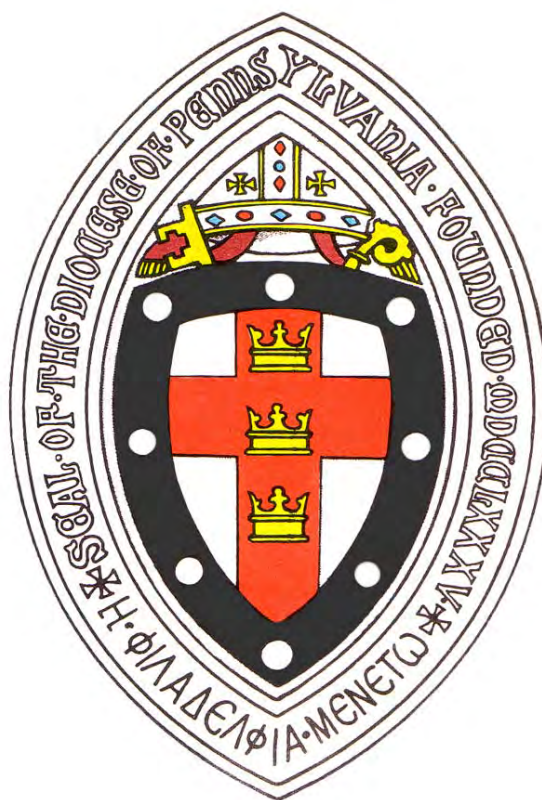


# DIOCESE OF PENNSYLVANIA



## Journal of the The 232nd Convention

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*November 6 & 7, 2015*



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## DIOCESE OF PENNSYLVANIA

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*November 6 & 7, 2015*

*Bishop Provisional:* The Rt. Rev. Clifton Daniel, 3rd

*Assisting Bishop:* The Rt. Rev. Edward Lee

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

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

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*Secretary of Convention and Council:* Jerome Buescher

*Treasurer:* Norman McClave

*Chancellor:* Mary Kohart, Esq.

*Vice-Chancellor:* Frank Helminski

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*Brandywine Deanery:* The Very Rev. Richard Morgan

*Bucks Deanery:* The Very Rev. Michael Ruk

*Delaware Deanery:* The Very Rev. F. Michael Knight

*Merion Deanery:* The Very Rev. Frank Wallner

*Montgomery Deanery:* The Very Rev. Emily Richards & The Very Rev. Paul Reid

*Pennypack Deanery:* The Very Rev. Jonathan Clodfelter

*Philadelphia Cathedral:* The Very Rev. Judith Sullivan

*Schuylkill Deanery:* The Very Rev. Martini Shaw

*Southwark Deanery:* The Very Rev. Donna Maree

*Valley Forge Deanery:* The Very Rev. Koshy Mathews

*Wissahickon Deanery:* The Very Rev. Jarrett Kerbel

### Bishop's Staff

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Canon Jill Mathis, *Canon for Transition Ministry*

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Mrs. Jennie Paddy, *Accounts Payable Manager*

Mr. Henry Carnes, *Director of Education and Training*

Mr. J.D. Lafrance, *Administrative and Communications Assistant*



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Ms. Victoria Hoppes, *Associate for Youth and Camping Ministries*  
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Mr. Peter Moak, *Diocesan Archivist*

### **Deputies to 2015 General Convention**

#### *Clerical Deputies:*

The Rev. W. Frank Allen  
The Rev. Kathryn Andonian  
The Rev. Kirk Berlenbach  
The Rev. Rodger Broadley  
The Rev. Koshy Mathews  
The Rev. Hillary Raining

#### *Lay Deputies:*

Ms. Barbara Chilcott  
Mrs. Jane Cosby  
Mr. Christopher Hart  
Ms. Joann Jones  
Mrs. Karen Lash, *Chair*  
Mr. Norman McCausland  
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### **Deputies to Province III Synod**

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Ms. Jane Cosby  
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The Rev. Deirdre Whitfield  
Mr. Paul Yaros



## **Diocesan Council**

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The Rt. Rev. Clifton Daniel, 3rd, *Bishop*

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### *Brandywine Deanery*

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### *Bucks Deanery*

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### *Delaware Deanery*

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The Rev. Gregory Wilson

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Mr. Warren Wanlund

### *Pennypack Deanery*

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Mr. Peter Datos

The Rev. Richard Robyn

### *Schuylkill Deanery*

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Mr. Richard Dill

The Rev. Angelo Wildgoose

### *Southwark Deanery*

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The Rev. D. Joy Segal, *Executive Committee*

Mrs. Jeannette Woehr

### *Valley Forge Deanery*

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The Rev. Sandra Etemad

Mrs. Beverly Loftus



*Wissahickon Deanery*  
The Rev. Emmanuel Mercer  
Ms. R. Muriel Rains

**Diocesan Review Committee**

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The Rev. Robert Davidson  
Mr. Everett Gillison, Esq.  
Mr. John Loftus  
The Rev. Joy Mills, M.Div  
The Rev. Joseph Schaller  
The Rev. Neale Secor

**Diocesan Disciplinary Board**

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**Lay**

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Ms. Judith Gran  
Ms. Nancy Iredale  
Mr. John Loftus  
Mr. Douglas Rorapaugh  
Mrs. Ruth Silver  
Mr. Douglas Sisk

**Clergy**

The Rev. Carol Anthony  
The Rev. Robert Davidson  
The Rev. Dr. Daniell Hamby  
The Rev. Terrence Highland  
The Rev. Edward Shiley

**Finance Committee**

Ms. Nora Adelman, *Secretary*  
Ms. Ann Booth-Barbarin  
Ms. Elise Bowers, *Diocesan Council Representative*  
The Rev. Dr. Charles Flood, D.Sc.  
The Rev. Carolyn Huff, *Diocesan Council Representative*  
Mr. Clifford Kozemchak, *Church Foundation Representative*  
The Rev. Adam Kradel, Ph.D., *Vice Chair*  
Mr. John Loftus  
The Rev. George Master, 2<sup>nd</sup>  
Mr. James Pope, *Treasurer*  
Mr. Eric Rabe, *Chair*  
Canon Robert Rogers, Jr., *Staff*  
Ms. Patricia Cousins Smith, *Standing Committee Liaison*  
Ms. Margaret Ullman  
The Rev. Deirdre Whitfield, *Standing Committee Liaison*



### **Program Budget Committee**

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Ms. Sarah Boote  
Mr. Dennis Lloyd  
Mrs. Beverly Loftus  
Mr. Joseph Madison  
Mr. Norman McCausland  
Mr. Norman McClave  
Ms. Arlene McGurk  
Mr. Barry Norris  
Ms. Patricia Smith  
Mr. Paul Yaros

## **COMMISSIONS AND COMMITTEES OF THE DIOCESE**

### **Addiction Recovery Resource Committee**

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

### **Anti-Racism Commission**

Ms. Ann Booth-Barbarin  
Ms. Jane Cosby  
Ms. Pam Darville  
The Rev. Hentzi Elek  
The Rev. Sandra Etemad  
The Rev. Renee McKenzie-Hayward, *Chair*  
Mrs. Mary Herring  
The Rev. Jarrett Kerbel  
Ms. Ayvane Osbourne  
Ms. Donna Peters  
Ms. Victoria Sicks  
Mrs. Martha Thomae

### **Anti-Racism Team**

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Mrs. Mary Herring  
The Rev. Harriet Kollin  
Canon Jill Mathis  
The Rev. Renee McKenzie-Hayward  
The Rev. Dr. Sadie Mitchell  
The Rev. Timothy Safford





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### **The Cathedral Chapter**

Mr. John Braxton  
Mr. John Canterbury  
The Rt. Rev. Clifton Daniel, 3rd, Bishop, *Chair*  
Mr. Stephen Dittmann  
Ms. Mary Jo Grdina  
Mr. Matthew Hyde  
Ms. Jane Kamp  
The Rev. Dr. Mary Ann Mertz  
Mr. Norman McClave  
The Rev. Stephen Price  
The Very Rev. Emily Richards  
The Very Rev. Martini Shaw  
The Rev. Timothy Steeves  
The Very Rev. Judith A. Sullivan, *Dean and President*  
The Rev. Peter Vanderveen  
Ms. Nokomis Wood

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Ms. Loretha Badger, *Secretary*  
Mr. Richard Bauer  
The Rev. Rodger Broadley  
The Rev. Hentzi Elek  
The Rev. Philip J.A. Fackler  
Mr. John Gillespie  
Mr. Mark R. Klinger  
The Rev. Timothy Safford  
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Mr. Douglas Sisk  
Ms. Margaret Ullman, *Chair*

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The Rev. Daniel Hamby  
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The Rev. Karen Kaminskis  
Ms. Marilyn MacGregor  
Canon Jill Mathis  
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The Rev. Mariclaire Partee Carlsen  
The Rev. Hillary Raining  
The Rev. Richard Robyn  
Ms. Barbara D. Savage



The Rev. Erika Takacs  
Ms. Marcia White

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Mr. Stephen Chawaga, Esq.  
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Mr. Christopher Hart  
Ms. Mary Kohart, Esq., *Chancellor*  
Mr. Norman McCausland, *Liaison to Standing Committee*  
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Mr. Robert McLaughlin

**Committee on Incorporation**

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**Committee on Resolutions**

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The Rev. Dr. John Sorensen  
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The Rev. Paul Mottl, *Chair*

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The Rev. Thomas McClellan  
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The Rev. Stephen Price  
The Rev. D. Joy Segal  
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The Rev. Deirdre Whitfield  
The Rev. Ryan Whitley  
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Ms. Jane Cosby  
The Rev. Beth Hixon  
The Rev. Dr. John Sorensen, *Chair*  
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The Rev. Charles Messer  
Ms. Elisabeth Wendt  
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The Rev. Mary Jo Melberger  
Mr. Jonathan Nidock  
Mr. Theodore Olson  
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The Rev. Peter Grandell (Southwark Deanery)  
Mr. Ed Mahler (Montgomery Deanery)  
Mr. Jeffrey Moretzsohn (Brandywine Deanery)



The Rev. Michael Pearson (Merion Deanery)  
Ms. Elizabeth Willoughby (Montgomery Deanery)  
Mr. Jeff Wojciechowski (Montgomery Deanery)

## OTHER DIOCESAN ORGANIZATIONS

### **The Christmas Fund**

Ms. Jane Cosby  
Ms. Nancy Iredale  
Ms. Kay Johnson, *Treasurer*  
Ms. Janet Ross  
Ms. Nokomis Wood

### **The Church Foundation**

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The Rev. George Master, 2nd  
Mr. James Mack, CPA  
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The Rev. Edward Shiley  
Mr. Richard Smoot  
Ms. Kathleen Stephenson  
Mr. Wayne R. Strasbaugh, Esq.  
Mrs. Roberta Torian Esq.  
Mr. Paul Wanglee, CPA



# CONVENTION of the DIOCESE OF PENNSYLVANIA

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*President:*

The Rt. Rev. Clifton Daniel, 3rd

*Secretary of Convention:*

Mr. Jerome Buescher

*Parliamentarian:*

Mr. Stephen P. Chawaga, Esq.

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Henry Carnes

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The Rev. Carl Knapp

Ms. Karen Lash

The Rev. Jeffrey Moretzsohn

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The Church House Staff

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### **Committee on the Dispatch of Business**

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### **Committee on Resolutions**

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### **Nominating Committee**

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

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

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

### **Diocesan Liturgical Commission**

The Rev. Dr. Mary Ann Mertz, *Chair*

### **Program Budget Committee**

Ms. Debora Brown, *Co-Chair*



## CLERGY ENTITLED TO VOTE

(\* Denotes participation in the 232nd Convention)

Joshua Aalan  
Barbara Abbott  
Mary Adebonojo  
\*Paul Adler  
\*Samuel Adu-Andoh  
\*Mark Ainsworth  
Scott Albergate  
W. Franklin Allen  
Richard Alton  
\*Lucy Amerman  
\*Jennie Anderson  
Jesse Anderson, Jr.  
\*Kathryn Andonian  
\*Carol Anthony  
\*John Atkins  
Vernon Austin, SSC  
\*Allen Bartlett  
Sara Batson  
\*Judith Beck  
Phillip Bennett  
Vivian Bennett  
Charles Bennison, Jr.  
\*Kirk Berlenbach  
Beverly Berry  
Robert Betts  
Christopher Bishop  
\*Eric Bond  
C. Reed Brinkman  
\*Rodger Broadley  
Robert Brown  
Arthur Brunner  
\*Judith Buck-Glenn  
Michael Bullock  
Kenneth Bullock  
\*David Canan  
Robert Carlson  
John Carpenter  
Charles Carter, III  
Carol Chamberlain  
\*Jonathan Clodfelter  
Robert Coble  
Milton Cole-Duvall  
\*Dennis Coleman  
\*Gerald Collins  
\*Elizabeth Colton  
Donna Constant

Joe Cook  
Peyton Craighill, Ph.D  
Margaret Cunningham  
\*Ernest Curtin, Jr.  
\*E. Clifford Cutler  
Lynn Czarniecki  
Charles Davidson  
\*Robert Davidson  
Angus Davis  
Bancroft Davis  
\*Sherry Deets  
\*Nancy Deming  
\*Jose Diaz-Martinez  
A. Hugh Dickinson  
\*Joseph Dietz  
Richard Ditterline  
Timothy Dobbins  
A. Frank Donaghue  
William Duffey, Ed.D.  
Stanley Dull  
\*Carol Duncan  
Elizabeth Eisenstadt-Evans  
Hentzi Elek  
Thomas Eoyang  
\*Sandra Etemad  
H. Barry Evans  
James Evans  
N. Dean Evans  
Phillip Fackler  
Dee Faison  
Richard Fenn  
\*Charles Flood, D.Sc.  
Susann Fox  
William Fulks  
\*Sharline Fulton  
David Funkhouser  
Wil Gafney, Ph.D.  
Henry Galganowicz  
Albutt Gardner  
Edward Garrigan  
Timothy Gavin  
\*Philip Geliebter  
\*Michael Giansiracusa  
\*Paul Gitimu  
Ludwick Gooding  
\*Donald Graff



Peter Grandell  
Robert Granfeldt, Sr.  
Rena Graves  
Elinor Greene  
\*Timothy Griffin  
\*Lynn Hade  
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Daniell Hamby  
Autumn Hardenstine  
T. James Hargrove  
\*Paul Harris  
\*Barry Harte  
\*K. Brewster Hastings  
\*Bradley Hauff  
\*Nancy Hauser  
Richard Hawkins  
\*Sarah Hedgis  
Theodore Henderson, Jr.  
Marisa Herrera  
Terrence Highland  
Lindsay Hills  
\*Beth Hixon  
David Hockensmith  
Anne Hockridge  
Michael Hoffacker  
Matthew Holcombe  
\*Melford (Bud) Holland  
Carolyn Huff  
Alan Hughes  
\*Paul Hunt  
A. Lawrie Hurtt  
David Hyatt  
Peter Igarashi  
\*Betsy Ivey  
Julius Jackson  
Bruce Jacobson  
Stephen Jacobson  
\*Nazareno Javier  
Ronald Jaynes  
Dorothy Jessup  
Nora Johnson  
\*Karen Kaminskas  
\*Linda Kapurch  
\*John Keefer  
E. Michaella Keener  
Barbara Kelley  
Arthur Kelly  
Lisa Keppeler  
\*Jarrett Kerbel

\*Catherine Kerr  
\*Linda Kerr  
Flora Keshgegian, Ph.D.  
John Kim  
John Kimball  
Virginia Kirk  
Richard Kirk  
\*Carl Knapp  
\*F. Michael Knight  
\*Harriet Kollin  
Elizabeth Kostic  
\*Adam Kradel, Ph.D.  
James Larsen  
\*Paula Lawrence-Wehmiller  
Eugene Lefebvre  
Denise Leo  
Barbara Lewis  
\*James Ley  
Vincent Liddle  
Jeffrey Liddy  
James Littrell  
\*Dennis Lloyd  
Ronald Lockhart  
\*Otto Lolk  
W. Morris Longstreth  
\*D. Maxine Maddox Dornemann  
Bernard Maguire, III  
\*Donna Maree  
\*Keith Marsh  
John Martin  
Robin Martin  
\*George Master, 2nd  
\*Koshy Mathews  
Glenn Matis  
Ken McCaslin, FHL7  
\*Thomas McClellan  
\*Mary McCullough  
\*Alexander McCurdy, III  
Malcolm McGuire  
Renee McKenzie-Hayward  
\*Jill McNish  
\*Judith Meckling  
\*Mary Jo Melberger  
Robert Mellon  
Emmanuel Mercer  
\*Mary Ann Mertz  
\*Charles Messer  
\*Carl Metzger  
John Midwood





Robert Miller  
\*Isaac Miller  
Richard Miller  
Joy Mills, M.Div  
Elsa Mintz  
Sadie Mitchell  
\*Jonathan Mitchican  
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Thomas Monnat  
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Geoffrey Morin  
\*Kevin Moroney  
Alfred Morris  
\*David Morris  
\*James Morris  
Kell Morton  
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\*Sean Mullen  
\*Samuel Murgani  
Cicely Anne Murray  
William Musselman  
Domenic Ndai  
Alan Neale  
L. Stephen Nelson  
\*Pamela Nesbit, Ph.D.  
Claire Nevin-Field  
Michael Newman  
Richard Newman  
\*Christina Nord  
\*John Obenchain  
\*Daniel Olsen  
\*Marjorie Oughton  
Kwabena Owusu-Afriyie  
\*Ronald Parker, D.Min  
\*Mariclaire Partee Carlsen  
Gary Partenheimer  
Richard Partington  
Deborah Payson  
S. Walton Peabody  
Michael Pearson  
Charles Penniman, Jr.  
Nicholas Phelps  
Clifford Pike  
Thomas Platt  
Stephen Price

James Proud  
\*Hillary Raining  
\*Doris Rajagopal  
\*Michael Rau  
Judith Ray-Parichy  
Allan Reed  
Thomas Reed  
\*Paul Reid  
W. Gordon Reid  
\*Dennis Reid  
\*Emily Richards  
\*Susan Richards  
Jon Richardson  
John Riegel  
Robert Ritchie, M.S.  
F. Anne Ritchings  
Christine Ritter  
Joseph Rivers, III  
Barbara Rivers  
David Rivers  
\*J. Robin Robb  
\*David Robinson  
\*Richard Robyn  
\*David Romanik  
\*Terence Roper  
\*Patricia Rubenstein  
Lorne Ruby  
\*Michael Ruk  
Glyn Ruppe-Melnyk  
\*Timothy Safford  
Carlos Santos-Rivera  
\*Joseph Schaller  
Douglas Scott  
Neale Secor  
\*D. Joy Segal  
James Shannon  
\*Martini Shaw  
Warren Shaw  
William Shepherd  
\*Edward Shiley  
Geoffrey Simpson  
John Simpson  
Peter Sipple  
\*Sean Slack  
John Smart  
Lula Grace Smart  
Richard Smiraglia  
\*Robert Smith  
\*Zachary Smith



Samuel Smith  
Richard Smith, Jr.  
\*Joseph Smith  
H. Gregory Smith  
Ann Robb Smith  
\*Robin Smith  
Stephen Snider  
\*John Sorensen  
\*William Sowards  
James Squire  
E. Kyle St. Claire  
Timothy Steeves  
Daniel Stevick  
Richard Lyon Stinson  
\*Nancy Stroh  
\*Daniel Stroud  
\*Lara Stroud  
Peter Stube  
\*Judith Sullivan  
Callie Swanlund  
Marie Swayze  
Robert Sykes  
\*Erika Takacs  
\*Robert Tate  
James Taylor  
Phyllis Taylor  
\*Louis Temme  
\*Anne Thatcher  
John Tinklepaugh  
Frank Toia  
\*Gail Tomei  
\*Douglas Tompkins  
Joyce Tompkins  
James Trimble  
\*Martha Tucker  
P. Linwood Urban

R. Sherwood Van Atta  
Robin Van Horn-Schwoyer  
Peter Vanderveen  
Anthony Vanucci  
\*Richard Vinson  
James Von Dreele  
\*John Wallace  
\*Benjamin Wallis  
\*Frank Wallner  
\*James Walton  
\*Thomas Wand  
Elliott Waters  
\*Sarah Weedon  
Winston Welty  
Harry White  
\*Deirdre Whitfield  
\*Ryan Whitley  
\*Jill LaRoche Wikel  
\*Angelo Wildgoose  
Henry Williams  
Randolph Williamson  
Emmanuel Williamson  
\*Gregory Wilson  
Richard Winn  
\*Lloyd Winter  
Charles Wissink  
Kenneth Wissler  
Nancy Wittig  
Howard Wood  
William Wood, III  
\*Joan Wylie  
James Wynn  
Marek Powell Zabriskie  
Albert Zug



## LAY DEPUTIES TO CONVENTION

(\* Denotes participation in the 232nd Convention)

### BRANDYWINE DEANERY

**Advent, Kennett Square:** Peter Soraruf, \*Sue Soraruf  
**Ascension, Parkesburg:** \*Rob Gallagher, \*Walter Liefeld, \*Grant Thomas  
**Good Samaritan, Paoli:** Rose Dodd, Glenn Geiger, \*Skip Tretheway  
**Holy Trinity, West Chester:** \*Alice Koerber, \*Joe McAllister, \*Cathy Stout; *alternate:* Judith Shannon  
**St. Andrew's, West Vincent:** \*Martha Thomae, \*John Wenner  
**St. Christopher's Church, Oxford:** \*Mary Clark, \*Joe Rifon, \*Carol Rifon  
**St. Francis-in-the-Fields, Sugartown:** \*James Crowley  
**St. James' Church, Downingtown:** \*Sandy Hodson, \*Dick McConnell  
**St. John's Church, Compass:** \*Antoinette McLauchlan, \*Stuart McLauchlan  
**St. John's Church, Concord:** \*Miriam Matrangola, Patrick Sorensen, \*Danielle Yoch  
**St. Mark's Church, Honey Brook:** \*MaryAnn Kaiser, \*Robert Schultz; *alternate:* \*Lois Schultz  
**St. Paul's Church, Exton:** \*David Devenney, \*Kathy Dillon, \*Juliana Pash; *alternate:* \*Kim Lange  
**St. Peter's Church In the Great Valley:** \*Jay Joyce, \*Lynn Mander, \*Melissa Shaner  
**Trinity Church, Coatesville:** \*Pat Kirkner, \*Bill Terry

### BUCKS DEANERY

**All Saints', Fallsington:** \*Carol Feraco, \*Deborah Shellhamer  
**Good Shepherd Church, Hilltown:** \*Dan Pillie, \*Flo Zadik  
**Grace Church, Hulmeville:** \*Lorna Campbell-Seely, \*David Jackson, \*Beverly Stoltz  
**Holy Nativity, Wrightstown:** Belinda Ash, \*Robert Brodrecht  
**Incarnation, Morrisville:** \*Claire Heinbach, \*Susan LaRosa  
**Redemption, Southampton:** \*Kirk Muller  
**St. Andrew's Church, Yardley:** \*Henrietta "Hank" Grosz, \*Derek White, \*Marcie White  
**St. James' Church, Langhorne:** \*Marcia Bower, \*Janet Puente  
**St. James the Greater, Bristol:** \*Betty Dougherty  
**St. Luke's Church, Newtown:** \*Ruth Mooney, \*Michele Mooney  
**St. Paul's Church, Doylestown:** \*John Canterbury, \*Jacky Grande, \*Kay Johnson  
**St. Philip's Church, New Hope:** \*Irene Boyle, \*George Pollitt  
**Trinity Church, Buckingham:** \*Dom DeCaprio, \*Janet DeCaprio, \*Jill Unger  
**Trinity Church, Solebury:** \*Mary Miller, Bill Wolf; *alternate:* Emily Wolf

### DELAWARE DEANERY

**Christ Church, Media:** \*Hope Giamboy, \*Mary Ann Klassen, \*Laurie Weber  
**Christ Church, Ridley Park:** \*Robert Hand, \*Amy Lovenguth  
**Holy Comforter, Drexel Hill:** \*Ken Hawkins, Shawn Pender, Barbie Swartz  
**Incarnation Holy Sacrament Church, Drexel Hill:** \*Thomas Chadwick, \*Joyce Decker, \*BettyLou Hadley-Laird  
**Redeemer, Springfield:** \*Linda Bennett, \*Diane Faison, \*Kim Shiley; *alternate:* Ginny Doyle  
**Resurrection, Rockdale:** \*Phyllis Russell, \*Ellen Stone, \*Bonnie Stuffle  
**St. Alban's, Newtown Square:** \*Fred Stevens  
**St. James' Church, Prospect Park:** \*Debra Grillone, \*Pam Hallow  
**St. John the Evangelist, Essington:** \*John Elliott, \*Walter Marvel  
**St. Mary's Church, Chester:** \*Blanche Price  
**St. Michael's Church, Yeadon:** \*Lucille Burnley, \*Claudia Y. Smith  
**St. Paul's Church, Chester:** \*Nora Beatty, \*Robert Jones  
**St. Stephen's Church, Clifton Heights:** \*Annmarie Bartholomeo, \*Joan Durbano, \*Deborah Werts  
**St. Stephen's Church, Norwood:** \*Joan Geiger, \*James Geiger



**Trinity Church, Boothwyn:** \*Elizabeth Brickle, \*Esther Kiiru, Rose Maikweki; *alternates:* \*Simon Kamau, \*Rita Kimani, \*Jennifer Mugun

**Trinity Church, Swarthmore:** \*A. Jean Arnold, \*Joe Caruso, \*Jay Gillespie

#### **MERION DEANERY**

**All Saints', Wynnewood:** Delegate: \*Jonathan Wister

**Christ Church, Ithan:** \*Judy Englerth, \*Jo Parker

**Good Shepherd, Rosemont:** \*Stevens Heckscher

**Holy Apostles, Penn Wynne:** \*Lyn DeSilets, \*Bonnie Hartman, \*Patty Wertz

**St. Asaph, Bala Cynwyd:** \*Emily Cronin, \*Steven Lindsay, \*Diana Post

**St. Christopher's Church, Gladwyne:** Joan Harrison, Brian McAdams, \*Judy Moneta

**St. David's Church, Radnor:** \*Jonesy Lerch, \*Susan Stuber, \*George Vosburgh

**St. George, Nevil Memorial Church of:** \*Paul Joslin

**St. John's Church, Lower Merion:** Lorraine Campbell, \*David Russell

**St. Martin's Church, Radnor:** \*McLeod Gwynette, \*Mikell Nigro, \*John Scott

**St. Mary's Church, Ardmore:** \*Liz Henry, \*Bill Powell

**St. Mary's Church, Wayne:** \*Bob Boyer, \*Katie Ferrara, \*Christopher Hart

#### **MONTGOMERY DEANERY**

**Advent, Hatboro:** \*Janet Gilman, Ken Longman, \*Joanne Mills

**All Hallows' Church:** \*Tom Wagner

**Holy Nativity, Rockledge:** \*Jessica Brown, \*Joe Madison; *alternate:* Judy Madison

**Holy Trinity, Lansdale:** \*Star Little, \*Ray Medlin, \*Heather Medlin

**Messiah, Gwynedd:** \*Doug Richards

**Our Saviour, Jenkintown:** \*Penny Cutler, \*Judy O'Neill, \*Eric Weren

**St. Anne's Church, Abington:** \*Elizabeth Green, \*Julie Sudler

**St. Dunstan's Church, Blue Bell:** \*Ruth High, \*David Martin, \*Charles Stehle

**St. Matthew's Church, Maple Glen:** \*Connie Dee, \*Pam Dunlap, \*Karen Sawyer

**St. Paul's Church, Elkins Park:** \*Karen Bailey

**St. Peter's Church, Glenside:** \*Rob Dekalb, \*Bob Hartung, \*Laurel Mosteller

**St. Philip-in-the-Fields, Oreland:** \*Connie Clinefelter, \*Charles Hannum; *alternate:* \*Carol Schweitzer

**St. Thomas' Church, Whitmarsh:** \*Ginger Goodrich

**Trinity Church, Ambler:** \*Barbara Davis, \*Piers Prater, \*Elizabeth Wendt

#### **PENNYPACK DEANERY**

**All Saints', Rhawnhurst:** \*Diane Cairns

**All Saints', Torresdale:** \*Harry Adams, \*Stacey Carmody, \*Nancy Umfer

**Grace Church and the Incarnation:** \*Sharon Kelly, \*Angie Myshko

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

**La Iglesia de Cristo y San Ambrosio:** \*Edgardo Gonzalez, \*Enrique Roman

**St. Gabriel's Church:** \*Dina Harvey; *alternates:* Bill Rusk, Linda Tapia

**St. John, Free Church of:** \*Tyrone Keller, \*Steve Ross

**St. Luke, Bustleton, Memorial Church of:** Lisa Eckert, Jackie Oxenford

**St. Mark's Church, Frankford:** \*Ivy Horsfall, \*Blair Jordan, \*John Nedwill

**Trinity Church, Oxford:** \*Lorraine Henry, Charles McGee, \*Victoria Sayers

#### **SCHUYLKILL DEANERY**

**African Episcopal Church of St. Thomas:** \*Bernadette Wyche

**Calvary St. Augustine:** \*Alice Brown, Eric Butler, \*Louise Moss; *alternates:* William Berry, Sharon Congleton, Charlene Pressley

**Holy Apostles and the Mediator:** \*Patty Bruchette-Davis, \*Jean Fowler, \*Marcia Hinton

**Philadelphia Episcopal Cathedral:** \*Jane Kamp, \*Gie Liem; *alternates:* \*Lark Hall, \*Norman McClave

**St. Andrew and St. Monica:** \*Jacqueline Leonard, \*Jean Wrice



**St. George St. Barnabas Church:** \*William Gordon

**St. James, Kingessing:** \*Victoria Benson, \*Tonia Nelson, \*Katherine Wilson; *alternate:* Apu Jallah

**St. Mary's Church, Hamilton Village:** \*Carol LaBelle, \*Scott Wilds

#### **SOUTHWARK DEANERY**

**Christ Church, Philadelphia:** \*Todd Brown, \*Bruce Heugel, \*Miguel Ruiz

**Gloria Dei Church:** \*Peggy Buescher, \*Carol Jenkins, \*Jeanette Woehr; *alternate:* \*Barbara Chilcott

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

**St. Clement's Church:** \*Daniel Craig, \*Davida Goings

**St. Luke and the Epiphany:** \*Michael Krasulski, \*Coy Smith, Chris Van Wyk; *alternates:* Mary Ellen Desmond, \*Chuck Pukanecz, Brandon Sargent

**St. Mark's Church, Philadelphia:** \*Nicholas Bisaccia, \*Kent John Pope, \*Noah Stansbury; *alternate:* Juli Reddy

**St. Mary's Church, Philadelphia:** \*Armond Byrd, \*Charlotte Jones

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

**St. Simon the Cyrenian Church:** \*Lindel Dixon, Alisa Johnson, \*Rebecca Mcjett

**St. Stephen's, Philadelphia:** \*Deborah McBride, \*Denise Tropea

**Trinity Memorial Church:** \*Phyllis Schnell, \*Judith Stevens, \*Jeanne Tanfield; *alternate:* \*Abbie Kinzler

#### **VALLEY FORGE DEANERY**

**All Saints', Norristown:** \*Phil Gottshall, \*Donna Penman; *alternate:* \*Cy Burke

**Christ Church, Pottstown:** Warren Holohan, \*Olin Mittan, \*Janice Morris; *alternate:* \*Candace Woessner

**Epiphany, Royersford:** \*Kitty DiBattista, \*William Hummer, \*Ben Millet; *alternate:* \*Lori Exley

**Holy Spirit, Harleysville:** \*Barbara Broadbent, \*Barry Norris, \*Ken Patrick; *alternates:* \*Barbara Czepukaitis, \*Ruth Konrad

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

**St. James Church, Collegeville:** \*Phil Tatem, \*Rick Toth, \*Jon Yenney

**St. Jude and the Nativity, Lafayette Hill:** \*David Pierce, \*Dan Ronca

**St. Peter's Church, Phoenixville:** Vince Giancaterino, \*Vernet Spence-Brown

**Trinity Church, Gulph Mills:** \*Beverly Loftus, \*Mary McGinn

#### **WISSAHICKON DEANERY**

**Advocate, George W. South Memorial Church of the:** \*Evelyn Partridge, \*Lois Peoples

**Christ Church and St. Michael's:** Katherine Curtis, Kenneth Moseley, \*Rose Muriel Rains; *alternate:* Renee Coleman

**Good Shepherd, East Falls, Memorial Church of the:** Andy Davenport, \*Samantha Shepherd, Larry Swesey

**Grace Epiphany Church, Mt. Airy:** \*Deborah Haas, \*Mabel Rivers

**House of Prayer:** Rodney Street

**St. Alban, Roxborough:** \*Peg Barr, \*Anna Furlong

**St. Luke's Church, Germantown:** Patricia Smith; *alternates:* \*Vivian Norton, \*Jimmie Reed

**St. Martin-in-the-Fields, Chestnut Hill:** \*Melissa Buckingham, \*Donna Duncan, \*Rush Smith

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

**St. Paul's Church, Chestnut Hill:** Thomas Butler

**St. Thomas' Church, Whitemarsh:** \*Emily Hunsicker

**St. Timothy's Church, Roxborough:** \*Jean McConnell, Drew Pownall, \*Lynn Tomko



# 232nd Convention of the Diocese of Pennsylvania

Philadelphia Episcopal Cathedral  
Philadelphia, Pennsylvania  
*Saturday, November 7, 2015*

## Agenda

7:30 a.m.

- 1 Registration & exhibits open  
Continental Breakfast available in the Cathedral  
Exhibits in Lower Level of Atrium

8:30 a.m.

- 2 OPENING PRAYERS The Rt. Rev. Allen Bartlett

8:45 a.m.

### **FIRST BUSINESS SESSION**

- 3 Call to Order The Rt. Rev. Clifton Daniel, 3rd  
Bishop, President of Convention
- 3.1 Convention Organization
- 3.2 Appointment of Stephen P. Chawaga, Esq., Parliamentarian Bishop Daniel
- 3.3 Election of Jerome Buescher as the Secretary of Convention Bishop Daniel
- 3.4 Appointment of Craig Alston, Esq., as Chair of Dispatch of Business Bishop Daniel
- 3.5 Report on Convention Arrangements The Rev. Ryan Whitley  
Chair, Convention Arrangements
- 3.6 Standing Rules Bishop Daniel
- 3.7 Welcome and Special Introductions Bishop Daniel
- 3.8 Report of Committee on Dispatch of Business Craig Alston, Esq.
- 3.9 Business Left Unfinished from the 231<sup>th</sup> Convention Secretary of Convention
- 3.10 Report on Members of Religious Orders Secretary of Convention  
SR 25
- 3.11 Report on Youth Representation Secretary of Convention  
SOIV.6
- 3.12 Circulation and Dissemination of Material Secretary of Convention  
SR 24

3.13	Report on Clergy Not Eligible to Vote but Having Seat & Voice	Secretary of Convention DC 2.9
3.14	Report on Congregations Not Eligible for Representation	Secretary of Convention DCon IV.5, IV.6 DC 7.4
3.15	Report on Claims of Clergy to Seats	The Rev. Hillary Raining DC 2.3
3.16	Report on Claims of Laity to Seats	John Canterbury DC 2.8
3.17	Acceptance of the Proposed Agenda	Craig Alston, Esq. Chair, Dispatch of Business
3.18	Report of the Resolutions Committee	Karen Lash, Chair

9:15 a.m.

4	Elections		
4.1	Motion to Suspend Standing Order 7(a)		The Rev. Ryan Whitley
4.2	Report of Nominating Committee		Cordelia Biddle
4.3	Nominations from the Floor		Bishop Daniel
4.4	First Ballot	Judges of Elections: Lori Daniels, Frances Wilson The Rev. Mary Ann Mertz, The Rev. Doris Rajagopal	C-1, L-1

9:30 a.m.

5	Introductions and Acknowledgements	
5.1	Introduction of Clergy New to the Diocese	Bishop Daniel
5.2	Introduction of Seminarians and Those Newly Ordained	Jill Mathis Canon for Deployment
5.3	Acknowledgement of Ordination Anniversaries	Craig Alston, Esq. R-2-2015
5.4	Acknowledgement of Retired Clergy	The Rev. Lloyd Winter R-3-2015
5.5	Introduction of the Diocesan Staff	Bishop Daniel

10:00 a.m.

## 6 BREAKOUT SESSIONS





6.1 10:15 a.m. to 10:45 a.m. First Session  
(All sessions will be in the undercroft of the cathedral. Please follow signs and directions from staff)

Rooms for both sessions:	1	Anti-Racism Committee/Anti-Trafficking
	2	Diocesan Incorporation
	3	St. James School/Church Farm School
	4	United Thank Offering
	5	Office of Family & Young Adult Ministries

6.2 Movement to next session (10:45 a.m. to 11:00 a.m.)

6.3 11:00 a.m. to 11:30 a.m. Second Session

6.4 Return to Cathedral (11:30 a.m. to 11:45 p.m.)

11:45 a.m.

**SECOND BUSINESS SESSION**

7 Elections

7.1 Results of the First Ballot

Judge of Elections

7.2 Second Ballot

Judge of Elections  
C-2, L-2

12:00 p.m.

8 Church Foundation Report

Alan Lindsay  
Executive Vice President

12:10 p.m.

9 Report from General Convention Delegates

The Rev. Kathy Andonian  
The Rev. Kirk Berlenbach  
The Rev. Hillary Raining  
Christopher Hart  
Jo Ann Jones  
Kirk Muller

12:25 p.m.

10 New Bishop Committees

10.1 Bishop Search Committee

The Rev. Rodger Broadley  
Muriel Rains

10.2 Bishop Call and Transition Committee

Kim Shiley  
George Whitfield

12:40 p.m.

11 Elections

11.1 Results of the Second Ballot      Judge of Elections





11.2	Third Ballot	Judge of Elections	C-3, L-3
<u>12:50 p.m.</u>			
12	Lunch		
<u>1:30 p.m.</u>			
<b>THIRD BUSINESS SESSION</b>			
13	Elections		
13.1	Results of the Third Ballot	Judge of Elections	
13.2	Fourth Ballot	Judge of Elections	
			C-4, L-4
<u>1:40 p.m.</u>			
14	Financial Matters		
14.1	On Clergy Financial Assistance Assessment Clergy Salaries & Pensions		Margaret Ullman RA-2016
14.2	On Clergy Compensation 2016		Margaret Ullman RB-2016
14.3	Health/Lay Benefits Plans		Margaret Ullman
14.4	Report of the Treasurer		James Pope, Treasurer RE-21
14.5	Report of the Finance Committee		Eric Rabe
14.6	Presentation of Proposed Budgets for 2015		The Rev. Kirk Berlenbach The Rev. Adam Kradel R-BUD
15	Reception of Reports by Committees and Commissions		Bishop Daniel
16	Report of Official Attendance at Convention		Craig Alston, Esq.
<u>2:10 p.m.</u>			
17	Elections		
17.1	Results of the Third Ballot	Judge of Elections	
17.2	Fourth Ballot	Judge of Elections	
			C-4, L-4
<u>2:20 p.m.</u>			
18	Resolutions		



- 18.1 Introduction of Resolutions Karen Lash  
Chair of Resolutions Committee
- 18.2 R-4 Resolution: by the Commission on Clergy Compensation & Employee Benefits to Enable  
The Health Benefits Parity Provision of the Denominational Health Plan
- 18.3 R-5 Resolution: Global Mission Commission
- 18.4 R-6 Resolution: by the Call and Transition Committee to Establish Standing Orders for the  
Call Convention
- 18.5 R-7 Resolution: Making the Anti-Trafficking Action Committee a Commission
- 18.6 R-8 Resolution: Accompanying our Episcopal Sisters and Brothers in the Holy Land
- 18.7 R-9 Resolution: Pursuing Justice and Peace in the Holy Land Locally
- 18.8 R-10 Resolution: on Protect and Defend the Human Rights of Migrants and Refugees
- 18.9 R-11 Resolution: Equal Access and Justifiable Support
- 18.10 R-12 Resolution: to Investigate Incorporating the Diocese as a Pennsylvania Not for Profit  
Corporation

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

2:50 p.m.

19 Elections

19.1 Results of the Fourth Ballot Judge of Elections

19.2 Fifth Ballot Judge of Elections

C-5, L-5

2:55 p.m.

20 Special Order I: "Old York Road Freedom"  
Celebrating the 150<sup>th</sup> Anniversary of the End  
of the Abomination of Slavery in America

The Rev. Paul Reid

3:10 p.m.

21 Special Order II: 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

22 Vote to Confirm Appointees to the Commission on Ministry Bishop Daniel

3:30 p.m.

23 Elections



23.1 Results of Fifth Ballot Judge of Elections

3:35p.m.

24 Additional Convention Business

24.1 Resolutions Received After Deadline Karen Lash

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

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

24.2.4 Resolution of Appreciation: Ushers Craig Alston, Esq.

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

24.2.6 Resolutions of Courtesy Bishop Daniel  
R-1-2015

24.3 Appointment of 2016 Convention Committee Chairs SOIV.3 Bishop Daniel

On Canons .....Frank Helminski

On Expenses..... James Pope

On Dispatch of Business .....Craig Alston

On Arrangements .....The Rev. Ryan Whitley

The Rev. Paul Adler

On Resolutions.....Karen Lash

On Incorporation ..... The Rev. Scott Albergate

3:45 p.m.

25 Adjournment and Blessing Bishop Daniel



# Minutes

232<sup>nd</sup> CONVENTION OF THE DIOCESE OF PENNSYLVANIA  
Philadelphia Episcopal Cathedral  
Philadelphia, Pennsylvania

SATURDAY, NOVEMBER 7, 2015

## MINUTES

7:30 a.m.

- 1 Registration & exhibits open  
Continental Breakfast available in the Cathedral  
Exhibits in Lower Level of Atrium

8:30 a.m.

- 2 OPENING PRAYERS

The Rt. Rev. Clifton Daniel, 3rd

8:45 a.m.

### FIRST BUSINESS SESSION

- 3 Call to Order The Rt. Rev. Clifton Daniel, 3rd, Bishop, President of Convention  
08:42 AM

- 3.1 Convention Organization

- 3.2 Appointment of Stephen P. Chawaga, Esq., Parliamentarian Bishop Daniel

The first order of business, as has been customary, is to appoint the Parliamentarian. The Bishop was pleased to appoint Stephen Chawaga who has fulfilled this function for several years. Mr. Chawaga was thanked for accepting this important task.

- 3.3 Election of Jerome Buescher as the Secretary of Convention Bishop Daniel

The practice of the Diocese has been to nominate the secretary for Diocesan Council as secretary for Convention. The chair moved that Jerome Buescher be nominated for this position and a second was received. Other nominations for secretary were called for. There were no other nominations. Jerome Buescher was elected as secretary by a show of vote cards.

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

The Chair for Dispatch of Business helps to keep the Convention on track as laid out in the agenda. The bishop appointed Craig Alston to that position. Mr. Alston was thanked for accepting that responsibility.

- 3.5 Report on Convention Arrangements The Rev. Ryan Whitley  
Chair, Convention Arrangements

Rev. Whitley welcomed everyone to the 232nd convention. He thanked Bishop Daniel and the other bishops who assist him. He thanked Dean Sullivan for the quick turnaround of this space after the previous evening's services. He thanked also the delegates and those who provided assistance last evening. He thanked Linda Hollingsworth and Liliana Gravagno for their work in the bishop's office. He reminded attendees of the locations of restrooms. Exhibitors can be visited as attendees are passing to the breakout sessions.



The Bishop thanked the Rev. Whitely for this work in planning for the convention.

3.6 Standing Rules Bishop Daniel

The Bishop reminded all attendees of the standing rules listed on page 9 of the convention booklet.

3.7 Welcome and Special Introductions Bishop Daniel

The Bishop noted that none of the assisting bishops were present at convention. He asked members of the Standing Committee to stand and be recognized their service. He noted that he has come to know them and appreciate their work. He asked the members of Diocesan Council to rise and be recognized.

The Bishop also acknowledged the hard work and great responsibilities of members of the Finance Committee and asked them to stand to be recognized. He thanked the members of the Liturgy Committee for their work at this convention and their ongoing work throughout the year. Finally, he asked deacons to stand and be recognized for their work in the diocese.

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

The Bishop asked Mr. Alston as Chair on the dispatch of business to report on the status of a quorum for the convention. Mr. Alston reported that, by the Acts of Association, a quorum as a duly assembled body for the purpose of convention was present.

3.9 Business Left Unfinished from the 231st Convention Secretary of Convention

Mr. Buescher reported that there was no unfinished business to report from the 2014 (the 231st) diocesan convention.

3.10 Report on Members of Religious Orders Secretary of Convention – SR 25

Mr. Buescher reported that there were no members of religious orders registered for convention.

3.11 Report on Youth Representation Secretary of Convention – SOIV.6

Mr. Buescher reported that there were no Youth Delegates registered for convention this year.

3.12 Circulation and Dissemination of Material Secretary of Convention – SR 24

Mr. Buescher reminded attendees that material not pertinent to the Convention cannot be circulated without his permission as Secretary of Convention. He asked anyone having a question in this regard to see him. He reminded everyone that the full text of the relevant statement can be found on page 9 of the convention booklet along with all Standing Rules of Convention.

3.13 Report on Clergy Not Eligible to Vote but Having Seat & Voice Secretary of Convention – DC 2.9

The secretary reported that there were no clergy present who were not eligible to vote but who had seat and voice.

3.14 Report on Congregations Not Eligible for Representation Secretary of Convention – DCon IV.5, IV.6, DC 7.44



The Secretary reported that there were no congregations present subject to losing their seat at convention due to non-payment of required assessments.

3.15 Report on Claims of Clergy to Seats The Rev. Hillary Raining – DC 2.3

The Rev. Raining reported that no claims of clergy to seats had been received.

3.16 Report on Claims of Laity to Seats John Canterbury – DC 2.8

Mr. Canterbury reported that no claims of laity seats had been received.

3.17 Acceptance of the Proposed Agenda Craig Alston, Esq., Chair, Dispatch of Business

Mr. Alston asked if there were any amendments proposed to the convention agenda found on page 3 of the convention booklet. No amendments were presented. The Bishop asked for a motion to adopt the agenda, a motion to adopt was received and seconded. The motion was approved and the agenda was accepted.

3.18 Report of the Resolutions Committee Karen Lash, Chair

Resolutions present before the Convention are listed in the convention booklet. Ms. Lash called for special attention to resolution R-4 because of a timing urgency: if the matter of R-4 is not dealt with at this convention, the national canons will supersede the present Diocesan canons. Ms. Lash also thanked all those who participated in the pre, convention meetings. She also thanked members of the resolutions committee for their hard work.

9:15 a.m.

**Elections**

4 Elections

4.1 Motion to Suspend Standing Order 7(a) The Rev. Ryan Whitley

The Rev. Whitley moved to suspend the standing order in question to allow Judges of Election to project election results and to read aloud only the winners.

4.2 Report of Nominating Committee Cordelia Biddle

Ms. Biddle noted that there were many strong candidates proposed and that fact was a good sign of fresh life in the Diocese. She noted that some names were not received in time for the printed ballots and that those names would be presented from the floor.

Ms. Karen Lash made an announcement that persons desiring to present resolutions arising from the Bishop's address at the session held on the evening of November 6, 2015 should meet her and the Resolutions Committee at the Cathedral font at the time of breakout sessions to present those resolutions.

4.3 Nominations from the Floor Bishop Daniel



The Bishop noted that motions to nominate additional persons could be made. The procedure to be followed was for the person making the nomination to step to a microphone, state his or her name and parish affiliation, state the name of the person being nominated, the committee involved, and LETTER designation of that committee on the ballot.

The Bishop also noted the following candidates for Church Foundation – The Rev. Jill McNish, and Mr. James J. Mack. Biographies for these individuals are in the packet.

The following candidates were nominated from the floor: For Disciplinary Board Clergy (Ballot 1, “LETTER L”), line 3, Rev. Lynn Hade; line 4, Rev. Joseph Schaller.

The Bishop closed the nominations.

- 4.4 First Ballot – Judges of Elections: Lori Daniels, Frances Wilson, C, 1, L, 1  
The Rev. Mary Ann Mertz, The Rev. Doris Rajagopal

The Rev. Mary Ann Mertz presented instructions to marking ballots.

A motion was made, seconded, and ordered to list unanimous approval for ballot letters F, H, J, K, and O because the number of candidates was equal to the number to be elected.

Mr. Stephen Chawaga reminded those voting to use only #2 pencils to mark ballots and to hold up completed ballots for collection by ushers. He reminded those voting that the positions for Standing Committee (ballot letters A and B) are voted for by orders.

Mr. Chawaga also noted that after each ballot, the Bishop will invite candidates to withdraw their names from consideration. After the 3rd ballot, the Bishop may entertain motions to expedite the elections.

A question was raised about a discrepancy between the published biography statement and the person’s ballot designation. Ms. Cordelia Biddle stated that the person in question is a candidate for Finance Committee, Lay.

The Bishop declared the polls open at 09:18 AM.

9:30 a.m.

## **Introductions and Acknowledgments**

- 5 Introductions and Acknowledgements

- 5.1 Introduction of Clergy New to the Diocese Bishop Daniel

The Rev. Paul Adler, Church of St. Alban, Roxborough  
The Rev. Nancy Dilliplane, Trinity Church, Buckingham  
The Rev. Betsy Ivey, St. Simon the Cyrenian  
The Rev. Ian Montgomery, Church of the Good Shepherd, Rosemont  
The Rev. Michael Rau, Church of the Holy Nativity, Rockledge  
The Rev. Anne Thatcher, Church of St. Martin, in, the, Fields, Chestnut Hill  
The Rev. Matthew Welch, St. David’s, Radnor



## 5.2 Introduction of Seminararians and Those Newly Ordained

Jill Mathis Canon for Transitions

Lori Exley, Episcopal Divinity School  
Jo Ann Jones, General Theological Seminary  
Shana Kaplanov, General Theological Seminary  
Andrew Kellner, Sewanee Theological Seminary  
Winston Smith, General Theological Seminary  
Tommy Thompson, Virginia Theology Seminary  
Michael Whitnah, Virginia Theological Seminary

The Rev. Pamela Nesbit – Introduction of Vocational Deacons in Formation

The Bishop commended The Rev. Jim Ley and The Rev. Pamela Nesbit. He recommended that all take Rev. Ley's tour of Chester to see the need and the opportunity there. There will be a celebration of The Rev. Ley's retirement as Archdeacon (but not from his work as a deacon in Chester). There is a certificate suitable for framing.

The Bishop noted that The Rev. Doris Rajagopal of the Darby Project would be acknowledged later – she was involved in counting ballots at the moment.

## 5.3 Acknowledgement of Ordination Anniversaries

Craig Alston, Esq., R, 2, 2015

Mr. Alston pointed attendees to the list on page 17 of the program of clergy celebrating anniversaries of ordinations.

## 5.4 Acknowledgement of Retired Clergy

The Rev. Lloyd Winter – R, 3, 2015

The Bishop called The Rev. Lloyd Winter to express appreciation for those listed in R-3, 2015. The Rev. Winter moved R-3, 2015, it was seconded, and passed by show of voting cards.

The Bishop also noted the number of priests being ordained per year and, given the number of retirees, asked those attending to do the math about the number of available clergy.

## 5.5 Introduction of the Diocesan Staff

Bishop Daniel

The Bishop introduced each member of the Diocesan Staff and thanked each for his or her service.

Lucy Amerman, Canon of the Ordinary, Benefits, Pastoral Development  
Lindsay Barrett Adler, Director, Servant Year Program  
Nancy Deming, Canon of the Ordinary, Congregational Development  
Henry Carnes, Director of Education and Communications  
Lily Gravagno, Receptionist, Assistant to the Bishop's Secretary  
Sarah Hedgis, Program Director, Episcopal Mission Center  
Linda Hollingsworth – Executive Assistant to the Bishop  
Victoria Hoppes, Youth Ministry  
Earl Irby, Accounting  
Mark Klinger, Assistant to the Canon of the Ordinaries  
Andrew Kuhn, Canon for Family and Young Adult Ministry  
J.D. Lafrance, Administrative and Communications Assistant  
Jill Mathis, Canon for Deployment  
Sean McCauley, Property Manager  
Peter Moak, Archivist  
Pamela Nesbit, Archdeacon





Jennie Paddy, Accounts Payable Manager  
 Rob Rogers, CFO  
 Marcia White, Assistant for Ordinations and Transition Ministry

The Bishop introduced The Rev. Pamela Nesbit who spoke about her recommendation for The Rev. James Ley for recognition of his diaconal ministry by conferral of the award for diaconal ministry in the tradition of St. Stephen. The Rev. Ley received that honor in 2010.

10:00 a.m.

## **BREAKOUT SESSIONS**

### **6 BREAKOUT SESSIONS – The Rev. Ryan Whitley – instructions.**

- 6.1 10:15 a.m. to 10:45 a.m. First Session  
 (All sessions will be in the undercroft of the cathedral. Please follow signs and directions from staff)

Rooms for both sessions:	1	Anti, Racism Committee/Anti-Trafficking
	2	Diocesan Incorporation
	3	St. James School/Church Farm School
	4	United Thank Offering
	5	Office of Family & Young Adult Ministries

- 6.2 Movement to next session (10:45 a.m. to 11:00 a.m.)

- 6.3 11:00 a.m. to 11:30 a.m. Second Session

- 6.4 Return to Cathedral (11:30 a.m. to 11:45 p.m.)

11:45 a.m.

## **SECOND BUSINESS SESSION**

### **7 Elections**

- 7.1 Results of the First Ballot Judge of Elections

Elections – DIOPA Convention 2015 (232nd Convention) – First ballot election results

Ballot	Office	Elected
A	Standing Committee Lay (1)	no election
B	Standing Committee Clergy (2)	Rev. Liz Colton
C	Finance Committee Lay (1)	no election
D	Finance Committee Clergy (1)	Rev. George Masters
E	Church Foundation Lay (4) *	Elise Bowers, James Mack, Norman McClave, J. Barton Riley
F	Church Foundation Clergy (1) *	Rev. Jill McNish
G	Nominations Committee Lay (2)	Jane Cosby
H	Nominations Committee Clergy (2)	Rev. Nancy Dilliplane, Rev. Betsy Ivey



I	CCCEB Lay (1)	no election
J	CCCEB Clergy (1)	Rev. Naz Javier
K	Diocesan Disciplinary Board Lay (3)	Lionel Broome, John Nee, Susan Stuber
L	Diocesan Disciplinary Board Clergy (2)	Rev. Pamela Nesbit
M	Provincial Synod Lay (2)	Christopher Hart, Liz Wendt
N	Provincial Synod Clergy (1)	Rev. Pam Nesbit
O	Christmas Fund Treasurer (1)	Kay Johnson

## 7.2 Second Ballot

Judge of Elections – C-2, L-2

Instructions, ballots distributed

11:55 a.m.

## 8 Church Foundation Report

Alan Lindsay, Executive Vice President

### **Report to the 232<sup>nd</sup> Diocesan Convention From The Church Foundation November 7, 2015**

**“Behold, I am doing a new thing.” (Isaiah 43:19)**

The theme for this year’s diocesan convention could not have been better chosen for the work that is being done on your behalf by The Church Foundation. Your Foundation has partnered with a new bank to assure tighter control on funds movement and resulting balances. Lori Daniels joined us as the new Operations Manager, since the last convention. She brings new skills to the day-to-day operation of The Church Foundation. And with those changes we have adopted new operating procedures to speed our funds movement and provide quality customer service to the Diocese and all of the other parishes who have found The Church Foundation as good place to invest.

Good morning! My name is Alan Lindsay and for the past five years I have been honored to serve our Lord as the Executive Director of The Church Foundation. Today, I’d like to tell you a bit about this organization.

The Church Foundation has been around for some time, having been created in 1926 and merged with its predecessor company that was created in 1882. Then as now the organization had three main purposes:

- To hold title to property, primarily real estate
- Support organizations of the Church
- Be a trustee

The Church Foundation is a 501c3 Pennsylvania not-for-profit corporation. Run by officers and staff and overseen by a board of directors, made up of 12 lay people and three clergy all of whom are elected. The Bishop Diocesan serves as the Chair. Here are the people who make up our current board. The colors are significant. This next slide shows how the board is structured for work. The day to day work consists of trust activities, real estate activities and investment activities.

The Consolidated Fund is the primary investment vehicle and this is how it looked at the close of 2014. Basically 65% of the fund was invested in equities or stocks and 35% in fixed income instruments or bonds. Working with the investment manager our Investment Committee establishes the appropriate parameters.



Income is distributed using a “spending plan” formula designed to give the investors a consistent reasonable return and maintain the stability and growth of the invested principal over the very long run.

- The rate is currently 4.345% and it is reviewed annually by the Investment Committee and approved by the board.
- The rate is applied against a principal of the three year rolling average of year end market values.
- Income is generally distributed quarterly in January, April, July, and October.

The Church Foundation operates using outside vendors and therefore requires a management fee. That fee is reviewed annually like the spending plan rate and applied against the same calculated principal. The fee currently 35 basis points when added to the fees taken by the investment manager are targeted to be equal to or less than 1.0%.

The Investment Committee closely watches the performance of the investment manager and the Consolidated Fund has turned in these results over the past several years. Here is that same information portrayed graphically.

Our funds are invested carefully in the market. However, it is the market, so there will be some ups and downs. Here is how the fund has generated yield for income and growth. The Investment Committee continues to be totally satisfied with the performance of the investment manager.

To give you a current reading of our position our quarterly results show the impact of an unfriendly market and over most measurement periods, the yield although lower than the high points that we have seen was still better than the benchmark. It is good to note that mid quarter, at the end of October we experienced a growth in the value of the market value of the consolidated fund.

And finally, as we reflect on the theme of “Behold, I am doing a new thing.” The Church Foundation at the end of April experienced the retirement of Judy Gorski who had performed loyally over almost thirty-five years. In thanksgiving for her service and in recognition, I would like to draw your attention to a resolution found in your booklet, and ask Bishop Daniel to deal with that at the appropriate time.

Please keep the board, officers, staff and vendors in your prayers from time to time.

Thank you.

12:05 p.m.

- 9 Report from General Convention Delegates [deputies] – The Rev. Kathy Andonian, The Rev. Kirk Berlenbach, The Rev. Hillary Raining, Christopher Hart, Jo Ann Jones, Kirk Muller, Elizabeth Wendt, Karen Lash

The Rev. Kirk Belenbach was the spokesperson and presented a PowerPoint of the convention activities. That presentation was stated to be available on the diocesan website <http://www.diopa.org/>.

12:20 p.m.

- 10 New Bishop Committees



## 10.1 Bishop Search Committee

The Rev. Rodger Broadley, Ms. Muriel Rains

Ms. Rains introduced herself, Rev. Broadley, and other committee members. She expressed her gratitude for the trust placed in the committee. She acknowledged the help derived from 3 years of diocesan transition team work. She noted that the work must remain confidential at the moment. But she could say that many candidates have been identified. The committee's work culminates at the end of January with the presentation of a slate of 3, 4, or 5 candidates.

## 10.2 Bishop Call and Transition Committee

Ms. Kim Shiley, Mr. George Whitfield

Mr. Whitfield introduced himself and Ms. Shiley. The task of the committee: to present to the Diocese as the best candidates for election. Ms. Shiley: distributed at this convention – dates of meeting.

Note special website to appear on <http://www.diopa.org/> that will contain all bishop-selection relevant information.

12:30 p.m.

## 11 Elections

### 11.1 Results of the Second Ballot

Judge of Elections

Elections – DIOPA Convention 2015 (232nd Convention) – Second ballot election results

Ballot	Office	Elected
A	Standing Committee Lay (1)	no election
B	Standing Committee Clergy (2)	Rev. Liz Colton, no 2nd person election
C	Finance Committee Lay (1)	no election
D	Finance Committee Clergy (1)	Rev. George Masters
E	Church Foundation Lay (4) *	Elise Bowers, James Mack, Norman McClave, J. Barton Riley
F	Church Foundation Clergy (1) *	Rev. Jill McNish
G	Nominations Committee Lay (2)	Jane Cosby, no 2nd person election
H	Nominations Committee Clergy (2)	Rev. Nancy Dilliplane, Rev. Betsy Ivey
"I"	CCCEB Lay (1)	John Gillespie
J	CCCEB Clergy (1)	Rev. Naz Javier
K	Diocesan Disciplinary Board Lay (3)	Lionel Broome, John Nee, Susan Stuber
L	Diocesan Disciplinary Board Clergy (2)	Rev. Pamela Nesbit, no 2nd person election
M	Provincial Synod Lay (2)	Christopher Hart, Liz Wendt
N	Provincial Synod Clergy (1)	Rev. Pam Nesbit
O	Christmas Fund Treasurer (1)	Kay Johnson

Upon announcement of results, the following withdrawals occurred:

The Rev. Ernest Curtin, Standing Committee, Clergy, withdrew his name



The Rev. John Sorenson, Standing Committee, Clergy, withdrew his name (comment disallowed)  
 The Rev. Paul Gitimu, Standing Committee, Clergy, withdrew his name  
 The Rev. David Rominick, Standing Committee, Clergy, withdrew his name  
 The Rev. Rick Vinson, Disciplinary Board, Clergy, withdrew his name  
 Mr. Douglas Rorapough, Standing Committee, Lay, withdrew his name

## 11.2 Third Ballot

Judge of Elections – C-3, L-3

There was a review of numbers needed to be elected, those still running, and instructions for marking ballot 3.

Actual Time: 12:55 p.m.

12:40 p.m.

## 12 NOON PRAYERS

The Rt. Rev. Allen Bartlett

Bishop Daniel: instructions to reconvene at 1:30 p.m.

12:50 p.m.

Lunch

1:30 p.m.

## THIRD BUSINESS SESSION

Point of personal order – accepted by Bishop, from The Rev. John Sorensen. Complained of inability to link faces with person at election. Bishop said he would convey that complaint to the Nominations Committee.

## 13 Elections

### 13.1 Results of the Third Ballot

Judge of Elections

Elections – DIOPA Convention 2015 (232nd Convention) – Third ballot election results

Ballot	Office	Elected
A	Standing Committee Lay (1)	<b>George Vosburgh elected</b>
B	Standing Committee Clergy (2)	Rev. Liz Colton, <b>Rev. Sean Mullen elected</b>
C	Finance Committee Lay (1)	<b>John Loftus elected</b>
D	Finance Committee Clergy (1)	Rev. George Masters
E	Church Foundation Lay (4) *	Elise Bowers, James Mack, Norman McClave, J. Barton Riley
F	Church Foundation Clergy (1) *	Rev. Jill McNish
G	Nominations Committee Lay (2)	Jane Cosby, <b>Lionel Broome elected</b>
H	Nominations Committee Clergy (2)	Rev. Nancy Dilliplane, Rev. Betsy Ivey
"I"	CCCEB Lay (1)	John Gillespie
J	CCCEB Clergy (1)	Rev. Naz Javier



K	Diocesan Disciplinary Board Lay (3)	Lionel Broome, John Nee, Susan Stuber
L	Diocesan Disciplinary Board Clergy (2)	Rev. Pamela Nesbit, <b>Rev. Lynn Hade elected</b>
M	Provincial Synod Lay (2)	Christopher Hart, Liz Wendt
N	Provincial Synod Clergy (1)	Rev. Pam Nesbit
O	Christmas Fund Treasurer (1)	Kay Johnson

All elections completed, all positions filled with third ballot.

#### 13.2 Fourth Ballot

Judge of Elections – C-4, L-4

Not needed, not conducted.

1:40 p.m.

#### 14 Financial Matters

##### 14.1 On Clergy Financial Assistance Assessment, Clergy Salaries & Pensions

Margaret Ullman  
RA-2016

Ms. Margaret Ullman, Vice-Chair of CCCEB. Spoke for two resolutions: The first has to do with CCCEB and future trends. The committee, this year, focused on the health care scenario and looked at the Diocese. Needed: cost effective plans (this year, incurred only 6% increase). Have removed choices between alternate health plans.

The second issue: parity issue regarding clergy and laity employee benefits.

The third issue deals with salary structure in regard to changing picture of the Diocese. Specific issue: female clergy are **under compensated** relative to comparable male clergy.

Presenting: RA-2016. Ms. Ullman recommended this resolution and placed it on the floor as a motion. The motion was seconded. There was no discussion. The motion passed by show of voting cards.

##### 14.2 On Clergy Compensation 2016

Margaret Ullman  
RB-2016

RB-2016 concerns the schedule for clergy compensation. It put forward a small increase based on COLA. Ms. Ullman recommended this resolution and placed in on the floor as a motion. The motion was seconded. There was no discussion. The motion passed by show of voting cards

##### 14.3 Health/Lay Benefits Plans

Margaret Ullman

##### 14.4 Report of the Treasurer

James Pope, Treasurer  
RE-21



Mr. Pope summarized the position of the Diocese as follows: "Ladies and gentlemen, the society is solvent." The treasurer's report has been submitted and is listed in the convention booklet. Mr. Pope thanked all in the Diocese who are involved in the financial work of the Diocese. Mr. Pope had no further remarks.

#### 14.5 Report of the Finance Committee

Eric Rabe

Echoing the words of the treasure, Mr. Rabe declared "we are solvent." The Finance Committee was reconstituted 3 years ago, in the intervening time, the committee has gained a good understanding of the of the Diocese and have learned to deal with them. A word about the forthcoming budget: it will be seen that the committee worked on ways to do more mission, a 6% increase over previous budget. Assessment increase may cut into "voluntary" contributions.

Real estate – move of all diocesan offices to Cathedral complex is complete. The 4th and Locust property has been sold, and the assets applied. The Maryland property is still for sale but no likely buyer is in sight. Parish issues – troubling, and further issues are to come.

The Finance Committee extends special thanks to The Rev. Kirk Berlenbach.

#### 14.6 Presentation of Proposed Budgets for 2015

Rev. Kirk Berlenbach, Rev. Adam Kradel  
R-BUD

The budgets begins on page 47 in the convention booklet. In discussing budget items, discussion will be facilitated if the person discussing refers to the line numbers for everyone's clarity.

There are 3 funding sources: endowments, pledges, and assessments. Assessments – lines 3, 4, 5. Episcopate assessment has increased by \$117K because these items now reflect the cost of being a diocese. All key staff have been moved to these lines. The Finance Committee understands the impact of raising assessments. Reduced RCMA, confers the ability to tap unspent income from some funds which now have their returns designated for reinvestment.

Rev Adam Kradel – lines 48 and others – new missions, funding for those mission

Questions: Rev. Tim Safford, Christ Church Philadelphia. "Keep track of what is happening in budgets year, to, year." His point was that the diocese needs to move out of centralized church into where people are – the streets. Response: Rev. Eric Rabe: comparison is not apples to, apples, items are now "on" the budget that were once "off" budget. Penny Cutler, line 128, line to Episcopal Church is so low. Rev. Deirdre Whitfield, St. Mary Chester, "Does Finance Committee have working definition for 'parish,' for 'mission,' under conditions of financial adversity?" The question was passed to the Chancellor. Bishop: Refer "parish, mission" questions for inclusion at the 2016 Convention.

The resolution was moved, and upon being seconded, discussion ensued. The question was called. The motion was passed by show of voting cards.

#### 15 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. They may be found in your convention booklet or on the Diocese's website.



16 Report of Official Attendance at Convention

Craig Alston, Esq.

To vote on matters of changes to the Constitution and Canons one-fourth of the all eligible Clergy and Lay delegates are required to constitute a quorum. We have well in excess of the required 34 parishes out of 134, and we have well in excess of the required 91 resident Clergy out of 355. We have a quorum.

Bishop Daniel: the text of his address at the Friday, November 5, 2015 Eucharist will be available on the DIOPA website as of Tuesday, November 10, 2015. The address can be found at <http://www.diopa.org/bishops-address-to-the-232nd-annual-convention/>

2:10 p.m.

17 Elections

17.1 Results of the Third Ballot

Judge of Elections

Previously announced.

7.2 Fourth Ballot

Judge of Elections

Not required, not held

2:20 p.m.

18 Resolutions

18.1 Introduction of Resolutions

Karen Lash  
Chair of Resolutions Committee

Besides the resolutions listed in the convention booklet, Ms. Lash announced that a total of three resolutions occasioned by the bishop's address had been submitted. Two of the resolutions needed revision and were conveyed to the appropriate committees for additional work.

The third resolution was accepted for action at this convention and is presented below:

**Resolution R-13 – Slavery and Racial Reconciliation**

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*Resolved.* That the 232nd Annual Convention of the Episcopal Diocese of Pennsylvania declare unequivocally that the institution of slavery in the United States and anywhere else in the world, based as it on the "ownership" of some person by other persons, was and is a sin and a fundamental betrayal of the God-given humanity of all persons who were involved, a sin that continues to plague our common life in the Church and our culture; and be it further

*Resolved.* That the Episcopal Diocese of Pennsylvania acknowledge its history of participation in this sin and the deep and lasting injury which the institution of slavery and its aftermath have inflicted on society and on the Church; and be it further

*Resolved.* That we express our most profound regret that (a) The Episcopal Diocese of Pennsylvania lent the institution of slavery its support and justification based on Scripture, and





(b) After slavery was formally abolished, The Episcopal Diocese of Pennsylvania continued for at least a century to support de jure and de facto segregation and discrimination; and be it further

*Resolved.* That the Diocese of Pennsylvania apologize for its complicity in and the injury done by the institution of slavery and its aftermath; we repent of this sin and ask God's grace and forgiveness; and be it further

*Resolved.* That the 232nd Annual Convention of the Episcopal Diocese of Pennsylvania through the Standing Committee urgently initiate a comprehensive program to collect and document during the next three years detailed information about complicity of the Diocese in the institution of slavery and in the subsequent history of segregation and discrimination, and the economic benefits the Diocese derived from the institution of slavery; and direct the Anti-Racism Commission to monitor this program and report to the Standing Committee each year by April 30th on the progress of this research; and be it further

*Resolved.* That to enable us as the people of God to make a full, faithful and informed accounting of our history, the 232nd Convention of the Episcopal Diocese of Pennsylvania direct the Anti-Racism Commission with the support of the History Commission to study and report to the Standing Committee by April 30, 2018 which in turn will report to the 235th Annual Convention, how the church can undertake repair and reparations both materially and relationally, and achieve the spiritual healing, justice and reconciliation that will lead us to new life in Christ consistent with our baptismal vows.

*Resolved.* That to mark the commencement of this program the Bishop of the Diocese is requested to name a Day of Repentance and on that day to hold a service of Repentance in the Diocese at an appropriate setting.

18.2 R-4 Resolution: by the Commission on Clergy Compensation and Employee Benefits to Enable the Health Benefits Parity Provision of the Denominational Health Plan

Margaret Ullman presented R-4 and placed it as a motion. The motion was seconded and discussion ensued.

An amendment to clarify the scope of the resolution was offered and discussion ensued. A motion was made and seconded to call the question on the amendment. The amendment failed by show of voting cards.

A motion to extend debate by 12 minutes was offered. The motion failed by show of voting cards.

The vote on the main question was called and the motion passed, by show of voting cards.

18.3 R-5 Resolution: Global Mission Commission

Rev. Dennis Lloyd, Chair, Companion Diocese – resolution to create commission to gather, coordinate, disseminate information about current mission activities. Seconded. Discussion: Impact on current Companion Diocese Commission? Motion carries.

18.4 R-6 Resolution: By the Call and Transition Committee to Establish Standing Orders for the Call Convention

Kim Shiley, Redeemer, Springfield. Sets agenda, other rules, for calling convention Saturday, March 12, 2016. Seconded. Motion adopted.



18.5 R-7 Resolution: Making the Anti-Trafficking Action Committee a Commission

Muriel Rains introduced the resolution and place it as a motion. The motion was seconded, and the motion was adopted.

18.6 R-8 Resolution: Accompanying our Episcopal Sisters and Brothers in the Holy Land

Judith Beck, St. Peter's 3rd and Pine – the point of the resolution is to support our brothers and sisters in Diocese of Jerusalem. The motion was seconded. Discussion: Nancy Stroh supported the resolution in reference to the Gospel imperative. Charlene Fulton supported the resolution. Motion adopted.

18.7 R-9 Resolution: Pursuing Justice and Peace in the Holy Land Locally

Rev. Cliff Cutler, St. Paul's, Chestnut Hill – moved the resolution and a second was offered. Rev. Isaac Miller spoke for the resolution. A representative from St. Martin opposed the resolution on the grounds that it was not one resolution but 4 or 5. Disinvestment issues. The dissolution of Israel is called for clandestinely. Charles Flood, St. Stephens, spoke in opposition. He noted inflammatory language that borders on anti-Semitism. Charlene Fulton, St. Martin in Fields, spoke in favor. A representative from Washington Memorial Chapel spoke for the resolution. A representative from Christ Church – noted that (b) is inflammatory, not called for by General Convention. A motion to end debate was proposed, seconded, and accepted. Voting by show of vote cards was inconclusive and a count was ordered. The count yielded 160 yay, 116 nay. The resolution was accepted.

18.8 R-10 Resolution: on Protecting and Defending the Human Rights of Migrants and Refugees

Rev. Koshy Matthews, St. Peter's, Phoenixville presented the resolution as supporting the baptismal promise of caring for all, notably Central American migrants. The motion was seconded. There was no discussion. Motion adopted.

18.9 R-11 Resolution: Equal Access and Justifiable Support

Rev. Deirdre Whitfield, St. Mary Chester, presented the resolution. The resolution calls for program funding support, regardless of ability to support diocese. If a parish applies for program support, the parish should receive at least their assessment value back. There was a second to the motion. Second. Discussion followed. Rev. Kirk Berlenbach, St. Timothy, Roxborough, expressed support with language change considerations. The chair suggested an amendment: (1) "Program Budget Committee" should read "Budget Committee." (2) "Demonstrated support for episcopate and program budget" should be changed to "paid assessment and made a pledge." The amendment was accepted. Joe Madison spoke in support of the amended resolution. Rev. Isaac Miller, Church of Good Shepherd, spoke in support. Rev. Jim Ley spoke in support. A vote was called on the resolution as amended. The resolution was adopted.

18.10 R-12 Resolution: to Investigate Incorporating the Diocese as a Pennsylvania Not for Profit Corporation

Presentation – Rev. Kathryn Andonian & others of Standing Committee. The Episcopal Diocese of Pennsylvania is now a "voluntary organization." Corporation would clarify many issues and pave the way forward.

There was a second, followed by discussion. The vice-chair of the Finance Committee spoke in support of the resolution. The resolution was adopted.



## 18.11 Resolutions Received in response to the Bishop's Address

Karen Lash

Karen Lash presented the resolution received (found under 18.1). The motion was seconded. The resolution was accepted.

### 2:50 p.m.

#### 19 Elections

##### 19.1 Results of the Fourth Ballot

Judge of Elections

Not held, not reported.

##### 19.2 Fifth Ballot

Judge of Elections

Not required, not held.

### 3:00 p.m.

#### 20 Special Order I: "Old York Road Freedom"

Rev. Paul Reid

Celebrating the 150th Anniversary of the end of the abomination of slavery in America

A call to celebrate the courage of Episcopalians in Underground Railroad activities. Rev. Reid issued an Invitation to join St. Paul's in celebrating this.

### 3:15 p.m.

#### 21 Special Order II: Cathedral Ministry

Very Rev. Judith Sullivan, Dean

Dean Sullivan presented a summary of cathedral accomplishments over the past five years. She encouraged everyone to enjoy the space today and any day.

She laid out goals accomplished or in practice: the continued presence of the Episcopal Church at 38th and Chestnut Streets. The church is here and here in a federal promise zone. The historically designated cathedral building has been stabilized and its maintenance going forward has been planned for.

##### 21.1 Introduction of the Cathedral Chapter and Chapter Nominees

Bishop Daniel

The Bishop asked the individuals to stand as their names were called:

The Hon. John Braxton

Mr. John Canterbury

Mr. Stephen Dittman

Mr. Matt Hyde

Ms. Jane Kamp

Mr. Isaac Manning

Mr. Norman McClave

The Very Rev. Emily Richards

The Rev. Martini Shaw

The Rev. Timothy Steeves

Ms. Nokomis Wood

The Chapter Nominees whose term would expire in 2018 are:



The Rev. Jose A. Diaz-Martinez, Christ Church and St. Ambrose  
The Rev. Gerald S. Collins, St. Paul's, Doylestown  
Mr. Everett Gillison, Holy Apostles and the Mediator  
Ms. Helen Jennings, Church of the Redeemer, Bryn Mawr

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

The Bishop asked that this motion be moved by acclamation, seconded, adopted.

- 22 Vote to Confirm Appointees to the Commission on Ministry Bishop Daniel

I have nominated the following people to the Commission on Ministry to serve a five-year term beginning after this convention.

Clergy –

The Rev. Jarrett Kerbel

The Rev. Michael Giansiracusa

Laity –

Ms. Anita Friday

Mr. Todd Brown

Mr. Andrew Phillips

All those in favor please raise your Green card for Yes; all opposed, please raise your Red card for No.

Nominees are confirmed.

3:35 p.m.

- 23 Elections

- 23.1 Results of Fifth Ballot Judge of Elections

Not held, no results.

3:40 p.m.

- 24 Additional Convention Business

- 24.1 Resolutions Received After Deadline Karen Lash

There were no resolutions received after the deadline.

- 24.2.2 Resolution of Appreciation: Liturgical Commission Craig Alston, Esq.

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

- 24.2.4 Resolution of Appreciation: Ushers Craig Alston, Esq.

- 24.2.5 Resolution of Appreciation: Registration Volunteers Craig Alston, Esq.

Mr. Alston presented these resolutions as a motion for unanimous consent. There was a second. The resolutions were adopted.



24.2.6 Resolutions of Courtesy

Bishop Daniel  
R-1, 2015

The resolution was moved, seconded, and adopted.

24.3 Appointment of 2016 Convention Committee Chairs – SOIV.3

Bishop Daniel

On Canons .....Frank Helminski  
On Expenses ..... James Pope  
On Dispatch of Business ..... Craig Alston  
On Arrangements .....The Rev. Ryan Whitley, Rev. Paul Adler  
On Resolutions ..... Karen Lash

Bishop Daniel appointed the preceding to their respective positions for the next convention.

The Rev. Doris Rajagopal of the Darby Project was presented and congratulated on her reception of a grant and award for the Darby Project.

4:00 p.m.

25 Adjournment and Blessing

Bishop Daniel  
Archdeacon James Ley

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.



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## **Circulation of Materials at Convention**

### **Standing Resolution 24**

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

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





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

*(Licensed to officiate in the Diocese)*

The Rev. Dr. Roy Almquist	The Rev. Ian Montgomery
The Rev. Dorothy Auer	The Rev. Canon Paul Mottl
The Rev. Pervez Baig	The Rev. Samuel Ndungu
The Rev. Patricia Bird	The Rev. Raymond Nelson
The Rt. Rev. Frederick Borsch	The Rev. Stephen Njenga
The Rev. Emory Byrum	The Rev. William North
The Rev. Dr. Nancy Calhoun	The Rev. Marlee Norton
The Rev. Priscila Curet	The Rev. Patricia Oglesby
The Rt. Rev. Clifton Daniel, 3rd	The Rev. Sushil Pakyanadhan
The Rev. John Daniels	The Rev. William Parker
The Rev. Nancy Dilliplane	The Rev. Joanna Patterson
The Rev. Tyler Doherty	The Rev. Modayil Philips
The Rev. Charles DuBois	The Rev. Susan Richardson
The Rev. Amanda Eiman	The Rev. Edward Rix
The Rev. Dr. Harold Evans	The Rev. David Romanik
The Rev. Michael Fill	The Rev. Dr. Howell Sasser
The Rev. Clare Fischer-Davies	The Rev. David Sellery
The Rt. Rev. Frank Griswold	The Rev. Dr. Virginia Sheay
The Rev. Dr. Allen Guelzo	The Rev. Dr. James Shelly
The Rev. K. Palmer Hartl	The Rev. Edmund Sherrill, II
The Rev. Albert Holland	The Rev. Canon Edwin Smith
The Rev. John Houghton, Ph.D	The Rev. Kate Spelman
The Rev. J. R. Keith Hudson	The Rev. Elmer Sullivan
The Rev. John Inman, Jr.	The Rev. Storm Swain, Ph.D.
The Rev. Betsy Ivey	The Rev. William Andre Trevathan
The Rev. Ethan Jewett	The Rev. Harper Turney
The Rev. Thomas Ninan Karimpil	The Rev. Richard Ullman
The Rev. Gwnedolyn King	The Rev. Robert Viggiano
The Rev. Andrew Kline	The Rev. J. Alfred Wade
The Rev. Peter Kountz, Ph.D.	The Rev. Matthew Welch
The Rev. Karl Krueger, Ph.D.	The Rev. Geoffrey West
The Rev. David Laquintano	The Rev. Hillary West
The Rt. Rev. Edward Lee, Jr.	The Rev. Melissa Wilcox
The Rev. Alexander Lenzo	The Rev. Joseph Wildsmith
The Rev. Donna Lima-Monteiro	The Rev. Marcia Wilkinson
The Rev. Dr. John Luttrell	The Rev. Lorna Williams
The Rev. Dr. David Madsen, D.Min.	
The Rt. Rev. Rodney Michel	
The Rev. Amanda Molina-Moore	



# Resolutions — 2015

## REPORT OF THE RESOLUTIONS COMMITTEE

The Resolutions Committee received twelve 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 232<sup>nd</sup> Convention. This is the “consent calendar” procedure that has been used successfully for many years.

Resolutions R-4 through R-12, 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. Total attendance at the pre-convention meetings this year was approximately 165 people. The meetings were well attended with about thirty- forty people attending most of the meeting sessions.

The pre-convention meetings were rather quiet this year. Most of the questions and discussion at the meetings were about specific line items in the budget. Members of the budget committee answered these questions for clarification.

There were also a number of questions and comments regarding R-4 RESOLUTION BY THE COMMISSION ON CLERGY COMPENSATION AND EMPLOYEE BENEFITS (CCCEB) TO ENABLE THE HEALTH BENEFITS PARITY PROVISION OF THE DENOMINATIONAL HEALTH PLAN. This resolution is brought forward to bring our canons into alignment with the canons of The Episcopal Church (TEC), which were amended at General Convention 2012 to ensure healthcare parity. If our Convention does not pass resolution R-4, our diocesan canons will be superseded by the canons of The Episcopal Church (TEC), effective December 31, 2015. Parity in health care between clergy and laity will be required without regard to current letters of agreement. If resolution R-4 is passed by this Convention, current clergy letters of agreement would be “grandfathered” and remain in effect. The Resolutions Committee recommends approval.

The Resolutions Committee recommends approval of the financial resolutions R-BUD 2015, R-A 2015, and R-B 2015, along with the R-4 canon change to ensure health care parity. We have no recommendations for any of the other resolutions. The Resolutions Committee would like to thank all who participated in the pre-convention meetings for their time and thoughtful comments.

Respectfully Submitted,

Karen M. Lash, Chair

The Rev. Rodger Broadley, Mr. Richard Englebach, The Rev. Tim Griffin, Mr. Woody Kiel, The Rev. Adam Kradel, Mr. Norman McCausland, Ms. Liz Wendt, The Rev. Jill LaRoche Wikel



## **Resolutions of Courtesy**

**RESOLVED:** That this 232nd Convention of the Diocese of Pennsylvania give our continued prayers to the family of the Rt. Rev. Franklin Turner, retired Bishop Suffragan whose death occurred on December 31, 2014.

**RESOLVED:** That this 232nd Convention of the Diocese of Pennsylvania extend greetings to 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 232nd Convention of the Diocese of Pennsylvania extend greetings to the Rt. Rev. Charles Bennison, Retired Bishop of the Diocese of Pennsylvania, of our prayers and our gratitude.

**RESOLVED:** That this 232nd Convention of the Diocese of Pennsylvania welcome 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.

**RESOLVED:** That this 232nd Convention of the Diocese of Pennsylvania welcome the Rt. Rev. Edward L. Lee, Jr., and assure him of our gratitude for his continuing ministry to us.

**RESOLVED:** That this 232nd 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 232nd 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 232nd 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 232nd 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 232nd Convention of the Diocese of Pennsylvania extend gratitude and appreciation for the work of the members of Diocesan Council for their vision and leadership in the Diocese.

**RESOLVED:** That this 232nd Convention of the Diocese of Pennsylvania express gratitude and appreciation for the work of the Diocesan Liturgical Commission and the Philadelphia Episcopal Cathedral for their efforts at this Convention.

**RESOLVED:** That this 232nd Convention of the Diocese of Pennsylvania express gratitude and appreciation for the ministry of our ushers at this Convention.



**RESOLVED:** That this 232nd Convention of the Diocese of Pennsylvania express gratitude and appreciation to those serving as registration volunteers at this Convention.

**RESOLVED:** That this 232nd Convention of the Diocese of Pennsylvania express gratitude and appreciation to the Rev. Ryan Whitley of the Convention Arrangements Committee and the Committee's members for their ministry at this Convention.

**RESOLVED:** That this 232nd Convention of the Diocese of Pennsylvania express gratitude and appreciation to the Philadelphia Cathedral Staff for their continued service to the diocese.

**RESOLVED:** That this 232nd Convention of the Diocese of Pennsylvania express our sincere gratitude to Judy Gorski for 35 years of dedicated service to the Church Foundation.



## **Resolution on Ordination Anniversaries**

**BE IT RESOLVED:** That this 232nd 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.

### **65 YEARS**

The Reverend R. Sherwood Van Atta

### **60 YEARS**

The Reverend Dr. Peyton Craighill  
The Reverend John Kimball  
The Reverend William Musselman  
The Reverend Elmer Sullivan

### **55 YEARS**

The Reverend Vernon Austin  
The Reverend Arthur Brunner  
The Reverend Bruce Jacobson  
The Reverend Edward Lee  
The Reverend Nicholas Phelps  
The Reverend William Shepherd

### **50 YEARS**

The Reverend William Fulks  
The Reverend Albutt Gardner  
The Reverend Theodore Henderson  
The Reverend Alexander McCurdy  
The Reverend David Rivers

### **45 YEARS**

The Reverend Donald Graff  
The Reverend John Obenchain  
The Reverend Joseph Wildsmith

### **40 YEARS**

The Reverend Dr. Samuel Adu-Andoh  
The Reverend Stanley Dull  
The Very Reverend F. Michael Knight  
The Reverend Dr. John Midwood  
The Reverend Christopher Moore  
The Reverend Douglas Scott  
The Reverend Samuel Smith  
The Reverend Stephen Snider  
The Reverend Dr. John Tinklepaugh

### **35 YEARS**

The Reverend Mary Adebonojo  
The Reverend Phillip Bennett  
The Reverend Ludwik Gooding  
The Reverend Ronald Parker  
The Reverend Canon Peter Stube  
The Reverend Robert Tate

### **30 YEARS**

The Reverend Elizabeth Eisenstadt-Evans  
The Reverend Rena Graves  
The Reverend Robin Martin  
The Reverend Domenic Ndai  
The Reverend Dr. Charles Wissink

### **25 YEARS**

The Reverend Mark Ainsworth  
The Reverend K. Brewster Hastings  
The Reverend Marisa Herrera  
The Reverend Terrence Highland  
The Reverend A. Lawrie Hurtt  
The Reverend Lisa Keppeler  
The Reverend Alfred Morris  
The Reverend Peter Vanderveen  
The Reverend Marek Powell Zabriskie

### **20 YEARS**

The Reverend Dr. Daniel Hamby  
The Reverend Anne Hockridge  
The Very Reverend Jarrett Kerbel  
The Reverend Geoffrey Morin  
The Reverend Storm Swain  
The Reverend James Taylor

### **15 YEARS**

The Reverend Scott Albergate  
The Reverend Dorothy Auer  
The Reverend Judith Buck-Glenn  
The Very Reverend Jonathan Clodfelter



The Reverend Christine Mottl  
The Reverend Robert Viggiano

**10 YEARS**

The Reverend Thomas Eoyang  
The Reverend Phillip Fackler  
The Reverend Timothy Griffin  
The Reverend Nancy Hauser

The Reverend Harriet Kollin  
The Very Reverend Judith Sullivan  
The Reverend Gail Tomei

**5 YEARS**

The Reverend Jon Richardson  
The Reverend Dr. Howell Sasser  
The Reverend Ryan Whitley



## Resolution: R-3-2015

### Report on Recently Retired Clergy

**WHEREAS** the following clergy long active in the ministry of the Church have retired since the November 2014 Convention of the Diocese of Pennsylvania,

**THEREFORE, BE IT RESOLVED:** That this 232nd Convention of the Diocese of Pennsylvania honor them for their long service in this branch of the Holy Catholic Church and pray for their continued ministry in another phase of God's work:

The Rev. Gordon Reid  
The Rev. Elsa Mintz  
The Rev. Phillip Bennett  
The Rev. Glyn Ruppe-Melnyk  
The Rev. Christine Mottl  
The Rev. Alan Neale  
The Rev. Gregory H. Smith

**2014**

The Rev. Robert Miller

And be it further

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



## Resolution: RA-2016

### Resolution on the Clergy Financial Assistance Assessment

**WHEREFORE**, Upon recommendation of the Commission on Clergy Compensation and Employee Benefits:

That the Clergy Financial Assistance Assessment be supported at  
The level to generate \$110,000 for 2016; 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; therefore, be it

**RESOLVED**, That the total CFA assessment shall be \$118,280<sup>1</sup>, shall remain  
Unchanged for Fiscal Year 2016; and shall be apportioned to each parish in the  
Diocese of Pennsylvania.

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<sup>1</sup>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 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 seventh year. 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 – 2016

### BE IT RESOLVED:

That range midpoints of cash compensation (*Note 1*) for full-time clergy with five years of Credited Service effective January 1, 2016, 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)
<b>Interns and Assistants / Associates</b>			
Transitional Deacon	0	\$59,236	\$ 46,412
Assistant / Associate	1	\$65,562	\$ 49,110
<b>Rectors, Vicars, Interims, Priests-in-Charge</b>			
Family	2	\$73,159	\$54,801
Pastoral	3	\$82,026	\$61,443
	4	\$90,893	\$68,085
Transitional	5	\$99,761	\$74,727
	6	\$108,628	\$81,369
Program	7	\$117,495	\$88,011
Resource	8	\$126,362	\$94,653

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-2016> to determine mid-point compensation, once this resolution is approved at convention.



## 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 2016 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	\$125	\$162
Usual Range	\$143-234	\$172-287
Maximum	\$264	\$326

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, dental, life or other insurance premiums and pension contributions.

##### **(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 2015 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 2015:



CONGREGATIONAL SIZE CATEGORIES FOR CLERGY COMPENSATION			
National Size Category	Congregation Size Category	People Index	Financial Index (\$000s)
Family	2	0- 84	0-198
Pastoral	3	85-110	198-248
	4	111-140	248-308
Transitional	5	141-172	308-369
	6	173-225	369-476
Program	7	226-325	476-678
Resource	8	326+	678+
The Congregation Size Category is the Higher of the People and Financial Index			

**(Note 3)**

The 2016 salary figures for full-time clergy have been changed from the 2015 figures to reflect an increase of 0.2 percent based on the Philadelphia area cost of living increase for the 12-month period ending June 30, 2015. Each vestry should ratify, by resolution recorded in official minutes, the specific portion of cash compensation designated by the clergy member to be treated "housing allowance" in order to permit eligible clergy to exclude from federal taxable income any housing costs that are paid directly from gross income. (Housing costs include furnishings, mortgage payments, all utilities, and any items normally covered by rent.)

**(Note 4)**

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

**(Note 5)**

Cash compensation for supply clergy is based on full-time compensation. It reflects an increase of 0.2 percent from 2015. (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 MAJOR MEDICAL INSURANCE**

Employers must offer health benefits to eligible full-time employees, consistent with the requirements of the Denominational Health Plan (DHP) of the Episcopal Church, and the related DHP Parity Provisions as defined and implemented by the Diocese of Pennsylvania by the Commission on Clergy Compensation and Employee Benefits (CCCEB). Employers may offer access and contribution to available benefits for qualified part-time employees.

Required and available benefits, contribution levels and related policies are defined by the CCCEB and information is available on the Diocesan website. The parity provisions of the DHP will be mandatory January 1, 2016, and the Diocesan policies are available on the Diocesan website.

See Health Insurance Policy Standards for further information on eligibility and coverage requirements.



## **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.

## **RECOMMENDATION TO PAY SPECIAL ATTENTION TO GENDER EQUALITY IN COMPENSATION AND BENEFITS**

A 2015 Diocesan clergy compensation study revealed that a significant portion of female clergy across all congregation size categories receive lower compensation than comparable male clergy. The Diocesan data is similar to national trends for Episcopal clergy compensation. The CCCEB recommends that Vestries pay particular attention to gender equality and work to ensure that female clergy are paid appropriately for their service to the Church and community.

## **POLICY ON MAJOR MEDICAL INSURANCE**

The minimum health insurance coverage paid by employers to full-time clergy and lay employees (scheduled to work 1500+ hrs/yr) in the diocese for 2015 will be the Empire BCBS EPO 80 or the High Deductible Health Plan Health (HDHP) with a fully funded Health Savings Account (HSA) to cover the required in network deductible for a single adult.

Employers may offer a richer plan, offered through the Denominational Health Plan, level of contribution toward the premiums and additional spouse and/or dependent coverage to the plan(s) offered, but must offer the same coverage and contribution rate to all eligible employees (lay and clergy). Employers may offer access to qualified health plans to part time employees (scheduled to work 1000+ hrs/yr) on a prorated employer contribution or with employee paying full cost

The parity provisions of the DHP will be mandatory January 1, 2015.

See Health Insurance Policy Standards for further information on eligibility and coverage requirements.



## Treasurer's Report Diocesan Convention November 2015

The Diocesan balance sheet is financially healthy, with sufficient financial resources to support our reasonable operational needs, although the pressure on the operating budget is unrelenting, particularly when parishes close and bricks and mortar, which are assets in our balance sheet can quickly become liabilities as the Diocese has to cover the costs of maintenance and security before the buildings can be sold. By the end of FY 2014 all outstanding debt was paid down, which allows for slightly greater financial flexibility for the future.

As assessments have increased (and will likely continue to increase) voluntary pledging to the diocese comes under pressure as parishes take a holistic view of their own financial needs and resources. Assessments increase to cover the cost of the episcopate and additional staff to staff services to parishes. In 2015 the Diocesan office was moved to new offices adjacent to the Cathedral, and the rental payments to the Cathedral mean an increased occupancy cost. All of that has meant increases in the assessments for the Episcopate as well as RCMA, and consequent pressure on parish pledges to the Diocese.

Selected Balance Sheet Items			
Assets (000)	2014	2013	Change
Cash	\$2,538	\$3,237	(\$799)
Investments	\$66,230	\$65,323	\$907
Beneficial Interest in Trusts	\$4,504	\$4,549	(\$45)
Real Estate Held for Sale	\$5,905	\$5,905	\$ -
Liabilities and Net Assets (000)	2013	2012	Change
Notes Payable	\$ -	\$79	(\$79)
Total Net Assets (Equity)	\$75,530	\$75,802	(\$272)

As you can see from the chart above, the Diocese's Balance Sheet is healthy, with one *caveat*, that the unfunded post-retirement medical benefit obligation of the Diocese is now nearly \$4 million, and paying for those promises will continue to be a weight on the Diocesan finances far into the future.

Selected Revenue Items			
Revenue and Support ('000)	2014	2013	Change
Congregational Pledges	\$725	\$671	\$54
Other Contributions	\$293	\$1,369	(\$1,067)
Congregational Assessments	1,478	\$1,479	(\$1)
Investment Income	\$2,223	\$2,102	\$101
Medical Insurance Premiums	\$253	\$3,367	(\$3,114)
Other Income		\$630	
<b>Total Revenue and Support</b>	<b>\$5,823</b>	<b>\$9,619</b>	<b>(\$4,116)</b>



Selected Expense Items			
Expenses ('000)	2014	2013	Change
Grants and Scholarships	\$1,043	\$1,148	(\$5)
Health Insurance Claims	\$607	\$2,896	(\$2,289)
Assisted Congregations	\$697	\$687	\$10
Episcopal Function	\$1,555	\$1,670	(\$115)
Diocesan meetings	\$226	\$231	(\$5)
Management and General	\$1,031	\$1,195	(\$164)
For National Episcopal Church	\$225	\$200	\$25
<b>Total Program and Staff Expenses</b>	<b>\$7,347</b>	<b>\$9,727</b>	<b>(\$2,380)</b>

Change in Net Assets Before Other Changes			
	2014	2013	Change
	(\$1,523)	(\$108)	(\$1,415)

The (negative) “change in net assets before other changes” means that the diocese’s operations ran at a loss despite a \$53,000 year on year increase in parish assessments and pledges and shifting payment of medical insurance premiums, other than those related to diocesan employees, retired clergy and financially needy parishes and missions to be paid directly to CPG by parishes. The deficit was largely funded by a reduction in Diocesan cash balances.

Selected Other Changes			
Changes (000)	2014	2013	Change
Gain on Investments	\$1,605	\$8,056	(\$6,415)
Deconsecrated Churches	\$-0-	\$1,380	(\$1,380)
Loss on Real Estate for Sale	(\$308)	(\$1,500)	\$1,500
Gain on sale of Church House	\$0	\$2,123	(\$2,123)
Other Changes	\$46	\$518	\$7,128
<b>Change in Net Assets</b>	<b>(\$273)</b>	<b>\$10,469</b>	<b>\$6,596</b>

### Other activities consolidated in the Diocesan Audit

The audited financial statements of the Diocese include the operations of the Wapiti Land Company (the property in Maryland), for which the diocese has received some offers, which, upon analysis by the Finance and Property Committees were deemed to be so substantially less than a fair market value that they were not acceptable. Wapiti is available to parishes, youth organizations, and other activities in the diocese for retreats, camp activities and so forth, all at a reasonable tariff. During 2014 the costs of running Wapiti were \$186,000, offset by facility rental and use fees and transfers from the closed churches’ fund, resulting in an increase in net assets (surplus) of \$59,263.

The Church Foundation (“TCF”) acts as the investment manager for the investable assets of the Diocese through its Consolidated Fund, and also as a trustee to hold title to many real estate assets of the diocese. TCF also has a fiduciary responsibility to assure that any restrictions imposed by donors of assets to the diocese or parishes who co-invest in the Consolidated Fund (whose assets of approximately \$125 million are held about 52% by the diocese, and 48% by individual parishes and TCF itself). The Church Foundation’s net assets decreased by \$51,963 in FY 2014, meaning that it continued to consumed its own resources to provide services to the diocese and its individual parish investors. Such a situation is untenable for the long term and needs careful analysis in the context of a possible incorporation of the Diocese of Pennsylvania.



The Diocesan Health and Welfare Benefit Trust registered a decline in net assets of \$574,763, most of which resulted from a refund to parishes of \$390,000 from a previously funded but now discontinued benefit program. As we continue the transition to the CPG benefits program DHWBT will continue to need support from the diocese, but at a reduced level.

### **Endowment assets**

The endowment assets of the diocese grew in value by nearly \$1 million in FY 2014 from \$63.704 million to \$64.694 million, and generated \$2.223 million of income for 2014 (2013 \$2.102 million). The diocese also has a “beneficial interest in perpetual trusts” amounting to \$4.5 million, which generates income of between 2% and 7% of the value of the trusts, under Pennsylvania's Act 141.

### **Financial results in 2015 through 30<sup>th</sup> September**

The unaudited financial statements for the diocese through the 30<sup>th</sup> September allow cautious optimism, with actual receipts tracking ahead of budget YTD and the prior year, and expenses only slightly over budget before transfers, but a deficit of \$224 thousand at this point in the year, particularly when the Closed Churches Fund has been replenished from the sale of Calvary Germantown, is manageable. There will likely be three parishes which will have closed by the end of 2015, but, in at least two cases with careful stewardship of their assets so the issue of the residual assets becoming liabilities has diminished. We also have an agreement of sale for All Saints, Collingdale, whose parishioners ceased worship on 31<sup>st</sup> December 2013 and that transaction may close by Thanksgiving 2015.

### **Conclusion**

Our Bishop Provisional, the Standing, Finance and Property Committees, and the Budget Committee, as well as the Canons, and Earl Irby at Church House have fully committed their time and talent to ensure that the financial management of the diocese is prudent and generative, well managed and documented. The Budget Committee have also moved to define a clear and transparent unified budget process, which makes it much easier for all of us to see the sources and uses of funds expended in and on behalf of the diocese, and, as a result, I am happy to be able to say that at our meeting with the auditors to receive their report, there were no issues of doubt or dissention with record keeping or accounting raised. Essentially, what you see is what you get. None of that diminishes the constant challenge we face, which is to do more with less, to maintain the structural support which the diocese can and must offer to its member parishes, and to continue to grow the mission and ministry to which we are all committed.





## Resolution by the Commission on Clergy Compensation and Employee Benefits to Enable the Health Benefits Parity Provision of the Denominational Health Plan

### Resolved:

In order to bring the Diocesan canons related to the provision of healthcare benefits into alignment with the National Canons of The Episcopal Church ("TEC") with respect to the Denominational Health Plan ("DHP") chartered under Resolution A – 177 (76<sup>th</sup> General Convention, 2009) and Resolution B-026 (77<sup>th</sup> General Convention, 2012), it is necessary to amend the following section of the Diocesan canons as follows:

### Sect. 7.8 Major Medical Insurance

~~7.8.7 Health insurance coverage for parish clergy, spouses and dependents, will be provided by the vestries of the individual churches and missions.~~ Employers subject to the authority of the Diocese of Pennsylvania will offer eligible clergy and lay employees equal access to all of the health benefit plans offered through the Diocese. These employers will make an equal minimum contribution, as determined annually by the Commission on Clergy Compensation and Employee Benefits ("CCCEB"), towards premiums and/or health savings accounts for all eligible full-time employees enrolling in Diocesan benefits. Employers may elect to offer coverage greater than the minimum parity levels, provided they offer equal coverage to all clergy and lay employees. Employers may offer benefits to eligible part-time employees.\* The vestries of aided and mission parishes will request sufficient funding from the budget for Convention and Diocesan expense to provide such ~~protection~~ equal coverage. Either the Diocesan budget approved by annual convention or an assessment of an amount established by the Finance Committee will fund the purchase of equal health insurance protection for all other Diocesan employees. Notwithstanding anything contained herein, current letters of agreement are grandfathered.

\*To be eligible to purchase employee benefits, the employee must be scheduled to work at least 20 hrs per week or 1000 hours per year.

### Explanation:

By Resolution A-177, the Church Pension Group was tasked with designing and administering the Denominational Health Plan, which requires all eligible full-time clergy and employees to have equal access to and parity of funding by employers for health care benefits to be provided through the Medical Trust. Each Diocese may decide on the plan design options, and the minimum cost-sharing guidelines for parity between lay employees and clergy. In accordance with Resolution B026, "within each Diocese, parity in cost-sharing shall be achieved between their clergy and lay employees as soon as possible, but no later than December 31, 2015." This Resolution is intended to comply with these requirements, while at the same time, giving clergy letters of agreement the contractual status they deserve.





**Resolution: R-5-2015**

## **Global Mission Commission**

**Resolved**, that a Global Mission Commission be formed in the Diocese of Pennsylvania for the purposes of educating, supporting, and encouraging our congregations in the field of global mission work. Membership will be on a voluntary basis.

### **Explanation**

While our diocese enjoys a long and mutually rewarding relationship with the Episcopal Diocese of Guatemala, there are also congregations actively involved in other parts of the world, while still others are not currently participating in any type of international ministry projects. This commission would provide recognition to all the work being done overseas by members of this diocese, and also, by identifying and pooling resources and experience, would be able to support this work, assist congregations that wish to become involved in global mission work, and advocate for global mission initiatives.

Submitted by:  
The Companion Diocese Committee  
The Very Rev. Dr. Koshy Mathews



## **Resolution by the Call and Transition Committee to Establish Standing Orders for the Call Convention**

### **RESOLVED:**

The following Standing Orders, which supplement rules and procedures in the Constitution and Canons of the Diocese, are adopted for the Call Convention in 2016 at which a new Bishop Diocesan will be chosen:

1. Order of Business
  - a. Eucharist
  - b. appointment of convention officers and Judges of Election
  - c. resolution of claims to seats
  - d. declaration of quorum in accordance with Article IX of the Diocesan Constitution
  - e. report of slate of nominees by the Call and Transition Committee
  - f. review of voting procedures by the Call and Transition Committee
  - g. balloting in Accordance with Article IX of the Diocesan Constitution
  - h. declaration of chosen nominee
  - i. signing of testimonial
  - j. concluding prayers
2. Balloting

Voting will proceed by written or electronic ballot, as determined in advance by the Call and Transition Committee with the consent of the Chair. Balloting will continue in rounds at least 45 minutes apart, with the actual intervals to be decided at the discretion of the Chair. No motion to suspend balloting for a longer period (or until the next day) shall be entertained until at least six ballots are completed.
3. Reporting of Results

The results of each ballot will be reported orally and displayed visually by the judges of election.
4. Nominations from the Floor

No nominations from the floor will be entertained.
5. Nominee Speeches and Distribution of Written Material

Nominating speeches, whether by or on behalf of a candidate, are not permitted. No written material shall be distributed on the floor of convention.
6. Parliamentary Rules

The principles of parliamentary law set forth in Roberts Rules of Order, 11th edition, are adopted as authoritative expositions of parliamentary practice except insofar as inconsistent with the Constitution or Canons of the Episcopal Church, the Constitution or Canons of the Diocese of Pennsylvania, or these Standing Rules.
7. Suspension of These Rules of Order

These rules of order may be suspended or modified by two-thirds vote of each order, and not otherwise.

**EXPLANATION:**

It is a common practice for a convention to adopt standing orders that govern particular aspects of convention business and procedure. The Diocese has adopted standing orders for its annual convention that both cover items not germane to the Call Convention and omit items that are relevant to the Call Convention. The Call and Transition Committee believes it is prudent, therefore, to adopt these standing orders, and to have them reviewed and affirmed by the Annual Convention in order to provide guidance for the planning of the Call Convention.



## **Making the Anti-Human Trafficking Action Committee a Commission**

**RESOLVED:** Be it resolved that the Anti-Human Trafficking Action Committee be committed as a commission to serve as one of the ministries of the Diocese of Pennsylvania.

**EXPLANATION:** There are 29 million trafficking victims in the world. The Anti-Human Trafficking Action Committee was begun in March, 2014 as a three-person taskforce which developed the following mission and goals and made the following achievements:

### **Mission**

With God's help, to combat the trafficking of human beings to the best of our ability through education, prevention, and fostering the protection and healing of survivors

### **Goals**

1. To gather and organize materials with the purpose of education about human trafficking beginning with ourselves, Diocesan Council, Deaneries and encourage education of parishes
2. To work with other organizations, governmental and non-governmental to spread awareness to schools, law-enforcement, civic and neighborhood organizations and social media
3. To work with appropriate agencies to establish processes for healing of survivors

### **What AHTAC Has Done So Far**

- I. Anti-Human Trafficking Action Committee grew from a three-member task force to a committee with 18 members. Three new members, The Very Reverend Koshy Matthews, Gary Russell, and Cindy Hammaker work with their parish, St. Peter's in Phoenixville, in El Salvador to develop a mission. Two other new members, Joan Wylie and Liz Hulse joined the committee with experience as members of the Chester County Anti-Human Trafficking Coalition which works fund-raising and hosting conferences on Anti-Human Trafficking. The Reverend Michael Ruk works with the Save the Girls Project.
- II. The Anti-Human Trafficking Action Committee has been invited to join The Philadelphia Anti-Trafficking Coalition and the Diocesan Convention voted that we accept the invitation. Joe Madison and Muriel Rains attended to represent the Diocese of Pennsylvania as was accepted by the Fall, 2014 Diocesan Convention.
- III. The committee set a mission and goals as seen above.



- IV. An immense amount of materials on Human Trafficking including videos, leaflets and posters was gathered and will be stored in the Diocese Resource and Media Center at Christ Church and St. Michael's, Germantown.
- V. A spreadsheet of governmental and non-governmental organizations, listing their contacts, materials and available resources has been put together and is growing.
- VI. A question and answer Power Point we built is to be used for awareness presentations to deaneries, parishes law-enforcement, schools and other groups.
- VII. The committee produced an AHTAC display for the Celebration of the Ordination of Women.
- VIII. We hosted a guest speaker at our August, 2014 meeting, Daniel Papa, public school history teacher and witness to the US Senate on award-winning work his students did against Human Trafficking.
- IX. We planned a Human Trafficking Conference with The Reverend Becca Stevens as keynote speaker and a panel consisting of Victoria Bennett, Executive Director of St. Barnabas Mission of Episcopal Community Services; Hugh Organ, Director of Covenant House and Chairperson of The Philadelphia Anti-Trafficking Coalition; Sister Michelle Loisel, Executive Director of Dawn's Place and member of PATC; and Mary Defusco, Attorney and trainer of law-enforcement as well as in association of several national projects in the Office of the Public Defender and also a member of PATC.
- X. The deaneries were sent cards announcing our desire to make presentations about anti-human trafficking. Four such presentations were made: Wissahickon, Southwark, Brandywine and Bucks Deaneries. Others are currently being scheduled.

Submitted by:

Dr. Carole Baxter  
Marylou Bulmer  
Henry Carnes (ex. Officio)  
The Very Reverend Jon Clodfelter  
The Reverend Jose Diaz  
Cindy Hammaker  
Liz Hulse  
Jeanne Lemasters  
Sandy Lewis  
Joe Madison

Judy Madison  
The Very Reverend Koshy Mathews  
The Reverend Ken McCaslin  
Donna Lima-Montiero  
The Reverend Michael Ruk  
Gary Russell  
The Reverend Angelo Wildgoose  
Joan Wylie  
  
R. Muriel Rains - Chairperson



## Accompanying our Episcopal Sisters and Brothers in the Holy Land

**Resolved:** That the 232<sup>nd</sup> Convention of the Diocese of Pennsylvania, through its prayers and actions support the peoples of the Holy Land, especially the Living Stones of our faith, the thousands of Christians who have resided in these sacred lands from the time of the birth of Christ and live there still, among whom are our Palestinian sisters and brothers in the Episcopal Diocese of Jerusalem, by implementing the following points in the Resolution C018 passed by the 78<sup>th</sup> General Convention in June of 2015, which reads:

“That the Convention affirm the work of the Episcopal Diocese of Jerusalem in healing, education, and pastoral care;

Affirm the work of Christians engaged in relationship building, interfaith dialogue, non-violent training, and advocacy rights for the Palestinians; and

Urge Episcopalians to demonstrate our solidarity by making pilgrimage to Israel and the Occupied Territories and learning from our fellow Christians in the region.” And be it further

**Resolved:** That the 232<sup>nd</sup> Convention of the Diocese of Pennsylvania, implement resolution C018 of the 78<sup>th</sup> General Convention by

1. Encouraging parishes, deaneries and the Diocese to find ways to support the humanitarian work of the Diocese of Jerusalem through the raising of funds to be sent through American Friends of the Episcopal Diocese of Jerusalem.
2. Urging parishes to study the issues facing the peoples of the Holy Land, particularly those of our Episcopal brothers and sisters.
3. Encouraging the Diocese, its youth ministries, and its parishes to consider pilgrimages to the Holy Land.
4. Participating in the Presiding Bishop’s Good Friday Offering, which provides financial support for Anglican ministries throughout the Province of Jerusalem and the Middle East.

### Explanation

*“As Jesus descended from the Mount of Olives... and as he came near and saw the city [of Jerusalem,] he wept over it, saying ‘If you, even you, had only recognized on this day the things that make for peace!’” Luke 19: 37a, 41-42a*

The population of our Christian brothers and sisters of the Holy Land (the “living stones” of our faith), has diminished from 9.5 % in 1922 to approx. 1% in 2015 and continues to decline. Of those remaining Christians, about 7000 are Palestinian Anglicans. While the Palestinian Christians who remain in Israel/Palestine as a group are well educated and have provided some of the strongest leadership in the quest for peace, the conditions under which they continue to live make it increasingly difficult to remain in the area.



If Christians disappear from the Holy Lands, who will be the hands and feet of Jesus? Who from the Anglican church will be the voices of reconciliation? Who will run the schools, hospitals and many ministries for women, children, and youth as well as the interfaith dialogues? Will the only Anglicans be the pilgrims visiting a land where there is no church family?

While we all work towards a just peace in the Holy Lands, the Christian presence needs to be stabilized. The Diocese of Jerusalem teaches, heals and employs hundreds in good paying jobs. In this critical time in the tinderbox of the world, families need to put food on the table tonight and children need to go to school tomorrow. We can do that.

We call upon their sisters and brothers in the Diocese of Pennsylvania to stand with them in their valiant effort to remain as living witnesses to the living Christ and his Resurrection by educating ourselves to the realities of their everyday lives; supporting the monumental amount of humanitarian aid they provide through educational services, health care and ministries for women, children and youth as well as interfaith dialogues with people of every faith in the Holy Land and by providing financial aid through the American Friends of the Episcopal Diocese of Jerusalem.

Resources for accompanying our Anglican sisters and brothers in the Holy Land:

1. The American Friends of the Episcopal Diocese of Jerusalem (AFEDJ,) founded in 1987, acts as a partner with the Diocese of Jerusalem by helping to increase its capacity to teach and heal. AFEDJ promotes and raises program and infrastructure funds for the humanitarian work of the Diocese of Jerusalem and its institutions so it may better serve the needs of all people in Jordan, Lebanon, Syria, Palestine and Israel. AFEDJ is devoted to equity, respect and human dignity. 100% of funds sent through AFEDJ go directly to the designated programs, e.g. Al Ahli Hospital in Gaza.
2. Education and pilgrimage materials
  - a. web sites:
    - i. The Episcopal Diocese of Jerusalem, *j-diocese.org*
    - ii. American Friends of the Episcopal Diocese of Jerusalem, *afedj.org*
    - iii. The Episcopal Peace Fellowship, Palestine/Israel Network (PIN,) *epfnational.org/PIN/*
    - iv. St. George's College, Jerusalem, an Anglican continuing education center, *sgcjerusalem.org*
  - b. Pilgrimage
    - i. American Friends of the Episcopal Diocese of Jerusalem
      1. Experienced leaders and resources to introduce pilgrims to the many churches and ministries of the Diocese of Jerusalem
    - ii. Pilgrim guest houses of the Episcopal Diocese of Jerusalem
      1. Guides available.

The Rev. Judith Beck  
The Rev. Sharline Fulton  
The Rev. Nancy M. Stroh  
The Rev. Ernest Curtin

Supporters  
The Rev. Timothy L. Griffin  
Mrs. Phoebe Griswold  
The Rev. Harriet Kollin  
Joan Menocal



## **Pursuing Justice and Peace in the Holy Land Locally**

**RESOLVED:** that the 232<sup>nd</sup> Convention of the Diocese of Pennsylvania express its profound love and respect for all the peoples of the Holy Land, Jewish, Muslim, and Christian. And be it further

**RESOLVED:** that this Convention express its deep concern about the worsening Israeli/Palestinian conflict, and in particular the almost 50-year occupation of Palestine by the State of Israel and the continuing human rights abuses, loss of lives, and trauma suffered by both the occupied and the occupier And be it further

**RESOLVED:** that this Convention express its joy and congratulations to the Rt. Rev. Michael Curry on his election as the next Presiding Bishop of the Episcopal Church, and join with the Rev. Naim Ateek, a Palestinian priest of the Episcopal Diocese of Jerusalem, in his prayer, “that through his leadership the sun of righteousness and justice will shine again on our Episcopal Church and the prophetic voice will again resound and our church will resurrect the prophetic and will once again, courageously, speak truth to power and the God of love, justice and peace will be glorified.” And be it further

**RESOLVED:** that this Convention

- a. follow the 78th General Convention in reaffirming the vocation of the Church as an agent of reconciliation and restorative justice and in recognizing that such reconciliation must incorporate both political action and locally driven grassroots efforts;
- b. urge members of this Diocese not to increase investments in U.S. companies that profit from the occupation;
- c. engage with local activist groups that work toward a just and peaceful resolution of the Israel-Palestinian conflict, seeking a secure, viable, universally recognized state or states serving both Israel and the Palestinian people;
- d. urge its members to engage with ecumenical and interfaith partners in arranging visits to the Holy Land to experience the daily life of fellow Christians, Jews, and Muslims as well as the traditional holy sites.

**EXPLANATION:** The Israeli Occupation of the West Bank and Palestinian portions of Jerusalem, which began following the 1967 war, is considered illegal by the international community and by our own government. Heedless of Geneva Conventions and United Nations resolutions, Israel has continued the Occupation in an increasingly severe manner, including an aggressive colonial policy of settling Israelis (now numbering 600,000) in restricted, privileged areas of Palestinian territory. Christian schools in Israel and East Jerusalem refused to open this September protesting the tight and unreasonable restrictions that the Ministry of Education is imposing against them. They are striking for the right of their students to study fully and equally as do their Jewish peers. Travel restrictions, the separation wall, random checkpoints, abusive treatment, demolition of Palestinian homes, denial of building permits, bulldozing of orchards and olive groves, Israeli-only highways in Palestinian areas, unfair distribution of limited water: constant oppression is life for Palestinians.





Despite these realities, the ministry of the Episcopal Diocese of Jerusalem, a constituent part of the Anglican Communion, has continued through its 27 congregations and more than 30 social service institutions. Especially remarkable is the service provided by its Al Ahli Arab Hospital in Gaza which sustained severe structural damage during the 2014 war code named Operation Protective Edge. During Israel's devastating bombardment 2200 Palestinians mostly civilians, nearly 500 of them children, were killed. 72 Israelis were also killed in the fighting. The hospital's ventilation system, generators, operating and emergency rooms were severely damaged but still it continued to serve the wounded, most of them Muslim. Its ministry and its repairs continue to this day.

Not investing further in companies deeply involved in the Occupation is a limited first step toward making peace with justice. Our Presbyterian, Methodist, and United Church of Christ colleagues have already taken similar action. This approach has been urged by civil society in Palestine, articulated in "Kairos: the Voice of the Palestinian Christians", as well as by an increasing number of Jewish groups and writers in this country and abroad, and our own Archbishop Desmond Tutu.

As Episcopalians we are committed by our baptismal covenant to 'strive for justice and peace among all people, and respect the dignity of every human being.' It is imperative that we seek not to continue to profit by the denial of human rights to others. It is time for us to act.

**REFERENCES:** The 78<sup>th</sup> General Convention of the Episcopal Church in Salt Lake City this summer adopted resolutions B013, "Peacemaking Through Political Action" (<http://www.generalconvention.org/gc/2015-resolutions/B013/currentenglishtext>) and C018, "Pursue Justice and Security in the Holy Land" (<http://www.generalconvention.org/gc/2015-resolutions/C018/currentenglishtext>). This resolution seeks to provide ways in which people of this Diocese can participate.

Submitted by: The Middle East Study Group of the Diocese of Pennsylvania



## Resolution: R-10-2015

# Protect and Defend the Human Rights of Migrants and Refugees

**Resolved**, that the 232<sup>nd</sup> Annual Convention of the Diocese of Pennsylvania **acknowledge** that our government's treatment and interdiction of migrants, who flee their countries fearing violence by armed gangs without protection by their weak governments and travel to our southern border, is cruel and not in compliance with the UN declaration of human rights of refugees; and be it further

**Resolved**, that we (our diocese) **call on our government to be accountable** that its interdiction of migrants en route is tantamount to externalizing our border which cuts off their access to our asylum system, violates an individual's right to leave one's country and seek asylum, and moves the detention and deportation operation to the south, away from the US media; and be it further

**Resolved**, that we (our diocese) **call on our government to realize** that the externalization of the southern border causes the haggard migrants further victimization as stateless persons and easy prey for human smuggling and trafficking by international criminal cartels operating with impunity for cheap labor and sex in the sweatshops and brothels in our country; and be it further

**Resolved**, that we (our diocese) **call on our government to end** the unnecessary detention of asylum-seekers, even after they have been found to have credible asylum claims and to pose no threat to the community, a practice which stands in stark contrast to our nation's commitment to protecting the human rights of people fleeing persecution and seeking safety in the United States.

**Resolved**, that we (our diocese) **form a mission commission to support and collaborate with** Cristosal Foundation in El Salvador, an Episcopal human rights organization, which seeks to find regional solutions, and with IARCA (Anglican province La Iglesia de la Region Central de America) which works toward addressing the root causes of violence and engaging in advocacy and dialogue with their governments in order to serve the needs of and create safe spaces for internally displaced persons and refugees; and be it further

**Resolved**, that we (our diocese) and churches **see** the migrants who are already here in our localities of ministries as an outreach opportunity and **offer hospitality** to the strangers and aliens living among us and **assist them** in the process of getting legal status.



## Explanation

Articles 13 and 14 of the Universal Declaration of Human Rights, of which the United States of America is a signatory, state, “Everyone has the right to leave any country including his own, and to return to his country. Everyone has the right to seek and to enjoy in other countries asylum from persecution.”<sup>1</sup> Following a huge uptick in the number of asylum seekers in the summer of 2014, there is a dramatic drop in the number of asylum seekers at our southern border. This is due to moving the border enforcement efforts beyond our southern border into

Mexico in order to halt the flow of refugees from the northern triangle countries (Honduras, Guatemala, and El Salvador) of Central America whose annual murder rate is the highest globally.<sup>2</sup> In doing so, the US border patrol is effectively cutting off people’s right to seek asylum and protection from violence. Though we have a right to control entry into our territory, this right is not absolute and must be carried out in harmony with our international human rights obligations. Our externalization of the borders and our outsourcing of border patrol to third parties devoid of compassion, are effectively making these asylum seekers prey to the international criminal cartels, who operate with impunity in human smuggling and trafficking.

Uncharacteristic of our nation’s rich history and Christian heritage of welcoming the migrants and asylum seekers as portrayed on the Statue of Liberty, “Give me your tired, poor and huddled masses yearning to be free,”<sup>3</sup> today our nation is undergoing a negative attitude towards immigrants, aliens, and new arrivals exposing the darker sides of our society’s identities as nativist, xenophobic, and exclusionary. As a church, we uphold and value the Biblical calls “to remember that you yourselves were once an alien, and not to oppress them, and the stranger who resides with you shall be to you as the native among you, and you shall love him as yourself.”<sup>4</sup> This is our church’s opportunity to be true to our prophetic and pastoral vocations.

**References:** <sup>1</sup> Universal Declaration of Human Rights. [www.un.org/en/documents/udhr/](http://www.un.org/en/documents/udhr/)

<sup>2</sup> Child and Family Migration Surge of Summer 2014: Short-lived Crisis with a lasting Impact, Muzaffar Chishti and Faye Hipsman, Journal of International Affairs, Spring/Summer 2015 Vol.68, Number 2, pg. 97

<sup>3</sup> Excerpts from Emma Lazarus’ Poem graven on a tablet within the pedestal on which the Statue of Liberty stands.

<sup>4</sup> Exodus 22:21

## Submitted By:

Vestry and Delegates, St. Peter’s Episcopal Church, Phoenixville, PA  
Valley Forge Deanery Deacons  
Anti-Human Trafficking Action Committee  
The Rev. Kathy Andonian, Member of Standing Committee  
The Rev. Elizabeth Colton, Trinity Church, Gulph Mills  
The Rev. Beth Hixon, Kathy Cobbs, Bill Wilson, Ben Millet, Epiphany, Royersford  
The Rev. Dennis Lloyd, Chairperson, Guatemala Companion Diocese Committee  
The Rev. Jarrett Kerbel, Chair, Anti-Racism Commission  
The Ven. Pamela Nesbit, Archdeacon  
The Rev. Jose Diaz & Mr. Roger Zepernick, Hispanic/Latino Ministry Task Force  
The Rev. Renee McKenzie, Union of Black Episcopalians



## Resolution: R-11-2015

### Equal Access and Justifiable Support

**Resolved:** That this 232rd Convention encourage the Finance and Program Budget Committee and the office of the Episcopate to support equal and fair access of struggling congregations by ensuring that:

1. Every application for funding is given equal attention by the Finance and Program Budget Committees and that:
2. The Finance and Program Budget Committee may not be influenced by past support alone when determining future support. Every year, every church that applies for funding is given equal consideration for justifiable support.
3. All financially struggling congregations applying for Diocesan funding who have demonstrated support of the Episcopate and Program Budgets and who continue their efforts toward its own self-sufficiency, shall have an expectation of consideration for financial support of its program ministries and that:
4. Consideration of support for financially struggling congregations applying for funding by the Diocese should reflect no less than the amount of that congregation's assessments. This does not in any way hinder a congregation from being considered for a greater amount when asking for financial support that is above their required assessments.

#### Explanation

1. Financially struggling congregations are located throughout the Diocese. Often they are in communities that are in decline, which in turn affects the stability of these churches, and yet continue to serve its surrounding community because the need for such services is prevalent and in many cases have increased. At the very least these churches, which are actively working to serve in their community and continue to show viability, are deserving of attention and serious consideration of support that enables the church to reinvest their pledge and assessment contribution back into their own church.
2. Where there is expectation of every church in the Diocese of Pennsylvania to financially support the ministries of the diocese, according to Canon 7; Sec. 7.2, struggling congregations should have some ***reasonable expectation of mutual support to build upon their own programs.***
3. Let us be a Diocese called to save and maintain our selves individually, and seek to save the dignity of every corporate body by providing rightfully equal access and support. Let us be a Diocese capable of recognizing the *certain poor widow putting in two mites* (Luke 21:1-4), who justifiably by her action has a reasonable expectation of mutual support, and because as members of an



Episcopal Diocese, we are a church catholic, bound together not only by law and canon, but demonstrated by mutual love and support in the Body of Christ.

Resources:

Canon 7 *Of Funds, Assessments and the Budget*

SEC 7.2 *The Diocesan Budget Process*

7.2.1

7.2.1.1.6

7.2.1.2.2

7.2.1.2.3

**Submitted by:**

Vestry, Delegates and Congregation of St. Mary's Episcopal Church

The Reverend Deirdre Whitfield, St. Mary's Chester

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

The Rev. John Sorenson, St. John's Concord, Glen Mills, PA

The Rev. Ed Shiley, Church of the Redeemer, Springfield, PA



## Resolution to Investigate Incorporating the Diocese as a Pennsylvania Not For Profit Corporation

**RESOLVED:** In order to improve our ability to operate efficiently and ensure maximum use of our resources for mission and ministry, the Convention authorizes the Standing Committee and Bishop to initiate a *Working Group* tasked with investigating the incorporation of the Diocese of Pennsylvania as a not-for-profit corporation. This will include: 1) reviewing the various canonical and by-laws choices made by other incorporated Dioceses; 2) discerning the options for incorporation that may be appropriate for use in this Diocese; 3) determining a process for implementation of all necessary changes for incorporation; 4) identifying needed changes to the Constitution and Canons in order to facilitate incorporation; 5) developing necessary canonical changes and accompanying materials to be presented to the 233<sup>rd</sup> Convention for review and approval.

**RESOLVED:** That the *Working Group* shall be comprised of the Bishop, the Chancellor, one or more representatives from the Standing Committee and representatives from Diocesan Council, Finance Committee, the Committee on Canons, and the Church Foundation. Others may be added as approved by the Bishop and Standing Committee. The *Working Group* will thereafter consider the materials already gathered and reviewed by the Chancellor and the Standing Committee, the advice of outside counsel retained by the Diocese in connection with the matter, identify those elements which they believe might be most useful to this Diocese, and, from there, prepare and identify potential constitution and canon changes and/or recommend by-laws that could be used following incorporation.

**RESOLVED:** That the goal of this work is to streamline and improve governance structures in the Diocese, improve transparency, ensure that each governing body has assigned clear areas of responsibility and tasks and are given the tools by which to perform their obligations, and otherwise to improve the mission and life of our Diocese.

**RESOLVED:** The *Working Group* will provide opportunities for the wider Diocese to review and provide input before the pre-convention meetings relating to the 233<sup>rd</sup> Convention in 2016.

**EXPLANATION:** Over the past several years, significant conversation has developed among the members of Diocesan Council, Finance and the Standing Committee regarding incorporation of the Diocese in order to make its operations more efficient and to ensure that our governance structures are set up to allow for maximum transparency and clarity of responsibilities and goals. In particular, the following benefits would be realized through incorporation:

- An efficient and effective governance structure, with clear roles in accordance with the canons of the Episcopal Church and the Diocese of Pennsylvania, and in keeping with the best practices of other nonprofit organizations.
- Increased clarity in terms of authority, responsibilities, and interdependence among and between the various governance boards and committees.



- Increased ability for Diocesan governance to respond to emerging needs, opportunities, and issues, to address budget and spending requirements make adjustments to budget allocations.
- Increased legal protection for the Diocese, its officers, and governance bodies.
- Growing ability to focus the time and talent of volunteers on mission and ministry, rather than on administrative and organizational duties.

Significant investigative and preparatory work needs to be accomplished in order to present to the 233<sup>rd</sup> Convention a recommendation and the accompanying Constitution and/or Canon changes necessary to restructure as an incorporated not-for-profit.

It is the goal of this Resolution to have the 233<sup>rd</sup> Convention discuss, debate and vote on whether to incorporate and to adopt the structural and/or canonical/constitutional changes proposed by the Committee after seeking the input of the Diocese at the pre-convention and Deanery meetings outlined above.

#### **REFERENCES:**

##### **Submitted by:**

The Rev. Kathryn Andonian on behalf of the Standing Committee  
Ms. Deborah Brown  
Ms. Jane Cosby  
Mr. Mac McCausland  
Ms. Patricia Smith  
Mr. Paul Yaros  
The Rev. Hillary Raining  
The Rev. Deidre Whitfield

##### **Supporters:**

The Diocesan Council  
The Finance Committee  
The Rev. Ed Shiley, member of the Church Foundation





## Resolution: R-13-2015

### Slavery and Racial Reconciliation

**Resolved,** That the 232<sup>nd</sup> Annual Convention of the Episcopal Diocese of Pennsylvania declare unequivocally that the institution of slavery in the United States and anywhere else in the world, based as it on the “ownership” of some person by other persons, was and is a sin and a fundamental betrayal of the God-given humanity of all persons who were involved, a sin that continues to plague our common life in the Church and our culture; and be it further

**Resolved,** That the Episcopal Diocese of Pennsylvania acknowledge its history of participation in this sin and the deep and lasting injury which the institution of slavery and its aftermath have inflicted on society and on the Church; and be it further

**Resolved,** That we express our most profound regret that (a) The Episcopal Diocese of Pennsylvania lent the institution of slavery its support and justification based on Scripture, and (b) after slavery was formally abolished, The Episcopal Diocese of Pennsylvania continued for at least a century to support de jure and de facto segregation and discrimination; and be it further

**Resolved,** That the Diocese of Pennsylvania apologize for its complicity in and the injury done by the institution of slavery and its aftermath; we repent of this sin and God’s grace and forgiveness; and be it further

**Resolved,** That the 232<sup>nd</sup> Annual Convention of the Episcopal Diocese of Pennsylvania through the Standing Committee urgently initiate a comprehensive program to collect and document during the next three years detailed information about complicity of the Diocese in the institution of slavery and in the subsequent history of segregation and discrimination, and the economic benefits the Diocese derived from the institution of slavery; and direct the Anti-Racism Commission to monitor this program and report to Standing Committee each year by April 31 on the progress of this research; and be it further

**Resolved,** That to enable us as the people of God to make a full, faithful and informed accounting of our history, the 232<sup>nd</sup> Convention of the Episcopal Diocese of Pennsylvania direct the Anti-Racism with the support of the History Commission to study and report to Standing Committee by April 30<sup>th</sup> 2017, which in turn will report to the 234<sup>th</sup> Annual Convention on how the church can undertake repair and reparations both materially and relationally, and achieve the spiritual healing, justice and reconciliation that will lead us to new life in Christ consistent with our baptismal vows.

**Resolved,** That to mark the commencement of this program the Bishop of the Diocese is requested to name a Day of Repentance and on that day to hold a service of Repentance in the Diocese at an appropriate setting.





## **Explanation:**

The 75<sup>th</sup> General Convention in 2006 called on all Dioceses in the Episcopal Church to undertake the research, reflection and action described in this resolution above. To our knowledge, the Diocese of Pennsylvania, has not yet passed a resolution to enable this work in our Diocese. While we did host the national Day of Repentance at St. Thomas the African Church in Overbrook we have not yet fully undertaken the self-reflection called by the resolution. In this Diocese where Blessed Absalom Jones was held as a slave by a Vestryman of Christ Church we have a special obligation to examine our complicity in slavery and racism so to build a future where all parishes may come together as the Beloved Community made possible in Christ.

### **A definition of reparations:**

Reparation is the process to remember, repair, restore, reconcile and make amends for wrong that can never be singularly reducible to monetary terms. The process of reparations is “an historical reckoning involving acknowledgement that offence against humanity was committed and that the victims have not received justice.

Progress in our work on Racial Justice and Reconciliation will be marked by African American and Clergy of Color clergy being called to ministry in historically white parishes, by the leadership of all levels, committees and commissions of the Diocese reflecting the diversity of the Diocese, by an easing of suspicion and distrust between historically African American congregations, the Diocese and other congregations. Progress will also be marked by a significant investment in Anti-Racism by both the Diocese and local congregations in terms of staffing and programming. For example, a sign of progress might be the Diocese hiring a staff member tasked with Racial Justice and Reconciliation work.



## **Clergy New to the Diocese**

The Rev. Paul Adler	Church of St. Alban, Roxborough
The Rev. Nancy Dilliplane	Trinity Church, Buckingham
The Rev. Betsy Ivey	St. Simon the Cyrenian
The Rev. Ian Montgomery	Church of the Good Shepherd, Rosemont
The Rev. Michael Rau	Church of the Holy Nativity, Rockledge
The Rev. Anne Thatcher	Church of St. Martin-in-the-Fields, Chestnut Hill
The Rev. Matthew Welch	St. David's Church, Radnor

## **Seminarians from the Diocese of Pennsylvania**

Lori Exley	Episcopal Divinity School
Jo Ann Jones	The General Theological Seminary
Shana Kaplanov	The General Theological Seminary
Andrew Kellner	Sewanee Theological Seminary
Winston Smith	The General Theological Seminary
Tommy Thompson	Virginia Theology Seminary
Michael Whitnah	Virginia Theology Seminary

## **Newly Ordained Deacons in the Diocese of Pennsylvania**

The Rev. Donna Lima-Monteiro	Grace Church and The Incarnation
The Rev. Amanda Molina-Moore	Christ Church Christiana Hundred
The Rev. Sarah Hedgis	The Episcopal Mission Center
The Rev. Sarah Weedon	St. Stephen's, Mount Carmel & Holy Trinity, Shamokin

## **Newly Ordained Priests in the Diocese of Pennsylvania**

The Rev. Tyler Doherty	St. Paul's Episcopal Church, Utah
The Rev. Peter Kountz	Church of the Holy Trinity, Rittenhouse Square
The Rev. Dennis Reid	St. David's Episcopal Church, Radnor
The Rev. Daniel Stroud	St. Thomas' Church, Whitemarsh
The Rev. Martha Tucker	St. David's Episcopal Church, Radnor
The Rev. James Walton	St. Matthew's Church, Maple Glen



## Report of the Nominating Committee

Thank you to all candidates who have volunteered to serve our diocese, and thank you also for submitting your biographies in a timely fashion. We have a strong slate because of your interest.

The Nominations Committee is committed to inclusion racially, geographically, culturally, by gender and gender identity, and by age. Our intent is to have a wide array of candidates representing the breadth and diversity of our parishes and deaneries. In addition, the Committee is committed to transparency. We appreciate all suggestions about improving the process of nominating candidates to participate in the leadership of our diocese.

With the aid of clergy, deanery and lay leaders, we can continue to expand and grow our candidate pool, and to prove that all truly are welcome.

Yours in Christ,

The Diocesan Nominations Committee: Cordelia Biddle, Chair, Lionel Broome, Jane R. Cosby, The Rev. Amanda Eiman, The Rev. Daniell Hamby, Christopher Hart, The Rev. Catherine Kerr, The Rev. Chuck Messer, The Rev. Dennis Lloyd, Janet Ross, Liz Wendt, The Rev. Deirdre Whitfield

Thank you to this year's candidates:

### **Standing Committee**

The Rev. Liz Colton  
The Rev. Ernie Curtain  
The Rev. Paul Gitmu  
The Rev. Sean Mullen  
The Rev. David Rominik  
The Rev. Michael Ruk  
The Rev. John Sorenson  
The Rev. Greg Wilson

Joseph Caruso  
Christopher Hart  
Norman McClave  
Douglas Rorapaugh  
George Vosburgh

### **Finance Committee**

The Rev. George Masters  
The Rev. Jeffrey Moretzsohn

John Bayard  
Dana Hall  
John Loftus  
Norman McClave  
Kirk Muller



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### **Church Foundation**

The Rev. Jill L. McNish

Elise Bowers  
Clifford W. Kozemchak  
James Mack  
Norman McClave  
J. Barton Riley  
Paul Wanglee

### **Nominations Committee**

The Rev. Nancy Dilliplane  
The Rev. Betsy Ivey

Lionel Broome  
Jane Cosby  
Marcia Hinton  
Kevin Hook  
Evelyn Partridge  
Helen Zartarian

### **Commission on Clergy Compensation & Employee Benefits**

The Rev. Naz Javier

John Gillespie  
Joseph Madison  
Carl Sheppard

### **Diocesan Disciplinary Board**

The Ven. Pamela Nesbit  
The Rev. Rick Vinson

Lionel Broome  
John Nee  
Susan Stuber

### **Provincial Synod**

The Ven. Pamela Nesbit  
The Rev. Christina Nord  
The Rev. Joseph Smith

Stacey Carmody  
Alfeia DeVaughn-Goodwin  
Christopher Hart  
Liz Wendt

### **Christmas Fund Treasurer**

Kay Johnson



# **Convention Address**

## **by The Rt. Rev. Clifton Daniel, 3rd.**

to the 232nd Meeting of the Convention  
Diocese of Pennsylvania  
Philadelphia Episcopal Cathedral  
November 7, 2015

I came here three years ago at an age in life when most Bishops are actively contemplating retirement. For me, somewhat disturbingly, a new call emerged to come here to the Diocese of Pennsylvania as your Bishop. I couldn't decide if I was more like Grandfather Abraham heading out to an unknown land or like St. Paul as one "born out of time." Either way, I came to the strange and new (to me) land of Pennsylvania and I became one of you. I have come to love this diocese, its people, its rich history and its beckoning future.

We are gathered tonight as the 232<sup>nd</sup> Annual Convention of the Diocese of Pennsylvania. This marks my third and likely last address as we gather in convention, looking ahead to the election of the 17<sup>th</sup> Bishop of this Diocese. As I begin this address I offer my thanksgivings for you and my deep thanks to you for the honor, privilege and joy of serving you as the 16<sup>th</sup> Bishop of this blessed Diocese.

As always, we begin Convention with a service of Holy Eucharist, celebrating Jesus's presence among us and praying for the guidance of the Holy Spirit in our deliberations and decisions. For this service, we are singing two of my favorite hymns, one as our entrance hymn ("All are Welcome in this place") and the other as our closing hymn ("O for a thousand tongues to sing my dear Redeemer's praise") Let me tell you why I asked for these hymns.

Every ten years, all the Bishops of the eighty million members of the worldwide Anglican Communion are invited to gather in Canterbury Cathedral to begin the Lambeth Conference, a three week gathering of eight hundred or so Bishops of the Communion. The Conference begins with a grand service in the mother church of the Anglican Communion, Canterbury Cathedral, with all the Bishops vested and entering the Cathedral through the great west doors in procession down the long nave and toward the high Altar. Along the way, the procession passes the place where Thomas Becket was martyred almost a thousand years, and near the place where the monk Augustine came and established the Church in England almost fifteen hundred years ago. The place reeks of history and tradition.

I had never been to the Cathedral, and in the long line of the procession as Bishops and congregation sang the hymn "O for a thousand tongues...", about halfway down the aisle, I was overwhelmed and simply burst into tears, and I was not the only one.

Canterbury Cathedral has a rich and long history and an honored place in the life of the Anglican Communion and in our life as The Episcopal Church. In the same way, this Diocese of Pennsylvania has a rich history and honored place of leadership in The Episcopal Church. Ours is the first Diocese of The Episcopal Church. It was here in Philadelphia at Christ Church that The Episcopal Church was established and the first General Convention held. The Diocese of Pennsylvania has led this Church in many ways



through the centuries. We are the Diocese of Absalom Jones, the first African-American ordained Priest in this Church. We are the Diocese in which prophetic witness was enriched by the ordination of the first women Priests in this Church. This Diocese has offered leadership, witness and ministry in Philadelphia, in Pennsylvania and in the larger Church, nation and world down through the centuries. As our first act tonight, let us give thanks for our Diocese, its history and heritage of ministry and witness, let us grow in confidence as we move boldly into the future God prepares for this Diocese, and let us be thankful for the continuing abundance with which God continues to bless us. Our Diocese has a rich heritage and a robust history made up of great times and hard times, but always a history of faithful witness and ministry. History can be either a millstone around our neck that holds us back or it can be a heritage that emboldens us for the ministry and mission we are called to in the present and future.

I don't use the word "mission" very much these days. I think we too often use it in a casual way that has lost much of its meaning for us. Nowadays, I use another word in its place: "agenda" ... God's agenda for the world and the Church. God's agenda is about what God is up to in the world and the ministry we are called to as the Church in fulfilling God's agenda. God's agenda is clear and direct: God's agenda is to feed the hungry and eradicate hunger. God's agenda is to free the enslaved, liberate the oppressed and to reconcile the divisions in human life. God's agenda is to eradicate racism. God's agenda is to enact justice for all and to end violence in all its forms. Your part and mine, Church, as followers of Jesus is to repair what is broken in this world, to feed the hungry, eradicate racism and prejudice, to heal and reconcile the divisions in society and to bring justice and peace to the world.

Now we live in a complex time in the life of the Church. I remember when I was a child, as perhaps you do, that churches were packed on Sunday mornings, and growing. The Church was held in general esteem. But that day has passed in our present day. Our membership is declining. Congregations struggle to maintain antiquated facilities built for a different era in the life of the Church. We cannot predict what the Church will look like fifty or five hundred or even five years from now. But I have no fear for the future of the Church. The Church is Jesus's living and resurrected body, and Jesus will not abandon his Church. We can choose to mourn the loss of past glories, fear for the future and in doing so become like a prehistoric insect frozen in amber; or we can embrace the challenges and invitations of the present.

How might we embrace the invitations of the present? Our new Presiding Bishop, Michael Curry, tells a story of talking with a Mennonite pastor who had been sent to Raleigh NC to organize a new Mennonite congregation, a congregation not housed in a building of its own, hoping to attract new members but a congregation without walls. The Mennonite pastor was doing this because his community of faith believed that in the societal environment, in which we live today, the church can no longer wait for its congregation to come to it; but rather the Church must go where the congregation is. That, I believe, is God's great invitation to us in this day. Yes, I'm using the word Episcopalians often dread, the "e" word – Evangelism. Our call is not to worship our buildings but to build our worship in such a way that actively attracts and draws others into the Body of Christ by fulfilling God's agenda of feeding, and justice, and peacemaking.



Did I forget to mention that in addition to giving up on the word “mission,” I’m also giving up on the word “outreach”. “Outreach” to me is a rather outmoded and overused word that describes a circle of safety from which the members reach out to offer gifts out of the overage of abundance with which God has blessed the membership. The word I have begun using is “partnership.” Partnership with communities of faith, partnership with civic and community leaders in feeding, and educating and healing and meeting the immediate needs of their communities in organic and structural ways. There are great examples of these partnerships both extant and emerging in the life of our Diocese as we go about fulfilling God’s agenda, not just locally, but nationally and globally as well. I point to St. James School, here in Philadelphia – dedicated to providing a great education to the youth of the community in which it is placed. I point to the expanding strength and growing numbers of St. Andrew/St. Monica just a couple of blocks from here. I point to Christ and St. Ambrose and its vital ministry to the Latino community. I point to the Darby Project, undertaken in a town in which there is no Episcopal Church building and undertaken with the partnership of Darby Borough elected and community leadership and Episcopal Community Services to meet the expressed needs of that community. I point to our Diocesan Young Adult and Family Ministries, a thriving ministry of 20 to 30 year olds who come from all over our country to serve in a variety of settings in this diocese where they can make a real difference, or City Camp offering respite and recreation to urban children. I point to the emerging joint ministry of St. Mary’s and St. Paul’s in Chester, a ministry which will offer employment to youth of that town this coming summer. I point to our Cathedral Food Pantry which just one day this week distributed 2000 pounds of food to those who are hungry, and St. Peter’s, Philadelphia food pantry and all the other food pantries in parishes throughout our Diocese who are actively fulfilling God’s agenda in eradicating the hunger that haunts 26% of the citizens of Philadelphia every day. I point to the strong neighborhood ministry of Church of the Advocate. And St. Paul’s, Elkins Park, in its efforts to keep us from forgetting the Underground Railroad and its efforts to free enslaved persons.

These brave ministries are only some of the vital ministries spread throughout our Diocese. When I visit a parish vestry, I usually ask for an example of how that congregation is concretely fulfilling at least one part of God’s agenda in the world. Many are eager to tell about their ministry of partnership and service. Others are unable to do so, and I must confess that when a vestry cannot name an example I fear for that congregation’s spiritual health and for its future.

In 2008, I attended my second Lambeth Conference at Canterbury Cathedral. I promised myself beforehand that I would not cry when we bishops entered the Cathedral. I even brought tissues to hand out to the newbie bishops. We processed in and I did not cry. The service was magnificent and uplifting. As the service was ending we Bishops processed out down the long nave, singing along with the vast congregation from all over the world, the hymn “All are Welcome in this place.” About halfway down the aisle I realized that one Bishop had been excluded – Gene Robinson of New Hampshire. He had been specifically uninvited to the Lambeth Conference and to the opening service in the Cathedral. Out of love and honor for his Church and Communion, he honored the dis-invitation. So as we sang “All are welcome in this place” the words rang hollow to me. Exclusion does not befit the community of followers of Jesus, who himself welcomes all. Exclusion points to the brokenness of our world, and sometimes the brokenness of our Church. So near the spot where I had cried some 10 years before, I once again burst into tears but this time for very different reasons.





One of the clearest needs for repair in our world is the repair of relationships between races and an end to prejudice and oppression. These are some of the most urgent calls of God's agenda in this day. Racism is the most enduring sin of our nation after economic injustice and the pain and suffering left in its wake. And there are other pressing needs: The bitter fruit of racism and economic injustice are lived out in the daily violence on our streets, the growing number of prisons built for profit, the growing disparity between the rich and poor in our nation; the growing inequities in educational opportunities, health care, food availability, housing and jobs and the inequity of job opportunity and pay between women and men, human trafficking and brutality toward LGBT folk.

Our Diocesan Anti-Racism Committee has worked steadily and valiantly to address racism and its effects. It was here in Philadelphia several years ago that The Episcopal Church and our Presiding Bishop held a service of repentance for this Church's part in the sin of slavery. It is now our call in this generation to carry on that witness and repentance. We carry it onward by healing to ensure that people can walk their streets in safety without fear of gun violence; by insuring that black children can ride through their own neighborhood without fear of harassment from white neighbors or police. We can carry that witness onward by we white people honestly facing the anger brought by centuries of physical, social, economic oppression and prejudice against black people, and committing ourselves as followers of Jesus to become active healers and repairers of the breach and workers for reconciliation.

Finally and above all, we Christians are called to have a tender heart towards our world and our neighbor. A tender heart does not have to be a soft heart, nor does it have to be a sentimental heart. A tender heart is a heart that looks honestly and realistically at the world to determine how best and most effectively it might meet the needs, the hurts, the desire, hopes and fears of a broken and hurting world. A tender heart always considers the wellbeing of others and is committed to denying selfishness and self-service. A tender heart shares generously and forgives liberally. A tender heart laughs readily and often weeps in the presence of pain, injustice or injury. A tender heart is a realistic heart reflecting the tenderness that God expresses toward our wayward and fractured human race. God's Son came directly from God's tender heart and lived among us to live and die as one of us in order that we might know what it is to be reconciled, repaired and healed so that we ourselves might become reconcilers, healers and repairers.

I have gone on for too long. I thank you for your patient listening, endurance and generosity of spirit. I thank God for granting me the privilege of serving you and this great Diocese as together we seek to fulfill God's agenda in partnership with the communities we serve.

As we leave tonight, let us joyfully sing "O for a thousand tongues to sing our great Redeemer's praise..." And let that praise spill out of our lives into the lives of the people of the world we are called to serve in God's name.





# **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. Jarret Kerbel  
The Rev. Michael Giansiracusa

### **LAY**

Mr. Todd Brown  
Ms. Anita Friday  
Mr. Andrew Phillips

## **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:

### **Terms to expire in 2018**

The Rev. Jose A. Diaz-Martinez  
Christ and St. Ambrose

The Rev. Gerald S. Collins  
St. Paul's, Doylestown

Mr. Everett Gillison  
Holy Apostles and the Mediator Church

Ms. Helen Jennings  
Church of the Redeemer, Bryn Mawr



## **Reception of Reports Submitted by Committees and Commissions**

*(Received without motion to accept them)*

- A Narrative Introduction to the 2016 Budget
- Commission on Clergy Compensation and Employee Benefits
- Companion Diocese Committee
- Diocesan Council
- Diocesan History Committee
- Episcopal Church Women Steering Committee
- Episcopal Community Services
- Finance Committee
- Philadelphia Episcopal Cathedral
- Standing Committee Report
- Standing Committee Approvals and Consents
- Treasurer's Report

*These reports may be found on the pages which follow.*



# A Narrative Introduction to the 2016 Budget

We are proud to present the 2016 Unified Budget for your consideration. This is the third year for this inclusive format and it is serving us quite well.

## 1) The Episcopate Assessment

The Episcopate Assessment has increased by \$316,967. There are several reasons for the increase. We continued to work to include the essential costs of running the Diocese (such as the Bishop, certain support staff, insurance, legal fees, etc.) in the Episcopate Budget through the Episcopate Assessment. Specifically, we moved a portion of the cost of the diocesan property manager from being fully funded by the closed property fund over to the Episcopate Assessment. This position is an essential part of having a Diocese that is responsible for maintain, marketing and repurposing churches that have closed and not yet been sold. Since this position is an absolute necessity, they have been added to the Episcopate Assessment.

A large portion of the increase in the Episcopal Assessment will be offset by a reduction in the RCMA assessment of \$93,000. These savings will be used to reduce the aggregate assessment for each parish.

## 2) Pledges

It is a delight to note that pledges from parishes to the mission and ministry of the Diocese have been increasing in recent years. As you know there are three major categories of ministries supported through our program budget. The first are mission parishes. The second are ministries that support the work of parishes, such as grants to parishes. The third are collective ministries for which are beyond the capacity of any one parish, such as support for Hispanic ministries, Anti-Racism Training and the Absalom Jones festival. All of these ministries are the means by which we reach out to the world in Jesus' name, and we implore you to keep up your commitment to them.

However, we recognize that parishes do not have infinite resources. Therefore, in order to further offset the increase in the Episcopate Assessment, we have reduced the amount of pledge expected by \$99K. When factoring in all assessments and expected pledges the total net increase to the parishes is \$125K.

## 3) Newly Included Programs

In addition to new staff we have included one new program which had been primarily funded out of the Bishop's Discretionary Fund (Nunn's Fund) as well as several other new initiatives arising out of Diocesan Council and Diocesan Convention. In our efforts to make the totality of our diocesan finances visible and transparent, we have brought them into this budget. This item includes the following:

- a) lines #48 and #60 This is a new mission in Darby whose goal is to meet the need of those living in abject poverty. This program could include a summer camp, classes on parenting, basic computer literacy classes, computer access for Darby residents. As you can see from line item #24 Episcopal Community Services is also contributing to this mission to reach to those in stark need in the name of Jesus.
- b) Line 98 funds the Anti-Human Trafficking initiative begun by Council. Line 99 funds Hispanic Ministries and arose in response to a resolution from the last Convention.



In sum, this budget continues to make our complex diocesan finances clear and accessible. While there is an increase in the Assessment this budget expands the funds committed to congregations, to ministry among the poor and the young, and it allows our Diocese to grow and adapt as we discern our way forward.

Again, we 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.

Faithfully Submitted,

The Rev. Kirk T. Berlenbach and The Rev. Adam Kradel, Ph.D, Co-Chairs

The Budget Subcommittee:

Ms. Ann Booth Barbarin, The Rev. Kirk T. Berlenbach, The Rt. Rev. Clifton Daniel, 3rd, The Rev. Lara Stroud, Ms. Patricia Smith, Mr. William Atkinson, The Rev. Adam Kradel, Ph.D, Mr. Norman McClave, Mr. Eric Rabe, Mr. Barry Norris, Mr. Robert Rogers, Mr. James Pope

The Finance Committee:

Ms. Nora Adelman, Ms. Ann Booth Barbarin, The Rev. Kirk T. Berlenbach, Ms. Carolyn Huff, The Rt. Rev. Clifton Daniel, 3rd, The Rev. Dr. Charles Flood, The Rev. Adam Kradel, Ph.D, Mr. James Pope, Mr. John Loftus, The Rev. George Master, Mr. James Pope, Mr. Eric Rabe, Mr. Robert Rogers, Ms. Patricia Smith



Line#	Categories	2015			2016			Notes (see also numbered notes below)
		Projection or Asking	Final Proposed Budget	% of Total Proposed Income	Projected or Asking	Final Proposed Budget	% of Total Proposed Income	
1	<b>INCOME</b>							
2	<b>Revenue - Regular</b>							
3	Episcopate Assessment	\$1,100,500	\$1,100,500	27.8%	\$1,417,467	\$1,417,467	32.00%	Increase to be reduced by RCMA reduction SEE NOTE 1
4	Less Allowance for non-payment	(\$50,000)	(\$50,000)	-1.3%	(\$60,000)	(\$60,000)	-1.35%	
5	<b>Net Episcopate Assessment</b>	<b>\$1,050,500</b>	<b>\$1,050,500</b>	<b>26.5%</b>	<b>\$1,357,467</b>	<b>\$1,357,467</b>	<b>30.64%</b>	
6	Congregational Giving	\$700,000	\$661,500	16.7%	\$562,500	\$562,500	12.70%	SEE NOTE 2
7	Less Allowance for non payment	(\$46,060)	(\$46,060)	-1.2%	(\$50,000)	(\$50,000)	-1.13%	
8	<b>Net Congregational Giving</b>	<b>\$653,940</b>	<b>\$615,440</b>	<b>15.6%</b>	<b>\$512,500</b>	<b>\$512,500</b>	<b>11.57%</b>	
9	Investment Income	\$1,537,242	\$1,537,242	38.8%	\$1,673,700	\$1,673,700	37.78%	SEE NOTE 3
10	Unspent accrued interest (just 2016)				\$166,000	\$166,000	3.75%	SEE NOTE 4
11	Parker Bulmer	\$79,717	\$79,717	2.0%	\$90,000	\$90,000	2.03%	Pass-Thru: Non-Income Receipt
12	<b>Net Endowment Income</b>	<b>\$1,616,959</b>	<b>\$1,616,959</b>	<b>40.9%</b>	<b>\$1,929,700</b>	<b>\$1,929,700</b>	<b>43.56%</b>	
13	<b>Sub-total Revenue - Regular</b>	<b>\$3,321,399</b>	<b>\$3,282,899</b>	<b>83.0%</b>	<b>\$3,799,667</b>	<b>\$3,799,667</b>	<b>85.77%</b>	
14								
15	<b>Revenue - Special</b>							
16	Diocesan Annual Fund	\$5,000	\$5,000	0.1%	\$5,000	\$5,000	0.11%	
17	Anti Racism	\$4,000	\$2,800	0.1%	\$15,000	\$2,800	0.06%	
18	Young Adult and Campus Ministry	\$15,000	\$15,000	0.4%	\$625	\$625	0.01%	2015 included a large grant.
19	Youth Ministry	\$20,880	\$20,880	0.5%	\$23,980	\$23,980	0.54%	
20	Citi Camps	\$104,000	\$104,000	2.6%	\$117,334	\$117,334	2.65%	
21	Youth Mission Center	\$77,000	\$77,000	1.9%	\$77,000	\$77,000	1.74%	
22	Servant Year	\$274,654	\$274,654	6.9%	\$298,500	\$298,500	6.74%	generates \$77,493 over and above expenses
23	Grant from DHWBT for Canon for PC & Benefits	\$125,000	\$125,000	3.2%	\$0	\$0	0.00%	Expired in 2015 (Diocesan Health and Welfare Benefits Trust)
24	ECS Darby Mission Contribution	n/a	n/a		\$25,000	\$25,000	0.56%	See NOTE 5
25	Diocesan Convention Revenue	\$40,000	\$40,000	1.0%	\$40,000	\$40,000	0.00%	
26	Flagg Trust Income				\$30,000	\$30,000	0.23%	See NOTE 6
27	Other Income	\$10,000	\$10,000	0.3%	\$10,000	\$10,000	0.00%	
28	<b>Sub-total Revenue - Special</b>	<b>\$675,534</b>	<b>\$674,334</b>	<b>17.0%</b>	<b>\$642,439</b>	<b>\$630,239</b>	<b>14.23%</b>	
29								
30	<b>TOTAL INCOME</b>	<b>\$3,996,933</b>	<b>\$3,957,233</b>	<b>100.0%</b>	<b>\$4,442,106</b>	<b>\$4,429,906</b>	<b>100.00%</b>	
31								





Line#	Categories	2015			Projected or Asking	2016	% of Total Proposed Income	Notes (see also numbered notes below)
		Projection or Asking	Final Proposed Budget	% of Total Proposed Income				
32	<b>EXPENSES</b>							
33	<b>STAFF</b>							(X) indicates number of positions
34	Bishop Provisional	\$250,188	\$250,188	6.3%	\$281,000	\$281,000	6.34%	Includes additional monies for overlap with new bishop
35	Bishops Visitations	\$20,000	\$20,000	0.5%	\$20,000	\$20,000	0.45%	
36	Canons for PC, Congregations & support staff (3)	\$357,000	\$357,000	9.0%	\$376,083	\$376,083	8.49%	
37	Finance (3.5)	\$300,280	\$300,280	7.6%	\$317,199	\$317,199	7.16%	
38	Youth (8)	\$315,913	\$315,913	8.0%	\$411,121	\$396,121	8.94%	See NOTE 7
39	Deployment (3)	\$176,105	\$176,105	4.5%	\$210,499	\$210,499	4.75%	See NOTE 8
40	Education/Communications (2)	\$179,841	\$179,814	4.5%	\$177,466	\$177,466	4.01%	
41	Administration (2)	\$123,103	\$123,103	3.1%	\$124,128	\$124,128	2.80%	
42	Property/Maintenance (2)	\$181,677	\$181,677	4.6%	\$217,725	\$217,725	4.91%	See NOTE 9
43	Other (3)	\$63,563	\$63,563	1.6%	\$48,234	\$48,234	1.09%	
44	<b>Total- Staff</b>	<b>\$1,967,670</b>	<b>\$1,967,643</b>	<b>49.7%</b>	<b>\$2,183,455</b>	<b>\$2,168,455</b>	<b>48.95%</b>	
45								
46	<b>Ministry for Congregations</b>							
47	<b>Mission Congregations (DCMM)</b>							
48	All Saints Darby Mission				\$75,000	\$75,000	1.69%	
49	Advocate, Philadelphia (1.5)	\$144,840	\$144,840	3.7%	\$147,837	\$147,837	3.34%	covers all of vicar/chaplain & pt asst
50	Christ and St. Ambrose, Philadelphia	\$127,587	\$127,587	3.2%	\$130,139	\$130,139	2.94%	
51	Free Church St. John, Philadelphia	\$51,000	\$51,000	1.3%	\$52,020	\$52,020	1.17%	Lay Missioner
52	St. Gabriel's, Philadelphia	\$103,670	\$103,670	2.6%	\$103,670	\$103,670	2.34%	
53	St. Dismas Prison Mission	\$2,500	\$2,500	0.1%	\$2,550	\$2,550	0.06%	Not a salary- covers travels expenses and supplies
54	<b>Sub-total Mission Congregations</b>	<b>\$429,597</b>	<b>\$429,597</b>	<b>10.9%</b>	<b>\$511,216</b>	<b>\$511,216</b>	<b>11.54%</b>	
55								
56	<b>Grants to Congregations</b>							
57	St. John the Evangelist, Essington	\$10,000	\$10,000	0.3%	\$10,000	\$0	0.00%	
58	Trinity, Boothwyn	\$0	\$0	0.0%	\$55,000	\$30,000	0.68%	Did not apply for 2015
59	St. Stephens, Norwood	\$15,000	\$15,000	0.4%	\$15,000	\$15,000	0.34%	
60	All Saints Darby Mission			0.0%	\$35,000	\$25,000	0.56%	See Note 5
61	St. David's, Manayunk	\$15,000	\$15,000	0.4%	\$15,000	\$0	0.00%	
62	Church of the Crucifixion, Philadelphia	\$88,700	\$25,000	0.6%			0.00%	No longer eligible for this program
63	St Mary's, Chester	\$0	\$0	0.0%	\$103,180	\$0	0.00%	Request was for full time position.





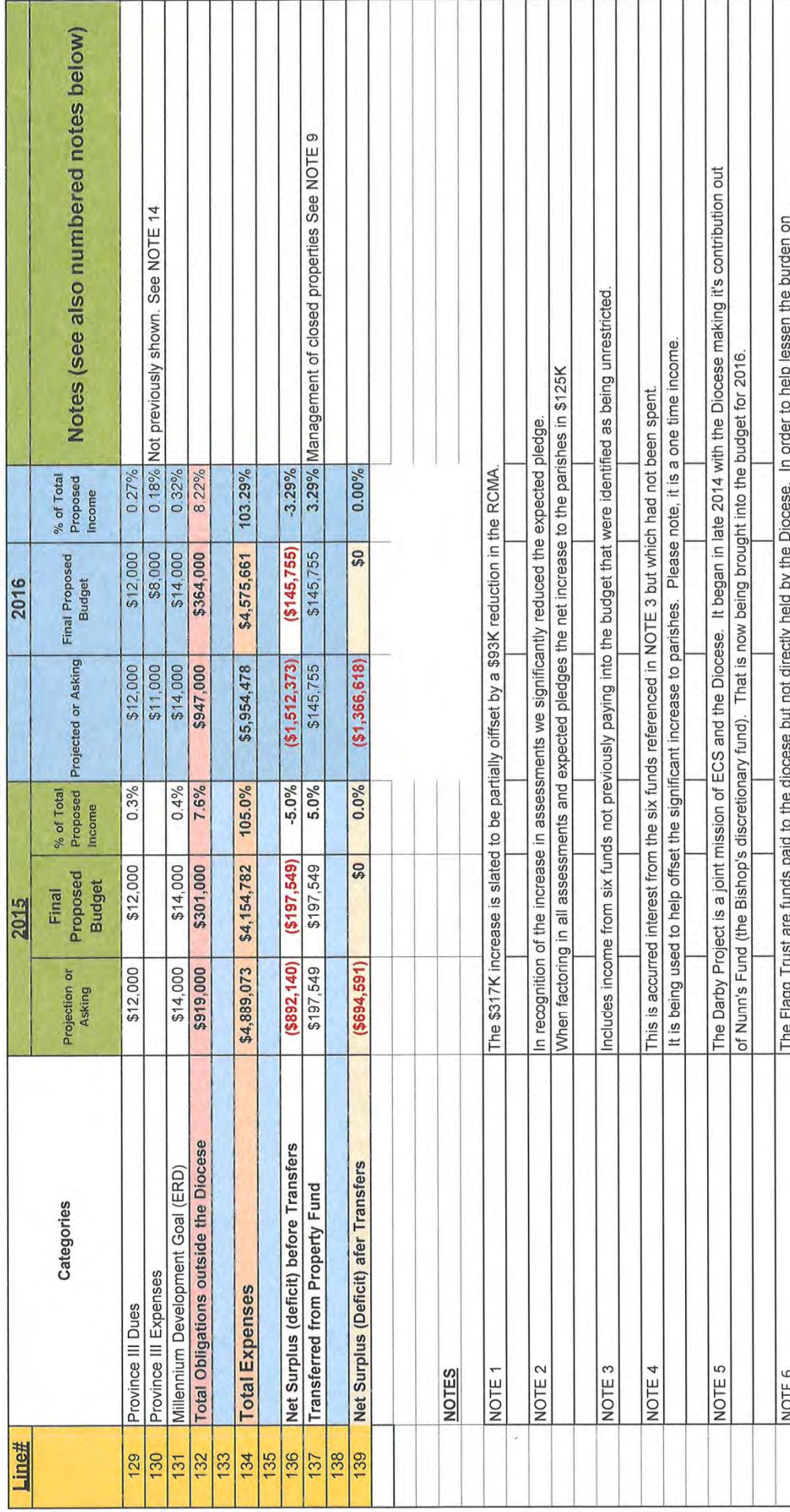
Line#	Categories	2015			Projected or Asking	2016	% of Total Proposed Income	Notes (see also numbered notes below)
		Projection or Asking	Final Proposed Budget	% of Total Proposed Income				
64	Trinity, Gulph Mills	\$55,000	\$40,000	1.0%			0.00%	Did not apply
65	Holy Trinity, Lansdale	\$22,000	\$22,000	0.6%	\$38,000	\$30,000	0.68%	
66	Christ Church, Pottstown	\$870	\$870	0.0%	\$900	\$900	0.02%	
67	Church of the Advocate	\$60,000	\$60,000	1.5%			0.00%	2015 was the last year of this grant
68	Seaman's Church Institute				\$40,000	\$0	0.00%	
69	St. Andrew's Glenmoore				\$3,000	\$0	0.00%	
70	St. Peter's Phoenixville				\$5,000	\$5,000	0.11%	
71	St. Stephen's Clifton Heights				\$2,000	\$2,000	0.05%	
72	Trinity Memorial, Philadelphia				\$3,700	\$0	0.00%	
73	Parishes of Wissachickon Deanery				\$10,000	\$10,000	0.23%	
74	Sub-total Grants to Congregations	\$266,570	\$187,870	4.7%	\$335,780	\$117,900	2.66%	
75								
76	Congregational Development and Support	\$50,000	\$50,000	1.3%	\$50,000	\$50,000	1.13%	Funds for Black Clergy & Congregations- see NOTE 10
77	Total Ministry for Congregations	\$746,167	\$667,467	16.9%	\$896,996	\$679,116	15.33%	
78								
79	Ministry Programs							
80	Family and Young Adult Ministries							
81	Administration	\$28,175	\$28,175	0.7%	\$23,300	\$23,300	0.53%	
82	Youth Ministry	\$28,175	\$28,175		\$31,875	\$31,875	0.72%	
83	Citi Camp	\$110,808	\$110,808	2.8%	\$127,384	\$127,384	2.88%	
84	Episcopal Church Camp Scholarships	\$10,000	\$10,000	0.3%	\$10,000	\$10,000	0.23%	
85	Mission Center	\$47,000	\$47,000	1.2%	\$30,500	\$30,500	0.69%	
86	Campus Ministry (includes Peer Ministers)	\$25,075	\$25,075	0.6%	\$20,075	\$20,075	0.45%	
88	Campus Ministry at Temple (program expense)	\$3,450	\$3,450	0.1%	\$3,500	\$3,500	0.08%	Administered by Church of the Advocate
89	TEC and Province III				\$17,160	\$10,000	0.23%	
90	Servant Year	\$190,163	\$190,163	4.8%	\$221,007	\$221,007	4.99%	
91	Sub-total Family and Young Adult Ministries	\$442,846	\$442,846	11.2%	\$484,801	\$477,641	10.78%	
92	Education	\$17,500	\$8,500	0.2%	\$8,500	\$8,500	0.19%	
93	Communication	\$27,200	\$27,200	0.7%	\$27,200	\$27,220	0.61%	
94	Anti Racism	\$30,000	\$19,000	0.5%	\$51,200	\$25,000	0.56%	
95	Diocesan History Commission	\$3,500	\$2,409		\$2,000	\$2,000	0.05%	
96	Ecumenical/Interfaith Council	\$9,250	\$5,000		\$5,000	\$3,000	0.07%	





Line#	Categories	2015			2016	% of Total Proposed Income	Notes (see also numbered notes below)
		Projection or Asking	Final Proposed Budget	% of Total Proposed Income			
97	Absalom Jones Festival	\$5,000	\$5,000	0.1%	\$5,000	0.11%	
98	Anti-Human Trafficking				\$15,000	0.11%	See NOTE 11
99	Hispanic Ministries				\$48,025	0.34%	See NOTE 12
100	Further Funding for Diocesan Ministries						
101	Total Ministry Programs	\$535,296	\$509,955	12.9%	\$646,726	12.84%	
102							
103	<b>Outreach and Missionary Ministries</b>						All Pass-Thru: Non-Expense Disbursement
104	ECS Home Care to Seniors	\$64,163	\$64,163	1.6%	\$82,500	1.86%	
105	CORP	\$7,777	\$7,777	0.2%	\$7,500	0.17%	
106	Dolphins of Delaware Valley	\$15,000	\$7,777	0.2%			Now administered through ECS
107	Total Outreach and Missionary Ministries	\$86,940	\$79,717	2.0%	\$90,000	2.03%	
108							
109	<b>Operations and Administration</b>						
110	Church House Operations	\$250,000	\$250,000	6.3%	\$300,000	6.77%	
111	Professional and Legal Fees	\$60,000	\$60,000	1.5%	\$70,000	1.58%	
112	Archives (Lutheran Seminary)	\$10,000	\$10,000	0.3%	\$15,000	0.34%	
113	Financial Audit	\$47,500	\$47,500	1.2%	\$49,000	1.11%	
114	Hospitality/Food	\$1,500	\$1,500	0.0%	\$1,500	0.03%	
115	Travel and Office Expense	\$68,000	\$68,000	1.5%	\$83,000	1.87%	Consistently under-budgeted. Reflects actual expenses
116	Miscellaneous	\$5,000	\$5,000	0.1%	\$5,000	0.11%	
117	Expenses for Title IV Intake Officer		\$5,000	0.1%	\$5,000	0.11%	
118	Deployment and Ordination Process Costs	\$66,000	\$66,000	1.7%	\$66,000	1.49%	
119	Retired Lay Medical Insurance Premiums	\$70,000	\$65,000	1.6%	\$50,000	1.13%	
120	Total Operations and Administration	\$573,000	\$568,000	14.4%	\$644,500	14.55%	
121							
122	<b>Conventions</b>						
123	Diocesan Convention	\$45,000	\$45,000	1.1%	\$45,000	1.02%	
124	General Convention	\$16,000	\$16,000	0.4%	\$16,000	0.36%	
125	Total Conventions	\$61,000	\$61,000	1.5%	\$61,000	1.38%	
126							
127	<b>Obligations outside the Diocese</b>						
128	Pledge to The Episcopal Church	\$893,000	\$275,000	6.9%	\$910,000	7.45%	see NOTE 13







Line#	Categories	2015			2016	% of Total Proposed Income	Notes (see also numbered notes below)
		Projection or Asking	Final Proposed Budget	% of Total Proposed Income			
		parishes we are designating the income to the budget.					
NOTE 7		The number of staff has increased because of expanding programs. The total also includes the stipends of Servant Year interns.					
NOTE 8		Includes position for Deacon Formation which existed but was previously unbudgeted					
NOTE 9		This line includes the expense of the Diocesan Property Manager and Caretaker of the Maryland Property. Since it is an essential position, a portion of the property manager's package has been included in the Episcopal Assessment for 2016. The increase from 2015 to 2016 is in large part due to including the property manager's expenses in this line where as before they went previously unbudgeted.					
NOTE 10		This money is potentially earmarked to continue to fund a consultant to work with congregations and to develop and support black clergy					
NOTE 11		This is a new program requested and overseen by Diocesan Council					
NOTE 12		This is a new program arising out of 2014 Convention.					
NOTE 13		Although we are continuing to increase our pledge it is still only about a third of what we should be paying. Our goal is for a 10% pledge to TEC by 2020. Theology Sentence					
NOTE 14		This reflects the actual costs of participating in the Province over and above the dues we pay as a member.					



# 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 CPG (Church Pension Group), 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 as follows:

## **Committee on Salary Monitoring (Mr. Marc Andonian, 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 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.

## **Committee on Loans and Grants (Ms. Loretha Badger, Chair)**

The Committee on Loans and Grants works closely with the Canon for Transition Ministries and the Bishop 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. Edward Shiley, Chair)**

The Committee on Health and Welfare Benefits reviews available benefit plan offerings of 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.

The Committee also sets the annual minimum required employer contribution to the health benefit premium, as required by the DHP.

### **Highlights of 2015 CCCEB Activities**

- The Benefits Committee did not make any changes to the benefit plan options for 2015. Members were encouraged to go online during Open Enrollment to check their information (name, address, dependents, etc.) and make changes if necessary. Everyone was also notified by individual letter that the EPO 100 will not be offered by DIOPA beginning January, 2016, and those on the plan in 2014 were encouraged to consider stepping down coverage in 2015 in anticipation of that event.
- The Loans and Grants Committee made more than 5 assistance grants between November 2014 and October 2015, and prepared and submitted RA-2015 (Clergy Financial Assistance) to the Resolutions Committee. The committee also revised the Clergy Financial Aid Request Form; and, it updated and clarified the duties, functions and policies which the committee in granting assistance.
- The Salary Monitoring Committee prepared and submitted RB-2016 (On Clergy Compensation) to the Resolutions Committee. It reflects an increase of 0.2 based on the annual increase in the Philadelphia cost of living index. This Committee also reviewed the Diocesan canons to identify where changes are needed to become compliant with the Episcopal Church General 2009 Convention actions to effectuate parity in the lay benefits. The CCCEB is therefore proposing changes to Sec. 7.8 for this Convention to approve.

This Committee has undertaken an in depth review of the diocesan clergy compensation structure. As our demographics have changes radically; the Commission believes this review may provide us with new insights into the way compensation might be structured. This will be a lengthy process; but our first revelation was that a significant portion of female clergy across all congregation size categories receive lower compensation than comparable male clergy. We will be encouraging parishes to begin to address this inequity.

- The Diocesan auditors have presented their 2014 audit report which shows that CCCEB has adhered to generally accepted U.S. accounting principles regarding its cash flow activity and assets. The Commission has on hand an updated actuarial report which correctly reflects its liabilities.
- CCCEB believes we have now clarified our financial tracking methods and are able to provide Diocesan staff with our monthly statements. We have brought our financials into accordance with customary Episcopal Church standards so that monies CCCEB holds in trust for clergy health benefits will be appearing on DIOPA financial statements. A member of CCCEB currently continues to the Finance Committee meetings to keep that committee apprised of CCCEB's work.



- The CCCEB will continue to 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.
- The CCCEB plans to continue our 2015 efforts to bring clarity, openness and transparency to all our work 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.

For the Commission,

Ms. Margaret E. Ullman, Vice-Chairperson

**2014 MEMBERS OF THE COMMISSION ON CLERGY COMPENSATION AND EMPLOYEE BENEFITS**

Mr. Marc Andonian (2016), Chair, Salary Monitoring  
Ms. Loretha Badger (2017), Chair, Loans & Grants  
Mr. Richard Bauer (2015)

The Rev. Rodger Broadley (2017)

Mr. John Gillespie, Secretary (2015)

The Rev. Nazareno Javier (2016)

The Rev. Dr. Jill McNish (2015)  
Mr. Douglas Sisk  
The Rev. Timothy Safford (2015),  
Treasurer  
The Rev. Ed Shiley (2017) Chair,  
Benefits Committee  
Ms. Margaret E. Ullman (2016), Vice  
Chair  
Clergy Vacancy (2016)

**STAFF SUPPORT TO THE CCCEB**

Ms. Jill Mathis, Canon for Transition Ministries  
Mr. Rob Rogers, Canon for Financial Administration  
The Rev. Lucy Amerman, Canon to the Ordinary for Pastoral Services  
Mr. Mark Klinger, Assistant to the Canons to the Ordinary

Report prepared by: Margaret E. Ullman, CCCEB Vice-Chair and The Rev. Ed Shiley Benefits Committee Chair



## Companion Diocese Committee

The Companion Diocese Committee wishes to thank those congregations and individuals who, by partnering with congregations in Guatemala, keep the relationship between our two dioceses vital and flourishing. Over the years a number of cooperative programs and projects have taken place. We support and enable programs for food, health, and education. We have aided in building churches and houses. But most especially we have come to know through personal experience the warmth and love and faith of a delightful people, and have found our own faith inspired and strengthened. Our current agreement with the Diocese of Guatemala will be up for renewal at our next diocesan convention.

Bishop Armando Guerra of Guatemala wishes the people of our diocese to know how much he values our companionship, and asks us to please remember that there are still Guatemalan congregations that do not have a partner congregation, and very much wish to. Committee members are available to visit local congregations and to assist you in finding a sister congregation in Guatemala.

Even as we celebrate our Companion Diocese and seek to bring our churches into closer relationships with one another we recognize that there are congregations in our diocese that have rewarding relationships with churches in other parts of the world. We wish to affirm and encourage these efforts as well. We will be asking your assistance as we work to develop a database of all the global missionary ventures our congregations are involved in; and we look forward to working with the Global Mission Commission being proposed at this Convention.

Our meetings typically take place on the fourth Monday of every month, 7:00 p.m., 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 Resurreccion, Zacapa Espiritu Santo, Oquen
Church of Our Savior, Jenkintown	San Felipe, San Felipe de Lara San Antonio, Seja San Bernabé, Fronteras
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 Virginia San Miguel Arcangel, Campo Dos San José, Campo Tres
St. Peter's, 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
Holy Apostles, Penn Wynne	San Pedro y San Pablo, Guatemala City
St Johns, Glen Mills	Misión San Andrés, Chimaltenango
St. Mary's, Ardmore	La Resurreccion, Zacapa Todos los Santos, Gualan



## Diocesan Council

An able, enthusiastic, devoted, and gifted group of lay and ordained ministers in the Diocese of Pennsylvania gathered six times this past year for Diocesan Council meetings. As is our custom, we gathered in six different locales throughout the diocese – The Philadelphia Cathedral, Gloria Dei (Old Swedes') Church (Southwark Deanery), Trinity Episcopal Church, Ambler (Montgomery Deanery), Trinity Church, Oxford (Pennypack Deanery), Church of the Good Samaritan (Brandywine Deanery), and St. David's Episcopal Church, Radnor (Merion Deanery). We gathered to celebrate the ministries at work in our diocese, to share information concerning the status of churches, missions, finances, and governance in the diocese, and to fulfill the canonically required duties allotted to Diocesan Council. And we gathered to ensure that our eyes and our ears, and our hearts and our minds continue to be open to the new creation ever present in the Kingdom that is here, that is now.

The Diocesan Council is, for all intents and purposes, the “peoples’ council.” That is to say, it is a body that when fully represented, encompasses our entire diocese. Each Deanery is required to elect and send to Council two lay representatives and one clergy representative, usually for three year terms. In this way the Council not only is able to hear voices from all corners of the diocese but insures that information returns to the many deaneries and parishes we represent as a diocese.

This year the Council continued to consider our role and our responsibilities in an ever-changing environment of blessings and challenges. We discussed whether new committees might need birthing, whether older committees may have reached their time of retirement, and what we are called to facilitate as we envision the future of our diocese.

As always, we received updates and information about the ongoing business of the diocese from the Standing Committee, the Finance Committee, our Diocesan Treasurer, and our Chancellor. We also heard requests for funds and recognition of new ministry possibilities from a number of folks actively imagining exciting new work both at the parish and diocesan levels, and seeking both financial and moral support.

At Bishop Daniel's request early in the year, “to consider what might be fruitful missional goals over the next two to three years,” the Council drafted our thoughts and shared them with other governance bodies and ministry committees. We then received input from other bodies working on the same request, and created a document that reflects the vision of many governing and ministry bodies in our diocese. That document may be found at the end of this report.

A major and constantly returning discussion in our Council meetings this year revolved around the inability of the Council to do more than put our stamp of approval on a request. Without an ability to fund a request we have begun to recognize a level of frustration in the diocese. Where does one go with a new idea, or a desire to fund a new mission, or a way to get funding for a program within an existing mission or parish? We have witnessed folks being sent from Council to Finance Committee to Standing Committee to Bishop more than once this year. The Council feels this is not a healthy way to function and does little to encourage new ministry in our diocese.





For this reason, we began to consider how the changes we made to our Canons some years ago, which included the creation of the Finance Committee and the moving of the Budget Committee from the Council to this new Committee left us with a body (Council) responsible for mission and ministry in the diocese but no way to fund it, and another body (Finance Committee) responsible for the financial health of the diocese. The splitting of these responsibilities was created at a time when we needed such. The Council has begun to wonder whether it's time to consider if the paradigm we created for good reasons needs to be reviewed.

As an interim step, the Council requested a line-item on the Diocesan Budget for 2016 in the amount of \$50,000.00. The request was denied, but some good conversation between the Council and the Finance Committee began, and continues as both bodies consider the best way to serve the Diocese.

The Council then began to consider an appeal, in the form of a resolution, to Diocesan Convention to fund Council's work through the use of unrestricted net assets of the diocese. The Council believes that it is time to spend some of our unrestricted net assets on future missions and ministries in the diocese. It believes that it is important to create new ways to be church in the 21st century as we face the closure of our older and unviable buildings. And the Council is willing, anxious, excited, and able to create new models of determination as to the many ways we could be serving our communities, how we would regulate and evaluate these, and a review process that would insure proper oversight of investments.

All that being said, when the Council was presented with the Standing Committee's resolution concerning the study and feasibility of incorporating our diocese we recognized that this step was not only healthy and forward- looking but held the potential for resolving the aforementioned issues. The Council therefore determined we need not present a resolution but would support the Standing Committee resolution. The Council looks forward to a new way forward for all of us.

We look forward to another year of gathering in the churches of our diocese, of hearing new ideas, of enjoying fellowship and sharing in the vision for the future of the Diocese of Pennsylvania.

Diocesan Council meetings are open to everyone. We welcome visitors and encourage everyone in the diocese to contact their Deanery representatives if there is a ministry you would like us to address or a new ministry you would like to see created in the Diocese of Pennsylvania.

Blessings,

The Rev. D. Joy Segal, Vice Chair of Diocesan Council



## DIOCESAN GOALS

The purpose of creating goals was to explore our hopes and dreams for this Diocese and to identify three for four items for intensive work over the next two-three years. Various groups were consulted in this exploration: Diocesan Council, Standing Committee, Council of Deans and Deanery gatherings.

A question for us to consider as we determine our goals: “What are the theological underpinnings of the work we do? How can we keep these principles in front of us as we do our work?”

1. Call a new Bishop and incorporate him/her into the life of a healthy and vibrant Diocese.
  - Review the structure of the Diocese to better conform to norms.
  - Deaneries to have a renewed sense of purpose and ministry. DC to encourage Deaneries to provide programs in support of Diocesan mission.
  - Troubled parishes to have the support and help they need.
  - Continue to develop the role of Deacons within the Diocese.
  - Develop college chaplaincies.
2. Create vibrant structures within the Diocese; support and strengthen parish leaders and mission
  - Develop a Mission Statement for Diocesan Council (DC) consistent with Diocese Mission statement.
    - o Create Values, standards and procedures by which to review all programs consistent with Convention dictates.
    - o Become proactive in reviewing all program requests made by Deaneries, Parishes, Missions and the Episcopate as being consistent with our values, standards and procedures.
    - o Review all program requests for funds, grants, etc. and to provide the results of our review to the Finance (Budget) Committee each year.
    - o Create a budget line item for DC to act on unforeseen issues that arise between conventions.
  - Develop methods and processes of support for troubled parishes and fragile congregations
  - Develop and apply standards for parish viability
  - Create a strategic vision for congregational development and evangelism
  - Explore and bring recommendation regarding incorporation of Diocese to Convention
3. Communicate more effectively within the Diocese and to the larger community.
  - Redesign the website and update continuously.
  - Use social media to reach the younger generation.
  - Redesign the e-newsletter to be more engaging.
  - Communicate more effectively among committees.
  - Review current staff’s workload and technological skills and consider adding additional personnel as needed.
4. Strive for Social Justice.
  - Continue building awareness and support for the Anti-Human Trafficking work of the Diocese.
  - Support the Committee on Anti-Racism’s efforts to bring their important message and training to individual parishes and the wider community.
  - Lift up our ministry to the Hispanic community.
  - Encourage Inter-Faith programs and coordination of services.
  - Continue to partner with ECS development of the “Darby Project” as a successful pilot program for community ministry that can be rolled out in other underserved areas of the Diocese.
5. Create opportunities for Christian Formation within the Diocese.
  - Support our youth initiatives.
  - Offer training for Sunday School teachers.
  - Support spiritual formation for adults.
  - Provide programs to educate and strengthen Parish Vestries, Wardens and other volunteers providing essential functions.



# Diocesan History Committee

## I. Membership

*Members:* Elizabeth Browne, David Contosta, William Cutler (chairman), J. M. Duffin, Ann Greene, Clark Groome (secretary), Lonnie Hovey, Michael Krasulski, Jefferson Moak, Richard Schneider, the Rev. Daniel Stevick, Arthur Sudler, and Helen White

*Participants:* Peter Moak (diocesan archivist), Jane Cosby, Nancy Iredale, and the Right Rev. Edward Lee

Mike Krasulski became a member of the committee in June, 2015. In September Jane Cosby agreed to join the committee as a member in 2015-2016.

*Meetings:* The committee met five times between September 2014 and June 2015 (9/19/14, 12/5/14, 2/27/15, 5/1/15, and 6/12/15). All the meetings were held in the Sheffield room at Cathedral Village. Helen White made the local arrangements.

## II. Goals for 2014-2015

- Act as resource for the diocese at all levels
- Stimulate historical awareness in the diocese
- Continue the oral history project
- Participate more actively in the study of Episcopal history nationwide

## III. Work in 2014-2015

1. Diocesan Resource  
A short history of the Diocese of Pennsylvania was uploaded to the diocesan web site in June 2015. It can be found on the History and Archives page. At the suggestion of Henry Carnes, William Cutler prepared it with help from Ann Greene and David Contosta. Visitors to the diocesan web site will now be able to learn something about our distinguished past. Those wanting more information are referred to *This Far by Faith: Tradition and Change in the Diocese of Pennsylvania*, edited by David Contosta.
2. Historical Preservation and Awareness  
*History Workshop:* On Saturday, May 2, 2015 the committee sponsored a workshop on parish web sites. Its goal was to help parishes determine how to feature their history on their web sites. The speakers were Henry Carnes, (Diocese of Pennsylvania), William Cutler (Our Saviour, Jenkintown), Lonnie Hovey (St. Mary's, Ardmore), Michael Krasulski (St. Luke and the Epiphany), and Arthur Sudler (African Episcopal Church of St. Thomas).  
Henry Carnes made a video of this event which is now on the History and Archives page of the diocesan web site. Its presence there allows anyone to view it at their convenience.  
*Diocesan Symposium:* To foster mutual understanding and reconciliation between white and black Episcopalians, the History Committee decided to sponsor a symposium on the history of diocesan and church participation in slavery and racial discrimination. To that end the committee began making plans last year for a symposium on the topic to be held in fall, 2015. William Cutler, the committee chairman, contacted prospective speakers and welcomed an offer by the diocesan Anti-Racism Commission to co-sponsor such an event.



On June 3, 2015 three members of the committee (William Cutler, Clark Groome, and Ann Greene met with Bishop Daniel to discuss plans for the symposium and the need for diocesan assistance with expenses. The Bishop graciously agreed to lend a hand. The date for the symposium was set: Saturday, October 17, 2015. Grace Epiphany, Mt. Airy generously agreed to host it.

3. Oral History Project

Between June 1, 2014 and June 30, 2015 William Cutler and Clark Groome interviewed twelve members of the diocesan family. They are: The Reverend Rodger C. Broadley, William C. Bullitt, Esq., Ms. Shirley Gracie, Frances (Mrs. Howard) Kellogg, The Reverend Thomas L. McClellan, The Rt. Reverend Rodney R. Michel, The Reverend Isaac Miller, The Venerable Dr. Pamela Nesbit, The Reverend Christine E. Ritter, The Reverend Ann Robb Smith, Ms. Helen White, and The Reverend William H. Wood, III. An interview with Ms. Jane Cosby, done on July 28, 2015, is nearly completed.

Including Cosby, twenty-three members of the diocesan family have now been interviewed since 2013. A few more interviews are planned.

Transcripts and audio recordings of these interviews are in the diocesan archives at the Lutheran Theological Seminary.

4. Episcopal History

The article that William Cutler wrote about the oral history project for the newsletter published by the National Episcopal Historians and Archivists appeared in the spring number of this newsletter. The citation is:

William W. Cutler, "Mining Memories: The Episcopal Diocese of Pennsylvania's Oral History Project," The Historiographer of the National Episcopal Historians and Archivists and the Historical Society of the Episcopal Church, LV (Spring 2015), 1, 4-5.

#### **IV. Goals for 2015-2016**

- Increase awareness in the diocese of our rich history at both the diocesan and parish level
- Foster mutual understanding and reconciliation among our diverse membership by calling attention to our past participation in slavery, racism, and discrimination
- Encourage the preservation of relevant diocesan, parish, and personal records and artifacts
- Continue work on the oral history project
- Build the profile of the Diocese of Pennsylvania as a national leader in the preservation and study of Episcopal history

#### **V. Budget**

The History Committee plans to use the money budgeted for it in 2016 to work on the goals listed above.

#### **VI. Contact Information**

William W. Cutler, III  
History Committee, Chairman  
901 Homestead Rd.  
Jenkintown, PA 19046  
Email: wcutler@temple.edu  
Phone: 215 887-2013 (home)  
267-303-0232 (cell)



## Episcopal Church Women Steering Committee

The Episcopal Church Women Steering Committee continues to meet regularly in different churches throughout the diocese to implement the mission of being centered in congregations. The ECW empowers women to do Christ's ministry at home and in the world.

The ECW Steering Committee monitors and disperses the investment interest of the 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 Colleges recipients were St. Augustine's University Raleigh, NC and St. Augustine's College, Chicago IL. Indian Hope has not been determined. Overseas mission grant has been given to Seamen's Church Institute. Domestic Mission grants for site maintenance have been given to The Church of the Advocate for sponsoring the 40<sup>th</sup> Anniversary of the Ordination of Women, Trinity Church, Coatesville, St. Gabriel's, and to churches to enable City Camp programs: La Iglesia Christ y San Ambrosio, Free Church of St. John, Church of the Holy Trinity, Lansdale, St. Simon the Cyrenian, St. Mary's Church, Chester. With the accrual of investment interest, we were able to send four women to Triennial in Salt Lake City, Utah. We made donations to the National ECW Triennial Special Projects

The Church Periodical Club's account is being administered by the Steering Committee with yearly contributions being made to CPC

Members of the Steering Committee under auspices of our UTO coordinator made site visits for United Thank Offering (UTO) for UTO Grant Applications. These applications were screened and recommendations were made to Bishop Dan for submission to the UTO National Board. We were very pleased that the Darby Project Grant request was approved.

Active Members: Betty Berry-Holmes (UTO Coordinator), Wendy Carrington, Jeanette Gillison, Sharida Gillison, Bertha Jackson, Sharon Kelly, Judy Krause, Amy Lancaster, Shirley Smith, Virginia Trimble, Jean Wrice.

Submitted by,  
Shirley Smith, Presider



## Episcopal Community Services

First and foremost, we thank you. This past year, you have expressed a level of faith in our work that is both remarkable and humbling, and we are so grateful for your extraordinary support.

The region we serve and the landscape of social services in general, are in the midst of unprecedented transformation. With shifts in government funding, a school system under significant financial pressure, and a poverty rate that is the highest of any of the nation's top ten major cities, the needs of our region demand that agencies like ECS transform as well.

This means implementing new evidence-based approaches that deliver the most impactful services possible and connecting to new sources of funding – all while honoring our Episcopal tradition as a faith-based agency. The commitments made in the Baptismal Covenant, “to seek and serve Christ in all persons” and “to strive for justice ... and respect the dignity of every human being” are the foundational principles of Episcopal Community Services.

ECS is an agency that can, and has always, met the ever-changing challenges of our times. And as we have since 1870, ECS remains focused on serving the most vulnerable – wherever the needs are greatest.

Our programs are how we do our work, but they are not simply what we do.

We look to provide tools and services by listening to our clients' needs. We help individuals in poverty lift themselves up and out in order to restore their dignity of choice. We believe that for many young people, the way out of poverty is a job – one that is built on education, training, wellbeing, safety, and security. Where employment is not possible due to age or disability, we provide stability. We look to support the voices of those we serve, and to be a voice for the issues that affect their lives. Our work is marked by innovation, data, quality, talent, partnerships, and accountability.

We know that the needs are great. Your support and prayers make the work we do possible. As we continue to respond to these needs, that support becomes all the more critical. As donors, volunteers, and friends, you are true partners in this work, and the successes of our program participants are the outcomes of that invaluable partnership.

On behalf of those we serve, and from all of us at ECS, thank you.

Adrienne Yost Hart, Esq.  
President, Board of Trustees

David E. Griffith  
Executive Director





## Finance Committee

The Finance Committee's charge is to oversee the finances and real property of the Diocese. We advise the Bishop and Standing Committee on these matters. In 2015, the Committee focused on two primary objectives: preparing the Diocesan budget as required under the Canons, and property management, a matter of continuing financial concern for the Diocese.

The Finance Committee meets monthly except during August on the third Monday of the month at 6:30 p.m. Over the last two years, the Committee has regularly met at the Church of the Redeemer, Bryn Mawr, a central location in the Diocese convenient to most members. When needed, the committee can and has acted between meetings by voting electronically, and meetings may be held by conference call. It is the objective of the committee to have recommendations on important matters in time for each month's Standing Committee meeting.

In December 2014, the Committee elected the following officers: Mr. Eric Rabe, Chair, The Rev. Adam Kradel, Vice Chair and Ms. Nora Adelman, Secretary. These three serve as the executive committee. Subcommittees met regularly through the year (quarterly or monthly). The subcommittee leadership is:

Budget - The Rev. Adam Kradel, The Rev. Kirk Berlenbach  
Diocesan Audit - Mr. Rob Rogers  
Investment - Ms. Elise Bowers  
Parochial Relations - The Rev. Carolyn Huff  
Property - The Rev. George Master

This year, The Rev. Kirk Berlenbach, who (along with Ms. Pat Smith) was a Standing Committee representative, concluded his service on the Finance Committee. Kirk has been a chair of this Committee and served during the Canon changes that created the committee in its current form. The Committee is extremely grateful for Kirk's hard work and leadership in the financial matters of the Diocese of Pennsylvania. Kirk continues to serve on the Budget Subcommittee. Standing Committee appointed The Rev. Deirdre Whitfield to succeed Kirk on the Finance Committee.

Again, this year we have developed a unified budget, as directed by Canon, combining matters incorporated in two separate budgets in the past. For the 2016 budget, some staffing and other expense items formerly handled through various off-budget funds have been included. This is part of a continuing effort to make the finances of the Diocese more transparent and easier to understand.

Additionally, we continue to work closely with Diocesan Council and Standing Committee to support congregations and to process and handle all applications for financial aid, including loans, budgeted grants and emergency grants. In the 2016 budget, more than \$1.3 million is designated for grants to congregations, other ministry programs and outreach. That is an increase of about \$81,000 or +6.5% from the budget for the current year. At the same time congregational giving (pledge income) in 2016 is expected to be \$513,000 or about \$102,000 less (-16.6%) than budgeted for 2015. While this drop is anticipated to help offset the increase in the Episcopate Assessment, it is important that congregations remember the important work their pledges go to support.

In 2015, we devoted significant time to property matters.

- The transition of the Diocesan staff to new offices at 3717 Chestnut Street has been completed. The monthly out-of-pocket expenses of the new offices are somewhat higher than the operating expense at Church House in Society Hill. However, because these new offices are rented rather than owned, some \$4 million formerly tied up in the Society Hill Church House office has been freed for other use. If invested at an interest rate of 4.35% (currently in effect for



investments managed by The Church Foundation) this equates to \$174,000 a year in potential income for the Diocese. The Diocese elected to use the proceeds from the sale of the Society Hill offices for investment and to pay down debt. As a result, the Diocese of Pennsylvania is now virtually debt-free.

- The Diocese still has not received a sufficient offer for the Maryland property, and it remains unsold. A number of Diocesan groups use the facility, and the property generates income from this and other activities including farming. During 2015, operating expenses there have been minimized and debt eliminated. Today holding this property is a much smaller expense than in the past.
- The Diocese continued to market closed churches during 2015. We evaluate opportunities to monetize such properties, and we assure that those we have not sold are properly and safely maintained. The Finance Committee recommended, and the Standing Committee agreed, that the revenue from the sale of closed churches be retained in a separate fund to cover costs of churches that cease operations and, therefore, become the liability of the Diocese. We believe this is prudent management of our resources.

More and more churches are seeking creative approaches to financing in an effort to raise revenue. During 2015, the Finance Committee has reviewed and made recommendations on requests from parishes to either sell of a portion of their property or to enter into long-term leases with outside parties such as childcare providers.

In September the Finance Committee and Diocese staff provided a financial workshop attended by more than 100 people from around the Diocese who received training in financial management.

The 2014 audit of the Diocese performed by outside auditors in 2015 continues to show that Diocese financial operations are conducted in accordance with accepted standards. We commend Canon Rob Rogers and his staff for their good work that results in such a positive audit.

The Finance Committee publishes our full minutes on the Diocesan website and circulates drafts to the Diocesan leadership immediately after each meeting in order to expedite decisions and recommendations.

Finally, I thank all our membership. Each Committee member has shown dedication, expertise and commitment to the important work of the Finance Committee.

Respectfully submitted,

Eric W. Rabe, chair

Email: [eric.rabe@verizon.net](mailto:eric.rabe@verizon.net) 215-839-6639

#### **The Finance Committee**

Ms. Nora Adelman (Secretary), The Rev. Kirk Berlenbach, Ms. Ann Booth-Barbarin, Ms. Elise Bowers, The Rev. Dr. Charles Flood, The Rev. Carolyn Huff, The Rev. Adam Kradel (Vice Chair), Mr. John Loftus, The Rev. George Master, Mr. James Pope (Treasurer, Diocese of Pennsylvania), Mr. Eric Rabe (Chair), Ms. Pat Smith, The Rev. Deirdre Whitfield

**Ex officio** The Rt. Rev. Clifton Daniel, 3rd, Cliff Kozemcek (Representative of Church Foundation), Mr. Rob Rogers (Canon for Finance), Ms. Margaret Ullman (Representative of Commission on Clergy Compensation and Employee Benefits)





## Philadelphia Episcopal Cathedral

Bishop Daniel, sisters and brothers, grace and peace. After a hiatus of a few years, it is our great privilege to host this Convention in your Cathedral. If we have a theme song, it is the hymn with which we began our Eucharist last night—All Are Welcome in this Place. A place of unconditional welcome, and healing, and reconciliation where we join together from beyond boundaries of all kinds. Where we gather to form the body of Christ as we offer the best of ourselves in prayer for the major liturgical moments of our Diocesan life together—to rejoice, to say hello, and to say goodbye. Welcome home to your Cathedral, the site of conventions, ordinations, and as the seat of our Bishop, the center of Diocesan spiritual life.

And let me say, behold, God has been doing a few new things around here!

Less than two years ago, Bishop Dan and I stood together somewhere over there as we broke ground on the Cathedral development project. And today, it is very nearly completed! The Stephanie Liem Azar Cathedral Center is open for Cathedral and Diocesan ministries. The Cathedral offices have moved into the Center and we have realized the long held dream of that novel idea of locating our Bishop at the Cathedral campus. The Cathedral Childcare Center below us in the renovated undercroft serves 80 children, providing the highest quality care and subsidies to many families in need. The tower is also now finished and is largely rented, ahead of schedule, which is good news for its investors, which include the Diocese of Pennsylvania.

Thanks be to God, that we have come this far by faith and by the generous, determined, collaborative leadership of many, especially the Cathedral Chapter and the Cathedral Development Task Force. Would those who are here please stand and be recognized.

We began work on the project a little more than five years ago. Actually, we started in my first week as Dean. And from the outset, as faithful stewards of what God had given to us in this place, we had three overarching goals in mind:

First, we wanted to assure the continued presence of the Episcopal Church to proclaim the Gospel of Jesus Christ at the corner of 38<sup>th</sup> and Chestnut Streets. The University of Pennsylvania is on our right and Drexel University is on our left, but just blocks away, there is a poverty level so deep, in some cases exceeding 80%, that the area has been designated as one of five federal Promise Zones.

The second goal of the project was to generate needed income to deepen and expand our ministries to our community and to the Diocese.

Our third goal was to act quickly to stabilize our historically designated Cathedral building. We acted not a moment too soon. I can report to you that we have rebuilt the chimney, stabilized the bell tower and all four faces of the Cathedral, as well as the rose window and the windows on the South side, which are now interior. And we have strengthened the Cathedral's foundation support. And that is a powerful metaphor. I can report to you that this house is strong for the future generations who will gather here.



The creative approach that the Cathedral crafted has received national and international attention as a model for sustainability of the Church in the 21<sup>st</sup> century. Resources derived through the utilization of the Cathedral's location, land, and air rights permit us to fulfill our mission of service to our community, to you in this Diocese, and to the world as we advance the Gospel of Jesus Christ.

We have had a strong year, and we have experienced growth in many ministries. Among them are our food security ministries which take place right here where you are seated. We have provided spiritual and material nourishment and support, sharing 1000 pounds of food per week, hot meals, and prepared meals for men, women, and children from throughout this City who are hungry. Our Clothes Closet collaboration provides hundreds with warm and decent clothing each month. We look forward to expanding these ministries to meet the significant need around us, in the coming year and utilizing the new Cathedral Center for more of God's holy purposes.

And finally, I extend my thanks to the growing Cathedral congregation, who are here in force today to help, including our twelve infants, and my thanks to the Cathedral staff for a strong year of ministry to the community, in music and the visual arts, and in our children ministries, including our Diocesan leadership in the Godly Play program. All through the years of construction, through their efforts, our doors have been open every day for worship and to feed and provide clothing and shelter for those in need.

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

The Very Rev. Judith A. Sullivan  
Dean of Cathedral



## Standing Committee

Dear Sisters and Brothers in Christ of the Diocese of Pennsylvania,

The theme for the 232nd Annual Convention of the Episcopal Diocese of Pennsylvania expresses our confidence that God is active in our midst and enlivens us to offer the best of ourselves to be a part of this creative work. The Standing Committee is honored to have a role in generating, sustaining, and supporting the breadth of ministries, new initiatives, and changes that comprise the new and renewing “doings” of God in the parishes and communities served by the Diocese.

The Standing Committee is a committee of advice and consent for the Bishop. In this capacity, we are inspired and humbled by the wide and evolving scope of Diocesan activities and ministries. We advise the Bishop on matters of property and ministry and give our consent according to the Canons for issues such as Episcopate elections in The Episcopal Church, appointments or elections to certain Diocesan governance committees, funding for the Diocesan Episcopate assessment, and distributions from various funds. We also have an important role to support the Commission on Ministry in raising up persons for ordained ministry. We serve on the commissions and committees of the Diocese in a liaison role and in support of their work. We appointed the diverse and faithful members of the Search and Nominating Committee and the Electing and Transition Committee so that the Diocese may prayerfully call a new Bishop Diocesan in 2016; we will have continuing roles and responsibilities in terms of oversight and decision-making in this process through the call (election) and seating of the next Bishop Diocesan. Most recently, we have sought the input of other governance bodies and leaders in making the decision to put forward a resolution which would facilitate the development of a plan for the incorporation of the Diocese as a not-for-profit organization.

Please review the report of the actions of the Standing Committee over this past year where you will see the work that has been accomplished and some of the continuing work that is before us. Please keep Standing Committee and the entire Diocese in your daily prayers so that we may all use our gifts for God and grow in community with God and one another in the years to come.

Together, we will continue to be blessed by the God who faithfully and lovingly invites us to new things.

As a committee that is elected by the Diocesan Convention, the Standing Committee strives to faithfully represent and respond to the variety of issues, perspectives, priorities, and needs of the parishes and people of the Diocese. We are always available to receive your questions and ideas.

We give thanks to God and to all of you for this past year of mission and ministry in the Diocese of Pennsylvania. God continues to bless us through our shared ministry as a Diocese and through the individual parishes and missions that daily seek to be the hands and heart of Christ in our communities and the world.

On behalf of the Standing Committee, I am faithfully yours in Christ,

The Rev. Kathryn A. Andonian, President  
Standing Committee of the Diocese of Pennsylvania

Mr. Mac McCausland, Vice President  
The Rev. Hillary Raining, Secretary  
Ms. Debora Brown  
Ms. Jane Cosby

Ms. Patricia Smith  
The Rev. Deirdre Whitfield  
Mr. Paul Yaros



## Approvals and Consents

**October 2014 – September 2015**

<b>Date</b>	<b>Approvals</b>	<b>Consents</b>
<b>Electronic Vote on October 14, 2014</b>	Approved via electronic vote a new lease agreement, addendum, and letter of agreement between St. Paul's Episcopal Church in Doylestown and Small Wonders at St. Paul's, a pre-school.	
<b>October 29, 2014</b>	Approved the Minutes of the September 23, 2014 meeting.	
	Approved the slate of nominees to the Cathedral Chapter presented by the Cathedral Chapter and Bishop: Mr. Matthew Hyde, St. Paul's Episcopal Church, Chestnut Hill; Mr. Norman McClave, III, Church of the Redeemer, Bryn Mawr; The Rev. Mary Ann Mertz, St. Christopher's Church, Oxford; The Very Rev. Emily Richards, St. Peter's Church, Glenside.	
	Approved the negotiation of a month-to-month lease through the end of the school year with a day-care operator at St. Phillip's Church by the Property Manager and the Chancellor pursuant to all legal requirements being met.	



	Approved the sale of St. Phillip's Church for no less than \$225,000 pursuant to the approval of the Chancellor, Bishop, and Canon for Finance. (Note: the church was deconsecrated by Bp. Michel several years ago.)	
	Approved the sale of an off-site building by St. John's, Norristown to sell an off-site building.	
	Approved the following actions in regard to Crucifixion Church: 1) directed the Property Manager to move forward with a structural evaluation of the church building and report; 2) supported the Bishop and Property Manager in undertaking the necessary steps to ensure the safety of the congregation, clergy, and other users of the space.	
<b>November 18, 2014</b>	Elected the executive committee for the upcoming year: The Rev. Frank Allen, President; Mr. Mac McCausland, Vice-President; The Rev. Kathryn Andonian, Secretary.	Consented to the ordination of Dennis J. Reid to the priesthood.
	Approved the Minutes of the October 29, 2014 meeting.	Consented to the ordination of James B. Walton to the priesthood.



	Thanked the Church of the Good Samaritan for hosting the Diocesan Convention on November 15, 2014 with appreciation for their organization, hospitality, and graciousness.	Consented to the ordination of James B. Walton to the priesthood.
	Thanked the Diocesan Transition Team for their good work over the past two years, for their workshops, comprehensive findings and clear report, the recommendations of which will be moved forward over the upcoming years. The Standing Committee is especially appreciative of the leadership of co-chairs the Rev. Ledlie Laughlin and the Rev. Pam Nesbitt.	Consented to the ordination of Martha D. Tucker to the priesthood.
	Elected, upon the Bishop's recommendation, Mr. James Pope as the Treasurer for the Diocese.	Consented to the ordination of Peter J. Kountz as a deacon.
	Elected, upon the Bishop's recommendation, Ms. Mary Kohart as the Chancellor.	Consented to the ordination of Donna Lima Monteiro as a deacon.
		Consented to the ordination of Tyler B. Doherty as a deacon.
<b>December 16, 2014</b>	Approved the Minutes of the November 18, 2014 meeting.	Consented to the election of the Rt. Rev. David Mitchell Reed as the Bishop Coadjutor in the Diocese of West Texas.



	Approved a motion to direct the proceeds from the sale of St. Philip's, Grays Ferry, to the Property Fund.	
	Approved a lease between St. John's, Huntington Valley and onsite daycare provider.	
	Approved Bishop's housing allowance.	
<b>February 3, 2015 (meeting rescheduled from January 27, 2015 due to inclement weather)</b>	Approved the Minutes of the December 16, 2014 meeting.	Consented to the ordination of Sarah Weedon to the Transitional Diaconate.
	Approved a motion to allow St Peter's, 3 <sup>rd</sup> and Pine, to sell 319-21 Lombard Street.	Consented to Sarah Hedgis becoming a candidate for Holy Orders.
	Approved a motion that, in concurrence with the Bishop and Finance Committee, directs that the building of Church of the Crucifixion be closed immediately until it is determined that it is safe for occupancy. Moreover, the Bishop and staff are asked extend appropriate pastoral care to the congregation and clergy during this process.	Consented to Amy Molina-Moore becoming a candidate for Holy Orders.
	Approved a motion to direct the Finance Committee to review and set a schedule of fees for the use of the Maryland Property.	
	Approved a motion that the Committee on Constitution and Canons consider a canonical change that would	



	require parishes to provide the Diocese with a certificate of insurance that names the Diocese/Church Foundation as additional insureds and that they regularly submit proof of same.	
<b>February 24, 2015</b>	The Minutes of the February 3, 2015 (rescheduled from January 27 due to inclement weather) were approved as amended.	
	Approved the request of Resurrection, Rockdale to withdraw \$27,000 in principal from the restricted trust of endowment funds for the purpose of making capital improvements. Prior withdrawals in order to repay loans made by the Diocese to Resurrection, Rockdale or its predecessors were consented to retroactively.	
	Approved the request from St. Martin's, Radnor that it be allowed to enter into a contract with a catering company to operate the first floor of Bolingbroke Mansion. The details of the contract must be reviewed by the Chancellor or other legal expert before the contract is executed.	
	The Standing Committee consented to the request of Cathedral Village that it be allowed to amend its articles	





	of incorporation and replace the Diocese as its sole corporate member with an entity called Presbyterian Senior Living so that CV can become part of the PSL system. The Bishop, Chancellor, and Committee on Finance concurred with this resolution.	
<b>March 24, 2015</b>	Approved the Minutes of the February 24, 2015 meeting.	Consented to the election of the Very Rev. Peter Eaton as the Bishop Coadjutor of the Diocese of Southeast Florida.
	Approved the use of \$22,000 from the St. Andrews Fund for the work of the Philadelphia Theological Institute in 2015 with the requirement that PTI submit its financial statements to the Diocese.	
	At the request of the chair of the Christmas Fund, appointed Shirley Morris to be a member of its board of directors.	
<b>April 28, 2015</b>	Approved the Minutes of the March 24, 2015 meeting.	Consented to the ordination of Amy Molina-Moore to the transitional diaconate.
	Approved the sale of St. Peter's, Germantown (with the approval of the Bishop and the Property and Finance Committees) for \$325,000. The only contingency is to have the property reassessed to clarify property tax	Consented to the ordination of Sarah Hedgis to the transitional diaconate.



	assessment for the new owner.	
	Directed Frank Allen to talk with the Canon for Finance regarding any potential options for funding \$12,000 in costs for the Underground Railroad Project at St. Paul's, Elkins Park and, if funds are not available, to confer with the Bishop.	Consented to the ordination of Tyler Dougherty to the priesthood.
	Approved the FY 2016 Episcopate Assessment amount not to exceed \$1,439,520.	Consented to the ordination of Peter J. Kountz to the priesthood.
		Consented to the election of the Rev. Audrey Cady Scanlon as the Bishop Diocesan of Central Pennsylvania.
		Consented to the election of the Rev. James Russell Kendrick as Bishop Diocesan of the Central Gulf Coast.
<b>May 26, 2015</b>	Approved the Minutes of the April 28, 2015 meeting.	
	Authorized the President of the Standing Committee to appoint a task force which will include members of the Standing Committee, the Chancellor, and other leadership and legal counsel to bring back to the Bishop and Standing Committee recommendations to incorporate the Diocese of	



	Pennsylvania and restructure appropriate Diocesan bodies with the goal of presenting a resolution for incorporation and necessary education/informational materials to the Diocesan Convention.	
	The Standing Committee and the Bishop instructed the Church Foundation to release the accumulated unspent income from a number of unrestricted funds for use in the FY 2016 Operating Budget or other uses as appropriate; this approval is subject to the review and concurrence of the Chancellor.	
	The Standing Committee and the Bishop instructed the Church Foundation to change the status of the above funds from “reinvest” to “distribute” subject to the concurrence of the Chancellor.	
	Instructed the President of the Standing Committee and the Chancellor to ascertain the appropriate designations for the use of the accumulated income and corpus of funds of the unrestricted funds and report back to the Standing Committee.	
<b>Electronic Vote on May 27, 2015</b>	Approved the slate of candidates to service on the	



	Episcopal Community Services Board of Trustees for the year beginning July 1, 2-15 as recommended by the Nominating/Board Development Committee of Episcopal Community Services.	
<b>June 16, 2015</b>	Approved the Minutes of the May 26, 2015 meeting.	
	Approved a preliminary draft resolution on incorporation which will be further refined and reviewed prior to the Diocesan Convention. The Bishop concurred.	
	Adopted a Petition Process to apply to the election of a new Bishop Diocesan in the Diocese.	
	Respectfully received a recommendation from the Finance Committee to maintain a balance of at least \$300,000 in the Property Fund from the sale of properties.	
	Approved writing a letter of gratitude and thanksgiving for the ministry of the Rev. Ledlie Laughlin in the Diocese of Pennsylvania.	
<b>July 28, 2015</b>	Approved the Minutes of the June 16, 2015 meeting.	Approved, with one objection, a motion of non-consent to the election of the Rev. Canon George R. Sumner, Ph.D. as Bishop



		Diocesan of the Diocese of Texas.
	Approved a request that the Church Foundation and the Canon for Finance identify sources for the additional \$55,000 needed to fund the search, election, and transition process.	Authorized the Chancellor, Mary Kohart, Esq. to retain William Bullitt, Esq. to serve as our counsel in our process of incorporating as a Diocese and offered their thanks to him for accepting this appointment.
	Approved the sale of Calvary, Germantown to the New Hope Temple Baptist Church for \$345,000/cash and to allow the Chancellor and Real Estate Manager to negotiate this sale. This has been approved by the Finance Committee. The Standing Committee directed that the proceeds be allocated to the Property Fund.	
	The Standing Committee, with the concurrence of the Bishop Diocesan, formally acknowledged that it has been informed by the Seaman's Church Institute that it is seeking nonprofit status 501(c)(3); as an independent organization and that having been informed of these plans, has no objections to them, and agrees that there is no need for further permission or resolutions.	
<b>Electronic Vote, June 26, 2015</b>	Agreed to approve a one year lease for \$2400/month	



	relating to the rectory at Christ Church and St. Michael's at 59 W. Tulpehocken Street. The tenant is going to carry \$100,000 in insurance and the lease is deemed to be a standard agreement.	
<b>Electronic Vote, July 29, 2015</b>	Approved a three-year lease between Trinity Memorial Church and Trinity Playgroup following a review and approval of the terms by the Real Estate Manager and the Chancellor.	
<b>August 25, 2015</b>	Approved the Minutes of the July 28, 2015 meeting.	
	Approved the sale of All Saints, Collingdale as presented pending the approval of all terms and documents by the Chancellor. The Standing Committee, with the Finance Committee, will review previous determinations of how proceeds have been allocated in similar situations and make a determination for the allocation at its next meeting.	
	Accepted the resignations of the Rev. Frank Allen and the Rev. Kirk Berlenbach with both sadness at the loss of their leadership on the Standing Committee and gratitude for all that they have given in their many leadership roles.	



	relating to the rectory at Christ Church and St. Michael's at 59 W. Tulpehocken Street. The tenant is going to carry \$100,000 in insurance and the lease is deemed to be a standard agreement.	
<b>Electronic Vote, July 29, 2015</b>	Approved a three-year lease between Trinity Memorial Church and Trinity Playgroup following a review and approval of the terms by the Real Estate Manager and the Chancellor.	
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	Accepted the resignations of the Rev. Frank Allen and the Rev. Kirk Berlenbach with both sadness at the loss of their leadership on the Standing Committee and gratitude for all that they have given in their many leadership roles.	



<b>Electronic Vote on August 26, 2015</b>	Approved a letter of agreement with Bill Bullitt, Esq. regarding the terms and conditions for his work on the development of canonical and other documents needed to pursue incorporation of the Diocese of Pennsylvania. The chair of the Finance Committee was informed of this decision by the Chancellor and communicated his support.	
<b>Electronic Vote on September 9, 2015</b>	Approved a resolution to allow the Bishop or his designee to sign the necessary documents for the sale of Calvary, Germantown, as approved at the July meeting. The resolution reiterated that the proceeds from the sale, less expenses, will be placed in the Property Fund.	
<b>September 22, 2015</b>	Approved the Minutes of the August 25, 2015 meeting with one correction.	Consented to the election of the Rev. Moises Quezada-Mota as Bishop Coadjutor of the Diocese of Dominican Republic.
	Elected the Rev. Kathryn Andonian as President of the Standing Committee.	
	Elected the Rev. Hillary Raining as the Secretary of the Standing Committee.	
	Approved the extension of the closing date of the sale of All Saints Church, Collingdale	





	to be no later than Dec. 31, 2015.	
	Approved the request that Resurrection Church, Rockdale be permitted to withdraw up to \$30k from endowment funds (from the sale of St. James Church) for repairs. Withdrawal amounts will be based on documented expenditures showing capital improvements.	
	Disapproved the request of Resurrection Church, Rockdale to be permitted to make withdrawals without specific approval from its endowment to provide a "cushion" for unforeseen capital and other expenses.	
	Approved the request that St. John's, Huntingdon Valley, be permitted to begin the process of selling the "New Church" portion of its property, pursuant to receiving an appraisal of the property. It is understood that final approval of any sale must be submitted through governance channels and that the proceeds will be restricted with only the interest available for ongoing church operations.	
	Authorized the Property Manager, Chancellor, and a parish designee of St. John's,	



	<p>Huntingdon Valley, to form a committee to work with the McFarland Family to develop an agreement for support of the “Old Church” and the cemetery by the family in the event that the church is unable to do so to ensure that the cemetery and church will be maintained.</p>	
	<p>Approved a lease between the Diocese and St. Faith’s School for five years at not less than \$3000 per month for operation of a school in the church building of St. Faith’s Church, Havertown. The school will be responsible for all ongoing costs of maintenance, utilities, and similar expenses. The Diocese will be responsible for the roof and structure of the church building itself. Approved contingent upon review and approval of the lease by the Chancellor and Bishop.</p>	
	<p>Approved a long-term lease between Trinity, Oxford and a developer for approximately two acres of property. The property is to be used for “triple net” lease building for a commercial tenant. The tenant will guarantee the lease payments. The term of the lease is to be 20 years with four 10-year options. Rent is to be not less than \$150,000 per year for years 1-10 and</p>	



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	<p>Approved a long-term lease between Trinity, Oxford and a developer for approximately two acres of property. The property is to be used for “triple net” lease building for a commercial tenant. The tenant will guarantee the lease payments. The term of the lease is to be 20 years with four 10-year options. Rent is to be not less than \$150,000 per year for years 1-10 and</p>	



	not less than \$165,000 per year for years 10-20. Approved with a stipulation that a reserve account be established with the amount to be approved in the final lease.	
	Approved a one-year lease of the rectory at \$2,150/month with the stipulation that the Chancellor review the lease and that the parish take a 10% reserve for repairs above normal wear and tear to be done at the end of the lease from the rent.	



## Necrology

*Of clergy, associated with this diocese, who have died since the November 2014 Convention:*

<b>The Rev. Canon Charles L.L. Poindexter</b>	<b>November 25, 2014</b>
<b>The Rev. Robert Donald Keel</b>	<b>January 29, 2015</b>
<b>The Rev. Edgar George Adams</b>	<b>February 13, 2015</b>
<b>The Rev. Canon James Gillespie Birney</b>	<b>June 13, 2015</b>
<b>The Rev. Stephen R. Billings</b>	<b>July 1, 2015</b>
<b>The Rev. Edwin Atlee Garrett, III</b>	<b>July 2, 2015</b>
<b>The Rev. Canon Franklin G. Sherrill</b>	<b>July 26, 2015</b>
<b>The Rev. Canon Clayton Kennedy Hewett</b>	<b>August 1, 2015</b>
<b>The Rev. Gilbert Avery, III</b>	<b>August 10, 2015</b>

*Of former lay leaders who have died since the November 2014 Convention:*

**Maria Marguerite Erb**  
**Anna May Leber**  
**Elizabeth "Betty" Lauer Fischer**  
**Hallie Jean Higbee**  
**Sara Ursula Logan**  
**Kemah Carles Washington**  
**Regina Brunner Holmes**  
**Diana Richardson**  
**Pamela Van Dusen Carpenter**  
**Dorothy Newman**  
**Cecily Grannum**



## Parishes of the Diocese

*November 2015*

### **Advent, Hatboro**

12 Byberry Avenue, Hatboro, PA 19040  
215-675-5737

The Rev. Lynn A. Hade, 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

### **Advent, Kennett Square**

201 Crestline Drive, Kennett Square, PA 19348  
610-444-4624

The Rev. Nancy Hauser, Rector; 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

### **Advocate, George W. South Memorial Church of the**

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 Very Rev. Martini Shaw, Rector; The Rev. Dr. Sadie S. Mitchell, Associate; The Rev. Angelo Wildgoose, Assistant Rector; 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; 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', Fallsington**

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

The Rev. Sean C. Slack, Priest-in-Charge; Deborah Shellhamer, Rector's Warden; Leslie A. Ford, Parish Administrator; John Ranck, Accounting Warden



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**All Saints', Norristown**

535 Haws Avenue, Norristown, PA 19401

610-279-3990

The Rev. Sandra L. Etemad, Rector; The Rev. Geoffrey West, Associate; Donna Longobardi, Parish Administrator; 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, Treasurer; Ruth Hauff, 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

**Annunciation**

324 Carpenter Lane, Philadelphia, PA 19119

215-844-3059

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

**Ascension, Parkesburg**

Second and West Streets, Parkesburg, PA 19365

610-857-9176

The Rev. Gail R. Tomei, Rector

**Calvary Church, Conshohocken**

Fayette Street & Fourth Avenue, Conshohocken, PA 19428

610-825-5959

The Rev. Stephen W. Price, Priest-in-Charge; Nancy Wirth, Senior Warden

**Calvary St. Augustine**

814 North 41st Street, Philadelphia, PA 19104

215-222-2070

The Rev. Charles Davidson, Rector; Sharon Longleton, Warden

**Christ Church and St. Michael's**

29 West Tulpehocken Street, Philadelphia, PA 19144

215-844-7274

The Rev. Robert H. Betts, Supply Priest; Sheila Mitchell, Office Manager





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**Christ Church, Ithan**

536 Conestoga Road, Villanova, PA 19085  
610-688-1110

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 Revv. Timothy B. Safford, Rector; The Rev. K. Palmer Hartl, Parish Associate; The Rev. Susan Richardson, Assistant Minister; Cecilia Wagner, Parish Administrator; Andrew Phillips, Rector's Warden

**Christ Church, Pottstown**

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

The Rev. Christina Nord, Priest-in-Charge; The Rev. Dr. J. Robin Robb, Deacon; Sam Romania, Stewardship; Erma Magee, Parish Administrator; Edie Shean-Hammond, Christian Education Administrator and Youth Leader; Virginia Slichter, Outreach Chair; Robert M. Gross, Rector's Warden; Susan Furman, People's Warden; Sharon Johnson, Accounting Warden

**Christ Church, Ridley Park**

104 Nevin Street, Ridley Park, PA 19078  
610-521-1626

The Rev. Douglas Tompkins, Rector; The Rev. Judith M.M. Buck-Glenn, Assistant Rector; Mary Lou Patton, Secretary

**Church of St. Asaph, Bala Cynwyd**

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

The Rev. Barry J. Harte, Rector; The Rev. Joanna Patterson, Pastoral Associate and Director of Children's Formation; Lynda Staton, Parish Administrator; Diana Post, Rector's Warden

**Crucifixion**

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

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



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**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 L. Alexander, Rector's Warden

**Emmanuel Resurrection Church, Holmesburg**

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

The Rev. Samuel Murgani, Priest-in-Charge; Colleen Shopa, Church Secretary; Judy Horton, Rector's Warden

**Epiphany, Royersford**

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

The Rev. Beth W. Hixon, Priest-in-Charge; Cindy Lind, Accounting Warden; Christine Wunder, Parish Administrator; Paul Exley, Rector's Warden; Larry Cox, Christian Education Administrator; Marie Kearns, Stewardship

**Free Church of St. John**

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

The Rev. Jose A. Diaz-Martinez, Vicar; 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

**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 Huff, Associate for Missions & Outreach; The Rev. Jeffrey Moretzsohn, Deacon for Community Outreach; The Rev. Geoffrey Simpson, Associate for Adult Discipleship and College Ministries

**Good Shepherd Church, Hilltown**

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

The Rev. Catherine D. Kerr, Priest-in-Charge; Bobbie Livesey, Parish Administrator

**Good Shepherd, East Falls, Memorial Church of the**

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

The Rev. Isaac J. Miller, Interim Rector; Barbara Berkowitz, Parish Secretary; Vasil J. Pappas, Rector's Warden



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**Good Shepherd, Rosemont**

1116 Lancaster Avenue, Rosemont, PA 19010

610-525-7070

The Rev, Ian B. Montgomery, Interm Rector; Martha Eischen, Parish Administrator

**Grace Church and the Incarnation**

2645 E. Venango Street, Philadelphia, PA 19134

215-423-5851

The Rev. John M. Atkins, Priest-in-Charge; Tracy Kelly, Accounting Warden; Gerard Saxton, Rector's Warden

**Grace Church, Hulmeville**

313 Main Street, Hulmeville, PA 19047

215-757-6025

The Rev. Marlee R. Norton, Priest-in-Charge; Sheron Drennen, Secretary

**Grace Epiphany Church, Mt. Airy**

224 East Gowen Avenue, Philadelphia, PA 19119

215-248-2950

The Rev. Nazareno Javier, Rector; Janet Sampson, Parish Administrator; Jerome Smith, Rector's Warden

**Holy Apostles and the Mediator**

51st and Spruce Streets, Philadelphia, PA 19139

215-472-3000

The Rev. Charles Messer, Rector; Jeanette Fields, Parish Administrator; Dereck Burchette, Accounting Warden; Joseph Ohanugo, Christian Education Administrator; Angela Harris-Thompson, Christian Education Administrator; Lola Harper, Christian Education Administrator; Marit M. Anderson, Esq., Episcopal Church Women and Rector's Warden; Sonya Furlow, Daughters of the King and Parish Secretary; Everett A. Gillison, Esq., Junior Warden

**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. Harriet Kollin, Priest-in-Charge; Tamika Rodriguez, Parish Administrator



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### **Holy Nativity, Rockledge**

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

The Rev. Michael Rau, Rector; Verna Alexander, Parish Administrator; Diane Alexander, Rector's Warden; Bill Parsons, Accounting Warden; Jessica Brown, Stewardship; Joseph Madison, Parish Life

### **Holy Nativity, Wrightstown**

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

The Rev. Lisa Keppeler, Priest-in-Charge; Laurie Fisher, Parish Administrator

### **Holy Spirit, Harleysville**

2871 Barndt Road, Harleysville, PA 19438  
215-234-8020

The Rev. Kathryn A. Andonian, Rector; Barbara Powers, Parish Administrator; Sue Ellen Echard, Director of Music and Arts

### **Holy Trinity, Lansdale**

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

Pat Drumheller, Parish Administrator; Cadence Smith, Rector's Warden; Mark Klemmer, Accounting Warden; Patricia Brownback, Outreach Chair

### **Holy Trinity, Rittenhouse Square**

1904 Walnut Street, Philadelphia, PA 19103  
215-567-1267

The Rev. Zachary Mark Smith, Priest-in-Charge; Joshua Karstendick, Stewardship; Amy Addou, Parish Administrator; Robert Turner, Rector's Warden; Richard Daw, Accounting Warden; Soozung S. Rankin, Director of Community Development

### **Holy Trinity, West Chester**

212 South High Street, West Chester, PA 19382-3499  
610-696-4640

The Rev. Paul Hunt, Rector; The Rev. Karen Kaminskas, Deacon; 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

Mamie Johnson, Convention Contact; Thomas McGill, Senior Warden

### **Incarnation Holy Sacrament Church, Drexel Hill**

3000 Garrett Road, Drexel Hill, PA 19026  
610-259-5148

The Rev. Benjamin Wallis, Rector; 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



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**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  
215-226-1444

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

**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

**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

**Our Saviour, Jenkintown**

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

The Rev. Eric Bond, Priest-in-Charge; 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**

23 South 38th Street, Philadelphia, PA 19104  
215-386-0234

The Very Rev. Judith 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

**Redeemer, Andalusia**

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

The Rev. Jennie M. Anderson, Supply Priest; Susan B. Anderson, Warden

**Redeemer, Bryn Mawr**

Pennswood & New Gulph Roads, Bryn Mawr, PA 19010  
610-525-2486

The Rev. Peter Vanderveen, Rector; The Rev. David Romanik, Associate Rector; The Rev. Melissa Wilcox, Assistant; Jay Einspanier, Parish Administrator; Ken Garner, Director of Communications & Stewardship; Tory Kline, Director of Children's Ministries



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### **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, Youth Leader and Christian Education Administrator; Diane Rauchut, Outreach Chair

### **Resurrection, Rockdale**

667 Mount Rd., Aston, PA 19014  
610-459-2013

The Rev. Gregory M. Wilson, Interim Rector; Polly Rauenzahn, Parish Administrator

### **St. Alban, Roxborough**

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

The Rev. Paul Adler, Rector; Helen Henderson, Accounting Warden, Stewardship & Outreach Chair; Debra Loftus, Rector's Warden

### **St. Alban's, Newtown Square**

3625 Chapel Road, Newtown Square, PA 19073  
610-356-0459

Nina DuBois, Rector's Warden; Deb Talbot Snyder, Accounting Warden; Stewart Spahr, Accounting Warden; Pam Lounsbury, Parish Associate

### **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. Dr. Daniell C. Hamby, Rector; Cheri Peters, Parish Administrator; Jennifer Duffield, Accounting Warden; Sarah Sensenig, Church School Coordinator; Lauren Tetreault, Church School Coordinator; Joan Thomas, Rector's Warden

### **St. Andrew's, West Vincent**

7 Saint Andrew's Lane, Glenmoore, PA 19343  
610-458-5277

The Rev. Robert C. Smith, Interim 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



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

500 Somerton Avenue, Philadelphia, PA 19116

215-673-5938

Lisa DiVenti, Parish Secretary; Emory Byrum, Supply Priest; 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

**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. Hillary Raining, Rector; Kevin J. Moroney, Associate; 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, Secretary; Peg Graber, Christian Education Administrator and Outreach Chair; Reba Webb, Assistant Outreach Leader; Rowena Jenkins, Rector's Warden; Mary Clark, Accounting Warden; Kate Holland, Stewardship; Joe Rifon, Rector's Warden; Liz Mroz, Treasurer and Parish Administrator; John Grim, Vestry; Patrick Harrison, Vestry; Bud Hart, Vestry; Laurie Hershour, Vestry; Kristin Houghton, Vestry; Bob Jacobson, Vestry; Ellen Neff, Vestry; Patricia Slaughter, Vestry

**St. Clement's Church**

2013 Appletree Street, Philadelphia, PA 19103

215-563-1876

The Rev. Richard C. Alton, Rector; 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





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**St. David's Church, Radnor**

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

The Rev. W. Franklin Allen, Rector; The Rev. Associate; Amanda B. Eiman, Assistant; The Rev. Matthew Holcombe, Associate Rector; The Rev. Dr. Alexander McCurdy, III, Assisting Priest; The Rev. Dennis Reid, Assistant Rector; The Rev. Martha Tucker, Assistant; Matthew Welch, Assistant Rector; Andrew Kuhn, Director of Youth Programs; Kay Joseph, Parish Secretary; 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

**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, & Youth Leader; Ursula Schaufler, Rector's Warden; Christie Kwait, Office Administrator; Richard Earley, Accounting Warden

**St. Francis-in-the-Fields, Sugartown**

689 Sugartown Road, Malvern, PA 19355  
610-647-0130

The Rev. Barbara L. Abbott, Interim 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 Rev. Carol R. Anthony, Vicar; The Rev. Sarah Hedgis; The Rev. Dr. Joseph G. Schaller, Assisting Priest; Edna Williams, Parish Administrator

**St. George St. Barnabas Church**

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

The Rev. Julius W. D. Jackson, Interim Rector; Paula Clark, Parish Administrator; Kurt Williams, Senior Warden

**St. James Church, Collegeville**

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

The Rev. William M. Sowards, Rector; Lisa Reinhardt, Parish Administrator; Christopher Exley, Stewardship



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**St. James' Church, Downingtown**

409 East Lancaster Avenue, Downingtown, PA 19335  
610-269-1774

The Rev. Elizabeth Eisenstadt-Evans, Interim Rector; Luann McIlvaine, Parish Administrator; Richard McConnell, Senior Warden; Timothy Gemmell, Junior Warden; Beth B. Sharamatew, Christian Education Coordinator

**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, Rector; Keith Buckmaster, Youth Leader; Gay Murray, Rector's Warden

**St. James the Greater, Bristol**

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

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

**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. 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, Compass**

1520 W. King's Highway, Gap, PA 17527-9007  
717-442-4302

The Rev. John C. Obenchain, Priest-in-Charge; Janice Tindall, Church Administrator

**St. John's Church, Concord**

576 Concord Road, Glen Mills, PA 19342  
610-459-2994

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



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**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. Jude and the Nativity, Lafayette Hill**

203 Germantown Pike, Lafayette Hill, PA 19444  
610-941-6666

The Rev. Judith B. Meckling, Priest-in-Charge; Michele Foley, Parish Administrator; Daniel Ronca, Esq., Rector's Warden; Andrea Mumper, Property Warden; Jo Ann Fricker, Accounting Warden; Titi Lakeru-Rivers, Vestry & Communications; Natalie Castro, Vestry & Executive Committee

**St. Luke and the Epiphany**

330 South 13th Street, Philadelphia, PA 19107  
215-732-1918

The Rev. Rodger C. Broadley, Rector; Linda Boyce, Parish Administrator; David Sims, Rector's Warden; Richard Dickson, Accounting Warden

**St. Luke, Bustleton, Memorial Church of**

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 Rev. David J. Morris, Interim Rector; Dina L. Harvey, Administrative Assistant

**St. Luke's Church, Newtown**

100 E. Washington Avenue, Newtown, PA 18940-1980  
215-968-2781

The Rev. Ernest A. Curtin, Jr., Priest-in-Charge; Susan Bello, 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 Very Rev. Jonathan N. Clodfelter, Rector; The Rev. Philip Geliebter, Deacon; Ivy Mae Horsfall, Parish Administrator; Diane A. DeMar, Rector's Warden



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**St. Mark's Church, Honey Brook**

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

The Rev. Marcia Wilkinson, Priest-in-Charge; Sue Staton, Church Secretary; Marilyn Bremer, Junior Warden; Dick Phipps, Vestry; Dorothy Stauffer, Vestry; Ray Woods, Vestry; John Macomber, Vestry; Robert Schultz, Vestry; Robert Shingle, Vestry; Frank Weaver, Vestry; Sandy Shaffer, Senior Warden

**St. Mark's Church, Philadelphia**

1625 Locust Street, Philadelphia, PA 19103  
215-735-1416

The Rev. Sean E. Mullen, Rector; The Rev. Nora Johnson, Priest Associate; The Rev. Nicholas B. Phelps, Honorary Assistant; The Rev. Marie Z. Swayze, Assisting Priest; The Rev. Erika L. Takacs, Assistant; The Rev. Joseph N. Wildsmith, Assistant; Kent John Pope, Outreach Chair

**St. Martin-in-the-Fields, Chestnut Hill**

8000 St. Martin's Lane, Philadelphia, PA 19118  
215-247-7466

The Very Rev. Jarrett Kerbel, Rector; The Rev. Carol Duncan, Deacon; The Rev. Anne Thatcher, Associate for Formation; Natalee Hill, Parish Administrator; Pam Hill, Rector's Warden; Bob Allen, Accounting Warden; Kate Maus, Outreach Chair; Barbara Dundon, Vestry

**St. Martin's Church, Radnor**

400 King of Prussia Road, Radnor, PA 19087  
610-688-4830

The Rev. Christopher M. Bishop, Priest-in-Charge; Maggie O'Malley, 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. Timothy L. Steeves, Priest-in-Charge; Sharron Fisher, Parish Administrator; Stephen K. Zartarian, Rector's Warden; Deborah Lomax Reid, People's Warden; Elizabeth B. Lowther, Accounting Warden; Barry J. Hartzell, Treasurer; Valerie J. James, Secretary

**St. Mary's Church, Chester**

Seventh & Edward Streets, Chester, PA 19016  
610-874-8565

The Rev. Deirdre Whitfield, Rector; Jeanette Walker-Cosby, Parish Administrator; Ruby J. Benson, Rector's Warden; Lucille Anderson, Accounting Warden and Stewardship; Gloria Jean Jackson, Outreach Chair; Blanche Price, Youth Leader



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**St. Mary's Church, Hamilton Village**

3916 Locust Walk, Philadelphia, PA 19104-6152  
215-386-3916

The Rev. Jill LaRoche Wikel, Interim Rector; 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

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. Joseph K. Smith, Rector; Virginia Gardiner, Parish Administrator; Nicole Mieritz,  
People's Warden; Toni Hoffacker, Outreach Chair

**St. Matthew's Church, Maple Glen**

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

The Rev. David S. Robinson, Rector; The Rev. James Walton, Assistant Rector; Tim John,  
Rector's Warden; Carolyn Bedics, Accounting Warden; Lynn Robinson, Christian Education  
Administrator; Christine Strittmatter, Stewardship; Ann Petrucci, Parish Administrator

**St. Michael's Church, Yeadon**

813 Longacre Blvd., Yeadon, PA 19050  
610-259-7871

Keeja Moore-Brown, Parish Administrator; Brenda Watson, Rector's Warden; Sandra B.  
Colson, Accounting Warden; Helen Gilmore, People's Warden

**St. Paul's Church, Chester**

301 East 9th Street, Chester, PA 19013  
610-872-5711

The Rev. J. R. Keith Hudson, Priest-in-Charge; The Rev. Marjorie Oughton, Deacon; Cynthia  
Haupt, Parish Secretary

**St. Paul's Church, Chestnut Hill**

22 East Chestnut Hill Avenue, Philadelphia, PA 19118-2715  
215-242-2055

The Rev. E. Clifford Cutler, Rector; The Rev. Robert M. Davidson, Deacon; The Rev.  
Emmanuel Ato Mercer, Assistant Virginia Emlen, Parish Administrator



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**St. Paul's Church, Doylestown**

84 East Oakland Avenue, Doylestown, PA 18901-4647  
215-348-5511

The Rev. Gerald S. Collins, Interim Rector; George Achilles, Rector's Warden; Angela Stoots, Parish Administrator; Kay Johnson, Accounting Warden; Colleen Mancilla, Christian Education Administrator; Steve Rubenstein, Outreach Chair and Youth Leader; Katherine Frey, Youth Leader

**St. Paul's Church, Elkins Park**

7809 Old York Road, Elkins Park, PA 19027  
215-635-4185

The Very Rev. Paul D. Reid, Rector

**St. Paul's Church, Exton**

1105 East Lincoln Highway, Exton, PA 19341  
610-363-2363

The Rev. D. Maxine Maddox Dornemann, Rector; Josef Choc, Youth Leader; Paul Getman, Accounting Warden; Stephanie McSwain, Christian Education Administrator; Paul Getman, Stewardship; Kurt Mislick, Youth Leader; Susan Mislick, Youth Leader; Jane Choc, Youth Leader; Paula Brandl, Parish Secretary; Miranda Hodgkins, Rector's Warden; Anita Bailey, Parish Administrator

**St. Paul's Church, Levittown**

89 Pinewood Drive, Levittown, PA 19054  
267-585-3945

The Rev. Sean C. Slack, Priest-in-Charge; Jean Laino, Parish Administrator and Rector's Warden

**St. Paul's Church, Oaks**

126 Black Rock Road, Oaks, PA 19456  
610-650-9336

The Rev. Daniel K. Olsen, Rector; Barbara Kofeldt, Parish Secretary

**St. Peter's Church In the Great Valley**

2495 Saint Peter's Road, Malvern, PA 19301  
610-644-2261

The Rev. Dr. Melford (Bud) E. Holland, Interim Rector; Susan House, Parish Administrator; Lynn Mander, Rector's Warden; Peter Kreek, Accounting Warden; Debi Lynch, Christian Education Administrator; Charlene Hanbury, Stewardship; Helen Ockenden, Outreach Chair; Abby LeGendre, Youth Leader; Pete Duncan, Communications; Tammy Kraig, Senior Warden

**St. Peter's Church, Glenside**

654 North Easton Road, Glenside, PA 19038  
215-887-1765

The Very Rev. Emily Richards, Rector; The Rev. Patricia Rubenstein, Deacon; Michael Sayer, Parish Administrator; David Mosteller, Youth Leader; George Luskus, Rector's Warden; Dianne Barnes, Christian Education Administrator; Timothy McDermott, Stewardship



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**St. Peter's Church, Philadelphia**

313 Pine Street, Philadelphia, PA 19106

215-925-5968

The Rev. Claire M. Nevin-Field, Rector; Kate Randall, Parish Administrator; Greg Duffy, Youth Leader; Claudia Stowers, Rector's Warden; Peggy Hatch, Program Budget Committee; Jay Hummel, Vestry

**St. Peter's Church, Phoenixville**

121 Church Street, Phoenixville, PA 19460

610-933-2195

The Rev. Koshy Mathews, Rector; The Rev. Dennis Coleman; The Rev. Joseph B. Dietz, Deacon Assistant; The Rev. David W. Hyatt, Assistant Priest; Judith Dougherty, Parish Administrator

**St. Philip-in-the-Fields, Oreland**

317 Oreland Mill Road, Oreland, PA 19075

215-233-0409

The Rev. Robin J. Smith, Rector; John Klaiman, Accounting Warden; Tammy Gaul, Christian Education Administrator; Michael Ferguson, Stewardship; Helen Ferguson, Outreach Chair; Daniel Citrone, Youth Leader; Julie Rece, Outreach Chair; Jeanne F. Hannum, Parish Secretary

**St. Philip's Church, New Hope**

10 Chapel Road, New Hope, PA 18938-1006

215-862-5782

The Very Rev. Michael R. Ruk, Rector; Douglas Fonte, Rector's Warden; Diane Hoffman, Accounting Warden; Tim Philpot, Outreach Chair; Liz Bowman, Secretary

**St. Simon the Cyrenian Church**

1401 South 22nd Street, Philadelphia, PA 19146

215-468-1926

The Rev. Betsy Ivey, Rector; Lindel Dixon, Parish Administrator and Rector's Warden; Rebecca McJett, Accounting Warden; Delphyne Dukes, Christian Education Administrator; Jeannette King-Coleman, Stewardship; Marie Gaddy, Outreach Chair; Aja Jackson, Youth Leader; Marilyn P. Horsey, Parish Secretary

**St. Stephen's Church, Clifton Heights**

199 West Baltimore Avenue, Clifton Heights, PA 19018

610-622-3636

The Rev. Jill L. McNish, Rector; Cynthia Houpt, Parish Administrator; Frank Prendeville, Rector's Warden; Donna Gillespie, Accounting Warden

**St. Stephen's Church, Norwood**

128 Chester Pike, Norwood, PA 19074-1702

610-461-0490

The Very Rev. F. Michael Knight, Priest-in-Charge; Jan Myers, Parish Administrator; Jim Geiger, Rector's Warden; Russell Long, Accounting Warden; Michelle Brown, Christian Education Administrator





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**St. Stephen's, Philadelphia**

19 S. 10th Street, Philadelphia, PA 19107

215-922-3807

The Rev. Dr. Charles T.A. Flood, D.Sc., Rector

**St. Thomas' Church, Whitemarsh**

Bethlehem Pike and Camp Hill Road, Fort Washington, PA 19034-0247

215-233-3970

The Rev. Marek Powell Zabriskie, Rector; The Rev. Daniel Stroud, Assistant; The Rev. Lara Stroud, Assistant; Anita C. Burke, Rector's Assistant; Barbara Stechert, Director of Stewardship, Planned Giving & Development; Virginia G. Goodrich, Deanery Representative

**St. Timothy's Church, Roxborough**

5720 Ridge Avenue, Philadelphia, PA 19128

215-483-1529

The Rev. Kirk T. Berlenbach, Rector; Janice Fetscher, Parish Secretary; Mary Wood, Treasurer

**Trinity Church, Ambler**

708 S. Bethlehem Pike, Ambler, PA 19002

215-646-0416

The Rev. David A. Canan, Rector; The Rev. Mary McCullough, Associate Rector; Karen Richter, Office Administrator; Barbara Davis, Rector's Warden; Ernest Dixon, Accounting Warden; Carole Allsop, Christian Education Administrator; Steve Skinner, Stewardship; Kelly Rupprecht, Children & Youth Ministries Leader; John Dziel, Financial & IT Administrator, Webmaster; Leslie Vacante, Outreach Chair

**Trinity Church, Boothwyn**

700 Meetinghouse Road, Boothwyn, PA 19061-3503

610-364-1800

The Rev. Dr. Paul Gitimu, Rector

**Trinity Church, Buckingham**

2631 Durham Road, Buckingham, PA 18912-0387

215-794-7921

The Rev. Nancy Dilliplane, Rector; Jan McConeghy, Youth Leader; Cynthia Goode, Parish Assistant

**Trinity Church, Coatesville**

323 East Lincoln Highway, Coatesville, PA 19320

610-384-4771

The Rev. Sherry A. Deets, Rector; The Rev. Joan Wylie, Deacon; Bill Terry, Parish Secretary

**Trinity Church, Gulph Mills**

966 Trinity Lane, King of Prussia, PA 19406

610-828-1500

The Rev. Elizabeth W. Colton, Rector; Linda DiMaio, Parish Administrator; David Stone, Rector's Warden; John M. Loftus, Accounting Warden



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### **Trinity Church, Oxford**

6901 Rising Sun Avenue, Philadelphia, PA 19111  
215-745-6114

The Rev. Richard Robyn, Rector; The Rev. Donald T. Graff, Priest Associate; Dorothy Orr, Parish Administrator and Christian Education Administrator; Melinda Weaver, Stewardship; Kate Sampson, Youth Leader; Chris Claypoole, Secretary; Lorie Henry, Warden; Sarah Putterman, Warden

### **Trinity Church, Solebury**

6587 Upper York Road, Solebury, PA 18963  
215-297-5135

The Rev. Richard L. Vinson, Rector; Debbie Stedman, Parish Administrator; Stephen Wilson, Director of Youth & Family Ministries; Jane Ellen Nugent, Parish Secretary; David E. Griffith, Rector's Warden and Stewardship; Kim Laughlin, Youth Vestry Liaison; Jennifer Summers, Church School Vestry Liaison; Deborah Faust, Outreach Chair; Dick Dafrico, Assistant Treasurer; Deborah Faust, Junior Warden; Anne Yarnall, Financial Secretary

### **Trinity Church, Swarthmore**

N. Chester Road & College Avenue, Swarthmore, PA 19081  
610-544-2297

The Rev. Joyce U. Tompkins, Priest Associate; Nancy K. Holstein, Parish Administrator; Isabella Englebach, Youth Leader; Richard Koelle, Treasurer; Mary Pipan, Stewardship; Agnes Wozniak, Outreach Chair; Susan LaShomb, Rector's Warden; Tina Hogan, Parish Administrator

### **Trinity Memorial Church**

2212 Spruce Street, Philadelphia, PA 19103  
215-732-2515

The Very Rev. Donna L. Maree, Rector; Shawn Robinson, Parish Administrator; Paul Kauriga, Minister of Music; Leslie Bresee, Events Manager/Coordinator

### **Washington Memorial Chapel**

Route 23, Valley Forge, PA 19481-0009  
610-783-0120

The Rev. Dr. Roy G. Almquist, Interim Rector; Pat Martin, Office Manager; Neal Basile, Accounting Warden; Gardiner Pearson, Vestry Secretary; Grace Rajewski-Ewing, Christian Education Administrator; Jane Barth, Stewardship; Charles Lewis, Outreach Chair; Karl Krueger, Ph.D., Assistant



# Parochial Clergy of the Diocese, November 2015

*(Includes only business contact information)*

**The Rev. Barbara Abbott**

St. Francis-in-the-Fields, Sugartown  
689 Sugartown Road  
Malvern, PA 19355  
610-647-0130  
barbarawabbott@gmail.com

**The Rev. Paul Adler**

Church of St. Alban, Roxborough  
500 Fairthorne Ave.  
Philadelphia, PA 19128  
215-482-2627

**The Rev. Dr. Samuel Adu-Andoh**

Church of St. Andrew and St. Monica  
3600 Baring Street  
Philadelphia, PA 19104  
215-222-7606  
aduandoh@comcast.net

**The Rev. Mark Ainsworth**

262 Bent Road  
Wyncote, PA 19095  
215-885-1641  
rector@allhallowswyncote.org

**The Rev. W. Franklin Allen**

St. David's Church, Radnor  
763 South Valley Forge Road  
Wayne, PA 19087  
610-688-7947 Ext. 217  
fallen@stdavidschurch.org

**The Rev. Dr. Roy Almquist**

Washington Memorial Chapel  
P. O. Box 98  
Valley Forge, PA 19481-0009  
610-783-0120  
royalmquist@verizon.net

**The Rev. Richard Alton**

St. Clement's Church  
2013 Appletree Street  
Philadelphia, PA 19103  
215-563-1876  
ralton@mac.com

**The Rev. Lucy Amerman**

Episcopal Diocese of PA, 3717 Chestnut Street  
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Philadelphia, PA 19104  
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lamerman@comcast.net

**The Rev. Kathryn Andonian**

Church of the Holy Spirit  
P.O. Box 575  
Harleysville, PA 19438  
215-234-8020  
revkathy@churchoftheholyspirit.us

**The Rev. Carol Anthony**

St. Gabriel's Church  
101 E. Roosevelt Blvd.  
Philadelphia, PA 19120  
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cranthony@comcast.net

**The Rev. John Atkins**

Grace Church and the Incarnation  
2645 E. Venango Street  
Philadelphia, PA 19134  
215-423-5851  
johnatkins1976@gmail.com

**The Rev. Kirk Berlenbach**

St. Timothy's Church, Roxborough  
5720 Ridge Ave  
Philadelphia, PA 19128  
215-483-1529  
fatherkirk@comcast.net

**The Rev. Beverly Berry**

Church of the Good Samaritan, Paoli  
212 West Lancaster Ave.  
Paoli, PA 19301  
610-644-4040 Ext 213  
beverly@good-samaritan.org

**The Rev. Robert Betts**

Christ Church and St. Michael's  
29 West Tulpehocken Street  
Philadelphia, PA 19144  
215-844-7274  
robertbettspa@gmail.com

**The Rev. Christopher Bishop**

St. Martin's Church, Radnor  
400 King of Prussia Road  
Radnor, PA 19087  
610-688-4830  
revbishop@stmartinsradnor.org

**The Rev. Eric Bond**

St. John's Church, Huntingdon Valley  
1333 Old Welsh Road  
Huntingdon Valley, PA 19006  
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**The Rev. Rodger Broadley**

Church of St. Luke and the Epiphany  
330 S. 13th Street  
Philadelphia, PA 19107  
215-732-1918  
rodgercb@aol.com

**The Rev. Judith Buck-Glenn**

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104 Nevin St.  
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Judy.buckglenn@verizon.net

**The Rev. Emory Byrum**

St. Andrew's-in-the-Field, Somerton  
500 Somerton Avenue  
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emorybyrum@gmail.com

**The Rev. David Canan**

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708 Bethlehem Pike  
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rector@trinityambler.com

**The Very Rev. Jonathan Clodfelter**

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4442 Frankford Ave.  
Philadelphia, PA 19124-3659  
215-518-1419  
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## Diocese of Pennsylvania Annual Parochial Reports Summary

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

(Status as of June 1, 2016)



## Diocese of Pennsylvania

## Financial Statistics of Congregations and Missions

Year in parentheses is last year of filing if not 2014

		REVENUE			EXPENSE			
City	Congregation	Plate & Pledge Income	Operating Revenue	Total Revenue	Operating Expense	To the Diocese	Outreach & Development	Total
Abington	St Annes Episcopal Church	275,045	291,650	364,890	291,651	9,805	82,666	364,252
Ambler	Trinity Episcopal Church	313,379	499,040	525,296	465,819	21,077	32,095	497,914
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	166,900	386,868	386,868	363,935	11,686	68,193	431,955
Ardmore	St Marys Episcopal Church	254,916	497,719	633,672	483,361	35,000	93,429	573,253
Aston	Resurrection Episcopal Church, Rockdale	110,590	208,135	220,135	67,937	11,937	138,538	206,475
Bala Cynwyd	Church of St Asaphs	341,412	419,714	419,714	390,937	0	56,498	447,435
Bala Cynwyd	St Johns Episcopal Church	66,733	67,603	67,603	230,417	4,456	7,180	230,417
Blue Bell	St Dunstons Episcopal Church	48,075	92,219	114,085	92,219	8,488	15,785	108,004
Boothwyn	Trinity Episcopal Church	112,300	132,900	226,809	84,603	6,903	69,000	153,603
Bridgeport	Christ Episcopal Church (2012)	2,852	27,560	32,810	25,448	2,048	4,622	30,070
Bristol	St James Church Episcopal	32,135	101,369	103,073	101,136	5,896	2,740	101,638
Bryn Mawr	Church of the Redeemer	1,095,280	1,561,686	1,861,980	1,562,145	57,706	174,853	1,638,445
Buckingham	Trinity Episcopal Church	287,260	332,986	606,278	332,289	13,500	41,845	374,679
Chester	St Marys Episcopal Church	16,700	19,100	29,100	8,897	897	0	8,897
Chester	St Pauls Episcopal Church	51,478	171,777	181,863	165,602	6,060	12,228	175,447
Clifton Heights	St Stephen Episcopal Church	70,192	128,609	150,389	148,667	8,248	1,200	148,667
Coatesville	The Church of the Trinity	128,329	143,648	260,711	143,648	5,950	157,501	302,439
Collegeville	St James Church Perkiomen	230,181	261,976	323,728	327,501	12,381	27,231	351,732
Conshohocken	Calvary Episcopal Church	24,838	94,349	94,349	94,348	9,471	0	94,348
Downingtown	St James Episcopal Church	195,472	307,782	378,742	223,916	17,899	144,291	367,960
Doylstown	St Pauls Episcopal Church	245,659	324,572	361,376	329,578	14,911	29,182	376,668
Drexel Hill	Incarnation Holy Sacrament Episcopal	89,530	190,147	192,353	205,735	13,676	1,080	206,849
Drexel Hill	The Church of the Holy Comforter	144,552	222,952	282,575	279,203	11,122	89,774	369,277
Elkins Park	St Pauls Episcopal Church	109,332	220,035	274,206	220,035	3,933	41,015	260,930
Essington	Church of St John the Evangelist	58,491	84,027	89,747	66,981	3,182	7,744	78,689
Exton	St Pauls Episcopal Church	233,667	296,251	1,036,016	330,379	10,919	725,674	1,070,053
Fallsington	All Saints Episcopal Church	36,599	66,318	66,318	42,026	1,612	24,194	66,100
Fort Washington	St Thomas Church Whitemarsh	1,129,884	1,450,397	1,450,397	1,429,887	55,533	675,789	2,040,588



## Diocese of Pennsylvania

## Financial Statistics of Congregations and Missions

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		REVENUE			EXPENSE		
City	Congregation	Plate & Pledge Income	Operating Revenue	Total Revenue	Operating Expense	To the Diocese	Outreach & Development Total
Gap	St Johns Episcopal Church	130,000	136,000	136,000	115,000	9,400	5,600
Gladwyne	St Christophers Church	513,707	583,560	744,114	674,453	36,211	386,656
Glen Mills	St Johns Episcopal Church	263,249	366,404	423,446	360,509	20,920	11,133
Glenmoore	St Andrews Episcopal Church	364,350	378,070	413,490	365,599	15,116	29,344
Glenide	St Peters Episcopal Church	175,385	269,799	296,162	353,598	17,453	12,061
Harleysville	The Church of the Holy Spirit	383,642	400,605	429,287	395,554	19,213	35,572
Hatboro	Church of the Advent	180,180	186,538	218,463	179,711	18,713	19,482
Havertown	St Faith Episcopal Church	33,032	88,933	112,538	89,037	4,000	0
Hilltown	Good Shepherd Epis Church	108,854	130,040	130,040	131,351	6,179	48
Honey Brook	St Marks Church	49,440	95,666	99,127	98,242	5,020	157
Hulmeville	Grace Episcopal Church	108,597	144,794	156,231	131,359	9,141	27,840
Huntingdon Valley	St John's Episcopal Church	51,333	100,279	100,279	113,987	0	717
Jenkintown	Church of Our Saviour	70,295	156,512	227,879	159,118	8,275	2,925
Kennett Square	Church of the Advent	639,295	834,288	1,130,400	852,365	35,894	35,196
King Of Prussia	Trinity Church Gulph Mills	163,718	168,756	168,756	168,756	10,942	46,726
Lafayette Hill	Church of St Jude & the Nativity	66,474	106,198	108,854	163,943	4,981	3,060
Langhorne	St James Episcopal Church	176,491	236,857	260,205	231,105	11,091	10,552
Lansdale	Holy Trinity Church	48,620	76,184	81,380	89,275	3,372	597
Levittown	St Pauls Episcopal Church	34,349	57,067	64,567	76,534	3,270	4,575
Lower Gwynedd	Church of the Messiah	529,076	752,367	799,344	763,478	35,594	93,274
Malvern	St Francis in the Fields	377,748	383,872	402,458	390,946	23,773	31,338
Malvern	St Peters Church in the Great Valley	490,512	545,770	647,239	573,571	17,897	124,160
Maple Glen	St Matthews Episcopal Church	384,023	502,147	520,841	472,187	27,837	17,709
Media	Christ Episcopal Church	351,971	388,527	388,527	375,169	25,000	22,772
Morrisville	Episcopal Church of the Incarnation	109,569	216,935	218,722	219,293	6,861	1,787
New Hope	St Philips Episcopal Church	105,110	105,110	105,110	104,523	3,699	0
Newtown	Church of the Holy Nativity	83,902	107,761	108,145	91,473	6,936	292
Newtown	St Lukes Church	263,211	308,500	308,500	315,371	14,059	2,524
Newtown Square	St Albans Church	223,295	358,918	402,620	349,604	12,593	15,969





## Diocese of Pennsylvania

## Financial Statistics of Congregations and Missions

Year in parentheses is last year of filing if not 2014

City	Congregation	Plate & Pledge Income	REVENUE		EXPENSE		
			Operating Revenue	Total Revenue	Operating Expense	To the Diocese & Development	Total
Norristown	All Saints Episcopal Church	144,238	181,994	197,243	243,932	9,121	251,419
Norristown	St Augustine of Hippo Church	17,767	47,858	50,858	53,003	1,230	61,814
Norristown	St Johns Episcopal Church	82,729	249,232	355,314	381,168	0	444,111
Norwood	St Stephen Episcopal Church	92,134	136,109	165,101	138,173	7,059	167,763
Oaks	St Pauls Episcopal Church	189,304	257,122	260,862	236,472	8,886	242,041
Oreland	St Philip in the Fields	131,025	212,472	218,928	164,346	6,051	172,586
Oxford	St Christophers Episcopal Church	128,584	163,090	175,812	159,772	6,264	163,090
Paoli	Church of the Good Samaritan	1,698,122	1,865,809	3,135,054	1,905,884	102,201	2,356,779
Parkensburg	Church of the Ascension	95,034	104,323	106,030	100,139	7,455	102,322
Philadelphia	All Saints Church (Rhawnhurst)	37,859	92,677	92,677	103,047	5,629	117,217
Philadelphia	All Saints Church (Torresdale)	147,911	558,709	560,852	500,597	23,033	566,937
Philadelphia	Calvary-St Augustine Church	139,130	235,845	235,845	223,200	8,490	224,670
Philadelphia	Cathedral Church of Our Saviour	119,607	727,895	735,335	729,317	22,499	729,317
Philadelphia	Christ Church	502,156	787,368	1,558,136	796,537	58,546	1,614,359
Philadelphia	Christ Church & St Michaels Church	86,487	169,909	169,909	169,909	7,215	169,909
Philadelphia	Church of St John the Free	30,071	33,808	50,403	0	0	0
Philadelphia	Church of St Luke & the Epiphany	271,005	527,740	619,385	541,425	30,000	601,714
Philadelphia	Church of St Martin in the Fields	572,995	932,962	1,233,050	946,979	42,610	1,225,559
Philadelphia	Church of the Annunciation	25,544	168,267	719,964	103,560	3,988	155,308
Philadelphia	Church of the Crucifixion	22,973	74,877	114,764	90,410	2,977	129,113
Philadelphia	Emmanuel/Resurrection Episcopal Ch	65,985	148,952	154,047	64,636	4,474	75,221
Philadelphia	George W South Ch of Advocate	0	0	0	0	0	0
Philadelphia	Gloria Dei Episcopal Church	49,994	284,087	287,403	282,720	13,500	319,816
Philadelphia	Grace Church and the Incarnation	23,839	179,056	179,181	206,207	5,137	208,211
Philadelphia	Grace Epiphany Church	159,000	229,330	230,330	251,761	0	252,761
Philadelphia	Holy Apostles and the Mediator	71,227	230,388	329,866	234,778	13,405	285,190
Philadelphia	Holy Innocents St Pauls Church	59,272	231,603	232,866	228,461	8,282	228,811
Philadelphia	House of Prayer	35,284	35,284	35,284	2,038	2,038	16,725
Philadelphia	La Iglesia de Christo y San Ambrosio	25,865	73,591	73,591	71,397	3,659	71,397





## Diocese of Pennsylvania

## Financial Statistics of Congregations and Missions

Year in parentheses is last year of filing if not 2014

City	Congregation	Plate & Pledge Income	REVENUE		EXPENSE		
			Operating Revenue	Total Revenue	Operating Expense	To the Diocese & Development	Total
Philadelphia	Memorial Church of St Luke	68,883	136,127	141,825	170,559	8,259	1,901
Philadelphia	Memorial Church of the Good Shepherd	95,050	272,046	279,241	311,489	13,441	1,800
Philadelphia	St Albans Church Roxborough	57,645	99,720	99,720	146,569	4,030	7,924
Philadelphia	St Andrew & St Monica Church	177,278	208,529	256,905	247,964	9,370	12,828
Philadelphia	St Andrews in the Field Church	37,730	85,502	85,502	81,774	4,709	1,700
Philadelphia	St Clements Church	123,901	684,406	879,728	612,372	22,873	75,364
Philadelphia	St Davids Episcopal Church	29,412	60,961	61,081	3,600	3,550	350
Philadelphia	St Dismas Episcopal Mission	0	0	0	0	0	0
Philadelphia	St Gabriels Episcopal Church	49,275	61,260	70,571	58,269	8,376	5,100
Philadelphia	St George & St Barnabas	163,747	245,747	245,747	242,458	7,163	2,250
Philadelphia	St James of Kingessing Episcopal Ch	79,938	233,943	233,943	221,914	9,835	100
Philadelphia	St Lukes Church Germantown	197,366	655,764	682,377	809,437	32,747	179,731
Philadelphia	St Marks Church Frankford	33,010	158,410	284,485	139,680	7,680	82,000
Philadelphia	St Marks Episcopal Church	504,079	914,991	1,807,573	932,610	45,563	817,072
Philadelphia	St Marys Church Cathedral Road	118,928	219,589	531,857	336,540	28,281	210,195
Philadelphia	St Marys Church Hamilton Village	80,845	245,772	277,405	245,772	10,121	36,377
Philadelphia	St Marys Episcopal Church	11,582	39,795	39,795	35,421	1,370	2,051
Philadelphia	St Pauls Church Chestnut Hill	905,827	1,185,442	1,247,995	1,030,963	21,957	147,488
Philadelphia	St Peters Episcopal Church	474,312	734,657	758,795	861,984	55,836	42,353
Philadelphia	St Simon the Cyrenian Church	103,291	120,222	126,527	125,742	7,070	2,291
Philadelphia	St Stephens Church	23,890	225,845	230,845	235,227	9,919	3,575
Philadelphia	St Timothy Episcopal Church	99,203	430,374	430,374	410,799	19,500	27,863
Philadelphia	The African Epis Ch of St Thomas	669,508	791,897	791,897	800,909	47,602	82,230
Philadelphia	The Church of the Holy Trinity	288,665	832,016	933,509	829,779	27,462	123,314
Philadelphia	Trinity Church Oxford	102,052	194,957	201,061	237,481	19,045	3,100
Philadelphia	Trinity Memorial Church	95,514	321,476	349,586	334,230	7,881	19,367
Phoenixville	St Peters Episcopal Church	237,438	279,049	343,918	272,698	14,204	59,967
Pottstown	Christ Episcopal Church	203,750	210,695	234,385	172,213	8,734	41,272
Prospect Park	St James Church Episcopal	101,186	107,040	107,040	116,307	6,431	2,661



## Diocese of Pennsylvania

## Financial Statistics of Congregations and Missions

Year in parentheses is last year of filing if not 2014

		REVENUE			EXPENSE			
City	Congregation	Plate & Pledge Income	Operating Revenue	Total Revenue	Operating Expense	To the Diocese	Outreach & Development	Total
Quakertown	Emmanuel Episcopal Church	51,325	51,325	51,325	53,105	2,137	165	53,105
Radnor	St Martins Church	165,451	206,926	216,747	241,102	5,339	1,375	242,880
Ridley Park	Christ Church Episcopal	179,883	404,360	520,336	402,478	13,402	84,091	482,569
Rockledge	Memorial Ch of the Holy Nativity	118,277	197,326	356,797	189,338	9,002	79,349	277,648
Rosemont	The Church of the Good Shepherd	123,774	259,779	259,779	297,815	26,770	104,867	401,957
Royersford	Church of the Epiphany	82,642	147,623	151,276	106,271	4,049	1,132	108,319
Solebury	Trinity Episcopal Church	476,670	553,506	565,234	515,889	17,500	28,258	538,908
Southampton	Church of the Redemption	88,437	131,844	136,186	142,929	6,365	23,040	165,909
Springfield	Church of the Redeemer	179,671	259,969	345,881	216,343	15,703	92,029	308,232
Swarthmore	Trinity Church	366,605	476,039	487,212	502,109	37,852	28,906	511,007
Valley Forge	Washington Memorial Chapel	746,588	824,799	1,107,794	771,523	37,072	30,847	801,412
Villanova	Christ Episcopal Church	262,324	400,366	400,366	401,384	15,136	17,935	416,224
Wayne	St David Episcopal Church	2,649,865	3,093,437	5,949,628	2,913,488	220,604	4,695,622	7,482,053
Wayne	St Marys Episcopal Church	376,531	493,555	840,869	496,579	28,815	405,811	900,120
West Chester	The Church of the Holy Trinity	325,739	435,728	675,469	429,631	17,822	968,691	1,399,031
Wyncote	All Hallows Episcopal Church	153,416	362,678	613,776	375,534	14,244	226,089	589,705
Wynnewood	All Saints Episcopal Church (2013)	196,821	388,479	388,679	348,106	6,517	79,283	427,000
Wynnewood	Church of the Holy Apostles	137,530	239,936	306,343	251,306	17,328	118,802	366,229
Yardley	St Andrews Church Episcopal	275,107	334,727	537,102	352,534	1,875	6,645	358,070
Yeadon	St Michaels Episcopal Church	37,600	52,226	52,226	18,475	6,564	1,364	20,139
Total		29,514,309	44,845,607	57,959,153	44,932,548	2,150,190	14,800,197	59,089,766



## Diocese of Pennsylvania

## Vital Statistics of Congregations and Missions

Year in parentheses is last year of filing if not 2014

— BAPTISMS —

City	Congregation	Active Members	Communicants in Good Standing	Others Active	Average Sunday Attendance	Sunday Eucharists	16 yrs and Older	Under 16 Years	Confirmed or Received
Abington	St Annes Episcopal Church	450	390	15	177	104	1	14	0
Ambler	Trinity Episcopal Church	515	500	5	202	212	0	11	0
Andalusia	Church of the Redeemer (2012)	53	25	3	14	51	0	0	0
Ardmore	Nevil Memorial Ch of St George	358	279	0	106	108	0	7	0
Ardmore	St Marys Episcopal Church	249	215	12	101	115	1	3	2
Aston	Resurrection Episcopal Church, Rockdale	326	260	0	91	0	0	2	0
Bala Cynwyd	Church of St Asaphs	312	282	11	95	0	1	8	6
Bala Cynwyd	St Johns Episcopal Church	131	131	0	50	51	0	6	0
Blue Bell	St Dunstons Episcopal Church	53	53	24	24	50	0	1	3
Boothwyn	Trinity Episcopal Church	106	90	8	83	25	0	0	0
Bridgeport	Christ Episcopal Church (2012)	44	24	0	31	51	0	4	0
Bristol	St James Church Episcopal	110	68	11	31	52	0	0	0
Bryn Mawr	Church of the Redeemer	2,344	1,023	1,321	305	116	0	12	0
Buckingham	Trinity Episcopal Church	305	305	35	107	92	0	1	7
Chester	St Marys Episcopal Church	88	48	0	20	51	0	1	0
Chester	St Pauls Episcopal Church	88	88	0	29	49	0	0	2
Clifton Heights	St Stephen Episcopal Church	114	114	30	58	93	0	5	3
Coatesville	The Church of the Trinity	114	81	16	55	51	2	0	7
Collegeville	St James Church Perkiomen	458	458	191	145	146	2	8	21
Conshohocken	Calvary Episcopal Church	120	52	0	22	53	0	2	0
Downingtown	St James Episcopal Church	408	315	59	146	143	0	11	0
Doylestown	St Pauls Episcopal Church	628	335	0	125	103	0	5	2
Drexel Hill	Incarnation Holy Sacrament Episcopal	253	204	10	68	52	1	4	0
Drexel Hill	The Church of the Holy Comforter	252	155	7	90	96	0	2	0
Elkins Park	St Pauls Episcopal Church	191	128	2	61	81	0	3	1
Essington	Church of St John the Evangelist	177	160	6	47	0	0	5	0
Exton	St Pauls Episcopal Church	432	432	30	135	90	0	20	20
Fallsington	All Saints Episcopal Church	38	32	0	21	44	0	3	6
Fort Washington	St Thomas Church Whitemarsh	1,368	793	1,038	270	169	0	1	36
Gap	St Johns Episcopal Church	126	119	1	62	60	0	3	0
Gladwyne	St Christophers Church	636	636	0	109	6	0	5	14
Glen Mills	St Johns Episcopal Church	580	450	0	149	156	0	6	4
Glenmoore	St Andrews Episcopal Church	517	480	2	138	104	0	5	11
Glenside	St Peters Episcopal Church	327	302	25	108	88	0	3	3



## Diocese of Pennsylvania

## Vital Statistics of Congregations and Missions

Year in parentheses is last year of filing if not 2014

— BAPTISMS —

City	Congregation	Active Members	Communicants in Good Standing	Others Active	Average Sunday Attendance	Sunday Eucharists	16 yrs and Older	Under 16 Years	Confirmed or Received
Harleysville	The Church of the Holy Spirit	655	542	63	211	111	0	7	0
Hatboro	Church of the Advent	246	246	0	84	103	0	0	3
Havertown	St Faith Episcopal Church	143	114	5	28	50	0	1	0
Hilltown	Good Shepherd Epis Church	121	121	2	59	53	0	0	0
Honey Brook	St Marks Church	68	68	2	35	53	0	1	0
Hulmeville	Grace Episcopal Church	138	110	12	56	63	0	0	6
Huntingdon Valley	St John's Episcopal Church	91	66	0	35	51	0	1	0
Jenkintown	Church of Our Saviour	84	52	0	33	53	0	1	0
Kennett Square	Church of the Advent	722	613	0	212	121	0	11	27
King Of Prussia	Trinity Church Gulph Mills	190	190	12	86	102	1	2	2
Lafayette Hill	Church of St Jude & the Nativity	90	86	24	44	54	0	0	0
Langhorne	St James Episcopal Church	245	228	16	94	155	0	5	7
Lansdale	Holy Trinity Church	174	157	60	50	66	0	3	2
Levittown	St Pauls Episcopal Church	64	54	2	29	45	0	1	0
Lower Gwynedd	Church of the Messiah	928	659	10	181	104	0	9	0
Malvern	St Francis in the Fields	525	491	3	161	89	0	5	12
Malvern	St Peters Church in the Great Valley	556	550	130	164	134	0	3	12
Maple Glen	St Matthews Episcopal Church	618	591	2	196	154	0	5	8
Media	Christ Episcopal Church	410	371	7	137	96	0	5	7
Morrisville	Episcopal Church of the Incarnation	132	132	0	56	132	0	1	9
New Hope	St Philips Episcopal Church	164	164	4	90	111	0	4	0
Newtown	Church of the Holy Nativity	69	56	3	32	52	0	2	0
Newtown	St Lukes Church	416	416	10	162	107	0	6	0
Newtown Square	St Albans Church	209	185	37	35	108	0	1	0
Norristown	All Saints Episcopal Church	138	138	18	70	103	0	2	0
Norristown	St Augustine of Hippo Church	135	49	5	23	48	0	0	1
Norristown	St Johns Episcopal Church	83	74	5	45	51	0	1	0
Norristown	St Stephen Episcopal Church	117	113	3	54	100	0	1	0
Norwood	St Pauls Episcopal Church	132	120	23	63	83	0	0	8
Oaks	St Philip in the Fields	126	69	1	38	50	0	0	3
Oreland	St Christophers Episcopal Church	254	190	1	95	94	0	1	8
Oxford	Church of the Good Samaritan	1,154	726	85	505	212	1	16	14
Paoli	Church of the Ascension	101	76	8	62	108	0	0	8
Parkesburg	All Saints Church (Rhawnhurst)	74	63	13	37	103	0	0	7
Philadelphia									





## Diocese of Pennsylvania

## Vital Statistics of Congregations and Missions

Year in parentheses is last year of filing if not 2014

— BAPTISMS —

City	Congregation	Active Members	Communicants in Good Standing	Others Active	Average Sunday Attendance	Sunday Eucharists	16 yrs and Older	Under 16 Years	Confirmed or Received
Philadelphia	All Saints Church (Torresdale)	385	356	4	149	140	0	6	15
Philadelphia	Calvary-St Augustine Church	186	0	4	64	50	0	2	0
Philadelphia	Cathedral Church of Our Saviour	169	169	0	90	52	0	4	0
Philadelphia	Christ Church	534	490	44	191	91	0	14	0
Philadelphia	Christ Church & St Michaels Church	225	225	0	41	0	0	0	0
Philadelphia	Church of St John the Free	81	77	15	25	23	0	2	3
Philadelphia	Church of St Luke & the Epiphany	248	228	0	142	97	0	0	0
Philadelphia	Church of St Martin in the Fields	823	815	60	293	186	0	16	8
Philadelphia	Church of the Annunciation	98	75	7	32	52	0	0	0
Philadelphia	Church of the Crucifixion	66	50	3	21	88	0	1	0
Philadelphia	Emmanuel/Resurrection Episcopal Ch	90	76	0	43	54	0	6	0
Philadelphia	George W South Ch of Advocate	75	0	0	33	50	0	0	0
Philadelphia	Gloria Dei Episcopal Church	193	162	6	60	52	0	9	1
Philadelphia	Grace Church and the Incarnation	91	54	18	37	0	0	3	0
Philadelphia	Grace Epiphany Church	155	120	0	55	0	0	0	0
Philadelphia	Holy Apostles and the Mediator	210	208	5	47	50	0	1	2
Philadelphia	Holy Innocents St Pauls Church	149	87	4	52	89	0	1	3
Philadelphia	House of Prayer	97	97	0	30	0	0	0	0
Philadelphia	La Iglesia de Christo y San Ambrosio	2,247	0	0	208	52	7	56	17
Philadelphia	Memorial Church of St Luke	112	72	13	51	53	1	1	5
Philadelphia	Memorial Church of the Good Shepherd	116	72	9	37	51	0	2	0
Philadelphia	St Albans Church Roxborough	157	42	5	39	93	0	2	0
Philadelphia	St Andrew & St Monica Church	184	156	1	128	60	0	5	5
Philadelphia	St Andrews in the Field Church	117	75	0	30	49	0	2	0
Philadelphia	St Clements Church	121	80	12	68	104	2	0	0
Philadelphia	St Davids Episcopal Church	39	39	0	20	50	0	0	0
Philadelphia	St Dismas Episcopal Mission	20	0	0	20	0	0	0	0
Philadelphia	St Gabriels Episcopal Church	123	83	25	57	50	0	0	0
Philadelphia	St George & St Barnabas	188	188	12	102	52	0	2	0
Philadelphia	St James of Kingessing Episcopal Ch	212	95	3	75	101	0	1	0
Philadelphia	St Lukes Church Germantown	619	0	0	215	0	0	6	2
Philadelphia	St Marks Church Frankford	173	93	80	57	61	9	9	0
Philadelphia	St Marks Episcopal Church	402	227	200	246	156	2	10	5
Philadelphia	St Marys Church Cathedral Road	188	161	0	76	105	0	4	0



## Diocese of Pennsylvania

## Vital Statistics of Congregations and Missions

Year in parentheses is last year of filing if not 2014

— BAPTISMS —

City	Congregation	Active Members	Communicants in Good Standing	Others Active	Average Sunday Attendance	Sunday Eucharists	16 yrs and Older	Under 16 Years	Confirmed or Received
Philadelphia	St Marys Church Hamilton Village	210	159	60	54	64	0	0	1
Philadelphia	St Marys Episcopal Church	33	25	0	14	52	0	0	1
Philadelphia	St Pauls Church Chestnut Hill	468	372	115	237	154	0	12	8
Philadelphia	St Peters Episcopal Church	423	299	376	174	155	0	11	0
Philadelphia	St Simon the Cyrenian Church	100	100	2	52	52	0	1	0
Philadelphia	St Stephens Church	24	24	30	15	50	0	0	0
Philadelphia	St Timothy Episcopal Church	318	209	3	71	99	0	1	0
Philadelphia	The African Epis Ch of St. Thomas	1,003	0	50	310	52	2	8	0
Philadelphia	The Church of the Holy Trinity	437	437	0	192	121	0	15	10
Philadelphia	Trinity Church Oxford	147	147	6	51	91	0	2	0
Philadelphia	Trinity Memorial Church	85	85	1	31	52	0	1	0
Phoenixville	St Peters Episcopal Church	364	322	15	137	106	12	1	0
Pottstown	Christ Episcopal Church	314	150	0	95	104	0	2	2
Prospect Park	St James Church Episcopal	152	150	0	42	97	3	5	3
Quakertown	Emmanuel Episcopal Church	99	70	0	36	91	0	0	0
Radnor	St Martins Church	238	149	6	57	88	0	2	0
Ridley Park	Christ Church Episcopal	1,151	1,151	0	138	104	0	5	0
Rockledge	Memorial Ch of the Holy Nativity	226	185	12	86	102	0	9	0
Rosemont	The Church of the Good Shepherd	53	53	0	57	103	0	0	0
Royersford	Church of the Epiphany	102	60	0	32	77	0	1	0
Solebury	Trinity Episcopal Church	497	497	50	163	104	0	2	0
Southampton	Church of the Redemption	143	130	21	86	50	0	3	0
Springfield	Church of the Redeemer	331	299	12	111	85	0	1	0
Swarthmore	Trinity Church	243	206	153	153	138	0	8	0
Valley Forge	Washington Memorial Chapel	175	175	89	124	150	0	8	0
Villanova	Christ Episcopal Church	283	276	0	67	104	0	8	3
Wayne	St David Episcopal Church	3,364	3,364	0	583	215	3	44	64
Wayne	St Marys Episcopal Church	439	225	30	135	136	0	2	0
West Chester	The Church of the Holy Trinity	392	0	0	137	52	0	7	10
Wyncote	All Hallowes Episcopal Church	187	160	9	90	50	1	0	7
Wynnewood	All Saints Episcopal Church (2013)	148	81	0	77	104	0	2	6
Wynnewood	Church of the Holy Apostles	247	247	3	50	94	0	3	14
Yardley	St Andrews Church Episcopal	448	362	7	121	102	0	8	15
Yeadon	St Michaels Episcopal Church	71	71	1	39	52	1	0	5



**Diocese of Pennsylvania**

**Vital Statistics of Congregations and Missions**

Year in parentheses is last year of filing if not 2014

**— BAPTISMS —**

City	Congregation	Active Members	Communicants in Good Standing	Others Active	Average Sunday Attendance	Sunday Eucharists	16 yrs and Older	Under 16 Years	Confirmed or Received
		43,451	31,819	5,009	13,188	11,142	53	593	507
Total									





# Minutes

## ELECTION OF THE BISHOP OF THE DIOCESE OF PENNSYLVANIA Philadelphia Episcopal Cathedral Philadelphia, Pennsylvania

SATURDAY, MARCH 12, 2016

### MINUTES

07:30 AM – 08:30 AM	<b>Registration and coffee</b>
08:30 AM – 10:00 AM	<b>Eucharist – open to all.</b> After Eucharist, all depart except registered Clergy and Delegates and convention officials
10:00 AM – 10:30 AM	<b>Late registration and set up for convention</b>
10:30 AM	<b>Call to Order</b>
10:30 AM.	<p>Bishop Daniel asked delegates to take their seats and to be seated. The bishop called the convention to order. The Bishop asked those present to hold up their cell phones and asked everyone to turn off cell phones. He also asked those present not to do online communications (e.g., Facebook, Twitter, etc.) while the convention was in session. He announced that the front doors of the Cathedral had been closed. He reminded those in the room that only those who have a role in the election – voting or other roles – should be present. The first task of the convention is to approve the agenda.</p> <p><b>Approval of agenda</b></p> <p>A motion to approve the agenda was offered and seconded. There was no discussion. The motion to approve the agenda was adopted by voice vote.</p> <p><b>Introduction of Convention officials and report on claims to seats [Bishop Daniel]</b></p> <p>The Bishop introduced and thanked the following individuals</p> <p>Mr. Stephen Chawaga, Parliamentarian.</p> <p>Ms. Mary Kohart, Chancellor</p> <p>Mr. Craig Alston, Chair of Dispatch</p> <p>The Rev. Emmanuel Williamson, Chair, Judges of Elections</p> <p>Jerome G. Buescher, Secretary</p>
10:35 AM	<p><b>Names submitted for nomination</b></p> <p>The Rev. Kathy Andonian, President of the Standing Committee, placed the following before the convention as candidates:</p> <p>The Rev. W. Frank Allen</p> <p>The Rev. Canon Daniel G. P. Gutierrez</p> <p>The Rev. Canon John T. W. Harmon</p>



The Rev. Martha N. Macgill

The Right Rev. Dean E. Wolfe

The names were moved as a nomination and seconded. There was no discussion. The names were accepted as moved by voice vote.

10:40 AM

**Explanation of voting procedures – Mr. Stephen Chawaga, Parliamentarian**

Mr. Chawaga explained the contents of the packets. He asked persons to check for the presence and correctness (i.e., clergy or lay, as appropriate) of the ballots.

Mr. Chawaga cautioned that in voting, those voting needed to mark the correct ballot number; i.e., Ballot #1 on the first vote, Ballot #2 on the second vote, etc. Marking the incorrectly numbered ballot will invalidate the vote cast. This error is the most frequent reason for invalidating a vote.

The second most frequent reason for invalidating a vote is poor erasure. Use the supplied pencil. Erase cleanly and completely as required.

Once ballots have been collected, the convention will be in recess while the ballots are counted. When results arrive back at the convention, those voting will be advised. Before results are communicated to those voting, candidates will have been contacted and offered the opportunity to withdraw their names.

Also in your packet is a tally sheet to record for yourself the number of clergy ballots cast, the number of clergy ballots needed to elect, the number of clergy ballots cast for each nominee, the number of parish ballots cast, the number of parish ballots needed to elect, and the number of parish ballots cast for each nominee.

There will be a 10-minute period of quiet time after results of each ballot have been announced.

After the third ballot has been cast, there will be a break for lunch.

Remember: there is a single ballot, one ballot per parish.

No motions can be entertained until after six ballots resulting in no election have been cast. At that point, two motions are in order: one motion calling for a break for dinner, one motion calling for adjournment of the convention till tomorrow (Sunday, March 13, 2016). There is no discussion of either motion if offered. The convention proceeds to an up-or-down vote on either motion if introduced. Please – consider carefully before introducing either of those motions.

Each delegate must sign his or her testimonial declaration and return it before he or she leaves the convention.

**From the agenda**

A chapel of prayer will be located in the Liem Azar Center in the Chapter Room. There will be signage indicating that location.

Each ballot shall proceed in the following order:

1. Prayer a hymn in preparation for vote (as found in convention booklet)
2. Marking of ballots
3. Collection of ballots



4. Convention stands in recess while ballots are counted; delegates free to circulate
5. Convention recalled to order; results announced when available
6. 10-minute period for reflection by delegates and communication with candidates.
7. Return to item #1

<b>10:45 AM</b>	Balloting begins at 10:47 AM. Hymn (All my hope on God is founded), prayer, balloting on first ballot. Ballots collected, into recess at 10:52 AM.
<b>11:30 AM</b>	Bishop Daniel: the results of the first ballot have arrived. Please – no displays from those present about the results. The results were shared (see attached sheet). There is no election. Pause 10 minutes for reflection.
<b>11:45 AM</b>	Hymn (Lead me, guide me), prayer, balloting on second ballot. Ballots collected, into recess at 11:53 AM. Note that the convention will pause for noonday prayer at 12:00 noon.
<b>12:00 Noon</b>	<b>Noonday prayer, as in program.</b>
<b>12:29 PM</b>	Bishop Daniel: the tellers have reported the results of the second ballot. The results were shared (see attached sheet). There is no election. Pause for 10 minutes for reflection.
<b>12:41 PM</b>	<p>Bishop Daniel announced that there had not yet been a response from the candidates. The Bishop was asked to relate stories of some of his experiences while those responses were being received.</p> <p>Information from candidates was received. Two nominees have withdrawn their names from consideration: The Rev. Canon John T. W. Harmon, The Right Rev. Dean E. Wolfe.</p> <p>Mr. Chawaga cautioned those voting to vote only for The Rev. W Frank Allen, The Rev. Canon Daniel G. P. Gutierrez, and The Rev. Martha N. Macgill. Voting for nominees who have withdrawn will invalidate that ballot. Also do not make extraneous marks on the ballots (i.e., do not cross off names of nominees who have withdrawn their names); extraneous marks will invalidate the ballot.</p>
<b>12:53 PM</b>	Hymn (God is love), prayer, casting of third ballot, collection of ballots.
<b>01:00 PM</b>	Convention in recess for lunch. Convention will reconvene at 01:45 PM.
<b>01:45 PM</b>	<p>Bishop Daniel asked delegates to take their seats. The results of the third ballot have become available.</p> <p>Before the announcement of results. Ms. Mary Kohart presented a gift to Stephen Chawaga for his long service as Parliamentarian to diocesan conventions. The gift was a silver police whistle, suitably engraved, to facilitate Mr. Chawaga's role of maintaining order in the conventions.</p> <p>The results of the third ballot were shared (see attached sheet). There is no election. Pause for 10 minutes for reflection.</p>
<b>02:00 PM</b>	Hymn (We're marching to Zion), prayer, marking and collection of ballot four. The convention is in recess until balloting results are returned.



Bishop Daniel called out Mr. John Andrew Bailey and thanked him for his service to music at the cathedral and especially for music at this convention. The bishop also thanked the Rev. Judith Sullivan, Dean of the Cathedral, and the staff of the cathedral.

**02:45 PM**

Bishop Daniel announced that results from the fourth ballot had been returned (see attached sheet) – and that there had been an election of the Rev. Canon Daniel G. P. Gutierrez.

Immediately after that announcement, the Rev W. Frank Allen approached the front of the convention space and asked the Bishop to be recognized. Bishop Daniel recognized him. The Rev. W. Frank Allen put forward a motion to elect the Rev. Canon Daniel G. P. Gutierrez by acclamation. That motion was seconded. The motion was approved by a resounding “Aye” voice vote.

Bishop Daniel withdrew to ask Canon Gutierrez if accepted the election.

**02:55 PM**

Bishop Daniel called the convention back to order. The Rev. Kathy Andonian, Chair of the Standing Committee, announced to the convention that “Brothers and sisters, we have a bishop elect.”

Bishop Daniel intoned the doxology “Praise God from whom all blessings flow” and those at the convention sang it through.

**03:00 PM**

A motion to adjourn the convention was made and accepted. The diocesan special convention to elect a bishop was adjourned.

Mr. Chawaga reminded delegates to sign their testimonial sheets and return those on their way out of the cathedral.

Submitted by  
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## Special Convention – March 12, 2016

### Ballot Record

Choice of the clergy							
Name	Ballot 1	Ballot 2	Ballot 3	Ballot 4			
W. Frank Allen	29	35	33	26			
<b>Daniel G. P. Gutierrez</b>	<b>57</b>	<b>78</b>	<b>92</b>	<b>100</b>	<b>ELECTED</b>		
John T. W. Harmon	14	5	W/D				
Martha N. Macgill	4	0	0	0			
Dean E. Wolfe	21	7	W/D				
Votes Cast	125	125	125	126			
Needed to elect	84	84	84	84			

Choice of the laity							
Name	Ballot 1	Ballot 2	Ballot 3	Ballot 4			
W. Frank Allen	62	74	70	54			
<b>Daniel G. P. Gutierrez</b>	<b>75</b>	<b>103</b>	<b>123</b>	<b>133</b>	<b>ELECTED</b>		
John T. W. Harmon	13	1	W/D				
Martha N. Macgill	7	0	0	1			
Dean E. Wolfe	35	17	W/D				
Votes Cast	192	195	194	194			
Needed to elect	129	130	130	130			



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