

**EPISCOPAL DIOCESE
OF
PENNSYLVANIA**



Journal of the
236th Convention
November 1 & 2, 2019

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DIOCESE OF PENNSYLVANIA

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November 1 & 2, 2019

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. Edward “Ted” Thompson, Acting Dean

Merion Deanery: The Very Rev. Barry Harte

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. Kathryn Andonian

Wissahickon Deanery: The Very Rev. Jarrett Kerbel

Bishop's Staff

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

The Rev. Canon Arlette Benoit- Joseph, *Canon for Transition*

The Rev. Canon Kirk Berlenbach, *Canon for Growth and Support*

Nicole Clothier, *Senior Accounting Specialist*

Takiyah Cuyler, *Senior Accountant*

Chandler Dangerfield, *Receptionist*

Mark Davis, *IT Support Manager*

Celeste Fisher, *Operations and Diocesan Events Coordinator*

Canon Douglas J. Horner, *Canon for Finance & Business/Chief Financial Officer*

The Rev. Canon Betsy Ivey, *Canon for Growth and Support*

Mike Krasulski, *Acting Diocesan Archivist*

Jeremiah Mustered, *Executive Assistant to the Bishop*

Roberto Morales-Velez, *Assistant for Operational Support and Sexton for Youth Ministry*

Sherrie Tatman, *Diocesan Assistant*

The Rev. Canon Toneh Smyth, *Canon for Mission*

Canon Jennifer Tucker, *Director of Education and Communications*

Elizabeth Wendt, *Diocesan Assistant*

The Rev. Renee McKenzie-Hayward, *Vicar*

The Rev. Andrew Kline, *Vicar*

The Rev. Peter Kountz, *Vicar*

The Rev. Jose Memba, *Vicar*

The Rev. Doris Rajagopal, *Vicar*

The Very Rev. Deirdre Whitefield, *Vicar*

The Ven. Dr. Pamela Nesbit, *Archdeacon – Emeritus*

The Rev. Albert Holland, *Chaplain to the Retired Clergy and Widows*

Lori Daniels, *Executive Director, The Church Foundation*

Ryan Campbell, *Office Manager, The Church Foundation*

Deputies to 2021: General Convention

Clergy Deputies:

The Rev. Paul Adler

The Rev. Jo Ann Jones-Bradley, *Chair*

The Rev. Pamela Nesbit

The Rev. Emily Richards

Lay Deputies:

Christopher S. Hart

Karen Lash, *Chair*

Isaac Quelly

Elizabeth Anne Wendt

Deputies to Province III Synod

Christopher Hart

The Rev. Pamela Nesbit

Elizabeth Wendt

Standing Committee

The Rev. Elizabeth Colton
Colin Johnstone
The Rev. Jo Ann Jones
Norman M. McCausland
Eric Rabe (Vice President)
The Rev. Dr. Hillary Raining (President)
The Rev. Michael Rau (Secretary)
Patricia Smith
George Vosburgh

Diocesan Council*Executive Committee*

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

Brandywine Deanery

Jeff Dean
The Rev. D. Doheny
Elizabeth Curtis Swain

Bucks Deanery

Dave Dixon
The Rev. Marlee R. Norton
George Pollitt

Delaware Deanery

The Rev. Marjorie Oughton
Henry Njenga

Merion Deanery

The Rev. Karen Kaminskas
Stephen Krouse
Christopher Hart

Montgomery Deanery

The Rev. Winston Smith
Warren Wanlund
Susan L. Hunsicker

Pennypack Deanery

Dina L. Harvey

Schuylkill Deanery

The Rev. Mariclaire Partee Carlsen
Pattie Burchette-Davis
Renaë Rutherford Lowe

Southwark Deanery

The Rev. John Gardner
Peggy Buescher

Valley Forge Deanery

The Rev. Dr. Mike Sowards
John Wallace
Faith Parshall

Wissahickon Deanery

The Rev. Bonnie McCrickard
Evelyn Partridge

COMMISSIONS AND COMMITTEES OF THE DIOCESE

Anti-Gun Violence Commission

The Rev. Sara Hedgis, *Chair*
The Rev. Al Holland, *Co-Chair*
The Rev. Diane Faison
The Rev. Christina Nord
The Rev. Pamela Nesbit
Alice Brown

Anti-Human Trafficking Commission

Renae Rutherford Lowe, *Chair*
Dave Dixon
Steve Krouse
Renae Lowe
Joseph Madison

Anti-Racism Commission

The Rev. Lynn Hade, *Chair*
The Rev. Barbara Ballenger, *Co-Chair*
The Rev. Bud Holland
Maria Rodriguez
Frances Upshaw
George Vosbourgh
The Very Rev. Deirdre Whitfield
The Rev. Joan Wylie

Bishop Revolving Loan Fund

Dave Dixon
Steve Krouse
Renae Rutherford Lowe
Joseph Madison

Cathedral Chapter

The Rt. Reverend Daniel G.P. Gutiérrez, *Chair*
The Very Reverend Judith A. Sullivan, *President*
The Rev. Gerald S. Collins
Dale Cranmer
The Rev. Ernest Curtin
Penelope Cutler
Everett Gillison
Carolyn Green
Norman McClave, III
The Rev. Dr. Mary Ann B. Mertz
The Rev. Michael Rau

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 Ministry

The Rev. Canon Arlette Benoit Joseph
The Rev. Dennis Bingham
Todd Brown
The Rev. Joshua Caler
The Rev. Dennis Coleman
The Rev. Amanda Eiman, *Chair*
Anita Friday
The Rev. Charles Howard
The Rev. Karen Kaminskis
The Rev. Jo Ann Jones
The Rev. Flora Keshgegian
Norman McCausland
The Rev. Ken McCaslin

Matthew McCrickard
The Rev. Mary McCullough
The Rev. Daniel Moore
The Rev. Jeffrey Moretzsohn
The Rev. Samuel Ndungu
Avyane Osborne
Pamela Prell
Jackie Shockey
The Rev. James Stambaugh
Douglas Stuart
The Rev. Anne Thatcher
George Vosburgh
The Very Rev. Deirdre Whitfield

Commission on Wellness

The Rt. Rev. Daniel Gutiérrez, *Chair*
Dr. Marc Andonian
The Rev. Canon Arlette Benoit Joseph
The Rev. Rodger Broadley
The Rev. Kevin Dellaria
The Rev. Sandra Etemad
Steve Krouse
Douglas Sisk
Elizabeth Curtis Swain
The Rev. Anne Thatcher, *Assoc. Vice Chair*
Craig Toedtman
The Rev. Benjamin Wallis

Committee on Constitution and Canons

The Rev. Canon Kirk Berlenbach
Stephen P. Chawaga, Esq., *Chair*
Christopher S. Hart
Mary E. Kohart, Esq., *Ex-Officio*
Norman McCausland
The Rev. Jeff Moretzohn
The Rev. Peter Vanderveen

Committee to Incorporate the Diocese

The Rev. W. Franklin Allen
Stephen Chawaga
Dana Hall
Mary Kohart
Patricia Smith
Wayne Strasbaugh
Elizabeth Curtis Swain

Committee on Resolutions

Karen Lash, *Chair*
The Rev. Jo Ann Bradley
The Rev. Rodger C. Broadley
Richard Englebach
The Rev. Jill LaRoche Wikel
Norman M. McCausland
Kirk Muller
Elizabeth Wendt

Continuing Education/Sabbatical Leave Committee

The Rev. Paul Adler
The Rev. Canon Arlette Benoit Joseph
The Rev. Carol Duncan
The Rev. Diane Faison
Richard Jones
The Rev. Dr. Linda Kapurch
George Reath
Sherrie Tatman
The Rev. Martha Tucker

Daughters of the King

Ms. Judith Brewer
Ms. Alice Briscoe-Brown
Ms. Ginny Guyer
Ms. Jane McKinney
Ms. Cynthia Muse
Ms. W. Tonia Nelson
Ms. Rachael Stube
The Rev. Harry White

Diocesan Disciplinary Board

The Rev. Dennis Lloyd

Clergy

The Rev. Dr. Nancy Dilliplane

The Very Rev. Lynn Hade

The Rev. Lisa Keppler

The Rev. Dr. Robert Magoola

The Rev. Mary Jo Melberger

The Rev. Timothy Steeves

The Rev. Richard Vinson

The Rev. Thomas Wand

Lay

Alfeia DeVough Goodwin

Renae Rutherford Lowe

Susan Stuber

Lionel Broome

Dr. Marie Kearns

Linda Nicholson

Diocesan Liturgy Commission

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

Dina L. Harvey

The Rev. Sarah Hedgis

The Rev. Thomas L. McClellan

The Very Rev. Judith Sullivan

The Rev. Emmanuel Williamson

Jeanette Woehr

Diocesan Mission Planning Commission

Kirk Muller, *Chair*

The Rev. Kirk Berlenbach

Susan Hunsicker

The Rev. Betsy Ivey

Renae Rutherford Lowe

The Rev. George Master

The Rev. Deirdre Whitfield

Episcopal Church Women

Shirley Smith, Presider

Betty Berry-Holmes

Jeanette Gillison

Sharida Gillison

Amy Lancaster, Treasurer

Sharon Kelly

Judy Kraus

Jean Wrice

Finance Committee

Dana B. Hall, CFA, M. Div., *Chair*
Christopher Hart
James L. Pope, Treasurer, Ex-Officio
Eric Rabe, Standing Committee Liaison
The Rev. Peter M. Carey

Phil Anspach
Kirk Muller
The Rev. Sarah Hedgis
The Rev. Michael Rau

Global Mission Commission

Phoebe Griswold, *Chair*
Pam Faber, *Co-Chair*
Colin Johnstone
Joe Madison
Joan Menocal
Gary Russell
Karen Sawyer

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
The Rev. Dr. Nancy Hauser
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 Thomae
The Rev. Barbara Tobin
The Rev. Frank P. Toia
Boni Wheaton

History Committee

Loretha Badger
Elizabeth Browne
Daid Contosta
William Cutler, *Chair*
James M. Duffin
Ann Greene
Clark Groome
Debbie Klak
Michael Krasulski
The Rt. Rev. Edward Lee
Arthur Sudler

Nominations Committee

The Rev. Peter M. Carey, *Chair*
The Rev. Lori Exley
Marcia Hinton
Benjamin Huelscamp
The Rev. James Littrell
Evelyn Partridge
The Rev. Matthew Simpson

People with Disabilities Committee

Suzanne Erb, *Chair*
Donna Penman, Co-Chair
Shirley Smith
Ken Oakes

Recovery Advocacy Committee

Martin McElroy, *Chair*
Blair Jordan
The Rev. John Gardner
The Rev. Sherry Deets

Veterans Committee

Steve Drabkowski, *Chair*
The Rev. John Gardner
Esha Bhati

OTHER DIOCESAN ORGANIZATIONS

Christmas Fund

Anne Atlee
Lionel Broome, Chair
Maureen Higgins
Renaë Rutherford Lowe
Kathryn Rosse
The Rev. Canon Shawn Wamsley

The Church Foundation

The Right Reverend Daniel G. P. Gutierrez, Chair
Lori Daniels, Executive Director
Marit Anderson, Esquire
Loretha Badger
Elise Bowers
Ryan Campbell, Operations Manager
Christopher H. Gadsden, Esquire
Alfeia DeV Vaughn Goodwin
Thomas B. Helm
Clifford W. Kozemchak
James Mack, CPA
The Rev. George O. Master
James L. Pope
The Rev. Dr. Mike Sowards
Kathleen Stephenson, Esquire
Wayne R. Strasbaugh, Ph.D., Esquire
The Rev. John Symonds
Roberta Griffin Torian, Esquire

Creation Care Committee

The Rev. Claire Nevin-Field, Chair
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 2019 Convention

President:

The Rt. Rev. Daniel G.P. Gutiérrez

Secretary of Convention:

Mr. Jerome Buescher

Parliamentarian:

Mr. Stephen P. Chawaga, Esq.

Committee of the 2019 Convention

The Rev. Benjamin Wallis, Chair

Jerome Buescher

Stephen P. Chawaga, Esq.

The Rev. Peter Carey

Karen Lash

The Rev. Emmanuel Williamson

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

The Rev. Peter Carey, Chair

The Rev. Lori Exley

Committee on Claims of Clergy to Seats

Committee on Claims of Laity to Seats

Committee on Constitution and Canons

Stephen P. Chawaga, Esq., Chair

Committee on Expenses

James Pope

CLERGY ENTITLED TO VOTE

(* Denotes participation in the 236th 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
John Atkins
Vernon Austin, SSC
Kyle Babin*
Barb Ballenger*
Allen Bartlett
Sara Batson
Richard Bauman*
Judith Beck
Phillip Bennett*
Vivian Bennett
Charles Bennison, Jr.
Arlette Benoit-Joseph*
David Beresford*
Kirk Berlenbach*
Beverly Berry
Robert Betts
Christopher Bishop*
Eric Bond*
Barbara Briggs*
Paul Briggs*
C. Reed Brinkman
Rodger Broadley*
Robert Brown
Arthur Brunner
Judy Buck-Glenn*
Kenneth Bullock
Michelle 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.
Nancy Crossman*
Margaret Cunningham
Ernest Curtin, Jr.*
Lynn Czarniecki*
Joel Daniels*
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*
Lucy Ann Dure*
Maurice Dyer*
Amanda Eiman
Elizabeth Eisenstadt-Evans
Hentzi Elek*
Thomas Eoyang*
Sandra Etemand*
H. Barry Evans*
James Evans
N. Dean Evans
Christopher Exley*
Lori Exley*
Dee Faison*
Diane Faison*
Richard Fenn

Charles Flood, D.Sc
 Susann Fox
 William Fulks
 Sharline Fulton
 David Funkhouser
 Wil Gafney, Ph.D.
 Ernie Galaz*
 Henry Galganowicz
 Albutt Gardner
 John Gardner*
 Rachel Gardner*
 Edward Garrigan
 Tim Gavin*
 Phil Geliebter
 Asha George Guiser*
 Nina George-Hacker*
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 Paul Gitimu*
 Jane Gober*
 Ludwick Gooding
 Don Graff*
 Peter Grandell
 Robert Granfeldt, Sr.
 Rena Graves
 Hilary Greer*
 Timothy Griffin*
 Allen Carl Guelzo
 Kim Guiser*
 Daniel Gutiérrez*
 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
 Daniel Hinkle*
 Beth Hixon*
 David Hockensmith
 Anne Hockridge
 Michael Hoffacker

Matthew Holcombe
 Melford (Bud) Holland*
 Carolyn Huff
 Alan Hughes
 Paul Hunt*
 A. Lawrie Hurtt
 David Hyatt
 Betsy Ivey*
 Bruce Jacobson
 Stephen Jacobson
 Nazareno Javier*
 Ronald Jaynes
 Dorothy Jessup*
 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
 Andrew Kline*
 Daniel Kline*
 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 Matthews
 Ken McCaslin, FHL
 Thomas McClellan*
 Bonnie McCrickard*
 Mary McCullough
 Alexander McCurdy, III
 Malcolm McGuire
 Renee McKenzie-Hayward*
 Jill McNich
 Jude Meckling
 Mary Jo Melberger*
 Robert Mellon
 Jose Luis Momba*
 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, BBC
 Sean Mullen*
 Samuel Murangi Ndungu*
 Cicely Anne Murray
 Domenic Ndai
 Alan Neale
 L. Stephen Nelson
 Pamela Nesbit, Ph.D.*
 Abigail Nestlehutt*
 Mark S. Nestlehutt*
 Claire Nevin-Field*
 Michael Newman
 Richard Newman
 Christina Nord*
 John Obenchain
 Albert Ogle*
 Patricia Oglesby
 Daniel Olsen*
 Marjorie Oughton*
 Kwabena Owusu-Afriyie
 Laura Palmer*
 Michael Palmisano
 Ronald Parker, D.Min
 Mariclaire Partee Carlsen*
 Gary Partenheimer
 Richard Partington
 Deborah Payson
 S. Walton Peabody
 Michael Pearson
 Nicholas Phelps
 Modayil Philips*
 Clifford Pike
 Thomas Platt
 James Proud
 Hillary Raining*
 Doris Rajagopal*
 Brian Rallison*
 Mike Rau*
 Judith Ray-Parichy
 Thomas Reed
 Dennis Reid
 Paul Reid*
 W. Gordon Reid
 William Reid
 William Rex*
 Emily Richards*
 Susan Richards
 Jon Richardson

Susan Richardson*
 Robert Ritchings, 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*
 Glyn Ruppe-Melnyk
 Timothy Stafford*
 Carlos Santos-Rivera
 Joseph Schaller*
 Douglas Scott
 Neale Secor
 Joy D. Segal*
 James Shannon
 Martin I. Shaw*
 William Shepherd
 Ed Shiley*
 Geogrey Simpson
 John Simpson
 Matthew 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 Sorenson
 John Sosnowski*
 Mike Sowards*
 James Squire
 E. Kyle St. Claire
 James Stambaugh*
 Louis Steffenhagen*

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
 Phyllis Taylor
 Louis Temme
 Anne Thatcher*
 Edward Thompson*
 Jesse Thompson*
 Tommy Thompson*
 Darrell Tiller*
 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
 Geoffrey West*
 Harry (Hank) White*
 Deirdre Whitfield*
 Ryan Whitley

John Whitnah*
Jill LaRoche Wikel*
Henry Williams
Toneh Williams Smyth*
Emmanuel Williamson*
Randolph Williamson
Charles Wissink
Kenneth Wissler
Nancy Wittig
Howard Wood, III
William Wood*
Bill Woof*
Joan Wylie*
James Wynn
Bert Zurg

LAY DEPUTIES TO CONVENTION

(Attendees of the 236th Convention; ** Denotes Alternate Delegate)

BRANDYWINE

Advent, Kennett Square: Elizabeth Curtis Swain, Jay Hummel, Colin Johnstone
All Saints, Fallingston: Deborah Shellhamer
Ascension, Parkesburg: Walter Liefeld, Rob Gallagher*, John Betts
Church of the Good Samaritan, Paoli: Stewart Crumpler, Norman McCausland
Holy Trinity, West Chester: Ms. Cathy Stout, Mr. Joe McAllister
St. Alban's, Newtown Square: Mary-Lou Bulmer, Fred Stevens
St. Andrew's, West Vincent: Carol Ferrari, Martha Thomas
St. Christopher's Church, Oxford: Mary Clark
St. Francis-in-Fields, Sugartown: James Watson, Nancy Needhammer*, Anthony Fernandes
St. James' Church, Downingtown: Jessica Pendergast, Christine Deitcher, Cody Colaw
St. John's Church, Compass: Richard Hacker, Sharon Fremont
St. John's Church, Concord: Sue Hammer, Mary Alice, Peggy Long
St. Mark's Church Honey Brook: Robert Schultz, Toni McLauchlan
St. Mary's at Calvary, Warwick: Alan Lindsay
St. Peter's Church In the Great Valley: Betsy Bouvel, Ryan Battin, Roger Tellefsen
St. Paul's Church, Exton: Joanne Gillespie, Peggy LaGarde, Travis Van Scoy
Trinity Church, Coatesville: Pat Kirkner, Betty Sullivan, Bill Terry

BUCKS

All Saints', Fallsington: Carolyn Feraco, Jan Darcy
Emmanuel Church, Quakertown: Mary Catherine Bluder, W. Richardson Blair
Good Shepherd Church, Hilltown: Dan Pillie, Wally Goff, Flo Zadik
Grace Church, Hulmeville: Beverly Stoltz, Al VanDine, Lorna Campbell-Seely, Mary Clark*
Church of the Holy Nativity, Wrightstown: Belinda Ash, Daniel Hoppock, Robert Brodrecht
Church of the Incarnation, Morrisville: Susan LaRosa, Claire Heinbach
Church of the Redeemer, Andalusia: Robert Heffernan
Redemption, Southampton: Jason O'Meara; Sharon Rohdemann
St. Andrew's Church, Yardley: Marcie White, John Poole, Henrietta Grosz
St. James' Church, Langhorne: Christine Parker, Barry Hitchen, John Cerkvenik
Church of St. James the Greater, Bristol: Denise Ciambrello, Cathleen Amos Schaumberg, Christopher Porter
St. Luke's Church, Newtown: Thomas Cinque
St. Paul's Church, Doylestown: James Massey, Widgette Kelly, Jeff Tackett
Trinity Church, Buckingham: Janet DeCaprio, Dominick DeCaprio, Joanne Welker
Trinity Church, Solebury:

DELAWARE

Christ Church, Media: Laurie Weber, Janet Ross
Christ Church, Ridley Park: Amy Lovenguth, Patty Nicole Bowden, Mackenzie Alexander
Church of the Holy Comforter, Drexel Hill: Barbara Powell
Incarnation Holy Sacrament Church, Drexel Hill: Ruth Wallis, BettyLou Hadley-Laird, Blaine Martin
Church of the Redeemer, Springfield: Virginia Doyle, George Baughan

Resurrection, Rockdale: Marsha Litwin, Stella Thompson, Phyllis Russell
St. James' Church, Prospect Park: Debra Bruner, Hope Ewing, Pam Hallow
Church of St. John the Evangelist, Essington: John Elliot, Suzanne Erb, Maryann Waters
St. Mary's Church, Chester: Ruby Benson
St. Michael's Church, Yeadon: Joanne Borders, Patricia Griffith, Comfort Pitts
St. Paul's Church, Chester: Robert Jones, Nancy Crossman
St. Stephen's Church, Clifton Heights:
St. Stephen's Church, Norwood:
Trinity Church, Boothwyn: Elizabeth Brickle, Anthony Gachao*, Henry Njenga, Rita Nduta, Peter Owino*
Trinity Church, Swarthmore: Ann Marie Stanton, Joe German, Bill Scarborough

MERION

Christ Church, Ithan: Nina Gauthron, George Peckham
Good Shepherd Church, Rosemont: Heidi Kolberg
Church of the Holy Apostles, Penn Wynne: Nancy Haas; Lyn Desilets
Nevil Memorial Church of St. George: Steve Drabkowski
Church of the Redeemer, Bryn Mawr: Norman McClave, Godon Fowler, Lynn Fahr
Church of St. Asaph, Bala Cynwyd: Pamela Sheeran, Emily Cronin, Chris Baker
St. Christopher's Church, Gladwyne: Coy Purcell, Marion Shumway, Peter Wilmerding
St. David's Church, Radnor: Dana Hall, Anita Friday, Kathleen McClave, Norman McClave, Cheri McCaslin, George Vosburgh
St. John's Church, Lower Merion: Abe Hobson
St. Martin's Church, Radnor: Deborah Parker, Gwynette McLeod
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, Lyn Werner
All Hallows Church, Wyncote: Jan Gregson, Shauna Jarrett, Albert Tedesco
Church of the Holy Nativity, Rockledge: Judy Madison, Joseph Madison, Edward Siegler
Church of the Holy Trinity, Lansdale: Janet Miller, James Brodrick, Jack Croft**
Church of the Messiah, Gwynedd: Brenda Weir, Barbara Stevenson, Jean London
Church of Our Saviour, Jenkintown: Penny Cutler, Bill Cutler
St. Anne's Church, Abington: Julie Sudler, Ashleigh Morris, Elizabeth Green
St. Dunstan's Church, Blue Bell: Ruth High, David Martin
St. Matthew's Church, Maple Glen: Karen Sawyer, George Bishop**
St. Peter's Church, Glenside: Laurel Mosteller, Robert Hartung, BJ Wanlund, Connie Clinefelter
St. Paul's Church, Elkins Park: Candace Majors, Ruth Kwarteng
St. Thomas' Church, Whitemarsh: Susan Hunsicker, Elizabeth Bitterman
Trinity Church, Ambler: Liz Wendt, Piers Prater

PENNYPACK

All Saints', Rhawnhurst: Bernie Veres
All Saints', Torresdale: Harry Adams, Stacey Carmody
Emmanuel Resurrection Church, Holmesburg:
Free Church of St. John, Philadelphia: Dwight Gibson, Rosa Carballo
Grace Church and the Incarnation: Marianne Anthony, James Earl, Michael Miller

Holy Innocents St. Pauls Church, Tacony: Karen Lash, Cindy Arroyo, Isabel Burgos
LaIglesia de Cristo y San Ambrosio: Roberto Acosta, Edgardo Gonzalez
St. Andrew's-in-the-Field, Somerton: Sue Bailey, Sue Ley
St. Gabriel's Church, Philadelphia: Dina Harvey
St. Luke, Bustleton, Memorial Church of: Jackie Oxenford
St. Mark's Church, Frankford: Blair, Jordan*, Mary Ann Reitz, Tammy Hartenstine, Joe Littlejon*, John Nedwill*, Cristina Mancini
Trinity Church, Oxford:

SCHUYLKILL

African Episcopal Church of St. Thomas, Philadelphia: Joan Hall, Tyrone Keller, Cassandra Ruffin*, Marie Golson*
Calvary St. Augustine, Philadelphia: Sharon Congleton
Holy Apostles and the Mediator, Philadelphia: Jean Fowler, Marcia Hinton
Philadelphia Episcopal Cathedral, Philadelphia: Dale Cranmer, Marie McCullough, P. Issac Quelly*
St. Andrew and St. Monica, Philadelphia: Jackie Leonard, Jean Wrice
St. George St. Barnabus: Kenneth Scriber, Marie Scriber, William Gordon
St. James, Kingsessing: Victoria Benson Coleman, Katherine Wilson
St. Mary's Church, Hamilton Village: Vanessa Albert Lowry, Jerene Good, Cassandra Royall

SOUTHWARK

Christ Church, Philadelphia: William Myers, Miguel Ruiz
Gloria Dei Church, Philadelphia: Barbara Chilcott, Peggy Buescher, Jeanette Woehr, Jerome Buescher, Carol Jenkins
Church of the Holy Trinity, Rittenhouse Square: Madelyn Mignatti, Oscar Gunther, Gail Caruso*, Esha Bhatia
St. Clement's Church: Denise Glinkowski
Church of St. Luke and the Epiphany, Philadelphia: Bill Matthews, John Erickson, Rick Beck
St. Mark's Church, Philadelphia: Jay Blossom, Joshua Castano, Juli Ruddy
St. Mary's Church, Philadelphia: Richard Dixon, Eugena Allen
St. Peter's Church, Philadelphia: Jay Newlin, Ronald Francis
St. Simon the Cyrenian Church, Philadelphia: Daliah Gonsalves
Trinity Memorial Church, Philadelphia: Sallie van Merkensteign**, Susan Weinman, Judith Stevens,

VALLEY FORGE

All Saints', Norristown: Donna Penman, Sarah Callow, Cornelia Hoffman
Christ Church, Old Swedes: Sandy Dabis, Lynn Curtis
Christ Church, Pottstown: Judith Shelly, Olin Mittan, Stephanie Laidig
Church of the Epiphany, Royersford: Vicki Cox, William Hummer, Ben Millet
Gloria Dei, Old Swedes:
Church of the Holy Spirit, Harleysville: Maureen Higgins, Ken Patrick, Tom Wolften, Karen Work**
St. James Church, Collegeville: Phil Tatem, Faith Parshall, Jon Yenney
St. John's Church, Norristown: Andrea Morgan
St. Jude and the Nativity, Lafayette Hill: David Pierce
St. Peter's Church, Phoenixville: Jolie Chylack
Trinity Church, Gulph Mills: Nancy May, Beverly Loftus
Washington Memorial Chapel, Valley Forge: Phyllis DaParma, Alex Smith

WISSAHICKON

Church of the Advocate: Dennis, Womack-Kalla, Evelyn Partridge, Loretta McMullen

Church of the Annunciation, Philadelphia: Lewis Berry, Phyllis Niblack*

Christ Church and St. Michael's, Philadelphia:

Grace Epiphany Church, Mt. Airy: Jill Mathis, Lucia Horning

House of Prayer, Philadelphia:

Memorial Church of the Good Shepherd: Lawrence Swesey

Church of St. Alban, Roxborough: Nancy Rafferty, Kathryn Brossa, Peg Barr

St. Luke's Church, Germantown: Enrique Cintron, Jason Seta, Lionel Broome, Patricia Smith, Lynne Tucker, Vivian Norton**

St. Martin's-in-the-Fields, Chestnut Hill: Victoria Sicks, Nokomis Wood, Carolyn Green

St. Mary's Church, Cathedral Road: Peter Carey

St. Paul's Church, Chestnut Hill: George McNeely, Sandy Dillon, Nina Deats

St. Timothy's Church Roxborough: Bob Campbell, Lynn Tomko, Ethel Wesley

236th CONVENTION OF THE DIOCESE OF PENNSYLVANIA

Philadelphia Episcopal Cathedral
Philadelphia, Pennsylvania
“The Year of Living Fearlessly”

SATURDAY, NOVEMBER 2, 2019

AGENDA

7:30a.m.

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

8:30a.m.

- 2.0 Opening Prayers The Rev. Ernie Galaz
- 2.1 Musical Selection – “*All Are Welcome*” Everyone

8:50a.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 of Order 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 235th 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 DConV.5,IV.6 DC 7.4
3.14	Report on Claims of Clergy to Seats	DC 2.3
3.15	Report on Claims of Laity to Seats	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 2019
<u>9:15a.m.</u>		
4.0	Elections	
4.1	Electronic Voting	Jeremiah Mustered
4.2	Report of Nominating Committee	The Rev. Peter Carey
4.3	Nominations from the Floor	The Rev. Peter Carey
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
<u>9:40am</u>		
5.0	Special Order I – St. Albans Episcopal Church	Video
<u>9:45a.m</u>		
6.0	Special Order II – Hymn 98 LEVAS - “Praise Him”	St. George St. Barnabas Choir
<u>9:50a.m.</u>		
7.0	Introductions and Acknowledgements	Bishop Gutiérrez
7.1	Introduction of Clergy New to the Diocese	The Rev. Canon Arlette Benoit Joseph Canon for Transitions

7.2	Introduction of Seminarians and Those Newly Ordained	The Rev. Canon Arlette Benoit Joseph
7.3	Acknowledgement of Ordination Anniversaries	Craig Alston, Esq. R-2 2019
7.4	Acknowledgement of Retired Clergy	R-3 2019
7.5	Introduction of the Diocesan Staff	Bishop Gutiérrez
7.6	Bishop's Awards	Bishop Gutiérrez
7.7	Episcopal Diocese of Pennsylvania	Video
<u>10:00a.m.</u>		
8.0	Bishop Gutiérrez Address	
<u>10:20a.m.</u>		
9.0	BREAK	
<u>10:30a.m.</u>		
10.0	HYMN	Everyone
<u>10:35a.m.</u>		
SECOND SESSION		
11.0	Special Order III - Deacon Advocacy	Video
<u>10:40a.m.</u>		
12.0	Special Order IV - Musical Selection	St. Thomas Whitemarsh Choir
	“Once we were no people, but now we belong to each other, and to God”	
	“Hark, I hear the harps eternal”	
<u>10:45a.m.</u>		
13.0	Elections – Second Ballot	Judges of Elections
13.1	Results of Second Ballot	C2, L2
<u>10:55a.m.</u>		
14.0	Resolutions	
14.1	Report of Resolutions Committee	Karen Lash
14.2	R – 4 Constitution Article VIII	The Rev. Frank Allen
14.3	R – 5 Canon 19.1 Diocesan Institution, and Canon 19.2 Episcopal Community Services	Christopher Hart

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|------|-------|---|---|
| 14.4 | R – 6 | Canon 21.2 – Deputies of the Provincial Synod | Christopher Hart |
| 14.5 | R – 7 | Companion Diocese Agreement w/Diocese of Guatemala | Carol Kangas |
| 14.6 | R – 8 | Parental Leave Policy Recommendations for Episcopal
Diocese of PA Clergy and Lay Employees | Marc Andonian
Commission on Wellness |
| 14.7 | R - 9 | Extension of Clergy Financial Assistance (CFA) to
Include Benefits Eligible Lay Employees | Elizabeth Curtis Swain
Commission on Wellness |
| 14.8 | R- 10 | Support of Reducing Gun Violence Through
Legislation and other Measures | The Rev. Sarah Hedgis
Anti-Gun Violence Commission |

11:30a.m.

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|------|---------------------------|---|
| 15.0 | Special Order V - Serviam | Mrs. Kathleen McClave
The Rev. Canon Shawn Wamsley |
|------|---------------------------|---|

11:40a.m.

- | | | |
|------|---|---------------------------------------|
| 16.0 | Cathedral Ministry | The Very Rev. Judith Sullivan
Dean |
| 16.1 | Introduction of Cathedral Chapter and Nominees | Bishop Gutiérrez |
| 16.2 | Vote to Confirm Nominees to be elected to the Cathedral Chapter | DC18.3 |
| 16.3 | Vote to Confirm Appointees to the Commission on Ministry | Bishop Gutiérrez |

11:50a.m.

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

12:00p.m.

- | | | |
|------|--|-------------------------------|
| | NOON PRAYER | The Very Rev. Judith Sullivan |
| 18.0 | Musical Selection – “The Servant Song” | Everyone |

- LUNCH -

(History Committee Video)

1:00p.m.

19.0 Musical Selection “Shepherd Me O’ God”

Everyone

1:05pm

THIRD SESSION

20.0 Elections – Fourth Ballot

Judges of Elections

20.1 Results of the Fourth Ballot

C4, L4

1:10p.m.

21.0 Special Order VI – Jerusalem Partnership

Video

1:18p.m.

22.0 Commission on Wellness

22.1 Report on 2019 Commission on Wellness

Douglas Sisk
Vice-chair Commission on Wellness

22.2 On Clergy Financial
Assistance Assessment/Clergy Salaries & Pensions

Elizabeth Curtis Swain

22.3 RA-2019 Clergy Financial Assistance

22.4 On Clergy Compensation

22.5 RB-2019 Clergy Compensation

22.6 Health/Lay Benefits Plan

1:43p.m.

23.0 Special Order VII - Economics and Evangelism
All Saints Torresdale and Trinity Oxford

Video

1:46p.m.

24.0 UTO in Gathering

Sharon Smith

1:50p.m.

25.0 Financial Matters

25.1 Report of the Treasurer

James Pope, Treasurer
RE-21

25.2 Report of the Finance Committee

25.3 Presentation of Budget for 2020

Dana Hall
Bishop Gutiérrez

25.4 Diocesan Budget

2:15p.m.

26.0 Elections – Fifth Ballot

Judges of Elections

26.1 Results of the Fifth Ballot

C-5, L-5

2:20p.m.

27.0 Special Order – VIII Musical Selection – Popurri: “Señor mi Dios”

Free Church of St. John
La Iglesia de Cristo y San Ambrosio
Combined Choir

2:25p.m.

28.0 Committees and Commissions (See written reports)

Bishop Gutiérrez

2:30p.m.

29.0 Special Order IX – Moral Injury/School Partnership
Women’s Moral Group/Philly School District Collaboration

Video

2:35p.m.

30.0 Church Foundation

Lori Daniels

2:40p.m.

31.0 Special Order X - Liturgical Commission

Video

2:45p.m.

32.0 Additional Convention Business

Bishop Gutiérrez

32.1 Resolutions Received After Deadline

Karen Lash

2:50p.m.

33.0 Appointment of 2020 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

2:55p.m.

34.0 Closing Prayers

Hymn – Lord, You Give the Great Commission

Everyone

3:00p.m.

35.0 Adjournment and Blessing

Bishop Gutiérrez

236th CONVENTION OF THE DIOCESE OF PENNSYLVANIA

Philadelphia Episcopal Cathedral
Philadelphia, Pennsylvania
“The Year of Living Fearlessly”

SATURDAY, NOVEMBER 2, 2019

MINUTES

7:30a.m.

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

8:30a.m.

- 2.0 Opening Prayers The Rev. Ernie Galaz
- 2.1 Musical Selection – “*All Are Welcome*” Everyone

8:50a.m.

FIRST SESSION

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

08:41 AM

- 3.1 Convention Organization

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

The Bishop appointed Stephen P. Chawaga as Parliamentarian. Mr. Chawaga has performed this function for several years now. The Bishop thanked Mr. Chawaga for accepting this important task.

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

The practice of the Convention has been to nominate the Secretary of Diocesan Council as Secretary for Convention. The Bishop nominated Jerome Buescher for this position. The nomination was seconded. There were no other nominations offered. Mr. Buescher was elected as secretary by a voting-card ballot.

- 3.4

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

Bishop Gutiérrez

The Bishop appointed Craig Alston Esq. to this position. Mr. Alston is charged with keeping the Convention “on track” as it proceeds.

3.5 Standing Rules of Order

Bishop Gutiérrez

The Standing Rules of Order 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 to the Diocese in various capacities. Bishop Michel’s assistance is greatly appreciated.

The Bishop introduced the members of the Standing Committee and asked them to rise as they were introduced.

The Bishop asked the members of Diocesan Council to stand and be recognized for their work on many aspects of Diocesan life.

The Bishop asked the members of the Finance Committee to rise and be recognized. He thanked them for carrying out the many items on their plate in preparation for budget preparation.

The Bishop thanked the members of the Liturgical Commission for their work throughout the year and especially for their work at the opening Eucharist of the Convention last evening.

Finally, the Bishop thanked the Rev. Dean Sullivan and the Cathedral staff. Without their hard work, the Convention could not take place.

3.7 Report on Committee on Dispatch of Business

Craig Alston, Esq.

Mr. Alston noted 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 Voices 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 stated 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 out of 134 and we have well in excess of the required 89 Resident Clergy out of 357. We have a quorum.

- 3.9 Business Left Unfinished from the 235th Convention Secretary of Convention

Mr. Buescher stated that there is no unfinished business to report from the 2018 Diocesan Convention.

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

Mr. Buescher stated that there are registered 26 members of 6 different Religious Orders.

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

The Bishop asked Mr. Buescher to announce the policy regarding the circulation and dissemination of materials. Mr. Buescher announced that, as stated on page 11 in the Convention booklet, material not pertinent to the Convention cannot be circulated without permission of the Convention Secretary. Please see Mr. Buescher if you have questions in this regard.

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

Mr. Buescher noted that there are 40 clergy present, as listed on page 12 of the Convention booklet, who have seat and voice at the Convention but are not eligible to vote.

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

Mr. Buescher reported that there are no congregations subject to losing their seats at Convention due to non-payment of assessments. That announcement was greeted with applause by those assembled.

- 3.14 Report on Claims of Clergy to Seats DC 2.3

There were no Claims of Clergy to Seats.

- 3.15 Report on Claims of Laity to Seats DC 2.8

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 found of pages 4 through 9 of the Convention booklet.

The Rev. Jo Ann Jones, Church of the Redeemer, made a motion to amend the agenda; namely, to move the Budget Items earlier on the Agenda. There was no discussion. The amendment was accepted.

The motion of pass the amended agenda was approved by acclamation.

3.17 Resolutions of Courtesy

Bishop Gutiérrez
R-1 2019

The Convention's Resolutions of Courtesy can be found on page 13 of the Convention Booklet.

9:15a.m.

4.0 Elections

4.1 Electronic Voting

Jeremiah Mustered

Mr. Mustered explained the procedures for electronic voting and administered a few practice questions to allow those voting to familiarize themselves with the system

4.2 Report of Nominating Committee

The Rev. Peter Carey

The Nominating Committee submitted a report, comprising a slate of candidates, that can be found on page 14 of the Convention booklet.

4.3 Nominations from the Floor

The Rev. Peter Carey

[There were many nominations from the floor. Because of the way the nominations were done, it was difficult to discern the person nominating, the parishes of the nominator and the nominee. I captured the following nominations from the floor, but I may have missed one or more. -JGB.]

Nominations Committee: Nominated from the floor; Susan Weinman, Trinity Memorial Church Standing Committee, Clergy: Nominated from the floor; Rev. Hilary Greer; Rev. Sandra Etemad Standing Committee, Lay: Nominated from the floor; Ron Francis; Mary Ann Waters; Susan Weinman.

[Nominations closed 09:18. -JGB.]

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4.4 Motion to Suspend Standing Order on written ballots The Rev. Canon Kirk Berlenbach
[Not necessary; Canon change at previous Convention. -JGB.]

4.5 First Ballot
[Balloting began at 10:15 AM. Balloting ended 10:35 AM. -JGB.]

4.6 First Ballot Results Judges of Elections
C1, L1

9:40am

5.0 Special Order I – St. Albans Newtown Square Video
[09:20, moved up. Excellent video. -JGB.]

9:45a.m

6.0 Special Order II – Hymn 98 LEVAS - “Praise Him” St. George St. Barnabas
[Moved up, in time. -JGB.]

9:50a.m.

7.0 Introductions and Acknowledgements Bishop Gutiérrez

The Bishop introduced clergy newly received into the Diocese of Pennsylvania: Rev. Dennis Bingham, Deacon, St. Thomas Whitemarsh; Rev. Kim Guiser, Priest, St. Mark’s, Honeybrook; Rev. Asha George Guiser, Priest.

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

The Rev. Canon Arlette Benoit Joseph introduced clergy new to the Diocese as listed on page 15 of the Convention booklet.

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

The Rev. Canon Arlette Benoit Joseph introduced the seminarians and those newly ordained in the Diocese as listed on page 15 of the Convention booklet.

7.3 Acknowledgement of Ordination Anniversaries Craig Alston, Esq.
R-2 2019

Ordination Anniversaries, as enumerated on pages 16 and 17 of the Convention booklet were acknowledged.

7.4 Acknowledgement of Retired Clergy R-3 2019

The recently retired clergy of the Diocese were recognized in Resolution R-3, as listed on page 18 of the Convention booklet.

7.5 Introduction of the Diocesan Staff

Bishop Gutiérrez

The Bishop introduced each member of the Diocesan Staff. He noted that they each participate in a hard ministry, that they are out in the Diocese and not sitting in their offices. He made special mention of Mary Kohart who has had extra work for the past some years dealing the incorporation project. Members of the Diocesan Staff:

Arlette Benoit Joseph, Canon for Transitions
Kirk Berlenbach, Canon for Growth and Support
Nicole Clothier, Senior Accounting Specialist
Takiyah Cutler, Senior Accountant
Celeste Fisher, Operations and Diocesan Events Coordinator
Doug Horner, Canon for Finance and Business/Chief Financial Officer
Betsy Ivey, Canon for Growth and Support
Chandler Dangerfield, Receptionist
Sean McCauley, Property Manager
Jeremiah Mustered, Executive Assistant to the Bishop
Toneh Smyth, Canon for Missions
Jennifer Tucker, Canon for Communications
Sherrie Tatman, Assistant to the Executive Assistant
Roberto Morales-Velez, Assistant Operational Support, Youth Ministry
Shawn Wamsley, Canon to the Ordinary for Evangelism and Administration/Chief Operating Officer
Mary Kohart, Chancellor

7.6 Bishop's Awards

Bishop Gutiérrez

The Bishop announced the names of those awarded the Bishop's Award at the Eucharist on Friday evening:

The Rev. Roger Broadley, for his 40-years of pastoring the church of St. Luke and the Epiphany and the tremendous amount of community-oriented work carried out by the parish in those 40 years.

Muriel Rains, for her tireless work and initiative to initiate and develop the anti-trafficking ministry of the Diocese.

The Bishop announced his plans to expand the Convention next year: a dinner on Thursday, the Convention Eucharist on Friday, and Convention business on Saturday.

[Break for 10 minutes at 09:43 AM. -JGB.]

7.7 Episcopal Diocese of Pennsylvania
Pilgrim.

Video

10:00a.m.

8.0 Bishop's Address

Bishop Gutiérrez

The Bishop spoke of his gratitude for the clergy & laity who dedicate themselves to this diocese. To the Finance Committee members who held 12 sessions to develop, elucidate, and modify the budget. Dean Sullivan for the Convention's use of the Cathedral. Doug Horner, Sean McCauley, for hard work on move to Norristown. He expressed his deepest gratitude to us, God's people. He reminded us all of Oscar Romero's statement: "If God accepts the sacrifice of my life, may my death be for the freedom of my people. A bishop will die, but the Church of God, which is the people, will never perish. I do not believe in death without resurrection. If they kill me, I will rise again in the people of El Salvador."

Peter and others: Jesus got into the boat; he was not invited. Jesus said "go." Peter answers, goes out. Finds bursting nets. Trust and courage to put out into the deep, rather than hug the shallows along the shore.

Only way we can put out is with Jesus Christ. We are not a social club nor a social service organization nor a political entity. We are of Christ. In every single thing we do. We can't be indistinguishable. We are unique: show people that WE believe in Jesus. We need to do what they say can't be done. We're not trying to get back to the golden days of 1950 but preparing for the days of 2050. We are not here to do what the world expects. We are preparing for a Hispanic endeavor with the Diocese of New Jersey and the Diocese of Delaware.

The Diocese will observe 5 holy days. Five or six churches together, working together – as parts of a Diocese.

Day of Clothing in February
Day of Feeding in April
Day of Education in June
Day of Healing in September
Day of Service (right before November Convention)

[<https://www.Diocese of Pennsylvania.org/news/five-sacred-days>. -JGB.]

Feeding. Clothing. Healing. Searching. This is evangelism, laity should lead evangelism. In 2020 for each church: stewardship resources for the Diocese of Pennsylvania. Online gifts. Youth pilgrimages. This convention will take up some of these justice issues – special taskforce to address male/female/colored financial equity. Taskforce to also evaluate transition process. “Yes, we are in this boat together.” “Love all or love nothing.” The Clare Center in Kensington. Covenant with the poor, with specific outcome items. Proposal for new Board of Trustees – identify and allocate a percentage of unrestricted funds to poverty alleviation; report back to next convention.

10:20a.m.

9.0 BREAK
[Break taken earlier. -JGB.]

10:30a.m.

10.0 Hymn – “How Firm a Foundation” Everyone

10:35a.m.

SECOND SESSION

11.0 Special Order III - Deacon Advocacy Video
Nicely done video, standing ovation.

10:40a.m.

12.0 Special Order IV - Musical Selection St. Thomas Whitemarsh
“Once we were no people, but now we belong to each other, and to God”
“Hark, I hear the harps eternal”

10:45a.m.

13.0 Elections – Second Ballot Judges of Elections
13.1 Results of Second Ballot C2, L2
[Have not yet received results of first ballot. -JGB]

10:55a.m.

14.0 Resolutions
14.1 Report of Resolutions Committee Karen Lash

The Resolutions Committee report is found on page 27 of the Convention booklet. Thanks to everyone involved. The Resolutions Committee recommends approval of all resolutions.

14.2 R – 4 Constitution Article VIII The Rev. Frank Allen
Elizabeth Swain presenting. This resolution calls for the required 2nd-consecutive–Convention vote on same resolution. Seconded. Discussion. Call for a vote. By voice vote, approved.

Seconded. Dave Griffith, speaking for the resolution. Episcopal Community Service (ECS) is at year 150. There are 400,000 people affected by poverty in the Philadelphia area. Our best partner at ECS is the Bishop. St. Barnabas mission costs about \$2M per year. We get \$800K from city and state. The other 60% comes from us, from the Diocese of Pennsylvania and its members. We need to go the wider community. Changes proposed here to canons allows us to do that. But we want to be sure that the “E” in ECS stays there. Resolution allows us to go deep.

Resolution approved by voice vote.

Seconded. Christopher Hart spoke to resolution. Diocese of Pennsylvania is part of Province III. One of most active provinces. But staffing to the Province is a low-interest position. Change in canons will let us draw provincial delegation from general convention delegation. Two mechanisms: general convention deputation decides who is the provincial representation. Failing their doing so, the Bishop will appoint from same group.

Resolution approved by voice vote.

Results of first ballot –

Board of Trustees, Clergy – ranked: Rev. Frank Allen, 3-year-term; Rev. Michael Rau, 2-year-term; Rev. Timothy Safford, 1-year-term.

Board of Trustees, Lay – ranked: Albert Dandridge, 3-year-term; Elizabeth Curtis Swain, 3-year-term; Patricia Smith, 2-year-term; Kathleen Stephenson, 2-year-term; Dave Dixon, 1-year-term; James Pope, 1-year-term.

Disciplinary Board, Clergy – Rev. Dr. Nancy Dilliplane; Rev. Robert Magoola; Rev. Richard Vinson (all elected by acclamation)

Disciplinary Board, Lay – Alfeia Goodwin; Renae Rutherford Lowe

General Convention, Clergy, by orders – Rev. Paul Adler; Rev. Emily Richards. [Two more to be elected.]

General Convention, Lay, by orders – Liz Wendt; Karen Lash; Christopher Hart. [One more to be elected.]

Commission on Wellness, Clergy – Rev. Bonnie McCrickard

Commission on Wellness, Lay – Nancy Iredale

Standing Committee, Clergy, by orders – No election. Rev. Sandra Etemad withdrew her name.

Standing Committee, Lay, by orders – Ron Francis.

Nominations Committee, Lay – Peggy Buescher; Susan Weinman (all elected by acclamation).

Church Foundation, Clergy – Rev. Dr. Mike Sowards (elected by acclamation).

Church Foundation, Lay – Joseph Feliciani; Marie Golson; Nancy Iredale; Clifford Kozemchak; Norman McClave; Catharyn McGee; Patricia Smith; Roberta Torian (all elected by acclamation).

Christmas Fund, Lay – Anne Atlee; Renae Rutherford Lowe (all elected by acclamation).

[Report completed at 11:46 AM. -JGB]

Proceeding to Treasurers report, per amended agenda. -JGB.]

- 14.5 R – 7 Companion Diocese Agreement w/Diocese of Guatemala Carol Kangas

Long relation with the Diocese of Guatemala. New bishop was present with us for last convention. Change: continue church partnerships but expand relationships – adding short term project.

Moved. Seconded. Discussion. Peyton Lewis – 2 trips to Guatemala. Martha Thome – Hymnals, prayer books, water purification filters. Remembrance of Frank Toia, strong backbone of this committee. Resolution accepted, show of cards.

- 14.6 R – 8 Parental Leave Policy Recommendations for Episcopal Diocese of PA Clergy and Lay Employees Marc Andonian
Commission on Wellness

Moved, seconded. No discussion. Approved by voice vote.

- 14.7 R - 9 Extension of Clergy Financial Assistance (CFA) to Include Benefits Eligible Lay Employees Elizabeth Curtis Swain
Commission on Wellness

Moved, seconded. Study to be done, results of study to be presented to 2020 convention. Approved by voice vote.

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14.8 R- 10 Support of Reducing Gun Violence Through
Legislation and other Measures

The Rev. Sarah Hedgis
Anti-Gun Violence Commission

Moved. Seconded. Over past year the Commission has partnered with 21 parishes. Personal history. Gun violence is complicated, but we can't use that fact to justify inaction. Approved by voice vote.

More election results –

Standing Committee, Clergy, by orders – Rev. Hilary Greer

General Convention, Lay, by orders – Isaac Quelly

11:30a.m.

15.0 Special Order V - *Serviam*

Kathleen McClave
The Rev. Canon Shawn Wamsley

13:35 PM. Shepherd's Call, *Serviam*. Kathleen McClave

Build centralized place for gathering information in community.

"I will serve." Faithfully and humbly serve others in the name of Jesus the Christ.

Strong vestry – more impact – stronger churches (work smarter, build teams, serve the church)

Need to manage the church while building community

Decision processes

Balance between fiduciary responsibilities and growth of church

Now – see photo

Combine online learning and in-person learning; increase access, enthusiasm, and collaboration

What's next – vestry program – church management discussions – enhancing program for all

Need group to road test these ideas

Very next thing – get dialogue going, recruit people after 01 Jan 2020.

Deep gratitude from Bishop. Satan vs Michael the Archangel – *Serviam*!

11:40a.m.

16.0 Cathedral Ministry

The Very Rev. Judith Sullivan
Dean

Dean Sullivan. The state of the Cathedral is strong. A slide show illustrated the Cathedral's progress. A 10-year-project to restore and stabilize, structurally and financially, the cathedral. Also increase in cathedral activity as parish, and cathedral outreach activity. Memorial to the lost on the south side of cathedral. Memorial began here last year after convention, will continue through this year. Currently at 7 churches of Schuylkill Deanery of which we (the Cathedral) are a part. North side, Hungry Jesus. Organ renovation project. Cathedral staff who make all things happen. Some other reports in printed material.

Invited Cathedral Chapter to stand forward.

16.1 Introduction of Cathedral Chapter and Nominees

Bishop Gutiérrez

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

DC18.3

Call for approval. Nominees confirmed by show of cards.

16.3 Vote to Confirm Appointees to the Commission on Ministry

Bishop Gutiérrez

See list in Convention booklet, page 42. Appointments confirmed by show of cards.

11:50a.m.

17.0 Elections – Third Ballot

Judges of Elections

17.1 Results of the Third Ballot

C3, L3

12:00p.m.

NOON PRAYER

The Very Rev. Judith Sullivan

12:30 PM.

18.0 Musical Selection – “The Servant Song”

Everyone

— LUNCH —

(History Committee Video)

1:00p.m.

19.0 Musical Selection “Shepherd Me O’ God”

Everyone

Back in session here

Third ballot, 2 clergy for gen conv deputy, voting ended 13:50.

1:05pm

THIRD SESSION

20.0 Elections – Fourth Ballot

Judges of Elections

20.1 Results of the Fourth Ballot

C4, L4

1:10p.m.

21.0 Special Order VI – Jerusalem Partnership

Video

Rev Matthew Dayton-Welch – There have been two resolutions calling for closer relations between Diocese of Pennsylvania and the Diocese of Jerusalem. It's time, time to build more than financial relationships. Revolutionary. Transfer our hearts – clergy, youth, laity. One pilgrimage in Lent 2020. Opportunity for retired professionals; if you're interested, see me Matthew Dayton-Welch. June 2020 – church farm school choir doing tour there. Episcopal Academy and Nazareth school. "Go Eagles!" Talk to Rev Dayton-Welch.

1:18p.m.

22.0 Commission on Wellness

Lavender handout in package.

22.1 Report on 2019 Commission on Wellness

Douglas Sisk
Vice-chair Commission on Wellness

See report in Convention package.

22.2 On Clergy Financial
Assistance Assessment/Clergy Salaries & Pensions

Elizabeth Curtis Swain

22.3 RA-2019 Clergy Financial Assistance

Motion, seconded. Discussion. None. Question was called. Approved by voice vote.

22.4 On Clergy Compensation

Motion, seconded. Discussion. None. Question was called. Approved by voice vote.

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Results of Third ballot – 14:13

General Convention, Clergy, by orders – No election. Rev. Joshua Caler withdrew his name from further consideration. Rev. Deirdre Whifield withdrew her name from further consideration.

The Bishop put forward a motion to vote on plurality. The motion was seconded and approved by voice vote. Consequences of this action: the winning candidate must be 1st or 2nd in each order.

Fourth Ballot – 14:19

General Convention, Clergy, by orders – vote for two of Rev. Jo Ann Jones, Rev. Dr. Pamela Nesbit, Rev. Pamela Moor.

22.5 RB-2019 Clergy Compensation

The Resolution was approved.

22.6 Health/Lay Benefits Plan

1:43p.m.

23.0 Special Order VII - Trinity Oxford

Video

The presentation showed a creative way to use a historically certified building and to build a bridge to the community at the same time.

1:46p.m.

24.0 UTO in Gathering

Sharon Smith

1:50p.m.

25.0 Financial Matters

25.1 Report of the Treasurer

James Pope, Treasurer
RE-21

The Treasurer's Report is found on page 52 in the Convention booklet.

25.2 Report of the Finance Committee

Dana Hall

Ms. Hall recounted her experience with serving this sacred ministry for the past 6 years and being Chair for the past 2 years. The Finance Committee is charged with recommending a budget by 01 Jun of each year to the Standing Committee. The full budget is presented on page 59; the Bishop's introduction to the budget is on page 56. Big item – all the square footage owned by Diocese of Pennsylvania. Applause for McCauley and Masters who supervise that. The Bishop also called for hands-together for Rev. Mike Rau for his work with this committee in previous years.

Canon Wamsley – mentioned that the Diocese is trying to emulate the church described in Acts. The Bishop – noted that the goal is to turn pyramid on its head. Upon his arrival in the Diocese of Pennsylvania, the Bishop spent a full year on pilgrimage to each parish of the Diocese; what he learned informs all Diocese of Pennsylvania budgets.

25.3 2020 Proposed Budget

Moved & seconded. Discussion. Gordon Fallon, Redeemer: asked for a deeper analysis of endowment draw mechanisms. A request was made to call the question. James Pope responded that Kathleen Stephenson has given untold hours to doing just such an analysis. Mr. Pope promised to provide her detail before next year's budget.

By voice vote, the budget was accepted.

To 16.0

2:15p.m.

26.0 Elections – Fifth Ballot

Judges of Elections

26.1 Results of the Fifth Ballot

C-5, L-5

Final election results

General Convention, Clergy, by orders – Rev. Jo Ann Jones elected. No election for 4th member of Deputation.

One more ballot (5th ballot), General Convention, Clergy – Rev. Daniel Moore, Rev. Pamela Nesbit; vote for no more than one.

Results of 5th ballot –

General Convention, Clergy, by orders – Rev. Pamela Nesbit elected.

2:20p.m.

27.0 Special Order – VIII Musical Selection – Popurri: “Señor mi Dios” Free Church of St. John
and La Iglesia de Cristo y San Ambrosio

Musical presentation. Nicely done.

2:25p.m.

28.0 Committees and Commissions (See written reports) Bishop Gutiérrez

2:30p.m.

29.0 Special Order IX – Moral Injury/School Partnership Video

14:38. Moral injury.

Women’s Moral Group/Philly School District Collaboration

MST – military sexual trauma. Nicely done video.

2:35p.m.

30.0 Church Foundation Lori Daniels

Rev. Dr. Mike Sowards, Lori Daniels. Goldenrod report in Convention package, titled “The Church Foundation.”

2:40p.m.

31.0 Special Order X - Liturgical Commission Video

Episcopal Legal Aid – episcopallegalaid.org –

at Wellness Centers and food banks, etc. Up and running. First, where should Steve Chawaga go to help? Go to site and leave a comment. info@episcopallegalaid.org. Developing, on-going project.

2:45p.m.

32.0 Additional Convention Business Bishop Gutiérrez

Resolutions arising from the Bishop’s address:

R-11 – Funding anti-poverty effort. Asks the newly elected Board of Trustees to set percentages for allocating money for anti-poverty efforts by Diocese of Pennsylvania.

Moved. Seconded. Approved by voice vote.

R-12 – Equity in clergy compensation and deployment.

Moved. Seconded. Approved by voice vote.

32.1 Resolutions Received After Deadline
None

Karen Lash

A special note: Church of the Advocate situation

Needs ministry help, needs restoration help.

2:50p.m.

33.0 Appointment of 2020 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

2:55p.m.

34.0 Closing Prayers
Hymn – Lord, You Give the Great Commission

Everyone

3:00p.m.

35.0 Adjournment and Blessing

Bishop Gutiérrez

Adjournment – 15:18

APPENDICES
to the
MINUTES OF CONVENTION

2019 Convention/Saturday Address

November 2, 2019

Bishop Daniel G. P. Gutiérrez

Once while Jesus was standing beside the lake of Gennesaret, and the crowd was pressing in on him to hear the word of God, he saw two boats there at the shore of the lake; the fishermen had gone out of them and were washing their nets. He got into one of the boats, the one belonging to Simon, and asked him to put out a little way from the shore. Then he sat down and taught the crowds from the boat. When he had finished speaking, he said to Simon, 'Put out into the deep water and let down your nets for a catch.' Simon answered, 'Master, we have worked all night long but have caught nothing. Yet if you say so, I will let down the nets.' When they had done this, they caught so many fish that their nets were beginning to break. So they signaled to their partners in the other boat to come and help them. And they came and filled both boats, so that they began to sink. But when Simon Peter saw it, he fell down at Jesus' knees, saying, 'Go away from me, Lord, for I am a sinful man!' for he and all who were with him were amazed at the catch of fish that they had taken; and so also were James and John, sons of Zebedee, who were partners with Simon. Then Jesus said to Simon, 'Do not be afraid; from now on you will be catching people.' When they had brought their boats to shore, they left everything and followed him. Luke 5:1-11

I begin this address with gratitude. Gratitude for the clergy and laity who dedicate their time and talents to the Body of Christ. The Finance Committee, Dana Hall, James Pope, Doug Horner, Shawn Wamsley, and those who spent days and nights formulating the budget and attending the 12 hearings. To the committees who bind and strengthen the Church.

Dean Sullivan, the Cathedral staff, the diocesan staff for their dedicated work in preparation at this convention. The staff of your Offices of the Diocese. I see their active ministry, the deep faithfulness, and the love they have for you. Doug Horner, Sean McCauley and our contractor for their long hours in the renovation and construction of the new offices of the diocese.

My deepest gratitude is for you. Laity and clergy: the people who are indeed the Church. I quote St. Oscar Romero using the jubilant cry of Jesus, "I have known God because I am with God's people - you." Last year, we set forth ten ministry markers over the next five years. You can see the progress on the **Together** page on the website. I invite you to review them.

Put out into the deep. Peter is on the shore. He had been out all night in the boat, searching for fish. Tired and frustrated, he returns with empty nets. Jesus wasn't invited; he gets into the boat. The invasion of grace. Jesus calls him to leave the comfort of the shore, and "put out into the deep." Imagine what Peter thought.

We tried, we're tired, and there are no fish out there. He wants to stay by the shore. Yet, Peter responds and sets out. He lowers the nets, and when he pulls them up - they are bursting.

Deep water stirs the soul. It suggests the unknown. It implies great power. It inspires fear. It offers a challenge. It requires trust and courage to put out into the deep. We can understand why it is easy to stay in the shallows, hugging the shore. We do not know what awaits. It is disturbing to see the familiarity and security recede in the distance.¹

We are required to be vulnerable, submit to something greater than ourselves, or what we cannot control. As the prayer says: “Disturb us, Lord, to dare more boldly, To venture on wider seas. Where storms will show your mastery; Where losing sight of land, We shall find the stars.”

In deep waters, we can remember the shore with gratitude, live in the present with excitement, and to look forward to the future with confidence. The scripture is appropriate for your journey because the only way we can put out to the deep is with Jesus Christ.

Today more than ever, it is Christ. The Church cannot be another fiefdom of the world. We cannot lose our identity in the world. We are not a social club based on a religious ideal. Neither are we a social service organization, or a political entity. It is Jesus Christ. All our words, actions, and life must be formed and centered in Christ.

Christ, in every breath, word, thought, and action. Holy encounter after holy encounter — prayer after prayer. We can no longer be indistinguishable from the multitude of organizations and institutions in the world. We offer life - in Jesus Christ. What life in Jesus can bring us as individuals and as a society? If we do not proclaim Jesus Christ, we should not exist. Instead of spending our time telling people to believe in Jesus, let's actually believe Jesus. Over the past 3 ½ years, together, we have prepared to go to the deep.

We have pruned, made the hard decisions, recast our assets, and are now meeting our obligations. No longer willing to sit by the shore. To put out to the deep, the church, our church must not be content to become a museum or frozen in amber. To do things they say cannot be done. We can no longer plan nor hope for a church suited for 1950.

We must prepare for 2050 and beyond. The church grows when it goes to the deep. We cannot continue to allow the church to be an institution, and we must be willing to do non-institutional things. Rather than seeking the latest growth programs, fighting over liturgy, determining who belongs. Wringing our hands over attendance and decline, let us go deep.

If we are not proclaiming Christ and supporting one another, cast it over the side. If we are not giving food to the hungry, clothing the naked, giving drink to the thirsty, providing shelter to those without or healing the sick, we should have no time for it or all the distracting games. Let's stop playing church and be the church. Words are cheap substitutes for actions.

Live fearlessly, and let's put out to the deep. We must continually reassess if our current structures are working. Let's reassess and if they are slowing us down, if they are obstacles, if they keep us close to the shore, throw it overboard. Review what people are doing around the world and develop new structures that will help us to be innovative, agile, and keep going deep.

Let us show the world Kingdom values instead of worldly values. We continually focus solely on attendance in the pews. Let us weigh with equal value those sacred encounters in our outreach, feeding, and clothing in the name of Christ. Let's fail, fail again, and fail daringly and have the willingness to accept failure. It is okay. We get up and throw our nets out once again.

Instead of acting like a business and expecting relatively short-term goals, let's set our eyes on that distant shore and focus on the extremely long-term goals. Results are not the only measure in God's kingdom. We will be accountable, transparent, and durable stewards, yet remember the words of Thomas Merton: "Do not depend on the hope of results. You may have to face the fact that your work will achieve no result at all, if not perhaps results opposite to what you expect. As you get used to this idea, you start more and more to concentrate not on the results, but on the value, the rightness, the truth of the work itself. You gradually struggle less and less for an idea and more and more for specific people. In the end, it is the reality of personal relationship that saves everything."

In this same vein, we are planting seeds of prayer, allowing the Holy Spirit to move. Communities of prayer and action. In Epiphany, we will begin meeting and praying over the formation of monastic communities in our diocese. People will work in regular jobs and at the same time, live in a community. Lay and ordained. A place of formation, spaces of discernment and disciples, prepared to enter and serve our churches. The world expects a predictable Church. We are not here to be what the world expects and do not want our ministry to be predictable.

As a diocese, we need to support one another as individuals and as churches. We are not 134 individual congregations; we are 134 churches. Where we do not merely tolerate one another, we celebrate one another. Not only called to support one another in Southeast Pennsylvania, as the church, we need to go to the deep with the Episcopal Church and the Anglican Communion. In Lent, we will begin partnerships with the dioceses of New Jersey and Delaware around Hispano/Latino outreach.

Let us endeavor to erase the lines of geography, economy, and race. We are one diocese, one people, one church. We are all God's beloved. As in scripture: "They signaled to their partners in the other boat to come to help them. They came and filled both boats." If one church fails, we all fail. If one church grows, we all grow. Let us lock arms together and go out together.

Let us yoke with one another, joint ministries, outreach, joint liturgies. Let the world see. Thus, I propose five holy days of service in our diocese. Day of Feeding. Day of Clothing. Day of Healing, Day of Serving. Day of Education. The nets will tear. The other boats come and join them. Let's empower the work of evangelism. Each and every one of you are disciples called to go to the deep.

The mission of the church is not reserved for a group of ordained. The laity should lead it. We are all responsible for evangelism. Let the nets of the evangelism committee be filled. I am asking for you to give your time. In 2020, we will provide various stewardship resources for our churches. We are also inaugurating the Bishop's Appeal to empower the ministry of the church.

We have created [a link on the website](#) so that you can donate directly to a range of ministries. We will begin a series of youth pilgrimages to empower our youth and put their fire and desire out in the world. In terms of supporting one another, we must do something necessary.

Over the past four years, we have made good progress toward promoting a level playing field in deployment for women clergy and clergy of color. It is not enough. We cannot just make progress. We must address the pay inequities between male and female clergy in the diocese and for people of color. Using past work by the Wellness Commission.

I am asking this convention to resolve and pass that a special task force is created to address equity in clergy compensation. With financial resources, to have an outside firm objectively perform an audit to make known and available by Convention 2020. Assembling best practices from throughout the Church that has proven results

Replicable in reversing inequity in deployment and compensation. We need specific focus on inequities created by the increase in part-time clergy positions who are effectively full-time at lower compensation and the interim rector system. I would also like to set goals for all churches in transition that can be evaluated and measured objectively by the task force, so that we are all accountable. We are all in this boat together. In supporting one another, I thank all of you that give of your sacred resources.

Those with abundant resources or those giving whatever you can. I thank you for giving of your money, time, gifts of intellect, design, labor. We are in this boat together. If we are going put out to the deep we must be a church of the Beatitudes. We must put out to the deep and go to the poor. We have one of the highest poverty rates in the nation.

We the highest number of children in poverty. Poverty is not only an economic condition; there are sisters and brothers who are experiencing spiritual, physical, and mental poverty. Together we must work not merely to feed or clothe them for a day but to help break the chains which hold them for all time.

We must be a church that goes out into the world and meets the poor in our own poverty. Not from the top down, but the bottom up. Just as our lives hung in the balance when Christ entered this world, we must enter into the same world. As Jesus entered into our suffering, we must enter into their suffering. Our love for Jesus cannot be solely for Jesus. It has to be for one another.

We must love all or love nothing. For many, life is not merely a series of bad choices, terrible luck, or only having a rough time. Lives are being lost. The blessed are being murdered on our streets by gun violence, killed because of the color of their skin, what they look like, who they love, or how God created them. Suicides are of epidemic proportions, and migrants are dying seeking hope.

Drugs do not discriminate by race, economics, or geographic location. Women are being abused and beaten. Just as our lives hung in the balance when Christ entered this world, we must enter

into the same world. If Jesus is king then Caesar is not. Blessed are we, let us live fearlessly in Christ. To take up our crosses. For many, they carry the cross every hour and every day.

Yet if we stand at the foot of the cross with them, where the cross meets the earth, love radiates outward. As we put out to the deep, in Christ, future generations will be released from the chains of misery. God became poor; let us have the courage to become poor. The Gospel of Jesus Christ is always good news to the poor. We must be the church that goes to the poor.

Over the next year, you will see the development of the Clare Center in Kensington which will spiritually support those in need, the unsheltered, and those suffering from substance abuse; and specifically provide support to female sex workers and trafficking victims.

We will develop a covenant with the poor with specific outcomes that will hold us accountable. I also ask one other item from this convention. This convention resolves and passes the following. One of the first actions of the new Board of Trustees will be to create a system by which a percentage of all unrestricted financial gifts received are dedicated to poverty. A special fund set aside will be used to support direct ministry for and with those living in poverty as well as addressing the root causes of poverty. The Board of Trustees will determine what percentage will be applied to all gifts received and report that information back to Diocesan Council and the 237th Convention. The most important thing is to give our lives. As for me, in my fourth year as Bishop, while I know budgets and administration and use them. I am always profoundly involved but I was not called to be solely an administrator of an institution.

We have a brilliant staff and volunteers with great expertise. I was called to be a shepherd. To journey with you, be with you. A shepherd should smell like the sheep. I remind you that my grandfather was a shepherd, so I understand. I will be out, even more, engaging with your ministries, teaching, praying, and going out to the deep with you.

I must also decrease so that Christ can increase. I do not believe that Bishops are princes of the church. The Bishop is the least of laity and clergy. My call to serve you. Jesus' vulnerability always takes me and moves me. If we are going to change the church, it must start with me. To demonstrate visibly in the same way when Jesus washed the disciples' feet.

Or, when Francis publicly stripped off his fancy clothes. To walk the journey with you. To go to the deepest parts with you. I will endeavor to serve with simplicity where you continue to know Daniel, your servant, and a slave of Christ. I will pray for ways in the time our Lord gives us together that you will not merely observe my Episcopacy; I want you to share my Episcopacy.

Jesus said to Simon, "Do not be afraid; from now on, you will be catching men." When they brought their boats to the shore, they left everything and followed him. Remember, in the following chapter of the Gospel, after they put out to deep, the disciples were out in the city healing. People were tearing down the roofs to see our Lord.

People were getting up and walking, and old wineskins were replaced with new. Just as Christ called Peter to venture out into the deep, He asks the same of us. To place all our trust in Him.

To venture forth into unknown and deep water because He is right there with us. Our faith teaches us not to fear because Christ is present. Perfect love casts out all fear.

To live fearlessly in Jesus Christ. We are trusting because God is in charge. Life will come up from the depths. Let us put out to the deep — an invasion of Grace, which is Christ stepping into our boat. If we do, I can only imagine the smile on the face of Jesus. Diocese of Pennsylvania, let us put out into the deep.

^{i i} Excerpt paraphrased from Father Jack Peterson, a campus minister at Marymount University in Arlington, VA.

Standing Rules of Order

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

Circulation of Materials at Convention Standing Resolution 24

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

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

Report on Clergy Not Eligible to Vote but having Seat and Voice (Licensed to officiate in the Diocese)

The Rev. Harrison Anyango
The Rev. Dorothy Kolger Auer
The Rev. Richard Baumann
The Rev. Paul Briggs
The Rev. Alan Broadhead
The Rev. Emory Byrum
The Rev. Ghislaine Cotnoir
The Rev. John Daniels
The Rev. Bruce Davis
The Rev. Dr. Harold Evans
The Rev. Allen C. Guelzo
The Rev. Nina George-Hacker
The Rev. Albert Holland
The Rev. Christopher Irene Ogunko
The Rev. Karl Krueger
The Rev. David Laquintano
The Rev. Neil Lawson
The Rt. Rev. Edward Lee
The Rev. George Loewer
The Rev. Julia McKeon

The Rt. Rev. Rodney R. Michel
The Rev. Paul Mottl
The Rev. William North
The Rev. Marlee Norton
The Rev. Stephen Nuenga
The Rev. Sushil Pakyanadhan
The Rev. Modayil Philips
The Rev. Edward Rix
The Rev. Clare Fischer-Davies Schoenberg
The Rev. Canon Virginia Sheay
The Rev. James Shelly
The Rev. David Snyder
The Rev. John Sosnowski
The Rev. Richard Ullman
The Rev. Robert Viggiano
The Rev. Allen Wakabayashi
The Rev. Geoffrey West
The Rev. Marcia Wilkinson
The Rev. Donna Wright
The Rev. R. Don Wright

**DIOCESE OF PENNSYLVANIA
CONVENTION
NOVEMBER 1-2, 2019**

REPORT OF THE RESOLUTIONS COMMITTEE

The Resolutions Committee received seven 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 160 people.

Members of the finance committee, along with diocesan staff, gave a clear presentation and answered questions at each meeting. Members of The Commission on Wellness presented R-A and R-B. The committee recommends approval of the R-BUD 2020, R-A 2020 and R-B 2020.

The seven other resolutions were presented and discussed. Resolution R-4 is returning from the 2018 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 Change to Canon 19 and R-6 Deputies to Provincial Synod require changes to Canons. We recommend approval.

The committee also recommends the approval of all other resolutions, R-7 through R-10.

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

**DIOCESE OF PENNSYLVANIA
236th CONVENTION
NOVEMBER 2, 2019**

R-1 2019

Resolutions of Courtesy

RESOLVED: That this 236TH 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 Diocesan 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 236TH Convention of the Diocese of Pennsylvania extend gratitude and appreciation for the work of the Diocese staff for their support, assistant and continued commitment and service to the Diocese and this Convention.

RESOLVED: That this 236TH 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 236TH 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 236TH 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 236TH Convention of the Diocese of Pennsylvania express gratitude and appreciation for the ministry of our ushers and volunteers at this Convention.

RESOLVED: That this 236TH Convention of the Diocese of Pennsylvania express gratitude and appreciation to those serving as registration volunteers at this Convention.

RESOLVED: That this 236TH 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 236TH Convention of the Diocese of Pennsylvania express gratitude and appreciation for the Search/Nominating Committee and Election/Transition Committee.

Resolution on Ordination Anniversaries

BE IT RESOLVED: That this 236th 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 Rt. Rev. Allen Bartlett, Jr.
The Rev. Albert Dickinson
The Rt. Rev. Edward Lee
The Rev. Nicholas Phelps

55 years:

The Rev. Haydn Evans
The Rev. William Fulks
The Rev. Theodore Henderson, Jr.
The Rev. David Hyatt
The Rev. William Lane

50 years:

The Rt. Rev. Charles Bennison, Jr.
The Rev. K. Palmer Hartl

45 years:

The Rev. William Deane, Jr.
The Rev. F. Michael Knight
The Rev. Christopher Moore
The Rev. Douglas Scott
The Rev. Peter Sipple
The Rev. Stephen Snider
The Rev. Geoffrey West
The Rev. Nancy Witting
The Rev. James Wynn

40 years:

The Rev. Rodger Broadley
The Rev. Thomas Monnat
The Rev. Kwabena Owusu-Afriyie
The Rev. Ronald Parker
The Rev. David Robinson

35 years:

The Rev. Howard Cole
The Rev. William Duffey
The Rev. Andrew Kline

30 years:

The Rev. Richard Alton
The Rev. Judith Beck
The Rev. Scherry Foulk
The Rev. Terrence Highland
The Rev. Paul Hunt
The Rev. Lisa Keppeler
The Rev. Nancy Stroh
The Rev. John Whitnah

25 years:

The Rev. Emory Byrum
The Rev. Joseph Dietz
The Rev. Dr. Daniell Hamby
The Rev. Thomas Hargrove
The Rev. Denise Leo
The Rev. James Taylor

20 years:

The Rev. Dorothy Auer
The Rev. Canon Kirk Berlenbach
The Rev. Elizabeth Kostic
The Rev. Adam Kradel
The Rev. Emmanuel Mercer
The Rev. Abigail Nestlehutt

15 years:

The Rev. Barbara Abbott
The Rev. Lucy Amerman
The Rev. Kathryn Andonian
The Rev. Elizabeth Colton
The Rev. Lynn Czarniecki
The Rev. Nancy Deming
The Rev. Dr. Thomas Eoyang
The Rev. Deborah Payson
The Very Rev. Judith Sullivan

10 years:

The Rev. Robert Davidson
The Very Rev. Lynn Hade
The Rev. Mary McCullough
The Rev. Dr. Mary Ann Mertz
The Rev. Christina Nord
The Rev. Marjorie Oughton
The Rev. Doris Rajagopal
The Rev. Paul Reid
The Rev. John Symonds
The Rev. Deirdre Whitfield

5 years:

The Rev. Dennis Coleman
The Rev. John Daniels
The Rev. Phillip Geliebter
The Rev. Matthew Holcombe
The Rev. Canon Betsy Ivey
The Rev. Karen Kaminskas
The Rev. Sean Lanigan
The Rev. Bonnie McCrickard
The Rev. Jeffrey Moretzsohn
The Rev. David Romanik
The Rev. Daniel Stroud
The Rev. Lara Stroud

Report on Recently Retired Clergy

WHEREAS the following clergy long active in the ministry of the Church have retired since the November 2018 Convention of the Diocese of Pennsylvania.

THEREFORE, BE IT RESOLVED: That this 236th 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. Judy Buck-Glenn
The Rev. Cliff Cutler
The Rev. Cathy Kerr
The Rev. George Masters
The Rev. Koshy Matthews
The Rev. David Robinson
The Rev. John Sorenson

And be it further

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

**Diocese of Pennsylvania
236th Diocesan Convention
November 2, 2019**

RA- 2020

Submitted by the Commission on Wellness

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

**RESOLUTION OF THE CLERGY FINANCIAL
ASSISTANCE ASSESSMENT – 2020**

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 2020; 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 2020; and shall be apportioned to each parish in the Diocese of Pennsylvania.

ON CLERGY COMPENSATION — 2020

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, 2020, 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	\$62,122	See note 3a	\$48,673	See note 3a
Curate/Assistant/Associate	1	\$68,757	See note 3b	\$51,503	See note 3b
Rectors, Vicars, Interims, Priests-in-Charge					
Family	2	\$76,724	\$76,724	\$57,472	\$57,472
Pastoral	3	\$76,724	\$86,023	\$57,472	\$64,437
	4	\$76,724	\$95,323	\$57,472	\$71,403
Transitional	5	\$86,023	\$104,622	\$64,437	\$78,368
	6	\$95,323	\$113,921	\$71,403	\$85,334
Program	7	\$104,622	\$123,220	\$78,368	\$92,299
Resource	8	\$113,921	\$132,520	\$85,334	\$99,266

The minimum and midpoint compensation figures in the above table have been increased by 2.1% from RB-2019, 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. In each of these categories the minimum reflects the midpoint for two-levels below the specific category.

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 2020 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	\$131	\$170
Usual Range	\$150-245	\$180-301
Maximum	\$277	\$342

It should be noted that the fees above reflect expectations for a supply Priest who is conducting the service or celebrating Eucharist, and preaching, as a temporary replacement for the clergy employed by the church. If the duties of the service are split across two supply clergy, such as celebrating and preaching, it is appropriate to split the fees.

If clergy is providing services such as guest preaching or conducting a sacrament such as baptism, and the church's employed clergy are in attendance, the church may offer an honorarium at its discretion. An honorarium is not expected if the clergy is serving as a guest preacher as an extension of their ministry or employment by another organization (e.g., clergy from the Diocese, ECS, etc.). Churches may make a contribution to the sponsoring organization at their discretion.

If a Deacon is presiding over a service, or serving as a guest preacher, it is appropriate for the church to make a contribution to the Deacon's discretionary fund, at its discretion, in support of the Deacon's ministry to the community.

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

Explanatory Notes:

(Note 1)

For the purpose of this resolution "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 nonclergy employees as an employer 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.

(Note 2)

Diocese of Pennsylvania
236th Convention
November 02, 2019

RB-2020

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 2020, the values were increased by 2.1%. 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 2020:

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	0-206
Pastoral	3	12 (9%)	76-110	207-258
	4	10 (8%)	111-140	259-320
Transitional	5	7 (5%)	141-172	321-385
	6	17(13%)	173-225	386-496
Program	7	10 (8%)	226-400	497-705
Resource	8	16(12%)	400+	706+
The Congregation Size Category is the Higher of the People and Financial Index				

(Note 3)

The 2020 salary figures for full-time clergy have been changed from the 2019 figures to reflect an increase of 2.1 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, 2019. 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 and associates have more responsibility than the rector 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 2020.

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	2019
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%	2.1%
BLS – Average Total Compensation Increase for all workers in market	2.1%	2.6%	1.5%	2.6%	1.9%	2.3%	2.7%	1.4%
BLS – Average Salary/Wage Increase for all workers in market	2.4%	2.4%	1.5%	2.4%	2.0%	2.0%	2.7%	1.9%

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) 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 issue will be reconsidered at the 80th Convention of June/July 2021.

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.

DIOCESE OF PENNSYLVANIA
236th CONVENTION
NOVEMBER 2, 2019

R- 4

Name: Rev. Frank Allen
email: fallen@stdavidschurch.org
On behalf of the Committee to Incorporate the Diocese

RESOLVED: That the following changes to 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.

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.

Explanation: This amendment to the Constitution was passed at the 235th Convention along with amendments to the Canons to accomplish the Diocese's transition to an incorporated entity. Amendments to the Constitution must be passed by two successive Conventions in order to become effective.

R- 5

**MODIFICATIONS TO CANON 19 RELATING TO
DIOCESAN INSTITUTIONS AND EPISCOPAL COMMUNITY SERVICES**

SEC 19.1 *Diocesan Institutions*

* * *

19.1.4 *[formerly part of 19.1.3]*. Should any organization in this Diocese, which has acquired property as an institution of the Episcopal Church, attempt, by amendment of its articles of incorporation or otherwise, to divert such property to other uses, the facts shall be reported to the Diocesan Council and to the Chancellor for appropriate action.

19.2.1 The Bishop and the Trustees of the Diocese may from time to time propose to Episcopal Community Services the names of individuals (lay or clergy) Standing Committee shall annually nominate at least nine members of the clergy and at least ten lay members of the Church and as many more persons (a majority of whom shall be members of this Church) as the by-laws of such corporation shall provide from time to time, residents of this Diocese, to serve on the governing body of the corporation known as Episcopal Community Services of the Diocese of Pennsylvania, which individuals shall be considered for board membership by

Episcopal Community Services in accordance with its then existing by-laws together with the nominations of any other individuals proposed for service. These nominations shall be communicated by the Secretary of the Convention to the Board of Council Members of such corporation for election in accordance with its articles of incorporation.

19.2.2. The Convention commits to Episcopal Community Services of the Diocese of Pennsylvania ~~the religious ministration to inmates of penal institutions and patients and residents of hospitals and other institutions within the limits of the Diocese of Pennsylvania;~~ the oversight of the charitable enterprises developed by Episcopal Community Services ~~it~~, and the administration of such other work as may from time to time be referred to it by this Convention.

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EXPLANATION: Episcopal Community Services wants to amend its articles of incorporation to remove the existing “accession” language whereby it expressly subjects itself to the “Constitution, Canons, Doctrine, Discipline and Worship of this Church”, and replace it with alternative language subjecting any change of mission or purpose to the approval of the Ecclesiastical Authority and Board of Trustees, which more accurately reflects ECS’ role and connection with the Diocese. It also seeks to modify the Canons relating to the nomination of its Board, particularly in light of the creation of a Diocesan Board of Trustees. ECS’ amended articles of incorporation will also include a provision requiring that it maintain a minimum numbers of clergy resident in the Diocese, as well as lay people who are members in good standing of Parishes in this Diocese. More generally, this Resolution would permit other Diocesan organizations to revise their mission or structure while maintaining its role as a Diocesan organization with the approval of the Ecclesiastical Authority and the Board of Trustees.

DIOCESE OF PENNSYLVANIA
236th CONVENTION
NOVEMBER 2, 2019

R- 6

Sponsor: Christopher Hart on behalf of the Canons Committee
email: cervus@veritasliberat.net
Phone

METHOD OF ELECTING DEPUTIES TO THE PROVINCIAL SYNOD

Resolved: Canon 21.2, *Deputies of the Provincial Synod*, is stricken and replaced with the following:

Canon 21.2 *Deputies to the Provincial Synod*

21.2.1 Within 90 days following their election the deputies to the General Convention shall caucus and select from among themselves one clergy deputy and two lay deputies whose duty it shall be to also serve as the Deputies to the Provincial Synod.

21.2.2 Should the elected Deputies not make the above selection within 90 days the Bishop Diocesan shall designate the Deputies to the Provincial Synod. He or she may choose from among the duly elected deputies to the General Convention, or from among the alternates after they are elected, or from among the deputies to the immediate past General Convention.

21.2.3. The assessment made by the Provincial Synod shall be paid out of the budget for convention and diocesan expense provided, however, that any increase in that assessment from time to time must be approved by the Board of Trustees.

EXPLANATION: Deputies to the Provincial Synod are currently elected every three years by the annual Diocesan Convention. If this Resolution is adopted, Deputies to the Provincial Synod will instead be selected from among the Diocese's deputies to General Convention, who are also elected every three years by the annual Diocesan Convention. This change will make our diocesan representation to the provincial synod more connected to our primary representation in the larger church. Selecting provincial synod deputies from among the General Convention deputation is a practice used by some other dioceses in our province and has appeared to be a sound practice. This change will also eliminate the need for a separate election of Deputies to the Provincial Synod, an election that often fails to even achieve a full slate.

DIOCESE OF PENNSYLVANIA
236th CONVENTION
NOVEMBER 2, 2019

R- 7

Designated contact person for this resolution:

Name: Carol Kangas, Chairperson

Email: kangascarol@gmail.com

Phone: 610-952-5605

TITLE: Companion Diocese Agreement

RESOLVED: The Convention of the Diocese of Guatemala concurring, the Diocese of Pennsylvania and the Diocese of Guatemala enter into a ninth three-year term of our companion relationship for the years 2020-2022.

EXPLANATION: The Diocese of Pennsylvania and the Diocese of Guatemala have been Companion Dioceses for 24 years. For most of that time, the focus of our companionship has been on church-to-church partnerships in which congregations in Pennsylvania develop and maintain relationships with congregations in Guatemala. There are visits back and forth in which clergy and laity have participated together in worship, fellowship, service projects and other activities. Congregations here have provided financial and material assistance to our Guatemalan partners in their efforts to meet the spiritual, educational, social, physical and medical needs of their congregations and their wider communities. Those of us who have shared in our partners' missions have often found that we return feeling that we have received blessings more than equal to whatever we have been able to offer our partners.

With the advent of the new Diocesan Bishop of Guatemala, we are changing the focus of our companion relationship to include (in addition to church-to-church partnerships), a focus on areas of greatest need in the Diocese of Guatemala. In June, 2018, the eruption of the Fuego Volcano in Guatemala prompted just such a focus on the needs of the people whose homes and livelihoods were destroyed or damaged. In response to a plea from Bishop Romero and at the request of Bishop Gutierrez, over one hundred churches and individuals in our diocese contributed funds that were sent to the Diocese of Guatemala to help with their efforts to provide relief to people living in the areas affected by the volcano.

We realize that there are churches in Guatemala that have never had a partner congregation, and there are churches in our diocese that, while unable to contemplate a long-term partnership, could consider the opportunity to participate in a short-term project like a medical mission, or helping to fund a clean water

project or Days for Girls. Another exciting possibility would be for a Guatemalan priest to spend some time working with a church in our Diocese to develop mission opportunities with the growing Hispanic/Latino populations in some of our communities.

A MESSAGE FROM BISHOP SILVESTRE ROMERO:

Dear Sisters and Brothers from our companion Diocese of Pennsylvania:

Love and Blessings in the name of our Lord and Savior Jesus Christ.

Our journey of companionship has been of great blessings for our diocese, the relationships and the way we have shared in Mission and Evangelism. As a new bishop, I'm the recipient of this great gift.

I'm grateful for your generosity and shared mission, the gift and support you shared with us with over \$30,000.00 has been of great help to those affected by the volcano eruption last year. My connection and relationship with all of you continues to grow as I have shared with you in your diocese as well with the visits you have made to our diocese, I hope and pray that this will continue. Thank you for the warm and hospitable welcome you have offered me and my wife in our visits with you. I have tried to be present during your visits to us, even if it is on a limited time, sharing with you and offer the best hospitality and care is important to me and our diocese.

We continue to look ahead and it is our hope that our relationship and companionship will continue for at least another three years. The Vision for another three years is to live a deeper relationship with a broader reach for both the Diocese of Pennsylvania and the Diocese of Guatemala. The way that I envision this process is by responding to four core values and Christian imperatives: Evangelism, Companionship, Mission and Sustainability. These values are the core of the Great commission (Mt 28:19-20). Jesus sent his disciples, and us, to share the good news, to baptize, to teach and obey, to follow what he commanded. He made a promise to be with us to the very end of the age. I look forward to share with you in more depth about how these Christian imperatives will allow us to grow deeper in our relationship and shared mission.

May God continue to guide us in the journey of mission and evangelism,

The Rt. Rev. Silvestre Romero

Obispo de la Diócesis de Guatemala

**INDIVIDUAL OR DIOCESAN BODY RESPONSIBLE FOR
IMPLEMENTATION OF THIS RESOLUTION:**

**Guatemala Companion Ministry Committee (formerly Companion Diocese
Committee)**

Carol Kangas (Chairperson)

Sandra Abrams

Burt Blackburn

Bridget Burless

Terry Champion

Terry Clattenburg

John Krick

Cheri McCaslin

Judy O'Neil

Myra Parker

The Rev. David Rivers

Elizabeth Rivers

Steve Rubenstein

Martha Thomae

Linda Toia

Warren Wanlund

Dianne Williams

**MISSION STATEMENT OF THE GUATEMALA COMPANION MINISTRY
COMMITTEE:**

Through the love of God we are all made one family in Christ. As companion dioceses, we covenant to walk together on our common journey, learning from each other as we share our spiritual, human and material resources at all levels. As companions on the journey, we will encourage and pray for one another and inspire each other in the work we are given to do as Christ's agents in the world about us.

Designated contact person for this resolution:

Marc Andonian, PhD., Commission on Wellness
610 569 4200 marc_andonian@yahoo.com

TITLE: Call for Parental Leave Policy Recommendations for Episcopal Diocese of Pennsylvania Clergy and Lay Employees.

RESOLVED:

The Commission on Wellness (COW) will conduct research on parental leave policy trends and will provide benefits and policy recommendations to the Episcopal Diocese of Pennsylvania for consideration at the Diocesan Convention in 2020.

EXPLANATION:

The U.S. workforce is changing as our population ages and the Millennial generation dominates the workforce. Younger employees from both the Gen-X and Millennial generations value work/life balance and supportive employer cultures and employee benefits. These trends coupled with shifting gender roles and changing family models is causing employers to re-consider and evolve their health and welfare benefits.

Traditional maternity leave is being replaced or enhanced with gender-neutral parental paid leave in support of new additions to the family through birth, adoption, foster and surrogacy. Benefits and policies are increasingly gender-neutral and focused on primary and secondary caregivers. This approach encourages parental bonding with secondary caregivers/parental roles (e.g., fathers or partners) to establish a healthy foundation for the family. This also recognizes that traditional maternity leave, supplemented by short term disability insurance coverage does not address maternal leave due to adoption, foster and surrogacy.

Almost 75% of Americans support paid family leave; however less than 20% of the workforce has access to these benefits, and only 33% of companies with over 50 employees offer them. A growing number of states are requiring these benefits for employees, and organizations are beginning to be more proactive and intentional in their benefits for primary and secondary caregivers – particularly as the employment market for new employees becomes tighter as we move to full employment.

The Commission on Wellness believes that it is important that The Diocese of Pennsylvania and its churches and affiliate organizations be proactive in the development and provision of paid parental leave. A significant portion of our churches are pastored by older clergy who are/will retire. The COW believes that it is important to offer creative and competitive benefits to clergy to attract and retain younger or diverse clergy in pursuit of vital ministry.

Therefore, the COW is recommending that they formally study the associated trends toward paid parental leave and make policy recommendations to the Episcopal Diocese of Pennsylvania to be considered with recommendations that should come from the The Episcopal Church is currently studying these trends at the national level and is expected to make recommendations at the next general convention.

REFERENCES:

- Phased Parental Leave Enhances Family Benefits, SHRM (Society for Human Resource Management) <https://www.shrm.org/resourcesandtools/hr-topics/benefits/pages/phased-parental-leave.aspx>
- Paid Parental Leave: A Workplace Exception or Trend?, Workforce Magazine <https://www.workforce.com/2018/11/06/paid-parental-leave-workplace-exception-trend/>
- The Paid Leave Project – Emerging Business Trends in Paid Family Medical Leave http://www.paidleaveproject.org/wp-content/uploads/2018/03/Panorama_PaidLeaveReport-FINAL.pdf
- Trends in Parental Leave, <https://blog.criteriacorp.com/trends-in-parental-leave>
- Business Insider – Prince Harry will reportedly take 2 weeks of paternity leave <https://www.businessinsider.com/scientific-proof-paid-parental-leave-is-good-for-everyone>

Submitted by

Marc Andonian, PhD, on behalf of the Commission on Wellness

Designated contact person for this resolution:

Elizabeth Curtis Swain, Commission on Wellness, swainec@comcast.net, 610-388-6993

TITLE: Call for Recommendations on Extension of Clergy Financial Assistance (CFA) to Include Benefits Eligible Lay Employees.

RESOLVED:

The Commission on Wellness (COW) will conduct research on expansion of Clergy Financial Assistance to benefits eligible lay employees of parishes and will provide recommendations on whether to provide such extension to the Episcopal Diocese of Pennsylvania for consideration at the Diocesan Convention in 2020.

EXPLANATION:

Under authority of Canons 4.5.2 and 7.5.2, the Commission on Wellness (Commission) is responsible for managing the Clergy Financial Assistance (CFA) program that is funded by a dedicated CFA assessment. Through the CFA, the Commission reviews applications from clergy for financial assistance in the form of a loan or grant in transition between cures, or to clergy who have specific financial needs resulting from their church employer's inability to pay pension contributions or insurance premiums or due for to other unusual situations and hardships.

Over the last decade, the Episcopal Church (TEC) has passed resolutions to support benefits parity, by requiring the Diocese to ensure that eligible clergy and lay employees are treated equally for health benefits, and that eligible lay employees receive pension contributions based on national policies.

The Diocesan CFA was established years ago to ensure that clergy had access to some financial support, when their churches were unable to meet their obligations to pay their contributions for clergy pension or health benefits, as well as to provide some assistance when clergy are between cures. The CFA is not available to benefits eligible lay employees.

Therefore, the Commission is recommending that they formally study the ability to provide limited financial assistance to benefits eligible lay employees, to consider the potential costs in the development of the associated CFA assessment, recommended source(s) of funds to cover costs, and the criteria for seeking financial assistance.

This resolution provides a framework and foundation for more comprehensive benefits for both clergy and eligible lay employees.

Submitted by

Elizabeth Curtis Swain, on behalf of the Commission on Wellness

DIOCESE OF PENNSYLVANIA
236th CONVENTION
NOVEMBER 2, 2019

R-10

Sponsor: The Rev. Sarah Hedgis on behalf of the Anti-Gun Violence Commission
Email: shedgis@philadelphiacathedral.org

**IN SUPPORT OF REDUCING GUN VIOLENCE THROUGH
LEGISLATION AND OTHER MEASURES**

RESOLVED:

- A. that the 236th annual Convention of the Episcopal Diocese of Pennsylvania, through its Anti-Gun Violence Commission, urges all Pennsylvania state and federal legislators to sponsor and work for passage of laws to
1. Require universal background checks for every gun purchase, including private sales and those made at gun shows;
 2. Prohibit citizen possession, sale, transfer, importation and manufacture of semi-automatic military-style assault weapons and high capacity magazines; and
 3. Address the persistent problem of the purchase of large numbers of handguns for unauthorized third parties (straw purchases) by limiting individuals' handgun purchases to one per each 30 day period; and
 4. Prohibit persons from purchasing guns without evidence of reputable gun safety training; and
 5. Promote Congressional and state funding for research into the causes and prevention of gun violence, including the repeal by the US Congress of the Dickey amendment.¹
- B. that congregations of this Diocese be strongly urged to:
1. Make preventing gun violence a regular part of our conversations and prayer times and

¹ In United States politics, the Dickey Amendment is a provision first inserted as a rider into the 1996 federal government omnibus spending bill which mandated that "none of the funds made available for injury prevention and control at the Centers for Disease Control and Prevention (CDC) may be used to advocate or promote gun control." In the same spending bill, Congress earmarked \$2.6 million from the CDC's budget, the exact amount that had previously been allocated to the agency for firearms research the previous year, for traumatic brain injury-related research. The amendment was lobbied for by the NRA. The amendment is named after its author Jay Dickey, a Republican member of the United States House of Representatives from Arkansas. Many commentators have described this amendment as a "ban" on gun violence research by the CDC.

2. Partner with local law-enforcement agencies and community groups to identify gun retailers that engage in retail practices designed to circumvent laws on gun sales and ownership, encourage full legal compliance, and to work with groups like Heeding God's Call to End Gun Violence that organize faith-based campaigns to encourage gun retailers to practice the letter and spirit of appropriate standards and laws and
 3. Display signs that prohibit carrying guns onto church property and
 4. Those congregations that have not experienced gun violence, seek to form ecumenical and interfaith partnerships with faith communities that have experienced gun violence in order to support them and learn from their experiences.
- C. that individual Episcopalians in the Diocese of Pennsylvania be encouraged to:
5. commit to continuing to educate themselves on this issue and share accurate information with others; and
 6. if they own guns as hunters or collectors, commit to safely and securely store their guns and promote the importance of teaching and practicing gun safety.
- D. that the Anti-Gun Violence Commission report to the 237th annual Diocesan Convention on progress in implementing this resolution.

EXPLANATION:

Jesus calls us, his followers, to be peacemakers (Matthew 5:9). This call is tied to intimate relationship with God and echoes God's dreams for peace for all of creation as expressed in Micah 4:1-4:

"In days to come, the mountain of the Lord's house shall be established as the highest of the mountains, and shall be raised up above the hills. Peoples shall stream to it, and many nations shall come and say: 'Come, let us go up to the mountain of the Lord, to the house of the God of Jacob; that he may teach us his ways and that we may walk in his paths.' For out of Zion shall go forth instruction, and the word of the Lord from Jerusalem. He shall judge between many peoples, and shall arbitrate between strong nations far away; they shall beat their swords into plowshares, and their spears into pruning hooks; nation shall not lift up sword against nation, neither shall they learn war anymore; but they shall all sit under their own vines and under their own fig trees, and no one shall make them afraid; for the mouth of the Lord of hosts has spoken" (NRSV)

In 2018, the United States recorded nearly 40,000 gun deaths, the largest number of gun deaths in 50 years and

- of those 40,000 gun deaths, 22,000 were suicides; and
- the second most common killer of children under the age of 12 is gun violence; and

- our own state of Pennsylvania's rate of gun homicides is among the highest in the country, with more than 1,500 deaths annually - roughly one victim every six hours

This unconscionably high rate of gun homicides is fueled by an illegal distribution system of handguns built on the practice of straw purchasing, whereby handguns are bought in quantity by stand-ins (straw buyers) acting illegally for gun traffickers, who then sell the handguns to those who cannot pass a background check.

There were 340 confirmed mass shootings in the US in 2018, including the shooting at the Tree of Life Synagogue in Pennsylvania.

The statistics above, and many more related to gun violence, emphasize the importance of the Church taking action. The proposed resolution is based on the epidemic of gun violence nationally and regionally as well as conversations with people across the diocese through our Faithful Witness program.² In these conversations, we heard people asking for something to ground and guide us as a diocese.

The first part of the resolution (Part A) focuses on legislation we believe would reduce gun violence. These positions come straight from the resolution passed at General Convention. The only addition is the call to limit individuals' handgun purchases to one per each 30 day period (A-3). This is a unique issue in Philadelphia connected to straw purchasing, where people buy several guns and then sell to people who otherwise would not be able to legally acquire a firearm.

The second part (Part B) turns to us: how will we address gun violence in a way that draws people to God's healing love? And also draws us closer to each other. We includes an explicit role for those who own guns (Part C), because we know there are many responsible gun owners who have an invaluable role in showing what safe and thoughtful gun ownership can look like.

This resolution keeps us connected to this work as a Diocese and to the long-haul work of addressing gun violence in a way that seeks to be inclusive and effective.

Accordingly, the Anti-Gun Violence Commission urges this Convention to show our commitment to addressing and reducing gun violence by passing this resolution.

² Faithful Witness is a program that hosts the Memorial to the Lost, a T-shirt memorial with a t-shirt for every person killed by gun violence for the previous year. This Memorial happens through Heeding God's Call to End Gun Violence; they have memorials for Philadelphia and each of the surrounding counties. Along with the memorial, congregations hosted an educational or worship service around gun violence. Our hope was to have 10-12 congregations participate from September 2018-November 2019. By convention, 21 congregations will have participated!

Clergy New to the Diocese of Pennsylvania

Rev. Joel Daniels	The Nevil Memorial Church of St. George, <i>Rector</i>
Rev. Maurice Dyer	St. David's, Radnor, <i>Associate Rector</i>
Rev. Jane Gober	Christ Church, Ridley Park, <i>Rector</i>
Rev. Robert Magoola	St. George's St. Barnabas, <i>Rector</i>
Rev. Jose Luis Memba	Free Church of St. John's and Christ St. Ambrose, <i>Vicar</i>
Rev. Mark Nestlehutt	Washington Memorial Chapel, <i>Rector</i>
Rev. Brian Rallison	Holly Innocents St. Paul's and Grace Church Incarnation, <i>Rector</i>
Rev. Jessie Thompson	St. John's the Evangelist, Essington and St. James, Prospect Park, <i>Deacon in Charge</i>

Postulants and Candidates for Holy Orders in the Diocese of Pennsylvania

Stacy Carmody	Susan Hammer	Noah Stansbury
John Connor	Steve Lindsay	Kristen Woods
Yesenia Cruz	Jeremiah Mustered	
Enoh Francis	Paul Reese	

Newly Ordained Deacons in the Diocese of Pennsylvania

Barbara Ballenger	St. Martin's in the Fields and Grace Epiphany
Christopher Exley	St. Peter's in the Great Valley
Daniel Kline	St. Paul's, Chestnut Hill
Laura E. Palmer	St. Peter's, Glenside
Michael Palmisano	Church of the Redeemer, Bryn Mawr
Darrell Tiller	Good Shepherd, Rosemont

Newly Ordained Priests in the Diocese of Pennsylvania

Rev. Michelle Bullock	Episcopal Academy and St. Thomas, Whitemarsh
Rev. Benjamin Capps	Good Samaritan, Paoli
Rev. Charles Howard	University of Pennsylvania, <i>Chaplain</i>

Newly Received in the Diocese of Pennsylvania

Dennis Bingham, Deacon	St. Thomas, Whitemarsh
Kim Guiser, Priest	St. Mark's, Honeybrook
Asha George Guiser, Priest	

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. Joshua Caler
The Rev. Charles Howard
The Rev. Jo Ann Jones
The Rev. Flora Keshgegian
The Rev. Mary McCullough
The Rev. Daniel Moore
The Rev. Samuel Kirabi Ndungu
The Rev. James Stambaugh
The Rev. Anne Thatcher
The Rev. Deirdre Whitfield

Lay

Norman McCausland, Co-Chair
Douglas Stuart, Co-Chair
Dennis Bingham
Todd Brown
Anita Friday
Karen Kaminskas
Ken McCaslin
Matthew McCrickard
Avyane Osborne
Pamela Prell
Jackie Anderson Shockey
George Vosburgh

CATHEDRAL CHAPTER NOMINEES 2019

Term to expire in 2022

The Rev. Jonathan N. Clodfelter



The Very Reverend Jonathan N. Clodfelter has served for the last fifteen years as the eleventh rector of St. Mark's Church, Frankford. He is the

former Dean of the Pennypack Deanery. Jon graduated from the University of the State of New York, Virginia Theological Seminary, and has recently completed a second Master's Degree at the Villanova University's School of Business in Church Management. Jon has served on Diocesan Council, the Northeast Committee on Homelessness, and the Temple University Institutional Review Board. He is completing his first term on the Philadelphia Episcopal Cathedral Chapter.

The Rev. Abigail Crozier Nestlehutt



The Rev. Abigail Crozier Nestlehutt is the rector of St. Peter's Church in the Great Valley. A New Englander from the Boston area, she was

ordained in Massachusetts in 1998 and has served churches on Cape Cod, in downtown Chicago, and on the Eastern Shore of Maryland. Her undergraduate degree is from Yale University and she received her Master of Divinity degree from Harvard Divinity School. She went on to General Theological Seminary in New York City where she earned a Master of Sacred Theology. Throughout her ministry Abigail has been particularly interested in addressing issues related to hunger and homelessness. She volunteered at The Women's Lunch Place in Boston, served on the board of Cathedral Shelter in Chicago and on the board of Habitat for Humanity Choptank. Abigail lives in Berywn with her husband, Mark, their two teenage children, dog, and a parrot. She enjoys hiking, running, cycling and most outdoor activities.

Ms. Carolyn Greene

Carolyn L. Green is a member of St. Martin's-in-the-Fields Church, Chestnut Hill, where she has served on the vestry and sings in the choir. She is the founder and Managing Partner of EnerGreen Capital Management, LLC, a private equity firm that she founded to invest in late venture and growth stage companies involved in the energy and environmental industries. Prior to founding EnerGreen, Carolyn was Vice President - Health, Environment and Safety for Sunoco, Inc. She is completing her first term on the Philadelphia Episcopal Cathedral Chapter.



Mr. Arthur K. Sudler

Mr. Arthur K. Sudler is a member of St. Thomas African Episcopal Church in Overbrook where he is the Chair of the Historical Society. Arthur is also a member of the Diocesan History Committee. He is a graduate of Oberlin College and the Director of Information Management and Compliance at Fox Rothschild LLP. He is completing his first term on the Philadelphia Episcopal Cathedral Chapter.





The Episcopal Diocese of Pennsylvania

Bishop's Budget Introduction

"I therefore, the prisoner in the Lord, beg you to lead a life worthy of the calling to which you have been called, with all humility and gentleness, with patience, bearing with one another in love, making every effort to maintain the unity of the Spirit in the bond of peace. There is one body and one Spirit, just as you were called to the one hope of your calling, one Lord, one faith, one baptism, one God and Father of all, who is above all and through all and in all. But each of us was given grace according to the measure of Christ's gift." (Ephesians 4:1-7)

As I begin my fourth year serving you as Bishop, I write this introduction with great hope. We are at the point in our common life when we are prepared to take those bold steps to proclaim the Good News. The world desperately needs the promise and love of Jesus Christ. As disciples in the 21st Century we are prepared to move forward with faith and courage. Now is the time to live fearlessly in Jesus.

Over the past three years, together we have done the hard and important work of preparation and formation. In a world of increasing secularism and separation, our time is now. We can no longer live as though this beautiful diocese is receding into the shadows of irrelevance. We can no longer plan for a church suited for 1950; our ministry is to prepare for 2050 and beyond. The world needs us, and we need to be part of the world. Our diocese matters. We matter to southeast Pennsylvania, we matter to The Episcopal Church and we matter to the world at large. Working together we are making a difference in the name of Jesus Christ.

I have the blessed opportunity to be with you 3-4 times a week. At each visitation, I see and hear your desire to live into our true calling. All our churches, whether small or large, work to spread the Gospel. With each liturgy, outreach, confirmation, hospital visitation, common interaction, we are showing the face of Christ. And your efforts are providing a glimpse of God's Kingdom. I am always inspired to see your ministry to our community, where prayers are turned into reality. You show tireless Christian love in action. This reflects our convention theme, "The Year of Living Fearlessly in Christ." We chose this theme because of your witness. It is evident that we are ready. Ready to try, to fail, get up and try again. All because of our belief in the power of Jesus Christ.

Together, we are meeting the world as a church.

Your Office of the Diocese will not be a distant entity far removed from your daily journey. We are committed to live incarnationally with you and the community. In the last year, we strengthened and re-envisioned new life and possibility at previously closed churches like St.

Jude and the Nativity, Church of the Crucifixion, St. Stephen's Philadelphia and St. John's Norristown and worked hard assisting parishes in making critical decisions which allow them to continue their life of worship and service; recruited 6 priests from outside the diocese and ordained 11 new priests and deacons towards the overall goal of recruiting 60 deacons in five years; added 8 parish wellness centers with the goal of adding more; opened the nation's first program for female veterans living with moral injury and offered trainings in the use of Narcan and mental health first aide; created a partnership with the School District of Philadelphia to address impoverished children; led more than 18 churches through the work of envisioning, offering assistance with marketing, providing demographic data; and disbursed \$300,000 in direct financial support to our parishes through the Growth Development Fund.

Yet there is still so much to do. This is especially true when it comes to our commitment to address poverty in the world. Jesus tells us that our very salvation depends upon how we respond to those in need (Matt 25:31-40). Philadelphia has one of the highest poverty rates in the nation. It also has the highest number of children in poverty. Christ echoes the words of the prophet Isaiah when he proclaims freedom to those who are held captive (Luke 4:18). We have to remember that poverty is not only an economic condition; there are sisters and brothers who are experiencing spiritual, physical, and mental poverty. Together we must work not simply to feed or clothe them for a day, but to help break the chains which hold them for all time.

This brings us to the 2020 budget itself. Budgets tell a story. They speak of who we are. They tell of our aspirations and where we hope to go. They can even hide secrets. In short, the budget of this diocese tells the world who we are.

So, what does this 2020 budget say about The Episcopal Diocese of Pennsylvania? When I look at these numbers, I see four threads that weave throughout. It is a story that speaks of: 1) meeting the challenges we face with courage and hope, 2) deepening our trust with one another 3) grounding ourselves as a community formed in Christ 4) the willingness of a faithful diocese to move forward in hope spreading the Good News of Jesus Christ.

We began 2019 facing the obstacle of projected deficit totaling \$873,000. This was troubling for many people across our diocese and for me personally. Yet there was no clear answer. We wanted to continue to support our churches but at the same time needed our churches to increase their giving to support our diocese. In much the same way, the deficit was a result of transparency. Over the past three years, we have aligned all previously existing budgets and demonstrated what it actually costs to run a diocese. For the previous three years we had frozen assessments and dramatically increased direct support of parishes, missions and ministries. I was not willing to let us go backwards and undermine the seeds of growth that are sprouting across our diocese.

Yet at the same time we heard the concerns you voiced at the budget and preconvention meetings last year. The deficit was an obstacle which was impairing our capacity to move forward as a single body. We had to find a solution.

This brings us to trust. Immediately following Convention 2018, diocesan leadership went to work. There were seven sacred conversations in the spring of this year during which we listened

to your concerns and suggestions. We heard you when some of you said that the deficit made it harder for you to increase your commitment and support of our diocese. We listened as some expressed fear of declining membership and giving. We integrated your suggestions into the evolving budget. We heard of your willingness to go forth into the world and support our mission in southeast Pennsylvania and the world. We took your words to heart. As a result, we once again approached the 2020 budget ready to continue our commitment towards mission, accountability and transparency and the proclamation of Jesus Christ. We were firm in the resolve to discard anything that detracts from addressing the pain and poverty of the world, the support of our churches and that proclamation is Jesus Christ. After prayer and hard work, we:

- Eliminated another 2.5 FTE staff positions. Staffing costs are lower than 2016 levels. (This includes increases in health and pensions.)
- Relocated the Offices to Norristown.
- Reorganized the staffing at four of our Missional Churches.
- Sold property where we could not otherwise find a way to restart ministry.
- Thoroughly evaluated the potential uses of Wapiti and it is now for sale.
- Made a slight adjustment in the distribution from Endowment (4.6%) in order to maximize support of our churches.

When we were done, we were left with a surplus of \$2,000. While some of those cuts were costly, it was worth it for the sense of community that this budget has helped engender. This reflects my commitment that we cannot simply play at being “church.” We must be the Church.

We are not a social club based on a religious ideal. Neither are we a social service organization, or a political entity. We are the Church centered in Jesus Christ. All our words, actions and life must be formed and centered in Christ. Christ, in every breath, word, thought and action. Christ should be holy encounter after holy encounter. If we do not proclaim Jesus Christ, we should not exist.

We are also called to build up the Body of Christ known as the diocese. We have turned the proverbial pyramid on its head. We are out with you at your churches and in your communities. I am working to hold office hours, worship or participate in service at our churches on a weekly basis and the canons are out with you every day. We do so in order to strengthen our common bonds. We laugh, cry, rejoice, mourn and support one another in our life together. We are not 134 individual congregations; we are 134 churches. We are one diocese, one people, one church.

This brings us to the final part of the story. As Paul writes to the Ephesians, as Christians we are one body united by the bonds of baptism. In our diocese our collective sense of mission and vision is growing stronger day by day. It is reflected in your increased engagement and support. Moving forward we will be asking churches and vestries to gradually increase their support of our collective diocesan budget. Stewardship is essential to our identity and mission. Giving is an act and extension of our worship that continues throughout the week. Your sacred gifts reverberate throughout our diocese.

As you may already know, the average parish support of our diocese is far below the norm. Across The Episcopal Church the average giving to the diocese is 13% of the church's normal operating income. In our diocese, it is 5.9%. For 2020, we are asking our parishes to take a first small step towards increasing their support towards an ultimate goal of 10%. Some parishes are already giving at this level. Some are close. Others have some work to do. But as one body sharing one spirit we must all share equally in our common life and work. For 2020 we have asked only for a very modest step forward in your support of .02%. We will continue to have open and honest conversations about the best way to get there and I look forward to sharing in this work with you.

When I look at the story told by our budget, I am enormously proud of all that we have accomplished together. Yet there was concern left unresolved, namely our support of The Episcopal Church. How could we demonstrate our responsibility to one another and build trust with our churches, and neglect to do the same as part of a wider church community?

As one of the richest dioceses in The Episcopal Church, we could no longer in good conscience continue asking for a waiver from our obligation as the dioceses of Haiti, Honduras and Mississippi are forced to do. The Diocese of Pennsylvania has not met our full obligation to The Episcopal Church since 2007. This is not who we are. So, we went back to you, to the diocese with a proposal to meet our full obligation, not in five years or even three years but now. What we found was overwhelming support culminating in a unanimous vote from the Diocesan Council. This decision was made easier, because our endowment has enjoyed consistent and steady growth, which has continued through this year.

I understand that some may wonder why it is important for us to meet our obligation to the wider Church. We all appreciate the importance of full participation in our relationships, but how is it helping? Right now, The Episcopal Church is partnering with us on many initiatives which support our mission to Know Jesus and Change the World. They are supporting new and innovative forms of ministry, providing resources for evangelism and racial reconciliation, and advocating for refugees, the poor and for the environment. We must re-claim our rightful place as full participants in this larger story.

I hope that as you read through these numbers that you too will find threads that weave together a story of hope and possibility. It speaks of people and churches that refuse to give up or give in; about vestries and clergy who believe in the promise of the Gospel and who will do whatever it takes to proclaim the love of Jesus Christ to a broken and hurting world.

This budget takes those bold steps into our collective future. We will still face our challenges. But Jesus repeatedly told his disciples to "be not afraid." Further, he assures us that he will be "with us always." Let us move forward fearlessly with this knowing. Let us be innovative, faithful, loving and willing to lead, not just here in southeastern Pennsylvania but across the Episcopal Church. We can do this; we will do this. Let us move deeper in prayer, holiness, discipleship as one people united in Jesus Christ. Let us step forward fearlessly in the knowing that Christ is with us till the end of time.

Our story is still emerging. I am blessed to walk this holy pilgrimage with you as fellow sojourner and your servant.



The Episcopal Diocese of Pennsylvania

Report of the Treasurer to the 236th Annual Convention Of the Episcopal Diocese of Pennsylvania

There are seven duties of the Treasurer described in Canon 3.3.1.1 – 3.3.1.7 (2018 Revision). There is little in the list which would make a normal person rub their hands in eager anticipation, but there are many compensations for the work. And when everything is done in a timely and effective way you may assume that the business of the Diocese is under control and productive.

The staff of the Offices of the Diocese, capably directed by Canon Doug Horner have collected sums due under assessment and disbursed them appropriately. They have prepared and revised, and re-revised, drafts of a budget for 2020, on which you will vote at Convention. We have reported on actual revenues and expenses and on trends in revenues and expenses to the Finance Committee. We have engaged BBD, LLP as the auditors of the Diocese and reviewed their report and our annual financial report, receiving a “clean” audit.

In the spring of 2019 we were able to make insurance proposals from the Church Insurance Company (“CIC”) available to all interested parishes as an alternative to the policies which had been brokered by Sovereign Insurance. The process of publicly seeking bids for insurance cover both helped to remind parishes to review their existing policies and coincided with premium reductions in the Sovereign Insurance brokered policies of more than 20%. The diocese now has a fairly complete database of the 2 ¼ million square feet of buildings owned by the parishes of the diocese and directly which will form a good basis for long range planning for maintenance and preservation.

During the summer of 2019 work began on refurbishing the buildings at St John’s, Norristown, to prepare for a move from 3717 Chestnut Street, where the space available had become more expensive than the diocesan purse could easily sustain and less than was necessary for efficient functioning. With the move completed at the end of October we will be relieved of a rent bill of over a quarter million dollars a year and have space nearer to the geographic centre of the diocese with operating costs of less than \$100,000 p.a.

The diocese of Pennsylvania is one of the oldest dioceses in the United States and has substantial physical and financial endowments, but its long existence and the societal changes within which it has operated create a constant series of financial and operating questions, which have to be addressed and to which the answers change over time. It has been my privilege to have been asked to serve as your treasurer for the past several years, and I assure you of my willingness to continue to do so if asked.

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

Diocese of Pennsylvania

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	2017 Actual	2018 Budget	2018 Actual	2019 Budget	2020 Proposed Budget	2020 Proposed Budget vs 2019 Budget	
Mission							
Sacred Gifts for Mission Revenue							
Sacred Gifts for Mission	\$ 685,754	\$ 690,000	\$ 620,296	\$ 690,000	\$ 660,000	\$ (30,000)	Expect slight decline in voluntary giving
Less-Allowance for non-payment	-	(50,000)	-	(50,000)	(50,000)	-	
Net Sacred Gifts for Mission	\$ 685,754	\$ 640,000	\$ 620,296	\$ 640,000	\$ 610,000	\$ (30,000)	
Dedicated Mission Revenue							
Diocesan Annual Fund	\$ 5,077	\$ 5,000	\$ 550	\$ 5,000	\$ 1,000	\$ (4,000)	
Anti-Racism	100	1,800	1,462	1,800	1,800	-	
Young Adult and Campus Ministry	50	15,000	-	15,000	-	(15,000)	
Youth Ministry	5,086	20,880	-	20,900	-	(20,900)	
City Camp	46,967	75,751	45,865	63,700	63,700	-	
Episcopal Mission Center	-	-	-	-	-	-	
Servant Year	16,590	124,291	37,938	-	-	-	
Darby Mission Contribution	2,750	-	9,300	5,000	5,000	-	
Parker Bulmer - Outreach Funds	113,504	90,000	115,162	90,000	91,000	1,000	Funds restricted to senior outreach
Growth Development Fund	-	300,000	165,732	300,000	300,000	-	
Total Dedicated Mission Revenue	\$ 190,124	\$ 632,722	\$ 376,009	\$ 501,400	\$ 462,500	\$ (38,900)	
Total Mission Revenue	\$ 875,878	\$ 1,272,722	\$ 996,305	\$ 1,141,400	\$ 1,072,500	\$ (68,900)	
Mission Expenses							
Diocesan Ministries							
Anti-Gun Violence Commission	\$ -	\$ -	\$ -	\$ -	\$ 2,500	\$ 2,500	advocacy
Anti-Racism	18,591	25,000	20,824	40,000	30,000	(10,000)	provides training & consultation
Diocesan History Commission	-	2,000	2,000	3,000	3,000	-	preservation & promotion
Ecumenical/Interfaith Council	-	3,000	-	3,000	-	(3,000)	dialogue & cooperation
Absalom Jones Festival	5,028	5,000	3,989	5,000	5,000	-	annual celebration
Anti-Human Trafficking	3,061	7,500	-	7,500	5,000	(2,500)	awareness & advocacy
Cultural Ministries	10,000	5,000	3,663	25,000	15,000	(10,000)	outreach to those communities
Veterans' Ministry Initiative	-	4,200	3,647	11,500	6,500	(5,000)	ministry to veterans
Global Mission Commission	-	1,000	1,851	5,000	5,000	-	coordinates international mission initiatives
Total Diocesan Ministries	\$ 36,680	\$ 52,700	\$ 35,974	\$ 100,000	\$ 72,000	\$ (28,000)	

Know Jesus.



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Diocese of Pennsylvania

	2017	2018	2018	2019	2020	2020	
	Actual	Budget	Actual	Budget	Proposed Budget	Proposed Budget vs 2019 Budget	DRAFT
32 Grants to Congregations							
33 Calvary/St Augustine, Phila.	\$ -	\$ -	\$ -	\$ -	\$ 3,500	-	
34 Church of the Advocate, Phila.	-	-	-	10,000	-	-	
35 Church of the Annunciation, Phila.	-	-	-	-	4,500	-	
36 Darby Mission	15,000	-	-	20,000	10,000	-	
37 Emmanuel Resurrection, Holmesburg	-	2,000	2,000	-	-	-	
38 Holy Trinity, Lansdale	15,000	15,000	15,000	15,000	-	-	
39 Incarnation Holy Sacrament	-	-	-	8,000	8,000	-	
40 Incarnation, Morrisville	-	-	-	3,000	-	-	
41 Parishes of Wissachickon Deanery	(5,000)	-	-	-	-	-	
42 Resurrection, Rockdale	7,500	-	-	-	-	-	
43 St. Francis in the Fields, Malvern	-	11,200	11,200	-	-	-	
44 St. James School and Church	-	5,000	5,000	-	-	-	
45 St. James the Greater, Bristol	1,200	-	-	-	-	-	
46 St. Luke's, Germantown	-	-	-	10,000	-	-	
47 St. Mark's, Frankford	-	15,000	15,000	-	-	-	
48 St. Mary's, Chester	15,000	15,000	15,000	15,000	15,000	-	
49 St. Mary's, Hamilton Village	-	12,000	12,000	-	-	-	
50 St. Mary's, Wayne	2,800	-	-	-	-	-	
51 St. Paul's, Chester	-	17,000	17,000	-	-	-	
52 St. Paul's, Elkins Park	-	-	-	4,000	-	-	
53 St. Peter's, Phoenixville	-	5,000	5,000	5,000	10,000	-	
54 St. Simon the Cyrenian, Phila.	5,000	-	-	9,000	-	-	
55 St. Stephen's, Clifton Heights	-	-	-	2,400	-	-	
56 St. Stephen's, Norwood	10,000	2,500	2,500	5,000	-	-	
57 Trinity, Boothwyn	10,000	-	-	-	-	-	
58 Trinity, Coatesville	-	2,400	2,400	5,000	4,000	-	
59 Total Grants to Congregations	\$ 76,500	\$ 102,100	\$ 102,100	\$ 111,400	\$ 55,000	\$ (56,400)	
60 Missional Congregations							salaries, pension, healthcare, dental, life & disab, emplr taxes, exp allow.
61 Mission Vicar Compensation & Benefits							1% COLA, 6% healthcare increase, includes total compensation & expenses
62 Christ & St. Ambrose/Free Church of St. John	\$ 82,876	\$ 117,145	\$ 137,776	\$ 145,000	\$ 148,000	\$ 3,000	
63 Church of the Advocate, Philadelphia	127,857	125,289	123,841	136,000	138,400	2,400	
64 Church of the Advocate, Phila. - Lay	37,715	38,054	38,293	-	-	-	
65 Free Church of St. John, Philadelphia	84,010	88,620	100,307	100,500	-	(100,500)	Vicar shared with Christ & St. Ambrose
66 St. Dismas Prison Mission	2,378	2,600	1,189	2,700	2,700	-	travel expenses
67 St. Gabriel's, Philadelphia	123,005	125,034	112,067	130,600	134,000	3,400	
68 St. Mary's, Chester	-	101,654	97,931	106,400	107,700	1,300	
69 Total Mission Vicar Compensation	\$ 457,842	\$ 598,396	\$ 611,404	\$ 621,200	\$ 530,800	\$ (90,400)	1% COLA, 6% healthcare increase, includes total compensation & expenses
70 New Ministries & Plants Vicar Comp. & Benefits							salaries, pension, healthcare, dental, life & disab, emplr taxes, exp allow.
71 Darby Mission	\$ 77,618	\$ 88,919	\$ 90,075	\$ 98,800	\$ 99,700	\$ 900	
72 St. John's Norristown	55,598	61,671	60,125	57,400	-	(57,400)	Leave program and become self sufficient for 2020
73 St. Stephens, Philadelphia	30,500	30,300	30,400	31,200	-	(31,200)	Leave program and become self sufficient for 2020
74 New Minist. & Plants Vicar Comp. & Ben.	\$ 163,716	\$ 180,890	\$ 180,600	\$ 187,400	\$ 99,700	\$ (87,700)	
75 Emergency Property Repairs Mission Congr.	2,925	35,000	12,467	35,000	35,000	-	
76 Total Missional Congregations	\$ 624,483	\$ 814,286	\$ 804,471	\$ 843,600	\$ 665,500	\$ (178,100)	



Diocese of Pennsylvania

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	2017 Actual	2018 Budget	2018 Actual	2019 Budget	2020 Proposed Budget	2020 Proposed Budget vs 2019 Budget	
77 Youth Ministries							
78 Administration	\$ -	\$ 9,900	\$ -	\$ -	\$ -	\$ -	
79 Youth Ministry	23,842	28,175	14,287	28,200	28,200	-	
80 City Camp	85,222	82,766	63,319	82,800	82,800	-	
81 Episcopal Church Camp Scholarships	4,445	10,000	6,870	10,000	10,000	-	
82 Episcopal Mission Center	358	-	-	-	-	-	
83 Campus Ministry (3)	13,227	25,075	25,104	15,000	15,000	-	Advocate; Trinity, Swarthmore; St. Mary's, Hamilton Village
84 TEC and Province III (includes EYE)	-	6,575	-	6,600	6,600	-	
85 Servant Year	27,831	122,732	48,679	20,000	20,000	-	
86 Total Youth Ministries	\$ 154,925	\$ 285,223	\$ 158,259	\$ 162,600	\$ 162,600	\$ -	
87 Congregational Development & Support							
88 Mediation	\$ 50,000	\$ 50,000	\$ 50,000	\$ 50,000	\$ 20,000	\$ (30,000)	Conflict resolution
89 Total Congregational Dev. & Support	\$ 50,000	\$ 50,000	\$ 50,000	\$ 50,000	\$ 20,000	\$ (30,000)	
90 Parker Bulmer Mission - Senior Outreach Funds							
91 Parker Bulmer - Senior Outreach Funds	\$ 87,000	\$ 90,000	\$ 115,162	\$ 90,000	\$ 91,000	\$ 1,000	
92 Total Parker Bulmer - Senior Outreach	\$ 87,000	\$ 90,000	\$ 115,162	\$ 90,000	\$ 91,000	\$ 1,000	
93 Growth Development Fund							
94 Growth Development Fund Awards	\$ -	\$ 300,000	\$ 165,732	\$ 300,000	\$ 300,000	\$ -	
95 Total Growth Development Fund	\$ -	\$ 300,000	\$ 165,732	\$ 300,000	\$ 300,000	\$ -	
96 Mission of Greater Church							
97 Pledge to The Episcopal Church (TEC)	\$ 365,000	\$ 365,000	\$ 440,000	\$ 942,000	\$ 990,000	\$ 48,000	Estimated assessment for 2020
98 Province III Dues	12,000	12,000	-	12,000	20,000	8,000	
99 Province III Expenses	7,500	8,000	1,339	7,500	3,000	(4,500)	
100 Millennium Development Goals	14,000	14,000	-	14,000	-	(14,000)	
101 Total Mission of Greater Church	\$ 398,500	\$ 399,000	\$ 441,339	\$ 975,500	\$ 1,013,000	\$ 37,500	
102 Total Mission Expenses	\$ 1,428,088	\$ 2,093,309	\$ 1,873,037	\$ 2,633,100	\$ 2,379,100	\$ (254,000)	
103 Mission Surplus/(Deficit)	\$ (552,209)	\$ (820,587)	\$ (876,732)	\$ (1,491,700)	\$ (1,306,600)	\$ 185,100	
104 Support							
105 Support Revenue - Regular							
106 Sacred Gifts for Support							
107 Sacred Gifts for Support	\$ 1,403,002	\$ 1,537,467	\$ 1,468,933	\$ 1,537,500	\$ 1,637,400	\$ 99,900	6.5% inc in obligatory gifts/assess. CFA 110k RCMA 331.8k Total 2,079k
108 Less-Allowance for non-payment	-	(50,000)	-	(50,000)	-	50,000	
109 Net Sacred Gifts for Support	\$ 1,403,002	\$ 1,487,467	\$ 1,468,933	\$ 1,487,500	\$ 1,637,400	\$ 149,900	
110 Endowment Income							
111 Endowment distribution	\$ 2,017,557	\$ 1,685,000	\$ 2,136,918	\$ 1,663,600	\$ 1,891,000	\$ 227,400	Distribution spend rate 4.6%
112 Endowment Income	\$ 2,017,557	\$ 1,685,000	\$ 2,136,918	\$ 1,663,600	\$ 1,891,000	\$ 227,400	
113 Transfers from Closed Church Prop. Fund	362,844	450,000	190,925	387,500	388,800	1,300	Transfers to cover closed church & Wapiti Retreat maintenance exp.
114 Transfers from Property Fund	\$ 362,844	\$ 450,000	\$ 190,925	\$ 387,500	\$ 388,800	\$ 1,300	
115 Total Support Revenue - Regular	\$ 3,783,402	\$ 3,622,467	\$ 3,796,776	\$ 3,538,600	\$ 3,917,200	\$ 378,600	



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Revenue - Special

	2017 Actual	2018 Budget	2018 Actual	2019 Budget	2020 Proposed Budget	2020 Proposed Budget vs 2019 Budget	
119 Rent from Church Foundation	\$ -	\$ 20,000	\$ -	\$ -	\$ 6,400	\$ 6,400	
120 Flagg Trust Income	34,823	30,000	57,755	35,000	36,000	1,000	
121 Diocesan Convention Revenue	33,586	36,000	31,992	38,000	38,000	-	
122 Closed Church & Wapiti Rental Income	80,452	59,338	53,218	60,000	60,000	-	Rent charged for use of the closed churches and Wapiti
123 Other Income	6,532	30,000	14,037	30,000	21,500	(8,500)	
124 Total Revenue - Special	\$ 155,393	\$ 175,338	\$ 157,002	\$ 163,000	\$ 161,900	\$ (1,100)	

Total Support Revenue

\$ 3,938,795	\$ 3,797,805	\$ 3,953,778	\$ 3,701,600	\$ 4,079,100	\$ 377,500	
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Support Expenses

Staff Compensation & Benefits

	2017	2018	2018	2019	2020	2020	
129 Bishop	\$ 287,324	\$ 260,769	\$ 284,794	\$ 290,700	\$ 299,000	\$ 8,300	No pay increase for Bishop, 1% COLA, 6% healthcare increase
130 Summer Support	260,730	245,683	214,180	48,300	-	(48,300)	COLA increase in July
131 Admin, Growth & Support, Mission (4)	321,622	412,673	414,103	542,400	551,800	9,400	Eliminate City Camp Supervisor position
132 Finance & Property (5.5)	532,393	544,661	520,579	467,600	462,300	(5,300)	Admin, Growth & Support, Mission
133 Deployment & Transition (2)	197,138	180,043	230,181	216,500	220,800	4,300	Fin. Admin., Prop. Mgr., Senior Accountant, Acctg. Spec., & P/T IT
134 Administrative Support (3)	216,347	246,676	265,604	262,500	251,600	(10,900)	Deployment & Transition & Assistant
135 Assisting Bishops: TBD	9,766	20,000	6,282	20,000	5,000	(15,000)	Operations
136 Communication (1.25)	180,459	200,671	231,660	241,300	163,200	(78,100)	Decrease to estimate
137 Retired Clergy Chaplains (4 P/T)	56,424	56,359	56,492	61,600	23,200	(38,400)	Communications & P/T Web/Data Admin (Comm. Assistant eliminated)
138 Total Staff Compensation	\$ 2,062,204	\$ 2,167,535	\$ 2,223,875	\$ 2,150,900	\$ 1,976,900	\$ (174,000)	Eliminate Archivist position



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Diocese of Pennsylvania

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	2017 Actual	2018 Budget	2018 Actual	2019 Budget	2020 Proposed Budget	2020 Proposed Budget vs 2019 Budget	
140 Operations							
141 Rent	\$ 276,666	\$ 370,333	\$ 362,040	\$ 289,300	\$ 75,000	\$ (214,300)	Move to St. John's, Norristown
142 Other Occupancy					\$ 36,300	\$ 36,300	Property & casualty insurance, cleaning
143 Professional and Legal Fees	28,283	70,000	31,416	50,000	50,000	-	Chancellors fees and financial investigation
144 Archives (United Lutheran Seminary)	15,500	15,000	15,000	16,000	16,500	500	Archives for the Office of the Diocese and parishes
145 Financial Audit	49,500	50,500	50,500	51,000	51,500	500	Fees for Annual Audit
146 Operations	167,065	111,404	224,415	174,500	175,000	500	Various software support, supplies, internet, telephone
147 Miscellaneous	-	5,000	-	5,000	-	(5,000)	
148 Expenses for Title IV Intake Officer	-	5,000	-	5,000	5,000	-	
149 Deployment and Ordination Costs	33,274	66,000	37,948	50,000	50,000	-	
150 Retired Lay Medical Insurance Premiums	76,545	45,000	62,436	65,000	69,000	4,000	
151 New Bishop Search	1,684	-	-	-	-	-	
152 Total Operations	\$ 648,517	\$ 738,237	\$ 783,755	\$ 705,800	\$ 528,300	\$ (177,500)	
153 Property Expenses							
154 Closed Church Property Expenses	\$ 225,412	\$ 395,956	\$ 244,143	\$ 300,000	\$ 300,000	\$ -	All expenses to maintain & operate all closed churches
155 Wapiti Property Expenses	106,884	-	-	110,000	110,000	-	All expenses to maintain & operate Wapiti Retreat
156 Wapiti Property Manager	-	-	-	37,500	38,800	1,300	Half time manager & Benefits 1% COLA
157 Total Property Expenses	\$ 332,296	\$ 395,956	\$ 244,143	\$ 447,500	\$ 448,800	\$ 1,300	
158 Diocesan Life							
159 Education	\$ 3,559	\$ 8,500	\$ (5)	\$ 8,500	\$ 2,000	\$ (6,500)	
160 Communication	29,185	30,000	39,473	35,000	65,000	30,000	Caminos, Spanish translation, video costs, additional outsourced design
161 Travel for Mission & Administration	80,993	-	-	65,000	60,000	(5,000)	College of Bishops, Recruitment@ Sem & Conf, Canon visits, parish support
162 Diocesan Events	40,355	-	-	40,000	37,500	(2,500)	Spkrs, venues, food, suppl ex. Chrism Service, Stewardship, Lent Retreat
163 Diocesan Convention	42,862	40,000	38,948	45,000	40,000	(5,000)	
164 General Convention	16,000	16,000	31,680	12,000	12,000	-	
165 Total Diocesan Life	\$ 212,953	\$ 94,500	\$ 110,096	\$ 205,500	\$ 216,500	\$ 11,000	
166 Total Support Expenses	\$ 3,255,970	\$ 3,396,228	\$ 3,361,869	\$ 3,509,700	\$ 3,170,500	\$ (339,200)	
167							
168 Support Surplus/(Deficit)	\$ 682,825	\$ 401,577	\$ 591,909	\$ 191,900	\$ 908,600	\$ 716,700	
169							
170 Total Surplus/(Deficit)	\$ 130,616	\$ (419,010)	\$ (284,823)	\$ (1,299,800)	\$ (398,000)	\$ 901,800	
171							
172 Non-distributing Endowment Fund Transfer	\$ -	\$ 420,000	\$ 450,000	\$ 1,300,700	\$ 400,000	\$ (900,700)	Transfer to cover full TEC commitment
173							
174 Total Surplus (Deficit)	\$ 130,616	\$ 990	\$ 165,177	\$ 900	\$ 2,000	\$ 1,100	

**Standing Committee
Episcopal Diocese of Pennsylvania
Approvals and Consents
October 2018 to June 2019**

Date	Approvals	Consents
October 23, 2018	Approved Charles “Chaz” Howard for Transitional Diaconate. Approved Michelle Bullock for Transitional Diaconate. Approved Benjamin Capps for Priesthood. Approved Michael Whitnah for Priesthood.	
December 4, 2018	Election of Officers: The following were nominated and elected without opposition: • Hillary Raining: President • Eric Rabe: Vice President • The Secretary was not elected. Each unanimously elected.	
	Approved the Bishop’s nomination of Mary Kohart, Esq., to serve as Chancellor for the next year.	
	St. David’s Manayunk has sold its parish house as approved earlier by Standing Committee. The proceeds of the sale will be placed into the church’s endowment after payment of any bills incurred by the Diocese in facilitating the sale.	
		Consents to the election of Rev. Dr. Cathleen Chittenden Bascom to be Bishop Diocesan of the Diocese of Kansas.

January	<p>Election of officer: The following was nominated and elected without opposition:</p> <ul style="list-style-type: none"> • Michael Rau: Secretary <p>Unanimously elected.</p>	
	<p>A Resolution was approved for Redeemer, Bryn Mawr's request to secure a construction loan or line of credit up to \$2.9 million dollars to allow for the renovation of the Parish House.</p>	
	<p>A Resolution was approved for Trinity, Boothwyn, allowing to negotiate with the preschool it has been talking with to enter into a multi-year lease to occupy its classrooms</p>	
	<p>A Resolution was approved for a covenant between the Diocese of Pennsylvania and St. Mark's, Locust Street to begin a new ministry "Philly Kneads" through its Zoe Project team. The agreement is for a three (3) year period beginning January 1, 2019 or when the agreement is signed. St. Mark's and its Zoe Project will make improvements to the kitchen area. The Diocese of Pennsylvania will pay monthly water, sewer, heat, gas and electric bills for an initial period of six months that may be extended.</p>	
	<p>A resolution was made to allow Church of the Advocate to receive \$200,000 from the Diocesan Funds under Review Endowment Fund be designated for the funding of an associate priest at the Church of the Advocate. \$100,000 for 2019. \$100,000 for 2020.</p>	

		Consents to the election Rvdo. Canon Christobal Olmedo Leon Lozano to be bishop Diocese Ecuador Litoral
		Consents to the election of Mark D. W. Edington to be bishop Convocation of Episcopal Churches in Europe.
February 26, 2019	The following where approved to be received in the Episcopal church Dennis Bingham Theodore Olson Asha George-Guiser Kim Guiser	
	Electronic vote to approve a modification of the sale agreement for St. Mary's Warwick, 61 Morningside Drive, Elverson, PA. Standing Committee approved the motion that was circulated on Jan 29, 2019	
		Consents to the election Rev. Phoebe A. Roaf to be the Bishop Diocesan of the Diocese of West Tennessee.
	A resolution was made to proceed with documents to transfer the mortgage, which is currently paid by the Bishop, to DIOPA for the final review of the documents prepared by the Chancellor.	
March 26, 2019	Approved for candidacy: <ul style="list-style-type: none"> • Yesenia Cruz • Michelle Bullock • Chaz Howard • Christopher Exley • Michael Palmisano • Daniel Klein 	

	<p>A resolution approving the sale of 620 S. 8th Street, Philadelphia, a parish house of the Church of the Crucifixion, for \$650,000. The sale is contingent on zoning approvals and the buyer's agreement to build a kitchen for use by the Church or other Diocese organizations and to construct two restrooms in the rear of the Church.</p>	
	<p>A resolution approving of a lease between St. Alban's, Newtown Square, and PNC Bank for use of a St. Alban's parking lot. The agreement would be for five years at \$9,375/year.</p>	
	<p>A resolution was approved to authorize Trinity, Oxford, to negotiate a lease with Kinder Academy for a portion of the Church property to be used as a child care center. The proposal is to negotiate a 25-year agreement. During years 1-11, Kinder Academy would pay rent of \$2,500/month without increases due to the extensive renovations to be made by Kinder Academy to make the property suitable for childcare. The rent for the remainder of the term would be negotiated at a later date suitable to the parties.</p>	
	<p>A resolution was approved authorizing Christ Church and St. Michael to explore the sale of a parish house near the Church. Should a buyer be found and agreement reached, then final terms are to be reviewed and approved by governance.</p>	

April 23, 2019	<p>Approved for Candidacy</p> <ul style="list-style-type: none"> • Barbara Ballenger • Laura Palmer • Darrell Tiller 	
	A resolution was approved to move the offices of the Diocese to St. John's, Norristown.	
May 2019	<p>A resolution was approved to allow the sale of Trinity, Lansdale for at least \$425,000. The sale would be contingent upon the Chancellor reviewing and approving the Agreement of Sale. This has been approved by Property Committee & Finance Committee. Designation of the proceeds of the sale to go in the Property Fund.</p>	
	<p>A resolution was approved to accept the recommendation to allow Church of Our Savior, Jenkintown, to negotiate with interested parties to sell the property. The sale will be subject to the review of the Standing Committee and Chancellor.</p>	
	<p>A resolution was approved to accept the Property Committee and Finance committee to all a 3 year lease for the Trinity Playgroup with Trinity Memorial, Philadelphia. Subject to the Chancellors review and approval of the lease.</p>	

	A resolution was approved for the sale of St. Faiths, Havertown, of a price not less than \$360,000. Money to applied to the Property Fund. Subject to the Chancellors review and approval.	
	A resolution was approved to accept the slate of candidates put forth by ECS for the ECS Board of Trustees.	
June 25, 2019		<p>Consents to the election for the following Bishop Diocesan:</p> <p>Ashby, El Camino Real</p> <p>Brown, Maine</p> <p>Folts, South Dakota</p> <p>McVean-Brown, Vermont</p> <p>Perry, Michigan</p> <p>Traquair, Northern California</p>
	A resolution was approved to allow The Church Foundation, as trustee of any assets belonging to St. Faith, which assets include the Deed dated February 17, 1959, is hereby directed to take all necessary steps required to transfer title to the Property located at 1208 Allston Road, Haverford Township, County of Delaware, as described in the agreement of sale substantially in the form attached hereto and to direct that any funds received from Buyer to the Church Foundation shall be deposited into the Diocese's Property Fund, net of the amounts, if any, to be repaid to the Diocese as reimbursement for any costs relating to the sale which were advanced by it, where they may be	

	<p>applied to the mission of the Diocese as identified by the appropriate Diocesan leader or leadership group responsible from time to time for the management of the Property Fund.</p>	
	<p>A resolution was approved to allow, Trinity Lansdale, all necessary steps required to convey to Buyer those assets described in the agreement of sale dated June 23, 2019, attached hereto and to apply the revenues from said sale first to pay any obligations relating thereto (which information shall be provided by the Diocesan Canon for Financial Affairs) thereafter to deposit the remaining revenues into the Diocesan Property Fund where they shall be devoted to the mission of this Diocese as may be from time to time determined by the appropriate Diocesan leader or leadership body.</p>	
	<p>A resolution was approved to allow Church of Our Savior, Jenkintown, to take all necessary steps required to convey the Property to Midgard Properties, LP, or its designee ("Buyer") as described in an agreement of sale substantially in the form attached hereto as Exhibit "A" and subject to the conditions imposed on the Vestry or its designee described in the Standing Committee's resolution dated June 25, 2019.</p> <p>The follow resolution was approved as mentioned above:</p> <ol style="list-style-type: none"> 1. The Vestry of the Church of our Savior (hereinafter the "Vestry"), or its designee if one has been appointed by it, shall immediately provide to the Canon for Financial Affairs a copy of any 'HUD Sheet' or other document setting forth the estimated cash received and paid at the scheduled closing on the Property sale; 	

	<p>2. At the closing, the Vestry shall instruct the relevant entity or individual to remit all net proceeds to be remitted to Seller at closing by wire or other means to the Church Foundation, for the benefit of the Church of Our Savior.</p> <p>3. The Foundation shall maintain the sales proceeds so received in a trust account set up for the benefit of the Church of our Savior, which proceeds, with the exception set forth in Paragraph 4, may be distributed to the Church of our Savior pursuant to such instructions as may be jointly made to the Foundation by the Church of the Savior, the Bishop and the Standing Committee or the Bishop and Diocesan Trustees, in the event any amount thereof is distributed following any incorporation of the Diocese.</p> <p>4. Any costs incurred by the Church of our Savior relating to the sale of the property shall be submitted by it to the Canon for Financial Affairs who, by this Resolution, may direct the Foundation to reimburse the Church of our Savior any amounts he concludes were incurred relating to the sale of the Property, whether paid prior to the sale or to be paid by the Vestry thereafter.</p>	
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2019 Nominations Committee Report

The Nominations Committee Report

The Nominations Committee team is dedicated to inclusivity on all Diocesan committees, by race, gender and gender identity, culture, and age. We need the help of everyone in the Diocese in order to reach that goal. This year, some of our committees lack sufficient numbers of candidates, which will hamper work going forward in 2020.

We urge all clergy, lay leaders, and committee chairs to help us identify future candidates. We must continue to grow our candidate pool, and to prove that all truly are welcome and encouraged to serve.

Yours in Christ, The Diocesan Nominations Committee:

The Rev. Peter M. Carey, (outgoing chair), The Rev. Lori Exley, Marcia Hinton, Benjamin Huelscamp, The Rev. James Littrell, Evelyn Partridge, The Rev. Matthew Simpson

Thank you to this year's candidates:

Board of Trustees: (Clergy) The Rev. W. Franklin Allen, The Rev. Michael Rau, The Rev. Timothy Safford; (Lay) Albert Dandridge, Dave Dixon, Joseph Feliciani, Stephen Heimann, Richard Lerch, Kathleen McClave, Norman McClave, Kirk Muller, James Pope, Patricia Smith, Kathleen Stephenson, Elizabeth Curtis Swain

Christmas Fund: (Lay) Anne Atlee, Renae Lowe

Church Foundation: (Clergy) The Rev. Dr. William (Mike) Sowards; (Lay) Joseph Feliciani, Marie Golson, Nancy Iredale, Clifford Kozemchak, Norman McClave, Katharyn McGee, Patricia Smith, Roberta Torian

Disciplinary Board: (Clergy) The Rev. Dr. Nancy Dilliplane, The Rev. Robert Magoola, The Rev. Richard Vinson; (Lay) Dave Dixon, Joseph Feliciani, Alfeia Goodwin, Renae Lowe

General Convention Deputy: (Clergy) The Rev. Paul Adler, The Rev. Joshua Caler, The Rev. Jo Ann Jones, The Rev. Daniel Moore, The Rev. Dr. Pamela Nesbit, The Rev. Emily Richards, The Rev. Dr. William (Mike) Sowards, The Rev. James Stambaugh, The Rev. Tommy Thompson; (Lay) Joseph Feliciani, Christopher Hart, Karen Lash, Peter Quelly, John Wallace, Liz Wendt

Nominations: (Lay) Peggy Buesher

Commission on Wellness: (Lay) Joseph Feliciani, Nancy Iredale

Standing Committee: (Lay) Joseph Feliciani, (Clergy) The Rev. Ken McCaslin

2019 Diocesan Convention Nominees

Name: The Rev. Paul Adler

Address: 6769 Ridge Ave. Philadelphia, PA 19128

Email: padler@churchofstalban.com

Parish: Church of St. Alban, Roxborough

Other Associations:

Deanery: Wissahickon

Office for which to be considered: General Convention Deputy

Occupation or Employer: Rector, Church of St. Alban, Roxborough

Are you willing to stand for election? Yes

What motivated you to seek nomination for this committee? I felt compelled to stand for election as deputy to General Convention first and foremost, out of a sense of duty. Like all clergy, at my ordination, I was charged by the Bishop to take part in the councils of the Church. Now that I have served in parish ministry for over 6 years, I feel the responsibility to fulfill that duty not only to serve the local communities to which I've been called, but also the larger Church body. As a person who chose to join the Episcopal Church as an adult, and as a priest who hopes to serve this church for many years to come, I care deeply about our common life together and discerning how God is calling us to walk forward in the years to come.

If nominated, what added value would you bring to the Diocese in moving the committee forward with God's work? As a clergy person under 35, one of the contributions I would offer is a firsthand knowledge the generation that is currently moving into, for lack of a better word, middle age. In addition to being a parent of two young children myself, I see the challenges that other young families face in my own parish, and so I would bring their



hopes and concerns of the future of the Church along with me. In an age when so many of my generation have chosen to opt out of religion as a whole, I would bring a perspective of those who have either chosen to stay, or to join the Episcopal Church despite that overwhelming trend.

Please list relevant experiences, skills, and talents. In the past 4+ years, in my time at St. Alban's, we've seen encouraging growth, in particular among young families. Our average Sunday attendance has increased over 20%. In addition to the baptisms of young children, we've also confirmed and received a great number of adults into the Episcopal Church from a variety of different backgrounds. I believe that being a part of this renewal in the life of the parish has prepared me well to serve as a deputy to General Convention to give voice to that which has aided in the growth we have seen.

Name: W. Franklin Allen

Address: 131 Beaumont Rd;

Devon, PA 19333

Email: fallen@stdavidschurch.org **Parish:**

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

Associations:

Deanery: Merion

Office for which to be considered: Board of Trustees

Occupation or Employer: Rector, St. David's (Radnor) Church

Are you willing to stand for election? Yes



What motivated you to seek nomination for this committee? I have been involved with the conversations and studies for incorporating the Diocese of Pennsylvania for over six years and helped draft the Canons for the establishment of the corporation. I would like to help see that the Board of Trustees is established in its work according the guidance of the Holy Spirit and the will of the Diocese of Pennsylvania.

If nominated, what added value would you bring to the Diocese in moving the committee forward with God's work? I have extensive experience serving on various boards and committees of the Diocese in my 22 years in residence. Among the groups I have served, the Church Foundation Board, the Property Committee and the Standing Committee provided a good deal of relevant experience. I have also served as Rector of a large church with endowments and a large budget.

Please list relevant experiences, skills, and talents. Rector, St. David's (Radnor) Church Board, St. James School Board, Gathering of Leaders Member and President of our Diocesan Standing Committee Board Member of Stand with Iraqi Christians Member, Church Foundation Extensive business experience in a construction and development company.

Name: Anne Tyler Atlee

Address: 734 Reading Circle, Phoenixville,
PA19460

Email: aratlee@comcast.net

Parish: St. Mary's, Wayne, PA / St. Peter's,
Phoenixville

Other Associations: Incumbent member of
the Christmas Fund

Deanery: Valley Forge Deanery

Office for which to be considered:
Christmas Fund

Occupation or Employer: Retired clergy
spouse

Are you willing to stand for election? Yes

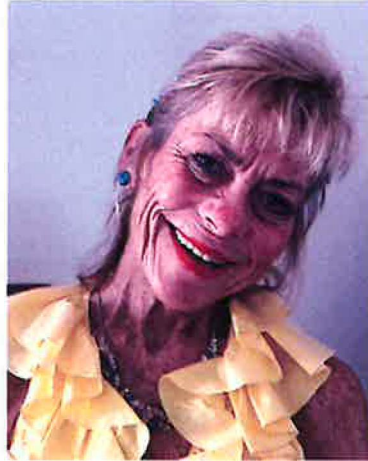
What motivated you to seek nomination for this committee? I have served one term as a trustee of the Christmas Fund. Having served one term I know how essential the Fund is to clergy, surviving spouses, and lay employees in times of crisis. It has been a privilege to serve on this committee and I seek to continue to work with the Christmas Fund for another term.

If nominated, what added value would you bring to the Diocese in moving the committee forward with God's work? Having served one term as a trustee for the Christmas Fund I believe I will be able to provide historical continuity pertaining to the clergy, surviving spouses, and lay employees of the Diocese served by the Fund. A trustee may serve two consecutive terms. In November two trustees (one being myself) will leave the committee. The two remaining trustees were elected at the 2018 Convention. I believe it would be helpful to have at least one candidate for election with prior experience and familiarity with those persons we support



Please list relevant experiences, skills, and talents. I currently serve on a committee for Retired Clergy and Clergy Spouses of the Diocese with a special interest in widow and widowers of retired clergy. In most cases the Christmas Fund serves retired clergy, their surviving spouses, and retired lay employees. This intersection has been very helpful when serving on the Christmas Fund.

Name: Margaret A Buescher
Address: 316 Manton St
Email: peggy.buescher@gmail.com
Parish: Gloria Dei (Old Swedes') church
Other Associations: Diocesan Council,
Episcopal Diocese of Pennsylvania
Deanery: Southwark
Office for which to be considered:
Nominations
Occupation or Employer: Retired
Are you willing to stand for election? Yes



What motivated you to seek nomination for this committee? My service on Diocesan Council has opened my eyes to the broader picture of the Diocese. I have become enthusiastic and excited about the new life I see springing up in the Diocese. I have worked on Council with talented people from other parishes, people about whom I had formerly known little if anything. I see service on this Committee as a way to encourage those others to participate in the exciting activity increasing day by day in this Diocese.

If nominated, what added value would you bring to the Diocese in moving the committee forward with God's work? At my church, I'm known as a "people person." I can introduce myself to just about anyone, start up a conversation with just about anyone, and seldom forget a name much less a face. I've been persuasive in my parish setting, convincing people to stand for vestry elections, outreach events, and a host of parish activities. I'd like to think I could use those same abilities to help others participate in the ministry of the Diocese.

Please list relevant experiences, skills, and talents. I had a long career as a nurse in a neonatal intensive care unit. Besides the technicalities of caring for premature infants, I spent much time with distraught parents. I helped them deal with trying situations, deal with the long ongoing course of bringing an infant through the transition from life in an isolette to life at home with a family. Sometimes, I helped parents deal with the most trying situation of all, an infant who did not survive. As I'm retired, I don't use the technical skills any longer. But the carefully honed and well-practiced "interacting skills" are alive and well. I'd like an additional situation to exercise those.

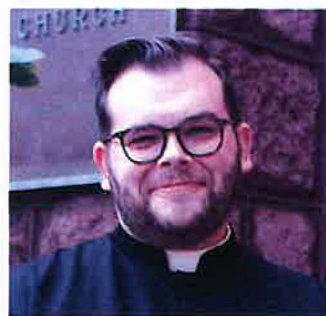
Name: Joshua Caler
Address: 275 Grace Street, Pottstown, PA
Email: jmcaler@christpottstown.org
Parish: Christ Church, Pottstown

Other Associations:

Deanery: Valley Forge Deanery
Office for which to be considered: General Convention Deputy
Occupation or Employer: Rector, Christ Church - Pottstown
Are you willing to stand for election? Yes

What motivated you to seek nomination for this committee? The Diocese of Pennsylvania is, I believe, one the most interesting, dynamic, and exciting places to serve in The Episcopal Church right now. Though a relative newcomer, I'd welcome the chance to bring the wisdom, insights, and experience of those in this Diocese to bear on deliberations within the wider Church. I am particularly interested in The Episcopal Church's conversations right now surrounding ecumenical relationships, liturgical revision, Latino ministry, and renewed evangelism efforts. Each of these will have a prominent place on the docket of the 80th General Convention, and I'd be honored and eager to engage those questions with wise and faithful deputies from around The Episcopal Church on behalf of the people of The Diocese of Pennsylvania.

If nominated, what added value would you bring to the Diocese in moving the committee forward with God's work? I have a lot of energy and enthusiasm for the kind of work that is part and parcel of General Convention: study, prayer, and preparation; debate and careful deliberation; and nurturing consensus and building sometimes unlikely coalitions. I know it isn't for everybody, but I like and am good at that work. Beyond that, I pride myself on being a pretty open thinker; I am happy to admit when I'm wrong and to change my mind when I've been convinced.



As a result I'm not terribly partisan, and I am interested in working with and learning from folks with whom I do not always agree and sometimes being persuaded by them. Finally, I am on the younger end of the clergy, both in the Diocese and the wider Church. Though I have almost a decade of parish ministry experience since my ordination, the bulk of my ministry (Lord willing) is ahead of me. As a result, I bring a younger generation's perspective alongside some really good and formative experience in parochial, diocesan, and national Church service.

Please list relevant experiences, skills, and talents. With the Diocese of Pennsylvania, I serve on the Commission on Ministry as well as the Liturgical Discernment Commission. Previously, I have served in the Diocese and Tennessee and the Diocese of Oxford (Church of England), where I have been a diocesan ecumenical officer, member of the Commission on Ministry, Elections Committee chair, and Convener for the Diocesan Clericus. From 2013-2016, I was the Province IV coordinator for Ecumenical and Interfaith Officers and have represented The Episcopal Church at a number of ecumenical gatherings and dialogues. I've traveled and preached widely around The Episcopal Church and the larger Anglican Communion. Finally, central to my ministry now as Rector of Christ Church, Pottstown is the growing Spanish-speaking congregation in that parish. This has brought me rapidly into the wider Church's work on Latino Ministry.

Name: Albert Dandridge

Address: 8713 Prospect Avenue,
Philadelphia, PA 19118,

Email: adandridge@schnader.com

Parish: The African Episcopal Church of St. Thomas

Other Associations: Acting Committee -
The Widows Corporation - Member,
Finance Committee

Deanery: Schuylkill

Office for which to be considered: Board
of Trustees

Occupation or Employer: Attorney

Are you willing to stand for election? Yes

What motivated you to seek nomination for this committee? I have often given my time, talent and treasure in trying to live up to what our Lord and Savior asks of us

If nominated, what added value would you bring to the Diocese in moving the committee forward with God's work? I have been a corporate attorney for more than 40 years. My legal work is concentrated in municipal and corporate finance matters, and I regularly counsel major public companies, broker dealers and investment advisors on their securities reporting and financing requirements. I also counsel and serve on numerous non-profit corporations and boards. I bring financial and corporate governance expertise to entities that I counsel and boards that I serve on.

University of Pennsylvania Law School,
LL.M., 1979

Temple University School of Law, J.D.,
1978

Temple University, B.A., magna cum laude,
1975

Boston University School of Law's Morin
Center for Banking and Financial Law
Studies, former adjunct professor of law for
more than 16 years.



Please list relevant experiences, skills, and talents. Partner, Schnader Harrison Segal & Lewis LLP; Member, City of Philadelphia Board of Directors of City Trusts - Member, Finance Committee; Philadelphia Diversity Law Group, Secretary and Treasurer, Member, Board of Directors; Jenkins Law Library, Member, Board of Directors, Chair - Bylaws Committee

Pennsylvania Bar Association, Member, House of Delegates; Former Chancellor, Philadelphia Bar Association; The Philadelphia Lawyer, Member, Editorial Board; Philadelphia Stock Exchange, Former Member, Board of Governors - Member, Finance Committee - Chair, Allocations Committee; Chestnut Hill Academy, Former Member, Board of Governors

Women's Way, Former Member, Board of Governors; American Bar Association, Former Member, House of Delegates; Temple Law Alumni, Former Member, Board of Directors

NASDAQ OMX Futures Exchange, Former Member, Board of Governors; The African Episcopal Church of St. Thomas, numerous times a former member of the Vestry and Treasurer - currently financial advisor to the Rector.

Name: Nancy Dilliplane

Address: 2645 Durham Road, Doylestown,
PA 18902

Email: nancy.dilliplane@gmail.com

Parish: Trinity, Buckingham

Other Associations:

Deanery: Bucks

Office for which to be considered:
Disciplinary Board

Occupation or Employer: Rector, Trinity
Buckingham

Are you willing to stand for election? Yes



What motivated you to seek nomination for this committee? I am seeking a second term on the disciplinary board. I believe in giving my time and ability in service of the wider church. The disciplinary board/ecclesiastical hearing and trial process is an important part of our life together, especially in light of the long history of abuse of power and the complicity of church hierarchy that is coming to light all around us, and needs to be staffed by experienced clergy and ordained people.

If nominated, what added value would you bring to the Diocese in moving the committee forward with God's work? I bring the experience of having served a prior term, attended a recent training for disciplinary board members, as well as a love for the church, the experience of 13 years of ordained ministry and an additional 5 as a lay professional in parish ministry, and the capacity to listen deeply and discern.

Please list relevant experiences, skills, and talents.

Name: Dave Dixon

Address: 18 Flamehill Rd. Levittown, PA

Email: DixonGDave@comcast.net

Parish: Church of the Incarnation
Morrisville

Other Associations:

Deanery: Bucks

Office for which to be considered: Board
of Trustees; Standing Committee

Occupation or Employer: Transworld
Systems

Are you willing to stand for election? Yes



What motivated you to seek nomination for this committee? I was asked yesterday at the pre-convention meeting if I'd be interested standing for election, another friend/colleague agreed that I should seek nomination. I thought about it & prayed about it. I believe that with my wide ranging professional experience, and in our diocese that I'd be an excellent candidate.

If nominated, what added value would you bring to the Diocese in moving the committee forward with God's work? I bring a strong faith & belief in the work we are doing in the Diocese of Pennsylvania. I wish to continue to serve Bishop Gutierrez and our diocese. I currently serve as Vice-Chair of Diocesan Council. I chair the Growth & Development, and Program Grants committees. I also chair the Bishops Revolving Loan Fund. I've served on the Office Space Committee, and the Wapiti Committee. Last year I was elected to the Disciplinary Board. I've been a member of Church of the Incarnation for over 25 years. I've served on the vestry at least 3 times, I chair the Worship committee and serve as an acolyte/sub-deacon.

Please list relevant experiences, skills, and talents. In my secular life, I've worked as an independent Accounts Receivable Consultant & business owner for the last 15 years. I've helped my nationwide client base increase revenue by more than \$15 mil. As a member of the Lower Bucks Chamber of Commerce I serve on the Board of Directors. I've been married for 44 years and my wife Marilyn and I have 1 son and twin 3 year old grandchildren.

Name: Joseph M Feliciani

Address: 120 Alexa Way, Mullica Hill, NJ 08062

Email: jmf0714@yahoo.com

Parish: St Marks, Philadelphia

Other Associations:

Deanery: Southwark

Office for which to be considered: Board of Trustees; Church Foundation; Disciplinary Board; General Convention Deputy; Standing Committee; Commission on Wellness

Occupation or Employer: WelldyneRx- Pharmacy Benefit Manager

Are you willing to stand for election? Yes

What motivated you to seek nomination for this committee? My strong and deep desire to give back my talents to our diocese and to stand alongside the people that share the same goals and dreams, in a world that needs good and love more than ever before.

If nominated, what added value would you bring to the Diocese in moving the committee forward with God's work? I bring a fresh and deeply caring set of eyes and ears to the diocese, with a strong business acumen and at the same time a deep love for the mission that our Bishop has laid out for us. At the same time knowing the many talents in the individual parishes that need fostering and development. I am also a seasoned veteran of many boards in my local area and understand the dynamics both good and bad and how to navigate them



Please list relevant experiences, skills, and talents. I currently serve on several community boards of directors and have taken several courses on how to better myself in serving our diocese community. For example, I have completed the United Way – Board Mentorship Program, attended the Harvard Business School's Principles of Negotiation, have achieved my MBA with a focus on Health Care Administration and maintain several masters certificates in contract management and health law. I am very active in my local community serving on our town Pool Board, local Historical Preservation Committee, college Fraternity Board of Directors and am the Scoutmaster for my hometown Boy Scout Troop. At the same time, moving through the process of discernment to become a Deacon in the diocese one day soon. All in all, a well-rounded and progressive experience to bring to the table.

Name: Marie Golson

Address: 600 Penllyn Blue Bell Pike, Blue Bell, PA 19422

Email: marie.b.golson@gmail.com

Parish: African Episcopal Church of St. Thomas

Other Associations:

Deanery: Montgomery

Office for which to be considered: Church Foundation

Occupation or Employer: Process Engineer, Pennsylvania Power and Light, PPL

Are you willing to stand for election? Yes

What motivated you to seek nomination for this committee? I am a lifelong Episcopalian and am very dedicated to the well-being of the church.

If nominated, what added value would you bring to the Diocese in moving the committee forward with God's work? I would like to support the Church Foundation. The value add that I would bring is my astute questioning attitude on financial matters as well as other activities that the diocese is supporting. My love for Christ and the church have provided me to be ever more humble and respectful of the work needed in the diocese.



Please list relevant experiences, skills, and talents. B.S. Civil and Environmental Engineering, Cornell University, 1981; MBA, LaSalle University, 1997; Served 9 years on the vestry at St. Luke's Church, Germantown, including being a strategic part of the financial committee; Managed and saved millions of dollars in various management roles while working for the nuclear power industry at both Exelon and Entergy Corporations. Served as Financial Secretary and Treasurer for the Links, Inc., a women's civic organization. Served on the financial committee for the board of the Keystone State Boychoir for 3 years.

Name: Alfeia Goodwin

Address: 6640 Sprague Street Apt 402b,
Philadelphia PA 19119

Email: alfeia@mail.com

Parish: Grace Epiphany Episcopal Church

Other Associations: Continuing member of
Board of Clergy Discipline

Deanery: Wissahickon

Office for which to be considered: Disciplinary
Board

Occupation or Employer: Police Officer and
Army Chaplain

Are you willing to stand for election? Yes

What motivated you to seek nomination for this committee? I have a range of experience as a leader. I am a licensed, ordained, endorsed Army Chaplain, (Major). I work very closely with both individuals and family members in problem solving and building people skills.

If nominated, what added value would you bring to the Diocese in moving the committee forward with God's work? My post-graduate work focus is policy, and social change with an emphasis on restoring justice. I also have a master's degree from LTSP.

Please list relevant experiences, skills, and talents. Communicator, great listener, and diplomatic



Name: Christopher Hart

Address: 145 Montrose Avenue, Bryn Mawr, PA 19010

Email: cervus@veritasliberat.net

Parish: St. Mary's Church, Wayne, PA

Other Associations: Diocesan Council, Finance Committee, Canons Committee

Deanery: Merion

Office for which to be considered: General Convention Deputy

Occupation or Employer: Retired Accountant

Are you willing to stand for election? Yes



What motivated you to seek nomination for this committee? I wish to represent our great diocese in the General Convention of the Episcopal Church as I have done for several years.

If nominated, what added value would you bring to the Diocese in moving the committee forward with God's work? My extensive experience as a Deputy to the General Convention has proven to be an asset to our reputation as a whole. While each Deputy brings individual knowledge and skills to the task our deputation functions collaboratively both in preparing for the Convention and by caucusing during the Convention.

Please list relevant experiences, skills, and talents. Deputy to General Convention 2000-2018
Member of Standing Committee 1999-2012;
Member of Diocesan Council 1993-1999, 2016-2019; Canons Committee, Finance Committee, Resolutions Committee

Name: Stephen B. Heimann

Address: 319 E. Gravers Lane,
Philadelphia, PA 19118

Email: steveheimann@gmail.com

Parish: St. Paul's, Chestnut Hill

Other Associations: Widows Corporation
(Member)

Deanery: Wissahickon

Office for which to be considered: Board
of Trustees

Occupation or Employer: Retired (lawyer;
still a member of the PA board)

Are you willing to stand for election? Yes

What motivated you to seek nomination for this committee? I was approached by James Pope, who suggested that I seek this nomination. Having been made aware of the opportunity, I thought it would enable me to be of greater service to the Church (writ large) that has been my spiritual home for nearly 30 years now.

If nominated, what added value would you bring to the Diocese in moving the committee forward with God's work? I believe my background in law and business (I was a transactional lawyer for Verizon for the last 25 years of my career) have equipped me with analytical abilities that are critical to guiding an organization such as the Diocese. I also believe I work collegially and cooperatively on boards.



Please list relevant experiences, skills, and talents. From my work in mergers & acquisitions and securities law, I have substantial legal as well as financial knowledge and expertise. I have served as the treasurer of a small nonprofit, and am on the finance committees of my church and a local historical and preservation organization, as well as the Investment Committee and the Audit Committee of the Widows Corporation. I am gaining knowledge of theology and church history in my current pursuit of an MA degree at United Lutheran Seminary in Mt. Airy. Should the Diocese need to communicate with the cradle of Lutheranism, I do bring a fluent command of German.

Name: Nancy Iredale

Address: 600 East Cathedral Road, D-110,
Philadelphia, PA 19128

Email: nancyiredale1@gmail.com

Parish: St. Mary's - Cathedral Road

Other Associations:

Deanery: Wissahickon

Office for which to be considered:

Standing Committee; Committee on
Wellness

Occupation or Employer: Retired

Are you willing to stand for election? Yes



What motivated you to seek nomination for this committee? Coming from a clerical family (3 brothers, one father, and then I married a clergyman) plus I have served on the Christmas Fund for several years, I have come to understand and appreciate what it takes to support and maintain the life of a clergy person. I am always interested in continuing this support. After serving on the Christmas fund and learning of the financial needs of the clergy, I now seek new opportunities to serve the whole church in broader fields.

If nominated, what added value would you bring to the Diocese in moving the committee forward with God's work? I also encourage local parishioners to take an active role in the diocese. I have been a teacher, worker at Temple Hospital. Keeper of the Family budget and most important, trying to do God's will here on earth.

Please list relevant experiences, skills, and talents.

Name: The Rev. JoAnn Jones

Address: 5321 Knox St

Email: jbradleyjones@aol.com

Parish: Church of the Redeemer, Bryn Mawr, PA

Other Associations:

Deanery: Merion

Office for which to be considered: General Convention Deputy

Occupation or Employer: Associate Rector

Are you willing to stand for election? Yes

What motivated you to seek nomination for this committee? I am deeply interested in church governance and improving it. I have been fortunate and privileged to have served in the General Convention for many years and I look forward to bringing the breadth of my experience in that body and my experience in the work I do here in the Diocese of Pennsylvania to General Convention again.

If nominated, what added value would you bring to the Diocese in moving the committee forward with God's work? I believe that I can work with all Diocesan bodies to coordinate their work with the goals and objectives of the actions taken at General Convention and maximize their outcomes. In addition, I bring the benefit of my long tenure, and the particular perspective of an African American woman.



Please list relevant experiences, skills, and talents. I have served as a Deputy or Alternate Deputy to General Convention since 1997. Since that time I have been a member of the following Legislative Committees: Social and Urban Affairs, which I also chaired; Structure; and Congregational Development which I also chaired. During General Convention i 2018 I was a member of the Secretariat as the Assistant Recording Secretary for the House of Deputies. I have broad experience in church governance in The Episcopal Church and in this Diocese as a member of the Standing Committee, Corporation Committee and Commission on Ministry.

Name: Clifford Kozemchak

Address: PO Box 758, Gwynedd Valley,
PA 19437

Email: ckozemch@genre.com

Parish: St Thomas Whitemarsh

Other Associations: ECS: Past Board
President, Board Member 14 years,
Investment Committee 20 years to present
Church Foundation: Board Member, Chair
Insurance Committee, Clergy Assurance
Fund: Board Member, St Thomas
Whitemarsh: former Vestry, Finance
Committee, Outreach Committee

Deanery: Wissahickon

Office for which to be considered: Church
Foundation

Occupation or Employer: General
Reinsurance, Senior Director, 37 years

Are you willing to stand for election? Yes



If nominated, what added value would you bring to the Diocese in moving the committee forward with God's work? To the extent we can continue to reduce the costs of insurance, a major expense within the Diocese, there will be more resources available for the work of the Lord. We will also continue to increase the breadth of insurance coverage, better safeguarding Diocesan organizations from losses.

Please list relevant experiences, skills, and talents.

What motivated you to seek nomination for this committee? Current board member of Church Foundation. Chair of Insurance Committee. Have extensive expertise in insurance which I have used to benefit the Diocese and the parishes and organizations within the Diocese. Over the past three years we've accomplished significant improvement in the insurance program of the Diocese, reducing insurance costs by more than 20% while maintaining or broadening coverage, as well as providing for another insurance company choice (Church Insurance Company) to be available to parishes and organizations within the Diocese.

Name: Karen Lash

Address: 1020 Allengrove Street
Philadelphia, PA 19124

Email: klash.klash@verizon.net

Parish: Holy Innocents St. Paul's

Other Associations: Resolutions
Committee, Chair, General Convention PA
Deputation 2018

Deanery: Pennypack

Office for which to be considered: General
Convention Deputy

Occupation or Employer: Educator,
Teacher, Principal (Retired) School District
of Philadelphia

Are you willing to stand for election? Yes

What motivated you to seek nomination for this committee? Serving as chair of the Pennsylvania Deputation to the General Convention in 2018, 2015 and 2012 has been a privilege. I was appointed to serve on a legislative committee at General Convention and would very much like to continue this service to the wider church. My experience will provide opportunities to assist newer and first-time deputies in learning the complex structure and routines of General Convention. Serving our church through General Convention has strengthened my faith, allowed me to grow spiritually, and to bring new insights back to our diocese, as well as my local parish and deanery.

If nominated, what added value would you bring to the Diocese in moving the committee forward with God's work? I have served our diocese and my parish in a variety of leadership roles. Although I cherish the rich history of our church, I am anxious for well-planned change that will help the church thrive and make a difference



in our rapidly changing and increasingly troubled world. My broad work experience in urban education has provided me with the opportunity to listen to and learn from people of many cultures and faith traditions. As chair of the Pennsylvania Deputation for the last three General Conventions I have experience organizing meetings, supporting new deputies, sharing knowledge of the legislative process and serving on a legislative committee. If elected, I would be honored to continue to represent our diocese at the 80th General Convention.

Please list relevant experiences, skills, and talents. General Convention Deputy 2018, 2015, 2012, 2009; General Convention Alternate Deputy 2006, 2003; General Convention Volunteer 1997; Chair, Diocese of Pennsylvania Resolutions Committee 2001 – Present; Lay Eucharistic Minister; Deanery Representative

Past Experiences: Coordinator of Liturgical Assistants and Acolytes; Diocesan Council, 2 terms Vice Chair of Diocesan Council; DioPA Education Committee; DioPA Parish Visitation Committee Vestry, Senior Warden; Search Committee; Christian Education Coordinator

Name: Richard J.T. (Jonesy) Lerch
Address: 311 Earles Lane Newtown Square,
PA 19073

Email: jonesylerch@gmail.com

Parish: St. David's, Radnor

Other Associations:

Deanery: Merion

Office for which to be considered: Board
of Trustees

Occupation or Employer: Managing
Director at Prudent Management Associates,
an investment advisory firm.

Are you willing to stand for election? Yes

What motivated you to seek nomination for this committee? After discussing ways that I could potentially help the Diocese, Bp. Gutiérrez asked me to consider this role. After careful and prayerful consideration, I believe this role would allow me to use my gifts to serve God and the Diocese by helping to carry out our mission to know Jesus and change the world. Given that this is a new role for our Diocese, I am excited to use my extensive experience in leadership, development and service to both the church and other organizations to help set the tone for positive, meaningful service to the Diocese and the world.

If nominated, what added value would you bring to the Diocese in moving the committee forward with God's work? Having served in many leadership positions in many different organizations, my leadership philosophy in moving organizations forward is to respect the past, be realistic about the present and be optimistic about the future. I believe in hearing all points of view, building consensus and then acting. I think if we, as Trustees of the Diocese, lay a foundation



built upon mutual respect, appreciation, transparency and love we will be able to set the tone for how the Diocese works as an organization and that we if we focus on our mission, to know Jesus and change the world, the possibilities are endless. This excites and invigorates me and I very much look forward to working with the members of the Diocese to help build this type of atmosphere throughout the Diocese.

Please list relevant experiences, skills, and talents. Member of Vestry and Warden, Chair of Property Commission, Chair of Stewardship Commission, member of Finance Commission, member of Capital Campaign Committee, St. David's, Radnor; Treasurer of the Merion Deanery; Delegate to Diocesan Convention for St. David's, Radnor; Trustee for the Endowment of St. Mark's Church, Locust Street; Trustee of the Society for the Episcopal Church for the Advancement of Christianity in Pennsylvania; Board of Chancellors, Chair of Walk to Cure Diabetes and Co-Chair of Annual Gala of the Eastern PA Chapter of the Juvenile Diabetes Research Foundation.

Name: Renae Rutherford Lowe
Address: 800 N 48th Street, Unit 60
Email: rrutherfordlowe@comcast.net
Parish: St. Andrew & St. Monica
Other Associations: Diocesan Council
Deanery: Schuylkill Deanery
Office for which to be considered:
Christmas Fund; Disciplinary Board
Occupation or Employer: Academic
Teacher Leader, School District of
Philadelphia
Are you willing to stand for election? Yes



What motivated you to seek nomination for this committee? I am extremely interested in learning more about the inter-workings of the Diocese in order to be a more-informed parishioner; and to pass that information on to my fellow parishioners.

If nominated, what added value would you bring to the Diocese in moving the committee forward with God's work? I believe that our Diocese needs to have involvement from a more diverse population in order to reach those who are truly in need of the faithful journey that the Episcopal Diocese has to offer.

Please list relevant experiences, skills, and talents. I am currently a member of Diocesan Council, The Bishop's Revolving Liam Fund, the Grant Development Fund, the Budget Recommendations Committee, and Co-Chair of the Anti-Human Trafficking Committee. My experience with these committees has taught me a great deal about the Bishop's commitment to build the faith of the people of our Diocese. My loyalty to the tasks at hand and ability to research in order to make informed decisions are also skills and talents relevant to the applied positions.

Name: Rev. Dr. Robert Magoola

Address: 520 S 61st Street

Email: robertmagoola@gmail.com

Parish: St. George St. Barnabas

Other Associations:

Deanery: Schuylkill

Office for which to be considered:

Disciplinary Board

Occupation or Employer: Rector, St.

George St. Barnabas

Are you willing to stand for election? Yes

What motivated you to seek nomination for this committee? I am motivated to seek nomination for the Disciplinary Board because I want to offer my training and experience to the ministry of this our beloved diocese. While I am quite comfortable in public situations, I do so much more in small group settings and one-on-one. This is certainly true for me when handling important issues such as relational dynamics between clergy and lay people, understanding conflict situations and other issues of discipline.

If nominated, what added value would you bring to the Diocese in moving the committee forward with God's work? My experience includes 25 years as an ordained priest and four years prior of youth ministry. If nominated, I will bring to this board: a listening ear, experience of pastoral care, counselling and guidance, and God's love for the people of God.



Please list relevant experiences, skills, and talents. I have 25 years' experience of ordained ministry as a presbyter and 5 prior years in youth ministry. I have served in varied parishes, both black and white congregations as well as among Spanish speakers and recent immigrants from Africa. My experience has granted me access to deeper understanding of how different individuals and communities work together as they serve God in the church.

I am gifted with a knack for pastoral care, a key component of which is the skill to listen in order to respond appropriately to presenting issues and to know when to dig deeper into personal and corporate stories to the root causes of conflicts and/or disciplinary difficulties. I am also talented with interpersonal interaction. I enjoy meeting strangers and helping them make new contacts as needed.

I am eager to use my experience, skills and talents for the well-being of the Lord's people in the Diocese of Pennsylvania.

Name: The Rev. Ken McCaslin

Address: 694 Kennedy Road Wayne,
Pennsylvania 19087

Email: kmccaslin@stdavidchurch.org

Parish: St. David's, Radnor

Other Associations:

Deanery: Merion Deanery

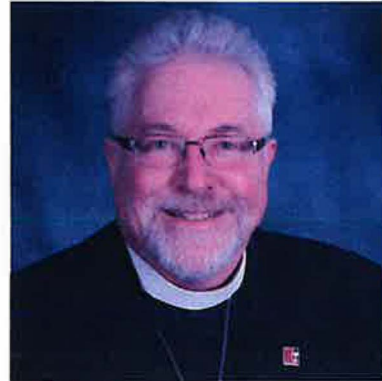
Office for which to be considered:
Standing Committee

Occupation or Employer: Deacon at St.
David's, Radnor

Are you willing to stand for election? Yes

What motivated you to seek nomination for this committee? Rev Deacon Ken McCaslin is a lifelong Episcopalian. Ken and Cheri have been married for over 35 years, have two grown children; David and Allison, and 5 grandchildren. They have been members of St. David's Radnor since 1990.

If nominated, what added value would you bring to the Diocese in moving the committee forward with God's work? In his secular career, he has been in Healthcare Information Technology for over 35. He served on the board of Health Level Seven, International (HL7) a not for profit healthcare standards body, was Chair of their Technical Steering Committee and is an HL7 Fellow. Ken has served on the Diocesan Liturgical Committee, the Board of the Dolphins, and the CPE Board at Cooper University Hospital, Camden. From 2008 to 2015 Rev McCaslin was a co-chair of healthcare initiatives under Health and Human Services federal advisory committee.



Please list relevant experiences, skills, and talents. Ken was ordained a vocational deacon in June of 2008. After ordination, Ken served St. Mary's Ardmore and then Christ Church Pottstown where he led their outreach ministries. Ken became the as the Deacon Missioner for the Valley Forge Deanery shared outreach programs, until March 2017. In March 2017 Ken was assigned to St. David's Church Radnor in where he is developing the Hospital Lay Chaplaincy Programs for the Diocese. Ken's undergraduate degree is in Business Management and he has a Masters in Religious Arts from Lutheran Theological Seminary of Philadelphia, now known as Union Lutheran Seminary.

Name: Kathleen McClave
Address: 804 Potts Lane, Bryn Mawr, PA 19010
Email: mcclavek@aol.com
Parish: St. David's
Other Associations:
Deanery: Merion
Office for which to be considered: Board of Trustees
Occupation or Employer: Retired
Are you willing to stand for election? Yes



What motivated you to seek nomination for this committee? My diocesan experience combined with my professional experience provide a unique combination of skills and experience that may help the Diocese implement this important new governance process. I have been working on the development of our churches and diocese for the last 12 years. When we came to Philadelphia I became active in the Growth and Development Committee of The Redeemer and chaired the committee for several years. We completed a practical development plan that built on the strategic plan with practical implementation tactics to engage all members - empty nesters, parents and newcomers - in the work of the church. I was asked to serve on the Vestry for 3 years and also to organize the operating model for the new parish house construction project. Since joining St. David's, I have been working with Diocesan teams to create the new learning and development initiative "Serviam". I am the chair of the development team. The combination of parish and diocesan work has provided an informed understanding of what is required to build sustainable church presence in local neighborhoods and in the Diocese overall. Because we are newer to the area than many others we have no biases regarding the effectiveness of past practices and issues. I bring fresh thinking and high energy to the work of the committee, and a track record of results on other committees. As a long term financial services consultant, I have helped executives at large and smaller institutions restructure their governance processes, strengthen their management practices, improve their risk and financial management systems and reposition

their product delivery systems. In short, I have advised boards of directors on strategy, management and employee management systems for over 25 years. I understand what it takes to build new governance models, policies and practices that are not over engineered but rather focus on delivering the results for which they were intended within the time and budget proscribed.

If nominated, what added value would you bring to the Diocese in moving the committee forward with God's work? Broad leadership and governance experience in a highly changing and regulated environment. Hands on experience in supporting senior executives and leaders in executing their strategies and strengthening their management practices. Practical knowledge of what works and what does not in designing and implementing new governance plans, policies and processes. Long track record and hands on experience in designing and implementing complex projects and management practices.

Please list relevant experiences, skills, and talents. I came to Philadelphia after graduating from the University of Utah in economics to join the Research Department of The Federal Reserve Bank of Philadelphia. It was a very stimulating time at the Fed as Philadelphia was growing dramatically, and the role of the research group was expanding. The Fed was also a great place to start a financial services career. During my tenure, I conducted economic analyses related to the structure and performance of financial services companies, managed many of the operating services the Fed delivers on behalf of the US Treasury, and took a tour as an assistant to one of the members of the Board of

Governors in DC. Given its proximity to The Wharton School and Penn, many of the faculty were frequent participants in our agenda, providing opportunities for long term relationships and future roles as an instructor in Wharton's executive education programs for bankers in Philadelphia and overseas. After completing an MBA at The Wharton School, I joined a turnaround regional bank in Philadelphia as head of strategic planning and research. It was a time when regional banking was finding its legs and we were designing and installing many of the core operating capabilities needed to run what was then becoming a big bank – consumer banking and distribution strategies, balance sheet management models and processes, and rigorous business/risk management planning. With this experience, I moved into bank consulting with a firm headquartered in Washington, DC. Banking was changing and there were only a handful of consultants. We worked for boards of directors under regulatory orders to change their risk management systems and restructure management teams and practices, helped many banks design their consumer and small business product lines and distribution systems, and supported the design and implementation of broad acquisition plans across the country. After 10 years in DC, I married a banker and we moved to northern New Jersey. At this time, Wharton colleagues were starting a new research center on risk and operating efficiency with a large grant from the Sloan Foundation. I set up and managed the Center for four years and then returned to consulting in NYC with what was then Towers Perrin as head of their Tillinghast North America banking practice. As with all large companies, the strategies of the company changed and the market's needs evolved, particularly after 9/11. While I stayed in the company I moved into client management roles with the large banks and started building new capabilities for the firm to use in managing its client base and cultivating broad client facing talent. The changing nature of HR and benefits consulting provided a continuing source of new content areas to master. During a particularly high transition time at Towers, the new Dean of

The Wharton School asked me to join his team as Assistant Dean of Market Development. This appointment took us to Philadelphia to live. We found it to be a very welcoming and interesting community. While our professional priorities turned us back to New York City after a few years, we kept our house in Bryn Mawr and leased an apartment in NYC for 4 years. I then returned to what became Willis Towers Watson as a key client manager, head of the client manager development program and leader of the global client planning initiative. I retired from WTW in 2013. I have a BA degree in Economics from the University of Utah, and an MBA from The Wharton School.

Name: Norman McClave

Address: 804 Potts Lane, Bryn Mawr, PA 19010

Email: nmcciii@aol.com

Parish: St. David's, Radnor

Other Associations:

Deanery: Lower Merion

Office for which to be considered: Board of Trustees; Church Foundation

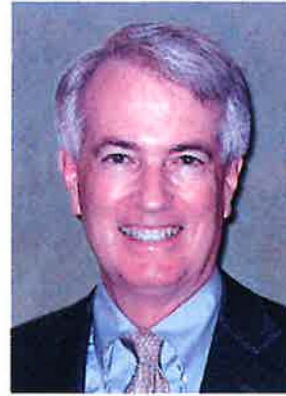
Occupation or Employer: Retired Financial Executive

Are you willing to stand for election? Yes

What motivated you to seek nomination for this committee? The desire to help the Bishop and other Diocesan Leadership strengthen and grow the Diocese of Pennsylvania. I have had considerable experience in Diocesan committees, and would like to bring this experience to the Diocese in this new organization. The Diocese has a number of very substantial strengths: a large number of parishes, active and devoted clergy and laity, an active Bishop, a very substantial endowment, and broad and diverse congregations with many skills. Building upon those strengths, I'd like to help rebuild and grow our churches, expand our various missions, and bring Christ's words, spirit and light to more people.

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 management expertise. I have been involved with Diocesan affairs for a decade, having served as Treasurer of the Diocese and then Chair of the Diocesan Finance Committee. I have previously served on the Budget and Property



Committees. I played a key role in the revision of the financial canons, which were adopted. I served on the Board of the Church Foundation. I am a member of the Cathedral Chapter, and Treasurer of the Cathedral. I previously served on the Vestry of my church, as its Accounting Warden. I am strategic, with an active orientation, and have great experience with the successful implementation of plans.

Please list relevant experiences, skills, and talents. My background is in financial services and consulting, with large and small commercial banks and investment banks, 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. I have concentrated on rebuilding and reworking organizations which had encountered difficulties and/or which had to adapt to a changing environment. In both 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. As a consultant, I designed organizations, processes, and management tools for a variety of institutions, both large and small. This experience could be very useful as the Diocese enters its first year as an incorporated entity. I am empathetic, imaginative, and decisive, with good communication skills.

Name: Katharyn Christian McGee

Address: 1900 Hamilton Street Unit 408,
Philadelphia, PA 19130

Email: kichristian@gmail.com

Parish: St. Peter's Episcopal Church (in the
city of Philadelphia)

Other Associations:

Deanery: Southwark

Office for which to be considered: Church
Foundation

Occupation or Employer: Attorney

Are you willing to stand for election? Yes

What motivated you to seek nomination for this committee? My co-parishioner, Kathleen Stephenson, asked me to join as she knows I am interested in getting more involved in our church, St. Peter's, and the larger Episcopal Diocese. Upon learning about what the committee does, it seems like I could provide meaningful assistance while deepening my relationship with the larger Episcopal church in Pennsylvania.

If nominated, what added value would you bring to the Diocese in moving the committee forward with God's work? While I do not have experience managing funds, in my day job, I serve as Pro Bono Counsel for Duane Morris LLP. In this role, I coordinate the firm's pro bono (i.e., volunteer legal services) efforts globally, harnessing the talents of our 800+ attorneys to provide access to counsel for low-income, under resourced individuals and nonprofit organizations seeking to serve under resourced individuals. I am passionate about closing the justice gap and social justice, both in America and the larger world, and I believe working toward this end is one of my callings. I believe I would bring this knowledge regarding nonprofit and charitable organizations across the diocese and world to the committee to help ensure the diocese's assets are put to good use and in manners that further God's charge to us as stewards of God's gifts.



Please list relevant experiences, skills, and talents. Please see my bio

(https://www.duanemorris.com/attorneys/katharynichristianmcgee.html#tab_Biography) for

my professional skills. The daughter of the Director of Christian Education/Director of Good Shepherd Lutheran Preschool (mother) and confirmation teacher (father) at Good Shepherd Lutheran Church, Gaithersburg, MD, my faith and my church have been integral and formative parts of my identity my entire life. Serving in church/community ministries is an example my parents set for me from a young age, and I hope I have followed their witness. I have served on various church committees and ministries, both within my church and externally. At St. Peter's, I am active in the adult education and social justice ministries. I regularly serve as an usher, chalice bearer, reader, etc. as needed. Presently, I also serve as Vice Chair of the board of Lutheran Settlement House in Philadelphia, PA, and I am Chair of Development Committee. Likewise, I am on the board of Philadelphia Volunteers for the Indigent Program (Philly VIP), one of the legal aid organizations in Philadelphia, PA.

If it is relevant/applicable (for any confusion with the Lutheran references), I was baptized Episcopal and confirmed Lutheran. I have been welcomed at St. Peter's (while I was serving at Lutheran Settlement House and needed to maintain my Lutheran "membership"). I hope to be received at St. Peter's later this fall or in early 2020.

Name: Daniel Moore
Address: 94 E Oakland Ave
Email:
daniel.moore@stpaulsdoylestown.org
Parish: St. Paul's Church, Doylestown
Other Associations:
Deanery: Bucks
Office for which to be considered: General Convention Deputy
Occupation or Employer: Parish Priest
Are you willing to stand for election? Yes

What motivated you to seek nomination for this committee? My motivation to seek the office of deputy to the General Convention comes from my desire to participate in the wider conversation surrounding our common identity as Episcopalians: how we pray, what we believe, and the manner of our life together. Nowhere is this conversation more important than at the General Convention, where we negotiate the particularities of our common prayer, faith, and life. As a priest with four years of ordained ministry in the parish, and who hopes for many more years to come, I am passionate about the work of intentionally discerning how God is calling us toward a more abundant life as a church so that we may show a more faithful witness to the world. I would be humbled and honored to take part in this work as a clergy deputy from our diocese to the General Convention.

If nominated, what added value would you bring to the Diocese in moving the committee forward with God's work? I believe the strongest qualities that I would bring as a deputy are my love for our liturgy and my respect for our polity. I am keenly interested in the work of examining our corporate life together through making necessary updates to our constitution and canons, and I enjoy the attention to minutiae that this process requires. Likewise, I would bring a great deal of energy to engaging in



the large-scale visioning of the future shape of our church, especially as a member of the millennial generation. I believe that the work of General Convention requires deputies to be inquisitive, outgoing, and hard-working, and those are the values that I would hope to contribute as a member of the deputation from our diocese.

Please list relevant experiences, skills, and talents. I have previously served as an alternate deputy from our diocese to the 79th General Convention, and followed closely the resolutions and reports from the House of Deputies. I have also served on our diocesan Committee on Incorporation—work that required me to get into the canonical weeds, so to speak, by ensuring that parochial articles conform to diocesan canons. I believe this experience lends itself well to the legislative work of a deputy. Additionally, I am a member of our diocesan Commission on Ministry, having served in this capacity in my former diocese as well, giving me a wonderful opportunity to glimpse the future direction of our church in the faces of those who are discerning vocations. I have experience in strategic planning, both in the parish and as a consultant before discerning a call to the priesthood, a skill that can be an asset to the church as it anticipates a changing ecclesial landscape. In both my studies and in ordained ministry I have cultivated the practice of close reading, which is a valuable skill to have in a deputy. I take a great deal of joy in the work that God has given me to do, and it would give me no small amount of joy to be a deputy to this next General Convention.

Name: Kirk Muller

Address: 384 Maple Ave, Southampton PA 18966

Email: kirkmuller@hotmail.com

Parish: Redemption, Southampton

Other Associations:

Deanery: Bucks

Office for which to be considered: Board of Trustees

Occupation or Employer: Program Manager

Are you willing to stand for election? Yes

What motivated you to seek nomination for this committee? The Diocese of Pennsylvania and the Episcopal Church are in the midst of an exciting time, one where we're being called to be Revolutionary. I'm excited about the future of the Diocese and how we're participating in our community, both locally and as a global community. We have great resources, amazing people and a history of leading the way. It's a great time to be an Episcopalian, especially in Pennsylvania! As a member of the Board of Trustees, I believe I can help the Bishop and the Diocese to fulfill this Revolutionary mission, to unite our cause and fulfill our promise as a great church community.

If nominated, what added value would you bring to the Diocese in moving the committee forward with God's work? The Lord has blessed me with opportunities to serve my church and then the Diocese since 2013. Through these experiences and many others, I have learned about church budgeting, finance, process development, and leadership. In my professional career I am responsible for many similar skills plus developing organizations and program roadmaps. I led the Diocesan Mission Process Committee in its work to develop two new processes for how we'll effectively



and objectively incubate, support and potentially sunset Mission Churches while ensuring that we continue to provide resources where they are most needed. While on the Finance Committee, I have strongly advocated for transparency and a focus on the future, with a viewpoint shaped by my experience as a member of the Deputation at General Convention and Legislative Aide.

Please list relevant experiences, skills, and talents. Currently serve the Diocese of Pennsylvania as Finance Committee Secretary since 2018. Currently serve the Diocese of Pennsylvania as Chair of the Mission Process Committee 2017-Present. Currently serve on the Board of the Children's Dyslexia Center of Lehigh Valley. Served as a member of the Deputation of the Diocese of Pennsylvania at General Convention in 2015 and 2018. Served as Senior Warden, Redemption Episcopal Church. Extensive experience facilitating critical conversations to achieve satisfying results for all. 25 years' experience as a Program Manager for multiple organizations, envisioning and delivering complex business and technology programs.

Name: Pamela Nesbit

Address: 16 Belmont Sq, Doylestown, PA 18901

Email: pamelamnesbit@gmail.com

Parish: Philadelphia Episcopal Cathedral

Other Associations:

Deanery: Schuylkill

Office for which to be considered: General Convention Deputy

Occupation or Employer: Deacon, Philadelphia Episcopal Cathedral

Are you willing to stand for election? Yes

What motivated you to seek nomination for this committee? The General Convention of The Episcopal Church is a gathering of the whole church to renew our bonds as Episcopalians, to become inspired by our vision and to bring those connections and inspirations back to the Diocese. It is also where decisions are made and a vision presented that affect our whole church. I want to be a part of all of that. The Diocese of Pennsylvania has always been a leader of ideas and ministry in our Church. I want to continue that tradition.

If nominated, what added value would you bring to the Diocese in moving the committee forward with God's work? As a deacon I bring a unique perspective of the church to the convention. I have been a non-stipendiary ordained person - with the authority of clergy, but the experience of lay leaders who are also non-stipendiary. There is no other order in the church with this combination of experience. Deacons are called to speak to the church of the needs, concerns and hopes of the world. I will bring that calling to every vote and conversation at convention.



Please list relevant experiences, skills, and talents. I was an alternate deputy at the 2017 convention, as well as a legislative aid. As Archdeacon Emerita of the DioPA, and one who has served in several parishes throughout the diocese over the past 23 years, I have a deep knowledge of the diversity and gifts of our diocese. As former president of the Association for Episcopal Deacons, current vice president of the Fund for the Diaconate and former vice president of Diakonia of the Americas and Caribbean, I have church wide and international experience of the Christian Church in the world and particularly of the role of diaconal ministry in it.

Name: James Pope

Address: 9506 Marstan Road, Philadelphia, PA 19118-2611

Email: James.pope@comcast.net

Parish: St Paul's, Chestnut Hill

Other Associations:

Deanery: Wissahickon

Office for which to be considered: Board of Trustees

Occupation or Employer: Retired

Are you willing to stand for election? Yes



What motivated you to seek nomination for this committee? The Board of Trustees will have the most interesting task in the DioPA, redefining the entire structure of governance. I believe that my prior and current experience as a director or chairman of multiple boards both not-for-profit and for-profit, combined with my detailed knowledge of the DioPA finances make me a viable candidate, and I have a strong interest in continuing to serve the DioPA.

If nominated, what added value would you bring to the Diocese in moving the committee forward with God's work? My response to Q 1 speaks to this question as well. I would hope to add value in developing strategic financial and operational planning committees to prepare for dealing with over 2 million square feet of buildings in the DioPA, more than half of which were built by the end of the nineteenth century

Please list relevant experiences, skills, and talents. Chair: Laurel Hill Cemetery Company Audit, Finance and Investment Committee Member: Philadelphia Healthcare Partnership Vice President: The Widows Corporation (now the Clergy Assurance Fund) Investment Committee Member: The General Theological Seminary, NY Board member, Investment Committee member: The Church Foundation Board Member: Surongo America Inc (Engineered plastics and real estate); Surongo Deutschland BV (bank holding company, Germany); Caringli Corp (water turbines, investment banking) Retired Fellow of the Institute of Chartered Accountants of England and Wales Former director of banks in UK, Germany, Luxembourg, Panama, Uruguay, Iceland, Singapore; Former chairman of investment funds sponsored by Wells Fargo Bank (Total AUM EUR 23 billion)

Name: P. Isaac Quelly

Address: 65 North 34th Street, Philadelphia PA, 19104v

Email: isaacquelly@gmail.com

Parish: Philadelphia Episcopal Cathedral

Other Associations:

Deanery: Schuylkill River Deanery

Office for which to be considered: General Convention Deputy

Occupation or Employer: Arcadis North America

Are you willing to stand for election? Yes

What motivated you to seek nomination for this committee? The Episcopal Church has been an important part of my life since I started serving as a junior acolyte at 11 years-old. With the support of my church family, I continued to grow in service and faith. In 2014, I relocated to attend Drexel University and earn my bachelor's degree in Architectural Engineering. The Philadelphia Episcopal Cathedral welcomed me with open hearts and open arms. I now serve on Sundays and at Diocesan services as Crucifer and Sacristan, as well as the Cathedral's Lay Representative to the Schuylkill River Deanery. While my personal theology is rooted in the ceremony and ritual of the liturgy, I have a desire to expand my faith and service. Through the examples and support of the people of the Cathedral and the entire Diocese, I feel a call to stand for election to be a deputy to General Convention. In this role, I will continue to explore my identity and call within The Episcopal Church and represent our Dioceses faithfully and dutifully. I thank God for the love and support I have received through my faith communities, and I aim to magnify their love for me ten time over, in whatever capacity I am able.

If nominated, what added value would you bring to the Diocese in moving the committee forward with God's work?



Being a cradle-Episcopalian, I know the value of serving God and loving my neighbor not only through my home congregation but also throughout the entire Diocese and The Episcopal Church. Some say that, at 24, I do not yet have the experience needed for this position. However, I feel my age is a strength that adds to the already-present skills and gifts of other nominees. Spirituality, faith, and worship are constantly evolving. I bring with me a fresh perspective as well as the Anglican tradition's willingness to adapt. I will draw on these gifts of experience, interest, responsibility, and commitment to help usher the Church into the 2020's and beyond.

Please list relevant experiences, skills, and talents. Over the course of my past 5 years in Philadelphia, I have had the pleasure to worship and serve at the Cathedral. I started as Crucifer, and my role has continued to grow and deepen. I am a Sacristan at the Cathedral and lead lay liturgical support for our Second Sunday Eucharist services. I have not only been able to serve on Sundays, but also at Diocesan services and events. Serving at the Cathedral has gifted me with a unique wide-angle lens on the operations and needs of the Diocese, including congregations from every corner of the Diocese. My lay ministry has also exposed me to a wide variety of liturgical styles, theological beliefs, ministry programs, and types of people who are a part of The Episcopal Church.

Name: Michael Rau

Address: 205 Huntingdon Pike, Rockledge
PA 19046

Email:
therevmikerau@holynativityrockledge.org

Parish: Holy Nativity, Rockledge

Other Associations:

Deanery: Montgomery

Office for which to be considered: Board
of Trustees

Occupation or Employer: Holy Nativity,
Rockledge

Are you willing to stand for election? Yes

What motivated you to seek nomination for this committee? I was approached by an actively engaged and involved diocesan leader who encouraged me to run. After prayerfully considering it, I'm up for the challenge. I have a non-anxious approach to leadership, and I would enjoy working with other Trustees to assist the diocese. In the same regard, I have a high standard, and I would encourage growth through innovation and strategy.

If nominated, what added value would you bring to the Diocese in moving the committee forward with God's work? We need bold leadership to help us break through the glass ceiling of how things have always been done. In addition to honoring our past and remaining sensitive to our traditions, we also need to reimagine ways to carry out our charge as a diocese, while mobilizing and helping our churches do the same. I have the qualities to challenge and encourage other leaders to think outside the box and not get stuck in the process. I feel I have a lot to offer with my career in senior level management, prior to seminary, and my experience as a member of the clergy.



Please list relevant experiences, skills, and talents. I serve as Rector at Holy Nativity Rockledge, which has increased its average Sunday attendance by 40+% in the four years I've been serving with them, and we have seen an increase in parishioner engagement. I have served or am serving the diocese as a member of Standing Committee & Executive Committee (Secretary); Diocesan Council member; Diocesan Finance Committee member; chair of the Fair Share Committee (Special Project); Diocesan Budget Chair; Congregational Life and Development Team member; DCMM Working Group for Mission Process member, etc.

Name: Emily Richards
Address: 654 N. Easton Rd. Glenside, PA 19038
Email: stpeter654rector@gmail.com
Parish: St. Peter's, Glenside
Other Associations:
Deanery: Montgomery
Office for which to be considered: General Convention Deputy
Occupation or Employer: Priest
Are you willing to stand for election? Yes



What motivated you to seek nomination for this committee? After serving in our diocese for ten years, I have come to call this community my home. Amid the challenges and opportunities we face in the Church and world today, I am energized by the direction in which we are being called under the leadership of Presiding Bishop Curry and Bishop Gutiérrez. Through the Jesus Movement I believe that the Spirit is inspiring us to step out into uncomfortable and unknown places, and to be the Body of Christ in a new way. My lifelong formation within the Episcopal Church has made me the person I am today. It continues to provide me with a place where I know I belong and am beloved. My passion in ministry is to share that sense of belovedness with those who enter the doors of the church and those who remain beyond its walls. I believe strongly in our particular tradition, and the strength of our mission to share the good news of Jesus to a world hungering for meaning and belonging. I would be honored to serve the wider Church on behalf of our Diocese, and to help transform our structures and policies so that we might be a more nimble and responsive community, focused on following Jesus and His way of reconciliation and love.

If nominated, what added value would you bring to the Diocese in moving the committee forward with God's work? One of the things I value most about our diocesan community is the diversity among its members. If elected to serve on your behalf, I will add the perspective of an often

underrepresented and underserved population in our Church. The more voices, experiences, and viewpoints that are invited to the table, the more authentic we are in our embodiment of the beloved community. I believe that because of the relationships I have developed with fellow clergy and lay people across the Diocese, I can represent faithfully the breadth and width of our varied people, parishes, and ministries.

Please list relevant experiences, skills, and talents. I served two terms as Dean of the Montgomery Deanery, two terms on the Cathedral Chapter, and am currently the chaplain to the Society of the Companions of the Holy Cross. Each have given me a deeper appreciation for the ministry of the Church beyond the confines of the local parish. Over the course of my priesthood, I have served three different sized parishes in rural, suburban, and exurban settings. Appreciating the blessings and challenges presented in each of these faith communities, I have worked joyfully to support them in their unique identities. I would bring to this work a broad understanding of both the particular needs of the local parish as well as the interdependent nature of our wider communion. The mission and ministry of the Church is at its best when shared. In our twenty-first century context, we can only step out and risk following Christ's way of love in partnership with one another. I believe I would be an asset to the deputation because I thrive in collaborative settings and am committed to building stronger bonds within our Diocese and the national Church.

Name: The Rev. Timothy B. Safford

Address: Christ Church, 20 N. American St., Philadelphia, PA 19106

Email: tsafford@christchurchphila.org

Parish: Christ Church in Philadelphia

Other Associations:

Deanery: Southwark

Office for which to be considered: Board of Trustees

Occupation or Employer: Priest, Christ Church in Philadelphia

Are you willing to stand for election? Yes

What motivated you to seek nomination for this committee? Both creativity and caution will be needed for the implementation of the new non-profit Corporation that will have the “sole responsibility for administration of the business and financial affairs of the Diocese.” On the one hand, the Corporation offers a new paradigm for providing financial resources for the preaching of the gospel and the work of the church already so abundant in our diocese. On the other hand, the new Corporation consolidates a tremendous amount of fiscal power in the bishop and twelve trustees, so cautious and careful use of that power will be necessary to build trust and confidence that the new non-profit Corporation will not be separate from, but of service to, the Diocese of Pennsylvania. The trustees will need to discern the times for risk and creativity, balanced with restraint and prudence. I hasten to add, though, that we have many treasures stored up here on earth, and we must not be tempted to build bigger barns, but to use our resources for the deeds and work that build treasures in heaven. As we do so, we must be sure to heed the careful systems we’ve learned as a diocese from our anti-racism training to ensure that distribution is equitable and biblical, as well as compliant with the entirety of the New Testament teachings about the role of wealth for good.



If nominated, what added value would you bring to the Diocese in moving the committee forward with God's work?

Ordained 35 years and serving our diocese for the last 20, I believe I have the temperament, historical knowledge of what has succeeded and failed, and the time to be of service as Trustee. I am both Rector of a parish and CEO of a non-profit corporation that manages a complex historic site, so aware of the dynamics and opportunities between the pastoral and fiscal.

Please list relevant experiences, skills, and talents. I have served the Diocese of Pennsylvania in these capacities:

Commission on Ministry; Trustee, Episcopal Community Services; Trustee, Kearsley Retirement Community; Anti-Racism Training and Commission; Alternate Deputy, General Convention; Delegate to Provincial Synod; Special Committee on Diocesan Generosity and Giving; Special Task Force on Finance and Budget; Bishop Search Transition Committee

I have also served as board member or trustee of: Planned Parenthood of Southeastern Pennsylvania; Union Station Housing Corporation and Homeless Shelter; The Church and Temple Housing Corporation. I can wrangle Excel spreadsheets like the unjust steward wrangled olive oil bills.

Name: Patricia Smith

Address: 421 W School House Lane, Unit 15, Philadelphia, PA 19144

Email: patjoylisa@aol.com

Parish: St Luke's Church, Germantown

Other Associations: Standing Committee, Property Committee

Deanery: Wissahickon

Office for which to be considered: Board of Trustees; Church Foundation

Occupation or Employer: Realtor

Are you willing to stand for election? Yes



What motivated you to seek nomination for this committee? I have worked to bring a positive future for the Diocese of Pennsylvania representing a diverse community of worshipers and staff. Over the years I have served as Deanery Representative, Diocesan Council, Standing Committee, Property Committee, Finance Committee, Budget Committee and many other short term assignments as needed. I have seen the Diocese change into one that is open to change and support of the theme "Know Jesus. Change the World" We are truly becoming that beacon on the hill shining a light on our diverse community and making a change for the better. I feel these positions will bring me even closer to making a difference moving forward.

If nominated, what added value would you bring to the Diocese in moving the committee forward with God's work? My experience working within the Diocese on Finance, Property, Budget and Standing Committees has shown me first how our Diocese is structured, how it operates and how changes for the better can be accomplished. I feel that our work with the Foundation and the newly created Board will allow me more opportunities to help in

the transition we must make moving deeper into the 21st Century.

Please list relevant experiences, skills, and talents. Accounting Warden of St. Luke's Church Germantown overseeing 6+ Million Endowment and \$700K budget for the past 12 years. Realtor since 1991. Regional Property Manager for Penrose Properties, Chancellor Properties, and Philadelphia Housing Authority overseeing real estate apartment developments in Multi-Million Dollar Portfolios. Board of Directors for Center in the Park overseeing Senior Center and its many challenges. VP and Board of Directors for Mt. Airy Art Garage working with Arts Programs in NW Philadelphia. Strong skills in finance, property management and good people skills.

Name: The Rev. Dr. William (Mike) Sowards

Address: 4120 Colonial Ct. Box 1206, Skippack, PA 19474

Email: fr.mike6554@gmail.com

Parish: St. James' Episcopal Church in Collegeville, PA

Other Associations:

Deanery: Valley Forge

Office for which to be considered: Church Foundation; General Convention Deputy

Occupation or Employer: St. James' Episcopal Church in Collegeville, PA

Are you willing to stand for election? Yes



with the many ministries that God is doing in our midst.

Please list relevant experiences, skills, and talents. I served as the Executive Director of the Military Educational Institute at Florida Community College at Jacksonville, Jacksonville, FL from 1995 to 2004. I left this position to go to Seminary. Board member for the Philadelphia Liturgical Institute. Chair of the Collegeville-Trappe Ministerium. Chaplain for VFW Post 7155

What motivated you to seek nomination for this committee? I have been serving on the Board of Directors for the Church Foundation since the retirement of the Rev. Ed Shiley in 2017. In my two years serving on the TCF board, I have found the work to be fascinating and rewarding. The dedication of the TCF board members as well as the leadership of our new Director, Mrs. Lori Daniels has been an inspiration to me and I am proud to be a part of such an exemplary group of professionals.

If nominated, what added value would you bring to the Diocese in moving the committee forward with God's work? I currently serve with James Pope and Jim Mack on the Audit committee. I believe that my background in Higher Education and in Administration has been an asset to the board and I would like to continue in my capacity as a TCF board member. I believe in Stewardship and I see the role of the Board of Directors of the Church Foundation as being good stewards to the Diocese and to the Parishes that choose to invest with us. Because of the good work of the TCF Board of Directors, monies are available throughout the Diocese to help

Name: James Stambaugh

Address: 223 Crosshill Rd. Wynnewood,
PA 19096

Email: james.r.stambaugh@gmail.com

Parish: Church of the Holy Apostles, Penn
Wynne

Other Associations:

Deanery: Merion Deanery

Office for which to be considered: General
Convention Deputy

Occupation or Employer: Rector, Church
of the Holy Apostles, Penn Wynne

Are you willing to stand for election? Yes



What motivated you to seek nomination for this committee? I love Jesus, I love the Episcopal Church, and I love the people of the Episcopal Diocese of Pennsylvania. God help me to keep those loves as my primary motivations for seeking nomination (and everything else). As an observer to the 2015 General Convention, I got, at least, the beginnings of an idea of what being a deputy entails, and am still excited and energized by the prospect of the work. A colleague and General Convention veteran encouraged me to seek nomination recognizing that I would be well-suited to the work. That is what gave me the final bit of confidence to seek nomination.

If nominated, what added value would you bring to the Diocese in moving the committee forward with God's work? I am a relatively young person (mid-30s) who is passionate about listening to and representing young people in the Episcopal Church. In doing so, I have come to value and appreciate the wisdom and perspective of the faithful elders of our church and believe strongly in the importance of intergeneration discipleship as followers of Jesus. As a clergy person who serves alongside a generous and gracious parish, I have the flexibility to attend General Convention where many folks my age do not.

Please list relevant experiences, skills, and talents. My relevant experiences include time as a seminarian observer at General Convention, as well as several years working for the Center for Anglican Communion Studies at Virginia Theological Seminary. During this time I learned about the workings of relevant governing bodies in the Episcopal Church and the wider Anglican Communion. I helped to plan and host seminars and conferences that pertained to many of the issues and conversations relevant to General Convention, and featured Episcopal and other leaders from around the Anglican Communion. In this diocese, I have been active in committees including the Anti-Racism Commission, the Liturgical Discernment Committee, and the Commission on Ministry. My relevant skills include an ability to listen carefully and sympathetically. I am familiar with the Canons and Constitution of our Church. I have a working knowledge of major resolutions and issues of the last two General Conventions, particularly those that stand to shape many conversations at the next one. I have the skills to reflect theologically on matters of policy and polity. Whether elected or not, I am going to pray a lot about what happens at General Convention. My relevant talents include patience, high energy, and a generally positive and (I hope) realistic outlook.

Name: Kathleen A Stephenson

Address: 524 Pine Street, Philadelphia, PA
19106-4111

Email: colstep@comcast.net

Parish: St. Peters Episcopal Church in the
City of Philadelphia

Other Associations: Philadelphia

Deanery: Southwark

Office for which to be considered: Board
of Trustees

Occupation or Employer: Attorney,
Retired Pepper Hamilton LLP

Are you willing to stand for election? Yes



What motivated you to seek nomination for this committee? The Diocese's move to an incorporated status is exciting and challenging. The Diocese is an important voice in the greater community and an important support for each parish in our faith community. I would like to support it as it goes forward.

If nominated, what added value would you bring to the Diocese in moving the committee forward with God's work? As a woman of faith, I believe God calls each of us to be involved and I offer my experience and a willingness to serve.

Please list relevant experiences, skills, and talents. Professionally, my legal practice included advising non-profit corporations. Within the diocese, I serve on the Boards of The Church Foundation (trust committee) and The Widows Corporation (assistant secretary and audit committee). Within my Parish, I have served as Rector's Warden and in the past as chair of various committees including, property, investment and stewardship. Within the community, I serve on the Board of The Charlotte Cushman Foundation.

Name: Elizabeth Curtis Swain

Address: 213 S Fairville Rd, Chadds Ford, Pennsylvania 19317

Email: swainec@comcast.net

Parish: Episcopal Church of the Advent, Kennett Square, PA

Other Associations: Diocesan Council; Committee on Wellness; Incorporation Committee

Deanery: Brandywine Deanery

Office for which to be considered: Board of Trustees

Occupation or Employer: Attorney, Solo practice

Are you willing to stand for election? Yes



What motivated you to seek nomination for this committee? My motivation is enabling and ensuring that the Corporation in its first years of existence is able to operate as the corporate vehicle for the Diocese. And, at the same time, fulfilling the goal of streamlining diocese operations while letting the diocese go forward with its spiritual mission.

If nominated, what added value would you bring to the Diocese in moving the committee forward with God's work? My added value is twofold. First, as a member of the Incorporation Committee, I bring the knowledge of why we recommended the structure to the Diocese and what we sought to address in making the changes reflected in the Resolution adopted at 2018 Convention. Second, I bring my professional experience appreciating the key needs and goals for a client of whatever type and helping to arrive at a solution or plan to accomplish those key needs and goals -- without an overburdened or overcomplicated approach.

Please list relevant experiences, skills, and talents. Attorney with more than thirty years as a transactional and business counsel working with and for profit and nonprofit organizations on organizational set up, structure and governance, organizational policies and compliance, and varied of complex business transactions. As business counsel I have developed the skill and talent to understand what is needed and driving forward to achieve but at the same time seeking a collaborative and supportive approach. Legal areas of expertise relevant to the Board of Trustees include corporate law, business law, nonprofit governance, duties of officers & directors. Member of the Vestry leading our service and outreach programs. Serve on boards and committees of various nonprofit organizations serving a variety of needs in our communities

Name: Tommy Thompson
Address: 1801 Butler Pike apt 173
Email: fathertommy@outlook.com
Parish: St. Andrew's, West Vincent
Other Associations:
Deanery: Brandywine
Office for which to be considered: General Convention Deputy
Occupation or Employer: Priest
Are you willing to stand for election? Yes



What motivated you to seek nomination for this committee? I have a passion for securing the future of our denomination by intensifying our evangelism and outreach efforts alongside of our Gospel centered preaching and liturgy.

If nominated, what added value would you bring to the Diocese in moving the committee forward with God's work? I want to be a voice for all those in our beautiful and diverse tradition who realize we cannot wait; we must do all we can now to be centered in the Good News above all else AND to share that good news creatively and as generously as possible. Jesus is the only lasting response to the darkness of our age.

Please list relevant experiences, skills, and talents. I have served the church in some capacity as a priest, children's pastor, youth/college pastor, or associate/assistant for all of my adult life. I have listened closely to sisters and brothers younger and more mature and hear a constant - the need to be centered and focused in Jesus for the sake of his Good News.

I've served on various committees and commissions at the parish and diocesan level in my twenty years of ministry including currently serving on the Vision in Action liturgy commission, assisting the bishop with parish ordinations, and serving the diocese as a consultant for campus ministry.

Name: Roberta Torian

Address: 27 Ridings Way West Chester, PA 19382

Email: rgtorian@gmail.com

Parish: St. Francis-in-the-Fields Sugartown

Other Associations: Former member of the Vestry of St. Lukes Church, Germantown

Deanery: Brandywine

Office for which to be considered: Church Foundation

Occupation or Employer: Corporate attorney specializing in finance and banking

Are you willing to stand for election? Yes



What motivated you to seek nomination for this committee? My motivation for seeking nomination is my belief that my background in finance and law will allow me to be a contributing member of The Church Foundation which is responsible for overseeing the investment and management of the trust funds of the Diocese and of Diocesan Parishes.

If nominated, what added value would you bring to the Diocese in moving the committee forward with God's work? I am a lifelong Episcopalian with a long history of service to the Church in this Diocese and my home Diocese of Connecticut. My dedication to helping support the spiritual growth and interpersonal relationships among people and the expansion of the work of the Diocese to do God's will, shall guide my work to help protect and preserve the funds with which people of faith have entrusted their parishes and the Diocese and to assure that all money for which The Church Foundation is responsible is used only in accordance with the wishes of the donors and the parishes.

Please list relevant experiences, skills, and talents. Professionally, I have over 40 years' experience as a corporate lawyer advising banks and financial institutions on matters relating to finance, including investments, trust and estate matters. At St. Luke's Church Germantown, which has an endowment, I served on the Finance Committee as a member of the Vestry for nine years so I fully understand the importance of careful stewardship of parish funds. My experience also includes serving on Diocesan Council for 6 years and on its executive committee for 2 years. Previously I served as President of The Church Training and Deaconess House in this Diocese and worked closely with the Diocesan treasurer to oversee the management of its endowment and the granting of scholarships to women pursuing careers in ministry.

Outside of the Diocese, I served as a Trustee of the Philadelphia Bar Foundation as a member of its Executive Committee and Chair of its Grants Committee, and helped oversee the investment and management of its multi-million dollar endowment fund.

Name: Richard Vinson

Address: 96 Cherry Lane Doylestown, PA

Email: Rvinson@trinitysolebury.org

Parish: Trinity, Solebury

Other Associations:

Deanery: Bucks

Office for which to be considered:
Disciplinary Board

Occupation or Employer: Clergy

Are you willing to stand for election? Yes



What motivated you to seek nomination for this committee? I was asked to serve.

If nominated, what added value would you bring to the Diocese in moving the committee forward with God's work? I do not know, yet I am willing to serve.

Please list relevant experiences, skills, and talents. I presently serve on the board

Name: John R. Wallace
Address: 665 Bonny Brook Ave, Collegeville
 PA 19426
Email: wallaj3@gmail.com
Parish: Washington Memorial Chapel, Valley
 Forge PA
Other Associations:
Deanery: Valley Forge
Office for which to be considered: General
 Convention Deputy
Occupation or Employer: Residential
 Designer, Gardner/Fox Associates (Bryn Mawr,
 PA)
Are you willing to stand for election? Yes

What motivated you to seek nomination for this committee? I came to the Episcopal Church during my undergraduate studies in architecture, as an LGBT college student in the Diocese of Albany when the ongoing controversy regarding same-sex marriage there began to heat up in earnest. As I have grown in my commitment to the Church over the years, including my own work with parishes torn by conflict over the hot-button issues of the last half-century, I have found myself not only distressed by our tendency to speak past one another, but also profoundly saddened by the apathy or overt disgust with which, sadly, so many of my Millennial peers regard the Church. As Antony Buller writes in Tract for the Times #61, the unique strength of the Episcopalian tradition has always been found in unity: not uniformity, and not “making minor points to be terms of communion, or watchwords of partisan factions.” Or, in the time-tested approach followed by John Wesley, “In necessary things, unity; in uncertain things, liberty; in all things, charity.”

If nominated, what added value would you bring to the Diocese in moving the committee forward with God's work? I firmly believe that the world still needs-now more than ever-the saving message of Jesus Christ, and that the Episcopal Church has been a secret kept too well for too long. I would hope for my involvement at



Convention to be not just an opportunity for personal growth, but also to draw tighter our bonds of friendship and common mission with the larger Church. At the same time, I believe that it is critical that the people of the whole Diocese have an opportunity to see – and to be heard – in the process of governance. My own lived experience, having grown up the son and grandson of clergy (albeit in another denomination), has given me a unique opportunity to see many sides of the issues which confront the Church today, and I hope that this would be of use to the deputies in their consideration of where the Holy Spirit might be drawing us as followers of Jesus. I will know that we have succeeded if even one ‘outsider’ comes away from an encounter with General Convention convicted by the knowledge that “Here is a people who know, and love, God!”

Please list relevant experiences, skills, and talents. Diocesan Council: Lay Delegate (2018--) Washington Memorial Chapel: Vestry (2016-2019) Delegate to Diocesan Convention (2015, 2017, 2018); Delegate to Bishop Gutierrez’s Election (2015); Docent (2014--) As a ‘public face’ of the Chapel, I have had an opportunity to meet guests from all walks of life, all around the United States and the world, including people with various and diverse religious and political beliefs.

This has required me to learn a great deal about finding common ground across seemingly-insurmountable differences. Church of the Good Shepherd, Rosemont: Daily Office Officiant (2016--); Volunteer Sacristan (2018--). My relationship with Good Shepherd, 'the church around the corner' from my office began through my embrace of the Daily Office as a centering tool, and has grown to assisting the community in many ways as we discern our future. Rensselaer Polytechnic Institute: News Analysis Editor, Statler & Waldorf Magazine (2010-12). This position demanded intensive, objective, and articulate coverage of issues facing the Institute and the student body, and necessitated developing a deep understanding of institutional culture to build close relationships with both student government and the Administration. Bachelors in Architecture (2009-14, cum laude)

Architectural studies are customarily based around the development and defense of one or more designed responses to a prompt each semester. While this means becoming very passionate about ideas, it also requires one to make logical decisions about what to emphasize – what to defend – and when to cede an untenable position.

Name: Liz Wendt
Address: 629 Garfield Ave. (PO Box 120) West Point, PA 19486
Email: LWendt48@gmail.com
Parish: Trinity Ambler
Other Associations:
Deanery: Montgomery
Office for which to be considered: General Convention Deputy
Occupation or Employer: Currently in Transition
Are you willing to stand for election? Yes

What motivated you to seek nomination for this committee? From a very young age I have loved the Episcopal Church and The Diocese of Pennsylvania. I have always felt proud to say I am an Episcopalian and will happily explain the “Three Legged Stool of Faith” to anyone who will listen, but at its core our church is so much more. I believe we are called to an important mission in the world today. Currently, we live in a climate that feels as though things are changing minute by minute. With uncertainty everywhere the church is in a unique position. We can be both a steady, nurturing oasis of calm for the soul as well as a powerful leader. We can show the Way of Love by our open and welcoming example that doesn’t just end when the church bells ring at the conclusion of services Sunday morning. General Convention is a place to bring forward ideas and initiatives that we as Episcopalians will to go forth and put into action over the following three years. At Convention we have the ability to share, learn, and grow not only with our brothers and sisters from all over the Country but from several other Countries as well. It is from gathering together and listening to each other’s triumphs and struggles that we are able to come home and build stronger communities within our home Dioceses and



Parishes. I would be honored and blessed to once again have the opportunity to represent our Diocese. To be present in Baltimore in 2021 and to shape the future of the Episcopal Church for the next three years and years to come.

If nominated, what added value would you bring to the Diocese in moving the committee forward with God's work? If nominated what added value would you bring to the Diocese in moving the committee forward with God’s work? For the past two General Conventions I have been fortunate that our Diocese has elected me to represent them, this would be my third General Convention. As such, I am confident that the experience I have gained would be beneficial to the Deputation. I believe my experiences as a supervisor to young adults in the corporate world, as well as my volunteer work with teenagers in the church would be beneficial as I would be able to provide a slightly different point of view. Looking beyond General Convention, I am excited to bring home new and creative ways to extend Church beyond what we do on Sunday mornings. In our diocese we have countless opportunities to help those in need. I want to see what other people are doing in their churches and Dioceses. We are doing wonderful work here presently, however there are always new creative ideas.

Please list relevant experiences, skills, and talents.

I have served on the Diocesan Resolutions Committee for several years, participated in the Young Adult Forum at the General Convention in 2006, and was a Deputy to General Convention in 2015 and 2018, in addition I also served on The General Conventions Ecumenical and Inter-Religious Relations Commission from 2006-2012. In my Parish Trinity Ambler, I am currently serving on my 2nd term on the Vestry, volunteered with the Youth Group for 10 years, and taught Confirmation Class and Sunday school for several years. I am also a member of our chapter of The Daughters of The King, The Healing Prayer Team, and Lead the Newcomers Ministry as part of my role on Vestry. In addition I participate in various other ways, such as Ushering and Reading. I consider my church to be a home away from home and am blessed to be part of such a wonderful community. I have over 10 years of experience in the corporate world. I worked in customer service for 2 diverse companies in many roles up to and including supervising employees at different levels and skill sets in different states and time zones. This meant developing the ability to balance their various needs and styles while working quickly to resolve escalated customer issues. I have an MS in Organizational Development and Leadership and am currently looking to pursue an MSW and hope to go on to get my clinical license. I try to go into every new experience without expectations and with an open mind. Doing this I believe allows me to be more flexible and reveal what the Holy Spirit is trying to tell me. If I have the honor of being elected again, I am hopeful my skills and personality will lend me to be a positive addition to the Deputation.

2019
Diocese of Pennsylvania
Election Results

General Convention Deputy -Lay (vote for 4)

	Ballot 1	
	Lay	Clergy
* Ms. Liz Wendt	184	106
* Mrs. Karen Lash	192	99
Mr. Isaac Quelly	141	89
Mr. John Wallace	144	66
* Mr. Christopher Hart	168	75
Ballots Cast	244	126
Needed to Elect	73	34

* = elected

Note: All candidates made the cut, so we had to have a run off for the two lowest vote getters

Signed:

Dr. Emmanuel Williamson

Office:

Judge of Elections

Date:

Nov 2, 2019

General Convention Deputy -Lay (vote for 1) (Runoff)

	Ballot 2	
	Lay	Clergy
ELECTED		
ELECTED		
* Mr. Isaac Quelly	121	73
Mr. John Wallace	109	51
ELECTED		

Ballots Cast	236	126
Needed to Elect	119	64

* = elected

Signed:

Rev. Emanuel Williams

Office:

Judge of Elections

Date:

Nov 2, 2019

Standing Committee - Lay (vote for 1)

	<u>Ballot 1</u>	
	Lay	Clergy
* 1) Mr. Ron Francis	126	72
2) MaryAnn Waters	66	31
3) Ms. Susan Weinman	48	17

Ballots Cast	240	120
Needed to Elect	121	61

* = elected

Signed:

Rev. Emmanuel Williamson

Office:

Judging Elections

Date:

Nov 2, 2019

Standing Committee - Clergy (vote for 1)

	Ballot 1	NO ELECTION
	Lay	Clergy
Rev. Ken McCaslin	95	43
Rev. Hillary Greer	95	62
Rev. Sandra Etemad	51	24

Ballots Cast	241	129
Needed to Elect	122	66

* = elected

Signed:

H. Emanuel Williams

Office:

Judge of Elections

Date:

Nov 2, 2019

Standing Committee - Clergy (vote for 1)

	Ballot 2	
	Lay	Clergy
Rev. Ken McCaslin	79	45
* Rev. Hillary Greer	158	82
WITHDRAWN		

Ballots Cast	237	127
Needed to Elect	120	65

* = elected

Signed: A. Emmanuel Williams

Office: Judge of Elections

Date: Nov 2, 2019

Commission on Wellness - Clergy (vote for 1)

Ballot 1

Rev. Benjamin Wallis Gildas	164
* Rev. Bonnie McCrickard	205

Ballots Cast	369
Needed to Elect	186

* = elected

Signed: St. Emmanuel Williamson

Office: Judge of Elections

Date: Nov 2, 2019

Commission on Wellness - Lay (vote for 1)

	Ballot 1
Mr. Joseph Feliciani	145
* Mrs. Nancy Iredale	210

Ballots Cast	355
Needed to Elect	179

* = elected

Signed: Dr. Emmanuel Williams

Office: Judge of Elections

Date: Nov 2, 2019

Nominations - Lay (vote for 2)

Ballot 1

Mrs. Peggy Buescher
Ms. Susan Weinman

By Acclimation

Ballots Cast
Needed to Elect

* = elected

Signed: A. Emmanuel Williams

Office: Judge of Elections

Date: Nov 2, 2019

Disciplinary Board - Lay (vote for 2)

Ballot 1

Mr. Dave Dixon	200
* Ms. Alfeia Goodwin	235
* Ms. Renae Lowe	246

Ballots Cast	369
Needed to Elect	186

* = elected

Signed: A. Emanuel Williams

Office: Judge of Elections

Date: Nov 2, 2019

Disciplinary Board - Clergy (vote for 4)

Ballot 1

Rev. Dr. Nancy Dilliplane

Rev. Robert Magoola

Rev. Richard Vinson

By Acclimation

Ballots Cast

Needed to Elect

* = elected

Signed:

Dr. Emmanuel Williamson

Office:

Judge of Elections

Date:

Nov 2, 2019

Chruch Foundation - Lay (vote for 8)

Ballot 1

Mr. Joseph Feliciani
Ms. Marie Golson
Ms. Nancy Iredale
Mr. Clifford Kozemchak
Mr. Norman McClave
Ms. Catharyin McGee
Ms. Patricia Smith
Mrs. Roberta Torian

By Acclimation

Ballots Cast
Needed to Elect

* = elected

Signed:

R. Emmanuel Williamson

Office:

Judge of Elections

Date:

Nov 2, 2019

Chruch Foundation - Clergy (vote for 2)

Ballot 1

Rev. Dr. Mike Sowards

By Acclimation

Ballots Cast
Needed to Elect

* = elected

Signed:

A. Emmanuel Williamson

Office:

Judge of Elections

Date:

Nov 2, 2019

Christmas Fund - Lay (vote for 2)

Ballot 1

Ms. Anne Atlee
Ms. Renae Lowe

By Acclimation

Ballots Cast
Needed to Elect

* = elected

Signed:

Dr. Emmanuel Williams

Office:

Judge of Elections

Date:

Nov 2, 2019

Board of Trustees - Lay (vote for 6)

Ballot 1		
Mr. Albert Dandridge	270	Elected to 3 year term
Mr. Dave Dixon	178	Elected to 1 year term
Mr. Stephen Heimann	118	
Mr. Richard Lerch	90	
Mrs. Kathleen McClave	119	
Mr. Norman McClave	75	
Mr. Kirk Muller	158	
Mr. James Pope	188	Elected to 1 year term
Ms. Patricia Smith	215	Elected to 2 year term
Ms. Kathleen Stephenson	198	Elected to 2 year term
Ms. Elizabeth Curtis-Swain	218	Elected to 3 year term

Top 6 to be chosen and ranked for term limits

Signed: *Dr. Emmanuel Williamson*

Office: *Judge of Elections*

Date: *Nov 2, 2019*

Board of Trustees - Clergy (vote for 3)

Ballot 1

Rev. Frank Allen	314	Elected to 3 year term
Rev. Michael Rau	311	Elected to 2 year term
Rev. Timothy Stafford	290	Elected to 1 year term

To be ranked for term limits

Signed: A. Emanuel Williams

Office: Judge of Elections

Date: Nov 2, 2019

General Convention Deputy - Clergy (vote for 4)

	Ballot 1	
	Lay	Clergy
* Rev. Paul Adler	153	77
Rev. Joshua Caler	77	42
Rev. Jo Ann Jones	121	60
Rev. Daniel Moore	90	54
Rev. Dr. Pamela Nesbit	147	55
* Rev. Emily Richards	131	81
Rev. Dr. Mike Sowards	57	23
Rev. James Stambaugh	38	42
Rev. Tommy Thompson	42	31
Rev. Deirdre Whitfield	75	25
Ballots Cast	249	130
Needed to Elect	126	66

* = elected

Signed:

A. Emmanuel Williamson

Office:

Judge of Elections

Date:

Nov 2, 2019

General Convention Deputy - Clergy (vote for 2)

Ballot 2

	Lay	Clergy
ELECTED		
Rev. Joshua Caler	55	30
Rev. Jo Ann Jones	105	51
Rev. Daniel Moore	47	42
Rev. Dr. Pamela Nesbit	131	58
ELECTED		
Rev. Dr. Mike Sowards	24	12
WITHDRAWN		
Rev. Tommy Thompson	19	13
Rev. Deirdre Whitfield	25	9
Ballots Cast	236	126
Needed to Elect	119	64

NO ELECTION

Signed: Dr. Emmanuel Williamson

Office: Judge of Elections

Date: Nov 2, 2019

General Convention Deputy - Clergy (vote for 2)

	Ballot 3	
	Lay	Clergy
ELECTED		
WITHDRAWN	49	37
Rev. Jo Ann Jones	122	53
Rev. Daniel Moore	54	45
Rev. Dr. Pamela Nesbit	147	54
ELECTED		
WITHDRAWN		
WITHDRAWN		
WITHDRAWN		
WITHDRAWN	28	7
Ballots Cast	236	114
Needed to Elect	119	58

NO ELECTION

Signed: R. Emmanuel Williams

Office: Judge of Elections

Date: Nov 2, 2019

General Convention Deputy - Clergy (vote for 2)

	Ballot 4	
	Lay	Clergy
ELECTED		
WITHDRAWN		
* Rev. Jo Ann Jones	154	72
Rev. Daniel Moore	66	59
Rev. Dr. Pamela Nesbit	165	58
ELECTED		
WITHDRAWN		
WITHDRAWN		
WITHDRAWN		
WITHDRAWN		
Ballots Cast	215	104
Needed to Elect	109	53

* = elected

note: Pam Nesbit came 1st in lay, but 2nd in clergy votes, so we had to have another ballot

Signed:

A. Emmanuel Williams

Office:

Judge of Elections

Date:

Nov 2, 2019

General Convention Deputy - Clergy (vote for 1)

	Ballot 5	
	Lay	Clergy
ELECTED		
WITHDRAWN		
ELECTED		
Rev. Daniel Moore	50	37
* Rev. Dr. Pamela Nesbit	140	46
ELECTED		
WITHDRAWN		
WITHDRAWN		
WITHDRAWN		
WITHDRAWN		
Ballots Cast	194	89
Needed to Elect	98	46

* = elected

Signed: Dr. Emmanuel Williams

Office: Judge of Elections

Date: Nov 2, 2019

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:

<https://www.diopa.org>

Anti-Human Trafficking Commission

Anti-Racism Commission

Commission on Clergy Compensation and Employee Benefits

Commission on Wellness

Diocesan Council

Episcopal Church Women/United Thanks Offering

Episcopal Community Services

Finance Committee

Global Mission Commission and Central American Refugee Commission

History Committee

Nomination Committee

Nominations Committee

Resolutions Committee

Standing Committee Approvals and Consents

The Order of the Daughters of the King

Thistle Hills – Women’s Residential Program

Treasurer’s Report

Veterans Committee

**THE ANTI-HUMAN TRAFFICKING COMMISSION of
THE DIOCESAN COUNCIL of
THE EPISCOPAL DIOCESE of PENNSYLVANIA
rrutherfordlowe@comcast.net**

The Anti-Human Trafficking Commission was formed by Rose Muriel Rains to use God's help to combat the trafficking of human beings via education, prevention, and fostering the protection and healing of survivors. The expectation is that the maintenance of this mission would be attained using the following goals:

- ❖ Building awareness amongst ourselves – Diocesan Council, Deaneries, and parishes
- ❖ Working with other organizations, government and non-government, to spread awareness to schools, law enforcement, civic and neighborhood organizations, and social media
- ❖ Working with appropriate agencies to establish processes for healing of survivors

At this time, we would like to build our focus to establish an advocate in each parish who will spread our message and goals in a manner that will bring forth a sense of awareness and a call to order. We would also like to ascertain a solid relationship with Thistle Farms in order to mimic the foundation provided by them. Chief among those ambitions is to obtain a residence that can provide housing, food, healthcare, therapy, and education while also being a safe haven for those who are affected by human trafficking. Currently, in the works is locating the property, instituting a proposal, and acquiring funding.

This year, we would also like to partake in displaying an exhibit during the Diocesan Convention. This would be our springboard into building awareness and comprehension of the exorbitant need to protect the survivors of this ongoing tragedy that allows for the suffering of so many lost men, women, and children, and help them find their way home.

In God's Peace,

Renaef Rutherford Lowe

The Anti-Racism Commission of the Diocese of Pennsylvania 2019 Annual Report

The Anti-Racism Commission of the Diocese of Pennsylvania was formed in response to a resolution voted upon at the 2006 diocesan convention. Our charge is “to affect the systemic and institutional transformation of the Diocese, its parishes and its entire people, away from the sin of racism and toward the fulfillment of the Gospel and its baptismal mandate ‘to strive for justice and to respect the dignity of every human being.’”

The commission of 12 people consists of 6 clergy and 6 lay people; 4 of the 12 members are appointed by the bishop. The primary work of the commission this past year has been to offer, and to continue to refine, a series of 4 workshops designed to assist participants to better understand:

- the history of racism in the United States
- its historic effects on non-white residents of our country
- to examine our personal history of exposure to racist ideas and practices
- to develop strategies to respond to racist comments, ideas and practices

For those in the diocese who are required to take anti-racism training, the 4 part series replaces the program formerly offered in a single 2 ½ day block. Because the theme of the workshops is the same each year, 4 workshops taken over 2 years fulfills this requirement.

In 2019, approximately 40 people have attended our trainings and we have received a positive response to the content and interactive activities offered. Please consider attending in 2020, so that you can participate in the Church’s mission to ‘restore all people to unity with God and each other in Christ.’ (page 855, BCP)

For information about 2020 trainings, to learn more about the work of the Anti-Racism Commission and to preview or purchase books we recommend, please visit our table in the display area of the convention.

**The Diocese of Pennsylvania Commission on Wellness (COW)
Annual Report to Convention 2019**

Members:

Marc Andonian The Rev. Rodger Broadley The Rev. Kevin Dellaria The Rev. Sandra Etemad Stephen Krouse Douglas Sisk Elizabeth Curtis Swain Craig Toedtman	The Rev. Anne Thatcher The Rev. Ben Wallis Jeremiah Mustered Canon Doug Horner The Rev. Canon Arlette D. Benoit Joseph The Rev. Canon Shawn Wamsley The Rt. Rev. Daniel GP Gutierrez
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Highlights of 2019

The Commission on Wellness has submitted four resolutions to Convention. Two are submitted annually: RA2020- CFA and RB-2020 Clergy Compensation. We submitted two additional resolutions:

1. Call for Parental Leave Policy Recommendations for Episcopal Diocese of Pennsylvania Clergy and Lay Employees- This provides authorization for the Commission on Wellness to research the subject. In light of current national trends, we feel it is time to thoroughly research the subject and make recommendations to the Diocese regarding appropriate policy and/or benefit changes.
2. Call for Recommendations on Extension of Clergy Financial Assistance (CFA) to include Benefits Eligible Lay Employees. To support benefits parity between clergy and lay, the Commission on Wellness is requesting authorization to consider and make recommendations to the Diocese regarding extending Financial Assistance to eligible employees.

Compensation sub-committee: This committee updated the annual minimum clergy compensation standards as submitted in Resolution RB-2020. We use an industry standard methodology to update the figures for the Philadelphia Consumer Price Index from June 2019-2019. This year the values were increased by 2.1%

Loans and Grants sub-committee: This committee worked with the Canon for Transition to revise the application for assistance. The goal is to enable an applicant to navigate the application process in the most straight forward manner possible. We recognize that by the time a clergy member or parish is seeking financial assistance that they are already stressed. As of August 2019, the subcommittee made nine awards to two parishes and seven clergy.

Benefits sub-committee: This committee led the conversation in researching both parental leave guidelines and examples by Episcopal Dioceses across the nation, and more Episcopal Church support for lay employees.

Commission On Wellness Initiatives for 2020

1. Increase awareness of resources for assistance in our diocese especially the Clergy Financial Assistance.
2. Encourage everyone to utilize our fabulous health benefits! The Diocese of PA is underutilizing preventative care including dental cleanings and annual physicals.

3. Continue to support benefits parity through research if our proposed resolutions on parental leave and widening the scope of the CFA are approved at convention.

Background: The Commission on Wellness is responsible, by directive of the Canons of the Diocese of Pennsylvania, for three major areas in the diocese's life:

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

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

The Commission has three sub-committees:

Compensation: This committee establishes and updates the minimum salary ranges for clergy by analyzing the changes in the Philadelphia Consumer Price Index from June to June of each year. The committee monitors salaries paid throughout the diocese, as reported through the Church Pension Group (CPG). The committee periodically checks to ensure that the salaries of our bishops and presbyters fall within the established ranges of minimum salary compensation as established by Diocesan Convention. The committee works with churches that are not paying clergy minimum rates to understand the reasons and to help them develop plans to become compliant. The minimum compensation levels are authorized annually at Diocesan Convention.

Loans and Grants: The Committee on Loans and Grants works closely with the Canon for Transition and the Canon for Finance and Business to provide assistance for clergy and parishes who are unable to meet their obligations to pay pension assessments and health insurance premiums. This Committee authorizes loans or grants to insure that health insurance does not lapse, and that pensions are kept current. Emergency loans or grants for clergy in transition or for personal situations are also available through an application process. Loans and Grants made from this committee are funded through the Clergy Financial Assistance (CFA) Fund authorized annually at Diocesan Convention. Clergy and parishes may make application for loans and grants for specific needs by contacting the Canon for Transition Ministries and completing an application for assistance. The 2019 assessment is \$90,000 apportioned to each parish.

Benefits: Committee on Health and Welfare Benefits reviews available benefit plan offerings of the Episcopal Church Medical Trust (ECMT) of the Church Pension Group and offers a subset of the available benefits in compliance with the Denominational Health Plan (DHP). The Committee also supports the health benefits open enrollment process, billing, accounts receivable and payable, and other related activities associated with the provision of these benefits. The Committee also sets the annual minimum required employer contribution to the health benefit premium, as required by the DHP.

Respectfully submitted by:

The Rev. Anne C. Thatcher (Associate Vice-Chair) on behalf of the Commission

EPISCOPAL DIOCESE OF PENNSYLVANIA
DIOCESAN COUNCIL

Report to Diocesan Convention on 2019
November 2, 2019

The Diocesan Council, chaired by the Bishop, is comprised of delegates elected by each Deanery, and the Secretary of the Convention and Treasurer who are *ex officio* members. Effective with the Resolution R-5 on Incorporation adopted at the 235th Convention, each Deanery elects two members – one clergy and one lay. This is a reduction from two lay members. It was the sense of Council that each Deanery determine how to downsize to one lay member for Council. Diocesan Council strongly recommends that each Deanery have an alternate lay member from the Deanery to be able to attend Council meetings in the absence of the lay member.

Diocesan Council met 5 times [December 2018, January 2019, March 2019, June 2019 and September 2019] to fulfill its responsibilities as set forth in Canon 6.2. Such responsibilities include coordinating and furthering the programs and missions of the Diocese including any resolutions adopted at Convention; considering any emergency resolutions on matters that come before it that cannot wait until next Convention; furnishing assistance to the Bishop on administration matters; expend monies provided in the Annual Budget subject to the authority of the Finance Committee; and provide congregations with financial management, education and support services. Council, as charged by the Canons, elects members to specific committees and commissions of the Diocese including Finance Committee, Commission on Wellness. At each meeting, Council hears reports on Diocesan issues, a financial review using the Annual Budget, a report from Standing Committee and other committees or commissions of the Diocese.

At the January meeting, Council elected David Dixon as vice chair from the current membership of Council. At the June meeting, Council held a retreat that initially focused on how each member of Council saw their role and that of Council, focusing on creating and building stronger interactions with their respective Deaneries. Then, Council initiated formation of the following permanent committees, focusing initially on the first three committees:

- Budget Recommendations
- Leadership Development
- Social Concerns
- Christian Formation
- Congregational Development
- Congregational Life for Mission

Each committee will be chaired by a member of Council with membership from Council members as well as members of the Diocese in good standing. Specific goals and responsibilities for the committees implement Council's role as implementing the missional programs of the Diocese. At the June meeting, the award of Program Development Grants to 7 parishes were approved. At the September meeting, a loan from the Bishop's Revolving Loan Fund to a parish was noted. At the September meeting, Council approved the work and program on starting new ministries in old buildings, called New Life: Congregational Restarts in the Diocese of Pennsylvania. In between the June and September meetings, a motion was circulated to Council members to authorize expenditure of funds to fulfill the Diocese's 2019 obligations to The Episcopal Church by changing the annual budget for FY 2019 as contemplated by Canon 7.3.1 to enable the Diocese to make an additional withdrawal from its distributable endowment assets and increase the contribution to The Episcopal Church from the approved 2019 budget amount of \$ 515,000 to \$ 942,025, an increase of \$427,025. The motion was approved.

Respectfully submitted by Jerome G. Buescher, Secretary

EPISCOPAL CHURCH WOMEN (UTO)
DIOCESE OF PENNSYLVANIA
STEERING COMMITTEE

ANNUAL REPORT

The Episcopal Church Women Steering Committee has continued to meet throughout the year in churches and homes. to implement the mission of being centered in congregations, the Episcopal Church Women (ECW) empowers women to do Christ's monitor in the world. The ECW Steering Committee minters and disperses the investment interest endowment funds from the legacies of our foremothers. The legacy indicates four categories: Historic Black Colleges, Indian Hope, Foreign Mission, and Domestic Mission. Keeping with the instruction for disbursement we have made these grants: For Historic Black Colleges monies have been sent to St. Augustine's College, Chicago IL, St. Augustine' University Raleigh NC, and Voorhees College, Denmark, NC. For Indian Hope monies were sent to The Episcopal Church in Navajoland Farmington NM. For Overseas Mission a grant was made to Seamen's Church Institute Philadelphia, PA. Domestic Mission Grants are distributed in the spring and the fall. This past year we have had difficulty getting information out to congregations about the availability of Domestic Mission Grants therefore we have approved only two grants. Domestic Mission Grants are given to congregations for outreach programs in their communities. These grants are awarded following the recommendations of the Steering Committee following the guidelines and and application process and the intent of the legacies.

The United Thank Offering Fall Ingathering was held at the Diocesan Annual Convention, along with an information table was planned and organized by our Diocesan UTO Coordinator Betty Berry-Holmes. It was with deep regret that we accepted her resignation after many years of dedicated service with the United Thank Offering taking part in collecting monies for UTO grants throughout the world and also in our own diocese. Thank you Betty. We are in the process of searching for a new coordinator.

The Church Periodical Club (CPC) account is being administered by the Steering Committee.

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

Submitted by,
Shirley Smith, Presider



A Message to the Diocese of Pennsylvania

November, 2019

For 150 years Episcopal Community Services has been the outreach arm of the Diocese of Pennsylvania in Philadelphia. Originally founded in 1870 by Bishop Stevens as the City Mission, it sought to respond to the devastating social effects of industrialization and urbanization and the appalling divide between widespread poverty and the narrow niche of wealth created by industrial capitalism. In other words, the awful disparity of the Gilded Age that sparked the rise of the Social Gospel Movement and the founding of Episcopal Community Services is almost exactly what we face a century and a half later. It is why the work of ECS has never been more critical. As we enter into our 150th year, our mission is to challenge poverty. Our vision is a world where access to opportunity is available to all. Our work is defined by Jesus' words in Matthew 25, that what we do for the "least of these" we do for him. We are led by the biblical mandate of neighbor love and the Baptismal Covenant's call to "strive for justice and peace among all people and respect the dignity of every human being."

What makes ECS unique is that we have chosen to transform the way we challenge poverty. Like many social service providers, we came to realize that, while providing essential support for the poor is important, social outreach programs have unintentionally helped to maintain people in poverty. Two years ago we took the first bold step to change that.

In partnership with our board, we implemented a strategic plan. That plan has three elements:

- First, to apply economic mobility and coaching methodology to all of our existing programs. We also created a new program called MindSet to provide economic mobility coaching to individuals in a dedicated setting.
- Second, to retool ECS by building out our administrative capacity so that program staff are not weighed down with paperwork and can focus on coaching the people we serve.
- Third, to create an Inclusion and Advocacy Department, and to call a Chaplain to connect us more effectively to the work of the Diocese and to serve all our parishes.

We believe that poverty is the critical issue of our time and that solutions come first with education and second with informed public policy driven by thoughtful advocacy. As committed Christians, we must become educated and then we must act. We can report that we are on target and on budget with all of these efforts. Most importantly, through our measurement systems and first-hand observations, we can see progress in all of our programs across many metrics. We are delivering a positive, sustainable impact on the people we serve.

All this happens because of our partnership with the Bishop and Diocese of Pennsylvania, our caring congregations, and hundreds of individual leaders. With ECS, we are all part of a movement that believes poverty is a violation of God's intention for human community, and that, working together, we can restore God's original hope for humanity, one person, one neighborhood at a time.

L. Frederick Sutherland
President, Board of Trustees

225 S. 3rd Street
Philadelphia, PA 19106

215.351.1400
ecsphilly.org

David E. Griffith
Executive Director

Report of the Finance Committee to the 236th Annual Convention Of the Episcopal Diocese of Pennsylvania

“Bear One Another’s Burdens and in this Way You Will Fulfill the Law of Christ.”
Galatians 6:2

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 engages others, outside the Committee membership, on its various sub-committees: Budget, Investment, and Property.

We meet 9-10 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 updates from the Treasurer, and the appointed representatives from Standing Committee and Diocesan Council. The budgeting process for the subsequent year typically begins in February so is often a meaningful part of our meetings.

The Finance Committee is charged with delivering a budget for the following year to Standing Committee by June 1. This year the process was jump-started with a series of Diocesan-wide meetings requested by Standing Committee, which they called Fair Share meetings. We met in five locations around the Diocese to LISTEN and hear suggestions and ideas for meeting the growing gap between spending and revenues at the Diocesan level. Five or six themes came up consistently, chief among them a desire to share Best Practices and resources amongst parishes in the Diocese and for the 2020 Budget to reflect operating expenses consistent with our assessments, pledges and endowment income. In the Spring, after several rounds of cutting expenses and rationalizing various programs, the Diocese hosted four more Diocesan-wide meetings to present and defend a Draft 2020 Budget with a balanced operating budget. We were pleased to have the leadership of the Episcopacy, Diocesan Council, and Standing Committee to recommend fulfilling our commitment to The Episcopal Church, finally remediating a bad habit from a dark period in the history of our Diocese. Most recently the final budget was presented as part of the four pre-convention meetings. The Finance Committee welcomed and entertained follow-up questions via email to the Canon for Finance and Business. Finally, the Committee received regular reports on the investment performance and structuring of our legacy assets from The Church Foundation, and an annual review delivered by our auditor, BBD.

I am grateful for the rigorous and proactive work of the Property Committee, specifically Sean McCauley and The Rev George Master. Nearly every month the Finance Committee has to review one or more contracts related to the maintenance and/or sale of the 2 million+ square feet of property in this Diocese. It is an understatement to say that the Finance Committee could not bear this burden without the institutional knowledge and property management expertise of Mr. McCauley and Rev Master.

The Finance Committee will cease to be an elected body after this Convention, but we expect the Board of Trustees will establish a new, wholly appointed body to provide the same function. The Committee unanimously supported the move to Incorporation of the Diocese and enthusiastically endorses the new, streamlined governance structure. Several of the members are prepared to commit to this ministry in the future, if the Board of Trustees determines it would value legacy membership, but we are also comforted by the continuity of having the Diocese's Treasurer and Canon for Finance remain in their integral functions during the transition to Incorporation.

The role of the Chairperson of Finance may appear more secular than other diocesan leadership positions 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 persistence and LOVE emanating from all of the Diocesan staff in their creativity and commitment to being good stewards of our gifts.

Respectfully submitted,
Dana B. Hall, CFA, M Div., MFT
Chair, Finance Committee of The Episcopal Diocese of Pennsylvania

WATER

Global Mission Projects **A shared conversation between parishes**

Does your parish want to be involved in global mission?

Join the Global Mission Commission

On Saturday, November 16, 9:30–11:30 AM

St. Martin's Episcopal Church

400 King of Prussia Road

Radnor, PA 19087

RSVP: email Pam Faber– pmfsmc@comcast.net



HISTORY COMMITTEE EPISCOPAL DIOCESE OF PENNSYLVANIA

Report for 2018-2019 by William W. Cutler, III, chairman

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

Participants: Nancy Iredale and Peter Moak (January 1, 2019 - May 31, 2019)

Resignation: Jane Cosby

II. 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

III. Work in 2018-2019

1. Neighborhood and Parish History Series

The History Committee co-sponsored a public lecture by William Quigley Jr. that took place on Sunday, September 15, 2019 at Christ Church

Philadelphia. Based on his book *Pure Heart: The Faith of Father and a Son in the War for a More Perfection Union* (2016), Quigley's lecture told the story of the Rev. Benjamin Dorr, who as rector of Christ Church during the Civil War, had to deal with a divided congregation, and his son, William, who died in the war fighting to preserve the Union.

2. Slavery and Racism Project.

In spring 2019 the History Committee employed a student intern from Temple University, Mr. Ephraim Hadley, to conduct research on the history of slavery among Episcopalians in Pennsylvania. Over the course of Temple's spring semester (14 weeks), Mr. Hadley did more than seventy hours of work on this project. He did research at the diocesan archives and several parishes in the diocese, using both online and archival records. He also used such online data bases as Ancestry.com and the Haithi Trust. He submitted his findings to the chairman of the committee in May 2019.

The History Committee is developing a plan to share its findings on the history of slavery in the diocese with the Anti-racism Commission (ARC) and diocese in general. The chairman of the History Committee has met with George Vosburgh, the cochairman of the ARC, regarding such collaboration.

3. Diocesan Archives

In May 2019 Canon Shawn Wansley met with the History Committee to discuss the future of the diocesan archives. The departure of the archivist Peter Moak on May 31, 2019 left the archives without someone in charge. Canon Wamsley appealed for help to the members of the History Committee.

In summer 2019 five members of the History Committee (Loretha Badger, William Cutler, Jim Duffin, Clark Groome, and Mike Krasulski) spent many hours at the diocesan archives, working to build on the work of previous archivists by identifying, processing, organizing, and cataloguing its holdings. By himself, Mr. Krasulski spent more than two hundred hours working in the archives. Among other things, he created comprehensive lists of parish records and parish registers. There is still much work to be done because there is no finding aid for many of the archive's collections. Long term, the diocese must find a way to staff its archives once again with a paid professional.

4. History Economic Development Initiative

In spring, 2020 Bishop Gutierrez charged the History Committee with the task of making the history of the diocese more visible and meaningful to all those in the diocese by developing a list of dates in the history of the diocese to be acknowledged and even celebrated. The committee is doing this by using the rich materials in diocesan archives. It has been an underutilized resource for years, but it can be a source of education and enlightenment for every parish, committee, and commission in the diocese. To that end the committee has created a photo exhibit for diocesan convention based on some of the holdings in the archives.

5. Oral History Project

Canon Jennifer Tucker has begun to upload transcripts of all the oral interviews conducted to date. Those already uploaded can be found in the Resource section of the diocesan web site. In due course, it will be possible to do key word searches in the interviews and listen to brief clips from the testimony preserved therein.

IV. Goals for 2018-2019

- Increase awareness in the diocese of our rich history
- 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 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 2020 to work on the goals listed above.

VI. Contact Information

William W. Cutler, III
History Committee, Chairman
901 Homestead Rd.
Jenkintown, PA 19046

Email: wcutler@temple.edu

Phone: 215 887-2013 (home)
267-303-0232 (cell)

Necrology Report for 2019

Resident and Licensed Clergy and Lay Delegates and Spouses who have died since the 235th Diocesan Convention.

The Reverend Samuel Earl Smith – October 21, 2018

Mr. David Stanton – November 4, 2018

The Reverend David Andrew Stowe – January 13, 2019

The Reverend Vernon Arthur Austin, Jr. – March 19, 2019

The Reverend Peyton G. Craighill – June 4, 2019

The Reverend Lloyd Henry Winter, Jr. – June 7, 2019

The Reverend Frank Phillip Toia – June 24, 2019

The Reverend N. Dean Evans – September 10, 2019

The Reverend Cecily Ann Murray – September 11, 2019

Thistle Hills Womens Residential Program in Coatesville, Pennsylvania

The Concept

Episcopal Church of the Trinity is pursuing the creation of a program that is modeled after the highly successful Thistle Farms Magdalene House in Nashville, Tennessee. (see ThistleFarms.org) Their program is designed not just to help a subculture of women, but to help change the culture itself. They create opportunities ***for healing and empowerment for survivors of abuse, addiction, violence and life on the streets***. Survivors share a story that has been universal since the beginning of time. It takes communities to place individuals in these situations, and it takes communities to provide healing and empowerment to Survivors. We, also, are this community.

A community based on the motto “love heals” provides:

- A two-year residential program that provides housing, food, healthcare, therapy and education without charging residents
- Residents and graduates of the residential program are employed in one of the supporting social enterprises. Here the women can learn new job skills and make a living wage to support themselves.
- A lifelong sisterhood of support. Similar to an alumni network, after the women leave the program, they still have access to counseling, education opportunities and emergency financial assistance.

The program advocates living gracefully in community with one another. New residents are given a key and are offered the necessary resources to maintain recovery, heal from childhood wounds, become physically healthy and find employment. Residents, graduates, staff and volunteers share daily tasks, offer hospitality, build upon each other’s strengths and provide compassionate, disciplined support.

Progress to date (September, 2019)

We are actively pursuing the purchase of a house in which the women will live. In the words of one of the first residents of Thistle Farms Magdalene House, they need “a place to call home”. We want, for the women who seek a new beginning in life, the same as we would want for ourselves - a safe, comfortable place to call home. We have been approved for a \$300,000 block grant from the Chester County Department of Community Development to purchase and renovate a house in Coatesville. This funding will become available for use in the Spring of 2020. We have identified a Victorian located within walking distance to the church and to the

downtown, where the social enterprise will be located. The house needs extensive work and will be essentially gutted and renovated to be suitable for housing 4 -5 women Survivors.

What is needed; next steps

Our mission committee has been formed and we will be working closely with our consultant, Regina Greenlee, one of the first residents of Magdalene House when Becca Stevens began this ministry. We will begin reviewing the program requirements, networking with local providers and subsequently begin a search for an Executive Director while the house is under renovation. We will also be taking steps toward the creation of a social enterprise. Presently we are looking at a Café/Juice Bar on the main street in the newly forming business district. This is where our Survivors can learn job skills and earn income. The profits from the social enterprise would assist in funding the mission/residential program.

Community members with a record that are having difficulty finding employment may also work in the social enterprise developing job skills and creating a history of stable employment that would encourage other employers to hire them.

Thistle Hills is now seeking start-up funding for this new ministry. We will be receiving assistance and training from Thistle Farms in Nashville Tennessee for modeling their highly successful program. Our goal is to work in partnership with the City and County agencies, particularly social service agencies, in fulfilling our mission. Partnerships and relationship building are integral to a healthy community.

Start-up funding includes raising money for the new Executive Director position, furnishing the home, the monies necessary for maintaining the home, starting the social enterprise, etc. This is a program that will enable Survivors of trafficking to change the way they live their life. You can help provide the opportunity for female Survivors of trafficking to get their life back, restore family relationships and restore community. Checks can be made payable to Thistle Hills and sent to Episcopal Church of the Trinity, 323 East Lincoln Highway, Coatesville, PA 19320.

For additional information, please contact the Rev. Sherry Deets at 610-384-4771, or email her at revsherrydeets@aol.com

The Church Foundation

The Church Foundation, chartered in 1926, has a dual purpose. The first is to receive, hold, manage, and dispose of real or personal property within the Diocese of Pennsylvania. The second is to provide investment and endowment management services for the diocese, parishes, and other church-related institutions. The goal of The Church Foundation is to provide the best rate of return for our investors through prudent investments, and a distribution payout vehicle to fund mission and ministry.

The Church Foundation's Investment Committee and Board of Directors work closely with our Investment Manager, T. Rowe Price, to ensure the preservation and growth of the investments so that our participants have those assets available when needed.

Investors with The Church Foundation, are purchasing units or shares in the Consolidated Fund. The Consolidated Fund is a carefully structured array of equities and fixed income instruments designed to meet the investment policy statement guidelines as established by The Church Foundation Board of Directors.

Start Now. With Us.

Any Episcopal entity within the Diocese can invest with The Church Foundation; establishing an investment fund is simple. Once an endowment fund is created, investors have the option to contribute or withdraw funds based on restrictions imposed in the endowment's governing documents. There are two types of funds which The Church Foundation can accept; the first is a restricted (irrevocable) fund, which is donor-restricted (usually through a bequest in a will or a significant cash gift), and directs that only payout distributions are available for the purposes stated in the documents. The second, an unrestricted (revocable) fund, allows for both payout distributions and withdrawals of principal, subject to any restrictions imposed by the fund document.

The Church Foundation also offers notary services at no cost and can facilitate a charitable stock donation for a nominal fee (less than \$10 based on a \$100K donation).

Highlights

The Church Foundation has seen tremendous growth over the past nine years. At the end of 2010, shares in the Consolidated Fund were valued at just over \$117, and the total portfolio was over \$104 million. As of August 2019, the share price was at \$195, and the portfolio was valued at nearly \$148 million. This represents a portfolio increase of just over 42%, and a share price increase of approximately 65%. Also, at the end of the second quarter of 2019, the year-to-date rate of return for the Consolidated Fund was over 13% (please note that The Church Foundation is audited annually). The Church Foundation cannot guarantee the rate of return it will earn in the future. However, its Investment Manager has a track record of successful investing.

The addition, the work of The Church Foundation's Trust Committee, headed by Kathleen Stephenson, has been instrumental in interpreting trust documents and advising about withdrawals from existing trusts and has been very beneficial to both individual parishes and the Diocese.

For more information, visit The Church Foundation's website at www.tcfdiopa.org. You can also contact Ryan Campbell, our new Operations Manager, at 215-621-8310 or rcampbell@diopa.org.

I want to thank the Board of Directors of the Church Foundation for their dedication and service.

Respectfully submitted,

Lori Daniels
Executive Director
The Church Foundation
215-220-9886 | lolid@diopa.org



Veterans Committee

MISSION: To be more than a place of worship; to be a place of healing for veterans and their families; and to become a force in the community that advocates for, collaborates with, and empowers veterans.

For 2019 the focus has been bringing awareness of moral injury and the reality of veterans living with it:

- Creation of moral injury retreat/program for female veterans with M.S.T (Military Sexual Trauma)
- Co-hosting Community Clergy Trainings/Healing Ceremonies
- Crochet/knitted Afghans or prayer shawls for veterans who are homeless, in hospice, or in the hospital
- Pastoral care to veterans

The committee's goal is to enlist **10 churches in the diocese** to register as official advocates for a veteran ministry. This means your church commits to becoming a place of healing for veterans and their families. Here's how:

- Attend one community training on veteran culture and moral injury. (Listed on diocesan calendar. Next one is December 2, 2019)
- Include a special prayer for those actively serving, veterans, and their families within prayers of the people. (perhaps invite veterans/veteran families to create these prayers)
- Take steps to start a veteran-run healing/ support group at your parish.

If you are interested in joining the committee or being an advocate, please contact Canon **Toneh Smyth**, tsmyth@diopa.org. She can help you get started.

Parishes of the Diocese

November 2019

African Episcopal Church of St. Thomas, Philadelphia

6361 Lancaster Avenue
Philadelphia, PA 19151
Ph: 215-473-3065

Website: www.aecst.org

The Very Rev. Martini Shaw; The Rev.
Samuel Ndungu

All Hallows Church, Wyncote

262 Bent Road,
Wyncote, PA 19095
Ph: 215-885-1641

Website: www.allhallowswyncote.org

The Rev. Mary McCullough

All Saints', Fallsington

9 Old Locust Street
Fallsington, PA
Ph: 215-295-5196

Website: www.allsaintsfallsington.org

The Rev. Sean C. Slack

All Saints', Norristown

535 Haws Avenue
Norristown, PA 19041
Ph: 610-279-3990

Website: www.allsaintsnorristown.org

The Rev. Sandra Etemad; The Rev. Geoffrey
West

All Saints' Rhawnhurst

1811 Loney Street,
Philadelphia, PA 19111-2911
Ph: 215-342-6310

Website: www.allsaintsrhawnhurst.net

The Rev. Timothy Griffin

All Saints', Torresdale

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

Website: www.allsaintstorresdale.org

The Rev. James Walton

All Saints', Wynnewood

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

Website: www.allsaintswynnewood.org

The Rev. Edward L. Rix

Calvary St. Augustine, Philadelphia

814 North 41st Street
Philadelphia, PA 19104
Ph: 215-222-2070

Website: www.calvarysaintaugustine.org

The Rev. Harry N. White

Christ Church, Ithan

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

Website: www.christchurchithan.org

The Rev. John Sosnowski

Christ Church, Media

311 South Orange Street
Media, PA 19063
Ph: 610-566-7525

Website: www.christchurchmedia.org

The Rev. Ernie Galaz

Christ Church, Old Swedes

740 River Road
Bridgeport, PA 19405
Ph: 610-272-6036

www.facebook.com/ChristChurchOldSwedes

The Rev. Richard Baumann

Christ Church, Philadelphia
20 N. American Street
Philadelphia, PA 19106
Ph: 215-922-1695
Website: www.christchurchphila.org
The Rev. Timothy Safford; The Rev. Susan Richardson

Christ Church, Pottstown
316 High Street
Pottstown, PA 19464
Ph: 610-323-2895
Website: www.christpottstown.com
The Rev. Joshua Caler; The Rev. Dennis Coleman, Deacon

Christ Church, Ridley Park
104 Nevin Street
Ridley Park, PA 19078-2195
Ph: 610-521-1626
Website: www.christchurchridleypark.org
The Rev. Jane Gober; The Rev. Douglas Tompkins

Christ Church and St. Michael's
29 West Tulpehocken Street
Philadelphia
Ph: 215-844-7274
Website: www.christchurchandstmichaels.org

Church of Our Saviour, Jenkintown
821 Homestead Road
Jenkintown, PA 19064
Ph: 215-887-0500
www.facebook.com/ChurchOfOurSaviorJenkintown
The Rev. Eric Bond

Church of St. Alban, Roxborough
500 Fairthorne Avenue
Philadelphia, PA 19104
Ph: 215-482-2627
Website: www.churchofstalban.com
The Rev. Paul E. Adler

Church of St. Andrew and St. Monica, Philadelphia
3600 Baring Street
Philadelphia, PA 19104
Ph: 215-222-5938
Website: www.standrewandmonicachurch.org
The Rev. Dr. Samuel Adu-Andoh

Church of St. Asaph, Bala Cynwyd
27 Conshohocken State Road
Bala Cynwyd, PA 19004
Ph: 610-664-0966
Website: www.stasaphs.org
The Rev. Barry J. Harte; The Rev. Barbara Briggs; The Rev. Joanna Paterson

Church of St. Augustine of Hippo, Norristown
1208 Green Street
Norristown, PA 19401
Ph: 610-279-8890
Website: www.staugustineofhippo.org
The Rev. Harrison Anyango

Church of St. James the Greater, Bristol
225 Walnut Street
Bristol, PA 19007
Ph: 215-788-2228
Website: www.stjamesbristol.org
The Rev. Marlee R. Norton, Rector

Church of St. James, Kingsessing
6800 Woodland Avenue
Philadelphia, PA 19142
Ph: 215-727-5265
www.facebook.com/pages/St-James-Episcopal-Church-of-Kingsessing
The Rev. Robert Magoola

**Church of St. John the Evangelist,
Essington**

16 W. Third Street,
Essington, PA 19029

Ph: 610-459-2994

Website: www.stjohnsesington.com

The Rev. Jessie Thompson

**Church of St. Jude and the Nativity,
Lafayette Hill**

203 Germantown Pike
Lafayette Hill, PA 19444

Ph: 610-941-6666

Website: www.stjudeandthenativity.org

The Rev. Christina Nord

**Church of St. Luke and the Epiphany,
Philadelphia**

330 South 13th Street
Philadelphia, PA 19107

Ph: 215-732-1918

Website: www.slatechurch.org

The Rev. Rodger Broadley

Church of St. Martin-in-the-Fields

8000 St. Martin's Lane
Philadelphia, PA 19118

Ph: 215-247-7466

Website: www.stmartinec.org

The Rev. Jarrett Kerbel; The Rev. Anne
Thatcher; The Rev. Barbara Ballenger; The
Rev. Carol Duncan, Deacon

Church of the Advent, Hatboro

12 Byberry Avenue
Hatboro, PA 19040

Ph: 215-675-5737

Website: www.adventhatboro.org

The Rev. Lynn Hade

Church of the Advent, Kennett Square

401 N. Union Street
Kennett Square 19348

Ph: 610-444-4624

Website: www.adventks.org

The Rev. Dr. Nancy Hauser

Church of the Annunciation

324 Carpenter Lane
Philadelphia, PA 19119

Ph: 215-844-3059

Website:

www.episcopalchurch.org/parish/episcopal-church-annunciation-philadelphia-pa

The Rev. Otto Lolk*

Church of the Ascension, Parkesburg

Second and West Streets, PO Box 193
Parkesburg, PA 19365

Ph: 610-857-9176

Website: www.ascensionparkesburg.org

The Rev. Jill LaRoche Wikel

Church of the Epiphany, Royersford

209 S. Third Ave
Royersford, PA 19468

Ph: 610-948-9655

Website: www.epiphanystar.net

The Rev. Beth W. Hixon

Church of the Good Samaritan, Paoli

212 West Lancaster Avenue
Paoli, PA 19301

Ph: 610-644-4040

Website: www.good-samaritan.org

The Very Rev. Richard Morgan; The Rev.
Benjamin Capps; The Rev. John Whitnah;
The Rev. Marcia Wilkinson

Church of the Good Shepherd, Hilltown
1634 Hilltown Pike
Hilltown, PA 18972
Ph: 215-822-3930
Website: www.goodshepherdhilltown.org
The Rev. George Master*

Church of the Good Shepherd, Rosemont
1116 E. Lancaster Avenue
Rosemont, PA 19010
Ph: 610-525-7070
Website: www.goodshepherdrosemont.com
The Rev. Nazareno Javier

Church of the Holy Apostle and the Mediator
51st and Spruce Streets
Philadelphia, PA 19139
Ph: 215-472-3000
Website: www.hamphilly.org

Church of the Holy Apostles, Penn Wynne
1020 Remington Road,
Wynnewood, PA 19096
Ph: 610-642-6617
Website: www.holyapostlespa.org
The Rev. James Stambaugh

Church of the Holy Nativity, Rockledge
205 Huntingdon Pike
Rockledge, PA 19046
Ph: 215-968-8284
Website: www.holynativityrockledge.org
The Rev. Michael Rau

Church of the Holy Nativity, Wrightstown
749 Durham Road
Wrightstown, PA 18940
Ph: 215-598-3405
Website: www.holynativitychurch.org
The Rev. Lisa Keppeler

Church of the Holy Spirit, Harleysville
2871 Barndt Road – PO Box 575
Harleysville, PA 19438
Ph: 215-234-8020
Website: www.churchoftheholyspirit.us
The Rev. Kathryn Andonian; The Rev. Johnine Vaughn Byrer

Church of the Holy Trinity, Lansdale
(closed in April 2019)
407 North Broad Street
Lansdale, PA 19446
Ph: 215-855-4431
Website: www.landsdaletrinity.org
The Rev. William Rex

Church of the Holy Trinity, Rittenhouse Square
1904 Walnut Street
Philadelphia, PA 19103
Ph: 215-567-1267
Website: www.htrit.org
The Rev. John B. Gardner; The Rev. Rachel Gardner, Rector

Church of the Holy Trinity, West Chester
212 South High Street
West Chester, PA 19382
Ph: 610-696-4640
Website: www.holytrinitywc.com
The Rev. Paul Hunt; The Rev. Thomas Platt

Church of the Incarnation, Morrisville
1505 Makefield Road
Morrisville, PA 19067-3149
Ph: 215-295-2259
Website: www.incarnationepiscopal.org
The Rev. Harriet Kollin

Church of the Messiah, Gwynedd
1001 Dekalb Pike
Lower Gwynedd, PA 19002
Ph: 215-699-9204
Website: www.messiahgwynedd.org
The Rev. Keith Marsh, The Rev. Mary Jo Melberger

Church of the Redeemer, Andalusia
1065 Bristol Pike
Andalusia, PA 19020
Ph: 215-639-4387
www.facebook.com/RedeemerAndalusia
The Rev. George Loewer

Church of the Redeemer, Bryn Mawr
230 Pennswood Road
Bryn Mawr, PA 19010
Ph: 610-525-2486
Website: www.theredeemer.org
The Rev. Peter Todd Vanderveen; The Rev. Jo Ann Bradley Jones; The Rev. Michael Palmisano

Church of the Redeemer, Springfield
145 West Springfield Road
Springfield, PA 19064
Ph: 610-544-8113
Website: www.redeemerspringfield.net
The Rev. Jonathan Clodfelter

Emmanuel Church, Quakertown
560 S. Main Street
Quakertown, PA 18951
Ph: 215-536-3040
Website: www.emmanuelquakertown.org
The Rev. Robin J. Smith

Emmanuel Resurrection Church, Holmesburg
8201 Frankford Avenue
Philadelphia, PA 19136
Ph: 215-624-8520
Website: www.emmanuelresurrection.org
The Very Rev. Samuel Murangi

Free Church of St. John, Philadelphia
3089 Emerald Street
Philadelphia, PA 19134
Ph: 215-425-2933
Website: www.freechurchstjohn.org
The Rev. Jose Memba; The Rev. Phillip Geliebter

George W. South Memorial Church of the Advocate, Philadelphia
1801 W. Diamond Street
Philadelphia, PA 19121
Ph: 215-978-8000
Website: www.churchoftheadvocate.org
The Rev. Renee McKenzie-Hayward**

Gloria Dei Church, Philadelphia
916 S. Swanson Street
Philadelphia, PA 19147
Ph: 215-389-1513
Website: www.old-swedes.org
The Rev. Patricia Cashman

Grace Church, Hulmeville
313 Main Street
Hulmeville, PA 19047
Ph: 215-757-6025
Website: www.amazinggracesince1831.org
The Rev. Marlee R. Norton

**Grace Church and the Incarnation,
Philadelphia**

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

Website: www.graceincarnation.org

The Rev. Brian Rallison

Grace Epiphany Church, Mt. Airy

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

Website: www.graceepiphany.org

The Rev. James H. Littrell

Holy Comforter, Drexel Hill

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

Website: www.comforterchurch.org

The Rev. Thomas Eoyang

Holy Innocents St. Paul's Church, Tacony

7001 Torresdale Avenue
Philadelphia, PA 19135
Ph: 215-624-1144

Website: www.HISPEpiscopal.org

The Rev. Brian Rallison

House of Prayer, Philadelphia

1747 Church Lane
Philadelphia, PA 19141
Ph: 215-549-7650

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Diocese of Pennsylvania

Financial Statistics of Congregations and Missions

Year in parentheses is last year of filing if not 2018

		73.00	2,018.00	REVENUE			EXPENSE		
City	Congregation	en	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	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	0	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	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	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 Whitmarsh (2017)		1,498,050	1,638,118	1,700,351	1,620,268	72,285	321,781	1,830,549

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Year in parentheses is last year of filing if not 2018

		73.00	2,018.00	REVENUE		EXPENSE			
City	Congregation	en	Plate & Pledge Income	Operating Revenue	Total Revenue	Operating Expense	To the Diocese	Outreach & Development	Total Expense
Gap	St Johns Episcopal Church		141,125	147,524	147,524	145,415	11,195	38,626	179,315
Gladwyne	St Christophers Church		495,804	566,839	671,401	795,765	50,261	105,990	857,698
Glen Mills	St Johns Episcopal Church		0	0	0	0	0	0	0
Glenmoore	St Andrews Episcopal Church		321,332	335,098	343,605	342,062	16,129	26,928	358,590
Glenside	St Peters Episcopal Church		216,185	316,689	397,689	381,695	15,120	64,956	461,331
Harleysville	The Church of the Holy Spirit		424,116	459,813	494,492	458,995	13,360	58,154	517,149
Hatboro	Church of the Advent		177,732	183,788	202,530	204,062	11,906	10,733	217,101
Hilltown	Good Shepherd Epis Church		95,260	124,937	167,965	135,864	8,213	43,482	178,359
Honey Brook	St Marks Church		71,520	97,828	102,604	81,133	4,236	9,690	93,439
Hulmeville	Grace Episcopal Church		117,968	159,169	166,258	142,511	9,800	4,057	146,893
Huntingdon Valley	St John's Episcopal Church		36,695	90,560	228,810	157,829	3,827	0	157,829
Jenkintown	Church of Our Saviour		100,364	142,551	150,908	163,099	0	11,550	177,448
Kennett Square	Church of the Advent		670,950	915,298	1,021,041	739,540	42,415	107,302	846,829
King Of Prussia	Trinity Church Gulph Mills		82,561	82,561	160,567	152,151	10,020	0	152,151
Lafayette Hill	Church of St Jude & the Nativity		49,452	114,357	114,601	99,992	2,600	0	102,331
Langhorne	St James Episcopal Church		190,196	251,880	257,104	226,819	14,545	27,461	255,204
Lansdale	Holy Trinity Church (2017)		52,033	98,929	100,379	80,744	3,785	1,531	82,275
Levittown	St Pauls Episcopal Church		29,692	85,772	85,772	83,478	1,489	0	83,478
Lower Gwynedd	Church of the Messiah		514,093	718,312	718,312	715,524	44,134	33,387	715,524
Malvern	St Francis in the Fields		369,463	369,463	421,399	369,475	24,294	70,641	439,948
Malvern	St Peters Church in the Great Valley		450,946	579,788	858,700	592,294	23,154	343,265	958,076
Maple Glen	St Matthews Episcopal Church		383,179	414,691	484,691	496,411	30,329	87,088	548,349
Media	Christ Episcopal Church		355,366	447,073	567,462	447,583	25,000	149,945	594,276
Morrisville	Episcopal Church of the Incarnation		96,591	168,094	192,400	177,213	9,018	9,470	184,090
New Hope	St Philips Episcopal Church		105,400	105,400	105,400	105,400	4,914	4,227	109,627
Newtown	St Lukes Church		266,707	327,015	327,015	313,473	13,514	42,152	353,450
Newtown Square	St Albans Church (2016)		125,317	222,560	224,180	168,144	6,957	960	169,588
Norristown	All Saints Episcopal Church (2015)		154,725	192,130	204,082	199,414	9,545	7,425	207,199
Norristown	St Augustine of Hippo Church (2015)		18,564	39,010	52,350	46,400	1,340	16,264	59,094

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City	Congregation	en	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	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

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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	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	0	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

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Financial Statistics of Congregations and Missions

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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	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

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	Average 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	0	0	0	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 Whitmarsh (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

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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	Grace 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	0	0	0	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

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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	0	0	0	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 Kingsessing Episcopal Ch	221	0	0	0	0	0	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

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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	0	0	0	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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