



**The Anglican Diocese of Pittsburgh
152nd Diocesan Convention
St. Stephen's Church
Sewickley, PA
November 3 & 4, 2017**

“One Church of Miraculous Expectation and Missionary Grace”

“Apprenticing into Christlikeness”

2017 Diocesan Pre-Convention Journal

Pre-Convention Hearings

Thursday, October 12th at 7:00 PM in the Sanctuary of St. Stephen's, Sewickley

Join in a live, online stream of the Hearing held on October 12th.

For more information and to register, [click here](#).

Sunday, October 15th at 3:30 PM, Christ's Church, Greensburg

Convention Eucharist & Dinner: Friday, Nov. 3

St. Stephen's Church, 405 Frederick Avenue, Sewickley, PA

Clergy Vesting 4:30 PM – [Please RSVP if you plan to process.](#)

Priests: Cassocks, Surplice, Tippet, Hood

Deacons: Albs & White Stoles

Convention Eucharist – 5:00 PM

Convention Dinner – 7:00 PM

Convention Business Meeting: Saturday, Nov. 4

Registration – 7 AM

Continental Breakfast 7:00 – 8:00 AM

Morning Prayer – 8:00 AM

Business Meeting – 8:30 AM – 3:00 PM

TO ALL ORDAINED AND LAY DEPUTIES TO THE 2017 DIOCESAN CONVENTION:
Enclosed you will find the following materials:

Intro Section

Dinner registration (i)
Deputation / Breakfast & Lunch registration (ii)
Workshop registration (iii)
Directions to St. Stephen's Church & Hotel Information (iv)

Section A – Agenda / Rules of Order / Minutes

Bishop Hobby's Pre-Convention Report (A1-A5)
Convention Agenda (A6-A7)
Statement of Purpose of the Convention (A8)
Supplemental Standing Rules for Convention (A9)
Unapproved Minutes of the 152nd Diocesan Convention (A10-A26)

Section B – Budget and Financials

Introduction to the 2018 Proposed Budget (B1)
Proposed 2018 Budget (B2-B7)
Godly Share for Proposed Budget (B8-B9)
Revised 2018 Clergy Compensation Guide (B10-end)

Section C – Resolutions, Constitution and Canons, and Rosters of Elected Bodies

Report of the Committee on Constitution & Canons (C1)
2017 Rosters of Elected Bodies (C2-C9)
Districts of the Anglican Diocese (C10)

Section D – Reports of Canonical Bodies and Diocesan Personnel

Board of Trustees (D1)
Canon for Clergy Health (D2-D5)
Commission on Ministry (D6-D8)
Diocesan Council (D8-D9)
Director of Administration and Finance (D9-D10)
Growth Fund (D10)

Section E – Reports of Committees and Related Organizations of the Diocese

Part I: Daughters of the King: Pittsburgh Assembly, Deacon Formation Program, Women Alive in Christ
Part II: Anglican Global Missions Partners, Canterbury Place, Church Army USA, New Wineskins,
Society of Anglican Missionaries & Senders

Section F – Parochial and Diocesan Statistics / Miscellany

Attendance & Financial Information (F1-F2)
Worship & Sacraments (F3-F4)
Evangelism & Mission (F5-F6)
Voter's Guide (F7-F11)

**Convention Dinner Registration Form
Friday, November 3, 2017**

152nd Annual Convention of the Anglican Diocese of Pittsburgh

“Apprenticing into Christlikeness”

The Eucharist will be held in St. Stephen’s Church,
405 Frederick Avenue, Sewickley, PA 15143

The Dinner will be held in Grace Commons, St. Stephen’s Church

5:00 PM – Opening Eucharist (Clergy vest at 4:30PM)

CLERGY: Please RSVP if you plan to process.

7:00 PM – Dinner

You have the option to [register for dinner online](#) or by mail.

Registration closes Friday, October 20

To register by mail, submit this form along with a check, **\$36 per person**,
made payable to “The Anglican Diocese of Pittsburgh”

Mail to: Anglican Diocese of Pittsburgh
ATTN: Convention Registration
Nova Tower 1, One Allegheny Square, Suite 650
Pittsburgh, PA 15212

CLERGY: I will process. Yes No

Name: _____

Address: _____

Phone: _____

Email: _____

Parish & Parish City: _____

Buffet style dinner, no choice of meal necessary. Catered by Beyond Parsley

**Deputation Registration Form
Breakfast / Lunch Registration Form
Saturday, November 4, 2017**

152nd Annual Convention of the Anglican Diocese of Pittsburgh

“Apprenticing into Christlikeness”

Morning Prayer, the Business Meeting, Continental Breakfast/Lunch
will be held in Grace Commons, St. Stephen’s Church

You have the option to [register online](#) or by mail.

Registration closes Friday, October 20

To register by mail, submit this form along with a check, **\$21.50 per person**,
made payable to “The Anglican Diocese of Pittsburgh”

Mail to: Anglican Diocese of Pittsburgh
ATTN: Convention Registration
Nova Tower 1, One Allegheny Square, Suite 650
Pittsburgh, PA 15212

I wish to register but do not require breakfast/lunch **I do require breakfast / lunch**

Name: _____

District #: _____ (check one) Lay Deputy _____ Clergy Deputy _____ Guest _____

Address: _____

Phone: _____

Email: _____

Parish & Parish City: _____

**The \$21.50 per person fee covers a continental breakfast AND lunch.
Catered by Beyond Parsley**

Continental Breakfast includes an egg station, assorted danish, muffins and pastries
Lunch Buffet includes various deli sandwiches, homemade soups, and salads



Discipleship and Prayer Workshops

Please [register for workshops online](#) by **October 20th**.
Room assignments will be announced after registration closes.

9:30 AM – Saturday, November 4th

- Infusing Prayer Throughout the Congregation***: Led by Fr. John Bailey, Fr. Jim Morehead, Deacon Laura Wicker, Mrs. Marian Kreithen & Mrs. Sharon Forrest
Come learn how to transform your congregation into a praying community by introducing prayer into every part of its life.
 - Practical Prayer Movements***: Led by Fr. Dennett Buettner
Throughout church history, God's people have discovered over and over again the vital significance of regular, sustained movements of extraordinary prayer to catalyzing and enabling people movements to Jesus. Prayer is perhaps the single most vital element in our carrying out of the Great Commission.
 - What Is Spiritual Direction***: Led by Fr. Jack Gabig
This workshop will explore the ancient discipline of spiritual direction for the 21st century. What it is. How it works. What it has to do with growth in discipleship, and the life of prayer. What to look for in a spiritual director.
 - Discipleship Praying***: Led by Fr. Keith Almond
This workshop begins and ends with giving ourselves and our will to the Lord. As we prayerfully invoke the presence of Christ in our lives, then we "apprentice" being conformed into the image of Christ.
-

1:15 PM

- Deepening Our Prayer Lives Through Meditation***: Led by Fr. Steve Palmer
Directly related to growing in our love and obedience to Jesus through a deeper prayer life.
- Waking Up the Prayers of the People***: Led by Deacon Barb McMillen, Mrs. Cindy Thomas & Deacon Nancy Cain McCombe
While the people of God praying for each other, the Church, and the world should be exciting, Prayers of the People is often an uninspiring part of our liturgy. This workshop will offer some ways of revitalizing that aspect of our worship.
- Coaching as a Discipleship Tool***: Led by Mrs. Jenni Bartling
Coaching is a valuable, but often overlooked, tool in the discipleship process. Incorporating coaching deepens the discipled/discipler relationship, and can accelerate the spiritual development of those being discipled. Jesus used questions to help his followers discover where they were in their faith journey (Matthew 16), how committed they were to spiritual growth (John 5), and the resources they had to serve the Kingdom (Mark 6).

☐ ***Recovery and Discipleship***: Led by Deacon Harold Hicks

In the past 8 years, we have witnessed the power of Jesus Christ in transforming the lives of people who have been in and out of recovery programs, prison, and rehab centers many times over. Rick Warren, Saddleback Church proclaims that more than 75% of newcomers to his church enter through the Celebrate Recovery program and learn to live lives of freedom and becoming lay ministers for the future. In Rick Warren's words..."Everybody needs Jesus. Celebrate Recovery is thoroughly evangelistic in nature. In fact, the first time I took our entire church through this program over 500 people prayed to receive Christ on a single weekend. It was an amazing spiritual harvest. And during the ten-week series that I preached to kick-off this program, our attendance grew by over 1,500 people! Don't be surprised if this program becomes the most effective outreach ministry in your church. "

Directions to St. Stephen's Church

For directions from your location to St. Stephen's Church, [click here](#).

Hotel Information

The Diocese does not reserve a block of rooms at a hotel; here are a couple suggestions near the convention site.

[Cobblestone Inn & Suites Ambridge PA](#)

1111 New Economy Drive
Ambridge, PA 15003
724-266-7100

[Fairfield Inn & Suites Pittsburgh Neville Island](#)

5850 Grand Avenue
Pittsburgh, PA 15225
412-264-4722

Section A

Bishop's Report (A1 – A5)

Convention Agenda (A6 – A7)

Statement of Purpose of the Convention (A8)

Supplemental Standing Rules for Convention (A9)

Unapproved Minutes of the 151st Convention (A10-A26)



Anglican Diocese of Pittsburgh

The Rt. Rev. James L. Hobby, Jr., Bishop

Nova Tower 1, Nova Place, Suite 650, Pittsburgh, PA 15212

Phone 412-281-6131 • Fax 412-322-4505

Email: Hobby@pitanglican.org • Website www.pitanglican.org

August 31, 2017

Feast of Aidan, Abbot-bishop of Lindisfarne and Missionary to Northumbria

Dear Fellow Apprentices in Christlikeness,

Wow, what a year! While this year has had its challenges (like drinking out of a firehose), it has also been filled with many highlights. In fact, as I put this report together I realized that to try to share them all would be overwhelming (both to write and to read). So, here is a sampling.

HIGHLIGHTS:

Gathering with the clergy and their spouses has been one of the most life-giving aspects of this year. Shari and I hosted a dozen dinners at our house that included 60+ clergy and their spouses. The great food (thanks to Shari), fun conversation, laughter and sharing of our faith journeys provide wonderful memories etched in my mind and heart. Shari and I also enjoyed many meals with clergy families as we visited the congregations of the Diocese.

Even more wonderful than all the eating together are the times that we gathered together regionally to study the Scriptures. I always came away from these times together spiritually nourished and deeply encouraged. What a gift to be part of a community of leaders who love God's Word!

Another highlight from this last year has been the creative thinking and effective ministry that I have had the privilege to see. Here is just a taste of what I've seen the Lord doing:

- Incarnation, Strip District – “incarnating” into a neighborhood, praying for businesses, prayer walking, embracing arts and music.
- Transfiguration, Elizabeth – staking a claim in Elizabeth by buying and renovating a city building.
- Ascension, Oakland – Teaching English as a Second Language as an outreach to some of Pittsburgh's 7,000 international students, resulting in a Muslim woman coming to faith in Jesus and being baptized.
- Christ Church, Fox Chapel – using Youth Alpha as a discipleship tool that is transforming lives and training leaders.
- Holy Innocents, Leechburg – reaching a community by running a pre-school.
- Congregations in retirement communities (St. Elizabeth, Bridgeville, and Word of Life, O'Hara Township).
- Chaplaincies – Hospitals, Hospice, the V.A.
- Kairos – St. Peter's, Uniontown, Christ Church, Brownsville.

- Care for those who are poor, homeless, addicted – Shepherd’s Heart, Uptown; Seeds of Hope, Bloomfield; Christ Church, New Brighton; Living Ministry.
- And SO MANY others!!

RECURRING CONVERSATIONS:

As Shari and I have visited (most of) the congregations of the Diocese, we have had some recurring conversations. We have heard over and over about the appeal of orthodox, 3-stream (evangelical, catholic and charismatic) Anglicanism. From Johnstown to Georgetown, Uniontown to Grove City, Chicagoland, Nashville, Springfield, MO, and Fort Collins, CO, congregations tell stories of people discovering what we uniquely offer.

Another conversation that we have had is about what it means to be a destination congregation (where people drive from other towns to worship on Sundays). It is challenging to embrace and love a community when the worshipping congregation lives some distance away. Quite a few of our congregations are facing this challenge.

The most common and most challenging conversation has been with small congregations in declining, aging towns. Since the renaissance of urban Pittsburgh has little effect on the surrounding counties, many of our congregations fit this description. Ministry in these towns must reflect the local demographics. Part of the challenge is overcoming the definition of success that crept into our corporate imagination in the 50’s and 60’s. During a time of radical transition in our culture when young families moved away from where they grew up and settled into suburbs, the Church saw success in reaching these families. Congregations were planted and grew significantly. A growing congregation with young families and lots of children became, then, the definition of success. But, given the context of ministry for many of our congregations (declining and aging towns), we need to think creatively about what successful mission looks like. The idea of looking for opportunities in places of darkness and in life transitions has come up often. For example, several congregations are wondering how they might start mission fellowships in retirement centers (the growing demographic in their communities). Others are praying about how they can shine as lights in the midst of the raging opioid epidemic. How can we shine as lights in the darkness? How can we share the Good News with people whose life transitions have opened their hearts to receiving it (especially, transitions in the second half of life like retirement, moving to a retirement community, declining health, or hospice)?

UPDATE ON THE 6 INITIATIVES:

1. Prayer: over this last year I have begun to meet monthly with the Diocesan Prayer Leadership Team (Sharon Forrest, Cindy Thomas, Marian Kreithen, Fr. Jim Morehead, Fr. John Bailey, Dn. Laura Wicker, Dn. Nancy McCombe, Dn. Andrea Buettner, and Dn. Barb McMillen). We are working to encourage intercessory prayer in every congregation and to link all of our intercessors into a network that provides prayer support for congregational teams. The Prayer

Leadership Team has developed communication and tracking systems for receiving, sending out and following up on requests from clergy and parish prayer leaders.

2. Clergy Health: Canon Jonathan Millard has developed a Clergy Health Assessment that he and Mama Shari have beta-tested with about a dozen clergy (including me!). I believe the Assessment will be a huge help to clergy who are interested in getting a handle on how to improve their sense of well-being and to live into a life of flourishing (rather than merely surviving). The next phase in the Clergy Health plan is to encourage clergy to gather in groups for support and accountability. After that we will be looking at the issue of mentoring/discipling and the role it plays in clergy health.
3. Discipleship: we began a year-long conversation regarding discipleship on August 26th with first of 3 symposia. The group of 50 people that gathered worked through the Luke and Acts to discover what Jesus and the Apostles did and taught. On January 13th and May 5th we will continue the conversation as we look again at Scripture and begin to look at particularly effective discipleship movements in history and around the world today.
4. Congregational Health: while each parish visit focused on this, I am in the process of developing a Parish Visitation Team consisting of both retired clergy and active deacons who can go to congregations on my behalf between episcopal visits. These visitors will be commissioned by me to bring greetings and to discover what the Lord is doing so that we can celebrate. They are treasure hunters, not spies.

I will also be looking to form experimental Turn Around Teams for struggling congregations. While each team will be unique to the context of ministry, the goal will be to provide leadership, energy and support for congregations that are reimagining their mission and ministry in light of communities that have changed.

5. Church/Mission Planting: as a diocese, we have several congregations at various stages of birth. Here is a taste of some of the church planting efforts.

Grace Church, Edgeworth, will be coming to Convention to be received as a new congregation thanks to the long-standing efforts of Grace Church, Mt. Washington. They have called their first full-time priest, Fr. Chance Perdue, to finish the process of establishing them as an independent congregation. Over the next three years, Grace, Edgeworth, will be in partnership with the Diocese and with Redeemer, Nashville.

Redeemer, North Boroughs, officially launched in September under the leadership of Fr. Paul Hassell and Fr. Seth Zimmerman and in partnership with St. Stephen's. Their vision of engaging the city of Bellevue is bearing fruit.

Likewise, Fr. Mike Niebauer and his team at Incarnation, State College, have been building relationships with the Penn State community, drawing many seekers to Jesus through respectful conversations, clear demonstrations of love, and a winsome proclamation of the Gospel.

All Saints, Rosedale, and St. James, Penn Hills, have begun a prayerful conversation about how the two congregations can effectively and cooperatively reach their communities with the Good News. It will be exciting to see how the Lord leads them.

Church of the Savior, Ambridge, is working to plant a congregation/mission fellowship across racial lines in a part of Ambridge under-served by the Church. Mosaic, Imperial, is imagining a church planting movement in the “West Hills.”

6. Leadership Development: this has been a productive year in terms of ordinations. I have ordained 7 deacons and 8 priests (7 of which Bishop Duncan had ordained as deacons). I also have participated in the consecration of 3 bishops. During this year the Commission on Ministry undertook a thorough review of the whole ordination process. I’m looking forward to working with Fr. Jack Gabig and Trinity School for Ministry in deepening our partnership with their Mentored Ministry program.

STRATEGIC PLANNING:

Representatives of the Standing Committee, the Diocesan Council, the Board of Trustees, and the Commission on Ministry, along with other diocesan leaders, met for a strategic planning overnight to help focus the direction of the Diocese. They identified 4 top priorities (within the six initiatives) for the Diocese: prayer, discipleship, community engagement (i.e. discovering ways of connecting with the people we are trying to reach with the Gospel), and college ministry. We have been working on the top priorities of prayer and discipleship through the Prayer Leadership Team, the Discipleship symposia and the Convention’s workshops. Look for more about community engagement and college ministry in the coming year(s).

ACNA:

Our Province continues put down deep roots. The development process for our Prayer Book has continued on schedule for a release in 2019. The Liturgy Task Force, which Archbishop Duncan chairs, has finished the initial work on all of the rites to be included in the Prayer Book (and several that will be available as supplemental rites or occasional services); all of which have been approved by the College of Bishops for use. The Task Force is encouraging feedback and editorial comments from folks who are using the rites. You can send suggestions to liturgytaskforce@anglican church.net. Over this next year, the Task Force will be working on revising the Daily Offices and the Eucharistic rites. A team of Old Testament scholars is also working on a revision of the Psalter.

Along with the development of a Prayer Book the Catechism is undergoing a thorough revision based upon the feedback that Committee on Catechesis received. This tool for discipleship has been embraced by individuals, parishes and dioceses all over the world.

The bishops meet in conclave at the beginning of September to begin a conversation about holy orders, in general, and the ordination of women, in particular. I will report on that conversation

when I get back. It is important to reiterate what Archbishop Beach has said, “This is the beginning of our formal discussion.” While this conversation will begin with the bishops meeting privately, our polity and ethos in the ACNA will make sure that it will continue in the open with all the voices of the Province invited to join in.

This has been quite a year! God is doing remarkable things throughout this Diocese. It is my great privilege to see so much His work in my annual pilgrimage from parish to parish. I believe that the best years are ahead for us as a Diocese and that God is going to “stretch out [His] hand to do signs and wonders” (Acts 4:29). I’m strapped in and ready for the ride!

With you on the adventure,

+ Jim

ANGLICAN DIOCESE OF PITTSBURGH
ONE HUNDRED FIFTY-SECOND ANNUAL CONVENTION
PROPOSED ORDER OF BUSINESS

“One Church of Miraculous Expectation and Missionary Grace”

November 3 & 4, A.D.2017

St. Stephen’s Church

405 Frederick Avenue

Sewickley, PA 15143

“Apprenticing into Christlikeness”

FRIDAY LATE AFTERNOON & EVENING

- 4:30 p.m. Clergy Vesting
Priests: Cassocks, Surplice, Tippet, Hood
Deacons: Albs & White Stoles
- 5:00 p.m. Welcome: The Rev. Geoff Chapman, Rector, St. Stephen’s Church
Convention Eucharist with Bishop’s Homily
- 6:30 p.m. Social Time
- 7:00 p.m. Convention & Banquet
Recognitions: Grace, Edgeworth
A Year in the Life Video
Mission Moment #1

SATURDAY MORNING & AFTERNOON

- 7:00 – 8:00 a.m. Registration of Convention Deputies and Continental Breakfast
- 8:00 – 8:30 a.m. Morning Prayer
- [8:30 – 9:30 a.m. Youth Workshop]
- 8:45 a.m. Organization of Convention
Roll Call / Certification of Quorum
Election of Secretary to Convention
Appointment of Judge of Elections and Tellers
Claims of Deputies to Seats
Audit delinquencies
Annual Congregational Report delinquencies
Godly Share Report
Seating of Non-Deputy Representatives, Observers & Guests
Draft Minutes of the 151st Annual Convention

| | |
|------------|---|
| 9:00 a.m. | Recognition and Reception of New Mission Fellowships and Congregations Parishes in Transition |
| 9:15 a.m. | Report of Nominating Committee Elections: First Ballot |
| 9:30 a.m. | Workshops |
| 10:30 a.m. | Break |
| 10:45 a.m. | Mission Moment #2 |
| 11:00 a.m. | Report of the Director of Finance & Administration 2018 Annual Budget 2018 Godly Share Schedule 2018 Clergy Compensation Guide Second Ballot (if required) Report of the Chancellor Report of the Growth Fund Committee |

Midday Prayers, District Caucuses, and Lunch are as at times certain

| | |
|---------------------|--|
| Noon | Midday Prayers Mission Moment #3 District Caucuses with Election of Council Representatives |
| [12:00 – 2:30 p.m.] | Clergy Spouse Gathering at the Henning House, 1 st Floor] |
| 12:30 p.m. | Lunch |
| 1:15 p.m. | Workshops |
| 2:15 p.m. | Break |
| 2:30 p.m. | Final Business Election Results Closing Announcements Closing Prayer Adjournment (<i>sine die</i>) |

Adjournment is anticipated by 3:00 p.m. in order that deputies may be available for Saturday evening services and to accommodate flights home.

STATEMENT OF PURPOSE OF THE CONVENTION

The Convention of the Diocese of Pittsburgh meets annually to transact the many regular business items of any such assembly. Among these are: to celebrate Holy Communion and to hear the Bishop's Annual Address; to elect persons to the various diocesan committees and boards; to consider any changes (amendments) to our Constitution or Canons; to receive, discuss, and act upon the assessment and budget; to receive reports from the various committees of the diocese; and to act upon any motions, notices, and resolutions properly presented to the Convention.

GENERAL DIRECTIONS

REGISTRATION – All deputies (clerical and lay) must register their attendance for the Saturday session using the proper sign-in sheet provided. Clergy sign-in on the white sheet and lay deputies sign-in on the yellow sheet. The sign-in sheets are to be left on the respective tables. Alternates replacing regular deputies must declare on the sign-in sheet which deputy they are replacing.

Please sign your name (and parish) as you wish it recorded and read.

SEATING – Seating is assigned by Districts, look for signs as you enter the meeting space. Guests are not to sit in the District seating area. There will be a separate seating section for guests.

BALLOTS – The ballots will be distributed in each registration packet. If additional ballots are required they will be distributed by the Judge of Election.

POLICY ON DISTRIBUTION OF MATERIALS

1. No material will be placed on the Official Registration table.
2. No material is to be distributed on the Convention floor except as authorized by the Bishop.
3. A table for official documents relating to the business of Convention will be provided.
4. The Sergeant at Arms will monitor and enforce these rules under the direction of the President and Convention Committee Chairman.

SUPPLEMENTAL STANDING RULES FOR CONVENTION

1. Meetings of the Convention shall be called to order promptly at the time specified in the Order of Business. Clergy and deputies shall be seated five minutes before that time. Other times listed in the Order of Business are approximate and intended to indicate merely the order.
2. Only clerical members and lay deputies may make motions or vote. Those lay persons prescribed in Canon II, Section 3 may speak when requested by the President.
3. To obtain the floor, a member shall approach a microphone, address the chair, receive recognition, state name and parish and then state the business for which the floor was obtained.
4. Motions, including amendments, shall be in writing, in duplicate, signed by the maker and seconded, and sent immediately to the desk of the Secretary.
5. Except by permission of the Convention, granted by a two-thirds vote without debate, no one may speak more than twice to the same question on the same day; or more than once if someone who has not spoken wishes to do so; or for more than two minutes at a time; and a time limit of twenty minutes shall be set on discussion of any one subject.
6. The Bishop or other person serving as President shall appoint timekeepers, tellers and other non-elected officials necessary for the Convention.
7. Any scheduled business not finished at the time that a recess is taken shall be resumed at the next business session at the point where it was interrupted.
8. The rules contained in “Robert’s Rules of Order – Newly Revised” shall govern this Convention in all cases in which they are not inconsistent with the Constitution and Canons of the Anglican Church in North America and this diocese.

UNAPPROVED MINUTES
151ST ANNUAL CONVENTION
Anglican Diocese of Pittsburgh
“Partners in the Gospel”

Friday, November 4th, A.D. 2016

The One Hundred Fifty-First Annual Convention of the Anglican Diocese of Pittsburgh began on Friday, November 4th, 2016 at St. Stephen’s Church, Sewickley. The Convention’s Opening Eucharist was celebrated in the Nave, the Rt. Rev. James Lafayette Hobby, Jr., Bishop of the Anglican Diocese of Pittsburgh, preaching. A banquet followed in Grace Commons.

Saturday, November 5th, A.D. 2016

Registration of Convention Deputies began on Saturday, November 5th at 7:00 a.m. At 8:00 a.m. the Rev. Paul Cooper, President of the Standing Committee, led Convention in Morning Prayer in the Nave, the Rev. Cn. Sharon Hobby preaching, following which Convention was called to order and business began with the Organization of Convention in Grace Commons.

Saturday Business Sessions

Roll Call/Certification of Quorum

Mrs. Shannon Sims (Trinity, Washington), Acting Secretary, stated that a quorum was present as defined by Article V Section 1 of the Constitution. It was moved that a roll call be suspended. The motion was seconded and passed by voice vote.

Election of Secretary of Convention

The Bishop called upon the Rev. John Cruikshank (St. Peter’s, Uniontown), President of Diocesan Council, to nominate a Secretary of Convention. On behalf of Diocesan Council, the Rev. Cruikshank nominated Mrs. Shannon Sims (Trinity, Washington) as Secretary of Convention. There were no other nominations. Mrs. Sims was elected unanimously by voice vote.

Appointment of Judge of Elections

The Bishop appointed Mr. Maywood Carey (All Saints, Cranberry Township) as Judge of Elections.

Claims of Deputies to Seats

Annual Congregational Report delinquencies

The Rev. Donald Bushyager, Director of Administration and Finance, read Annual Congregational Report delinquencies: there were no delinquencies. Pursuant to Canon IV Section 2B, any parish failing to submit an annual congregational (parochial) report shall not be entitled to seat in the Convention.

Audit delinquencies

The Rev. Bushyager read Audit delinquencies: Charis 247; Church of Our Saviour; Church of the Redeemer, Nashville, TN; St. Elizabeth Anglican Mission; Christ Church Anglican, Brownsville; Redeemer Parish, South Hills; St. Peter's, Uniontown. Pursuant to Canon XI Section 5, a parish that is delinquent in filing a financial audit with the diocesan office for the previous year is determined to be "delinquent" and any and all lay deputies of such delinquent parish shall be entitled to seats with voice but without vote.

Godly Share delinquencies

The Rev. Bushyager read Godly Share delinquencies: Christ the King, Evansville, IL; Church of the Redeemer, Nashville, TN; St. Elizabeth Anglican Mission. Pursuant to Article III Section 4D of the Constitution, no congregation shall be entitled to representation at Convention which is delinquent by more than three months in their Godly Share, except for reason deemed satisfactory by Convention.

Notwithstanding the foregoing reports, a motion was made by The Rev. Cruikshank that all congregations be given seat, voice and vote at Convention. The motion was seconded and passed by voice vote. All congregations were seated.

Draft Minutes of the 150th Annual Convention

The Bishop introduced the adoption of the Minutes of the 150th Annual Convention. It was moved that the Minutes of the 150th Annual Convention of the Anglican Diocese of Pittsburgh be adopted without amendment. The motion was seconded and passed by voice vote.

Draft Minutes of the Special Convention

The Bishop introduced the adoption of the Minutes of the Special Convention. The Very Rev. Cn. John Park (Grace, Mt. Washington) moved that mentions of "prayer and worship" be replaced with "prayer and sung praise." It was moved that the Minutes of the Special Convention be adopted as amended. The motion was seconded and passed by voice vote.

The Bishop announced to Convention changes in status in other congregations: the Vestry of Church of the Advent, Brookline voted to become a parish of The Episcopal Diocese of Pittsburgh.

Recognition of Mission Fellowships & Mission Fellowships in Formation

The Bishop recognized representatives of Mission Fellowships and of Mission Fellowships in Formation (church plants).

Nominating Committee Report

The Bishop called upon Mrs. Marian Kreithen (Incarnation, Strip District), Chair of the Nominating Committee of Diocesan Council, to report. Mrs. Kreithen reported that the Nominating Committee had duly received names as shown on the election ballot to put into nomination. The following names were put forward for election:

1. Array (2 clergy, 1 lay): **The Rev. John Bailey, Dn. Regis Turocy, Mr. Joshua Moyer**
2. Board of Trustees (1 lay): **Mrs. Diane Edelstein**

3. Committee on Canons (1 clergy, 1 lay): **The Rev. David Rucker, Mrs. Delia Bouwers Bianchin**

4. Standing Committee (2 clergy, 1 lay): **The Rev. Keith Almond, The Rev. Jeffrey Wylie, Mr. Tom Sands**

5. Deputies to Extra-Diocesan Synod (2 clergy, 1 lay): **The Rev. William Henry, The Rev. Bill Starke, Mr. David Edelstein**

The Bishop thanked the Nominating Committee for the work they have done.

The Bishop requested a motion to receive the nominations. The motion was seconded and passed by voice vote.

The Bishop asked for nominations from the floor. There were no additional nominations from the floor. The Bishop asked for a motion that nominations for each be closed. The motion was seconded and passed by voice vote.

The Rev. Cruikshank moved that uncontested nominations be elected by voice vote. The motion was seconded and passed unanimously. All nominees for the Array, the Board of Trustees, the Committee on Constitution and Canons, the lay office of the Standing Committee, and lay representation on the Extra-Diocesan Synod were elected by voice vote.

Elections: First Ballot

Mr. Carey introduced the distribution of the first ballot for the clergy office of the Standing Committee and clergy representation on the Extra-Diocesan Synod.

Workshop 1

Paul Hassell addressed Convention on “Presenting the Gospel – Tool 1.”

Report of the Director of Administration and Finance on Budgets, Godly Share, Stewardship

The Rev. Bushyager reported financial highlights to Convention and drew attention to the Proposed 2017 Budget (Pre-Convention Journal B1-B10). The Rev. Bushyager clarified for Convention that the bad debt reduction was made at the advice of the auditors to reflect uncollected insurance premiums. The Rev. Bushyager noted the increase in expenses for medical insurance, as the diocesan insurance program was not renewed, and coverage is now being obtained from the plan made available by the ACNA, with the exception of those covered by individual plans through the marketplace of Medicare supplements. The increase of \$13,000 to \$14,000 in 2017 health insurance premiums will come before the December meeting of Diocesan Council.

The Anglican Diocese of Pittsburgh
Proposed 2017 Budget
Recommended by Diocesan Council
Not yet approved by Convention

| | | Total 2016 | Projected | Proposed |
|--|-----------------|-----------------|----------------|-----------------|
| | 2015 | Adjusted | Actual | 2017 |
| | Actual* | Budget | 2016 | Budget |
| INCOME | | | | |
| Congregation Godly Share Realized - Current Year | 735,183 | 690,880 | 733,746 | 732,627 |
| Parish Godly Share Realized - Prior Year | - | 2,000 | - | - |
| Church Plants and Beyond the Burg Congregations | 130,234 | 199,543 | 124,738 | 178,860 |
| New Congregations | | 5,000 | - | 5,000 |
| Total Godly Share Income | 865,417 | 897,422 | 858,484 | 916,487 |
| Communications Asking | 4,175 | 15,000 | 4,010 | 5,000 |
| Contributions - Individuals | 7,480 | 40,000 | 7,036 | 7,500 |
| Utilization of unrestricted gift reserve | - | - | - | - |
| Bishops Extra Mile | 19,285 | 7,500 | 940 | 15,000 |
| Miscellaneous | - | 1,000 | - | - |
| United Way | 6,073 | 700 | 6,956 | 5,000 |
| Budget Reserve | | - | | |
| Total Income | 902,430 | 961,622 | 877,426 | 948,987 |
| EXPENSES | | | | |
| Calling of New Bishop | | 30,000 | 45,886 | |
| Congregational Mission | 125,153 | 68,647 | 53,332 | 73,000 |
| Transformational Networks | 17,900 | 17,900 | 10,732 | 17,900 |
| Beyond The Diocese | 111,078 | 113,162 | 106,162 | 111,899 |
| Office of Bishop | 280,129 | 300,855 | 301,000 | 317,175 |
| Administration | 400,936 | 425,844 | 365,106 | 424,796 |
| Bad Debt Recognition | | 10,000 | | 10,000 |
| Diocesan Staff Salary Increases | | 11,591 | | 10,802 |
| Total Expenses | 935,196 | 936,408 | 882,218 | 965,570 |
| Gain/(Loss) | (32,766) | 25,215 | (4,792) | (16,583) |
| Transfer (To) From Budget Reserve | 32,766 | (25,215) | 4,792 | 16,583 |
| Net remainder | (0) | - | - | - |
| * Subject to revision by final audit | | | | |

The Anglican Diocese of Pittsburgh
Proposed 2017 Budget
Recommended by Diocesan Council
Not yet approved by Convention
Congregational Mission

| | Revised Adjusted 2016 Budget | Proposed 2017 Budget |
|--|---|-------------------------------------|
| <u>Canon to the Ordinary</u> | | |
| Salary | 2472 | |
| Housing | - | |
| Pension | 445 | |
| Life/AD&D/STD/LTD | 0 | |
| Medical Insurance Allowance | 2730 | |
| Travel | - | |
| Auto Expense | - | |
| Business Expense | - | |
| | 5,647 | |
| <u>Coordinator - Commission on Ministry</u> | | |
| Salary | - | |
| FICA/Pension | - | |
| Life/AD&D/STD/LTD | - | |
| Medical Insurance Allowance | - | |
| Travel/Training | - | |
| | - | |
| <u>Mission Team</u> | | |
| Part Time Stipends | 15,000 | 20,000 |
| Travel and Expenses | 2,500 | 4,250 |
| Programs and Initiatives | 7,500 | 10,750 |
| <u>Mission Grants</u> | | |
| Mission Grants to Congregations | 38,000 | 38,000 |
| TOTAL CONGREGATIONAL MISSION | 68,647 | 73,000 |
| Diocese from paying for Medicare B and supplemental coverage for spouse. | | |

The Anglican Diocese of Pittsburgh
Proposed 2017 Budget
Recommended by Diocesan Council
Not yet approved by Convention
Transformational Networks

| | | Revised 2016 Budget | Proposed 2017 Budget |
|-------------------------------|--|------------------------------------|-------------------------------------|
| <u>Training</u> | | | |
| | Clergy Conference | 1,000 | 1,000 |
| | Leadership Overnight | 500 | 500 |
| | Misconduct Training and Materials | 250 | 250 |
| | Ordinands Training Program | 400 | 400 |
| | | 2,150 | 2,150 |
| <u>Network Support</u> | | | |
| | Other Networks | 5,750 | 5,750 |
| | | 5,750 | 5,750 |
| <u>Commission on Ministry</u> | | | |
| | Deacon Formation Program | 2,000 | 2,000 |
| | Ordination Expenses | 500 | 500 |
| | Board of Examining Chaplains | 2,500 | 2,500 |
| | General Oversight | 1,000 | 1,000 |
| | Background Checks | 2,000 | 2,000 |
| | Psychological Exams | 2,000 | 2,000 |
| | | 10,000 | 10,000 |
| | TOTAL TRANSFORMATIONAL NETWORKS | 17,900 | 17,900 |

The Anglican Diocese of Pittsburgh
Proposed 2017 Budget
Recommended by Diocesan Council
Not yet approved by Convention
Transformational Networks

| | | Revised 2016 Budget | Proposed 2017 Budget |
|-------------------------------|--|------------------------------------|-------------------------------------|
| <u>Training</u> | | | |
| | Clergy Conference | 1,000 | 1,000 |
| | Leadership Overnight | 500 | 500 |
| | Misconduct Training and Materials | 250 | 250 |
| | Ordinands Training Program | 400 | 400 |
| | | 2,150 | 2,150 |
| <u>Network Support</u> | | | |
| | Other Networks | 5,750 | 5,750 |
| | | 5,750 | 5,750 |
| <u>Commission on Ministry</u> | | | |
| | Deacon Formation Program | 2,000 | 2,000 |
| | Ordination Expenses | 500 | 500 |
| | Board of Examining Chaplains | 2,500 | 2,500 |
| | General Oversight | 1,000 | 1,000 |
| | Background Checks | 2,000 | 2,000 |
| | Psychological Exams | 2,000 | 2,000 |
| | | 10,000 | 10,000 |
| | TOTAL TRANSFORMATIONAL NETWORKS | 17,900 | 17,900 |

The Anglican Diocese of Pittsburgh
Proposed 2017 Budget
Recommended by Diocesan Council
Not yet approved by Convention
Beyond the Diocese

| | | Approved 2016 Budget | Proposed 2017 Budget |
|---------------------------------|--|-------------------------------------|-------------------------------------|
| <u>National</u> | | | |
| Provincial Tithe | | 96,162 | 94,899 |
| Provincial Assembly Delegates | | 10,000 | 10,000 |
| | | 106,162 | 104,899 |
| <u>Ecumenical & Other</u> | | | |
| Christian Associates | | 6,000 | 6,000 |
| Other Ecumenical | | 1,000 | 1,000 |
| | | 7,000 | 7,000 |
| TOTAL BEYOND THE DIOCESE | | 113,162 | 111,899 |

The Anglican Diocese of Pittsburgh
Proposed 2017 Budget
Recommended by Diocesan Council
Not yet approved by Convention
Office of the Bishop

| | Adjusted | Proposed |
|---|-----------------|-----------------|
| | 2016 | 2017 |
| | Budget | Budget |
| Bishop | | |
| Salary | 45,113 | 60,000 |
| Housing | 47,500 | 40,000 |
| Pension | 16,670 | 18,000 |
| Life/AD&D/STD/LTD | 771 | 800 |
| Medical Insurance Premium | 10,165 | 22,600 |
| Travel | 3,750 | 3,750 |
| Auto Expense | 8,500 | 8,500 |
| Business Expense | 7,500 | 7,500 |
| | 139,969 | 161,150 |
| Assisting / Retired Bishops | | |
| Stipend | 5,000 | 5,000 |
| Travel | 3,800 | 5,000 |
| Business Expenses | 1,500 | 3,000 |
| | 10,300 | 13,000 |
| Executive Assistant to the Archbishop (FT) | | |
| Salary | 52,850 | 54,435 |
| FICA/Pension | 11,971 | 12,330 |
| Life/AD&D/STD/LTD | 464 | 479 |
| Medical Insurance Premium | 5,904 | 11,052 |
| | 71,188 | 78,296 |
| Director of Communications | | |
| Salary | 22,660 | 23,799 |
| FICA/Pension | 1,733 | 1,820 |
| Life/AD&D/STD/LTD | 200 | 210 |
| Medical Insurance Premium | 5,904 | |
| Travel/Training | 2,000 | 2,000 |
| | 32,498 | 27,829 |
| Diocesan Convention | | |
| Administration Assistance | 1,250 | 1,250 |
| Facilities & Meals | 1,250 | 1,250 |
| Printing & Mailing Journals | 6,000 | 6,000 |
| Miscellaneous | 500 | 500 |
| Technology Support | 500 | 500 |
| Travel-Speaker | 2,900 | 2,900 |
| | 12,400 | 12,400 |
| Communications - Publications | | |
| TRINITY Diocesan Newsletter | 25,000 | 15,000 |
| Printing, Direct Mail Costs, Sort, Labels | - | |
| Asking Letter for TRINITY | 3,500 | 3,500 |
| Diocesan Directory | 3,500 | 3,500 |
| Technical Support/Web Page Development | 2,100 | 2,100 |
| Miscellaneous | 400 | 400 |
| | 34,500 | 24,500 |
| | - | |
| TOTAL OFFICE OF THE BISHOP | 300,855 | 317,175 |

* Diocesan Council approved mid year salary adjustment in 2015 to compensate for Affordable Care Act provision preventing Diocese from paying for medicare B and supplemental coverage.

The Anglican Diocese of Pittsburgh Proposed 2017 Budget
Recommended by Diocesan Council Not yet approved by Convention
Office of Administration & Finance

| | Revised 2016 Budget | Proposed 2017 Budget | |
|---|------------------------------------|-------------------------------------|--|
| <u>Director of Administration & Finance / CFO</u> | | | |
| Salary | 81,862 | 81,862 | |
| Housing | 8,500 | 8,500 | |
| Pension | 16,265 | 16,265 | |
| FICA | - | - | |
| Life/AD&D/STD/LTD | 570 | 587 | |
| Medical Insurance Allowance | 786 | 801 | |
| Auto Expense | 6,000 | 6,000 | |
| Travel/Business Expense | 2,000 | 2,000 | |
| | 115,983 | 116,015 | |
| <u>Financial Consultant</u> | | | |
| Salary | 2,500 | | |
| FICA | 191 | | |
| | 2,691 | - | |
| <u>Financial Bookkeeper/Secretary</u> | | | |
| Salary | 42,950 | 44,239 | |
| FICA/Pension | 9,728 | 10,020 | |
| Life/AD&D/STD/LTD | 357 | 368 | |
| Medical Insurance Allowance | 5,904 | 11,052 | |
| Commuting Allowance | 1,000 | 1,000 | |
| | 59,940 | 66,679 | |
| <u>Receptionist</u> | | | |
| Salary | 31,710 | 37,265 * | |
| FICA/Pension | 7,182 | 8,441 | |
| Life/AD&D/STD/LTD | 262 | 308 | |
| Medical Insurance Allowance | 5,904 | 372 | |
| Commuting Allowance | 1,000 | 1,000 | |
| | 46,059 | 47,386 | |
| <u>Support</u> | | | |
| Amortization of Moving Costs | - | - | |
| Audit | 6,000 | 6,000 | |
| Background Checks | 300 | 300 | |
| Copier | 7,500 | 7,500 | |
| Legal Fees | 1,000 | 1,000 | |
| Liability, WorkersComp, Bond | 55,955 | 49,500 | |
| Medical Expense Reimbursements | 4,500 | 4,500 | |
| Miscellaneous | 450 | 450 | |
| Office Furniture/Equipment | 5,000 | 5,000 | |
| Office Supplies | 4,000 | 4,000 | |
| Payroll Support Service | 500 | 500 | |
| Pension Administration | 600 | 600 | |
| Postage | 7,500 | 7,500 | |
| Rent for Offices | 76,966 | 76,966 | |
| Staff Development | 2,000 | 2,000 | |
| Technology System Support & Training | 17,500 | 17,500 | |
| Telephones | 11,400 | 11,400 | |
| | 201,171 | 194,716 | |
| TOTAL OFFICE OF ADMINISTRATION | 425,844 | 424,796 | |
| * Diocesan Council approved mid year salary adjustment in 2015 to compensate for Affordable Care Act provision preventing Diocese from paying for medicare B and supplemental coverage. | | | |

Anglican Diocese of Pittsburgh
 Godly Share for Proposed 2017 Budget
 Recommended to Convention by Diocesan Council September 6, 2016

| Parish Name | Location | State | 2015 Oper Inc | 10% G S |
|--|-------------------------|-------|---------------------|-----------|
| Church of the Savior | AMBRIDGE | PA | \$137,350 | \$13,735 |
| Trinity Church | BEAVER | PA | \$141,463 | \$14,146 |
| St. Andrews Anglican Church College Hill | BEAVER FALLS | PA | \$15,145 | \$1,515 |
| Bedford Anglican Fellowship | BEDFORD | PA | \$2,945 | \$295 |
| Seeds of Hope Anglican Church | BLOOMFIELD | PA | \$79,569 | \$7,957 |
| St. Elizabeth Anglican Mission | BRIDGEVILLE | PA | \$6,000 | \$600 |
| Christ Church Anglican | BROWNSVILLE | PA | \$80,451 | \$8,045 |
| St. Peter's Anglican Church | BUTLER | PA | \$130,063 | \$13,006 |
| St. Mary's Anglican Church | CHARLEROI | PA | \$108,318 | \$10,832 |
| Church of the Transfiguration | CLAIRTON | PA | \$32,030 | \$3,203 |
| Charis 247 | CORAOPOLIS | PA | \$48,885 | \$4,889 |
| All Saints Anglican | CRANBERRY TWP | PA | \$156,682 | \$15,668 |
| Word of Light | EAST END | PA | N/A - parent congr. | \$0 |
| Jonah's Call | EAST END | PA | \$173,476 | \$17,348 |
| Christ Church, Fox Chapel | FOX CHAPEL | PA | \$486,800 | \$48,680 |
| St. Luke's Anglican Church | GEORGETOWN | PA | \$15,532 | \$1,553 |
| St. Thomas Church in the Fields | GIBSONIA | PA | \$93,758 | \$9,376 |
| Church of Our Saviour | GLENSHAW | PA | \$6,000 | \$600 |
| Christ's Church | GREENSBURG | PA | \$199,063 | \$19,906 |
| Good Shepherd Anglican Mission | HARRISBURG | PA | \$22,302 | \$2,230 |
| Harvest Anglican Church | HOMER CITY | PA | \$20,088 | \$2,009 |
| Prince of Peace Church | HOPEWELL | PA | \$219,536 | \$21,954 |
| St. Matthew's Anglican Church | JOHNSTOWN | PA | \$56,540 | \$5,654 |
| Holy Innocents Anglican Church | LEECHBURG | PA | \$50,636 | \$5,064 |
| Epiphany Anglican Fellowship | LIGONIER | PA | \$70,303 | \$7,030 |
| True Vine Anglican Church | MONONGAHELA | PA | \$87,383 | \$8,738 |
| St. Martin's Anglican Church | MONROEVILLE | PA | \$82,711 | \$8,271 |
| Grace Church | MT WASHINGTON/EDGEWORTH | PA | \$210,195 | \$21,020 |
| St. Alban's Anglican Church | MURRYSVILLE | PA | \$203,714 | \$20,371 |
| Christ Our Hope | NATRONA HEIGHTS | PA | \$153,341 | \$15,334 |
| Christ Episcopal Church | NEW BRIGHTON | PA | \$113,319 | \$11,332 |
| Mosaic Anglican Fellowship | NORTH FAYETTE | PA | \$136,047 | \$13,605 |
| Good Shepherd Anglican Mission | NORTH HILLS | PA | \$0 | \$0 |
| Church of the Ascension | OAKLAND | PA | \$1,317,712 | \$131,771 |
| Trinity Anglican Church | PATTON | PA | \$15,648 | \$1,565 |
| St. James Anglican Church | PENN HILLS | PA | \$64,081 | \$6,408 |
| Incarnation Church (Anglican) | PITTSBURGH | PA | \$33,885 | \$3,389 |
| All Saints Church | ROSEDALE | PA | \$67,254 | \$6,725 |
| St. Stephen's Church | SEWICKLEY | PA | \$1,692,208 | \$169,221 |
| Grace Anglican Church | SLIPPERY ROCK | PA | \$176,392 | \$17,639 |
| Somerset Anglican Fellowship | SOMERSET | PA | \$93,343 | \$9,334 |
| Redeemer Parish | SOUTH HILLS | PA | \$250,299 | \$25,030 |
| South Side Anglican Church | SOUTH SIDE | PA | \$103,845 | \$10,385 |
| Incarnation | STATE COLLEGE | PA | \$0 | \$0 |
| St. Mary's Anglican Church | TEMPLETON | PA | \$4,910 | \$491 |
| St. Peter's Parish Church | UNIONTOWN | PA | \$179,200 | \$17,920 |
| Shepherd's Heart Fellowship | UPTOWN | PA | \$93,843 | \$9,384 |
| Trinity Church | WASHINGTON | PA | \$257,943 | \$25,794 |
| St. George's Anglican Church | WAYNESBURG | PA | \$21,653 | \$2,165 |
| | | | | \$771,186 |
| | | | Adjustment 5% | \$38,559 |
| | | | Projected income | \$732,627 |

| Beyond the Burg | | | | |
|------------------------------|----------------|----|---------------------|-----------|
| Hope Anglican Church | ELBURN | IL | \$51,288 | \$5,129 |
| Church of Christ the King | EVANSTON | IL | \$38,000 | \$3,800 |
| St. Thomas Church | FORT COLLINS | CO | N/A - parent congr. | |
| St. John's Anglican Church | FRANKLIN | TN | \$380,981 | \$38,098 |
| Church of the Redeemer | NASHVILLE | TN | \$909,000 | \$90,900 |
| St. John's Anglican Church | SALT LAKE CITY | UT | | \$0 |
| All Saints Anglican Church | SPRINGFIELD | MI | \$323,823 | \$32,382 |
| New Jerusalem | WEST CHICAGO | IL | \$98,640 | \$9,864 |
| Church of the Great Shepherd | WHEATON | IL | \$81,000 | \$8,100 |
| | | | | \$188,273 |
| | | | Adjustment 5% | \$9,414 |
| | | | Projected income | \$178,860 |
| | | | | |
| | | | | \$911,486 |

The Rev. Norman Erb-White (Christ Church, Brownsville) moved that “Executive Assistant to the Archbishop” be amended to “Executive Assistant to the Bishop.” The motion passed by voice vote.

The Rev. Bushyager referred Convention to the 2017 Godly Share Schedule, confirming that the numbers will be verified in the coming months via correspondence with congregations.

Mr. Tom Hay (St. Stephen’s, Sewickley), Chair of the Finance Committee of Diocesan Council, moved that the 2017 Budget be adopted by Convention. No second was needed as the motion came from a committee of Council. The motion passed by voice vote.

The Rev. Bushyager introduced the 2017 Clergy Compensation Guide (Pre-Convention Journal B11-end) and offered consultation to congregational leaders on appropriate compensation.

Report of Election Results

Mr. Maywood Carey (All Saints, Cranberry), Judge of Elections reported to Convention the results of the first ballot. For the Standing Committee, the Rev. Jeffrey Wylie received 136 votes, and the Rev. Keith Almond received 48 votes. The Rev. Jeffrey Wylie was elected by both orders. For the Extra-Diocesan Synod, The Rev. Bill Henry received 51 clergy votes and 55 lay votes, and the Rev. Bill Starke received 35 clergy votes and 36 lay votes. The Rev. Bill Henry was elected by both orders. The Bishop expressed gratitude to all nominees for standing for election.

Report of the Chancellor

Mr. Robert Devlin, Chancellor of the Diocese, reported that work with The Episcopal Church is ongoing and noted with thanksgiving that there is no active litigation involving the Diocese. Mr. Devlin thanked Convention for the implementation of compliance with new Pennsylvania child abuse law. Mr. Devlin noted that the process for the Election of a Bishop was masterfully implemented and reported that the Standing Committee will work to improve policies and procedures for the election process. Mr. Devlin closed with the announcement of his retirement as Chancellor and reported to Convention that the Bishop has selected, and the Standing Committee approved, Mr. Andy Fletcher as the next Chancellor.

Resolution of Thanksgiving

The Rev. Paul Cooper, President of the Standing Committee, introduced a Resolution of Thanksgiving to honor Mr. Robert Devlin, Esq.

Whereas, Mr. Robert Devlin, Esq., has honorably and diligently served our diocese, freely and wisely giving legal advice and council through the turbulent years of realignment and through the peaceful years of rebuilding, on behalf of a grateful diocese,

Resolved, we thank him for his generous service.

The Resolution was unanimously adopted. Convention stood and thanked Mr. Devlin, expressing deep gratitude to him.

Report of the Growth Fund Committee

The Rev. Bushyager referred Convention to the report of the Growth Fund (Pre-Convention Journal D10-11) and reported on recent grant applications, which will come before the December meeting of the Board of Trustees.

Words of Thanksgiving

The Bishop thanked the Rector and people of St. Stephen's, Choir Master and Organist Kelly Nan, Convention musicians, and diocesan staff and volunteers. The Bishop also thanked Church of the Ascension for giving generously of their Rector, The Rev. Cn. Jonathan Millard, to serve the diocese one day per week. The Bishop expressed thanks to all who have warmly received and encouraged him and Shari in their new life in Pittsburgh.

The Bishop also expressed gratitude to the leaders of diocesan bodies, the Rev. Paul Cooper, President of the Standing Committee; the Rev. Scott Homer, Chair of the Commission on Ministry; the Rev. John Cruikshank, President of Diocesan Council; and Mr. Shawn Reed, President of the Board of Trustees. The Bishop explained that beginning the work of Diocesan Bishop has been comparable to jumping on a train already in motion. The Bishop noted that many diocesan clergy are serving in very challenging ministry contexts, in towns and cities that are economically depressed, spiritually oppressed, and without connection to God, and thanked these leaders for their faithfulness in ministry in these areas. The Bishop also thanked those who have supported the Archbishop Duncan Legacy Fund.

The Bishop offered special thanksgiving for those who have provided godly leadership over the years, especially the Rev. Cn. Mary Hays and the Most Rev. Robert Wm. Duncan. The Bishop expressed thanksgiving to Canon Mary for her crucial role and years of hard work in sustaining the life of the diocese. The Bishop expressed thanksgiving to Bishop Duncan for his gracious assistance and for his significant and continued support. The Bishop also offered thanksgiving to the Standing Committee for their leadership of a smooth transition.

Workshop 2

Mrs. Linda Bolyen of Alpha Mid Atlantic Ministries taught Convention on "Presenting the Gospel – Tool 2."

Noonday Prayers

The Rev. Cruikshank led Noonday Prayers.

Summary of Timothy Collaborative Discussion

Mrs. Heather Strong Moore (Grace, Slippery Rock) addressed Convention on the Timothy Collaborative, which met during the Saturday morning sessions. The Bishop addressed Convention regarding matters of racial reconciliation.

Report of the Standing Committee

The Rev. Paul Cooper (All Saints, Cranberry Township; St. Andrews College Hill, Beaver Falls), President of the Standing Committee, addressed Convention on the recent Election of a Bishop.

Report of the Archbishop Duncan Legacy Fund

Mr. Brad Root, Campaign Chair, reported to Convention on the Archbishop Duncan Legacy Fund.

Bishop's Address

The Bishop addressed Convention on updates to the written Bishop's Address.

Report of Constitution & Canons

Ms. Mary Martha Truschel (Ascension, Oakland), Chair of the Committee on Constitution and Canons, referred Convention to the report of the Committee (C1).

Constitutional Change (Second Reading)

Ms. Truschel introduced Resolution One before Convention.

Resolution One

Enabling Resolution for Transition to Staggered Terms of
Deputies to Extra-Diocesan Synods

Whereas, the process for electing deputies to extra-diocesan synods adopted at realignment (Constitution Article XII) did not provide for the staggered five-year terms mandated in the Constitution and Canons of the Anglican Church in North America; and

Whereas, a substantive version of Article XII of the Constitution is being considered by this 150th Annual Convention; and

Whereas, the deputies and alternates elected by the 145th Annual Convention, excepting three cases of retirement / resignation, were elected in ranked order and continue to serve as provided for by existing Article XII (their successors not having been elected); therefore be it

Resolved, that this 150th Annual Convention adopt the process outlined in the revision to Article XII and proceed to elect one clergy and one lay person for a five-year term (2016-2020); and be it further

Resolved, that the presently serving ranked deputies be authorized to serve in terms that expire as follows:

Clergy Deputies:

| | |
|-------------------|------|
| Mary Maggard Hays | 2016 |
| David Wilson | 2017 |
| Jonathan Millard | 2018 |
| Karen Stevenson | 2019 |

Lay Deputies:

| | |
|----------------|------|
| Marsha Tallant | 2016 |
| Cindy Thomas | 2017 |
| Jenni Bartling | 2018 |
| Joe Sarria | 2019 |

The Resolution was adopted by both orders.

Report of the Judge of Elections on District Caucuses

Mr. Maywood Carey, Judge of Elections, announced the results of elections in District Caucuses.

District 1 "Ohio Valley"

Council – Mr. Bob Jessep

District Chair – The Rev. Dennett Buettner

District Vice-Chair – Mr. Tom Turney

District 2 "Northlands"

Council – Mr. Richard Martin

District Chair – Mr. John Strachovsky

District Vice-Chair – The Rev. Ethan Magness

District 3 "Allegheny Valley"

Council – Julie Polczynski

District Chair – The Rev. John Bailey

District Vice-Chair – Mr. John Wilson

District 4 "Eastern Kingdom"

Board of Trustees – Mr. Derek Herrington

Council – The Rev. Bill Starke

District Chair – The Rev. Jeff Smead

District Vice-Chair – The Rev. Jeffrey Wylie

District 6 "City and City South"

Council – Mr. James Carney

District Chair – Mrs. Elaine Morehead

District Vice-Chair – The Rev. Charlie Treichler

District 8 "Two Rivers"

Board of Trustees - Mrs. Winifred Sherman

Council – Mr. Daniel Oliver

District Chair – The Rev. Dr. David Grissom

District Vice-Chair – Dn. Carolyn Nunnally

District 9 "Beyond the Burgh"

Council – Liz Smith

Council – Mr. John Simmons

District Chair – The Rev. Mike McGhee

District Vice-Chair – The Rev. Thomas McKenzie

District 10 "Southern Kingdom"

Council – The Ven. Dr. Mark Stevenson

District Chair – Dr. Michael Woodstuff

District Vice-Chair – Dn. Nancy Cain McCombe

Closing Prayer

The Convention closed with a hymn and with prayer.

Adjournment (*sine die*)

The Bishop declared the Convention adjourned *sine die* at 2:50 p.m.

Respectfully submitted,
Shannon Sims, Secretary of Convention

Section B

Budget and Financials

Introduction to Proposed 2018 Proposed Budget (B1)

Proposed 2018 Budget (B2-B7)

Godly Share for Proposed Budget (B8-B9)

Revised 2018 Clergy Compensation Guide (B10-end)

To: 152st Diocesan Convention

From: Chief Financial Officer, Director of Administration and Finance

Subject: Introduction to 2018 Proposed Budget

With a substantial shortfall in the Godly Share pledges from the projected amounts used in the 2017 budget approved by the 151st Convention it was necessary for the Diocesan Council to approve an adjusted budget at their meeting on March 14th of this year. This adjusted budget has been followed for calendar year 2017 and is shown to the left of the projected 2018 budget in this presentation.

For the 2018 proposed budget, income projections for Godly Share from congregations follow the recommend pattern of 10% of the most recent years' (2016) operating income as reported in the Congregational Report submitted to provincial headquarters with a 4% to 5% adjustment for potential non-payment and further adjustments for congregations that have historically pledged at other amounts

The expenses for Congregational Mission now reflect the establishment of Mission Team(s) that will carry out the activity of this office. Mission Grants demonstrate only the continuation of the final year of previous three year grants. Future Mission Grants will be issued through the Archbishop Duncan Legacy Fund. The Office of the Bishop now reflects a fulltime salary and benefits package for the Bishop.

The proposed budget for 2018 does not include salary / compensation increases for diocesan office leadership or staff.

This proposed budget was presented to the Diocesan Council on September 12, 2017 and was approved for presentation to the 152nd Convention.

Attached Information

- Budget detail – 6 pages
- Detail of revenue assumptions from Godly Share from all congregations – 2 pages

The Anglican Diocese of Pittsburgh
2018 Budget
Approved by Diocesan Council
September 2017

| | Total 2016 | 2016 | | Proposed |
|---|-------------------|----------------|----------------------|-----------------|
| | Adjusted | Actual* | Adjusted 2017 | 2018 |
| | Budget | | Budget | Budget |
| INCOME | | | | |
| Congregation Godly Share - Current Year | 690,880 | 742,873 | 731,129 | 751,217 |
| Parish Godly Share Realized - Prior Year | 2,000 | - | - | |
| Church Plants and Beyond the Burg Congregations | 199,543 | 98,606 | 123,379 | 132,412 |
| New Congregations | 5,000 | - | 5,000 | 5,000 |
| Total Godly Share Income | 897,422 | 841,479 | 859,508 | 888,629 |
| Communications Asking | 15,000 | 1,529 | 5,000 | 5,000 |
| Contributions - Individuals | 40,000 | 7,694 | 7,500 | 7,500 |
| Assets Released from Restriction | - | 103,162 | - | |
| Bishops Extra Mile | 7,500 | 2,835 | 12,500 | 12,500 |
| Miscellaneous | 1,000 | 2,767 | - | |
| United Way | 700 | 5,319 | 5,000 | 5,000 |
| | - | | | |
| Total Income | 961,622 | 964,784 | 889,508 | 918,629 |
| EXPENSES | | | | |
| Calling of New Bishop | 30,000 | 38,831 | | |
| Congregational Mission | 68,647 | 50,645 | 41,000 | 53,000 |
| Transformational Networks | 17,900 | 5,799 | 15,650 | 15,650 |
| Beyond The Diocese | 113,162 | 106,853 | 104,285 | 105,863 |
| Office of Bishop | 300,855 | 300,160 | 312,678 | 313,263 |
| Administration | 424,308 | 388,845 | 414,887 | 421,479 |
| Arch Bishop Legacy Fund Campaign Expenses | | 69,959 | | |
| Bad Debt Recognition | 10,000 | - | - | |
| Diocesan Staff Salary Increases | | | - | |
| Total Expenses | 934,872 | 961,092 | 888,499 | 909,255 |
| Gain/(Loss) | 26,750 | 3,692 | 1,009 | 9,374 |
| Estimated Balance Brought Forward | | | | |
| Remaining From Prepaid | | | | |
| | | | | |
| Transfer (To) From Budget Reserve | (26,750) | (3,692) | (1,009) | |
| | | | | |
| Net remainder | - | - | - | |
| | | | | |
| *audited | | | | |

The Anglican Diocese of Pittsburgh
 2018 Budget
 For Approval by Diocesan Council
 September 2017
 Congregational Mission

| | Revised | | Proposed |
|---|---------------|---------------|---------------|
| | Adjusted 2016 | Adjusted 2017 | 2018 |
| | Budget | Budget | Budget |
| <u>Canon to the Ordinary</u> | | | |
| Salary | 2,472 | | |
| Housing | - | | |
| Pension | 445 | | |
| Life/AD&D/STD/LTD | 0 | | |
| Medical Insurance Allowance | 2,730 | | |
| Travel | - | | |
| Auto Expense | - | | |
| Business Expense | - | | |
| | 5,647 | | |
| <u>Coordinator - Commission on Ministry</u> | | | |
| Salary | - | | |
| FICA/Pension | - | | |
| Life/AD&D/STD/LTD | - | | |
| Medical Insurance Allowance | - | | |
| Travel/Training | - | | |
| | - | | |
| <u>Mission Team</u> | | | |
| Part Time Stipends | 15,000 | 15,000 | 20,000 |
| Travel and Expenses | 2,500 | 3,000 | 4,250 |
| Programs and Initiatives | 7,500 | 5,000 | 10,750 |
| <u>Mission Grants</u> | | | |
| Mission Grants to Congregations | 38,000 | 18,000 | 18,000 |
| TOTAL CONGREGATIONAL MISSION | 68,647 | 41,000 | 53,000 |

The Anglican Diocese of Pittsburgh
 2018 Budget
 For Approval by Diocesan Council
 September 2017
 Transformational Networks

| | Revised | | Proposed |
|--|----------------|----------------------|-----------------|
| | 2016 | Adjusted 2017 | 2018 |
| | Budget | Budget | Budget |
| <u>Training</u> | | | |
| Clergy Conference | 1,000 | 1,000 | 1,000 |
| Leadership Overnight | 500 | 500 | 500 |
| Misconduct Training and Materials | 250 | 250 | 250 |
| Ordinands Training Program | 400 | 400 | 400 |
| | 2,150 | 2,150 | 2,150 |
| <u>Network Support</u> | | | |
| Other Networks | 5,750 | 3,500 | 3,500 |
| | 5,750 | 3,500 | 3,500 |
| <u>Commission on Ministry</u> | | | |
| Deacon Formation Program | 2,000 | 2,000 | 2,000 |
| Ordination Expenses | 500 | 500 | 500 |
| Board of Examining Chaplains | 2,500 | 2,500 | 2,500 |
| General Oversight | 1,000 | 1,000 | 1,000 |
| Background Checks | 2,000 | 2,000 | 2,000 |
| Psychological Exams | 2,000 | 2,000 | 2,000 |
| | 10,000 | 10,000 | 10,000 |
| TOTAL TRANSFORMATIONAL NETWORKS | 17,900 | 15,650 | 15,650 |

The Anglican Diocese of Pittsburgh
 2018 Budget
 For Approval by Diocesan Council
 September 2017
 Beyond the Diocese

| | Approved | | Proposed |
|---------------------------------|-----------------|----------------------|-----------------|
| | 2016 | Adjusted 2017 | 2018 |
| | Budget | Budget | Budget |
| <u>National</u> | | | |
| Provincial Tithe | 96,162 | 87,285 | 88863 |
| Provincial Assembly Delegates | 10,000 | 10,000 | 10000 |
| | 106,162 | 97,285 | 98863 |
| <u>Ecumenical & Other</u> | | | |
| Christian Associates | 6,000 | 6,000 | 6000 |
| Other Ecumenical | 1,000 | 1,000 | 1000 |
| | 7,000 | 7,000 | 7000 |
| TOTAL BEYOND THE DIOCESE | 113,162 | 104,285 | 105863 |

The Anglican Diocese of Pittsburgh
2018 Budget
For Approval by Diocesan Council
September 2017
Office of the Bishop

| | Adjusted | | Proposed |
|---|----------------|----------------|-----------------|
| | 2016 | Adjusted 2017 | 2018 |
| | Budget | Budget | Budget |
| Bishop | | | |
| Salary | 45,113 | 79,987 | 79,987 * |
| Housing | 47,500 | 40,000 | 40,000 * |
| Pension | 16,670 | 21,598 | 21,598 * |
| Life/AD&D/STD/LTD | 771 | 800 | 824 * |
| Medical Insurance Premium | 10,165 | 786 | 786 * |
| Travel | 3,750 | 3,750 | 3,750 |
| Auto Expense | 8,500 | 8,500 | 8,500 |
| Business Expense | 7,500 | 7,500 | 7,500 |
| | 139,969 | 162,921 | 162,945 |
| Assisting / Retired Bishops | | | |
| Stipend | 5,000 | 1,000 | 1,000 |
| Travel | 3,800 | 5,000 | 5,000 |
| Business Expenses | 1,500 | 3,000 | 3,000 |
| | 10,300 | 9,000 | 9,000 |
| Executive Assistant to the Archbishop (FT) | | | |
| Salary | 52,850 | 56,068 | 56,068 * |
| FICA/Pension | 11,971 | 12,699 | 12,699 * |
| Life/AD&D/STD/LTD | 464 | 493 | 508 * |
| Medical Insurance Premium | 5,904 | 11,052 | 12,106 * |
| | 71,188 | 80,313 | 81,382 * |
| Director of Communications | | | |
| Salary | 22,660 | 24,513 | 24,000 * |
| FICA/Pension | 1,733 | 1,820 | 1,820 * |
| Life/AD&D/STD/LTD | 200 | 210 | 216 * |
| Medical Insurance Premium | 5,904 | | |
| Travel/Training | 2,000 | 2,000 | 2,000 |
| | 32,498 | 28,543 | 28,036 |
| Diocesan Convention | | | |
| Administration Assistance | 1,250 | 1,250 | 1,250 |
| Facilities & Meals | 1,250 | 1,250 | 1,250 |
| Printing & Mailing Journals | 6,000 | 1,000 | 1,000 |
| Miscellaneous | 500 | 500 | 500 |
| Technology Support | 500 | 500 | 500 |
| Travel-Speaker | 2,900 | 2,900 | 2,900 |
| | 12,400 | 7,400 | 7,400 |
| Communications - Publications | | | |
| TRINITY Diocesan Newsletter | 25,000 | 15,000 | 15,000 |
| Printing, Direct Mail Costs, Sort, Labels | - | | |
| Asking Letter for TRINITY | 3,500 | 3,500 | 3,500 |
| Diocesan Directory | 3,500 | 3,500 | 3,500 |
| Technical Support/Web Page Development | 2,100 | 2,100 | 2,100 |
| Miscellaneous | 400 | 400 | 400 |
| | 34,500 | 24,500 | 24,500 |
| | - | | |
| TOTAL OFFICE OF THE BISHOP | 300,855 | 312,678 | 313,263 |

* Diocesan Council approved a plan for salary adjustment to compensate for Affordable Care Act provision preventing Diocese from paying for individual medical insurance plans which the Hobby's obtained effective Jan 1, 2017.
Salary also reflects full year vs partial year in 2017 as well as salary increase for 2017.

The Anglican Diocese of Pittsburgh
2018 Budget
For Approval by Diocesan Council
September 2017
Office of Administration

| | Revised 2016 Budget | Adjusted 2017 Budget | Proposed 2018 Budget |
|---|---------------------------|-------------------------|----------------------------|
| <u>Director of Administration & Finance / CFO</u> | | | |
| Salary | 81,862 | 77,809 | 77,809 |
| Housing | 8,500 | 8,500 | 8,500 |
| Pension | 16,265 | 15,536 | 15,536 |
| FICA | - | - | - |
| Life/AD&D/STD/LTD | 570 | 587 | 604 |
| Medical Insurance Allowance | 786 | 786 | 786 |
| Auto Expense | 6,000 | 6,000 | 6,000 |
| Travel/Business Expense | 2,000 | 2,000 | 2,000 |
| | 115,983 | 111,217 | 111,235 |
| <u>Financial Consultant</u> | | | |
| Salary | 2,500 | | |
| FICA | 191 | | |
| | 2,691 | - | - |
| <u>Financial Bookkeeper/Secretary</u> | | | |
| Salary | 41,698 | 42,948 | 42,948 |
| FICA/Pension | 9,445 | 9,728 | 9,728 |
| Life/AD&D/STD/LTD | 357 | 368 | 379 |
| Medical Insurance Allowance | 5,904 | 11,052 | 12,106 |
| Commuting Allowance | 1,000 | 1,000 | 1,000 |
| | 58,404 | 65,096 | 66,161 |
| <u>Receptionist</u> | | | |
| Salary | 31,710 | 38,383 | 38,383 |
| FICA/Pension | 7,182 | 8,694 | 8,694 |
| Life/AD&D/STD/LTD | 262 | 308 | 317 |
| Medical Insurance Allowance | 5,904 | 372 | 372 |
| Commuting Allowance | 1,000 | 1,000 | 1,000 |
| | 46,059 | 48,757 | 48,766 |
| <u>Support</u> | | | |
| Amortization of Moving Costs | - | - | - |
| Audit | 6,000 | 6,000 | 9,000 |
| Background Checks | 300 | 300 | 300 |
| Copier | 7,500 | 7,500 | 7,500 |
| Legal Fees | 1,000 | 1,000 | 1,000 |
| Liability, WorkersComp, Bond | 55,955 | 49,500 | 49,500 |
| Medical Expense Reimbursements | 4,500 | 4,500 | 4,500 |
| Miscellaneous | 450 | 450 | 450 |
| Office Furniture/Equipment | 5,000 | 3,000 | 3,000 |
| Office Supplies | 4,000 | 4,000 | 4,000 |
| Payroll Support Service | 500 | 500 | 500 |
| Pension Administration | 600 | 600 | 600 |
| Postage | 7,500 | 6,600 | 6,600 |
| Rent for Offices | 76,966 | 76,966 | 76,966 |
| Staff Development | 2,000 | 2,000 | 2,000 |
| Technology System Support & Training | 17,500 | 17,500 | 20,000 |
| Telephones | 11,400 | 9,400 | 9,400 |
| | 201,171 | 189,816 | 195,316 |
| TOTAL OFFICE OF ADMINISTRATION | 424,308 | 414,887 | 421,479 |

Projected Godly Share Offerings 2018
 Approved by Diocesan Council
 September 12th, 2017

| | 2015 | 2016 | 2018 | Growth | Growth |
|---|-----------|-----------|----------------|--------|--------|
| | Parochial | Parochial | Godly | Fund | Fund |
| | Income | Income | Share | 1% | 0.7% |
| Ambridge | 137,350 | 136,780 | 13,678 | 1,368 | 957 |
| Beaver | 141,463 | 139,459 | 13,946 | 1,395 | 976 |
| Beaver Falls - St Andrews - College Hill | 15,145 | 14,676 | 1,468 | 147 | 103 |
| Bloomfield | 79,569 | 121,276 | 12,128 | 1,213 | 849 |
| Bridgeville | 6,000 | 6,000 | 600 | 60 | 42 |
| Brownsville | 80,451 | 78,787 | 7,879 | 788 | 552 |
| Butler | 130,063 | 134,629 | 13,463 | 1,346 | 942 |
| Charleroi | 108,318 | 105,364 | 10,536 | 1,054 | 738 |
| Coraopolis | 48,885 | 39,000 | 3,900 | 390 | 273 |
| Cranberry Twp - All Saints (formerly New Life, Mars) | 156,682 | 153,160 | 15,316 | 1,532 | 1,072 |
| East End - Jonah's Call | 173,476 | 187,676 | 18,768 | 1,877 | 1,314 |
| Elizabeth | 32,030 | 33,798 | 3,380 | 338 | 237 |
| Fox Chapel | 486,800 | 470,301 | 47,030 | 4,703 | 3,292 |
| Georgetown | 15,532 | 15,089 | 1,509 | 151 | 106 |
| Gibsonia | 93,758 | 88,797 | 8,880 | 888 | 622 |
| Glenshaw | 6,000 | 5,000 | 500 | 50 | 35 |
| Greensburg | 199,063 | 203,674 | 20,367 | 2,037 | 1,426 |
| Grove City (formerly Slippery Rock) | 176,392 | 211,213 | 21,121 | 2,112 | 1,478 |
| Harrisburg - Good Shepherd Anglican | 22,302 | 27,426 | 2,743 | 274 | 192 |
| Homer City | 20,088 | 20,661 | 2,066 | 207 | 145 |
| Hopewell | 219,536 | 203,908 | 20,391 | 2,039 | 1,427 |
| Johnstown | 56,540 | 57,009 | 5,701 | 570 | 399 |
| Leechburg | 50,636 | 46,023 | 4,602 | 460 | 322 |
| Ligonier | 70,303 | 80,521 | 8,052 | 805 | 564 |
| Monongahela | 87,383 | 78,662 | 7,866 | 787 | 551 |
| Monroeville | 82,711 | 81,039 | 8,104 | 810 | 567 |
| Mt Washington/Edgeworth | 210,553 | 201,798 | 20,180 | 2,018 | 1,413 |
| Murrysville | 203,714 | 194,668 | 19,467 | 1,947 | 1,363 |
| Natrona Heights (formerly St. Andrew's, New Kensington) | 153,341 | 148,630 | 14,863 | 1,486 | 1,040 |
| New Brighton | 113,319 | 115,856 | 11,586 | 1,159 | 811 |
| North Fayette - Mosiac Anglican Fellowship | 136,047 | 147,651 | 14,765 | 1,477 | 1,034 |
| Oakland | 1,317,712 | 1,323,031 | 132,303 | 13,230 | 9,261 |
| Patton | 15,648 | 12,177 | 1,218 | 122 | 85 |
| Penn Hills | 64,081 | 59,726 | 5,973 | 597 | 418 |
| Pittsburgh - Incarnation | 33,885 | 46,155 | 4,616 | 462 | 323 |
| Rosedale | 67,254 | 68,964 | 6,896 | 690 | 483 |
| Sewickley | 1,692,208 | 1,633,378 | 163,338 | 16,334 | 11,434 |
| Somerset | 93,343 | 91,626 | 9,163 | 916 | 641 |
| South Hills | 250,299 | 378,089 | 37,809 | 3,781 | 2,647 |
| South Side Anglican | 103,845 | 123,464 | 12,346 | 1,235 | 864 |
| Templeton - Red Bank | 4,910 | 7,155 | 716 | 72 | 50 |
| Uniontown | 179,200 | 174,830 | 17,483 | 1,748 | 1,224 |
| Uptown, Shepherd's Heart | 93,843 | 96,150 | 9,615 | 962 | 673 |
| Washington | 257,943 | 237,816 | 23,782 | 2,378 | 1,665 |
| Waynesburg | 21,653 | 24,084 | 2,408 | 241 | 169 |
| TOTAL | | | 782,518 | | |
| Allowance for adjustments | | | 31,301 | | |
| Net Forecast | | | 751,217 | | |

Projected Godly Share Offerings 2018
 Approved by Diocesan Council
 September 12th, 2017

| | 2015 Parochial Income | 2016 Parochial Income | 2018 Godly Share | Growth Fund 1% | Growth Fund 0.7% |
|--|-----------------------------|-----------------------------|------------------------|----------------------|------------------------|
| MISSION FELLOWSHIPS - Southwestern PA | | | | | |
| Bedford - Bedford Anglican | 2,945 | 1,250 | - | 13 | 9 |
| North Hills, Good Shepherd | - | - | 2,750 | 275 | 193 |
| O'Hara Township - Word of Light | | | | | |
| State College - Incarnation | | | 500 | | |
| | | | | | |
| TOTAL | | | 3,250 | | |
| Allowance for adjustments | | | 163 | | |
| Net Forecast | | | 3,088 | | |

Beyond the Burg

| | | | | | |
|--|---------|---------|---------------|-------|------|
| Elburn - Hope Anglican | 47,497 | 59,150 | 5,915 | 592 | 414 |
| Evanston - The Church of Christ The King | 38,000 | 50,420 | 5,042 | 504 | 353 |
| Fort Collins - St. Thomas (included in Ascension) | | | | | |
| Franklin - St John's Anglican (TN) | 380,981 | 358,980 | 17,949 | 3,590 | 2513 |
| Nashville, TN - Redeemer | 909,000 | 804,193 | 40,210 | 8,042 | 5629 |
| Springfield (MO) | 323,823 | 444,755 | 44,476 | 4,448 | 3113 |
| West Chicago - New Jerusalem | 98,640 | 141,992 | 14,199 | 1,420 | 994 |
| Wheaton1 - Church of The Great Shepherd | 81,000 | 83,401 | 8,340 | 834 | 584 |
| | | | | | |
| TOTAL | | | 136,130 | | |
| Allowance for adjustments | | | 6,807 | | |
| Net Forecast | | | 129,324 | | |

Grand Total Forecast

883,628

Adjustments are 4% for Pennsylvania congregations and 5% for Mission Fellowships and Beyond the Burg Congregations.

2018 CLERGY COMPENSATION GUIDE

Anglican Diocese of Pittsburgh



Adopted by Diocesan Council on September 12, 2017

Clergy Compensation Guide 2018

This past year a revision of the Diocese of Pittsburgh Clergy Compensation Guide was made to reflect the numerous changes in the makeup of the diocese, the ministry models practiced by its various congregations and the understanding of how clergy are to be compensated. The 2018 Guide updates the values for the compensation packages where appropriate.

The purpose of this guide remains that of providing standards for the proper compensation of Anglican priests employed as full-time parochial clergy and guidance in the compensation for church planters, part-time clergy and supply clergy. The guide is applicable to the diocese and all congregations in the diocese, with the understanding that every congregation (Mission Fellowship-in-formation, Mission Fellowship and Congregations in Union with Convention) and every priest may have unique circumstances that require adjustments.

It is the responsibility of each vestry¹ to use the following guidelines in determining the compensation levels for clergy for whom that body may be responsible. For congregations in regions other than Southwestern Pennsylvania where cost of living is higher, minimums should be adjusted proportionately. All consideration should be made in accordance with the Diocesan Guiding Principles which are included in Appendix K of the guide. The Diocesan office and specifically the office of the Director of Administration and Finance are always available to vestries and clergy when there are questions.

The Diocese of Pittsburgh requires all clergy to sign a Letter of Agreement, which includes the compensation and benefit package, prior to beginning a ministry. The letter should also be signed by the Wardens and Treasurer of the parish and must be approved by the Bishop.

¹ The word Vestry in this document refers to any parish governing body of a congregation; it includes such entities as “bishop’s committee” or leadership team of a mission fellowship.

Diocesan Guiding Principles

Vision: One Church of Miraculous Expectation and Missionary Grace

Mission: Anglican Christians Transforming Our World with Jesus Christ

GUIDING PRINCIPLES

1. Clergy and lay leaders are grounded in the Gospel of Jesus Christ, and deliberately share that message with others outside their local congregations.
2. Clergy and lay leaders are faithful to the Lord in daily time spent with the Lord, and in the sacramental life of the Church.
3. Clergy and lay leaders understand that the tithe is the beginning of their giving.
4. Clergy and lay leaders model faithful family relationships, including sexual purity.
5. Clergy and lay leaders are in functional accountability and intercessory relationships that safeguard themselves and their people.
6. The Bishop's team and the clergy are fundamentally bound to each other: The regular expression of this is meeting together monthly.
7. The district system exists for the good order (administration, representative election, communication, leaven, and cooperative mission) of the Diocese: Diocesan Council is its minimum expression.
8. The shared vision of the Diocese states that ***we are one Church of miraculous expectation and missionary grace***. Living into this vision means that:
 - a. We are all in this together.
 - b. We strive for openness and transparency as we make decisions.
 - c. We are committed to growth "in season and out of season."
9. Members of elected and appointed bodies of the Diocese (Standing Committee, Board of Trustees, Diocesan Council, Vestries, and so forth) commit to faithful attendance, mutual submission and to working for the common good.
10. The work of diocesan leadership is **to strengthen congregations so that they are vibrant and multiplying**. The health, vibrancy, and well-being of the Diocese is measured by and reflected in the health, vibrancy, and well-being of the congregations. (Rev., Epiphany, A.D. 2010)

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Categories of Pastorates

Because the clergy in our diocese consist of men and women in very different stages of life from one another – second careers, retirees, young families, married, single, etc. – their needs vary greatly from parish to parish. When issuing a call, the vestry should have the flexibility to tailor a total compensation package that fits the needs of the individual. The focus of this guide, therefore, is on the total compensation package provided to a member of clergy, rather than just cash compensation.

Clergy compensation is appropriately guided by the congregational setting in which the ministry is offered, the size of the parish and the level of responsibility and commensurate skill and experience required for the particular situation. For 2018 the **recommended minimum starting total compensation packages** for full and part time and parochial clergy of the diocese are outlined below based on the following general categories:

1. Type of Pastorate
 - a. Rector
 - b. Full Time Assistant Priest
 - c. Part Time (25 hour per week) Rector, Church Planter, Assistant Priest
2. Operating Income
 - a. Under \$250,000 annually
 - b. From \$250,000 to \$500,000 annually
 - c. From \$500,000 to \$1,000,000 annually
 - d. In excess of \$1,000,000 annually
3. Congregation Setting
 - a. Major Metropolitan Area and Immediate Suburbs
 - b. Town / Rural

Minimum total package recommendations for the first year of incumbency in 2018:

Rector

| | Budget under \$250,000 | Budget over \$250,000 & under \$500,000 | Budget over \$500,000 & under \$1,000,00 | Budget over \$1,000,000 |
|----------------|------------------------|---|--|-------------------------|
| Metro/Suburban | \$65,150 | \$70,325 | \$84,900 | \$88,900 |
| Town/Rural | \$63,000 | \$68,650 | \$82,400 | \$86,900 |

Full Time Assistant Priest

| | Budget under \$250,000 | Budget over \$250,000 & under \$500,000 | Budget over \$500,000 & under \$1,000,00 | Budget over \$1,000,000 |
|----------------|------------------------|---|--|-------------------------|
| Metro/Suburban | \$57,975 | \$63,950 | \$68,550 | \$71,475 |
| Town/Rural | \$56,600 | \$63,500 | \$67,850 | \$70,500 |

Half Time (25 hour per week) Rector, Church Planter, Assistant Priest

| | Budget under \$250,000 | Budget over \$250,000 & under \$500,000 | Budget over \$500,000 & under \$1,000,00 | Budget over \$1,000,000 |
|----------------|------------------------|---|--|-------------------------|
| Metro/Suburban | \$21,425 | \$21,475 | \$24,375 | \$24,850 |
| Town/Rural | \$21,625 | \$22,875 | \$25,100 | \$24,450 |

These are the minimum total package recommendations for the first year of incumbency. For congregations in regions other than Southwestern Pennsylvania minimums should be adjusted proportionately to the area's cost of living. Total compensation packages above the minimums vary greatly as should be expected.

Adjustments to higher levels should be considered for the following factors:

- Prior years of service in ordained ministry
- Ability as a preacher and worship leader
- Ability as a teacher
- Administrative leadership

- Meeting targeted growth goals in Average Principal Service Attendance (APSA) or other specified growth goals
- Interpersonal skills and skills in counseling and/or conflict resolution
- Stewardship and fund-raising leadership
- Ability in communications and in community and ecumenical relations
- Job Complexity issues including:
 - Size of staff
 - APSA in excess of 300
 - Oversight of Preschool or Day School
- Variety of duties to be performed
- Recognition as an expert in a field
- Publications or requirement to publish
- Education beyond Master's level

The Director of Administration and Finance is available to each congregation to assist in determining the appropriate adjustments in each specific circumstance.

It should be the goal of every parish to provide each member of clergy with the minimum total compensation package recommended.

A clergy total compensation and benefit package should include, but is not limited to the benefits detailed on the following pages.

Cash Compensation

1. Stipend

- a. Stipend is that cash amount which is paid directly to a member of the clergy exclusive of housing, utilities, and Social Security Self-employment tax allowance.

2. Allowances

- a. Housing - Congregations should provide a housing allowance for their clergy. Clergy that live in church owned housing are also eligible for a housing allowance for furnishings and other allowable housing expenses. The housing allowance must conform to the tax code. The allowance must be church designated and be done in advance of the allowance being taken, meaning that it cannot be acted upon retroactively. The vestry, with input from the clergy, should review the allowance annually to make sure only allowable costs are taken into account. A sample housing allowance resolution is provided in [Appendix A on page 20] and a suggested format for documentation of clergy housing allowance is provided in [Appendix B on page 21].
- b. Utilities - Congregations with church-owned or church-provided housing should provide for a utility allowance for clergy-paid bills, or the provision for utilities to be paid directly by the church. This should be voted on by the Vestry and treated the same as the housing allowance for tax purposes.

Required Employment Benefits

1. Retirement/Pension - The Anglican Diocese of Pittsburgh requires each parish, mission and other ecclesiastical organization to pay into a retirement/pension plan for their clergy. It is highly recommended that parishes participate in the retirement plan of the Anglican Church in North America. The Diocesan recommendation is 10 - 18% of the cash compensation for each cleric and may include a matching component. The ACNA Plan document explains this in greater detail. Different rules may apply to the definition of "total compensation" for clergy that provide their own housing and those for whom housing is provided. Please contact the Office of Administration if you would like clarification for budgeting purposes.

NOTE: Be aware that the match portion of the retirement plan must also be offered to eligible lay employees.

2. Health Insurance

Health Insurance

- a. Medical insurance is legally required for full-time clergy and lay employees, their spouses and children. Parishes can provide coverage through its own group policies, or to the extent available, through policies provided through the Diocese. Questions about the availability of and coverage through the diocesan health insurance plan and enrollment information should be directed to the diocesan office. Parishes providing coverage through its own policies should ensure compliance with federal law, which does contain significant penalties for non-compliance. Cost-sharing arrangements for health care benefits should be handled at the parish level, but please note, to the extent a parish does not directly provide insurance, it should not reimburse clergy or lay employees for the cost of their coverage; otherwise legal penalties could apply. Health benefits are a negotiated benefit for part-time clergy.

3. Time away from work

- a. Weekly - A normal work week for full-time clergy is 50 hours – usually measured as approximately twelve units of mornings, afternoons or evenings in various combinations reflecting the demands of the ministry. Clergy are expected to have at least one continuous twenty-four hour period reserved for time away from work.
 - b. Vacation - Clergy are entitled to four weeks of vacation time per year, which will include a minimum of four Sundays.
 - c. Holidays – Holidays can be a complex matter for clergy. Some recognized “paid” holidays on a business calendar, such as Christmas, are actually working days for clergy. Congregations are encouraged to provide additional compensatory time away when clergy work a recognized holiday.
 - d. Maternity/Paternity Leave - Female clergy are entitled to take up to six weeks of paid, maternity leave upon the birth or adoption of a child(ren). Male clergy are entitled to take up to two weeks of paid paternity leave upon the birth or adoption of a child(ren). Additional unpaid time off can be taken in accordance with the Family Medical Leave Act, or as otherwise required by law.
 - e. Sick Days & short-term disability - Paid sick days should be provided pursuant to each parish’s policy, and short-term disability insurance should be provided for longer term illnesses.
4. Life Insurance – Life insurance should be purchased on clergy from a reputable insurance company. The minimum life insurance should be \$50,000.

Recommended Additional Benefits

1. Social Security Self-Employment Tax Allowance - For purposes of social security, clergy are considered self-employed. An allowance amount equal to half of the clergy's social security/self-employment tax (SECA), currently 15.3%, may be paid directly to the member of the clergy as an optional benefit. NOTE: This income is fully taxable and reportable as income to the clergy.
2. Long-term Disability - It is recommended that parishes purchase or make available Long-term disability insurance from a reputable company.
3. Additional Life Insurance - Parishes are encouraged to purchase or make available additional life insurance for clergy and their dependents.
4. Housing Equity Allowance - The 133rd Annual Convention of the Diocese of Pittsburgh adopted a resolution stating that effective, January 1, 1999, "Letters of Agreement for all clergy living in church-provided housing shall include an additional category of compensation entitled "Housing Equity Allowance" and it was further resolved that the specific amount of the Housing Equity Allowance shall be calculated by using a percentage of the value designated for housing [on the Assessment Form of the Church Pension Fund (30% of cash stipend plus utilities)] or an amount agreed upon between the clergy and the parish".
5. Wellness – There are various activities which all clergy should be encouraged to participate in:
 - Spiritual health activities: daily times of prayer, scripture reading, meditation, tithing, regular retreats to hear from God, and regular meetings with a spiritual director of the clergy's choosing.
 - Work family balance. Vestries should ensure that clergy take their vacation and holiday time outside of the parish context.
 - An annual medical exam (vestries should reserve for the exam in the unlikely event that it is not covered by the Health Insurance Plan).
 - Regular exercise & healthy eating habits, including moderation or

abstinence of tobacco, alcohol or other drug use.

- A professional support group of the clergy's choosing, and adequate attention to emotional health, which may require professional counseling (vestries should reserve for the cost if it is not covered by the Health Insurance Plan).
- Community activities and involvement (outside of the parish context or role of clergy).

6. Recommended Expense Allotments and Reimbursement*

- a. Travel - Each congregation should provide either a monthly allowance or an accountable reimbursement plan utilizing the IRS per mile reimbursement rate set annually by the Diocesan Council. It is recommended that the vestry adopt an accountable reimbursement plan. Reimbursements paid under an accountable reimbursement plan are not reportable by the employer or employee as taxable income, unlike the monthly allowance, which is taxable. The accountable reimbursement plan is a significant advantage to the clergy. Note: When the accountable reimbursement plan is adopted by the vestry it applies to all employees – clergy or lay. Clergy should not be paid at a rate in excess of the IRS per mile reimbursement rate, under IRS revenue ruling 84-127. Finally, no reimbursement should be made for fuel or maintenance, since those are included in the per mile reimbursement rate.
- b. The clergy should keep in mind that travel expenses either reimbursed as an allowance or under an accountable reimbursement plan must be documented. See [APPENDIX C on page 22] for a sample documentation form. In the event of an audit the IRS will request the documentation of these expenses.

*IRS Publication 463 provides additional information and a sample record form.

<http://www.irs.gov/publications/p463/ch05.html>

7. Continuing Education - All clergy are encouraged to engage in regular continuing education to strengthen their ministries. Parishes are expected to provide both time and money (usually \$500-\$1,000 toward the expenses of continuing education projects and materials) to make such study possible. Continuing Education time should be focused on vocational development in areas that undergird present or future ministry and develop or strengthen talents and skills. This time is not to be used as additional vacation or leisure time.

8. Sabbaticals - After five years of service, a full time priest is eligible for sabbatical leave that has accrued at the rate of two weeks per year of service, up to a maximum of three months of leave. Parishes should build provision into their budgets to cover the expenses of a sabbatical, which include program and travel costs as well as liturgical and pastoral care coverage for the parish. A periodic sabbatical is a healthy and effective means of preventing burnout and of renewing and enhancing a professional's capabilities for dealing effectively with problems facing those who need help. A written description of the sabbatical plan should be submitted to the Bishop no fewer than 90 days before it commences. The following planning guidelines are recommended:
 - a. The sabbatical is intended to provide rest and renewal, but should have a structure to it. Planning for the sabbatical is just as important for the clergy or lay professional as it is for the parish. The planning process can be broken into three phases: (1) the pre-sabbatical or planning phase; (2) the sabbatical itself; and (3) the post-sabbatical phase.
 - b. During the first phase, the objectives of the sabbatical should be defined in general terms and a flexible plan should be developed to achieve those objectives. The plan might involve study, travel, writing or some combination of all three, blended with a good measure of relaxation and family time.

- c. The second phase is the sabbatical and the person should follow a flexible approach to pursuing the planned objectives, bearing in mind that the overall goal is rest and renewal, not rigid adherence to a prescribed plan of action.
- d. The third phase is a time of adjustment for both the person returning and for those who have experienced that person's absence. Feedback should be provided through face-to-face dialogue or in the form of a written report or journal to the Bishop's office within 90 days of returning from a sabbatical.

9. Business Entertainment -

Entertaining on behalf of the church should be reimbursed under an accountable reimbursement plan (see footnote under item 5 above). Vestries are encouraged to budget annually for these anticipated needs.

10. Moving -

When a congregation issues a call, it should pay the expenses associated with the relocation. Clergy who have been called and the leadership of the congregations to which they have been called are encouraged to discuss the anticipated expenses in advance and to set up a reserve.

11. Attendance at annual Clergy Retreat –

The annual Clergy Retreat is a time when, through prayer, study of God's Word, reflection, worship and fellowship the clergy of the diocese are refreshed and re-invigorated to continue to perform their ministry within their congregations. It is strongly recommended that the congregations annual budget include a line item to fully fund the attendance of your clergy (in 2017 this would have been \$211.15 plus travel expenses per person).

Guidelines for Supply Clergy Rates

In an effort to provide guidelines in this area, the Committee recommends the following *minimum* schedule for supply clergy to be paid by the Vestry of the parish for whom services are supplied. :

| | |
|-----------------------|--------------|
| 1 Service with Sermon | \$135 |
|-----------------------|--------------|

| | |
|------------------------|--------------|
| 2 Services with Sermon | \$200 |
|------------------------|--------------|

An additional \$60 is to be paid for each additional service on the same weekend. Clergy are also to be reimbursed for travel costs at the current IRS reimbursable mileage rate, unless the supply rate is increased to cover these expenses.

Advocacy for Clergy during Compensation/Benefit Negotiations

Clergy often find it difficult to negotiate for an adjustment in their compensation and benefits. Negotiation is not a skill that everyone possesses. In response to this reality, the Clergy Compensation Committee proposes that a cleric may ask for an advocate to represent his or her needs and desires to the vestry or budget committee.

1. The cleric should let the vestry know well in advance that he will have a representative during the negotiation process.
2. The advocate does not need to be a member of the parish, but needs to be someone with credibility in the parish, and should not be the Treasurer as this would be a conflict of interest. The advocate should have an understanding of the covenant between the cleric and the parish and also have a sense of advocacy as a ministry that serves both the cleric and the parish. The cleric should communicate clearly with the prospective advocate, articulating what is being requested, for example:
 - 1) To represent the cleric's needs to the vestry or budget committee.
 - 2) To discuss the cleric's hopes for the next year regarding compensation.
 - 3) To meet one or two times before the budget meeting.
 - a) The Diocesan Clergy Compensation Guidelines should be used as a tool for the meeting. All of the categories of the covenant between the cleric and the vestry should be addressed, keeping in mind that the recommended compensation reflects minimums and not maximums.
 - b) The cleric should be comfortable discussing finances and articulating his needs with the advocate.
 - c) Prayer is central to this process as leadership seeks to steward potentially limited resources in light of competing needs.
 - 4) To meet annually with the cleric to review future needs and expectations.

Guidelines for Parish, Cleric and Family during Marital Stress, Crisis and Divorce in Clergy Families

The establishment, blessing and nurture of Christian marriage and Christian family life are a primary task of the church. However, like any marriage, clergy marriages come under stress and clergy separation and divorce do occur. They are realities usually accompanied by confusion and hurt. They are among life's most threatening and painful experiences. These guidelines are designed to be helpful for vestries, clergy and his/her family as they develop ways of dealing with marital problems of clergy. Special consideration should be given to principles articulated in Title III, Canon 3, Section 5 & 6 of The Canons of the Anglican Church in North America, and the Diocesan policy titled: "Divorce, Remarriage and the Call to Ministry" In the process of working with the problems that have become apparent in a marriage, the various parties affected have responsibilities that they must accept. Each should respect the confidentiality of the situation, but also recognize the effect that a cleric's marital crisis might have on the Parish.

1. Clergy Responsibility:

- a) Recognizing serious problems developing within the marriage.
- b) Discussing problems with spouse (and children).
- c) Discussing the situation with an appropriate and trusted third party.
- d) Seeking professional counseling for self and family.
- e) Recognizing the potential impact upon the congregation in such areas as:
 - Management of the church's day-to-day affairs,
 - Counseling for parishioners,
 - Visiting parishioners, and
 - Emotional response of the congregation.
- f) Counseling with the bishop for guidance on what approaches to use for the problem.
- g) Discussing with the Senior Warden, as appropriate, when problems impact the parish, or might result in divorce or separation.

2. Spouse Responsibility:

- a) Recognizing serious problems developing within the marriage.
- b) Discussing problems with spouse and children.
- c) Discussing the situation with an appropriate and trusted third party.
- d) Seeking professional counseling with spouse.

3. Vestry/Senior Warden Responsibility:

- a) Approaching the clergy when problems are having an impact upon the congregation, or may result in separation or divorce.
- b) Deciding what role vestry should take.
- c) Suggesting counseling for clergy and family if problems appear to be escalating.
- d) Considering a leave of absence or sabbatical for the clergy and spouse to focus on the issue.
- e) Requesting assistance from bishop if unable to help to resolve the problem.
- f) Setting limits as to when the parish can no longer allow problems to disrupt the parish and the congregation.
- g) Deciding what continuing financial support is available to the clergy and family should separation or divorce result.

4. Bishop's Responsibility

- a) Setting up a protocol as to when the Bishop becomes involved.
- b) Being available to clergy and family.
- c) Having within the diocese counseling resources available to clergy and families.

Bishop's Wellness Committee

The salary of the Bishop is reviewed annually by the Bishop's Wellness Committee. The committee is comprised of the President of the Standing Committee, President of the Board of Trustees, the President of Diocesan Council and two ombudsmen (one clergy; one lay) nominated by the Bishop. This committee meets semi-annually to review compensation and wellness issues with the Bishop. The salaries of the Canon to the Ordinary and the Director of Administration and Finance are reviewed annually and set by the Bishop in consultation with the Bishop's Wellness Committee.

Appendix A

SUGGESTED INSERT FOR MINUTES OF VESTRY FOR DESIGNATION OF CLERGY HOUSING ALLOWANCE

The Vestry has received a statement from the Rev. _____

detailing the amounts that (he)(she) expects to spend in 20____ to provide a home for (himself) (herself) and (and family).

A copy of this statement is attached to and forms a part of the original minutes of this meeting.

After consideration, on motion duly made and seconded, the following resolution was adopted:

BE IT RESOLVED that \$ _____ of the Rev. _____'s compensation is designated as an allowance for the expenses of providing a home, based upon the attached statement of the Rev. _____'s estimated housing expenses for the year 20____.

(If the clergy person is provided with the rent-free use of a house, the following should be added.)

The Rev. _____ shall also be provided with the rent-free use of the house located at _____ for the year 20____ in consideration of (his)(her) services as _____ of _____ Church, _____, Pennsylvania.

BE IT FURTHER RESOLVED that the amount herein designated shall remain in effect for future years until new information is received from the designee and the vestry takes action to approve a new housing allowance.

(The clergy person should retain a copy of the minutes containing this notice, with his or her IRS records.)

Appendix B

SUGGESTED FORMAT FOR DOCUMENTATION OF CLERGY HOUSING ALLOWANCE

TO: _____
 (Vestry)

 (Name of Church)

 (Address of Church)

FROM: _____
 (Clergy Person)

SUBJECT: Housing Allowance for 20_____

The following amounts are estimates of the costs I expect to pay during 20_____ to provide a home for myself (and family):

| | | |
|-----|---|---------|
| (1) | House | \$_____ |
| | The lower of: mortgage, fair rental value, or rent on leased premises | |
| (2) | Utilities | \$_____ |
| (3) | Taxes | \$_____ |
| (4) | Insurance | \$_____ |
| (5) | Repairs and maintenance | \$_____ |
| (6) | Furnishings | \$_____ |
| (7) | Other housing expenses: | _____ |
| (8) | _____ | \$_____ |
| | TOTAL | \$_____ |

Clergy Person's Signature: _____

Date: _____

Section C

Report of the Committee on Constitution & Canons (C1)

2017 Rosters of Elected Bodies (C2 – C9)

Districts of the Anglican Diocese (C10)

Report of the Committee on Constitution and Canons

Over the past year, the Committee on Constitution and Canons has been grateful for the work done in previous years, especially the substantial effort to revise and modernize the Constitution and Canons to reflect current practices of the Diocese and to ensure consistency with the parallel provisions of the Constitution and Canons of the Anglican Church in North America.

The Committee is also deeply thankful for the work and leadership of Mary Martha Truschel who led the group during these past few years to ensure the transition to new Episcopal leadership was undergirded by a clear and cohesive set of Constitution and Canons.

The Committee has not met since Convention 2016 but plans to begin meeting this coming year under the direction and leadership of our new Bishop.

Respectfully submitted,
The Rev. John M. Heidengren
Chair, Committee on Constitution and Canons

2017 ROSTERS OF ELECTED BODIES

THE ARRAY

Term 2015-2017

The Rev. Ethan Magness (1st term)
335 West New Castle Street
Slippery Rock, PA 16057

The Rev. Jeffrey Wylie (1st term)
Christ's Church
122 North Maple Avenue
Greensburg, PA 15601

Mr. Roger Foley (1st term)
110 Essex Knoll Drive
Moon Township, PA 15108

Term 2016-2018

Mr. Alan Komm (2nd term)
536 Bigham Avenue
Pittsburgh, PA 15211

Mrs. Sarah Kwolek (1st term)
1719 Duss Avenue
Ambridge, PA 15003

The Rev. Dr. Langdon Pegram M.D. (1st term)
1221 Third Avenue
New Brighton, PA 15066

Term 2017 - 2019

Deacon Regis Turocy (2nd term)
3006 Oakhurst Road
Bethel Park, PA 15102

The Rev. John Bailey (1st term)
619 Freeport Road
New Kensington, PA 15068

Mr. Joshua Moyer (1st term)
6342 Aurelia Street Floor 2
Pittsburgh, PA 15206

BOARD OF TRUSTEES

DISTRICT REPRESENTATIVES

- 1 Cunningham, James (2018-2)**
118 Kenney Drive
Sewickley, PA 15143
(C) 412-310-0942
jcunningham@bdo.com
St. Stephen's, Sewickley
- 2 VACANT**
Standing Committee to appoint.
- 3 McLaughlin, Tim (2017-1)**
209 Lexington Avenue
Pittsburgh, PA 15215
(O) 412-897-6006
tim@321Blink.com
Christ Church, Fox Chapel
- 4 Herrington, Derek (2019-1)**
1102 Lauralynn Drive
Latrobe, PA 15650
(H) 724-879-4188
dhsandtrap@comcast.net
Christ's Church, Greensburg
- 6 Foster, James (2018-1)**
508 Edgerton Place
Pittsburgh, PA 15208
(H) 412-361-4415
jfoster@greycourt.com
Ascension, Oakland
- 8 Sherman, Winifred (2019-1)**
138 Suhan Drive
Irwin, PA 15642
(H) 724-744-1012 (C) 724-787-2171
dwsherman@comcast.net
St. James, Penn Hills
- 10 VACANT (2018-1)**
Standing Committee to appoint.

ELECTED BY CONVENTION

- VACANT (2018-1)**
Standing Committee to appoint.
- Shiner, Mike (2017-1) (President)**
5510 Kamin Street
Pittsburgh, PA 15217
(H) 412-422-9019
mshiner@tuckerlaw.com
Christ Church, Fox Chapel
- Edelstein, Diane (2019-1)**
780 Second Street
Beaver, PA 15009
(C) 724-601-4053 (O) 724-471-5500
dedelstein@md-cpas.com
Trinity Church, Beaver

BISHOP'S APPOINTMENTS

- Shields, Maria (2018-2)**
132 Lake Colony Drive
Venetia, PA 15367
(C) 412-759-1990 (O) 724-514-3077
mshields90@gmail.com
Redeemer, South Hills
- Storm, Nick (2019-1)**
110 Vista Court
Oakdale, PA 15071
(H) 412-262-4676 (C) 412-908-1909
nick.storm41@gmail.com
Mosaic Church, North Fayette

COMMITTEE ON CANONS

Term Expires 2017

The Rev. John Heidengren (2nd term)
Prince of Peace
1314 Gringo Road
Aliquippa, PA 15001
papajmh@hotmail.com

Mr. Jay Gilmer (1st term)
1148 Portland Street
Pittsburgh, PA 15206
JayGilmer@verizon.net

Term Expires 2018

The Rev. John Cruikshank (2nd term)
St. Peter's Parish Church
60 Morgantown Street
Uniontown, PA 15401
jtcmbc71@msn.com

Mr. Alan Komm (1st term)
536 Bigham Avenue
Pittsburgh, PA 15211
alkomm@comcast.net

Term Expires 2019

Mrs. Delia Bouwers Bianchin (1st term)
335 Belmont Road
Butler, PA 16001
Legallydelia@gmail.com

The Rev. David Rucker
All Saints' Anglican Church
5501 Third Street
Verona, PA 15147
Rucker59@gmail.com

DEPUTIES TO EXTRA-DIOCESAN SYNOD

| CLERGY DEPUTIES | LAY DEPUTIES | TERM YEAR |
|------------------|-----------------|-----------|
| David Wilson | Cindy Thomas | 2017 |
| Jonathan Millard | Jenni Bartling | 2018 |
| Karen Stevenson | Doug Wicker | 2019 |
| Dennett Buettner | Shawn Reed | 2020 |
| Bill Henry | David Edelstein | 2021 |

DIOCESAN COUNCIL

DISTRICT 1

The Rev. Glenn Crytzer (2017-1)
111 Iroquois Drive
Butler, PA 16001
gcrytzer@gmail.com
Trinity Church, Beaver

Mr. Thomas Hay (2018-2)
623 Poia Road
Edgeworth, PA 15143
Thomas.Southard.Hay@gmail.com
St. Stephens Church, Sewickley

Lay Vacancy (2019)

DISTRICT 2

Lay Vacancy (2017)

The Rev. Andrew DeFusco (2018-1)
St. Peter's Anglican Church
218 East Jefferson Street
Butler, PA 16001
anglicandrew@gmail.com
St. Peter's Church, Butler

Mr. Richard Martin (2016-1)
360 Denny Road
Valencia, PA 16059
obsedwithduck@yahoo.com
St. Thomas Church, Gibsonia

DISTRICT 3

Mrs. Connie Guggenheimer (2017-1)
210 Kensington Court
Pittsburgh, PA 15238
conlizguggenheimer@gmail.com
Christ Church Fox Chapel

The Rev. John Bailey (2018-1)
Christ Our Hope
926 Painter Avenue
Natrona Heights, PA 15065
frjohn@cohac.org
Christ our Hope, Natrona

Mrs. Julie Polczynski (2019-1)
2725 Hastings Drive
Lower Burrell, PA 15068
jprngrandma@gmail.com
Christ our Hope, Natrona

DISTRICT 4

Mr. Dennis Baserman (2017-2)
1040 Susquehanna Street
Johnstown, PA 15905
dnbas@floodcity.net
St. Matthew's Church, Johnstown

Mr. Tim Moore (2018-1)
1110 Acorn Drive
Greensburg, PA 15601
tmoore@pitcairndoor.com
Christ's Church, Greensburg

The Rev. Bill Starke
843 Tayman Avenue
Somerset, PA 15501
FatherBillStarke@gmail.com
Somerset Anglican Fellowship

DISTRICT 6

The Rev. Dr. John Paul Chaney (2017-1)
4738 Friendship Avenue
Pittsburgh, PA 15224
johnpaulchaney@gmail.com
Seeds of Hope, Bloomfield

Ms. Marian Kreithen (2018-2)
5416 Beacon Street
Pittsburgh, PA 15217
mkreithen@earthlink.net
Incarnation Church, Strip District

Mr. James Carney (2019-2)
845 Northridge Drive
Pittsburgh, PA 15216
jtcarney10@comcast.net
St. Elizabeth's Anglican Mission, Bridgeville

DISTRICT 7 (*No 2017 elections*)

DISTRICT 8

The Rev. Kua Apple (2017-1)
1161 Church Street
Ambridge, PA 15003
Kapple2@verizon.net
St. Martin's Church, Monroeville

Lay Vacancy (2018)

Mr. Dan Oliver (2019-1)
861 East Hutchinson Avenue
Pittsburgh, PA 15218
d-d.oliver@verizon.net
All Saints Church, Rosedale

DISTRICT 9

Mrs. Liz Smith (2019-1)
537 Ploughman's Bend Drive
Franklin, TN 37064
ecsmd@att.net
St. John's Church, Franklin, TN

Mr. John Simmons (2019-1)
2059 South Mayfair Avenue
Springfield, MO 65804
Jhsimmons59@gmail.com
All Saints Church, Springfield, MO

DISTRICT 10

Mr. Lester Ward (2017-1)
234 Prospect Street
Brownsville, PA 15417
chiefwoo@yahoo.com
Christ Church, Brownsville

The Rev. John Cruikshank (2018-2)
St. Peter's Parish Church
60 Morgantown Street
Uniontown, PA 15401
jtcmbc71@msn.com
St. Peter's Church, Uniontown

The Venerable Mark Stevenson (2019-1)
56 North Watson Avenue
Washington, PA 15301
mstevenson@tsm.edu
Trinity Church, Washington

Ex Officio Council Membership

Bishop of Pittsburgh

The Rt. Rev. James L. Hobby
The Anglican Diocese of Pittsburgh
Nova Tower 1, One Allegheny Square
Suite 650
Pittsburgh 15212
hobby@pitanglican.org

Chancellor of the Diocese

Mr. Andy Fletcher
111 Haverford Road
Pittsburgh, PA 15238
fletchea@pepperlaw.com

Standing Committee, President

The Rev. John Fierro
11 Hoon Street
Monongahela, PA 15063
Retiredrector2016@gmail.com

Board of Trustees, President

Mr. Michael Shiner
5510 Kamin Street
Pittsburgh, PA 15217
mshiner@tuckerlaw.com

Secretary of Convention

Mrs. Shannon Sims
115 East Hallam Avenue
Washington, PA 15301
shannonmarysims@gmail.com

Non-Members

Director of Administration & Finance

The Rev. Donald Bushyager
The Anglican Diocese of Pittsburgh
Pittsburgh, PA 15212
bushyager@pitanglican.org

GROWTH FUND

Elected from Board of Trustees

Jim Cunningham – (2019 – 2nd term)

Elected from Diocesan Council

Tim Moore (2019 – 1st term)

The Rev. Andrew DeFusco (2019- 1st term)

Elected from Convention

Judy Gorecki – (2017 – 1st term)

Winifred Sherman – (2018 – 1st term)

The Rev. Don Bushyager (Ex-Officio)

DISTRICTS OF THE ANGLICAN DIOCESE OF PITTSBURGH

Lay Deputies Beginning July 1, 2017 for 2017 Convention

(Based on 2015 Congregational Reports)

| <i>DISTRICT 1 (OHIO VALLEY)</i> | |
|---------------------------------|-----------|
| Ambridge, Church of the Savior | 2 |
| Beaver, Trinity | 2 |
| Coraopolis, Charis 247 | 2 |
| Georgetown, St. Luke's | 2 |
| Hopewell, Prince of Peace | 3 |
| New Brighton, Christ Church | 2 |
| North Fayette, Mosaic | 2 |
| Sewickley, St. Stephen's | 7 |
| | 22 |

| <i>DISTRICT 7 (ST. JOHN BAPTIST)</i> | |
|--------------------------------------|------------|
| Elburn (IL), Hope | [2] |
| Evanston (IL), Christ the King | [2] |
| West Chicago (IL), New Jerusalem | [2] |
| Wheaton (IL), Great Shepherd | [2] |
| | [8] |

| <i>DISTRICT 2 (NORTHLANDS)</i> | |
|--|-------------------|
| Beaver Falls, St. Andrews College Hill | [2] |
| Butler, St. Peter's | 2 |
| Cranberry Twp., All Saints | 2 |
| Gibsonia, St. Thomas-in-the-Fields | 2 |
| Glenshaw, Church of Our Saviour | 2 |
| Grove City, Grace Anglican | 3 |
| North Hills, Good Shepherd | (2) |
| | 11/[2]/(2) |

| <i>DISTRICT 8 (TWO RIVERS)</i> | |
|--------------------------------|----------|
| Monroeville, St. Martin's | 2 |
| Murrysville, St. Alban's | 2 |
| Penn Hills, St. James | 2 |
| Rosedale, All Saints | 2 |
| | 8 |

| <i>DISTRICT 3 (ALLEGHENY VALLEY)</i> | |
|--------------------------------------|--------------|
| Fox Chapel, Christ Church | 3 |
| Leechburg, Holy Innocents | 2 |
| Natrona Heights, Christ Our Hope | 2 |
| O'Hara Township, Word of Light | (2) |
| Templeton, St. Mary's | 2 |
| | 9/(2) |

| <i>DISTRICT 9 (BEYOND THE BURGH)</i> | |
|--------------------------------------|--------------|
| Fort Collins (CO), St. Thomas | (2) |
| Franklin (TN), St. John's | 2 |
| Nashville (TN), Redeemer | 4 |
| Springfield (MO), All Saints | 3 |
| | 9/(2) |

| <i>DISTRICT 4 (EASTERN KINGDOM)</i> | |
|-------------------------------------|-------------------|
| Bedford, Anglican Fellowship | (2) |
| Greensburg, Christ's Church | 3 |
| Harrisburg, Good Shepherd | [2] |
| Homer City, Harvest | 2 |
| Johnstown, St. Matthew's | 2 |
| Ligonier, Epiphany | 2 |
| Patton, Trinity Anglican Church | 2 |
| Somerset, Anglican Fellowship | 2 |
| State College, Incarnation | (2) |
| | 13/[2]/(4) |

| <i>DISTRICT 10 (SOUTHERN KINGDOM)</i> | |
|---------------------------------------|-----------|
| Brownsville, Christ Church | 2 |
| Charleroi, St. Mary's | 2 |
| Elizabeth, Transfiguration | 2 |
| Monongahela, True Vine | 2 |
| South Hills, Redeemer Parish | 2 |
| Uniontown, St. Peter's | 2 |
| Washington, Trinity | 3 |
| Waynesburg, St. George's | 2 |
| | 17 |

| | |
|---------------------------------------|---------------|
| <i>Based on Congregational Report</i> | 2017 |
| Total Lay Deputies | 111/[12]/(10) |
| *Total Clergy Deputies 2017 | 183 |

*As of 9/1/17

In Brackets: (Mission Fellowship)
May be granted seat, voice and vote at Convention's discretion.

In Parenthesis: (Mission Fellowship-in-Formation)
Given seat and voice at Convention's discretion

| <i>DISTRICT 6 (CITY/CITY SOUTH)</i> | |
|-------------------------------------|-----------|
| Bloomfield, Seeds of Hope | 2 |
| Bridgeville, St. Elizabeth | 2 |
| East End, Jonah's Call | 2 |
| Edgeworth, Grace | 2 |
| Mt. Washington, Grace | 2 |
| Oakland, Ascension | 5 |
| Pittsburgh, Incarnation | 2 |
| South Side, South Side Anglican | 2 |
| Uptown, Shepherd's Heart | 3 |
| | 22 |

Section D

Reports of Canonical Bodies & Diocesan Personnel

Board of Trustees (D1)

Canon for Clergy Health (D2 – D5)

Commission on Ministry (D6 – D8)

Diocesan Council (D8-D9)

Director of Finance and Administration (D9-D10)

Growth Fund (D10)

BOARD OF TRUSTEES

This is the first time I have had the opportunity to prepare this kind of report. And facing a blank sheet of paper is, even for an attorney who writes for a living, just a little bit scary. But after a moment of prayer, a look back at the past year reveals accomplishments and new opportunities for the Board of Trustees and the Diocese. As many of you recall, at the 2016 Convention this Diocese called a new Bishop and we installed Bishop Hobby on a bright, sunny September morning.

With the installation of a new Bishop, the Board of Trustees has focused on some new priorities and have some new ways of getting things done. Operating under the direction of Bishop Hobby, the Board of Trustees has sought to be prudent stewards and Trustees for the assets of the Diocese. We have undertaken several important tasks this year. Perhaps most importantly, the Board of Trustees, led in this effort by Jim Foster, has worked with Tom Hay, Rev. Don Bushyager and Bishop Hobby to streamline how the Diocese accounts for its assets, puts those assets to use, and manages its risks. More than twenty separate “accounts” are being consolidated into roughly 10 accounts. The Diocese transitioning away from holding and managing assets for other organizations, while helping those same organizations establish their own bank accounts and manage their own assets. This reduces risks for the Diocese and helps organizations that the Diocese supports stand on their own and flourish. This process is expected to continue through 2017. We are optimistic that it will result in cost savings for the Diocese in terms of reducing overhead and making it easier for the Bishop to manage the Diocese and accomplish the goals that our Lord and Savior has set for the Diocese.

And with successful fundraising campaign for the Archbishop Duncan Legacy Fund, there are exciting new ways that the Diocese, and the Board of Trustees, can support each of the congregations that make up the Anglican Diocese of Pittsburgh. The Legacy Fund, and all Diocesan support for congregations and parishes will be accessed through a single universal application for assistance. The Board of Trustees is committed to putting the resources of the Legacy Fund to work this year support congregational growth, church planting, and clergy well being. We are all looking forward to making the first grants and loans from this amazing fund.

Finally, I would like to personally thank all of the members of the Board of Trustees. Jim Cunningham, Diane Edelstein, Jim Foster, Derek Herrington, Tim McLaughlin, Winifred Sherman, Maria Shields and Nick Storm, have all contributed untold to help manage this Diocese so as to truly honor our Lord and Savior.

Respectfully Submitted,
Mr. Michael Shriner
President, Board of Trustees

CANON FOR CLERGY HEALTH

In the Gospels, we read of how Jesus invested time in the disciples. He would often take time out of a very busy schedule to be with just a few of his followers. He would make it his priority to get away to pray, to be still, to rest. If Jesus needed to do that, then how much more do we? According to a recent survey, about three quarters of pastors thought about leaving the ministry due to stress and exhaustion and about 40% of them did so – most after only five years.

This past year, since the bishop appointed me Canon for Clergy Health, I have had the joy and privilege of spending time with some of the clergy of our diocese, listening to their stories and praying together. While themes of isolation and significant financial challenges emerged, I was greatly encouraged to discover the sense of hope and the vitality that exists among our clergy.

Together with Bishop Jim and Mama Shari, we developed a confidential “Clergy Health: Self-Assessment Tool.” A dozen members of our clergy completed this tool and had confidential one-on-one meetings to process verbally the content of their self-assessment. I found each one of these visits to be fruitful times and very humbling, especially as I saw the honesty, integrity, and faithfulness of those participating in this pilot scheme. The purpose of this tool is to help our clergy take a prayerful and honest inventory of their lives: mentally, physically, spiritually, emotionally, etc. This is a confidential process, not a grading scheme or material for a personnel files.

I have included a copy of this tool for any – clergy or lay persons – who might like to set aside half a day or more, to consider the spiritual wellness questions. As we look ahead we envision every clergy person completing this self-assessment as part of their ongoing development. I will be glad to facilitate a confidential one-on-one meeting with any clergy who has interest.

As part of our plan for ongoing clergy wellness and support, we hope every member of the clergy will make it a 2018 goal be in an intentional relationship with a Spiritual Director or spiritual friend if they are not already.

Additionally, we are working to help all our clergy set aside regular time to meet together in small groups on a monthly, or near monthly, basis for intentional conversation, mutual encouragement, and prayer.

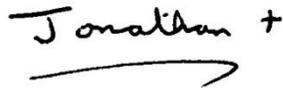
The psalmist writes: “As iron sharpens iron, so one person sharpens another.” (Ps. 27:17)

To this end we are encouraging every member of the clergy to participate in a small (say three member) ‘covenant group.’ Having a safe and consistent group has made a difference in my life. I have been meeting with two other Christian men for the past twelve years. We try to meet once a week for an hour or so for friendship, accountability and prayer. This has been an invaluable lifeline to each of us through different seasons of our lives and ministries.

Of course, there are many other ways for leaders and all Christian people to pursue health in body, mind and spirit. But pursuing such health takes intentionality, commitment, and practice. It is also vital for those in leadership to attend to their own discipleship and this will form another important part of our work together as clergy.

Please continue to pray for our clergy and, where applicable, for their spouses and families.

Faithfully yours in Christ,



Jonathan N. Millard
Canon for Clergy Health



Anglican Diocese of Pittsburgh Clergy Health: Self-Assessment Tool

This is meant to be a snapshot of where you are today, recognizing that you may have intentions for the future that are not yet realized. You may have very little to say in response to some questions, and others may not be relevant to your situation, but please answer all the questions as fully and frankly as you can. (Type your responses below each question)

1. Spiritually:

- a. **Daily Devotions:** What is your current pattern, and how often do you follow this pattern?
- b. **Spiritual disciplines:** What spiritual disciplines do you currently practice?
- c. **Silence and solitude:** Is silence and solitude a part of your life and if so how often?
- d. **Regular retreat times:** Are you taking personal retreats and if so how often, and what do they look like?
- e. **Spiritual Direction:** Are you in Spiritual Direction? If so please give the name of your director, indicate how often you meet and what form that direction takes

2. Mentally:

- a. **Exercising the mind:** Do you do anything that stretches your thinking? If so, describe the same
- b. **Reading:** List what, if any, books you have read in the last 12 months and/or what books you hope to read in the year ahead.
- c. **Studying:** Are you engaged in any form of academic or biblical studies? If so, please describe the same.

3. Physically:

- a. **Exercise:** Do you intentionally exercise? If so, how often, for how long and what type of exercise? Do you track or log your exercise? And if so by what method?
- b. **Eating:** Are you eating as healthily as you think you should? Describe a typical week in terms of the meals and snacks you eat.
- c. **Sleeping:** How much sleep do you usually get each night? Do you have a set time you go to sleep and wake up? Do you track your sleep? (If so how?)
- d. **Alcohol Consumption:** How many units of alcohol do you drink in a typical week? Do you drink every day? Do you drink alone?
- e. **Annual Physical:** When was the last time you had a Physical Exam?

4. Emotionally:

- a. **Honest self-awareness:** How emotionally healthy do you think you are? Would Someone who knows you well (ie: your spouse, best friend, other family member, colleague, etc.) agree with your assessment? Has anyone asked you about your emotional well-being in the last 12 months? What did they say?
- b. **Outlets for sharing joys and sorrows:** Do you share your joys and sorrows with anyone? If so, with whom?
- c. **Dealing with stress, tiredness, frustration:** How do you deal with stress, tiredness, frustration? Do you ever binge watch TV, or abuse food, alcohol or other substances at such times? Have you viewed pornography (in any form on any media) in the last 12 months? (If so, give further details)
- d. **Handling Success:** Do you celebrate success? If so, how?
- e. **Dealing with Failure:** Who do you talk to when you have failed in some area of your life or ministry? Do you have people with whom you can process failure and disappointment?

5. Relationally:

- a. **Friendships:** Do you have close friends? (If so, list them by name)
- b. **Boundaries:** What, if any, boundaries do you intentionally maintain in your personal relationships with (i) members of your congregation, (ii) with other people?
- c. **For those who are Single:** How content are you being single? Are you dating or hoping to date? If you are dating are you maintaining healthy boundaries and accountability in your relationships?
- d. **For those who are Married:** How would you describe your marriage? Do you have regular 'Date nights', or other time with your spouse (If so, how often for how long?) Do you have anyone you can go to if you need support in your marriage and/or family? Are you receiving any marriage counseling? Would you be willing to engage in marriage counseling? How content is your spouse? In what ways, if any, is your spouse involved in parish ministry? Has your work as a clergy person created hardships, tensions, resentments or other challenges for your spouse?
- e. **For those who have children:** How does your job affect your children? Do your children feel under pressure because of being PK's? Do your children attend church and, if so, how involved are they?

- f. **Social interactions:** How often do you interact with people socially, (a) among those in your congregation, (b) among those outside your congregation?
 - g. **Accountability Group:** Are you currently in an accountability Group? (If so, list with whom and indicate how often you meet and what format those meetings take)
 - h. **Bible Study/Fellowship Group:** Do you belong to a small group that meets regularly for Bible study and fellowship? How often do you attend?
6. Financially:
- a. **Budgeting:** Do you have a useful, working, family budget?
 - b. **Debt:** What, if any, debt do you currently have? (List: house, car, educational, credit cards, other). If you do have debt do you have a plan to eliminate that debt and, if so, are you on track with that plan?
 - c. **Tithing:** Do you tithe your income?
7. Sabbath Keeping:
- a. **Fun:** How often do you have fun? What does it look like?
 - b. **Rest:** Do you take intentional time to rest? If so, how often and for how long? How often are you aware of feeling very tired or drained?
 - c. **Restorative activity or inactivity:** What do you do, or not do, that is restorative? How often?
 - d. **Stillness, Quiet, Meditation, Slowing Down:** Do you make time to be still? If so, how often/how long?
 - e. **Vacations:** How much vacation do you take each year? What does it look like?
 - f. **Sabbatical Planning:** Have you had a sabbatical, if so, when was it? Do you have plans for a sabbatical in the future, if so give details?
8. Ministry Contentment:
- a. **Calling:** Who has God called you to be? (Describe your identity). When have you sensed God's Call on your life? Do you feel confident that you know God's call in your life today?
 - b. **Gifting:** How had God equipped you for the work he has called you to do? Gifts may be natural, spiritual or learned: List your gifts under each category.
 - c. **Temperament:** Describe your usual/default temperament and what causes departure from the same.
 - d. **Professional Satisfaction:** What satisfies you in your current work? What leaves you feeling drained and depleted? What, if anything, do you dread or loathe about your work?
9. End of Life Matters:
- a. **Last Will and Testament:** Do you have an up-to-date Will, including making provision for the well-being of your family, and not neglecting to leave bequests for the mission of the Church?
 - b. **Living Will/ Enduring Power of Attorney:** Do you have these documents executed?

- c. **Funeral Arrangements:** Have you made your intentions known to the bishop's office, regarding place of burial, Scripture readings, hymns, liturgy, etc.?

COMMISSION ON MINISTRY

“Every Bishop shall take care that he admits no person into Holy Orders but such as he knows either by himself, or by sufficient testimony, to have been baptized and confirmed, to be sufficiently instructed in Holy Scripture and in the doctrine, discipline and worship of this Church, as defined by this Province, to be empowered by the Holy Spirit and to be a wholesome example and pattern to the entire flock of Christ.” *Canon III.2. Sec.1 of the Constitution and Canons of the Anglican Church in North America*

“The Commission on Ministry shall assist the Bishop in matters pertaining to the enlistment and selection of persons for Ministry, in the guidance and pastoral care of all Candidates for Holy Orders, in the examination of persons for Holy Orders, and in discharging any additional duties relating to Ministry as are, or may be, required by the Constitution and Canons of the Church.” *Canon XXXI.Sec.1 of the Constitution and Canons of the Anglican Diocese of Pittsburgh*

Members of the Commission on Ministry (COM) will be looking for evidence of:

- a personal commitment to the risen Jesus of Nazareth as uniquely revealing the very nature of God;
- a mature faith, informed by and conforming to the creeds of the historic Church, which energizes him or her to proclaim the Gospel of Jesus Christ with passion and conviction;
- a disciplined life of prayer, both personal and corporate;
- an integrated approach to life and a wholeness of personality and emotional health;
- a regard for physical, emotional, and mental health and well-being;
- a recognized and demonstrated ability to lead others toward faith in Jesus Christ through teaching, preaching and personal example;
- a recognized and demonstrated ability to disciple others in Christian leadership;
- a clear call to ordained ministry;
- a growing understanding of Holy Scripture fed by ongoing study and meditation;
- a curious and incisive intellect fed by a commitment to personal continuing education and spiritual development (i.e. the heart of a learner, is teachable);
- a sense and knowledge of the contemporary culture in which, to which, and, at times, *against* which the Gospel must be addressed;
- an acceptance and a celebration of the richness of the Anglican tradition.

2017-18 Commission on Ministry

Mr. Nick Storm, Mrs. Catherine Parham, Deacon Joanne Martin, the Rev. Gaea Thompson, the Rev. Jonathan Millard, Dr. Bill Witt, Mr. Dave Edelstein. Ex-Officio Members are Deacon Tara Jernigan, Deacon Formation Director; Deacon Kathy Walzer, Chair, BOEC-D; the Rev. Mike McGhee, Nashville Deanery; and the Rt. Rev. James Hobby.

An Eventful Year

After faithfully serving for over eight years as Chair of the COM, the Rev. Scott Homer submitted his resignation in March 2017. The Bishop accepted Scott's resignation and asked the Rev. Bill Henry to Chair, Bill accepted.

Ms. Joanne Martin began the discernment process with Church of the Ascension for the vocational diaconate and was ordained in June.

Deacon Kathy Walzer, Chair of the Board of Examining Chaplains for the Diaconate (BOEC-D), joined the COM as ex-officio.

Bishop Hobby performed his first ordination service on December 10, 2016 when he ordained Ben Hughes and Claire Megles to the Transitional Diaconate.

A Parish Discernment Committee Handbook (Guidelines for Assisting Others in Discernment for Ordination) was produced by Joanne Martin and adopted by the COM in January. It is part of the new Ordination Manual. *The Ordination Manual* was overhauled and approved for distribution in March.

August 2017 Status Report

Aspirants: Mr. Kevin Chung, Seeds of Hope, Bloomfield; Dr. Shirley Kilpatrick, Ascension, Oakland; Mr. Nathaniel Adkins, All Saints, Springfield, MO.; Mr. Stevan Betcher, Church of the Savior, Ambridge; Mr. Wallace Scott; Mr. Wesley Williams, South Side Anglican, Pittsburgh; Mrs. Jacilyn Goodwin, St. John's, Franklin, TN.

Postulants: Mr. Greg Pfeifer, Ascension, Oakland; Mrs. Noel Collins, Ascension, Oakland; Mr. Jim Fisher, Prince of Peace, Hopewell Twp.; Mr. Scott Gorbold, Ascension, Oakland; Mr. Brian Goodwin, St. John's, Franklin, TN.

Diaconal Ordinations

December 10, 2016 / Trinity Church, Washington

Benjamin Ryan Hughes, Transitional

Claire Layne Megles, Transitional

June 10, 2017 / Christ Church Fox Chapel

Joanne Paulette Martin, Vocational

Frances Celeste Jacobowitz Metcalf, Transitional

Robert William Little, Vocational

David Edward Alan Johnson, Vocational

Christopher Michael Hill, Transitional, on behalf of Bp Ross, Diocese of the Rocky Mts.

Priestings

Suzanne Cheryl Perkins, December 11, 2016

Ardath Louise Smith, January 27, 2017

Paul Brian Hassell, January 29, 2017

Seth Jared Zimmerman, January 29, 2017

David William Ketter III, February 4, 2017
Catharine Moore Norris, March 17, 2017
Margaret Guilbert Bowman, May 7, 2017
Benjamin Ryan Hughes, May 27, 2017

Respectfully Submitted,
Ms. Bonnie Catalano
Secretary, Commission on Ministry

DIOCESAN COUNCIL

The duties of the Diocesan Council are delineated in Canon VI of the Constitution and Canons. “The Diocesan Council shall act on behalf of the Convention when the Convention is not in session. In particular, it shall evaluate the policies, programs, and other activities of the Diocese, make recommendations to the Convention, and give general oversight to the work, mission, budget and human resources of the Diocese.” The council is composed of lay and clergy representation from each district in the Diocese.

To accomplish this directive, the council holds at least four meetings per year. Additional meetings may be scheduled. Meeting agendas include reports given by the Bishop, the Director of Administration and Finance, and the President of Council. Other reports include information from the Secretary of Convention, Women Alive in Christ, the Standing Committee, and the Board of Trustees. Reports of working groups within the Council are also offered when appropriate. Ex-Officio Officers are asked to submit a written report to Diocesan Council for any Council meetings at which they will not be in attendance.

Council meetings begin by sharing a meal followed by Evening Prayer at which time we offer thanks to God for His many blessings and intercessions for ourselves and others. A representative of each district is asked to give a brief report at each meeting in order that we may offer mutual encouragement, share prayer needs and blessings, announce parish events, and increase diocesan cohesion. Deputies from “Beyond the Burgh” can attend Council’s business meetings via conference call. For information or to attend a meeting by conference call, contact Fr. Don Bushyager.

This year Council approved Grace Church, Edgeworth’s petitioning our 152nd Annual Diocesan Convention for inclusion as a Congregation in our Diocese. Council also approved the Bishop’s accepting into the Anglican Diocese of Pittsburgh a woman who is seeking ordination to the priesthood but is in a diocese that does not allow such ordinations.

The One Application Task Force (OATF) has begun work to create a single, on-line, grant application for all funding requests to the diocese. We look forward to the consolidation of widespread funds, simplification of the application process, and one committee to process all funding requests. The Revised 2017 Budget does not allow for any new Council Mission Grant requests.

As we continue to adjust to reduced circumstances, I am especially grateful to Fr. Don Bushyager, Director of Administration and Finance, and Mr. Tom Hay, Chair of the Finance Committee, for their excellent work on the Council's Finance Committee.

Because we have no canon, Fr. Don Bushyager has agreed to serve as liaison between the Diocesan Office and Council. All Council agenda items or questions should be directed to Fr. Don and not to the Bishop's Executive Assistant, Bonnie Catalano.

It has been a privilege to serve as president of Diocesan Council this year and a pleasure working with Bp. Hobby and Fr. Don. I am grateful to them both for their gracious helpfulness and support and for their calm and steady leadership.

In Our Lord's Service,
Marian Kreithen, President

DIRECTOR OF ADMINISTRATION & FINANCE

January 1st 2018 will mark the completion of five years of my ministry as Director of Administration and Finance for the Diocese of Pittsburgh. It has been a blessing to serve the diocese, providing administrative and financial oversight under the direction of the Bishop and with responsibility to the Diocesan Council when the Convention is not in session. My charge includes the day to day business activities of the diocese as well as the major projects such as negotiating contracts and the drafting of the annual budget. I am also the Leadership Team liaison to the Board of Trustees. I could not perform these duties without the invaluable assistance of my most capable staff; our Bookkeeper / Financial Secretary, Janet Cummings and our Receptionist / Database Administrator, Heather Jacoby.

Although 2017 has been the first year the diocese has not offered a voluntary health insurance plan, we do continue to offer voluntary dental and vision programs to clergy and lay employees of congregations and working with our broker, we were able renew the dental plan with United Concordia with only an 8% rate increase (this was after no increase the year before) and no change in design. The Vision plan with Highmark was renewed with no change in design or premium.

The major revisions that were made to the Clergy Compensation Guide in 2014 and 2015 have permitted us to maintain the basic information of the guide and only update the required minimum recommended first year total compensation chart for 2017 and again for 2018 (increases for 2018 of between 1.3% and 2.7%). A paragraph was also added encouraging all congregations to fully fund their clergy's attendance at the annual Clergy Retreat.

The Diocesan financial auditors, Grossman Yanak & Ford, LLP, completed their audit of the 2016 calendar year in August and their report was given to the Board of Trustees at their September 13th meeting. The campaign expenses of the Archbishop Duncan Legacy Fund were recognized as operating expenses and the transfer of sufficient funds from appropriate restricted reserves to cover the shortfall were recognized.

It continues to be my pleasure to work with Michael Shiner and the Board of Trustees as well as Marian Kreithen and the Diocesan Council, and particularly Tom Hay and the Finance Committee. None of the work of this office in 2017 could have been accomplished without the affirmation and continuing positive support of Bishop Hobby.

Blessings,
The Rev. Don Bushyager
Director of Administration and Finance
Chief Financial Officer

GROWTH FUND

The Growth Fund of the Anglican Diocese of Pittsburgh now has a balance in excess of \$144,000 (August 2017). In addition, monies from the Archbishop Duncan Legacy Fund may be made available at the discretion of the Board of Trustees. The Growth Fund Committee and the Diocesan Leadership Team are most thankful to the congregations who have been and continue to contribute to the rebuilding of the fund as well as those who have made contributions and pledges to the Legacy Fund.

As of this writing, one application was submitted and acted upon in December 2016 and distributed in January of 2017 resulting in a grant totaling \$6,200.

The Growth Fund Committee looks forward to being able to assist congregations with meeting their needs in revitalizing church property and providing for emergency repairs. Your future contributions will ensure our ability to do so.

Respectfully submitted,
The Rev. Don Bushyager
Director of Administration and Finance
Staff Liaison to the Diocesan Growth Fund

Section E

Part I: Reports of Institutions & Organizations

Daughters of the King – Pittsburgh Assembly (E1 – E2)

Deacon Formation Board (E3)

Women Alive in Christ (E4)

Part II: Reports of Cognate Institutions & Agencies

Anglican Global Missions Partners (E5 – E7)

Canterbury Place (E7-E8)

Church Army (E8)

New Wineskins Missionary Network (E8-E9)

Society of Anglican Missionaries & Senders (E10-E12)

Part I: Reports of Institutions & Organizations

THE ORDER FOR DAUGHTERS OF THE KING®



Officers:

President: Jessie Hipolit

1st Vice President: Barb McMillen

2nd Vice President: Daughters-at-Large/Membership Chair: Carolyn Booker

Secretary: Nan Neureither

Treasurer: Jan Murtha

Junior DOK Directress: N/A

Publicity Chair: Nan Neureither

Evangelism Chair: Jessie Hipolit

Webmaster: Liz Delgado

Facebook: Kate Geiger

Chaplain: The Reverend Don C. Youse, Jr.

Parish Emmanuel Episcopal

Total Membership: 74

#Seniors: 74

#Juniors: 0

Number of Chapters: 9

Chapter Name/Parish/Diocese/Locale//Members/President's Name:

Bishop Austin Pardue, Christ Church Anglican, New Brighton: Judy Smith: 3

Christ the King, St. Paul's, Mt. Lebanon Episcopal: 2 - reorganizing

Daughters of Advent, Church of the Advent Episcopal, Jeannette: 13 - Jan Murtha

Deborah Chapter, Christ Church, Episcopal, Indiana: 8 - Kate Geiger

Holy Comforter, Fox Chapel Anglican: 15 – Lois Folino

Joan of Arc, St. Thomas in the Fields Anglican, Gibsonia: 7 – Kathy Csellar

Song of Victory, St. George Anglican, Waynesburg: 4 – Barb McMillen

St. Teresa, St. Paul's Episcopal, Monongahela, 6 – Barbara Clegg – reorganizing

Verna Dozier, Emmanuel Episcopal, Northside: 5 – Carol Veal

At Large - 13

Deceased Daughters Names/Chapters:

Ruth Murtha, Deborah Chapter, Indiana, PA

Helen Lock, Mary and Martha Chapter, St. Martin's, Monroeville, PA

FALL ASSEMBLY:

Date: October 29th 2016 Cancelled. Diocesan conflict.

The Episcopal Diocese sponsored an event with Becca Stevens at the same time, so we added a quiet day, "Advent Day of Reflection," in place of the fall Assembly, Dec. 3rd.

SPRING ASSEMBLY:

Date: April 21st, 2017

Speaker/Theme: The Rev. Wm. Carpenter, Anglican
“Share the Love” – Evangelism is Love!

PRAYER MINISTRY EVENTS:

Advent: Day of Reflection Isaiah on Prayer, Service and Evangelism
lead by our Assembly Chaplain

Lent: The Audacity of Prayer – Day Retreat, led by Jessie Hipolit

SERVICE MINISTRY EVENTS (Examples):

Mon Valley Initiative – in the works

Filling backpacks for women’s shelter

Encouragement Notes

Grief Support

Collecting and distributing food, personal items and cleaning supplies for needy families

Fun Fair for neighboring families, luncheon for local Ministerial, Food Bank volunteers

EVANGELISM / OUTREACH MINISTRY:

Mon Valley Initiative – area wide evangelism and unity initiative kicked off by The Presiding Bishop, Michael Curry

Monthly meetings, cooperation with new Canon Missioner and Canon for Evangelism in the Episcopal Diocese

PROVINCE III:

Province III Retreat, June 4, 2017:

“Let God be Your Living Compass,” Rev. Scott Stoner

Take care of your heart, mind, soul, and strength, and be well enough to love God and serve others.

PROJECTS / PLANS

Chapters:

Working to get DAL’s connected to Chapters

Enhancing support for Chapters through monthly conference calls with Chapter Presidents

Assembly:

Planning a fall roundup to re-introduce Daughters to each other for communication and support, and pray for revival!

Planning ways for Daughters to experience Christ at a deeper level in Chapters and Assemblies.

Working on a new website for the Assembly

Creating an up-to-date Directory

DEACON FORMATION BOARD

This year we celebrated the ordination of Joanne Martin (Ascension, Oakland), Robert Little (All Saints, Springfield MO) and David Johnson (All Saints, Springfield MO) to the vocational diaconate. There are currently no candidates, 1 Postulant and 2 Aspirants actively in the process for ordination to the vocational diaconate.

We continue to benefit greatly from Trinity School for Ministry's involvement in the academic portion of our program and in their encouragement of our students' progress. Trinity is a valuable partner in this work. We are also thankful for opportunities to engage in distance education via Skype. Last fall and spring students studied Pastoral Care via Skype (and in person for those who live locally) under the mentoring of Deacon Rege Turocy. The homiletics and catechesis course has just begun and will continue through the winter.

We have begun to consider our "front door" to the diaconate and have decided to discontinue the Introduction to the Diaconate course. In its place, deacons-in-formation will be required to complete the History and Theology of the Diaconate via TSM, and those interested in the diaconate will be given more informal opportunities to have contact with our deacons and Deacon Formation Board. Expect a few new initiatives in the Fall!

We regret to announce that Deacon Nancy Phillips has completed her tenure with the Deacon Formation Board. Nancy has made tremendous contributions to our work, especially in teaching and presenting the needs of the area of pastoral care. We are delighted, however, to welcome Deacon Marybeth Carey to our team. Marybeth has already served as a friend and mentor to several deacons in formation and we are glad to have her join us! The remaining members of the Deacon Formation board are: Fr. John Cruikshank, Dcn. Kathy Walzer, and Archdeacon Mark Stevenson, each of whom is a contributor of a great deal of wisdom and giftedness to our work together.

While we are discontinuing our introductory course, we do seek to increase diaconal visibility in our ministries, especially in the core diaconal areas of catechesis, administration, missions and pastoral care. Any member of the board would be glad to discuss the diaconate with inquirers and their rectors, and as always inquirers are encouraged to discuss their interest with their rectors and parish deacons as well as members of the deacon formation board.

As always, your prayers and encouragement have been a rich blessing.

Respectfully submitted,
Deacon Tara Jernigan, D.Min.
Director of Deacon Formation

WOMEN ALIVE IN CHRIST

What is “Women Alive in Christ”? I’d like to define it if I may.

Women Alive in Christ is a women’s ministry of the Anglican Diocese of Pittsburgh under the authority of The Right Rev. James Hobby. In our Lord’s service to His women, we try to be encouragers of our faith by providing opportunities to draw women from all across the diocese together in Godly fellowship, united in Christ to hear discipling messages. May all we do be done in love.

Women Alive in Christ Building Stones:

- 1 Worshipping the One True God, Father, Son and Holy Spirit
- 2 Living in relationship with Jesus
- 3 Being rooted in Holy Scripture as guided by the Holy Spirit
- 4 Finding rest and refreshment as we grow in our discipleship to Jesus
- 5 Deepening our fellowship with one another in Jesus

In carrying out our mission, we offer two Women’s Blessings a year with Eucharist, luncheon and an inspirational speaker, as well as, two 24- hour retreats with discipleship teachings.

It is a gift from God!

Please indulge me by reading Ephesians 2:1-9:

*“As for you, you were dead in your transgressions and sins, ² in which you used to live when you followed the ways of this world and of the ruler of the kingdom of the air, the spirit who is now at work in those who are disobedient. ³ All of us also lived among them at one time, gratifying the cravings of our flesh^[a] and following its desires and thoughts. Like the rest, we were by nature deserving of wrath. ⁴ But because of His great love for us, God, who is rich in mercy, ⁵ made us **alive with Christ** even when we were dead in transgressions—it is by grace you have been saved. ⁶ And God raised us up with Christ and seated us with Him in the heavenly realms in Christ Jesus, ⁷ in order that in the coming ages He might show the incomparable riches of His grace, expressed in His kindness to us in Christ Jesus. ⁸ For it is by grace you have been saved, through faith—and this is not from yourselves, it is the gift of God.”*

With the joy that comes from being united in Christ, may we all be spiritually awake to this good and perfect gift!

The very Word of God tells us to speak to one another in psalms, hymns and spiritual songs. It says repeatedly to be an encourager. The Spirit through Colossians 2:2-3 instructs us in this ministry:

“My goal is that they may be encouraged in heart and united in love, so that they may have the full riches of complete understanding, in order that they may know the mystery of God, namely, Christ, ³ in whom are hidden all the treasures of wisdom and knowledge.”

The scripture itself uses the verb “in” repeatedly; a verb that is alive. As followers, may we all walk in the spirit, alive in Christ.

Respectfully submitted,
Cindy Thomas, Women Alive in Christ, Administrator

Part II: Reports of Cognate Institutions & Agencies



ANGLICAN GLOBAL MISSION PARTNERS

Our Vision

To see an Anglican Church passionately committed to preach the Gospel and make disciples of all nations in the name of Jesus Christ

Our Mission

To collaborate with Anglican bodies in cross-cultural mission through exhorting, equipping, sending and receiving--increasing one another's ministries and the entire Body of Christ

Our Service

The Anglican Global Mission Partners extend a servant's heart and hand to the Anglican Diocese of Pittsburgh and all its parishes to collaborate and equip for mission to advance the Gospel of Jesus Christ here and among the nations.

Our Partners

With over 25% of our partners having established and continuing to maintain home ministry bases in the Anglican Diocese of Pittsburgh, AGMP intersects with, and supports, the Diocese and its passionate heart for mission, both local and global. These partners within the diocese include: St. Stephen's Anglican Church, Anglicans for Life, Anglican Relief and Development Fund, Church Army USA, Rock the World Youth Mission Alliance, Society of Anglican Missionaries and Senders, Stanway Institute of the Trinity School for Ministry, and Uganda Christian University Partners.

AGMP was also excited to welcome the Diocese of Pittsburgh as a new Full Partner during our 2017 annual spring members' meeting held in Ambridge. We are grateful for the opportunity to come alongside Bishop Hobby, who we were delighted to have as a special guest at our meeting, and to extend his global mission vision for not just the Diocese and its parishes, but also throughout the ACNA. We look forward to Bishop Hobby's and the diocese's ongoing participation and leadership in the AGMP.

AGMP Collaborative Ministry Fruit

AGMP has taken significant steps to move forward the global mission of sharing the Gospel across cultures locally and extending to the ends of the earth. Working together to unite ministry efforts, especially through our Collaborative Task Groups, we are committed to the support of

the Anglican Church globally, as well as helping the local church to share the Gospel and grow disciples of Jesus.

Inaugural Launch of Gap Year Here in Pittsburgh this September!

AGMP's *Youth Collaborative Task Group* has led the development, and launch, of the first AGMP Partner Collaborative Program, *Agape Year*. Under the auspices of AGMP, *Agape Year* is a 9-month program (September to May) for 18 to 20 year-olds who seek to grow in their love and knowledge of Jesus Christ while engaging in His mission for the lost, the poor, and the uninvited both locally and globally. The Directors Nate and Erika Twichell, sent from Church of the Ascension, are missionaries currently raising their support. *Agape Year*, based out of the Northside of Pittsburgh, affords young people a time to:

- Live in community, serving with local parishes
- Participate in a Biblical model of discipleship in the Anglican tradition as they grow in their relationship with Jesus Christ
- Engage with the Anglican global family through overseas mission (Thailand this year)
- Witness to Christ's work through visiting churches to share what they have seen God do

ACNA Assembly Participation

Through its opening night, Ice Cream Social, AGMP hosted the Assembly kick-off event bringing together over 400 people along with bishops and priests to meet and greet, network and enjoy the start of this year's annual provincial conference. AGMP partners were easily recognized with their "*Here to Serve*" buttons and their hosting of the Fireside Room where people and ministries could gather for more personal and intimate conversation.

AGMP also hosted its own sub-conference where participants learned, through a series of workshops, how to grow deeply and widely the local church's mission engagement, beginning at their doorsteps. The participation in the workshops exceeded the capacity of the space with people flowing into the hall.

Mobilizing for Mission

This collaborative task group led the development of a newly designed AGMP Website with the primary feature being the ***Mission Match*** where individuals and churches can input What, How, Who, When, and Where preferences that will identify AGMP Partners with whom they may serve: www.agmp-na.org

South East Asia Collaboration

Seeking to strengthen the covenantal relationship the ACNA has forged with the Diocese of Singapore, this group assisted in the promotion of the Province of South East Asia and Diocese of Singapore Mission Round Table in Singapore, October 18-21, 2017, with visits following to the Mission Deaneries of Cambodia, Indonesia, Laos, Nepal, Thailand and Vietnam. AGMP is partnering with Diocese of Singapore as we together seek to reach the nearly half billion who have not engaged with the Gospel.

Islam Collaborative Task Group

Recognizing the need to help churches reach out to Muslims with the Gospel, the AGMP Islam Collaborative Task Group is building a resource bank where information is readily available and easily accessed through the AGMP endorsed resource pages located at:

www.newwineskins.org/resources

Anglican Global Mission Partners are *Here to Serve* the diocese and each local parish as you seek to grow in Christ and participate in His mission at your doorstep and beyond.

In His Service,

Stewart Wicker, Chairman

Anglican Global Mission Partners Steering Committee

CANTERBURY PLACE

When I prepare for worship here each Sunday, I am always aware of the unbroken strain of praise to our God since our inception as the Episcopal Church home in 1859. This particular Chapel was added on in 1896, and I am well aware that the residents and I are but one small chapter in the “book” of the body of Christ in Pittsburgh. Our 10:45 Sunday congregation is now more diverse; a gathering of Methodists, Baptists, Presbyterians, Lutherans, a Messianic Jew, and Anglicans. Catholic Mass is held each Sunday afternoon and on Holy Days at 1:30, and an ecumenical Chapel service is held each Sunday at 10am on our Dementia Care Unit. That’s 3 services every Sunday. The Catholic Priest and I visit those who cannot attend our in-house services. We serve communion or visit 80-100 Residents every Sunday and follow up with pastoral visits during the week. Our Jewish population is fewer at present, so we meet for Shabbat every other Friday, the service led by a volunteer from Rodef Shalom: Emmeline Silk. Connie Guggenheimer from Christ Church Fox Chapel assists with visitation most Wednesdays, and Jean Pascarella, also from Christ Church, serves as our Altar Guild.

We had six CPE interns this academic year; Cajetan Anwanwu – a Roman Catholic Priest doing post graduate work at Duquesne University, Theodore Mbaegbu – a Roman Catholic Priest doing post graduate work at Duquesne University, Georgiana Mbamala – a Roman Catholic Nun who serves as a Residential Supervisor in a transitional housing program, Frances Metcalf – now newly ordained to the Diaconate in our Diocese, Randall Shirley – also newly ordained to the Diaconate in the diocese of South Carolina, and Rebecca Siddle – an ordained Presbyterian Minister who serves as Chaplain at Redstone Murrysville. All learned a good deal about Pastoral Visitation and Counseling, and served the Residents of UPMC Senior Communities well. The Rev. Chris Hill, Diocese of the Rocky Mountains, also elected to do a pastoral care internship here as he prepares for medical mission work overseas.

I continue to serve as Director of Pastoral Care for all UPMC Senior Communities, supervising the Chaplains in our 5 skilled facilities. Senior Communities is expanding and will be serving 7

skilled nursing facilities and 23 buildings total. The big news for me personally at work was finishing the credentialing process with the College of Pastoral Supervision and Psychotherapy to be a Diplomat Supervisor for Clinical Pastoral Education. It only took seven years, patience and nudging from The Rev. Charlie Starr (Chaplain Shadyside Hospital), support from my supervisor in covering all training costs (UPMC Senior Communities), the encouragement of my family and CPE students, and a fabulous group of intercessory prayer warriors to help me cross the finish line.

Please continue to keep this ministry in your prayers. There are so many opportunities to preach the Gospel and share God's love in this context.

Respectfully Submitted,
The Reverend Gaea Thompson
Chaplain, Canterbury Place
Diplomat Supervisor, CPSP
Director, Pastoral Care UPMC Senior Communities

CHURCH ARMY USA

Church Army's mission is to reach the least, the last, and the lost with the gospel of Jesus Christ and to bring them into the life and fellowship of the church. Church Army has entered a new phase of its restructuring and growth with the relocation of its National Director, Rev. Greg Miller, from New Jersey to Aliquippa, PA. Taking on the role of National Director locally will help Church Army move its ministry forward more effectively

Church Army's center of ministry in the diocese is based in Aliquippa where, under the direction of Herb Bailey, Church Army operates a café, a farm and apiary, a Celebrate Recovery Ministry, Veteran's breakfasts, jail ministry, methadone clinic ministry, and more.

It is our desire to encourage and engage more parishes in the diocese with the blessing of reaching out to people in the margins who are often overlooked. Opportunities are opening up in the city of Pittsburgh which we hope will facilitate the sharing of that blessing.

The Rev. Capt. Greg Miller
National Director

NEW WINESKINS MISSIONARY NETWORK

New Website Launched: New Wineskins Is Your Hub for Mission Resources!

New Wineskins launched a completely redesigned website in the spring. The web address is the same – www.newwineskins.org - but everything else is new, specifically designed to equip the local parish. The Anglican Global Mission Partners (AGMP) voted to have the New Wineskins site be the central hub for mission resources and to link to all the AGMP partners as well.

Check out the [Resources tab](#) for missional websites, blogs, videos, podcasts, books and downloadable documents you can use to raise mission awareness in your parish!

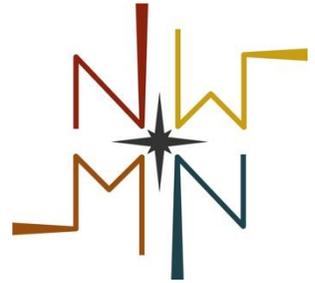
New Blog Provides Weekly Mission Articles and Stories

Another feature of the new website is our new blog! Missions articles are posted weekly in four categories – How To's, Biblical Foundations, Partnerships & Projects, and Stories. It's like having a *ReachOut* newsletter published every week!

Check out the [Blog Tab](#) or read the posts on our [Facebook page](#).

New Logo Launched

Our new logo reminds us that our work is **centered on the cross** of Jesus Christ, and no matter how far out into the world we go, the cross is what compels us, shapes us and grounds us in our mission. **The letters of our name point north, south, east and west** signifying that our co-mission with our triune God calls us to go into the farthest corners of the earth until all have heard the saving message of the Good News of Jesus' death, resurrection and ascension!



Anglican Diocese of Pittsburgh Hosts First New Wineskins Roundtable

In March, the Anglican Diocese of Pittsburgh hosted the first New Wineskins Roundtable at St. Alban's Anglican Church. Bp. Hobby co-led the sessions along with various AGMP mission agency leaders. This training day enabled parishes to share what they are doing in missions, to access where they are and what areas they need to address, and to learn how the AGMP agencies can help them reach their mission goals.

Roundtables can help a diocese maximize diocesan mission resources. Host one annually!

World Mission Sunday

New Wineskins spearheaded a renewed emphasis for ACNA on World Mission Sunday held on Feb. 19, 2016. A 25-minute Gary Haugen teaching video, a promotional movie trailer and study notes were developed along with a web button to provide local parishes with a meaningful, but easy way to highlight global missions. Congregations were also encouraged to use the *Litany for Mission* during their services, a resource available on the New Wineskins website under Resources, in the Prayer category.

World Mission Sunday 2018 is set for Sunday, Feb. 4. Check our website for resources!

New Wineskins Coordinated AGMP Track at ACNA's Assembly



New Wineskins was delighted to facilitate planning between the ACNA and AGMP to offer a full missions training track at ACNA's Assembly at Wheaton College in June. AGMP blessed the province by hosting an opening ice cream social in the exhibit hall, providing the delegate tote bags, and offering four mission-equipping workshops co-led by multiple AGMP partners and missionaries. AGMP partners sported large buttons that read:

Here to Serve!

Check out the new AGMP website www.agmp-na.org featuring the new *Mission Match!*

New Wineskins Networking Globally

New Wineskins is continuing to develop relationships with ministry leaders and missionaries around the globe through new partnerships that are being formed through the Lausanne Movement, Trans World Radio, GAFCON, Alpha International, the Perspectives Course, URBANA and the Anglican Communion worldwide. We continue to facilitate prayer and care for missionaries, highlight the needs of unreached people groups and those persecuted for their faith, as well as provide mission training tailored to the needs of the group.

Next Conference Dates Set for September 26-29, 2019 ~ Ridgecrest, NC

The next [New Wineskins for Global Mission conference](#) is September 26-29, 2019. Having the conference in late September will enable attendees to immediately put what they learn into action since it will still be early in the church/school calendar year. Ridgecrest has a capacity of 2,000. Secure these dates on your church calendar and plan to bring a team to New Wineskins 2019!

New Staff and New Location, But Our Partnership With You Remains Strong

Stephie Van Wagenen joined the staff as Assistant to the Director on Nov. 1, 2016. New Wineskins sold its building to Trinity School for Ministry and relocated its headquarters to 5572 Garden Village Way, #18, Greensboro, NC 27410 on Jan. 1, 2017. Thank you for your prayers, financial support, and continued partnership in the Gospel! Invite us to your parishes and let us know how we can help you to become "strategic in mission!"

Submitted by Jenny Noyes, Executive Director, New Wineskins Missionary Network
336-684-4330 * jenny@newwineskins.org * www.newwineskins.org

SOCIETY OF ANGLICAN MISSIONARIES AND SENDERS

SAMS is pleased to call the Anglican Diocese of Pittsburgh our home since we have had our office in Ambridge for 30 years and have grown partnerships with many churches across the diocese. Since 1976 God has faithfully worked through SAMS-USA missionaries starting initially in South American Anglican dioceses. Known as the Society of Anglican Missionaries

and Senders since 2010, SAMS' expanded vision offers more opportunities for individuals and parishes to share the good news of Jesus Christ in word and deed across cultures globally.

The Society of Anglican Missionaries and Senders (SAMS) is a missionary sending community. SAMS engages in building relationships with the worldwide church to experience the broken restored, the wounded healed, the hungry fed, and the lost found through the love and power of Jesus Christ. SAMS is both a society of missionaries serving in partnership with the Anglican Church globally, as well as, vitally, a society of senders serving these missionaries through giving, prayer, and support. We strive to be a global Anglican family walking together in the ways of Jesus to spread Kingdom change throughout our communities. Consequently, the Society is committed to sharing the Gospel in word and deed, serving Christ through the global Anglican Church, and sending Anglicans who are submitted to the Lordship of Jesus Christ and the authority of Scripture.

SAMS partners with the Anglican Church through the sending of missionaries to 22 countries in five continents. Currently, 103 missionaries and associate missionaries serve or are preparing to serve. Close to 5000 individuals and churches support these missionaries as senders.

SAMS' career missionaries are engaged in ministries ranging from providing medical care in impoverished communities in the Dominican Republic, to planting churches in Honduras, to helping the poor in Uganda, to establishing a seminary in Ethiopia. Among our long-term missionaries, we have eleven serving on the field or as associates who have deep roots in the diocese: **John and Susan Park** (who have returned to Pittsburgh) are continuing to serve by building up the church in Perú, Belize, and Honduras; **Margarita Grachen**, with her daughters **Hannah and Gabriela**, is continuing to encourage the ministry to children in Honduras; **Ron and Debby McKeon** are serving in the Diocese of Recife, Brazil; **Mike and Betty Kaszer** are continuing to coordinate teams for work in Honduras (where Betty and Mike taught at Holy Trinity School in the town of La Ceiba); **Grant and Wendy LeMarquand** are continuing to support their ministry in Ethiopia while they are discerning their next calling; and **Nate and Erika Twichell** are the Directors of the Agape Year (the Anglican Global Mission Partners gap year for young people graduated from high school).

Nate and Erika Twichell who, along with their son Henry and daughter Annie, are being sent out from Church of the Ascension, Oakland. We are excited about the September 2017 launch for the Agape Year. The first 5 months of the school year, the participants will be living in community, serving and learning with folks that are doing Kingdom work here in Pittsburgh while being disciplined in the Anglican tradition. They will pray, serve, and grow together. This discipleship phase will be followed by a 4-6 week long overseas mission in Thailand, where the young participants will get a glimpse of how big God's church body is, and what He is doing throughout the world. Following the mission, the students will return to the States for a time of debriefing and then they will hit the road to visit churches and youth groups, sharing their stories of what they have seen God doing in Pittsburgh and beyond. **Please pray for Nate and Erika as they lead this vital ministry to young people being raised up as World Christians. Pray, too, for the students who will participate in this year's first cohort. Pray about hosting the students to share at your church about their experiences in the global church and this gap**

year program. Pray for God to raise up participants for next year, especially high school seniors.

SAMS offers a weekend training program for people who will be leading or desire to lead short-term mission teams. **SAMS will hold a short-term mission leaders' training event in this diocese on February 16-18, 2018 for anyone interested.** All churches in the diocese are encouraged to participate. SAMS can help your church connect with mission opportunities with our missionaries or site coordinators, but this training is designed for helping teams go anywhere with anyone in the world. You may register on our website www.sams-usa.org or call Lynn Bouterse at 724-266-0669.

SAMS also offers Bridgers, a missionary intern program. SAMS places 18- to 88-year-olds in service from one month to one year under the mentorship of a long-term missionary who will help the intern grow as a servant-leader. Internships may be arranged anytime of the year. SAMS is pleased to have trained and sent out 16 Bridgers this past year including Drs. Brian and Judith Taylor, St. Peter's, Uniontown, to Myanmar; The Rev. Frances Metcalf, Christ Church, New Brighton, to Ethiopia, Juliette Millard, Church of the Ascension, Oakland, to Chile and others to Ecuador, Solomon Islands, Thailand, Honduras, Perú, Nigeria, , and Belize. If you are interested in more information, please call Lynn at 724-266-0669.

There have been a growing number of career missionary applicants, but there are still many opportunities for church planters, school teachers, youth ministers, theological educators, administrators of social ministries, nurses, and many other types of ministries. We have placed engineers, carpenters, bankers, physical therapists, and people from all backgrounds. Please encourage members of your congregation to consider missionary service, or perhaps to explore this call further by serving as an intern. Sometimes all it takes is a little encouragement for someone to discern a ministry call that will make a profound difference in the lives of so many.

SAMS is honored to be partners in the mission of the church with the Anglican Diocese of Pittsburgh. May the good fruit that has already been borne over the past 40 years from our work together be just the first fruits of what is to come.

Your co-worker in the fields ripe for harvest,
Stewart Wicker
President and Mission Director



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Section F

Parochial & Diocesan Statistics / Miscellany

Attendance & Financial Information (F1-F2)

Worship & Sacraments (F3-F4)

Evangelism & Mission (F5-F6)

Voter's Guide (F7-F11)

Attendance & Financial Information

| Congregation Name | Location | Average Principal Service(s) Attendance | Membership (Ages: 30+ years) | Membership (Ages: 16-30) | Membership (Ages: Birth-15) | Operating Income for 2016 | Giving to the Diocese in 2016 | % of Operating Income given for Mission Locally | % of Operating Income given for Mission within N. America | % of Operating Income given for Mission Outside of N. America |
|-------------------------------|--------------------------|--|------------------------------|--------------------------|-----------------------------|---------------------------|-------------------------------|--|--|---|
| Church of the Savior | Ambridge | 67 | 56 | 12 | 19 | 136,780 | 13,037 | 9 | 0 | 1 |
| Trinity | Beaver | 59 | 134 | 12 | 10 | 139,459 | 16,224 | 0 | 0 | 0 |
| St. Andrews College Hill | Beaver Falls | 29 | 6 | 12 | 2 | 14,676 | 1,512 | 0 | 0 | 0 |
| Bedford Anglican Fellowship | Bedford | 8 | 7 | 0 | 0 | 1,250 | 300 | 0 | 0 | 0 |
| Seeds of Hope | Bloomfield | 84 | 43 | 43 | 65 | 121,276 | 11,308 | 0 | 0 | 0 |
| St. Elizabeth | Bridgeville | 15 | 15 | 1 | 2 | 6,000 | 800 | 26 | 26 | 26 |
| Church of the Advent | Brookline | * | * | * | * | * | 1,068 | * | * | * |
| Christ Church | Brownsville | 23 | 29 | 5 | 11 | 78,787 | 7,500 | 0 | 0 | 0 |
| St. Peter's | Butler | 48 | 78 | 14 | 19 | 134,629 | 12,322 | 0 | 0 | 0 |
| St. Mary's | Charleroi | 61 | 96 | 30 | 34 | 105,364 | 7,432 | 0 | 0 | 0 |
| Charis 247 | Coraopolis | 30 | 28 | 4 | 13 | 39,000 | 1,200 | 0 | 0 | 0 |
| All Saints | Cranberry Twp. | 55 | 59 | 2 | 14 | 153,160 | 16,631 | 0 | <1% | <1% |
| Jonah's Call | East End | 85 | 36 | 33 | 38 | 187,676 | 13,000 | 13 | 0 | 0 |
| Hope | Elburn, IL | 18 | 15 | 1 | 5 | 59,150 | 5,000 | 15 | 2 | 8 |
| Church of the Transfiguration | Elizabeth | 34 | 49 | 6 | 11 | 33,798 | 3,096 | 6 | 1 | 0 |
| Church of the Ascension | Elmhurst | * | * | * | * | * | 350 | * | * | * |
| Church of Christ the King | Evanston, IL | 23 | 21 | 1 | 5 | 50,420 | 600 | 0.6 | 0 | 0 |
| Christ Church Fox Chapel | Fox Chapel | 145 | 220 | 30 | 30 | 470,301 | 47,757 | 3 | 0 | 3 |
| St. John's | Franklin, TN | 120 | 105 | 10 | 35 | 358,980 | 12,000 | 2 | 0 | 0.7 |
| St. Thomas | Ft. Collins, CO | 20 | 12 | 2 | 0 | * | 0 | * | * | * |
| St. Luke's | Georgetown | 16 | 15 | 2 | 0 | 15,089 | 1,960 | 0 | 0 | 0 |
| St. Thomas | Gibsonia | 69 | 109 | 30 | 18 | 98,124 | 8,054 | 17 | 4 | 1 |
| Church of Our Saviour | Glenshaw | 18 | 18 | 5 | 3 | 5,000 | 5,709 | 1 | 2 | 2 |
| Christ's Church | Greensburg | 100 | 193 | 32 | 41 | 203,674 | 19,172 | 1 | 1 | 0 |
| Grace Anglican Church | Grove City | 194 | 86 | 72 | 35 | 211,213 | 16,219 | 3 | 1 | 1 |
| Good Shepherd | Harrisburg | 13 | 17 | 2 | 3 | 27,426 | 2,147 | 0 | 0 | 0 |
| Harvest | Homer City | 9 | 18 | 0 | 0 | 20,661 | 2,092 | 14 | 0 | 0 |
| Prince of Peace Church | Hopewell | 101 | 141 | 41 | 23 | 203,908 | 20,768 | 0 | 0 | 0 |
| St. Matthew's | Johnstown | 30 | 55 | 3 | 14 | 57,009 | 4,686 | 0 | 1 | 3 |
| Holy Innocents | Leechburg | 30 | 45 | 5 | 14 | 46,023 | 4,800 | 1 | 0 | 0 |
| Epiphany | Ligonier | 34 | 53 | 7 | 6 | 80,521 | 6,843 | 16 | 0 | 2 |
| True Vine | Monongahela | 57 | 59 | 8 | 10 | 78,662 | 6,882 | 3 | 0 | 0 |
| St. Martin's | Monroeville | * | * | * | * | 81,039 | 8,101 | 0 | 0 | 0 |
| Grace | Mt. Washington/Edgeworth | 90 | 75 | 8 | 30 | 201,798 | 20,582 | 0 | 0 | 0 |
| St. Alban's | Murrysville | 65 | 96 | 29 | 19 | 194,668 | 16,833 | 4 | 0 | 3 |
| Church of the Redeemer | Nashville, TN | 355 | 241 | 104 | 18 | 804,193 | 49,737 | * | * | * |
| Christ Our Hope | Natrona Heights | 58 | 120 | 6 | 9 | 148,630 | 16,922 | 0 | 0 | 0 |
| Christ Church | New Brighton | 58 | 76 | 15 | 12 | 115,856 | 10,800 | 0 | 0 | 0 |
| Mosaic Anglican Church | North Fayette | 52 | 31 | 8 | 3 | 147,651 | 14,750 | 0 | 0 | 0 |
| Good Shepherd | North Hills | 16 | 16 | 3 | 2 | * | 2,002 | * | * | * |
| Church of the Ascension | Oakland | 435 | 379 | 117 | 147 | 1,323,031 | 126,705 | 5 | 1 | 3 |
| Word of Light | O'Hara Twp. | * | * | * | * | * | 0 | * | * | * |
| Trinity | Patton | 11 | 20 | 0 | 2 | 12,177 | 1,631 | 2 | 0 | 0 |
| St. James | Penn Hills | 33 | 44 | 5 | 3 | 59,726 | 5,826 | 1 | 1 | 1 |
| Incarnation Church | Pittsburgh | 26 | 37 | 3 | 0 | 46,155 | 4,900 | 0 | 0 | 0 |

Attendance & Financial Information

| Congregation Name | Location | Average Principal Service(s) Attendance | Membership (Ages: 30+ years) | Membership (Ages: 16-30) | Membership (Ages: Birth-15) | Operating Income for 2016 | Giving to the Diocese in 2016 | % of Operating Income given for Mission Locally | % of Operating Income given for Mission within N. America | % of Operating Income given for Mission Outside of N. America |
|-------------------------------|--------------------|---|------------------------------|--------------------------|-----------------------------|---------------------------|-------------------------------|---|---|---|
| All Saints | Rosedale | 21 | 59 | 13 | 8 | 68,964 | 8,047 | 4 | 1 | 0 |
| St. Stephen's | Sewickley | 880 | 757 | 270 | 544 | 1,633,378 | 159,013 | 0 | 0 | 0 |
| Somerset Anglican Fellowship | Somerset | 50 | 91 | 16 | 12 | 91,626 | 8,358 | 0 | 0 | 0 |
| Redeemer Parish | South Hills | 71 | 110 | 5 | 27 | 378,089 | 26,900 | 0 | 0 | 0 |
| St. John's | Salt Lake City, UT | * | * | * | * | * | 4,688 | * | * | * |
| Rancho Hills Church | San Diego, CA | * | * | * | * | * | 655 | * | * | * |
| South Side Anglican Church | South Side | 29 | 15 | 26 | 3 | 123,464 | 5,122 | 1 | 0 | 0 |
| All Saints | Springfield, MO | 177 | 125 | 27 | 14 | 444,755 | 28,000 | 0 | 0 | 0 |
| Incarnation Church | State College | 20 | 1 | 13 | 0 | * | 393 | * | * | * |
| St. Mary's | Templeton | 23 | 7 | 0 | 1 | 7,155 | 1,162 | 0 | 0 | 0 |
| St. Peter's | Uniontown | 81 | 146 | 25 | 29 | 174,830 | 17,485 | 6 | 2 | 0 |
| Shepherd's Heart | Uptown | 145 | 185 | 70 | 10 | 96,150 | 9,678 | 0 | 0 | 0 |
| Trinity | Washington | 110 | 208 | 23 | 55 | 237,816 | 23,413 | 4 | 1 | 2 |
| St. George's | Waynesburg | 11 | 16 | 4 | 1 | 24,084 | 1,797 | 0 | 0 | 0 |
| New Jerusalem Church | West Chicago, IL | 54 | * | 67 | 5 | 141,992 | 15,223 | 1 | 0 | 4 |
| Church of the Great Shepherd | Wheaton, IL | 30 | 24 | 3 | 10 | 83,401 | 0 | 2 | 0 | 0 |
| Grand Total | | 4,496 | 4,697 | 1,285 | 1,444 | 9,778,643 | 859,191 | | | |
| *Data not submitted/available | | | | | | | | | | |

Worship & Sacraments

| Congregation Name | Location | Number of Principal Services | Number of Holy Services not included in Principal Services | Number of Other Services | If not meeting weekly, # of times congregation met in 2016 | Baptisms (15 Years & Younger) | Baptisms (16-30 Years Old) | Baptisms (30+ Years Old) | Number of Confirmations | Number of Receptions | Known Conversions | Marriages | Marriage Blessings | Burials |
|-------------------------------|--------------------------|------------------------------|--|--------------------------|--|-------------------------------|----------------------------|--------------------------|-------------------------|----------------------|-------------------|-----------|--------------------|---------|
| Church of the Savior | Ambridge | 149 | 5 | 147 | 0 | 1 | 1 | 0 | 0 | 0 | 2 | 0 | 0 | 2 |
| Trinity | Beaver | 106 | 0 | 64 | 0 | 0 | 0 | 0 | 0 | 0 | 2 | 1 | 0 | 2 |
| St. Andrews College Hill | Beaver Falls | 51 | 1 | 0 | 0 | 0 | 0 | 0 | 6 | 0 | 0 | 0 | 0 | 0 |
| Bedford Anglican Fellowship | Bedford | 50 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 |
| Seeds of Hope | Bloomfield | 52 | 0 | 75 | 0 | 3 | 0 | 2 | 0 | 1 | 0 | 1 | 0 | 2 |
| St. Elizabeth | Bridgeville | 52 | 3 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 1 |
| Christ Church | Brownsville | 51 | 2 | 16 | 0 | 1 | 0 | 0 | 1 | 1 | 0 | 0 | 0 | 2 |
| St. Peter's | Butler | 53 | 4 | 14 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 1 | 0 | 5 |
| St. Mary's | Charleroi | 105 | 4 | 119 | 0 | 2 | 0 | 0 | 2 | 0 | 0 | 0 | 0 | 9 |
| Charis 247 | Coraopolis | 55 | 0 | 0 | 0 | 1 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 |
| All Saints | Cranberry Twp. | 52 | 8 | 1 | 0 | 2 | 0 | 0 | 1 | 1 | 2 | 0 | 0 | 1 |
| Jonah's Call | East End | 51 | 4 | 0 | 0 | 5 | 0 | 0 | 6 | 1 | 0 | 0 | 0 | 0 |
| Hope | Elburn, IL | 51 | 1 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 |
| Church of the Transfiguration | Elizabeth | 52 | 2 | 1 | 0 | 0 | 0 | 0 | 0 | 1 | 0 | 0 | 0 | 2 |
| Church of Christ the King | Evanston, IL | 51 | 3 | 0 | 0 | 0 | 0 | 0 | 1 | 0 | 0 | 0 | 0 | 0 |
| Christ Church Fox Chapel | Fox Chapel | 150 | 6 | 0 | 0 | 6 | 1 | 0 | 5 | 0 | 1 | 2 | 0 | 4 |
| St. John's | Franklin, TN | 104 | 5 | 1 | 0 | 4 | 0 | 0 | 1 | 0 | 0 | 0 | 0 | 0 |
| St. Thomas | Ft. Collins, CO | 52 | 3 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 |
| St. Luke's | Georgetown | 47 | 2 | 3 | 0 | 1 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 1 |
| St. Thomas | Gibsonia | 52 | 6 | 135 | 0 | 2 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 3 |
| Church of Our Saviour | Glenshaw | 52 | 0 | 0 | 0 | 1 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 1 |
| Christ's Church | Greensburg | 135 | 3 | 105 | 0 | 2 | 0 | 0 | 9 | 0 | 3 | 1 | 0 | 7 |
| Grace Anglican Church | Grove City | 52 | 3 | 6 | 0 | 7 | 2 | 0 | 15 | 2 | 0 | 4 | 0 | 2 |
| Good Shepherd | Harrisburg | 50 | 3 | 0 | 0 | 0 | 0 | 0 | 0 | 1 | 0 | 0 | 0 | 0 |
| Harvest | Homer City | 47 | 0 | 1 | 0 | 0 | 0 | 0 | 0 | 0 | 2 | 1 | 0 | 1 |
| Prince of Peace Church | Hopewell | 155 | 41 | 14 | 0 | 1 | 0 | 2 | 3 | 1 | 5 | 0 | 0 | 0 |
| St. Matthew's | Johnstown | 56 | 0 | 6 | 0 | 0 | 0 | 0 | 1 | 2 | 0 | 0 | 0 | 1 |
| Holy Innocents | Leechburg | 51 | 4 | 7 | 0 | 5 | 0 | 0 | 1 | 0 | 1 | 0 | 0 | 1 |
| Epiphany | Ligonier | 52 | 0 | 1 | 0 | 0 | 1 | 1 | 0 | 0 | 0 | 0 | 0 | 1 |
| True Vine | Monongahela | 53 | 12 | 45 | 0 | 0 | 1 | 0 | 1 | 1 | 1 | 2 | 0 | 2 |
| St. Martin's | Monroeville | * | * | * | * | * | * | * | * | * | * | * | * | * |
| Grace | Mt. Washington/Edgeworth | 105 | 5 | 432 | 0 | 1 | 0 | 0 | 2 | 0 | 0 | 0 | 0 | 1 |
| St. Alban's | Murrysville | 118 | 0 | 5 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 4 |
| Church of the Redeemer | Nashville, TN | 112 | 4 | 28 | 0 | 12 | 0 | 0 | 14 | 0 | 0 | 3 | 0 | 1 |
| Christ Our Hope | Natrona Heights | 102 | 8 | 77 | 0 | 2 | 0 | 0 | 4 | 1 | 0 | 0 | 0 | 3 |
| Christ Church | New Brighton | 141 | 0 | 35 | 0 | 3 | 0 | 0 | 0 | 0 | 0 | 1 | 0 | 4 |
| Mosaic Anglican Church | North Fayette | 54 | 3 | 4 | 0 | 0 | 0 | 0 | 9 | 6 | 4 | 1 | 0 | 1 |
| Good Shepherd | North Hills | 53 | 4 | 4 | 0 | 0 | 0 | 0 | 0 | 1 | 0 | 0 | 0 | 0 |
| Church of the Ascension | Oakland | 149 | 5 | 52 | 0 | 17 | 1 | 1 | 18 | 0 | 0 | 5 | 0 | 3 |
| Word of Light | O'Hara Twp. | * | * | * | * | * | * | * | * | * | * | * | * | * |
| Trinity | Patton | 55 | 3 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 |
| St. James | Penn Hills | 104 | 1 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 |
| Incarnation Church | Pittsburgh | 54 | 3 | 3 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 |

Worship & Sacraments

| Congregation Name | Location | Number of Principal Services | Number of Holy Services not included in Principal Services | Number of Other Services | If not meeting weekly, # of times congregation met in 2016 | Baptisms (15 Years & Younger) | Baptisms (16-30 Years Old) | Baptisms (30+ Years Old) | Number of Confirmations | Number of Receptions | Known Conversions | Marriages | Marriage Blessings | Burials |
|------------------------------|------------------|------------------------------|--|--------------------------|--|-------------------------------|----------------------------|--------------------------|-------------------------|----------------------|-------------------|-----------|--------------------|-----------|
| All Saints | Rosedale | 53 | 3 | 10 | 0 | 0 | 0 | 0 | 0 | 0 | 2 | 0 | 0 | 1 |
| St. Stephen's | Sewickley | 216 | 8 | 8 | 0 | 18 | 1 | 0 | 17 | 1 | 0 | 5 | 0 | 8 |
| Somerset Anglican Fellowship | Somerset | 121 | 0 | 0 | 0 | 0 | 0 | 0 | 1 | 0 | 0 | 1 | 0 | 0 |
| Redeemer Parish | South Hills | 105 | 2 | 40 | 0 | 9 | 0 | 0 | 1 | 0 | 5 | 1 | 0 | 1 |
| South Side Anglican Church | South Side | 52 | 2 | 7 | 0 | 0 | 0 | 0 | 0 | 0 | 1 | 2 | 0 | 0 |
| All Saints | Springfield, MO | 104 | 1 | 596 | 0 | 1 | 0 | 1 | 30 | 0 | 0 | 5 | 0 | 2 |
| Incarnation Church | State College | 50 | 0 | 0 | 0 | 0 | 0 | 0 | 8 | 0 | 10 | 1 | 0 | 0 |
| St. Mary's | Templeton | 3 | 0 | 13 | 16 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 1 |
| St. Peter's | Uniontown | 114 | 23 | 375 | 0 | 2 | 1 | 0 | 4 | 1 | 0 | 3 | 0 | 7 |
| Shepherd's Heart | Uptown | 79 | 3 | 258 | 0 | 2 | 0 | 0 | 0 | 0 | 61 | 0 | 0 | 2 |
| Trinity | Washington | 107 | 0 | 8 | 0 | 2 | 0 | 0 | 5 | 1 | 0 | 2 | 0 | 2 |
| St. George's | Waynesburg | 49 | 4 | 6 | 0 | 0 | 0 | 1 | 0 | 0 | 0 | 1 | 0 | 0 |
| New Jerusalem Church | West Chicago, IL | 152 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 |
| Church of the Great Shepherd | Wheaton, IL | 56 | 0 | 0 | 0 | 2 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 |
| Grand Total | | 4,397 | 207 | 2,722 | 16 | 115 | 9 | 8 | 166 | 23 | 102 | 44 | 0 | 91 |
| *Data not submitted | | | | | | | | | | | | | | |

Evangelism & Mission

| Congregation Name | Location | New People through Outreach and Evangelism in 2016 | Total # of Provincial & Global Mission Trips | Total # of People on Provincial & Global Mission Trips |
|-------------------------------|--------------------------|---|---|---|
| Church of the Savior | Ambridge | 6 | 1 | 5 |
| Trinity | Beaver | 0 | 0 | 0 |
| St. Andrews College Hill | Beaver Falls | 0 | 0 | 0 |
| Bedford Anglican Fellowship | Bedford | 0 | 0 | 0 |
| Seeds of Hope | Bloomfield | 3 | 1 | 4 |
| St. Elizabeth | Bridgeville | 3 | 0 | 0 |
| Christ Church | Brownsville | 0 | 0 | 0 |
| St. Peter's | Butler | 4 | 0 | 0 |
| St. Mary's | Charleroi | 8 | 0 | 0 |
| Charis 247 | Coraopolis | 2 | 0 | 0 |
| All Saints | Cranberry Twp. | 4 | 0 | 0 |
| Jonah's Call | East End | 20 | 10 | 20 |
| Hope | Elburn, IL | 0 | 0 | 0 |
| Church of the Transfiguration | Elizabeth | 0 | 0 | 0 |
| Church of Christ the King | Evanston, IL | 0 | 0 | 0 |
| Christ Church Fox Chapel | Fox Chapel | 60 | 1 | 15 |
| St. John's | Franklin, TN | 0 | 0 | 0 |
| St. Thomas | Ft. Collins, CO | 4 | 0 | 0 |
| St. Luke's | Georgetown | 0 | 0 | 0 |
| St. Thomas | Gibsonia | 4 | 0 | 0 |
| Church of Our Saviour | Glenshaw | 0 | 0 | 0 |
| Christ's Church | Greensburg | 5 | 0 | 0 |
| Grace Anglican Church | Grove City | 25 | 0 | 0 |
| Good Shepherd | Harrisburg | 1 | 0 | 0 |
| Harvest | Homer City | 3 | 0 | 0 |
| Prince of Peace Church | Hopewell | 10 | 1 | 2 |
| St. Matthew's | Johnstown | 0 | 0 | 0 |
| Holy Innocents | Leechburg | 3 | 0 | 0 |
| Epiphany | Ligonier | 10 | 1 | 12 |
| True Vine | Monongahela | 2 | 0 | 0 |
| St. Martin's | Monroeville | * | * | * |
| Grace | Mt. Washington/Edgeworth | 0 | 1 | 1 |

Evangelism & Mission

| Congregation Name | Location | New People through Outreach and Evangelism in 2016 | Total # of Provincial & Global Mission Trips | Total # of People on Provincial & Global Mission Trips |
|------------------------------|------------------|--|--|--|
| St. Alban's | Murrysville | 0 | 0 | 0 |
| Church of the Redeemer | Nashville, TN | 0 | 1 | 10 |
| Christ Our Hope | Natrona Heights | 0 | 0 | 0 |
| Christ Church | New Brighton | 0 | 2 | 2 |
| Mosaic Anglican Church | North Fayette | 6 | 1 | 24 |
| Good Shepherd | North Hills | 1 | 0 | 0 |
| Church of the Ascension | Oakland | 60 | 2 | 23 |
| Word of Light | O'Hara Twp. | * | * | * |
| Trinity | Patton | 0 | 0 | 0 |
| St. James | Penn Hills | 0 | 0 | 0 |
| Incarnation Church | Pittsburgh | 4 | 0 | 0 |
| All Saints | Rosedale | 0 | 1 | 1 |
| St. Stephen's | Sewickley | 0 | 1 | 21 |
| Somerset Anglican Fellowship | Somerset | 12 | 0 | 0 |
| Redeemer Parish | South Hills | 6 | 0 | 0 |
| South Side Anglican Church | South Side | 14 | 0 | 0 |
| All Saints | Springfield, MO | 0 | 0 | 0 |
| Incarnation Church | State College | 10 | 0 | 0 |
| St. Mary's | Templeton | 0 | 0 | 0 |
| St. Peter's | Uniontown | 8 | 2 | 10 |
| Shepherd's Heart | Uptown | 28 | 6 | 28 |
| Trinity | Washington | 6 | 0 | 0 |
| St. George's | Waynesburg | 0 | 1 | 1 |
| New Jerusalem Church | West Chicago, IL | 15 | 0 | 0 |
| Church of the Great Shepherd | Wheaton, IL | 1 | 0 | 0 |
| Grand Total | | 348 | 33 | 179 |

*Data not submitted

VOTER'S GUIDE

THE ARRAY

Offices open: 2 Clergy, 1 Lay

Clergy Nominee

Name: The Rev. Ethan Magness (running for a 2nd term)

Church: Grace Anglican Church, Grove City

Occupation: Rector

Experience in the Church: Canonical Reader/Reviewer, Current member of The Array

Qualifications: "I seek to have a discerning mind and heart, governed and inspired by God's Word. My work in counseling fellow pastors, as well as seminarians, has helped to further cultivate this discernment."

Comments: "It is my earnest hope that the ACNA our Diocese would be marked by orthodoxy, humility, courage, and a Gospel-orientation. An array which is similarly marked would serve our Diocese well, and I would be honored to support such an effort."



Clergy Nominee

Name: The Rev. Jeff Wylie

Church: Christ's Church, Greensburg

Occupation: Rector

Comments: "I believe I am lovingly understanding while being objective in addressing difficult situations. I also have strong conflict resolution skills."



Lay Nominee

Name: Roger Foley (running for a 2nd term)

Church: Mosaic Anglican Church, Moon Twp.

Occupation: Attorney

Comments: "I believe that my job as a trial attorney gives me the experience and skills necessary to fulfill the responsibilities as a member of The Array."



BOARD OF TRUSTEES

Offices open: 1 Lay

Lay Nominee

Name: Michael Shiner (running for a 2nd term)

Church: Christ Church, Fox Chapel

Occupation: Attorney

Comments: “I want to see the ACNA and the Anglican Diocese of Pittsburgh continue their mission of reaching our world with Jesus Christ.”



COMMITTEE ON CANONS

Offices open: 1 Clergy, 1 Lay

Clergy Nominee

Name: The Rev. John Strachovsky

Church: Good Shepherd Anglican Mission, North Hills

Occupation: Vicar

Experience in the Church: Priest in Charge, Good Shepherd

Qualifications: “I have experience working in committees and leading teams, and I have much experience interpreting and applying the Code of Federal Regulations.”

Comments: “As Jesus' followers in North America we are ideally placed to share the gospel in our culture. As Anglicans, we are focused on evangelism and discipleship re-presenting Christ to our part of the world. To accomplish this, we must learn who we are in Christ, prepare our personal witness, and know how to present the gospel.”



Lay Nominee

Name: Jay Gilmer (running for a 2nd term)

Church: The Church of the Ascension, Pittsburgh

Occupation: Attorney

Experience in the Church: Vestry, Coordinator of Lay readers & chalice bearers

Qualifications: “I have been an attorney practicing in Pittsburgh since 1983. I have extensive experience with churches and ministries.”

Comments: “I see the ACNA and Diocese of Pittsburgh becoming a leading evangelical denomination in western Pennsylvania and beyond. Making Christ followers and building community is our business. I would use my gifts and talents to assure that the churches and other ministries that comprise the Diocese and ACNA have the tools they need to succeed and are not held back by organizational matters.”



DEPUTIES TO EXTRA-DIOCESAN SYNODS

Offices open: 1 Clergy, 1 Lay

Clergy Nominee

Name: The Rev. Bill Starke

Church: Somerset Anglican Fellowship

Occupation: Rector

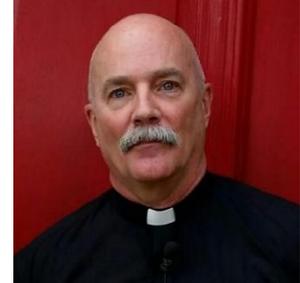
Experience in the Church: Member, Diocesan Council; Rector; Asst. Priest; Vicar;

Qualifications: “I currently serve as the Rector at Somerset Anglican Fellowship. I have served in other priestly duties throughout the diocese. I bring a wide range of ministry contacts to the table, here at home and abroad. I represent District 4 on the Diocesan Council. I welcome the opportunity to be at the table with other Anglicans as the Diocese and the ACNA join other Anglicans, particularly, GAFCON associates, as we help shape the future for Anglicanism.”

Comments: “My vision is to help the Diocese and the ACNA embrace the future opportunities that will come our way, as we continue to honor the past, as we stand up for the Gospel of Jesus Christ.

“Our worship styles and places of worship are evolving, but our mission to help others find Jesus Christ is the keystone of our fellowship with God and neighbor.

“I am currently serving on the Diocesan Council representing District 4. I have been a member of the diocese since 2004, a past registrar at Trinity School for Ministry for over six years. I continue to build friendships around our diocese, throughout the ACNA, and the wider Anglican Body of Believers. I would be delighted to serve the diocese and bring greetings from our bishop and our congregations.”



Lay Nominee

Name: Sarah Kwolek

Church: Church of the Savior, Ambridge

Experience in the Church: Member, The Array; Vestry; Worship Leader

Qualifications: “As a lifelong Anglican and a seminary graduate I am familiar with past and current church issues. I enjoy fellowship with Anglicans around the globe through my work with Global Teams and my board role with New Wineskins as well. I attend Provincial Assembly for my work and would be delighted to represent my diocese as well.”

Comments: “As a Diocese, this is an exciting season for all of us. The idea that we are a church of miraculous expectation and missionary grace is more true each day. I want to see our church living out our vision and reaching those in our own community and throughout the world who have never heard and responded to the saving love of Jesus Christ.”



STANDING COMMITTEE

Offices open: 1 Clergy, 1 Lay

Clergy Nominee

Name: The Rev. David Grissom

Church: St. Alban's Murrysville

Occupation: Rector

Experience in the Church: Member, Diocesan Council

Qualifications: “I believe that I bring a variety of skills and life experiences to this position. I worked in management for twenty-five years in the business world and am now entering the fourteenth year as the rector of my first church. I have twenty plus years of marriage and raising a family that has proved to be a blessing and yet has presented many of the challenges that we encounter in our culture.”

Comments: “A church that is faithful to scripture, historic Christianity, and the Anglican tradition. The challenge for us is how to achieve the vision in a culture that is post Christian and many have no understanding of the gospel or care to be involved with the church. I would work and pray with our bishop and other committee members to reach this goal.”



Lay Nominee

Name: Kevin Chung

Church: Seeds of Hope, Pittsburgh

Occupation:

Experience in the Church: Senior Warden

Qualifications: “I have a background in business and consulting. I have a gift for recognizing patterns that others often miss. This makes me quite helpful on boards or high-level decision making bodies.”

Comments: “Life together on mission. Intentional discipleship, community, and empowering the church to do the work of the church.”



GROWTH FUND

Offices open: 1 Lay

Lay Nominee

Name: Allison Kennedy

Church: Church of the Savior, Ambridge

Occupation:

Experience in the Church: Church school; youth leader; vestry member in NY;

Qualifications: “I love Jesus and what he continues to do in my life. Nothing brings more joy than being able to share that with other people; to see kids and teens and adults accept Jesus gift and run with it.

“I have been following Christ for almost 28 years. I continue to grow in my faith and have always been willing to serve. While not actively pursuing it, I have become a leader at COTS. I believe I will give this the time, energy and care that the position will require.”

Comments: “I would like to see members of the diocese continue to reach out to youth and other members of the community with the truth of the Gospel of Jesus. I would like to see us equip our youth and other members to be bold and kind to our neighbors and to discern the needs of our communities and respond in a way that reflects how Jesus would have done.”

