The Anglican Diocese of Pittsburgh

Pre-Convention Journal

154th Diocesan Convention

Gathering 2019: Diocesan Conference & 154th Convention

November 1-2, 2019 | St. Stephen's, Sewickley, PA

Table of Contents

Convention Details, Introduction & Instructions 3

Statement of Purpose of the Convention 3

Convention Schedule 3

Pre-Convention Hearings 3

Convention Business Meetings: 3

Convention Location & Recommended Hotels 4

Parking at St. Stephen's 4

Certification & Registration 4

General Deputy Instructions 4

Clergy Vesting 5

Policy on Distribution of Materials 5

Supplemental Standing Rules for Convention 5

Agenda & Minutes 6

Bishop's Report 6

Preliminary Convention Agenda 8

Unapproved Minutes of the 153rd Annual Convention 9

Friday, November 2nd, A.D. 2018 9

Saturday, November 3rd, A.D. 2018 9

Saturday Business Sessions 9

Budget and Financials 13

Proposed 2020 Budget 18

Introduction 18

Proposed Godly Share Offerings for Proposed 2020 Budget 25

2020 Clergy Compensation Guide 27

Clergy Compensation Guide 2020 28

Resolutions, Constitutions & Canons, and Rosters of Elected Bodies 47

Report of the Committee on Constitution & Canons 47

Resolutions & Proposed Changes 47

Constitution 47

Canons 50

2019 Rosters of Elected Bodies 54

The Array 54

Commission on Ministry 54

Board of Trustees 55

Committee on Canons 55

Comission on Ministry 55

Deputies to Extra-Diocesan Synods 56

Diocesan Council 56
Growth Fund 57
Standing Committee 57
Districts of the Anglican Diocese of Pittsburgh 58
Reports of Canonical Bodies & Diocesan Personnel 60
Standing Committee 60
Commission on Ministry 61
Director of Administration 61
Canon for Mission 62
Canon for Clergy Care & Clergy Families 64
Canon for Discipleship 64
Canon for Prayer & Worship 65
Director of Communications 67
Reports of Committees and Related Organizations of the Diocese 69
Anglican Global Mission Partners 69
Anglicans for Life 72
Canterbury Place 73
Coalition for Christian Outreach [CCO] 74
Christian Associates of Southwest Pennsylvania 76
Church Army USA 77
New Wineskins Missionary Network 77
Society of Anglican Missionaries and Senders [SAMS] 79
Trinity School for Ministry 80
Parochial & Diocesan Statistics 82
Attendance & Financial Information 82
Worship & Sacraments 85
Evangelism & Mission 88

Convention Details, Introduction & Instructions

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. The decisions that are made at Convention are designed to give guidance, apportion resources and select leaders that will guide and direct the ministries of each parish throughout the year. 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. Convention membership comprises of all of the canonically resident clergy in the diocese in that given year, as well as lay leaders from each parish. Parish representation is apportioned by the average attendance at the parish's principal service(s). If you would like to learn more about Convention or Diocesan Governance, please visit our website: https://www.pitanglican.org/resources/diocesan-governance

Convention Schedule

Below is the schedule that pertains solely to the activities of the 154th Convention, which is a part of Gathering 2019: Diocesan Conference & 154th Convention. For a complete Gathering 2019 schedule, please visit our website: https://www.pitanglican.org/gathering

Pre-Convention Hearings

DATE	TIME	LOCATION
Sunday, October 6, 2019	3:00-4:30	Simultaneously at Prince of Peace, Hopewell; St. Alban's, Murrysville & Live Stream via Zoom Cloud Meetings[1]
Friday, November 1, 2019	3:00 pm	St. Stephen's Anglican Church, Sewickley, PA

Convention Business Meetings:

Registration[2]	8:00 am	Reception Area
Convention Business Session	10:00 am	Grace Commons

[1] Register in advance for this meeting: https://zoom.us/meeting/register/87d6532eecf131e334538d7d4481ef37 After registering, you will receive a confirmation email containing information about joining the meeting.
[2] Per our Constitution and Canons, all Clergy and Lay Deputies must sign in before convention can begin.

Convention Location & Recommended Hotels

Convention Location	St. Stephen's Anglican Church 405 Frederick Avenue Sewickley, PA 15143
Recommended Hotels	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

Parking at St. Stephen's

St. Stephen's has a large parking lot that is first come, first served. If the parking lot is full, metered street parking is available.

Certification & Registration

Per our Constitution and Canons, all parishes must certify their clergy and lay deputies prior to convention so they may be accounted for properly at the beginning of Convention on Saturday. In addition, all clergy and lay deputies must register for Gathering as a whole so they may be properly accounted for meals and workshop selections.

Please certify clergy and deputies: https://www.pitanglican.org/convention-resources/convention-deputies

Please register clergy and deputies: https://www.pitanglican.org/gathering-2019/registration

General Deputy Instructions

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.

Clergy Vesting

Clergy who are processing at Eucharist are asked to be in the Lecture Hall vesting at 4:30 pm.
Priests: Cassocks, Surplice, Tippet & Hood; Deacons: Albs & White Stoles

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.

Agenda & Minutes

Bishop's Report

September 16, 2019

Feast of Ninian (Bishop of Galloway and Missionary to the Picts, d. 432)

Dear Fellow Citizens with the Saints,

The theme of Gathering this year is "No Longer Strangers." It comes from Ephesians 2 where Paul is recounting how those "who once were far off have been brought near by the blood of Christ" (v. 12) and how through Christ's preaching peace to those who were "far off" and to those "who were near," we "have access in one Spirit to the Father" (v. 17,18). "So then [we] are no longer strangers and aliens, but [we] are fellow citizens with the saints and members of the household of God" (v. 19). In light of what God has done, we will gather together, to celebrate, to do business, to pray, to learn, and to ask the Lord to empower us by His Spirit for intimacy with Him, ministry with His people, and mission to the lost.

In keeping with our theme, we will have several opportunities to pray for each other, including a chance at the end to receive a fresh anointing of the Holy Spirit. I'm trusting that our time together will be a spiritual turning point for some and a time of spiritual refreshment for all of us.

As we continue to move towards Gathering being our annual "family reunion," we are adding a children's track this year as a way to encourage families to attend and as an acknowledgement that our mission to disciple the nations includes discipling our kids. It will be great to have children and youth in our worship and in our meals. Over the next year I look forward to meeting with a team of educators to outline a process of discipleship that fits what we know about the mental, physical, emotional, social, and spiritual development of children and adolescents.

Gathering will offer nine workshops for those attending along with many great networking opportunities. I always enjoy hearing about the providential connections that happen during Gathering. Make sure to meet mission partners who will be attending and representing their organizations.

Last year we commissioned the Bishop's Staff. They have been assessing the needs of the Diocese and building relationships with each other and with you. Over the course of this year here are a few key initiatives that we will continue working on:

- Growing the Intercessory Prayer Network (to include every parish).
- Offering a small prototype of a summer camp for 4th through 8th graders, envisioning a full launch the summer of 2022.
- Creating a renewal weekend for youth and planning service events.
- Expanding our curacy program to train both parochial clergy and church planters.
- Increasing giving at the parish level through training in effective stewardship and partner development.

- Encouraging parishes to embrace a vision for church planting and to commit themselves to be partners in the process.
- Outlining a developmental discipleship path.

Last year we anticipated the arrival of the Book of Common Prayer 2019 and the election of an Archbishop. The College of Bishops re-elected Archbishop Beach for another 5 years. And, it's great that the new Prayer Book has arrived. Most of our congregations are already using it and others have plans to do so now that it is printed. We continue to await the publication of the revised Catechism.

We can celebrate that in this last year the Lord has led several of our congregations through successful searches. The Rt. Rev. David Hicks has become the Rector at St. Peter's, Butler. The Rev. Clint Kerley has taken the helm at St. Stephen's, Sewickley. The Revs. Tracey and Jamey Russell have started their new ministry as Co-Rectors of Trinity, Washington. The Rev. Glenn Crytzer is the new Rector of Christ Church, New Brighton. We also rejoice that Trinity School for Ministry has called the Rt. Rev. Grant LeMarquand to rejoin their faculty. Several congregations are still seeking (Grace on the Mount, Mt. Washington; Somerset Anglican Fellowship, Somerset; Christ Church, Brownsville; St. George's, Waynesburg).

At Gathering we will honor individuals who have offered extraordinary service for many years (especially Sharon Forrest and the Ven. Mark Stevenson) and give hearty thanks to those who helped establish the Archbishop Duncan Legacy Fund.

With mixed emotions, we also honor the kingdom ministry accomplished by the congregations of Southside/City Anglican Fellowship and Trinity, Beaver as they close their doors and pray for the Lord's guidance into what's next (individually or corporately). Through these two congregations people heard the Gospel and experienced personal transformation. The fruit of their ministry will ultimately be revealed in heaven.

I believe that we are entering into a season of fruitful mission and ministry. But it will come with great challenges. At the end of Gathering I will share what I believe those challenges to be and how we can meet them. As a teaser, I leave you with this image from the Lewis and Clark Expedition. In the summer of 1805, after leading his expedition down the Ohio River and up the Missouri River looking for a waterway to the Pacific, Capt. Meriwether Lewis climbed to Lemhi Pass (at the border of present-day Montana and Idaho) expecting to see the river they were looking for. Instead, he saw the Rocky Mountains, "immense ranges of high mountains still to the West of us with their tops partially covered with snow," as he described them. The expedition would need a new strategy. Like Capt. Lewis and his expedition, what got us here will not get us to where we want to go. Plan to stay to the end of Gathering to hear the rest!

As I say repeatedly, it is a privilege to serve with you as a partner in the Gospel. God has invested a pile of spiritual treasure in this Diocese. Let's be good stewards of that investment.

Peace,

+Jim

Preliminary Convention Agenda[3]

Session 1 – 10:00 am 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
- Seating of Non-Deputy Representatives, Observers & Guests
- Draft Minutes of the 152ndAnnual Convention

Recognition and Reception of New & Reorganized Congregations

District Caucuses

Report of Nominating Committee

Elections: First Ballot

Report of the Director of Administration & Diocesan Treasurer

2020 Annual Budget

2020 Godly Share Schedule

2020 Clergy Compensation Guide

Report of Committee on Constitution & Canons

Second Ballot (if required)

Report of the Chancellor

Report of the Bishop

[3] This agenda is subject to change

Unapproved Minutes of the 153rd Annual Convention

Friday, November 2nd, A.D. 2018

The One Hundred Fifty-Third Annual Convention of the Anglican Diocese of Pittsburgh began on Friday, November 2nd, 2018 at St. Stephen's Church, Sewickley. The Convention's Opening Eucharist was celebrated in the Nave, the Rt. Rev. James Lafeyette Hobby, Jr., Bishop of the Anglican Diocese of Pittsburgh, preaching. A banquet followed in Grace Commons.

Saturday, November 3rd, A.D. 2018

Registration of Convention Deputies began on Saturday, November 3rd at 7:00 a.m. At 8:00 a.m. The Rev. Dr. Mark Stevenson, Archdeacon, led Convention in Morning Prayer in Grace Commons, Cn. Deacon Joanne Martin 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, 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 Bailey, President of Diocesan Council, to nominate a Secretary of Convention. On behalf of Diocesan Council, nominated Mrs. Shannon Sims 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.

Annual Reporting Delinquencies

The Rev. Cn. 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: there were no delinquencies. 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.

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

Recognition of Guests

The Bishop recognized representatives of guests.

Admission of New Parishes
The Rev. Jeff Wylie, President of the Standing Committee, introduced the admission of new parishes.

The Rev. Wylie moved to accept Reconciliation Anglican Church as a Congregation in Good Standing in the Anglican Diocese of Pittsburgh. The motion was seconded and passed by voice vote.

The Rev. Wylie moved to accept Church of the Apostles as a Congregation in Good Standing in the Anglican Diocese of Pittsburgh. The motion was seconded and passed by voice vote.

Nominating Committee Report
The Rev. John Bailey, Chair of the Nominating Committee of Diocesan Council, 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): Sarah Kwolek, The Rev. Bryan Jarrell
2. Board of Trustees (1 lay): Jason McLean, Thomas Hay
3. Committee on Canons (1 clergy, 1 lay): The Rev. Karen Woods, Alan Komm
4. Standing Committee (2 clergy, 1 lay): The Rev. Elaine Storm, Kurt Botula
5. Deputies to Extra-Diocesan Synod (2 clergy, 1 lay): Carly Taylor, The Rev. Seth Zimmerman
6. Growth Fund (1 lay): Winifred Sherman

The Bishop asked for nominations from the floor. There were no additional nominations from the floor.

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

The Rev. Bailey moved that the nominees be elected by voice vote. The motion was seconded and passed unanimously. All nominees were elected by voice vote.

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 2019 Budget (Pre-Convention Journal B1-B10). The Rev. Bushyager clarified that the proposed budget for 2019 is presented with the understanding that there will be required adjustments as the year proceeds with the move of the diocesan office and the final lease arrangements for 2019. The Rev. Bushyager noted the decrease in expenses for liability insurance, as the diocesan insurance program was renegotiated, and coverage for Directors and Officers insurance premiums were reduced substantially.

The Rev. Bushyager also referred Convention to the 2019 Godly Share Schedule, confirming that godly share figures will be verified in the coming months through correspondence with congregations.

Mr. Thomas Hay, Chair of the Finance Committee of Diocesan Council, moved that the 2019 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 2019 Clergy Compensation Guide (Pre-Convention Journal B11-end) and offered consultation to congregational leaders on appropriate compensation.

Report of the Committee for Constitution and Canons
The Rev. John Cruikshank, Chair of the Committee for Constitution and Canons, reported the proposed constitutional changes to be accomplished during the 2018 and 2019 annual meetings of the diocese. These changes are intended to ensure conformity with the Provincial Constitution and Canons, bring documents into line with current practice, and streamline them for clarity and adaptability.

The Rev. Cruikshank introduced proposed changes to the following Articles of the Constitution:
Article I: Faith and Order by Constitution and Provincial Membership by Canon
Article IX: Standing Committee
Article XII: Deputies to Extra-Diocesan Conventions or Synods

A discussion of the proposed changes followed. The Rev. Cruikshank moved to accept the proposed changes to Article I. The motion was seconded and passed by voice vote.

The Rev. Cruikshank moved to accept the proposed changes to Article IX. The motion was seconded and passed by voice vote.

The Rev. Cruikshank moved to accept the proposed changes to Article XII. The motion was seconded and passed by voice vote.

Changes to the Constitution will be considered in a second reading at the 2019 annual meeting.

Report of the Chancellor
Mr. Andy Fletcher, Chancellor of the Diocese, reported on the settlement agreement between a number of congregations and The Episcopal Church, which addresses the property dispute that has been ongoing. Mr. Fletcher acknowledged and thanked those who have worked on the property settlement, which has been presented to the Court of Common Pleas within the last 30 days. Mr. Fletcher encouraged Convention and Diocesan Bodies to contact him or the Director of Finance and Administration for regularly occurring legal questions.

Bishop's Report
Bishop Hobby commended to Convention the book *Designed to Lead*: *the Church and Leadership Development*, which expresses the convictions deeply embedded in his heart and imagination. The Bishop addressed the convictions and culture our congregations have the potential to possess. He concluded by highlighting the strategic vision of our future moving forward in the areas of prayer and worship, church planting, discipleship, congregational and clergy health, and the preparation of future leaders.

Report of the Judge of Elections on District Caucuses
Mr. Carey announced the results of elections in District Caucuses.

District 1 "Ohio Valley"
Board of Trustees – Mr. Timothy Guiliani
Council – Ms. Anna Brychik
District Chair – Mr. Tom Turney
District Vice-Chair – The Rev. Dennett Buettner

District 2 "Northlands"
Council – The Rev. Paul Cooper

District Chair – The Rev. Lauren Scharf
District Vice-Chair – Dn. MaryBeth Carey

District 3 "Allegheny Valley"
Council – The Rev. John Bailey
District Chair – The Rev. John Bailey
District Vice-Chair – Mr. Ken Herbst

District 4 "Eastern Kingdom"
Council – Mr. Tim Moore
District Chair – The Rev. Jeff Wylie
District Vice-Chair – The Rev. Keith Almond

District 6 "City and City South"
Board of Trustees – Mr. Jim Foster
Council – Mr. Brandon Daily
District Vice-Chair – Dn. Nancy

District Chair – Mrs. Elaine Morehead
District Vice-Chair – Mr. Jonathan Parise

District 8 "Two Rivers"
Council – Mr. Gary Bookhammer
District Chair – The Rev. Dr. David Grissom
District Vice-Chair – Dn. Carolyn Nunnally

District 9 "Beyond the Burgh"
Council – Mrs. Liz Smith
District Chair – The Rev. Thomas McKenzie
District Vice-Chair – The Rev. Mike McGhee

District 10 "Southern Kingdom"
Council – The Rev. Eric Rodes
District Chair – The Rev. Frances Metcalf

Adjournment (sine die)
Convention moved to adjourn. The Bishop declared Convention adjourned *sine die* at 10:00 a.m.

Respectfully submitted,
Shannon Sims, Secretary of Convention

Voter's Guide

Nominees for Board of Trustees

Offices Open: 1 lay

MRS. DIANE EDELSTEIN (RE-ELECTION)

Congregation	Trinity Beaver
Present service or offices held in the church:	Member, Board of Trustees; Volunteer on Diocesan Database Taskforce
Past service or offices held in the church	Vestry and Treasurer
Please share your vision:	Even churches need money to operate. I would continue to assist the Diocese in accurate and timely recording of their finances.
Why do you believe you have the qualifications for this office?	I am a CPA (Certified Public Accountant) with 29 years' experience in auditing non-profits, which includes churches.

Nominees for Committee on Constitution & Canons

Offices Open: 1 clergy, 1 lay

THE REV. DAVID RUCKER (RE-ELECTION)

Congregation	Reconciliation Anglican Church, Penn Hills
Present service or offices held in the church:	Rector, Reconciliation Anglican Church; Chair, Committee on Constitution & Canons
Past service or offices held in the church:	Diocesan Council Member, various service as requested by Bishop or Canon

Please share your vision:	My vision is that the ACNA and Pittsburgh, as a leading diocese in the ACNA, would continue the work of serving God in the renewal/reformation of His Church. We would be people of authentic relationship with God through Jesus Christ, committed disciples of Jesus and missional in life.
Why do you believe you have the qualifications for this office?	My experience, my passion for continuing work of our unique call within God's church make me qualified for this office.

MRS. DELIA BIANCHIN

Congregation	St. Peter's Anglican Church, Butler
Present service or offices held in the church:	Sunday School Teacher, Lay Reader
Past service or offices held in the church	Senior Warden, Vestry Member, Sunday School Teacher, Small Group Leader, Member of Negotiating Team for TEC/ACNA
Please share your vision:	My vision for ACNA is that it continue to be a faithful beacon of the hope and the love of our Savior Jesus Christ in and to our community; with the fellowship of believers, we can impact the community for good and serve God as faithful witnesses of His sovereignty and love.
Why do you believe you have the qualifications for this office?	My law degree and over 23 years of experience as an attorney may provide a helpful context for serving on the Canons Committee -- and I am willing to serve.

Nominees for Standing Committee

Offices Open: 1 clergy, 1 lay

THE REV. CN. DR. ANDREA MILLARD

Congregation	Church of the Ascension, Oakland
Present service or offices held in the church:	Director of Prayer Ministries
Past service or offices held in the church	Canon for Prayer and Healing Ministries, Anglican Diocese of New England [ADNE]; Liturgy & Common Worship Task Force, ACNA; American Anglican Council, Trustee
Please share your vision:	"Forward, always forward" has been a rallying cry of the ACNA for several years. Moving forward in our Diocese to me includes developing the next generation of Christian leaders who will faithfully proclaim the gospel here in Pittsburgh and beyond. My hope is that the Standing Committee, as the council of advisors to the Bishop, will seek to align our diocesan goals and vision with these missional values.
Why do you believe you have the qualifications for this office?	While canonically resident in the Anglican Diocese in New England (2009-2017), I held a number of leadership roles, including serving as a member of the ADNE's Standing Committee and also as its Chair.

MRS. MONIQUE MAGNESS

Congregation	Grace Anglican, Grove City
Present service or offices held in the church:	Intercessor, parish retreat coordinator, women's cell group leader
Past service or offices held in the church	Women's ministry
Please share your vision:	My vision and prayer for the Diocese is that we would be cohesively bound to each other and emancipated by the Gospel in such a way that our neighborhoods, families, and friends would be deeply impacted by God's redeeming work. My personal passion as it relates to the Diocese has to do with encouraging a spirit of rest and recovery for clergy and their spouses. As one poet puts it, 'Take rest; a field that has rested gives a bountiful crop.'

Why do you believe you have the qualifications for this office?	Ethan and I worked with a small team to plant Grace Anglican in 2006. Since that time, we've watched our parish grow from a living room to a larger congregation, and one that has sent out many missionaries and home-grown clergy. I've learned a great deal about small, medium, and larger parishes along the way by being an active part of Grace through its many transitions. I've also had the privilege of running women's ministries, coordinating retreats, organizing hospitality, and leading cell groups. God has blessed me with service-opportunities that have involved prayer, organization, vision, and a focus on God's free Grace in Christ.

Nominees for The Array

Offices Open: 2 clergy, 1 lay

MR. DOUG WICKER

Congregation	St. Stephen's, Sewickley
Present service or offices held in the church:	Men's Bible study leader, Board of Trustees Trinity School of Ministry (past chair)
Past service or offices held in the church	St. Stephen's vestry (junior warden), treasurer, LEM, new members class leader, Diocesan Board of Trustees Chair, Diocesan Standing Committee
Please share your vision:	To be a communion and diocese that unites follows of Christ for worship and discipleship such that they are equipped to proclaim the Gospel of Jesus Christ wherever the Lord has placed them. This vision comes alive as we support parishes to do the work of discipleship through prayer, encouragement and vison.
Why do you believe you have the qualifications for this office?	My past diocesan leadership has provided me perspective and has been used by the Lord to teach me to more fully to seek His will and grace in all things.

THE REV. JOHN BAILEY

Congregation	Christ our Hope, Natrona Heights
Present service or offices held in the church:	Rector, Christ our Hope, Natrona Heights; Diocesan Council Member
Past service or offices held in the church	Diocesan Council President, Diocesan Representative for National Synod (2012, 2014), The Array
Please share your vision:	My vision is to be a church that holds to the faith once delivered which also expresses that faith to a culture that is either too busy or too smart for God.
Why do you believe you have the qualifications for this office?	I believe I have the qualifications for this ministry for this office as a parish priest who has served in this diocese for over fifteen years having served in many different capacities throughout this diocese.

THE REV. ERIC RODES

Congregation	Christ the Redeemer, Canonsburg
Present service or offices held in the church:	Rector, Christ the Redeemer, Canonsburg; Diocesan Council Member
Past service or offices held in the church	District 2 Chairperson
Why do you believe you have the qualifications for this office?	If asked, and in the event that the array is called upon, I will endeavor to serve prayerfully, graciously, and honestly, with a commitment to seeking truth and fairness.

Budget and Financials

Proposed 2020 Budget

Introduction

To: 154th Diocesan Convention

From: Canon to the Ordinary – Director of Administration

With the restructuring of the Diocesan Office around the various ministry functions established by Bishop Hobby over the past 18 months it was necessary to format the budget to reflect these changes. Therefore, there are two major differences in the structure of the 2020 proposed budget. The income portion of the budget includes the traditional income from Godly Share and other contributions for the funding of operations, A line for release of funds from budget reserves and a new category of Infusion Income to fund growth initiatives in the ministry areas. Expenses are now designated to each of the six mission activities as well as the customary allocations for Bishop and Administration. Because of these changes there can be no "side by side" comparison from previous years. A review of the 2018 and 2019 budgets is included as the last page of the budget detail attachment.

The proposed budget for 2020 is presented with the understanding that there will be required adjustments as the year proceeds. With the finalization of the renovations of the Diocesan Office not yet complete and the canonical requirement to present the proposed budget to Diocesan Council in September, the assumption of ancillary / related expenses are maintained at present levels and will be adjusted at either the December or May Council meeting.

For the 2020 proposed budget, income projections for Congregation Godly Share follow the prescribed pattern of 10% of the most recent years' (2018) operating income as reported in the Congregational Report submitted to provincial headquarters with a 5% adjustment for potential non-payment.

This proposed budget was first presented to the Finance Committee of Diocesan Council on September 13th, 2019 and was presented to the full Council on September 17th, 2019.

THE ANGLICAN DIOCESE OF PITTSBURGH
PROPOSED 2020 ANNUAL BUDGET
APPROVED BY DIOCESAN COUNCIL

INCOME	**2020 BUDGET**
Operating Income	
Congregation Godly Share - Current Year	**$759,644**
Church Plants and Beyond the Burg Congregations	**$75,554**
New Congregations	**$5,000**
Total Godly Share Income	**$840,198**
Contributions (General) - Individuals/Congregations	**$5,000**
Miscellaneous / Fees	**$500**
United Way	**$5,000**
Total Operating Income	**$850,698**
Transfer from Budget Reserve	**$9,570**
Infusion Income	
Grants[4]	**$36,000**
Contributions	**$111,580**
Total Designated Infusion Income	**$147,580**
Total Income	**$1,007,848**
EXPENSES	
Clergy and Clergy Family Care	
Affirm and Maintain	**$17,000**
Growth	**$0**
Mission	
Affirm and Maintain	**$0**
Growth	**$97,580**
Discipleship	
Affirm and Maintain	**$0**
Growth	**$14,000**
Prayer / Worship	
Affirm and Maintain	**$27,000**
Growth	**$0**
Communication	
Affirm and Maintain	**$49,435**
Growth	**$0**
Stewardship and Partnership	
Affirm and Maintain	**$117,364**
Growth	**$36,000**
Bishop	**$291,074**
Administration	**$348,396**
Repayment of Staying Faithful Fund	**$10,000**
Total Affirm and Maintain	**$860,268**
Total Growth	**$147,580**
Growth available in Operating Funds -$ 0	
Growth requiring infusion income - $147,580	
TOTAL EXPENSES	**$1,007,848**

[4] Represents grants previously approved from the Archbishop Duncan Legacy Fund by the Board of Trustees for expenditure in 2020.

CLERGY AND CLERGY FAMILY CARE

Canon's for Clergy and Clergy Family Care	**ESTIMATED 2020 BUDGET**
Stipend	**$15,000**
Travel & Expenses	**$0**
Clergy Retreat	**$2,000**
Programs	**$0**
Initiative	
TOTAL CLERGY AND CLERGY FAMILY CARE[5]	**$17,000**

MISSION
CN. KAREN STEVENSON

Canon for Mission	**ESTIMATED 2020 BUDGET**
Salary	**$35,600**
Housing Allowance	**$14,400**
Pension	**$9,000**
Life/AD7D/STD/LTD	**$280**
Travel / Expenses	**$3,900**
Programs	**$3,900**
Newly Ordained Training	**$500**
Curate Initiative[6]	**$30,000**
TOTAL MISSION[7]	**$97,580**

DISCIPLESHIP
CN. TRACEY RUSSELL

Canon for Discipleship	**ESTIMATED 2020 BUDGET**
Salary	**$6,000**
Housing Allowance	**$6,000**
Travel & Expenses	**$1,000**
Programs	**$1,000**
Diocesan Youth Gathering	
Provincial Youth Gathering	
Diocesan Day of Service	
Alpha Program	
New Initiative	
TOTAL DISCIPLESHIP[8]	**$14,000**

[5] All aspects of Clergy and Clergy Family Care are Affirm and Maintain
[6] The $30,000 listed as Curate Initiative is for 2 curacy positions in 2020
[7] for 2020 100% of the Mission Budget is considered initiative. (growth)
[8] For 2020, 100% of the Discipleship Budget is considered initiative (growth).

PRAYER / WORSHIP
CN. JOANNE MARTIN

Canon for Prayer and Worship	**ESTIMATED 2020 BUDGET**
Salary	**$24,000**
Housing Allowance	**$0**
Travel & Expenses	**$1,200**
Supplies / Licenses	**$500**
Musicians	**$300**
Programs	**$1,000**
Prayer	
Spiritual Direction	
Creative Arts in Worship	
General Worship	
New Initiative	
TOTAL PRAYER / WORSHIP[9]	**$27,000**

COMMUNICATIONS
DIRECTOR KRISTEN PARISE

Director of Communications	**ESTIMATED 2020 BUDGET**
Salary	**$25,200**
FICA/Pension	**$5,708**
Life/AD&D/STD/LTD	**$227**
Travel & Expenses	**$1,000**
Training	**$1,000**
SUBTOTAL	**$33,135**
Communications - Publications	
TRINITY Diocesan Newsletter	**$10,000**
Printing, Direct Mail Costs, Sort, Labels	**3,500**
Asking Letter for TRINITY	**-**
Diocesan Directory	**-**
Technical Support/Web Page Development	**$2,400**
Miscellaneous	**$400**
SUBTOTAL	**$16,300**
New Initiative	
TOTAL COMMUNICATIONS[10]	**$49,435**

[9] All aspects of Communications are Affirm and Maintain for 2020
[10] All aspects of Communications are Affirm and Maintain for 2020

STEWARDSHIP /PARTNERSHIP
DIRECTOR SARAH KWOLEK

Director of Stewardship / Partnership	**ESTIMATED 2020 BUDGET**
Salary[11]	**$36,000**
FICA/Pension	**$8,154**
Life/AD&D/STD/LTD	**$341**
Travel & Expenses	**$1,000**
Training	**$1,000**
SUBTOTAL	**$46,495**
Diocesan Convention / Gathering	
Administration Assistance	**$1,250**
Facilities & Meals	**$1,250**
Printing & Mailing Journals	**$1,000**
Miscellaneous	**$500**
Technology Support	**$500**
Travel-Speaker	
Children's Ministry Coordinator	**$2,300**
SUBTOTAL	**$6,800**
National Share	
Provincial Tithe	**$85,070**
Provincial Assembly Delegates	**$10,000**
SUBTOTAL	**$95,070**
Ecumenical & Other	
Christian Associates	**$4,500**
Other Ecumenical	**-**
Networking Support	**$500**
SUBTOTAL	**$5,000**
New Initiative	
TOTAL STEWARDSHIP / PARTNERSHIP	**$153,364**

BISHOP

Bishop	
Salary (includes Health Ins $18,343)	**$79,987**
Housing	**$40,000**
Pension	**$21,598**
Life/AD&D/STD/LTD	**$824**
Medical Insurance Premium	**$786**
Travel	**$3,750**
Parking	
Auto Expense	**$2,750**
Business Expense	**$5,000**
SUBTOTAL	**$154,695**

[11] The base salary of the Director is considered Initiative (growth) and funded by a grant from the Archbishop Duncan Legacy Fund.

Assisting / Retired Bishops	
Stipend	**$1,000**
Travel	**$5,000**
Business Expenses	**$3,000**
SUBTOTAL	**$9,000**
Canon to the Ordinary (16 hours per week)	
Salary (includes health Ins $1,584)	**$14,913**
Housing	**$10,980**
Pension	**$4,661**
Life/AD&D/STD/LTD	**$151**
Medical Insurance Allowance	**$393**
Auto Expense	**$3,000**
Travel/Business Expense	**$1,000**
SUBTOTAL	**$35,097**
Executive Assistant to the Bishop	
Salary	**$58,872**
FICA/Pension	**$13,334**
Life/AD&D/STD/LTD	**$508**
Medical Insurance Premium	**$13,317**
SUBTOTAL	**$86,031**
Commission on Ministry	
Deacon Formation Program	**$0**
Ordination Expenses	**$500**
General Oversight	**$1,000**
Background Checks	**$2,000**
Psychological Exams	**$2,000**
SUBTOTAL	**$5,500**
Training	
Leadership Overnight	**$500**
Misconduct Training and Materials	**$250**
SUBTOTAL	**$750**
TOTAL BISHOP	**$291,074**

ADMINISTRATION

Director of Administration (24 hours per week)	
Salary (includes health ins. $2580)	**$24,854.50**
Housing	**$18,300**
Pension	**$7,768**
Life/AD&D/STD/LTD	**$151**
Medical Insurance Allowance	**$393**
Auto Expense	**$3,000**
Travel/Business Expense	**$1,000**
SUBTOTAL	**$55,466**
Financial Bookkeeper/Secretary	
Salary	**$45,096**
FICA/Pension	**$10,214**

Life/AD&D/STD/LTD	**$398**
Medical Insurance Allowance	**$13,317**
Commuting Allowance	**$1,000**
Travel/Training	
SUBTOTAL	**$70,025**
Receptionist	
Salary	**$40,0303**
FICA/Pension	**$9,129**
Life/AD&D/STD/LTD	**$333**
Medical Insurance Allowance	**$391**
Commuting Allowance	**$1,00**
SUBTOTAL	**$51,155**
Support	
Audit	**$9,000**
Background Checks	**$300**
Copier	**$7,500**
Legal Fees	**-**
Liability, Workers Comp, Bond	**$30,000**
Medical Expense Reimbursements	**$4,500**
Miscellaneous	**$450**
Office Furniture/Equipment	**$3,000**
Office Move and Build Out	**$35,000**
Office Supplies	**$4,000**
Payroll Support Service	**$500**
Pension Administration	**$600**
Postage	**$3,500**
Rent and Utilities for Offices	**$42,000**
Staff Development	**$2,000**
Technology System Support & Training	**$20,000**
Telephones	**$9,400**
SUBTOTAL	**$171,500**
TOTAL ADMINISTRATION	**$348,396**

Proposed Godly Share Offerings for Proposed 2020 Budget

Recommended to Convention by Diocesan Council September

LOCATION	CONGREGATION	2017 PAROCHIAL INCOME	2018 PAROCHIAL INCOME	2020 GODLY SHARE	GROWTH FUND 1%	GROWTH FUND 0.7%
Ambridge	**Church of the Savior**	$142,890.70	$148,194.00	**$14,819.40**	$1,481.94	$1,037.36
Beaver	**Trinity Church**	$127,796.00	$104,632.00	**$10,463.20**	$1,046.32	$732.42
Beaver Falls	**St. Andrews College Hill**	$16,960.00	$17,272.00	**$1,727.20**	$172.72	$120.90
Bloomfield	**Seeds of Hope**	$81,707.00	$107,665.51	**$10,766.55**	$1,076.66	$753.66
Bridgeville	**St. Elizabeth**	$5,000.00	$5,000.00	**$500.00**	$50.00	$35.00
Brownsville	**Christ Church**	$87,880.55	$98,379.00	**$9,837.90**	$983.79	$688.65
Butler	**St. Peter's**	$137,519.00	$132,281.00	**$13,228.10**	$1,322.81	$925.97
Charleroi	**St. Mary's**	$103,648.85	$95,289.15	**$9,528.92**	$952.89	$667.02
Coraopolis	**Charis 247**	$38,000.00	$38,234.00	**$3,823.40**	$382.34	$267.64
Cranberry	**All Saints**	$159,361.00	$195,696.00	**$19,569.60**	$1,956.96	$1,369.87
East End	**Jonah's Call**	$146,644.79	$123,108.19	**$12,310.82**	$1,231.08	$861.76
Edgeworth	**Grace Church**	$59,148.00	$91,101.00	**$9,110.10**	$911.01	$637.71
Elizabeth	**Transfiguration**	$33,355.00	$30,750.00	**$3,075.00**	$307.50	$215.25
Fox Chapel	**Christ Church**	$540,705.84	$559,156.00	**$55,915.60**	$5,591.56	$3,914.09
Georgetown	**St. Luke's**	$15,787.00	$19,000.00	**$1,900.00**	$190.00	$133.00
Gibsonia	**St. Thomas**	$170,623.00	$180,684.00	**$18,068.40**	$1,806.84	$1,264.79
Glenshaw	**Church of Our**	$5,000.00	$5,000.00	**$500.00**	$50.00	$35.00
Greensburg	**Christ's Church**	$211,124.00	$217,846.00	**$21,784.60**	$2,178.46	$1,524.92
Grove City	**Grace**	$223,412.00	$241,792.00	**$24,179.20**	$2,417.92	$1,692.54
Harrisburg	**Good Shepherd**	$18,432.91	$26,000.00	**$2,600.00**	$260.00	$182.00
Homer City	**Harvest**	$22,872.00	$8,149.00	**$814.90**	$81.49	$57.04
Hopewell	**Prince of Peace**	$212,860.00	$217,249.00	**$21,724.90**	$2,172.49	$1,520.74
Johnstown	**St. Matthew's**	$64,008.00	$66,035.00	**$6,603.50**	$660.35	$462.25
Leechburg	**Holy Innocents**	$54,000.00	$36,000.00	**$3,600.00**	$360.00	$252.00
Ligonier	**Epiphany**	$91,849.00	$104,836.00	**$10,483.60**	$1,048.36	$733.85
Monongahela	**True Vine**	$66,739.00	$57,000.00	**$5,700.00**	$570.00	$399.00
Monroeville	**St. Martin's**	$83,107.99	$75,766.00	**$7,576.60**	$757.66	$530.36
Mt Washington	**Grace-on-the-Mount**	$135,688.00	$82,735.00	**$8,273.50**	$827.35	$579.15
Murrysville	**St. Alban's**	$213,620.00	$170,025.00	**$17,002.50**	$1,700.25	$1,190.18
Natrona	**Christ Our Hope**	$148,706.00	$147,617.00	**$14,761.70**	$1,476.17	$1,033.32
New Brighton	**Christ Church**	$120,092.50	$109,782.00	**$10,978.20**	$1,097.82	$768.47
North Fayette	**Mosaic**	$195,834.00	$202,370.75	**$20,237.08**	$2,023.71	$1,416.60
Oakland	**Ascension**	$1,441,916.00	$1,543,505.00	**$154,350.50**	$15,435.05	$10,804.54
Patton	**Trinity**	$16,354.11	$15,047.00	**$1,504.70**	$150.47	$105.33
Penn Hills	**Reconciliation**	$48,842.00	$69,060.00	**$6,906.00**	$690.60	$483.42

LOCATION	CONGREGATION	2017 PAROCHIAL INCOME	2018 PAROCHIAL INCOME	2020 GODLY SHARE	GROWTH FUND 1%	GROWTH FUND 0.7%
Pittsburgh	**Incarnation**	$52,201.00	$40,656.00	**$4,065.60**	$406.56	$284.59
Sewickley	**St. Stephen's**	$1,671,757.00	$1,700,564.00	**$170,056.40**	$17,005.64	$11,903.95
Somerset	**Somerset Anglican Fellowship**	$96,550.80	$59,037.00	**$5,903.70**	$590.37	$413.26
South Hills	**Redeemer**	$299,933.51	$290,268.27	**$29,026.83**	$2,902.68	$2,031.88
South Side	**South Side Anglican**	$86,800.00	$68,642.00	**$0.00**	$686.42	$480.49
Templeton	**St. Mary's**	$4,255.17	$7,678.00	**$767.80**	$76.78	$53.75
Uniontown	**St. Peter's**	$173,646.00	$192,452.00	**$19,245.20**	$1,924.52	$1,347.16
Uptown	**Shepherd's Heart**	$90,600.00	$97,042.00	**$9,704.20**	$970.42	$679.29
Washington	**Trinity**	$295,686.00	$234,706.00	**$23,470.60**	$2,347.06	$1,642.94
Waynesburg	**St. George's**	$34,872.51	$31,593.00	**$3,159.30**	$315.93	$221.15
TOTAL				**$799,625.29**		
Allowance for adjustments				**$39,981.26**		
NET FORECAST				**$759,644.02**		

2020 CLERGY COMPENSATION GUIDE

Anglican Diocese of Pittsburgh

Adopted by Diocesan Council on September 17, 2019

Clergy Compensation Guide 2020

In 2017 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 2020 Guide updates the values for the compensation packages where appropriate. In addition, the compensation for Supply Clergy was increased by 7% (first increase in 4 years).

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 vestry 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.

Table of Contents

Categories of Pastorates *30*

Minimum total package recommendations for the first year of incumbency in 2020: **31**

Cash Compensation **33**

Required Employment Benefits **34**

Recommended Additional Benefits **36**

Guidelines for Supply Clergy Rates *40*

Advocacy for Clergy during Compensation/Benefit Negotiations *41*

Guidelines for Parish, Cleric and Family during Marital Stress, Crisis and Divorce in Clergy Families *42*

Appendix A *44*

SUGGESTED INSERT FOR MINUTES OF VESTRY FOR DESIGNATION OF CLERGY HOUSING ALLOWANCE *44*

Appendix B *45*

SUGGESTED FORMAT FOR DOCUMENTATION OF CLERGY HOUSING ALLOWANCE *45*

Appendix C *46*

MILEAGE & TRANSPORTATION REPORT *46*

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 2020 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 2020:

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	**$68,200**	**$73,650**	**$88,900**	**$90,225**
Town/Rural	**$65,975**	**$71,850**	**$86,275**	**$90,950**

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	**$60,700**	**$66,900**	**$71,850**	**$74,875**
Town/Rural	**$59,275**	**$66,500**	**$69,950**	**$73,800**

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	**$22,450**	**$22,500**	**$25,475**	**$26,000**
Town/Rural	**$22,650**	**$23,975**	**$26,300**	**$25,575**

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 18] and a suggested format for documentation of clergy housing allowance is provided in [Appendix B on page 19].
    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 the 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 20] 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 2019 this would have been $230.86 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	**$145**
2 Services with Sermon	**$220**

An additional $70 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.

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: _____

Appendix C

MILEAGE & TRANSPORTATION REPORT

Name_____

==========

Date	Location To/From	Purpose of Travel	Miles	Toll/Parking

Number of Miles _____ X current IRS Rate = $_____

Total Amount of Other Expenses $_____

Total Mileage & Transportation Expenses **$_____**

Resolutions, Constitutions & Canons, and Rosters of Elected Bodies

Report of the Committee on Constitution & Canons

Notice to the 2019 Convention of the Diocese of Pittsburgh, as submitted by the Constitution and Canons Committee:

This work represents the ongoing task to "clean-up" diocesan Constitution and Canons, especially to conform to the constitution and canons of the Anglican Church in North America. Proposed Changes ##1, 3 and 4 are concerned with diocesan membership in the Anglican Church in North America and participation by the diocese in meetings and assemblies of the Province.

Proposed Changes ##2 and 7 concern the Standing Committee. Currently formation and function of the SC is provided for in the constitution. These changes are intended to separate the establishment of the SC, which is a matter for the constitution, from the function of the SC which can change over time and is a matter for the canons.

Proposed Changes ##5 and 6 are purely administrative. #5 conforms the canon to actual practice within the diocese. #6 renumbers the Canons after inserting a new Canon for the Standing Committee.

Amendment to the constitution requires affirmative vote by two successive Conventions. Proposed Changes ##1, 2 and 3 were affirmed by the 2018 Convention. Proposed Changes ##1, 2 and 3 will be presented for a second vote at the 2019 Convention.

Resolutions & Proposed Changes

Canon IX Committees and Program Units.

This should not require any action by convention.

Changes to the constitution and canons of the Anglican Diocese of Pittsburgh as proposed by The Committee of Constitution and Canons.

Key to Changes:

- Black language is unchanged from the current C&C.
- Red language is new
- ~~Red "strikethrough"~~ is removed language.
- Blue is info about the purpose of the change.

Constitution

Any change to the Constitution requires affirmative vote at two successive diocesan conventions. The following amendments to the Constitution were approved at the 2018 Convention and are brought to the 2019 Convention for consideration.

Proposed Change #1 - Article I Faith and Order by Constitution and Provincial Membership by Canon

Section 1. ~~The Church in the Diocese of Pittsburgh is a constituent member of the Anglican Communion, a Fellowship within the One, Holy, Catholic and Apostolic Church of those duly constituted Dioceses, Provinces and regional churches in communion with the See of Canterbury, upholding and propagating the historic Faith and Order as set forth in the Book of Common Prayer.~~

The Anglican Diocese of Pittsburgh, hereafter known as the Diocese, is a constituent member of the Anglican Church in North America, hereafter known as the Province, and adheres to the Constitution and Canons of said Province.

> Section 1 of Article 1 is amended in its entirety to document that the Anglican Diocese of Pittsburgh is a member of the Anglican Church in North America.

Section 2. ~~The Diocese of Pittsburgh shall have membership in such Province of the Anglican Communion as is by diocesan Canon specified.~~

> Section 2 is removed in its entirety as the affiliation is now stated in Section 1

~~Section 3.~~ Section 2. The Diocese of Pittsburgh embraces all those counties of the ~~State~~ Commonwealth of Pennsylvania known as Allegheny, Armstrong, Beaver, Butler, Cambria, Fayette, Greene, Indiana, Somerset, Washington and Westmoreland. Additionally, for reasons found satisfactory to any Convention of the Diocese of Pittsburgh, Congregations outside of the boundaries of the aforementioned counties may be considered for admission into union with the Diocese of Pittsburgh, provided that they meet all other requirements set forth in the Constitution and Canons of the Diocese of Pittsburgh for canonical admission.

> Section 3 is retitled as Section 2 and is amended to correct "State" to "Commonwealth".

Proposed Change #2 - Article IX Standing Committee

Section 1. ~~The Convention shall at the Convention of 1952 elect a Standing Committee, to consist of four members of the Clergy and four Lay persons as follows:~~

~~One member of the Clergy and one Lay person shall be elected for a period of four years; one member of the Clergy and one Lay person shall be elected for a period of three years; one member of the Clergy and one Lay person shall be elected for a period of two years; one member of the Clergy and one Lay person shall be elected for a period of one year.~~ At each Annual Convention ~~thereafter~~ one member of the Clergy and one Lay person shall be elected for a period of four years. No member of the Standing Committee shall be eligible to succeed himself or herself until the next Convention following the expiration of term of office.

The Standing Committee, when there is no Bishop, Bishop-Coadjutor, or Suffragan Bishop, or no one of them is capable of acting, shall be the Ecclesiastical Authority of the Diocese.

> Section 1 is amended to remove unnecessary language (language pertaining to the formation of the original Standing Committee) or repetitive language (the final paragraph is provided in Article VIII).

Section 2. The Clerical members of the Standing Committee must be of those entitled to Seats in the Convention of the Diocese.

Section 3. The Lay members of the Committee must be communicants in some Congregation of the Diocese in Union with the Convention.

~~Section 4. The Committee, at their first meeting, shall choose a President from among the Clerical members, and a Secretary, either Clerical or Lay. The Secretary shall keep a record of the proceedings of the Committee, and all books and papers in their hands relative to the Church shall be subject to the examination of the Bishop and of the Convention.~~

Section 4 is moved to the Canons, Section VII; see Proposed Change #8.

Section 5. The Standing Committee shall fill all vacancies that may occur during the recess of the Convention, in their own body, or in any Committee appointed to sit during the recess of the Convention, and also in such offices as are held by annual election.

Section 5 is moved to the Canons, Section VII; see proposed Change #8.

~~Section 6.~~ Section 4. The Standing Committee shall also be the council of advice to the Bishop.

Section 6 is renumbered.

~~Section 7.~~ Section 5. The Standing Committee shall have such additional rights and duties and powers as may be conferred by the Canons of the Province or of this Diocese duly enacted.

Section 7 is renumbered.

Proposed Change #3 - Article XII Deputies to Extra-Diocesan Conventions or Synods

This Article is amended as follow to align with Provincial Constitution and Canons.

Section 1. ~~At each Annual Convention, there shall be elected one member of the Clergy and one lay person to serve as deputy or delegate to any extra-diocesan conventions, synods or meetings that may occur between Annual Conventions and to which the Diocese shall be invited to send deputies. They shall possess the same qualifications as member of Standing Committee and shall be elected by a concurrent majority of both orders. The term of office shall be five years.~~

Section 1. In accordance with Provincial Canon 1, Section 2, the Diocese In convention shall elect delegates and alternates to the Provincial Council when a vacancy occurs in the current delegation. The term of office shall be as stated in Provincial Canon 1, Section 2. The number of alternates shall be determined by Diocesan Standing Committee.

Section 1 of Article XII is amended in its entirety to provide specifically for election of delegates to Provincial Council.

Section 2. ~~For any extra-diocesan convention or synod requiring fewer than five deputies or delegates, seniority in term shall be the basis for determining who shall represent the Diocese at that particular meeting. Any diocesan deputies not designated as deputies for said meeting would have status, by seniority in term, as alternates.~~

Section 2. In accordance with Provincial Canon 2, Section 3, the Diocese In convention shall elect delegates and alternates to the Provincial Assembly at the convention prior to the announced meeting of the Assembly. The number delegates shall be in accordance with Provincial Canon. The number of alternates shall be determined by Diocesan Standing Committee.

> Section 2 of Article XII is amended in its entirety to provide specifically for election of delegates to Provincial Assembly.

Section 3. Should a vacancy among the deputies or delegates occur by reason of resignation, removal from the Diocese, death or otherwise between the stated times of election, then such vacancy shall be filled as provided by Article IX, Section 5 of the Constitution.

Section 4. In case of failure or neglect of the Convention to elect deputies or delegates, those already in office shall continue until successors are chosen.

Section 5. ~~It shall be the duty of the persons so elected to signify to the Bishop, in writing, at least one month before the meeting of the extra-diocesan convention or synod, their acceptance of the appointment and their intention to perform its duties. If a person so elected fails to give this notice or fails to attend the convention or synod, a replacement shall be chosen in accordance with Sections 2 and 3 above.~~

Section 5. The Bishop, in consultation with the Diocesan Standing Committee, shall elect Youth Representatives In numbers as put forth I Provincial Canon 2, Section 3.

> Section 5 of Article XII is amended in its entirety to provide specifically for election of Youth Representatives to Provincial Assembly.

Canons

The following changes to the canons are recommended and brought to the Convention for consideration.

Proposed Change #4 - Canon I Provincial Membership within the Anglican Communion

Section 1. The Diocese of Pittsburgh shall be a member of the Anglican Church in North America.

Section 2. The Diocese of Pittsburgh may do business as the Anglican Diocese of Pittsburgh.

Section 3. Election of Delegates to Provincial Council.

a) Beginning with the year 2020, Convention shall elect delegates and alternate delegates to Provincial Council every fifth year. Convention shall elect one (1) delegate from the Clergy Order and two (2) delegates from the Lay Order. Convention shall also elect one (1) alternate delegate from the Clergy Order and two (2) alternate delegates from the Lay Order. Delegates and alternate delegates shall be

elected for a term of five years and serve the Provincial Council as required by the Canons of the Anglican Church in North America.

b) In the event one of more delegates are unable to serve the Provincial Council at any time, an alternate delegate shall serve as a delegate as directed by the Bishop from time to time.
c) No delegate or alternate delegate may serve two full terms consecutively. Alternate delegates may be elected as delegates upon completion of the alternate term. Alternate delegates appointed by the Bishop to serve as delegates may be elected as delegates.

This amendment is offered to conform to Provincial Canons which require five (5) year terms.

Section 5. Election of Delegates to Provincial Assembly.

a) Upon the Diocese receiving notice of a scheduled Provincial Assembly, the Convention immediately preceding such Assembly shall elect delegates to such Assembly. Convention shall elect delegates from the Clergy Order and the Lay Order as the directed by said notice. An equal number of alternate delegates shall be elected at Convention. In the event one of more delegates is unable to serve the Provincial Assembly at any time, an alternate delegate shall serve as a delegate as directed by the Bishop from time to time.
b) In the event any assembly is scheduled to meet before the next scheduled Convention, Standing Committee shall select the delegates and alternate delegates to Assembly.
c) The term for a delegate or alternate delegate shall expire as of the official conclusion of the Assembly.
d) Delegates to Assembly may serve up to three Assemblies consecutively. Alternate delegates to Assembly may be elected to unlimited consecutive terms. In the event an alternate delegate is appointed by the Bishop to serve Assembly, such alternate may subsequently be elected as a delegate and may serve up to three Assemblies consecutively.

This amendment is offered to conform to Provincial Canons. Provincial Assembly meets from time to time as required by Canons of the Anglican Church In North America. Since the Assembly does not meet on a predetermined schedule, the Diocese will elect delegates and alternate delegates as needed. The Province is to give notice to the Diocese of any scheduled assembly. Such notice shall state the date of Assembly and the number of delegates from the Diocese, both Clergy Order and Lay Order. Any such notice is required to be given to the Diocese in the calendar year proceeding the year of Assembly.

Proposed Change #5 - Canon III of Deputies

Section 2. Lay Deputies

a. Lay Deputies from a Congregation shall be elected by the Vestry of the Congregation or by a meeting of that Congregation, as provided in its by-laws. Deputies shall be elected for three-year terms; and, where the number of Deputies permits, their three-year terms shall be staggered. No Deputy who has been so elected for two successive three-year terms shall be eligible for re- election as a Deputy until the expiration of one year. The Deputies shall be elected and certified to the Secretary of Convention not later than ~~the thirtieth of June~~ sixty (60) days prior to the Annual Convention and all terms of Lay Deputies shall begin as of the first day of July preceding the Annual Convention for which they were first certified. Each Congregation

shall also elect such number of Alternate Deputies as it shall deem necessary. Each Congregation shall also appoint or elect a Leader of Deputation whose specific duties shall be provided for in the Congregation By-laws.

b. The election of Deputies and Alternate Deputies to the Convention shall be certified in writing by a Warden or two members of the Vestry; and the certificate shall state the name, address and telephone number of each Deputy and Alternate and that each Deputy and Alternate Deputy named in said certificate was chosen from the communicants of said Congregation. The certification form shall list all deputies elected by the Congregation, whether newly elected or in their second or third year of term. The certificate shall be furnished to the Secretary of the Convention not later than ~~the thirtieth of June~~ sixty (60) days preceding the Annual Convention. If Deputies and Alternate Deputies are elected to fill out vacancies caused by death, resignation, or removal for any cause, the election shall be certified in writing by forwarding an amended certificate to the Secretary of Convention. Any Congregation failing to timely furnish the certificate to the Secretary of the Convention shall not be entitled to Seat or vote at the Convention.

This Amendment is offered to bring the Canons in line with common practice within the Diocese.

Proposed Change #6

Beginning with Current Canon VII Assistance to the Bishop, Canon VII and all subsequent Canons shall be renumbered by adding 1 (one) to each Canon's current number. Current Canon VII shall become Canon VIII and each subsequent Canon shall be increased in a similar manner so that the final Canon for the Diocese shall be renumbered as a new Canon XXXV Definitions.

This proposed change is to be considered in light of Proposed Change #7, below. Proposed Change #7 vacates Canon VII by renumbering current Canon VII as Canon VIII excreta for all subsequent Canons. Proposed Change #7 will propose a new Canon VII.

Proposed Change #7 - Canon VII Of the Standing Committee

Section 1. Members of the Standing Committee shall be elected as provided in Article IX of the Constitution.

Section 2. Officers of Standing Committee

a. There shall be two offices of the Standing Committee, President and Secretary. Each President and Secretary of the Standing Committee shall serve for a one year term beginning on January 1 of the year in question.

b. The President of Standing Committee shall be the member of the clergy order whose final year on the committee begins on January 1 of the year in question. The Secretary of Standing Committee shall be the member of the lay order whose final year on the committee begins January 1 of the year in question.

c. In the event of a vacancy in either office of the Standing Committee, such vacancy shall be filled by the next most senior person of the Standing Committee from the appropriate clergy or lay order.

Section 3. The Standing Committee will (in accordance with Canon XVI Sec. 4, Canon XVIII Sec. 3) review and approve the Articles of Association, Charter and by-laws or any changes to them for all congregations in union with or requesting to be in union with the diocese.

Section 4. The Standing Committee shall fill all vacancies that may occur during the recess of the Convention, in their own body, or in any Committee appointed to sit during the recess of the Convention, and also in such offices as are held by annual election.

> Canon VII is currently vacant. This new Canon is concerned with the purposes of the Standing Committee. Sections 2 and 4 were originally part of Article IX of the Constitution of the Diocese and are…

2019 Rosters of Elected Bodies

The Array

The Array consists of five priests or deacons and four lay persons elected by Convention to serve three-year terms. The following canons describe the purpose of the Array and the structure of terms.

Canon XXI – Ecclesiastical Discipline

Section 2. If any charges are brought against any member of the Clergy of the Diocese as provided in Section 1 of this Canon, such charges shall be considered, investigated and prosecuted as provided in Title IV of the Canons of the ACNA.

*Section 3.*c. The Array of the Diocese shall serve as the "ecclesiastical Trial Court."

Section 4. Concerning the Array:

a. The Array shall consist of five (5) priests or deacons and four (4) lay persons, to be elected by the Diocesan Convention to serve three (3) year terms on a staggered basis.
b. Each member shall serve until his or her successor is elected or until the conclusion of any trial being heard by said member and the rendering of a Verdict thereon, whichever is later. No person who has served two consecutive full terms shall be eligible for election until a full year has elapsed. Eighteen or more months shallbe treated as a full term.
c. If a vacancy occurs for any reason the Standing Committee shall appoint a replacement from the appropriate Order, Clerical or Lay.

Roster

Term 2017-2019	Deacon Regis Turocy (2nd term) The Rev. John Bailey (1st term) Mr. Joshua Moyer (2nd term)
Term 2018-2020	The Rev. Ethan Magness (2nd term) The Rev. Jeffrey Wylie (2nd term) Mr. Roger Foley (2nd term)
Term 2019-2021	Mr. Jason McLean (1st term Mrs. Sarah Kwolek (2nd term) The Rev. Bryan Jarrell (1st term)

Commission on Ministry

The Rev. Bill Henry, Chair	Mrs. Catherine Parham
Deacon Carolyn Nunnally	Deacon Kathy Walzer
The Rev. Canon Jonathan Millard	The Rev. Lauren Scharf
Dr. Bill Witt	The Rev. Michael McGhee *Nashville Deanery*
Mr. Nick Storm	The Rev. Canon Shari Hobby Ordination Chaplain
Mr. David Edelstein	The Right Rev. Jim Hobby

The Rev. Gaea Thompson	Ms. Bonnie Catalano Executive Assistant to the Bishop

Board of Trustees

	YR. TERM ENDS - # OF TERMS	HOME CHURCH	ELECTED BY
Mr. Timothy Guiliani	2021-1	Mosaic, North Fayette	District 1
Mr. John Kearns	2020-1	Christ Our Hope, Natrona Heights	District 3
Mr. Derek Herrington	2019-1	Christ's Church, Greensburg	District 4
Mr. James Foster	2021-2	Church of the Ascension, Oakland	District 6
Mrs. Winifred Sherman	2019-1	Reconciliation, Penn Hills	District 8
Mr. Tom Hay	2021-1	St. Stephen's, Sewickley	Convention
Mr. Michael Shiner (President)	2020-2	Christ Church, Fox Chapel	Convention
Mrs. Diane Edelstein	2019-1	Trinity Church, Beaver	Convention
Mr. Nick Storm	2019-1	Mosaic, North Fayette	Bishop

Committee on Canons

Consists of 3 clergy & 3 lay members. One term is 3 years; 2 consecutive terms are allowed.

	YR. TERM ENDS - # OF TERMS	HOME CHURCH
Mrs. Delia Bouwers-Bianchin	2019-1	St. Peter's, Butler
The Rev. David Rucker	2019-1	Reconciliation Anglican, Penn Hills
Mr. Jay Gilmer	2020-2	Jonah's Call, East End
The Rev. Dr. Karen Woods	2021-1	Word of Light Fellowship, O'Hara Twp.
Mr. Alan Komm	2021-2	Church of the Ascension, Oakland

Comission on Ministry

The Rev. Bill Henry, Chair	Mrs. Catherine Parham
Deacon Carolyn Nunnally	Deacon Kathy Walzer
The Rev. Canon Jonathan Millard	The Rev. Lauren Scharf
Dr. Bill Witt	The Rev. Michael McGhee, Nashville Deanery
Mr. Nick Storm	The Rev. Canon Shari Hobby, Ordination Chaplain

Mr. David Edelstein	The Right Rev. Jim Hobby, Bishop
The Rev. Gaea Thompson	Ms. Bonnie Catalano, Executive Assistant to the Bishop

Deputies to Extra-Diocesan Synods

TERM YEAR	CLERGY DEPUTY	LAY DEPUTY
2019	The Rev. Cn. Karen Stevenson	Doug Wicker
2020	The Rev. Dennett Buettner	Shawn Reed
2021	The Rev. Bill Henry	David Edelsltein
2022	The Rev. Bill Starke	Sarah Kwolek
2023	The Rev. Seth Zimmerman	Carly Taylor

Diocesan Council

President: Mr. James Carney
Vice President: The Rev. Paul Cooper

DISTRICT #	REPRESENTATIVE	YR. TERM ENDS - # OF TERMS	HOME CHURCH/OFFICE
1	Mr. Kirk Troxler	2019-1	Trinity Church, Beaver
1	Mrs. Anna Brychik	2021-1	Church of the Savior, Ambridge
2	Mr. Richard Martin	2019-2	St. Thomas, Gibsonia
2	Mr. John Bryant	2020-1	St. Andrews College Hill, Beaver Falls
2	The Rev. Paul Cooper	2021-1	All Saints Anglican, Cranberry Twp.
3	Mrs. Julie Polczynski	2019-1	Christ our Hope, Natrona Heights
3	Mrs. Connie Guggenheimer	2020-2	Christ Church, Fox Chapel
3	The Rev. John Bailey	2021-2	Christ our Hope, Natrona Heights
4	The Rev. Bryan Jarrell	2019-1	Epiphany Anglican Fellowship, Ligonier
4	Mr. Dennis Sweeney	2020-1	Epiphany Anglican Fellowship, Ligonier
4	Mr. Tim Moore	2021-2	Christ's Church, Greensburg
6	Mr. James Carney	2019-2	St. Elizabeth's Anglican Mission, Bridgeville
6	Mr. Alan Komm	2020-1	Church of the Ascension, Oakland
6	Mr. Brandon Daily	2021-1	Church of the Ascension, Oakland

DISTRICT #	REPRESENTATIVE	YR. TERM ENDS - # OF TERMS	HOME CHURCH/OFFICE
8	Mr. Dan Oliver	2019-1	Reconciliation Anglican, Penn Hills
8	The Rev. Kua Apple	2020-2	St. Martin's, Monroeville
8	Mr. Gary Bookhammer	2021-1	Reconciliation Anglican, Penn Hills
9	Mrs. Liz Smith	2021-2	St. John's, Franklin, TN
10	Deacon Terry Smolick	2019-1	St. Mary's, Charleroi
10	Mr Joe Doerr	2020-1	True Vine, Monongahela
10	The Rev. Eric Rodes	2021-1	Redeemer Parish, Canonsburg
Ex-Officio	The Rt. Rev. James Hobby, Jr.	N/A	Bishop of Pittsburgh
Ex-Officio	Mr. Andy Fletcher	N/A	Chancellor of the Diocese
Ex-Officio	The Rev. Dr. John Paul Chaney	N/A	President, Standing Committee
Ex-Officio	Mr. Michael Shiner	N/A	President, Board of Trustees
Ex-Officio	Mrs. Shannon Sims	N/A	Secretary of Convention
Non-Member	The Rev. Cn. Donald Bushyager	N/A	Canon to the Ordinary, Director of Administration
Non-Member	Mr. Tim Moore	N/A	Growth Fund Representative

Growth Fund

	ELECTED FROM:	YR. TERM EXPIRED - # OF TERMS
The Rev. Cn. Donald Bushyager	Ex-Officio	N/A
Tom Hay	Board of Trustees	2021-1
Tim Moore	Diocesan Council	2019-1
Allison Kennedy	Convention	2020-1
Winifred Sherman	Convention	2021-2

Standing Committee

	YR. TERM ENDS
The Rev. Dr. John Paul Chaney, President	2019
Mrs. Carly Taylor, Secretary	2019
The Rev. Jeff Wylie	2020
Mr. Tom Sands	2020

The Rev. Dr. David Grissom	2021
Mr. Kevin Chung	2021
The Rev. Elaine Storm	2022
Mr. Kirk Botula	2022
The Rt. Rev. James Hobby, Jr., Bishop	N/A
Mr. Andy Fletcher, Chancellor	N/A

Districts of the Anglican Diocese of Pittsburgh

Below is the list of each District, their leaders, the Congregations that make up each District and the allocation of Deputies to Convention for each Congregation.

Key: [#]= Mission fellowship, may be granted seat, voice and vote at Convention's Discretion;
(#) = Mission Fellowship-in-formation, Given seat and voice at Convention's Discretion

District 1 – Ohio Valley

Ambridge, Church of the Savior	2
Beaver, Trinity	2
Coraopolis, Charis 247	2
Edgeworth, Grace	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
Total Lay Deputies	***24***

District 2 – Northlands

Beaver Falls, St. Andrews College Hill	[2]
Butler, St. Peter's	2
Cranberry Twp., All Saints	2
Gibsonia, St. Thomas	2
Glenshaw, Church of Our Saviour	2
Grove City, Grace Anglican	4
Total Lay Deputies	***12/[2]***

District 3 – Allegheny Valley

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
Total Lay Deputies	***9/(2)***

District 4 – Eastern Kingdom

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)
Total Lay Deputies	***13/[2]/(4)***

District 6 – City/City South

Bloomfield, Seeds of Hope	2
Bridgeville, St. Elizabeth	2
East End, Jonah's Call	2
Mt. Washington, Grace-on-the-Mount	2
Oakland, Ascension	5
Pittsburgh, Incarnation	2
Uptown, Shepherd's Heart	3
Total Lay Deputies	***18***

District 7 – St. John Baptist

Elburn (IL), Hope	[2]
West Chicago (IL), New Jerusalem	[2]
Wheaton (IL), Great Shepherd	[2]
Total Lay Deputies	***[6]***

District 8 – Two Rivers

Monroeville, St. Martin's	2
Murrysville, St. Alban's	2
Penn Hills, Reconciliation	2
Total Lay Deputies	***6***

District 9 – Beyond The Burgh

Fort Collins (CO), St. Thomas	(2)
Franklin (TN), St. John's	3
Kansas City (MO),Church of the Apostles	2
Nashville (TN), Epiphany	(2)
Nashville (TN), Redeemer	4
Total Lay Deputies	***9/(4)***

District 10 – Southern Kingdom

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
Total Lay Deputies	***17***

TOTALS BASED ON CONGREGATIONAL REPORT: 2019

TOTAL LAY DEPUTIES	108/[10]/(10)
TOTAL CLERGY DEPUTIES 2019[12]	178

[12] As of 9/1/18

Reports of Canonical Bodies & Diocesan Personnel

Standing Committee

The Standing Committee of the Anglican Diocese of Pittsburgh is a body of four clergy persons and four lay persons elected by Convention. Members are elected to four-year terms and serve in staggered classes. Traditionally, the clergy person in their final year serves as President, and the layperson in their final year serves as Secretary.

The Standing Committee principally serves, as a council of advice for the Diocesan Bishop, although we also conduct canonical business as is required of us by canon. The Bishop and Diocesan Chancellor regularly participate.

The Standing Committee also acts as the Ecclesiastical Authority of the diocese in the absence or vacancy of the diocesan bishop.

This report covers the period between September 2018 and August 2019

Canonical Business:

Approval of parish bylaw changes for:

- Mosaic, Robinson
- Grace, Mt. Washington
- St. Stephen's, Sewickley, By-Laws Revision

After the Nov. 2018 Gathering (Diocesan Convention), endorsed new 2019 budget recommendations, to be approved by Diocesan Council.

Council of Advice and Other Business

- Conducted the Bishop's Annual Review
- Advised approval of two Sabbatical Fund Requests for the Rev Andrew DeFusco
- Advised and discussed with Bishop Hobby the closing of Trinity Church, Beaver and the sale of the property
- Advised and discussed with Bishop Hobby Disciplinary Action for Clergy
- Advised and discussed, Bishop Hobby's document "Moving Forward: Direction for the future."
- Advised and discussed, the organization of the Diocesan Staff around the Bishop's vision for moving forward
- Advised and discussed, the continual transformation of the Diocesan Convention into the Gathering

Respectfully Submitted,

The Rev John Paul Chaney, President 2019

Commission on Ministry

On December 31, 2018, after eight years as Director of the Deacon Formation Program, Tara Jernigan, with Bishop Jim's blessing, resigned from her appointment. Bishop Hobby is leading the Diocese towards a One-Track Process. This will continue to evolve in the coming year.

ORDINATIONS–AUGUST 2018-2019

Order of Deacon by Bishop James Hobby

Brian Edward Goodwin/ August 4, 2018 / New Hope Academy, Franklin, Tennessee
Arlin Ray Troyer/ August 4, 2018 / New Hope Academy, Franklin, Tennessee
Tracey Turner Corso/ August 11, 2018 / St. Philip's Church, Moon Township, Pennsylvania
Scott Thomas Gorbold/ August 11, 2018 / St. Philip's Church, Moon Township, Pennsylvania
Todd Michael Murden/ June 8, 2019 / St. Stephen's Church, Sewickley, Pennsylvania
James L. Fisher/ June 8, 2019 / St. Stephen's Church, Sewickley, Pennsylvania
Elizabeth Cain Smith/ July 20, 2019 / New Hope Academy, Franklin, Tennessee

Order of Priest by Bishop James Hobby

Karen Elizabeth Woods/ November 10, 2018 / Word of Light Fellowship, Pittsburgh, Pennsylvania
Tracey Turner Corso / April 13, 2019 / St. Philip's Church, Moon Township, Pennsylvania
Arlin Ray Troyer / May 1, 2019 / Four Winds Anglican Mission, Columbia, Tennessee

COMMISSION ON MINISTRY MEMBERS

The Rev. Bill Henry, Chair
The Rev. Shari Hobby, Chaplain
The Rev. Jonathan Millard
The Rev. Gaea Thompson
Deacon Kathy Walzer
Dr. Bill Witt
Mr. Nick Storm
Mr. David Edelstein
Mrs. Catherine Parham
The Rev. Lauren Scharf
The Rev. Mike McGhee, Nashville Deanery

Respectfully Submitted,

Ms. Bonnie Catalano
Executive Assistant to the Bishop
Commission on Ministry Coordinator

Director of Administration

January 1st, 2020 will mark the beginning of the eighth year of my ministry as Director of Administration and Treasurer 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

Senior Staff 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.

The Diocese continues 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 a 2% rate increase (this was after only a 1% increase the year before) and no change in design. Likewise, the Vision plan with Highmark was renewed with no change in design and a 2% increase in 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, 2018, 2019 and again for 2020 (increases for 2020 average 1.5% - 2%).

The Diocesan financial auditors, Grossman Yanak & Ford, LLP, completed their audit of the 2018 calendar year in September and their report was given to the Board of Trustees at their September 19th meeting. The audit showed no consequential discrepancies and no concerns were expressed in the management letter.

This year also brought major changes as the Diocesan Offices moved from Nova Place to 907 Middle Street on the North Shore. The space we are leasing from the Roman Catholic Diocese in the former Our Lady Queen of Peace Parish required considerable renovations to make it "our own" and these are ongoing. Many thanks to our Project Manager for the renovations, Dolores Oliver.

At the beginning of 2019 we were notified by the company that provides our Database software that the version we have been using for many years would not be supported beginning in January of 2020. A taskforce headed by Sarah Kwolek has labored long and hard and a new system will be in place for the new year. Most grateful to Sarah, Kristen Parise, Heather Jacoby and Janet Cummings for the extra effort expended to make this work. Also, thanks to the many volunteers who have assisted this project including Diane Edelstein, Jon Parise, Jeff Wylie and Marsha Tallant.

It continues to be my pleasure to work with Michael Shiner and the Board of Trustees as well as Mr. James Carney and the Diocesan Council. None of the work of this office in 2019 could have been accomplished without the affirmation and continuing positive support of Bishop Hobby.

Blessings,

The Rev. Cn. Don Bushyager

Director of Administration
Chief Financial Officer

Canon for Mission

When I came to this position last October, the Bishop tasked me in four areas: Leadership Development (particularly clergy leaders), International Mission, Revitalizing Churches, and Church Planting. The expectation was that I would form teams to help lead in these areas using the wisdom and talent of our diocese to help us together move forward in these areas. Here are some of the things that have been happening in those areas:

Leadership Development

In this season, the Church needs ordained leaders who are women and men of radical faith, godly character, winsome devotion, courageous compassion, and unshakeable confidence in the Gospel…that lead individuals and congregations into gospel-centered mission, that preach a life-transforming gospel in the power of the Spirit, that live righteous and holy lives, that care for Christ's people, and that orient their lives to God's glory. (Ordination Manual, Anglican Diocese of Pittsburgh)

Moving forward in this area has included the following:

1. **Developing the Curacy Program for the Diocese** The goal of this program is to equip newly ordained clergy for fruitful leadership in the Anglican Diocese of Pittsburgh by providing training opportunities within healthy, missional congregations. This including both Parochial and Church Planting Curates. This year we have:
    - Formed a team of those with strong experience in mentoring upcoming leaders.
    - Developed a program for 2019-2020 of those who have graduated from seminary and are entering ministry. It will include Parochial Curates and Church Planting Curates.
    - Identified mentoring parishes/rectors and curates for those parishes. Two parishes already committed to this vision were quick to step up and for the fall we have two curates, Eric Phillips at Grace Church Grove City, and Ben Wulpi at Christ Church Fox Chapel.
    - It is the plan to add 2 curates a year up to a total of 8.
    - Raising funds to cover the cost of the diocesan portion of the financial package. The program is funded by the parish (1/3), the diocese (1/3) and the curate (1/3). God has supplied significant resources for the program this year. We need to raise $20,000 before year-end and we will continue to raise additional support in 2020 for this purpose..

2. **New Clergy Cohort** The goal of this program is gathering those who have been recently ordained for mutual support, study and practical training. This group began meeting on a monthly basis beginning in January.

3. **Leader Pipeline** Building a leadership pipeline through strong connections to Trinity School for Ministry and Coalition for Christian Outreach campus ministry organization.

International Mission - The goal in this area is to identify, celebrate, communicate, and help coordinate the missional efforts of our parishes who are reaching the world with the gospel in word and deed. To this end the following has been accomplished or is in process.

1. Formed a team of people experienced in and passionate for the area of mission.
2. That team has collected data from many of our parishes regarding their outreach efforts in "Jerusalem, Judea, Samaria, and to the ends of the earth." That information will be made available to the diocese in the coming months.
3. Attending the New Wineskins Conference in September with many people of this Diocese to gain exposure to and connect with the missional work of the Lord Jesus Christ in the world throughout the Anglican Communion.
4. Working to strengthen the Diocesan parishes' global partnerships in South America, Africa and Southeast Asia.

Church Planting The goal in the area of church planting is to work together as a diocese for the planting of new Gospel-centered, sacramental, missional churches throughout our region. To that end we are working to:

1. Build a team to lead and coordinate the efforts of our parishes to plant churches in their area.

2. Identify and train potential church planters and planting teams.
3. Develop strong systems for planting in the diocese including: Strong leadership pipeline, appropriate assessment tools, develop training programs and strong coaching relationship for planting teams, develop systems of support and funding, and provide strategic oversight.

Church Revitalization The goal of church revitalization is to see church re-ignited for mission, worship and growth in mature faith. To that end we have:

1. Developed a team to help churches think through how to reconnect parishes to Gospel mission and strengthen current missional efforts.
2. Begun visiting parishes interested in having us help in thinking through their parish's culture, systems, their worship and looking for places of challenge and opportunities for growth.
3. Begun developing resources to help parishes with tangible needs: website design, building strong worship music, engaging hospitality, and offering preaching coaching.
4. Connecting these parishes to the Diocesan Intercessors for prayer support.

It has been a unique joy for me to be in our parishes, meeting and worshipping with the people of this diocese. I pray that God will powerfully use this diocese to actively proclaim the gospel of God's grace through Jesus Christ in this region as we live and work in our various communities. I also pray that in response to that grace, that we develop as communities of Jesus followers who offer deep hospitality and who are growing in the knowledge and love of our Lord as we worship, study, and serve together.

Karen+

Canon for Clergy Care & Clergy Families

Both Canon Jonathan+ and Canon Shari+ have come alongside clergy this past year, seeking to listen, encourage, care for and pray with clergy and their families.

Jonathan's new initiative has been to partner with Canon Karen Stevenson+ in joint visits, recognizing that clergy and family health are not disconnected from the wider health and vitality of the congregations that our clergy serve. Initial conversations have been very encouraging and have affirmed this approach.

Shari's efforts included a Marriage Retreat for clergy couples led by Bill+ and Dana Henry; the first "Panera Night" for clergy spouses; inviting clergy spouses to receive spiritual guidance from the Rev. Summer Gross during Gathering; supporting and praying for clergy who have been ill; and making other pastoral visits and calls to our clergy and family members.

We look forward to launching Clergy Tele-Care in 2020, to maximize our efforts and to minimize clergy and clergy family needs falling through the cracks. Stay tuned for more information!

Respectfully submitted,

The Rev. Canon Jonathan Millard
The Rev. Canon Shari Hobby

Canon for Discipleship

In my role as Canon, the major events I worked on this year were the Diocesan Youth Gathering, the Diocesan Day of Service, and the Provincial Youth Gathering.

Last November over 30 youth from the Diocese attended "DYG", the Diocesan Youth Gathering. This gathering is meant to encourage the youth by facilitating good teaching, fellowship with a wider body of believers, prayer support, and time with the Bishop. The theme of the workshops was Embodied Discipleship. We had three workshops that focused on physical, spiritual and emotional practices that help believers live the abundant life that Christ has given us. The youth were also blessed by the worship, led by a combined Youth Band from Christ Church Fox Chapel and Ascension.

We had 70 people sign up for the Day of Service, -which was a great turn out for the inaugural event. We served with the Pittsburgh Project to help 10 vulnerable homeowners with home maintenance and repair. We got great feedback from the event and are planning another one for next year.

One participant described his experience this way: "The Pittsburgh Project gave me a lot of perspective. It showed me that through simple acts like painting a ceiling God can impact someone's life. He can work through everyday people and tasks to further His work and improve the lives of the less fortunate."

The Provincial youth gathering was also a great success. 17 people from the Pittsburgh area attended this 5 day conference and mission trip. There were about 150 at the event, from places as far flung as Los Angeles and Massachusetts. We met in Dallas for 2.5 days of workshops, worship and fun, and 2.5 of hard work with organizations such as YWAM Dallas, and Bonton Farms.

The kids had a great experience and want to return when PYG rolls around again in 3 years.

I was a member of the executive planning team for this event, and in charge of daily liturgy and games. It was a lot of work, but very satisfying, and a joy to work with my colleagues from the Young Anglicans.

The best part about this event was seeing how God met the kids there-this is what some of them had to say about how PYG inspired them:

> "I plan on trusting the Lord more, even though I have my doubts. I have been getting a lot of signs and messages to trust him."
>
> "I plan to open up to others, and allow myself to look for God and pray for people, and to receive prayer as well."
>
> "I feel like now I understand people and circumstances more, and I am more open to learn about the issues going on in the world."
>
> "To love others no matter what, we are all family."

Personally, this has been a roller coaster year, but God is faithful. He has worked through His people throughout this year to keep me close to Him, and to see His mercies. I am thankful for the many prayers for my health as I faced breast cancer. I am feeling stronger every day, and have been back at work full time since the Spring.

Respectfully Submitted,

The Rev. Canon Tracey Russell

Canon for Prayer & Worship

It has been a full and transitional year for ministry initiatives in the areas of prayer & worship, starting with the appointment of a Canon for Prayer & Worship in late summer 2018. The Canon for Prayer & Worship

has responsibility to support and encourage the bishop's initiatives in the areas of intercessory prayer, healing prayer, spiritual direction, and worship (liturgy and creative arts in worship) in congregations throughout the diocese. Here are updates in these five major areas:

Intercessory Prayer

- The highest priority set by the bishop for the Canon for Prayer & Worship has been to rebuild the Intercessory Prayer Network (IPN). This year we have focused on two preliminary steps to meet this priority: 1. Shifts in the Intercessory Prayer Network leadership team, and 2. Incorporating the use of technology to allow a wider range of intercessors to participate.
- Deacon Nancy Cain McCombe has agreed to serve as the Team Leader for the IPN. She has been instrumental in helping me make decisions about the new shape of the prayer network and providing requests to current intercessors.
- In June 2019, we celebrated God's faithfulness to the prayer ministry of the diocese, including Mrs. Sharon Forrest's faithful service over the past two decades. Mrs. Forrest retired from the prayer leadership team, though she continues to serve as an intercessor.
- "Prayer & Worship" subpages have been created on the diocesan webpage where resources can be posted and (in time) requests can be submitted. A password protected page is being implemented this fall to enable a wider range of intercessors from across the diocese to more easily access requests and updates.
- Once the foundation has been laid for collecting and disseminating requests, 2020 will focus on active recruitment of new intercessors, and relationship building to serve existing parish based intercessory teams.

Healing Prayer

- The diocese has a strong healing prayer tradition. Mrs. Kat Rosier, regional coordinator for Christian Healing Ministries Alumni, partnered with OSL to offer "Healing Prayer Boot Camps" and Level 1 & 2 Prayer Ministry trainings in congregations around the area. An "Introduction to Healing Prayer" workshop will be offered at Gathering.

Spiritual Direction

- "Training for current spiritual directors and for prospective spiritual directors" has been the most requested topic since the Canon for Prayer & Worship position was created.
- In July 2019, an inaugural training workshop for spiritual directors was held at Charis 247 in Coraopolis with 22 current directors in attendance. It was well received, and the plan is to offer trainings two times a year in 2020.

Worship—Liturgy

- The rollout of the 2019 Book of Common Prayer was certainly the most exciting liturgical development of the year. Working jointly with the Director of Communication, the Fall issue of Trinity Magazine which will focus on Spiritual Formation, including the use of the new prayer book. I served as Guest Editor for this issue.

Worship—Creative Arts in Worship

- There are many individuals in our diocese who offer worship to the Lord through their gifts of writing, visual arts, music, drama and dance.
- As part of the construction/renovation of the new diocesan office, lighting and a "hanging track" have been incorporated into the design so that artwork can be displayed on a rotating basis. The goal

is to have quarterly exhibits around a theme (for example, the church year, or a biblical text) that can display and celebrate the work of Anglican artists in our midst.
- Creative works have begun to be incorporated into Trinity Magazine, including the cover art for the Pentecost 2019 issue and a creative writing piece in the Fall 2019 issue.

Looking ahead to next year:

- Development of one unified "Prayer Leadership Team" representing all the different forms of prayer, rather than our current structure with different teams for different kinds of prayer.
- Overhaul/design update of the diocesan Annual Prayer Calendar
- There is a great deal of interest in training for people who want to become spiritual directors. We are exploring the possibility of partnership with a training program to begin a experimental cohort in Fall 2020.
- We hope in 2020 to incorporate visual art at Gathering in November.

Respectfully submitted,

Joanne Martin
Canon for Prayer & Worship

Director of Communications

Thank you to everyone in the diocese for the many ways you participate in sharing and spreading communications! From a like on Facebook, to sending in newsletter articles, to taking pictures for *Trinity Magazine*. My report will focus on a few things: a reflection on the previous year's work, including work on digital infrastructures, *Trinity Magazine*, newsletters and volunteers.

As I've reflected on the work of the Communications office of the past two years since arriving at the diocese, one of the big themes that emerges is infrastructure. I'm a believer that infrastructure can significantly help or hinder what a person is trying to accomplish in any field [insert your own joke about Parkway construction here]. You might have guessed; I find myself working in the area of digital infrastructures.

Last year, my major project was to re-vamp, not only the website, but also the underlying content infrastructure [CMS] so information can be updated, and new features added quickly. I'm glad to say the fruit of that work is still being harvested. However, another critical piece of the diocese's digital infrastructure has been in need of replacement & I have once again found myself deeply embedded in this project. I'm referring to the database or constituent relationship management [CRM] that Cn. Don Bushyager referenced in his report. This is not only the system that houses all of the contact information for all of our congregations and members (securely, I might add), but can also become a tool for presenting vital data to leaders in new ways that will help us work more quickly and bring to light new questions, which I believe will help to move our mission forward. Our current CRM, Shelby v.5 is being sunsetted or discontinued in Q1 2020, so it's been our task to find and implement a replacement in 2019 before the deadline. If you're work context already includes CRM's & those kinds of software are familiar, or not, we've chosen the Non-Profit Success Pack by Salesforce.com. I'm very excited to be working with this particular software because I helped a former employer use Salesforce to do what I previously explained and more. I'm looking forward to utilizing this new system to grow our ability to communicate with you all more effectively in 2020.

The biggest highlight of 2019 has been the 3 *Trinity Magazines* that have been published. I believe this is a vehicle to showcase our shared connections across the diocese, also for discipleship and growth. We received

lots of positive feedback to our "Holy Spirit Issue" during Pentecost. It was a joy to watch that issue form and be received by you all! The latest issue "Everyday Spiritual Formation" was a new foray into curating these issues as it was guest edited by Cn. Joanne Martin, Canon for Prayer & Worship. I hope there will be more opportunities to see future *Trinity's* feature the work and passion of more of our Senior Staff.

Probably the communication vehicle that most of you interact with most frequently is the Weekly Newsletter. It's my pleasure to share events and updates that are important across the diocese on a regular basis. I want to take the opportunity to re-iterate some guidelines, not because you all don't, but because I recognize I rarely write these down often enough for you all! Content can be sent to me directly via email at parise@pitanglican.org – a short paragraph that answers who, what, where, when and/or a photo will suffice. My basic guideline for what goes in is relevance to the whole diocese – that relevance is determined by myself, a Senior Staff member or the Bishop. Any request to add something to the newsletter will be featured for 2 weeks, unless requested to do so otherwise.

Another highlight has been incorporating more volunteers into the work of this office. We resurrected the *Trinity Magazine* Editorial team, have brought in some volunteer photographers to report on Gathering 2018 for social media & *Trinity Magazine*, that will continue for Gathering 2019; even the Year in the Life 2019 video was brought together by a volunteer this year! I enjoy bringing in others to partner in this work & if you are interested, particularly in being a part of the *TM* editorial team, please drop me an email!

Reports of Committees and Related Organizations of the Diocese

Anglican Global Mission Partners

Agency Partners
Anglican Frontier Missions
Anglicans for Life
Anglican Relief and Development Fund
The Center for Anglican Theology, Liturgy and Spiritual Formation Church Army USA
Church's Ministry among Jewish People
E412 Ministries
Ekklesia
Five Talents International
Global Mobilization Ministries
Global Teams
Kateri Medical Services
The Kellerman Foundation
La Frontera Ministries
Nashotah House Theological Seminary
New Wineskins Missionary Network
Rock the World Youth Mission Alliance
Servant's Heart Disaster Relief
Sharing of Ministries Abroad
Society of Anglican Missionaries and Senders
Stanway Institute, Trinity School for Ministry
Uganda Christian University Partners

Church Partners
Anglican Diocese of Pittsburgh
Diocese of Fort Worth
Diocese of South Carolina
Diocese of Western Anglicans
The Falls Church Anglican, VA
Heartland Parish, IN
Reformed Episcopal Church
St. Stephen's Church, PA
Restoration Anglican Church, VA

Our Vision

To see an Anglican Church passionately committed to preaching the Gospel and making 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, in advancing the Gospel of Jesus Christ here and among the nations.

AGMP continues to move forward the global mission of sharing the Gospel across cultures locally and extending to the farthest reaches of the globe. At the recent 2019 ACNA General Assembly in June, AGMP was named as one of the five major provincial ministry initiatives for ACNA. This initiative is an opportunity for both ACNA and AGMP to impact the global mission response of all the churches in the Diocese of Pittsburgh, as well as, the province. Ms. Jenny Noyes, Director of New Wineskins Missionary Network, serves as the leader for this ACNA initiative.
The Anglican Global Mission Partners will be heavily involved in the New Wineskins Global Mission Conference in September. Partners will serve as exhibitors, plenary speakers and workshop presenters at the conference. Through this conference, partners will have a major opportunity to network with many as we pursue our vision and mission.

With over 20% of partners maintaining home ministry bases in the Anglican Diocese of Pittsburgh (bolded in list at beginning), AGMP intersects with, and supports, the Diocese and its passionate heart for mission, both local and global. We are blessed and grateful to come alongside Bishop Hobby and all the parishes to augment the Bishop's global mission vision for not just the Diocese, but also for the ACNA House of Bishops. We value Bishop Hobby, the Rev. Karen Stevenson, and the Rev. Deb Carr's participation and leadership in the AGMP.

AGMP Collaborative Task Group Updates

Mobilizing for Mission

Identifying ways AGMP and its partners can come alongside the local church, the *Mobilizing for Mission Collaborative Task Group* identifies and develops ways AGMP and its partners can support and provide resources to help clergy grow and deepen spiritually their congregations in Christ. Emphasizing ***serving***, the Task Group:

- Maintains the Mission Match at www.AGMP-NA.org, a new resource for churches and individuals
  - Key Feature: Preference Matrix for individuals and churches to input What, How, Who, When, and Where that will identify AGMP Partners with whom they may serve globally
- Served at the 2019 ACNA General Assembly
  - Conducted a Mission Workshop Track with a number of sessions led and taught by numerous partners.

    - Gifted the assembly participants with backpacks that included information on all the task groups and upcoming mission events.
- Helped provide resources for World Mission Sunday

South East Asia

Seeking to strengthen the covenantal relationship the ACNA is forging with the deaneries in South East Asia including the Diocese of Singapore, the *South East Asia Collaborative Task Group*:

- Continued its development of church and diocesan partnerships
- Will be hosting the fourth South East Asia Symposium September 29, 2019, following the New Wineskins Global Conference (September 26-29, 2019) in Ridgecrest, NC

Islam Collaborative Task Group

Gathering and promoting resources that help churches reach out with the Gospel to Muslims, the Islam Collaborative Task Group:

- Provided information for distribution at the ACNA 2019 General Assembly
- Built a resource center of materials available on the New Wineskins Missionary Network website

Youth

Collaborating in missionary training, recruitment and selection, and developing mission resource materials, the *Youth Collaborative Task Group* continues to focus on the collaborative initiative, *Agape Year*. *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.

Nate and Erika Twichell, *Agape Year* Directors, are Society of Anglican Missionaries and Senders (SAMS) Missionaries sent by the Church of the Ascension, Oakland. Nate and Erika continue to lead this Anglican gap year overseeing the missional fellows as they:

- Live in community and served local parishes in the Pittsburgh, PA, region
- Participate in a Biblical model of discipleship in the Anglican tradition, growing in their relationship with Jesus Christ
- Engage with the global Anglican family, serving on a 7-week overseas mission in Chiang Mai with the Anglican Church of Thailand
- Witness to Christ's presence, sojourning throughout the US, visiting parishes and sharing their experiences of His work

The Agape Year has a new cohort of missional fellows for 2019-20, primarily ministering again within the Anglican Diocese of Pittsburgh. They are currently accepting applications for 2020-21, especially from high school seniors seeking for community on mission.

The AGMP Youth Collaborative Task Group also enthusiastically endorsed the *ySummit 2019, Mobilizing Young Anglicans for Life*, an Anglicans for Life event. Partnering with Young Anglicans and its network of youth ministries across the country, this inaugural summit connected the life issue with the Gospel through

worship, fellowship and engaging speakers. With the goal to *Educate, Inspire and Participate*, *ySummit* took place prior to the March for Life in Washington, DC and included:

- Youth Rally Thursday night , January 17
- Worship Service with the Anglicans for Life Summit Friday morning, January 18
- Attendance at the March for Life, Friday, January 18

AGMP continues to be *Here to Serve* the Diocese and each local parish, in any way needed, to fulfill Christ's call to make disciples of all nations like our tagline says: *From the Church to the World!*

Your partner in reaching the nations with the Gospel of Jesus Christ,

Stewart Wicker
Chair, Steering Committee
Anglican Global Mission Partners

Anglicans for Life

Anglicans for Life is the only global Anglican ministry dedicated to educating and inspiring the Church to understand and compassionately apply God's Word when addressing life issues. We work with clergy and laity to educate parishioners and take action for life! Our mission is to empower the Church to extend God's love to people facing both beginning and end-of-life issues such as abortion, adoption, and assisted suicide. To do this, AFL has created educational, ministry, and advocacy.

What Have We Been Doing?

- In January 2019, AFL held its 4th annual Summit and the first ySummit in Falls Church, VA. Both events are designed to educate and mobilize the Church for Life, the latter focused particularly on the youth. We also had Anglicans participating in the March for Life in Washington DC and the Walk for Life in San Francisco.
- Georgette gave 29 speeches, was interviewed 5 times, and attended 6 conferences, sharing the message of AFL.
- AFL continues to provide brochures, booklets, and other printed materials to clergy and laity. AFL distributed 21,356 pieces of literature. We stayed in communication with 1,919 people through our e-mail list in 2018, as well as 1,033 prayer team members.
- AFL recruited three new chapters from July 2018 to August 2019, comprising 41 new chapter members. AFL currently has 92 Life and Chapter Leaders and 119 Life Affirming Churches.
- In January 2019 AFL released its newest educational curriculum, *Abundant Life: You Were Made for More*, a web-based program which engages teens about issues such as sexuality, pornography, social media, and identity. 23 churches have purchased the curriculum. We also launched a devoted website for the Abundant Life, with additional resources and relevant blog articles, at http://youweremadeformore.org/. In the spring, we also started a corresponding podcast, with new episodes released every two weeks.
- Anglicans for Life also co-sponsors the Silent No More Awareness Campaign, which seeks to make the public aware of the devastation abortion brings to women and men and to help those affected

find healing. As of 2019, the Silent No More Awareness Campaign has held 2,050 Gatherings in all 50 states with 6,431 women and men sharing their abortion testimonies. There are 2,733 testimonies posted on the Campaign website with 525 that are shared via video. Currently there are 18,720 people registered with the Campaign.

- We moved our office from Sewickley, PA to our new space in Leetsdale, PA in July 2019.

What Are We Doing Next?

- In addition to planning a Summit and Summit in January 2020, AFL will relaunch the west coast Symposium for Life event in Los Angeles, CA.
- A fifth module will be added to the Abundant Life's curriculum, which will focus on cultural issues such as gender, attraction, and spiritual trauma.
- Updating our end of life curriculum, Embrace the Journey, as well as create a Canadian version
- Expanding our educational and ministry resources in the topic of adoption

Anglicans for Life
80 Leetsdale Industrial Drive, Suite 301
Leetsdale, PA 15056-1034
412-749-0455 * Info@AnglicansForLife.org
www.AnglicansForLife.org

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 2:00, 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. One never knows what opportunities will present, I was able to baptize a resident in his bed who had just come through a heart transplant. Our Jewish population is fewer at present, so we meet for Shabbat every other Friday, the service led by Rabbi Jonathan Pearlman. Connie Guggenheimer from Christ Church Fox Chapel assists with visitation most Wednesdays, and Jean Pascarella, also from Christ Church, serves as our Altar Guild. Volunteers from the Catholic Rosary Society at Our Lady of the Angels Parish hold a weekly Rosary prayer Wednesdays at 1:30. I enjoy this time to participate in a service in our chapel rather than officiate!

CPE (Clinical Pastoral Education) is now a collaboration with Rabbi Larry Heimer, Director of Pastoral Care for UPMC Presbyterian/Montefiore and fellow CPE Supervisor. This allowed for the 6 CPE interns to have experience with the full spectrum of health care situations - from ICU and transplant patients, to long term care and hospice. Our students included a lay orthodox Jewish woman, a Baptist Minister transitioning to Army Chaplain, two Roman Catholic Priests from Nigeria who are both pursuing doctoral studies at

Duquesne University, Todd Murden a Postulant in our Diocese and now a transitional Deacon, and Trinity Student Kurt Grossman, transitional Deacon from the Communion of Evangelical Episcopal Churches. It is a deep privilege to enter into such deep intentional learning for six months with people. Each trainee was so unique, and the group grew tremendously.

Kim and Kirk Grossman and Justin Fisk, all Trinity Students, elected to do a Ministry Apprenticeship with Senior Communities. Kim and Kirk served at Jameson Care Center, the first ministry students there ever, and were warmly received. Justin was at Canterbury and was invaluable on Sundays helping with services and visitation.

I continue to serve as Director of Pastoral Care for all UPMC Senior Communities, supervising the Chaplains in our 6 skilled facilities. Senior Communities is expanding and will be serving 7 skilled nursing facilities and 36 sites total.

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

Respectfully Submitted,

The Reverend Gaea Thompson
Chaplain, Canterbury Place
Diplomate Supervisor, College of Pastoral Supervision and Psychotherapy
Director, Pastoral Care UPMC Senior Communities

Coalition for Christian Outreach [CCO]

The CCO (Coalition for Christian Outreach) is a campus ministry organization committed to transforming college students to transform the world. The CCO calls college students to serve Jesus Christ with their entire lives.

Right now, there are 20 million students studying on U.S. college campuses, more than at any other time in history. Many of those students are from other countries and will lead their governments and institutions. Yet only 2% of college students are being reached by a Christian ministry.

The CCO stands at a critical point in history: a growing number of churches see the need to reach the next generation and want to work with us. Our goal is to see a generation of college students transformed by the power of Jesus Christ and His Gospel, in partnership with the local church, reaching the world for the glory of God.

For this transformation to happen, we believe this generation needs to:

- hear the Gospel
- be connected to a local church
- gain a vision for serving Jesus Christ in the world.

Over the next five years, we will strategically grow the CCO to answer the call of the local church, continuing to fulfill the Great Commission, and doubling our reach.

This past year, we partnered with the ACNA in the following ways:

1. Church Partnerships
   - Church of the Ascension, Pittsburgh PA
   - Incarnation Church, State College, PA
   - Church of the Cross, Boston MA
   - The River Church, Blacksburg, VA
   - Church of the Redeemer, Greensboro NC
   - Christ the Redeemer, Clemson SC
   - Church of the Apostles, Columbia SC

2. Mother Tish Harrison Warren, Writer in Residence at Church of the Ascension, was a main stage speaker at Jubilee 2019.

3. New Wineskins Global Mission Conference
   - Hunter Jordan, Anglican Priest, was hired as the CCO Regional Director for the South. He is collaboratively hosting a college ministry pre-conference.
   - Judson Van Wyk, CCO staff at Church of the Redeemer, is leading a Mission Awareness Presentation on college ministry.

4. Diocesan & Synod gatherings & Provincial Assembly 2019: developing relationships and coaching parish leaders in church-based ministry to college students.

We invite your help!

- Please pray for more laborers for the strategic mission harvest that is the college and university campus. We have more positions to fill than people to fill them.
- Please encourage those you think may have a heart and the gifts to do campus ministry to apply for positions: https://ccojubilee.org/careers.
- Please connect us with any parish located near a campus which is interested in reaching out to college students: https://ccojubilee.org/churches/church-partnerships.

We are eager to see even more students come to know Jesus Christ as Savior and Lord. We are committed to mobilizing and equipping church congregations to minister to college students more effectively. Our goal is for college students to connect their faith to every area of their lives through on-campus ministry relationships, vibrant participation in the life of the local church, retreats and service trips, and our annual Jubilee conference.

Christian Associates of Southwest Pennsylvania

Dear friends in the Anglican Diocese:

Grace and peace to you! Christian Associates of Southwest Pennsylvania is thrilled to be your partner in seeking to make visible the reality that there is one Lord, one faith, and one baptism. Guided by our core values of collegiality, collaboration, communication, and connectedness, we bring together 28 Catholic, Orthodox, and Protestant church bodies to be a unifying voice for the mission of the Gospel and the wholeness of our communities.

As in years past, your diocese has continued to support Christian Associates with faithful enthusiasm. We are grateful for your financial contribution to our ministries and for Bishop Hobby's personal engagement in our Council of Bishops & Judicatory Executives. We also celebrate the many clergy and lay people of the Diocese who have participated in our programs and events or made personal gifts to sustain our ministries. Thank you for being such terrific partners!

With your help, we have been working with energy and creativity to make the unity of Christ's church more visible in the ten counties of Southwest Pennsylvania. Here are just a few of the projects that your support is making possible:

- The **#300CupsofCoffee** initiative invites Christian leaders to enjoy a hot drink with a new friend – on us! Identify a colleague whom you don't yet know, invite that person out for a conversation, submit a selfie from the coffee shop, and Christian Associates will reimburse you. Visit www.casp.org/300cups for all the details.
- When evil came to Tree of Life Synagogue, Christian Associates was a first responder, speaking peace and healing in the face of terror and helping coordinate an interfaith response to support our Jewish family. These efforts have continued through the **We Have to Talk** series of interfaith clergy gatherings. So far, we have convened spiritual leaders from 24 Christian denominations and 8 world religions for dialogue and action. To join our email list, visit www.casp.org/interfaithemail.
- Our Council of Bishops & Judicatory Executives speaks with one voice on issues of public concern – and then Christian Associates brings those statements to life by working with community partners on innovating projects and programs. For example, our **Allies in Faith** program helps clergy and lay leaders discover ways to reach out to immigrants in their neighborhoods.

In 2020, Christian Associates will celebrate our 50th anniversary! We plan a grand celebration, including events, publications, and opportunities for prayer and thanksgiving. It's our hope that this anniversary will help propel us into our next half-century with fresh momentum, so that Southwest Pennsylvania can continue to be a national leader in imagining the future of ecumenism.

May God continue to increase our unity and bless our common ministry.

Your sister in Christ,

The Rev. Liddy Barlow
Executive Minister

Church Army USA

Church Army's mission is to reach the least, the last, and the lost with the gospel of Christ and bring them into the nurture and fellowship of the church. Church Army does not see its role as isolated from the church, however. We assist the church in being more evangelistic by providing encouragement and training by which the church can more effectively be the light of the world that Jesus has declared it to be. Through teaching seminars and hands-on evangelism experience Church Army offers the church the opportunity and ability to grow in evangelistic fervor and effectiveness.

This past year Church Army collaborated with Trinity School for Ministry on a Certificate of Evangelism. Through coursework and practical experience, the Certificate of Evangelism trains laity and clergy in evangelism so that the church has an army of evangelists ready to go out to reach people in the communities in which the church finds herself. The Certificate program also trains Church Army candidates who desire to become Church Army officers.

Four students participated in the Certificate program his past year. An additional three students are expected this year. We are receiving interest from people in denominations and dioceses outside of the Anglican Diocese of Pittsburgh. Thus, we anticipate that the program to grow in the upcoming years.

Bishop Hobby has also initiated an opportunity for those sensing a call to ordained ministry in non-traditional settings to pursue ordination through collaboration with Church Army and its work.

In these ways Church Army serves the church. That is why we are Church Army. We do not want to be a separate parachurch organization. We see ourselves as an arm of the church, helping it to reach a lost world with the gospel of Jesus Christ.

New Wineskins Missionary Network

New Wineskins Missionary Network is a mission-equipping, mission-mobilizing agency, so everything we do is to fulfill our vision of "Every Anglican empowered and equipped to engage in global and local mission!" We also have committed to tithing 10% of every donation we receive to other worthy mission causes – like scholarships for emerging global leaders to attend New Wineskins conferences.

The 2019 New Wineskins Global Mission Conference

The past year was completely dedicated to making the 2019 New Wineskins Global Mission Conference the biggest and best ever, and we succeeded in doing that with God's help! The theme was Better Together, and we saw unprecedented collaboration on a grand scale. Some of the statistics on how we improved the conference are:

- Over 20 pre-conferences were added to the conference with over 80 ministries collaborating to offer advanced training on topics like:
    - Global Theological Training
    - Business as Mission
    - Praying for the Nations
    - Reaching Muslims
    - The Arts in Mission
    - Healing As Mission
    - Reaching Millennials
    - Refugees & Immigrants
    - International Student Ministry
    - Persecuted Church
- Introduction of Mission Awareness Presentations or MAP Talks

    - More than 120 different ministry leaders presented
    - Talks were only 15 min. but there was plenty of time for discussion
    - All talks were captured on audio so we can turn them in to podcasts
- Integration of the Arts in new ways
    - 10 original painting on the Plight of Refugees (inspired at the last New Wineskins conference) were displayed through the conference
    - Banners depicting the multiple ways that Christians are persecuted were displayed
    - The Jr. High group performed an original dance during a plenary
    - A Prayer Tapestry was created by all the guests who wrote their prayers on pieces of cloth and woven them together on a large loom
    - United Adoration led a songwriting retreat as a pre-conference
- Launching of the first New Wineskins Conference App
    - All 1,100 attendees were able to download the Conference App to access all the information and special events of the conference as well as engage with one another through private messaging and posting on the News Feed.
    - The App will be available to attendees until the fall of 2020

Global Mission Alignment in 2019

New Wineskins took over the coordination of the Anglican Global Mission Partners in May. The headquarters of AGMP is now in Greensboro, NC, at the New Wineskins headquarters. AGMP entered into an agreement with the Anglican Church in North America to allow them to use the name Anglican Global Mission Partners as the name of their new global mission Marquee Initiative – one of the "Big 5" initiatives of the ACNA Province.

Jenny Noyes was appointed by the Archbishop to lead the AGMP Initiative. She addressed the 1,000 people in attendance at the ACNA Assembly in Dallas, TX, with a vision for the future. With these changes, New Wineskins continues to serve all the partners of the AGMP as the hub for mission resources, event coordination and conference planning which highlights the work and ministry of all. New Wineskins networks between the Gafcon Global Mission Network, the ACNA parishes, and AGMP member agencies. New Wineskins continues their important work of facilitating prayer for missionaries through our quarterly Prayer Calendar.

Mission Networks Are the Vision for the Future

Many of the groups that collaborated at the 2019 New Wineskins Conference are interested in developing mission networks, engaging people in the area of mission that they are most passionate about and connecting them to others who share that missional concern. We will be developing protocols for how more of these networks can launch and stay connected for effective ministry on the ground.

Financial Support

Our ministry relies on the generosity of individual donors, churches and dioceses. Thank you to those from the Diocese of Pittsburgh who support our mission work. We invite you all to consider becoming a financial partner with us – we are indeed "Better Together!"

We'd love to come for a visit and have the opportunity to speak to your congregations anytime, especially to encourage attendance at New Wineskins '22! We hope that all Diocese of Pittsburgh parishes are encouraging their members to use our prayer calendars, sign up for our e-newsletters, use our missional prayer litanies and World Mission Sunday resources and engage with us on social media.

Thank you for your partnership with us and for your continuous prayers for our mission work!

Society of Anglican Missionaries and Senders [SAMS]

SAMS is pleased to call the Anglican Diocese of Pittsburgh our home. We have had our office in Ambridge for over 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. The Society of Anglican Missionaries and Senders (SAMS) is a missionary sending community offering opportunities for individuals and parishes to share the good news of Jesus Christ in word and deed across cultures globally. We strive to be a global Anglican family walking together in the ways of Jesus to bring the whole Gospel to the whole world.

SAMS partners with the Anglican Church through the sending of missionaries to 22 countries in six continents. Currently, 98 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 ministering to at-risk children in Honduras, to planting churches in Asia, to equipping leaders in Uganda. Among our long-term missionaries, we have ten serving on the field or as associates who have deep roots in the diocese: **John and Susan Park** are continuing to serve by building up Christ's church in Perú, Belize, Honduras, and here in Pittsburgh; **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; **Grant and Wendy LeMarquand** are continuing to support their ministry in Ethiopia, train students at Trinity School for Ministry, and advise SAMS missionaries in community health development; **Nate and Erika Twichell** have begun their third Agape Year with a pair of bright young adults growing through service in Pittsburgh and Thailand. SAMS offers a short-term mission leaders' training for team leaders who want to lead Christ-like teams. SAMS also offers Bridgers, a missionary intern program. SAMS places 18- to 88-year-olds in overseas service from two months to one year under the mentorship of a long-term missionary who will help the intern grow as a servant-leader. **Deb Carr** and **Brian and Judith Taylor** from this diocese have served multiple years as Missionary Bridgers.

Please encourage members of your congregation to consider missionary service, or perhaps to explore this call further by serving as an intern. God can use a variety of people in his kingdom- we have placed engineers, carpenters, bankers, physical therapists, and people from all backgrounds.

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 43 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

Stewart Wicker
President and Mission Director
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Trinity School for Ministry

Trinity School for Ministry Report to Diocesan Gathering, 2019

"The aim of our charge is love that issues from a pure heart, and a good conscience and a sincere faith." 1 Timothy 1:5

Trinity School for Ministry has begun a new residential academic term with a fresh and revitalized commitment to its vision of forming Christian leaders for mission who are effective in planting, renewing and growing churches that make disciples of Jesus Christ. The Board reaffirmed its core eight values, although slightly rewording their articulation for clarity. The one substantive change was the designation of the Anglican Church of North America as the primary audience for recruitment and support. This was largely descriptive in nature, as 77% of the incoming class were members of the ACNA.

Beyond this, the seminary reaffirmed its welcome and desire to support and encourage students from Episcopal, Lutheran, Presbyterian, Christian Missionary Alliance, Baptist, Mennonite and other traditions who are seeking a solid formation in Biblical Theology, Global Missions, Systematic Theology, Practical Theology, Liturgy, homiletics, Ethics, and Church History.

The total number of students is 220, with 39 new students enrolled of which 21 are residential and 18 online. By program, there are 52 D Min students, 7 STM students, 69 MDiv students, 41 MAR students, 43

Diplomas/Certificate, 19 audit students and 19 in Partnerships programs. The demographic mix holds 71% male, 29% female, and the overall age is 38, although if one removes the Doctor of Ministry students the average age drops dramatically.

Global partnerships are growing fast with discussion underway in Kenya and Myanmar to imitate and utilize the video materials and graduate mentors in extant current programs in The Arthur Turner Training School in the Arctic and The Christian Institute in Jos, Nigeria. The growing video materials for these programs have indicated the improving quality of our on-line capture work, and podcasts are the next realm that is soon to be made available.

The Diploma of Anglican Studies Program in Spanish has been refreshed and gotten off to a very encouraging re-start, under the leadership of David Zamora. The efforts of the social media team have expanded, and the results are very encouraging in Facebook, Twitter, and Instagram (our newest effort) indicate we have tripled the activity and subscribers of similar seminaries, with over 24,000 subscribes on Facebook alone.

Trinity is looking forward to a capital campaign in the near future, but three primary objectives have been the focus of the past year:

1. Create an environment of sustainability, excellence and careful financial stewardship that promotes confidence among the internal and external Trinity community (we were grateful to end the year $186K to the positive)
2. In accordance with our commitment to Trinity's vision statement, solidify commitment to become a global center for mission (strong growth in size & quality)
3. Elevate Trinity's national profile (strong progress).

Trinity is encouraged by the good progress made on all three of these priorities. We remain for our partnerships with the North American Lutheran Seminary, The Evangelical Presbyterian Church and local undergraduate institutions such as Grove City, Geneva College, several others and especially the Anglican Diocese of Pittsburgh.

Parochial & Diocesan Statistics

Attendance & Financial Information

Congregation Name	***Location***	*Average Principle Service(s) Attendance*	*Membership (Ages 30+ Years)*	*Membership (Ages 16-30)*	*Membership (Ages: Birth-15)*	*Operating income For 2018*	*Giving to the Diocese in 2018*	*% 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	50	58	6	20	$148,194.22	$13,678.00	2	1	1
Trinity	Beaver	43	59	2	8	$104,632.00	$10,297.00	2	1	5
St. Andrews College Hill	Beaver Falls	32	10	15	0	$17,272.00	$1,468.00	0	0	0
Bedford Anglican Fellowship	Bedford	6	9	0	0	$900.00	$0.00	50	0	0
Seeds of Hope	Bloomfield	93	45	43	65	$107,665.51	$7,400.00	0	0	0
St. Elizabeth	Bridgeville	12	15	0	0	$5,000.00	$600.00	0	0	0
Christ Church	Brownsville	23	16	4	4	$98,379.11	$7,000.00	0	0	0
St. Peter's	Butler	55	83	10	20	$132,281.00	$13,463.00	1	1	1
St. Mary's	Charleroi	57	105	30	29	$95,289.15	$5,000.00	0	0	0
Charis 247	Coraopolis	22	20	4	6	$38,234.00	$2,400.00	0	0	0
All Saints	Cranberry Twp.	71	68	5	17	$195,696.00	$15,316.00	2	0	0
Jonah's Call	East End	49	29	10	28	$123,108.19	$4,250.00	1	0	0
Grace Anglican Church	Edgeworth	50	50	4	18	$91,101.00	$9,000.00	2	0	0
Hope	Elburn, IL	16	13	1	5	$42,581.00	$4,000.00	20	2	12
Church of the Transfiguration	Elizabeth	29	42	5	7	$30,750.00	$3,379.80	6	0	2
St. Thomas	Fort Collins, CO	86	83	8	20	*	$0.00	0	0	0
Christ Church	Fox Chapel	155	300	40	40	$559,156.00	$47,030.10	0	0	0
St. John's	Franklin, TN	105	118	13	49	$157,806.00	$16,250.00	9	0	0
St. Luke's	Georgetown	17	24	2	0	$19,000.00	$1,509.00	0	0	0

*Data not submitted/available

Congregation Name	Location	Average Principle Service(s) Attendance	Membership (Ages 30+ Years)	Membership (Ages 16-30)	Membership (Ages: Birth-15)	Operating income For 2018	Giving to the Diocese in 2018	% 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
St. Thomas	Gibsonia	87	109	34	17	$180,684.00	$8,879.70	4	2	8
*Church of the Saviour**	Glenshaw	-	-	-	-	-	$6,000.00	-	-	-
Christ's Church	Greensburg	95	136	27	45	$217,846.00	$13,748.00	1	0	0
Grace Anglican Church	Grove City	221	100	56	50	$241,792.00	$18,600.00	2	2	2
Good Shepherd	Harrisburg	16	20	2	0	$26,000.00	$0.00	0	0	0
Harvest	Homer City	10	17	0	2	$8,148.74	$1,601.00	17	17	0
Prince of Peace Church	Hopewell	102	125	45	12	$217,249.00	$20,391.00	2	1	2
St. Matthew's	Johnstown	27	48	9	7	$66,035.00	$5,701.00	1	1	1
Church of the Apostles	Kansas City, MO	42	49	4	5	$164,026.00	$0.00	0	0	0
Holy Innocents	Leechburg	21	42	4	5	$36,000.00	$0.00	0	0	0
Epiphany	Ligonier	34	44	4	2	$104,836.00	$8,052.00	5	1	1
True Vine	Monongahela	34	53	0	3	$57,000.00	$5,829.00	0	0	1
St. Martin's	Monroeville	25	35	0	0	$75,766.00	$4,052.00	3	0	1
Grace-on-the-Mount	Mt. Washington	28	111	40	37	$82,735.00	$8,275.00	0	0	0
St. Alban's	Murrysville	65	98	17	17	$170,025.00	$19,466.76	3	1	8
Redeemer	North Boroughs	46	20	16	14	-	$0.00	0	0	0
*Good Shepherd***	North Hills		-	-	-	-	$275.00	-	-	-
Church of the Epiphany	Nashville, TN	17	11	3	11	$32,000.00	$0.00	20	0	0
*Church of the Redeemer**	Nashville, TN	-	-	-	-	$925,604.82	$46,259.63	-	-	-
Christ Our Hope	Natrona Heights	49	102	7	15	$147,617.00	$15,098.76	6	0	0
Christ Church	New Brighton	58	64	14	9	$109,781.75	$12,000.00	4	2	3
Mosaic	North Fayette	59	34	12	5	$202,370.75	$19,994.60	7	1	3

*Data not submitted/available

**Good Shepherd Anglican Mission, North Hills closed before the end of 2018

* Data not submitted/available

Congregation Name	***Location***	*Average Principle Service(s) Attendance*	*Membership (Ages 30+ Years)*	*Membership (Ages 16-30)*	*Membership (Ages: Birth-15)*	*Operating income For 2018*	*Giving to the Diocese in 2018*	*% 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 Ascension	Oakland	602	435	91	145	$1,543,505.00	$132,303.12	2	0	3
*Word of Light**	O'Hara Twp.		-	-	-	-	$0.00	-	-	-
Trinity	Patton	13	19	0	0	$15,047.00	$1,218.00	0	0	0
Reconciliation	Penn Hills	57	66	7	4	$69,060.00	$6,702.00	1	0	3
*St. James****	Penn Hills	-	-	-	-	-	$1,243.22	-	-	-
Incarnation (Anglican)	Pittsburgh	28	37	3	0	$40,656.00	$4,457.30	0	0	7
*All Saints****	Rosedale	-	-	-	-	-	$1,150.87	-	-	-
St. Stephen's	Sewickley	918	741	257	315	$1,700,564.00	$159,728.00	2	1	2
Somerset Anglican Fellowship	Somerset	17	57	5	5	$59,037.00	$5,021.80	0	0	1
Redeemer Parish	South Hills	61	84	6	36	$290,268.27	$25,575.00	1	0	1
South Side Anglican Church	South Side	14	8	6	3	$68,642.00	$8,000.00	0	0	0
All Saints	Springfield	180	104	15	23	$552,343.14	$28,000.00	2	0	2
Incarnation Church	State College	65	3	10	2	$30,000.00	$1,285.51	0	0	0
St. Mary's	Templeton	8	7	0	1	$7,678.00	$715.50	0	0	0
St. Peter's	Uniontown	83	123	20	26	$192,452.00	$17,483.00	1	0	1
Shepherd's Heart	Uptown	80	160	65	12	$97,042.00	$9,615.00	28	8	14
Trinity	Washington	86	184	26	51	$234,706.00	$23,781.60	4	0	1
St. George's	Waynesburg	7	14	0	1	$31,593.00	$2,408.00	0	0	0
New Jerusalem Church	West Chicago, IL	64	55	10	4	$167,588.00	$13,441.00	4	6	6
Church of the Great Shepherd	Wheaton, IL	20	21	2	6	$71,000.00	$1,000.00	0	0	3
Grand Total		***4,310***	***4,483***	***1,019***	***1,226***	***$10,203,743.65***	***$819,393.27***			

***St. James, Penn Hills & All Saints, Rosedale combined to form Reconciliation, Penn Hills in 2018

Worship & Sacraments

Congregation Name	*Location*	*Number of Principal Services*	*Number of Holy Day Services Not Included in Principle Services*	*Number Of Other Services*	*If Not Meeting Weekly, # of Times Congregation Met in 2017*	*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	55	3	23	0	2	0	1	0	0	2	2	0	0
Trinity	Beaver	98	0	70	0	1	0	0	1	0	1	0	0	0
St. Andrews College Hill	Beaver Falls	51	1	0	0	0	0	0	0	0	0	1	0	0
Bedford Anglican Fellowship	Bedford	50	0	0	0	0	0	0	0	0	0	0	0	0
Seeds of Hope	Bloomfield	52	4	82	0	5	0	0	0	0	0	0	0	3
St. Elizabeth	Bridgeville	52	3	0	0	0	0	0	0	0	0	0	0	0
Christ Church	Brownsville	46	2	6	0	0	0	1	0	0	0	0	0	2
St. Peter's	Butler	53	0	12	0	1	0	0	0	0	1	0	0	1
St. Mary's	Charleroi	103	5	78	0	1	0	1	1	2	0	0	0	12
Charis 247	Coraopolis	56	4	0	0	1	0	0	0	0	1	1	0	1
All Saints	Cranberry Twp.	52	12	7	0	2	1	0	6	1	2	3	0	4
Jonah's Call	East End	44	4	8	0	5	0	0	0	0	0	0	0	0
Grace Anglican Church	Edgeworth	58	0	8	0	1	0	0	0	0	0	0	1	1
Hope	Elburn, IL	51	2	0	0	1	0	0	0	0	0	0	0	0
Church of the Transfiguration	Elizabeth	56	0	0	0	0	0	0	0	2	0	1	0	1
St. Thomas	Fort Collins, CO	52	3	0	0	1	0	0	3	0	0	0	0	1
Christ Church	Fox Chapel	156	5	12	0	7	1	2	5	1	2	5	0	10
St. John's	Franklin, TN	59	3	40	0	3	0	0	8	0	0	0	0	1
St. Luke's	Georgetown	54	2	0	0	1	0	0	0	0	0	0	0	0
St. Thomas	Gibsonia	101	4	148	0	3	0	0	0	0	0	0	0	3

Congregation Name	*Location*	*Number of Principal Services*	*Number of Holy Day Services Not Included in Principle Services*	*Number Of Other Services*	*If Not Meeting Weekly, # of Times Congregation Met in 2017*	*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 Redeemer**	Glenshaw	-	-	-	-	-	-	-	-	-	-	-	-	-
Christ's Church	Greensburg	108	0	59	0	7	5	0	8	0	1	2	0	4
Grace Anglican Church	Grove City	90	10	20	0	5	1	0	18	4	5	5	0	1
Good Shepherd	Harrisburg	53	0	0	0	0	0	0	0	0	0	0	0	0
Harvest	Homer City	45	0	0	0	2	0	19	0	0	0	0	0	0
Prince of Peace Church	Hopewell	158	3	66	0	0	0	0	3	3	3	1	0	3
St. Matthew's	Johnstown	53	3	3	0	2	0	0	0	1	3	0	0	2
Church of the Apostles	Kansas City, MO	53	3	3	0	0	0	0	5	0	0	0	0	3
Holy Innocents	Leechburg	51	4	3	0	4	0	0	0	2	1	0	0	2
Epiphany	Ligonier	52	0	1	0	1	0	0	0	0	0	0	0	1
True Vine	Monongahela	54	2	32	0	1	0	0	0	0	0	0	0	2
St. Martin's	Monroeville	49	5	56	0	0	0	0	0	0	3	0	0	2
Grace-on-the-Mount	Mt. Washington	58	4	235	0	0	0	0	0	0	0	0	0	3
St. Alban's	Murrysville	112	0	12	0	3	0	0	0	3	0	1	0	1
Redeemer	North Boroughs	54	4	3	0	1	0	0	0	0	0	0	0	0
Church of the Epiphany	Nashville, TN	38	3	24	0	1	0	0	0	0	0	0	0	0
*Church of the Redeemer**	Nashville, TN	-	-	-	-	-	-	-	-	-	-	-	-	-
Christ Our Hope	Natrona Heights	100	2	56	0	0	0	0	2	2	1	0	0	3
Christ Church	New Brighton	120	0	35	0	0	0	0	1	0	0	0	0	2
Mosaic	North Fayette	59	3	13	0	4	0	0	0	0	2	2	0	2

*Data not submitted/available
*Data not submitted/available

Congregation Name	*Location*	*Number of Principal Services*	*Number of Holy Day Services Not Included in Principle Services*	*Number Of Other Services*	*If Not Meeting Weekly, # of Times Congregation Met in 2017*	*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 Ascension	Oakland	105	5	52	0	18	1	0	16	0	3	6	0	3
*Word of Light**	O'Hara Twp.	-	-	-	-	-	-	-	-	-	-	-	-	-
Trinity	Patton	53	2	1	0	0	0	0	0	0	1	0	0	1
Reconciliation	Penn Hills	97	3	0	0	1	0	0	0	0	0	1	0	4
Incarnation (Anglican)	Pittsburgh	53	3	1	0	0	0	0	0	0	0	0	0	1
St. Stephen's	Sewickley	202	9	8	0	22	0	1	26	0	0	3	1	14
Somerset Anglican Fellowship	Somerset	101	0	55	0	0	0	0	0	0	0	0	0	0
Redeemer Parish	South Hills	80	5	34	0	2	0	0	1	0	0	0	1	1
South Side Anglican Church	South Side	53	0	0	0	0	0	0	2	0	0	1	0	0
All Saints	Springfield	109	9	528	0	7	0	0	0	0	0	3	0	0
Incarnation Church	State College	70	2	0	0	0	1	0	0	0	10	0	0	0
St. Mary's	Templeton	4	0	11	15	0	0	0	0	0	0	0	0	0
St. Peter's	Uniontown	105	14	212	0	1	0	0	3	0	0	0	0	0
Shepherd's Heart	Uptown	78	2	270	0	0	0	1	0	0	32	1	1	2
Trinity	Washington	106	1	0	0	2	0	0	0	0	0	2	0	8
St. George's	Waynesburg	33	0	1	33	0	0	0	0	0	0	0	0	0
New Jerusalem Church	West Chicago, IL	170	0	0	0	0	0	0	0	0	0	0	0	0
Church of the Great Shepherd	Wheaton, IL	52	3	0	0	0	0	0	0	0	0	0	0	0
	Grand Total	***4,077***	***161***	***2,288***	***48***	***119***	***10***	***26***	***109***	***21***	***74***	***41***	***4***	***105***

Evangelism & Mission

Congregation Name	*Location*	*New People Through Outreach and Evangelism in 2018*	*Total # of Provincial & Global Mission Trips*	*Total # of People On Provincial & Global Mission Trips*
Church of the Savior	Ambridge	15	0	0
Trinity	Beaver	2	0	0
St. Andrews College Hill	Beaver Falls	8	0	0
Bedford Anglican Fellowship	Bedford	0	0	0
Seeds of Hope	Bloomfield	2	2	18
St. Elizabeth	Bridgeville	3	0	0
Christ Church	Brownsville	3	0	0
St. Peter's	Butler	5	0	0
St. Mary's	Charleroi	0	0	0
Charis 247	Coraopolis	0	0	0
All Saints	Cranberry Twp.	4	0	0
Jonah's Call	East End	6	0	0
Grace Anglican Church	Edgeworth	10	0	0
Hope	Elburn, IL	0	0	0
Church of the Transfiguration	Elizabeth	1	1	1
St. Thomas	Fort Collins, CO	6	0	0
Christ Church	Fox Chapel	40	2	16
St. John's	Franklin, TN	0	1	14
St. Luke's	Georgetown	0	0	0
St. Thomas	Gibsonia	0	1	1
*Church of Our Saviour**	Glenshaw	-	-	-
Christ's Church	Greensburg	18	0	0
Grace Anglican Church	Grove City	3	0	35
Good Shepherd	Harrisburg	6	0	0
Harvest	Homer City	2	0	0

*Data not submitted/available

Congregation Name	*Location*	*New People Through Outreach and Evangelism in 2018*	*Total # of Provincial & Global Mission Trips*	*Total # of People On Provincial & Global Mission Trips*
Prince of Peace Church	Hopewell	7	0	0
St. Matthew's	Johnstown	0	0	0
Church of the Apostles	Kansas City, MO	0	0	0
Holy Innocents	Leechburg	4	0	0
Epiphany	Ligonier	2	0	0
True Vine	Monongahela	0	0	0
St. Martin's	Monroeville	0	2	2
Grace-on-the-Mount	Mt. Washington	0	0	2
St. Alban's	Murrysville	0	0	0
Redeemer	North Boroughs	7	0	0
Church of the Epiphany	Nashville, TN	9	0	0
*Church of the Redeemer**	Nashville, TN	-	-	-
Christ Our Hope	Natrona Heights	1	1	1
Christ Church	New Brighton	0	0	0
Mosaic	North Fayette	12	0	0
Church of the Ascension	Oakland	100	1	10
*Word of Light**	O'Hara Twp.	-	-	-
Trinity	Patton	1	0	0
Reconciliation	Penn Hills	0	0	0
Incarnation (Anglican)	Pittsburgh	2	0	0
St. Stephen's	Sewickley	0	1	10
Somerset Anglican Fellowship	Somerset	1	0	0
Redeemer Parish	South Hills	0	0	0
South Side Anglican Church	South Side	6	0	0
All Saints	Springfield	0	0	0
Incarnation Church	State College	20	0	0
St. Mary's	Templeton	0	0	0

*Data not submitted/available

Congregation Name	*Location*	*New People Through Outreach and Evangelism in 2018*	*Total # of Provincial & Global Mission Trips*	*Total # of People On Provincial & Global Mission Trips*
St. Peter's	Uniontown	0	1	7
Shepherd's Heart	Uptown	15	0	0
Trinity	Washington	2	0	0
St. George's	Waynesburg	0	0	0
New Jerusalem Church	West Chicago, IL	0	0	0
Church of the Great Shepherd	Wheaton, IL	0	0	1
	Grand Total	***323***	***13***	***118***