

EPISCOPAL DIOCESE OF PENNSYLVANIA



Journal of the
235th Convention
November 9 & 10, 2018

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November 9 & 10, 2018

Bishop Diocesan: The Rt. Rev. Daniel G.P. Gutierrez

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

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

Officers of the Diocese

Secretary of Convention and Council: Jerome Buescher

Treasurer: James Pope

Chancellor: Mary Kohart, Esq.

Deans

Brandywine Deanery: The Very Rev. Richard Morgan

Bucks Deanery: The Very Rev. Michael Ruk

Delaware Deanery: The Very Rev. Deirdre Whitfield

Merion Deanery: The Very Rev. David Romanik

Montgomery Deanery: The Very Rev. Lynn Hade

Pennypack Deanery: The Very Rev. Samuel Murangi

Philadelphia Cathedral: The Very Rev. Judith Sullivan

Schuylkill Deanery: The Very Rev. Martini Shaw

Southwark Deanery: The Very Rev. Gordon Reid

Valley Forge Deanery: The Very Rev. Koshy Mathews

Wissahickon Deanery: The Very Rev. Jarrett Kerbel

Bishop's Staff

The Rev. Canon Shawn Wamsley, *Canon to the Ordinary for Evangelism and Administration*

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The Rev. Canon Betsey Ivey, *Canon for Support and Resources*

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 The Rev. Canon Arlette Benoit- Joseph, *Canon for Transition*
 Ms. Nicole Clothier, *Senior Accounting Specialist*
 Ms. Takiyah Cuyler, *Senior Accountant*
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 Mr. Roberto Morales- Velez, *Assistant for Operational Support and Sexton for Youth Ministry*
 The Rev. Canon Toneh Smyth, *Canon for Mission*
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 The Rev. David Franceshi- Faccio, *Vicar*
 The Rev. Andrew Kline, *Vicar*
 The Rev. Peter Kountz, *Vicar*
 The Rev. Doris Rajagopal, *Vicar*
 The Very Rev. Deirdre Whitefield, *Vicar*
 The Rev. John Giansiracusa, *Vicar*
 The Ven. Dr. Pamela Nesbit, *Archdeacon – Emeritus*
 The Rev. Lloyd H. Winter, *Chaplain to the Retired Clergy and Widows*
 Ms. Quincina Jackson, *Assistant for Ordinations and Transition Ministry*
 Mr. R. Alan Lindsay, *Executive Director, The Church Foundation*
 Ms. Lori Daniels, *Operational Manager, The Church Foundation*
 Mr. Mark Davis, *I.T. Supports Manager*
 Jeremiah Mustered, *Assistant for Operations and Benefit Coordinator*
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 Ms. Kristen Kelly, *Receptionist*
 Mr. Peter Moak, *Diocesan Archivist*

Deputies to 2018: General Convention

Clerical Deputies:

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 The Rev. Canon Kirk T. Berlenbach
 The Very Rev. Koshy Matthews
 The Rev. Dr. Hillary D. Raining

Lay Deputies:

Christopher S. Hart
 Karen Lash, Chair
 Elizabeth Anne Wendt
 George Vosburgh

The Rev. JoAnn Jones- Bradley – Alternate
 Archdeacon Emeritus Pamela Nesbitt– Alternate

Jill Mathis – Alternate
 Kirk Muller – Alternate

Deputies to Province III Synod

Christopher Hart
 Ms. Karen Lash

Standing Committee

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The Rev. Elizabeth Colton
Mr. Colin Johnstone
The Rev. Jo Ann Jones
The Rev. Sean Mullen
Mr. Eric Rabe (Secretary)
The Rev. Dr. Hillary Raining (Vice-President)
The Rev. Michael Rau
Ms. Patricia Smith
Mr. George Vosburgh

Diocesan Council*Executive Committee*

The Rt. Rev. Daniel G.P. Gutiérrez, Bishop
The Rt. Rev. Rodney Michel, Assisting Bishop
Jerome Buescher, Secretary

Brandywine Deanery

The Rev. Dr. John T. Sorensen
Elizabeth Curtis Swain

Bucks Deanery

Dave Dixon
The Rev. Marlee R. Norton

Delaware Deanery

The Rev. Marjorie Oughton
Janet A. Ross

Merion Deanery

Christopher S. Hart
The Very Rev. David Romanik
George Vosburgh

Montgomery Deanery

Joseph Madison, Financial Assistance Committee
The Rev. Michael Rau
Warren Wanlund

Pennypack Deanery

Carole A. Baxter
The Rev. Elizabeth W. Colton
Peter Datos

Pennypack Deanery

Carole A. Baxter
The Rev. Elizabeth Colton
Peter Datos

Schuylkill Deanery

The Rev. Mariclaire Partee
Pattie Davis
Renae Rutherford

Southwark Deanery

Peggy Hatch
The Rev. Canon Betsy Ivey
The Rev. D. Joy Segal
Jeanette E. Woehr

Valley Forge Deanery

Beverly Loftus
The Rev. William M. Sowards

Wissahickon Deanery

R. Muriel Rains
Helen Zartarian

Diocesan Disciplinary Board

The Rev. Dennis Lloyd, Presiding Judge

Clergy

The Rev. Dr. Nancy Dilliplane
The Very Rev. Lynn Hade
The Rev. Lisa Keppeler
The Rev. Dennis Lloyd, President
The Rev. Dr. Pamela Nesbit
The Rev. Timothy Safford
The Rev. Richard Vinson
The Rev. Thomas Wand

Lay

Mr. Lionel Broome
Ms. Jane Cosby
Ms. Alfeia DeVaugh Goodwin
Ms. Mary Kohart, Chancellor
Mr. Douglas Sisk, Church Attorney

Finance Committee

Dana B. Hall, CFA, M. Div., Chair
The Rev. George O. Master, 2nd
James L. Pope, Treasurer, Ex-Officio
Eric Rabe, Standing Committee Liaison
John M. Loftus
Douglas Sisk, Commission on Clergy Compensation and Employee Benefits Rep., Ex-Officio
Peter Datos, Diocesan Council Representative, Vice Chair
The Rev. Dr. Charles T.A. Flood, D.Sc.
The Rev. Michael Rau, Diocesan Council Representative
The Rev. Sarah Hedgis
Canon Douglas J Horner, Diocese Finance Officer

Program Budget Committee

Mr. Lionel Broome
Ms. Jane Cosby
The Rev. Dr. Nancy Dilliplane
Ms. Alfeia DeVaughn Goodwin
The Very Rev. Lynn Hade
The Rev. Lisa Keppeler
Ms. Mary Kohart
The Rev. Dennis Lloyd
The Rev. Dr. Pamela Nesbit
The Rev. Timothy Safford
Mr. Douglas Sisk
The Rev. Richard Vinson
The Rev. Thomas Wand

COMMISSIONS AND COMMITTEES OF THE DIOCESE

Anti-Human Trafficking Action Commission

R. Muriel Rains
Richardson Blair
Dr. Debra Green
Joe Madison
Judy Madison
Renae Rutherford
Joan Wylie

Anti-Racism Commission

Mr. George Vosburgh, *Chair*
The Very Rev. Deirdre Whitfield, *Chair*
The Rev. Bud Holland
Denise Leo
Francis Upshaw
Joan Wylie
The Rev. Lynne Hade
Maria Rodriguez
Tamika Rodriguez

Bishop Revolving Loan Fund

Mr. Dave Dixon
Mr. Douglas Horner
Mr. Steve Krouse
Ms. Renae Rutherford
Mr. Joseph Madison

Budget Committee

The Rev. Elizabeth Costello
The Rev. Canon Sarah Hedgis
The Rev. Jo Ann Jones
Mr. Kirk Muller
Mr. James Pope
Mr. Eric Rabe
The Rev. Cesar Ramirez-Segarra
The Rev. Michael Rau
Ms. Tamika Rodriguez

Cathedral Chapter

The Rt. Reverend Daniel G.P. Gutiérrez, *Chair*
The Very Reverend Judith A. Sullivan, *President*
The Rev. Jonathan Clodfelter
The Rev. Gerald S. Collins
Mr. Dale Cranmer
The Rev. Ernest Curtin
Ms. Penny Cutler

Ms. Gibby Garnier
Mr. Everett Gillison
Ms. Carolyn Green
Ms. Helen Jennings
Mr. Norman McClave, III
The Rev. Dr. Mary Ann B. Mertz
Mr. Arthur Sudler
Ms. Margaret Thompson

Central American Refugee Commission

The Rev. Anne Thatcher, *Chair*
The Rev. E. Clifford Cutler
The Rev. Sarah Hedgis
The Very Rev. Koshy Mathews
Dianne Williams
Eric Frankhouser
Gary Russell

Commission on Clergy Compensation and Employee Benefits

The Rt. Rev. Daniel G.P. Gutiérrez, *Chair*
Douglas Sisk, *Chair*
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The Rev. Rodger C. Broadley
The Rev. Sandra L. Etemad
John Gillespie, *Treasurer & Communications*
Canon Douglas J. Horner, *Diocesan support*
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Carl Sheppard
Elizabeth Swain
The Rev. Anne Thatcher, *Secretary*
The Rev. Canon Shawn Wamsley, *Diocesan support*

Commission on Ministry

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Mr. Todd Brown
The Rev. Dennis Coleman
The Rev. Amanda Eiman
Ms. Anita Friday
The Rev. Karen Kaminskas
The Rev. Flora Keshgegian
The Rev. Mary McCullough
The Rev. Jeffrey Moretzsohn
The Rev. Samuel Ndungu
Ms. Pamela Prell
Ms. Jackie Shockey
Mr. Douglas Stuart
The Rev. Anne Thatcher

Mr. George Vosburgh
The Very Rev. Deirdre Whitfield

Commission on Wellness

Dr. Marc Andonian
The Rev. Canon Arlette Benoit Joseph
The Rev. Rodger Broadley
The Rev. Elizabeth Costello
The Rev. Kevin Dellaria
The Rev. Sandra Etemad
Mr. Douglas Horner
Mr. Jeremiah Mustered
Mr. Douglas Sisk
Ms. Elizabeth Curtis Swain
The Rev. Anne Thatcher
The Rev. Benjamin Wallis
Mr. John Einspanier

Committee on Constitution and Canons

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The Very Rev. Jarrett Kerbel
Mary E. Kohart, Esq., Ex-Officio
Eric Rabe
The Rev. Peter Vanderveen

Committee on the Church and the Disabled

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Donna Pennman
Shirley Smith
Kenneth Oakes

Committee to Incorporate the Diocese

The Rev. W. Franklin Allen, *Chair*
Mr. Stephen Chawaga
Ms. Dana Hall
Ms. Mary Kohart
Ms. Patricia Smith
Mr. Wayne Strasbaugh
Ms. Elizabeth Curtis Swain

Continuing Education/Sabbatical Leave Committee

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The Rev. Canon Arlette Benoit Joseph
The Rev. Carol Duncan
The Rev. Diane Faison
Mr. Richard Jones
Mr. George Reath
Ms. Sherrie Tatman

Committee on Resolutions

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Richard Englebach
James S. Kiel, Jr.
The Rev. Jill LaRoche Wikel
Norman M. McCausland
Kirk Muller
Elizabeth Wendt

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Ginny Guyer
Jane McKinney
Cynthia Muse
W. Tonia Nelson
Rachael Stube
The Rev. Harry White

Diocesan Liturgy Commission

The Rev. Dr. Mary Ann Mertz, *Chair*
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The Very Rev. Judith Sullivan, *Ex Officio*
The Rev. Emmanuel Williamson
The Rev. Hillary Raining

Jeannette Woehr
The Rev. Mark Smith (moved)
The Rev. Canon Sara Hedgis
Dave Dixon
The Rev. Dina L. Harvey

Episcopal Church Women

Shirley Smith, *Presider*
Betty Berry-Holmes
Jeanette Gillison
Sharida Gillison
Amy Lancaster, Treasurer
Sharon Kelly
Judy Kraus
Jean Wrice

Guatemala Companion Diocese Committee

Carol Kangas, *Chair*
The Rev. Dr. John T. Sorensen, *Chair*
Sandra H. Alford
May Belle Ball
Jerome Buescher
Leslie Bullitt
Terry Clattenburg
Roxane Coleman
Julie Daye
Barbara Grabias
Evelyn Guadalupe

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The Rev. Beth W. Hixon
Susannah T. Hunter
Christine Kindler
Grace Leister
The Rev. Keith Marsh
Joan Mechlin
Judy O'Neill
Andrew Powell
The Rev. David B. Rivers
Elizabeth Rivers
Steve Rubenstein
Paul Schraeder
The Rev. D. Joy Segal
Raven Sullivan
Martha Thomas
The Rev. Barbara Tobin
The Rev. Frank P. Toia
Boni Wheaton

Mission Planning Committee

Kirk Muller, *Chair*
Doug Horner
The Rev. Kirk Berlenbach
The Rev. Betsy Ivey
Renaë Rutherford Lowe
The Rev. George Master
The Rev. Renee McKenzie Hayward
The Rev. Carol Anthony
Neville Strumph

Nominations Committee

The Rev. Dr. Nancy Dilliplane, *Chair*
The Rev. Amanda B. Eiman, *Chair*
Ms. Betty Berry-Holmes
Mr. Lionel Broome
Ms. Jane Cosby
The Rev. Lori Exley
Ms. Marcia Hinton
The Rev. Jeffrey Moretzsohn

Recovery Ministries Committee

The Rev. Richard Vinson
The Rev. John Gardner
Martin McElroy
The Rev. Christopher Bishop
Margaret Hanna

OTHER DIOCESAN ORGANIZATIONS

Christmas Fund

Ms. Anne Atlee
Mr. Lionel Broome
Ms. Maureen Higgins
Mr. Douglas Horner
Ms. Nancy Iredale
Ms. Kathryn Rosse
The Rev. Shawn Wamsley

Congregational Life and Redevelopment Team

The Rev. Kathryn Andonian, Co-Chair	The Rev. Mariclaire Partee
The Rev. Samuel Adu-Andoh, Co-Chair	The Rev. Michael Rau
The Rev. Canon Shawn Wamsley	Melissa Rau
The Rev. Michael Ruk	The Rev. Paul Reid
The Rev. Jarrett Kerbel	The Rev. Bob Tate
The Rev. Betsy Ivey	The Rev. Jarrett Kerbel
The Rev. Kirk Berlenbach	Kirk Muller
The Rev. Christina Nord	The Rev. Tom Wand
The Rev. Ed. Shiley	The Rev. Bob Tate
The Rev. John Sosnowski	George Vosburgh
The Rev. Rodger Broadley	Jeremiah Mustered

The Church Foundation

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Lori Daniels, Operations Manager	The Rev. Jill L. McNish, Ph.D.
Loretha Badger	James L. Pope
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Alfeia DeV Vaughn Goodwin	Kathleen Stephenson, Esquire
Clifford W. Kozemchak	Wayne R. Strasbaugh, Ph.D., Esquire
James Mack, CPA	Roberta Griffin Torian, Esquire

Creations Committee

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The Rev. Kirk Berlenbach
The Rev. Amanda Eiman
Maxine Dorneman
Emily Cronin
The Rev. Jon Clodfelter
Cheryl McCaslin

CONVENTION OF THE DIOCESE OF PENNSYLVANIA

Officers of the 2018 Convention

President:

The Rt. Rev. Daniel G.P. Gutiérrez

Secretary of Convention:

Mr. Jerome Buescher

Parliamentarian:

Mr. Stephen P. Chawaga, Esq.

Committee of the 2018 Convention

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Cordelia Biddle

Jerome Buescher

Stephen P. Chawaga, Esq.

The Rev. Nancy Dilliplane

The Rev. Sandra Etemad

The Rev. Sean Lanigan

The Very Rev. Judith Sullivan

Lynn Buggage

Jeremiah Mustered

The Rev. Canon Shawn Wamsley

Committee on Arrangements

The Rev. Benjamin Wallis

Committee on Elections

Michael Krasulski

The Rev. Dr. Mary Ann Mertz

The Rev. Emmanuel Williamson

Ms. Frances Wilson

Committee on the Dispatch of Business

Mr. Craig Alston, Chair

Committee on Resolutions

Ms. Karen Lash, Chair

Nominating Committee

Ms. Cordelia Biddle, Chair

The Rev. Sandra Etemad

Committee on Claims of Clergy to Seats

The Rev. Dr. Hillary Raining, Chair

Committee on Claims of Laity to Seats

George Wrangham, Chair

Committee on Constitution and Canons

Stephen P. Chawaga, Esq., Chair

Committee on Expenses

James Pope

CLERGY ENTITLED TO VOTE

(* Denotes participation in the 235th Convention)

Joshua Aalan
Barbara Abbott *
Mary Adebonojo
Paul Adler
Samuel Adu-Andoh *
Scott Albergate
Frank Allen *
Richard Alton *
Lucy Amerman
David R. Anderson *
Kathryn Andonian *
Carol Anthony *
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Allen Bartlett *
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Vivian Bennett
Charles Bennison, Jr.
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Kirk Berlenbach *
Beverly Berry
Robert Betts
Christopher Bishop
Eric Bond *
C. Reed Brinkman
Rodger Broadley *
Robert Brown
Arthur Brunner
Judy Buck-Glenn *
Kenneth Bullock
Joshua M. Caler *
David Danan *
Peter Carey *
Robert Carlson
John Carpenter
Patricia Cashman *
Jordan Casson *
Carol Chamberlain *
Jon 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.
Lynn Czarniecki *
Rob Davidson *
Angus Davis
Bancroft Davis
Matthew Dayton-Welch *
Sherry Deets *
Kevin Dellaria *
Nancy Deming *
A. Hugh Dickinson
Joseph Dietz *
Nancy Dilliplane *
Richard Ditterline
Timothy Dobbins
A. Frank Donaghue
William Duffey, Ed.D.
Stanley Dull
Carol Duncan *
Amanda Eiman
Elizabeth Eisenstadt-Evans
Hentzi Elik
Thomas Eoyang *
Sandra Etemand *
H. Barry Evans
James Evans
N Dean Evans
Lori Exley *
Dee Faison
Diane Faison *
Richard Fenn
Charles Flood, D.Sc.
Susann Fox
William Fulks
Sharline Fulton
David Funkhouser
Wil Gafney, Ph.D.

Henry Galganowicz

Dorothy Jessup

Albutt Gardner
 John Gardner *
 Rachel Gardner
 Edward Garrigan
 Tim Gavin *
 Phil Geliebter *
 Michael Giansiracusa *
 Paul Gitimu
 Ludwick Gooding
 Don Graff *
 Peter Grandell
 Robert Granfeldt, Sr.
 Rena Graves
 Timothy Griffin *
 Allen Carl Guelzo*
 Daniel Gutierrez *
 Lynn Hade *
 Marlene Haines
 Daniell Hamby
 Autumn Hardenstine
 T. James Hargrove
 Paul Harris *
 Barry Harte *
 Bradley Hauff
 Nancy Hauser *
 Richard Hawkins
 Sarah Hedgis *
 Theodore Henderson, Jr.
 Marisa Herrera
 Terrence Highland
 Beth Hixon *
 David Hockensmith
 Anne Hockridge
 Michael Hoffacker
 Matthew Holcombe
 Melford (Bud) Holland *
 Carolyn Huff *
 Alan Hughes
 Paul Hunt *
 A Lawrie Hurtt
 David Hyatt
 Etsy Ivey *
 Bruce Jacobson
 Stephen Jacobson
 Nazareno Javier *
 Ronald Jaynes

Ken McCaslin, FHL 7

Nora Johnson
 Jo Ann Jones*
 Karen Kaminskas *
 John Keefer
 E Michaela Keener
 Barbara Kelley *
 Andrew Kellner
 Arthur Kelly
 Lisa Keppeler *
 Jarrett Kerbel *
 Catherine Kerr *
 Linda Kerr *
 Flora Keshgegian, Ph.D.
 John Kim
 John Kimball
 Samuel Kirabi Ndungu*
 Richard Kirk
 Carl Knapp
 Michael Knight, IV *
 Harriet Kollin *
 Elizabeth Kostic
 Peter Kountz, Ph.D. *
 Adam Kradel, Ph.D.
 Sean Lanigan *
 James Larsen *
 Paula Lawrence-Wehmiller *
 Eugene Lefebvre
 Denis Leo
 Barbara Lewis
 James Ley
 Jeffrey Liddy
 Donna Lima-Montiero *
 James Littrell
 Donnis Lloyd
 Otto Lolk
 W. Morris Longstretch
 D. Maxine Maddox Dornemann*
 Bernard Maguire, III
 Robert Magoola *
 Donna Maree *
 Keith Marsh
 John Martin
 Robin Martin
 George Master, II *
 Koshy Mathews *

Richard Newman

Thomas McClellan *
 Mary McCullough *
 Alexander McCurdy, III *
 Malcolm McGuire
 Renee McKenzie-Hayward *
 Jill McNish *
 Jude Meckling *
 Mary Jo Melberger *
 Robert Mellon
 Emmanuel Mercer
 Mary Ann Mertz *
 Chuck Messer *
 Carl Metzger *
 John Midwood
 Isaac Miller *
 Richard Miller
 Robert Miller
 Joy Mills, M.Div.
 Elsa Mintz
 Sadie Mitchell
 Thomas Monnat
 Charles Moore
 Christopher Moore
 Daniel Moore *
 Stephen D. Moore *
 Jeff Moretzsohn *
 E.F. Michael Morgan, Ph.D.
 Richard Morgan *
 Geoffrey Morin
 Kevin Moroney
 David Morris *
 James Morris
 Kell Morton
 Christine Mottle, BCC
 Sean Mullen *
 Samuel Murangi *
 Cicely Anne Murray
 Domenic Ndai
 Alan Neale
 L. Stephen Nelson
 Pamela Nesbit, Ph.D. *
 Abigail Nestlehutt *
 Marks S. Nestlehutt *
 Claire Nevin-Field *
 Michael Newman

Glyn Ruppe-Melnyk
 Timothy Stafford *
 Carlos Santos-Rivera

Christina Nord *
 John Obenchain
 Pat Oglesby *
 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
 Nicholas Phelps
 Modayil Philips Philips
 Clifford Pike
 Thomas Platt
 James Proud
 Hillary Raining*
 Doris Rajagopal *
 Cesar Ramierz-Segarra *
 Mike Rau *
 Judith Ray-Parichy
 Thomas Reed
 Dennis Reid
 Paul Reic *
 W. Gordon Reid
 William Reid *
 William Rex *
 Emily Richards
 Susan Richards
 Jon Richardson
 Susan Richardson *
 Robert Ritchie, M.S.
 F. Anne Ritchings
 Christine Ritter
 Barbara Rivers
 David Rivers
 Joseph Rivers, III
 J. Robin Robb *
 David Robinson
 Terrence Roper *
 Patricia Rubenstein *
 Lorne Ruby
 Michael Ruk *

Phyllis Taylor
 Louis Temme *
 Anne Thatcher *

Joseph Schaller *
Douglas Scott
Neale Secor
Joy Segal *
James Shannon
Martin I Shaw *
Warren Shaw
William Shepherd
Ed Shiley *
Geoggrey Simpson
John Simpson
Peter Sipple
Sean Slack *
John Smart
Lula Grace Smart
Richard Smiraglia
Ann Robb Smith
H. Gregory Smith
Joseph Smith *
Richard Smith, Jr.
Robert Smith
Robin Smith
Samuel Smith
Winston Smith *
Stephen Snider
John Sorensen *
Mike Sowards *
James Squire
E. Kyle St. Claire
James Stambaugh *
Timothy Steeves *
Daniel Stevick
Richard Lyon Stinson
Nancy Stroh
Daniel Stroud
Lara Stroud
Peter Stube
Judith Sullivan *
Callie Swanlund *
Marie Swayze
John Symonds *
Robert Tate *
James Taylor *

Tommy Thompson *
John Tinklepaugh
Barbara Tobin
Frank Toia
Gail Tomei
Douglas Tompkins
Joyce Tompkins *
Doug 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 *
Shawn Wamsley *
Thomas Wand
Elliott Waters
Winston Welty
Harry (Hank) White *
Deirdre Whitfield *
Ryan Whitley
John Whitnah *
Jill LaRoche Wikel
Henry Williams
Toneh Williams Smyth*
Emmanuel Williamson *
Randolph Williamson
Lloyd Winter *
Charles Wissink
Kenneth Wissler
Nancy Wittig
Howard Wood, III
William Wood
Joan Wylie
James Wynn
Bert Zug

LAY DEPUTIES TO CONVENTION

(Attendees of the 235th Convention; ** Denotes Alternate Delegate)

BRANDYWINE

Advent, Kennett Square: Elizabeth Curtis Swain

Ascension, Parkesburg: Walter Liefeld

Church of the Good Samaritan, Paoli: Edmund (Skip) Trethewey, Mrs. Glenna Geiger

Holy Trinity, West Chester: Ms. Cathy Stout, Mr. Joe McAllister

St. Andrew's, West Vincent: Mrs. Carol Ferrari, Mr. John Eblacker, Mrs. Martha Thomas

St. Christopher's Church, Oxford: Ms. Ellen Neff

St. Francis-in-Fields, Sugartown: Mr. James Watson, Ms. Caralee Crary, Mr. Steve Castellan

St. James' Church, Downingtown:

St. John's Church, Compass: Mr. Steve Boyd, Mrs. Cynthia Boyd, Mr. Thomas Rohrer**

St. John's Church, Concord: Burt Blackburn

St. Mark's Church Honey Brook: Ms. Sue Lorah

St. Peter's Church In the Great Valley: Mr. Stephen Ockenden, Mrs. Jenny Disque, Mr. Ryan Battin

Trinity Church, Coatesville: Mrs. Pat Kirkner, Mr. Tom Swett, Mr. Bill Terry

BUCKS

All Saints', Fallsington:

Emmanuel Church, Quakertown: Mary Catherine Bluder, W. Richardson Blair

Good Shepherd Church, Hilltown: Dan Pillie, Wally Goff, Flo Zadik

Grace Church, Hulmeville: Beverly Stoltz

Church of the Holy Nativity, Wrightstown: Belinda Ash

Church of the Incarnation, Morrisville: Susan LaRosa, Claire Heinbach

St. Andrew's Church, Yardley: John Poole, Marcie White, John Poole, Henrietta Grosz

St. James' Church, Langhorne: Barry Hitchen, Janet Puente, John Cerkenvenik

Church of St. James the Greater, Bristol: Betty Dougherty

St. Luke's Church, Newtown: ThomasCinque

St. Paul's Church, Doylestown: Angela Stoots, Kay Johnson

Trinity Church, Buckingham: Janet DeCaprio, Dominick DeCaprio, Joanne Welker**

Trinity Church, Solebury: Kyle Evans

DELAWARE

Christ Church, Media: Douglas Sisk, Laurie Weber, Janet Ross, Elizabeth Campbell**

Christ Church, Ridley Park:

Incarnation Holy Sacrament Church, Drexel Hill: Beverly Brescia, Alternate **

Resurrection, Rockdale: Rose Schwitters, Stella Thompson, Phyllis Russell

St. James' Church, Prospect Park: Chris Klina, Pam Hallow

Church of St. John the Evangelist, Essington: John Elliot, Karen DiPaolo, Suzanne Erb

St. Mary's Church, Chester: Ruby Benson, Blanche Price, Brenda Shotts

St. Paul's Church, Chester: Robert Jones, Patricia Hite-Jackson

St. Stephen's Church, Clifton Heights: Annmarie Bartholomeo

St. Stephen's Church, Norwood: Beth Moore**

Trinity Church, Boothwyn: Elizabeth Brickle, Rita Kimani, Anthony Gachao, Henry Njenga, Christine Gichungwa

Trinity Church, Swarthmore: Jay Gillespie, Jean Arnold, Ann Marie Stanton

MERION

Christ Church, Ithan: N. Jacuqi North, George Peckham

Good Shepherd Church, Rosemont:

Nevil Memorial Church of St. George:

Church of St. Asaph, Bala Cynwyd: Steve Lindsay, Emily Cronin, Diana Post

St. Christopher's Church, Gladwyne: Catherine Higgins, Coy Purcell

St. David's Church, Radnor: Cheri McCaslin, Robert Hastings, Geoff Chamberlain

St. John's Church, Lower Merion: Albert Johnson

St. Mary's Church, Ardmore: William Powell, Liz Henry

St. Mary's Church, Wayne: Christopher Hart, Allyson Radford, Katie Ferrara

MONTGOMERY

Advent, Hatboro: Karl New, Ken Logman, Janet Gilman

All Hallows Church, Wyncote: Linda Gunn, Tim Wagner

Church of the Holy Nativity, Rockledge: Naomi Vitelli, Judy Madison, Joseph Madison

Church of the Holy Trinity, Lansdale: Janet Miller, James Broidrick, Jack Croft**

Church of the Messiah, Gwynedd: Brenda Weir, Barbara Stevenson

Church of Our Saviour, Jenkintown: Judy O'Neill, Zelia McDowell, Eric Weren

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

St. Dunstan's Church, Blue Bell: Charles Stehle, Ruth High

St. Matthew's Church, Maple Glen: Pam Dunlap, Mary Anne Noon, George Bishop**

St. Peter's Church, Glenside: Laurel Mosteller, Robert DeKalb, BJ Wanlund

St. Thomas' Church, Whitemarsh: Susan Hunsicker, Beverley Forde, Elizabeth Bitterman

PENNYPACK

All Saints', Rhawnhurst: Sebrum Morris

All Saints', Torresdale: Harry Adams, Stacey Carmody

Emmanuel Resurrection Church, Holmesburg:

Free Church of St. John:

Grace Church and the Incarnation:

Holy Innocents St. Pauls Church, Tacony:

LaIglesia de Cristo y San Ambrosio: Jose DeJesus, Mariam Guzman**

St. Andrew's-in-the-Field, Somerton: Wesley Wittit

St. Gabriel's Church, Philadelphia: Dina Harvey, Priscila Curet

St. Luke, Bustleton, Memorial Church of:

St. Mark's Church, Frankford:

Trinity Church, Oxford: Lorie Henry, Alternate**

SCHUYLKILL

African Episcopal Church of St. Thomas, Philadelphia: Joan Hall, Tyrone Keller

Calvary St. Augustine, Philadelphia: William Berry, Sharon Congleton

Holy Apostles and the Mediator, Philadelphia: Jean Fowler, Patricia Peterson

Philadelphia Episcopal Cathedral, Philadelphia: Dale Cranmer

St. Andrew and St. Monica, Philadelphia: Jackie Leonard, Jean Wrice

St. George St. Barnabas Church, Philadelphia: William Gordon, Marie Scriber, Kenneth Scriber

St. James, Kingsessing: Victoria Benson Coleman, Katherine Wilson

St. Mary's Church, Hamilton Village: Vanessa Albert Lowry, Frank Innes

SOUTHWARK

Christ Church, Philadelphia: William Myers, Miguel Ruiz

Gloria Dei Church, Philadelphia: Barbara Chilcott, Peggy Buescher, Julie Daye

Church of the Holy Trinity, Rittenhouse Square: Benjamin Leiby, James McElwain

St. Clement's Church:

Church of St. Luke and the Epiphany, Philadelphia: Jane Lowe, Kevin Motroni, Richard Limoges, Timothy Babbage **

St. Mark's Church, Philadelphia: Jay Blossom, Joshua Castano, Nicholas Bisaccia

St. Mary's Church, Philadelphia: Juli Reddy**, A. Robert Byrd**
St. Peter's Church, Philadelphia: Kate Randall, Jay Newlin, Ronald Francis
St. Simon the Cyrenian Church, Philadelphia: Paul Jackson
Trinity Memorial Church, Philadelphia: Sallie van Merkensteign**, Susan Weinman, Judith Stevens, Abbie Kinzler**,

VALLEY FORGE

All Saints', Norristown: Donna Penman, Sarah Callow
Christ Church, Old Swedes:
Christ Church, Pottstown: Judith Shelly, Olin Mittan, Candance Woessner
Church of the Epiphany, Royersford: Vicki Cox, William Hummer, Ben Millet
Church of the Holy Spirit, Harleysville: Maureen Higgins, Ken Patrick, Karen Work**
St. James Church, Collegeville: Phil Tatem
St. Jude and the Nativity, Lafayette Hill:
St. Peter's Church, Phoenixville: Vernet Spence Brown, Vincent Giacaterino
Trinity Church, Gulph Mills:
Washington Memorial Chapel, Valley Forge: John Wallace

WISSAHICKON

Church of the Advocate: Alfeia DeVaughn-Goodwin
Annunciation:
Christ Church and St. Michael's, Philadelphia: R. Muriel Rains
Grace Epiphany Church, Mt. Airy: Jill Mathis, Deborah Haas
House of Prayer, Philadelphia: Rodney Street
Church of St. Alban, Roxborough: Anna Furlong, Kathryn Brossa, Peg Barr
St. Luke's Church, Germantown: M.Gregory Paul, Richard Roccato, Joyce Gilliam, Vivian Norton**
St. Martin's-in-the-Fields: Harry Gould Jr.
St. Mary's Church, Cathedral Road: Helen Zartarian, Stephen Zartarian, Nancy Iredale**
St. Paul's Church, Chestnut Hill: George McNeely
St. Timothy's Church Roxborough:

235th CONVENTION OF THE DIOCESE OF PENNSYLVANIA
Philadelphia Episcopal Cathedral
Philadelphia, Pennsylvania

SATURDAY, NOVEMBER 10, 2018

AGENDA

7:30a.m.

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

- 1.1 Blessing Bags Assembly England Room

8:30a.m.

- 2.0 OPENING PRAYERS The Rev. Dr. Hillary Raining

8:45a.m.

FIRST SESSION

- 3.0 Call to Order The Rt. Rev. Daniel Gutiérrez
Bishop, President of Convention

- 3.1 Convention Organization

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

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

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

- 3.5 Standing Rules Bishop Gutiérrez

- 3.6 Welcome and Special Introductions Bishop Gutiérrez

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

- 3.8 Report of Official Attendance at Convention Craig Alston, Esq.

- 3.9 Business Left Unfinished from the 234th Convention Secretary of Convention

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

- 3.11 Circulation and Dissemination of Material Secretary of Convention
SR 24

- 3.12 Report on Clergy Not Eligible to Vote
but Having Seat & Voice Secretary of Convention
C 2.9

3.13 Report on Congregations Not Eligible for Representation Secretary of Convention
DCon V.5,IV.6

DC 7.4

3.14 Report on Claims of Clergy to Seats The Rev. Dr. Hillary Raining
DC 2.3

3.15 Report on Claims of Laity to Seats George Wrangham
DC 2.8

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

3.17 Resolutions of Courtesy Bishop Gutiérrez
R-1 - 2018

9:10a.m.

4.0 Elections

4.1 Electronic Voting Jeremiah Mustered

4.2 Report of Nominating Committee The Rev. Dr. Nancy Dilliplane
The Rev. Amanda Eiman

4.3 Nominations from the Floor The Rev. Dr. Nancy Dilliplane

4.4 Motion to Suspend Standing Order on written ballots The Rev. Canon Kirk Berlenbach

4.5 First Ballot

4.6 First Ballot Results Judges of Elections
C1, L1

9:40a.m

5.0 HYMN - #488 – Be thou my vision

9:45a.m.

6.0 Introductions and Acknowledgements Bishop Gutiérrez

6.1 Introduction of Clergy New to the Diocese The Rev. Canon Arlette Benoit Joseph
Canon for Transitions

6.2 Introduction of Seminarians and Those Newly Ordained
The Rev. Canon Arlette Benoit Joseph

- 6.3 Acknowledgement of Ordination Anniversaries Craig Alston, Esq.
R-2-2018
- 6.4 Acknowledgement of Retired Clergy The Rev. Lloyd Winter
R-3-2018
- 6.5 Introduction of the Diocesan Staff Bishop Gutiérrez
- 6.6 Christus Rex Award Bishop Gutiérrez
Jennie Paddy – Payroll Manager – 23 years
- 6.7 Bishop’s Awards Bishop Gutiérrez
- 10:05a.m.
Bishop Gutiérrez Remarks
- 10:15a.m.
7.0 Special Order I – St. Mary’s Bainbridge Canon Jennifer Tucker
- 10:20a.m.
8.0 Special Order II – St. Mary’s Chester Youth Choir George Whitfield
Song: His Eyes Are On the Sparrow
- 10:25a.m.
BREAK
- 10:35a.m.
SECOND SESSION
- 9.0 Holy Trinity West Chester – *The Parish Hall Kitchen* The Rev. Paul Hunt
- 10:40a.m.
10.0 Elections – Second Ballot
10.1 Results of Second Ballot Judges of Elections
C2, L2
- 10:45a.m.
11.0 Incorporation Committee Report The Rev. Jo Ann Jones
- 10:50a.m.
12.0 Resolutions
- 12.1 Report of Resolutions Committee Kirk Muller
- 12.2 R – 4 Resolution 2018 One Deputy One Vote The Very Rev. Jarrett Kerbel

- 12.3 R – 5 Incorporation Resolution The Rev. Frank Allen
- 12.4 R – 6 Designated Young Adult Deputies to General Convention
Deacon Matthew Simpson
- 12.5 R – 7 Affirming Pilgrimage The Rev. Matthew Dayton-Welch
- 12.6 R – 8 Advocate Resolution The Rev. Dr. Renee McKenzie

11:20a.m.

- 13.0 Growth and Development Fund Canon Douglas Horner
The Rev. Canon Betsy Ivey

11:25a.m.

- 14.0 Cathedral Ministry The Very Rev. Judith Sullivan
Dean
- 14.1 Introduction of Cathedral Chapter and Nominees Bishop Gutiérrez
- 14.2 Vote to Confirm Nominees to be elected to the Cathedral Chapter DC18.3
- 14.3 Vote to Confirm Appointees to the Commission on Ministry Bishop Gutiérrez

11:40a.m.

- 15.0 Diocesan Outreach The Rev. Canon Toneh Smyth

11:45a.m.

- 16.0 Evangelism Committee The Rev. Canon Shawn Wamsley

11:55a.m.

- 17.0 Elections – Third Ballot Judges of Elections
- 17.1 Results of the Third Ballot C3, L3

12:00a.m.

- 18.0 Special Order III – Christ Church and St. Ambrose - Combined Choir
Song: Entre Tus Manos

12:05a.m.

- NOON PRAYER Dean Judith Sullivan

- LUNCH -

1:30p.m.

THIRD SESSION

19.0 Elections – Fourth Ballot

19.1 Results of the Fourth Ballot

Judges of Elections
C4, L4

1:35p.m.

20.0 Mission Process

Kirk Muller
The Rev. Canon Kirk Berlenbach
The Rev. Canon Betsy Ivey

1:40p.m.

21.0 Hymn #645 – The King of Love My Shepherd Is

1:45p.m.

22.0 Commission on Wellness

22.1 Report on 2018 Commission on Wellness
Vice-chair Commission on Wellness

Douglas Sisk

22.2 On Clergy Financial
Assistance Assessment/Clergy Salaries & Pensions

Elizabeth Curtis Swain

22.3 RA-2018 Clergy Financial Assistance

The Rev. Benjamin Wallis

22.4 On Clergy Compensation

The Rev. Rodger Broadley

22.5 RB-2018 Clergy Compensation

The Rev. Rodger Broadley

22.6 Health/Lay Benefits Plan

The Rev. Elizabeth Costello
Canon Douglas Horner

2:00p.m.

23.0 Parish Data Analysis

The Rev. Canon Kirk Berlenbach
Canon Douglas Horner
The Rev. Canon Betsy Ivey

2:05p.m.

24.0 UTO In-Gathering

Betty Berry Holmes

2:10p.m.

25.0 Special Order IV: St. Augustine Hippo Choir

Courtney Brown

2:15p.m.

26.0 Financial Matters

26.1	Report of the Treasurer	James Pope, Treasurer RE-21
26.2	Report of the Finance Committee	Dana Hall
26.3	Presentation of Budget for 2019	Bishop Gutiérrez
26.4	Diocesan Budget	Dana Hall R-BUD
<u>2:45p.m.</u>		
27.0	Elections – Fifth Ballot	
27.1	Results of the Fifth Ballot	Judges of Elections C-5, L-5
<u>2:50p.m.</u>		
28.0	HYMN - #686 – Come thou fount of every blessing	
<u>2:55p.m.</u>		
29.0	Committees and Commissions (See written reports)	Bishop Gutiérrez
<u>3:00p.m.</u>		
30.0	Anti-Gun Violence	The Rev. Canon Toneh Smyth
<u>3:05p.m.</u>		
31.0	Special Order V: Buck’s Deanery Clericus	The Very Rev. Michael Ruk
<u>3:10p.m.</u>		
32.0	Global Mission Commission (Video)	The Rev. Koshy Matthews
32.1	Prayer/Blessing for Holy Land Pilgrimage	
<u>3:15p.m.</u>		
33.0	Church Foundation	Alan Lindsay
<u>3:20p.m.</u>		
34.0	Special Order VI: Youth Ministry	The Rev. Canon Betsy Ivey
<u>3:25p.m.</u>		
35.0	Additional Convention Business	Bishop Gutiérrez
35.1	Resolutions in Response to the Bishop Address	Kirk Muller
35.2	Resolutions Received After Deadline	Kirk Muller

3:30p.m.

36.0 Appointment of 2019 Convention Committee Chairs

Bishop Gutiérrez
SOIV.3

On Canons	Stephen Chawaga
On Expenses	James Pope
On Dispatch of Business	Craig Alston
On Arrangements	The Rev Ben Wallis
On Resolutions	Karen Lash
On Nominations	The Rev Peter Carey

3:35p.m.

37.0 CLOSING PRAYER

Renae Rutherford Lowe

Hymn #450 – All Hail the Power of Jesus Name

3:40p.m.

38.0 Adjournment and Blessing

Bishop Gutiérrez

235th CONVENTION OF THE DIOCESE OF PENNSYLVANIA
Philadelphia Episcopal Cathedral
Philadelphia, Pennsylvania
SATURDAY, NOVEMBER 10, 2018

MINUTES

7:30a.m.

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

1.1 Blessing Bags Assembly

England Room

8:30a.m.

2.0 OPENING PRAYERS

The Rev. Dr. Hillary Raining

8:45a.m.

FIRST SESSION

3.0 Call to Order

The Rt. Rev. Daniel Gutiérrez
Bishop, President of Convention

Convention called to order at 08:38 AM

3.1 Convention Organization

3.2 Appointment of Stephen P. Chawaga, Esq., Parliamentarian

Bishop Gutiérrez

Bishop Gutiérrez stated that he was pleased to appoint Stephen P. Chawaga, Esq., as Parliamentarian for the Convention.

3.3 Election of Jerome Buescher as the Secretary of Convention

Bishop Gutiérrez

Bishop Gutiérrez proposed Jerome G. Buescher as Secretary for the Convention. No other nominations were offered. The Bishop moved to elect Jerome G. Buescher as Secretary for the Convention and that motion was seconded. Jerome G. Buescher was elected as Secretary for the Convention.

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

Bishop Gutiérrez

Bishop Gutiérrez stated that he was pleased to appoint Craig Alston, Esq., as Chair of Dispatch of Business for the Convention.

3.5 Standing Rules

Bishop Gutiérrez

The Bishop noted that Standing Rules of Order for the Convention are listed on page 10 of the Convention booklet.

3.6 Welcome and Special Introductions

Bishop Gutiérrez

The Bishop thanked Bishop Rodney Michel for his service in various capacities to the Diocese. Bishop Michel's assistance is greatly appreciated.

The Bishop requested that Standing Committee members rise and be acknowledged.

He asked that Diocesan Council members rise and be acknowledged.

Finance Committee members were asked to rise and be acknowledged.

The Rev Frank Allen and members of the Incorporation Committee were asked to stand and be acknowledged for their important work.

He asked that member of the diocesan Liturgical Commission stand and be acknowledged for their work today and throughout the year in the Diocese.

And finally, the Bishop thanked Dean Judith Sullivan and the Cathedral Staff for their hard work to make this Convention possible and expeditious.

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

Mr. Alston reported that, according to the Acts of Association, such Clergymen and Lay Deputies as shall at any time be duly assembled in Convention shall be a quorum; and on every question, the votes of a majority of those present of the two orders respectively shall decide. Therefore, we have a quorum as a duly assembled body for the purpose of Convention.

3.8 Report of Official Attendance at Convention Craig Alston, Esq

Mr. Alston noted that to vote on matters of changes to the Constitution and Canons, one-quarter of all eligible Clergy and Lay delegates are required to constitute a quorum. We have well in excess of the required 34 parishes (127) out of 134, and we have well in excess of the required 67 resident clergy out of 265. We have a quorum.

3.9 Business Left Unfinished from the 234th Convention Secretary of Convention

Mr. Buescher reported that there was no unfinished business to report from the 234th (2017) Convention.

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

Members of the following religious orders are in attendance: the Society of Catholic Priests, the Anamchara Fellowship, the New Benedictine Community, the Community of Charity of Providence, Franciscans of the Risen Christ, and the Companions of Holy Cross.

3.11 Circulation and Dissemination of Material Secretary of Convention
SR 24

Mr. Buescher was asked to state the policy regarding circulation and dissemination of materials. He stated that, as noted stated on page 11 of the Convention booklet, material not pertinent to the Convention cannot be circulated without permission of the Convention secretary. Please see me if you have any questions in this regard.

- 3.12 Report on Clergy Not Eligible to Vote but Having Seat & Voice Secretary of Convention
C 2.9

Mr. Buescher reported that there were no clergy present not eligible to vote but with a seat and voice.

- 3.13 Report on Congregations Not Eligible for Representation Secretary of Convention
DCon V.5,IV.6
DC 7.4

Mr. Buescher reported that there were no congregations subject to losing their seat at Convention due to non-payment of assessments.

- 3.14 Report on Claims of Clergy to Seats The Rev. Dr. Hillary Raining
DC 2.3

The Rev. Dr. Hilary Raining stated that there were no claims of clergy to seats.

- 3.15 Report on Claims of Laity to Seats George Wrangham
DC 2.8

Mr. Mac McCausland gave the report on this item in Mr. Wrangham's absence. Mr. McCausland reported that there were no claims of laity to seats.

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

Mr. Alston asked if there were any proposed amendments to the Agenda as found on pages 3 through 9 of the Convention booklet.

There were none. The Bishop then asked for a motion that the proposed agenda be adopted. A motion was made, and seconded. No amendments were offered. The Agenda as proposed was adopted by voice vote.

3.17

Resolutions of Courtesy

The Bishop noted that Resolutions of Courtesy could be found on page 12 of the Convention booklet. In addition, a video of Bishop Gutiérrez speaking about the history and mission of the Diocese of Pennsylvania was shown.

4.0 Elections

4.1 Electronic voting

Jeremiah Mustered

Mr. Mustered instructed those present on the electronic voting system to be used. He provided practice questions for the clergy and lay deputies.

4.2 Report of nominating committee

Rev. Dr. Nancy Dilliplane
Rev. Amanda Eiman

The report is found on pages 15 and 16 of the Convention booklet.

4.3 Nominations from the floor

Rev. Dr. Nancy Dilliplane

Mr. James Pope proposed the Rev. Joseph Wolyniak as a Clergy member for the Finance Committee.

The Rev. Kevin Dellaria was proposed as a Clergy member on the Commission on Wellness.

There were no other nominations from the floor.

4.4 Motion to Suspend Standing Order on written ballots The Rev. Canon Kirk Berlenbach

The Rev Canon Berlenbach moved to suspend item 5.7 of the Standing Order requiring elections to be by written ballot as voting for this Convention will occur by electronic ballot.

The motion was seconded, there was no discussion. The motion was approved by voice vote.

4.5 First Ballot

Mr. Steve Chawaga noted that the slate for elections consisted of the election roster, 2018, as presented plus the Rev Joseph Wolyniak, written in for Finance Committee, Clergy; and the Rev. Kevin Dellaria, written in for the Wellness Commission, Clergy.

Mr. Chawaga moved to accept by acclamation all the uncontested offices. That Motion was seconded and approved by acclamation.

Mr. Chawaga reminded those voting of procedural restrictions for multi-persons to be elected contests.

Beginning balloting at 09:16 AM.

Problems with the electronic voting arose almost immediately, in the case of contests where multiple individual needed to be elected and their election ranked by total votes garnered. Solutions were proposed, and an attempt was made to implement them. Ultimately, the entire first ballot was declared invalid and scheduled for a repeat ballot.

Results were declared invalid. The ballot was scheduled for a repeat election.

9:40a.m

5.0 HYMN - #488 – Be thou my vision

9:45a.m.

6.0 Introductions and Acknowledgments

Bishop Gutiérrez

6.1 Introduction of Clergy New to the Diocese

The Rev. Canon Arlette Benoit Joseph
Canon for Transitions

The Rev. Canon Arlette Benoit Joseph, Diocesan Staff

The Rev. Joshua Caler, Christ Church, Pottstown

The Rev. Ernest Galaz, Christ Church, Media

The Rev. Hilary Greer, St. Andrew's, Yardley

The Rev. Bonnie McCrickard, St. Timothy's, Roxborough

The Rev. Edward Thompson, Holy Trinity, Swarthmore

6.2 Introduction of Seminarians and Those Newly Ordained

The Rev. Canon Arlette Benoit Joseph

As listed on page 17 of the Convention booklet.

6.3 Acknowledgement of Ordination Anniversaries
R-2-2018

Craig Alston, Esq.

Those listed on pages 18 and 19 of the Convention booklet.

Bishop Gutiérrez – mentioned that the Rev. Mary Clair Partee Carlsen had a new daughter.

6.4 Acknowledgement of Retired Clergy
R-3-2018

The Rev. Lloyd Winter

Retirees are listed on page 20 of the Convention booklet. The Rev. Winter mentioned that there was something significant in moving from new babies to retired clergy. He acknowledged that four other clergy were now assisting with ministry to retired clergy and spouses: Rev. Christine Ritter,

Rev. Glenn Matis, Rev. Louis Temme, and Rev. Bud Holland.

Resolution R-3 was moved, seconded, and approved by voice vote.

Bishop Gutiérrez praised and thanked Rev. Winter for his long and devoted service to this ministry.

The Bishop introduced each member of the Diocesan Staff: Rev. Canon Arlette Benoit Joseph, Canon for Transitions; Rev. Canon Kirk Berlenbach, Canon for Growth and Support; Nicole Clothier, Sr. Accounting Specialist; Takiyah Cutler, Sr. Accountant; Celeste Fisher, Executive Assistant to the Bishop; Canon Doug Horner, Canon for Finance; Rev. Canon Betsy Ivey, Canon for Growth and Support; Quincina Jackson, Assistant for Ordinations and Transition Ministry; Kristen Kelly; Receptionist; Sean McCauley, Property Manager; Peter Moak, Archivist; Jeremiah Mustered, Assistant for Operations; Rev. Canon Toney Smyth, Canon for Missions; Canon Jennifer Tucker, Canon for Communications; Sherrie Tatman, Assistant to the Executive Assistant; and Rev. Canon Shawn Wamsley, Canon of the Ordinary, Evangelism, and Administration.

6.6 Christus Rex Award

Bishop Gutiérrez

This award was presented to Jennie Paddy. Ms. Paddy has been the Payroll Manager for 23 years and is retiring after those 23 years.

6.7 Bishop's Awards

Bishop Gutiérrez

Bishop Gutiérrez presented the Bishop's Award to each of the following individuals:

George Vosburgh
Virginia Slichter
Rev. Dr. Samuel Adu-Andoh

10:05a.m.

Bishop Gutiérrez Remarks

Thanks to those who came in the rain and the traffic last night. My third convention as Bishop of this diocese. Spoke of our collective call to prayer. We've come a long way – together. Fiscal transparency. Creative re-starts. New mission church process. We are the body of Christ in an unshakable belief in Jesus. Budget reflects mission to grow the church. Celebrate our work in this diocese. Not work, sacred calling. We are revolutionary. We know Jesus, change the world. We cannot transform the world unless we transform one another. Shepherd should smell like his sheep.

The Bishop outlined a 10-point plans] for the Diocese of Pennsylvania with the following points:

1. The need for a centralized place for gathering information in community.
2. Plant a school in an underserved neighborhood in our Diocese using the model of the St. James School and partnering with Episcopal Academy and Church Farm School and our universities.
3. Through partnerships, create a network of 10 wellness centers in our churches that serve the physical health, building on the work we are already doing.
4. Partner with three agencies and interfaith organizations to effectively address poverty, hunger, violence.

5. Reestablish effective ministry to the shut-ins, the matriarch and patriarchs who have laid the foundation.
6. Plant three Canterbury Houses with one on the Main Line.
7. Establish a chaplaincy program for prison ministry and a renewed dedication toward racial healing.
8. Establishment of a time line for those churches that are closed.
9. Using the model of small house churches, and empowering the laity for leadership, plant 5 churches in 6 years.
10. Ordain 60 deacons in six years. If we are going to grow, we need to equip our churches for the growth and our sacred presence in the community.

10:15a.m.

7.0 Special Order I – St. Mary’s Bainbridge

Canon Jennifer Tucker

Video from St Mary’s Bainbridge.

10:20a.m.

8.0 Special Order II – St. Mary’s Chester Youth Choir
Song: His Eyes Are On the Sparrow

George Whitfield

Soloist + chorus

10:25a.m.

BREAK

10:35a.m.

SECOND SESSION – 11:05 [actual time]

9.0 Holy Trinity West Chester – *The Parish Hall Kitchen*

The Rev. Paul Hunt

Feeding program led to “what next”? Formation of 501(c3). 4 elements. Culinary school, supper, catering business. It is expected that video presentation of this program will appear on the DioPA website.

10:40a.m.

10.0 Elections – Second Ballot

(In abeyance for the moment since the issues with the first ballot have yet to be resolved)

Judge of elections – invalidating all items covered by the first ballot. Problem with lay votes not being registered. New test question – to test system.

Revote of items covered by First Ballot –

- (1) Standing Committee, Lay
- (2) Standing Committee, Clergy
- (3) Church Foundation, Lay; pour positions, results need to be ranked by vote totals. Proposal to accomplish this by 4 separate ballots. Objection raised. Mr. Steve Chawaga: convention voted for electronic ballot; we will do that. Any further comments about method of balloting are out of order.

Decision by Bishop Gutiérrez – move ahead to Resolutions. Back to elections later.

10:45a.m.

11.0 Incorporation Committee Report

Rev. Jo Ann Jones

Approval of incorporation for St Mary.

10:50a.m.

12.0 Resolutions

12.1 Report of Resolutions Committee

Kirk Muller

Standing in for Ms. Karen Lash.

Five resolutions. These were presented at 4 sessions, about 155 attending in total. Thanks to everyone who participated.

Two resolutions arising out of Bishop's address. Committee will announce later.

12.2 R-4 Resolution 2018 One Deputy One Vote

The Very Rev. Jarrett Kerbel

Approved by voice vote (and cards)

12.3 R-5 Incorporation Resolution

The Rev. Frank Allen

Five years ago, the Diocese of Pennsylvania began consideration of incorporation. Over the past two years: decision to recommend incorporation for many reasons. Better organization. Better use of gifts within individuals and parishes. The Church Foundation will remain separate. Other items in this plan: reducing number of members of Diocesan Council. Recommendation – one clergy, one lay person from each of the ten Deaneries. Ms. Elizabeth Swain: enables change in governance so that Board of Trustees assumes role of board of Directors.

Resolution R-5 was moved and seconded. There was discussion: Joe Madison, con, against size reduction of Diocesan Council. Vanessa from Hamilton Village, pro, how does Board of Trustees relate to Standing Committee? Rev. Allen: Standing Committee is meant to be a body to advise and consent with the Bishop. In the Diocese of Pennsylvania, it has taken on other responsibilities. Incorporation will return the Standing Committee to its advice & consent role, and there will be a

reduction in membership from five clergy and lay members to four clergy and four lay members. St Mark, con, changes structure of Diocese of Pennsylvania, property argument is moot, adds obscurity and complexity to what is already obscure and complex. John Wallace, con, echoes idea that it's not a bad idea but we don't know what that will do to polity, incorporate but don't reduce. Paul Reid, pro, "adding a body" does not add complexity; clarifies roles, responsibilities, and ability to act. Eric, Church of the Saviour Jenkintown, con; is this a constitution change that requires 2 approvals. Steve Chawaga – the constitutional item is Standing Committee size reduction; that change would require passage (approval) by two consecutive Conventions. Mary Kohart – fixing things that are constitutional requires the same two reads. Also, incorporation allows possibilities down the road.

A request was made to call the question. The motion passed by both voice vote and show of vote cards.

12.4 R-6 Designated Young Adult Deputies to General Convention

Deacon Matthew Simpson standing in for Karen Lash.

Lack of representation from young adults in the governance of both the Diocese of Pennsylvania and the national church (TEC).

Resolution R-6 was received as a motion and seconded. Discussion followed. A deputy from one of the Ambler parishes, con, we in DioPA have been doing this, seeking token-vote opportunity from before a Convention (if the question under consideration were gender-based, e.g.) Susan Weinman, con, not way to do increased youth young person representation. Powell, Norwood, pro, how young (canons already say 18 minimum). Hart, con, structural change in general convention is

what's needed not a diocesan canon. John Wallace, pro, forcing Convention to take a look at people who haven't checked all the boxes. Dillon, St Paul Chestnut Hill, pro, points out age of those present here, one of our problems.

Rev. Otto Lolk moved to call the question. That motion passed.

The motion failed, both by voice vote and by a count of voting cards.

12.5 R-7 Affirming Pilgrimage

The Rev. Matthew Dayton-Welch

Seeks to celebrate R-8 2015, support for Christians in Israel.

Moved, seconded, no discussion. Passed.

12.6 R-8 Advocate Resolution

Rev Dr Renee McKenzie

Moved. Seconded. No discussion. Passed.

17.0 Proposal to move up Item 17.0 (elections). Moved, seconded, passed by more than two-thirds of those voting.

Election results

Standing Committee, Lay, Patricia Smith, elected by both Orders.

Standing Committee, Clergy, no election. New ballot being done electronically at this moment, 12:20 PM.

Church Foundation, Lay. Redoing balloting by paper ballot. [The change in ballot methods was addressed, and actions to reverse previous objection were taken. Mr. Steve Chawaga apologized for his previous objection to ballot method change; decision at previous Convention was to *allow* electronic balloting, not to *require* it.]

18.0 Decision to move up Item 18.0, Noon Day Prayer, followed by lunch.

NOON DAY PRAYER – Dean Judith Sullivan
LUNCH
Return to Convention business at 01:30 PM

Convention business resumed at 01:20 PM

13.0 Growth and Development Fund

Canon Douglas Horner
The Rev. Canon Betsy Ivey

“We didn’t want infrastructure to get in the way of ministry.”

Status of 1st year grants from Fund, 30 grants awarded. Some have been completed, others are in progress. Announcement has been made for 2nd years of grants from the Fund. Expect an equal request for funding as in the 1st year.

14.0 Cathedral Ministry

The Very Rev. Judith Sullivan
Dean

Strong state of the Cathedral. Move of Cathedral offices to 3717 Chestnut St, freeing up space for mission functions within the Cathedral. The Cathedral school has 120 students, Hungry and Thirsty Jesus – the 25th anniversary of the Cathedral as Cathedral of DioPA. Ensemble ministry of cathedral staff – Dean Sullivan asked the staff to stand and be acknowledged. Dean Sullivan noted that a major organ project is upcoming.

14.1 Introduction of Cathedral Chapter and Nominees

Bishop Gutiérrez

Nominees for the Chapter are:
Rev. Ernest Curtin, Ms. Penny Cutler, Mr. Norman McClave, Rev. Dr. Mary Ann Mertz, Rev. Gerald S. Collins, Mr. Everett Gillison, Ms. Helen Jennings.

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

DC18.3

The names of the nominees were moved, seconded, and approved.

14.3 Vote to Confirm Appointees to the Commission on Ministry

Bishop Gutiérrez

The names of the appointees are listed on page 69 of the Convention booklet. A motion to appoint those listed was moved, seconded, and approved.

15.0 Diocesan Outreach

The Rev. Canon Toneh Smyth

A video and accompanying narration was presented.

16.0 Evangelism Committee

The Rev. Canon Shawn Wamsley

Canon Wamsley described the work of the Evangelism Committee as fostering and facilitating the living-out of the Gospel and doing that not just in church on Sunday but every day.

17.0 Elections – Third Ballot

Judges of Elections

Previously attended to, after Item 12.6

18.0 Special Order III – Christ Church and St. Ambrose - Combined Choir

Song: Entre Tus Manos

THIRD SESSION

19.0 Elections – Fourth Ballot

19.1 Results of the Fourth Ballot

[In abeyance, pending results from written ballots.]

20.0 Mission Process

Kirk Muller

The Rev. Canon Kirk Berlenbach The Rev. Canon Betsy Ivey

Over the past year an extensive review of the DioPA situation regarding parishes with mission status, vicariate status, and assisted parish status was undertaken. A more logically developed program was conceived and begun to be put into effect. There are now defined criteria for determining the status of parishes, defining the criteria for entry into aided status, the criteria for exiting aided status, and accountability criteria. These accomplishments will be implemented and monitored in the coming year.

21.0 Hymn #645 – The King of Love My Shepherd Is

22.0 Commission on Wellness

22.1 Report on 2018 Commission on Wellness

Douglas Sisk

Vice-chair Commission on Wellness

Elizabeth Swain, Member. The Commission focuses on clergy compensation, clergy wellness, and clergy assistance

22.2 On Clergy Financial Assistance Assessment/Clergy Salaries & Pensions Elizabeth Curtis Swain

22.3 RA-2018 Clergy Financial Assistance The Rev. Benjamin Wallis

Authorizes assistance, can get clergy through emergent situations. Is underutilized, clergy and people assisting clergy need to pay attention to the existence of this benefit.

The resolution was moved, seconded, and passed.

22.4 On Clergy Compensation The Rev. Rodger Broadley

22.5 RB-2018 Clergy Compensation The Rev. Rodger Broadley

The resolution was moved, seconded, and passed.

22.6 Health/Lay Benefits Plan The Rev. Elizabeth Costello

[19.0] Elections – Fourth Ballot Elections – Fourth Ballot

[19.1] Results of the Fourth Ballot

Results from the written ballot

Standing Committee, Clergy – Rev. Michael Ruk, elected by both orders.

Church Foundation, Lay – (1) Thomas Helm, (2) Joseph Madison, (3) Elise Bowers, (4) Marit Anderson

Elections for the 235th (2018) Convention of the Diocese of Pennsylvania are complete.

23.0 Parish Data Analysis The Rev. Canon Kirk Berlenbach
Canon Douglas Horner The Rev. Canon Betsy Ivey

Data, strategic data analysis. An ongoing endeavor to determine the status and future direction for the parishes of the Diocese.

24.0 UTO In-Gathering Betty Berry Holmes

25.0 Special Order IV St. Augustine of Hippo Trio

26.0 Financial Matters

26.1 Report of the Treasurer James Pope, Treasurer

Mr. Pope presented his report on the financial status of the Diocese of Pennsylvania. His report is included on pages 37-38 of the Convention booklet.

26.2 Report of the Finance Committee Dana Hall

Ms. Hall presented the Finance Committee's report. The report is found on page 39 of the Convention booklet.

26.3 Presentation of the Budget for 2019 Bishop Gutiérrez

The Bishop remarked that this budget had been under construction since very shortly after the previous Convention and that it had been presented to interested persons in the Diocese on several occasions over the summer.

26.4 Diocesan Budget Dana Hall
R-BUD

An extensive amount of background on the 2019 budget is found on pages 40-61 in the Convention booklet. The specifics of the budget are presented on pages 61 through 67 of the same Convention booklet.

A motion to accept the budget as presented and seconded. There was no discussion. The budget was passed by voice vote and voting cards.

27.0 Elections – Fifth Ballot

27.1 Results of the Fifth Ballot

[Not needed; all elections completed earlier, after Item 22.6.]

28.0 HYMN - #686 – Come thou fount of every blessing

29.0 Committees and Commissions (See written reports) Bishop Gutiérrez

30.0 Anti-Gun Violence The Rev. Canon Toneh Smyth

A presentation was made on the recently formed Commission on Anti-Gun Violence.

31.0 Special Order V: Buck's Deanery Clericus The Very Rev. Michael Ruk

Bucks County is not “a galaxy far, far away...” But it is the largest of the Deaneries, geographically speaking. Bucks County is home to extreme poverty and to extreme wealth. The driving time between the two farthest borders of the Deanery is 1.5 hours. Last night, driving here for the opening Eucharist of the Convention took three hours. We work hard, we support each other. And – we have almost perfect attendance at our monthly Clericus meetings.

32.0 Global Mission Commission (Video) The Rev. Koshy Matthews

A video highlighting the work and aspirations of the Commission was presented.

32.1 Prayer/Blessing for the upcoming Holy Land Pilgrimage

The Church Foundation (TCF), chartered in 1926 and merged with The Trustees of the Protestant Episcopal Church of the Diocese of Pennsylvania (1882) has as its purpose:

- To receive, hold, manage and dispose of real and personal property, which the corporation may in any lawful manner acquire for use of the Diocese of Pennsylvania or any congregation thereof;
- To support any benevolent, charitable, educational, or missionary undertaking of said Church; and in furtherance thereof;
- To receive and hold property real and personal of and for religious, beneficial, charitable, educational and missionary societies and associations of said Church and to execute trusts thereof.

The Church Foundation is a Pennsylvania nonprofit corporation and is run by a Board of sixteen (16) Directors made up of three (3) clergy and twelve (12) laity and chaired by the Bishop of the Diocese. As such The Church Foundation:

- Serves as trustee, custodian and investment adviser for assets owned by churches, chapels, missions and institutions in the Diocese.
- Administers Diocesan real estate matters as required. The Foundation holds title to more than 100 church and Diocesan properties.

The Foundation's primary activity is overseeing the Consolidated Fund (CF), a balanced fund of stocks and bonds providing a diversified investment medium for the Diocese of Pennsylvania, its parishes and other church-related institutions.

34.0 Special Order VI: Youth Ministry

The Rev. Canon Betsy Ivey

The Rev. Canon Ivey presented a summary of youth ministry activities as they have come to part of Diocesan life. She mentioned the decision, made some years ago, and being carried out at the present to return the driving force of youth ministries to the parishes.

35.0 Additional Convention Business

Bishop Gutiérrez

There was no additional Convention business to be dealt with.

35.1 Resolutions in Response to the Bishop Address

Kirk Muller

Rev. Sarah Hedgis – a proposal to promote the Anti-Gun Violence effort from being a “committee” to having “commission” status.

The resolution was moved and seconded. There was no discussion. The resolution was passed by voice vote.

Rev. Roger Broadley – a proposal to designate the Diocese of Pennsylvania as a place of peace.

The resolution was moved and seconded. There was no discussion. The resolution was passed by voice vote.

35.2 Resolutions Received After Deadline

Kirk Muller

There were no resolutions received after deadline.

36.0 Appointment of 2019 Convention Committee Chairs

Bishop Gutiérrez
SOIV.3

On Canons.....Stephen Chawaga
On Expenses.....James Pope
On Dispatch of Business.....Craig Alston
On Arrangements.....The Rev Ben Wallis
On Resolutions.....Karen Lash
On Nominations.....The Rev Peter Carey

37.0 CLOSING PRAYER

Renae Rutherford Lowe

Hymn 450 – All Hail the Power of Jesus Name

38.0 Adjournment and Blessing

Bishop Gutiérrez

The Convention adjourned at 04:10 PM.
Jerome G. Buescher,
Secretary of 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 recommits matters to them for their future consideration, or unless they report their work unfinished.
2. No member shall speak more than once in the same debate, without leave of the House.
3. When a debatable motion is before the Convention, those who wish to speak in support of, or against, the motion shall identify themselves as being “Pro” or “Con.” After the mover has spoken to the motion, the Chair shall recognize a speaker in opposition, then a speaker in favor, and so on in like order.
4. Except by the vote of a majority of Convention, no resolution shall be debated longer than twenty (20) minutes.
5. Each individual speaker to a resolution is limited to three (3) minutes.
6. The microphone will be turned off at the end of each speaker’s time, after a ten-second warning.
7. A question being once determined shall stand as the judgment of the House, and shall not again be drawn into debate during the same meeting of the Convention, unless with the consent of two-thirds of the House.
8. No motion shall be considered as before the House unless it be seconded and reduced to writing when required.
9. The question on a motion for adjournment shall be taken before any other and without debate.
10. If a motion to lay on the table an amendment or a substitute be carried, the matter before the House shall be proceeded with as if no such amendment or substitute had been offered.
11. When the question is upon the passage of a debatable resolution, amendments or substitute, the mover thereof may in all cases be allowed one five (5) minutes' time in which to close the debate.
12. When a motion to lay upon the table is made and seconded, the mover of the original motion shall have such time as the presiding officer may permit to present reasons why the motion to lay upon the table should not prevail.
13. The doctrines of Parliamentary Law, as set forth in the treatise of *Robert on Parliamentary Law*, are adopted as authoritative expositions of parliamentary practice as far as applicable to the conditions of the meetings of the Diocesan Convention.
14. These rules of order may be suspended or permanently changed by a two-thirds vote, and not otherwise.

Circulation of Materials at Convention

Standing Resolution 24

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

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

Report of Clergy Not Eligible to Vote

but having Seat and Voice

(Licensed to officiate in the Diocese)

The Rev. Mary Adebonojo
The Rev. Dorothy Auer
The Rev. Perez Baig
The Rev. Richard Baumann
The Rev. Johnine Byrer
The Rev. Alan Broadhead
The Rev. Emory Byrum
The Rev. Elizabeth Costello
The Rev. Ghislaine Cotnoir
The Rev. Dr. Harold Evans
The Rev. Clare Fischer-Davies Schoenberg
The Rev. Dr. Nina George-Hacker
The Rt. Rev. Frank Griswold
The Rev. Albert Holland
The Rev. Neil Lawson
The Rev. David Laquintano
The Rt. Rev. Edward Lee Jr.
The Rev. George Loewer

The Rt. Rev. Rodney Michel
The Rev. Stephen Moore
The Rev. Canon Paul Mottle
The Rev. William North
The Rev. Marlee Norton
The Rev. Sushil Pakyanadhan
The Rev. Michael Pearson
The Rev. Modayil Phillips
The Rev. Edward Rix
The Rev. Douglas Scott
The Rev. Dr. James Shelly
The Rev. John Sosnowski
The Rev. Richard Ulman
The Rev. Johnnie Vaughn Byrer
The Rev. Robert Viggian
The Rev. Geoffrey West
The Rev. Marcia Wilkerson

**DIOCESE OF PENNSYLVANIA
235th CONVENTION
NOVEMBER 9-10, 2018**

REPORT OF THE RESOLUTIONS COMMITTEE

The Resolutions Committee received five resolutions this year. They were presented, along with the budgetary resolutions, at four pre-convention meetings held at various locations throughout our diocese. Total attendance at the pre-convention meetings this year was approximately 170 people.

Members of the budget committee gave a clear presentation and answered questions at each meeting. The committee recommends approval of the R-BUD 2019, R-A and R-B.

The five resolutions were presented and discussed. Resolution R-4 is returning from the 2017 Convention. It requires approval from two Conventions because it proposes a constitutional change. It was widely supported last year and we recommend approval. Resolutions R-5 Incorporate the Diocese and R-6 Designated Young Adult Deputies to General Convention involve changes to Canons. The Resolutions Committee has no recommendation since a variety of opinions have been expressed. It seems best for Convention to decide after the benefit of debate. The committee recommends the approval of R-7 Affirming Pilgrimage and R-8 Advocate Resolution.

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. Jo Ann Bradley Jones, The Rev. Rodger Broadley, Mr. Richard Englebach, Mr. Norman McCausland, Mr. Kirk Muller, Ms. Liz Wendt, The Rev. Jill LaRoche Wikel

Resolutions of Courtesy

RESOLVED: That this 235TH Convention of the Diocese of Pennsylvania extend greetings to The Rt. Rev. Allen L. Bartlett, retired Bishop of the Diocese of Pennsylvania; The Rt. Rev. Charles Bennison, retired Bishop of the Diocese of Pennsylvania; The Rt. Rev. Rodney Michel retired Assisting Bishop of the Diocese of Pennsylvania; The Rt. Rev. Clarence Coleridge, retired Assisting Bishop of the Diocese of Pennsylvania; and The Rt. Rev. Edward Lee and assure them of our prayers and our gratitude.

RESOLVED: That this 235TH Convention of the Diocese of Pennsylvania extend greetings to The Rt. Rev. Silvestre Romero, Bishop coadjutor of the Diocese of Guatemala and the Rt. Rev. Emmanuel Chemengich, Bishop of the Diocese of Kitale in the Anglican Church of Kenya.

RESOLVED: That this 235TH Convention of the Diocese of Pennsylvania extend gratitude and appreciation for the work of the Diocese staff for their support, assistance and continued commitment and service to the Diocese and this Convention.

RESOLVED: That this 235TH Convention of the Diocese of Pennsylvania express gratitude and appreciation to the Philadelphia Episcopal Cathedral Dean and Staff for their continued service to the diocese.

RESOLVED: That this 235TH 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 235TH 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 235TH Convention of the Diocese of Pennsylvania express gratitude and appreciation for the ministry of our ushers and volunteers at this Convention.

RESOLVED: That this 235TH Convention of the Diocese of Pennsylvania express gratitude and appreciation to those serving as registration volunteers at this Convention.

RESOLVED: That this 235TH Convention of the Diocese of Pennsylvania express gratitude and appreciation to the Convention Arrangements Committee and the Committee's members for their ministry at this Convention.

RESOLVED: That this 235TH Convention of the Diocese of Pennsylvania express gratitude and appreciation for the Search/Nominating Committee and Election/Transition Committee.

RESOLVED: That this 235TH Convention of the Diocese of Pennsylvania express our sincere gratitude to Jenny Paddy for her 17 years of dedicated service at the offices of the Diocese of Pennsylvania.

Resolution on Ordination Anniversaries

BE IT RESOLVED: That this 235th Convention of the Diocese of Pennsylvania returns thanks to Almighty God for these clergy who this year are celebrating milestone anniversaries of their ordination to the priesthood or vocational diaconate. The Diocese has been blessed by the ministry of clergy who have served God's Church for many years.

60 years:

The Rev. Charles Dubois
The Rev. Richard Fenn
The Rev. Charles Moore

55 years:

The Rev. John Carpenter
The Rt. Rev. Frank Griswold
The Rev. William Longstreet
The Rev. James Morris
The Rev. Richard Stinson

50 years:

The Rev. Anthony Vanucci
The Rev. Michael Hoffacker
The Rev. Stephen Jacobson
The Rev. John Martin
The Rev. James Evans
The Rev. Bud Holland
The Rev. Dr. John Luttrell
The Rev. Richard Larsen

45 years:

The Rev. L. Stephen Nelson
The Rev. David Funkhouser
The Rev. Bernard Mcguire
The Rev. Dr. John Keefer
The Rev. Joseph Garrigan
The Rev. Timothy Steeves
The Rev. Thomas Wand
The Rev. Canon James Shannon
The Rev. Otto Lolk

40 years:

The Rev. Charles Brinkman
The Rev. Patricia Bird
The Rev. Michael Pearson
The Rev. Patricia Olgesby
The Rev. Dr. Charles Flood
The Rev. Gary Partenheimer
The Rev. Kell Morton

35 years:

The Rev. E. Michelle Keener
The Rev. Sharline Fulton
The Rev. Jeffery Liddy
The Rev. Elsa Mintz
The Rev. Clare Fischer-Davis

30 years:

The Rev. Francis Ritchings
The Rev. Joy Mills
The Rev. George Masters
The Rev. Dr. Sadie Mitchell
The Very Rev. Canon Martini Shaw

25 years:

The Rev. Kevin Moroney
The Rev. Mary Jo Melberger
The Rev. Marie Swayze
The Rev. Dr. Bancroft Davis
The Rev. Glenda Ruppe-Melnyk
The Rev. Geoffrey Simpson
The Very Rev. Paul Mottl

20 years:

The Rev. Ed Shiley
The Rev. Beth Hixon
The Rev. John Kim
The Rev. Sara Batson
The Rev. Lula Smart
The Rev. Marlene Haines
The Rev. Dr. Richard Smiraglia
The Rev. Paula Lawrence
The Rev. Carolyn Huff
The Rev. Ian Montgomery

15 years:

The Rev. Emily Richards
The Rev. Sherry Deets
The Rev. Jill LaRoche Wilke
The Rev. Gregory Wilson
The Very Rev. Paul Gitimu
The Very Rev. Donna Maree
The Rev. Charles Messer
The Rev. Michael Gardner
The Very Rev. Michael Ruk

10 years:

The Rev. Joseph Smith
The Rev. Erica Takacs
The Rev. Cesar Ramirez-Segarra
The Rev. Kevin Dellaria
The Rev. Dr. Hilary Raining

5 years:

The Rev. Tim Gavin
The Rev. Nora Johnson
The Rev. Catherine Kerr
The Rev. Sean Slack
The Rev. Benjamin Wallis
The Rev. Canon Arlette Benoit Joseph
The Rev. Paul Adler

Report on Recently Retired Clergy

WHEREAS the following clergy long active in the ministry of the Church have retired since the November 2017 Convention of the Diocese of Pennsylvania.

THEREFORE, BE IT RESOLVED: That this 235th Convention of the Diocese of Pennsylvania honor them for their service in this branch of the Holy Catholic Church and pray for their continued ministry in another phase of God's work:

The Rev. D. Joy Segal
The Rev. Gail Tomei
The Rev. David Canan
The Rev. John Keefer
The Re. Douglas Thompkins

And be it further

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

Submitted by the Commission on Wellness

Contact person: Elizabeth Curtis Swain swainec@comcact.net 610-388-6993

**RESOLUTION OF THE CLERGY FINANCIAL
ASSISTANCE ASSESSMENT – 2019**

WHEREFORE, Upon recommendation of the Commission on Wellness:

That the Clergy Financial Assistance (CFA) Assessment be supported at the level to generate \$110,000 for 2019; 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 alone cannot support a sabbatical for their clergy; therefore, be it

RESOLVED, That the total CFA assessment shall be \$110,000 for Fiscal Year 2019; and shall be apportioned to each parish in the Diocese of Pennsylvania.

ON CLERGY COMPENSATION — 2019

BE IT RESOLVED:

That minimums and range midpoints of cash compensation (*Note 1*) for full-time clergy with five years of Credited Service effective January 1, 2019, 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)	
		Minimum	Midpoint	Minimum	Midpoint
Interns and Assistants / Associates					
Transitional Deacon	0	\$60,844	See note 3a	\$47,672	See note 3a
Curate/Assistant/Associate	1	\$67,342	See note 3b	\$50,443	See note 3b
Rectors, Vicars, Interims, Priests-in-Charge					
Family	2	\$75,146	\$75,146	\$56,290	\$56,290
Pastoral	3	\$75,146	\$84,254	\$56,290	\$63,112
	4	\$75,146	\$93,362	\$56,290	\$69,935
Transitional	5	\$84,254	\$102,470	\$63,112	\$76,756
	6	\$93,362	\$111,578	\$69,935	\$83,579
Program	7	\$102,470	\$120,686	\$76,756	\$90,401
Resource	8	\$111,578	\$129,794	\$83,579	\$97,224

The minimum and midpoint compensation figures in the above table have been increased by 1.9% from RB-2018, based on the annual cost of living increase determined from our industry-standard methodology. Categories 2-8 apply to full-time Rectors, Vicars, Interims and Priests-in-Charge. The minimum for each category is the midpoint for two-levels below, with a floor for Category 2 of \$75,146 with residence not provided and \$56,290 with residence provided.

It is the policy of the Diocese of Pennsylvania (DIOPA) that that the range midpoint is the appropriate salary for a thoroughly competent incumbent with five years of experience (except for Deacons, Curates,

Assistants). **Merit increases (including adjustments for tenure) thereafter shall be added to cost-of-living increases, as warranted by periodic reviews.**

Transitional Deacons use “0” as the category for computing an initial salary. Upon ordination to the Priesthood the category becomes “1.” The curate designation is used for the first year’s compensation. For Years 2-5, compensation should move from the minimum for this level to the minimum of Category 2. But full-time assistant or associates may have responsibilities that meet or exceed those of a Rector, Vicar, Interim, or Priest in Charge for Category 2-4 churches and their compensation should be adjusted accordingly.

You may use the updated online salary calculator at <http://www.diopa.org/salaries-compensation-grid/> 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. Any clergy person who is compensated a level lower than the minimum for the size category of their congregation is understood as part time, and should negotiate duties/responsibilities with their employer as appropriate.

RESOLVED:

III. SUPPLY CLERGY

That the 2019 guidelines for priests who supply or cover specific services in a congregation be as follows
(*Note 5*):

PER DAY CASH COMPENSATION GUIDELINES		
Compensation Range	Single Service	Multiple Services
Minimum	\$128	\$166
Usual Range	\$147-240	\$177-295
Maximum	\$271	\$335

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 SECA contribution. 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. The minimum and midpoint data

reflect the Diocesan policy of churches contributing 50% of the clergy's SECA liability, consistent with the 50% of FICA they would/do pay for non-clergy employees as an employer contribution.

(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 2018 shall be used for these calculations.

People Index # = the number of signed pledged cards (Parochial Report, Page 3, #1) plus average Sunday attendance (P.R. Page 2, # 7) divided by 2

Financial Index # = total operating expenses (P. R., Page 3, Letter E) plus total plate, pledge and regular financial support (P.R. Page 3, # 3) divided by 2. Note that the financial index is adjusted annually by the same inflation factor used in the standards. For 2019, the values were increased by 1.9%. These changes are also made in the calculator.

If the People Index and the Financial Index are different, use the higher category of the two.

The table below relates Congregational Size Categories to the corresponding People and Financial Indices for 2019:

	CONGREGATIONAL SIZE CATEGORIES FOR CLERGY COMPENSATION			
National Size Category	Congregation Size Category	2017 DIOPA Church Distribution	People Index	Financial Index (\$000s)
Family	2	60 (45%)	0- 75	0-202
Pastoral	3	12 (9%)	76-110	203-253
	4	10 (8%)	111-140	254-314
Transitional	5	7 (5%)	141-172	315-377
	6	17(13%)	173-225	378-486
Program	7	10 (8%)	226-400	487-691
Resource	8	16(12%)	400+	692+
	The Congregation Size Category is the Higher of the People and Financial Index			

(Note 3)

The 2019 salary figures for full-time clergy have been changed from the 2018 figures to reflect an increase of 1.9 percent based on application of our industry-standard methodology. We apply the Philadelphia area cost of living increase for the 12-month period ending June 30, 2018. 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" to permit eligible clergy to exclude from federal taxable income any housing costs that are paid directly from gross income, as allowable by current IRS regulations. (Housing costs include furnishings, mortgage payments, all utilities, and any items normally covered by rent.)

(Note 3a) The Transitional Deacon role is intended to last for 6 months to 1 year, so only a minimum compensation level is required.

(Note 3b) The data are for the traditional curate or assistant in their first year of ordained ministry. The values for Categories 2-8 are for full time clergy with 5 years of service. The minimum compensation for full-time assistants or associates should be increased based on their years of service, until it reaches category 2. Churches should adjust actual compensation for full time assistants/associates based on their responsibilities. Some assistants/associates have responsibilities comparable to the rectors of smaller churches and should be compensated accordingly.

(Note 4)

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

(Note 5)

Cash compensation for supply clergy is based on full-time compensation. It reflects an increase of 1.9 percent from 2018. (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.

This ends the formal text for resolution RB 2019.

The information that follows includes Diocesan Policy, and Commission on Wellness recommendations for organizations employing Diocesan clergy. Policy statements are to be followed by employers and are enforceable by the Bishop. Recommendations are advisory only and are intended to serve as guidelines for clergy and vestries who are responsible for setting and managing clergy compensation. You are encouraged to review, discuss and act in a way that is consistent with the spirit of these guidelines.

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 Wellness (CoW). 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 CoW and information is available on the Diocesan website. The parity provisions of the DHP became 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 CoW, 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.

RECOMMENDATIONS BASED ON DIOCESAN AND NATIONAL CHURCH COMPENSATION STUDIES

The CoW and the Episcopal Church (TEC) conduct periodic clergy compensation studies to understand trends and to provide context for compensation planning. The Commission acknowledges that there are many challenges in determining fair and equitable clergy compensation – particularly given the size and diversity of our congregations, and the trends toward hiring more part-time clergy. Based on ongoing review of the available data, the CoW makes a series of recommendations to parishes and other employers of clergy to consider when determining clergy compensation levels. They are recommendations, not policies, and do not require review or approval by Convention.

1) Recommendation to Pay Special Attention to Gender and Race Equality

Diocesan clergy compensation studies in 2015 and 2017 show that while there is little disparity between male and female clergy rector/priest-in-charge compensation packages within each of the separate congregational categories, significant disparity is revealed in the aggregate because there are so few female clergy in the higher categories. For example, in 2017 category 7 there are 10 male clergy and no female clergy; in category 8 there are 10 male clergy and 3 female clergy. Therefore, the average compensation for all female clergy is much lower than that for all male clergy, due to disproportionate representation in higher categories.

There are similar data for minority/nonminority racial comparisons; however, the number of clergy of color is a small percentage of working clergy. There are currently 23 clergy of color resident in the diocese and 2 seminarians. Of the 23 clergy of color, 14 are serving full time positions, 5 in supply positions and 1 vocational deacon.

The CoW recommends that vestries and other employers pay particular attention to gender and race equality and work to ensure that female clergy and clergy of color are paid equivalently for their service to the Church and community. In addition, it is recommended that all congregations searching for new clergy actively pursue recruiting diverse candidates.

2) Recommendation to Pay Special Attention to Congregational Size Category Minimums and Midpoints

Diocesan compensation methodology provides minimums and midpoints for clergy divided into seven size categories (2-8, described in the table in note 2 above) based on membership and financial resources determined from annual parochial reports, with compensation values increasing based on the size (and responsibility) associated with supporting larger congregations with broader programs. Midpoints increase with each size category; however, minimums may be up to two categories below the congregation's size. As such, the minimum compensation levels are the same for categories 2, 3, 4.

It is easy to infer that DIOPA's 132 congregations fall evenly into these seven categories. However, most congregations (60 or 45%) fall into the lowest category (Family - #2) – with remaining 72 (55%) divided across the other categories (3-8).

A study of actual compensation within DIOPA shows little differentiation in compensation within categories 4 and 5, and within categories 6 and 7.

The CoW recommends that vestries and other employers ensure that clergy compensation packages are appropriately adjusted to reflect the work clergy are called to do in their congregations, their communities and the broader church. Differentiating compensation based on size, responsibility and performance within the guidelines, while working to eliminate gender or racial inequality is essential.

3) Recommendations Related to Full Time/Part Time Status

Full time clergy are to be paid at a level that meets or exceeds the minimums associated for each congregational size category. Clergy who are paid less than the associated minimums are deemed part time and should have mutually agreed upon reductions in job responsibilities. Midpoints are based on competent full-time clergy with 5 years of experience. These values increase with congregational size category and length of experience. The compensation calculator on the Diocesan website will provide more granularity in calculated midpoints than is covered in the standard table for the resolution. Midpoint values represent market-competitive compensation for thoroughly competent clergy with five years of experience. If clergy are doing an exceptional job or have longer experience, they should be paid more. Similarly, for new clergy, or clergy who may be at lower levels of competency – compensation can be lower – but at or above the minimum.

The Family size congregations are the smallest in terms of people or finances. They also contain the most part-time clergy (36 or 60%) and permanent supply clergy (12 or 20%), leaving only 12 congregations with full time clergy. Part time clergy are supposed to receive prorated compensation and benefits, and reduced job responsibilities commensurate with the percentage of the job being worked.

There are currently no clear guidelines for part term clergy responsibilities at different levels of employment. The CoW continues to work on this topic, collecting survey and other data – with the expectation of developing some reference guidelines to help clergy and vestries navigate these difficult areas.

In 2018, the CoW surveyed part-time clergy about the challenges between serving the congregation and the realities of part-time compensation. One clergy said, "Ministry is always 'full-time' but the compensation

is often part time.” If a congregation cannot afford to pay for full-time clergy, then it must carefully determine and negotiate the services to be provided for the part-time compensation. Typically, this includes preparation and conduct of worship, sacraments, and some pastoral care for members of the congregation based on availability of the clergy. It is not reasonable to expect part-time clergy to provide a full measure of services that come with full-time compensation. Congregations with part time clergy need to partner with the clergy to enhance lay participation – offsetting portions of the work that may have been done by full time clergy historically.

The CoW recommends that vestries and other employers work closely with part-time clergy to develop or revise job descriptions and responsibilities to appropriately reflect the amount of time the clergy are compensated for so that the employment agreements are fair to all parties.

4) **Recommendations Related to Total Compensation versus Cost of Living Adjustments**

The CoW uses an industry standard approach to update minimum clergy compensation levels on an annual basis in compliance with the Diocesan Canons. Each year, the change in the Consumer-Price-Index (CPI-U) for the Philadelphia Market is calculated from June to June, using data from the United States Bureau of Labor Statistics (BLS). June to June data are used as they are the most current dataset that is consistently available prior to convention. Minimum/midpoint compensation levels are adjusted based on the CPI, and submitted annually to Diocesan Convention for review and approval for the subsequent year’s Clergy Compensation standards.

The BLS started publishing statistics for total compensation and salary/wages for the Philadelphia market, in addition to the CPI. The data show that total compensation and salary/wages in Philadelphia have increased at a greater level than the CPI for 5 of the last 6 years. Below is the data published by BLS for 2012 – 2018. These findings represent the fact that when the economy is doing well, employers recognize hard working, high performing employees with compensation increases that are greater than the basic cost of living adjustment.

CPI-U increases from June to June and BLS Total Compensation and Salary Average Increases							
Compensation Category	2012	2013	2014	2015	2016	2017	2018
CPI – June to June (used to adjust minimum compensation levels for clergy)	1.3%	1.5%	1.8%	0.2%	0.1%	0.7%	1.9%
BLS – Average Total Compensation Increase for all workers in market	2.1%	2.6%	1.5%	2.6%	1.9%	2.3%	2.7%
BLS – Average Salary/Wage Increase for all workers in market	2.4%	2.4%	1.5%	2.4%	2.0%	2.0%	2.7%

The CoW recommends vestries to consider total compensation changes in addition to CPI when determining compensation increases to ensure that compensation continues to be fair and competitive and doesn’t fall behind.

If clergy compensation is below the midpoints or minimum, years with low CPI like 2017 provides a great opportunity to make progress in overall compensation levels – particularly working to eliminate gender or racial disparities and to recognize excellence.

5) Special Note: CoW Direction on Parental Leave

The CoW recognizes Resolution 2015-D030 of the 78th General Convention of the Episcopal Church “strongly urges all dioceses, congregations, and other church-related offices and agencies/contexts to establish and make available parental leave policies for birth and adoptive parents, both clergy and lay, in their employ” and that previous actions mention that clergy who give birth have a 12-week benefit available through the short term disability coverage provided by the Church Pension Fund. The resolution indicates that the Executive Council, in consultation with the Church Pension Group will prepare a church-wide model policy on parental leave for both birth and adoptive parents for consideration by the 79th General convention in 2018.

The CoW will be studying this proposed policy when it becomes available and is approved and will make recommendations for consideration by the Diocese to support clergy and lay employees who themselves, or their spouses/partners give birth or adopt children.

Designated contact person for this resolution:

Name: The Very Rev. Jarrett Kerbel {member , Canons Committee}

email: jkerbel@stmartinec.org

Phone: 215.704.5499

RESOLVED: Article IV, Sections 2 and 3 of the Constitution are hereby amended as follows:

2. No church shall be admitted as a member of the Convention, which does not, by its Charter or Articles of Association , expressly accede to the Constitution, Canons, Doctrine, Discipline, and Worship of the Protestant Episcopal Church in the United States, and to the Constitution and Canons of the Protestant Episcopal Church in this Diocese. Each regularly established Parish of the Protestant Episcopal Church in this Diocese, now a member, or which shall hereafter be admitted a member of the Convention, may send to the Convention Lay Deputies, Communicants of this Church, who have been elected by the congregation, including Chapel congregations, from their own number, but not exceeding three in number except as hereinafter provided for. The Convention may, from time to time, provide by Canon for the election in the same way of additional Deputies, not exceeding two in number from any Parish, in such relation and proportion to the size or strength of the Parish, including its Chapel congregations, as said Canon may determine. But any Canon providing for such additional Deputies, or changing such provision shall not take effect until after the adjournment of the session at which it is adopted. ~~In a vote by ballot or Orders the Deputation from each Church shall be entitled to one vote, and no more.~~
Each Deputy shall have voice and vote in all matters before the Convention. No Deputation from any Church shall be entitled to a vote at the same Convention at which the Church shall be admitted as a member.

3. Each organized mission and Aided Parish of this Diocese, reporting not less than 50 communicants, which has made a Parochial Report and paid its assessment for the Episcopal Fund for the preceding calendar year, may send to the Convention three Lay Deputies, chosen as may be provided for by Canon, who shall have all the rights of parochial Deputies ~~and in an election or when the vote is by Orders the vote cast for such Mission, or Aided Parish, so represented shall count as one vote in such election or vote by Orders.~~

EXPLANATION

The purpose of this Resolution is to insure that in all votes or elections that come before the Convention of the Diocese of Pennsylvania, each lay deputy will cast one vote in the same way as the clergy according the well-established principle of one person, one vote. Currently, this principle holds for votes on resolutions, but in elections (which are "by ballot") each parish's lay deputation casts a single vote irrespective of whether it is comprised of one, two or three deputies.

Our Baptism is the foundation of all ministry and in baptism we are all equal in our value and dignity before the Lord. According to the Book of Common Prayer the lay order is the primary order of ministers in the Church followed by Bishops, Priests, and Deacons. Clearly the Book of Common Prayer understands lay ministry and ordained ministry as equal orders and both are essential to the leadership, maintenance and mission of the church. Therefore we should adapt our voting practices to reflect our most dearly held beliefs.

DIOCESE OF PENNSYLVANIA

R- 5

235th CONVENTION

NOVEMBER 10, 2018

Name: Rev. Frank Allen

email: fallen@stdavidschurch.org

On behalf of the Committee to Incorporate the Diocese

RESOLVED: That the Diocese of Pennsylvania be incorporated as a nonprofit corporation under the laws of the Commonwealth of Pennsylvania.

RESOLVED: That the following new canon, and changes to existing canons and the Constitution of the Diocese, be enacted in order to effectuate structural changes to the Diocese of Pennsylvania consistent with its transition to an incorporated entity.

CANON 26 The Board of Trustees

SEC 26.1 *Composition*

26.1.1 The Diocese is incorporated as a non-profit corporation under the laws of the Commonwealth of Pennsylvania known as “The Bishop and Trustees of the Protestant Episcopal Church in the Diocese of Pennsylvania, a Pennsylvania corporation”. It shall be managed by a Board of Trustees consisting of thirteen members comprising the Bishop Diocesan, three members of the clergy who shall be elected by the Annual Convention, six lay members who shall be elected by the Annual Convention, and three lay members appointed by the Bishop.

26.1.2 All members of the Board of Trustees other than the Bishop shall serve a term of three years. An elected member shall not be eligible for reelection after having been elected twice by the Annual Convention until one Convention year shall have elapsed. An appointed member may serve two consecutive three-year terms (either by appointment or election) in addition to any unexpired term that he or she may have been appointed to fill, after which she or he shall be ineligible to serve for a period of one year.

26.1.3 Vacancies in the elected membership of the Board of Trustees, whether due to deaths, removals from the Diocese, resignations, failure of the Convention to elect, or to any other cause, shall be filled by the concurrent vote of the remaining members. Any member so elected shall serve only until the next Annual Convention, when the Convention itself shall elect a member to fill the remaining unexpired term, if any. Vacancies in the appointed membership of the Board of Trustees, whether due to deaths, removals from the Diocese, resignations, or to any other cause, shall be filled by the Board of Trustees.

26.1.4 The 236th Diocesan Convention shall elect all 9 elected members of the Board of Trustees. The two lay and one clergy nominees elected with the highest number of votes shall serve a three-year term. The two lay and one clergy nominees elected with the next-highest number of votes shall serve a two-year term. The two lay and one clergy nominee elected with the next-highest number of votes shall serve a one-year term.

26.1.5 All clergy members of the Board of Trustees and of the Finance Committee shall be canonically resident in the Diocese. All lay members of the Board of Trustees and of the Finance Committee shall be communicants in good standing of a parish in the Diocese. No member of the Board of Trustees or the Finance Committee may also be concurrently employed by the Diocese.

SEC 26.2 *Powers*

26.2.1 Acquire, hold, manage, administer and dispose, within its sole discretion, real and personal property wherever situated for the use and work of the Diocese;

26.2.2 Receive in trust for the use and work of the Diocese all gifts, legacies, bequests, grants and devises to the Diocese;

26.2.3 Manage all assets of the Diocese, including all financial and real property;

26.2.4 Oversee, through a permanent Finance Committee, the financial affairs of the Diocese. The membership of the Finance Committee shall be established and maintained at the sole discretion of the Board of Trustees, except that it shall consist of the Bishop, the Treasurer of the Diocese, at least three members of the Board of Trustees selected by a vote of the Board of Trustees, and such other persons as the Board of Trustees may select in its sole discretion. The duties of the Finance Committee shall include the following:

26.2.4.1 Direct the annual budget process of the Diocese as set forth in Canon 7.3;

26.2.4.2. With regard to the acquisition, management and disposition of real property and tangible personal property:

26.2.4.2.1. Oversee the acquisition and disposition of real and tangible property held in trust for the Diocese with due regard for the roles of the Ecclesiastical Authority and Standing Committee as set forth in Canon 13.2, and for the role of the Church Foundation;

26.2.4.2.2. Oversee the management by Diocesan personnel of real and tangible property held in trust for the Diocese; and

26.2.4.2.3 Oversee the process of selling closed churches. 26.2.4.3. With regard to the management and disposition of investments in financial instruments:

26.2.4.3.1. Review and monitor the investment policy established by the Church Foundation for Diocesan investments;

26.2.4.3.2. Provide input to the investment committee of the Church Foundation; and

26.2.4.3.3 Review the results for Diocesan investments as reported quarterly by the Church Foundation pursuant to Canon 19.3.2.

26.2.4.4. With regard to the general financial affairs of the Diocese:

26.2.4.4.1.Determine the short and long term financial goals for the Diocese consistent with its mission and ministries;

26.2.4.4.2.Determine policies for the acceptance, use and disposition of gifts to the Diocese;

26.2.4.4.3.Determine a policy for and oversee the implementation of a records management policy for the Diocese;

26.2.4.4.4.Identify and develop alternative options for sources of revenue for the Diocese;

26.2.4.4.5.Oversee, with the assistance of reports from the Canon for Finance, the accounting functions of the Diocese, including audit functions;

26.2.4.4.6.Recommend uses for proceeds from closed parishes, consistent with the mission and ministries of the Diocese, to the Ecclesiastical Authority and the Standing Committee in accordance with Canon 13.2; and

26.2.4.4.7Manage all other financial affairs of the Diocese not assigned to other individuals or bodies by these Canons

26.2.4.5 With regard to the parochial affairs of the diocese:

26.2.4.5.1. Provide for the enforcement of Canons 16 and Canon 17;

26.2.4.5.2. Consider and make recommendations respecting all appeals for funds within the Diocese of Pennsylvania requiring Diocesan approval

26.2.4.5.3. Provide for the enforcement of financial obligations of individual parishes to the Diocese;

26.2.4.5.4. Set guidelines for Parochial Reports consistent with TEC;

26.2.4.5.5. Review and compile statistics regarding Parochial Reports;

26.2.4.5.6. Determine requirements for property insurance for parishes and review parish compliance therewith; and

26.2.4.5.7. Provide for the enforcement of parochial audits.

CANON 6 ~~Of the Diocesan Council~~

SEC 6.1 *Membership*¹

6.1.1 There shall be a Diocesan Council which shall consist of the Bishop, or Bishops, the Secretary of the Convention, the Treasurer of the Diocese, all *ex officio*, and ~~3- 2~~ members from each deanery to be elected by the deaneries. In the event the role of Ecclesiastical Authority shall have devolved upon the Standing Committee, the Standing Committee shall designate one of its members to serve on the Diocesan Council with voice and vote and on all subcommittees thereof. The Chancellor (or a Vice Chancellor) may attend Diocesan Council Meetings and participate in its discussions, without vote.

6.1.2 Each deanery shall be represented on the Council by one member of the clergy, canonically resident in this Diocese, and ~~two lay persons~~ **one lay person**, who shall be **an adult** communicants in good standing within this Diocese. Each representative, clergy and lay, must attend a parish within the deanery he or she represents. Each deanery shall annually elect one such member of Council for a term of ~~two~~**three** years, such election to be held prior to Convention, and such term to commence at the rising of Convention.

6.1.3 In the event a member of Council elected by a deanery shall cease to be a member of that deanery, such member shall be deemed to have resigned from Council. **In the event of a resignation by a member of Council elected by a deanery or a vacancy created for any other reason, the deanery shall elect a replacement to fulfill the member's unexpired term.**

6.1.4 No additional members of Council shall be selected other than by the provisions of this Canon.

6.1.5 Any ~~elected~~ member **elected to a full term** shall be eligible for re-election. ~~but~~ No member shall serve for more than **two consecutive full terms plus any unexpired term to which she or he may have been elected, after which said person shall be ineligible to serve for a period of one year.**

~~6.1.6 six consecutive years, except as hereinafter provided, and no~~ No salaried employee of the Diocese **shall be eligible for election to Council other than vicars of missions, rectors of aided parishes, institutional and college persons, and such other persons as the Bishop Diocesan, with the advice of the Standing Committee, may deem eligible.** ~~or any corporation or organization provided by these Canons, other than~~

(a) ~~vicars of missions~~

(b) ~~rectors of aided parishes~~

(c) ~~institutional and college chaplains; and~~

(d) ~~holders of positions determined by the Standing Committee not to raise the possibility of substantial conflict of interest shall be eligible for~~

¹ Amended by the 227th Convention in 2010.

~~election on the Diocesan Council. In case of vacancies the respective deaneries shall promptly elect persons to serve the unexpired terms, such elected persons then to be eligible for re-election to two consecutive three-year terms. No person who has served two consecutive three-year terms shall be eligible to serve on Council until the passage of at least one year.~~

6.1.7 The Bishop shall be the presiding officer of the Diocesan Council, but may delegate the responsibility of presiding at meetings to any other member. In the event a Bishop, other than the Bishop Diocesan, is acting as or designated by the Ecclesiastical Authority, such Bishop shall act as presiding officer of Diocesan Council. In the event the role of Ecclesiastical Authority shall have devolved upon the Standing Committee, the Council shall elect a member of Council to preside at meetings of Council. Wherever the term “Diocesan Council” appears in these Canons, it shall be understood to signify “Bishop and Diocesan Council.”

6.1.8 The Bishop may invite any persons to attend Diocesan Council meetings and participate in the discussion; the Diocesan Council may likewise invite any persons by resolution of the quorum.

6.1.9 A quorum shall consist of not less than one-half of the full membership, which shall be necessary for the transaction of business.

6.1.10 The Secretary of Convention shall also serve as Secretary of the Diocesan Council. The Diocesan Council may elect other officers from its membership and organize itself as it considers necessary. It shall make its own rules for the conduct of its business, and shall meet at least bi-monthly, with the exception of July and August. Special meetings may be called by the Bishop or by written petition to the Bishops or Ecclesiastical Authority signed by nine members.

SEC 6.2 Powers and Responsibilities²

6.2.1 Diocesan Council’s duty shall be to carry out the programs and mission adopted by the Convention of the Diocese of Pennsylvania..

6.2.2 Diocesan Council’s authority shall be subject to the limitations or directives adopted by Diocesan Convention and by these Canons.

6.2.3 Diocesan Council shall:

6.2.3.1 act as the “Convention between Conventions,” coordinating and furthering the programs and mission of the Diocese and implementing the resolutions relating to the programs and mission of the Diocese that may be passed by the Annual Convention of the Diocese or the General Convention;

6.2.3.2 oversee and coordinate the implementation of resolutions relating to the programs and mission of the Diocese that may be passed by the Annual Convention; and

6.2.3.3. consider, enact and implement emergency resolutions (on matters not reserved to the Standing Committee) on matters that may come before Diocesan

² Amended by the 223rd Convention in 2006 and the 227th Convention in 2010.

Council that, in its considered opinion, cannot be held until the next Annual Convention. Such resolutions shall be referred to the Resolutions Committee for presentation to the next Annual Convention and shall lapse unless ratified by the next Annual Convention.

6.2.3.4. report annually to the Annual Convention concerning its activities and actions.

6.2.4 The Bishop and the persons to whom the Bishop shall delegate the necessary and appropriate authority, shall administer from day to day the programs and mission as approved by Convention . All such persons shall be responsible directly to the Bishop for the performance of their duties, and the Bishop shall be responsible to the Convention and the Diocesan Council in all matters relating to the adopted programs and mission.

6.2.5 The Diocesan Council shall furnish the Bishop with assistance for the administration of the Diocese.

6.2.6 The Diocesan Council shall maintain the following permanent committees:
Budget Recommendation;
Christian Formation;
Congregational Development;
Congregational Life for Mission;
Social Concerns; and
Leadership Development

The membership and responsibilities of each committee shall be determined by Council.

6.2.7 The Diocesan Council has the authority to form such additional committees as it deems advisable to further the programs and mission of the Diocese.

SEC 6.3 Budget and Annual Report ³

6.3.1 The Diocesan Council shall have authority to expend all monies provided for in the annual budget as adopted by Convention, subject to the authority of the Finance Committee as set forth in Canon 7.32.

6.3.2 The Diocesan Council, as soon as practicable after the end of each calendar year, shall have prepared and circulated a full report of its work, which report shall also be presented to the stated Convention. It shall be the duty of the Diocesan Council to suggest to the Convention, from time to time, such changes in legislation or methods as may seem to the Diocesan Council to be advantageous to the work of the Church.

6.3.3 The Diocesan Council shall provide congregations with financial management, education and support services.

~~6.3.4 The Diocesan Council shall administer the Diocesan Loan Fund; and~~

³ Amended by the 229th Convention in 2012.

6.3.54. The Diocesan Council shall provide for the enforcement of Canon 19.1.

SEC 4.1 *The Standing Committee*

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

4.1.2 At each ~~Stated~~**Annual** Convention there shall be elected one member of the clergy and one layperson to take the places of those whose terms shall then expire, to serve for ~~five~~**four** years.

4.1.3 Vacancies in the Committee, whether due to deaths, removals from the Diocese, resignations, failure of the Convention to elect, or to any other cause, shall be filled by the concurrent vote of the remaining clerical and lay members, the member or members so elected to serve only until the next ~~Stated~~**Annual** Convention, when the Convention itself shall elect a person or persons to take the place of the former member or members for the unexpired terms, if any.

4.1.4 The duties of the Standing Committee shall be such as have been or may be laid upon it by General Convention or by the Convention of this Diocese.

4.1.5 A member of the Standing Committee shall not be eligible for reelection after having been elected twice by Convention until one Convention year shall have elapsed.⁴

4.1.6. In order to effect a reduction in membership from ten persons to eight persons, no election shall be held at the 237th Annual Convention to replace the members whose terms expire in that year.

[NOTE: While this canonical change would become effective once passed by the 235th (2018) Annual Convention, a parallel provision is found in Article VIII of the Constitution of the Diocese, which can only be changed if approved by two successive conventions. Thus the adjustment in membership could not occur prior to the 237th (2020) Annual Convention].

⁴ Adopted at the 229th Convention in 2012.

CONSTITUTION ARTICLE VIII

The Standing Committee and Council of Advice shall consist of ~~ten~~**eight** members, ~~five~~**four** Clerical and ~~five~~**four** Lay members. At their first meeting they shall elect one of their members to be President, and another of their members to be Secretary. They shall keep regular minutes of their proceedings, subject to the inspection of the Convention. A majority of the members (the whole having been summoned) shall be a quorum, except for such purposes as **the Committee**, ~~agreeably to their own rules~~, may require a larger number. They may make rules of meeting and business, and alter or repeal them from time to time.

SEC 19.3 *The Church Foundation*⁵

19.3.1 The Church Foundation shall be the legal owner of any real and **tangible** personal property that it holds in trust **for the benefit of the Diocese and, subject to the terms of any trust instrument restricting the manner in which the property may be used**, shall implement the directions of the **Board of Trustees** ~~Diocese with respect to such property~~. The ~~Corporation~~**Diocese** shall be the equitable owner of such property and, **subject to the terms of any trust instrument restricting the manner in which the property may be used**, shall be responsible for the management and disposition of such property. The Church Foundation shall not transfer or encumber real or personal property or expend any funds (in excess of amounts necessary to maintain those funds) that it holds in trust for the ~~Corporation~~**Diocese** without the prior approval of the **Board of Trustees**~~Bishop and the Standing Committee~~ as to each such transfer, expenditure or encumbrance. ~~In the event the role of Ecclesiastical Authority shall have devolved upon the Standing Committee, the consent of the Diocesan Council shall be required in addition to that of the Standing Committee to transfer or encumber real or personal property or expend any funds held in trust for the Diocese.~~

19.3.2. The Church Foundation shall hold as trustee investment funds delivered in trust to the Diocese **that the Board of Trustees determines should be managed by The Church Foundation**, manage the investment of said funds of which it is the trustee and report results quarterly to the **Board of Trustees, or such other body as the Board of Trustees shall designate**, ~~Finance Committee, Standing Committee and Bishop~~**Diocesan**, and annually to the Diocesan Convention

19.3.3. The Church Foundation shall annually present to the **Board of Trustees** ~~Finance Committee~~ for its review an investment policy for investment funds delivered in trust for the Diocese

19.3.4 The Church Foundation shall manage the investments of individual parishes and other institutions of the Diocese that place investment with it and report results to said parishes and other institutions on a regular basis.

19.3.5 The Church Foundation shall report estimates of endowment income for the following fiscal year to the **Board of Trustees** ~~Finance Committee~~ by March 31 of each year

19.3.6 The Church Foundation shall distribute or reinvest income from the Consolidated Fund quarterly or as directed in the applicable trust agreements;

19.3.7 The Church Foundation shall assure that proper insurance is obtained for the real and personal property to which it holds title.

⁵ Amended by the 227th Convention in 2010 and by the 229th Convention in 2012.

~~SEC 4.6 The Finance Committee⁶~~

~~4.6.1 The Finance Committee shall have the following members, none of whom (except for the ex officio members) shall serve for more than 7 consecutive years:~~

~~4.6.1.1 The Bishop Diocesan, *ex officio*, or other bishop acting as the Ecclesiastical Authority in the absence of a Bishop Diocesan. In the event the role of Ecclesiastical Authority shall have devolved upon the Standing Committee, this seat shall remain vacant;~~

~~4.6.1.2 A lay person who is a communicant in good standing in the Diocese, or a clergy person canonically resident in the Diocese, who is designated by the Bishop Diocesan or other bishop serving under 4.6.1.1. above;~~

~~4.6.1.3 One lay person and one clergy person who are members of and designated by the Standing Committee;~~

~~4.6.1.4 One lay person and one clergy person who are members of and designated by Diocesan Council;~~

~~4.6.1.5 Three clergy persons canonically resident in the Diocese, and three lay persons who are communicants in good standing in the Diocese, each of whom shall be elected by the Diocesan Convention for three year terms staggered so that one clergy person and one lay person are elected each year.~~

~~4.6.1.5.1 The Finance Committee shall have power to fill any vacancies in the number of persons elected by the Diocesan Convention until the next Diocesan Convention, at which time an election will be held to fill the remaining term, if any, of the vacancy.~~

~~4.6.1.5.2. No person shall be eligible to be elected by the Diocesan Convention to the Finance Committee after having been twice elected by the Diocesan Convention until one Convention year shall have elapsed.~~

~~4.6.1.5.3 At the 230th Diocesan Convention all 6 representatives to the Finance Committee shall be elected. The lay and clergy nominee elected with~~

⁶ Adopted at the 229th Convention in 2012

~~the highest number of votes shall serve a three-year term. The lay and clergy nominee elected with the next highest number of votes shall serve a two-year term. The lay and clergy nominee elected with the next highest number of votes shall serve a one-year term.~~

~~4.6.1.6—The Treasurer of the Diocese, *ex officio*;~~

~~4.6.1.7 The Canon For Finance (or such other person as may be appointed by the Bishop to oversee the financial affairs of the Diocese) , *ex officio*, who shall serve with voice but no vote;~~

~~4.6.1.8—One person designated by The Church Foundation, who shall serve with voice but no vote.~~

~~4.6.2—The Finance Committee shall:~~

~~4.6.2.1 annually hold an organizational meeting no later than thirty (30) days following the Diocesan Convention, at which it shall elect a chair and secretary from among its members, each of whom shall serve a one-year term; and~~

~~4.6.2.2 meet at least once every three months.~~

~~4.6.3—The Finance Committee shall have the power to form subcommittees under its direction that may include among their members persons who are not members of the Finance Committee. Said persons may have voice and vote on matters coming before the subcommittees but may not have a vote on the Finance Committee itself. The Finance Committee may also call upon consultants to assist with its responsibilities who may have voice on the Finance Committee but not a vote.~~

~~4.6.4—The duties and responsibilities of the Finance Committee shall be as follows:~~

~~4.6.4.1. Direct the annual budget process of the Diocese as set forth in Canon 7.3;~~

~~4.6.4.2. With regard to the acquisition, management and disposition of real property and tangible personal property;~~

~~4.6.4.2.1.Oversee the acquisition and disposition of real and tangible property held in trust for the Diocese with due regard for the roles of the Ecclesiastical Authority and Standing Committee as set forth in Canon 13.2, and for the role of the Church Foundation;~~

~~4.6.4.2.2.Oversee the management by Diocesan personnel of real and tangible property held in trust for the Diocese; and~~

~~4.6.4.2.3Oversee the process of selling closed churches.~~

~~4.6.4.3.With regard to the management and disposition of investments in financial instruments:~~

~~4.6.4.3.1.Review and monitor the investment policy established by the Church Foundation for Diocesan investments;~~

~~4.6.4.3.2.Provide input to the investment committee of the Church Foundation; and~~

~~4.6.4.3.3Review the results for Diocesan investments as reported quarterly by the Church Foundation pursuant to Canon 19.3.2.~~

~~4.6.4.4.With regard to the general financial affairs of the Diocese:~~

~~4.6.4.4.1.Determine the short and long term financial goals for the Diocese consistent with its mission and ministries;~~

~~4.6.4.4.2.Determine policies for the acceptance, use and disposition of gifts to the Diocese;~~

~~4.6.4.4.3.Determine a policy for and oversee the implementation of a records management policy for the Diocese;~~

~~4.6.4.4.4.Identify and develop alternative options for sources of revenue for the Diocese;~~

~~4.6.4.4.5.Oversee, with the assistance of reports from the Canon for Finance, the accounting functions of the Diocese, including audit functions;~~

~~4.6.4.4.6. Recommend uses for proceeds from closed parishes, consistent with the mission and ministries of the Diocese, to the Ecclesiastical Authority and the Standing Committee in accordance with Canon 13.2;~~

~~4.6.4.4.7. Draft, and submit to the Nominating Committee prior to the 230th Diocesan Convention, criteria for the election of representatives from Convention to the Finance Committee, and revise said criteria from time to time; and.~~

~~4.6.4.4.8. Manage all other financial affairs of the Diocese not assigned to other individuals or bodies by these Canons~~

~~4.6.4.5. With regard to the parochial affairs of the diocese:~~

~~4.6.4.5.1. Provide for the enforcement of Canons 16 and Canon 17;~~

~~4.6.4.5.2. Consider and make recommendations respecting all appeals for funds within the Diocese of Pennsylvania requiring Diocesan approval~~

~~4.6.4.5.3. Provide for the enforcement of financial obligations of individual parishes to the Diocese;~~

~~4.6.4.5.4. Set guidelines for Parochial Reports consistent with TEC;~~

~~4.6.4.5.5. Review and compile statistics regarding Parochial Reports;~~

~~4.6.4.5.6. Determine requirements for property insurance for parishes and review parish compliance therewith; and~~

~~4.6.4.5.7. Provide for the enforcement of parochial audits.~~

3.3.1 The Treasurer of the Diocese shall:

- 3.3.1.1 arrange for the collection of all sums due under assessments, and for the receipt of all such contributions from parishes, missions and individuals ;
- 3.3.1.2 disburse the same in accordance with the wishes of the contributors or, in the absence thereof, the direction of the **Board of Trustees** ~~Finance Committee~~;
- 3.3.1.3 facilitate management of the budget process set forth in Canon 7.2;
- 3.3.1.4 Report regularly to the Finance Committee regarding the comparison of actual versus budgeted revenues and expenses;
- 3.3.1.5 Identify trends in revenues and expenses and make regular reports concerning them to the Finance Committee
- 3.3.1.6 Oversee the performance of required audit functions of Diocesan books and records
- ~~3.3.1.7~~ Review Parochial Reports annually and report issues of financial concern to the **Board of Trustees** ~~Finance Committee, Bishop Diocesan, Standing Committee and Diocesan Council~~

SEC 7.2 *The Diocesan Budget Process*⁷

7.2.1 On an annual basis, subject to, and in order to give effect to, the mission and ministries of the Diocese, the Finance Committee shall direct the process of forming a single budget for the diocese, consolidating the former episcopate and program budgets:

7.2.1.1. The Finance Committee shall determine projected expenses, including the amounts needed:

7.2.1.1.1 for the support of the episcopate during the ensuing year;

7.2.1.1.2 to pay all of the expenses associated with the Diocesan Convention;

7.2.1.1.3 in support of General Convention, the Provincial Synod, and the Episcopal Church;

7.2.1.1.4 to pay the expenses of the bishops and deputies from the Diocese attending General Convention and/or the Provincial Synod;

7.2.1.1.5 to operate and maintain Diocesan Offices, the expenses of the Bishop's Office and staff;

7.2.1.1.6 to support the missions and ministries of the Diocese; and

7.2.1.1.7 to pay for any other expenses that the Diocesan Convention, by Canon or Resolution, may authorize to be incurred and paid.

7.2.1.2 The Finance Committee shall determine projected revenue from the following sources:

7.2.1.2.1 estimated income to be received from investments, including but not limited to income from the Fund for the Endowment of the Episcopate;

⁷ Amended by the 229th Convention in 2012.

7.2.1.2.2 an assessment upon the parishes, missions and chapels of the diocese in such manner as the Diocesan Convention shall direct in support of the episcopate, subject to the approval of the Standing Committee; and

7.2.1.2.3 voluntary pledges of support by the parishes and missions of the Diocese through a regular allocation of their income.

7.2.2 The Finance Committee shall produce a draft budget by June 1 of each year that it shall submit for review and recommendations to the **Board of Trustees** ~~Bishop Diocesan~~, the Standing Committee and Diocesan Council.

7.2.3 The Finance Committee shall produce a final budget at least 60 days prior to the Annual Convention. The final budget shall be approved by the Diocesan Convention described, and shall make an annual report to the Convention.

SEC 7.3 *Revisions to the Budget Approved by the Annual Diocesan Convention*⁸

7.3.1. The **Diocesan Council** ~~Finance Committee~~ shall have the authority to **recommend to the Board of Trustees increases or reductions in** ~~increase or reduce~~ budgeted expenses (as set forth in ~~Section 7.2.1.1~~) in the annual budget approved by Diocesan Convention, **or reallocations among budgeted expenses**, provided it does so in keeping with the mission and ministries of the Diocese, to account for changes in revenue received or expenses incurred. **The Board of Trustees shall have the final authority to approve or disapprove such increases or reductions.**

7.3.2. ~~The Finance Committee may also make reallocations among budgeted expenses (as set forth in Section 7.2.1.1), provided said reallocations are approved by the Bishop Diocesan, the Standing Committee, and Diocesan Council.~~

⁸ Adopted by the 229th Convention in 2012.

CANON 13 Of Property Held for Religious Purposes

SEC 13.1 *Prohibiting the Destruction or Desecration of Consecrated Buildings*

It shall not be lawful for any church, parish or mission in this Diocese to permit to be removed, or to be taken down, or to be used for any” unhallowed, worldly or common use” any consecrated church or chapel, without the previous consent of the Bishop, acting with the advice and consent of the Standing Committee.

SEC 13.2 *Prohibiting Alienation or Encumbering*⁹

It is hereby declared that all real property which has heretofore been or shall hereafter be devised, conveyed to, or acquired by a Bishop, a dean or any official of the Diocese of Pennsylvania, or any rector therein, or any incorporated parish or mission in this Diocese, for use for religious worship, or for a rectory, parish house or school, shall be taken and held by such a devisee or grantee for the work of the Episcopal Church in the Diocese of Pennsylvania, and no sale, conveyance or mortgage thereof, or lease for more than one year, shall be made by any Bishop, Dean or other Diocesan official, or by any rector, or any incorporated parish or mission without the previous consent of the Ecclesiastical Authority, as defined in Canon 5, and a majority of the members of the Standing Committee, or, if there be no Bishop, then by the consent of the Standing Committee only. But these restrictions on sale, mortgaging and leasing shall not apply to real estate used only for purposes of sepulture or to conveyances in trust to the Church Foundation and nothing herein shall authorize the diversion of any property from the purposes, uses and trusts to which it may have been heretofore lawfully dedicated or to which it may hereafter consistently herewith be lawfully dedicated.

SEC 13.3 *Regarding Diocesan Property*¹⁰

Whenever any property, real or personal, ~~is has heretofore been or shall hereafter be~~ bequeathed, devised, conveyed, given to or acquired by the Diocese of Pennsylvania, or to the Episcopal Church in the Diocese of Pennsylvania, or to any Bishop, Dean or other officer of the Diocese, or to any body thereof, for use in connection with the work of the Diocese, **such property shall be conveyed to the Corporation. The Board of Trustees** ~~the Ecclesiastical Authority of the Diocese, with the approval of the Standing Committee of the Diocese,~~ may grant, convey, transfer and assign such property, real or personal, to The Church Foundation in trust. Absent specific direction to the contrary in any bequests, devises, conveyances, gifts or deeds of trust for use in connection with the work of the Diocese, and except for gifts specifically directed to the Bishop’s sole discretion, such gifts and the income earned on such gifts shall, consistent with the general directions of the donors, be expended for such particular purposes and uses as may be declared by the Ecclesiastical Authority of the Diocese with the approval of the Standing Committee.

⁹ Amended by the 227th Convention in 2010.

¹⁰ Amended by the 227th Convention in 2010.

SEC 13.4 *Providing a Trustee for Corporations Unable to Function*

Whenever any property, real or personal, has heretofore been or shall hereafter be bequeathed, devised or conveyed to, or be in any manner in the lawful possession of any incorporated body, for use in connection with the work of the Episcopal Church in this Diocese, and such incorporated body

- (a) through loss of membership or otherwise is, or shall become, incapable of corporate action, or
- (b) in the determination of the Standing Committee has, in fact, discontinued normal exercise of corporate functions, or
- (c) through its vestry or board of directors shall formally resolve it wishes to relinquish such trust,
- (d) shall legally dissolve, or
- (e) in the determination of the Bishop, with the advice and consent of the Standing Committee, has ceased to act in accordance with the Constitution, Canons, doctrine, discipline, and worship of The Episcopal Church and the Constitution and Canons of this Diocese,

then the Ecclesiastical Authority, anything in the articles of incorporation or bylaws of such incorporated body to the contrary notwithstanding, shall be trustee thereof, by and with the consent of the Standing Committee, to take such steps as may be legally necessary or proper to vest such property, real or personal, in **the Corporation or The Church Foundation, at the Ecclesiastical Authority's discretion, or as required by law**, under the same trusts under which it had been held by such incorporated body, or if there be no such trusts, or if the same, in the judgment of the Ecclesiastical Authority, have become impractical of execution, then under such additional or different trusts as may be declared by the Ecclesiastical Authority by and with the approval of the Standing Committee. In the event of the application of clause (e) of this Canon 13.4, nothing herein shall be construed to preclude the Ecclesiastical Authority from first seeking reconciliation.

SEC 13.5¹¹ ~~Notwithstanding any other provision of these Canons, (1) the Wapiti Property may be encumbered, unencumbered, sold or otherwise alienated with the joint consent, written or otherwise, of the Standing Committee, the Diocesan Council and the Finance Committee; (2) the sale, conveyance or mortgage of the Wapiti Property may be undertaken and completed without the consent of the Bishop Diocesan, Charles Bennison, and (3) The proceeds of any such sale or conveyance of the Wapiti Property shall be placed in a temporarily restricted fund and, in accordance with the wishes of Convention and subject to the approval of the Board of Trustees Bishop and Standing Committee, shall be used to replenish the funds depleted to purchase and maintain the property (per the Fifth resolve of Resolution R-11 adopted at the 225th Convention of the Diocese of Pennsylvania at its meeting in November Of 2008). This Canon 13.5 shall not apply to any Bishop Diocesan other than Charles Bennison, and will become null and void upon the retirement of Bishop Bennison.~~

¹¹ Adopted by the 228th Convention in 2011

SEC 11.2 *Title to Real Estate*

11.2.1 The title to real estate **hereinafter** given to or purchased by or for the mission for Church purposes shall be vested in **the Corporation or The Church Foundation, as the Board of Trustees shall decide or as required by law**, to be held by it upon such trusts as are declared for the work of the Church in this Diocese, as carried on in the mission. When a parish is formed to succeed a diocesan mission, the **Board of Trustees**~~Diocesan Council~~ may **cause the transfer of** the title to such real estate to the parish, subject to the acceptance by the parish of any mortgage obligations which encumber the title, in trust, nevertheless, for use in accordance with the Constitution, Canons, doctrine, discipline and worship of the Episcopal Church in this Diocese as the same may be determined by the Ecclesiastical Authority and Diocesan Council, and to be reconveyed by the parish at such times, for such purposes, and to such persons as the Ecclesiastical Authority and Diocesan Council may require.

**DIOCESE OF PENNSYLVANIA
235th CONVENTION
NOVEMBER 10, 2018**

R-6

Name: Deacon Matthew Simpson
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Phone 540-429-9172

DESIGNATED YOUNG ADULT DEPUTIES TO GENERAL CONVENTION

Resolved: Canon 21.1 shall be amended as follows:

SEC 21.1 *Deputies to the General Convention and the Provincial Synod*

21.1.1 At the ~~Stated~~ **Annual Diocesan** Convention in the year following the year of a regular General Convention, there shall be elected by concurrent ballot of the clerical and lay orders, four ordained persons who shall be canonically resident in the diocese, and four lay persons who shall be communicants of the Church and in good standing in the Diocese but not necessarily domiciled in the Diocese, to be deputies to the General Convention, whose tenure shall continue until others are elected in their places. If a vacancy should occur among the deputies elected by the Diocesan Convention in the year next preceding the General Convention, such vacancy shall be filled by election in the Diocesan Convention immediately preceding the General Convention.

21.1.2. At the ~~Diocesan~~ **Annual Diocesan** Convention immediately preceding the General Convention, there shall be elected by concurrent ballot of the clerical and lay orders, four ordained persons who shall be canonically resident in the Diocese, and four lay persons who shall be communicants of the Church and in good standing in the Diocese but not necessarily domiciled in the Diocese, to be alternates to the General Convention.

21.1.3. The Nominating Committee shall encourage candidates who are under the age of 35 as of the date of the opening of the Annual Diocesan Convention ("Young Candidates"). If two or more lay Young Candidates stand for any election under this Canon, they shall, with their consent, stand only against each other, and the person elected shall become one of the four deputies or alternates, as the case may be. If two or more clergy Young Candidates stand for any election under this Canon, they shall, with their consent, stand only against each other, and the person elected shall become one of the four deputies or alternates, as the case may be. The remaining candidates shall stand only against each other for the remaining positions. In all cases the election procedures set forth in this Canon shall be followed.

21.1.2 4. It shall be the duty of the Secretary of the Convention, at least thirty days before the meeting of the General Convention, to notify each of the deputies elected to declare to the Secretary at least fourteen days before such meeting, his or her acceptance of the election and his or her intention to perform the duties of such office

and, in default of receiving such declaration, the Secretary shall designate and certify from the list of duly elected alternate deputies as many as may be necessary to insure a full representation of the Diocese at the General Convention. Such designation shall be made in the order of election and, as between persons elected on the same ballot, the one having the greatest number of votes on the ballot shall be first designated and, if two shall have received an equal number of votes, the designation shall be made by lot. The persons thus designated, when furnished with a certificate of such designation, shall have all the power and authority of deputies duly elected by the Convention of this Diocese.

21.1.3⁵. Should a vacancy occur among the deputies certified, as provided in Canon 21.1.2,³ or should any such certified deputy be unable to serve, the remaining clerical and lay deputies may, by concurrent vote, choose a person to serve during such certified deputy's absence from among the alternate deputies as provided in Canon 21.1.2³, if any be available, but if not, then from among any other duly qualified persons; and shall deliver a certificate of such choice to the Secretary of the General Convention and to the Secretary of the Convention of this Diocese, whereupon the person so chosen shall have all the powers and authority of deputies duly elected by the Convention of this Diocese. Any other vacancy occurring among the deputies may be filled at any stated meeting of the Convention prior to or during which such vacancy shall occur.

21.1.4⁶¹ The necessary expenses of the Bishop, Bishop Coadjutor, and Bishops Suffragan, and of the clerical and lay deputies and alternates in attending meetings of the General Convention and of deputies attending meetings of the Provincial Synod, shall be paid out of the budget for Convention and diocesan expense. In advance of each General Convention, the Bishop shall determine the alternates whose expenses will be reimbursed. In all cases covered by this Canon, evidence of expenses incurred shall be presented to the Finance Committee for review and approval.

EXPLANATION: Due to the desire and need for more young adult participation in the life and worship of the Church; combined with the lack of young adult

¹ Adopted by the 219th Convention in 2002; amended by the 234th Convention in 2017.

representation in the governance of The Episcopal Church; this resolution seeks to intentionally give space, voice, and vote to our younger generation, particularly at the level of The General Convention of the Episcopal Church.

REFERENCES:

Submitted by: Deacon Matthew Simpson

**DIOCESE OF PENNSYLVANIA
235th CONVENTION
NOVEMBER 10, 2018**

R-7

Deadline for submitting resolutions is September 10, 2018

Designated contact person for this resolution:

Name: Matthew Dayton-Welch

email: rector@stalbansnewtownsquare.org Phone: 571-429-1427

TITLE Affirming Pilgrimage

RESOLVED: That the 235th Convention of the Diocese of Pennsylvania reaffirm its commitment as established at this convention in 2015 to support our sisters and brothers in the Holy Land through prayer, pilgrimage, and financial assistance, recognizing especially the work of the Episcopal Diocese of Jerusalem in bearing tenacious witness to the love of Christ through its hospitals, schools, and centers for children with disabilities.

RESOLVED: That this Convention recognize the Bishop's Epiphany 2019 pilgrimage to the Holy Land as a concrete affirmation of the 2015 resolution and commend him and his fellow pilgrims to share in the witness-bearing our sisters and brothers in the Diocese of Jerusalem do each day through their 28 ministries to feed the hungry, heal the sick, empower the disabled, and educate the next generation through quality schools and vocational programs, regardless of their religion, ethnic origin, or ability to pay.

RESOLVED: That this Convention commit to praying for the Bishop and his fellow pilgrims during their travels (January 26 – February 7, 2019), that they may encounter the Gospels in stone and flesh, visiting the sights that mark the story of our faith and the Christians who keep that faith alive in the Holy Land, and return to this Diocese renewed, inspired, and eager to share their illuminated understanding of Jesus and his restorative love.

RESOLVED: That this Diocese, its parishes, and members commit to the spiritual practice of pilgrimage in whatever manner we are able, be it in the Holy Land, through mission trips far and wide, and in our own communities, so that our biases might be broken open by the transformative presence of Christ who reveals himself in the faces of those whom we encounter on the pilgrim's way, especially the poor, the marginalized, and those who crave justice and reconciliation.

EXPLANATION: After Jesus's resurrection from the dead, Luke says he appeared to his disciples and said, "Thus it is written, that the Messiah is to suffer and to rise from the dead on the third day, and that repentance and forgiveness of sins is to be proclaimed in his name to all nations, beginning from Jerusalem. You are witnesses of these things." (Luke 24: 46-48)

Christians around the world have borne witness to "those things" ever since, and yet, as Jesus says, the movement begins in Jerusalem. The movement we inherit in Pennsylvania has its roots in the land Christ called home, both rugged and beautiful, and our sisters and brothers in the movement continue to bear witness through hospitals and schools that serve the most marginalized in the name of Jesus. Their numbers continue to diminish, however; Christians in the Holy Land now comprise less than one percent of the total population. Of those remaining Christians, about 7,000 are Palestinian Episcopalians; like us, they share in the fellowship of the Anglican Communion.

These Palestinian Episcopalians—along with their brothers and sisters throughout the Diocese of Jerusalem in Jordan, Israel, Syria and Lebanon—are "living stones," embodying the spirit of Christ as agents of reconciliation and restorative justice. Pilgrimage to the Holy Land that honors their witness enables us in the Diocese of Pennsylvania to share in that same ministry and echo here Christ's call to justice and love.

This resolution acknowledges that the Rt. Rev. Daniel Gutiérrez is leading a pilgrimage to the Holy Land in Epiphany 2019, and it seeks to recognize this pilgrimage as a concrete step toward the commitments this Diocese made in 2015 at its 232nd Convention through Resolution 8, which encouraged members of this Diocese to make pilgrimage to the Holy Land and to honor the witness and ministry of the Diocese of Jerusalem.

Supporting this resolution are: The Rev. Barbara Abbott, Mary Allen, Anne Atlee, The Rt. Rev. Allen Bartlett, Jerrie Bartlett, The Rev. E. Clifford Cutler, Phoebe Griswold, Dana Hall, The Rev. Koshy Matthews, and Joan Menocal.

Submitted by: The Rev. Matthew Dayton-Welch and The Rev. Judith Beck

DIOCESE OF PENNSYLVANIA
235th CONVENTION
NOVEMBER 10, 2018

R-8

Designated contact person for this resolution:

The Rev. Renee McKenzie-Hayward; reneemh177@gmail.com

Advocate Resolution 2018

RESOLVED, that this 235th Convention of the Diocese of Pennsylvania vigorously affirms the presence and ministry of the George W. South Memorial Church of the Advocate—past, present, and future—as a powerful and continuing sign in the Diocese of Pennsylvania, the entire Episcopal Church, and indeed to the nation of the Gospel mandate to do justice and to love, in the name of Jesus Christ,

AND BE IN FURTHER RESOLVED, that this Convention ask the Bishop of Pennsylvania, with the Vicar of the Church of the Advocate, to appoint and convene a special Task Force of no more than nine clergy and lay members of the Diocese of Pennsylvania to carry out a wide-ranging exploration of how to sustain this powerful witness and ministry well into the future and to report back to the next Convention of the Diocese with its specific recommendations.

Explanation:

The powerful and continuing Gospel Voice of the Church of the Advocate at 18th and Diamond Streets in Philadelphia emanates from a church building nationally historically landmarked for architecture and activities. The Advocate daily lives into its name.

Arguably, the Church of the Advocate is an institution and prophetic witness of extraordinary significance because of its role in standing alongside of those who actively claim justice and human dignity as a birthright and inheritance for every human being by living into the assertion that God intends all people, regardless of race, gender, ethnicity, national origin or circumstance, sexual orientation or gender identity, to be vessels of divine power (cf.

<http://www.churchoftheadvocate.org/civil-rights-period.html>). The Advocate's unremitting advocacy on behalf of marginalized and oppressed persons, in particular African American people, women, and now those seeking sanctuary and healing from violence and tyranny has been and continues to be a beacon in the Diocese of Pennsylvania, in the Episcopal Church, in the City of Philadelphia, in the United States of America, and in the world.

References:

www.churchoftheadvocate.org

Barbara C. Harris, *Preface*, *Anglican and Episcopal History*, Vol. 83, No. 2 (June 2014), pp. 121-125

Renee McKenzie, *Being the Advocate*, *Anglican and Episcopal History*, Vol. 83, No. 2 (June 2014), pp. 165-176

Paul Washington and David Gracie, *Other Sheep I Have: The Autobiography of Father Paul M. Washington*, Temple University Press, 1994

Clergy New to the Diocese of Pennsylvania

The Rev. Canon Arlette Benoit Joseph	Diocesan Staff
The Rev. Joshua Caler	Christ Church, Pottstown
The Rev. Ernest Galaz	Christ Church, Media
The Rev. Hilary Greer	St. Andrew's, Yardley
The Rev. Bonnie McCrickard	St. Timothy's, Roxborough
The Rev. Edward Thompson	Holy Trinity, Swarthmore

Seminarians from the Diocese of Pennsylvania

Barbara Ballenger	United Lutheran Seminary
Michelle Bullock	United Lutheran Seminary
John Connor	Nashotah House Theological Seminary
Christopher Exley	Virginia Theological Seminary
Daniel Kline	Church Divinity School of the Pacific
Michael Palmisano	Virginia Theological Seminary
Paul Reese	Yale/Berkeley Divinity
Darrell Tiller	United Lutheran Seminary

Newly Ordained Deacons in the Diocese of Pennsylvania

Benjamin Charles Capps	Good Samaritan, Paoli
Matthew David Simpson	St. Alban's, Newtown Square
Louis Keith Steffenhagen	St. James Church, Collegeville
Michael David Whitnah	Good Samaritan, Paoli

Newly Ordained Priesthood in the Diocese of Pennsylvania

James Stambaugh	Church of the Holy Apostle, Penn Wynne
Jo Ann Jones	Church of the Redeemer, Bryn Mawr

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. Amanda Eiman (Chair)
The Rev. Mark Ainsworth
The Rev. Samuel Kirabi Ndungu
The Rev. Ann Thatcher

Lay

Pamela Prell
Jackie Shockey
Douglas Stuart

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 2020

The Rev. Ernest Curtin
Ms. Penny Cutler
Mr. Norman McClave
The Rev. Dr. Mary Ann Mertz

St. Luke's Church, Newtown
Church of Our Savior, Jenkintown
The Church of the Redeemer, Bryn Mawr
St. Christopher's Episcopal Church, Oxford

Terms to Expire in 2021

The Rev. Gerald S. Collins
Mr. Everett Gillison
Philadelphia
Ms. Helen Jennings

Trinity Church, Oxford
Holly Apostles and the Mediator,
St. David's Church, Wayne

Reception of Reports

Submitted by Committees and Commissions

(To be received without motion to receive them)

Report titles listed below were received prior to the print deadline of this booklet.
All reports received may be viewed on the diocesan website at:

<http://www.diopa.org>

History Committee

Diocesan Council

Family and Young Adult Ministries

Philadelphia Theological Institute

Finance Committee

Standing Committee Report

Standing Committee Approvals and Consents

Commission on Clergy Compensation and Employee Benefits

Episcopal Community Services

Resolutions Committee

Nominations Committee

Treasurer's Report

Nominating Committee

Global Mission Commission and Central American Refugee Commission

Episcopal Church Women



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The Episcopal Diocese of Pennsylvania

Introduction to the Revenue and Spending Plan for 2019 for the Ministry of the Episcopal Diocese of Pennsylvania

And I will give them one heart, and put a new spirit within them. And I will take the heart of stone out of their flesh and give them a heart of flesh" Ezekiel 11:19

The Wages of Love

We are honored to present to you the extensive work of several representatives of the 'stakeholders' in our Diocese, to practically balance the financial support of the ambitious ministry of the Office of the Diocese with the generous cash contributions of our parishes.

The 2019 'budget' is the third conceived in the mutual ministry of the Finance Committee and our ambitious Bishop. The 2017 budget largely followed the spending priorities of the previous year, and the 2018 budget introduced an innovative and creative re-organization of the Offices and the introduction of the Growth Development Fund, while holding the assessments requested of parishes flat. The 2019 Spending and Revenue Plan is a fresh conception of Bishop Gutiérrez's theology of LOVING, manifest as stewardship, and his fierce commitment to fiscal responsibility, transparency and accountability.

I. Theology: Know Jesus. Change the World.

The work of the Offices of the Diocese has been almost entirely restructured in the last year to support the Bishop's mission to *Know Jesus and Change the World*. He's dead serious about this stuff ... and has an ambitious, thoughtful plan for the collective work of proclaiming the gospel, empowering our churches, and addressing pain and poverty in the world. More than half of the cost of staff is classified as mission work, and the balance is for the important work of empowering our churches—their clergy and lay ministers—to grow disciples and proclaim the gospel.

Proclaiming the Gospel

- + increased funding of collective Diocesan ministries
- + increased support and efficiency of communication for and among parishes
- + increased ability for of the Bishop and Canons being out among the flock
- + increased support for churches and clergy for our neighbors who cannot yet sustain themselves
- + increased support to promote growth in Hispano/Latino ministries

Empowering our Churches

- + extends the work of the Growth Development Fund for grants to churches
- + reflects re-organization of Office staff, with Canons with specific focus



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The Episcopal Diocese of Pennsylvania

Addressing Pain and Poverty in the World

- + increases funding of collective Diocesan ministries
- + increases our participation in and engagement with The Episcopal Church ministries

II. Fiscal Responsibility: LOVING Manifest as Stewardship

This plan had to be balanced against the reality of our recent and present financial circumstances, notably

- ⇒ the Diocesan budget has run at a deficit for the last five years; this is simply not sustainable
- ⇒ the annual increase in the costs of building the Kingdom through the work of our Missional Congregations is intractable
- ⇒ our churches already struggle to increase their contributions commensurate with the increased cost, however modest, in Diocesan commitments
- ⇒ the Diocese is not currently meeting its financial commitment to The Episcopal Church and cannot be considered “in good standing” until we fulfill the annual assessment

The Budget, Finance and Investment Committees, which intentionally include a broad cross-section of our Diocesan population in terms parish size, demographics, history, physical plant, have worked closely with Standing Committee, Diocesan Council and the Office of the Diocese to identify a creative and pastoral path out of this gap. Notably by:

- ⇒ redressing weaknesses in the budget model and structure
- ⇒ offering maximum transparency of Diocesan financials
- ⇒ reducing and restructuring staff to serve congregations while keeping costs flat
- ⇒ enhancing income opportunities from Diocesan church properties
- ⇒ actively negotiating with The Episcopal Church to maintain our standing and collaborate on increasing our contribution over a number of years
- ⇒ establishing the Growth Development Fund for grants for local ministries
- ⇒ identifying Endowment funds available/appropriate for direction/distribution to temporarily meet the budget gap
- ⇒ holding Sacred Gifts for Support (formerly *Assessments*) to 2017 levels while making substantial grants available to churches

III. Transparency + Accountability: Loaves and Fishes

You will no doubt have been surprised and impressed by the [18 page communiqué the Bishop distributed in October](#) outlining the philosophy, process and challenges in implementing this Vision. This



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The Episcopal Diocese of Pennsylvania

extraordinary, and unprecedented level of detail ensures that you will always know how your gifts are being used to serve and guarantees you a level of accountability that has not formerly been possible. Below are some of the highlights that we shared at the four pre-Convention meetings:

- Two Thirds of the Budget is Mission ~ Sacred Gifts for Mission (formerly *Pledges*) expected to be the same as 2018.
 - ✓ Missional Congregations (previously *DCMM*) represent the biggest expense in the Mission budget, but a process for becoming and sustaining missional congregations has been rigorously established, vetted and ratified by Standing Committee and Diocesan Council
 - ✓ Youth Ministries is lower as a consequence of this year's outsourcing of many of the functions that were previously centralized in the Diocesan offices with less impact.
 - ✓ Diocesan Ministries including Hispano/Latino ministries, anti-racism, veterans are connecting us to potential for growth in these communities.
- Mission spending is significantly higher than Sacred Gifts for Mission again this year; the 2019 Spending Plan allocates funds to cover this deficit this year but needs to be balanced with parish support in successive years.
- Our assessment from The Episcopal Church (TEC) needs to increase by more than we have been stretching to allocate in the last few years. Currently, the Diocese is paying half of its \$880,000 2018 TEC assessment. We are the largest diocese failing to meet its obligation and had to request and receive an exception to be seated at General Convention. We are in regular discussion with TEC on our plan to return to an acceptable level of pledging.
- Increases in Spending Plan
 - ✓ Diocesan Ministries including Hispano/Latino ministries, anti-racism, veterans
 - ✓ TEC Assessment is the largest increase to the budget
 - ✓ staff expenses are the largest expense, but are held flat for 2019 despite increased costs
 - effected through cuts in positions
 - re-allocation Canons for support to parishes, and less 'support' to Bishop
 - ✓ office rental expense is significant and will be addressed by a Committee formed by the Standing Committee to identify next steps
- Decreases in Spending Plan
 - ✓ Support from the Offices of the Diocese (formerly called Administration) held to 2018
 - Costs held to 2018 despite pay and healthcare increases
 - No pay increase for Bishop for second year



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The Episcopal Diocese of Pennsylvania

- Increases in Revenue
 - ✓ Endowment distribution at 4.4%
 - ✓ Transfer of previously non-distributing funds

IV. Pastoral Issues for 2019 and Beyond: Thistles

There are thorny issues that the 2019 Revenue and Spending Plan was not able to accommodate and must be addressed in the coming 24 months.

- In order to balance this year's expected revenue and proposed spending, we have to take a \$900,000 transfer from the endowment. Withdrawals in excess of the spending rate are not unprecedented, nor taken lightly. As a consequence of a rigorous review of our financial accounting, we identified funds for transfer that had been accumulating without being distributed. We do not anticipate 'finding' more under-utilized assets in the future. Furthermore, the investment portfolio has outperformed expectations (past and future) giving us more financial support than we should anticipate in the future.
- Our budgeted contribution to the broader church woefully short of where it has to be. In 2018, our assessment was \$880,000 and we budgeted \$365,000. This is a conversation we have to engage in at every level of stewardship and administration. We have to consider what it means to us to be Episcopalians and how to meet the responsibilities of our membership.

V. Conclusion: *"The church is summoned to realize its true nature and mission by being the body of Christ...whose voice, hands, eyes, and total being is doing Christ's work of LOVE. To describe the church as the body of Christ is to describe the church as living out the meaning of Christian stewardship."*

Managing from Abundance, Crafting with a View toward Building the Kingdom, bridging the gap with pastoral care and all fueled by LOVE!

You know by now that our Bishop is supremely pastoral. He has committed to knowing us as "a shepherd smells like his flock" and has engaged the resources of a broad array of representatives to help craft a spending plan that holds compelling, competing objectives loosely. Not unlike a parent sending a son out into the world, wanting to 'finance' growth, willing to accept some setbacks, willing to take some hits to the long-term savings portfolio to empower transition and growth that is reasonable and necessary.



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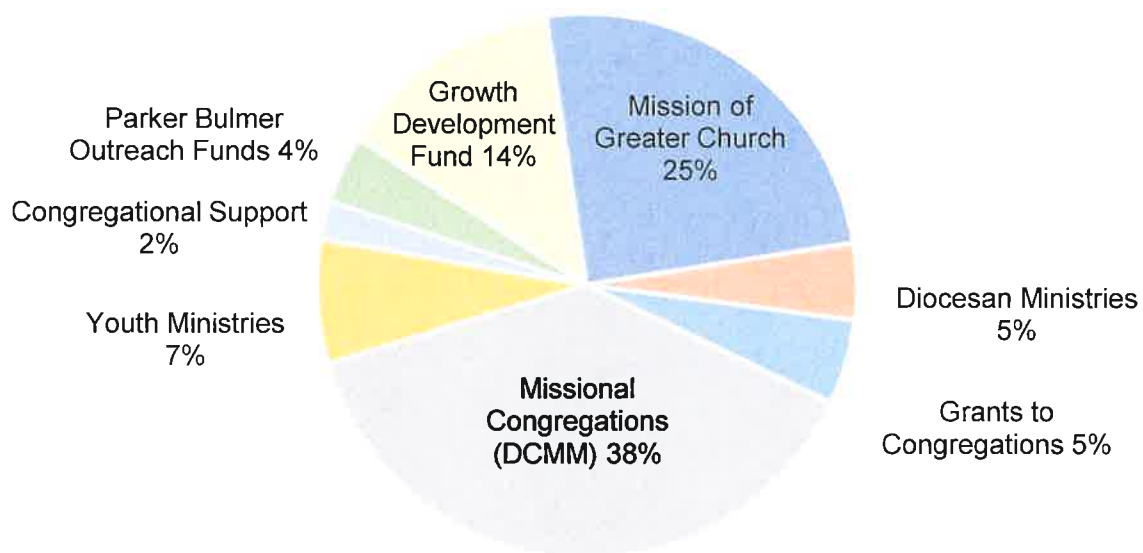
The Bishop continues to be sensitive to constraints of parishes, but intensely mindful of fiscal responsibility for stewardship of next three years. The Finance Committee is committed to prioritizing working with Vestry and clergy to establish a path to a balanced budget.

With appreciation for the challenging and inspired work of the members of the 2018 DioPA Budget Committee, a Sub-Committee of the Finance Committee:

Ann Booth-Barbarin
The Rev. Elizabeth Costello
The Rev. Sarah Hedgis
The Rev. Joanne Jones
Kirk Muller
Eric Rabe
The Rev. Cesar Ramirez-Segarra
Tamika Rodríguez

“Walking out into the World...Turn hearts of stone into hearts of flesh”

2019 Mission Budget

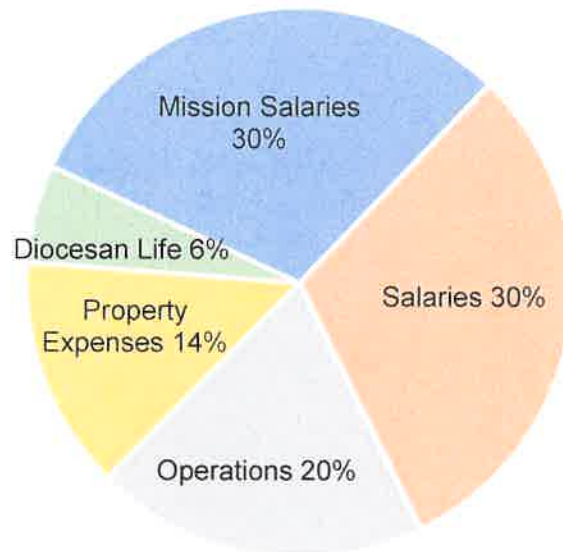




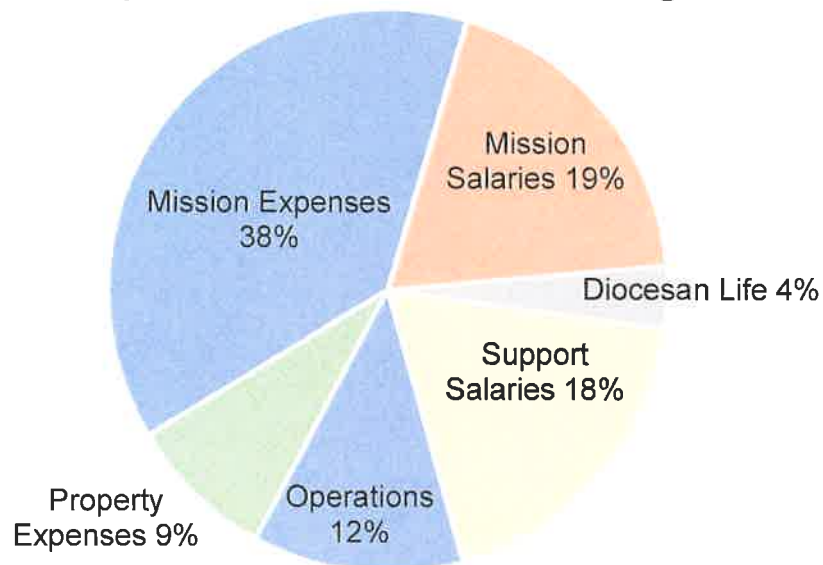
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The Episcopal Diocese of Pennsylvania

2019 Support Budget



Proposed 2019 DIOPA Total Budget



Diocese of Pennsylvania

DRAFT

1 Mission

2 **Sacred Gifts for Mission Revenue**

3 Sacred Gifts for Mission

4 Less-Allowance for non-payment

5 **Net Sacred Gifts for Mission**

6 **Dedicated Mission Revenue**

7 Diocesan Annual Fund

8 Anti-Racism

9 Young Adult and Campus Ministry

10 Youth Ministry

11 City Camp

12 Episcopal Mission Center

13 Servant Year

14 ECS Darby Mission Contribution

15 Parker Bulmer - Outreach Funds

16 Growth Development Fund

17 **Total Dedicated Mission Revenue**

18

19 **Total Mission Revenue**

20 **Mission Expenses**

21 **Diocesan Ministries**

22 Anti-Racism

23 Diocesan History Commission

24 Ecumenical/Interfaith Council

25 Absalom Jones Festival

26 Anti-Human Trafficking

27 Hispano Latino Ministries

28 Veterans' Ministry Initiative

29 Global Mission Commission

30 **Total Diocesan Ministries**

2016 Actual	2017 Budget	2017 Actual	2018 Budget	2019 Budget	2019 vs 2018 Budget	
\$ 639,674	\$ 760,000	\$ 685,754	\$ 690,000	\$ 690,000	\$ -	
-	(50,000)	-	(50,000)	(50,000)	-	
\$ 639,674	\$ 710,000	\$ 685,754	\$ 640,000	\$ 640,000	\$ -	Maintain same level of giving from parishes
\$ 4,380	\$ -	\$ 5,077	\$ 5,000	\$ 5,000	\$ -	
1,335	3,450	100	1,800	1,800	-	
-	-	50	15,000	15,000	-	
4,386	16,000	5,086	20,880	20,900	20	
83,731	115,000	46,967	75,751	63,700	(12,051)	
87,629	70,552	-	-	-	-	
93,775	-	16,590	124,291	-	(124,291)	Outsourced to St. Mark's & St. James School - no revenue
-	-	2,750	-	5,000	5,000	
88,901	87,000	113,504	90,000	90,000	-	Funds restricted to senior outreach - handled by ECS
-	-	-	300,000	300,000	-	New 5 yr. parish capital program est by Bishop. \$300k per yr. \$30k max grant
\$ 364,137	\$ 292,002	\$ 190,124	\$ 632,722	\$ 501,400	\$ (131,322)	
\$ 1,003,811	\$ 1,002,002	\$ 875,878	\$ 1,272,722	\$ 1,141,400	\$ (131,322)	Servant Year outsourced
\$ 23,448	\$ 25,000	\$ 18,591	\$ 25,000	\$ 40,000	\$ 15,000	provides training & consultation
-	1,750	-	2,000	3,000	1,000	preservation & promotion
-	2,750	-	3,000	3,000	-	promotes dialogue & cooperation
4,513	4,500	5,028	5,000	5,000	-	annual celebration
3,301	7,500	3,061	7,500	7,500	-	promotes awareness & advocacy
12,761	10,000	10,000	5,000	25,000	20,000	promotes outreach to those communities
-	-	-	4,200	11,500	7,300	promotes ministry to veterans
-	-	-	1,000	5,000	4,000	coordinates & promotes international mission initiatives
\$ 44,023	\$ 51,500	\$ 36,680	\$ 52,700	\$ 100,000	\$ 47,300	Increase in Anti-Racism, Hisp. Lat. Ministries & Vets' Ministry Initiative



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Diocese of Pennsylvania

Grants to Congregations

	2016 Actual	2017 Budget	2017 Actual	2018 Budget	2019 Budget	2019 vs 2018 Budget	DRAFT
31 Christ Church, Pottstown	\$ 900	\$ -	\$ -	\$ -	\$ -	-	
32 Church of the Advocate, Phila.	-	-	-	-	10,000	10,000	Outreach coordinator
33 Darby Mission	-	15,000	15,000	-	20,000	20,000	Mural program
34 Emmanuel Resurrection, Holmesburg	-	-	-	2,000	-	(2,000)	
35 Holy Trinity, Lansdale	30,000	15,000	15,000	15,000	15,000	-	Sandwich ministry, VBS, sunday school
36 Incarnation Holy Sacrament	-	-	-	-	8,000	8,000	Discipleship/christian ed
37 Incarnation, Morrisville	-	-	-	-	3,000	3,000	VBS
38 Parishes of Wissachickon Deanery	20,000	5,000	(5,000)	-	-	-	
39 Resurrection, Rockdale	-	7,500	7,500	-	-	-	
40 St. Francis in the Fields, Malvern	-	-	-	11,200	-	(11,200)	
41 St. James School and Church	-	-	-	5,000	-	(5,000)	
42 St. James the Greater, Bristol	-	1,200	1,200	-	-	-	
43 St. Luke's, Germantown	-	-	-	-	10,000	10,000	Various meal services
44 St. Mark's, Frankford	-	-	-	15,000	-	(15,000)	
45 St. Mary's, Chester	-	15,000	15,000	15,000	15,000	-	VBS, camp, etc
46 St. Mary's, Hamilton Village	-	-	-	12,000	-	(12,000)	
47 St. Mary's, Wayne	-	2,800	2,800	-	-	-	
48 St. Paul's, Chester	-	-	-	17,000	-	(17,000)	
49 St. Paul's, Elkins Park	-	-	-	-	4,000	4,000	Onstage program director
50 St. Peter's, Phoenixville	5,000	-	-	5,000	5,000	-	Pantry meals
51 St. Simon the Cyprian, Phila.	-	5,000	5,000	-	9,000	9,000	Feeding program
52 St. Stephen's, Clifton Heights	2,000	-	-	-	2,400	2,400	Homeless program
53 St. Stephen's, Norwood	15,000	10,000	10,000	2,500	5,000	2,500	Supper program
54 Trinity, Boothwyn	30,000	10,000	10,000	-	-	-	
55 Trinity, Coatesville	-	-	-	2,400	5,000	2,600	Vets brunch
56							
57							
58 Total Grants to Congregations	\$ 102,900	\$ 86,500	\$ 76,500	\$ 102,100	\$ 111,400	\$ 9,300	
59							
60							
61							
62							
63							
64							
65							
66							
67							

Missional Congregations

Mission Vicar Compensation & Benefits

60 Christ and St. Ambrose, Philadelphia	\$ 120,235	\$ 131,282	\$ 82,876	\$ 117,145	\$ 145,000	\$ 27,855	Includes: salaries, pension, health, dental, life & dis. ins, taxes, exp allow.
61 Church of the Advocate, Philadelphia	120,078	149,315	127,857	125,289	136,000	10,711	2% pay increase, 1% COLA, 7% health. increase, includes total comp. & exp.
62 Church of the Advocate, Phila. - Lay	32,594	-	37,715	38,054	-	(38,054)	
63 Free Church of St. John, Philadelphia	74,440	52,540	84,010	88,620	100,500	11,880	Lay P/T Business Manager - proposed support discontinued in 2019
64 St. Dismas Prison Mission	2,748	2,550	2,378	2,600	2,700	100	travel expenses
65 St. Gabriel's, Philadelphia	119,572	104,707	123,005	125,034	130,600	5,566	
66 St. Mary's, Chester	-	-	-	101,654	106,400	4,746	Re-established in 2018. Discontinued without process in a prior year
67							
Total Mission Vicar Compensation	\$ 469,667	\$ 440,394	\$ 457,842	\$ 598,396	\$ 621,200	\$ 22,804	2% pay increase, 1% COLA, 7% healthcare increase, includes total comp. & exp



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Diocese of Pennsylvania		2016	2017	2017	2018	2019	2019 vs	DRAFT
		Actual	Budget	Actual	Budget	Budget	2018 Budget	
68	New Ministries & Plants Vicar Comp. & Ben.							Includes: salaries, pension, health, dental, life & dis. ins, taxes, exp allow. Launching a new congregation Prev closed restarting w/ concentration on bldg a hispanic congreg. & new min. Previously closed restarting with concentration on new ministries
69	Darby Mission	\$ 70,846	\$ 75,708	\$ 77,618	\$ 88,919	\$ 98,800	\$ 9,881	
70	St. John's Norristown	-	75,000	55,598	61,671	57,400	(4,271)	
71	St. Stephens, Philadelphia	-	-	30,500	30,300	31,200	900	
72	New Minist. & Plants Vicar Comp. & Ben.	\$ 70,846	\$ 150,708	\$ 163,716	\$ 180,890	\$ 187,400	\$ 6,510	
73	Emergency Property Repairs Mission Congr.	-	-	2,925	35,000	35,000	-	
74	Total Missional Congregations	\$ 540,513	\$ 591,102	\$ 624,483	\$ 814,286	\$ 843,600	\$ 29,314	
75	Youth Ministries							
76	Administration	\$ -	\$ 33,025	\$ -	\$ 9,900	\$ -	\$ (9,900)	
77	Youth Ministry	37,218	21,970	23,842	28,175	28,200	25	
78	City Camp	85,558	133,631	85,222	82,766	82,800	34	
79	Episcopal Church Camp Scholarships	7,078	8,000	4,445	10,000	10,000	-	
80	Episcopal Mission Center	67,406	47,794	358	-	-	-	
81	Campus Ministry (3)	20,721	13,300	13,227	25,075	15,000	(10,075)	Advocate; Trinity, Swarthmore; St. Mary's, Hamilton Village
82	TEC and Province III (includes EYE)	-	26,910	-	6,575	6,600	25	
83	Servant Year	124,161	-	27,831	122,732	20,000	(102,732)	Outsourced to St. Mark's & St. James School - support fee
84	Total Youth Ministries	\$ 342,142	\$ 284,630	\$ 154,925	\$ 285,223	\$ 162,600	\$ (122,623)	Servant Year outsourced
85	Congregational Development & Support							
86	Congregational Support	\$ 50,000	\$ 50,000	\$ 50,000	\$ 50,000	\$ 50,000	\$ -	Consultants for congregations & parishes support
87	Total Congregational Dev. & Support	\$ 50,000	\$ 50,000	\$ 50,000	\$ 50,000	\$ 50,000	\$ -	
88	Parker Bulmer Mission - ECS Outreach Funds							
89	Parker Bulmer - ECS Outreach Funds	\$ 90,000	\$ 87,000	\$ 87,000	\$ 90,000	\$ 90,000	\$ -	Designated Endowment Funds used for senior outreach
90	Total Parker Bulmer - ECS Outreach	\$ 90,000	\$ 87,000	\$ 87,000	\$ 90,000	\$ 90,000	\$ -	
91	Growth Development Fund							
92	Growth Development Fund Awards	\$ -	\$ -	\$ -	\$ 300,000	\$ 300,000	\$ -	New 5 yr. parish capital program est. by Bishop. \$300k per yr. \$30k max. grant
93	Total Growth Development Fund	\$ -	\$ -	\$ -	\$ 300,000	\$ 300,000	\$ -	
94	Mission of Greater Church							
95	Pledge to The Episcopal Church (TEC)	\$ 330,000	\$ 365,000	\$ 365,000	\$ 365,000	\$ 515,000	\$ 150,000	Add. \$75k in 2018 & \$150k in 2019, total TEC DIOPA assess. for 2018 is \$880k
96	Province III Dues	9,000	12,000	12,000	12,000	12,000	-	
97	Province III Expenses	1,233	8,000	7,500	8,000	7,500	(500)	
98	Millennium Development Goals	14,000	14,000	14,000	14,000	14,000	-	
99	Total Mission of Greater Church	\$ 354,233	\$ 399,000	\$ 398,500	\$ 399,000	\$ 548,500	\$ 149,500	Additional pledge to The Episcopal Church
100								
101	Total Mission Expenses	\$ 1,523,811	\$ 1,549,732	\$ 1,428,088	\$ 2,093,309	\$ 2,206,100	\$ 112,791	
102								
103	Mission Surplus/(Deficit)	\$ (520,000)	\$ (547,730)	\$ (552,209)	\$ (820,587)	\$ (1,064,700)	\$ (244,113)	Addi. pledge to TEC \$150k, \$47k incr. in Diocesan Min., \$29k Vicar comp. incr



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Diocese of Pennsylvania

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Support

Support Revenue - Regular

Sacred Gifts for Support

Sacred Gifts for Support

Less-Allowance for non-payment

Net Sacred Gifts for Support

Endowment Income

Endowment distribution

Endowment Income

Transfers from Closed Church Prop. Fund

Transfers from Property Fund

Total Support Revenue - Regular

Revenue - Special

Rent from Church Foundation

Flagg Trust Income

Diocesan Convention Revenue

Closed Church & Wapiti Rental Income

Other Income

Total Revenue - Special

Total Support Revenue

2016 Actual	2017 Budget	2017 Actual	2018 Budget	2019 Budget	2019 vs 2018 Budget
\$ 1,372,978	\$ 1,537,467 (50,000)	\$ 1,403,002	\$ 1,537,467 (50,000)	\$ 1,537,500 (50,000)	\$ 33
\$ 1,372,978	\$ 1,487,467	\$ 1,403,002	\$ 1,487,467	\$ 1,487,500	\$ 33
\$ 1,548,332	\$ 1,769,117	\$ 2,017,557	\$ 1,685,000	\$ 1,663,600	\$ (21,400)
\$ 1,548,332	\$ 1,769,117	\$ 2,017,557	\$ 1,685,000	\$ 1,663,600	\$ (21,400)
746,074	111,000	362,844	450,000	387,500	(62,500)
\$ 746,074	\$ 111,000	\$ 362,844	\$ 450,000	\$ 387,500	\$ (62,500)
\$ 3,667,384	\$ 3,367,584	\$ 3,783,402	\$ 3,622,467	\$ 3,538,600	\$ (83,867)
\$ -	\$ -	\$ -	\$ 20,000	\$ -	\$ (20,000)
44,917	-	34,823	30,000	35,000	5,000
34,870	36,000	33,586	36,000	38,000	2,000
75,465	-	80,452	59,338	60,000	662
13,303	49,000	6,532	30,000	30,000	-
\$ 168,555	\$ 85,000	\$ 155,393	\$ 175,338	\$ 163,000	\$ (12,338)

Total Support Revenue

\$ 3,835,939	\$ 3,452,584	\$ 3,938,795	\$ 3,797,805	\$ 3,701,600	\$ (96,205)
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Support Expenses

Staff Compensation & Benefits

Bishop

Youth

Canon to the Ordinary

Canons for Growth, Support & Mission (3)

Finance and IT (3.5)

Deployment & Transition (2)

Administrative Support (3)

Diocesan Property Manager

Assisting Bishops: TBD

Education and Communication (2.25)

Archivist and Retired Clergy Chaplain (2)

Total Staff

Compensation & Benefits includes: salaries, pension, healthcare, dental, life & disability insurance & employer taxes

\$ 273,725	\$ 281,000	\$ 287,324	\$ 260,769	\$ 290,700	\$ 29,931
235,643	396,121	260,730	245,683	48,300	(197,383)
379,660	376,083	321,622	172,797	175,500	2,703
-	-	-	239,876	366,900	127,024
310,376	317,199	326,854	346,102	348,300	2,198
194,121	210,499	197,138	180,043	216,500	36,457
165,849	124,128	216,347	246,676	262,500	15,824
193,019	217,725	205,539	198,559	119,300	(79,259)
15,598	20,000	9,766	20,000	20,000	-
173,692	177,466	180,459	200,671	241,300	40,629
54,218	48,234	56,424	56,359	61,600	5,241
\$ 1,995,901	\$ 2,168,455	\$ 2,062,204	\$ 2,167,535	\$ 2,150,900	\$ (16,635)

No pay incr. for Bishop, 2% staff salary incr., 1% COLA, 7% healthcare incr.

SECA reimbursement mistakenly not budgeted in 2018, COLA increase in July

Canon Ivey moved to Canons for G, S & M. City Camp Spvr. Missioner cut.

Canon Wamsley

Canons Berlenbach, Ivey & Smyth

Canon for Finance, Senior Accountant, Actg. Spec., & P/T IT

Canon Benoit Joseph & Assistant

Bishop's Executive Assistant, Asst to the Canon to the Ordinary, Receipt.

Wapiti Property Manager moved to Property Expenses

Canon Tucker, Communications Specialist & P/T Web/Data Admin

Position cuts offset by pay & benefit increase



Know Jesus.

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Diocese of Pennsylvania

DRAFT

	2016 Actual	2017 Budget	2017 Actual	2018 Budget	2019 Budget	2019 vs 2018 Budget	
Operations							
140 Occupancy	\$ 361,147	\$ 300,000	\$ 276,666	\$ 283,516	\$ 289,300	\$ 5,784	3717 rent, property & casualty insurance, cleaning
141 Professional and Legal Fees	60,539	70,000	28,283	70,000	50,000	(20,000)	Chancellors fees and financial investigation
142 Archives (United Lutheran Seminary)	14,624	15,000	15,500	15,000	16,000	1,000	Archives for the Office of the Diocese and parishes
143 Financial Audit	49,500	49,000	49,500	50,500	51,000	500	
144 Office & Operations	126,971	84,500	167,065	131,921	174,500	42,579	New: cloud db., website supp., demographic analysis software, project software
145 Miscellaneous	(324)	5,000	-	5,000	5,000	-	
146 Expenses for Title IV Intake Officer	-	5,000	-	5,000	5,000	-	
147 Deployment and Ordination Costs	45,983	66,000	33,274	66,000	50,000	(16,000)	
148 Retired Lay Medical Insurance Premiums	62,585	50,000	76,545	45,000	65,000	20,000	Benefits are being stepped down through 2019
149 New Bishop Search	242,135	-	1,684	-	-	-	
150 Total Operations	\$ 963,160	\$ 644,500	\$ 648,517	\$ 671,937	\$ 705,800	\$ 33,863	
151 Property Expenses							
152 Closed Church Property Expenses	\$ 345,881	-	\$ 225,412	\$ 395,956	\$ 300,000	\$ (95,956)	All expenses to maintain & operate all closed churches
153 Wapiti Property Expenses	86,845	-	106,884	-	110,000	110,000	All expenses to maintain & operate Wapiti Retreat
154 Wapiti Property Manager	-	-	-	-	37,500	37,500	Half time mgr. prev. full time reported in Staff Compensation & Benefits
155 Total Property Expenses	\$ 432,726	\$ -	\$ 332,296	\$ 395,956	\$ 447,500	\$ 51,544	Wapiti Expenses added
156 Diocesan Life							
157 Education	\$ 3,202	\$ 8,500	\$ 3,559	\$ 8,500	\$ 8,500	\$ -	
158 Communication	20,077	27,220	29,185	30,000	35,000	5,000	Caminos, Spanish translation, video costs, outsourced design
159 Travel for Mission & Administration	-	-	80,993	42,200	65,000	22,800	Bishop: Coll. of Bishops, Recruit@ Sem. & Conf., Canon visits, parish support
160 Diocesan Events	-	-	40,355	24,100	40,000	15,900	Speakers, venues, food, ex. Chrism Serv., Stewardship, Lent Retr., Teaching Days
161 Diocesan Convention	38,400	40,000	42,862	40,000	45,000	5,000	Higher costs anticipated from electronic voting service
162 General Convention	836	16,000	16,000	16,000	12,000	(4,000)	Next convention in Baltimore, expenses s/b lower
163 Total Diocesan Life	\$ 62,515	\$ 91,720	\$ 212,953	\$ 160,800	\$ 205,500	\$ 44,700	Accurate increase in travel budget for Bishop & Canons, higher event costs
164 Total Support Expenses	\$ 3,454,302	\$ 2,904,675	\$ 3,255,970	\$ 3,396,228	\$ 3,509,700	\$ 113,472	Wapiti Expenses added in 2019, higher software support & mission travel
165 Support Surplus/(Deficit)	\$ 381,637	\$ 547,909	\$ 682,826	\$ 401,577	\$ 191,900	\$ (209,677)	
166 Total Surplus/(Deficit)	\$ (138,363)	\$ 179	\$ 130,616	\$ (419,010)	\$ (872,800)	\$ (453,790)	
167 Non-distributing Endow Fund Transfer	\$ 166,000	\$ -	\$ -	\$ 420,000	\$ 873,700	\$ 453,700	Note 2 - Transfer from a non-distr endow fund to balance Mission for 2019
168 Total Surplus (Deficit)	\$ 27,637	\$ 179	\$ 130,616	\$ 990	\$ 900	\$ (90)	

NOTE 1 - Bishop has asked the parishes be given a break in the first few years of his Episcopacy by not increasing the Sacred Gifts for Support (formally the Episcopate Assessment). The proposed 2019 Sacred Gifts for Support are maintained at the 2017 budget level.

NOTE 2 - The shortfall in Mission is being covered by a transfer from a non-distributing endowment fund. This is a one time event where a non-distributing endowment fund transfer will be used to balance the the Mission budget with no increase in the asking from parishes. In succeeding years there will be a slow balancing of parishes being asked to contribute more to balance the Budget with endowment spending returned to normal distribution levels.



Know Jesus.

Change the World.

235th Convention

Saturday, November 10, 2018

Address from Bishop Daniel Gutierrez Before Convention

It is a blessing to be with you for my third convention serving you as your Bishop. Over this time, we have come to know one another, prayed, envisioned, laughed, and shared our hearts, fears, and faith in what we are called to become. Last night, I spoke of our collective call to prayer, holiness, to draw near to the heart of Jesus and draw near to the heart of one another. Turning hearts of stone into hearts of flesh, discerning things only the heart can understand.

We have come a long way together, through building relationships, emphasis on communication, evangelism, mentorship, congregational development, investing in our churches through the Growth and Development Fund, emptying ourselves, trusting, realigned youth ministry to serve as a resource to the churches closest to their walk, creating a safe place for Christian disagreement and discussion, fiscal transparency and a foundation set in Jesus Christ.

This Diocese has done the hard work of creating a new mission church process. For the past year, working with vicars and voices from the community, we now have a process and a path forward into the future. We have changed the way we ask for your support - we prayerfully request that you contribute your sacred gifts.

We are strengthening our bonds with one another and the wider Church.

We are the body of Christ with an unshakeable belief in Jesus Christ. Yes, we have outreach, ministry, and mission - but let's look at them as being sacredly present in the community.

We have turned the proverbial pyramid upside down. Your diocesan staff is out in the community and churches daily. We have emphasized that the churches do not exist to serve us, we exist to serve you. Now, when I go out the question asked is no longer "are you going to close or sell our church?"

People enthusiastically inquire, "How can we grow together?" "Where are the opportunities?"

We have worked extensively with our smaller churches and we will continue to do so. Now, we are walking with medium-size churches in the next few years.

Our budget now reflects our commitment to preparation and mission, to grow the Church and to go out and be present in the community.

The Church only grows when it goes. We are going to the frontiers of property, marginalization, and those society has forgotten. Let us go with courage, hope and holiness. We are stepping into the field, tending the soil, nurturing, removing obstacles, and planting new seeds.

This convention is a place not only for the prayerful work of the Church; it is now a time to celebrate your work and life as a people of God in this Diocese. This year, we add service to our time together. We have created blessing bags for those in need - together. I want to emphasize that what we do together as the living body of Christ, the church, is not work. It is a sacred calling. Each one of you in your churches and as a Diocese. It is holy because your lives transform it to holiness.

We are truly revolutionary because we are willing to know Jesus and change the world. I stand before you with greater love, hope, and faith than that summer day in 2016 when I offered my call, my priesthood, my episcopacy to God and you.

We need to strengthen our path of reconciliation and healing. We cannot hope to reconcile all of creation back to God, if we do not commit to that work with one another first.

This is a blessed opportunity. The Church is not the Church of the 20th Century. This may be frightening - there are millions in this city who have not heard the Good News. The field is plentiful. The world needs that message of Jesus Christ, a transformational way to live, a better life. This is the Gospel message.

To centering everything on Jesus, the willingness to keep growing, the courage to be innovative, the readiness to risk failure, the openness to trust. To move from our heads into our hearts.

As you know, I do not like being confined to the office. My call is to journey with you, to love you. We have come a long way in a short amount of time; there is great hope in our church. New ministries, new opportunities, a new life in Jesus Christ. This is a great time to be the church, to be the church in the Diocese of Pennsylvania.

We have done so much together.

My faith is hope and God in every situation. God in unexpected places, grace and power from unexpected people. Joy conquering despair. This unshakeable belief in Jesus Christ.

Let us show the world what it means to be the Church.

As your Bishop, I am called deeper in union, prayer and holiness. A pastor to the clergy and a shepherd to the laity. I am firm in the belief that a shepherd should smell like the sheep. Each day I want to be with you. Each meeting, visitation, I look into your eyes and see hope, faith, and I see Christ. I am your servant.

This call is not about me, it is about you. It is about God and how the world sees Christ through our journey together. To labor together in the field, nurture and plant the seeds. You have helped me learn to become a Bishop, to walk with you.

As a shepherd, I have learned that a shepherd at times leads, but also a shepherd walks in the middle and often walks behind guiding toward a place of nourishment and fulfillment. It is a humility that

is deepening and a commitment that emphasizes you, collaboration, journeying as a flock following the Good Shepherd Jesus Christ.

I will make mistakes, but I will always ask forgiveness and then transform. As I stated previously, there are other bishops who know more than I ever will. Know I will be faithful. There will never be another bishop who loves you as I love you. It is important that you know that as your Bishop I passionately believe in our Lord. I love God with all my mind, heart and soul.

My deepest urging, that intensifies daily, is to be intimately united with him, so that I can experience in the depth of my being, the great love of God; so that I can allow His life to become my life. For my beloved priests and deacons let's revive again and again our sacred calling.

As a diocese, this is not work ... this is a holy calling as a people, it is a sacred presence. It is a holy work because your lives make it holy.

As we step into the dawn of the third decade of the 21st century, we must ask ourselves where we see ourselves in six to seven years. Through my office hours in the Diocese every other week; through the rebuilding of the deanery structure where we share the Eucharist, share our lives and ministries, work and eat together; the presence of diocesan council; the life of standing committee; the continuation of the pilgrimage and my visitations; I have listened and learned. Through your prayers and suggestions, we have set our sights upon significant holy markers along the path to determine our journey. I call these sacred points along the journey. They can be measured by our growth and they will equip us for the final destination. This is what I have heard from you and your desire to be the living diocese.

These are some things I would like us to do together in the next six to seven years:

1. The need for a centralized place for gathering information in community. Thus, we are forming The Shepherd's Call. An educational and spiritual institute of learning, discernment, community presence and new life. One place where vestries, clergy, laity and all our Diocese can find resources and information. A two-year program that will make all available resources through communal and online courses. Use the talent and treasure of the Diocese. Anyone will be able to learn best practices, how to set up fundraising, start an endowment, facility maintenance, spiritual direction, community presence such as outreach, mission, etc. We will use present resources and the great talent assembled in this room and in the community as teachers. We will partner with each of our churches (think of the food pantry's, kitchens, the gifts of congregations, schools, Episcopal Community Services, that are resources present in the Diocese.) I want to thank Kathleen McClave for her work and leadership in developing the framework for Shepherd's Call.
2. Plant a school in an underserved neighborhood in our Diocese using the model of the St. James School and partnering with Episcopal Academy and Church Farm School and our universities. This could be in West Philadelphia, South Philadelphia or Chester County. Not only to educate

but to create disciples. This is a way we may be able to use existing facilities at our closed churches. If the Church is not teaching, evangelizing and healing, we are not living into our heart.

3. Through partnerships, create a network of 10 wellness centers in our churches that serve the physical health needs of communities. This builds on the work we are already doing.
4. Partner with three agencies and interfaith organizations to effectively address poverty, hunger, violence. We have Episcopal Community Services (ECS). We have been working with Dave Griffith at ECS and Rev. Peter Vanderveen and Victoria Sicks.
5. Reestablish effective ministry to the shut-ins, the matriarchs and patriarchs who have laid the foundation.
6. Plant three Canterbury Houses with one on the Main Line.
7. Establish a chaplaincy program for prison ministry and a renewed dedication toward racial healing.
8. Establishment of a time line for those churches that are closed. A two-year process for either reuse or discernment on the next steps. There has to be activity or a plan. Maintenance of closed churches without a plan for use is drying up our sacred funds that could be used for mission.
9. Using the model of small house churches, and empowering the laity for leadership, plant five churches in six years. Church done differently, but still church.
10. Ordain 60 deacons in six years. If we are going to grow, we need to equip our churches for the growth and our sacred presence in the community. Deacons are needed to take Jesus' work into the world. We will grow. If our budget is committed to missional work, we will need more deacons. Our new Archdeacons and the continuation of our council of deacons will be an integral part of this ministry.

Let our faith and diocesan heartbeat open greater horizons in Jesus Christ. Our hearts are not stone; no, they are a flesh, molded in love that reflects a beautiful light in a darkened world. Let's draw near and be the heartbeat of Christ.

Miracles will occur. For the brave heart is not discouraged, the hopeful heart that makes the best of all things. What are we waiting for? Pull close to the heart of Christ. Let us turn hearts of stone into hearts of flesh. The world is waiting.

I am confident that Christ the Good Shepherd will answer our prayers and bless our work. Let us go forth, with a new spirit and offer the life and heart of Jesus Christ. There are things only the heart can comprehend.

For I know the plans I have for you, declares the Lord, plans to prosper you and not to harm you, plans to give you hope and a future. JEREMIAH 29:11

SUPPORTING MINISTRIES



Growing Together



Our vision as the Episcopal Diocese of Pennsylvania is to know Jesus and change the world. Together, we make this vision a reality by:

1. Proclaiming the good news of Jesus Christ (through discipleship, evangelism, communications and building relationships).
2. Empowering our congregations (assisting them with leadership, management, resources, reorganization and support)
3. Addressing the pain of the world (through mission, outreach, growth and participation in The Episcopal Church)

Following my ordination, I began my pilgrimage to visit each parish. I listened and learned your hopes, dreams, and victories as well as your concerns, setbacks, and challenges. During many of those visits, I often heard a sad and troubling question: "Are you going to close our church?"

I rejoice in the fact that after our first two years together, people no longer ask whether I am going to close or sell their church. Instead, people envision "how can we grow together?"

I gave the commitment that we would work to empower our churches, provide a three-year hold on raising assessments and allow our churches to dream and grow. I also shared with you my desire to turn the pyramid on its head. No longer would the Episcopacy be a center of power into which resources flowed. Instead, the Bishop and Bishop's office are here to serve you. This Episcopacy is about directing as many resources as possible to our congregations.

To this end I am pleased to tell you that together as a diocese we continue to discern the move toward incorporation. As we do the sacred work of building community, developing systems, growing ministry, and serving our congregations, incorporation will enable us to increase the efficiency of our governance and thus better

serve our Diocese. Other large, established dioceses, including Massachusetts, New York and Chicago have moved to incorporate over the past several decades with many positive outcomes in the effectiveness of the ministry and business of their diocese.






The 2019 budget process began in January. The Diocesan Treasurer, staff, and the Finance Committee worked diligently, offered numerous options, reviewed suggestions and explored all available possibilities to address the needs of our Diocese.

I also want to take a moment to remember Ann Booth Barbarin. Ann was the chair of the Finance Committee when she passed unexpectedly. She was involved in this process and her work is reflected in this budget.

After providing a draft budget, the Diocese was invited, for the second year in a row, to offer input at 10 budget hearings. There was crucial sharing, suggestions were reviewed, and we made changes. This gave us all the ability to craft a living document. All of the information related to the budget is online.

This budget reflects a commitment to growth and stability. We are at a pivotal point in our commitment to move forward together.

This budget will:

- 
 - Increase our ability to serve our parishes and the people of God. We will start a new worshipping congregation connected to the Darby Mission, continue to support ministry restarts in Norristown and Center City, bring new life to the Church of the Crucifixion, and partner with parishes in innovative and growing ministries.
- 
 - Increase our ability to plant 10 Hispano/Latino congregations and continue the critical work of the Anti-Racism Commission, and the expansion of Veteran's Ministry.
- 
 - Empower our congregations to do more outreach ministry, media and web development, marketing, community engagement, discipleship and Christian education, vacation bible school, and feeding and outreach programs so that we might transform our neighborhoods in the name of Jesus.
- 
 - Increase our services to congregations through the Canons and a staff that devotes more than 50% of their time in direct support of our churches, creating parish wellness centers, recovery work and addressing addiction and childhood poverty.
- 
 - Increase support for Youth Ministry through the formation of the Diocesan Youth Advisory Committee, providing more diversified youth programming at the deanery and parish level.

To do all this, we need to take out an additional draw from the Endowment.
This is the last year in which Endowment funds will be used to balance the Administration and Mission budget with no increase in the asking from our parishes.

The following information from the Finance Committee helps put our fiscal reality into fuller context.

Parochial report data demonstrates that the capacity of our parishes is growing. But, for years our churches have given less to the Diocese while the need and work that we are doing for the poor and disenfranchised has grown.

Our endowment has grown from \$38M since the market crash in 2008 to \$72M at the end of our last reported quarter.

We are investing more than \$1.5M directly into our churches.

We are one of the wealthiest dioceses in The Episcopal Church (TEC), but have consistently given less than our fair share to TEC despite their increasing work on behalf of the poor and disenfranchised.

Our time to fix this is now. We must do this together to secure our future and meet the need that exists in all of our communities.

- We have reduced and restructured our staff and increased accountability to our churches.
- We have a plan, for the first time, for missional congregations and for closed-churches.
- We are engaged in long-range planning, and we are meeting regularly to look at the budget.
- We are asking all churches to assess their own giving within a 5-year window.

I do not like deficits. In my professional life prior to ordination, I made fixing deficit budgets a top priority. Over the coming years, we are going to continue our commitment to address our deficit spending. We will continue to emphasize transparency and accountability. Together, we will build the church.

People may ask, "Why give to the Diocese for the mission?" Participation in your diocesan mission demonstrates a willingness to expand the circle of God's love, to spread the Word and address pain and poverty on a larger scale and thus to be His living body to the larger community. Diocesan mission addresses pain and poverty that is often not evident or visible from our individual perspectives. This mission is also evangelism and opens the heart of Christ and brings to the corners of our community that is often hidden and forgotten. It is the living faith of your Diocese.

In much the same way our connection to The Episcopal Church expands the circle and then goes further with the Anglican Communion. As Archbishop William Temple wrote: "If you have no loyalty in the parish toward the diocese there will not be a great sense of loyalty to the wider fellowship. In practice, it is only through loyalty to the next higher unit than our own that we can effectively serve the wider circle with which we have fellowship."

While our individual church outreach efforts should be encouraged since they are essential to our localized ministry, as both Christians and Episcopalians we are called to go to the corners of the world. Yes, it requires a certain amount of trust. However, our diocesan mission also reaches out to touch places that are beyond the scope or capacity of any one parish. This collective ministry is grounded in prayer and the courage of Christ. We must trust in one another as we take these next steps with faith. In much the same way, we are called to support The Episcopal Church as they do the same throughout the world.

We are a historic and revolutionary diocese. We are called to build upon the legacy we

have inherited. It serves no purpose if in 50 or 100 years we have doubled our endowment and only have half the number of churches. We are called to know Jesus and change the world. The only thing that will ever hold us back is a theology of scarcity over abundance and fear over faith. We are extraordinarily blessed with time, talents and treasure. We have journeyed together, and we are proclaiming the Good News of Jesus Christ, empowering our congregations, and touching the pain and poverty of the world.

Together, let us see Jesus. Together let's challenge institutions, churches and structures to do the same. Our vision is to know Jesus and change the world. It is not just a statement; we are the living embodiment of that vision.

Let the world see our faith, our love for Jesus and for one another. When people think of the Church, let them see us. Let the world see our faith, our love for Jesus and for one another. We have the gifts, resources, people, and hope. We have an extraordinary history. Let us make history. Let us drop the old linens from the tomb of the past and walk into the light of the risen Christ.

In 50 years, let us be not the fourth largest diocese but the largest. Not 134 congregations, but 268. Let's start now. In five years, 10 years, 100 years, our goodness, our work, our hope, our prayers and faith, our belief, will change the church.

Let us continue the revolutionary work that started here. When we live into this sacred calling we can change the world — for the better.

Let us know Jesus and change the world.



The Rt. Rev. Daniel G. P. Gutiérrez
XVI Bishop of The Episcopal Diocese of
Pennsylvania

"... our diocesan mission also reaches out to touch places that are beyond the scope or capacity of any one parish. This collective ministry is grounded in prayer and the courage of Christ."

Let's Change the World

In order to fully understand the budget we as a group – Finance Committee, Budget Committee, Treasurer – wanted to try to offer answers to some of the most frequently asked question such as:

- What is the state of our churches financially?
- What has been the state of the Endowment over the last 10 years?
- What is the Office of the Diocese doing to invest in the churches, how are we measuring impact?
- How has the Office made cuts and trimmed its existing budget?
- What is going on with youth ministry?
- Why does a deficit remain?
- Are there increases in the budget?
- Why should we give to The Episcopal Church?
- What are our mission churches doing?
- What is the Diocese doing on a regular basis to analyze and forecast budget issues and how is it going to balance the budget in future years?
- How much more will you be asking my church to give?

At the same time, we must remember that Jesus asked more of people than they expected. He asked them to give everything. Thus, the most important questions are:

- How can we use our sacred gifts to spread hope?
- How are we proclaiming the Good News of Jesus Christ?
- How can we live into our calling with courage and faith?
- How are we touching lives in the name of Jesus Christ?

Q: What is the state of our churches financially?

Parochial report data demonstrates that the capacity of our parishes is growing. But, for years our churches have given less to the Diocese while the need and work that we are doing for the poor and disenfranchised has grown.

Since 2012, the reported operating income of our parishes has increased every year for total growth of approximately \$1.8M. The parishes of the Diocese are demonstrating signs of financial health and growth.

Despite our overall tremendous wealth, this Diocese has operated at a deficit for many years. We have held assessments at the same rate for three years (including 2019). This is possible because we are blessed with a healthy and growing endowment.

Q: What has been the state of the endowment over the last 10 years?

Today, the Diocese of Pennsylvania has a \$72 million-dollar endowment that is growing while too many churches and missions are in need of our collective support. If we neglect to empower our churches, then our priorities are not aligned with the Great Commission.

Our sacred gifts and the endowment belong to the future of the Diocese, and must be invested in churches and missions that are here now as well as those yet to be.

Q: What is the office of the Diocese doing to invest in the churches, how are you measuring impact?

Through innovation and being responsive to the needs of the churches, the Bishop and Standing Committee made \$1.5M in grants available to churches through the **Growth and Development Fund**. During the Bishop's pilgrimage to the churches in the Diocese, it was clear that a number of congregations needed small to medium capital improvements. Often churches are restricted from expanding ministry and outreach because of these capital improvement projects that hang over their heads. Almost 50 churches applied for the first year of funding and in March 2018 the first \$300,000 was distributed.

In addition to this important funding, the staff of the Offices of the Diocese has been hard at work to serve and empower our congregations through the following:

1. Laid the groundwork for long range planning for growth that includes: data collection, demographic analysis and strategic planning;
2. Created innovative initiatives for parishes and parish property that work with the private and public sectors to create vitality and income;
3. Created economic development initiatives for congregations;
4. Maintained promise to not raise sacred gifts/assessments for 3 years to allow congregations time to stabilize, envision and plan;
5. Created a long-term envisioning committee comprised of financial experts to create a plan for sustainable use of our endowment and support of congregations;
6. Completed review of the mission congregations that allows for support, growth, accountability with the goal of moving them towards independence;
7. Restarted 2 closed congregations and in the process of bringing new life to 2 other previously closed congregations;
8. Created numerous new ministries that are led by both laity and clergy;
9. Reviewed and renegotiated insurance rates for churches to allow for greater flexibility and lower rates;
10. Initiated a comprehensive and ongoing inventory of churches and diocesan assets/needs and populate the Asset Map with that information;
11. Changed the terminology related to congregational support of the Diocese to Sacred Gifts
12. Increased our reach through social media and the web - unique visits on web site increased 200% in one-year, increased engagement on all social media platforms;
13. Formation of a New Deacon's Council;
14. New website that will serve the Diocese with easier navigation and access (to be completed by the end of 2018);
15. Created a partnership with the Diocese of Navajoland to provide free or low-cost web site design to our churches;
16. Completed revision of the Discernment and Ordination process;
17. Empowered the Hispano/Latino Ministries with the goal of planting 10 new congregations to minister to this growing population;

18. Uplifted our historically black congregations such as St. Mary's Bainbridge, St. Michael's Yeadon, The Church of the Advocate, Christ and St. Michael, Church of the Crucifixion and St. Simon's with intensive support from staff;
19. Increased focus on evangelism, discipleship and accompanying resources;
20. Refocused the staff around their call to ministry with a focus on being faithful, responsive, effective, accountable and relational. For many, 50% or more of their ministry is out in the field. Each staff member now has yearly goals;
21. Restructured staff to eliminate support positions so that they may be of better service to the congregations. They are working harder and smarter with less;
22. Created a follow up "ticket" for each staff visit to a church. This report is shared with both congregations and staff to ensure timely and complete follow up;
23. Created a mentoring program for new priests;
24. Ensured Vicars of our missional congregations are now part of the Diocesan structure. They meet regularly as a group so that they may set and review goals, empower one another and receive additional support from the staff; (For a summary description of the work of each Missional Congregation, see endnote C)
25. Created a policy on Sunday Missioners to protect churches in transition;
26. Supported the growth of the ministry of chaplains to the retired;
27. Intense focus on recruiting new entrepreneurial priests;
28. Created programs for empowering and supporting priests and deacons with emphasis on discerning and growing the diaconate;
29. Renewed emphasis on clergy health and spiritual growth;
30. Created a support group for clergy serving small churches;
31. Provided media and marketing support for congregations;
32. Developed parish growth strategies for congregations in need;
33. Commitment to full transparency, posting our budget and financial documents to the website as well as Quarterly Endowment & Quarterly Endowment Performance Reports on website;
34. Received a clean audit for Diocesan finances;
35. Provided accounting services for congregations through vetted consultants;
36. Assisted missional congregations in rewriting antiquated bylaws;
37. Worked with congregations dealing with problems created by historic designation;
38. Established strong covenant with ECS and Interfaith communities to address poverty, violence, racism, and crime;
39. Completed audit of all parish outreach programs. Manually entered that data into Asset Map, which launched in April 2018;
40. Implemented a new mission for Diocesan Council to focus on mission, evangelism, and outreach.
41. Created supports specifically for mid-sized congregations;

Each Canon has specific goals and measurement varies depending on those goals. The work of the Canons is tracked in office software.

Canons spend more than 50% of their time in direct service to the churches. The work of our Canons and staff from January 2018 to October 2018 includes:

- Consulted with 90 congregations – 66 of these congregations have had direct support from multiple canons.
- Created five parish wellness centers
- Assisted 10 congregations with property development issues
- Assisted five congregations with communications and websites
- Assisted five congregations with evangelism
- Assisted 15 congregations with clergy transition
- Provided direct support for 46 ministries and events across the Diocese – such as the New Camino conference, Diocesan teaching days, the Anti-Racism Commission, Stewardship 101, Getting the Most out of Your Building and Grounds, etc.
- Participated in the larger church as presenters, panelists, etc. at nine regional or national Episcopal Church events.

Q: How has the Office made cuts and trimmed its existing budget?

We have made cuts. Over the past two years, we have analyzed expenses, addressed office costs and restructured the staff to better serve you. We will continue to find ways to cut costs that do not put ministry at risk. So how have we reduced spending?

Reductions

To assure that the Diocese is best served, the Bishop's staff has changed for the 2019 budget as well. When Bishop Gutiérrez began, the staff of the offices of the Diocese had 20 full-time employees and eight part-time employees. Ten of those full-time positions were support staff positions. Currently, there are 15 full-time employees and six part-time employees. Two of the part-time employees work less than 10 hours per week.

In cutting expenses in 2018, one full-time position was eliminated, two part-time positions were removed, and one full-time position was reduced to a part-time position. The Bishop has also requested, for the second year in a row, that he not receive a salary increase. Also, at the end of August, Angelo Fabulic, the longtime caretaker at Wapiti, retired. The position has been restructured dramatically with the hope of saving approximately \$40,000 per year.

Re-envisioning

Each year we spend about \$500,000 on closed churches. We are working to recast our assets so that these beautiful buildings are either producing income or can again host worship and ministry. Two that were on the closed churches list have been restarted: St. John's, Norristown and St. Stephen's, Center City. Now we are working to foster new life at Church of the Crucifixion and there will again be a full-fledged parish at historic St Mary's in Elverson when Calvary Conshohocken relocates to their location.

Currently, St. Faith's, Havertown is being leased to a large school nursery program with well-established service. St. Phillip's, Orelan is being leased to a children's music program and that program is expanding its usage. Reuse and re-envision through rentals and partnerships with public and private organizations is allowing us to find a healthy path forward.

While we would prefer to redevelop our closed churches so that they might again become centers for life and ministry, we recognize that running a deficit sometimes necessitates making hard decisions. We are very close to an agreement of sale that would sell part of our property in Warwick which will make some much needed funds available to support our other closed churches.

Q: What is going on with Youth Ministry?

We have restructured the way the Diocesan Offices support Youth Ministry with the formation of the Diocesan Youth Advisory Committee. This Committee has recently expanded to include all youth ministers/leaders with an Executive Council representing every Deanery. With the leadership of this group, we are empowering and enabling the parishes and deaneries to form our youth as church leaders. This model will provide a more diversified support for youth programming at the deanery and parish level.

The Canons are actively involved in this transition. The Canon for Communications and a Canon for Growth and Support serve as liaisons to the Diocesan Youth Advisory Committee. The Canon for Mission's role includes the engagement of youth in the mission of the Diocese. All Canons have incorporated consultation for Youth in their spheres of ministry, their combined ministries representing almost 50 years' experience directing youth ministry in congregational and para-church settings.

Q: Why does a deficit remain?

The Diocesan Offices have been very deliberate to trim expenses wherever possible. The Support section is running at a surplus of \$191,900. But, the commitment to ministry has created a deficit of \$1,064,700 in Mission. We are thus using \$ 873,700 to cover the projected deficit.

In many ways this deficit in exists because of renewed and ever-increasing commitment to mission and to our congregations. In the past the Offices maintained a minimum number of staff who, while they did their jobs well, did not have all the skills or resources needed to best serve and empower our churches. This was part of the call we put forth to our Bishop and he is committed to living into this call so that in turn our churches may grow.

While deficit spending is not sustainable, you can see that we are actively working to narrow the deficit while at the same time maintaining our commitment to empower our congregations and address the pain and poverty of the world in the name of Jesus Christ.

Rest assured, we will not continue to rely on the endowment as a long-term strategy. This is not a path for the future or wise budgeting.

Q: Are there increases in the budget?

There are increases for ministry in this budget. During the budget process we heard your call to increase various line items:

- *Diocesan Ministries* budget is up \$47,300. **We grow as we go out into the world.** Ministry is our call out into the world. Hispano/Latino Ministries (growing and planting new congregations), Anti-Racism Commission (mandatory training and expansion of ministry), and the Veteran's Ministry initiative received the increases. ([Line 30](#)).
- *Grants to Congregations* increased slightly by \$9,300
- *Missional Congregations* increased due to 2% pay increase, 1% COLA and 7% healthcare increase. [Line 67](#); [Line 72](#).
- *Giving to the Episcopal Church (TEC)*. **Rededicating ourselves to the larger church.** Just as our individual congregations are strengthening our diocesan identity, we are now rededicating our Diocese to fully participating in the wider church.
- *Office and Operations* increased by \$33,863. This increase reflects the purchase of new software that will allow us to analyze data on our churches and communities and make strategic decisions that will further growth. We also have implemented project-tracking software for all Diocesan staff so that they might work more effectively on your behalf as well as new membership management software to replace our old database. ([Line 145](#))
- *Diocesan Life* line item increased by \$44,700. This line item is reflective of our new life in the congregations. It includes Spanish translations, video design, required travel to the College of Bishops, to Seminaries for recruitment, Conferences, Canons visiting parishes, and various diocesan events such as the Recovery Day and the Buildings and Grounds workshop. Bishop's office hours around the Diocese. The Bishop will also begin participating in ministry out in the Diocese with parishes, twice per month. This means that Bishop will be out with the people of the Diocese at least twice per week - once on Sunday for worship, and once in the week for time together. Such direct contact increases expenses for engagement and translates directly into improved life for the parishes. ([See line 164](#)) We are continually striving with your help to change the dynamic of us versus them, urban vs. rural, rich as opposed to poor. We must change this dynamic to fully move forward as a healthy diocese. (Gal 3:28)

As you can see, the increases are investments in our Diocese. However, there are more needs yet to be met. For instance, the historic Trinity Church Oxford is facing a challenge in securing their future. Over the past year, the Offices of the Diocese have been engaged in protecting Trinity and other congregations around our Diocese. The lack of designated funds to assist parishes in crisis made this work even more challenging ([See endnote D for the list of grants available.](#)) While the Growth and Development Fund has made an impact there are numerous other churches who need such assistance. Such investments and support will assist our churches to grow.

Q: Why should we give to The Episcopal Church?

This Diocese is part of the larger body of Christ. Just as the individual churches are part of the Diocese of Pennsylvania, the Diocese of Pennsylvania is part of The Episcopal Church (TEC). The Episcopal Church is part of the Anglican Communion. This collective understanding is essential to our identity as Episcopalians. It reflects the truth that we are far stronger when we stand as one body than if we see ourselves only as individual congregations or dioceses.

Across the Episcopal Church the average assessment on congregations is 13% of their normal operating income (NOI). (For a comparison of Dioceses in our region and that are of a similar size, see endnote A)

Over the last decade in the Diocese of Pennsylvania our congregations contributed an average of 5.27 % of their collective NOI. We are also currently giving to TEC well under what has been requested (15% of income) and have been doing so for the last decade. We are one of 12 dioceses who are giving less than 10%. In fact, we are in the bottom 7 dioceses, and of that group we are by far the largest and wealthiest. The 2018 TEC assessments for our Diocese were set at \$880K. We are giving only half of that. We are budgeting \$515K for 2019 to get closer to what is required, and we must continue to move in this direction.

This move to meet our commitment has added to the deficit and will continue to do so unless all our congregations respond to their call to be members of the one body. By doing our part to support The Episcopal Church, we contribute to their work to plant new churches (21 new churches started between '16 - '18); funding of new and effective ministries across the Church, including rural ministries, money to support the planting of new congregations, support of innovative programs and developing ministries that emphasize creation care, advocacy for those who do not have a voice and for justice, domestic poverty ministries, scholarships for seminarians, etc.; The Sermons That Work program, Bible studies, etc. (Line 99)

Of further benefit to each of our congregations is the relational outcome of our mutual ministry within the Episcopal Church. As we work to strengthen the relationship between our Diocese and the Episcopal Church, our standing as a diocese is improved. When the whole church sees our contribution, our reputation and esteem is elevated. When we are full participants in the Episcopal Church each of our congregations directly benefits, because leaders are then looking for opportunities to serve in and support our Diocese.

Q: What are our mission churches doing?

Missional Congregations provide vital support in their communities. They are the hands and feet of Christ in underserved communities, meeting both physical and spiritual needs. They are present in communities that are in great need, are critical to our mission and vision as a diocese and are poised for growth. You can read a summary of the important ministry happening at each of our missional sites.

As the result of more than 18 months of work, we have completely restructured the program that underlies our Missional Congregations (formerly mission churches or DCMM). Of the 8 churches that are now part of the Missional Congregation Church program, 3 represent new life and energy in the Diocese; St. John's, Norristown and St. Stephen's, Center City are restarts and Darby Mission is starting services for an emerging worshipping congregation. Since the creation of the DCMM program, this is the first full review and restructuring of this significant piece of our ministry together. As a diocese, our financial support of these congregations reflects our common commitment to serving some of the poorest communities of our Diocese. These churches are called to difficult and sacred work. Thanks to the work of the Mission Process Committee, we now have a clear and transparent process that will work closely with the vicars and assist these congregations in expanding their mission and ministry. They will receive increased support from my office, the staff and Diocesan Council with the goal of helping them grow in capacity and ultimately move towards greater independence. This program will transform how we understand and undertake missional ministry in our Diocese. ([see endnote C](#))

Q: What is the Diocese doing on a regular basis to forecast budget issues and how is it going to balance the budget in future years?

Aside from monthly budget meetings, the Offices are currently developing plans to create a responsible and sustainable way of balancing the budget in the future as well as long term planning, data for communities, stewardship resources, and a focus on evangelism.

In order to create a sustainable and responsible path forward, the Bishop has gathered a committee of dedicated financial professionals who are working on a long-term plan for the future. This group is working to develop a strategy that accounts for our needs as a community, examines trends in the broader Episcopal Church, forecasts possible scenarios for growth, and discerns how we as a diocese can answer our mutual call to ministry for upcoming decades. The members of this long-range planning committee are Albert Dandridge, Gordon B. Fowler, Tom Helm, Jr. Gie Liem (Chair), The Rev Sean Mullen, James Pope (Diocesan Treasurer), John Pickering, Eric Rabe, the Rev Tim Safford, The Very Rev Judy Sullivan, the Rev Anne Thatcher, and Roberta Griffin Torian.

Q: How much more will you be asking my church to give?

We have undertaken the important and arduous to create a full and transparent budget. This work is not completed; we are working daily to live into the commitment to show all the associated costs and expenditures. In succeeding years, we will move to gradually ask more of our congregations, so endowment spending can return to the normal approved "spend rate" of distribution.

The use of a small portion of previously non-distributing funds from the endowment is a short-term solution and allows us to move forward using our prosperity to meet our needs

and minister in our neighborhoods in the name of Jesus Christ. These funds will be used to balance the Mission Budget with no increase in the asking from parishes.

Starting in 2020, the Diocese will work together with churches, so they can build their participation to the point where we are balancing both administrative and mission expenses. This will also ensure that there is a model of equitable giving across the Diocese. Some churches currently give at a higher level than suggested; others give at levels that are very low. In succeeding years there will be a slow balancing in asking from the parishes to balance the Budget so that Endowment spending can return to the normal approved "spend rate" of distribution. The Sacred Gifts Committee recommends a multi-year phase in of this adjustment to minimize the impact on the congregations. Full details of this plan will be forthcoming after Convention.

Note A

Every diocese compared has a mandate of at least 10% average.

Diocese of Maryland has an average 12% of NOI ¹ as a mandatory ask

Diocese of NY has mandatory rates = based on ranges of parish NOI 4% on NOI from \$1 to \$50,000; 10% on NOI from \$50,000 to \$200,000; 15% on NOI from \$200,000 to \$500,000; 20% on NOI more than \$500,000²

Diocese of MA has mandatory rate that average to 10.3%³

Diocese of TX has mandatory assessment ranging from 6% - 10% (The formula for assessments remains unchanged although the top bracket has been lowered to 10 percent instead of 17 percent. The lowest bracket is at six percent and covers churches that have an income of less than \$200,000.)⁴

Diocese of Connecticut has a mandatory contribution of 10% of NOI⁵

Diocese of Virginia Total Parish Operating Income Minimum Percentage Giving Range \$1,000,000 or more 16% or more; \$750,000 - \$999,999 14% -16%; \$500,000 - \$749,999 12% -14%; \$100,000 - \$499,999 10% -12%; \$99,999 and under 8% -10%⁶

Note B

Diocese of Maryland has 27 staff listed – 3 Bishops for 106 congregations and approx. 37k members (Bishops/Churches 1:35; Staff/Churches 1:3.9; staff/members 1:1,370)

Diocese of NY has 38 staff listed – 3 Bishops for 200 congregations and approx. 64k members (Bishops/Churches 1:67; Staff/Churches 1:5.2; staff/members 1:1,684)

Diocese of MA has 24 staff listed – 2 Bishops for 163 congregations and approx. 57k members (Bishops/Churches 1:81; Staff/Churches 1:6.8; staff/members 1:2,375)

¹ - Mandatory; The lesser of: 18% of the three year average NOI less 4% of 2015 NOE less \$2,860 OR 18% of the 2015 NOI less 4% of 2015 NOE less \$2,860.

² <https://www.diocesenyny.org/apportioned-share/>

³ Based on average of 3 years of NOI. 6.75% of first 50K, 9.75% of next 25K, 10.5% of income between 75-125K, 12.25% of income between 125-200K, and 13.25% of income over 200K

⁴ <http://www.epicenter.org/article/unified-diocesan-budget-leads-to-lower-assessments/>

⁵ https://www.episcopalct.org/Customer-content/www/CMS/files/Convention/Treasurer_Lynn_Brooks_Fri_Presentation.pdf

⁶ http://www.thediocese.net/Customer-Content/www/CMS/files/Finance_and_Management/Church_Pledge/The_Virginia_Plan_for_Proportionate_Giving_2017_1.pdf

Diocese of Texas has 52 staff listed – 4 Bishops for 153 congregations and approx. 76k members
(Bishops/Churches 1:38; Staff/Churches 1:2.9; staff/members 1:1,461)

Diocese of Connecticut has 24 staff listed – 2 Bishops for 165 congregations and approx. 49k members
(Bishops/Churches 1:83; Staff/Churches 1:6.9; staff/members 1:2,041)

Diocese of Pennsylvania has 15 staff– 1 Bishop for 134 congregations and approx. 42K members
(Bishop/Churches 1:134; FT Staff/Churches 1:1.89; FT staff/members 1:2,800)

Note C

Ministry of Diocesan Missional Congregations

St. Gabriel's

St Gabriel's Church is a grace-filled, multi-cultural congregation serving and ministering to, and in, the Olney and Feltonville neighborhoods of Philadelphia. Through vital worship and engaging service, St. Gabriel's is a healing and empowering presence striving to be the hands and feet of Christ by meeting the spiritual and material needs of the local community. As a recognized Jubilee Center of the Episcopal Church with the support of a variety of ministry partners, St. Gabriel's offers and emphasizes relational and mutual "hands-on" service experiences through several ministries including: a free weekly Saturday community lunch and clothing exchange, food pantry, Christmas dinner and gifts for neighborhood children, winter clothing giveaway, and annual Summer Camp.

Free Church of S. John

Free Church of St. John is located at the corner of Emerald and Elkhart Streets in the Kensington section of Philadelphia, a few blocks away from the Kensington & Allegheny El Station. Free Church has served this community for nearly 157 years bringing hope and spiritual support to those in need. We are called to serve a population for whom addiction, homelessness and poverty are realities. We bring food to homeless people, and low-income families. We provide a safe place to worship, and offer guidance and support to everyone in all circumstances of life. Free Church of St. John has developed a Spanish-speaking congregation of nearly 200 people, and is still growing. We provide instruction in the Holy Scriptures and the doctrine of our Church so that we can proclaim the Kingdom of peace, justice, equality. We are called to serve on this corner of the Lord's vineyard.

Saint Stephen's Episcopal Church

St. Stephen's was restarted as a Mission congregation in March of 2017. Since then, St. Stephen's has grown into and become part of the "10th Street corridor" community that is Jefferson University, the JU Medical Center and Hospitals, a variety of merchants, an enlarging homeless community, theater and music companies, and a huge transient

population who are welcomed into the church daily. The people of the “10th Street Corridor” form our church’s primary community for daily worship, and are served and cared for by the church as the more immediate and focused part of St. Stephen’s ministry. More broadly, Saint Stephen’s ministry embodies a new model of the urban ministry that redefines what it means to be church through a commitment to worship that meets the needs of the community. This commitment is built on the belief that the shared experience of art inspires connection, empathy, and reflection, illuminates our inner lives and brings us closer to God.

St. Mary’s, Chester PA

“...and who is my neighbor?” Luke 10: 29

Since the 1900’s St. Mary’s Chester has been a place of worship for any person who walks through the red door. Since 2014, our focus has been on building relationships with God, one another and our community. We strive to reflect an active presence of the spirit of service through our comprehensive food outreach program. St. Mary’s food cupboard is unique in that we provide meat protein, fresh fruits and vegetables at every distribution. We are also a designated emergency food bank provider. We are committed to supporting education and youth, working in collaboration with a neighboring private elementary school. We believe it is important that our service honors the neighbor that Christ’s defines as anyone in need. As a small congregation we see our immediate future firmly established as an Episcopal presence in the City of Chester, PA with Episcopal based ministries operating as microcosm of Christ’s beloved community.

Darby Mission

The Darby Mission is a non-traditional faith community that ministers without a building. The Darby Mission rose out of the closure of All Saints Episcopal Church, Darby/Collingdale to continue to provide an Episcopal presence in Darby Borough, Darby Township, Lansdowne, Collingdale, and Sharon Hill. We began this ministry by sharing dinner at our now bi-monthly Darby Dinners which have grown from 35 people to a recent record-breaking 162 diners. As we gained the trust of the community, we started an afterschool program and camp with Episcopal Community Services, Darby Borough Council, the William Penn School District, and the Darby Free Library. We have, also, helped Darby residents start a monthly Farm Stand. Our newest program is a teen program through which the teens completed a mural. We now have a weekly Bible study, and evening prayer three times per month. This fall we will form a worship community which will offer the Eucharist. Our mission is to stand with the people of this ‘forgotten community’ of Darby to enable them see Jesus in their lives. We share their joys and struggles in prayer, worship and action.

St. John’s Norristown

St. John’s Norristown was restarted in 2017. The inspiration for restarting came from the trust of our Deanery that we could continue the ministry of the Episcopal Church in our very diverse community. Our vision is to gather the solitary, the transient and the marginalized into God’s family by being a “house of prayer for all and a home for grace and

mercy.” We are open five days a week for prayer and meditation. We offer devotions, counsel and prayer to the hundreds we serve each day. Integrating “a hand up” with “a hand out, we identify candidates to the lending and employment programs of our partners. We are committed to basic evangelism, going door to door regularly to meet and invite our neighbors to our services. As no other Episcopal churches in our area serve the Hispanic community, we are looking for partners and opportunities to connect. Through a relationship with ACLAMO, Montgomery County’s largest Hispanic social service agency, we are providing space for community meetings, and welcomed ACLAMO’s summer youth program to our campus.

Christ Church and St. Ambrose

The Episcopal Church of Christ and Saint Ambrose is in the Franklinville neighborhood of North Philadelphia at 6th and Venango St. A Latino/Hispanic ministry started in 1977, we are not a typical Sunday morning Parish. Our mission is to ‘restore the Hispanic Latino Community of Philadelphia in its relationship with God through a message of Faith, Hope, and Charity.’ Our vision is ‘to be a community of faith that promotes education, evangelization, and worship respecting the culture, customs, and traditions of all and promoting the Christian values that identify us as the church of God.’

We offer a regular schedule of Episcopal services, as well as services to the Latino community. We rent our Community Hall for social, religious and political activities; conferences, retreats and parties. We sponsor a boxing club for youth; and, have an Internet Radio Mission and Recording Studio. Our social outreach includes the offer of Community Service Hours to those who need to comply with the Court; Alcoholics Anonymous; and a new ministry called “Returning Citizens Program” which is in collaboration with “Spirit of Truth Ministries” offering support for those returning to society.

Church of the Advocate

The Church of the Advocate in North Philadelphia is not your typical Sunday morning congregation. We are a ministry that started in 1866 whose mission is to live the Gospel of Christ. The Church of the Advocate is a welcoming community dedicated to spiritual enrichment, human services, community programs, and the pursuit of social justice. We are called to serve this community in multiple ways because our target audience represents the diversity of the community. The only Episcopal presence serving the North Philadelphia community west of Broad Street, we are a hub for our extensive offering of community programs, services, cultural events; and, serve as a community meeting space for youth and adults.

Note D

<u>Aid to Theological Students Financial Fund</u>	Postulants and Candidates, whether for Diaconate or Priesthood
<u>Budget Grant Application</u>	For ministry and programs

Central American Refugee Commission Continuing Education Scholarship	For ministry
Christmas Fund	For clergy canonically resident in the Diocese of PA who are disabled; the surviving spouses and orphans or other dependents of clergy; seminarians and self-supporting clergy and their dependents; and retired lay employees of the Diocese or its churches with five years full-time service.
Church Training and Deaconess House Scholarship Fund	For clergy
Clergy Daughter's Fund	Daughters of resident clergy
Clergy Financial Assistance Application Form (fillable) Application Form (print version)	For clergy. Clergy Financial Assistance Grants are awarded to active clergy in the Diocese of Pennsylvania who are experiencing financial hardship during a transition. The committee also invites applications from clergy serving in a parish that is unable to keep current the cleric's compensations, pension and health insurance benefits. Grants are awarded for a (3) month period. If hardship continues, clergy are eligible for an additional (3) month grant. The committee will not consider a third application.
Continuing Education Grant	For clergy and laity
Education for Ministry Grant	For ministry
Episcopal Church Women Domestic Mission Grants	For ministry and programs
Growth Development Fund	For parishes
The Society of the Episcopal Church for the Advancement of Christianity in Pennsylvania	For parishes and missions

HISTORY COMMITTEE EPISCOPAL DIOCESE OF PENNSYLVANIA

Report for 2017-2018 by William W. Cutler, III History Committee chairman

I. Membership

Members: Loretha Badger, Elizabeth Browne, David Contosta, Jane Cosby, William Cutler (chairman), J. M. Duffin, Ann Greene, Clark Groome (secretary), Debbie Klak, Michael Krasulski, the Right Rev. Edward Lee, and Arthur Sudler

Participants: Peter Moak (diocesan archivist), Nancy Iredale, and Rev. Paul Reid

Deaths: Rev. Daniel Stevick and Helen White

II. Goals for 2017-2018

- Increase awareness in the diocese of our rich history at the parish level
- Support Bishop Gutierrez's History/Economic Development initiative
- Act as a resource for any official, parish, or organization in the diocese that wants to discover and/or celebrate its history
- Foster mutual understanding and reconciliation among our diverse membership by calling attention to our participation in or failure to oppose all forms of injustice and discrimination
- Encourage the preservation of relevant diocesan, parish, and personal records and artifacts
- Continue work on the first oral history project
- Start work on an ECS oral history project
- Continue building the profile of the Diocese of Pennsylvania as a national leader in the preservation and study of Episcopal history

III. Work in 2017-2018

1. Oral History Project

Between July 1, 2018 and September 1, 2018 William Cutler and Clark Groome interviewed two members of the diocesan family for the oral history project. They are: the Rev. Glen Matis and the Reverend Judith Sullivan. To date thirty-two interviews with thirty-three people have been completed for the oral history project.

2. Episcopal Community Services. In 2020 Episcopal Community Services will celebrate its sesquicentennial. The History Committee began working with ECS last year to make this celebration as successful as it can be. It is working with the ECS

development director, Victoria Sicks and the director of strategy/management, Caroline Dunleavy, who oversee planning for this event.

In 2017-2018 William Cutler and Clark Groome interviewed three members of the diocesan family for the Episcopal Community Services Sesquicentennial Oral History Project: board members Kurt Brunner and Gail Trimble and executive director David Griffith. The Sullivan interview, mentioned above, also dealt with ECS since she served for nine years on the board of ECS.

3. Neighborhood Parish History Series

Beginning with an event at St. Luke's, Germantown in October 2016, an annual symposium on parish and neighborhood history began. Each symposium examines the relationship over time between a particular parish in the diocese and its community. The goal is to shed light on the ways in which the churches in the diocese enrich and are enriched by the places in which they bear witness to the teachings of Jesus Christ. History Committee member Michael Krasulski is the coordinator of this series.

On October 13, 2018 the third annual parish symposium was held at All Saints, Torresdale. Speakers included History Committee member Debbie Klak, Jen Whitley, the director of the All Saints Torresdale Episcopal Day School, and "Benjamin Franklin". A tour of the historic graveyard on church grounds featured stories about the educators buried there.

4. History and Economic Development Project

On Saturday, January 13, 2018 the History Committee held its first meeting of the new year at the Offices of the Episcopal Diocese of Pennsylvania to discuss with the bishop his ideas about a history/economic development initiative. It was decided at this meeting to take this idea to the deans of the diocese. On April 10, 2018 History Committee members William Cutler and Debbie Klak made a presentation about this idea to the deans assembled at St. Martin-in-the-Fields for their quarterly breakfast. The Rev. Paul Reid (St. Paul's Elkins Park) shared with the deans what his parish has done to attract new members using the history of this church during the Civil War and Reconstruction as an attraction.

5. Slavery and Racism Project.

In 2006 the General Convention of the Episcopal Church adopted Resolution 2006A123 that urged every diocese in the church to "collect and document during the next triennium detailed information in its community on (a) the complicity of The Episcopal Church in the institution of slavery and in the subsequent history of segregation and discrimination and (b) the economic benefits The Episcopal Church derived from the institution of slavery; and direct the Committee on Anti-Racism to

monitor this program and report to Executive Council each year by March 31 on the progress in each Diocese.”

Pursuant to this resolution the History Committee has begun to explore ways that it may help the diocese fulfill its obligations under Resolution 2006A123. The committee has reached out to the archivist at Christ Church, Philadelphia and faculty at both Temple University and the University of Pennsylvania. At Penn work has been underway for more than a year on research to document that institution’s participation in the institution of slavery through its employees, benefactors, alumni, and friends.

This is a long-term project for which at this point there is no specific end date. It will require the commitment of considerable resources – both human and material – to complete successfully.

IV. Goals for 2018-2019

- Increase awareness in the diocese of our rich history at the parish level
- Support Bishop Gutierrez’s History/Economic Development initiative
- Act as a resource for any official, parish, or organization in the diocese that wants to discover and/or celebrate its history
- Foster mutual understanding and reconciliation among our diverse membership by calling attention to our participation in or failure to oppose all forms of injustice and discrimination
- Build on the start we made this year to meet the obligations of the Episcopal Diocese of Pennsylvania under General Convention Resolution 2006A123.
- Encourage the preservation of relevant diocesan, parish, and personal records and artifacts
- Continue work on the oral history project
- Continue work on an ECS sesquicentennial
- Continue building 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 2018 to work on the goals listed above.

VI. Contact Information

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The Diocese of Pennsylvania Central American Refugee Commission (CARC) Annual Report to Convention 2018

Members:

The Rev. Cliff Cutler
Eric Frankhouser
Debra Green
The Rev. Sarah Hedgis
The Rev. Koshy Mathews
Gary Russell
The Rev. Anne Thatcher (Chair)

Background: The Central American Refugee Commission was established by the Diocese of PA convention 2015 with the passage of R-10 (Protect Defend the Human Rights of Migrants and Refugees). Precipitating factors for presenting the resolution included the situation of minors at US/Mexico border and Cristosal's human trafficking focus.

Mission Statement:

Furthering human dignity in the Northern Triangle of Central America through advocacy and education.

Underlying Principles:

1. Differentiate between humanitarian aid and human rights – different calls but they walk hand-in-hand.
2. Broaden the understanding of Global Mission for the Diocese of PA
3. Advocacy and Education

Goals

Advocacy: We seek to advocate for individuals and their families to have their human rights protected and defended. One of the primary ways we do this is through a partnership with Cristosal Foundation in El Salvador. (<http://www.cristosal.org/>) Cristosal is a nongovernmental organization based in El Salvador advancing human rights in Central America through court cases, protection for persons displaced by violence, research, and education.

Education: We seek to educate individuals, communities and congregations within the Diocese about the Central American refugee crisis. Oftentimes the language used is immigrant or migrant but this language does not take into account that people from the Northern Triangle are fleeing their homes because of violence and the threat of violence to themselves and their families. This is called internal displacement.

Activity:

1. Created and presented a seminar on a faith-based human rights approach for Church of the Holy Spirit, Harleysville.
2. Coordinated visit to parishes in the Diocese of PA by Executive Director Noah Bullock of Cristosal.
3. Ongoing recruitment of new members

Future Goals:

1. Provide faith-based human rights presentation as a resource to parishes and non-profits in the Diocese of PA.
2. Create a faith-based human rights training for the Diocese of PA, for March 2019.
3. Research how to advocate for children being housed at the border in tent camps in Texas.

Respectfully submitted by:

The Rev. Anne C. Thatcher (chair) on behalf of the Commission

Creation Committee Report 2018

In 2016, shortly after his ministry with us began, Bp. Gutiérrez convened a committee to explore creation theology, assemble liturgical and theological resources for congregations, examine ways that congregations can be better stewards of the environment, and think about ways the Diocese of Pennsylvania can be a leader and resource for the Episcopal Church in this area.

Recognizing that all that is created is, in a sense, an expression of God's own life and that God created all that is and declared it to be good, our charge is to care for Creation with reverence and respect. Further, recognizing that we are in a web of relationship with all of God's creation, both human and non-human, requires us to work not just for the reconciliation of humans with each other but also with the whole web of life. James Cone writes that all environmental justice is inherently racial justice. We are rooted in Creation and that no one of us can claim it as our own or use such a way that others are impoverished, and that this reconciliation between humanity and creation necessitates reconciliation within humanity, i.e racial reconciliation. This theological stance is critical in this era of persistent institutional racism and gross income inequality, when some have far more than they could ever need and others are going hungry. Our lack of right relationship with Creation, and thus with Creator, is at the root of many of the social and religious ills of our time, and it is leading to the death of species at an alarming rate and ultimately to the very destruction of our planet.

In order to begin to address the issues this stance raises for us as a diocese, the committee will soon offer resources including: liturgies that celebrate the diversity of God's creation, a list of books and other resources for congregations that want to study issues around Creation, a list of environmental tips to make your church and home "greener", a checklist to enable parishes to do an environmental audit, and a list of people and organizations who can help you assess your energy profile and improve it.

In addition we have been looking at and dreaming about Wapiti which is roughly 430 acres of farmland, forest, and riverfront in MD. We have been researching what other Dioceses are doing, have been in conversation with local farmers and riverkeepers, and held an open house in October to gather ideas from you, the people of the Diocese. While these are all still dreams or concepts, here are a few possibilities, many of which could be done together and most of which envision a place for retreat as well as an eco-theological learning lab.

1. An organic Community Sustainable Agriculture farm (that would be able to sell produce, provide the gleanings to food banks, perhaps have a restaurant). Several local existing farm groups are possible partners.
2. Aquaculture Demonstration: In partnership with the Upper Shore River-Keeper and other environmental non-profits in the Chesapeake we could develop a series of beds of submerged aquatic vegetation, which is essential to a variety of wildlife in the Bay ecosystem. This project could include local partners, school groups from churches around the Diocese of Pennsylvania (for planting and care of grasses), and would serve as significant hands on environmental education - a "living classroom."

3. Retreat activity. Daily and overnight retreats designed to explore Christian spiritual practices and particularly those rooted in relationship with Creation, and racial reconciliation. This could include hands on experiences on the farm and the river, art, lectio divina, Ignatian exercises, and centering prayer.
4. Farm internships-experiential farming, aquaculture, monastic, and retreat programs.
5. Camp- in conjunction with City Camp
6. Church of the Marshes- modeled after the Church of the Woods, we would form a worshipping community using the Book of Common Prayer.
7. A Center for Eco-Spirituality where we study and practice ecology in a Christian context, and serve as resource for our congregations in helping how to live simply leaving as little carbon footprint as possible. What this also means this center would be energy independent by using, wind, solar and geothermal energy for its own operations as well as to sell to our neighbors. Also, as a result of work and research at this center, we can find ways to invest our funds in Church Foundation in socially conscious companies and divest from fossil fuel companies.
8. A center for racial justice in collaboration with the local Black Dirt Farm Collective or following the model of the Rev. Richard Joyner at Conetoe Center in North Carolina.
9. Working with local universities (University of Delaware, University of MD, Washington College) and Virginia Seminary.

These are some of our ideas, and we welcome yours. If any of this is work about which you have passion, we would also welcome your presence.

Thank you to Bp Gutiérrez, and to the members of the committee: the Rev. Canon Kirk Berlenbach, the Rev. Amanda Eiman, the Rev. Maxine Dornemann, Emily Cronin, The Rev. Jon Clodfelter, Cheryl McCaslin, and former members, the Rev. Sherry Deets, the Rev. Rachel Field, and the Rev. Koshy Mathews.

Respectfully submitted,

The Rev. Claire Nevin-Field, Chair

EPISCOPAL CHURCH WOMAN

DIOCESE OF PENNSYLVANIA

STEERING COMMITTEE

ANNUAL REPORT 2018

The Episcopal Church Women Steering Committee has remained active throughout the year. Meetings of the Steering Committee were held in churches in different areas of the Diocese, to implement the mission of being centered in congregations, the Episcopal Church Woman (ECW) empowers women to do Christ's ministry in the world.

The ECW Steering Committee monitors and disperses the investment interest endowment funds from the legacies of our foremothers. The legacy indicates four different categories: Historic Black Colleges, Indian Hope, Foreign Mission and Domestic Mission. Keeping with the instruction for disbursement we have made these grants: For Historic Black College recipients were St. Augustine's College Chicago IL, St. Augustine's University Raleigh NC, St. Paul's, College and Voorhees College Denmark SC Indian Hope recipients were Dioceses of Alaska, The Episcopal Church in Navajoland. Overseas Mission a grant was made to Seamen's Church Institute. Domestic Mission Grants were given to local churches for outreach programs in their communities. These grants were awarded following the recommendations of the grant review committee's guidelines and application process and the intent of the legacies. These were made to Trinity Coatesville, St. Gabriels', Philadelphia, Seamen's Church Institute, Trinity Buckingham, Trinity Boothwyn, St. George/St. Barnabas, St. Luke's Germantown, St. Stephen's Norwood, Christ Church St. Ambrose and Incarnation, Morrisville. The Domestic Mission grants made it possible for churches to be responsive to the needs of the people in their surrounding communities, summer camps for children and for churches to partner with each other for shared community programs and ministries.

The committee also received UTO grant applications which were reviewed and recommendations were made to the Bishop for submission.

Four delegates were sent to ECW Triennial. A contribute was made to "Mobile Loaves and Fishes.

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

Active members: Betty Berry-Holmes, , Jeanette Scott Gillison, Sharida Gillison, Sharon Kelly, Judy Krause Amy Lancaster, Shirley Smith, and Jean Wrice.

Submitted by,

Shirley Smith, Presider



Dear friends in Christ,

It is my desire to see our Diocese have a strong engagement with global missions. I want us to have a compelling and inclusive vision of what global mission is for the 21st century. The Episcopal Church's understanding of mission has been evolving over the years and has come at this point in time to a new and more theological understanding of mission. I find this deeper understanding compelling and consistent with our understanding of discipleship. It is my hope that we will grow together into this understanding and become living examples of discipleship globally.

The mission of the Church is to restore all people to unity with God and each other in Christ. We do this through reconciliation, restoration and journeying with those in need. The emphasis is on people rather than the work accomplished. There is much to be done. But it is crucial that we work together to address the pain in the world and not in isolation from one another.

To these ends, the Global Mission Commission (GMC) was established at the 2015 Diocesan Convention.

This Commission will serve as a networking umbrella entity for all missionaries and global mission work done within the Diocese. Mission is seen as pilgrimage from the moment the Spirit calls.

I have given authority to the GMC to be my hands and heart in this work. Please see this work as an extension of our Diocese together and a vision of mine for the up-building of our work together for Christ's sake and the sake of the world for which God yearns.

"You will be my witnesses." Acts I:8

The Rt. Rev. Daniel G.P. Gutierrez
XVI Bishop of the Episcopal Diocese of Pennsylvania

Global Mission Commission members:

The Rev. Koshy Matthews
The Rev. Christopher M. Bishop
The Rev. John Sorenson
Colin Johnstone
Phoebe Griswold
Pam Farber
Joe Madison
Joan Menocal

**Report to Diocese of Pennsylvania Convention November 11,
2018**
Global Mission Commission 2017-2018

The Global Mission Commission of the Diocese of Pennsylvania was formed by an act of the 2015 Diocesan Convention to inspire, educate, and support congregations and individuals within the Diocese to engage in the reconciling work in the world.

During 2018 we have had the benefit and oversight from Canon Toneh Smyth, Canon for Mission, from the Diocese of PA. Her advice and wisdom and her work of connecting us with the Bishop's thinking has been critical for our start-up work this year.

The Committee met with Bishop Gutierrez in February to learn of his vision for the Commission. He would like to see us develop a five year plan. This plan will include parishes both large and small working together. We will see the work of mission as pilgrimage, a spiritual search for deepening discipleship as well as the concrete work that meets the needs of the communities served. We will look for the ways to build relationships between peoples. We will learn from other mission groups, particularly GEMN, in the Episcopal Church. The Anglican Communion will be our focus.

In May, GMC put on our first GMC Conference "Mission: Partnership and Pilgrimage" at St Luke's Germantown. We had two featured speakers, both part of the National Church's work in Global Mission. Buck Blanchard and Jenny Grant spoke about the importance of creating relationships between peoples.

Buck's talk was titled "Put down the hammer and pick up the coffee cup". Following their presentations, members of the Diocese shared stories about their experience in mission. Bishop Gutierrez celebrated the Eucharist and preached. Staff members from the Diocese were present. We charged \$10. Total attendance was 47 people. Interest was from the Middle East, Africa and Central America.

This conference gave us a core constituency to continue our work as a catalyst in Global Mission for the Diocese.

Over the summer, the Five Year Plan was worked on. See attachment.

The GMC will be a visible presence at Convention 2018 by commissioning the diocesan pilgrimage to the Middle East led by Bishop Gutierrez.

Attachment: 3 years of 5 year plan

Summary of GMC five-year plan.

2018-2019 - Building a Network of interested parties in Global Mission through the Bishop's letter to parishes

1. Personal contact with stakeholders - individuals and parishes
2. Identify new representative membership for GMC - small and large parishes
3. Collaborate with new partners on GMC team to identify resources
4. Hold May conference for Missionary Formation using GEMN's program
5. Send a young person to GEMN conference
6. Work on webpage
7. Launch GMC at Convention to commission the Bishop's pilgrimage to the Holy Land

2019-2020 - Building a Diocesan Vision for Global Mission and supporting local Mission initiatives

1. Holding several small group meetings with mission focus on particular areas. Cuba and Central America. Africa. The Middle East for sharing information and learning mission approaches. Have Titus Presler (Chair of GEMN) on Skype for meetings.
2. Webpage for GMC
3. Keep up network
4. Attend GEMN
5. Hold May conference - second half of GEMN formation
6. Announce Global Mission Sunday with link to resources

2020-2021 - Articulate a Global Mission Vision for the Diocese

1. Promote commissioning liturgies
2. Network
3. **GEMN**
4. Conference

GMC Members:

Christopher Bishop

Pamela Faber

Phoebe Griswold co-chair

Colin Johnstone

Joe Madison

Koshy Mathews co-chair

Joan Menocal

The Rev. Canon Deacon Toneh Smyth-Advisor

John Sorensen



The EPISCOPAL DIOCESE OF PENNSYLVANIA Office of Transition Ministry

The Office of Transition Ministry can assist you with the following:

- ❖ Applications for License to officiate for:
 - ✚ Retired Clergy (Over 72 years old)
 - ✚ Non-Canonically Resident Clergy
- ❖ Clergy Financial Assistance (see explanation below)
- ❖ Clergy & Lay Continuing Education Grants
- ❖ Clergy Sabbatical Grants
- ❖ Clergy discerning a new call (new ministry or retirement)
- ❖ Discerning a call to ordained ministry
- ❖ Sunday Missioner coverage

**Please contact Office of Transition at
215-627-6334 or
transitions@diopa.org**

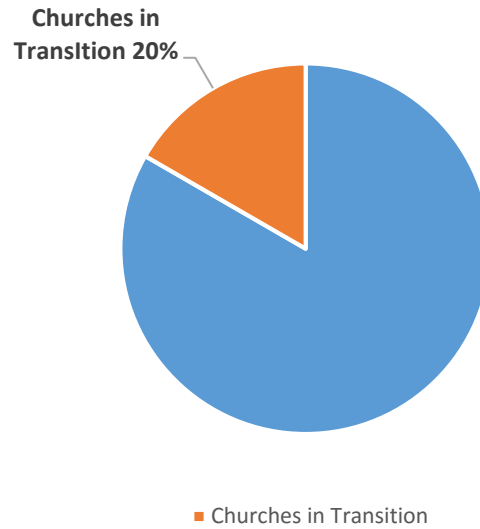
Clergy Financial Assistance Grant Information

Name of Grant	Type of Grant	Important Dates	Contact Information
Clergy Financial Assistance	Clergy Financial Assistance Grants are awarded to active clergy in the Diocese of Pennsylvania who are experiencing financial hardship during a transition. The committee also invites applications from clergy serving in a parish that is unable to keep current the cleric's compensations, pension, and health insurance benefits. Grants are awarded for a (3) month period. If hardship continues, clergy are eligible for an additional (3) month grant. The committee will not consider a third application.	Open Application or No Restrictions	Canon Arlette Benoit Joseph at abenoitiose_gh@dio.Qa.org or 215-627-6434

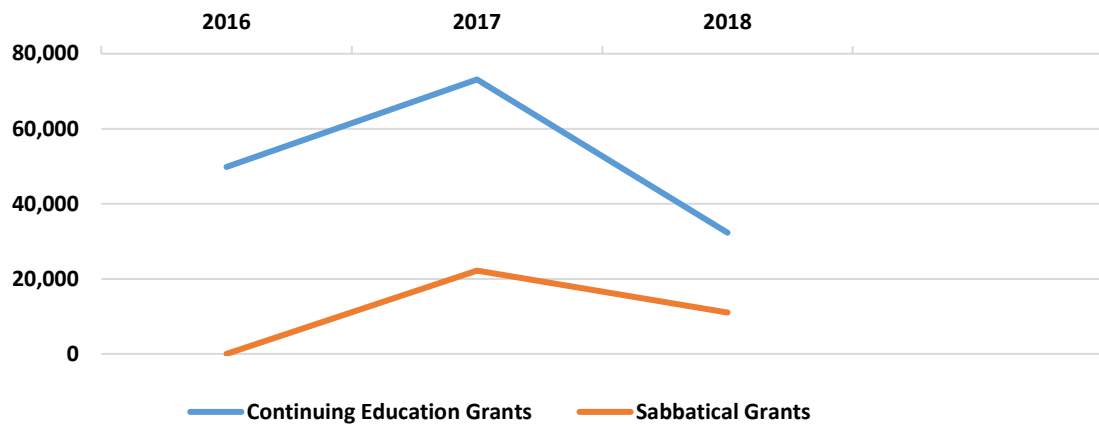
For more information on Clergy Financial Assistance go to:

WWW.DIOPA.ORG - FOR CLERGY- FINANCIAL ASSISTANCE

Churches in Diocese of Pennsylvania 134 Worshiping Communities



Continuing Education & Sabbatical Leave Grants Awarded in 2016, 2017, and ytd 2018



For more information on Continuing Education & Sabbatical Grants go to:

WWW.DIOPA.ORG search CONTINUING EDUCATION



The Order of the Daughters of the King



In 1885, Margaret Juliet Franklin led a women's Bible study in a Manhattan parish known as the Church of the Holy Sepulchre. This group of women called themselves "Daughters of the King." Margaret, seeking a deeper, more passionate relationship with Christ and His church, called a meeting of the group on the eve of Easter. The purpose of the meeting was to "arouse their interest and urge their cooperation as a class of definite workers for Christ and His Church." On that night in 1885, what would become known as "The Order of the Daughters of the King" was born.*

If you've seen a woman wearing the cross pictured above, then you've seen someone who is a member of the Order of the Daughters of the King. You can find a "Daughter" on vestry, in the choir, serving on a hospitality committee, on the altar guild, teaching Sunday School- in short, you can find Daughters of the King engaged in the life of their congregations, serving where they are able. Daughters of the King take vows to pray daily, to serve their clergy and parish as needed, and to become reflections of God's love throughout the world.*

The Cross of the Order

The cross of the Order was officially adopted in its first Constitution on November 5, 1891. The senior cross of the Order is a modified Greek Fleury cross inscribed in Latin "*Magnanimiter Crucem Sustine*," which means "With heart, mind, and spirit uphold and bear the cross." At the base of the cross are the letters "FHS" which stand for the motto of the Order "For His Sake."*

Where you can find Daughters

In addition to DOK chapters in Episcopal churches in the United States, there are also international DOK chapters in Brazil, Cuba, Dominican Republic, Germany, Ghana, Guatemala, Haiti, India, Italy, Kenya - to name just a few.*

Who We Are

Daughters of the King are women and girls between the ages of seven and one hundred and seven who desire a closer walk with the Lord. We are Christian women, both lay and ordained, who are strengthened through the discipline of a Rule of Life, and supported through the companionship of our sisters. We are all at different stages of our Christian journey - some have just begun and some have been on this path for a long time. But no matter where we are on our sacred journeys, our primary goal is the same- to know Jesus Christ and to make Him known to others.*

Vision Statement of the Order

Empowered by the Holy Spirit, our vision as Daughters of the King is to know Jesus Christ, to make Him known to others, and to become reflections of God's love throughout the world.*

The Order of the Daughters of the King

We don't just enroll as members and attend meetings. After a three-month period of study and discernment, each new member takes vows to uphold the two Rules of the Order, the Rule of Prayer and the Rule of Service.*

Churches in the Episcopal Diocese of PA with Daughters of the King Chapters

Calvary St. Augustine
Christ Church, Pottstown
Christ Church & St. Michael's
Emmanuel Resurrection
Good Samaritan
Holy Apostles & the Mediator
St. Gabriel

St. George-St. Barnabas
St. James, Kingsessing
St. Mark's, Honeybrook
St. Mary's at the Cathedral
The African Episcopal Church of St.
Thomas
Trinity Ambler

For information about the Daughters of the King in the Diocese of PA, contact any Executive Committee member:

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**Information used has in part been taken from the DOK website, www.dokhatorwl.org.*



United Thank Offering

REPORT FOR DIOCESE CONVENTION

November 10, 2018

United Thank Offering (UTO) one of the oldest ministries in the Episcopal Church was started by Women's Auxiliary in 1898. *"Through UTO individuals are invited to embrace and deepen a personal daily spiritual discipline of gratitude. UTO encourages people to notice the good things that happen each day and give thanks to God for these blessings and make an offering for each blessing using a UTO Blue Box. UTO is entrusted to receive the offerings, and to distribute 100% of what is collected as grants to support innovative mission and ministry throughout the Episcopal Church and Provinces of the Anglican Communion. "*

Total 2017 worldwide offerings received were given as grants in 2018 (\$1,257,778.18). These offerings funded 34 grants. Sixty-eight (**68**) grants however were submitted for consideration. Diocese of Pennsylvania offering was \$14,206.94.

I represented the Diocese at the 2018 Triennial UTO Ingathering July 5th in Austin, Texas. The offerings presented from the 139 parishes in the diocese with 22 -23 participating for the 3 years were: 2015 from 22 parishes \$11,798.85; 2016 from 23 parishes \$14,899.45 and 2017 from 22 parishes \$14,206.94. Total was \$40,905.24. Presently, all 2018 offerings have not been received from parishes this year, hopefully we will exceed 2017.

There was a goal set in 2016 to increase participation of the 139 parishes in the diocese in the UTO Ministry for 2017 to 40. Activities to achieve the goal were telephone calls, meetings with rectors, deans and presentations to combine deaneries. Combines deanery sessions were held from 10 am-12 noon, except Bucks 4-6pm. We shared information and set-up pairs that could serve as mentors at the combined deanery sessions. Locations were set for the sessions to accommodate travel time.

January 14, 2017 Merion, Schuylkill and Southwest at All Saint's Wynnewood
January, 21, 2017 Brandywine, Delaware, & Valley Forge at Trinity Swarthmore
February 4, 2017 Montgomery, Penny packer, and Wissahickon at St. Paul's Elkins
Park March 12, 2017 Bucks, at Trinity Buckingham

Unfortunately the goal was not achieved. Participation remained the same with 22-23 parishes of the 139 participating. The ECW Steering Committee and UTO Coordinator are trying to

formulate an incentive to increase participation in the ministry 2019; we are open for suggestions/ recommendations.

United Thank Offerings are returned in the form of grants. Our diocese, of the hundreds of grant applications submitted each year from all thirteen (13) provinces, has received three with only one grant submitted from each diocese in the Episcopal Church:

- 2010 -Trinity Memorial - An expansion of a 20-year program "Communicare" a Community Outreach Partnership in Philadelphia of volunteers which served the frail and elderly in the community. The grant was to hire a Communicare assistant to support volunteer training, coordination and evaluation of the program. The twenty-year program needed evaluation to have evidence of its impact. (\$15,000.00)
- 2012- St. Luke's Germantown Arts Guild Outreach, a Project to fund a summer program and weekly after school workshop in the arts: making petit stain glass items, jewelry, pencil /crayon/sketches and other projects plus a trip to the art museum, for children
6 years+ and seniors all ages (\$9,825.00)
- 2015- A collaboration of the Pennsylvania Episcopal Diocese, Episcopal Community Services and the Leadership of Darby Borough, to purchase computers to use in after school programs, summer camps, adult computer literacy classes and GED. The computers will supplement the limited computer and Internet access provided by the Darby Library. (\$12,050.00)

Applications for UTO 2019 grants to embrace the "Jesus movement" will be available on line later in November, go to United Thank Offering website for further information.

Report submitted by Betty
Berry-Holmes UTO
Coordinator
eberryholmes@aol.com 215
884 1053

" Put gifts into the blue box with thanksgiving, prayer and generosity. Take blessings out of the blue box for grants extending the Church's faithfulness to God's mission"

Tag: "Our change changes lives"

A Message to the Diocese of Pennsylvania

November 2018

It has been an extraordinary year, one filled with many blessings. In April 2017, the entire Episcopal Community Services community committed itself to the implementation of a three-year strategic plan. The Board of Trustees, the staff, the wider community of friends and donors, and our program participants accepted the mission to challenge and reduce intergenerational poverty. As always, we thank you for your prayers, your financial support of ECS, and, in turn, your support of the individuals we serve.

At every level, the agency is engaging in strategies that deliver measurable impacts in current programs. We will continue to build out our strategic plan aimed at tackling the fundamental conditions that cause poverty to persist in our city and region. Our strategy is focused on three goals.

First, we have aligned our current programming with a science-based coaching and mentoring model that recognizes the trauma and the circumstances that surround persons in poverty. Research shows that this methodology is the best way to address intergenerational poverty.

The second goal is to strengthen the agency's infrastructure, expanding all the capabilities that support program excellence and creating an agency that is delivering impact while learning and improving.

The third strategy expresses our commitment to advocacy. In partnership with our participants and stakeholders, we look to drive the changes necessary at all levels of public policy to create environments in which people can become independent and self-sustaining.

The Diocese of Pennsylvania and its parishes are true partners in the common work that we are called to do. Through education on the issues of poverty and actions to address poverty, we will deepen all of our impacts. We continually renew our commitment to living out the call from the Baptismal Covenant "to serve Christ in all persons, ...to strive for dignity and peace among all people, and respect the dignity of every human being."

None of this work is possible without the interest, engagement, and financial support of people across the region. In particular, we lift up with gratitude the generous response to the Ray Welsh Memorial Challenge and the thoughtful legacies left by several beloved friends of ECS.

We call on every individual to participate in sustainable, positive change for our communities. Together we can challenge and reduce intergenerational poverty. And together, led by the Holy Spirit, and with the model of Jesus' love for all, we can drive real change. Many have answered this call, and we are confident that they will continue to do so and that others will join them. Thank you for all that you have done to make this year truly extraordinary.

In faith,

L. Frederick Sutherland
President, Board of Trustees

David E. Griffith
Executive Director



THE EPISCOPAL DIOCESE OF PENNSYLVANIA DIOCESAN COUNCIL

Report to Diocesan Convention
November 10, 2018

The Diocesan Council, chaired by the Bishop, is comprised of thirty elected deanery delegates (one clergy, two laypersons from each deanery) as well as other ex-officio members as described in the Canons of the Diocese of Pennsylvania, including the Treasurer of the Diocese and the Secretary to Convention.

In 2018, the Bishop discontinued the practice of having an Executive Committee within the Council. Functions previously delegated to that Committee (administration and organization of meetings and facilitating communication with other diocesan groups) were distributed among the various members of Council.

Diocesan Council met five times (11 November 2017, 27 January 2018, 17 March 2018, 23 June 2018, and 08 September 2018) to carry out the program and budget priorities established by Convention. Those tasks include receiving regular updates and presentations from the parishes, mission, and programs of the diocese. The Council also attended to its responsibilities as defined by the Canons: providing congregations with financial management education and support services; administering the Diocesan Loan Fund; and providing for the enforcement of Canon 19.1 ("Every society, institution, or other organization for missions, for education, or for social service, in order to be recognized as diocesan, must first obtain the approval of the Diocesan Council.").

Additionally, the Diocesan Council is charged with electing members to various Diocesan Committees and Commissions including but not limited to Finance Committee and the Wellness Commission (formerly known as the Commission on Clergy Compensation and Employee Benefits).

Each member of the Diocesan Council is expected to attend, or serve, on at least one Diocesan committee or commission other than Council, either by virtue of their election to such bodies or because of their interest in the mission and ministry of the particular group. In this way, we strive to maintain timely communications and mutual support among the various programs of the Diocese. The Diocesan Council is a faithful, energetic group of volunteers whose efforts show a strong commitment to God's mission in the Diocese of Pennsylvania.

At each of its meetings, Diocesan Council receives various reports on Diocesan issues and activities from the Bishop, a review of the status of the Diocesan Budget via a report from the Treasurer, a report from Standing Committee, and reports on the work of various Diocesan committees and commissions.

Highlights from the 08 September 2018 meeting were

- Final review and approval of the Mission Process materials, prior to submission to Convention for final approval.
- Approval of two applications to the Diocesan Loan Fund.
- The Bishop spoke of the upcoming diocesan Incorporation initiative as an opportunity to return to the workings of a healthy diocese. He also charged the Council with taking a more active role in assisting congregations with evangelism, outreach, and mission.

Respectfully Submitted by Jerome Buescher, Clerk of Diocesan Council

Report of the Philadelphia Theological Institute (PTI): Theology for Prayer and Praise, Service and Action
235th Annual Convention Of the Episcopal Diocese of Pennsylvania

“Walking out into the World... Turn hearts of stone into hearts of flesh.”

For more than 40 years, the Philadelphia Theological Institute (PTI) has lifted up theological education in our region, hosting provocative programs where clergy and lay ministers can form and be formed by one another and by our renowned guest speakers. Following on a strategic planning process and Board Retreat in late 2015, the Board continues to lay the groundwork for the *next* 40 years. The challenge is to both secure and expand PTI's relevance, given the paradox of the 21st Century: access to unlimited web-based theology but/and experiencing increasingly less time for "renewal" and "testing". PTI is in our second year of tackling this paradox with a focus on projects that support Christian leaders in creating and building **appetite** for theology.

2017-2018 Program Year

Just after Convention last year, PTI hosted former Archbishop of Wales, Barry XX noted preacher, teacher, church leader, author and former Dean of the Washington Cathedral, for our annual **Preaching Day**. Clergy and lay ministers enjoyed a day of retreat and renewal, working through the Advent lectionary with Reverend xx uncommon mix of direction, compassion and humor. **Join us for this year's Preaching Day, with Reverend Dr. Anna Carter Florence, author of, November 13, at Cathedral Village.**

Following on the enthusiasm for our first Lenten Teaching Day, featuring Rev Fleming Rutledge and her award winning book on The Crucifixion, PTI again partnered with the Diocesan Office and the Church of the Good Samaritan for a rich day of learning and performance by Bishop Gutierrez' friend Megan McKenna. Dr. McKenna had the audience spellbound for more than six hours of sharing the gospel as storytelling. Save the Date for this curriculum year's Lenten Teaching Day featuring Dr. Miroslav Volf, Yale Divinity School, on the subject of "The Home of God: The Mission of the Church and the Goal of God with the World" on **March 17, 2019.**

Just as the excitement of the Easter season was waning, a loyal and growing band of pilgrims followed the Very Reverend Frank Griswold and Ms. Barbara Braver at PTI's **Annual Retreat** at Daylesford Abbey. Lay and clergy participants hailed from up and down the East Coast, representing several other dioceses. This group has become a spiritual community of its own, having been born out of the closing of the College of Preachers at the National Cathedral. **Join us for this curriculum year's Epiphany Retreat, Feb 24-27, 2019, at Daylesford Abbey in Paoli.**

COME AND SEE!

PTI has ambitious goals to bring many more of us together for theological inquiry and exploration. After conferring with long-time partners, Deans, new leadership around the Diocese and Bishop Gutierrez, PTI is full of ideas for sowing the seeds and whetting the appetite for theological discourse. We specifically want to lift up and support our robust lay ministry, embrace other faith traditions and continue to affirm learning beyond the classroom-in fellowship and in pilgrimage.

In that same paradox of the web, our first step toward fulfilling our goal of bringing more of us together live, begins online: **engage with PTI on your preferred e-media format to stay abreast of programs and to offer suggestions and feedback.** "Like" us on **Facebook** for the most current information about programs and resources *Sign-up to receive our **newsletter**, which will each month include a commentary on: "*How Theology Still Matters*", penned by individuals from the PTI board, lay leadership, professional theologians and DioPA staff. + Follow PTI on **Twitter, Instagram, LinkedIn, the LOVETheology blog, or the PTI YouTube channel** to access the PTI network's resources.
www.philadelphiatheologicalinstitute.org

Respectfully submitted,

Dana B. Hall, CFA, M Div., MFT | Executive Director | dana@philadelphiatheologicalinstitute.org

**Report of the Finance Committee
To the 235th Annual Convention of the Episcopal Diocese of Pennsylvania**

"Walking out into the World ... Turn hearts of stone into hearts of flesh."

The duties of the Finance Committee are described in Canon 4.6.1 - 4.6.6.4(2017 Revision); per the Canons, the Finance Committee consists of the Bishop and an appointee, two appointees from the Standing Committee, two appointees from the Diocesan Council, and six people from the Diocese at large elected by the Convention, as well as the Treasurer. As a result, the Finance Committee is broadly representative of the Diocese, both its formal governance and the Diocese at large. The Finance Committee also has several sub-committees: Budget, Investment, Parochial Relations and Property.

We meet 10-11 times per year, usually on the third Thursday of the month. A typical monthly meeting of the Committee includes a snapshot of the Diocesan spending and revenue to date; a discussion of variation from the budget; unexpected expenses or windfalls; one or two Property Committee matters to be recommended to Standing Committee; some insights on deployment of staff human capital/resources; and an update from the Treasurer and the appointed representatives from Standing Committee and Diocesan Council. The budgeting process for the subsequent year begins in February so is often a meaningful part of our meetings. The Finance Committee is charged with establishing a Budget Committee to engage the people of the diocese in allocating the gifts we expect to have to deploy in the following year. At the Bishop's initiation, the Finance Committee and the Treasurer hosted five meetings on the proposed budget over the summer throughout the Diocese. These meetings were intended for comments and ideas and produced a series of helpful suggestions. Additional budget presentations were held for the Standing Committee and the Diocesan Council. Most recently the final budget was presented as part of the four pre-convention meetings. A Budget Narrative was composed that explains the 2019 budget and the rationale behind it; this document was instrumental in permitting attendees at pre-convention meetings to review the details of the proposed budget and share it in their communities. The Finance Committee welcomed and entertained follow-up questions via email to the Canon for Finance and Business. Finally, insights from the annual review by our auditors were the subject of two recent meetings.

I am grateful for Secretary Kurt Muller's diligence in offering comprehensive notes of each meeting and ensuring they are posted on the [Finance Committee page of the DioPA website](#), typically within a few days. The Committee takes seriously the commitment to transparency and engagement that emanates from our Diocesan leadership team.

The Finance Committee experienced leadership changes this year with the resignation of Chairman, Norman Mcclave, and the sudden death of his successor, Ann Booth Barbarin, Esq. Vice Chair, and Budget Committee Chair. The Reverend Michael Rau acted as Interim Chair until I was drafted to fill the Chairmanship in June. I am grateful for the collaboration and grace committee members experienced during this period of change and especially thankful for the support of the Canon Doug Horner, who worked vigorously to effect two seamless transitions, and to ensure that the individual projects of the Committee moved forward throughout the year.

Many thanks to the Reverend George Master and our brother John Loftus for completing two three-year terms of service to this ministry and committee.

The role of the Chairperson of Finance may appear more secular than other diocesan leadership positions -- largely ceremonial because the Committee is so well staffed and more often left to deliver bad news than good. But, my experience has been wholly sacred. I am grateful for the holiness of each of the members of this year's Finance, Property and Budget Committees, and the commitment and LOVE emanating from all of the Diocesan staff in their creativity and commitment to being good stewards of our gifts.

If you have interest in stewardship, investment management and allocation of constrained resources, please consider joining us in this ministry. Every number and spreadsheet is on the website!

Respectfully submitted,
Dana B. Hall, CFA, M Div., MFT
Chair, Finance Committee of The Episcopal Diocese of Pennsylvania



EPISCOPAL DIOCESE OF PENNSYLVANIA

Report of the Standing Committee To the 235th Diocesan Convention

*"And I will give them one heart, and put a new spirit within them.
And I will take the heart of stone out of their flesh and give them a heart of flesh"*

Ezekiel 11:19

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

I'm grateful for the opportunity to share with you a glimpse into the work of the Standing Committee during the year that has passed since our 234th convention.

The Standing Committee and Chancellor meet monthly with the Bishop, and provide +Daniel with our advice and counsel, as well as address the other matters that we are responsible for, which include:

- Consents to episcopal elections
- Approvals for candidacy and ordination
- Approval of property and financial matters

I want to highlight a few things for this year's report.

As you know, the Finance Committee (and Property subcommittee) meet monthly to consider property and other finance-related matters, and make recommendations to the Standing Committee. I want to acknowledge the fine work of those committee members, and the thorough and careful work they do in making clear recommendations to the Standing Committee. There were many actions taken by the Standing Committee this past year on property and finance related matters, and the Finance and Property reports were extremely helpful.

We also want to acknowledge the Commission on Ministry in the very thorough work they do in working with and supporting people in the ordination process. We have worked with their

leadership in ensuring that the Standing Committee and Commission on Ministry both have clearly defined roles in the ordination process, so they we all – including people in the process – understand how we will exercise our canonical responsibility to interview people prior to candidacy, and acknowledge the unique responsibilities of each respective committee.

Finally, I wish to thank our Bishop for his vision and leadership. I want to express my gratitude to our Chancellor, who works so hard on behalf of the Diocese, Bishop and Standing Committee, our hard-working Diocesan staff, and to each of the dedicated men and women who serve tirelessly and sacrificially as your Standing Committee:

The Rev'd. Elizabeth Colton
Mr. Colin Johnstone
The Rev'd. Jo Ann Jones
The Rev'd. Sean Mullen
Mr. Eric Rabe (Secretary)
The Rev'd. Dr. Hillary Raining (Vice-President)
The Rev'd. Michael Rau
Ms. Patricia Smith
Mr. George Vosburgh

This convention marks the beginning of my last year on Standing Committee. I will not seek re-election as President, as my sense is that I can serve best in assisting a new person as President. It has been a real privilege to serve as President these past few years.

Respectfully submitted,



Norman M. McCausland
President

Standing Committee
Episcopal Diocese of Pennsylvania
Approvals and Consents
December 2017 to September 2018

Date	Approvals	Consents
Dec. 12, 2017	Approved with corrections for clarity. The minutes of the October 24, 2017 meeting.	
	Election of officers: <ul style="list-style-type: none"> • Norman McCausland, President • Hillary Raining, Vice President • Eric Rabe, Secretary Each unanimously elected.	
	Approved the Bishop's nomination of Mary Kohart, Esq., to serve as Chancellor for the next year.	
	Approved Louis K. Steffenhagen for Diaconal Candidacy.	
	Approved Matthew D. Simpson for Diaconal Candidacy.	

	Approved St. John's Essington request for permission to rent the parish rectory subject to review and approval of the lease by the Chancellor.	
	Authorized the executive committee to review expenses related to the sale of the rectory of Redeemer, Springfield, to determine expenses related to preparing the property for the real estate listing. The parish has requested that these expenses be reimbursed from the proceeds of the sale.	
	Approved a letter to Bishop Clifton Daniel expressing the heartfelt sympathy of the Standing Committee to him upon the occasion of his wife's passing.	
Jan. 23, 2018	Approved the request of St. James Church, Collegeville to grant to Lower Providence Township, Montgomery County, Pa., a 10-foot right-of-way on two fronting roads of the church property in exchange for exemption from certain Township ordinances.	
	Approved the recommendation of the Finance Committee to accept improvements estimated at \$10,000 in lieu of 2018 rent for space used by the Church Foundation at 3717 Chestnut Street.	

	Approved three new policies implementing canons regarding church property in the Diocese that is leased, sold or mortgaged.	
	Approved a resolution making \$450,000 available for the 2018 budget from funds invested at the Church Foundation	
	Approved a resolution making \$1.5 million dollars available over five years from funds invested at the Church Foundation. The money will finance a “Growth and Development Fund” to assist local parishes making capital improvements.	
	Authorized the Executive Committee to determine and make appropriate reimbursement from proceeds to Redeemer, Springfield, for expenses incurred in preparing its rectory for sale.	
Feb. 27, 2018	Approved the recommendation of the Finance Committee to permit a lease between St. John’s Church, Lower Merion and the City Line Presbyterian Church for space. This extends an existing agreement.	
	Approved the recommendation of the Finance Committee to authorize discussions of a possible sale of St. Mary’s Warwick, the New Church.	
March 27, 2018	Approved for candidacy: <ul style="list-style-type: none"> • Michelle Bullock • Benjamin Capps • Christopher Exley • Michael Palmisano • Paul Reese 	

April 24, 2018	Resolved unanimously to create a committee to study office space options when the current 3717 Chestnut Street lease expires in 2019.	
May 8, 2018	<p>Approved four candidates for ordination:</p> <ul style="list-style-type: none"> • Benjamin Capps (transitional diaconate) • Michael Whitnah (transitional diaconate) • Louis Steffenhagen (vocational diaconate) • Matthew Simpson (vocational diaconate) 	
May 22, 2018	Appointed Standing Committee members Pat Smith and Eric Rabe to serve on the committee to study office space options for the Offices of the Diocese.	
	Resolved to thank the Rev. Erika Takacs for her work as chair of the Commission on Ministry	
	Resolved to express condolences and appreciation for the work of Ann Booth Barbarin was active in the Diocese and was chair of the Finance Committee at the time of her sudden death in May.	
	Resolved to approve the sale of the New Church, St. Mary's, Warwick.	

	Resolved to create a fund for cemetery maintenance at St. Mary's, Warwick.	
	Approved licenses for two civic organizations to operate lunch and breakfast programs at the kitchen and dining room, St. John's, Norristown.	
	Approved an agreement for an easement by St. Mark's, Locust Street, to permit construction of a hotel on an adjacent property.	
	Approved an agreement for an easement by the Church of the Advent, Hatboro to resolve a property line conflict with the owner of a home neighboring the church.	
	Approved the 2019 assessment for Sacred Gifts for Administration at the same level as that for 2018, \$1,487,500.	
June 26, 2018		Consents to the election of Michael Buerkel Hunn as Bishop Diocesan of the Diocese of the Rio Grande.
		Consents to the election of Carlyle J. Hughes as Bishop Diocesan of the Diocese of the Newark
		Consents to the election of Mark Cowel as Bishop Diocesan of the Diocese of Western Kansas

	Establish a new Church Foundation account, “Diocesan Funds Under Review,” under the authority of Canon 13.4 and at the request of the Bishop.	
	Standing Committee <u>does not approve</u> a requested loan or encumbrance of the restricted endowment by Church of the Advocate	
	Approved the proposal by St. Mary’s Bainbridge to lease its rectory (1839 Bainbridge Street) with a minimum rent stipulated of \$2500.	
	Endorsing a statement on the role of the Standing Committee vis a vis the Commission on Ministry.	
July 24, 2018	Directed the Church Foundation to distributed income from the “Diocesan Funds Under Review” account as investment income. The distribution will be retroactive to Jan. 1, 2018.	
	Directed that funds in the “Diocesan Funds Under Review” account be made available to balance the 2019 Diocesan budget.	
	Approved the housing allowance for Bishop Gutierrez.	
Sept. 25, 2018	Approved the request of Epiphany, Royersford, to begin the process of listing the church property for sale. The listing agreement is to be reviewed by Standing Committee before becoming final.	

	Approved a resolution for the least of the rectory at St. Jude and the Nativity.	
	Approved the housing allowance for Canon Shawn Wamsley.	
	Consented to a request from the Diocese of Texas to elect a Suffragan Bishop.	
	Declined to consent to the election of Joseph Kerwin Delicat as Bishop Coadjutor of the Diocese of Haiti.	



**Report of the Treasurer to the 235th Annual Convention
Of the
Episcopal Diocese of Pennsylvania**

The duties of the Treasurer are described in Canon 3.3.1.1 – 3.3.1.7(2017 Revision).

With the frequent assistance of the Canon for Finance and Business, for whose life and work I give thanks daily, the Diocese has collected or made arrangements for the collection of all sums due under assessments and all sacred gifts for mission and arranged for their disbursement as directed by their contributors or the Finance Committee of the Diocese.

I have participated in the work of the budget sub-committee to facilitate the budget process as required by Canon 7.2., including attendance at the majority of the nine public meetings held to present and discuss the drafts of the Diocesan budget for 2019.

I have reported regularly to the finance committee regarding comparisons of actual versus budgeted revenues and expenses and have arranged for those reports to be posted regularly on the website of the Diocese (www.diopa.org).

I have identified trends in revenues and expenses and made regular reports thereon to the Finance Committee.

The financial books and records have been audited by BBD, LLP for the fiscal year ended 31st December 2017, and an audit committee was convened to review BBD's work. The Diocese received a clean audit opinion subject only to a qualification because the consolidated financial statements of the Diocese do not consolidate the results of the Philadelphia Episcopal Cathedral or Episcopal Community Services which are both subject to stand-alone audits. In my opinion it would be misleading to consolidate the results of the two above-mentioned entities into the financial statements of the Episcopal Diocese of Pennsylvania.

Parochial Reports have been reviewed as stipulated by Canon 3.3.1.7, and there are no outstanding issues of financial concern which have not been addressed and resolved.

Work has continued to create a database of the properties which are either owned by The Church Foundation as Trustee, or by parishes. A complete database of properties some of which were built in the 18th Century and many of which were built in the 19th and 20th centuries will allow for long range planning for necessary maintenance and updating of these properties. Knowing what properties are owned by parishes of the diocese has also enabled us to continue the work of discerning how the Diocese can devise and shop more effectively for a comprehensive property, casualty and liability insurance package which will allow all parishes to benefit from the buying

power of the entire group. Clifford Kozemchak has shared his 37 years' experience in the insurance field very generously in this long running endeavour.

An *ad hoc* committee which was convened last year has been continuing to review the many investment accounts which, taken together, comprise the endowment assets of the Diocese. When this work is completed accounts may possibly be consolidated while continuing to follow their donor or originator's purpose, and some accounts may with appropriate approval from Orphans Court or the Attorney General of the Commonwealth of Pennsylvania be repurposed to fit better with the needs and opportunities of the Diocese in the 21st century. Any changes are approved by the Ecclesiastical Authority under the terms of Canon 13. I am grateful for the many hours of review and advice provided by Kathleen Stephenson, Esq., whose willingness to share her.

The role of the Treasurer is analogous to that of a plumber, ensuring that pipes are well maintained, leaks are identified and fixed, spigots are in the right places and calls for help are answered as quickly and effectively as possible so that precious assets of which we are stewards but not owners are made to work hard for the benefit of all members of the Diocese. There are too many people who give generously of their time and their talents to be able to thank them individually but my gratitude for their willingness and effective work is unbounded.

Respectfully submitted

James L. Pope

The Nominations Committee Report, Convention 2018

The Nominations Committee has worked diligently this year to secure nominations for the various committees elected by Convention (Standing Committee, Wellness Commission, Finance Committee, Nominations Committee, Disciplinary Board, Church Foundation, Christmas Fund and Deputy to Provincial Synod) that reflect the diversity of the people of the Diocese of Pennsylvania.

Throughout the year, members of the Nominations Committee have met with Bishop Gutierrez and members of the diocesan staff, made presentations at Deanery plenary sessions, the Council of Deans, Diocesan Council, and worked in collaboration with the chairs of each of these committees to fill open seats for 2019. We have also worked to make the on-line nominations process smoother, and to make the work and structure of Diocesan committee and commissions more transparent.

As we come to Convention 2018, there remain open seats for many committees. We believe that the lack of a full slate is less a “failure” of the Nominations process than a reflection of the changing world in which the Church lives and moves and has its being. As a means of organizing and governing our common lives—both in the church and the secular world—committees no longer function as effectively as they did even ten years ago, and people are less able to commit to ongoing, regular meetings of any kind.

We also trust Jesus’ promise that the Holy Spirit will lead us into all truth, and so we encourage us as a Diocese to stay open and responsive to both old and new ways of ordering our ministry and mission in what is clearly a time of transition for all of us.

Respectfully submitted,

The Rev. Dr. Nancy Dilliplane and the Rev. Amanda Eiman, Co-chairs of the Nominations Committee

2018 Nominations Committee Members:

Ms. Betty Berry-Holmes

Mr. Lionel Broome

The Rev. Peter M. Carey

Ms. Jane Cosby

The Rev. Lori Exley

Ms. Marcia Hinton

The Rev. Jeffrey Moretzsohn

Nominees for The Christmas Fund (1 Lay)

[Lionel Broome](#)

Nominees for The Church Foundation (1 Clergy, 4 Lay)

[Marit Anderson](#)

[Norman McClave](#)

[Ben Huelskamp](#)

[James J. Mack](#)

[Elise Bowers](#)

[The Rev. John Symonds](#)

[Joseph A. Madison](#)

[Thomas B. Helm](#)

Nominees for Deputy to Provincial Synod (1 Clergy, 2 Lay)

[Christopher Hart](#)

[The Rev. Canon Betsy Ivey](#)

Nominees for Disciplinary Board (2 Clergy, 3 Lay)

[William Berry](#)

[The Rev. Lynn Hade](#)

[Susan Stuber](#)

[Dave Dixon](#)

Nominees for Finance Committee (1 Clergy, 2 Lay)

[Philip Anspach](#)

[Kirk Muller](#)

Nominees for Nominations Committee (2 Clergy, 2 Lay)

[Ben Huelskamp](#)

[The Rev. James Littrell](#)

Nominees for Standing Committee (1 Clergy, 1 Lay)

[Kasey Portenier](#)

[The Very Rev. Michael Ruk](#)

[The Rev. Tim Gavin](#)

[Christopher Hart](#)

[Patricia Smith](#)

[The Rev. Sean Mullen](#)

2018 Diocesan Convention Nominees

Name: Thomas B. Helm

Address: 2422 Grubbs Mill Road; Berwyn, PA 19312

Email: thomas.b.helm@gmail.com

Parish: St. Peter's in the Great Valley

Other Associations

Deanery: Brandywine

Office for which to be considered: The Church Foundation

Occupation or Employer: Financial Advisor; Wells Fargo Advisors, LLC
Are you willing to stand for election? Yes



What motivated you to seek nomination for this committee? I have served The Church Foundation for the last 2 years as a "Subject Matter Specialist" because my vocational skills relate directly to the foundation's investment needs. After serving in such a supportive role, the foundation's Executive Committee encouraged me to submit my name as a nominee.

If nominated, what added value would you bring to the Diocese in moving the committee forward with God's work? For many years I have marveled at the many fine and highly skilled professionals in such areas as trust law, accounting, investments, etc., who are willing to give their talents and significant blocks of time from their demanding work schedules to strengthen The Church Foundation's mission. As a diocese, we are very fortunate to have such a diverse and talented pool, and I believe I can complement the group with my investment process expertise.

Please list relative experiences, skills, and talents

I have over 35 years of financial advisor experience working with the same firm that has evolved, through mergers, into a major global investment firm. After assessing each of my client's specific needs, I formulate an asset allocation to fit the individual client requirements, and then build a blend of investment managers to meet them. Evaluating and reviewing the managers; then monitoring their processes and performance; and, making sure that the client needs are being met, is demanding. The investment skills that I have, complementing those of others on the investment committee, are exactly the ones needed to grow the investments held by The Church Foundation. I hold and maintain the "CIMA" designation (please refer to www.imca.org). I also believe that my nomination is particularly timely considering the anticipated diocesan incorporation making The Church Foundation's principal focus its investment portfolio.

Norman McClave

804 Potts Lane,
Bryn Mawr, PA 19010 nmcciii@aol.com

Parish/Association: Church of the Redeemer, Bryn Mawr

Deanery: Merion

Office for Which to Be Considered: The Church Foundation

Occupation or Employer: Retired Financial Executive

Are You Willing to Stand for Election? Yes



1. What motivated you to seek nomination for this committee?

The desire to help the Bishop and other Diocesan leadership to strengthen and grow the Diocese of Pennsylvania. The Diocese has a number of substantial strengths: a large number of parishes, active and devoted clergy and laity, a new and active Bishop, a very substantial endowment, and broad and diverse congregations with many skills. Using these strengths, I'd like to help rebuild and grow our churches, expand our missions, and bring Christ's words, spirit, and light to more people.

2. If nominated, what added value would you bring to the Diocese in moving the committee forward with God's work?

Great experience in Diocesan affairs, and deep financial and managerial expertise. I have been involved with Diocesan financial affairs for almost a decade, having served as Treasurer of the Diocese, and as the Chair of the Diocesan Finance Committee. I previously served on the Budget and Property Committees. I played a key role in the revision of the financial canons several years ago. I am a member of the Cathedral Chapter, and Treasurer of the Cathedral. I currently serve on the Board of the Church Foundation.

3. Please list relevant experiences, skills and talents.

My background is in financial services and consulting, with large commercial banks and investment banks, and with smaller ones, largely in lending money and managing risk. I have spent most of this time in leadership positions, including as Chief Credit Officer and as CEO, and have concentrated on rebuilding and reworking organizations. In lending and consulting, I have dealt with a wide variety of people and organizations, and have been able to help them accomplish their desired goals. I am empathetic, imaginative, and decisive, with good communication skills.

Name: Joseph A. Madison

Address: 2064 Glenwood Avenue, Glenside, PA 19038

Email: jamadison4@verizon.net

Parish: Memorial Church of the Holy Nativity, Rockledge, PA 19046

Other Associations

Deanery:

Montgomery

Office for which to be considered: The Church Foundation

Occupation or Employer: Retired

Are you willing to stand for election? Yes

What motivated you to seek nomination for this committee? The question I ask myself is "What can I do to assure that our Sacred Abundance will be utilized to grow our Mission of spreading the loving message of Our Lord in this 21st Century." The five counties of the Diocese of Pennsylvania are fertile for the Jesus Movement to grow, and good stewardship will accomplish this. I want to help with this work.

If nominated, what added value would you bring to the Diocese in moving the committee forward with God's work? Prior to retirement I have had over 30. years of management leadership in both government and private industry. During the last 20 years , I have been privileged to serve both on my parish vestry and 2 terms on Diocesan Council. I have chaired the Diocesan Revolving Loan Committee, as well as, Annual Grants Review Committee. This past year, I served on the Bishop's Growth/Development Fund Grant Committee. This work on these Finance Subcommittees has afforded me an understanding of the opportunities and challenges that our Bishop's vision for revitalization offers us. I want to help with this work.

Please list relative experiences, skills, and talents

I offer my 50 years of Business and Community Service to further Stewardship of our Foundation.

Name: Rev. John W. Symonds

Address: 277 Lammey Road, Elverson, PA 19520

Email: john@stjameschurchdowningtown.com

Parish: St. James' Episcopal Church, Downingtown, PA

Other Associations: Co-Founder and Convener of the Downingtown Area Ministerium

Deanery: Brandywine Deanery

Office for which to be considered: The Church Foundation

Occupation or Employer: St. James' Episcopal Church, Downingtown, PA

Are you willing to stand for election? Yes



What motivated you to seek nomination for this committee? I was asked by a current member of The Church Foundation.

If nominated, what added value would you bring to the Diocese in moving the committee forward with God's work? In attempting to do God's work through my ordained ministry as a priest, as well as a husband and father, I believe that a sound Stewardship ethic begins through tithing, as we should faithfully recognize that all gifts come to us from God. Consequently I encourage others to try to do so as well. It seems to me that, after ten years in ordained ministry, across three different dioceses and at least as many parishes, that more often than not, too many Episcopal dioceses and churches have too great a difficulty surrounding Stewardship. There is not enough emphasis on the teaching that there truly are such things as "sacred gifts," and not merely considering the outdated terms of "pledge," and more dubious "fair-share," and "assessment." In terms of moving the Church Foundation forward pursuant to how this may be a calling, perhaps my most-important contribution could be in helping to share this with work with more lay individuals within the Diocese, as well as other Christians across various faith traditions and denominations.

Please list relative experiences, skills, and talents

Responsible for significant input pursuant to annual budgeting of a parish church with \$350K+ need; and one that has investments of more than \$750K+, which are professionally managed by a local bank in the Downingtown area, and which reports to the church's Finance & Admin Committee, of which I am a member. Was also rector of a small, semi-rural parish in eastern Nebraska [Diocese of NE] for 5 yrs; served the diocese with annual summer camp for youth, and was appointed to both Comm. on Ministry and diocesan Executive Comm. by the bishop. Prior to the Midwest, served as a curate for the cardinal parish [located in Lancaster, PA] in the Diocese of Central PA, for 2 yrs. While in Blair, NE, served as treasurer of the Wash. Co. Ministerial Assoc., overseeing \$30K benevolence program which served 200 families/households every year. Implemented first professional audit for group in its 16-year existence. Prior to ordained ministry, have worked in the non-profit sector as an Ex. Dir. and at two local gov't posts. The NPO work was for Lancaster County Conservancy; consequently, "Stewardship" for myself prior to the Church used to mean preservation of natural areas and wild places. We witnessed exponential growth (members added; dollars raised; acres preserved; staff added) at The Conservancy during my tenure ; saw annual budget of less than 100K grow to more than 2 ml in 10 yrs; still praying & working toward some of the same in the parish ministry environment.

Name: Sean Mullen
Address: 1625 Locust St Philadelphia, PA
Email: semullen@saintmarksphiladelphia.org
Parish: Saint Mark's, Locust St
Other Associations St. James School
Deanery: Southwark
Office for which to be considered: Standing Committee
Occupation or Employer: Clergy
Are you willing to stand for election? Yes



What motivated you to seek nomination for this committee? Having served on Standing Committee for two years now, I believe my perspective and experience of ministry have been helpful in providing advice and counsel to the bishop. I want very much to work to reverse trends of decline that are prevalent throughout the church. And I hope to be able to help urge the diocese toward greater vibrancy, health, and transparency.

If nominated, what added value would you bring to the Diocese in moving the committee forward with God's work? I bring experience in starting new ministries, having started a soup kitchen at Saint Marks, and as one of the founders of City Camp and St. James School. I am committed to urban ministry, and I believe the church must be deeply involved in ministry among and for the poor. I have long experience as a guide, mentor, and supervisor of discernment processes. I am eager to help the church expand its capacity for ministry, and I want very much to find ways to keep churches open, and even open new churches.

Please list relative experiences, skills, and talents

16 years of ministry in this diocese, 12 of those years as Rector of Saint Mark's. Co-Founder and President of the Board of St. James School. Co-founder of City Camp. 6 years experience as supervisor of Servant Year. Member of the Board of the Advancement Society. Assistant Chaplain of the First Troop Philadelphia City Cavalry. Have completed three routes, having walked thousands of kilometers, on the Camino de Santiago, Spain. A commitment to powerful, narrative preaching Extensive fund raising experience in annual stewardship campaigns and in capital campaigns.

Name: Elise Bowers
Address: 448 Store Road, Harleysville, PA 19438
Email: ebowers@comcast.net
Parish: Holy Trinity, Lansdale
Other Associations The Church Foundation
Deanery: Montgomery
Office for which to be considered: The Church Foundation
Occupation or Employer:
Are you willing to stand for election? Yes



What motivated you to seek nomination for this committee? As a past member of both Diocesan Council and Finance committee, I want to broaden the lines of communication concerning Diocesan and individual church finances throughout the Diocese. Money issues are complicated and can be fraught with tension. It is my hope to ease that tension with knowledge, education and transparency.

If nominated, what added value would you bring to the Diocese in moving the committee forward with God's work? I was a financial planner for families, small businesses and individuals for 15 years. I helped people accomplish their financial objectives through a thorough understanding of their needs and desires using well grounded knowledge of the workings of financial instruments and products. I've dealt with all kinds of scenarios and all kinds of people. I believe my experience in the financial world will continue to serve me well as I seek a second term on the board of the Church Foundation.

Please list relative experiences, skills, and talents

Vestry , Finance Committee (Holy Trinity) Finance Committee (DioPa) Diocesan Council

Name: James J. Mack

Address: 794 Avonwood Drive Wayne PA 19087

Email: jjmack2@verizon.net

Parish: St. Davids

Other

Associations

Deanery: Merion

Office for which to be considered: The Church Foundation

Occupation or Employer: EisnerAmper LLP

Are you willing to stand for election? Yes



What motivated you to seek nomination for this committee? As a current member of the Church Foundation Board, I believe it serves a vital role in protecting and growing the Diocese and its member congregations. The Foundation continues to improve its operations and communications with its stakeholders and I look forward to helping guide the organization as it continues to focus on those areas.

If nominated, what added value would you bring to the Diocese in moving the committee forward with God's work? As someone who has served on several not for profit Boards, I have a strong background in governance and the role of Boards. This Board has significant responsibility including working with Foundation and Diocesan leadership. The challenges we face can best be addressed with communication and transparency. The role of the Board in managing investments is a perpetual one that spans board terms. We have a very long view of the needs of our stakeholders and that view guides our actions.

Please list relative experiences, skills, and talents

The Foundation Board requires members with very specific and deep professional experience. We have members who are expert in Estates and Trusts, Investment Management, and accounting matters. As a CPA with over 30 years of experience, I bring expertise in accounting and auditing that is complimentary to the talents of other Board Members.

Name: The Rev Canon Betsy S Ivey
Address: 3717 Chestnut St
Email: bivey@diopa.org
Parish: Episcopal Diocese of Pennsylvania
Other Associations
Deanery:
Office for which to be considered: Deputy to Provincial Synod
Occupation or Employer: Canon for Growth and Support
Are you willing to stand for election? Yes



What motivated you to seek nomination for this committee? Hearing discussion about the effectiveness of the Provinces of TEC at General Convention, I want to participate in the workings of Province III to see how our effectiveness can be strengthened. I would like the Province to have a more dynamic voice in our Dioceses through the various provincial ministries.

If nominated, what added value would you bring to the Diocese in moving the committee forward with God's work? As one of the Canons for Growth and Support, I minister directly to the diocesan vision of enabling and empowering our churches by working with them to re-imagine and re-envision their church growth. Serving as a Clergy Deputy to the Provincial Synod, I would add knowledge of how the ministries of the Province could be more effective and helpful to our diocesan vision; and, how our vision can enable the work of the ministries of the Province to forward God's work. Having served two years in the Diocese of Central PA, I bring to the table knowledge of diocesan function outside of our diocese.

Please list relative experiences, skills, and talents

Vestryperson, Stewardship (Chair), Finance Committee, African Episcopal Church of St. Thomas, DIOPA Associate Rector of St. Andrew's Episcopal Church, Youth Ministry, Dia of Central PA Instructor, Stevenson School for Continuing Education, Dia Central PA Rector of St. Simon the Cyrenian Church, DIOPA Member, Nominating Committee, DIOPA Member, Anti-Racism Committee, Governance Sub-Committee, DIOPA Member, Commission on Ministry, DIOPA Member, Cathedral Chapter, DIOPA Director of Office of Family and Young Adult and Ministry, DIOPA Canon for Growth and Support (formerly Resources and Support), DIOPA Board of Trustees, Lancaster Theological Seminary I have a wealth of secular knowledge of systems and program development and management which I apply to my ministry of congregational development.

Name: Patricia Smith

Address: 421-15 W School House Lane, Philadelphia. PA 19144

Email: Patjoylisa@aol.com

Parish: St Luke's Germantown

Other Associations: Standing Committee

Deanery: Wissahichon

Office for which to be considered: Standing Committee

Occupation or Employer: Realtor

Are you willing to stand for election? Yes



What motivated you to seek nomination for this committee? I am currently finishing my first term on Standing Committee and have found this to be an exciting time to support our new Bishop in bringing our Diocese into the 21st century and emphasizing inclusion and the Jesus Movement to our community. I currently serve on Property and incorporation Committees. Previously served on Budget and Finance committees.

If nominated, what added value would you bring to the Diocese in moving the committee forward with God's work? My experience as a current member of Standing Committee has given me an opportunity to work with many Diocesan staff and programs that are benefiting the parishes and must always remember that we work for the many diverse church families in our communities. I bring experience and an open mind to listen and hear the needs of all.

Please list relative experiences, skills, and talents

Strong business, budget, and government background. Currently Accounting Warden for many years at my parish. Worked for the government before retiring from Phila Housing Authority. Currently working as Realtor in Philadelphia. Strong voice on Property Committee in supporting parishes as they deal with managing their aging properties.

Name: Kirk Muller
Address: 384 Maple Ave
Email: kirkmuller@hotmail.com
Parish: Redemption, Southampton
Other Associations
Deanery: Bucks
Office for which to be considered: Finance Committee
Occupation or Employer: Program Manager
Are you willing to stand for election? Yes



What motivated you to seek nomination for this committee? I am currently serving on the Finance Committee to fill an unexpired term. My new role as Secretary affords me the privilege to serve the committee and our Diocese by providing transparency to our proceedings and maintaining our records while providing my voice and input to how we're funding the Bishop's vision for our collective future. I've served the committee as a member of the Budget sub-committee for three years, helping to work through the details of each program and expense, helping to ensure that our Diocesan resources are allocated effectively. The Finance Committee plays a critical role in supporting our Diocesan programs and helps to steer critical financial resources to see the Lord's work is realized in our community. Our Bishop has a grand plan for leading the Churches, Families and Children of this Diocese to a great new day where we are sharing the word and love of Jesus Christ with a common loving voice to everyone in Southeastern PA. I want to help the Bishop and our Diocese realize that glorious day!

If nominated, what added value would you bring to the Diocese in moving the committee forward with God's work? God's work is all around us and we have but to offer ourselves to him to receive our direction for service. I have been blessed to serve the Finance Committee with various tasks over the past 3 years, most recently being asked to serve as the Secretary of the Committee. If elected to serve I would seek to continue to work as the committee sees fit, and also act as an advocate for the Bishop's program, "Know Jesus, Change the World". Our Diocese has a rich history of cooperation and collaboration on missions, programs and Identity. We can renew this spirit and realize our potential for doing good in our community and serving as an example to the entire Episcopal Church. The Finance Committee will be at the vanguard of some of the most important changes being presented as part of this new plan. We will need to communicate with and work hand in hand together in every parish in the Diocese to ensure we realize the program's full potential. My professional background in program management provides me with skills and experience in budgeting, finance and project delivery that I believe can be effectively leveraged by the committee and the Diocese. I am anxious to serve, both our Diocese and our Lord Jesus Christ.

Please list relative experiences, skills, and talents

20+ years Program Management in Banking, Telecommunications, Pharmaceuticals and Clinical Services leading teams of architects, engineers and industry experts to deliver large scale technical platforms and process automation. Serving as Secretary of Finance Committee and as a member of the Budget Sub-Committee. Serving as Chair of the Diocesan Mission Process Committee developing process to define how our Diocese supports tomorrow's missions. Served as an alternate Deputy to General Convention in 2015 and 2018, helping to shape the future of the Episcopal Church. Served as Senior Warden of Redemption Episcopal Church in Southampton. Served as a member of the Resolutions Committee since 2016. Serve as a Board Member of the Children's Dyslexia Center of the Lehigh Valley.

Name: Dave Dixon

Address: 18 Flamehill Rd Levittown, PA 19056

Email: DaveDixon1@comcast.net

Parish: Church of the Incarnation Morrisville

Other Associations Diocesan Council, vestry member

Deanery: Bucks

Office for which to be considered: Disciplinary Board

Occupation or Employer: AR Consultant@

Transworld Systems **Are you willing to stand for election?** Yes

What motivated you to seek nomination for this committee? As a member of Diocesan Council, I know there are committees that need a new set of eyes and a different perspective, I will bring both.

If nominated, what added value would you bring to the Diocese in moving the committee forward with God's work? I believe that it's important to have a balanced committee with people from varied backgrounds & experiences. I've not served in a similar capacity, however I've served on vestry 4 separate times over the last 25 years. During that time, we've addressed difficult situations that needed resolution & discretion.

Please list relative experiences, skills, and talents

I'm a cradle Episcopalian, and I've served in my church as accounting warden, stewardship chair, worship chair (20+ years), Minister of Ceremonies, choir member, Chalice Bearer, Acolyte, music director search committee (twice). With Diocesan Council, I serve on the Liturgical Commission, Growth & Development Funds committee, Grants for Ministry committee, and the Bishops Revolving Loan Fund committee. As an AR Consultant I work with my clients resolving financial issues and improve their cash flow. Finally, I'm on the Board of Directors for the Lower Bucks Chamber of Commerce. In my time with the chamber, I've served on the Communications Committee, and Government Relations among others.

Name: WILLIAM H BERRY

Address: 1124 E UPSAL ST PHILADELPHIA, PA 19150-2602

Email: www.w.berry33@aol.com

Parish: CALVARY ST AUGUSTINE EPISCOPAL CHURCH

Other Associations

Deanery:

SCHUYLKILL

Office for which to be considered: Disciplinary Board

Occupation or Employer: RETIRED NAVY

Are you willing to stand for election? Yes

What motivated you to seek nomination for this committee? TALKING TO LIONEL BROOME GAVE ME AN INTEREST IN BEING ON THIS BOARD.

If nominated, what added value would you bring to the Diocese in moving the committee forward with God's work? AS A PRIOR MEMBER OF THE DMPC COMMITTEE I AM AWARE OF SOME OF THE THINGS THE ITEMS TO ADDRESS IN OUR CHURCHES. THE LAY AS WELL AS THE CLERGY HAVE PROBLEMS IN SOME AREAS, AND EXPRESS THEM SOME TIMES IN ANGER, TOWARDS OTHERS. SOME ACT ON IT WHILE OTHERS KEEP IT IN. OTHERS VENT THAT ON OTHERS WITH OUT KNOWING IT.

Please list relative experiences, skills, and talents

AS THE RECTORS WARDEN OF ST AUGUSTINE CHURCH, I HELPED IN THE MERGER OF IT WITH CALVARY CHURCH. IT HAS WORKED VERY WELL TO DATE. AT PRESENT I AM RECTORS WARDEN OF CALVARY ST AUGUSTINE, PRESIDENT OF THE MEN'S ASSOCIATION, MEMBER OF THE PROPERTY COMMITTEE. WE THE VESTRY HELD THE CHURCH TOGETHER WITH OUR SUPPLY PRIEST, UNTIL WE RECEIVED OUR PRESENT PRIEST IN CHARGE.

Name: Lynn Hade

Address: 12 Byberry Road

Email:

advent.hatboro@gmail.com

Parish: Church of the

Advent **Other**

Associations

Deanery: Montgomery

Office for which to be considered:

Disciplinary Board **Occupation or**

Employer: Rector, Church of the Advent **Are**

you willing to stand for election? Yes



What motivated you to seek nomination for this committee? I am a continuing member, having been nominated by a clergy in the diocese for my first term.

If nominated, what added value would you bring to the Diocese in moving the committee forward with God's work? I would hope that my experience would give me insight into the situation before me, and that the situation before me would add to my understanding of appropriate responses to concerns about clergy behavior.

Please list relative experiences, skills, and talents

I am a second career priest having worked formerly in the area of social services. I served on the Commission on Ministry in the Diocese of Central Pennsylvania and chaired a committee to advise the bishop regarding implementation of same gender union liturgies in the Diocese of Easton.

Name: Kasey Portenier **Address:** 4432 Smith Rd

Email: kaseyivan@yahoo.com

Parish: St. Philips Episcopal Church: New Hope, PA

Other Association:

Deanery: Bucks

Office for which to be considered: Standing Committee

Occupation or Employer: Self-Employed

Are you willing to stand for election? Yes



What motivated you to seek nomination for this committee? I am both excited and passionate about the future of this diocese and the Episcopal Church. This future is aided by its leaders both within our parishes and at the diocesan level. I believe that the Standing Committee is tasked with seeking out those whom God calls to ministry, and to encourage them in their growth and their callings. I believe that the Committee is to prayerfully and wisely determine the readiness of a candidate to a leadership role, and with humility to discern what degree God may be moving in and calling an individual to serve. This is a serious and consequential committee; however, it is with and because of this understanding that I humbly seek nomination. It would be an honor to serve in this capacity, and to help cultivate the seeds that I believe God is already planting in the minds and hearts of the faithful.

If nominated, what added value would you bring to the Diocese in moving the committee forward with God's work? I believe that I could bring value to this Diocese with my unique blend of experience and perspective. I have for many years excelled in various leadership roles both personal and professional, as well as both secular and religious contexts. During this time, I studied effective leadership, have seen what it looks like in practice, and I am able to discern what leadership practices and attitudes are healthy or unhealthy. The Standing Committee is tasked with calling and approving the call to ordination and to the episcopate, and an understanding of good leadership skills will benefit not only the committee and the Diocese, but those seeking ordination, as well as those to who will be effected by their ministry. I believe that it's important for future leaders within this Diocese to understand how to lead effectively, so that they will have the tools necessary to better shape the lives they are called to serve. It is my hope that my experiences and leadership studies will benefit the committee in this way.

Please list relevant experiences, skills and talents.

As a small business owner, I am tasked with wearing multiple hats and taking on a number of roles to ensure my business not only survives but that it has a both a vision, and a future of sustained growth. This takes hard work, discipline, effective communication, and sound judgement, which I believe that I have succeeded in demonstrating within that capacity. As a lay leader within my parish, St Philips Episcopal in New Hope, I have served both on vestry and as a senior warden, positions which I currently hold there today. This has given me the experience not only to understand how a parish functions and survives day-to-day, but it has allowed me to see how God can do great things through even the smallest and simplest of parishes. I have a BA in Bible and Cross Cultural Ministry, which I obtained prior to being received into the Episcopal church. I have participated in a number of short-term overseas missions, and while I would not consider myself fluent, I am able to speak and understand Spanish competently. I am currently enrolled in Education for Ministry in Bucks County. I am also the spouse of an ordained deacon within this diocese, which has granted me the unique honor of understanding well the full and equal order of the diaconate as a potential path to which God may be calling his faithful to serve. As for talents, I study Historical European Martial Arts in my spare time, and German longsword fighting in particular. I anticipate (and hope) however, that these skills would not become relevant or necessary while serving on this committee.

Name: Susan Stuber

Address: 275 Dayleview Rd. Berwyn, PA 19312

Email: Scs519@aol.com

Parish: St. Davids, Radnor

Other Associations

Deanery:

Office for which to be considered: Disciplinary Board

Occupation or Employer: Clinical Psychologist

Are you willing to stand for election? Yes



What motivated you to seek nomination for this committee? I was asked to consider nomination by one of the priests at my church and thought the position would be a good use of my abilities. After serving a term and being asked to serve another, I am happy to do so.

If nominated, what added value would you bring to the Diocese in moving the committee forward with God's work? I love the Episcopal church and care about its health as an organization. I would carry out the work of this committee prayerfully, offering skills from my background and training (see below).

Please list relative experiences, skills, and talents

I have studied Christian ethics while earning a masters degree at Yale Divinity School. I also have training in professional ethics and boundaries from my doctoral program in clinical psychology (as well as ongoing continuing education) and bring relevant skills from my professional work as a psychologist over the past 25 years. I have been active in many leadership roles in the church including a term on vestry as junior warden, and am familiar with church life.

Name: Ben Huelskamp

Address: 1400 Montgomery Ave., Bryn

Mawr, PA **Email:**

benjamin.huelskamp@rosemont.edu

Parish: Good Shepherd Rosemont

Other Associations:

Deanery: Merion

Office for which to be considered: Nominating

Committee **Occupation or Employer:** Assistant

Dean/Director of Residence Life, Rosemont College

Are you willing to stand for election? Yes



What motivated you to seek nomination for this committee? Previously I have served on nominating committees for professional and social organizations and have been struck by how the work is both in the background, but incredibly important. Particularly I am interested in working to educate and recruit younger members of the Diocese for service on committees and in other aspects of diocesan leadership.

If nominated, what added value would you bring to the Diocese in moving the committee forward with God's work? In a theological sense, I look at the work of the Nominating Committee as "equipping the saints for ministry." One of my strengths is listening to multiple sides, asking questions, and really trying to understand underlying issues from as many perspectives as possible. With that in mind I would want to approach committee work from a place of ongoing and prayerful discernment with the Diocese, the committee itself, and each individual interested in serving. I would also want to help the committee develop educational resources in a variety of media regarding service opportunities which could be posted to the DIOPA website and sent out through member parishes and agencies.

Please list relative experiences, skills, and talents

As I said previously, I have served on nomination and slating committees for a number of professional and social organizations. I also have experience developing recruitment materials and utilizing social media platforms to educate and spread information. I am keenly interested in the use of media to build up church-related spaces and programs and having learned more about the committee would want to further that interest in Nominating Committee.

Name: Fr. Tim Gavin

Address: 401 Aurora Lane, Bishop White Drive, Newtown Square, PA 19073

Email: tgavin@ea1785.org **Parish:**

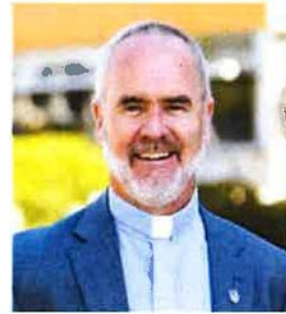
The Episcopal Academy **Other**

Associations:

Deanery: NEWTOWN SQ

Office for which to be considered: Standing Committee **Occupation or**

Employer: Head Chaplain at The Episcopal Academy **Are you willing to stand for election?** Yes



What motivated you to seek nomination for this committee? Bishop Curry says education will uplift the poor. It can bridge the gap between the wealthy and underserved. Cultivating altruism requires educating the affluent to share resources with others while providing the means for the poor to use their own gifts and talents to become independent and self-reliant. Raising money to build schools, bring clean water, and develop food programs in Haiti gave me the experience to build relationships between the rich and poor, in which they each recognize the gifts of one another. My work between The Episcopal Academy and Haiti became a means to bring the light of Christ to two communities, making strangers into neighbors. I am motivated to be part of a team that can direct, instruct, and nurture the ideals of our baptismal vows and to manifest the Jesus Movement of Michael Curry, so as Williams Law states, "Following Christ becomes our common way of spending every day."

If nominated, what added value would you bring to the Diocese in moving the committee forward with God's work? In moving the committee forward with God's work, I will bring my ability to work in a religiously and politically diverse population and being comfortable standing in the center of extremes while embracing both. I bring over thirty years of professional experience to the table, including teaching the affluent, serving the poor, raising funds for our domestic poor as well as developing countries, serving as an administrator in schools, developing partnerships between and among institutions, understanding and respecting different cultures and religions, and having a calming influence on people who are polarized on any given topic. In addition, I believe that my ability to collaborate with people of different ages will move the diocese forward with God's work. Finally, I am able to demonstrate I can love and serve the people among whom I work, caring for young and old, strong and weak, rich and poor.

Please list relative experiences, skills, and talents

I have had many experiences that make me a good candidate for the Standing Committee.

Served on the Selection/Transition Committee for the Election of Bishop Gutierrez.

Speak Haitian Creole.

Head Chaplain at The Episcopal Academy, which entails Department Chair of Religion and Director of Volunteer Service Cooperative.

Served as supply priest at St. Michael's Church, Yeadon, for over two and half years.

Developed Pastoral Care Training for adults at St. Asaph's and The Episcopal Academy.

Developed a Team to Build a School and Water Purification in Cerac, Haiti.

Developed Partnerships between: St. Asaph's and St. James School; The Episcopal Academy and the Episcopal Diocese of Haiti; The Episcopal Academy and Melmark School, St. Mary's, Chester; St. James School, Philadelphia; St. Michael's Church, Yeadon and St. Marc's School, Haiti.

Taught every grade from Prek through Graduate School. Served as Poetry

Editor of Schuylkill Valley Journal.

Served as Dean of Students at The Episcopal Academy .

Name: Marit Anderson

Address: 4633 Locust Street

Email: manderson@philadefender.org

Parish: Church of the Holy Apostles and the Mediator

Other Associations:

Deanery: Schulkyl

Office for which to be considered: The Church Foundation

Occupation or Employer: Defender Association of Philadelphia; Attorney

Are you willing to stand for election? Yes



What motivated you to seek nomination for this committee? Marcia Hinton asked me to run

If nominated, what added value would you bring to the Diocese in moving the committee forward with God's work? I will prayerfully consider all variables and possible actions before making a decision on what I believe God is calling us to do in this part of the vineyard.

Please list relative experiences, skills, and talents

I have been a criminal defense lawyer for twenty-five years working with a myriad of individuals to come to resolutions in serious cases. I have been working as a supervisor/ mid-level management for eight years and can work well with others. I am level-headed and logical in my reasoning and thought process. I served as the Church Attorney for one term. I have served on our organization's Benefits Committee that oversees our retirement investment attending quarterly meetings to ensure proper use of our resources. I have been a member in good standing of the Episcopal Church since 2003 when I joined the Church of the Holy Apostles and the Mediator. I have served at HAM as Junior Warden, Senior Warden, and as Treasurer.

Name: Michael Ruk

Address: 10 Chapel Road, New Hope , PA 18938

Email: michael@stphilipsnewhope.org, michael@stphilipsnewhope.org

Parish: St. Philip's, New Hope

Other Associations:

Deanery: Bucks

Office for which to be considered: Standing

Committee **Occupation or Employer:** Rector, St.

Philip's, New Hope **Are willing to stand for election?**

Yes



What motivated you to seek nomination for this committee? I believe, we as a Diocese and Christianity as a whole is at a unique point in history. The world and the Church is changing at a rapid pace and the ways of doing Church are also changing. I feel called to help the diocese embrace this moment and move forward in Faith. I would also like to see the Diocese encourage its many unique voices for ministry. It is only by seeking out Christians of a variety of ages, locations, cultures, economics, and viewpoints will we strengthen our Gospel message. I would like to help make those forgotten stories heard and empowered.

If nominated, what added value would you bring to the Diocese in moving the committee forward with God's work? I have served fifteen years of ordained ministry in smaller parishes in three different churches in the Diocese of Pennsylvania. Each of these parishes thrived because of the hard work and the creativity of the communities, rather than traditional paid staffs or large budgets. I have worked in a yoked church arrangement for six years and other creative ways in doing Church. I see these new ways of doing ministry as the future and would like to bring these experiences to the wider diocese so we can proclaim the Gospel more effectively.

Please list relative experiences, skills, and talents

Dean of Bucks County

Cathedral Chapter

Delaware Valley Interfaith Council-President

FACT (Fighting AIDS Continually Together)

Bucks Congregational Life and

Redevelopment-Co Chair Monastic and

Religious Life Committee

Name: Christopher Hart

Address: 145 Montrose Avenue, Rosemont, PA 19010

Email: cervus@veritasliberat.net

Parish: St. Mary's Church, Wayne, PA

Other associations: Member of Diocesan Council

Deanery: Merion

Office for which to be considered: Deputy to Provincial Synod

Occupation or Employer: Lumbermens Merchandising

Corporation **Are you willing to stand for election?** Yes



What motivated you to seek nomination for this committee I have served as a Deputy to Province 3 since 2003, missing only one annual synod meeting in those 15 years. In my experience this is a role in which the diocese has usually not been represented by a full complement of elected deputies. I offer to continue to serve in this capacity.

If nominated, what added value would you bring to the Diocese in moving the committee forward with God's work? I believe that my experience in Province 3 and at several General Conventions gives me a useful perspective toward the work of the wider church.

Please list relative experiences, skills, and talents

Deputy to Province 3 - 2003 to 2015

Deputy to General Convention - 2000 to

2015 Member of Standing Committee - 1999
to 2012

Member of Diocesan Council -1993 to 1999 and 2016 to 2019

Name: Philip Anspach

Address: 102 Atwood Road, Erdenheim, PA 19038

Email: panspach@gmail.com

Parish: St. Thomas' Church Whitemarsh

Other Associations:

Occupation for which to be considered: Finance Committee

Occupation or Employer: International Banker

Are you willing to stand for election? Yes



What motivated you to seek nomination for this committee I have been active in a variety of volunteer lay activities at St. Thomas' Whitemarsh for the last 30 years. Approximately 10 years ago I was elected to the Vestry and subsequently chosen to serve as the Accounting Warden. I found the work very interesting and rewarding and served as the Accounting Warden for three years. During my time as the Accounting Warden I initiated a working group of Accounting Wardens from four other parishes in the Diocese to meet, share information and questions, and learn from each other. It was a very useful initiative as we all faced common challenges and could benefit from the combined and varied experiences of the participants. Now that I am retired I have more time to devote to activities like this and I am keen to become more involved in Diocesan activities.

If nominated, what added value would you bring to the Diocese in moving the committee forward with God's work? Just as the Sermon on the Mount instructs us not to hide our Faith, I think we are also called to not hide our abilities. In other words, if we can help, we should help. Throughout my adult life I have sought out opportunities and thrived in situations that require close collaboration with colleagues in pursuit of common goals. I would bring that same collaborative spirit and enthusiasm to a role on the Finance Committee. Frequently "all of us" can be more effective than "any of us" in crafting solutions to the financial challenges that face the Diocese and I am keen to let whatever light I have, shine on these challenges.

Please list relative experiences, skills, and talents

I have 40+ years of experience as an International Banker that included senior roles in Philadelphia, New York, London, and Hong Kong. I have served as the Accounting Warden and on the Finance Committee at St. Thomas' Whitemarsh. I have also worked with the Diocesan Canon for Finance on special projects involving parish insurance. Recently I have served in an advisory capacity to the current Accounting Warden and Finance Committee where they believe they can benefit from my historical institutional knowledge.

The Christmas Fund (1 Lay)

Name: Lionel Broome

Address: 1320 E. Cliveden Street, Philadelphia, PA 19119

Email: lebedl@comcast.net

Parish: St. Luke's Church,

Germantown **Other Associations:**

Gideons International **Deanery:**

Wissahickon

Occupation for which to be considered: Christmas Fund

Occupation or Employer: Retiree

Are you willing to stand for election? Yes



What motivated you to seek nomination for this committee To share my gifts and talents with those in the diocese.

If nominated, what added value would you bring to the Diocese in moving the committee forward with God's work? I have been blessed in this Diocese with learning from the many mentors and people around me. Paying it forward in a small ways is my hope of repaying and keeping the good work moving forward.

Please list relative experiences, skills, and talents

Educator, nominating committee member for a number of terms, Search committee member, past Vestry member, Regional Director for the Union of Black Episcopalians responsible for chapters in five States.

Name: James H. Littrell

Address: 213 E. Cliveden Street, Philadelphia, PA 19119

Email: james.littrell@gmail.com

Parish: Holy Apostles and the Mediator, Philadelphia

Other Associations:

Deanery: Schuylkill

Office in which to be considered: Nominating Committee

Occupation or Employer: Retired

Are you willing to stand for election? Yes



What motivated you to seek nomination for this committee? I was asked to stand, and am glad to, because I see as a the urgent mandate of the Nominating Committee, and one in relation to which I can be useful, to encourage and identify candidates for Diocesan office who reflect the diversity of God's people in the Episcopal Church and specifically in the Diocese, attending especially to those who have too often and too long lived on the margins of society and church. As perhaps the oldest living openly queer Priest in the Diocese, I am one of those people. As long-time vice-chair, though now retired, of the Diocesan Anti-Racism Commission, I feel this mandate strongly in relation to our common call to work to dismantle racist structures when and where we can. And as a semi-retired but still quite active priest, I sense more and more the need for honoring our elders and learning and building from our experience.

That is to say that the Jesus Mission is to and for all God's people and not only/not even especially/to and for those whom economy and demography se

If nominated, what added value would you bring to the Diocese in moving the committee forward with God's work? See above. I bring nearly 50 years of work, often in unusual ways as a non-profit executive and advocate for juvenile, LBGTQ, and HIV/AIDS justice, as well as the accrued wisdom of 30 often concurrent years as a parish priest and college chaplain. More recently I have been involved in working with congregations across the nation in discovering and building life-giving relationships with community partners, which I have always seen as one vital way forward for the church. Partnership is different from landlordship, and more difficult, but nearly as is always the case with relationships, more enriching, sustaining, and often enduring.

Please list relative experiences, skills, and talents

Again, see above. My CV is available, and speaks in greater detail to this question than this space allows. I do believe strongly that God calls us into the work intended for us, and for me that has been and continues to be work that focuses on the Biblical mandate to love God, one another, and ourselves, as Christ loved and loves us, and to do justice, in that Name.

NECROLOGY

***Resident and Licensed Clergy and Lay Delegates and Spouses who have died since the
234th Convention.***

The Reverend Neale Secor	November 14, 2017
Blanche Williamson	December 3, 2017
The Reverend Dr. Daniel Stevick	December 22, 2017
Helen White	January 11, 2018
The Reverend John Kimball	January 13, 2018
Jane Meckling	January 25, 2018
The Reverend Robert C. Granfeldt, Sr.	January 27, 2018
The Reverend Joseph Wildsmith	February 5, 2018
Mrs. Denise Jacobson	March 23, 2018
The Reverend Alan Hughes	April 11, 2018
Ann Booth-Barbarin	May 1, 2018
The Reverend John Patrick Simpson, Jr.	May 3, 2018
The Reverend Dr. John Tinklepaugh	July 11, 2018
The Reverend Eugene Lefebvre	August 30, 2018
Mrs. Pauline Taylor	September 12, 2018
The Reverend Samuel Smith	October 21, 2018

Note: Names listed in the Necrology are as of October 25, 2018.

Parishes of the Diocese

November 2018

Church of the 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

Church of the Advent, Kennett Square

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

The Rev. Dr. Nancy Hauser, Rector; The Rev. Gregory M. Wilson, Family And Youth Minister; 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; Elizabeth Curtis Swain, Vestry

George W. South Memorial Church of the Advocate

1801 Diamond Street, Philadelphia, PA 19121-1520

215-978-8000

The Rev. Dr. Renee E. McKenzie-Hayward, Vicar; Glenda Darby, Parish Administrator; Shawn Hyska, Business Manager

African Episcopal Church of St. Thomas

6361 Lancaster Avenue, Philadelphia, PA 19151

215-473-3065

The Very Rev. Martini Shaw, Rector; The Rev. Samuel Kirabi Ndungu, Assistant to the Rector for Pastoral Ministries; The Rev. Dr. Sadie S. Mitchell, Associate; Virginia duBrey, Parish Administrator; Deadra Cannon, Accounting Warden; Joan Menocal, Philadelphia Committee

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 Capitola, Youth Leader; AnnMarie Capitola, 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

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. Elizabeth W. Colton, Interim 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 L. Rix, Priest-in-Charge; Charles P. Damico, Parish Secretary; Michael H. Yoh, Senior Warden

Church of the Annunciation

324 Carpenter Lane, Philadelphia, PA 19119

215-844-3059

The Rev. Otto Lok, Supply Priest; Lewis Berry, Senior Warden; Carolyn Ellis

Church of the Ascension, Parkesburg

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

The Rev. Linda M. Kapurch, Rector

Calvary Church, Conshohocken

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

The Rev. Thomas L. McClellan, Priest-in-Charge; Nancy Wirth, Senior Warden

Calvary St. Augustine

814 North 41st Street, Philadelphia, PA 19104 215-222-2070
The Rev. Harry N. White, Rector; Sharon 'Congleton, Warden

Christ Church and St. Michael's

29 West Tulpehocken Street, Philadelphia, PA 19144 215-844-7274
The Rev. H. Gregory Smith, Rector; Sheila Mitchell, Office Manager; Jarma Frisby, Warden; Renee Coleman, Junior Warden

Christ Church, Ithan

536 Conestoga Road, Villanova, PA 19085
610-688-1110
The Rev. John W. Sosnowski, M.Div., M.F.T., Interim Rector; Nancy McLaughlin, Parish Administrator; Francie Hubbard, Rector's Warden; Christine Soutendijk, Christian Education Administrator; Judy Englerth, Stewardship; Nina Gauthron, Outreach Chair

Christ Church, Media

311 South Orange Street, Media, PA 19063 610-566-7525
The Rev. Nancy Deming, Interim 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. Richard Baumann, Rector

Christ Church, Philadelphia

20 No. American Street, Philadelphia, PA 19106 215-922-1695
The Rev. Timothy B. Safford, Rector; The Rev. K. Palmer Hartl, 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. Joshua Caler, Interim Rector; The Rev. Dr. J. Robin Robb, Deacon; Sam Romania, Stewardship; Erma Magee, Parish Administrator; Edie Shean-Hammond, Christian Education Administrator; Virginia Slichter, Outreach Chair; Robert M. Gross, Rector's Warden; Susan Furman, People's Warden; Sharon Johnson, Accounting Warden; Edie Shean-Hammond, Youth Leader

Christ Church, Ridley Park

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

The Rev. Judith M.M. Buck-Glenn, Priest In Charge; Mary Lou Patton, Secretary;
Tiffany Olszewski, Secretary

Emmanuel Church, Quakertown

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

The Rev. Robin J. Smith, Supply Priest; Wanda Peirce, Youth Leader; Bill Fish,
Accounting Warden; Paula Godown, Christian Formation contact; Rick L. Alexander,
Rector's Warden; Diane Izzo, Warden

Emmanuel Resurrection Church, Holmesburg

8201 Frankford Avenue, Philadelphia, PA 19136

215-624-8520

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

Church of the 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. David Franceshi-Faccio, Missioner; Jeanne Hester, Youth Leader; Steve Ross,
Senior Warden

Gloria Dei Church

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

The Rev. Patricia Cashman, Rector; The Rev. Paul S. Harris; Terry O'Brien, Parish
Administrator; Dave Hammond, Accounting Warden; Paula Minacci, Christian Education
Administrator; Mark Roberts, Treasurer; Ann Weldon Blackstone, Anti-Racism
representative; Deirdre Flint, Communications Director

Church of the Good Samaritan, Paoli 212 West Lancaster Ave., Paoli, PA 19301 610-644-4040

The Very Rev. Richard T. Morgan, Rector; The Rev. Benjamin Capps, Associate; The
Rev. Carolyn Tuttle Huff, Associate for Missions & Outreach; The Rev. Jeffrey
Moretzsohn, Deacon for Community Outreach; The Rev. John Whitnah, Associate

Memorial Church of the Good Shepherd, East Falls

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

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

Church of the Good Shepherd, Rosemont

1116 Lancaster Avenue, Rosemont, PA 19010

610-525-7070

The Rev. Nazareno Javier, Interim Rector; Martha Eischen, Parish Administrator

Grace Church and the Incarnation

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

Tracy Kelly, Accounting Warden; Gerard Saxton, Rector's Warden; Michael Kelly, 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. James Littrell, Rector; Earl Williams, Rector's Warden; Dianne Vesley, Senior Warden

Church of the Holy Apostles and the Mediator 51st and Spruce Streets, Philadelphia, PA 19139 215-472-3000

Everett Aillson, Senior Warden; Marcia Hinton, Parish Administrator; Dereck Burchette, Accounting Warden; Joseph Ohanugo, Christian Education Administrator; Angela Harris-Thompson, Christian Education Administrator; Iola Harper, Christian Education Administrator; Marit M. Anderson, Esq., Episcopal Church Women and Rector's Warden; Sonya Furlow, Daughters of the King and Parish Secretary; Everett A. Gillison, Esq., Junior Warden

Church of the Holy Apostles, Penn Wynne

1020 Remington Road, Wynnewood, PA 19096

610-642-6617

The Rev. James Stambaugh, Rector; Bonnie Prendiville, Parish Administrator

Holy Comforter, Drexel Hill

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

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

Tamika L. Rodriguez, Parish Administrator

Church of the 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; Melissa Rau

Church of the Holy Nativity, Wrightstown

749 Durham Road, Wrightstown, PA 18940

215-598-3405

The Rev. Lisa Keppeler, Rector; Laurie Fisher, Parish Administrator; Belinda G. Ash, Senior Warden

Church of the 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

Church of the 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

Church of the Holy Trinity, Rittenhouse Square

1904 Walnut Street, Philadelphia, PA 19103

215-567-1267

The Rev. John B. Gardner, Rector; The Rev. Rachel Gardner, Rector; Amy Barley, Parish Administrator; Robert Turner, Rector's Warden; Richard Daw, Accounting Warden; Soozung S. Rankin, Director of Community Development; Carol Ruddick, Communications Coordinator

Church of the Holy Trinity, West Chester

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

The Rev. Paul Hunt, Rector; Hallie Romanowski, Rector's Warden; Chris Mann, Parish Administrator; Nancy Needhammer, Accounting Warden; Earl Needhammer, Stewardship; Hallie Romanowski, Outreach Chair; Joe Mcallister, Outreach Chair

House of Prayer

1747 Church Lane, Philadelphia, PA 19141

215-549-7650

The Rev. Stephen N. Njenga, Interim Rector; 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

Church of the Incarnation, Morrisville

1505 Makefield Road, Morrisville, PA 19067-3149

215-295-2259

The Rev. Harriet Kollin, Priest-in-Charge; Priya Eddy, Rector's Warden; Linda Froelich, Accounting Warden; Michelle Stawicki, Parish Administrator; John P. Bigelow, Rector's Warden

La Iglesia de Cristo y San Ambrosio

600 Venango St., Philadelphia, PA 19140

215-226-1444

The Rev. Cesar E. Ramirez-Segarra, Rector; Carmen Ramos, Secretary; Miguel Concepcion, Assistant to the Senior Warden; Enrique Roman, Senior Warden; Janidsia Guadalupe, Administrative Assistant

Church of the Messiah, Gwynedd

1001 Dekalb Pike, South of Sumneytown Pike, Lower Gwynedd, PA 19002
215-699-9204

The Rev. Keith 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. Joel Daniels, Rector; Violette DeSantis, Parish Administrator; Janet Reddin, Webmaster; Catherine Stuart, Rector's Warden

Church of Our Saviour, Jenkintown

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

The Rev. Eric Bond, Priest-in-Charge; Harry Speth, Stewardship; 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. Sarah Emily Hedgis, Associate Priest for Congregational Life; The Rev. Robert L. Tate, Associate Priest; Daniel Tomko, Director of Liturgical and Member Support; Lamont Murray, Steward; Michael Wolford, Manager of Operations; Meredith Wiggins, Director of Children and Family Ministries; Thomas Lloyd, Director of Music; John Andrew Bailey, Organist

Church of the Redeemer, Andalusia

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

The Rev. George Loewer, Supply Priest; Susan B. Anderson, Warden

Church of the Redeemer, Bryn Mawr

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

The Rev. Peter Todd Vanderveen, Rector; The Rev. Jo Ann Bradley Jones, Associate Rector; The Rev. David Romanik, Associate Rector; Jay Einspanier, Parish Administrator; Ken Garner, Director of Communications & Stewardship; Tory Kline, Director of Children's Ministries

Church of the Redeemer, Springfield

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

The Rev. David Beresford, Rector; Rick Doyle, Accounting Warden; George Baughan, Spiritual Formation Team Leader; George Baughan, Youth Leader; G'ay Murray, Outreach Chair; 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

2131 Mount Road, Aston, PA 19014

610-459-2013

The Rev. Thomas C. Wand, Rector; Polly Rauenzahn, Parish Administrator; Helen Dunlap, Rector's Warden; Ernestine Franz, People's Warden

St. Alban's, Newtown Square

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

The Rev. Matthew Dayton-Welch, Rector; Pam Lounsbury, Parish Associate; Nina DuBois, Rector's Warden; Deb Talbot Snyder, Accounting Warden; Stewart Spahr, Accounting Warden

Church of St. Alban, Roxborough

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

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

Church of St. Andrew and St. Monica

3600 Baring Street, Philadelphia, PA 19104

215-222-7606

The Rev. Dr. Samuel Adu-Andoh, Rector; Wayne Hall, Jr., Administrative Manager

St. Andrew's Church, Yardley

47 West Afton Avenue, Yardley, PA 19067-1444 215-493-2636

The Rev. Hilary Greer, 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-in-the-Field, Somerton

500 Somerton Avenue, Philadelphia, PA 19116

215-673-5938

The Rev. Emmmanuel Williamson, Rector; Lisa DiVenti, Parish Secretary; Frank Kosinski, Senior Warden

St. Andrew's, West Vincent

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

The Rev. Tommy Thompson, Rector; Sally Mininger, Parish Administrator; Christine Whaley, Rector's Warden; Kenneth R. Werner, Esq., Accounting Warden; Kathy Dilenschneider, Director of Children's and Youth Ministries; Zachery von Menchhofen, Organist, Choir Director

St. Anne's Church, Abington

2119 Old Welsh Road, Abington, PA 19001 215-659-1674

The Rev. Winston Smith, Priest-in-Charge; Kathy Vera, Youth Leader and Christian Education Administrator; Sherry Geoghan, Parish Administrator; William Vera, Rector's Warden; Bruce Madden, Accounting Warden and Stewardship; Pamela Hastings, Outreach Chair

Church of St. Asaph, Bala Cynwyd

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

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

Church of St. Augustine of Hippo, Norristown

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

The Rev. Christopher Irene, Supply Priest; Walter Smith, Senior Warden

St. Christopher's Church, Gladwyne

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

The Rev. Dr. Hillary D. Raining, Rector; The Rev. Andrew L. Kellner, Assistant; 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, Rector's Warden; Mary Clark, Parish Administrator & Treasurer; Kate Holland, Stewardship; Joe Rifon, Rector's Warden; John Grim, Vestry; Patrick Harrison, Vestry; Bud Hart, Vestry; Laurie Hershaur, 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

St. David's Church, Manayunk

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

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

St. David's Church, Radnor

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

The Rev. W. Franklin Allen, Rector; The Rev. Amanda B. Eiman, Assistant; The Rev. Dr. Alexander McCurdy, 111, Assisting Priest; The Rev. Martha Tucker, Assistant; 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 Associate

St. Dismas Mission Congregation

1831 Bainbridge St., Philadelphia, PA 19146

215-985-0360

St. Dunstan's Church, Blue Bell

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

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

St. Francis-in-the-Fields, Sugartown

689 Sugartown Road, Malvern, PA 19355

610-647-0130

The Rev. Kevin A. Dellaria, Rector; David Culver, Rector's Warden; Jim Crowley, Accounting Warden; Laura Ackerman, Christian Education Administrator; Connie Scanga, Stewardship; Jan Pizarro, Outreach Chair; Judy Culver, Youth Leader; Diane Faison, Parish Administrator

St. Gabriel's Church

101 E. Roosevelt Blvd., Philadelphia, PA 19120 215-329-3807

The Rev. Dr. Michael Giansiracusa, Vicar; The Rev. Dr. Joseph G. Schaller, Assisting Priest; Edna Williams, Parish Administrator

St. George St. Barnabas Church

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

The Rev. Al Holland, Rector; Paula Clark, Parish Administrator; Kurt Williams, Sr., Senior Warden; Lana Moore-Dillon, Treasurer

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

St. James' Church, Downingtown

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

The Rev. John Symonds, Rector; Luann McIlvaine, Parish Administrator; Timothy Gemmell, Senior Warden; Robert Deitcher, Junior Warden

Church of St. James the Greater, Bristol

225 Walnut Street, Bristol, PA 19007

215-788-2228

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

Church of St. James, Kingsessing

6838 Woodland Avenue, Philadelphia, PA 19142

215-727-5265

The Rev. George O. Master, 2nd, Rector; Francella Wisner, Vestry; Renee Horn, Parish Administrator; Donald Hamlin, Accounting Warden; Melinda Rahm, Christian Education Administrator; John Boyle, Stewardship

St. James' Church, Langhorne

330 South Bellevue Avenue, Langhorne, PA 19047 215-757-3766

The Rev. Barbara A. Kelley, Rector

St. James' Church, Prospect Park

732 11th Avenue, Prospect Park, PA 19076-1313 610-461-6698

Keith Buckmaster, Youth Leader; Gay Murray, Rector's Warden; Joanne Burns, Secretary

St. John's Church, Compass

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

The Rev. Dr. Nina George-Hacker, FHC, Rector; Janice Tindall, Church Administrator; Donna Woods, Parish Administrator; Reid Heeren, Rector's Warden

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 and Mission-Outreach Chair; Margaret Hatcher, Christian Education Administrator; Jack Donnelly, Treasurer; Maria Warlow, Vestry Clerk

Church of St. John the Evangelist, Essington

16 W. Third Street, Essington, PA 19029 610-521-3612

The Rev. Z. Mark Smith, Rector

St. John's Church, Huntingdon Valley

1309 Welsh Road, Huntingdon Valley, PA 19006 215-947-3212

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

St. John's Church, Lower Merion

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

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

St. John's Church, Norristown

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

Church of St. Jude and the Nativity, Lafayette Hill

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

The Rev. Christina Nord, 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

Memorial Church of St. Luke, Bustleton

1946 Welsh Road, Philadelphia, PA 19115-4654

215-969-3645

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

Church of St. Luke and the Epiphany

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

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

St. Luke's Church, Germantown

5421 Germantown Avenue, Philadelphia, PA 19144-2223

215-844-8544

The Rev. David J. Morris, Priest In Charge; 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 Rev. Jonathan N. Clodfelter, Rector; The Rev. Philip Geliebter, Deacon; Ivy Mae Horsfall, Parish Administrator; Diane A. DeMar, Rector's Warden

St. Mark's Church, Honey Brook

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

The Rev. Marcia C. Wilkinson, Priest-in-Charge; Donna Woods, Church Secretary; Marilyn Bremer, Junior Warden; Dick Phipps, Vestry; Dorothy Stauffer, Vestry; Ray Woods, Vestry; John Macomber, Vestry; Robert Schultz, Senior Warden; Robert Shingle, Vestry; Frank Weaver, Vestry; Sandy Shaffer, Senior Warden; Bill Bremer, Accounting 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. Kyle Babin, Associate Priest; The Rev. Nicholas B. Phelps, Honorary Assistant; The Rev. Joseph N. Wildsmith, Assistant; Kent John Pope, Outreach Chair

Church of St. Martin-in-the-Fields, Chestnut Hill 8000 St. Martin's Lane,
Philadelphia, PA 19118 215-247-7466

The 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. Barbara Abbott, Interim Rector; Susan Furst, 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. Peter M. Carey, Rector; Sharron Fisher, Parish Administrator; Stephen K. Zartarian, Rectors' 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 Very 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

St. Mary's Church, Hamilton Village

3916 Locust Walk, Philadelphia, PA 19104-6152
215-386-3916

The Rev. Mariclair Partee Carlsen, Rector; Scott Wilds, Accounting Warden; Sara Forrest, Christian Education Administrator; Claudia Crane, Stewardship; Katie Davenport, Campus Minister at Penn; Lawrence Mullen, Parish Administrator

St. Mary's Church, Philadelphia

1831 Bainbridge Street, Philadelphia, PA 19146

215-985-0360

The Re. Modayil Phillips; 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

The Rev. Jordan Casson, Rector; Keeja Moore-Brown, Parish Administrator; Brenda Watson, Rector's Warden; Sandra B. Colson, Accounting Warden; Helen Gilmore, People's Warden

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Diocese of Pennsylvania

Annual Parochial Reports Summary

- Parish Financial Statistics
- Vital Statistics on Parish Membership

Diocese of Pennsylvania
Financial Statistics of Congregations and Missions

Year in parentheses is last year of filing if not 2018

City	Congregation	----- REVENUE -----			----- EXPENSE -----			
		Plate & Pledge Income	Operating Revenue	Total Revenue	Operating Expense	To the Diocese	Outreach & Development	Total Expense
Abington	St Annes Episcopal Church	270,525	285,794	407,041	285,794	12,467	93,093	362,541
Ambler	Trinity Episcopal Church	274,271	357,873	357,873	378,378	23,466	2,800	378,378
Andalusia	Church of the Redeemer (2017)	3,000	13,000	13,000	0		5,000	7,400
Ardmore	Nevil Memorial Ch of St George	165,168	390,753	425,819	370,332	16,174	20,972	397,619
Ardmore	St Marys Episcopal Church	306,726	523,379	582,103	540,030	40,000	266,544	806,574
Aston	Resurrection Episcopal Church, Rockdale	122,329	149,520	149,520	179,608	7,883	18,566	198,996
Bala Cynwyd	Church of St Asaphs	283,382	370,514	637,873	421,841		30,450	432,451
Bala Cynwyd	St Johns Episcopal Church	75,237	259,149	259,149	259,715	12,316	57,132	298,488
Blue Bell	St Dunstons Episcopal Church (2016)	48,511	98,198	103,296	75,479	8,935	26,406	101,885
Boothwyn	Trinity Episcopal Church	151,947	192,698	192,698	165,611	4,074	110,028	188,896
Bridgeport	Christ Episcopal Church	5,113	68,046	68,046	30,816	3,216	29,550	59,566
Bristol	St James Church Episcopal	34,457	80,122	113,183	98,432	6,303	48,856	147,288
Bryn Mawr	Church of the Redeemer	1,051,894	1,691,118	4,056,196	1,717,458	138,444	905,342	2,523,213
Buckingham	Trinity Episcopal Church	273,823	326,422	348,742	352,168	14,582	24,748	369,378
Chester	St Marys Episcopal Church	29,520	29,520	46,158	0		0	16,638
Chester	St Pauls Episcopal Church	43,817	199,139	401,207	200,657	10,292	98,987	409,088
Clifton Heights	St Stephen Episcopal Church		0	0	0		0	0
Coatesville	The Church of the Trinity	144,582	169,425	539,397	169,425	6,107	131,610	301,196
Collegeville	St James Church Perkiomen	278,487	384,020	724,025	425,219	19,751	194,837	583,888
Conshohocken	Calvary Episcopal Church (2015)	17,414	20,570	20,570	20,570	10,535	0	20,570
Downingtown	St James Episcopal Church	254,522	330,914	351,673	344,769	21,438	85,474	429,853
Doylestown	St Pauls Episcopal Church	290,568	399,633	479,636	370,392	20,826	54,446	417,158
Drexel Hill	Incarnation Holy Sacrament Episcopal	84,076	147,777	259,977	192,693	11,693	40,383	230,300
Drexel Hill	The Church of the Holy Comforter	125,436	145,442	148,087	214,152	2,808	2,645	214,152
Elkins Park	St Pauls Episcopal Church (2017)	131,092	228,308	281,395	241,113	10,149	31,272	272,385
Essington	Church of St John the Evangelist	59,338	89,979	104,395	97,549	3,245	7,444	111,443
Exton	St Pauls Episcopal Church	227,690	309,677	321,597	292,774	21,513	68,542	366,766
Fallsington	All Saints Episcopal Church	21,727	65,544	65,544	56,333	2,807	7,525	63,858
Fort Washington	St Thomas Church Whitemarsh (2017)	1,498,050	1,638,118	1,700,351	1,620,268	72,285	321,781	1,830,549

Diocese of Pennsylvania

Financial Statistics of Congregations and Missions

Year in parentheses is last year of filing if not 2018

City	Congregation	----- REVENUE -----			----- EXPENSE -----			
		Plate & Pledge Income	Operating Revenue	Total Revenue	Operating Expense	To the Diocese	Outreach & Development	Total Expense
Norwood	St Stephen Episcopal Church	66,667	117,794	122,711	91,111	7,913	14,143	105,347
Oaks	St Pauls Episcopal Church	160,772	242,921	434,853	229,681	11,045	41,789	272,513
Oreland	St Philip in the Fields (2015)	111,690	181,690	186, 656	183,294	7,000	16,299	198,338
Oxford	St Christophers Episcopal Church	146,111	167,309	173,097	165,263	11,077	15,088	181,452
Paoli	Church of the Good Samaritan	1,842,950	1,924,163	2,510,125	1,922,169	125,630	584,207	2,355,861
Parkesburg	Church of the Ascension	80,345	82,730	102,490	81,545	5,952	450	81,811
Philadelphia	All Saints Church (Rhawnhurst)	38,501	91,385	91,585	101,030	4,336	16,110	117,140
Philadelphia	All Saints Church (Torresdale)	102,010	523,989	527,775	515,960	27,221	38,359	532,042
Philadelphia	Calvary St Augustine Church	127,781	157,178	161,554	157,663	14,608	4,740	160,991
Philadelphia	Cathedral Church of Our Saviour	181,016	977,062	992,362	983,557	33,781	23,063	983,557
Philadelphia	Christ Church & St Michaels Church	49,274	82,435	83,463	37,641		0	37,641
Philadelphia	Christ Church (2017)	489,851	818,823	3,564,471	819,257	65,615	2,676,320	3,472,940
Philadelphia	Church of St John the Free (2017)	29,848	42,915	45,204	43,501	1,606	11,206	54,707
Philadelphia	Church of St Luke & the Epiphany (2016)	276,034	499,535	574,422	541,519	34,600	17,725	572,901
Philadelphia	Church of St Martin in the Fields	689,464	1,119,138	1,238,230	1,084,060	45,071	262,739	1,249,544
Philadelphia	Church of the Annunciation (2017)	23,373	78,027	80,566	107,319	5,347	11,931	119,049
Philadelphia	Emmanuel/Resurrection Episcopal Ch (2017)	100,387	159,949	223,678	159,949	5,876	51,942	215,261
Philadelphia	Gloria Dei Episcopal Church	54,713	288,736	324,116	288,736	16,699	39,940	333,436
Philadelphia	Grace Church and the Incarnation	17,397	74,626	74,626	82,815	8,630	240	83,055
Philadelphia	Grace Epiphany Church	100,682	177,014	180,415	200,831	5,000	777	201,766
Philadelphia	Holy Apostles and the Mediator	69,313	194,459	243,682	198,124	10,618	17,948	218,029
Philadelphia	Holy Innocents St Pauls Church (2017)	31,900	109,536	137,423	133,216	12,160	14,301	146,967
Philadelphia	House of Prayer (2017)	39,319	39,319	39,319	1,683	1,683	2,540	4,223
Philadelphia	La Iglesia de Christo y San Ambrosio (2017)	19,063	62,798	62,798	76,221	500	0	76,221
Philadelphia	Memorial Church of St Luke	141,861	168,903	170,461	181,757	7,039	31,435	210,932
Philadelphia	Memorial Church of the Good Shepherd	56,830	290,802	290,802	241,839	1,277	4,596	246,339
Philadelphia	St Albans Church Roxborough	48,835	152,159	210,424	145,666	3,800	66,107	209,978
Philadelphia	St Andrew & St Monica Church (2015)	192,290	194,338	234,961	239,002	8,557	4,914	240,891
Philadelphia	St Andrews in the Field Church	36,169	58,443	68,443	79,890	6,836	11,400	91,290

Financial Statistics of Congregations and Missions

Diocese of Pennsylvania

Year in parentheses is last year of filing if not 2018

City	Plate Congregation	----- REVENUE -----			----- EXPENSE -----			
		& Pledge Income	Operating Revenue	Total Revenue	Operating Expense	To the Diocese	Outreach & Development	Total Expense
Philadelphia	St Clements Church (2015)	94,626	675,445	675,445	675,355	28,092	21,950	703,355
Philadelphia	St Davids Episcopal Church	24,533	56,136	56,136	58,463	3,585	0	58,463
Philadelphia	St Dismas Episcopal Mission (2015)	10	2,510	2,510	2,500		0	2,500
Philadelphia	St Gabriels Episcopal Church (2017)	42,110	56,993	114,578	45,886	4,424	38,110	83,996
Philadelphia	St George & St Barnabas	119,081	176,082	177,029	204,419	8,423	63,907	260,459
Philadelphia	St James of Kingsessing Episcopal Ch	63,086	258,696	258,696	216,941	1,800	0	216,941
Philadelphia	St Lukes Church Germantown	172,936	607,390	667,626	726,735	32,683	7,751	759,804
Philadelphia	St Marks Church Frankford (2016)	31,000	162,520	163,720	170,500	10,500	83,500	215,200
Philadelphia	St Marks Episcopal Church (2017)	581,002	988,695	1,031,153	1,001,434	55,080	113,088	1,054,024
Philadelphia	St Marys Church Cathedral Road (2015)	118,928	219,589	531,857	336,540	28,281	210,195	532,690
Philadelphia	St Marys Church Hamilton Village	96,350	271,134	293,855	271,134	13,840	3,940	281,633
Philadelphia	St Marys Episcopal Church (2016)	1,000	41,491	101,491	2,688	500	60,000	62,688
Philadelphia	St Pauls Church Chestnut Hill	720,429	1,000,644	1,999,487	1,339,080	40,658	132,856	1,456,576
Philadelphia	St Peters Episcopal Church	498,116	857,702	874,871	878,639	66,282	680,269	1,554,594
Philadelphia	St Simon the Cyrenian Church (2017)	68,271	117,843	160,994	99,600		20,712	117,812
Philadelphia	St Stephens Church (2015)	22,732	252,558	252,558	244,660	9,656	10,000	254,660
Philadelphia	St Timothy Episcopal Church	70,953	395,039	405,839	344,255	24,481	77,737	417,042
Philadelphia	The African Epis Ch of St Thomas	751,407	885,086	885,086	848,726	55,320	129,070	972,726
Philadelphia	The Church of the Holy Trinity	251,855	836,224	1,533,849	835,988	73,500	700,401	1,533,613
Philadelphia	The George W. South Memorial Church of the Advocate	39,952	150,755	195,579	347,154	10,452	62,390	409,544
Philadelphia	Trinity Church Oxford	67,032	93,438	93,993	167,646	1,351	325	168,201
Philadelphia	Trinity Memorial Church	61,673	288,613	408,654	317,125	13,363	26,935	344,060
Phoenixville	St Peters Episcopal Church	287,619	344,711	440,529	315,224	19,910	90,664	409,657
Pottstown	Christ Episcopal Church	132,490	164,776	178,036	234,928	14,556	61,124	298,207
Prospect Park	St James Church Episcopal (2017)	66,672	80,190	121,250	70,689	6,919	38,203	108,092
Quakertown	Emmanuel Episcopal Church	54,298	63,798	63,798	70,618	2,476	300	70,896
Radnor	St Martins Church (2015)	159,216	249,398	278,713	237,837	8,678	9,985	261,116
Ridley Park	Christ Church Episcopal	140,280	490,454	618,475	483,916	23,252	184,598	670,376

Financial Statistics of Congregations and Missions

Diocese of Pennsylvania

Year in parentheses is last year of filing if not 2018

City	Congregation	----- REVENUE -----			----- EXPENSE -----			
		Plate & Pledge Income	Operating Revenue	Total Revenue	Operating Expense	To the Diocese	Outreach & Development	Total Expense
Rockledge	Memorial Ch of the Holy Nativity	129,527	232,459	243,174	333,564	19,263	11,407	344,971
Rosemont	The Church of the Good Shepherd	80,918	310,088	310,088	287,961	11,763	32,883	312,088
Royersford	Church of the Epiphany	120,195	134,901	135,299	146,221	6,565	1,866	147,005
Solebury	Trinity Episcopal Church (2016)	469,091	498,182	512,104	471,372	22,500	25,789	489,454
Southampton	Church of the Redemption	134,477	171,227	218,119	162,877	9,034	63,056	226,144
Springfield	Church of the Redeemer	144,262	199,079	199,301	198,921	11,641	783	199,143
Swarthmore	Trinity Church	349,116	488,400	512,709	566,677	45,030	72,411	631,745
Valley Forge	Washington Memorial Chapel	738,364	877,452	1,461,615	856,418	49,395	113,018	977,288
Villanova	Christ Episcopal Church	186,429	376,043	634,081	371,307	20,833	5,268	371,557
Wayne	St David Episcopal Church	2,355,482	2,851,883	3,033,105	2,348,380	209,198	180,982	2,377,192
Wayne	St Marys Episcopal Church	340,434	476,916	553,488	498,271	24,999	175,962	678,479
West Chester	The Church of the Holy Trinity		0	0	0		0	0
Wrightstown	Church of the Holy Nativity	77,114	131,172	133,222	127,825	4,025	646	127,825
Wyncote	All Hallows Episcopal Church	111,991	345,926	489,623	319,412	17,102	174,271	487,404
Wynnewood	All Saints Episcopal Church (2017)	229,361	335,825	509,648	369,700	15,277	94,673	448,302
Wynnewood	Church of the Holy Apostles	131,154	233,174	233,702	238,909	21,784	18,395	248,833
Yardley	St Andrews Church Episcopal	290,115	350,909	374,255	403,161	18,000	62,605	477,454
Yeadon	St Michaels Episcopal Church	104,897	121,927	121,927	122,456	3,607	27,180	139,161
Total		28,441,068	43,723,430	57,539,771	44,610,472	2,469,964	11,829,231	55,484,350

Vital Statistics of Congregations and Missions

Diocese of Pennsylvania

Year in parentheses is last year of filing if not 2018

----- BAPTISMS -----

City	Congregation	Active Members	Communicants in Good Standing	Other Active	Avg. Sunday Attendance	Sunday Eucharists	16 yrs and Older	Under 16 Years	Confirmed or Received
Abington	St Annes Episcopal Church	491	325	15	141	82	0	3	17
Ambler	Trinity Episcopal Church	454	424	20	146	133	0	4	8
Andalusia	Church of the Redeemer (2017)	45	0	0	18	0	0	2	0
Ardmore	Nevil Memorial Ch of St George	393	218	0	89	102	1	6	0
Ardmore	St Marys Episcopal Church	260	159	10	82	90	0	2	0
Aston	Resurrection Episcopal Church, Rockdale	114	82	0	54	80	0	5	1
Bala Cynwyd	Church of St Asaphs	341	291	0	80	1	1	1	9
Bala Cynwyd	St Johns Episcopal Church	108	108	0	43	54	0	3	0
Blue Bell	St Dunstons Episcopal Church (2016)	51	51	0	24	51	0	0	0
Boothwyn	Trinity Episcopal Church	198	195	20	138	57	1	6	0
Bridgeport	Christ Episcopal Church	26	26	0	9	53	0	1	3
Bristol	St James Church Episcopal	96	46	18	35	51	0	1	0
Bryn Mawr	Church of the Redeemer	2,296	1,181	1,115	251	125	0	5	21
Buckingham	Trinity Episcopal Church	370	370	0	97	132	0	5	0
Chester	St Marys Episcopal Church	92	48	5	33	52	1	2	0
Chester	St Pauls Episcopal Church	74	51	2	25	51	0	0	1
Clifton Heights	St Stephen Episcopal Church	110	110	1	29	0	0	1	0
Coatesville	The Church of the Trinity	117	92	16	52	52	0	1	2
Collegeville	St James Church Perkiomen	558	558	0	175	135	0	8	12
Conshohocken	Calvary Episcopal Church (2015)	120	51	0	20	51	0	5	2
Downingtown	St James Episcopal Church	328	276	52	122	144	0	10	4
Doylestown	St Pauls Episcopal Church	667	436	0	130	105	0	6	11
Drexel Hill	Incarnation Holy Sacrament Episcopal	280			0				0
Drexel Hill	The Church of the Holy Comforter	251	140	0	48	104	0	0	0
Elkins Park	St Pauls Episcopal Church (2017)	226	156	0	67	82	0	0	2
Essington	Church of St John the Evangelist	157	81	0	37	95	0	5	19
Exton	St Pauls Episcopal Church	529	529	0	125	97	2	10	12
Fallsington	All Saints Episcopal Church	37	32	4	21	48	0	0	0
Fort Washington	St Thomas Church Whitemarsh (2017)	1,425	348	941	295	194	0	20	35
Gap	St Johns Episcopal Church	83	77	2	37	54	1	0	0
Gladwyne	St Christophers Church	685	339	0	105	85	0	13	0
Glen Mills	St Johns Episcopal Church	616	0	0	130	150	0	5	12
Glenmoore	St Andrews Episcopal Church	353	284	37	127	107	0	5	25
Glenside	St Peters Episcopal Church	420	400	0	118	58	0	4	0

Diocese of Pennsylvania

Vital Statistics of Congregations and Missions

Year in parentheses is last year of filing if not 2018

----- BAPTISMS -----

City	Congregation	Active Members	Communicants in Good Standing	Others Active	Avg. Sunday Attendance	Sunday Eucharists	16 yrs and Older	Under 16 Years	Confirmed or Received
Harleysville	The Church of the Holy Spirit	622	615	65	209	105	0	1	0
Hatboro	Church of the Advent	216	117	0	58	98	0	0	2
Hilltown	Good Shepherd Epis Church	97	97	0	45	53	0	0	0
Honey Brook	St Marks Church	91	91	10	52	50	0	4	0
Hulmeville	Grac Episcopal Church	100	85	23	41	51	0	1	0
Huntingdon Valley	St John's Episcopal Church	64	36	0	23	52	0	0	0
Jenkintown	Church of Our Saviour	90	64	0	32	0	1	1	0
Kennett Square	Church of the Advent	697	697	0	188	157	2	3	0
King Of Prussia	Trinity Church Gulph Mills	107	107	0	37	0	0	0	5
Lafayette Hill	Church of St Jude & the Nativity	56	54	2	23	51	0	1	0
Langhorne	St James Episcopal Church	250	166	27	84	155	1	5	0
Lansdale	Holy Trinity Church (2017)	174	143	65	44	53	0	2	0
Levittown	St Pauls Episcopal Church	59	40	0	26	49	0	2	0
Lower Gwynedd	Church of the Messiah	638			0				0
Malvern	St Francis in the Fields	440	290	13	131	90	0	5	0
Malvern	St Peters Church in the Great Valley	500	0	0	0	0	0	0	0
Maple Glen	St Matthews Episcopal Church	580	571	4	199	156	0	10	16
Media	Christ Episcopal Church	362	362	0	109	95	0	10	0
Morrisville	Episcopal Church of the Incarnation	123	85	0	45	51	0	2	0
New Hope	St Philips Episcopal Church	186	186	5	88	103	0	4	0
Newtown	St Lukes Church	374	374	10	80	107	1	6	0
Newtown Square	St Albans Church (2016)	75	75	1	38	48	1	0	0
Norristown	All Saints Episcopal Church (2015)	174	174	18	70	102	0	1	5
Norristown	St Augustine of Hippo Church (2015)	139	64	5	26	48	0	1	0
Norwood	St Stephen Episcopal Church	115	115	0	41	0	1	5	3
Oaks	St Pauls Episcopal Church	80	80	16	50	81	0	0	0
Oreland	St Philip in the Fields (2015)	118	71	2	33	46	0	0	3
Oxford	St Christophers Episcopal Church	275	123	10	69	97	0	1	0
Paoli	Church of the Good Samaritan	1,108	664	516	529	204	0	20	23
Parkessburg	Church of the Ascension	118	118	2	50	104	1	5	4
Philadelphia	All Saints Church (Rhawnhurst)	62	53	7	31	50	0	0	0
Philadelphia	All Saints Church (Torresdale)	294	188	0	108	145	1	2	12
Philadelphia	Calvary St Augustine Church	116	116	2	54	52	0	0	0
Philadelphia	Cathedral Church of Our Saviour	250	250	15	110	59	2	10	1

Diocese of Pennsylvania
Vital Statistics of Congregations and Missions

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 ----- **BAPTISMS** -----

City	Congregation	Active Members	Communicants in Good Standing	Others Active	Avg. Sunday Attendance	Sunday Eucharists	16 yrs and Older	Under 16 Years	Confirmed or Received
Philadelphia	Christ Church & St Michaels Church	72	72	0	30	0	0	0	0
Philadelphia	Christ Church (2017)	526	488	52	162	93	0	15	13
Philadelphia	Church of St John the Free (2017)	120	116	3	116	104	18	1	55
Philadelphia	Church of St Luke & the Epiphany (2016)	224	220	30	130	93	0	0	0
Philadelphia	Church of St Martin in the Fields	863	810	0	245	170	2	12	10
Philadelphia	Church of the Annunciation (2017)	98	59	9	28	51	0	0	0
Philadelphia	Emmanuel/Resurrection Episcopal Ch (2017)	101			0				0
Philadelphia	Gloria Dei Episcopal Church	175	128	10	50	52	0	5	0
Philadelphia	Grace Church and the Incarnation	66	38	14	33	26	0	0	0
Philadelphia	Grace Epiphany Church	84	70	13	64	117	0	0	0
Philadelphia	Holy Apostles and the Mediator	250	0	0	0	0	0	0	0
Philadelphia	Holy Innocents St Pauls Church (2017)	89	85	4	44	0	0	0	0
Philadelphia	House of Prayer (2017)	97	27	0	15	0	0	1	0
Philadelphia	La Iglesia de Christo y San Ambrosio (2017)	2,403	285	40	83	56	3	32	0
Philadelphia	Memorial Church of St Luke	127	123	12	53	50	0	1	0
Philadelphia	Memorial Church of the Good Shepherd	94	64	11	25	0	0	0	0
Philadelphia	St Albans Church Roxborough	172	63	10	44	83	0	3	0
Philadelphia	St Andrew & St Monica Church (2015)	184	172	1	128	58	0	2	4
Philadelphia	St Andrews in the Field Church	41	41	0	25	53	0	1	0
Philadelphia	St Clements Church (2015)	129	46	25	85	134	1	0	0
Philadelphia	St Davids Episcopal Church	41	41	0	23	52	2	0	0
Philadelphia	St Dismas Episcopal Mission (2015)	20	0	0	20	0	0	0	0
Philadelphia	St Gabriels Episcopal Church (2017)	143	122	22	43	50	0	3	2
Philadelphia	St George & St Barnabas	98	93	0	74	51	0	2	0
Philadelphia	St James of Kingessing Episcopal Ch	221			0				0
Philadelphia	St Lukes Church Germantown	426	426	0	200	0	0	0	0
Philadelphia	St Marks Church Frankford (2016)	155	116	227	87	0	16	4	19
Philadelphia	St Marks Episcopal Church (2017)	468	0	0	296	161	3	12	13
Philadelphia	St Marys Church Cathedral Road (2015)	195	187	6	66	106	0	2	4
Philadelphia	St Marys Church Hamilton Village	223	164	75	51	53	0	1	0
Philadelphia	St Marys Episcopal Church (2016)	38	38	0	20	20	0	0	0
Philadelphia	St Pauls Church Chestnut Hill	328	255	132	220	5	0	12	2
Philadelphia	St Peters Episcopal Church	443	313	386	182	147	1	11	0
Philadelphia	St Simon the Cyrenian Church (2017)	98	89	9	33	51	0	2	0

Diocese of Pennsylvania

Vital Statistics of Congregations and Missions

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----- BAPTISMS -----

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Philadelphia	St Stephens Church (2015)	21	21	16	10	51	0	0	0
Philadelphia	St Timothy Episcopal Church	302	190	7	62	93	0	0	0
Philadelphia	The African Epis Ch of St Thomas	1,100	850	50	300	59	1	7	0
Philadelphia	The Church of the Holy Trinity	462	327	0	159	114	0	11	0
Philadelphia	The George W. South Memorial Church of the Advocate	76	44	5	24	52	0	0	1
Philadelphia	Trinity Church Oxford	151			0				0
Philadelphia	Trinity Memorial Church	98	98	0	45	52	0	2	0
Phoenixville	St Peters Episcopal Church	326	326	30	134	101	0	6	0
Pottstown	Christ Episcopal Church	264	100	15	72	153	1	8	13
Prospect Park	St James Church Episcopal (2017)	135	0	0	39	52	0	2	4
Quakertown	Emmanuel Episcopal Church	34	34	0	20	0	0	0	0
Radnor	St Martins Church (2015)	235	146	6	49	89	0	2	5
Ridley Park	Christ Church Episcopal	323	323	0	156	145	0	4	4
Rockledge	Memorial Ch of the Holy Nativity	291	286	0	118	0	0	8	4
Rosemont	The Church of the Good Shepherd	30	27	5	37	81	1	0	0
Royersford	Church of the Epiphany	107	62	2	39	92	0	3	0
Solebury	Trinity Episcopal Church (2016)	519	519	60	163	112	0	6	15
Southampton	Church of the Redemption	142	115	27	77	61	0	3	0
Springfield	Church of the Redeemer	354	244	0	71	102	0	0	0
Swarthmore	Trinity Church	208	156	50	107	137	0	1	8
Valley Forge	Washington Memorial Chapel	242	242	8	157	156	0	14	16
Villanova	Christ Episcopal Church	254	0	0	48	100	0	0	3
Wayne	St David Episcopal Church	3,489	2,998	0	535	156	3	37	38
Wayne	St Marys Episcopal Church	379	281	8	111	1	1	3	1
West Chester	The Church of the Holy Trinity	415	0	0	110	53	0	0	2
Wrightstown	Church of the Holy Nativity	43	37	5	19	52	0	0	0
Wyncote	All Hallows Episcopal Church	129	126	11	55	48	0	1	3
Wynnewood	All Saints Episcopal Church (2017)	149	97	52	91	113	0	3	0
Wynnewood	Church of the Holy Apostles	217	217	0	59	62	0	3	9
Yardley	St Andrews Church Episcopal	314	0	0	104	100	0	5	0
Yeadon	St Michaels Episcopal Church	84	61	10	67	52	0	0	0
Total		40,826	26,433	4,534	11,339	9,462	71	492	518

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