

*The Anglican Diocese of Pittsburgh*

# Pre-Convention Journal

155<sup>th</sup> Diocesan Convention



November 7, 2020

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<sup>1</sup> The Voter’s Guide will be released at a later date before Convention.

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# Convention Details, Introduction & Instructions

## Convention Statement of Purpose

The Convention of the Diocese of Pittsburgh meets annually to transact the many regular business items of the 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 the congregations throughout the year. The duties and activities of each Convention include: worship corporately; hear the Bishop’s Annual Address; elect persons to the various diocesan committees and boards; consider any changes (amendments) to our Constitution or Canons; receive, discuss, and act upon the assessment and budget; receive reports from the various committees of the diocese; and 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 congregation. Representation is apportioned by the average attendance at the congregation’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 of activities of the 155<sup>th</sup> Convention, which is being held virtually this year.

### Pre-Convention Hearings

DATE	TIME	LOCATION
Sunday, October 4, 2020	3:00-4:30 pm	Virtually via Zoom Cloud Meeting Platform
Wednesday, October 7, 2020	7:00 pm	Virtually via Zoom Cloud Meeting Platform

### Convention Business:

Saturday, November 6, 2020	9:00 am – 12:00 pm	Virtually via Zoom Cloud Meeting Platform
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## Convention Virtual Meeting Instructions

1. Clergy and Certified Lay Deputies will participate in Convention through the Zoom Cloud Meetings Platform. All other participants and observers will participate through the Diocesan [YouTube Channel](#) “Anglican Diocese of Pittsburgh”. There may be a 1-2-minute delay between Zoom and YouTube.
  - a. The Zoom Cloud Meeting software must be downloaded before the pre-convention hearings at [https://zoom.us/download#client\\_4meeting](https://zoom.us/download#client_4meeting)
2. ONLINE CHECK-IN –All convention participants are invited to sign into the convention Zoom meeting early to prevent verification bottlenecks. Diocesan staff will be verifying each participant against our certification list. **This verification will go smoothest when the email address you registered with and sign in with are the same.**

3. BALLOTS –Voting will take place in the Zoom platform. If additional ballots are required, they will be distributed by the Judge of Election using an online 3<sup>rd</sup> party platform.
4. TECHNICAL SUPPORT – The Diocese will have an on-call technical support person available the morning of convention to help participants.

## Certification & Registration

Per our Constitution and Canons, all parishes must certify their clergy and lay deputies prior to convention so they may be properly accounted for at the beginning of Convention on Saturday.

Registration is completely online and exclusive to clergy, lay deputies, committee members and diocesan staff. It is the responsibility of convention participants to register themselves. Please register at this URL (also available through our website):

<https://zoom.us/meeting/register/tjEqduCsrTsiHtWpl7flfD9mk8md2nBHxXFB>

SWITCHING ALTERNATE LAY DEPUTIES – Alternate Lay Deputies will **only** be allowed into the Convention Zoom meeting if the Diocesan Staff is notified by the Rector or a Parish Administrator on his or her behalf.

## Policy on Distribution of Materials

1. No material will be submitted through the chat function.
2. No material is to be distributed except as authorized by the Bishop.
3. An electronic repository of official documents relating to the business of Convention will be provided on the Diocesan website.
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 sign in online 15 minutes prior. 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 use the “Raise Hand” function, 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 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



## Anglican Diocese of Pittsburgh

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

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To: Diocesan Convention 2020

Heading into 2020, I sensed a great deal of hopefulness in the diocese. Some of our congregations were experiencing sustained growth; most were stable. A network of diocesan-wide intercessors was emerging. The curacy program was taking root. A diocesan summer camp was coming together. Stewardship training was happening. A small group of Rectors were beginning to gather to discuss the next steps for them as leaders and for their congregations. A conversation was underway about how to organize our life as a diocese more effectively. Creative thinking about what a fruitful discipleship path looks like was underway.

Then came March and a “perfect storm” of challenges that continues to shake up our lives. First, was a COVID-19 blizzard (which became winter and is now an ice age). Everything shut down, then became digital, and then hybrid. I was amazed at and proud of how the clergy and congregations rose to this challenge. Worship went online. Clergy and congregational leaders made sure that everyone was OK. And almost everyone learned how to Zoom. I heard stories of people joining streamed worship services from East Africa and Australia and of deepening relationships in the congregations. But it was emotionally, physically, and spiritually draining.

Adding to the exhaustion of learning new skills, developing new systems, planning events (and re-planning them multiple times) was the background anxiety caused by economic uncertainty. Some congregations saw a decline in giving. Others maintained expected levels, but with constant concern about next month, or next quarter, or next year.

Then, on May 25th, George Floyd died at the hands of police officers in Minneapolis, MN. He wasn't the first black man to die due to inappropriate use of force. But his death, in COVID season, unleashed anger that had been marinating in fear and injustice since the first Black people were enslaved, through Jim Crow, lynching and red-lining, and up to today. While these protests became the contexts for destruction, looting, and violence, they also sparked conversations across racial lines. The Fifth Friday Book Club has been reading and discussing books that can help us engage in the wider conversation. Some congregations have created opportunities for folks to learn more and to listen to voices with uncomfortable stories to tell and challenging perspectives to share.

COVID, the economy, and racial unrest have revealed the deep divisions that exist in our nation (and in our churches): profound economic, cultural, and political differences. Clergy throughout the diocese share with me about the overwhelming challenge of leading congregations in our current

divisive moment. Even something as simple as wearing a mask in a pandemic takes on monumental importance and becomes a matter of conscience.

So, seven months into this storm, with 2021 on the horizon, we are shaken. But being shaken by circumstances is not the last work (see Heb. 12:28). We are also stirred up to mission. As the writer of Hebrews puts it, “Let us consider how to stir up one another to love and good works” (Heb. 10:24). So how do we stir up one another and move forward?

I offer these four attitudes as foundational for a faithful response to the challenges we face:

- ***Charitable Assumption.*** Until proven wrong, let’s assume that those who disagree with us are people of good will, who may well have a perspective we need to hear. Let’s assume that, even if they are mistaken, they are not evil. This is nothing more than we would hope to receive from others.
- ***Careful Observation.*** The overwhelming availability to us of data, interpretation, and opinion is a blessing and a curse. It seems that every minute some new study is “proving” the exact opposite of what we were told was true yesterday. So, our careful observation and study is crucial. We need to be making decisions based on the best information that we can find; not on the most compelling meme in our Facebook feed. When we disagree on the data or interpretation and make different decisions, see “Charitable Assumption.”
- ***Cautious Courage.*** Since it seems likely that we will be making decisions without complete certainty, we need to find a blend of caution and courage that will allow us to lead with confidence and compassion. Too much caution and we will miss opportunities that present themselves. Too much courage and we may well endanger the lives of people we are leading.
- ***Counter-intuitive Hopefulness.*** Hope is in short supply right now. It seems like the whole population of our country believes that our country is heading into a dystopian future, unless the presidential candidate that they support is elected. But the Church believes that Jesus is Lord, that He is seated at the right hand of the Father in the heavenlies far above all powers and authorities (Eph. 1:20,21), and that the heart of the king is in the hand of the Lord (Prov. 21:1). So, in spite of our political polarization, the truth is Jesus will still be Lord on November 4, 2020. That doesn’t relieve us of our responsibilities as U.S. citizens. It just reminds us that our true citizenship is heaven (Phil. 3:20). And our heavenly King has told us to “so far as it depends on you, live peaceably with all” (Rom. 12:18).

Undergirded by these attitudes and stirred up to love and good works, here are the key objectives I (along with Diocesan Staff) will be working on in 2021:

- Assist congregational leaders from every congregation in recruiting and training teams of intercessors that are networked in the Diocese for strategic prayer that results in spiritual breakthroughs, with signs and wonders. One aspect of this will be 30-minute intercession calls on Monday and Thursday mornings with me (whenever possible).
- Recruit, train, deploy, and support godly, healthy, and mature clergy who are able to preach, teach, and lead effectively.
- Assess, revitalize, network, resource, and support congregations for transformative discipleship, for fruitful, gift-based ministry and for bold proclamation of the Gospel by every member of the Body.

- Envision, catalyze, and support effective missional partnerships to expand kingdom influence in the culture, to bring people to faith in Jesus, and to gather new worshipping communities.
- Establish and maintain functional systems that support the mission and objectives of the Diocese. This will include an assessment of all of our current leadership structures and developing a proposal for restructuring at the 2021 Convention.

I have retained Kim Kerley, with Coherence Strategy Group, to help with this work. She will be contacting parishes and asking how I, the Diocesan Staff, and Diocesan structures can better support them. Her work will help with clarifying our mission, budgeting wisely, and staffing appropriately.

This will be a year of taking stock of where we are (as individuals, congregations, and a diocese) and looking ahead to a future that has always been and will always be in the hands of Jesus.

While this has been a challenging year, I'm hopeful that the shaking and disruption of this season will allow us to move ahead with increased faith in Christ's power, with increased hope in His providence, with increased joy in His presence, and with increased love for our sisters and brothers, our neighbors, and our enemies.

As I say often, I am proud of you and honored to serve with you as partners in the Gospel.

Joyfully and gratefully yours,

+ Jim

# Preliminary Convention Agenda<sup>2</sup>

- 9:00 am      Morning Prayer
- Organization of Convention
    - Call to Order
    - 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 154<sup>th</sup> Annual Convention
  - Elections
    - Report from the Caucuses
    - Report of Nominating Committee
    - First Ballot
    - Second Ballot (if required)
  - Report of the Interim Director of Administration & Diocesan Treasurer
    - 2021 Annual Budget
    - 2021 Godly Share Schedule
    - 2021 Clergy Compensation Guide
  - Updates
    - Diocesan Honors
    - Recognition and Reception of New & Reorganized Congregations
  - Report of the Bishop
- 11:55 am      Closing Prayer

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<sup>2</sup> This agenda is subject to change. Additional testimonies and breaks will be added in to the agenda at a later date.

# Unapproved Minutes of the 154th Annual Convention

Friday, November 1st, A.D. 2019

The One Hundred Fifty-Fourth Annual Convention of the Anglican Diocese of Pittsburgh began on Friday, November 1st, 2019 at St. Stephen's Church, Sewickley. The Convention's Opening Eucharist was celebrated in the Nave, the Rt. Rev. James Lafayette Hobby, Jr., Bishop of the Anglican Diocese of Pittsburgh, preaching. A celebration dinner followed in Grace Commons.

Saturday, November 2nd, A.D. 2019

Registration of Convention deputies began on Saturday, November 2nd at 8:00 a.m. At 9:00 a.m. the Rev. John Bailey led Convention in Morning Prayer in Grace Commons, the Rev. Cn. Karen Stevenson 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. Paul Cooper, Vice-President of Diocesan Council, to nominate a Secretary of Convention. On behalf of Diocesan Council, the Rev. Cooper 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: Prince of Peace, Hopewell; Church of Our Saviour, Glenshaw; Holy Innocents, Leechburg; Somerset Anglican Fellowship, Somerset; Grace-on-the-Mount, Mt. Washington; Church of the Redeemer, Nashville TN; St. John's, Franklin TN; Christ Church, Brownsville; St. Elizabeth, Bridgeville; St. George's, Waynesburg. 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 report, the Rev. Cooper moved that the lay deputies from those congregations delinquent in providing audits to the diocesan office be granted 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. John Paul Chaney, President of the Standing Committee, introduced the admission of new parishes.

The Rev. Chaney moved to accept All Souls, Wheaton, IL as a Congregation in Good Standing in the Anglican Diocese of Pittsburgh. The motion was seconded and passed by voice vote.

The Rev. John Paul Chaney moved to accept Holy Cross, Lake Villa, IL as a Mission Fellowship in the Anglican Diocese of Pittsburgh. The motion was seconded and passed by voice vote.

### *Approval of Minutes of the 153rd Annual Convention*

The Bishop asked for a motion to approve the Minutes of the 2018 Convention ([Pre-Convention Journal](#), pp. 9-12).

The Very Rev. Cn. John Park (Grace, Mt. Washington) offered an amendment: modify the recognition of the Rev. Jeffrey Wylie as President of the Standing Committee ([Pre-Convention Journal](#), p. 10). The Rev. Cn. John Fierro, now deceased, was President of the Standing Committee in 2018 but resigned in the fall of 2018 due to illness. The recognition of the Rev. Wylie will be amended to “on behalf of the Rev. Cn. John Fierro.”

The Rev. Park offered an amendment: in the election results of district caucuses, change the title of “Mr.” to “The Rev. Dn.” Tom Turney ([Pre-Convention Journal](#), p. 11).

Mrs. Susan Park (Grace, Mt. Washington) offered an amendment: in the election results of district caucuses, reflect the full name of The Rev. Dn. Nancy Cain McCombe ([Pre-Convention Journal](#), p. 12). The name was inadvertently truncated in the formatting of the [Pre-Convention Journal](#).

The Rev. Jeffrey Wiley (Christ’s Church, Greensburg) moved to approve the Minutes as amended. The motion was seconded and passed by voice vote.

### *Nominating Committee Report*

The Rev. Cooper 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): Mr. Doug Wicker, The Rev. John Bailey, The Rev. Eric Rodes
2. Board of Trustees (1 lay): Mrs. Diane Edelstein
3. Committee on Canons (1 clergy, 1 lay): The Rev. David Rucker, Mrs. Delia Bianchin
4. Standing Committee (1 clergy, 1 lay): The Rev. Cn. Dr. Andrea Millard, Mrs. Monique Magness

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

The Rev. Cooper moved that as all nominations were unopposed, 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 and drew attention to the proposed 2020 Budget. The Rev. Bushyager clarified that the proposed budget for 2020 is presented with the understanding that required adjustments will be made as the year proceeds with the relocation of the diocesan office and the finalization of lease arrangements. The Rev. Bushyager noted a decrease in expenses for liability insurance: the diocesan insurance program was renegotiated, with coverage for Directors and Officers insurance premiums substantially reduced.

The Rev. Bushyager reported that the diocese has experienced major change in the way it functions, and the restructured budget reflects expenses related to the change and related growth. A transfer from budget reserves will cover the expenses to meet new growth areas.

The Rev. Eric Rodes (Redeemer, Canonsburg) asked what the infusion income of \$7,550.00 represents. The Rev. Bushyager explained that if a congregation needs an unbudgeted cash infusion for a salary, it can make an appeal. Once the congregation has grown in three or so years, it can then plan the salary expense as part of its regular budget. The original \$111,000.00 infusion income will come from monies the diocese will attempt to raise over and above the budget by asking congregations to consider making a plus-1 commitment of 1% to take on these initiatives.

The Rev. Dn. Dr. Tara Jernigan asked where the current budget provides for deacon formation. The Bishop explained that leadership development provides a missional side route of discipleship for those considering a call to the diaconate.

The Rev. Bushyager presented the Clergy Compensation Guide for 2020. The guide now includes information from Christianity Today, which is provided as a guide based on congregation size, degree, and other factors. Compensation has been adjusted on average 2% higher from 2019, and it provides the minimum total compensation for a first-year person in a position. The Rev. Bushyager invited vestries to contact him on clergy compensation packages to produce proper figures for their particular circumstances. Guidelines for supply clergy rates were increased by 7%.

The Rev. Bushyager also referred those present to the 2020 Godly Share Schedule, confirming that godly share figures will be verified in the coming months through correspondence with congregations. Godly shares are calculated at 10% of the 2018 income figure provided in the parochial report. Every congregation will receive a request to approve or adjust that number.

Mr. Richard Martin, Chair of the Finance Committee, moved that the 2020 Budget be adopted by Convention. No second was needed as the motion came from a committee of Council. The motion passed by voice vote.

*Report of the Committee for Constitution and Canons*

Mr. Alan Komm, Vice-Chair of the Committee for Constitution and Canons, brought greetings from the Rev. David Rucker, Chair, who was called away during the weekend. Mr. Komm reported the proposed constitutional changes to be accomplished during the 2018 and 2019 annual meetings of the diocese. The work of the committee represents the ongoing task to update the diocesan Constitutions and Canons and to conform them to the constitution and canons of the Anglican

Church in North America. These changes are intended to ensure conformity with the provincial Constitution and Canons, align our documents with current practice, and streamline them for clarity and adaptability.

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 Standing Committee is provided for in the Constitution. The proposed changes are intended to separate the establishment of the Standing Committee, which is a matter for the Constitution, from the functioning of the Standing Committee, which can change over time and is a matter for the canons.

Proposed changes 5 and 6 are purely administrative. Change 5 conforms the canon to actual practice within the diocese. Change 6 renumbers the Canons after inserting a new canon addressing the functioning of the Standing Committee.

Amendment to the Constitution requires an affirmative vote by two successive Conventions. Proposed Changes 1, 2, and 3 were approved by the 2018 Convention and will be presented for a second vote at the 2019 Convention. Mr. Komm 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

Mr. Komm moved that the three changes be adopted at their second reading. A discussion of the proposed changes followed. The Rev. John Cruikshank (St. Peter's, Uniontown) 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.

In addition to the three Constitutional changes, four changes were proposed to the Canons.

Change 4 to Canon 1: Provincial Membership is offered to make the diocesan canons conform to provincial canons. Mr. Komm moved to adopt Change 4. Discussion followed.

Mr. Patrick Roddy (Canonsburg, Redeemer) suggested the removal of "the" from the third line of Section 5a. The Rev. Paul Sutcliffe (St. Elizabeth's Anglican Mission) offered the amendment of removing "the" from the line. The proposal was seconded.

The Rev. Stephen Noll (non-parochial) asked for a clarification of the language "within the Anglican communion." The Bishop affirmed that the diocese may need to consider its meaning. The Rev. Jonathan Millard (Ascension, Oakland) offered that the language addresses our standing within the

ACNA and asked if Convention might consider removing “within the Anglican Communion” from the title. A proposal to remove the language was moved and seconded.

Change 5 to Canon III: Of Deputies is offered to align the certification of deputies with current practice. Mr. Komm moved to adopt Change 5. The motion was seconded and passed by voice vote.

Change 6 to the canons allows for the renumbering of the canons required by the addition of a Canon VII: Of the Standing Committee. Mr. Komm moved to adopt Change 6. The motion was seconded and passed by voice vote.

Change 7, the addition of Canon VII: Of the Standing Committee, is offered to clarify the purpose of the Standing Committee. The new canon appropriately moves wording from the Constitution to the Canons. Mr. Komm moved to adopt Change 7. The motion was seconded and passed by voice vote.

#### *Report of the Chancellor*

Mr. Andy Fletcher, Chancellor of the Diocese, reported on activities of the past year. Mr. Fletcher reported that the diocese reached a settlement with The Episcopal Diocese over congregational properties. Mr. Fletcher is available to help congregations with guidance at the diocesan and provincial level with matters beyond the routine oversight of vestries.

#### *Report of the Bishop*

The Bishop thanked the diocesan staff for their work on Convention and Gathering and reported that over the past year, the diocesan staff has continued to discuss convictions and culture within the diocese, considering the dispositions within a culture that lead to growth: inner dispositions of being healthy, humble, and inquisitive; a relational disposition of high-heartedness that is gracious, generous, optimistic, and fun; and work dispositions of being trustworthy, competent, and cooperative.

The Bishop reported on current challenges and initiatives. Firstly, there exists a need for deeper discipleship that is focused on fully forming disciples of Jesus in a hostile or apathetic culture and on taking people into the scriptures. The Bishop discussed discipleship projects currently under development, including a camp program, where children and youth can come for a week in the summer for discipleship and community to engage with the gospel, as well as a retooling of the adult weekend. Secondly, one quarter of our clergy will retire within the next few years, and so a pipeline is needed. The diocese is working to develop a farm team with students in ministry. Thirdly, we are dealing with plateaued congregations. A vast majority of congregations are either declining or plateaued, sometimes beating the curve, as a surrounding town declines. The Bishop encouraged congregations to consider the New Initiatives fund, which will twilight over time, with their vestries.

#### *Report of the Judge of Elections on District Caucuses*

Mr. Carey announced the results of elections in District Caucuses.

#### *District 1 “Ohio Valley”*

Council – The Rev. Glenn Crytzer

District Chair – The Rev. Dennett Buettner

District Vice-Chair – The Rev. Dn. Tom Turney

#### *District 2 “Northlands”*

Council – Mr. Matthew Lines

District Chair – The Rev. David Hicks

District Vice-Chair – Mr. Don Shepson

*District 3 “Allegheny Valley”*

Council – Mr. Tom Miller  
District Chair – The Rev. John Bailey  
District Vice-Chair – The Rev. Alex  
Shuttleworth

*District 4 “Eastern Kingdom”*

Board of Trustees – Mr. Derek Herrington  
Council – The Rev. Doug Blakelock  
District Chair – The Rev. Jeffrey Wylie  
District Vice-Chair – The Rev. Keith Almond

*District 6 “City and City South”*

Council – Dr. Leslie Thyberg  
District Chair – Mrs. Elaine Morehead  
District Vice-Chair – Mr. Jack Walsh

*Adjournment (sine die)*

Convention moved to adjourn.

The Bishop declared Convention adjourned *sine die* at 11:00 a.m.

Respectfully submitted,  
Shannon Sims, Secretary of Convention

*District 8 “Two Rivers”*

Board of Trustees – Mrs. Winifred Sherman  
Council – Mr. Dan Oliver  
District Chair – The Rev. Dr. David Grissom  
District Vice-Chair – The Rev. Dn. Carolyn  
Nunnally

*District 9 “Beyond the Burgh”*

Council – The Rev. Mike McGhee  
District Chair – Deacon Liz Smith  
District Vice-Chair – The Rev. Cynthia Brust

*District 10 “Southern Kingdom”*

Council – The Rev. Regis Turocy  
District Chair – The Rev. Frances Metcalf  
District Vice-Chair – The Rev. Dn. Nancy Cain  
McCombe

# Budget and Financials

## Proposed 2021 Budget

Budget has been approved by Diocesan Council in their October meeting.

### INCOME

	2020 Budget	Actual as of 8/31/2020	% of Actual to Budget	2020 Proposed Budget
<b>Operating Income</b>				
Congregation Godly Share - Current Year	\$759,644	\$487,551	64.2%	\$676,083
Church Plants and Beyond the Burg Congregations	\$75,554	\$70,938	93.9%	\$67,243
New Congregations	\$5,000	\$1,487	29.7%	\$5,000
<b>Total Godly Share Income</b>	<b>\$840,198</b>			<b>\$748,326</b>
Contributions (General) - Individuals/Congregations	\$5,000	\$23,160	463.2%	\$20,000
Miscellaneous / Fees	\$500			\$500
United Way	\$5,000	\$1,981	39.6%	\$3,000
<b>Total Operating Income</b>	<b>\$850,698</b>	<b>\$585,117</b>	<b>68.8%</b>	<b>\$771,826</b>
Transfer from Budget Reserve	\$9,570	\$9,570	100.0%	
Office Renovation		\$30,000		
Infusion Income				
Grants <sup>3</sup>	\$36,000	\$36,000	100.0%	\$36,000
Contributions	\$111,580	\$27,583	24.7%	\$30,000
<b>Total Designated Infusion Income</b>	<b>\$147,580</b>			<b>\$66,000</b>
<b>Total Income</b>	<b>\$1,007,848</b>	<b>\$688,270</b>	<b>68.3%</b>	<b>\$837,826</b>

### EXPENSES

	2020 Budget	Expected Revised 2020	2021 Budget
<b>Clergy and Clergy Family Care</b>			

<sup>3</sup> Represents grants previously approved from the Archbishop Duncan Legacy Fund by the Board of Trustees for expenditure in 2020.

Affirm and Maintain	\$17,000	\$7,800	\$10,000
Growth			
<b>Mission</b>			
Affirm and Maintain			\$58,680
Growth	\$97,580	\$89,880	\$30,000
<b>Discipleship</b>			
Affirm and Maintain			\$9,100
Growth	\$14,000	\$13,850	
<b>Prayer / Worship</b>			
Affirm and Maintain	\$27,000	\$26,200	\$26,000
Growth			
<b>Communication</b>			
Affirm and Maintain	\$49,435	\$50,435	\$44,132
Growth			
<b>Stewardship and Partnership</b>			
Affirm and Maintain	\$117,364	\$116,045	\$99,600
Growth	\$36,000	\$36,000	\$36,000
<b>Bishop</b>	\$291,074	\$297,106	\$281,592
<b>Administration</b>	\$348,396	\$375,229	\$231,304
<b>Repayment of Staying Faithful Fund</b>	\$10,000		\$10,000
<b>Total Affirm and Maintain</b>	\$860,268	\$872,816	\$770,409
<b>Total Growth</b>	\$147,580	\$139,730	\$66,000
Growth available in Operating Funds -\$ 0			<b>\$836,409</b>
Growth requiring infusion income - \$147,580			
<b>Total Expenses Operating Fund</b>	<b>\$1,007,848</b>	<b>\$1,012,546</b>	<b>\$770,409</b>
			<b>\$1,417</b>

Clergy and Clergy Family Care - Cn. Shari Hobby

	<b>2020 BUDGET</b>	<b>EXPECTED REVISED 2020</b>	<b>2021 BUDGET</b>
Stipend	\$15,000	\$7,500	\$7,500
Travel & Expenses	\$0	\$200	\$500
Clergy Retreat	\$2,000	\$100	\$2,000
<b>TOTAL CLERGY AND CLERGY FAMILY CARE</b>	<b>\$17,000</b>	<b>\$7,800</b>	<b>\$10,000</b>

Mission – Cn. Karen Stevenson

	<b>2020 BUDGET</b>	<b>EXPECTED REVISED 2020</b>	<b>2021 BUDGET</b>
Salary	\$35,600	\$35,600	\$50,000
Housing Allowance	\$14,400	\$14,400	
Pension	\$9,000	\$9,000	\$4,500
Life/AD7D/STD/LTD	\$280	\$280	\$280
Travel / Expenses <sup>4</sup>	\$3,900	\$100	\$1,400
Programs	\$3,900	\$0	\$2,000
Newly Ordained Training	\$500	\$500	\$500
Curate Initiative	\$30,000	\$30,000	\$30,000
<b>TOTAL MISSION</b>	<b>\$97,580</b>	<b>\$89,880</b>	<b>\$84,180</b>

Discipleship – Cn. Tracey Russell

	<b>2020 BUDGET</b>	<b>EXPECTED REVISED 2020</b>	<b>2021 BUDGET</b>
Salary	\$6,000	\$6,000	\$6,000
Housing Allowance	\$6,000	\$6,000	
Travel & Expenses	\$1,000	\$100	\$100

<sup>4</sup> Some expenses covered under Other Ecumenical "Partnership" tab.

	<b>2020 BUDGET</b>	<b>EXPECTED REVISED 2020</b>	<b>2021 BUDGET</b>
Programs <sup>5</sup>	\$1,000	\$1,750	\$3,000
Diocesan Youth Gathering		\$0	
Provincial Youth Gathering		\$0	
Diocesan Day of Service		\$0	
Alpha Program		\$0	
<b>TOTAL DISCIPLESHIP</b>	<b>\$14,000</b>	<b>\$13,850</b>	<b>\$9,100</b>

Prayer & Worship – Cn. Joanne Martin

	<b>2020 BUDGET</b>	<b>EXPECTED REVISED 2020</b>	<b>2021 BUDGET</b>
Salary	\$24,000	\$24,000	\$24,000
Housing Allowance (Included In Salary)	\$0	\$0	
Travel & Expenses	\$1,200	\$700	\$500
Supplies / Licenses	\$500	\$500	\$500
Musicians	\$300	\$0	\$0
Programs	\$1,000	\$1,000	\$1,000
Prayer			
Spiritual Direction			
Creative Arts in Worship			
General Worship			
New Initiative			
<b>TOTAL PRAYER &amp; WORSHIP</b>	<b>\$27,000</b>	<b>\$26,200</b>	<b>\$26,000</b>

Communications – Director Kristen Parise

	<b>2020 BUDGET</b>	<b>EXPECTED REVISED 2020</b>	<b>2021 BUDGET</b>
Director of Communications			

<sup>5</sup> Pittsburgh Youth Project is prepaid for 2021

	<b>2020 BUDGET</b>	<b>EXPECTED REVISED 2020</b>	<b>2021 BUDGET</b>
Salary <sup>6</sup>	\$25,200	\$36,600	\$33,600
FICA/Pension	\$5,708	\$5,708	\$3,805
Life/AD&D/STD/LTD	\$227	\$227	\$227
Travel & Expenses	\$1,000	\$200	\$500
Training	\$1,000	\$200	\$500
<b>SUBTOTAL</b>	<b>\$33,135</b>	<b>\$42,935</b>	<b>\$38,632</b>
Communications - Publications <sup>7</sup>			
Trinity Diocesan Newsletter	\$10,000	\$2,000	\$2,000
Printing, Direct Mail Costs, Sort, Labels	\$3,500	\$1,500	\$1,500
Asking Letter for Trinity	\$0		\$0
Diocesan Directory	\$0		\$0
Technical Support/Web Page Development	\$2,400	\$600	\$2,000
Miscellaneous	\$400	\$3,400	\$0
<b>SUBTOTAL</b>	<b>\$16,300</b>	<b>\$7,500</b>	<b>\$5,500</b>
<b>TOTAL</b>	<b>\$49,435</b>	<b>\$50,435</b>	<b>\$44,132</b>

Stewardship & Partnership – Director Sarah Kwolek

	<b>2020 BUDGET</b>	<b>EXPECTED REVISED 2020</b>	<b>2021 BUDGET</b>
Director Of Stewardship & Partnership			
Salary	\$36,000	\$36,000	\$36,000
FICA/Pension	\$8,154	\$8,154	\$4,077
Life/AD&D/Std/Ltd	\$341	\$341	\$341
Travel & Expenses	\$1,000	\$0	\$500
Training	\$1,000	\$0	\$500
<b>SUBTOTAL</b>	<b>\$46,495</b>	<b>\$44,495</b>	<b>\$41,418</b>
Diocesan Convention/Gathering			

<sup>6</sup> Includes pay raise effective 3/1 and \$3,000 bonus for data migration

<sup>7</sup> Communications - Publications assumes significant savings in the Trinity newsletter and mailing costs. It also assumes additional communications before year end

	<b>2020 BUDGET</b>	<b>EXPECTED REVISED 2020</b>	<b>2021 BUDGET</b>
Administration Assistance	\$1,250	\$0	\$0
Facilities & Meals	\$1,250	\$0	\$0
Printing & Mailing Journals	\$1,000	\$0	\$1,000
Miscellaneous	\$500	\$500	\$500
Technology Support <sup>8</sup>	\$500	\$2,500	\$500
Travel-Speaker		\$0	
Children's Ministry Coordinator	\$2,300	\$600	\$0
<b>SUBTOTAL</b>	<b>\$6,800</b>	<b>\$3,600</b>	<b>\$2,000</b>
National Share			
Provincial Tithe	\$85,070	\$85,070	\$77,183
Provincial Assembly Delegates	\$10,000	\$10,000	\$10,000
<b>SUBTOTAL</b>	<b>\$95,070</b>	<b>\$95,070</b>	<b>\$87,183</b>
Ecumenical & Other			
Christian Associates <sup>9</sup>	\$4,500	\$7,500	\$4,500
Other Ecumenical <sup>10</sup>	\$0	\$881	\$0
Networking Support	\$500	\$500	\$500
<b>SUBTOTAL</b>	<b>\$5,000</b>	<b>\$8,881</b>	<b>\$5,000</b>
New Initiative			
<b>TOTAL</b>	<b>\$153,364</b>	<b>\$152,045</b>	<b>\$135,600</b>

Office of The Bishop – The Rt. Rev. James L. Hobby, Jr.

	<b>2020 BUDGET</b>	<b>EXPECTED REVISED 2020</b>	<b>2021 BUDGET</b>
Bishop			
Salary (Includes Health Ins \$18,343)	\$79,987	\$79,987	\$119,987
Housing	\$40,000	\$40,000	
Pension	\$21,598	\$21,598	\$10,799
Life/AD&D/STD/LTD	\$824	\$824	\$824
Dental/Vision	\$786	\$786	\$786

<sup>8</sup>Tech Support assumes a shift in expenses due to virtual Convention costs

<sup>9</sup>CA received \$3,000 toward 2019 in addition to the \$4,500 for this year.

<sup>10</sup>Also include dues for Karen Stevenson's AGMP

	<b>2020 BUDGET</b>	<b>EXPECTED REVISED 2020</b>	<b>2021 BUDGET</b>
Travel <sup>11</sup>	\$3,750	\$8,100	\$9,000
Auto Expense	\$2,750	\$1,750	\$2,500
Business Expense <sup>12</sup>	\$5,000	\$23,000	\$5,000
<b>SUBTOTAL</b>	<b>\$154,695</b>	<b>\$176,045</b>	<b>\$148,896</b>
<b>Assisting/Retired Bishops</b>			
Stipend (Covers Bishop Visits)	\$1,000	\$1,000	\$1,000
Travel	\$5,000	\$2,500	\$2,500
Business Expenses	\$3,000	\$500	\$2,000
<b>SUBTOTAL</b>	<b>\$9,000</b>	<b>\$4,000</b>	<b>\$5,500</b>
<b>Canon to the Ordinary</b>			
Salary (Includes Health Ins \$1,584)	\$14,913	\$12,427	\$48,000
Housing	\$10,980	\$9,150	
Pension	\$4,661	\$3,884	\$4,320
Life/AD&D/STD/LTD	\$151	\$151	\$500
Dental/Vision	\$393	\$393	\$786
Auto Expense	\$3,000	\$1,875	\$2,000
Travel/Business Expense	\$1,000	\$0	\$2,000
<b>SUBTOTAL</b>	<b>\$35,097</b>	<b>\$27,880</b>	<b>\$57,606</b>
<b>Executive Assistant to the Bishop</b>			
Salary	\$58,872	\$58,872	\$58,872
FICA/Pension	\$13,334	\$13,334	\$6,667
Life/AD&D/STD/LTD	\$508	\$508	\$508
Medical Insurance Premium	\$13,317	\$13,317	\$393
<b>SUBTOTAL</b>	<b>\$86,031</b>	<b>\$86,031</b>	<b>\$66,440</b>
<b>Commission on Ministry</b>			
Deacon Formation Program	\$0	\$0	\$0
Ordination Expenses	\$500	\$500	\$0
General Oversight	\$1,000	\$0	\$0
Background Checks	\$2,000	\$1,200	\$1,200
Psychological Exams	\$2,000	\$1,200	\$1,200
<b>SUBTOTAL</b>	<b>\$5,500</b>	<b>\$2,900</b>	<b>\$2,400</b>

<sup>11</sup> Travel includes College of Bishops expenses

<sup>12</sup> Includes Coherence consulting review of Diocesan Office - \$20k

	<b>2020 BUDGET</b>	<b>EXPECTED REVISED 2020</b>	<b>2021 BUDGET</b>
Training			
Leadership Overnight	\$500	\$0	\$500
Misconduct Training and Materials	\$250	\$250	\$250
<b>SUBTOTAL</b>	<b>\$750</b>	<b>\$250</b>	<b>\$750</b>
<b>TOTAL</b>	<b>\$291,074</b>	<b>\$297,106</b>	<b>\$281,592</b>

Office of Administration – Interim Director Nick Storm

	<b>2020 BUDGET</b>	<b>EXPECTED REVISED 2020</b>	<b>2021 BUDGET</b>
Director of Administration			
Salary <sup>13</sup>	\$24,855	\$27,912	\$18,000
Housing	\$18,300	\$15,250	\$0
Pension	\$7,768	\$3,884	\$2,039
Life/AD&D/STD/LTD	\$151	\$151	\$0
Dental/Vision	\$393	\$393	\$0
Auto Expense	\$3,000	\$1,875	\$0
Travel/Business Expense	\$1,000	\$700	\$0
<b>SUBTOTAL</b>	<b>\$55,466</b>	<b>\$50,165</b>	<b>\$20,039</b>
Financial Bookkeeper/Secretary			
Salary	\$45,096	\$45,096	\$28,032
FICA/Pension	\$10,214	\$10,214	\$1,703
Life/AD&D/STD/LTD	\$398	\$398	\$133
Dental/Vision (2020 Included Medical)	\$13,317	\$13,317	\$131
Commuting Allowance	\$1,000	\$0	\$0
Travel/Training			\$0
<b>SUBTOTAL</b>	<b>\$70,025</b>	<b>\$69,025</b>	<b>\$29,999</b>
Receptionist			
Salary	\$40,303	\$40,303	\$20,000
FICA/Pension	\$9,129	\$9,129	\$2,266
Life/AD&D/STD/LTD	\$333	\$333	\$0

<sup>13</sup>Salary includes severance costs for previous DoA as well as Interim through December (assuming 12 hrs./week)

Medical Insurance Allowance	\$391	\$391	\$0
Commuting Allowance	\$1,000	\$1,000	\$0
<b>SUBTOTAL</b>	<b>\$51,155</b>	<b>\$51,155</b>	<b>\$22,266</b>

	<b>2020 BUDGET</b>	<b>EXPECTED REVISED 2020</b>	<b>2021 BUDGET</b>
<b>SUPPORT</b>			
Audit	\$9,000	\$10,216	\$10,500
Background Checks	\$300	\$300	\$300
Copier	\$7,500	\$7,800	\$8,000
Legal Fees	\$0	\$0	\$0
Liability, Workers comp, Bond	\$30,000	\$30,000	\$30,000
Medical Expense Reimbursements	\$4,500	\$4,500	\$0
Miscellaneous	\$450	\$450	\$0
Office Furniture/Equipment	\$3,000	\$3,000	\$6,000
Office Move and Build Out <sup>14</sup>	\$35,000	\$66,419	\$23,000
Office Supplies	\$4,000	\$2,500	\$2,000
Payroll Support Service	\$500	\$1,500	\$1,500
Pension Administration	\$600	\$800	\$800
Postage	\$3,500	\$3,500	\$3,500
Rent and Utilities for Offices	\$42,000	\$42,000	\$42,000
Staff Development	\$2,000	\$800	\$0
Technology System Support & Training	\$20,000	\$21,700	\$22,000
Telephones	\$9,400	\$9,400	\$9,400
<b>SUBTOTAL</b>	<b>\$171,750</b>	<b>\$204,885</b>	<b>\$159,000</b>
<b>TOTAL</b>	<b>\$348,396</b>	<b>\$375,229</b>	<b>\$231,304</b>

<sup>14</sup>Office Move and Build Out final estimate. Some of this expense was offset by a special gift of \$30,000. And some is being paid through loans from Staying Faithful Fund and private individual.

# Proposed Godly Share Offerings for Proposed 2021 Budget

LOCATION	CHURCH NAME	2018 OPERATING INCOME	2019 OPERATING INCOME	2021 GODLY SHARE	GROWTH FUND 1%	GROWTH FUND 0.7%
<b>Ambridge</b>	Church of the Savior	\$148,194.00	\$139,860.40	\$13,986.04	\$1,398.60	\$979.02
<b>Beaver</b>	New Life Anglican Fellowship	\$104,632.00	\$196,033.00	\$19,603.30	\$1,960.33	\$1,372.23
<b>Bloomfield</b>	Seeds of Hope Anglican Church	\$107,666.00	\$85,881.32	\$8,588.13	\$858.81	\$601.17
<b>Bridgeville</b>	St. Elizabeth Anglican Mission	\$5,000.00	\$2,000.00	\$200.00	\$20.00	\$14.00
<b>Brownsville</b>	Christ Church Anglican	\$98,379.00	\$87,255.78	\$8,725.58	\$872.56	\$610.79
<b>Butler</b>	St. Peter's Anglican Church	\$132,281.00	\$131,560.00	\$13,156.00	\$1,315.60	\$920.92
<b>Charleroi</b>	St. Mary's Anglican Church	\$95,289.00	\$87,079.10	\$8,707.91	\$870.79	\$609.55
<b>Coraopolis</b>	Charis247	\$38,234.00	\$33,600.00	\$3,360.00	\$336.00	\$235.20
<b>Cranberry Twp.</b>	All Saints Anglican Church	\$195,696.00	\$208,098.00	\$20,809.80	\$2,080.98	\$1,456.69
<b>East End</b>	Jonah's Call	\$123,108.00	\$139,738.18	\$13,973.82	\$1,397.38	\$978.17
<b>Edgeworth</b>	Grace Anglican Church	\$91,101.00	\$117,044.00	\$11,704.40	\$1,170.44	\$819.31
<b>Elizabeth</b>	Church of the Transfiguration	\$30,750.00	\$30,677.00	\$3,067.70	\$306.77	\$214.74
<b>Fox Chapel</b>	Christ Church Fox Chapel	\$559,156.00	\$627,230.00	\$62,723.00	\$6,272.30	\$4,390.61
<b>Franklin</b>	St. John's Anglican Church	\$287,158.00	\$299,635.00	\$29,963.50	\$2,996.35	\$2,097.45
<b>Georgetown</b>	St. Luke's Anglican Church	\$19,000.00	\$25,000.00	\$2,500.00	\$250.00	\$175.00
<b>Gibsonia</b>	St. Thomas Anglican Church, Inc.	\$180,684.00	\$194,061.00	\$19,406.10	\$1,940.61	\$1,358.43
<b>Glenshaw</b>	Church of Our Saviour	\$5,000.00	\$5,000.00	\$500.00	\$50.00	\$35.00
<b>Greensburg</b>	Christ's Church	\$217,846.00	\$216,944.20	\$21,694.42	\$2,169.44	\$1,518.61
<b>Grove City</b>	Grace Anglican Church	\$241,792.00	\$239,490.00	\$23,949.00	\$2,394.90	\$1,676.43
<b>Harrisburg</b>	Good Shepherd Anglican Mission	\$26,000.00	\$17,286.00	\$1,728.60	\$172.86	\$121.00
<b>Homer City</b>	Harvest Anglican Church	\$3,494.00	\$3,196.00	\$319.60	\$31.96	\$22.37
<b>Hopewell</b>	Prince of Peace Church	\$217,249.00	\$211,460.08	\$21,146.01	\$2,114.60	\$1,480.22
<b>Johnstown</b>	St. Matthew's Anglican Church	\$66,035.00	\$61,944.00	\$6,194.40	\$619.44	\$433.61
<b>Leechburg</b>	Holy Innocents Anglican Church	\$36,000.00	\$35,772.00	\$3,577.20	\$357.72	\$250.40
<b>Ligonier</b>	Epiphany Anglican Fellowship	\$104,836.00	\$105,974.00	\$10,597.40	\$1,059.74	\$741.82
<b>Monongahela</b>	True Vine Anglican Church	\$57,000.00	\$42,000.00	\$4,200.00	\$420.00	\$294.00
<b>Monroeville</b>	St. Martin's Anglican Church	\$75,766.00	\$81,558.00	\$8,155.80	\$815.58	\$570.91
<b>Mt. Washington</b>	Grace-on-the-Mount Anglican Church	\$82,735.00	\$91,740.00	\$9,174.00	\$917.40	\$642.18
<b>Murrysville</b>	St. Alban's Anglican Church	\$170,025.00	\$209,884.00	\$20,988.40	\$2,098.84	\$1,469.19
<b>Natrona Heights</b>	Christ Our Hope	\$147,617.00	\$145,366.75	\$14,536.68	\$1,453.67	\$1,017.57

LOCATION	CHURCH NAME	2018 OPERATING INCOME	2019 OPERATING INCOME	2021 GODLY SHARE	GROWTH FUND 1%	GROWTH FUND 0.7%
<b>New Brighton</b>	Christ Anglican Church	\$109,782.00	\$121,845.02	\$12,184.50	\$1,218.45	\$852.92
<b>North Fayette</b>	Mosaic Church	\$202,371.00	\$218,134.00	\$21,813.40	\$2,181.34	\$1,526.94
<b>Oakland</b>	Church of the Ascension	\$1,543,505.00	\$1,681,576.86	\$168,157.69	\$16,815.77	\$11,771.04
<b>Patton</b>	Trinity Anglican Church	\$15,047.00	\$12,726.00	\$1,272.60	\$127.26	\$89.08
<b>Penn Hills</b>	Reconciliation Anglican Church	\$69,060.00	\$86,245.30	\$8,624.53	\$862.45	\$603.72
<b>Pittsburgh</b>	Incarnation Church (Anglican)	\$40,656.00	\$40,126.00	\$4,012.60	\$401.26	\$280.88
<b>Sewickley</b>	St. Stephen's Church	\$1,700,564.00	\$1,850,016.00	\$185,001.60	\$18,500.16	\$12,950.11
<b>Somerset</b>	Somerset Anglican Fellowship	\$59,037.00	\$62,491.51	\$6,249.15	\$624.92	\$437.44
<b>South Hills</b>	Redeemer Parish	\$290,268.00	\$267,045.70	\$26,704.57	\$2,670.46	\$1,869.32
<b>Templeton</b>	St. Mary's Anglican Church	\$7,678.00	\$4,391.59	\$439.16	\$43.92	\$30.74
<b>Uniontown</b>	St. Peter's Parish Church	\$192,452.00	\$197,865.00	\$19,786.50	\$1,978.65	\$1,385.06
<b>Uptown</b>	Shepherd's Heart Fellowship	\$97,042.00	\$98,511.00	\$9,851.10	\$985.11	\$689.58
<b>Washington</b>	Trinity Church	\$234,706.00	\$200,053.00	\$20,005.30	\$2,000.53	\$1,400.37
	<b>TOTAL</b>			<b>\$844,617.68</b>		
	<b>ADJUSTMENT ALLOWANCE</b>			<b>\$42,230.88</b>		
	<b>NET FORECAST</b>			<b>\$802,386.80</b>		

# 2021 Clergy Compensation Guide

No changes are being made to the clergy compensation guide in 2021. Clergy and parishes may refer to the 2020 Guide on our website at:

<https://www.pitanglican.org/parish-docs/2020-21-clergy-compensation-guide>

## Rosters of Elected Bodies

### Standing Committee

	<b>YR. TERM ENDS</b>
The Rev. Jeff Wylie, President	2020
Mr. Tom Sands, Secretary	2020
The Rev. Dr. David Grissom	2021
Mr. Doug Wicker	2021
The Rev. Elaine Storm	2022
Mr. Kirk Botula	2022
The Rev. Cn. Dr. Andrea Millard	2024
Mrs. Monique Magness	2024
The Rt. Rev. James Hobby, Jr., Bishop	N/A
Mr. Andy Fletcher, Chancellor	N/A

### 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.”

Roster

**Term 2018-2020**  
 The Rev. Ethan Magness (2<sup>nd</sup> term)  
 The Rev. Jeffrey Wylie (2<sup>nd</sup> term)  
 Mr. Roger Foley (2<sup>nd</sup> term)

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**Term 2019-2021**  
 Mr. Jason McLean (1<sup>st</sup> term)  
 Mrs. Sarah Kwolek (2<sup>nd</sup> term)  
 The Rev. Bryan Jarrell (1<sup>st</sup> term)

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**Term 2020-2022**  
 The Rev. John Bailey (2<sup>nd</sup> term)  
 The Rev. Eric Rodes (1<sup>st</sup> term)  
 Mr. Douglas Wicker (1<sup>st</sup> term)

## Commission on Ministry

The Rev. Bill Henry, Chair Deacon Carolyn Nunnally	Mrs. Catherine Parham The Rev. Lauren Scharf
The Rev. Canon Jonathan Millard	Deacon Marybeth Carey <i>Ex-Officio</i>
Dr. Bill Witt	The Rev. Michael McGhee <i>Nashville Deanery</i>
Mr. Nick Storm	The Rev. Canon Shari Hobby <i>Ordination Chaplain</i>
Mr. David Edelstein The Rev. Gaea Thompson	The Right Rev. Jim Hobby Ms. Bonnie Catalano <i>Executive Assistant to the Bishop</i>

## Board of Trustees

*Key: (20## - #) = Yr. term ends–No. of Terms*

Mr. John Kearns (2020-1)

Mrs. Diane Edelstein (2022-2)

Mr. Michael Shiner, President (2020-2)

Mrs. Winifred Sherman (2022-2)

Mr. Thomas Hay (2021-1)

Mrs. Carly Taylor (2022-1)

Mr. Derek Herrington (2022-2)

The Rev. Cn. Don Bushyager (N/A)

Mr. Nick Storm (2022-2)

The Rt. Rev. James L. Hobby (N/A)

## Committee on Canons

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

	<b>YR. TERM ENDS - # OF TERMS</b>	<b>HOME CHURCH</b>
Mr. Jay Gilmer	2020-2	Jonah's Call, East End
VACANCY	2020	N/A
The Rev. Dr. Karen Woods	2021-1	Word of Light Fellowship, O'Hara Twp.
Mr. Alan Komm	2021-2	Church of the Ascension, Oakland
The Rev. David Rucker	2022-2	Reconciliation Anglican, Penn Hills
Mrs. Delia Bouwers Bianchin	2022-2	St. Peter's Anglican, Butler

## Deputies to Extra-Diocesan Synods

<b>TERM YEAR</b>	<b>CLERGY DEPUTY</b>	<b>LAY DEPUTY</b>
<b>2020</b>	The Rev. Dennett Buettner	Shawn Reed
<b>2021</b>	The Rev. Bill Henry	David Edelstein
<b>2022</b>	The Rev. Bill Starke	Sarah Kwolek
<b>2023</b>	The Rev. Seth Zimmerman	Carly Taylor

## Diocesan Council

President pro-temps: Mr. Tim Moore

### **District 1**

VACANCY (2020-1)

Anna Brychik (2021-1)

The Rev. Glenn Crytzer (2022-1)

### **District 2**

Mr. John Bryant (2020-1)<sup>15</sup>

The Rev. Paul Cooper (2021-1)

Mr. Matthew Lines (2022-1)<sup>16</sup>

### **District 3**

Mrs. Connie Guggenheimer (2020-2)

The Rev. John Bailey (2021-2)

Mr. Tom Miller (2022-1)

<sup>15</sup> Mr. John Bryant has resigned from this position since Convention was held.

<sup>16</sup> Mr. Matthew Lines has resigned from this position since Convention was held.

#### **District 4**

Mr. Dennis Sweeney (2020-1)

Mr. Tim Moore (2021-2)

The Rev. Douglas Blakelock (2022-1)

#### **District 6**

Mr. Alan Komm (2020-1)

Mr. Brandon Daily (2021-1)

Dr. Leslie Thyberg (2022-1)

#### **District 8**

The Rev. Kua Apple (2020-2)

Mr. Gary Bookhammer (2021-1)

Mr. Dan Oliver (2022-2)

#### **District 9**

VACANCY (2020-1)

Deacon Liz Smith (2021-2)<sup>17</sup>

The Rev. Michael McGhee (2022-1)

#### **District 10**

Mr. Joe Doerr (2020-1)

The Rev. Eric Rodes (2021-1)

The Rev. Regis Turocy, DHCE, PT (2022-1)

#### **Ex Officio Council Membership**

The Right Rev. James Hobby Jr., Bishop of Pittsburgh

Mr. Andy Fletcher, Chancellor of the Diocese

The Rev. Jeffrey Wylie, Standing Committee President

Mr. Michael Shiner, Board of Trustees President

Mrs. Shannon Sims, Secretary of Convention

#### **Non-Members**

Mr. Nick Storm, Interim Director of Administration & Finance

#### **Growth Fund Representatives**

The Rev. Glenn Crytzer

Mrs. Anna Brychik

## Growth Fund

#### **Ex-Officio**

Nick Storm

#### **Elected from Board of Trustees**

Tom Hay (2021 – 1<sup>st</sup> Term)

Nick Storm (2020 – 1<sup>st</sup> Term)

#### **Elected from Diocesan Council**

Anna Brychik (2020 – 1<sup>st</sup> term)

The Rev. Glenn Crytzer (2020 – 1<sup>st</sup> term)

#### **Elected from Convention**

Allison Kennedy (2020 – 1<sup>st</sup> term)

Winifred Sherman (2021 – 2<sup>nd</sup> term)

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<sup>17</sup> Deacon Liz Smith has resigned from this position since Convention was held.

# 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 Lay Deputies to Convention for each Congregation. All clergy members have full seat, voice and vote at Convention. The number of deputies is based on a congregation's 2018 APSA.

Key: Full Parish Status – deputies are granted full seat, voice and vote  
 Mission fellowship – deputies may be granted seat, voice and vote at Convention's Discretion;  
 Mission Fellowship-in-formation – deputies given seat and voice at Convention's Discretion

<i>District 1 – Ohio Valley</i>	<i>Status</i>	<i>#</i>
Ambridge, Church of the Savior	Full Parish Status	2
Beaver, Trinity	Full Parish Status	2
Coraopolis, Charis 247	Full Parish Status	2
Edgeworth, Grace	Full Parish Status	2
Georgetown, St. Luke's	Full Parish Status	2
Hopewell, Prince of Peace	Full Parish Status	2
New Brighton, Christ Church	Full Parish Status	2
North Boroughs, Redeemer North Boroughs	Mission Fellowship in Formation	(2)
North Fayette, Mosaic	Full Parish Status	2
Sewickley, St. Stephen's	Full Parish Status	5

<i>District 2 – Northlands</i>	<i>Status</i>	
Beaver Falls, St. Andrews College Hill	Mission Fellowship	[2]
Butler, St. Peter's	Full Parish Status	2
Cranberry Twp., All Saints	Full Parish Status	2
Gibsonia, St. Thomas	Full Parish Status	2
Glenshaw, Church of Our Saviour	Full Parish Status	2
Grove City, Grace Anglican	Full Parish Status	4

<i>District 3 – Allegheny Valley</i>	<i>Status</i>	
Fox Chapel, Christ Church	Full Parish Status	3
Leechburg, Holy Innocents	Full Parish Status	2
Natrona Heights, Christ Our Hope	Full Parish Status	2
O'Hara Township, Word of Light	Mission Fellowship in Formation	(2)
Templeton, St. Mary's	Full Parish Status	2

*District 4 – Eastern Kingdom*

Greensburg, Christ’s Church	Full Parish Status	2
Harrisburg, Good Shepherd	Mission Fellowship	[2]
Homer City, Harvest	Full Parish Status	2
Johnstown, St. Matthew’s	Full Parish Status	2
Ligonier, Epiphany	Full Parish Status	2
Patton, Trinity Anglican Church	Full Parish Status	2
Somerset, Anglican Fellowship	Full Parish Status	2
State College, Incarnation	Mission Fellowship in Formation	(2)

*District 6 – City/City South*

*Status*

Bloomfield, Seeds of Hope	Full Parish Status	2
Bridgeville, St. Elizabeth	Full Parish Status	2
East End, Jonah’s Call	Full Parish Status	2
Mt. Washington, Grace-on-the-Mount	Full Parish Status	2
Oakland, Ascension	Full Parish Status	5
Pittsburgh, Incarnation	Full Parish Status	2
Uptown, Shepherd’s Heart	Full Parish Status	2

*District 7 – St. John Baptist*

*Status*

West Chicago (IL), New Jerusalem	Mission Fellowship	[2]
Wheaton (IL), All Souls	Full Parish Status	4
Wheaton (IL), Great Shepherd	Mission Fellowship	[2]

*District 8 – Two Rivers*

*Status*

Monroeville, St. Martin’s	Full Parish Status	2
Murrysville, St. Alban’s	Full Parish Status	2
Penn Hills, Reconciliation	Full Parish Status	2

*District 9 – Beyond the Burgh*

*Status*

Fort Collins (CO), St. Thomas	Mission Fellowship in Formation	(2)
Franklin (TN), St. John’s	Full Parish Status	2

Nashville (TN), Epiphany	Mission Fellowship in Formation	(2)
Nashville (TN), Redeemer	Full Parish Status	4

*District 10 – Southern Kingdom*

*Status*

Brownsville, Christ Church	Full Parish Status	2
Charleroi, St. Mary’s	Full Parish Status	2
Elizabeth, Transfiguration	Full Parish Status	2
Monongahela, True Vine	Full Parish Status	2
South Hills, Redeemer Parish	Full Parish Status	2
Uniontown, St. Peter’s	Full Parish Status	2
Washington, Trinity	Full Parish Status	2

**TOTALS**

<b>TOTAL LAY DEPUTIES</b>	101/[8]/(10)
<b>TOTAL CLERGY DEPUTIES 2020</b>	178

# 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 2019 and August 2020 Canonical Business:

Approval of parish bylaw changes for:

Mosaic, Robinson (November 2019)

### Council of Advice and Other Business

- Early part of the year was discussing and advising a process for clergy misconduct for training, reporting and disciplining. Various models were viewed.
- Advised and discussed with Bishop Hobby Disciplinary Action for Clergy
- Continued advice and discussion on Bishop Hobby's document "Moving Forward: Direction for the future."
- Continued advice and discussion in the organization of the Diocesan Staff around the Bishop's vision for moving forward.
- The major portion of this year was discussion how to move forward with COVID-19 and what keep and discard when we emerge from the pandemic.
- Advised and discussed the financial impact of COVID-19 with potential 30% loss in revenue stream.
- Advised and discussed alternate method of conducting Gathering 2020.

Respectfully Submitted,

The Rev Jeffrey S. Wylie, President 2020

## Diocesan Council

*Submitted on Friday, July 31, 2020*

Diocesan Council is intended to be the executive body of Diocesan Convention while Convention is not in session. In particular, the Constitution & Canons state that Diocesan Council shall "evaluate the policies, programs, and other activities of the Diocese, make recommendations to the Convention, and give general oversight to the work, mission, budget and human resources of the Diocese."

Diocesan Council was slated to meet 4 times between Conventions in 2019-2020, but due to the COVID-19 pandemic and associated lock-down, we met only twice (at the time of this writing). At our first meeting (Dec 2019), Council considered several matters concerning the Diocesan Offices' move to Middle St and its unexpected cost overruns. At our second meeting (Feb 2020) we began discussion about renewing the role of Diocesan Council in the governance system of our Diocese, and we reviewed current Constitutional and Canonical responsibilities with an eye toward reform. That work has been indefinitely postponed, leaving focus to the Bishop's lead on organizing Convention in November 2020.

Respectfully Submitted,

The Rev Paul A. Cooper  
President, Diocesan Council  
Rector, All Saints, Cranberry Township

## Commission on Ministry

"The Commission on Ministry shall assist the Bishop in matters pertaining to the enlistment and selection of persons for Ministry, in the guidance and pastoral care of all Candidates for Holy Orders, in the examination of persons for Holy Orders, and in discharging any additional duties relating to Ministry as are, or may be, required by the Constitution and Canons of the Church."

Canon XXXI.Sec.1 of the Constitution and Canons of the Anglican Diocese of Pittsburgh

### **COMMISSION ON MINISTRY (COM) MEMBERS**

The Rev. Bill Henry, Chair  
The Rev. Shari Hobby, Chaplain  
The Rev. Jonathan Millard  
The Rev. Gaea Thompson  
Dr. Bill Witt – resigned June 2020  
The Rev. Dr. David Ney – joining September 2020  
Mr. Nick Storm  
Mr. David Edelstein  
Mrs. Catherine Parham  
The Rev. Lauren Scharf  
The Rev. Mike McGhee, Nashville Deanery  
Deacon Marybeth Carey  
Deacon Carolyn Nunnally

In March of 2020, the COM released The Ordination Manual 2020, which can be found on the website at [www.pitanglican.org](http://www.pitanglican.org).

The ordination process has four main phases with requirements within each step. The four phases are:

1. Exploration: Conversations with Rector and Bishop
2. Aspirancy: Congregational Discernment Phase & Diocesan Discernment Phase
3. Postulancy: Academic and Practical Preparation for Candidacy
4. Candidacy: Assessment of Readiness for Ordination to the Diaconate

Phase 1. The first phase of the ordination process takes place in the parish of the person exploring ordination. Because they know them well, it is the local community of faith that is best suited for this initial work of discernment and support. The Rector and the Parish Discernment Committee (PDC) each meet with him or her to listen, ask, and pray about a particular call. Those called to ordination are called by the whole church, not just a unique worshipping community. For this reason, the next steps of the process are carried out by the Bishop and the COM.

Phase 2. Aspirancy begins after he or she meets with the Bishop and is granted Aspirancy. This phase continues with congregational discernment but focuses more on diocesan discernment. Several requirements are initiated by the diocese during this time, e.g., Oxford Document Background Report, Church Planter Assessment, and a psychological evaluation. This is also when the Aspirant is introduced to members of the COM by means of a Postulancy interview.

Phase 3. Postulancy should be spent completing the Ordination Preparation Plan (for academic and practical training) which is outlined by the COM and postulant.

Phase 4. Candidacy is spent preparing for ordination to the diaconate. This involves taking the Diaconal Readiness Assessment. This assessment aids the Bishop in determining strengths and weaknesses and what additional work should be done – if any - before, or during, their time as a deacon.

For those seeking ordination from another tradition, the process varies.

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

Canon III.2. Sec.1 of the Constitution and Canons of the Anglican Church in North America

ORDINATIONS – AUGUST 2019 THROUGH AUGUST 2020

Order of Deacon by Bishop James Hobby

Linda Schlafer / June 6, 2020 / Mosaic Church, Imperial, PA

Eric Michael Phillips / June 6, 2020 / Grace Anglican Church, Grove City, PA

Herbert N. Bailey II / June 6, 2020 / Prince of Peace, Hopewell, PA

Thomas Jerome Hample on behalf of Bishop Mark Lawrence / June 7, 2020 / St. Stephen’s Church, Sewickley, PA

Jacilyn Perez Goodwin / August 29, 2020 / New Hope Academy / Franklin, TN

Michael Wayne Arnold / August 29, 2020 / New Hope Academy / Franklin, TN

## Order of Priest by Bishop James Hobby

Benjamin James Wulpi / October 12, 2019 / Christ Church Fox Chapel, Pittsburgh, PA  
Stephanie Renée Rowinski / November 8, 2019 / Church of the Apostles, Kansas City, MO  
Regis Harry Turocy / December 7, 2019 / St. Mary's Anglican Church, Charleroi, PA  
Todd Michael Murden / February 15, 2020 / St. Stephen's Church, Sewickley, PA

Respectfully Submitted,

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

## Growth Fund

The Growth Fund of the Anglican Diocese of Pittsburgh now has a balance in excess of \$190,000 (August 2020). In addition, monies from the Archbishop Duncan Legacy Fund may be made available at the discretion of the Board of Trustees. The Growth Fund Committee and the Diocesan Senior Staff are most thankful to the congregations who have been and continue to contribute to the rebuilding of the fund, as well as those who have made contributions and pledges to the Legacy Fund.

As of this writing, one application was submitted and acted upon in 2019 and a distribution was authorized for of \$65,000 in February.

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

Respectfully submitted,

The Rev. Don Bushyager  
Director of Administration  
Staff Liaison to the Diocesan Growth Fund

## Director of Administration

After serving the diocese as Administrator and Chief Financial Officer for over seven years I have taken my retirement effective August 16th, 2020. It has been both a privilege and a pleasure to serve the diocese by 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 included 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 was also the Senior Staff liaison to the Board of Trustees. I could not have performed 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 added effort of all the diocesan staff and of the leadership bodies of the diocese as a result of the pandemic must also be recognized and applauded.

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 to renew the dental plan with United Concordia with no rate increase and no change in design. Likewise, the Vision plan with Highmark was renewed with no change in design and no 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%). There will not be any adjustments recommended for 2021.

The Diocesan financial auditors, Grossman Yanak & Ford, LLP, completed their audit of the 2019 calendar year in August and their report was given to the Board of Trustees that month. The audit showed no consequential discrepancies and no major concerns were expressed in the management letter.

This year was the first full year of the diocesan office being at 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 has required considerable renovations to make it “our own” and at the time I’m writing this that construction is ongoing but nearing completion. Many thanks to our Project Manager for the renovations, Dolores Oliver.

2020 has seen the office convert to new CRM (Constituent Relationship Management) and Accounting Software systems. Our staff is now up and running using the Not-for-Profit version of Salesforce and the integrated version of Accounting Seed. Both are cloud-based and provide the staff with secure access anywhere and at any time. Special thanks to Sarah Kwolek, Kristen & Jon Parise, Heather Jacoby and Janet Cummings for the extra effort expended to make this work.

It has been my pleasure to work with the Board of Trustees as well as the leadership and members of the Diocesan Council. None of the work of this office in 2020 could have been accomplished without the affirmation and positive support of Bishop Hobby.

Blessings,

*The Rev. Cn. Don Bushyager*

Director of Administration  
Chief Financial Officer

## Canon for Mission

Anyone writing reports this year has to acknowledge the strangeness of these days. After Convention last year, we moved forward in ministry for all of three months when suddenly everything came to a halt. As I write this and look back on the last 6 months, I am grateful for God’s grace to rectors and parishes who had to move into crisis mode and re-think everything they were doing. You have all worked hard, struggled, grieved, adjusted, reached out and much more to navigate the times. While we are tired, we can also clearly see God’s provision through it all.

For me as Canon for Mission, I too have seen God’s provision. In the areas of my responsibility (Leadership Development (particularly clergy leaders), International Mission, Revitalizing Churches, and

Church Planting) there has been much for which to give thanks. The Bishop has laid out several objectives for the diocese. I am working to accomplish the objectives specific to my work in the following way.

## Leadership Development

*Diocesan Objective: Recruit, train, deploy, and support godly, healthy, and mature clergy who are able to preach, teach, and lead effectively.* To move toward this objective, the following steps have been taken:

**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:

- Inaugurated the Curacy Program: Developed two mentoring parishes and hired two curates: one parochial curate (Ben Wulpi at Christ Church Fox Chapel) and one church planting curate (Eric Phillips at Grace Church Grove City).
- Added an Internship component for strong candidates who have yet to finish their ordination process and who will formally become Curates as soon as that step is completed.
- Developed two additional mentoring parishes for 2020-2022 (Church of the Ascension, Oakland and Church of the Incarnation, State College). Hired a Curacy couple, Josh and Jess Bennett for Ascension (Interns this year). Please pray as we continue to seek a curate for State College.
- Through God’s provision, we have been able to raise 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).
- We are currently working toward the following steps:
  - In 2021 we hope to add two more mentoring parishes and two more Curates.
  - Raise additional funds to support the additional curates.
  - To help young “graduating” curate to find ministry placements

**New Clergy Cohort** The goal of this program is gathering those who have been recently ordained for mutual support, study and practical training. The Bishop and I inaugurated this group and are meeting on a monthly basis through the academic year.

## Mobilizing and Partnering for Mission

**Diocesan Objective:** *Envision, catalyze, and support effective missional partnerships to expand kingdom influence in the culture, to bring people to faith in Jesus, and to gather new worshipping communities.* Work towards this objective includes the following steps which have been accomplished or are in process.

**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.

- The International Mission team has collected data from many of our parishes regarding their outreach efforts in “Jerusalem, Judea, Samaria, and to the ends of the earth.”
- With a team from local parishes and Bishop Grant LeMarquand, we are working with a Sudanese Community in Whitehall/Brentwood to help it move into a worshipping community.
- Working to expand ministry to international students in the area.

- Planned a Day of Prayer for the persecuted church which had to be cancelled due to COVID-19 but will be re-scheduled for 2021.

**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 toward the following goals:

- Mike Niebauer who planted Church of the Incarnation in State College, is helping to identify and train lay people in the Diocese who might start new works through their local parishes and, with their rectors, mobilize these people.
- 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.
- Working with our church planting curate, Eric Phillips and Grace Anglican, Grove City to discern a call to plant a church in northwestern PA.

**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:

- Formed a Next Steps Cohort of 7 churches ready to take next steps in mission with Joanne Martin are training and forming strategic intercessors for this Cohort.
- Developing a process for the parishes of the Anglican Diocese of Pittsburgh to follow as they move into a season of assessment and discernment for strategic engagement in mission.
- Developing resources to help parishes with tangible needs such as website design, building strong worship music, engaging hospitality, and offering preaching coaching.
- Held two webinars on using technology in worship and on mission.
- Launching a set of 7 podcasts in the area of mission to be available October 2020-May 2021.

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 and study 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 invite others into a life in the Lord Jesus.

Karen+

## Canon for Clergy Health

“What do you do as the Canon for Clergy Health?” I was asked during an August visit to our churches in the Nashville, TN, area. The overall diocesan objective regarding our clergy is “to recruit, train, deploy and **support godly, healthy and mature clergy** who are able to teach and lead others.” The bold print is the focus where I spend my time. The specific key results I am working toward over the next three years are listed below.

- Key Result #1: Maintaining my own spiritual/emotional/physical health.

- Key Result #2: Forming a clergy care team that includes leaders who are reaching out to our clergy via tele-care.
- Key Result #3: Developing a 4-touch monthly system for Rectors, a 2-touch monthly system for other priests and deacons and a 1-touch monthly system for retired clergy.
- Key Result #4: Connecting with 100% of clergy spouses quarterly, including updating clergy families' personal information and acknowledging special events.
- Key Result #5: Being the point person on the annual clergy retreat and clergy days/calls.

This year's extensive "corona season" was spent offering many opportunities to connect to clergy and spouses, primarily through zoom calls, up to 6 a week. It was also during this time that the Rev. Canon Jonathan Millard needed to step down from his role in clergy health to be able to more fully engage with the needs at Ascension. He is missed in this role, even as we affirm his primary role.

If you, lay or clergy alike, would like to be a part of the clergy health team by committing to make 4 calls a month, I'd love for you to get in touch with me. I can be reached at [Shari@pitanglican.org](mailto:Shari@pitanglican.org) and (229) 379-6501.

Respectfully submitted,

The Rev. Canon Shari Hobby

## Canon for Discipleship

As it has been for many of you, this year has been one of planning and then cancelling many of the events I am responsible for, such as the Diocesan Day of Service and the Diocesan Youth Gathering. I had also planned to roll out our first "beta" version of a Diocesan wide camp. That too was cancelled. It has been very frustrating! As I work through my frustration, I have been trying hard to hand it all over to the Lord, and to practice gratitude. I am especially grateful for all the prayers and support I received as I faced breast cancer. I am now considered cancer free, Praise God! I am also grateful for the work I have been able to do, which includes the following:

### Monthly Calls with Youth Pastors

In an effort to support the youth pastors in our Diocese, we host monthly calls that include prayer, teaching, and encouragement. The Rev. Andrew Unger, from Wheaton, has come onboard to lead these calls.

### The White Paper

The Bishop has asked for a resource for the Diocese that helps leaders understand the stages of faith, and how we can encourage discipleship in each stage. I have a team of educators and practitioners working with me on this paper. In January, I will be sending it out to readers in the Diocese for feedback and criticism.

### Camp Kokavim, ( a week long Diocesan summer camp)

Kokavim is the Hebrew word for "star". This name was inspired by the following scriptures:

*3 Those who are wise will shine like the brightness of the heavens, and those who lead many to righteousness, like the stars for ever and ever. Daniel 12.3*

*...so that you may be blameless and innocent, children of God without blemish in the midst of a crooked and perverse generation, in which you shine like stars in the world. Philippians 2.15*

The mission of Camp Kokavim is: To make disciples who shine like stars in the world.

And this is our vision statement:

Camp Kokavim is dedicated to building disciples and leaders who live into their identity as one of Christ's own. We encourage discernment by teaching youth how to engage and filter the culture around them (in music, media, games, etc.). Through worship, fellowship and community building, we are forming our Diocese into an extended family that knows and loves one another.

Our first camp will be held August 8th to the 14th, 2021, at Laurelville Camp and Conference Center. Enrollment will be limited, as we want to start slowly and provide a high-quality experience. There are opportunities to serve at camp for members of the Diocese ages 14 and up. Please get in touch if you would like to serve at camp: [russell@pitanglican.org](mailto:russell@pitanglican.org)

### Provincial work

I am on the board of the Engage program, which we introduced to the Diocese in 2015. Engage is a simple way to mentor youth in the Christian faith through bible study. We provide training and support to the mentors. There will be another Engage training in the Spring here in the Diocese of Pittsburgh. I am also working with DOMA and the Diocese of New England to introduce Engage to their Dioceses.

Grace and peace,

The Rev. Canon Tracey Russell+

## Canon for Prayer & Worship

Submitted by: Joanne Martin, Canon for Prayer & Worship

“Because of the Lord’s great love, we are not consumed, for his compassions never fail. They are new every morning... The Lord is good to those whose hope is in him, to the one who seeks him; it is good to wait quietly for the salvation of the Lord.” Lam 3:22, 26

It has been a good year for Prayer & Worship initiatives. In the midst of deep turbulence, the Lord’s faithfulness and desire to meet with his people continues to shine forth. This report testifies to God’s goodness in four program areas: Prayer, Spiritual Direction, Worship Initiatives, and Creative Arts in Worship.

### Prayer: Intercessory Prayer Network Development

As has been previously published, Bishop Hobby set as a goal in 2018 the revitalization of our diocesan intercessory prayer network, with the idea in mind of both supporting and reinvigorating (or establishing, as the case may be) prayer networks in all our congregations. A multi-phasal plan to fulfill this goal is underway. The ultimate “end in mind” is to see spiritual breakthrough, manifested by signs and wonders, for the glory of God and the expansion of the kingdom. Here is a recap, and highlights from the past year:

- Phase 1: Strategic planning and leadership transition (Spring 2019). I continue to be very grateful for the steadfast intercessors who led for many years, especially Mrs. Marian Kreithen, who passed away this year. The current work has been to build off that faithful foundation by raising up the next generation of intercessors.
- Phase 2: Movement of our “prayer hub” onto the diocesan website (Summer/Fall 2019). New seasons require new means. Given that the “Pittsburgh” diocese has congregations/clergy in other states, it has been necessary for us to move the dissemination of prayer information online. A password protected intercessors page has been added to the diocesan website. This new platform went live March 1, 2020, just before the region shut down due to the shelter-in-place order. What a gift of God’s timing!
  - This new platform allows us to post new prayer requests in real time, rather than the previous monthly pattern.
  - Intercessors now have 24/7 access to pray at their convenience, not just scheduled times.
  - The page can be found by clicking the “Prayer Request” icon at [www.pitanglican.org](http://www.pitanglican.org). Clergy and key leaders can also submit prayer requests to [pleasepray@pitanglican.org](mailto:pleasepray@pitanglican.org).
  - Moving to the online format has allowed 9 new intercessors to join us, including one from Illinois. Praise God! If you have intercessors that you would like to have added, please contact Cn. Martin at [martin@pitanglican.org](mailto:martin@pitanglican.org).
- Phase 3: Praying together through monthly Prayer Zoom calls (started June 2020).
  - One of the great graces of the pandemic was the bi-weekly Zoom prayer calls hosted by Bishop Hobby from April-July. The Spirit’s presence was very powerful in those times.
  - Links to current monthly prayer Zooms calls are listed on the Intercessors page of the diocesan website. Many thanks to Deacon Nancy Cain McCombe for her assistance with posting prayer requests and hosting the 2nd Tuesday Zoom.
  - Hosts for additional Zoom prayer meetings are being sought. If you have a key intercessor who you think would be appropriate for this kind of leadership, please let me know.
- Phase 4: Support development of prayer networks at the congregational level. My hope this year had been to spend a substantial amount of time and energy on Phase 4. Well, COVID disrupted the original plan! But God is gracious and has provided a different way forward. I am excited to be working jointly with Cn. Karen Stevenson on a cohort to train intercessors in praying for mission. The Next Steps Prayer Cohort begins October 2020.

## New Prayer Guide

Another major initiative undertaken this Fall has been the revamping of what has traditionally been known as the Prayer Calendar. The Calendar has been redesigned and expanded for both continued use by congregations (Prayers of the People) as well as easier use by individuals/ small groups (personal intercession). While the Guide will keep the weekly, monthly, and annual cycles of prayer, the new name of “Prayer Guide” reflects the changes to broaden its use. The Prayer Guide has also been changed to a calendar year timeframe and will be distributed at convention in future years.

## Spiritual Direction

- In spite of COVID, the Spiritual Direction Expansions continuing education series for current directors met in-person twice this year. We were delighted in July to host Ms. Monica Romig-Green, the founder of the Evangelical Spiritual Directors Association and a resident of the Diocese of Western Anglicans.

- Over the course of 2020, a new training program to raise up new spiritual directors has been developed. This training program is called Vessels of Honor (from 2 Tim 2:20-21), and the pilot cohort began in August 2020 with seven participants. I attribute it solely to the mercy of God that we have been able to move forward with a new initiative in such a tumultuous year. More information about the cohort can be found at the “Spiritual Direction” webpage on the diocesan website.

## Worship Initiatives

With the advent of shelter-in-place orders and livestreaming, this whole year has been one long experiment in worship! Given the complexity and abundance of decision-making in this area, Bishop Hobby coordinated directly with clergy on all worship matters this year.

## Creative Arts in Worship

Sadly, the visual art gallery planned for Gathering had to be cancelled this year. It is my hope that in 2021 we will be able to reconsider ways to include all the arts in our prayer and worship. In the meantime, on-line artistic community has been on-going through United Adoration, coordinated locally by Mrs. Elise Massa, Assistant Worship Pastor at Church of the Ascension.

## Chapel

I am very happy to say we now have a prayer chapel established at the diocesan office! While it is a work in progress, its very existence has been a much-anticipated goal since our move in November 2018. The worship of Jesus Christ is the central reason for the existence of the Anglican Diocese of Pittsburgh. The chapel visually represents this spiritual reality and therefore, symbolically, is at the heart of the Bishop’s Office. Please know if you come to visit that it is a place from which prayers for YOU are frequently lifted.

## Director of Stewardship and Partnership

I joined the Bishop’s staff last March 2019 with a vision to re-imagine stewardship over the course of several years and assist our churches in a more intentional pursuit of partnership in the gospel. My background in fundraising over the past two decades led to my own deeper understanding of God’s design for community and partnership and I was ready to explore how that could unfold within the body of Christ here in the Anglican Diocese of Pittsburgh.

Practically speaking, there were infrastructure issues that had to be addressed immediately. I took on a temporary role as Project Leader for our CRM (constituent relationship management) transition. A year later, we now have a functional system that allows us greater data tracking and analytics, more robust communication options and efficient work processes.

Before joining Bishop’s staff, I was already volunteering as a partner development coach for staff members. I continue to coach staff as we cultivate partnerships that allow us to continue our work and to pursue new initiatives across the diocese.

As the Gathering coordinator, it was exciting to see expansion last year as we extended our reach to the children of our diocese along with the adults and youth. The vision for Gathering - to bring people from across the diocese together for worship, fellowship and study - is a natural fit for me. Partnership is forged more easily when connect with each other face to face and uncover natural affinities and opportunities to

move forward together in faith. Gathering provides a wonderful space for us to build and nourish partnerships within our body that strengthen our individual churches as well as our diocese.

With a pandemic disrupting so many of our plans in 2020, each of us has needed to pivot and find new ways to serve one another and our churches. While Gathering 2020 had to be cancelled, we have had the opportunity to explore new ways to connect online so that our annual Convention can continue unfettered. With our churches working hard to pivot themselves, this has not been the year to push them into intensive training opportunities. I have opted instead, to push into a project originally planned for 2021. I am putting together a video training series on partner development that will be appropriate for churches, church planters and individuals that raise support for ministry work. This series will allow our churches to dip their toe in a little bit or to dive into the deep end depending on their own availability, interests and needs. I am hopeful this will allow me to focus on coaching parishes in the future as they complete portions of the training available in the series. I cannot pursue this scale of a project alone and I am excited to partner with Trinity School for Ministry and volunteers in the diocese to bring this to completion, hopefully in the early months of 2021.

Ultimately the Bishop and I desire that every parish will have a shared vision for partnership that allows our members to fully engage with the gospel, while reaching out in love to those around them. Such an outcome would naturally allow our parishes to flourish outside of their own walls into their communities and beyond with the love of Christ.

Respectfully Submitted,

Sarah Kwolek, Director of Stewardship and Partnership

## Director of Communications

Everyone has experienced some sort of pandemic pivot of one shape or another. My role is no different. Like many of my fellow staff members, supporting congregations in their transitions became front and center. This support included:

- Consulting with clergy and rectors on service broadcasting technology both one on one and in a group led by Canon Karen Stevenson.
- Preparing a recommended list of products for broadcasting services on our blog (<https://www.pitanglican.org/blog/essentials-church-streaming-infographic>).
- Preparing an infographic of sanctuary broadcast setups for a variety of contexts (<https://www.pitanglican.org/blog/essentials-church-streaming-infographic>).
- Maintaining and sharing a list of congregations that are offering digitally available services.
- Communicating on all diocesan channels the Bishop's initial Suspension of Service directive.

The other transitions my office has navigated in 2020 are bringing *Trinity Magazine* and Convention to digital venues and transitioning our Constituent Relationship Management [CRM] systems.

*Trinity Magazine* will still tell stories from across the diocese that showcase our shared mission and connection as Anglicans. It is now in a digital-only format. If you haven't signed up for the digital distribution, please do so on our website: <https://www.pitanglican.org/email-preferences>. Special accommodations will be made to send a basic printed version to those without access to email or internet.

I am also deeply involved in assisting Sarah Kwolek, Director of Stewardship and Partnership with transitioning the 155<sup>th</sup> Diocesan Convention to an online venue. My role encompasses all of the communication and production elements involved. I hope this work produces not only an efficient convention, but also one that is pleasing for everyone to participate in. Convention details can be found on our website at: <https://www.pitanglican.org/events/155th-diocesan-convention-2020>.

The CRM transition has also been a key focus in 2020. The migration was complete in early-March 2020 and we are continuing to customize the Salesforce Non-Profit Success Pack platform to our needs. I hope the more this platform can be leveraged to our benefit, the better the entire Diocesan Staff can communicate with and assist all our congregations and constituents.

# Reports of Committees and Related Organizations of the Diocese

## Deacon Leadership Team

In January 2020, Bishop Hobby appointed Deacons Laura Wicker, Marybeth Carey and Nancy Cain McCombe to act as co-leaders for the deacons in the Diocese. This restructuring came upon the retirement of Mark Stevenson as Archdeacon after many years of faithful dedicated service.

Due to the Pandemic, the annual Deacon Convocation was held via zoom in April. Many ideas were discussed, and efforts begun to support one another in our varied responsibilities as deacons throughout the Diocese and beyond. Future efforts include continuing education, a deacon's prayer chain, more gatherings throughout the year to fellowship, the development of the deacon formation process, and a card ministry.

One bright spot that has emerged from the Pandemic has been a weekly time of sharing and Compline lead by Deacon Laura Wicker. It is a time to share, to pray for one another and worship together.

We look forward to implementing more opportunities and ways to continue the good work that has gone on before.

Nancy Cain McCombe

Marybeth Carey

Laura Wicker

## Mission Partners

We are changing our methods of communication between mission partners and the people in our diocese. In place of the pre-convention reports, mission partners will be providing "virtual booth" resources in the Convention Hub on our website. And mission partners are invited to submit two guest blog posts throughout each year. A list of current mission partners is available on our website:

<https://www.pitanglican.org/about-us/mission-partners>

# Parochial & Diocesan Statistics

## Attendance & Financial Information

Information is based on the 2019 reporting year.

<i>Congregation Name</i>	<i>Location</i>	<i>Average Principle Service(s) Attendance</i>	<i>Total Members</i>	<i>Members (&lt;Ages: Birth-15)</i>	<i>Membership (&lt;Ages: 16-30)</i>	<i>Membership (&lt;Ages:30+)</i>	<i>Operating income For 2019</i>	<i>Giving to the Diocese in 2019</i>	<i>% of Operating Income Given For Mission Locally</i>	<i>% of Operating Income Given for Mission Within N. America</i>	<i>% of Operating Income Given for Mission Outside of N. America</i>
<i>Church of the Savior</i>	Ambridge	56	74	31	7	50	\$139,860.40	\$12,800.00	17.2		
<i>New Life Anglican Fellowship</i>	Beaver	23	32	2	1	29	\$196,033.00	\$3,000.00	0	0	0
<i>St. Andrews Anglican Church College Hill</i>	Beaver Falls	29	25	0	16	9	\$17,703.00	\$1,727.00	0	0	0
<i>Seeds of Hope Anglican Church</i>	Bloomfield	69	91	31	5	55	\$85,881.32	\$8,130.00	0		
<i>St. Elizabeth Anglican Mission</i>	Bridgeville	12	15	0	0	15	\$2,000.00				
<i>Christ Church Anglican</i>	Brownsville	16	26	4	4	18	\$87,255.78	\$9,837.90	0		
<i>St. Peter's Anglican Church</i>	Butler	50	93	17	6	70	\$131,560.00	\$13,228.00	1.4		
<i>St. Mary's Anglican Church Charis247</i>	Charleroi	56	150	16	19	115	\$87,079.10	\$5,000.00			
	Coraopolis	22	31	8	5	18	\$33,600.00	\$0.00	0		
<i>All Saints Anglican Church</i>	Cranberry Twp.	70	86	14	4	68	\$208,098.00	\$19,570.00	0.29	0	0
<i>Jonah's Call</i>	East End	63	80	31	9	40	\$139,738.18	\$12,310.82	0.17		
<i>Grace Anglican Church</i>	Edgeworth	55	98	26	14	58	\$117,044.00	\$4,500.00	2		
<i>Church of the Transfiguration</i>	Elizabeth	28	50	6	3	41	\$30,677.00	\$3,290.00	6		
<i>St. Thomas Church</i>	Fort Collins										
<i>Christ Church Fox Chapel</i>	Fox Chapel	156	300	25	25	250	\$627,230.00	\$56,000.00	0		
<i>St. John's Anglican Church</i>	Franklin	97	149	28	13	108	\$299,635.00	\$7,806.00	4.85		
<i>St. Luke's Anglican Church</i>	Georgetown	19	23	0	2	21	\$25,000.00	\$1,736.00	0		
<i>St. Thomas Anglican Church, Inc.</i>	Gibsonia	75	167	23	24	120	\$194,061.00	\$19,920.00	2.5		
<i>Church of Our Saviour</i>	Glenshaw										

<b>Congregation Name</b>	<b>Location</b>	<i>Average Principle Service(s) Attendance</i>	<i>Total Members</i>	<i>Members (&lt;Ages: Birth-15)</i>	<i>Membership (&lt;Ages: 16-30)</i>	<i>Membership (&lt;Ages: 30+)</i>	<i>Operating income For 2019</i>	<i>Giving to the Diocese in 2019</i>	<i>% of Operating Income Given For Mission Locally</i>	<i>% of Operating Income Given for Mission Within N. America</i>	<i>% of Operating Income Given for Mission Outside of N. America</i>
<i>Christ's Church</i>	Greensburg	98	273	40	33	200	\$216,944.20	\$21,785.00	0.98		
<i>Grace Anglican Church</i>	Grove City	240	252	68	40	144	\$239,490.00	\$24,000.00	3	3	3
<i>Good Shepherd Anglican Mission</i>	Harrisburg	12	16	0	0	16	\$17,286.00	\$1,356.00	0		
<i>Harvest Anglican Church</i>	Homer City	10	13	2	0	11	\$3,196.00	\$1,848.00	7.4		
<i>Prince of Peace Church</i>	Hopewell	95	184	17	43	124	\$211,460.08	\$22,000.00	2.5		
<i>St. Matthew's Anglican Church</i>	Johnstown	26	58	8	7	43	\$61,944.00	\$7,065.75	1		
<i>Holy Innocents Anglican Church</i>	Leechburg	22	50	10	3	37	\$35,772.00	\$3,200.00			
<i>Epiphany Anglican Fellowship</i>	Ligonier	37	66	4	5	57	\$105,974.00	\$10,483.00	2		
<i>True Vine Anglican Church</i>	Monongahela	31	49	3	0	46	\$42,000.00	\$4,000.00	1		
<i>St. Martin's Anglican Church</i>	Monroeville	23	36	0	1	35	\$81,558.00	\$7,800.00	1.5		
<i>Grace-on-the-Mount Anglican Church</i>	Mt. Washington	28	61	10	18	33	\$91,740.00	\$9,364.00	1.5		
<i>St. Alban's Anglican Church</i>	Murrysville	68	120	20	15	85	\$209,884.00	\$18,193.00	3		
<i>Church of the Epiphany</i>	Nashville										
<i>Church of the Redeemer</i>	Nashville	365	510	100	60	350	\$1,000,000.00	\$60,000.00	10		
<i>Christ Our Hope</i>	Natrona Heights	50	96	10	9	77	\$145,366.75	\$16,368.00	11.1		
<i>Christ Anglican Church</i>	New Brighton	24	79	7	12	60	\$121,845.02	\$12,076.02	1		
<i>Redeemer North Boroughs</i>	North Boroughs	48	64	17	23	24	\$91,000.00				
<i>Mosaic Church</i>	North Fayette	60	49	5	10	34	\$218,134.00	\$22,387.00	8.5		
<i>Word of Light Fellowship</i>	O'Hara Twp.										
<i>Church of the Ascension</i>	Oakland	499	727	169	138	420	\$1,681,576.86	\$154,351.00	4.4		
<i>Trinity Anglican Church</i>	Patton	12	18	0	0	18	\$12,726.00	\$1,554.70	0		
<i>Reconciliation Anglican Church</i>	Penn Hills	52	66	6	6	55	\$86,245.30	\$8,600.00	1		
<i>Incarnation Church (Anglican)</i>	Pittsburgh	25	40	0	4	36	\$40,126.00	\$4,065.60	2.5		
<i>St. Stephen's Church</i>	Sewickley	571	1138	247	215	676	\$1,850,016.00	\$170,556.00	2.2		

<b>Congregation Name</b>	<b>Location</b>	<i>Average Principle Service(s) Attendance</i>	<i>Total Members</i>	<i>Members (Ages: Birth-15)</i>	<i>Membership (Ages: 16-30)</i>	<i>Membership (Ages: 30+)</i>	<i>Operating income For 2019</i>	<i>Giving to the Diocese in 2019</i>	<i>% of Operating Income Given For Mission Locally</i>	<i>% of Operating Income Given for Mission Within N. America</i>	<i>% of Operating Income Given for Mission Outside of N. America</i>
<i>Somerset Anglican Fellowship</i>	Somerset	21	83	7	7	69	\$62,491.51	\$6,316.00	4.97		
<i>Redeemer Parish</i>	South Hills	68	122	37	7	78	\$267,045.70	\$29,027.00	4		
<i>Incarnation Anglican Church</i>	State College	65	20	0	15	5	\$32,000.00	\$1,500.00	0		
<i>St. Mary's Anglican Church</i>	Templeton	11	8	1	0	7	\$4,391.59	\$440.00	0		
<i>St. Peter's Parish Church</i>	Uniontown	78	145	22	20	103	\$197,865.00	\$16,800.00	0.44		
<i>Shepherd's Heart Fellowship</i>	Uptown	57	213	8	60	145	\$98,511.00	\$10,303.00	23		
<i>Trinity Church</i>	Washington	75	250	48	26	176	\$200,053.00	\$23,470.60	4		
<i>St. George's Anglican Church</i>	Waynesburg	7	13	1	0	12	\$26,890.00	\$3,159.00	3		
<i>New Jerusalem Church</i>	West Chicago	76	68	4	10	54	\$155,931.00	\$12,475.00	7		
<i>All Souls' Anglican Church</i>	Wheaton	200	148	71	43	105	\$349,498.00	\$33,500.00	2.67		
<i>Church of the Great Shepherd</i>	Wheaton	21	24	6	0	18	\$83,000.00		0	0	6
<b>GRAND TOTALS</b>		<i>3,971</i>	<i>6,549</i>	<i>1,210</i>	<i>987</i>	<i>4,438</i>	<i>\$10,464,416.79</i>	<i>\$896,899.39</i>	-	-	-

# Worship & Sacraments

<i>Congregation Name</i>	<i>Location</i>	<i>Number of Principal Services</i>	<i>Number of Holy Day Services Not Included in Principal Services</i>	<i>Number Of Other Services</i>	<i>Baptisms (15 Years &amp; Younger)</i>	<i>Baptisms (16-30 Years Old)</i>	<i>Baptisms (30+ Years Old)</i>	<i>Total Baptisms</i>	<i>Number of Confirmations</i>	<i>Number of Receptions</i>	<i>Known Conversions</i>	<i>Marriages</i>	<i>Marriage Blessings</i>	<i>Burials</i>
<i>Church of the Savior</i>	Ambridge	99	3	90	1	0	0	1	1	0	2	1	1	3
<i>New Life Anglican Fellowship</i>	Beaver	83	2	31	0	0	0	0	0	0	1	0	0	0
<i>St. Andrew's Anglican Church</i>	Beaver Falls	52	1	0	0	0	0	0	3	0	0	0	0	0
<i>Seeds of Hope Anglican Church</i>	Bloomfield	126	0	50	1	0	0	11	1	0	0	1	0	1
<i>St. Elizabeth Anglican Mission</i>	Bridgeville	52	4	0	0	0	0	0	0	0	0	0	0	1
<i>Christ Church Anglican</i>	Brownsville	53	2	1	0	0	0	0	0	0	0	0	0	0
<i>St. Peter's Anglican Church</i>	Butler	53	13	12	0	0	0	0	0	0	0	0	0	3
<i>St. Mary's Anglican Church</i>	Charleroi	80	5	40	0	1	0	1	1	0	0	2	0	5
<i>Charis247</i>	Coraopolis	52	4	0	0	1	0	1	0	0	1	1	0	0
<i>All Saints Anglican Church</i>	Cranberry Twp	52	8	9	1	0	0	1	4	4	5	0	0	1
<i>Jonah's Call</i>	East End	52	3	3	1	0	0	1	0	0	0	0	0	0
<i>Grace Anglican Church</i>	Edgeworth	52	6	4	7	0	0	7	1	0	0	2	2	3
<i>Church of the Transfiguration</i>	Elizabeth	52	2	5	1	0	0	1	0	0	1	1	0	0
<i>St. Thomas Church</i>	Fort Collins													
<i>Christ Church Fox Chapel</i>	Fox Chapel	159	5	2	4	1	1	6	4	1	2	3	0	4
<i>St. John's Anglican Church</i>	Franklin	58	3	35	4			4	9	0	0	0	0	0
<i>St. Luke's Anglican Church</i>	Georgetown	50	2	1	1	0	0	1	0	0	0	0	0	1
<i>St. Thomas Anglican Church, Inc.</i>	Gibsonia	52	3	143	1	0	0	1	0	0	0	0	0	1
<i>Church of Our Saviour</i>	Glenshaw													
<i>Christ's Church</i>	Greensburg	105	5	59	3	0	0	3	8	0	5	0	0	2

<i>Congregation Name</i>	<i>Location</i>	<i>Number of Principal Services</i>	<i>Number of Holy Day Services Not Included in Principle Services</i>	<i>Number Of Other Services</i>	<i>Baptisms (15 Years &amp; Younger)</i>	<i>Baptisms (16-30 Years Old)</i>	<i>Baptisms (30+ Years Old)</i>	<i>Total Baptisms</i>	<i>Number of Confirmations</i>	<i>Number of Receptions</i>	<i>Known Conversions</i>	<i>Marriages</i>	<i>Marriage Blessings</i>	<i>Burials</i>
<i>Grace Anglican Church</i>	Grove City	91	9	10	6	3	0	9	9	4	5	4	0	2
<i>Good Shepherd Anglican Mission</i>	Harrisburg	51	0	0	1	1	0	2	0	0	0	0	0	0
<i>Harvest Anglican Church</i>	Homer City	43	0	0	0	0	0	0	0	0	1	0	0	1
<i>Prince of Peace Church</i>	Hopewell	158	3	47	0	0	0	0	2	0	4	0	0	5
<i>St. Matthew's Anglican Church</i>	Johnstown	53	3	3	0	0	0	0	1	0	0	0	0	2
<i>Holy Innocents Anglican Church</i>	Leechburg	51	4	2	10	0	2	12	2	0	2	1	0	0
<i>Epiphany Anglican Fellowship</i>	Ligonier	54	2	7	1	0	0	1	0	0	0	0	0	2
<i>True Vine Anglican Church</i>	Monongahela	56		2	1	0	0	1	0	0	0	1	0	2
<i>St. Martin's Anglican Church</i>	Monroeville	51	7	46	0	0	0	0	0	0	7	0	0	1
<i>Grace-on-the-Mount Anglican Church</i>	Mt. Washington	53	4	38	2	0	0	2	0	0	0	1	0	2
<i>St. Alban's Anglican Church</i>	Murrysville	105	0	10	3	0	0	3	0	0	0	0	0	4
<i>Church of the Epiphany</i>	Nashville													
<i>Church of the Redeemer</i>	Nashville	104	9	60	25	0	3	28	12	0		5	0	7
<i>Christ Our Hope</i>	Natrona Heights	94	6	24	1	0	0	11	2	2	0	1	0	1
<i>Christ Anglican Church</i>	New Brighton	103	5	27	0	0	0	0	0	0	0	0	0	5
<i>Redeemer North Boroughs</i>	North Boroughs	54	4	2	2	0	0	2	0	0	0	0	1	0
<i>Mosaic Church</i>	North Fayette	54	3	4	3	0	0	3	0	0	8	2	0	2
<i>Word of Light Fellowship</i>	O'Hara Twp.													
<i>Church of the Ascension</i>	Oakland	105	5	51	11	0	4	15	10	0	3	3	0	2
<i>Trinity Anglican Church</i>	Patton	53	2	0	0	0	0	0	0	0	0	0	0	0
<i>Reconciliation Anglican Church</i>	Penn Hills	131	0	0	1	0	0	1	0	0	0	0	0	4
<i>Incarnation Church (Anglican)</i>	Pittsburgh	54	0	0	0	0	0	0	0	3	0	0	0	0

<i>Congregation Name</i>	<i>Location</i>	<i>Number of Principal Services</i>	<i>Number of Holy Day Services Not Included in Principle Services</i>	<i>Number Of Other Services</i>	<i>Baptisms (15 Years &amp; Younger)</i>	<i>Baptisms (16-30 Years Old)</i>	<i>Baptisms (30+ Years Old)</i>	<i>Total Baptisms</i>	<i>Number of Confirmations</i>	<i>Number of Receptions</i>	<i>Known Conversions</i>	<i>Marriages</i>	<i>Marriage Blessings</i>	<i>Burials</i>
<i>St. Stephen's Church</i>	Sewickley	202	9	10	27	2	0	29	30	2		7	0	10
<i>Somerset Anglican Fellowship</i>	Somerset	77	1	21	1	0	0	1	0	0	10	1	0	1
<i>Redeemer Parish</i>	South Hills	85	3	35	1	0	0	1	0	0	0	3	0	3
<i>Incarnation Anglican Church</i>	State College	104	5	0	1	1	0	2	0	0	8	1	0	0
<i>St. Mary's Anglican Church</i>	Templeton	2	0	18	0	0	0	0	0	0	0	0	0	0
<i>St. Peter's Parish Church</i>	Uniontown	100	0	195	2	0	0	2	6	0	0	1	0	5
<i>Shepherd's Heart Fellowship</i>	Uptown	77	4	254	1	0	1	2	0	0	35	0	0	0
<i>Trinity Church</i>	Washington	100	4	16	0	0	0	0	0	0	0	0	0	4
<i>St. George's Anglican Church</i>	Waynesburg	50	0	2	0	0	0	0	0	0	0	0	0	2
<i>New Jerusalem Church</i>	West Chicago	203	0	0	0	0	0	0	0	0	0	0	0	
<i>All Souls' Anglican Church</i>	Wheaton	89	10	52	6	0	0	6	0	0		0	0	0
<i>Church of the Great Shepherd</i>	Wheaton	56	0	0	0	0	0	0	0	0	0	0	0	0
<b>GRAND TOTALS</b>		<i>3,945</i>	<i>173</i>	<i>1,421</i>	<i>131</i>	<i>10</i>	<i>11</i>	<i>172</i>	<i>106</i>	<i>16</i>	<i>100</i>	<i>42</i>	<i>4</i>	<i>92</i>

# Evangelism & Mission

<i>Congregation Name</i>	<i>Location</i>	<i>New People Through Outreach and Evangelism in 2019</i>	<i>Total # of Provincial &amp; Global Mission Trips</i>	<i>Total # of People On Provincial &amp; Global Mission Trips</i>
<i>Church of the Savior</i>	Ambridge	4	3	3
<i>New Life Anglican Fellowship</i>	Beaver	0	0	0
<i>St. Andrews Anglican Church College Hill</i>	Beaver Falls	2	0	0
<i>Seeds of Hope Anglican Church</i>	Bloomfield	1	0	0
<i>St. Elizabeth Anglican Mission</i>	Bridgeville	3	0	0
<i>Christ Church Anglican</i>	Brownsville	0	0	0
<i>St. Peter's Anglican Church</i>	Butler	0	0	0
<i>St. Mary's Anglican Church</i>	Charleroi	0	0	0
<i>Charis247</i>	Coraopolis	1	0	0
<i>All Saints Anglican Church</i>	Cranberry Twp.	4	0	0
<i>Jonah's Call</i>	East End	0	0	0
<i>Grace Anglican Church</i>	Edgeworth	12	0	0
<i>Church of the Transfiguration</i>	Elizabeth	0	0	0
<i>St. Thomas Church</i>	Fort Collins		0	0
<i>Christ Church Fox Chapel</i>	Fox Chapel	27	2	15
<i>St. John's Anglican Church</i>	Franklin	0	0	0
<i>St. Luke's Anglican Church</i>	Georgetown	4	0	0
<i>St. Thomas Anglican Church, Inc.</i>	Gibsonia	0	0	2
<i>Church of Our Saviour</i>	Glenshaw		0	0
<i>Christ's Church</i>	Greensburg	6	6	10
<i>Grace Anglican Church</i>	Grove City	10	2	40
<i>Good Shepherd Anglican Mission</i>	Harrisburg	0	0	0
<i>Harvest Anglican Church</i>	Homer City	1	0	0
<i>Prince of Peace Church</i>	Hopewell	9	0	0
<i>St. Matthew's Anglican Church</i>	Johnstown	0	0	0
<i>Holy Innocents Anglican Church</i>	Leechburg	6	0	0
<i>Epiphany Anglican Fellowship</i>	Ligonier	7	0	0
<i>True Vine Anglican Church</i>	Monongahela	3	0	0
<i>St. Martin's Anglican Church</i>	Monroeville	0	7	2
<i>Grace-on-the-Mount Anglican Church</i>	Mt. Washington	0	0	2

<i>Congregation Name</i>	<i>Location</i>	<i>New People Through Outreach and Evangelism in 2019</i>	<i>Total # of Provincial &amp; Global Mission Trips</i>	<i>Total # of People On Provincial &amp; Global Mission Trips</i>
<i>St. Alban's Anglican Church</i>	Murrysville	0	0	0
<i>Church of the Epiphany</i>	Nashville			
<i>Church of the Redeemer</i>	Nashville		3	25
<i>Christ Our Hope</i>	Natrona Heights	1	2	1
<i>Christ Anglican Church</i>	New Brighton	0	0	0
<i>Redeemer North Boroughs</i>	North Boroughs	10	0	0
<i>Mosaic Church</i>	North Fayette	30	1	12
<i>Word of Light Fellowship</i>	O'Hara Twp.		0	0
<i>Church of the Ascension</i>	Oakland	150	2	16
<i>Trinity Anglican Church</i>	Patton	0	0	0
<i>Reconciliation Anglican Church</i>	Penn Hills	2	2	10
<i>Incarnation Church (Anglican)</i>	Pittsburgh	0	1	1
<i>St. Stephen's Church</i>	Sewickley		1	9
<i>Somerset Anglican Fellowship</i>	Somerset	4	1	6
<i>Redeemer Parish</i>	South Hills	0	0	0
<i>Incarnation Anglican Church</i>	State College	15	0	0
<i>St. Mary's Anglican Church</i>	Templeton	0	0	0
<i>St. Peter's Parish Church</i>	Uniontown	0	1	15
<i>Shepherd's Heart Fellowship</i>	Uptown	15	10	17
<i>Trinity Church</i>	Washington	1	0	0
<i>St. George's Anglican Church</i>	Waynesburg	0	0	0
<i>New Jerusalem Church</i>	West Chicago	0	0	0
<i>All Souls' Anglican Church</i>	Wheaton		2	10
<i>Church of the Great Shepherd</i>	Wheaton	0	1	2
<b>GRAND TOTAL</b>		<b>328</b>		

# Voter's Guide

## Nominees for Standing Committee

### *Lay Candidates: Elect 1*



**MRS. ANN MCCARTHY**

<i>Congregation</i>	All Souls Anglican Church, Wheaton, IL
<i>Present service or offices held in the church:</i>	Prayer Chain Coordinator, Finance, Membership, Lay Eucharistic Minister, Stephen Ministry, Reader, Ordination Coordinator, and Diocesan Intercessor.
<i>Past service or offices held in the church:</i>	Diocese of Quincy: Diocesan Council, Constitution and Canons, Commission on Ministry (Vocations Officer), Strategic Planning, and Synod, All Souls: Vestry, Communication, VBS Director, Operations, Children's Teacher, and Women's Bible Study Leader.
<i>Please share your vision:</i>	<p>The structures of the ACNA and the Diocese of Pittsburgh should be organized to support and guide the work of discipleship. Ideally, these structures will continue to provide governance and increasing opportunities for learning and collaboration. Over the last eleven years, the work that was officially begun in Bedford in 2009 has blossomed, as relationships between dioceses, provinces, and other ministry partners have developed and grown. The focus of reaching a world that is broken and in pain with the love of Christ is as urgent as it has ever been.</p> <p>While I am a relatively new member of the Diocese of Pittsburgh, I have watched closely over the years as this diocese took a brave stand for our faith. It was the stand we were taking in Illinois, and from those early days to now, I have prayed and rooted for Pittsburgh. When I was asked to accept a nomination for Standing Committee, I did so gladly, grateful for the possibility of serving the diocese that has been an inspiration to me and so many.</p>
<i>Why do you believe you have the qualifications for this office?</i>	Serving on the Standing Committee, in quieter times, is about providing counsel on a variety of issues that may face a diocese. It requires knowledge of diocesan and provincial best practices, focused listening skills, and prayerful discernment. In times such as these, when a Standing Committee

serves in the bishop's stead, it also requires an understanding of the daily work life of a bishop, the functions of the diocesan office, and the ability to collaborate well and peaceably.

What I can offer are the gifts God has given me for organization and communication, as well an understanding of diocesan life, gained from my experience as the Diocesan Administrator of our former diocese. In that role, I coordinated much of the work of the diocese, visiting almost all of the 50 congregations and ministry partner churches of the Diocese of Quincy, and working to strengthen the fabric of the diocese. This involved listening and solving problems, incorporating new people and parishes into diocesan life, and building partnerships both between parishes and with other dioceses and provinces.

I learned that it takes intentional relationship building, constant communication, and above all unceasing prayer to support the congregations of a diocese. Efforts which are even more important now as we face the loss of a bishop in the midst of a global pandemic that has gone on for months. These aren't easy times, but with prayer, faith, and hard work, I believe God will bring us through stronger and richer as His people in the world.

It is my hope that, whether elected to this position or not, I may find more ways to serve the diocese I've watched and prayed for from the sidelines for so long. You've been a blessing to me.



**MR. WICKS STEPHENS**

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*Congregation* St. Stephen's Church, Sewickley

*Present service or offices held in the church:* Men's Bible Study leader; home group member

*Past service or offices held in the church:* At the Cathedral under Bp. Duncan: treasurer, lay reader, usher and LEM; adult ed leader, and Chapter member

*Please share your vision:* ACNA: leader in the Anglican Communion worldwide for the Gospel based on traditional understandings of Scripture.

The Anglican Diocese of Pittsburgh: to plant, evangelize and disciple congregations to take the true Gospel out into their communities in response to Matt 28:18.

*Why do you believe you have the qualifications for this office?*

I believe my educational background (BS -UCLA, JD - Stanford, and MA - Fuller Seminary) and my work experience as an attorney, COO of Trinity Seminary, Chancellor of the Anglican Communion Network, and member of the Canon Drafting Committee of the ACNA all have prepared me to serve the Anglican Diocese of Pittsburgh again as a member of the Standing Committee.

*Clergy Candidates: Elect 1*



**THE REV. DR. KEITH ALMOND**

<i>Congregation</i>	Christ Church Anglican, Brownsville
<i>Present service or offices held in the church:</i>	Rector, member of Diocesan Council; President, Brownsville Area Ministerial Assc.
<i>Past service or offices held in the church:</i>	Diocese of the Mid-Atlantic, church growth committee: Registrar Board of Ordained Ministry (United Methodist): President of the Leadership Development Institute (United Methodist)
<i>Please share your vision:</i>	The vision of the ACNA, as well as the Diocese of Pittsburgh, is the same: To make disciples of people everywhere, baptizing, and teaching. The hard part is figuring out how we reach out in our local or regional setting, to the least, the last, and the lost, in Christ's Name. I believe each congregation in the Diocese has to pray about and work together as a church in defining their mission in their particular setting. But the Diocese can help with this process, by vision casting for the region, and helping equip local churches for ministry. As a member of the Standing Committee, I believe I can help out in advising the Bishop on ways to do this, sharing expertise on methods that have been successful in the past, and working with many others, help plan ways for all of us to better be Church in a world that needs the Gospel.
<i>Why do you believe you have the qualifications for this office?</i>	I have served as a professional in the Church at large for around 30 years total, much of that ministry centering around evangelism, church growth, and leadership development I have served congregations of all sizes and all demographic settings. I have served on a couple of Boards of Ministry, giving me valuable insight and experience in clergy and lay relations. And I have trained both laity and clergy in setting a congregational vision, dealing with conflict, and planning for growth and the inevitable struggles that

come with change. I believe all this has prepared me well for the planning and advisory role in which the Standing Committee plays in the life of the Diocese.



**THE REV. CAPT. HERB BAILEY**

*Congregation* Prince of Peace, Hopewell

*Present service or offices held in the church:* Deacon

*Past service or offices held in the church:* Deacon

*Please share your vision:* My vision for both the ACNA and the Diocese includes discipleship based on the order of Christ, His love for us, and our outpouring of love in invitation and relationship based on Matthew 25. Ideally, I would like to see a Matthew 25 type ministry in every parish. Practically I would like to assist parishes in being better prepared to have the marginalized integrated into the larger body of Christ as understood through the ACNA.

*Why do you believe you have the qualifications for this office?* I am an officer with Church Army USA, an evangelistic extension of the ACNA, director of the base located in Western PA, and have experience walking with the least of these as well as training congregations, individuals, and organizations in ministering to diverse communities. I humbly present my unique experiences to facilitate broadening the Bishop's perspective.



**THE REV. ERIC RODES**

*Congregation* Anglican Parish of Christ the Redeemer, South Hills

*Present service or offices held in the church:* Rector of The Anglican Parish of Christ the Redeemer from 2018-present, Member of Diocesan Council, Member of the Array

*Past service or offices held in the church:* Assistant Rector at Grace Anglican Church (Grove City) from 2014-2018

*Why do you believe you have the qualifications for this office?* Eric Rodes is a proud native of West Virginia but has now lived outside of the state far longer than he ever lived in it. He and his wife, Beth, were married in 1998 and have three beautiful daughters. Having graduated in 2004 with a Masters of Theology degree from Dallas Theological Seminary, Eric and Beth moved to Harmony, PA where Eric served for ten years as the Associate Pastor of Grace Church of Harmony. Feeling the call to walk the Canterbury Trail, Eric and Beth were confirmed as Anglicans and Eric was ordained both deacon and priest by Archbishop Robert Duncan in 2014. He served as Assistant Rector at Grace Anglican Church (Grove City) from 2014-2018. In 2018, Eric was called as Rector of The Anglican Parish of Christ the Redeemer (South Hills) where he continues to serve happily. He currently serves on the Diocesan Council representing District 10, and on the Array.