, Wapiti remained for sale, valued on the Diocesan books at \$6 million.

St. Peter's was sold during 2013. The mortgage assumed on St. Mary's, Warwick was paid off during 2013. At the end of September 2013, less than \$100,000 remained on a mortgage on Wapiti.

During 2013, Church House was sold for \$4 million; the closing is scheduled for December 2013. The Diocesan staff shall move during December to another location within the city of Philadelphia, which the Diocese shall rent.

6. *Investment in the Cathedral Apartment Tower*

In the fall of 2013, the Diocese invested a total of \$1.6 million in the form of preferred equity in the Cathedral Apartment Tower, to be built next to the Philadelphia Cathedral at 38th and Chestnut Streets in Philadelphia. The Diocese is among other investors and an insurance company which have invested about \$30 million in equity in the project. The investment shall be repaid when the Apartment Tower is sold and/or refinanced, likely between 5 and 10 years from completion.

This investment is expected to return to the Diocese somewhere between \$2.9 million and \$4.5 million over the next 5 to 10 years, depending on when the Cathedral Apartment Building might be sold or refinanced. This works out to a 15% internal rate of return. This will be a very favorable return for the Diocese, and will produce cash which might be used for mission and ministries.

7. *Diocesan Finance Committee*

The Finance Committee, created at last year's Convention, functioned well during 2013, under the capable leadership of the Rev. Kirk Berlenbach, Chairman, and Mr. Eric Rabe, Vice Chairman. Representatives from the various governing bodies and Diocesan officers comprise the membership.

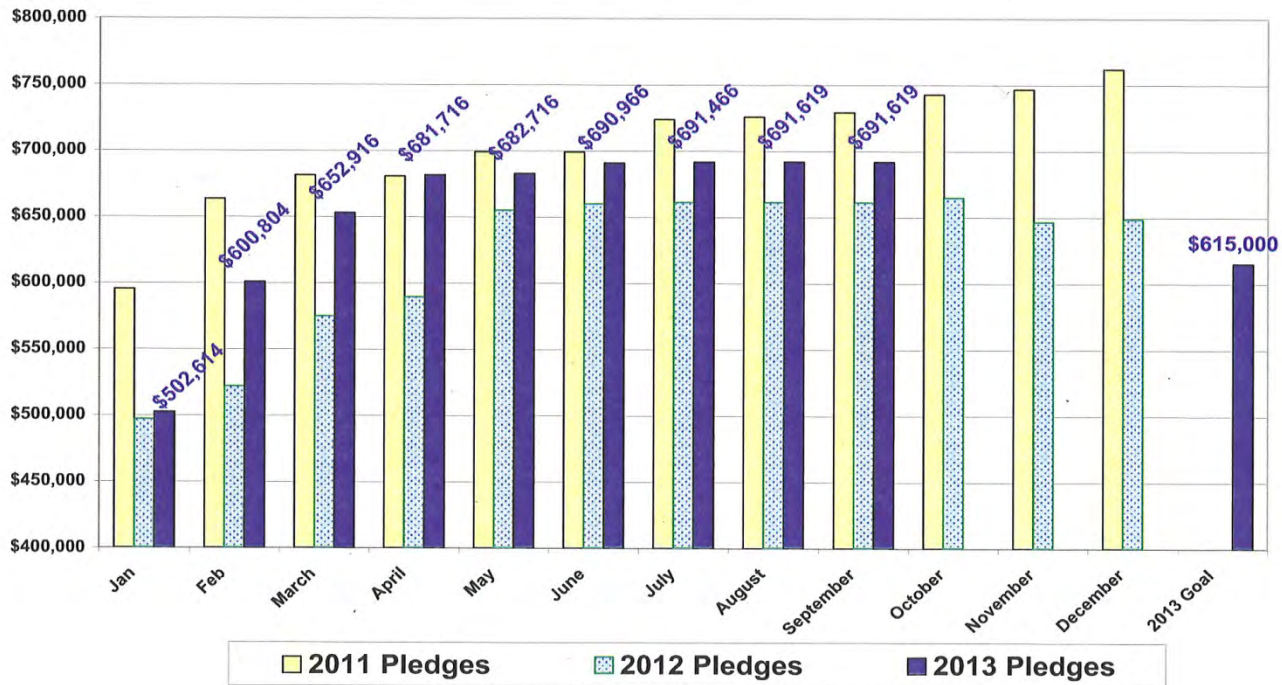
8. *Issues and Concerns: Voluntary Pledges*

Voluntary Pledges for 2013, which fund the Program Budget, improved slightly over those for 2012: at \$692,000, Pledges are running \$30,000 or about 5% over last year's Pledges. This means that 2013 Pledges have exceeded the (much reduced) goal of \$615,000 for the year. While improved over 2012, pledging remains below that of 2011.



Pledges Made, 2013 Year to Date vs. 2012 and 2011

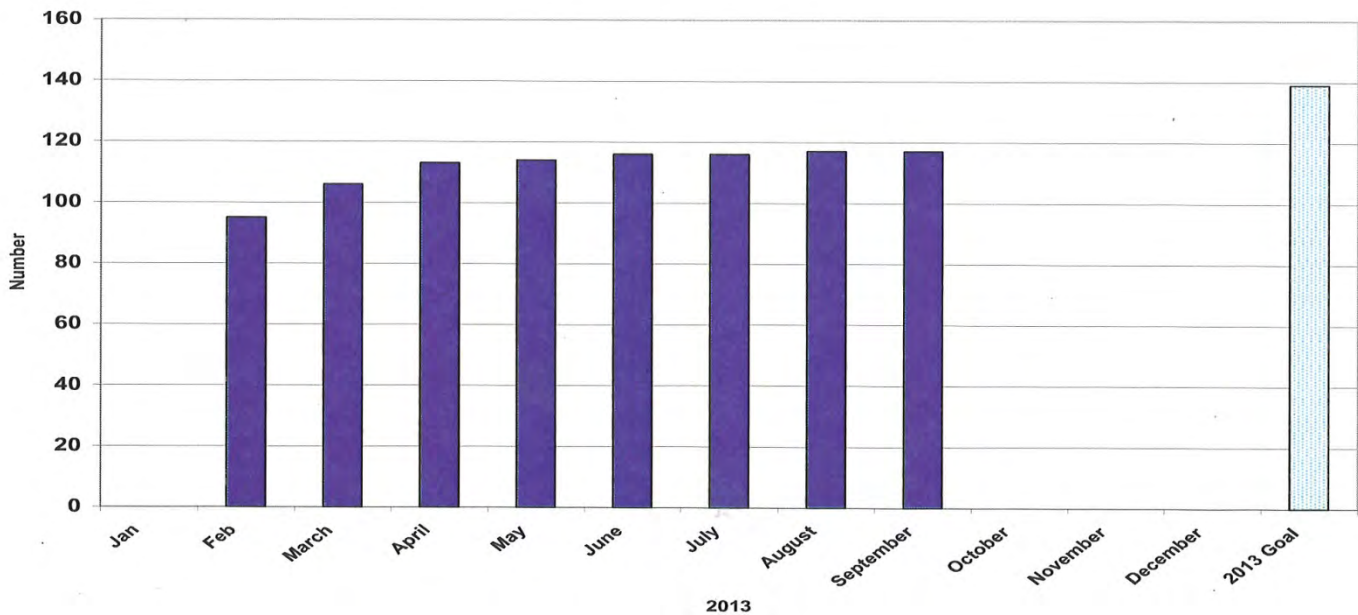
Pledges Made, 2013 Year to Date vs. 2012 and 2011



However, as of the end of September 2013, 24% of the churches in the Diocese have either not pledged or pledged \$0. Many of these parishes presumably could pledge something: they are not all the less wealthy parishes. 7 out of the 10 parishes pledging nothing are above the median in parish revenues; 6 of the 22 parishes which have not responded are likewise above the median. 4 of the 10 parishes pledging nothing did pledge something in 2012.

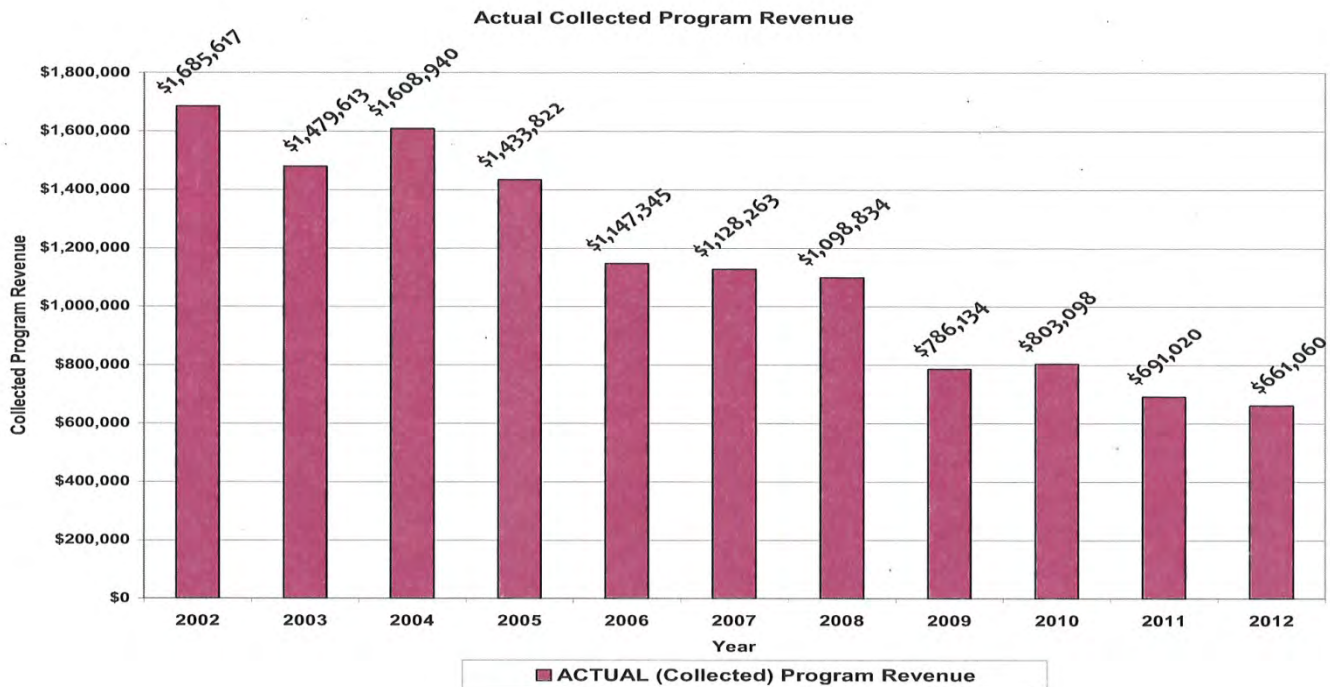


Churches Pledging 2013



The weakness in Voluntary Pledges in 2012 is, however, a continuation of a trend which has gone on for a decade: since 2002, Pledges have fallen by about 60%, from over \$1.6 million to the current \$691,000. This trend has serious implications for our programs, which may have to be further curtailed unless we can increase our voluntary pledging.

Within the Diocese, there is much talk of our commitment to “mission and ministries”. However, the record of the Diocese over the last decade would not indicate parish support for this as was evidenced in prior years. Support of the mission and ministries of the Diocese is dependent upon parish pledges.



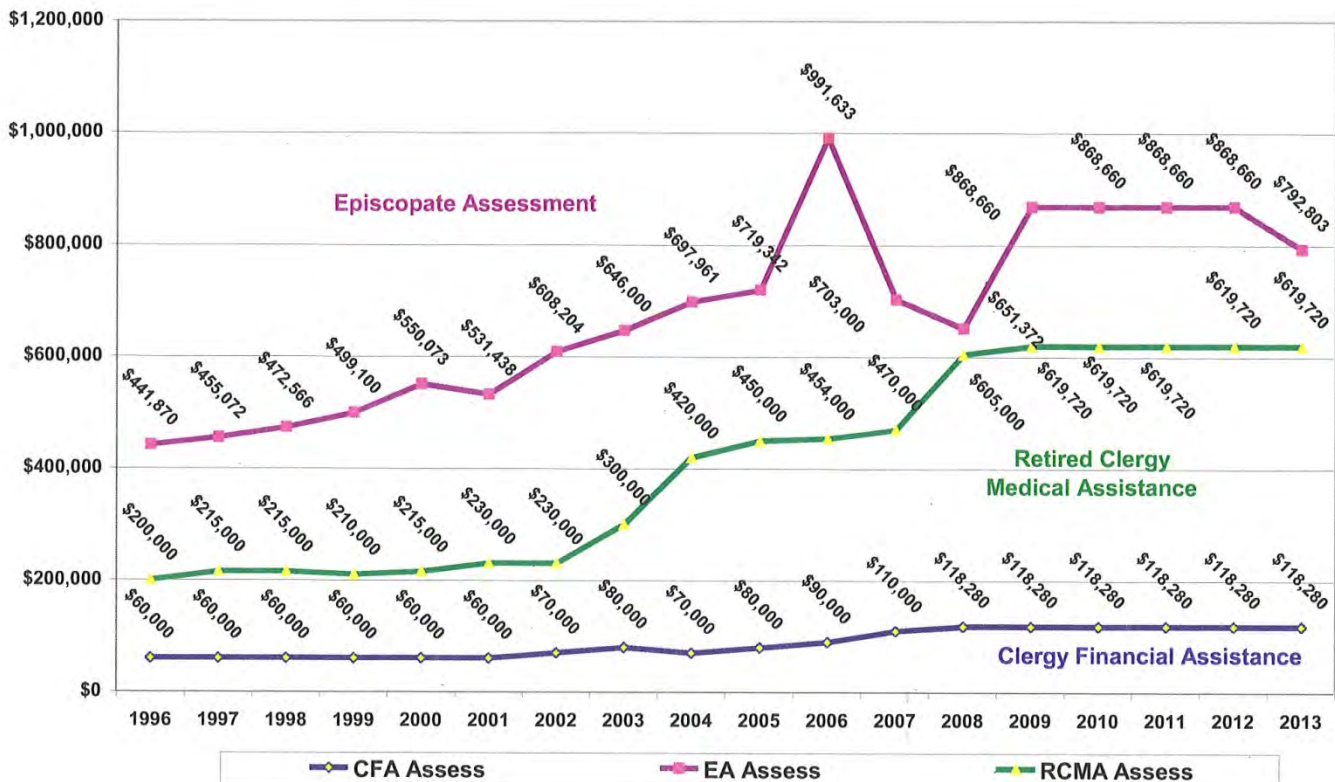
9. Issues and Concerns: Health Care Costs

Overall Assessments for 2013 are about \$75,000 below those of 2012, due to a decrease in the Episcopate Assessment. Assessments for Retired Clergy Medical Assistance and those for Clergy Financial Assistance have remained flat for several years.

Within the overall Assessment to the parishes, the healthcare portion has increased markedly over the last decade, from \$230,000 to \$620,000, or by 270%. Healthcare costs shall have to be controlled to moderate future Assessments.



Assessments by Component



A Narrative Introduction to the 2014 Budget

This budget reflects a great deal of work by a great many people. It began with two years of work by the Financial Review Committee and took shape over four months in the hands of the Budget Subcommittee of the Finance Committee. Most recently it came before the full Finance Committee.

The primary difference from previous budgets is that this year we are presenting a unified budget, as opposed to two separate budgets, one for the Episcopate (which largely covered the expenses of running the Diocese) and one for Program (which largely covered the missions and programs of the Diocese, but also included certain administrative expenses).

In creating a unified document a number of significant changes have been made in terms of how the information is categorized and presented. While we have worked to identify and explain such changes in the document itself, we wish to highlight a few of the more significant adjustments. Please read through this information first before turning to the spreadsheet.

1) Tracking to former Episcopate and Program Budgets

We have color coded the document so you can see which items were previously connected with the Program Budget or the Episcopate Budget, and which items are now some combination of the two.



2) Sources of Income

While the form of the budget has been changed, the sources of income have not: the Episcopate Assessment continues to be apportioned to all the parishes in the Diocese while the Pledges of the parishes to the missions and ministries of the Diocese remain voluntary.

3) The Episcopate Assessment

You may have noticed that the Episcopate Assessment has increased by \$188K. There are several reasons for the increase and, perhaps more importantly, the increase will be entirely offset by adjustments to other areas.

First, to the increase itself. We had to adjust the total compensation for our bishop to come in line with other Dioceses of our size. In addition, since the Episcopate Budget is intended to cover the essential costs of running the Diocese (such as the Bishop, certain support staff, insurance, legal fees, etc) we thought it was consistent to move a few other items that, even though they are indispensable, had been included in the Program Budget. Specifically this included the costs of Conventions (Diocesan and General), the Audit and one of the two full time financial staff. It is important to understand that these costs would have been included in the budget in any event. It is just that they have been shifted so that they will now be appropriately captured within and covered by the Episcopate Assessment rather than the Pledge.

Fortunately, we believe that the bulk of this increase (\$110K) will be offset by reductions in the RCMA assessment, which is not included in this budget. In order to account for the net \$78K increase that will be passed on to the parishes, the requested pledges have been reduced by that amount, on the theory that churches paying an increased Assessment may not be able to continue their voluntary pledges at the same level and may decrease them proportionately.

The bottom line is that although the Episcopate Assessment goes up the net result is that the parishes are not expected to pay any more to the Diocese than they did in 2013.

4) Pledges

While we were very pleased to see how the diocese responded when pledges were running low in March of this year, we felt it was not prudent to raise the expected amount pledged by any significant amount. The primary practical reason for this is due to the implementation of the Canon from The Episcopal Church that requires parity for lay and clergy in terms of healthcare. Since this creates a level of uncertainty, particularly for the largest parishes, we thought it best to err on the side of caution. However, we do wish to emphasize that it is indeed a new day in our diocese and we sincerely trust that parishes will continue to reengage in our common life and mission with the result that in time the amount pledged will continue to grow.

5) Non-Payment of Assessments and Pledges

We have chosen to include the allowance for non-payment of assessments and pledge. Historically, there has always been a shortfall because parishes have failed to meet their obligations which has created a challenge in how to account for this. The current budget clearly accounts for this in the income section as a reduction of income.



6) Allocation of Staff Expenses

We have unified the way in which we account for Staff by no longer listing them under the programs with which they are associated. Instead we have classified them by department which maintains transparency but also helps to distance the positions from the people who hold them.

7) Canon for Pastoral Care and additional staff

The Canon for Pastoral Care (Line #41) is a recent addition to the budget and reflects part of the Bishop's plan to ensure that there is sufficient staff to provide services to our parishes and clergy. More importantly, Line #23 shows that a majority of the funding for this position is coming from a grant from the Diocesan Health and Welfare Benefits Trust (DHWBT). Also, line # 42 shows \$28K set aside to help pay for another additional staff person to be named when additional funding sources are identified.

8) Transfers from Property Fund

While this line, which appears in line 132, has traditionally appeared in the Episcopate Budget, it is new to those more familiar with the Program Budget. In short, this money pays for the salary, benefits and expenses related to managing and selling the portfolio of closed parishes. It is felt that such costs should not be borne by the parishes but instead paid out of the proceeds from the sale of the buildings.

9) Grants

As in past years, we offered an open and transparent process for awarding grants to parishes and, in the case of the Parker Bulmer monies, for ministry to seniors. Not surprisingly, the requests far outstripped the funds we had available to award. In only a few cases could we award the full amount of the request, and then, only because the amount was very modest.

In two cases we have opted not to award a grant at all. In these cases, despite clear communication regarding deadlines and expectations, repeated requests and multiple extensions of those deadlines, the applications remained incomplete. In the case of St. Mary's, Chester we also felt that the parishes' needs went far beyond the \$5K they requested and thus will be referring them directly to the Bishop so that they may receive a more appropriate level of support.

10) Healthcare cost sharing

While it has little financial impact on 2014, we are beginning a process by which all Diocesan employees will begin to bear a portion of their healthcare costs. First, all employees will be moved to the EPO 90 plan. If they wish to be on a more expensive plan they may do so, but must pay the differential themselves. Furthermore, for 2014 they will pay 10% of the cost of covering spouses/partners or children. The plan is that this will rise to 25% of the costs in 2015. While this is an adjustment, it represents far less of a burden than is borne by most others who often pay 20-30% of their own coverage and a much greater percentage of coverage for dependents.

In sum, this budget works to make the large and complex picture of Diocesan finances clear and transparent so that the totality of the budget can be communicated and hopefully understood in a way never before possible. In addition to maintaining established staff and programs, it expands the funds committed to congregations, to ministry among the poor and



the young, and it allows for the flexibility necessary for our Diocese to grow and adapt as we discern our way forward.

And perhaps most importantly, it does so without increasing the financial burden on our parishes.

Again, I wish to thank the Budget Subcommittee for their excellent work and on their behalf and on behalf of the Finance Committee commend this Budget for your consideration. We look forward to hearing your feedback.

Faithfully Submitted,

The Rev. Kirk T. Berlenbach, Chair The Budget Subcommittee:

Ms. Ann Booth Barbarin, The Rt. Rev. Clifton Daniel III, Ms. Peggy Hatch, The Rev. Adam Kradel, PhD, Ms. Beverly Loftus, Mr. Norman "Mac" McCausland, Mr. Norman McClave, Ms. Antoinette McLaughlin, Mr. Barry Norris, Mr. Robert Rogers, Ms. Pat Smith

The Finance Committee:

Ms. Nora Adelman, The Rev. Frank Allen, Ms. Ann Booth Barbarin, The Rt. Rev. Clifton Daniel III, The Rev. Dr. Charles Flood, Mr. Bruce Givnish, Ms. Jo Ann Jones, The Rev. Adam Kradel, PhD, The Rev. George Master, Mr. Norman McClave, Mr. James Pope, Mr. Eric Rabe, Mr. Robert Rogers, Mr. George Vosburgh



Line#	Categories	2013			2014			Notes (see also numbered notes below)
		Projection or Asking	Final Budget	% of Total Income	Projection or Asking	Final Proposed Budget	% of Total Proposed Income	
1	INCOME							
2	Revenue - Regular							
3	Episcopate Assessment	\$792,803	\$792,803	25.1%	\$980,762	\$980,762	27.7%	Increase to be reduced by RCMA changes SEE NOTE 1
4	Less Allowance for non-payment	(\$50,000)	(\$50,000)	-1.6%	(\$50,000)	(\$50,000)	-1.4%	
5	Net Episcopate Assessment	\$742,803	\$742,803	23.5%	\$930,762	\$930,762	26.3%	
6	Congregational Giving	\$590,000	\$615,000	19.4%	\$608,000	\$608,137	17.2%	Adjusted down due to assessment increase SEE NOTE 2
7	Less Allowance for non payment	(\$41,300)	(\$43,050)	-1.4%	(\$42,560)	(\$42,560)	-1.2%	
8	Net Congregational Giving	\$548,700	\$571,950	18.1%	\$565,440	\$565,568	16.0%	
9	Investment Income	\$1,298,361	\$1,298,361	41.0%	\$1,395,605	\$1,395,605	39.4%	From both Program and Episcopate sources SEE NOTE 3
10	Parker Bulmer	\$76,873	\$76,873	2.4%	\$76,873	\$76,873	2.2%	Pass-Thru. Non-Income Receipt
11	All Souls Ch for the Deaf Endowment Fund	\$60,986	\$60,986	1.9%	\$0	\$0	0.0%	The parish closed 12/31/12
12	Net Endowment Income	\$1,436,220	\$1,436,220	45.4%	\$1,472,478	\$1,472,478	41.5%	
13	Sub-total Revenue - Regular	\$2,727,723	\$2,750,973	87.0%	\$2,968,680	\$2,968,808	83.8%	
14								
15	Revenue - Special							
16	Diocesan Annual Fund	\$5,000	\$5,000	0.2%	\$5,000	\$5,000	0.1%	
17	Campus Ministry	\$14,000	\$14,000	0.4%	\$0	\$0	0.0%	The Lutheran funding ends in 2013
18	Anti Racism	\$4,500	\$4,800	0.2%	\$4,025	\$2,800	0.1%	
19	Youth Programs	\$57,580	\$57,580	1.8%	\$63,425	\$63,425	1.8%	
20	Youth Camps	\$90,600	\$90,600	2.9%	\$43,150	\$43,150	1.2%	Multiple Camps (2013 incl Citi Camp) SEE NOTE 4
21	Youth Mission Center	\$0	\$0	0.0%	\$121,500	\$121,500	3.4%	Replaces Citi Camp w/ year round ministry SEE NOTE 5
22	Servant Year	\$190,000	\$190,000	6.0%	\$164,194	\$164,194	4.6%	Covers 97% of program costs
23	DHWBT income for Canon of Pastoral/Benefits	\$0	\$0	0.0%	\$125,000	\$125,000	3.5%	Goes to fund line #
23	Diocesan Convention Revenue	\$40,000	\$40,000	1.3%	\$40,000	\$40,000	1.1%	
24	Other Income	\$10,000	\$10,000	0.3%	\$10,000	\$10,000	0.3%	Estimate
25	Sub-total Revenue - Special	\$411,680	\$411,980	13.0%	\$576,294	\$575,069	16.2%	
26								
27	TOTAL INCOME	\$3,139,403	\$3,162,953	100.0%	\$3,544,974	\$3,543,877	100.0%	
28								
29								



Line#	Categories	2013			2014			Notes (see also numbered notes below)
		Projection or Asking	Final Budget	% of Total Income	Projection or Asking	Final Proposed Budget	% of Total Proposed Income	
30	EXPENSES							
31	STAFF							(X) indicates number of positions
32	Diocesan/Provisional Bishop	\$156,063	\$156,063	4.9%	\$245,188	\$245,188	6.9%	
33	Assisting Bishops (2)	\$29,841	\$29,841	0.9%	\$0	\$0	0.0%	
34	Bishops Visitations	\$20,000	\$20,000	0.6%	\$20,000	\$20,000	0.6%	
35	Finance (3.5)	\$309,180	\$309,180	9.8%	\$309,180	\$309,180	8.7%	Canon for Finance moved into EA for 2014
36	Youth (3.5)	\$153,594	\$153,594	4.9%	\$153,594	\$153,594	4.3%	Includes new Mission Cntr Director and Intern SEE NOTE 5
37	Deployment (2)	\$172,003	\$172,003	5.4%	\$172,652	\$172,652	4.9%	
38	Education/Communications (2)	\$176,315	\$176,315	5.6%	\$176,315	\$176,315	5.0%	
39	Administration (2)	\$117,552	\$117,552	3.7%	\$117,103	\$117,103	3.3%	
40	Property/Maintenance (2)	\$177,998	\$177,998	5.6%	\$184,608	\$184,608	5.2%	
41	Canon for Pastoral Care/Benefits	\$0	\$0	0.0%	\$147,000	\$147,000	4.1%	
42	New Diocesan Staff TBD	\$0	\$0	0.0%	\$28,000	\$28,000	0.8%	package will be augmented from other sources SEE NOTE 6
43	Other (3)	\$41,658	\$41,658	1.3%	\$62,317	\$62,317	1.8%	reflects higher cost for new archivist
44	Total- Staff	\$1,354,204	\$1,354,204	42.8%	\$1,615,957	\$1,615,957	45.6%	
45								
46	Ministry for Congregations							
47	Mission Congregations (DCMM)							
48	Advocate/Campus Ministry, Philadelphia (1.5)	\$60,000	\$80,000	2.5%	\$142,000	\$142,000	4.0%	covers all of vicar/chaplain & pt asst SEE NOTE 7
49	All Souls Church for the Deaf, Philadelphia	\$60,986	\$60,986	1.9%	\$0	\$0	0.0%	The parish closed 12/31/12
50	Christ and St. Ambrose, Philadelphia	\$87,000	\$112,000	3.5%	\$125,086	\$125,086	3.5%	
51	Free Church St. John, Philadelphia	\$0	\$0	0.0%	\$50,000	\$50,000	1.4%	Lay Missioner for 2014
52	St. Gabriel's, Philadelphia	\$104,000	\$104,000	3.3%	\$101,637	\$101,637	2.9%	
53	St. Dismas Prison Mission	\$3,250	\$3,250	0.1%	\$2,500	\$2,500	0.1%	Not a salary- covers travels expenses and supplies
54	Sub-total Mission Congregations	\$315,236	\$360,236	11.4%	\$421,223	\$421,223	11.9%	
55								
56	Grants to Congregations							Previously called Congregations Supported by Diocese
57	St. John the Evangelist, Essington	\$30,000	\$15,000	0.5%	\$25,000	\$15,000	0.4%	
58	St. Andrew & St. Monica, Philadelphia	\$35,000	\$30,000	0.9%	\$30,000	\$25,000	0.7%	
59	Trinity, Boothwyn (moved from Collingdale)	\$55,000	\$15,000	0.5%	\$40,000	\$15,000	0.4%	Planned reduction but kept at 15K due to rector's retirement
60	St. Stephens, Norwood	\$15,000	\$15,000	0.5%	\$15,000	\$15,000	0.4%	
61	All Saints, Collingdale (moved from Darby)	\$50,000	\$25,000	0.8%	\$40,000	\$22,500	0.6%	
62	St. David's, Manayunk	\$25,000	\$4,000	0.1%	\$21,000	\$0	0.0%	Application incomplete



Line#	Categories	2013			2014			Notes (see also numbered notes below)
		Projection or Asking	Final Budget	% of Total Income	Projection or Asking	Final Proposed Budget	% of Total Proposed Income	
63	Church of the Crucifixion, Philadelphia	\$87,900	\$25,000	0.8%	\$88,700	\$25,000	0.7%	
64	St James, Bristol	\$0	\$0	0.0%	\$1,200	\$1,200	0.0%	
65	St Mary's, Chester	\$0	\$0	0.0%	\$5,000	\$0	0.0%	App incomplete, parish needs exceed request. Refer to Bp.
66	Grace Epiphany, Mt Airy	\$0	\$0	0.0%	\$1,000	\$1,000	0.0%	
67	Sub-total Grants to Congregations	\$297,900	\$129,000	4.1%	\$266,900	\$119,700	3.4%	
68								
69	Congregational Development and Support							
70	Support for Congregations	\$0	\$0	0.0%	\$25,000	\$25,000	0.7%	For diocesan staff and/or grants to hire consultants
71	Development Initiatives from DMPC	\$25,000	\$5,500	0.2%	\$5,500	\$5,500	0.2%	Mission InSite Subscr 3 yr subscr, exp 2014
72	Sub-total Congregational Development/Support	\$25,000	\$5,500	0.2%	\$30,500	\$30,500	0.9%	
73	Total Ministry for Congregations	\$613,136	\$489,236	15.5%	\$718,623	\$571,423	16.1%	
74								
75	Ministry Programs							
76	CHILDREN AND YOUTH							
77	Programs	\$93,410	\$93,410	3.0%	\$113,105	\$113,105	3.2%	Increase due to EYE being in our Diocese in 2014
78	Summer Camps	\$96,760	\$96,760	3.1%	\$47,995	\$47,995	1.4%	Multiple Camps (2013 incl Citi Camp) SEE NOTE 4
79	Camp Arrowhead Scholarships	\$10,000	\$10,000	0.3%	\$10,000	\$10,000	0.3%	
80	Mission Center			0.0%	\$123,237	\$123,237	3.5%	Program that replaces Citi Camp w/ year round ministry
81	Sub-total Children and Youth	\$200,170	\$200,170	6.3%	\$294,337	\$294,337	8.3%	
82	EDUCATION Programs and Materials	\$19,500	\$10,000	6.3%	\$19,500	\$10,000	0.3%	
83	COMMUNICATIONS							
84	Printed Communications	\$24,000	\$11,806	0.4%	\$24,000	\$2,200	0.1%	Where it All Began is put on hold for evaluation
85	Communications Committee	\$0	\$0	0.0%	\$0	\$18,000	0.5%	New Group will develop & implement strategy SEE NOTE 8
86	Electronic Communications	\$21,600	\$20,000	0.6%	\$20,000	\$20,000	0.6%	
87	Sub-total Communications	\$45,600	\$31,806	1.0%	\$44,000	\$40,200	1.1%	
88	CAMPUS MINISTRY							
89	Salary & Benefits	\$63,081	\$60,000	1.9%	\$0	\$0	0.0%	Moved to Line 47 as a ministry of Advocate SEE NOTE 7
90	Peer Ministers	\$10,000	\$10,000	0.3%	\$10,000	\$10,000	0.3%	
91	Program expenses		\$3,450	0.1%	\$3,450	\$3,450	0.1%	
92	Sub-Total Campus Ministry	\$73,081	\$73,450	2.3%	\$13,450	\$13,450	0.4%	
93	ANTI RACISM	\$20,900	\$15,000	0.5%	\$30,000	\$19,000	0.5%	
94	SERVANT YEAR	\$190,000	\$190,000	6.0%	\$168,842	\$168,842	4.8%	
95	ABSOLOM JONES FESTIVAL	\$5,000	\$5,000	0.2%	\$5,000	\$5,000	0.1%	had been included in Episcopate in 2013



Line#	Categories	2013			2014			Notes (see also numbered notes below)
		Projection or Asking	Final Budget	% of Total Income	Projection or Asking	Final Proposed Budget	% of Total Proposed Income	
96	Total Ministry Programs	\$554,251	\$525,426	16.6%	\$575,129	\$550,829	15.5%	
97								
98	Outreach and Missionary Ministries							
99	ECS Home Care to Seniors	\$61,873	\$61,873	2.0%	\$61,873	\$61,873	1.7%	Pass-Thru: Non-Expense Disbursement
100	CORP	\$7,500	\$7,500	0.2%	\$7,500	\$7,500	0.2%	Pass-Thru: Non-Expense Disbursement
101	Dolphins of Delaware Valley	\$7,500	\$7,500	0.2%	\$15,000	\$7,500	0.2%	Pass-Thru: Non-Expense Disbursement
102	Total Outreach and Missionary Ministries	\$76,873	\$76,873	2.4%	\$84,373	\$76,873	2.2%	Pass-Thru: Non-Expense Disbursement
103								
104	Operations and Administration							
105	Church House Operations	\$159,000	\$159,000	5.0%	\$159,000	\$159,000	4.5%	Shared between Program and Episcopate
106	Professional and Legal Fees	\$80,000	\$80,000	2.5%	\$80,000	\$80,000	2.3%	
107	Archives (Lutheran Seminary)	\$10,000	\$10,000	0.3%	\$10,000	\$10,000	0.3%	
108	Financial Audit	\$47,500	\$47,500	1.5%	\$47,500	\$47,500	1.3%	Was in Program but moved to Episcopate for 2014
109	Hospitality/Food	\$1,500	\$1,500	0.0%	\$1,500	\$1,500	0.0%	
110	Travel and Office Expense	\$58,000	\$58,000	1.8%	\$58,000	\$58,000	1.6%	
111	Miscellaneous	\$5,000	\$5,000	0.2%	\$5,000	\$5,000	0.1%	
112	Ordination Process Costs	\$56,000	\$56,000	1.8%	\$56,000	\$56,000	1.6%	
113	Retired Lay Medical Insurance Premiums	\$90,000	\$90,000	2.8%	\$70,000	\$70,000	2.0%	Reflects current usage and parity based adjustments
114	Final of 3 year funding for Bishop Search	\$65,000	\$65,000	2.1%	\$65,000	\$65,000	1.8%	
115	Total Operations and Administration	\$572,000	\$572,000	18.1%	\$552,000	\$552,000	15.6%	
116								
117	Conventions							
118	Diocesan Convention	\$70,000	\$40,000	1.3%	\$45,000	\$45,000	1.3%	Was in Program but moved to Episcopate for 2014
119	General Convention		\$16,000	0.5%	\$16,000	\$16,000	0.5%	Was in Program but moved to Episcopate for 2014
120	Total Conventions	\$70,000	\$56,000	1.8%	\$61,000	\$61,000	1.7%	
121								
122	Obligations outside the Diocese							
123	Pledge to The Episcopal Church	\$650,000	\$200,000	6.3%	\$225,000	\$225,000	6.3%	The requested pledge from TEC is \$889,857
124	Province III Dues	\$12,000	\$9,000	0.3%	\$12,000	\$12,000	0.3%	
125	Millennium Development Goal	\$14,000	\$8,000	0.3%	\$14,000	\$14,000	0.4%	
126	Total Obligations outside the Diocese	\$676,000	\$217,000	6.9%	\$251,000	\$251,000	7.1%	
127								



Line#	Categories	2013			2014			Notes (see also numbered notes below)
		Projection or Asking	Final Budget	% of Total Income	Projection or Asking	Final Proposed Budget	% of Total Proposed Income	
128	Total Expenses	\$3,916,464	\$3,290,739	104.0%	\$3,858,082	\$3,679,082	103.8%	
129								
130	Net Surplus (deficit) before Transfers	(\$777,061)	(\$127,786)	-4.0%	(\$313,108)	(\$135,205)	-3.8%	
131	Transferred from Property Fund	\$131,012	\$131,012	4.1%	\$135,205	\$135,205	3.8%	Pays for management of closed churches
132								
	Net Surplus (Deficit) after Transfers	(\$646,049)	\$3,226	0.1%	(\$177,903)	\$0	0.0%	
	CODING NOTE	Purple	indicates it is from the Episcopate Budget					
		No Fill Color	indicates it is from the Program Budget					
		Light Purple	indicates some mix from Program and Episcopate					



Line#	Categories	2013			2014			Notes (see also numbered notes below)
		Projection or Asking	Final Budget	% of Total Income	Projection or Asking	Final Proposed Budget	% of Total Proposed Income	
	NOTES							
	NOTE 1							The \$188K increase will be offset by \$110K in proposed reductions to the RCMA assessment. This leaves a net increase of \$78K.
	NOTE 2							Pledges for 2013 now stand at \$686,000. For 2014 we adjusted downwards by \$78K which is the net amount that the Episcopate Assessment will increase.
	NOTE 3							Investment income for 2013 came in approx \$100K higher than budgeted
	NOTE 4							Diocesan youth camping programs are expanding. However, they all rely heavily on outside income for funding. The net cost to the Diocese is \$4845
	NOTE 5							The Youth Mission center is a new program that will replace Citi Camp with the possibility of year round ministry. It too is predicated upon income. No additional staff positions will be added until the campers/income is in place to fund it. When all is in place the net cost to the Diocese will be only \$1737.
	NOTE 6							The Bishop has added a Canon to the Ordinary for Pastoral Services. See Line 41. Additional funds to supplement the package will come from sources that will soon be specified.
	NOTE 7							Campus Ministry at Temple is no longer an independent ministry. It has been integrated into the the ministry of the Advocate. Thus the salary costs for both the vicar/chaplain and a 1/2 time lay assistant are shown in the DCM line. Peer Ministry is unaffected.
	NOTE 8							Publication of Where it All Began has been put on hold while a new Communications Committee explores and identifies the best ways for our Diocese to communicate within itself and to the rest of the world. The monies are reserved for the possible use of consultants and/or the implementation of



Resolution: RA-2013

Resolution on the Clergy Financial Assistance Assessment

Submitted by the Commission on Clergy Compensation and Employee Benefits

Contact person: Judy O'Neill

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 2014, 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 \$118,280¹, shall remain unchanged for Fiscal Year 2014, and shall be apportioned to each parish in the Diocese of Pennsylvania.

¹ The Commission on Clergy Compensation and Employee Benefits 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 fifth year, given the current financial and economic climate. Should the financial needs exceed this assessment during 2014, Commission on Clergy Compensation and Employee Benefits 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%, as a result of some churches not paying their complete assessment. 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 - 2014

BE IT RESOLVED:

That range midpoints of cash compensation (*Note 1*) for full-time clergy with five years of Credited Service effective January 1, 2014, be:

I. FULL-TIME CLERGY

SALARY RANGE MIDPOINTS FOR FULL-TIME CLERGY			
Church Pension Fund National Size Category	DioPa Congregation Size Category (Note 2)	Residence Not Provided (Note 3)	Residence Provided (Note 3)
Interns and Assistants / Associates			
Transitional Deacon	0	\$58,072 (Note 3a)	\$45,500 (Note 3a)
Assistant / Associate	1	\$64,274 (Note 3a)	\$48,145 (Note 3a)
Rectors, Vicars, Interims, Priests-in-Charge			
Family	2	\$71,722	\$53,725
Pastoral	3	\$80,415	\$60,236
	4	\$89,108	\$66,748
Transitional	5	\$97,801	\$73,259
	6	\$106,494	\$79,771
Program	7	\$115,187	\$86,282
Resource	8	\$123,880	\$92,794

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.org/clergy-calculator> 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 2014 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	\$123	\$156
Usual Range	\$139-\$230	\$174-\$289
Maximum	\$258	\$329

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 2013 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 2014:



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 2014 salary figures for full-time clergy have been changed from the 2013 figures to reflect an increase of 1.5 percent based on the Philadelphia area cost of living increase for the 12-month period ending June 30, 2013. 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 3a)

Mid-points for Transitional Deacon and Assistant/Associate for both Residence Not Provided and Residence Provided were miscalculated on the RB-2013. They should have increased by the approved 1.3% to TD-Res NP - \$56,102; TD-Res P - \$42,024; A/A-Res NP - \$62,698; and A/A-Res P - \$46,965. Therefore the 2013 numbers will remain as published in the RB-2013 until the increases to the correct numbers catch up to or pass those numbers for these four categories.

(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 1.5 percent from 2013. (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.



Clergy New to the Diocese

The Rev. Michael Sowards
The Rev. Gail Tomei

St. James, Collegeville
Ascension, Parkesburg

Seminarians from the Diocese of Pennsylvania

Tyler Doherty
Lori Exley
Phillip Geliebter
Karen Kaminskas
Peter Kountz
Donna Lima-Monteiro
Jeffrey Moretzsohn
Dennis Reid
Robyn Robb
Barbara Robinson
Patricia Rubenstein
Martha Tucker
James Walton
Sarah Weeden
John Wylie

Virginia Theological Seminary
Episcopal Divinity School
Providence Theological Seminary
Providence Theological Seminary
Virginia Theological Seminary
Providence Theological Seminary
Providence Theological Seminary
Virginia Theological Seminary
Providence Theological Seminary
Providence Theological Seminary
Providence Theological Seminary
Episcopal Divinity School
Church Divinity School of the Pacific
The School of Theology Sewanee
Providence Theological Seminary

Newly Ordained Deacon in the Diocese of Pennsylvania

The Rev. Michael Rau

St. Marks, New Canaan, CT

Newly Ordained Priests in the Diocese of Pennsylvania

The Rev. Timothy Gavin
The Rev. Nancy Hauser
The Rev. Nora Johnson
The Rev. Catherine Kerr
The Rev. Sean Slack
The Rev. Benjamin Wallis

Episcopal Academy
Advent, Kennett Square
St. Mark's, Locust Street
Holy Spirit, Harleysville
St. Paul's, Levittown & All Saints, Fallsington
Incarnation Holy Sacrament, Drexel Hill



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,
Cordelia Biddle (Chair), Jane R. Cosby, Daniell Hamby, Christopher Hart, Koshy Matthews, Dennis Lloyd, Janet A. Ross, Michael Ruk, Kate Spelman, Oris Stuart, Laurie Weber

Nominees for Diocesan Office 2013 Diocesan Convention

Christmas Fund

TREASURER (Elect 1)

Kay Johnson

MEMBERS (Elect 4)

Carole Baxter
Mary Louise Bulmer
Jane Cosby
Nancy Iredale
Shirley Morris
Janet Ross
Nokomis Wood

Church Foundation

CLERGY (Elect 1)

Edward Shiley

LAY (Elect 4)

John Affleck
Richard Smoot
Roberta Torian

Commission on Clergy Compensation & Employee Benefits

CLERGY (Elect 1)

Hentzi Elek
Donna Maree

LAY (Elect 1)

Mark Andonian
Margaret Ullman

Diocesan Disciplinary Board

CLERGY (Elect 1)

Daniell Hamby
Michael Ruk

LAY (Elect 1)

Doug Sisk

Finance Committee

CLERGY (Elect 4)

Philip Fackler
Charles Flood

Adam Kradel
George Master
Michael Sowards



LAY (Elect 4)

Nora Adelman
Bruce Givnish

John Loftus
Lathrop Nelson
Eric Rabe

General Convention**CLERGY (Elect 4)**

Frank Allen
Kathy Andonian
Carol Anthony
Kirk Berlenbach
Rodger Broadley
Clifford Cutler
Ledlie Laughlin
Koshy Matthews
Callie Swanlund

LAY (Elect 4)

Debora Brown
John Canterbury
Barbara Chilcott
Christopher Hart
JoAnn Jones
Shana Kaplanov
Karen Lash
Norman McCausland

Nominating Committee Committee**CLERGY (Elect 2)**

Amanda Eiman
Charles Messer
Michael Ruk
Kate Spelman

LAY (Elect 2)

Christopher Hart
Janet Ross
Oris Stuart
Bettye Williams

Standing Committee**CLERGY (Elect 1)**

Kirk Berlenbach
Jill McNish
John Sorensen
Michael Sowards

LAY (Elect 1)

Patricia Smith
Paul Yaros



Convention Address **by The Rt. Rev. Clifton Daniel, 3rd.**

to the 230th Meeting of the Convention
Diocese of Pennsylvania
Pennsylvania Convention Center
November 9, 2013

“Grace to you and peace from God our Father and the Lord Jesus Christ.” (St. Paul’s greeting to the Church in Rome, Corinth, Galatia, Ephesus, Phillipi, Colossae, Thessalonica)

It is an honor and a privilege to stand before you today as your bishop and friend as our diocese gathers together in convention for the 230th time. I pray that as we gather we give thanks for the foundational role this diocese took in the formation of The Episcopal Church and the leadership it has offered through the centuries. I call us to give thanks for the boldness of its prophetic and pastoral witness to city, church and nation through the years. I call us to give thanks today for the abundance of material wealth and good leadership with which God has blessed us. I call us to deep thanksgiving this day that God never abandons God’s Church, but continually opens doors to renewed dedication and energy to witness to the Good News of healing and hope that the resurrection of Jesus brings.

The theme for this year’s convention is from the Revelation to John (3:7ff): “To the angel of the church in Philadelphia, write ... Look, I have set before you an open door.”

Let me tell you a story about a time when Jesus opened a door for me in a most unexpected way in a moment of desolation. Flew to Jerusalem from US – wearing my clerical collar – to attend a course at St. George’s College/Doors locked and shut/12000 miles from home, alone, tired, frightened, dark/sat down on curb and wept/Unseen door in wall opened, light flowed out/unknown person – hey, you’re Dan...we’ve been waiting for you/picked up my bags, ushered me into dining room where a great feast awaited. Ever since then, has been my vision of resurrection of Jesus and his second coming: a sudden shaft of light into darkness of human life and a friend emerging to take us through a new door into light and life.

The Good News of Jesus is all about opening doors. The resurrection of Jesus opens a door that leads to life and hope. The resurrection of Jesus opens a door through which healing flows into the brokenness of human life. The resurrection of Jesus opens a door that leads from division to unity, a door that leads from despair to hope, from guilt to forgiveness, from selfishness to servanthood. Jesus’ resurrection is all about opening doors where none existed before. Jesus’ resurrection, in all its surprise and unexpectedness, is the greatest sign of the ocean depths of God’s lavish love and forgiveness for us who do not deserve it. And in the surprise of the resurrection, the church is born to witness to God’s enduring mission of healing and reconciliation and forgiveness.

I have served as your bishop for about eight months. One of the questions I have carried with me is asking what doors Jesus is opening for us in our life as a diocese in fulfilling God’s mission in the world.



One inviting door I see Jesus holding open for us is a doorway that invites us as a diocese to live with one another in growing trust and intimacy as we share one another's burdens and joys, which are cornerstones of Christian community. Christian maturity means growing in mutual support and encouragement of one another even in the midst of diversity and disagreement. There is a difference between collusion and community. Collusion casts out for the sake of agreement; community welcomes, invites and is enriched by diversity as an expression of God's love. I call of us all to forsake collusion and to embrace community as the way forward for the Christian community.

It is an extension of this great Anglican gift to embrace diversity and the charisma to contain divergence within fidelity to the Gospel that there is a discipline of being an Episcopalian. It is one reason that we undertake the mundane and dull discipline of filling out Annual Parochial Reports and doing audits of our common finances, of showing up at convention, taking part in the life of the parish and diocese, sharing the abundance God has showered upon us through our financial pledges to parish and diocese. Being faithful in the small things leads to greater faithfulness in the larger things. This seems to be the very message St. Paul proclaims to the churches under his care, especially the church in Corinth and in Galatia. Being loyal in the discipline of faithfulness demonstrates our commitment to our brothers and sisters and to God's mission of healing, reconciliation, feeding the hungry, offering welcome to the stranger. Christians are children of light, believers in communion and community and committed to grow in faithfulness to God's mission and to one another.

To that end, I want to tell you about some steps I have taken and some steps that will come in the new year. First, I have invited Frank Helminski (Redeemer, Bryn Mawr), in consultation with the Constitution & Canons Committee, to undertake a close examination of our diocesan canons to determine what steps we as a convention might wish to undertake to effect a renewal and strengthening of our canons in accord with those of The Episcopal Church and to report back to our next convention.

Second, one of the earliest and most consistent cries that I have heard since becoming your bishop has been to expand our diocesan ministry in ways, that will nourish, strengthen and expand our diocesan life and witness. Therefore, earlier this year I created the position of Canon to the Ordinary for Pastoral Care, and called the Rev. Lucy Amerman to that position. Lucy provides great pastoral care, especially in the areas of health care matters for clergy and employees of the parishes of our diocese, as well as pastoral ministry to congregations. Thank God for opening that door!

The third great cry I have heard is for care and leadership in the area of congregational care and development. To that end, in the coming year I will post a job description and begin the search for a Canon to the Ordinary for Congregational Development.

Fourth, I have met with the Diocesan Consultation Team and charged that group and Diocesan Council with considering and presenting to Convention a proposed process for dealing pastorally with imperiled congregations for renewing their health and missionary zeal and in some cases caring for those congregations that must seek closure.

The first question I heard in this diocese is the same one we have been called to answer today and each time we gather: "How will what we do here today affect those who live in



poverty?" This question is a reminder of the doorway to mission grounded in hope that was opened by the resurrection of Jesus. This question is an invitation to become an ever more missional church which exists in dedication to eradicating poverty, feeding the hungry, protecting the poor and oppressed, ending racism and sexism, sheltering the vulnerable young and the fragile elderly; all in the name of Jesus Christ who came not to be served but to serve. That is God's mission in our world. The church does not have a mission. But because God has a mission there is a church.

In terms of new aspects of God's mission opening to us, I remember walking down Market Street earlier in the fall and being stopped by a woman who asked me to buy pencils and paper for children in our city's school system. I found this one more shocking indication of the political paralysis that is part of our life as a nation in this day and a further indication that it is somehow always the young, the poor, the elderly and the vulnerable who suffer first in our society. Recent studies show that one in four children in our nation go to bed hungry each night. In our city in which the poverty levels in some neighborhoods surpasses 80%, there must be many hungry children, as well as parents and grandparents who go to bed hungry each night, especially since Food Stamp subsidies have been reduced to \$30/person per week. Who will join me during the first week in Lent to try to spend less than \$30/week for food as an experiment? If our hearts are not breaking open with greater compassion and giving to address the needs around us, then we must surely be on the wrong road as followers of Jesus, no matter how many candles we have on our altars. Sometimes we have to appear to be a little crazy in the eyes of our society to express our dedication and intention to follow Jesus.

My friend Michael Curry, Bishop of the Diocese of North Carolina once preached a sermon about "Crazy Christians." His point was simple: In the eyes of the standards of this world we are crazy to love Jesus. Loving Jesus goes contrary to all that our culture tells us about community, success, self-fulfillment, and power. To many in our society, Christians are crazy to choose humility and servanthood over success and control. Crazy to choose sacrifice over selfishness. Crazy to love the world and people with wild abandon. Crazy to risk it all for Jesus.

The Good News of Jesus opens for us the door of loving service, self sacrifice, the door of peace in the midst of conflict, confidence in God's loving intentions for all people, hope for God's future when the present is bleak. Jesus calls us to rush through these doors in a headlong dash toward healing the heartbreak of a broken world, to rush through the doors as a community of people called to the craziness and joy of following Jesus. Following Jesus leads through a door that leads to peace and hope and forgiveness and life in surprising and unexpected ways. Brothers and sisters, we are called to be crazy Episcopalians as we follow our Lord into deeper witness and bolder service.

Behold, the resurrection of Jesus has set before us an open door. Let us with joy and confidence walk through it into a life of witness and service, and in the end, a door that leads ultimately to eternal life.



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

The Rev. Mariclaire Partee Carlsen
St. Mary's, Hamilton Village

The Rev. Hillary Raining
St. David's, Radnor

LAY

Ms. Barbara Dundon
Church of St. Martin-in-the Fields

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 2014:

The Rev. Mary Ann Mertz
St. Christopher's Church, Oxford

Terms to expire in 2015:

Mr. John Canterbury
St. Paul's, Doylestown

The Very Rev. Stephen Price
Calvary Church, Conshohocken

Terms to expire in 2016:

Ms. Nokomis Wood
Church of St. Martin-in-the-Fields, Chestnut Hill

Mr. Isaac Manning
Church of St. Luke and the Epiphany, Philadelphia

The Rev. Martini Shaw
The African Episcopal Church of St. Thomas, Philadelphia

The Rev. Peter Vanderveen
The Church of the Redeemer, Bryn Mawr



Reception of Reports Submitted by Committees and Commissions

(Received without motion to accept them)

- Addiction Recovery Resource Committee report
- Antiracism Commission/Team report
- Commission on Clergy Compensation and Employee Benefits report
- Commission on Ministry report
- Committee on Incorporation report
- Companion Diocese Committee report
- Diocesan Consultation Team report
- Diocesan Council report
- Diocesan History Committee report
- Episcopal Church Women report
- Episcopal Community Services report
- Finance Committee report
- Gathering of Diocesan Leaders report
- Girls Friendly Society report
- Health Ministry Task Force report
- Seamen's Church Institute report
- Standing Committee report

These reports may be found on the pages which follow.



Addiction Recovery Resource Committee

One might think that addiction is not a problem in The Diocese of Pennsylvania, because of the infrequent use of the resources provided by **ARRC**. Unfortunately, we know that this is not the case. Quite the opposite. Addiction has reached epidemic proportions in this country and yes, in our diocese.

Addiction is a secret disease, because of the shame associated with it. Perhaps this is the reason that so many are unwilling give it a name and a face and to address it in the open.

Did you know that for the second year in a row our diocese participated in The Recovery Walk at Penn's Landing? Our numbers were small, but we proudly wore tee shirts announcing that "Episcopalians Celebrate Recovery." Eighteen thousand people marched in The Walk this year, up three thousand from last year.

ARRC stands ready to be of help to churches, rectors and parishioners in many different ways. Several years ago we partnered with Pro-Act (Pennsylvania Recovery Organization Achieving Community Together.) This organization provides a wonderful free program for the families of addicted persons. If you want to know more about it, go to proact.org and follow the link to The Family Program. Father Ron Lockhart and his wife Sandra facilitate that program in two different counties.

Please contact us. We can help. Our committee will provide speakers for your congregation, as well as conducting educational programs. We have knowledge of resources of which you may be unaware. We can advise you about intervention.

It is our hope and prayer that you will avail yourselves of the services that **ARRC** can provide. Addiction is present in every congregation in this diocese. Please don't let it go unaddressed.

Yours in Christ,
Father Ron Lockhart, Chair of ARRC



Antiracism Commission/Team

In 2013, the Antiracism Commission (ARC) in partnership with the Antiracism Team (ART) continued to work on internal and external development in furtherance of the Antiracism strategy or plan. The ARC and ART met on the 2nd Tuesday of each month to work to strengthen bonds and to plan and execute events in furtherance of the plan.

This year the ARC and ART have had the assistance of Dr. Thomas A. Gordon, TAGA Consulting as consultant to help the teams in self-reflection, team dynamics, inter-personal evaluation and review of the strategy and vision. ARC and ART reflected on the diocesan environment and any changes to assess required adjustments to the strategy. Four supplemental half-day sessions complemented the monthly meetings and allowed for both refinement of annual strategy activities and renewal activities to reestablish and reinforce the commitment and energy of the ARC/ART team members to continue to address the task of becoming an antiracist diocese.

The ARC and ART determined that education and conversation would continue to be among the most important tools used in 2014 to transform the diocese. ARC and ART held meetings with Bishop Daniel to understand and incorporate into the work of ARC his experience, suggestions, wisdom and vision for becoming an antiracist diocese. During the year ARC/ART held two meals and conversation sessions with the Bishop and antiracist-trained leaders in the Diocese to obtain feedback on training and to solicit suggestions and commitment for future activities. ARC/ART also held a 2.5 day Crossroads Training Workshop to expand the cadre of Diocese members who have been trained and sensitized to the need for work to become an antiracist diocese and who would assist with the work.

The ARC and the ART continue to support and participate in the work of the Province III Antiracism Committee and have identified ways to share learning and ideas.

The goals of the ARC for 2014 are to:

1. Assist and support the work of the ART and the progress of activities and tasks in the strategic plan
2. Work in collaboration with Bishop Daniel to support and encourage a congregational Lenten reading series and conversations related to *The Gospel of Freedom* by Jonathan Rieder
3. Continue evaluation and work on ways to offer several and complementary training and education alternatives including presentations to diocesan committees at regular or special meetings to advance strategy
4. Continue to offer training activities (Crossroads and/or other training) and increase discussions and interactions with trained participants to participate in work
5. Expand the membership of ARC to full complement and ART to allow for ART and sub-team workstreams and projects, providing training for all new members
6. Engage in and support Antiracism work taking place at all levels and throughout our church life and throughout the Diocese



7. Work to ensure insight and opportunity to participate and offer antiracist perspective to major diocesan activities and decisions including Transition Team and Bishop Search organizing activities.

Submitted by: Ms. Ann Booth-Barbarin

Commission members: Ms. Ann Booth-Barbarin; The Rev. Jon Clodfelter; Ms. Jane Cosby; Ms. Pam Darville; The Rev. Hentzi Elek; The Rev. Sandra Etemad; Ms. Mary Hickert Herring (through August 2013); The Rev. Jarrett Kerbel; Ms. Jill Mathis; The Rev. Renee McKenzie; Ms. Avyane Osbourne; Ms. Donna Marie Peters; Ms. Victoria C. Sicks; Ms. Martha Thomae



Commission on Clergy Compensation and Employee Benefits

The Commission on Clergy Compensation and Employee Benefits (CCCEB) is responsible, by directive of the Canons of the Diocese of Pennsylvania, for three major areas in the diocese's life:

1. Assuring that the Presbyters and Bishops of the Diocese are adequately compensated;
2. Overseeing the health and welfare benefits provided through the Diocese, and;
3. Providing financial assistance for: the clergy, their families and the parishes they serve.

In addition, the CCCEB manages the Diocesan Health and Welfare Benefits Trust (DHWBT), and provides assistance to clergy and their families who are retired. Help is also provided for accessing financial assistance for clergy qualified to receive Retired Clergy Medical Assistance (RCMA) as defined in the Canons.

The CCCEB divides its work into three major sections that are each managed by a dedicated committee of Commission Members:

Committee on Salary Monitoring; Committee on Loans and Grants, and; Health and Welfare Benefits Committee.

Committee on Salary Monitoring (The Rev. Hentzi Elek, Chair)

This committee establishes and updates the minimum salary ranges for clergy by analyzing the changes in the Philadelphia Consumer Price Index from June to June of each year. The committee monitors salaries paid throughout the diocese, as reported through the Church Pension Group (CPG). 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. The committee works with churches that are not paying clergy minimum rates to understand the reasons and to help them develop plans to become compliant.

The minimum compensation levels are authorized annually at Diocesan convention (RB 2014).

Committee on Loans and Grants (Ms. Judy O'Neill, Chair)

The Committee on Loans and Grants works closely with Canon Jill Mathis and our Bishops to provide assistance for clergy and parishes who are unable to meet their obligations to pay pension assessments and health insurance premiums.



This Committee makes loans or grants to insure that health insurance does not lapse, and that pensions are kept current. Emergency loans or grants for clergy in transition or for personal situations are also available through an application process. Loans and Grants made from this committee are funded through the Clergy Financial Assistance (CFA) Fund authorized annually at Diocesan Convention.

Committee on Health and Welfare Benefits (The Rev. Ed Shiley, Chair)

The Committee on Health and Welfare Benefits reviews the available benefit plan offerings provided through the Episcopal Church Medical Trust (ECMT) of the Church Pension Group and offers a subset of the available benefits in compliance with the Denominational Health Plan (DHP). The Committee also supports the health benefits open enrollment process, billing, accounts receivable and payable, and other related activities associated with the provision of these benefits.

Highlights of 2013 CCCEB Activities

- Clergy, their dependants and lay employees were transitioned smoothly to the ECMT during November and December 2012. CCCEB offered the 4 plans which closely mirrored the 2012 plans. An additional option EPO 80 (Exclusive Provider Organization 80) was made available for additional flexibility.
- The CCCEB continued to offer dental benefits through Delta Dental during 2013.

In April, the EMCT reported to the CCCEB the details of their up-graded dental benefits plans. Based on this report CCCEB decided to move the dental benefits to the EMCT beginning 1 Jan 2014. This move will save administrative overhead and once again reduce the costs for the diocese.

- In 2013, CCCEB began implementing the 'Final Report' of the 'The Retired Clergy Medical Assessment (RCMA) Working Group'. The RCMA had begun running a deficit beginning in 2010. The downward trend in parish participation caused CCCEB to consider ways to remedy the situation. 'The Final Report' recommended a three-year phase out of the parish assessments. Beginning in 2014, the payments will be 25% less than the previous year. The RCMA will continue to pay a subsidy for an enhanced Medicare supplement for those 80 years or older; and, where the monthly clergy pension falls below the hardship level calculated by CPG.



The CCCEB held a series of 'Town Meetings' to explain how the phase out would be managed and to answer any questions or concerns.

- The Clergy Financial Assistance (CFA) RA-2014) preparation and submission to the Resolutions Committee. The assessment is at the same level as 2009 and is adequate to meet the needs of the loans and grants committee per its canonical obligations.
- Salary Monitoring RB-2014 preparation and submission to Resolutions Committee. It reflects an increase of 1.5% based on the annual increase in the Philadelphia cost of living index.
- Planning for the Lay Pension provision of General Convention, defined in A-138 in the 2009 General Convention is going forward. The CCCEB is working with local churches and Diocesan institutions to identify eligible employees and to assist them in becoming compliant with national Canons. At this time The Episcopal Church (TEC) compliance date is 31 Dec 2015.

The CCCEB has voted to discontinue the Health Reimbursement Account offering (HRA). Very few clients have availed themselves of the benefits. In addition, it is not in keeping with current philosophy and need of cost sharing between employee and employer, a direction in which CCCEB hopes to move the diocese.

- The CCCEB unanimously affirmed Bishop's Daniel's decision to create the position of Canon to the Ordinary for Pastoral Services, and authorized its funding for two years using the reserved funds. The Bishop, the Canon to the Ordinary for Pastoral Services and the Commission will be working in a careful, collaborative and consultative manner to use our resources wisely to build up the health and well-being of our clergy, lay employees and their families.
- CCCEB has discontinued its website and moved all information concerning benefits to the Diocesan website.
- We have received a draft report from the Diocesan auditors stating: 'In our opinion, ... the financial position of the Diocesan Health and Welfare Benefits Trust as of December 31, 2012 and 2011, and the changes in its net assets and its cash flows for the years then ended in accordance with U.S. generally accepted accounting principles.'

Focus for 2014 Initiatives

- The CCCEB plans to continue our 2013 efforts to bring clarity, openness and transparency to all our efforts on behalf of the Clergy in this Diocese. We are dedicated to creating a coordinated approach to administering



compensation, health benefits, pension, and financial assistance. The Commission will begin working toward developing a more formal employee benefits and salary administration philosophy and policy document that will ultimately be reviewed and approved by all appropriate parties within the Diocese. We will be working in consultation with the Bishop, The Canon to the Ordinary for Pastoral Services, The Canon for Financial Administration and the Canon for Transition Ministry.

- The CCCEB will be working closely with CPG to finish collecting data on lay employees and to facilitate compliance with the Lay Pension Program (General Convention Resolution A-138).
- The CCCEB has an accumulated surplus due to cost savings and favorable claims experiences. The Commission will be developing plans for an equitable use of these funds which will benefit our clergy, their dependants and lay employees. Some early planning ideas include:
 - ✓ Providing wellness programs
 - ✓ Keeping our clients abreast of the impacts of the Affordable Care Act (ACA)
 - ✓ Providing direction in benefits selection based on the latest changes in benefits plans, industry change
 - Communicating strategies to provide cost savings
- The CCCEB will be focusing on documenting policies and procedures, formalizing administrative and financial reporting process, and building an institutional knowledge base related to its work of:
 - ✓ Setting the RCMA Assessment level for the Diocese annually
 - ✓ Setting the CFA Assessment proposed and ratified at Diocesan Convention annually
 - ✓ Reconciling bank account statements and general ledgers to support annual audits in a more timely basis
 - Developing a regular reporting package to provide updates to Diocesan Council, Standing Committee, and Finance and Property.
- The CCCEB will work with the ECMT to publicize and support efforts to engage employees to use available wellness programs and information to improve overall health and wellness with the intent of increasing our ability to support mission and ministry while minimizing the increases in the cost of healthcare benefits.



For the Commission,

Ms. Margaret E. Ullman, Vice-Chairperson

2013 MEMBERS OF THE COMMISSION ON CLERGY COMPENSATION AND EMPLOYEE BENEFITS

The Rev. Lucy Amerman (2013), Vice Chair (Nov 2012-Jul 2013)
Ms. Loretha Badger (2014)
The Rev. Hentzi Elek (2013), Chair, Salary Monitoring
Mr. John Wineland (2014), Treasurer
Ms. Judy O'Neill (2013), Chair, Loans and Grants Committee
Mr. Richard Bauer (2015)
Ms. Margaret Ullman (2013), Vice Chair, July – Nov 2013
The Rev. Doris Hunt Rajagopal (2015)
The Rev. Harriet Kollin (2014)
Mr. Mark Roberts (2015)
The Rev. Ed Shiley (2014) Chair, Benefits Committee
The Rev. Timothy Safford (2015)

STAFF SUPPORT TO THE CCCEB

Ms. Jill Mathis, Canon for Transition Ministries
Mr. Rob Rogers, Canon for Financial Administration
The Rev. Marlee Norton, Administrator, Diocesan Health and Welfare Benefits Trust
The Rev. Lucy Amerman, Canon to the Ordinary for
Pastoral Services

Report prepared by: Margaret E. Ullman, CCCEB Vice Chairperson



Commission on Ministry

The diocesan Commission on Ministry is charged by the national and diocesan canons to “advise and assist the Bishop in the implementation of the national and diocesan ministry canons.” It consists of “not less than fifteen members, including Priests, Deacons, and at least six lay persons. It shall seek to represent the diversity of the Diocese in terms of race, color, ethnic origin, national origin, sex, marital status, sexual orientation, disabilities and age” (Canons 20.1.1 and 20.2.1 of the Diocese of Pennsylvania).

“The Commission shall advise and assist the Bishop: (a) In the implementation of Title III [“Ministry”] of these Canons; (b) In the determination of present and future opportunities and needs for the ministry of all baptized persons; (c) In the design and oversight of the ongoing process for recruitment, discernment, formation for ministry, and assessment of readiness therefor” (Canon III.2.2 of *Constitution and Canons of the Episcopal Church*).

The Commission on Ministry performs 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 indeed as diverse as our diocese—in race, gender, liturgical style, economic status, geography, age, politics, and theological conviction. We trust this diversity models for the congregations and clergy of the diocese the diversity of nominees we hope will seek ordination.

There are currently nine people at various stages of the process for ordination to the priesthood: One person was named as a postulant for ordination to the priesthood in 2013.

There are currently nine people in the process for ordination to the vocational diaconate.

In January 2013, five people were ordained to priesthood. In June 2013 one person was ordained to the transitional diaconate and one person to the priesthood.

New nominees to the Commission on Ministry, for whom we seek Convention’s approval, are Ms. Barbara Dundon (St. Martin-in-the-Fields, Chestnut Hill), The Rev. Mariclaire Partee (St. Mary’s, Hamilton Village), The Rev. Hillary Raining (St. David’s, Radnor). The Rev. Jane Cornman (St. Mary’s, Wayne) and Ms. Amanda Smoot (St. David’s, Radnor) completed their term of office in 2013. The Rev. Carl J. Knapp (St. Timothy’s), The Rev. Joy Segal (Gloria Dei), The Rev. Aaron Smith (St. Matthew’s, Maple Glen), and The Rev. Jill McNish, PhD (St. Stephen’s, Clifton Heights) resigned their positions on the Commission in 2013. We thank them all most heartily for their faithful service, insight, and compassionate presence as they helped us walk with those in various phases of the ordination process.

We once again acknowledge with deepest thanks the tireless work and wise counsel of Jill Mathis, Canon for Transition Ministry, who was ably assisted in this past year by Ms.



Sarah Hanson. Sarah left the Church House staff recently, and Ms. Marcia White has joined it in the same capacity.

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. The process contains many essential steps, each of which, we pray, allows generous room for the work of the Holy Spirit. Please call Canon Jill Mathis at Church House 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 love for our Church are renewed by our work.

As of October 2013, these are the members of the Commission on Ministry:

The Rev. Eric Bond (St. John's,
Huntington Valley; Our Savior,
Jenkintown)
Mr. Jerome Buescher (Gloria Dei)
The Rev. Joseph Dietz (St.
Peter's, Phoenixville)
Ms. Barbara Dundon (St. Martin-
in-the-Fields, Chestnut Hill)
Ms. Vicki Ellis (St. Luke and the
Epiphany)
The Rev. Thomas Eoyang (Grace
Epiphany), *chair*
The Rev. Dr. Daniell Hamby (St.
Andrews, Yardley)
Mr. Frank Johnson (African
Episcopal Church of St.
Thomas)

Ms. Caroline MacMoran
(Trinity Memorial)
The Rev. Koshy Mathews (St.
Peter's,
Phoenixville)
The Rev. Christine E. Mottl
(St. Paul's, Doylestown)
The Rev. Claire Nevin-Field
(St. Peter's, Philadelphia)
The Rev. Mariclaire Partee (St.
Mary's, Hamilton Village)
The Rev. Hillary Raining (St.
David's, Radnor)
The Rev. Richard Robyn
(Trinity, Oxford)

Ms. Barbara D. Savage (African
Episcopal Church of St.
Thomas)
The Rev. Callie Swanlund (St.
Martin-in-the-Fields)
The Rev. Kyle Tomlin (St. Alban's,
Roxborough)
Ms. Frances A. Wilson (St. Luke
and the Epiphany)
*Subcommittee from the Standing
Committee:*
The Rev. Kathryn Andonian (Holy
Spirit, Harleysville)
Ms. Arlene McGurk (St. Luke
and the Epiphany)

Respectfully submitted,

(The Rev.) Thomas Eoyang, Jr. Chair,
Commission on Ministry
Episcopal Diocese of Pennsylvania



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 continued to work with several parishes, assisting them in amending their articles of incorporation and bylaws, to update their status in the Diocese as to name, location and/or parish structure. No new parish will be seeking union with this Convention in 2013. We have no new business to bring before this Convention at this time.

Respectfully submitted,
The Reverend Lucy S. L. Amerman, Chair



Companion Diocese Committee

The Companion Diocese Committee in 2012-13 continued its support of the clean water project. We were able to meet with the director of the project, the Rev. Dr. Roberto Armas, M.D. in the spring of this year. Padre Armas told us of thirty families who had received filters in the village of Chucalibal in the western highlands. In the six months that the filters had been in use, there was not a single case of gastro-intestinal illness among those thirty families. This is exactly the sort of result we were hoping for. Padre Armas reported that others in Chucalibal also noticed the improved health of those using the filters, and that the demand for filters was increasing accordingly. We therefore contacted Bishop Guerra and asked that the \$1,650.00 which had been delivered to him in January be dispersed to Padre Armas in order to expand the program to San Carlos. Then, in August, we delivered the balance of funds being held for the filter project to Bishop Guerra (\$4,036.21) with the request that these funds be made available to Padre Armas to begin filter projects throughout the diocese.

Another project undertaken by the Committee this year goes back to the publication of El Himario 2000, a Spanish and Mayan language hymnal funded by the Diocese of Pennsylvania for the Episcopal Church of Guatemala. In the thirteen years since then, those hymnals have seen a lot of wear and tear, and replacements are needed. Rather than print and ship completed hymnals, Bishop Guerra indicated that he had access to printing facilities in Guatemala. Committee members, therefore, donated funds to purchase the master PDF file from the publishing company, The Courier Corporation. That disk is now in our possession and will be delivered to Bishop Guerra.

In the past year, three congregations have expressed an interest in forming a relationship with a Guatemalan congregation. The Committee wishes to encourage and thank the members and clergy of Washington Memorial Chapel, St. Martin's Radnor, and St. Mary's Ardmore for their interest. It is our hope that these three will soon join the over 15 congregations that already enjoy a partnership with a Guatemalan congregation. Please remember that there are still Guatemalan congregations that do not share in such a partnership, and very much wish to. Committee members are available to visit local congregations and to assist you in finding a sister congregation in Guatemala.

Our current companionship agreement with the Episcopal Diocese of Guatemala extends through 2015. The Committee and its member parishes continue a number of cooperative programs that are in place. We support and enable programs for food, health, and education. We have aided in building churches and houses. 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. Our meetings typically take place on the fourth Monday of every month, 7:00 PM, at St. Martin-in-the-field, Chestnut Hill. We welcome the participation of all.

Submitted by the Rev. Dennis Lloyd



EXISTING COMPANION RELATIONSHIPS

Church of the Messiah	La Resurrecion, Zacapa Espiritu Santo, Oquen
Church of Our Savior, Jenkintown	San Felipe, San Felipe de Lara San Antonio, Seja San Bernabé, Fronteras
Gloria Dei Church, Philadelphia	Ascención, Patatul Annunciación, Santa Lucía Cotzulmaguapa
Holy Spirit, Harleysville	Espíritu Santo, Guatemala City
Philadelphia Cathedral	Catedral Episcopal Santiago Apostol, Guatemala City
St. Andrews, W. Vincent	San Esteban, Mariscos Santa Trinidad, Cocales Water filter project
St. David's, Radnor	Santiago de Jerusalén, Chimaltenango Santa Cruz del Monte Calvario, Santa Cruz Balanyá, Chimaltenango Group in San Andrés Utzapa, Chimaltenango San Bartolomé in Chucalibal, Chimaltenango
St. Paul's, Doylestown	Santa María Madre de Dios, Solola UPAVIM San Lucas Toliman (Coffee)
St. Peter's, Glenside	San Matéo, Morales San Miguel y Todos los Santos, Bananera San Timoteo, Cruz de Virgínia San Miguel Arcangel, Campo Dos San José, Campo Tres
St. Peter's, Philadelphia & Christ Church, Philadelphia	Canterbury School, Guatemala City
St. Martin-in-the-Fields, C.H.	San Márcos, Quetzaltenango San Martin, Obispo de Tours, Totonicapan San Juan Apostól, Chichicastenango
Trinity, Solebury	Santa María Madre de Dios, Solola UPAVIM San Lucas Toliman (Coffee)
Holy Apostles, Penn Wynne	San Pedro y San Pablo, Guatemala City
St John's, Glen Mills	Misión San Andrés, Chimaltenango



Diocesan Consultation Team

The Diocesan Consultation Team was created in 2008 to advise the governing bodies on matters which they find need further exploration, usually regarding congregations. It consists of members from these bodies and diocesan staff. A small team of DCT members usually meets with clergy and lay leaders of a congregation to listen, understand the situation, and advise, then develop recommendations for the referring body. A volunteer enterprise, it operates without a budget.

The 2012 Convention affirmed the work of the DCT and encouraged expanding its membership and its purview to include congregations applying directly to the DCT for counsel. Several talented new members have been added, and in addition to its work with congregations referred, the DCT has this year responded to requests for consultation coming from rectors or vestries.

Work was completed with seven congregations during the past year. The DCT is currently consulting with six others. It is also encouraging collaborative work in two areas of the Diocese, the Wissahickon Deanery and six congregations in the western portion of the Diocese. A special task force of the DCT has also begun exploring new forms of ministry and congregational development.

Through its work, the Diocesan Consultation Team has become aware that there are many congregations in this large diocese which are struggling and need far more help than we can provide. There is a great need for strategic planning and for resources to help rectors, vicars, and lay leaders, especially in small congregations, to do this. We strongly urge that diocesan leadership take immediate steps to make these possible.

Further, with the multiplicity of needs and opportunities and the limited resources in the Diocese, we urge that the Diocese begin to set priorities to guide congregational development in the years immediately ahead.

The current membership includes Nora Adelman, Beverly Loftus, Arlene McGurk, Jeffrey Moretzsohn, Cliff Nesbit, Bill Powell, and George Vosburgh; the Rev. Clergy Dr. Sam Adu-Andoh, Sherry Deets, Timothy Griffin, Paul Harris, Bud Holland, Dennis Lloyd, Isaac Miller, Thomas Wand, and James Wynn; and diocesan staff Jill Mathis, Sean McCauley, and Robert Rogers.

The Rt. Rev. Allen Bartlett
allen.jerrie@gmail.com
Co-chairs, Diocesan Consultation Team

The Rev. Joy Segal
jsegal1214@gmail.com



Diocesan Council

The Diocesan Council, chaired by the Bishop, is comprised of thirty elected deanery delegates (one clergy, two laypersons from each deanery) and other ex-officio members as described in the Canons of the Diocese of Pennsylvania, including the Treasurer of the Diocese and the Secretary to Convention. The Executive Committee is comprised of four members elected by the Diocesan Council, the Bishop, and the Secretary of Convention/Council; it is responsible for the administration and organization of the Council and for facilitating communications with other Diocesan leadership groups. The Diocesan Council meets at least six times each year to carry out the program and budget priorities established by the Convention and attend to its responsibilities as defined by the Canons.

Each member of the Diocesan Council is 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. In this way, we strive to maintain timely communications and mutual support among the various programs of the Diocese. The Diocesan Council is a faithful, energetic group of volunteers whose efforts show a strong commitment to God's mission in the Diocese of Pennsylvania.

The Diocesan Council is charged with electing members to various Diocesan Committees and Commissions including but not limited to Finance Committee and Commission on Clergy Compensation and Employee Benefits; these people do not need to be members of Diocesan Council in order to be elected.

At each of its meetings, Diocesan Council receives various reports on Diocesan issues and activities by the Bishop, a review of the status of the Diocesan Budget via a report from the Treasurer; a report from Standing Committee; and reports on the work of various Diocesan committees. Diocesan Council also continued its active participation in the monthly Gathering of Diocesan Leaders of the various governance committees/commissions to facilitate open, honest communication and visioning. The approved Minutes of Diocesan Council are posted on the diocesan website following every meeting. Diocesan Council: is responsible to provide congregations with financial management education and support services; administers the Diocesan Loan Fund; and provides for enforcement of Canon 19.1 which states "Every society, institution, or other organization for missions, for education, or for social service, in order to be recognized as diocesan, must first obtain the approval of the Diocesan Council."

The Executive Committee was elected as follows:

- Mr. Paul Yaros, Vice-Chairperson, Christ Church, Philadelphia, Southwark Deanery
- Rev. Joy Segal, Gloria Dei (Old Swedes') Church, Southwark Deanery
- Ms. Victoria Sicks, Grace Epiphany Church, Mt. Airy, Wissahickon Deanery
- Ms. Patricia Smith, St. Luke's Church, Germantown, Wissahickon Deanery



- Ms. Jeanette Woehr (Secretary to Council), Gloria Dei (Old Swedes') Church, Southwark Deanery

Among the actions taken by Diocesan Council in 2012-2013 were the following:

- At the November 19, 2012 meeting:
 - Victoria Sicks, Patricia Smith, Rev. Joy Segal, and Paul Yaros were elected to Diocesan Council Executive Committee.
 - In accordance with its Canonical responsibilities, Diocesan Council appointed: Mr. Richard Bauer (Lay) of St. David's Church, Radnor, Merion Deanery and The Rev. Doris Rajagopal of All Saints Church, Collingdale (Clergy) to the Commission on Clergy Compensation and Employee Benefits. As well, Diocesan Council appointed for a 1 year term to the Finance Committee: Mr. George Vosburgh (Lay) and the Rev. George Master III (Clergy).
 - A motion carried to follow the recommendation of the Wapiti Sale Committee and not accept an offer made on the property.
- At the January 05, 2013 meeting:
 - A motion carried to have Rev. Joy Segal, Dave Hammond and Joe Madison to serve on the committee to administer the Diocesan Loan Fund.
 - Discussed with the election of a Bishop, Provisional in mind; how might Diocesan Council fulfill its canonical responsibility to "furnish the Bishop with assistance for the administration of the diocese"
- At the March 16, 2013 meeting:
 - Welcomed the Bishop, Provisional Rt. Rev. Clifton Daniel 3rd to his first meeting of Diocesan Council.
 - Received a presentation on the work and ministry at St. Gabriel's Church by The Very Reverend Nancy Deming.
 - Received a presentation on the work and ministry at La Iglesia de Cristo y San Ambrosio by The Reverend Jose Diaz-Martinez.
 - A motion carried to create a new committee with two to three members from Diocesan Council, Standing Committee and Finance Committee to streamline the Diocesan Loan/Grant process. The committee will determine the committee's name, how often the committee will meet, create a universal application, review applications and forward to the proper committee. Joe Madison, Ken Mobley, Rev. Greg Wilson will serve on the committee as representatives of Diocesan Council.
- At the May 10, 2013 meeting:



- Received a presentation on the work and ministry at Church of the Advocate by The Reverend Renee McKenzie-Hayward.
- Received the Retired Clergy Medical Assistance Working Group Final Report
- Diocesan Council participated in a Leadership Assimilation Workshop with The Right Reverend Clifton Daniel 3rd.
- At the June 22, 2013 meeting:
 - Received a presentation on the work and ministry at the Church of St. Andrew & St. Monica by The Reverend Samuel Adu-Andoh.
 - The Finance Committee presented the 2014 Diocesan Budget.
 - Received a presentation on the work and ministry at All Saints Church, Collingdale by The Reverend Doris Rajogopal.
 - Received a presentation on the work and ministry at Church of the Crucifixion by The Very Reverend Peter Grandell.
- At the September 14, 2013 meeting:
 - Received a Youth Ministry update via video by Mr. Andrew Kellner.
 - Appointed the Diocesan Council Nominating Committee in preparation for the November Diocesan Council meeting.

The Diocesan Council, ever mindful for our canonical responsibility “to carry out the programs and policies adopted by the Convention of the Diocese of Pennsylvania” looks forward to another productive year as we seek to represent the needs, concerns and hopes of the members of the Diocese of Pennsylvania.

*Respectfully Submitted by the Diocesan Council Executive Committee
November 09, 2013*



Diocesan History Committee

I. Membership

Members: David Contosta, William Cutler (chairman), J. M. Duffin, Ann Greene, Clark Groome (secretary), Lonnie Hovey, Margaret Landis, Jefferson Moak, Peter Moak (diocesan archivist), Richard Schneider, Rev. Daniel Stevick, Arthur Sudler, and Helen White

Participants: Glenn Colliver, Nancy Iredale, and Bishop Edward Lee

II. Goals for 2012-2013

- Increase awareness in the diocese of our rich history at both the diocesan and parish level
- Facilitate the preservation of relevant diocesan, parish, and personal records and artifacts
- Plan and implement an oral history project to build on the foundation of historical awareness and interest prompted by the publication of *This Far by Faith: Tradition and Change in the Episcopal Diocese of Pennsylvania* (Penn State Press, 2012), edited by David Contosta.

III. Work in 2012-2013

1. Historical Awareness.

Between October 2012 and March 2013 several members of the History Committee gave talks about the history of the diocese based on the book, *This Far by Faith*. Ann Greene spoke at the Cathedral Church of the Saviour; William Cutler spoke at Trinity Buckingham, St. Christopher's Gladwyne, and St Peter's Glenside. Clark Groome participated in a discussion group on the book at St. Paul's Chestnut Hill. Talks about the book were also given by chapter authors at Christ Church, Philadelphia, St. David's Radnor, St. Paul's Chestnut Hill, and St. Thomas Overbrook. Copies of the book were sold at these events as well as at the 2012 diocesan convention.

William Cutler and David Contosta addressed retired clergy and their spouses at luncheon meetings held at Cathedral Village. Both spoke at the meeting held in December 2012 and Cutler alone spoke at the meeting held in May 2013. Clergy at the May meeting reflected on how the diocese has changed since they first became associated with it.

Peter Moak created a web page for the diocesan archives that can be accessed through the main page of the diocesan web site. To see the page click [here](#). This page has also been added to the list of pages for diocesan archives



nationwide maintained by the [National Episcopal Historians and Archivists \(NEHA\)](#).

Some committee members gave historical talks at events sponsored by clubs and parishes in the diocese. In November 2012 David Contosta and William Cutler addressed the Episcopal Church Club of Philadelphia. William Cutler spoke in May at a “History Fair” organized by parishioners at St. Thomas Whitemarsh.

2. Preservation.

The History Committee sponsored two preservation workshops in 2012-2013. The first, held on December 8, 2012 at the Lutheran Theological Seminary (LTS), focused on parish records management. Committee members Jim Duffin, Lonnie Hovey, Jefferson Moak, and Richard Schneider spoke. Archivist Peter Moak conducted tours of the diocesan archives which are housed at LTS. Held on April 27, 2013 at St. Mary’s Ardmore, the second workshop dealt with the care and preservation of historic spaces. Committee member Lonnie Hovey organized this workshop and was one of the speakers. Attendance was excellent – more than thirty at the first workshop and nearly forty at the second.

3. Oral History Project

The History Committee has undertaken an oral history project that it will concentrate at first on interviewing people who remember the diocese from the 1950s to the 1970s, a pivotal period. It identified several people who might consent to be interviewed and assigned them to those committee members who want to be interviewers. Those members are William Cutler, David Contosta, Clark Groome, and Ann Greene.

To date, one interview has been completed: the Rev. Daniel B. Stevick by William Cutler. Two are in progress: the Rt. Rev. Allen Bartlett by Clark Groome, and the Rt. Rev. Barbara Harris by Clark Groome. All completed interviews have been or will be placed in the diocesan archives at LTS. Excerpts from them may appear on the Archives page of the diocesan web site

IV. Future Goals

- Continue to increase awareness of and interest in the history of the diocese and its parishes
- Continue to facilitate the preservation of relevant diocesan, parish, and personal records and artifacts
- Continue the oral history project



V. Budget

The History Committee does not have a formal budget. However, it does have access to a small fund from the sale of *This Far by Faith*. The money in this fund is currently being used to offset the costs of the oral history project. These consist almost entirely of the fees that must be paid to transcribe the audio files created by the project.

VI. Contact Information

William W. Cutler, III
History Committee, Chairman
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Jenkintown, PA 19046
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Episcopal Church Women

The Episcopal Church Women Steering Committee has remained active throughout the year. 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 Woman (ECW) empowers women to do Christ's ministry in the world. One of our meetings was with Bishop Dan at Church House,

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 for disbursement we have made these grants: For Historic Black College recipients were St. Augustine's College, Chicago, IL, St. Augustine's University, Raleigh, NC, St. Paul's, College, Lawrenceville, VA, and Voorhees College, Denmark, SC. Indian Hope recipients were Dioceses of Alaska, Diocese of Idaho, Diocese of South Dakota, and the Diocese of Virginia. 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. These were made to Camp Get Along at Crucifixion Church, Church of St. Andrew and St. Monica, Episcopal Church of the Trinity, St. James School, and St. Simon the Cyrenian Episcopal Church.

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, Elizabeth Floyd, Jeanette Scott Gillison, Bertha Jackson, Amy Lancaster, Shirley Smith, Virginia Trimble and Jean Wrice.

Submitted by,
Shirley Smith, Presider



Episcopal Community Services

FROM THE DESK OF MIMI KEPNER, PRESIDENT BOARD OF TRUSTEES

This year marked a successful leadership transition at Episcopal Community Services as we prepared for the retirement of our executive director, the Rev. John Midwood and hired his successor. We have chosen a strong executive director in Dave Griffith who has taken command with energy, focus and commitment and is responding to new challenges with public funding and government contracts with creativity and dedication to our staff and clients. Dave started at ECS in May, gaining a unique opportunity to work closely with his predecessor before John's official retirement on June 30, the close of our fiscal year.

During this exciting transition, the day-to-day work of ECS in our community continued with excellent results. We are constantly reevaluating our efforts in order to better serve our clients and provide our staff with the support they need to make a difference.

Our most comprehensive and resource intensive program is ECS St. Barnabas Mission, providing 24/7 shelter and support to homeless women and their children. One highlight of this year was success in our new Butterfly parent/child interaction model, which replaced the shelter's preschool program last year. Not only are we able to serve more children under the new model, the parents also benefit, bonding with their children in a positive way and learning skills they can take with them in their new homes. The new Butterfly model is just one area in which ECS is working to foster long-term benefits. A

Another is our programming for teens and young adults. Formerly known as the Teens Takin' Over Saturday workshop series, the program is now developing into a larger and more comprehensive experience. We had a committed group of teens who were interested in working on their projects after school, so we opened our doors to them. We found that past participants still benefited from our support after age 18, so we are formalizing that by expanding our services to youth ages 18–24. We have also secured funding to double our program from 40 to 100 youth.

Our record of success also led to new developments in our Out of School Time program in the Feltonville section of Philadelphia when we were selected for an unsolicited grant from the Pennsylvania Department of Education 21st Century Learning Center to develop a new arts education model. We hired our first artist-in-residence, local actress Salina Faison, to develop arts programming, culminating in the production of a video entitled Youth Voice, Youth Choice available on our web site.

These are just a handful of examples in which ECS is going above and beyond in everything we do. This annual report contains dozens more as well as the stories of some of the people we have helped and the caring people who deliver our services. It's a chance to see the big-picture outcomes and to focus on the individual lives we change. The excellence of our current programs provides a foundation on which to build



a more vibrant, dynamic and effective agency. This annual report not only covers where we have been, but where we are going as an agency.

We will never be satisfied with simply providing a service — ECS is about transformation. We have some very hard work ahead to secure the agency for the future, respond to the profound needs of our clients in ways that make real and permanent changes in their lives, and strengthen and provide for our talented and hardworking staff. I know we can count on the entire ECS community to provide support, prayers and ideas as we move forward.

Mimi Kepner
President, Board of Trustees

FROM THE DESK OF DAVID GRIFFITH, EXECUTIVE DIRECTOR

I get asked a lot of questions these days. There are two in particular that have helped me frame this letter for our FY 2013 annual report: "Why did you take this assignment?" and "As an agency, where are we going?" I accepted the call to lead ECS for three reasons. First: the vulnerable people we serve. Our compelling challenge to live our mission of social justice and lift people out of the cycle of poverty is one that as a people of faith — all faiths — we are called to answer. Second: our amazing staff. Working with the ECS staff each day is a joy. To be surrounded by individuals who care deeply for their work and the needs of our clients is refreshing and inspiring. You can teach skills and leadership, but you can't teach attitude and passion. Our people have both in abundance. Third: the critical support that comes from you — our partners and collaborators — in this work.

Your support and presence is not only necessary, but drives a level of accountability that compels us to answer the call to service at the highest level possible. While we need your financial support, we need your time and thoughtful prayers even more.

When I began as executive director, I told the team that everything is up for review except our focus on our mission, our clients and our values. Given the unprecedented sea change underway, we must look to create an agency that honors its traditions while, at the same time, evolving into a nimble, creative organization that is world-class.

To achieve this, we have established the Center for Innovation and Impact ("the HUB") to drive fact-based and measurable change based on our long- and short term outcomes and goals. We have reorganized our management structure to make clear our focus on accountability and priorities. We will invest in leadership development for our staff and build on the notion of entrepreneurial social work. In essence, we are looking at all we do and asking what adds value, what has impact, what has ECS uniqueness and what can we bring to scale.

More importantly, we are asking the tougher questions — what do we stand for, what are the key strategic issues we need to address and what do we need to let go. Moving forward, you will see and hear more from ECS as we build our unique brand, speak out on the



issues our clients face and answer the calls to action necessary to move on these issues and give our clients a voice.

Frankly, this is work in progress. My long-term goal is to lead an agency that can live its mission to the fullest and respond to the needs of our clients no matter the economic or political environment. Although it is early in my tenure, some directions are already clear.

First, we need to build our financial strength so we can do ECS-level work regardless of the economic and political climate. We will explore the possibility of some for-profit initiatives while moving to pick up the pace of our overall advancement efforts. Second, we will strategically focus on the Philadelphia youth population ages 14 to 23, and the notion that meaningful employment is the best outcome to change lives. Third, ECS Saint Barnabas Mission will expand its presence in the neighborhood and explore long-term programs with alumni. Our educational programs will expand. Home health care and medical foster care present us both traditional and fee-for-service opportunities both in Philadelphia and out.

In addition, we will reach out to our parishes and build programs that add value to this unique relationship. This will include a best outreach practices conference early in 2014, technology support where needed, volunteer opportunities, and advancement workshops for individual churches in such areas as planned giving, grant writing, fundraising and volunteer recruitment. There is so much need out there and that is why partners and collaborators are so important. It doesn't matter who does this work as long as the work gets done and done well. We have an obligation to live both the E and the S in Episcopal Community Services.

It is an honor and a calling to do this work. We can't do everything, but what we do, we commit we will do very well. Our success as an agency will be measured in the long term success of all of our clients. No other metrics really matter! Without your support, success can't happen.

We need you and we want your feedback. My number is 215.351.1413 and email is griffithd@ECS1870.org.

Won't you help us answer the call?

David Griffith, *Executive Director*



Finance Committee

As a newly created committee this is our first report to you. Much like our predecessor, Finance and Property, our charge is to oversee the finances and real property of the diocese. The primary difference between the two is that the Finance Committee was empowered by Canonical change at Convention in 2012 to make decisions or specifically advise the Bishop and Standing Committee on financial and property matters.

We met a total of 11 times including two special meetings in August. We elected the following officers, The Rev. Kirk T. Berlenbach, Chair, Mr. Eric Rabe, Vice Chair and Ms. Nora Adelman, Secretary.

In order to cover such a broad charge we created a number of subcommittees which met as needed (quarterly or monthly) and appointed their chairs:

Budget - The Rev. Kirk Berlenbach
Diocesan Audit - Mr. Bruce Givnish
Insurance - Mr. Bruce Givnish
Investment - The Rev. Frank Allen
Parochial Relations - Ms. Nora Adelman
Property- Mr. Eric Rabe

We work hard to maximize our efficiency by encouraging all subcommittee reports to be submitted in advance so that they can be circulated and using a consent agenda to handle routine business. Our meetings run around two hours, and we use a timed agenda to help keep us on track. In accordance with Convention we begin and end our meetings with the question, "How will what we do affect those living in poverty."

In March, the Committee reviewed the projected Diocesan deficit, and determined it was necessary to contact parishes to encourage all to make a voluntary pledge for 2013. Thankfully, the parishes responded very positively. The result was that for the first time in many years pledges exceeded the budgeted amount. We sincerely hope that the parishes will build on this momentum and continue to re-engage in our common life and ministry.

In addition we spent a great deal of time overseeing development of the new unified budget for 2014. Finding a way to account for all the income and expenses of the Diocese in a single document was challenging, and we are very proud of the result. Particular thanks to the members of the Budget Subcommittee who are not Finance Committee members: Peggy Hatch, Beverly Loftus, Norman "Mac" McCausland, Antoinette McLaughlin, Barry Norris and Pat Smith.

We are equally proud of the Diocesan Audit which continues to be very clean. We commend Canon Rob Rogers and his staff for their good work. Related to the audit we recommended to Bishop and Standing Committee a number of small endowment funds that should be consolidated.



We also focused on property matters, in particular on Church House and the Cathedral Commons project which were often connected. As far as the Cathedral itself is concerned, we often worked in concert with both Church Foundation and Standing Committee. We recommended investing \$1.6 million in the Apartment Tower portion of the project. We devoted much more time on the question of investing in and ultimately purchasing the three story office building. Questions about the terms and potential liabilities resulted in two joint meetings with Standing Committee in August. While we are not moving forward with those plans to invest and purchase at this time we are pleased that we will be renting space in the office building to accommodate Church House.

In other matters, we looked at healthcare costs, both for retired clergy and laity, as well as for active Diocesan employees. We supported CCCEB's reforms of the RCMI program. We also recommended an adjustment to Diocesan employee's health insurance, resulting in both a move in 2014 to a lower base coverage and beginning to share part of the costs for covering their families.

In collaboration with Diocesan Council and the Leadership Development Institute, we organized a financial workshop in October to offer advice and experience on matters of budgets, audits and the like to clergy and parish volunteers. We also approved a Conflict of Interest statement and disclosure form and recommended its adoption by all other diocesan governance and staff.

Finally, we worked closely with Diocesan Council and Standing Committee to create a single task group to process and handle all application for financial aid, including loans, budgeted grants and emergency grants.

In terms of our communications with the rest of the diocese we have striven to be transparent, not only through our reports to Council, Foundation and Standing Committee but also through making our full minutes public on the Diocesan website.

As part of our mandate we made midyear reports to both Diocesan Council and Standing Committee. In turn we took the suggestions on how we might operate more effectively to the Committee on Constitutions and Canons. Fortunately none of the suggestions required any further adjustment to the canons and so, as we move forward, we plan to operate much as we did this year, hopefully with increased collaboration with Council and CCCEB.

Moving forward we plan to continue to work closely with the other governing bodies, responsibly manage and ultimately sell Wapiti, to manage closed church properties and to creatively adjust our budgets and staffing to adapt to a changing environment and prepare for our next bishop.

| We welcome input so that together, we might work more effectively to serve our Church and to proclaim the Gospel of Jesus Christ to all people.

In closing, I wish to thank all our membership since other than the ex-officio positions, everyone who served this year must be re-elected or reappointed.



Respectfully submitted,

The Reverend Kirk T. Berlenbach, Chair

Email: fatherkirk@outlook.com Phone: (215) 483-1529

The Finance Committee

Ms. Nora Adelman (Secretary), The Rev. Frank Allen, The Rev. Kirk Berlenbach (Chair), Ms. Ann Booth-Barbarin, The Rt. Rev. Clifton Daniel III, The Rev. Dr. Charles Flood, Mr. Bruce Givnish, Ms. Jo Ann Jones, The Rev. Adam Kradel, The Rev. George Master, Mr. Norman McClave, Mr. James Pope, Mr. Eric Rabe (Vice Chair), Mr. George Vosburgh



Gathering of Diocesan Leaders

“Above all, maintain constant love for one another. Like good stewards of the manifold grace of God, serve one another with whatever gift each of you has received.”

~ I Peter 4:8 & 10

Purpose:

Representatives from each diocesan committee, commission or council are encouraged to gather to:

- share information and keep one another apprised of important issues, plans or concerns that affect our common life in the diocese,
- work together in a transparent manner,
- build up trust among ourselves, and
- effectively proclaim the Gospel of Christ and carry out the mission of the diocese.

Structure:

- From an organizational perspective, the Gathering of Diocesan Leaders is a way to broaden or flatten what might otherwise be a hierarchical structure with separate entities.
- Each diocesan committee, commission or council has its own respective roles and responsibilities. Providing an opportunity for representatives from these ministries to come together enables mutual support, and decreases the chances of misunderstanding or mistrusting one another. We *do not* engage in or attempt to influence or carry out the work of any other diocesan body.
- This collaborative effort was initially convened by the Rev. Ledlie I. Laughlin and the Standing Committee, which continues to be responsible for encouraging participation and shaping the agenda, in full collaboration with the other leadership groups.

Frequency:

- We have been meeting monthly since the summer of 2010.

Participants invited and/or attended:

- Antiracism Commission & Team
- Black Clergy Association
- Cathedral Chapter, incl. the Dean
- Church Foundation
- Clergy Compensation and Employee Benefits
- Commission on Ministry
- Committee on Canons
- Council of Deans
- Diocesan Consultation Team
- Diocesan Council Executive Committee
- Diocesan Mission Planning Commission
- Diocesan Transition Team
- Disciplinary Committee
- Finance Committee
- Liturgical Commission
- Nominating Committee
- Standing Committee



- Union of Black Episcopalians
- The Bishop

The Role of the Bishop:

- The bishop's role in the Gathering of Diocesan Leaders is changing. We first began gathering as a means of restoring relationships while Bishop Bennison was inhibited. We continued gathering as a means of sharing information and maintaining good relationships when Bishop Bennison returned. Since Bishop Daniel's election, we have welcomed and included him as an essential participant.

The Year(s) ahead:

- The Diocesan Transition Team's proposal – ***Planning for a Healthy and Effective Diocese*** – states: "To establish and grow in trust, we will need to learn anew the patterns of being in healthy relationship with one another as a diocese.... Going forward, we will need to encourage and hold one another accountable as we seek to live into these patterns of health and become the body of Christ to which we are called." The Gathering of Diocesan Leaders has a key role in enabling us to become the change we seek.

Respectfully submitted,
The Rev. Ledlie I. Laughlin



Girls Friendly Society

GFS/PA sends our greetings to Bishop Daniel, Delegates and Members of the Diocese of Pennsylvania.

On behalf of GFS/PA we are pleased to report there are eleven chartered and active GFS/PA Branches in the DioPA:

1. St. Luke's, Germantown
2. Holy Apostles and the Mediator
3. African Episcopal Church of St. Thomas
4. Memorial Church of St. Luke, Bustleton
5. Trinity Church, Oxford
6. Grace Church and the Incarnation
7. Grace Church, Hulmeville
8. Christ Church, Pottstown
9. St. James, Perkiomen
10. Church of the Holy Spirit, Harleysville
11. Trinity Church, Ambler

Today we announce to the DioPA our newest branch chartered in September 2013 by GFS USA: St. Gabriel's Episcopal Church, bringing our current official number of GFS/PA active branches to TWELVE!

There are three chartered but INACTIVE GFS/PA Branches in the DioPA:

1. St. Simon, The Cyrenian
2. Church of the Holy Trinity, West Chester
3. Incarnation Holy Sacrament, Drexel Hill

The Chairpersons of Branch Growth and Development, Ms. Nikkol Simms and Ms. Judy Tillman, report interest has been expressed by five additional churches to build and develop GFS at the branch level. Chairpersons will be in contact with the governing priest and/or Rector's Warden. The churches are:

1. St. Stephen's, Norwood
2. St. Mary's, Ardmore
3. Christ Church and St. Michael's, Germantown
4. St. George/St. Barnabas
5. St. James, Kingsessing

A short summary of GFS/PA activities reported to GFS/USA in September 2013 follows.
April 2013

- Book Sale at Holiday House, Sponsors. Sorting on multiple weekends, Sale one weekend.
- Diocesan Council Meeting held at St. Luke's, Bustleton. 2013-2016 Elections:
President – Kathy Truesdale (Grace, Hulmeville), Vice President – Julie Almont (St.



Mary's, Ardmore), Secretary – Amy Newman (Holy Spirit, Harleysville), Treasurer – Dee Liebold (Grace Incarnation), Area VP Germantown East – Carlia Miller (African Episcopal Church of St. Thomas), Area VP North Philadelphia – Sharon Kelly (Grace Incarnation), Area VP Germantown West – Llyn Carter (St. Luke's, Bustleton). Rev. Liz Colton, appointed as Chaplain.

- President created an open GFS PA group on Facebook. Intent is for past and present GFSers to post stories about GFS members, leaders, sponsors and experiences at their branch or at Holiday House, Cape May, NJ.

May 2013

- GFS Day held at St. James, Perkiomen.
- Holiday House Property Chair, Angie Myshko, scheduled multiple work weekends to prepare house for opening. Major Holiday House projects in Spring 2013 included fire code renovation of staircase on 3rd to 4th floors, renovation of bathrooms on 3 sleeping floors and installation of exterior rear deck and staircase with railings. Rooms, hallways and woodwork painted on 4th, 3rd, 2nd and 1st floors. Relocation and installation of new exterior posts with clotheslines. Additional interior paint jobs will be completed in Fall 2013. Projects being considered for 2014 include restoration of bathhouse/changing rooms.

June 2013

- Annual Mother-Daughter Weekend held at Holiday House
- GFS/PA representative attended GFS/USA National Assembly in Lakewood, NJ

July 2013

- Two Junior Weeks were held at Holiday House – GFS/PA and GFS/NJ

August 2013

- Branch Growth and Development reports interest from two parishes to open branches in GFS/PA: St. Gabriel's on Roosevelt Blvd. and St. Mark's/St. James School.

September 2013

- Annual Sponsor's Weekend at Holiday House
- GFS/USA Board Meeting at Holiday House
- GFS/PA Leadership Training at Christ Church, Pottstown
- World Day of Prayer at Grace Church Incarnation
- President introduced a standardized report format to branches. Requiring all branches to document number of members, number of leaders at EACH meeting as well as interactions with sponsors. This emphasis provides records of compliance with the DioPA Safe Church Training regulations. In addition, this report format keeps the four focus areas in mind at each meeting: Worship, Study, Service and Recreation and encourages reporting of actions taken during the GFS/PA year. This emphasis is to reinforce our GFS Mission Statement.



October 2013

- Executive Board Meeting was held on Tuesday, October 8th, at Grace Incarnation.
- GFS/PA Youth Delegate, Juanita Miller, gave a presentation on Friday, October 11, 2013, to recognize and celebrate the United Nations designated Day of the Girl. This GFS/PA program was held at Grace Church, Hulmeville. Senior Leader, Carlia Miller, led the discussion that followed focusing on the barriers to being educated that exist for girls worldwide. This program followed the 10 X 10 documentary film and program titled "Girl Rising", <http://www.girlrising.com>. Twenty leaders and members attended.
- Diocesan Council Meeting was held on Saturday, October 19th, at St. Luke's, Bustleton

November 2013

- GFS/PA volunteers will work the Registration Desk at the Diocese of PA Convention on Saturday, November 9th.

Ongoing: Safe Church Training and Social Media oversight

Respectfully submitted,

Mrs. Kathy S. Truesdale, President of GFS/PA, GFS/PA Branch Advisor and member of Grace Church, Hulmeville

On behalf of the Executive Committee: Vice President: Julie Almont (St. Mary's Ardmore); Secretary: Amy Newman (Holy Spirit, Harleysville), Treasurer: Dorothy Liebold (Grace/Incarnation); Chaplain: Rev. Elizabeth Colton (Grace/Incarnation); Past-President: Angeline H. Myshko (Grace/Incarnation); Area Vice Presidents: Carlia Miller (African Episcopal Church of St. Thomas), Sharon Kelly (Grace/Incarnation) and Llyn Carter (Memorial Church of St. Luke, Bustleton).



Health Ministry Task Force

At its 228th Convention, held November 5, 2011, the Diocese of Pennsylvania passed a resolution to encourage all parishes to explore and implement a health ministry. The resolution called for the formation of a Health Ministry Task Force to accomplish this and report to the 230th Diocesan Convention on November 9, 2013. The Rt. Rev. Charles E. Bennison, Jr. invited the following persons to be members of the Task Force: Ann D'Antonio, RN, BSN; Carole A. Baxter, RN EdD (co-chair); Rev. Beverly Berry (co-chair); Karen DiPaolo, RN, BS; Rev. Mary McCullough; Dr. Daniel Monti, MD; Rev. Christina V. Nord; Jan Oliver, RN; Marcella A. Rice; Barbara Rideout, MSN, CRNP; Kathryn Van Dyke Hayes, PhD, RN, BC, CNE; and Marge Hanna Zeig, MEd (convener).

The Task Force developed a questionnaire, to which parishes could respond on-line or via USPS, to determine which parishes have a health ministry and to ask what assistance parishes need to develop or grow such ministries. Task force members visited every Deanery to discuss this initiative.

The Task Force recognizes the promotion of health and wellness as essential in supporting parishes in their faith journey and we commend existing programs in these areas. Results, based on a 9.9% response rate (16 churches), lead to the following:

Observations:

1. 81.25% of parishes do not have a "formalized" health ministry.
2. 25% have "some health programs" in the parish.
3. 18.75% have full-time parish nurses (2 volunteer, 1 paid).
4. 86.7% do not want or are unsure they want a health ministry in their parish.
5. For parishes interested in developing a health ministry, two resources listed as most helpful were information on/models of health ministries and on faith community (parish) nursing programs.
6. Health ministry resources available in at least 25% of parishes responding include programs on nutrition, spiritual wellness, grief and loss, food pantry, counseling of various types, 12-step programs, blood drives, hospital/home visitation, prayer shawls, prayer chains, and healing services.
7. Pastoral care needs for parishioners who are hospitalized, in care facilities, or homebound are met by clergy in at least 68.75% of the cases, with other individuals assisting.

Recommendations:

Create a Health Ministries page on the current Diocesan website to include:

1. Position statement of our Diocese on this issue
2. Basic information about health ministries and faith community nursing, with links to on-line tools that support them
3. List of contacts for existing health ministries and faith community nursing within our Diocese
4. Calendar link related trainings and events.

Respectfully submitted,

Rev. Beverly D. Berry and Carole A. Baxter, RN, EdD, Co-Chairs



Seamen's Church Institute

As I write this I have served as Chaplain to the Port of South Jersey and Philadelphia and Executive Director of Seamen's Church Institute for eight months. I have received from those who preceded me a strong, faithful work that is deeply respected by seafarers and those who work the port. We are trusted and provide a safe middle ground for concerns to be articulated. Our chaplains and visitors work faithfully every day of the week to see every ship and seafarer that comes into our Port. Their work is the heart of what we do.

The Board and I began the 2013-2014 fiscal year with a retreat in which we invited all who engage the mission to the seafarers and the Port through SCI. On July 10, 2013 the Board and I will met in retreat with our senior visitor Mesfin Ghebrewoldi, chaplains and ship visitors, our statistician Tom Nelson and my immediate predecessors, Frs. Secor and Von Dreele, in order to hear the story of SCI.

The purpose of the retreat was to understand where we had been so that we might clearly articulate the next chapter of our common life and the immediate challenges. By hearing from people who have been part of SCI for decades, we heard again SCI's defining vision, values and the shape our ministry had taken. We came away from the day with a clear sense of the tasks before us and strategies for addressing them. Following the retreat we arranged ourselves in 5 task forces to address those things that drive our mission. The task force are the following; mission/education, finance, personnel, operations and fundraising/development.

During the summer we sold our building at 475 North Fifth Street and leased back a much smaller footprint. With fewer seafarers able to leave their ships (only about 25%) our mission is a mobile ministry that takes us to the ships instead of bringing seafarers to us. We have thus been able to cut our overhead and place more resources in our investments. This makes more money available from investments for the operating expense. Like other non-profits we faced lean years between 2008 and the present, but now are able to envision re-establishing ministries that had to be curtailed.

This is a strong ministry with some short term challenges easily addressed by a gifted Board. For 170 years we have served this Port with distinction and faithfulness. In this transitional moment we will follow the Holy One and see what God is doing with and through us now.

Mission Statement

The Seamen's Church Institute of Philadelphia and South Jersey has a mission to serve proactively without prejudice the human and spiritual needs of seafarers and the maritime community of the Delaware River.

Values

- We value the resources of the faith communities and offer these faithful resources graciously.
- We value being trustworthy and therefore a safe place for seafarer and maritime community.
- We value our call as advocates in the port for seafarer and maritime community, working for justice and fairness.



Some of the concerns we are addressing this year through our task forces

1. Provide comfort, services, advocacy, transportation, communication for seafarers. Seafarers feel powerless on ships when they have to deal with authorities in port, when they haven't gotten off board in a year.
2. Provide Spiritual Support in port for seafarers and port personnel as requested with deep openness and sensitivity to the spiritual life of seafarers. And be prepared to network with agencies in the port and in the larger worldwide maritime community through seamen's centers around the world.
3. Provide a forum for the entire port Industry on behalf of the seafarers, we offer a neutral party as advocates.
4. Create a ways to inform the port and larger Philadelphia area about Maritime industry.
5. Encourage financial support of churches.
6. Create educational materials and media to take beyond the port community that portray what the seafarer experiences and what the port industry looks like.
7. Bring youth volunteers to SCI for ship visits and other volunteer work.
8. Educate Maritime Community about SCI.
9. Offer regular worship services on board ships.

The Rev. Canon Dr. Peter B. Stube
Chaplain to the Port of Philadelphia and South Jersey and
Executive Director of the Seamen's Church Institute
475 North Fifth Street
Philadelphia, PA 19123



Annual Report
Standing Committee
Diocese of Pennsylvania
Approvals and Consents
10/23/12 - 09/03/13

Date	Approvals	Consents
October 23, 2012	Approved the Bishop's nominees to the Cathedral Chapter, the Very Reverend Timothy Steeves and Stephen Dittman, for election by the Diocesan Convention.	Consented to the ordination of Nancy Hauser to the priesthood and to the candidacies of Pat Rubenstein and Karen Kaminskis to the vocational diaconate.
	Approved the revisions requested by the Bishop to the 2013 Episcopate Budget.	Consented to use \$542,000, the proceeds of the sale of St. John's, Lansdowne, to pay down the Wapiti loan at TD bank.
	Authorized Sean McCauley and Mary Kohart to negotiate with the second developer for the sale of St. John's, 3 rd and Reed for not less than \$475,000	Consented to use Sonderschafer bequest of \$534,000 to pay down the Wapiti loan
	Approved payment of \$75,000 in fees to Elliott Greenleaf for its representation in Diocesan matters.	Consented to moving the \$25,000 deposit forfeited by the prospective purchaser of St. Augustine from the Designated Cash account to the Property Fund.
	Adopted the Resolution Regarding St. James Endowments, reimbursing St. James from income received from the date of the lease, January 1, 2012, not when Church Foundation received the	Consented to using the \$5,000 bequest from a member of St. John the Evangelist to



	funds in April, 2012	support Camp Get-Along, a long standing outreach program of St. John's.
	Approved the Minutes of the meeting of September 18, 2012.	Consented to the allocation of \$14,121.74 to pay back bills of Trinity, Boothwyn.
	Approve the Agreement of Sale for the property owned by St. Martin's, Radnor.	Consented to the adoption of the Gift Acceptance Policy.
	Approved paying the Bishop \$1,000 per month for three (3) years to make up the difference between his salary and his retirement.	Consented to the sale of the four rental properties that Good Shepherd owns, with the caveat that Good Shepherd market them for another 30 days, working with Sean McCauley and that the Chancellor approve the agreement of sale.
	Approved upholding the Wapiti Guidelines and the recommendation of Finance and Property in rejecting holding a camp at Wapiti in the summer of 2013	Consented to the election of Douglas Hahn, Bishop Diocesan of the Diocese of Lexington
	Adopted a resolution of thanks for Christopher Hart for thirteen (13) years of service on Standing Committee.	
	Referred Nazario Javier to the Commission on Ministry for consideration for reception, subject to certain conditions.	
November 20, 2012	Approved the slate of Ledlie Laughlin, President, Mac McCausland, Vice President, and Jo Ann Jones, Secretary unanimously	Consented to the candidacies of Jeffrey Moretzsohn and J. Robin Robb



		to the Diaconate.
	Elected Jo Ann Jones and Frank Allen to the Finance Committee by acclimation	Consented to the ordination of Benjamin Wallis to the Priesthood.
	Approved of the Minutes of the meeting of October 23, 2012.	Consented to the ordination of Catherine Kerr to the Priesthood.
	Approved allocating \$66,900 from the Property Fund for redoing the electrical system in the sanctuary of the Church of the Advocate.	Consented to the ordination of Nora Johnson to the Priesthood
	Approved the Bishop's request for \$2782 per month for two months after December 31, 2012 to make up for Social Security payments he will not be eligible for until February.	Consented to the ordination of Sean Slack to the Priesthood
		Consented to the ordination of Timothy Gavin to the Priesthood.
December 18, 2012	Approved the Bishop's request that Peter Moak, Diocesan Archivist and Sean McCauley exercise their discretion in allocating the library, papers and other materials from All Souls' Church for the Deaf to the Episcopal Conference for the Deaf, Gallaudet University or elsewhere.	
	Concurred with the Bishop's request to purchase flood insurance for Wapiti	
	Adopted the Resolution for All Saints, Wynnewood pursuant to Diocesan Canon 13.4.	
	Affirmed the subcommittee's discernment for Bishop Provisional.	
	Approved of the Minutes of the meeting of November 20, 2012.	



January 15, 2013	Affirmed that the matter of compensation for Bishop Bennison's pension be addressed by January 31, 2013.	Consented to Geleibter and Joan Wylie be recommended as candidates for the vocational diaconate
	Received the Treasurer's report of November, 2012.	Consented to the election of William Jay Lambert Bishop of the Diocese of Eau Claire.
	Accepted the Real Estate Report of December, 2012	
	Accepted the recommendation of the Commission on Ministry that Suzi Zug be permitted to come before the Commission again subject to the Commission's further recommendations	
	Approved Mac McCausland or Jo Ann Jones write to Kyle Evans to give its support in the manner discussed in the meeting	
	Approved the Minutes of the meeting of December 18, 2012.	
February 19, 2013	Approved accept the recommendation of the Commission on Ministry that R. Nazareno Javier move forward in the formation process described in its letter of February 14, 2013 to become an Episcopal priest.	Consented to the Election of a Bishop Suffragan for the Diocese of New York.
	Approved paying off the existing mortgage of \$185,000 on St. Mary's Warwick using the proceeds from the sale of St. John's, Third and Reed	
	Adopted the Closed Church Recycling Policy.	
	Affirmed the work being done at the Free Church of Saint John, that the lay leadership group that has been formed	



	be recognized as a Mission Committee, along with Steve Ross, the Warden and that appropriate arrangements be made for clergy oversight and for the implementation of a grant for a lay missionary and renovations, including regular reports from Canon Kellner to the Bishop Provisional.	
	Referred All Saints, Rhawnhurst to the DCT for assistance in developing a comprehensive plan to address its building needs	
	Approved making \$20,000 from the Nunns Fund available to Church of the Advocate to pay past due bills, subject to Bishop Daniel's concurrence	
	Approved the use of \$2,000 from the Nunns Fund to cover the expenses of the Ecumenical Officer, Daniell Hamby, to attend the National Workshop on Christian Unity, subject to Bishop Daniel's concurrence	
	Approved the continued funding of Philadelphia Theological Institute from the St. Andrew's Fund, subject to the concurrence of Bishop Daniel.	
	Approved the payment of the Elliot Greenleaf bills in the amount of \$8,336.45.	
	Approved the following resolution: RESOLVED: That the Standing Committee of the Diocese of Pennsylvania authorizes [delegates its authority to] the Executive Committee of the Standing Committee (President, Vice President and Secretary) to approve the payment of bills of the Diocese in an amount not to exceed \$5,000.00; RESOLVED: That the Executive Committee will report to the Standing Committee each action taken pursuant to this delegation.	
	Approved the Minutes of the Meeting of January 15, 2013.	
March 19,2013	Sherry Deets will work with the Church Foundation to re-designate the funds	



	from the now closed All Souls Church for the Deaf from being parish funds to Diocesan Funds.	
	Frank Allen will work with the Church Foundation to consolidate the 11 small and unrestricted funds and to free up the income generated by the list of Funds provided by Rob Rogers and will report on the results	
	Approved the request of Alan Lindsay of the Church Foundation to add the funds of the Mary Topley Trust to the endowment fund for the Episcopate	
	Approved Holy Trinity, Lansdale's request to list for sale "Ezra House" at 337 North Broad Street, Lansdale, PA, a house that is not the rectory	
	The Standing Committee recommended to the Bishop that \$60,000 from either the Property Fund or the Nunns Fund be granted to Church of the Advocate to support its budget for one year, that this amount may be renewed for two more years, pending an evaluation in March in each successive year of the progress of the Church of the Advocate.	
	The Standing Committee supports the recommendation of Diocesan Council for a centralized clearinghouse grant and loan process involving representatives of Diocesan Council and Standing Committee and reporting to Council	
	Approved the Minutes of the meeting of February 19, 2013 with one correction	
April 16, 2013	Approved the Minutes of the meeting of March 19, 2013.	Consented to the recommendation of the Commission on Ministry that Nancy Hauser be ordained to the priesthood, assuming she demonstrates proficiency in the 3 GOE areas marked as not proficient.



	<p>Approved electronically and unanimously to: 1) accept the recommendation of the Finance Committee to invest \$1.6 million in the Cathedral Project; and 2) fund this investment by means of a Letter of Credit in the amount of approximately \$1.8 million, to be secured by a mortgage on Church House.</p> <p>Approved : 1) the St. George cell tower lease in principle, subject to discussions between the Chancellor and the Parish regarding the length of the agreement; and 2) St. George's ability to grant the option to lease a portion of the property for the Communication Facility only for one year.</p>	<p>Consented to the recommendation of the Commission on Ministry that Michael Rau be ordained into transitional diaconate.</p>
	<p>Approved the 2014 maximum assessment of \$965,762.</p>	<p>Consented to Bishop Daniel, or his designee, taking all steps required to consummate the September 21, 2012 Agreement of Sale, as amended on or about March 15, 2013, involving the real property titled to the Rector, Church Warden and Vestrymen of St. Peter's Church, Germantown. All proceeds generated from the sale of the real property, after payment of any expenses related thereto, are to be deposited in the Property Fund of the Diocese to be used as the Bishop and Standing Committee decide from time to time best furthers</p>



		the mission of this Diocese.
	.	Consented to the Diocese of Massachusetts for the election of a bishop coadjutor.
		Consented to the election of Mark Allen Bourlakas as Bishop Diocesan of the Diocese of Southwestern Virginia
May 21, 2013	Approved in concept the negotiation of the sale and leaseback of Calvary Conshohocken to Christ the King Presbyterian Church	
	Approved the lease between Crucifixion Church, Philadelphia and Luna Theater, subject to the condition that the Diocese and the Church Foundation be named as additional insureds on the insurance policy.	
	Approved the sale of Church House to Alan Domb for \$4 million and to permit Sean McCauley to negotiate the Agreement of Sale, subject to the approval of the Chancellor	
	Approved the Minutes of the meeting of April 16, 2013 be approved with correction	
June 18, 2013	Approved the distribution of \$720,000 of income from the Sayers Fund for the 2014 Budget	Consented to Jay Walton as a candidate for Holy Orders.
	Approved the distribution of \$135,205 from the Closed Church Property Fund to support the compensation for Sean McCauley and other expenses in the 2014 Budget.	Consented to Martha Tuck as a candidate for Holy Orders.
	Approved placing \$20,000 less attorneys' fees from the Haines' Estate in an unrestricted endowment fund.	Consented to the reunion of the Diocese of Quincy and the Diocese of



		Chicago
	<p>Approved the proposal that St. James, Aston sell and leaseback St. James, Aston, with CCP Family Partnership, that it have use of \$75,000 of the proceeds and invest the balance of the proceeds with the Church Foundation, with the income from the investment paid to St. James, subject to the approval of Standing Committee and the Bishop.</p> <p>Approved the loan from Republic Bank to the Diocese for \$1.6 million for the Diocese's investment in the Cathedral Project and consent to the Bishop signing the term sheet for the loan.</p>	Consented to the Ordination and Consecration of the Reverend Canon William Hallock Stokes as Bishop Diocesan of the Diocese of New Jersey.
	Approved the Minutes of the meeting of May 21, 2013.	Consented to the election of a Bishop Suffragan for the Diocese of Maryland.
	Approved the following nominees for the Cathedral Village Board of Directors: Elizabeth H. Gemmill, Richard Schaphorst and Emily W. Starr	
July 16, 2013	Approved the amendment of the ground lease between Cathedral Property Holdings, LLC and RPG Cathedral, LP, the limited partnership that is developing the Cathedral properties: to extend its term from 50 years to 99 years; to exclude from it 3717-19 Chestnut (the Office Building) and the space comprising the Cathedral gathering space in the proposed Apartment Tower development and appurtenant entryways and walkways which will remain with Cathedral Property Holdings, subject to easements allowing access and use by the Apartment Tower for support services and the like; and upon a sale of the Apartment Tower improvements, the	Consented to the election of Whayne M. Hougland, Jr. Bishop Diocesan of the Diocese of Western Michigan



	ground lease would convert to a fee simple deed to the buyer	
	Approved the Minutes of the Standing Committee meeting of June 18, 2013	
	Approved in principle that: the Diocese of Pennsylvania purchase of the Office Building at the Cathedral (3717-19 Chestnut) for no more than \$9 million in approximately 7 years following the beginning of construction; that the Diocese make a \$2 million deposit by September 15, 2013 on the purchase price in the form of a \$2 million loan to be secured against unrestricted endowments, which loan will be repaid with the proceeds received from the closing of the sale of Church House; and, execute a second non-binding letter of intent to lease approximately 7,500 square feet of space in the Office Building at an increase of \$1 per square foot, to \$24 per square foot from \$23 per square foot, for a term of 29 years.	
August 20, 2013	Approved a 99 year ground lease of the Cathedral's undercroft to the QALICB, which will be controlled by the Cathedral. The undercroft will then be leased back by the QALICB to Cathedral Childcare, LLC ("Childcare"), of which the Cathedral will be the sole member and thus will be controlled by the Cathedral, under a 29 year lease as required by the lenders.	



	<p>Approved a 99 year ground lease of the condominium unit in the Apartment Tower comprising the Community Center (referred to as “Unit A”), which is currently owned by Cathedral Property Holding, LLC (“CPH”), to the QALICB, which again will be controlled by the Cathedral. The condominium unit will then be leased back by the QALICB to CPH and, as to an office area to be used by Childcare, to Childcare, under 29 year leases as required by the lenders.</p>	
	<p>Approval of a 99 year ground lease of the property at 3717-19 Chestnut Street, which is currently owned by CPH, to the QALICB, controlled by the Cathedral. The property will then be leased back by the QALICB to the Diocese and CPH, under 29 year leases as required by the lenders (and as approved last month by the Standing Committee).</p>	
	<p>Approved that in the event the Diocese and the Cathedral cannot satisfactorily resolve guarantee-related issues concerning the Office Building/Community Center/Undercroft project, that the Cathedral shall be authorized to enter into arrangements for investment, lease and purchase/sale of the Office Building with another person or entity, for uses consistent with NMTC qualification, in order to save the development projects and to allow the Cathedral to avoid substantial loss and hardship, to sustain itself and to carry forward its mission.</p>	



September 3, 2013	Approved the amendment to the non-binding Letter of Intent for the office building located at 3717-3719 Chestnut Street, dated August 29, 2013, in accordance with the terms of the Letter of Intent, dated November 10, 2012, and with the right of the Diocese to two or three automatic seven year lease renewals at the \$24/square foot rate (plus the escalator)	Consented to the election of a bishop coadjutor for the Diocese of Mississippi
.	Approved that the Diocese not invest further in the apartment tower.	
	Approved the sale of Calvary, Conshohocken to Christ the King Presbyterian Church for \$450,000, subject to the Chancellor's review and approval and that Calvary, Conshohocken has met its obligations to the Diocese.	



	Approved the lease for the nursery school at St. Mary's Hamilton Village, subject to the conditions that the nursery school obtain child abuse insurance, naming the Diocese as additional insured, and that St. Mary's, Hamilton Village has met its obligations to the Diocese (paid its assessments, filed its parochial report, etc.)	
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United Thank Offering 2013

“Change Changes Lives”, this is an expression that can be used to describe **The United Thank Offering-UTO**, a ministry of the Episcopal Church for more than 140 years. Men, women and children pray and give thanks for their blessings. Each prayer of thanksgiving leads to an offering in the United Thank Offering Blue Box/Envelope. All offerings make it possible for UTO to give grants at home and overseas as an outreach of the Episcopal Church. No offering is too small.

UTO was first authorized in 1871 and the first offering of \$2,188.64 was submitted in 1886. 2012 total offerings for grants were \$1,713,806.95 that included **our diocese offering of \$16,454.58**.

Each diocese can submit only one domestic grant application. Our diocese has received two grants in the last 3 years. 2012, there were 85 applications of which 54 were approved for \$1,713,806.95. Thirty-seven (37) of the fifty-four (54) were domestic grants. St. Luke's Germantown was approved to fund a summer and weekly after school workshops in the arts and cultural trips for children and seniors. \$9,825.00).

2010 there were forty-three (43) domestic grants approved out of 120 totaling \$2,163,740.93 that included our **diocese offering of \$24,372.79**. Trinity Memorial's grant application was approved-- to expand the Community Outreach Partnership's Communicare Program. This program provides trained volunteer support to elders whose quality of life suffers due to their fragile health and/or social isolation (\$15,000). This program has been in place for more than twenty years.

Our diocese has been truly fortunate to receive funds for programs to support community outreach. An increase in the parish participation is really vital. **2010, 42% of parishes participated and 32% in 2012**. Please make every effort to increase **our diocese participation to 100%** and have a UTO ingathering/offering in your parish.

It would really assist the effort to help with UTO community outreach if an extra offering was collected one Sunday before the end of the year as a beginning for full 2014 participation.

Individual UTO offerings are collected in the parish. A parish check, payable to UTO Diocese of Pennsylvania is sent to Diocese of Pennsylvania, P O Box 95000-1372, Philadelphia, PA, 19195-1372. Please send a copy of the check to Betty Berry- Holmes, UTO Coordinator, C/o St. Luke's Germantown, 5421 Germantown Avenue, Phila., PA 19144.

----- Change Changes Lives—No offering is too small -----

UTO Update submitted by Betty Berry-Holmes, UTO Coordinator, eberryholmes@aol.com



Necrology

Of clergy, associated with this diocese, who have died since the November 2012 Convention:

John Marshall Holt	January 17, 2013
David L. Hopkins	February 6, 2013
Dr. Charles Kapps	February 10, 2013
Van Samuel Bird	March 6, 2013
Stanley Ethan Johnson	June 19, 2013
Mary Elizabeth Laney	November 19, 2012

Of formerly resident and/or licensed clergy, associated with this diocese, who have died since the November 2012 Convention:

Eleanor T. Woodroffe	January 30, 2013
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Of former lay leaders who have died since the November 2012 Convention:

Stanhope S. Browne	St. Peter's, Philadelphia
Alyce Diaz	Church of the Incarnation, Morrisville
Janice Gilmore	Redeemer, Springfield
Sheldon Hackney	Christ Church, Philadelphia
A. Celeste Herrera	Mother of Marissa Herrera
Ora Anna Hofmann	Grace Incarnation
Karen Knight	St. John's, Glen Mills
Shirley Laird	St. David's, Radnor
John Lightcap	Redeemer, Springfield
Ann Snyder	St. Alban's, Newtown Square
Nancy Winter	St. James, Langhorne



Parishes of the Diocese

November 2013

Church of the Advent, Hatboro

12 Byberry Avenue, Hatboro, PA 19040

215-675-5737

The Rev. Louis H. Temme, Interim Rector; Chris Gilman, Youth Leader; Lyn Werner, Rector's Warden; Kenneth Longman, Accounting Warden and Stewardship; Deb Stoddart, Christian Education Administrator; Susan Capinas, Outreach Chair; Sharon Kress, Youth Leader; Alan Kiel, Rector's Warden; Karen Richter, Parish Administrator; Janet Gilman, Vestry; Linda McGuigan-Miller, Vestry

Church of the Advent, Kennett Square

201 Crestline Drive, Kennett Square, PA 19348

610-444-4624

The Rev. Michael Bullock, Rector; The Rev. Nancy Tayler Hauser, Priest; The Rev. Linda M. Kapurch, Assistant Rector; Jan Berry Schroeder, Director of Youth Ministry; Ann Daemer, Parish Secretary; James Power, Parish Administrator; Tom Curry, Rector's Warden; Stephen Smith, Accounting Warden; Dick McCoy, Stewardship; Larry Bosley, Outreach Chair; Kathy Gebhart, Office Manager; Monica Eboda, Development Warden; Deb Schmittle, People's Warden

George W. South Memorial Church of the Advocate

1801 Diamond Street, Philadelphia, PA 19121-1520

215-978-8000

The Rev. Dr. Renee McKenzie-Hayward, Vicar; Charlene Reid, Secretary; Juanita Chambers, Parish Administrator

African Episcopal Church of St. Thomas

6361 Lancaster Avenue, Philadelphia, PA 19151

215-473-3065

The Rev. Martini Shaw, Rector; The Rev. Dr. Sadie S. Mitchell, Associate; The Rev. Wil Gafney, Ph.D., Associate; Virginia duBrey, Parish Administrator; Deadra Cannon, Accounting Warden

All Hallows' Church

262 Bent Road, Wyncote, PA 19095

215-885-1641

The Rev. Mark J. Ainsworth, Rector; Dennis Durbin, Rector's Warden; Karen Reid, Secretary; Bob Brown, Accounting Warden; Thomas Castner, Stewardship; Janet Giandomenico, Outreach Chair; Bob Brown, Accounting Warden; Matt Capitolo, Youth Leader; AnnMarie Capitolo, Youth Leader; Jim Bergwall, Christian Education Administrator

All Saints', Collingdale

801 MacDade Blvd., Collingdale, PA 19023

610-583-5055

The Rev. Doris Rajagopal, Rector



All Saints', Fallsington

9 Old Locust Street, Fallsington, PA 19054
215-295-5196

The Rev. Sean Slack, Priest-in-Charge; 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; Donna Longobardi, Parish Administrator; Geoffrey West, Associate; Nicole Gelet, Vestry Warden; Jay Petel, Rector's Warden; Kathryn Gallagher, Treasurer

All Saints', Rhawnhurst

1811 Loney Street, Philadelphia, PA 19111
215-342-6310

The Rev. Timothy L. Griffin, Rector; Diane E. Cairns, Senior Warden

All Saints', Torresdale

9601 Frankford Avenue, Philadelphia, PA 19114
215-637-8787

The Rev. Dr. Bradley S. Hauff, Rector; Cary H. Rush, Warden; Russell Binkley, Accounting Warden; Nora Perry, Secretary and Treasurer; Linda Mullen, Parish Administrator; Judith Winter, Rector's Warden

All Saints', Wynnewood

1325 Montgomery Avenue, Wynnewood, PA 19096
610-642-4098

The Rev. Edward Rix, Priest-in-Charge; Charles P. Damico, Parish Secretary; Michael H. Yoh, Senior Warden

Church of the Annunciation

324 Carpenter Lane, Philadelphia, PA 19119
215-844-3059

The Rev. Ronald W. Parker, D.Min, Supply Priest; Lewis Berry, Senior Warden

Church of the Ascension, Parkesburg

Second and West Streets, Parkesburg, PA 19365
610-857-9176

The Rev. Gail R Tomei, Priest-in-Charge

Calvary Church, Conshohocken

Fayette Street & Fourth Avenue, Conshohocken, PA 19428
610-825-5959

The Very Rev. Stephen W. Price, Priest-in-Charge; The Rev. Bernard L. Maguire, III, Rector Emeritus; Nancy Wirth, Senior Warden



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; Karen Warren, Parish Administrator

Calvary St. Augustine

814 North 41st Street, Philadelphia, PA 19104
215-222-2070
The Rev. Isaac J. Miller, Interim Rector; Diann Irby, Parish Administrator; Sharon Longleton, Warden

Christ Church and St. Michael's

29 West Tulpehocken Street, Philadelphia, PA 19144
215-844-7274
The Rev. Dr. E.F. Michael Morgan, Ph.D., Priest-in-Charge; Sheila Mitchell, Office Manager

Christ Church, Ithan

536 Conestoga Road, Villanova, PA 19085
610-688-1110
The Rev. Kevin J. Moroney, Rector; Nancy McLaughlin, Parish Administrator; Francie Hubbard, Rector's Warden; Christine Soutendijk, Christian Education Administrator; Judy Englerth, Stewardship; Nina Gauthron, Outreach Chair

Christ Church, Media

311 South Orange Street, Media, PA 19063
610-566-7525
The Rev. 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

Christ Church, Old Swedes

740 River Road, Bridgeport, PA 19405
610-272-6036
The Rev. James E. Evans, Priest-in-Charge

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; Christopher Alvarez, Youth Coordinator; Cecilia Wagner, Parish Administrator; Bruce Gill, Rector's Warden; Kate C. Spelman, Assistant Minister



Christ Church, Pottstown

316 High Street, Pottstown, PA 19464
610-323-2895

The Rev. Terrence I. Highland, Rector; The Rev. Ken McCaslin, FHL7, Deacon; Laurie Smith, Youth Leader; Erma Magee, Parish Administrator; Georgine Takach, Christian Education Administrator; Virginia Slichter, Outreach Chair; Candace J. Woessner, Accounting Warden; Virginia Slichter, Rector's 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

Church of the Crucifixion

620 South Eighth Street, Philadelphia, PA 19147
215-922-1128

The Rev. Peter F. Grandell, Priest-in-Charge

Emmanuel Church, Quakertown

560 S. Main Street, Quakertown, PA 18951-1571
215-536-3040

Wanda Peirce, Youth Leader; Bill Fish, Accounting Warden; Paula Godown, Christian Formation contact; Rick Alexander, Rector's Warden

Emmanuel Resurrection Church, Holmesburg

8201 Frankford Avenue, Philadelphia, PA 19136
215-624-8520

The Rev. Christina Nord, Priest-in-Charge; Colleen Shopa, Church Secretary; Virginia Stewart, Rector's Warden,

Church of the Epiphany, Royersford

209 So. Third Avenue, Royersford, PA 19468
610-948-9655

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

Free Church of St. John

3089 Emerald Street, Philadelphia, PA 19134
(215) 425-2933

Jeanne Hester, Youth Leader; Steve Ross, Senior Warden

Gloria Dei Church

916 S. Swanson Street, Philadelphia, PA 19147
215-389-1513

The Rev. D. Joy Segal, Rector; Terry O'Brien, Parish Administrator; Dave Hammond, Accounting Warden; Paula Minacci, Christian Education Administrator; Mark Roberts,



Treasurer; Ann Weldon Blackstone, Anti-Racism representative; Deirdre Flint, Communications Director

Church of the Good Samaritan, Paoli

212 West Lancaster Ave., Paoli, PA 19301
610-644-4040

The Very Rev. Richard T. Morgan, Rector; The Rev. Beverly D. Berry, Clergy Associate for Pastoral Care; The Rev. Carolyn Tuttle Huff, Associate for Missions & Outreach; Geoffrey Simpson, Associate for Adult Discipleship and College Ministries; Jeffrey Moretzsohn, Parish Administrator

Memorial Church of the Good Shepherd, East Falls

3820 the Oak Road, Philadelphia, PA 19129
215-844-0580

The Rev. Jon M. Richardson, Rector; Barbara Berkowitz, Parish Secretary; Vasil J. Pappas, Rector's Warden

Good Shepherd Church, Hilltown

1634 Hilltown Pike, Hilltown, PA 18927-0132
215-822-3930

The Rev. Harper Turney, Rector; Bobbie Livesey, Parish Administrator

Church of the Good Shepherd, Rosemont

1116 Lancaster Avenue, Rosemont, PA 19010
610-525-7070

The Rev. Richard C. Alton, Rector; Martha Eischen, Parish Administrator

Grace Church and the Incarnation

2645 E. Venango Street, Philadelphia, PA 19134
215-423-5851

The Rev. Elizabeth W. Colton, Rector; Tracy Kelly, Accounting Warden; Gerard Saxton, Rector's Warden

Grace Church, Hulmeville

313 Main Street, Hulmeville, PA 19047
215-757-6025

Sheron Drennen, Secretary,

Grace Epiphany Church, Mt. Airy

224 East Gowen Avenue, Philadelphia, PA 19119
215-248-2950

The Rev. Thomas Eoyang, Rector; The Rev. Carol Duncan, Deacon; Janet Sampson, Parish Administrator; Jerome Smith, Rector's Warden

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 and Parish Secretary; Everett A. Gillison, Esq., Junior Warden; Marit M. Anderson, Esq., 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

Holy Comforter, Drexel Hill

1000 Burmont Road, Drexel Hill, PA 19026
610-789-6754

The Rev. Jonathan A. Mitchican, Rector; Gail Morgan, Parish Administrator; Dean Gray, Accounting Warden; Mary (Mimi) Lyon, Senior 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

Church of the Holy Nativity, Rockledge

205 Huntingdon Pike, Rockledge, PA 19046
215-968-8284

The Rev. Carl E. Metzger, Priest-in-Charge; Verna Alexander, Parish Administrator; Diane Alexander, Rector's Warden; Bill Parsons, Accounting Warden; Jessica Brown, Stewardship; Joseph Madison, Parish Life

Church of the Holy Nativity, Wrightstown

749 Durham Road, Wrightstown, PA 18940
215-598-3405

The Rev. John M. Atkins, Rector; 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; The Rev. Catherine D. Kerr, Assistant Rector; Barbara Powers, Parish Administrator; Sue Ellen Echard, Director of Music and Arts

Church of the Holy Trinity, Lansdale

407 North Broad Street, Lansdale, PA 19446
215-855-4431

The Rev. Amanda B. Eiman, Priest-in-Charge; Pat Drumheller, Parish Administrator; Cadence Smith, Rector's Warden; Mark Klemmer, Accounting Warden; Patricia Brownback, 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; Marissa S. Rohrbach, Assistant to the Rector; Joshua Karstendick, Stewardship; Amy Addou, Parish Administrator; Robert Turner, Rector's Warden; Richard Daw, Accounting Warden; Marissa S. Rohrbach, Christian Education Administrator; Soozung S. Rankin, Director of Community Development

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 and Outreach Chair; Chris Mann, Parish Administrator; Nancy Needhammer, Accounting Warden; Earl Needhammer, Stewardship; Joe Mcallister, Outreach Chair

House of Prayer

1747 Church Lane, Philadelphia, PA 19141

215-549-7650

The Rev. Kwabena Owusu-Afriyie, Supply Priest; Mamie Johnson, Convention Contact; Thomas McGill, Senior Warden

Incarnation Holy Sacrament Church, Drexel Hill

3000 Garrett Road, Drexel Hill, PA 19026

610-259-5148

Beverly Brescia, Parish Administrator; Greg Gutierrez, Senior Warden; Bev Rorer, Accounting Warden; Betty Lou Hadley-Laird, Christian Education Administrator; Barb Thompson, Stewardship; Dane Tanner, Outreach Chair and Stewardship; Joyce Decker, Junior Warden

Church of the Incarnation, Morrisville

1505 Makefield Road, Morrisville, PA 19067-3149

215-295-2259

The Rev. Linda L. Kerr, Priest-in-Charge; Priya Eddy, Rector's Warden; Linda Froelich, Accounting Warden; Michelle Stawicki, Parish Administrator

La Iglesia de Cristo y San Ambrosio

3552 N. 6th St., Philadelphia, PA 19140

The Rev. Jose A. Diaz-Martinez, Rector; Carmen Ramos, Secretary

Church of the Messiah, Gwynedd

1001 Dekalb Pike, South of Sumneytown Pike, Lower Gwynedd, PA 19002

215-699-9204

The Rev. Keith Alan Marsh, Rector; The Rev. Mary Jo Melberger, Priest Associate; Susan S. Phillips, Parish Administrator; David Prezuhy, Accounting Warden; Ciara Prezuhy, Christian Education Administrator; Lee Mangan, Stewardship; Diana Mulroy, Outreach Chair; Dave Reichley, Youth Leader



Church of Our Saviour, Jenkintown

Old York and Homestead Roads, Jenkintown, PA 19046
215-887-0500

The Rev. Eric Bond, Priest-in-Charge; Ann Petrucci, Accounting Warden; Harry Speth, Stewardship; Roxanne Walter, Parish Office Manager; John McGill, Clergy Warden; Penelope Cutler, People's Warden; Diane Anderson, Clerk of the Vestry

Philadelphia Episcopal Cathedral

3701 Chestnut Street, Suite 6W, Philadelphia, PA 19104
215-386-0234

The Very Rev. Judith Anne Sullivan, Dean; The Rev. Robert L. Tate, Associate Priest; Daniel Tomko, Director of Liturgical and Member Support; Lamont Murray, Steward; Michael Wolford, Manager of Operations; Meredith Wiggins, Director of Children and Family Ministries; Thomas Lloyd, Director of Music; John Andrew Bailey, Organist

Church of the Redeemer, Andalusia

1065 Bristol Pike, Andalusia, PA 19020
215-639-4387

The Rev. Marlee R. Norton, Supply Priest; 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, Assistant; The Rev. Melissa Quincy Wilcox, Assistant; Jay Einspanier, Parish Administrator; Ken Garner, Director of Communications & Stewardship; Tory Kline, Director of Children's Ministries

Church of the Redeemer, Springfield

145 West Springfield Road, Springfield, PA 19064
610-544-8113

The Rev. Edward Shiley, Rector; Rick Doyle, Accounting Warden; George Baughan, Spiritual Formation Team Leader and Youth Leader; Gay Murray, Outreach Chair; Diane Faison, Executive Assistant to the Rector; Carol Kane, Rector's Warden; Chris Lee, People's Warden; Jane Nyiri, Mission Team Leader; Jim Lambert, Buildings & Grounds Team Leader; Jane Baughan, Pastoral Care Team Leader; Bruce Fillipo' Fellowship Team Leader

Redemption, Southampton

1101 Second Street Pike, Southampton, PA 18966
215-357-0303

The Rev. Emmanuel Williamson, Rector; Rose Ann Palestro, Parish Administrator; Curt Spafford and 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 and Christian Education Administrator; Nina DuBois, Rector's Warden; Deb Talbot Snyder, Accounting Warden; Stewart Spahr, Accounting Warden; Pam Lounsbury, Parish Associate



Church of St. Alban, Roxborough

6769B Ridge Avenue, Philadelphia, PA 19128
215-482-2627

The Rev. Kyle R. Tomlin, Rector; Helen Henderson, Accounting Warden, Stewardship, and Outreach Chair; Debra Loftus, Rector's Warden

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

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; Jennifer Duffield, Accounting Warden; Doug Riblet, Outreach Chair; Sarah Sensenig, Church School Coordinator; Laura Evans, Church School Coordinator; Joan Thomas, Warden

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; Christine Whaley, Rector's Warden; Kenneth R. Werner, Esq., Accounting Warden; Kathy Dilenschneider, Director of Children's and Youth Ministries; Zachery von Menchhofen, Organist, Choir Director

St. Andrew's-in-the-Field, Somerton

500 Somerton Avenue, Philadelphia, PA 19116
215-673-5938

The Rev. Emory Byrum, Supply Priest; Priscilla Cayer, Parish Secretary; Lorraine Nugent, Senior Warden

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 and Christian Education Administrator; Sherry Geoghan, Parish Administrator; William Vera, Rector's Warden; Bruce Madden, Accounting Warden and Stewardship; Pamela Hastings, Outreach Chair

Church of St. Asaph, Bala Cynwyd

27 Conshohocken State Road, Bala Cynwyd, PA 19004
610-664-0966

The Rev. Barry J. Harte, Rector; Lynda Staton, Parish Administrator

Church of St. Augustine of Hippo, Norristown

1208 Green Street, Norristown, PA 19401
610-279-8890

The Rev. Andrew F. Kline, Priest-in-Charge



St. Christopher's Church, Gladwyne

226 Righters Mill Road, Gladwyne, PA 19035-1597
610-642-8920

The Rev. Dr. Melford (Bud) E. Holland, Interim Rector; Brianna Foti, Youth Coordinator; Shawna Minnucci, Parish Administrator; Demetrie Comnas, Accounting Warden; 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

The Rev. Dr. Mary Ann Mertz, Rector; 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. Richard Robyn, Priest Trustee of the Yarnall Theological Collection; Ron Emrich, Rector's Warden

St. David's Church, Manayunk

St. David's and Dupont Streets, Philadelphia, PA 19127
215-482-2345

The Very Rev. Frank J. Wallner, Priest-in-Charge; Sandy Viola, Junior Warden and Parish Secretary

St. David's Church, Radnor

763 South Valley Forge Road, Wayne, PA 19087
610-688-7947

The Rev. W. Franklin Allen, Rector; The Rev. Alexander McCurdy, III, Assisting Priest; The Rev. Thomas C. Pumphrey, Associate Rector; The Rev. William Duffey, Ed.D., Associate Rector; The Rev. Matthew Holcombe, Associate Rector; The Rev. Hillary Raining, Associate Rector; Andrew Kuhn, Director of Youth Programs; Kay Joseph, Parish Secretary; Betsy Wolford, Accounting Manager; Kevin Kelly, Parish Administrator; Cheryl Wardle, Youth Minister; Maria Leal, Children's Ministries; Clair Rozier, Music Director; Elaine Sonnenberg, Associate Music Director; Eileen Violini, Communications Associate

St. Dismas Mission Congregation

1831 Bainbridge St., Philadelphia, PA 19146
215-985-0360

St. Dunstan's Church, Blue Bell

750 Skippack Pike, Blue Bell, PA 19422-1712
215-643-0522

The Rev. David B. Rivers, Supply Priest; Janet Martin, Christian Education Administrator, Stewardship, and Youth Leader; Ursula Schaufler, Rector's Warden; Christie Kwait, Office Administrator; Richard Earley, Accounting Warden



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 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

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

St. George St. Barnabas Church

520 S. 61st Street, Philadelphia, PA 19143
215-747-2605

The Rev. Julius W. D. Jackson, Interim Rector; Clarence Wimbush, Vestry; Bridgette Bonner-Fennal, Secretary

St. James Church, Collegeville

3768 Germantown Pike, Collegeville, PA 19426
610-489-7564

The Rev. William M. Sowards, 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

Church of St. James the Greater, Bristol

225 Walnut Street, Bristol, PA 19007
215-788-2228

The Rev. Marlee R. Norton, Rector; Denise Ciambrello, Junior Warden



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; Francella Wisner, Vestry; Renee Horn, Parish Administrator; Donald Hamlin, Accounting Warden; Melinda Rahm, Christian Education Administrator; John Boyle, Stewardship

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

The Rev. John Wallace, Interim Rector; Keith Buckmaster, Youth Leader; Gay Murray, Rector's 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. John T. Sorensen, Rector; The Rev. Jill LaRoche Wikel, Assistant Priest; Jane L. Russell, Parish Administrator; Christopher Battin, Youth Leader; Karen Donnelly, Rector's Warden; Burt Blackburn, Vestry Warden and Mission-Outreach Chair; Margaret Hatcher, Christian Education Administrator; Jack Donnelly, Treasurer; Maria Warlow, Vestry Clerk

Church of St. John the Evangelist, Essington

16 W. Third Street, Essington, PA 19029

610-521-3612

The Rev. Harry N. White, Interim Rector

St. John's Church, Huntingdon Valley

1333 Old Welsh Road, Huntingdon Valley, PA 19006

215-947-3212

The Rev. Eric Bond, Rector; Kelly Podlaszewski, Parish Administrator; Tamara Zurakowski, Rector's Warden; Gray Safford, Accounting Warden; Elizabeth Nettleton, Christian Education Administrator and Youth Leader; Bryan Wood, Stewardship; Elizabeth Work, Outreach Chair



St. John's Church, Lower Merion

404 Levering Mill Road, Bala Cynwyd, PA 19004
610-664-4517

The Very Rev. Frank J. Wallner, Rector; David Russell, Rector's Warden; William Bostard, Accounting Warden; Dawn Stewart, Christian Education Administrator; Jeanne Adams, Outreach Chair

St. John's Church, Norristown

23 East Airy Street, Norristown, PA 19401
610-272-4092

The Rev. Scott P. Albergate, Rector; Joan Keyser, Parish Administrator; William Kilgour, Rector's Warden; David Skoog, Accounting Warden

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, Property Warden; Jo Ann Fricker, 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; The Rev. Carol R. Anthony, Assistant; Linda Boyce, Parish Administrator; David Sims, Rector's Warden; Richard Dickson, Accounting Warden

Memorial Church of St. Luke, Bustleton

1946 Welsh Road, Philadelphia, PA 19115-4654
215-969-3645

The Rev. Timothy L. Griffin, Rector; Carol Mitchell, Church Secretary

St. Luke's Church, Germantown

5421 Germantown Avenue, Philadelphia, PA 19144-2223
215-844-8544

The Very Rev. H. Gregory Smith, Rector; The Rev. David J. Morris, Priest Associate; 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; Kimberly O'Neill, Parish Administrator; Perry Warren, Rector's Warden; Robin Connell, Stewardship; Janet Neiss, Outreach Chair; Rachel Matus, 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; Diane A. DeMar, Rector's Warden,



St. Mark's Church, Honey Brook

1040 Chestnut Tree Road, Honey Brook, PA 19344-0326
610-942-2365

The Rev. Dr. James E. Morris, Interim Rector; Linda Jones, Vestry; Jim Holt, Vestry; Leslie Vicarro, Rector's Warden; Sue Staton, Church Secretary

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. Joseph N. Wildsmith, Assistant; The Rev. Nora Johnson, Priest Associate; The Rev. Marie Z. Swayze, Assisting Priest; The Rev. Erika L. Takacs, Assistant; Kent John Pope, Outreach Chair

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. Harriet Kollin, Associate Rector; The Rev. Callie E. Swanlund, Associate for Formation & Family Ministry; The Rev. Carol Duncan, Deacon; Natalee Hill, Parish Administrator; Marjorie Little, Rector's Warden; John Wineland, Accounting Warden; Nokomis Wood, Outreach Chair

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; Donna Linder, Christian Education Administrator; Ruth Hauff, Parish Administrator

St. Mary's Church, Ardmore

36 Ardmore Avenue, Ardmore, PA 19003
610-649-1486

The Rev. Michael Giansiracusa, Rector; Maria M. Kozak, Parish Administrator; Dianne Williams, Rector's Warden; Betsey Useem, Stewardship; William A. Powell, Accounting Warden; Michael Finney, Outreach Chair; Kathryn Miani, Christian Education Administrator; Mike D'Antonio, Stewardship

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. J.R. Keith Hudson, Priest-in-Charge, 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. Mariclaire Partee Carlsen, 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. Peter F. Grandell, Priest-in-Charge; Robert Bryd, Senior Warden; Richard Dixon, Junior Warden; Jacqueline Jefferson, Parish Life; Charlotte Miles, Secretary; Jonathan Purnell, Treasurer

St. Mary's Church, Wayne

104 Louella Avenue, Wayne, PA 19087
610-688-1313

The Rev. Robert C. Smith, Interim Rector; The Rev. Jane E. Cornman, Associate Rector and Youth Leader; Virginia Gardiner, Parish Administrator; Nicole Mieritz, People's Warden; Jane E. Cornman, Christian Education Administrator; Toni Hoffacker, Outreach Chair

St. Matthew's Church, Maple Glen

919 Tennis Avenue, Maple Glen, PA 19002-8069
215-646-4092

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Diocese of Pennsylvania
Annual Parochial Reports Summary

-
- **Parish Financial Statistics**
- **Vital Statistics on Parish Membership**

(Status as of June 1, 2014)



Diocese of Pennsylvania

Financial Statistics of Congregations and Missions

Year in parentheses is last year of filing if not 2013

City	Congregation	REVENUE			EXPENSE			
		Plate & Pledge Income	Operating Revenue	Total Revenue	Operating Expense	To the Diocese	Outreach & Development	Total Expense
Abington	St Annes Episcopal Church	287,280	300,298	364,866	297,905	9,797	64,503	352,676
Amble	Trinity Episcopal Church	299,386	505,075	540,856	499,254	21,990	25,945	542,263
Andalusia	Church of the Redeemer (2012)	8,398	46,544	46,544	38,570	1,600	20,960	59,530
Ardmore	Nevil Memorial Ch of St George	164,150	377,506	377,506	347,577	12,051	962	348,077
Ardmore	St Marys Episcopal Church	255,813	626,345	650,774	401,931	40,500	159,018	555,304
Aston	Calvary Church Rookdale	135,487	183,498	184,698	207,063	6,028	4,408	210,312
Aston	St James Episcopal Church	66,126	111,993	116,255	248,575	4,797	10,370	258,945
Bala Cynwyd	Church of St Asaphs (2012)	227,855	294,512	392,812	347,792	16,448	30,968	378,564
Bala Cynwyd	St Johns Episcopal Church	59,242	268,101	268,101	247,943	3,632	5,073	247,943
Blue Bell	St Dunstons Episcopal Church	51,780	92,202	121,844	92,202	9,302	16,346	108,548
Boothwyn	Trinity Episcopal Church	117,145	132,145	172,366	3,030	3,030	0	3,030
Bridgeport	Christ Episcopal Church (2012)	2,852	27,560	32,810	25,448	2,048	4,622	30,070
Bristol	St James Church Episcopal	34,076	120,407	123,378	108,564	7,684	11,958	118,555
Bryn Mawr	Church of the Redeemer	1,083,733	1,540,626	2,037,708	1,595,902	57,679	291,202	1,788,900
Bryn Mawr	The Church of the Good Shepherd (2012)	197,061	386,957	387,430	322,352	7,845	58,189	379,711
Buckingham	Trinity Episcopal Church (2012)	340,104	384,942	425,628	358,165	15,000	24,090	387,047
Chester	St Marys Episcopal Church (2012)	14,023	18,461	23,186	23,095	1,425	4,725	27,820
Chester	St Pauls Episcopal Church	48,326	164,589	229,629	161,175	6,615	69,309	223,078
Clifton Heights	St Stephen Episcopal Church (2012)	76,465	153,287	156,909	151,230	5,734	11,800	159,780
Coatesville	The Church of the Trinity	123,291	134,633	185,365	134,633	5,697	50,417	185,000
Collegeville	St James Church Perkiomen	241,864	289,320	331,609	314,495	10,772	10,405	314,695
Collingdale	All Saints Episcopal Church	21,828	61,433	65,181	58,690	3,088	3,620	62,310
Conshohocken	Calvary Episcopal Church (2012)	31,799	100,382	117,787	100,382	6,605	17,405	117,787
Downingtown	St James Episcopal Church (2012)	233,112	318,127	739,186	306,227	16,231	103,263	408,449
Doylestown	St Pauls Episcopal Church	244,000	352,572	374,646	298,360	12,937	75,576	386,507
Drexel Hill	Incarnation Holy Sacrament Episcopal	90,201	163,529	165,122	158,862	13,976	14,039	172,972
Drexel Hill	The Church of the Holy Comforter (2012)	162,204	240,927	358,745	318,762	11,716	3,344	318,762
Elkins Park	St Pauls Episcopal Church (2012)	102,699	155,249	195,478	155,249	5,302	40,654	195,478



Diocese of Pennsylvania

Financial Statistics of Congregations and Missions

Year in parentheses is last year of filing if not 2013

City	Congregation	REVENUE			EXPENSE		
		Plate & Pledge Income	Operating Revenue	Total Revenue	Operating Expense	To the Diocese & Development	Total Expense
Essington	Church of St. John the Evangelist	61,006	93,859	104,275	91,242	4,028	95,724
Exton	St. Pauls Episcopal Church	213,597	321,878	461,745	324,474	12,062	451,320
Fallsington	All Saints Episcopal Church	17,466	40,492	40,492	0	0	0
Fort Washington	St. Thomas Church Whitmarsh	1,144,792	1,388,369	3,220,146	1,368,016	57,450	2,475,826
Gap	St. Johns Episcopal Church (2012)	110,000	114,200	114,200	118,840	9,840	128,840
Gladwyne	St. Christophers Church	522,896	591,030	913,512	644,806	56,379	705,569
Glen Mills	St. Johns Episcopal Church (2012)	257,524	392,028	475,474	385,109	19,992	515,510
Glenmoore	St. Andrews Episcopal Church	342,120	349,578	370,063	366,917	15,243	382,391
Glenside	St. Peters Episcopal Church	188,572	291,159	324,596	377,525	17,552	383,901
Harleysville	The Church of the Holy Spirit	367,231	403,399	462,114	410,380	18,152	439,632
Hatboro	Church of the Advent	191,448	204,198	241,417	185,055	16,291	241,334
Havertown	St. Faith Episcopal Church	33,520	99,925	100,106	102,015	4,000	102,115
Hilltown	Good Shepherd Epis Church (2012)	136,671	136,671	136,671	132,145	5,961	132,145
Honey Brook	St. Marks Church	59,041	114,413	116,159	114,412	3,127	114,758
Hulmeville	Grace Episcopal Church	130,736	148,965	150,505	114,034	9,135	135,758
Huntingdon Valley	St. John's Episcopal Church (2012)	48,227	122,099	178,865	166,225	5,545	166,225
Jenkintown	Church of Our Saviour	65,828	167,441	170,041	158,928	7,318	166,873
Kennett Square	Church of the Advent	656,695	759,029	845,289	872,809	36,126	906,366
King Of Prussia	Trinity Church Gulph Mills	148,558	183,373	183,373	182,231	11,002	182,231
Lafayette Hill	Church of St. Jude & the Nativity	85,875	135,017	142,020	149,787	0	156,572
Langhorne	St. James Episcopal Church	171,339	229,933	251,455	214,925	10,600	230,329
Lansdale	Holy Trinity Church	67,045	75,062	112,653	90,679	1,133	90,779
Levittown	St. Pauls Episcopal Church	0	0	0	0	0	0
Lower Gwynedd	Church of the Messiah (2012)	499,614	744,774	786,796	740,431	39,743	745,652
Malvern	St. Francis in the Fields	374,594	379,805	408,740	378,877	22,374	419,934
Malvern	St. Peters Church in the Great Valley	486,130	577,322	749,481	573,282	19,164	1,275,884
Maple Glen	St. Matthews Episcopal Church	363,155	448,909	516,920	437,987	24,667	508,498
Media	Christ Episcopal Church	276,643	365,263	378,588	365,263	25,000	378,588



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Financial Statistics of Congregations and Missions

Year in parentheses is last year of filing if not 2013

City	Congregation	REVENUE			EXPENSE			
		Plate & Pledge Income	Operating Revenue	Total Revenue	Operating Expense	To the Diocese	Outreach & Development	Total Expense
Morrisville	Episcopal Church of the Incarnation	166,696	196,255	196,255	205,521	6,689	544	205,521
New Hope	St Philips Episcopal Church	122,067	122,067	122,067	120,667	6,995	11,389	129,548
Newtown	Church of the Holy Nativity	100,338	126,273	132,056	123,337	6,780	0	123,921
Newtown	St Lukes Church	277,184	320,151	322,828	305,335	13,487	19,368	325,150
Newtown Square	St Albans Church (2012)	231,163	284,749	386,882	283,055	12,941	40,671	323,912
Norristown	All Saints Episcopal Church	146,354	173,728	193,043	181,094	11,213	12,395	194,819
Norristown	St Augustine of Hippo Church (2010)	24,850	64,406	69,865	62,900	1,452	4,321	64,700
Norristown	St Johns Episcopal Church	103,129	299,230	358,974	342,403	10,617	84,076	427,979
Norwood	St Stephen Episcopal Church	88,218	116,900	119,225	134,119	6,290	1,669	135,788
Oaks	St Pauls Episcopal Church	195,581	261,308	262,428	232,911	8,873	13,212	238,475
Oreland	St Philip in the Fields	126,846	181,846	185,708	188,102	6,951	3,000	190,525
Oxford	St Christophers Episcopal Church	114,173	149,835	186,564	143,000	6,069	24,755	163,763
Paoli	Church of the Good Samaritan (2012)	1,777,242	1,963,110	2,485,339	2,021,611	80,142	308,132	2,301,862
Parkesburg	Church of the Ascension	95,921	101,714	105,052	91,093	6,502	4,172	94,867
Philadelphia	All Saints Church (Rhawnhurst)	30,909	82,794	164,494	92,379	6,612	53,366	145,745
Philadelphia	All Saints Church (Torresdale) (2012)	123,939	467,856	467,856	434,692	20,747	35,889	463,807
Philadelphia	Calvary Church (Germantown)	5,000	105,000	105,000	105,000	0	0	105,000
Philadelphia	Calvary-St Augustine Church	116,353	178,142	178,142	163,288	6,573	1,545	164,638
Philadelphia	Cathedral Church of Our Saviour	107,930	711,012	718,289	707,242	22,671	5,600	712,842
Philadelphia	Christ Church & St Michaels Church	76,803	103,823	107,823	133,963	7,275	33,427	167,390
Philadelphia	Christ Church (2012)	485,739	760,868	1,614,816	792,700	56,489	848,584	1,614,712
Philadelphia	Church of St John the Free	29,135	29,135	32,848	29,389	1,377	1,935	31,324
Philadelphia	Church of St Luke & the Epiphany	301,460	532,470	573,395	496,390	24,847	93,269	588,772
Philadelphia	Church of St Martin in the Fields	556,509	928,326	994,346	874,060	37,799	274,655	1,079,059
Philadelphia	Church of the Annunciation	17,234	93,488	94,903	106,292	6,995	12,992	119,334
Philadelphia	Church of the Crucifixion	25,850	79,175	95,499	71,920	2,083	27,540	98,710
Philadelphia	Emmanuel/Resurrection Episcopal Ch (2012)	79,486	130,704	131,640	124,828	5,797	23,975	149,759
Philadelphia	George W South Ch of Advocate (2012)	54,312	180,589	245,746	187,832	0	89,945	277,777



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Philadelphia	Gloria Dei Episcopal Church	54,190	260,592	263,273	260,592	13,355	16,524	276,997
Philadelphia	Grace Church and the Incarnation	31,396	178,724	182,325	153,125	11,450	18,571	172,065
Philadelphia	Grace Epiphany Church (2012)	158,658	305,046	308,984	335,555	11,078	1,327	339,493
Philadelphia	Holy Apostles and the Mediator (2012)	71,369	205,712	289,872	204,297	14,224	97,951	303,548
Philadelphia	Holy Innocents St Pauls Church	61,347	226,265	344,302	231,082	7,457	75,005	366,032
Philadelphia	House of Prayer	44,934	44,934	44,934	2,480	2,480	7,563	10,043
Philadelphia	La Iglesia de Christo y San Ambrosio	23,074	66,335	66,335	64,625	2,513	13,969	78,594
Philadelphia	Memorial Church of St Luke	77,009	151,518	172,466	165,304	10,000	17,985	179,459
Philadelphia	Memorial Church of the Good Shepherd	109,851	282,727	286,452	327,712	14,324	11,525	337,537
Philadelphia	St Albans Church Roxborough	56,044	104,587	104,587	158,372	16,839	10,642	169,834
Philadelphia	St Andrew & St Monica Church	195,502	227,175	273,886	246,358	9,328	11,917	248,228
Philadelphia	St Andrews in the Field Church	43,022	91,829	91,829	85,360	6,517	1,248	85,360
Philadelphia	St Clements Church	214,330	559,916	634,916	566,285	22,424	31,167	597,452
Philadelphia	St Davids Episcopal Church	26,300	59,929	59,929	66,379	2,605	2,105	68,039
Philadelphia	St Dismas Episcopal Mission	0	2,000	2,000	2,000	0	0	2,000
Philadelphia	St Gabriels Episcopal Church	46,925	58,337	118,387	56,172	7,863	12,163	68,235
Philadelphia	St George & St Barnabas	149,546	193,640	193,640	149,741	20,781	7,700	153,941
Philadelphia	St James of Kingsessing Episcopal Ch	0	0	0	0	0	0	0
Philadelphia	St Lukes Church Germantown	223,579	675,657	709,647	725,547	33,375	35,086	771,777
Philadelphia	St Marks Church Frankford	35,000	180,000	180,000	139,000	9,000	113,000	187,000
Philadelphia	St Marks Episcopal Church (2012)	463,039	837,302	926,802	787,072	40,000	263,399	1,044,171
Philadelphia	St Marys Church Cathedral Road	118,928	219,589	531,857	336,540	28,281	210,195	532,380
Philadelphia	St Marys Church Hamilton Village	81,126	230,875	238,089	230,875	10,001	23,608	258,340
Philadelphia	St Marys Episcopal Church (2012)	18,500	56,500	56,500	56,500	0	1,500	56,500
Philadelphia	St Pauls Church Chestnut Hill	845,318	1,149,248	1,433,557	950,759	17,800	354,721	1,300,707
Philadelphia	St Peters Episcopal Church	398,091	659,897	694,042	766,463	46,215	37,522	786,545
Philadelphia	St Simon the Cyrenian Church	101,550	138,618	146,973	133,429	4,498	10,704	143,429
Philadelphia	St Stephens Church	25,512	243,072	243,872	238,720	9,891	5,626	243,503



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Financial Statistics of Congregations and Missions

Year in parentheses is last year of filing if not 2013

City	Congregation	REVENUE			EXPENSE			
		Plate & Pledge Income	Operating Revenue	Total Revenue	Operating Expense	To the Diocese & Development	Outreach	Total Expense
Philadelphia	St Timothy Episcopal Church	93,369	364,048	391,318	363,048	19,199	8,550	364,048
Philadelphia	The African Epis Ch of St Thomas	675,859	801,344	862,925	774,627	49,673	6,490	780,314
Philadelphia	The Church of the Holy Trinity		0	0	0		0	0
Philadelphia	Trinity Church Oxford	111,522	204,966	231,143	234,824	19,026	3,275	236,101
Philadelphia	Trinity Memorial Church	92,397	290,603	293,103	288,316	8,425	0	288,316
Phoenixville	St Peters Episcopal Church	239,875	267,943	306,770	283,557	13,200	56,427	337,273
Pottstown	Christ Episcopal Church	182,231	188,715	251,421	204,479	9,749	66,908	264,283
Prospect Park	St James Church Episcopal	104,686	121,332	131,332	118,795	7,615	946	119,701
Quakertown	Emmanuel Episcopal Church	51,883	61,883	61,883	64,079	4,211	0	64,079
Radnor	St Martins Church (2012)	164,754	207,984	906,215	234,509	7,176	29,021	263,468
Ridley Park	Christ Church Episcopal	181,426	388,294	510,277	388,512	13,254	92,491	477,003
Rockledge	Memorial Ch of the Holy Nativity	90,181	200,370	238,453	179,806	7,414	137,511	317,317
Royersford	Church of the Epiphany (2012)	93,342	127,959	148,744	134,204	2,715	1,844	136,854
Solebury	Trinity Episcopal Church	462,406	553,645	574,278	545,549	17,500	30,001	585,658
Southampton	Church of the Redemption	101,062	146,116	147,731	153,448	6,500	6,795	160,108
Springfield	Church of the Redeemer	236,556	261,556	268,054	294,040	14,320	6,664	298,757
Swarthmore	Trinity Church	394,345	546,255	588,106	523,270	41,679	60,013	571,491
Valley Forge	Washington Memorial Chapel	618,628	767,086	865,546	725,896	14,213	63,920	786,372
Villanova	Christ Episcopal Church	255,439	367,060	367,060	357,269	20,037	14,416	372,525
Wayne	St David Episcopal Church	2,394,757	2,975,592	6,160,873	3,152,259	203,583	1,186,673	4,204,905
Wayne	St Marys Episcopal Church	352,049	484,831	511,537	566,168	19,241	21,363	587,531
West Chester	The Church of the Holy Trinity (2012)	337,477	462,192	680,695	513,157	18,020	187,883	714,137
Wyncoate	All Hallows Episcopal Church	163,799	361,136	1,493,041	374,844	13,806	172,933	542,292
Wynnewood	All Saints Episcopal Church (2005)	244,562	360,872	498,780	383,073	0	83,996	456,459
Wynnewood	Church of the Holy Apostles	133,189	239,422	239,968	240,489	17,317	1,631	240,946
Yardley	St Andrews Church Episcopal	302,320	497,966	497,966	404,852	3,070	96,762	496,105
Yeadon	St Michaels Episcopal Church	37,850	54,363	54,363	49,168	2,253	2,382	51,125
Total		29,111,148	43,889,922	57,674,236	44,137,532	2,081,174	9,486,334	53,012,923



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Vital Statistics of Congregations and Missions

Year in parentheses is last year of filing if not 2013

— B a p t i s m s —

City	Congregation	Active Members	Communicants In Good Standing	Others	Average Sunday Attendance	Sunday Eucharists	16 yrs and Older	Under 16 Years	Confirmed or Received
Abington	St Anne's Episcopal Church	433	365	20	169	105	0	7	0
Ambler	Trinity Episcopal Church	506	500	0	209	203	0	13	0
Andalusia	Church of the Redeemer (2012)	53	25	3	14	51	0	0	0
Ardmore	Nevil Memorial Ch of St George	350	267	0	116	112	3	8	8
Ardmore	St Mary's Episcopal Church	258	220	12	101	90	0	2	0
Aston	Calvary Church Rockdale	208	208	8	52	50	0	3	14
Aston	St James Episcopal Church	142	78	0	44	0	0	0	0
Bala Cynwyd	Church of St Asaphs (2012)	292	262	11	97	52	0	6	0
Bala Cynwyd	St Johns Episcopal Church	119	119	0	53	53	0	5	2
Blue Bell	St Dunstons Episcopical Church	161	161	0	30	51	0	1	0
Boothwyn	Trinity Episcopal Church	103	82	6	68	18	0	6	3
Bridgeport	Christ Episcopal Church (2012)	44	24	0	31	51	0	4	0
Bristol	St James Church Episcopal	120	74	3	39	51	0	4	0
Bryn Mawr	Church of the Redeemer	2,349	1,032	991	313	114	2	15	34
Bryn Mawr	The Church of the Good Shepherd (2012)	36	36	0	48	104	0	1	0
Buckingham	Trinity Episcopal Church (2012)	305	305	0	126	98	0	1	12
Chester	St Mary's Episcopal Church (2012)	95	45	0	20	52	0	0	0
Chester	St Pauls Episcopal Church	90	90	0	26	51	0	1	0
Clifton Heights	St Stephen Episcopal Church (2012)	102	102	25	56	71	0	4	5
Coatesville	The Church of the Trinity	111	76	20	53	54	0	2	0
Collegeville	St James Church Perkiomen	428	428	270	140	144	2	8	8
Collingdale	All Saints Episcopal Church	54	33	0	28	47	0	2	0
Conshohocken	Calvary Episcopal Church (2012)	122	56	0	31	51	0	3	0
Downingtown	St James Episcopal Church (2012)	605	412	89	216	164	1	8	1
Doylestown	St Pauls Episcopal Church	616	327	0	134	121	0	4	0
Drexel Hill	Incarnation Holy Sacrament Episcopal	244	81	70	73	88	0	5	3
Drexel Hill	The Church of the Holy Comforter (2012)	256	181	12	103	101	1	6	11
Elkins Park	St Pauls Episcopal Church (2012)	165	164	12	61	89	1	2	9
Essington	Church of St John the Evangelist	172	132	9	52	102	0	2	8
Exton	St Pauls Episcopal Church	420	420	35	132	95	0	12	0
Fallsington	All Saints Episcopal Church	58	23	4	18	47	0	0	0
Fort Washington	St Thomas Church Whitemarsh	1,379	847	1,164	264	161	3	18	31
Gap	St Johns Episcopal Church (2012)	113	113	9	71	0	0	6	2



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Vital Statistics of Congregations and Missions

Year in parentheses is last year of filing if not 2013

— Baptisms —

City	Congregation	Active Members	Communicants in Good Standing	Others	Average Sunday Attendance	Sunday Eucharists	16 yrs and Older	Under 16 Years	Confirmed or Received
Gladwyne	St Christophers Church	618	618	0	109	39	0	5	0
Glen Mills	St Johns Episcopal Church (2012)	743	0	0	160	125	0	7	0
Glenmoore	St Andrews Episcopal Church	509	472	0	138	105	0	8	0
Glenide	St Peters Episcopal Church	332	308	26	105	95	0	9	0
Harleysville	The Church of the Holy Spirit	632	538	67	217	110	2	6	19
Hatboro	Church of the Advent	243	230	0	95	104	0	3	3
Havertown	St Faith Episcopal Church	139	110	5	30	49	0	2	0
Hilltown	Good Shepherd Epis Church (2012)	110	100	2	64	51	0	2	0
Honey Brook	St Marks Church	83	77	0	36	60	0	1	0
Hulmeville	Grace Episcopal Church	134	104	15	70	100	0	4	0
Huntingdon Valley	St John's Episcopal Church (2012)	122	90	0	57	53	0	1	5
Jenkintown	Church of Our Saviour	81	50	0	32	52	0	2	0
Kennett Square	Church of the Advent	1,067	685	0	243	106	0	9	15
King Of Prussia	Trinity Church Gulph Mills	199	179	1	82	109	1	1	8
Lafayette Hill	Church of St Jude & the Nativity	90	86	24	47	56	0	4	0
Langhorne	St James Episcopal Church	240	224	11	91	155	0	3	0
Lansdale	Holy Trinity Church	171	154	60	49	61	1	4	0
Levittown	St Pauls Episcopal Church	128	60	12	41	50	0	6	0
Lower Gwynedd	Church of the Messiah (2012)	926	614	6	185	103	3	3	4
Malvern	St Francis in the Fields	524	490	3	176	90	0	4	23
Malvern	St Peters Church in the Great Valley	622	697	134	209	124	4	5	0
Maple Glen	St Matthews Episcopal Church	670	627	4	202	159	0	7	0
Media	Christ Episcopal Church	402	362	7	142	94	0	3	0
Morrisville	Episcopal Church of the Incarnation	145	145	0	72	144	0	6	0
New Hope	St Philips Episcopal Church	149	144	2	88	110	0	7	12
Newtown	Church of the Holy Nativity	46	42	29	35	52	0	0	0
Newtown	St Lukes Church	402	402	8	115	62	0	3	11
Newtown Square	St Albans Church (2012)	203	170	30	53	105	0	3	0
Norristown	All Saints Episcopal Church	183	162	19	72	101	0	0	0
Norristown	St Augustine of Hippo Church (2010)	126	37	0	21	49	0	0	0
Norristown	St Johns Episcopal Church	88	84	10	51	52	1	1	0
Norwood	St Stephen Episcopal Church	126	126	13	58	103	1	14	0
Oaks	St Pauls Episcopal Church	134	123	25	73	82	0	0	0



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— Baptisms —

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Oreland	St Philip in the Fields	136	136	0	42	52	0	0	2
Oxford	St Christophers Episcopal Church	242	227	1	96	0	1	4	12
Paoli	Church of the Good Samaritan (2012)	1,072	827	189	586	214	11	0	18
Parkesburg	Church of the Ascension	94	92	2	56	100	0	1	0
Philadelphia	All Saints Church (Rhawnhurst)	71	70	11	36	103	1	0	0
Philadelphia	All Saints Church (Torresdale) (2012)	364	335	4	149	155	0	10	0
Philadelphia	Calvary Church (Germantown)	76	76	0	20	0	0	0	0
Philadelphia	Calvary-St Augustine Church	189	189	1	67	56	0	2	0
Philadelphia	Cathedral Church of Our Saviour	150	150	0	86	54	2	0	7
Philadelphia	Christ Church & St Michaels Church	227	227	0	39	0	0	0	0
Philadelphia	Christ Church (2012)	540	482	58	183	93	1	16	0
Philadelphia	Church of St John the Free	77	51	15	27	29	1	8	0
Philadelphia	Church of St Luke & the Epiphany	253	235	35	146	95	1	2	12
Philadelphia	Church of St Martin in the Fields	800	765	28	272	171	3	12	20
Philadelphia	Church of the Annunciation	94	70	7	39	51	0	0	0
Philadelphia	Church of the Crucifixion	69	54	9	25	94	0	1	0
Philadelphia	Emmanuel/Resurrection Episcopal Ch (2012)	107	106	6	70	51	0	1	3
Philadelphia	George W South Ch of Advocate (2012)	75	40	0	29	51	3	0	0
Philadelphia	Gloria Dei Episcopal Church	220	151	5	76	78	0	6	0
Philadelphia	Grace Church and the Incarnation	89	51	44	46	90	0	1	3
Philadelphia	Grace Epiphany Church (2012)	185	166	0	74	93	0	3	0
Philadelphia	Holy Apostles and the Mediator (2012)	209							0
Philadelphia	Holy Innocents St Pauls Church	150	101	6	54	93	2	4	5
Philadelphia	House of Prayer	99	99	0	30	0	0	0	0
Philadelphia	La Iglesia de Christo y San Ambrosio	2,172	2,172	15	205	52	3	36	0
Philadelphia	Memorial Church of St Luke	112	102	12	50	52	1	3	0
Philadelphia	Memorial Church of the Good Shepherd	121	78	8	38	53	0	2	0
Philadelphia	St Albans Church Roxborough	160	56	6	39	90	1	5	0
Philadelphia	St Andrew & St Monica Church	181	24	2	131	60	1	2	5
Philadelphia	St Andrews in the Field Church	117	85	0	33	46	6	6	0
Philadelphia	St Clements Church	105	105	0	65	106	0	1	0
Philadelphia	St Davids Episcopal Church	44	44	0	25	50	0	0	0
Philadelphia	St Dismas Episcopal Mission	20	20	0	20	0	0	0	0



Diocese of Pennsylvania

Vital Statistics of Congregations and Missions

Year in parentheses is last year of filing if not 2013

— B a p t i s m s —

City	Congregation	Active Members	Communicants in Good Standing	Others	Average Sunday Attendance	Sunday Eucharists	16 yrs and Older	Under 16 Years	Confirmed or Received
Philadelphia	St Gabriels Episcopal Church	125	85	25	61	50	1	8	0
Philadelphia	St George & St Barnabas	191	130	12	18	110	0	7	1
Philadelphia	St James of Kingsessing Episcopal Ch	207	0	0	0	102	0	2	4
Philadelphia	St Lukes Church Germantown	615	0	0	215	0	0	3	0
Philadelphia	St Marks Church Frankford	190	96	55	61	50	6	9	1
Philadelphia	St Marks Episcopal Church (2012)	377	200	200	225	159	8	11	12
Philadelphia	St Marys Church Cathedral Road	189	163	0	80	105	0	4	0
Philadelphia	St Marys Church Hamilton Village	205	153	55	57	51	2	1	2
Philadelphia	St Marys Episcopal Church (2012)	35	35	0	15	0	0	0	0
Philadelphia	St Pauls Church Chestnut Hill	486	409	79	235	155	0	19	8
Philadelphia	St Peters Episcopal Church	413	300	369	186	157	0	9	10
Philadelphia	St Simon the Cyrenian Church	106	106	4	57	52	4	4	6
Philadelphia	St Stephens Church	29	29	31	18	50	0	0	0
Philadelphia	St Timothy Episcopal Church	320	210	4	79	99	7	0	0
Philadelphia	The African Epis Ch of St Thomas	983	0	50	325	52	3	13	0
Philadelphia	The Church of the Holy Trinity	531	427	45	162	116	1	11	15
Philadelphia	Trinity Church Oxford	147	122	6	49	92	0	4	0
Philadelphia	Trinity Memorial Church	99	99	3	40	52	0	2	0
Phoenixville	St Peters Episcopal Church	381	307	10	120	110	0	8	13
Pottstown	Christ Episcopal Church	326	175	0	92	103	1	0	0
Prospect Park	St James Church Episcopal	153	153	0	31	95	0	6	10
Quakertown	Emmanuel Episcopal Church	100	64	0	38	76	0	0	0
Radnor	St Martins Church (2012)	233	174	19	71	90	0	5	0
Ridley Park	Christ Church Episcopal	1,130	1,109	0	140	156	0	4	13
Rockledge	Memorial Ch of the Holy Nativity	223	188	12	96	104	1	6	0
Royersford	Church of the Epiphany (2012)	260	260	0	53	90	0	10	0
Solebury	Trinity Episcopal Church	490	490	138	186	104	0	4	10
Southampton	Church of the Redemption	161	149	29	96	52	0	2	5
Springfield	Church of the Redeemer	326	283	16	131	75	0	3	5
Swarthmore	Trinity Church	252	213	163	162	139	2	8	2
Valley Forge	Washington Memorial Chapel	206	206	61	139	144	1	10	0
Villanova	Christ Episcopal Church	275	268	0	74	102	0	5	0
Wayne	St David Episcopal Church	3,330	3,140	0	603	215	3	30	62



Diocese of Pennsylvania

Vital Statistics of Congregations and Missions

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City	Congregation	Active Members	Communicants In Good Standing	Others	Average Sunday Attendance	Sunday Eucharists	16 yrs and Older	Under 16 Years	Confirmed or Received
Wayne	St Marys Episcopal Church	449	430	48	151	151	4	1	8
West Chester	The Church of the Holy Trinity (2012)	419	330	12	155	105	0	7	1
Wyncote	All Hallows Episcopal Church	192	180	28	98	50	1	5	2
Wynnewood	All Saints Episcopal Church (2005)	321	268	0	97	82	0	4	0
Wynnewood	Church of the Holy Apostles	243	243	3	50	84	0	5	0
Yardley	St Andrews Church Episcopal	458	346	9	121	96	0	5	0
Yeadon	St Michaels Episcopal Church	71	40	0	40	52	2	3	0
Total		44,763	34,564	5,256	13,687	11,510.00	111	656	528.00



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