



160TH ANNUAL DIOCESAN CONVENTION

November 7-8, 2025
Ambridge, Pennsylvania

PRE-CONVENTION JOURNAL

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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 who will guide and direct the ministries of the congregations throughout the year. The duties and activities of each Convention include corporate worship; the bishop's annual address; election of persons to the various diocesan committees and boards; consideration of any changes (amendments) to the Constitution or Canons; receive, discuss, and act upon the Godly Share 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 the Diocese's current-year canonically resident clergy as well as pre-selected 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://adpgh.org/governance-and-convention/>.

Convention Location

The Trophimus Center

Trinity Anglican Seminary
823 Maplewood Avenue
Ambridge, PA 15003

Recommended Hotels

Cobblestone Inn & Suites

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

* Book by phone and ask for the "Anglican Diocese of Pittsburgh" group for a discounted \$96/night rate

Fairfield Inn & Suites (Neville Island)

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

Certification & Registration

In accordance with our Constitution and Canons, all congregations must certify their lay deputies prior to Convention. The deadline for deputy certification was in August.

REGISTER BY MONDAY, OCTOBER 27: All clergy and certified lay deputies must register by the deadline in order to vote and participate. Committee members, diocesan staff, and observers are asked to register due to space constraints and must register by the deadline in order to reserve meals.

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REGISTER ONLINE AT WWW.ADPGH.ORG/CONVENTION/

SWITCHING ALTERNATE LAY DEPUTIES: Alternate lay deputies will **only** be allowed to vote at Convention if diocesan staff is notified of the replacement of a lay deputy by the rector or church administrator (preferably in advance, but if necessary, during check in).

Pre-Convention Hearings

We encourage all Convention delegates, especially those who have not attended before, to attend one of our virtual Pre-Convention Hearings. During both hearings, we will preview the agenda, brief you on decisions that we'll need to make, and solicit your feedback.

Click below to join the Zoom meeting on either **Sunday, October 12, at 3 p.m. ET**, or **Wednesday, October 15, at 7:00 p.m. ET**. For those unable to attend, we will post a recording of one of the hearings on our [YouTube channel](#) after October 15.

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JOIN A HEARING ON 10/12 OR 10/15 AT [HTTPS://US06WEB.ZOOM.US/J/81333415066](https://us06web.zoom.us/j/81333415066)

Preliminary Convention Agenda

FRIDAY, NOVEMBER 7

11:00 a.m. *Clergy Pre-Conference & Lunch*

1:00 p.m. Deputy Check In

2:00 p.m. Opening Eucharist*

4:00 p.m. Business Meeting

6:30 p.m. Award & Recognition Dinner at Trinity Commons Hall, 311 11th St. Ambridge, PA

* Clergy are asked to process during the Opening Eucharist, as a visible encouragement to the assembled church.

Altar party: cassock, surplice, green stole, and hood

Priests: cassock, surplice, tippet, and hood

Deacons: alb and green stole

SATURDAY, NOVEMBER 8

9:00 a.m. Business Meeting Resumes

10:15 a.m. Breakout Sessions

11:15 a.m. Business Meeting

12:15 p.m. Lunch Break (lunch will be provided at the Trophimus Center)

1:00 p.m. Business Meeting

2:00 p.m. Adjournment

Policy on Distribution of Materials

1. No material will be placed on the official check-in table.
2. No material is to be distributed on the Convention floor except as authorized by the Bishop.
3. Official documents relating to the business of Convention will be provided to clergy and lay deputies when they check in on Convention day.
4. An electronic repository of official documents relating to the business of Convention will be provided on the diocesan website.

Supplemental Standing Rules for Convention

1. Meetings of the Convention shall be called to order promptly at the time specified in the Order of Business. Clergy and deputies shall be seated five minutes before that time. Other times listed in the Order of Business are approximate and intended to merely indicate the order of proceedings.
2. Only clerical members and lay deputies may make motions or vote. Those lay persons prescribed in Canon III, Section 3, may speak when requested by the President.
3. To obtain the floor, a member shall approach a microphone, address the chair, receive recognition, state name and congregation and then state the business for which the floor was obtained.
4. Motions, including amendments, from the floor, shall be in writing, signed by the maker and seconded, and concurrently sent to the secretary, Mrs. Ann McCarthy, ann.mccarthy@allsouls.com.
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 during the next business session at the point where discussion 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.



Minutes of the Previous Convention(s)

Unapproved Minutes of the 159th Annual Convention

The Opening Eucharist was held on Friday, November 1, 2024, at 6:00 in the evening at St. Stephen's Church, Sewickley, Pennsylvania.

Registration of deputies was conducted online prior to the Convention.

The Convention was opened at 9:00 a.m. on Saturday, November 2, 2024, at St. Stephen's.

CALL TO ORDER

The Rt. Rev. Alex Cameron, bishop of the Anglican Diocese of Pittsburgh, welcomed those present, opened in prayer, and reviewed the agenda. He then called the 159th Convention of the Anglican Diocese of Pittsburgh to order.

CERTIFICATION OF QUORUM

Mrs. Ann McCarthy, acting secretary, confirmed that a quorum was present as defined by Article V, Section 1 of the Constitution.

ELECTION OF SECRETARY OF CONVENTION

The Rev. Eric Rodes nominated Mrs. Ann McCarthy as secretary of Convention. There were no other nominations. Bp. Cameron entertained a motion that Mrs. Ann McCarthy be elected as secretary of

Convention. The motion was seconded by the Rev. Cn. Dr. John Macdonald. There were no questions or discussion. The motion carried.

APPOINTMENT OF JUDGE OF ELECTIONS

Bp. Cameron appointed Mr. Alan Komm to serve as judge of elections.

RESOLUTIONS TO ADMIT CONGREGATIONS IN UNION

Bp. Cameron noted that Abundant Grace Church, West Hills, in Crescent, PA, has petitioned this Convention for admission to the Diocese as a Congregation in Union. Their rector, the Rev. Dr. Tracey Corso, is canonically resident in this diocese. A video presentation about Abundant Grace was shown.

The Rev. Eric Rodes, president of Diocesan Council, proposed the following resolution to receive Abundant Grace as a Congregation in Union with the Diocese:

WHEREAS Abundant Grace Church, West Hills, in Crescent, PA, has incorporated as a Pennsylvania non-profit corporation, and now seeks to be received by the Anglican Diocese of Pittsburgh as a Congregation in Union; and

WHEREAS this congregation has met the canonical requirements for acceptance into the Diocese as a Congregation in Union;

NOW, THEREFORE, BE IT RESOLVED that this 159th Annual Diocesan Convention of the Anglican Diocese of Pittsburgh receive, with joy, Abundant Grace Church, West Hills, as a Congregation in Union, with full privileges and responsibilities, and with seat, voice, and vote in this Convention.

The resolution was seconded by the Rev. Glenn Crytzer. The resolution was adopted and Abundant Grace was welcomed as the newest Congregation in Union in this Diocese.

Bp. Cameron noted that Redeemer Anglican Church, in Franklin, PA, has petitioned this Convention for admission to the Diocese as a Mission Fellowship. Their rector, the Rev. Eric Phillips, is canonically resident in this diocese. A video about Redeemer Anglican was shown.

The Rev. Eric Rodes, on behalf of Diocesan Council, proposed the following resolution to receive Redeemer Anglican Church as a Mission Fellowship in the Diocese:

WHEREAS Redeemer Anglican Church, Franklin, PA, formerly a church plant of Grace Anglican Church, in Grove City, PA, now seeks to be received by the Anglican Diocese of Pittsburgh as a Mission Fellowship; and

WHEREAS this congregation has met the canonical requirements for acceptance into the Diocese as a Mission Fellowship;

NOW, THEREFORE, BE IT RESOLVED that this 159th Annual Diocesan Convention of the Anglican Diocese of Pittsburgh receive, with joy, Redeemer Anglican Church, Franklin, PA, as a Mission Fellowship, with full privileges and responsibilities, and with seat and voice in this Convention.

The resolution was seconded by the Rev. Cn. Dr. David Wilson. The resolution was adopted and Redeemer Anglican was welcomed as the newest Mission Fellowship in this Diocese.

Bp. Cameron prayed for both congregations as they joined our Convention.

SEAT, VOICE, AND VOTE

Bp. Cameron reviewed the following seat, voice and vote considerations:

ANNUAL REPORTING DELINQUENCIES: All congregations submitted their annual reports on time.

AUDIT DELINQUENCIES: The following congregations have not submitted a financial audit for 2023 or submitted their audit after the Sept 1 deadline: Christ Church Anglican Brownsville, Epiphany Anglican Fellowship, Ligonier, Harvest Anglican, Homer City, New Life Anglican Fellowship, Beaver, St. Elizabeth Anglican Mission, Bridgeville, and Trinity Anglican, Patton.

Pursuant to Canon XX, Section 5, "In any case of failure to file such audits, memorandum, or summary as required herein, any and all Lay Deputies of such delinquent Congregations shall be entitled to Seats with voice but no vote in the Convention."

WELCOME AND SEATING OF NON-DEPUTY REPRESENTATIVES:

Bp. Cameron extended a warm welcome to the members of the Standing Committee, Board of Trustees, Diocesan Council and Committee on Canons who are not clergy or certified lay deputies from their congregations. Pursuant to Canon III, Section 3, these members have the privilege of the floor of Convention but shall have no votes.

Bp. Cameron also welcomed Mrs. Delia Bouwers Bianchin, Esq., diocesan chancellor. Pursuant to Article III, Section 3, the chancellor shall be ex-officio a member of the Convention with the right to a single vote in the Lay order.

Bp. Cameron acknowledged and gave thanks for the support of our diocesan staff in preparing for and managing this Convention. Sarah Kwolek, Stephanie Finn, Jen Newhouse, and Christina Silva, assisting on site, and Cn. Bill Henry, seated as a deputy.

Bp. Cameron welcomed observers and guests joining via live stream.

APPROVAL OF MINUTES OF THE 158TH ANNUAL CONVENTION

The minutes of the 158th Annual Convention were delivered in the Pre-Convention Journal.

Corrections received in advance:

- Page 13 under Proposed District Realignment: the Rev. Wylie's last name corrected
- Page 15 under General Election Results #5: Jason McLean's last name corrected to McLean
- Page 15 the Rev. Philip Bottomley's name corrected
- Page 15 the date of the commencement of fighting in Israel corrected to October 7, 2023
- Page 27 to Delegates to Extra-Diocesan Synods we have added "Provincial Assembly"

Motion to approve the minutes as amended: Mr. Richard Martin. Second: the Rev. Dr. Tracey Corso. No further corrections or changes were made. The minutes of the 158th Annual Convention were approved as amended.

THE BISHOP'S ADDRESS

After an opening prayer, Bp. Cameron focused on his assessment of the diocese gained over the last two years of his episcopacy. He is encouraged that the 2023 congregational reports have shown a return to pre-pandemic attendance levels, both in the Diocese and the Province. Additionally, there are congregations hiring priest associates, some for the first time, and we are experiencing good and prayerful transitions to new rectors. There is increased engagement in the diocese, with multiple nominees for the open positions on the various diocesan committees and commissions. The church planting working group has been active; the process of discernment for ordination has been clarified; and we have a new website, thanks to the work led by Stephanie Finn.

There is also much to strengthen and rebuild. As we aim to be organizationally trim and efficient, we are proposing to move from having three governing bodies down to two. Given the size of our Diocese, the work of the Board of Trustees can be carried by Diocesan Council. We will vote on this as a Constitutional change today, and significant canonical changes will be required if the motion passes.

In order to be compliant with the changes made at the provincial level requiring all congregations to have a child and adult safety policy, we will need to have one available for everyone by June 2025. There are also now minimum standards for handling of complaints of misconduct, which will require changes to our canons. We will need to do work on our protection policy and procedures. We have an interim policy, but will need a permanent one. A task force will be appointed to work on that.

As we seek to be kingdom minded and relational, our church planting group has two slim documents, one creating an ecosystem of support, and the second creating minimum milestones for the process of church planting. A number of our churches have participated in church revitalization conferences run by the American Anglican Council, and we also have resources available and funds to encourage work.

Finally, we have a youth camp initiative. We are looking to gather the youth to encourage their faith, as youth camps have been formative in many of our lives. They are a way for us to invest into our future ministry leaders. This will be an event, not a purchase of property.

Bp. Cameron closed praying that we would be rebuilt so that the name of Jesus would be glorified.

YOUTH CAMP

The Rev. Ben Hughes spoke to starting a youth initiative and expanding the definition of youth ministry. We want to make a cultural shift to encourage reaching out to youth that will involve:

1. Gathering caring adults to pray and share ideas
2. Delivering the message of a blood-bought grace at diocesan youth outreach events that will lead up to a week-long summer camp—we want to surround them with a community of adults
3. Developing an ecosystem of resources for leaders and mentorship for students

ELECTRONIC BALLOTING PROCESS

Mrs. Sarah Kwolek explained the electronic process and conducted two test votes.

COFFEE BREAK

COMMITTEE ON CANONS

Bp. Cameron acknowledged and thanked the members of the Committee on Canons: Mr. Mark Tader, the Rev. Dr. Karen Woods, Mr. Jay Roddy, the Rev. Dr. Mary Baker, Mr. Jason McLean, and the Rev. Dr. Dennett Buettner, who was appointed last month to fulfill the term vacated by the Rev. David Rucker, who dimissoried out of the Diocese this past summer and resigned his position. The committee is also grateful for the full support of the diocesan chancellor, Ms. Delia Bouwers Bianchin, Esq., and the director of administration, Mrs. Sarah Kwolek.

The complete text of the Committee on Canons' proposed changes to both the Constitution & Canons of the Diocese is included as Appendix C and D in the 159th Pre-Convention Journal.

The various changes brought to the Convention include changes to the Constitution that were brought before Convention in 2023 and are now brought for a second vote before they may be adopted. We will also consider further changes to the Constitution to prepare the groundwork for consolidating the Board of Trustees into Diocesan Council, along with a change to ensure the Constitution reflects common practice within the diocese. The canonical changes brought forward today are similar to our constitutional changes in that they ensure the canons reflect common practice within the Diocese.

PROPOSED CONSTITUTIONAL CHANGES

AMENDMENT PRESENTED FOR THE SECOND TIME

The proposed constitutional amendments brought to Convention last year correct and clarify the current document. The amendments include the correction of typos as well as several changes in language in Article XII to maintain consistency with the Province and with our Constitution and Canons. The title is changed from "Deputies to Extra-Diocesan Conventions or Synods" to "Delegates to Provincial Council and

Provincial Assembly". Additional changes follow from the title change. A reference is changed to the Standing Committee to make the meaning clear.

Bp. Cameron moved to adopt the Constitutional amendments presented first in 2023 and as reflected in the redline version and circulated in the Pre-Convention Journal. Second: Mr. Jay Roddy. No questions or discussion. The Convention voted by orders.

CONSTITUTIONAL AMENDMENTS BALLOT #1 RESULTS

Results of the motion that the Constitutional amendments be approved as reflected in the red line and circulated in the Pre-Convention Journal:

Clergy: 94 votes cast, 94 yes

Lay: 74 votes cast, 74 yes

Motion passed

CONSTITUTIONAL AMENDMENTS PRESENTED FOR THE FIRST TIME

Bp. Cameron summarized the proposed constitutional amendments presented for the first time. They include a word change in Article III, Section 2 from "regular" to "good" standing. The phrase "clergy in regular standing" is not in common use in our diocese or in the ACNA. The current common usage is "good standing." This change brings our Constitution current with common practice in the Diocese and the ACNA.

The most significant amendment is the elimination of Article X (The Board of Trustees) to remove the reference to the Board of Trustees and to reassign those duties to Diocesan Council. Accordingly, one section of Article X moves to the newly numbered Article X (Diocesan Council). All subsequent Articles are re-numbered to reflect the deletion of Article X.

Bp. Cameron moved to approve these Constitutional amendments as reflected in the redline and circulated in Appendix D of the Pre-Convention Journal. Second: The Rev. Harold Hicks. No questions or discussion. The Convention voted by orders.

BALLOT #2 RESULTS

Clergy: 95 votes cast, 93 yes, 1 no, 1 abstention

Lay: 73 cast, 68 yes, 5 no, 0 abstentions

Motion passed

Bp. Cameron noted that constitutional amendments must be approved by successive conventions. If they pass today, they will be brought before the next annual convention for a second vote before they are adopted and are put into effect. Again, should this pass today, there will be more involved canonical changes to come before Convention next year which will describe in detail how the current functions of the Board of Trustees will be assumed by the Diocesan Council.

PROPOSED AMENDMENTS TO THE CANONS

Bp. Cameron summarized the proposed changes to the Canons.

The changes to Canon II and Canon XXVIII, Section 5 include a word change (as was already voted on in the Constitution) from “regular” to “good” standing to keep our Canons current with common practice in the Diocese and the ACNA.

The changes to Canon XVIII, Section 7 allow Mission Fellowships the possibility of more time before requesting admission as a Church in Union from the Convention. The current canon exists to ensure we assess the health and development of a church plant so that it does not remain in mission fellowship status forever. The modification preserves this check but also gives some room for the five-year period of time to be extended as may be deemed appropriate.

The changes to Canon XX, Section 6 relate to normal practice with respect to the submission of audits by congregations. While the audits are available to the Diocesan Council and to be reviewed by the judge of audits, they will not be submitted to the Diocesan Council as a matter of course. This change comes in preparation for further changes in 2025 when the Board of Trustees is eliminated.

Bp. Cameron moved to adopt these amendments to the Canons as reflected in the redline and circulated in the Pre-Convention Journal. Second: the the Rev. Cn. Dr. John Macdonald. Discussion regarding length of extension of time for church plants: three years. Convention voice vote: motion passed unanimously.

15 MINUTE BREAK

GENERAL ELECTIONS

Bp. Cameron called upon the Rev. Eric Rodes, president of Diocesan Council, and a member of the nominations committee, to begin the election process, and thanked him for his service.

The Rev. Eric Rodes, speaking on behalf of the nominations committee, chaired by Mr. Don Klein, presented the slate of candidates in the Pre-Convention journal published October 1, 2024. He noted that no additional nominations have been made in advance of this meeting and that the nomination period is closed.

Bp. Cameron started the voting with the candidates for the Standing Committee, voting in all cases for lay candidates first and clergy candidates second:

BALLOT #3

Standing Committee: choose one of three lay nominees, Mrs. Colleen Curlee-Malament, Mr. Tom Hay, or Mr. Matt Ulrich.

The Canons stipulate that a majority vote is necessary to win the lay position. If we do not have clear majority, we will hold a runoff to determine the winner.

BALLOT #4

Standing Committee: choose one of four clergy nominees, the Rev. Peggy Means, or the Rev. Dr. Thomas Russell, the Rev. Cn. Tracey Russell, or the Rev. Paul Sutcliffe.

The Canons stipulate that a majority vote is necessary to win the clergy position. If we do not have clear majority, we will hold a runoff to determine the winner.

BALLOT #5

Board of Trustees: choose one lay nominee, Mr. John Dorland or Mr. Steve Kuhn.

BALLOT #6

Array: choose one lay nominee, Mr. James Carney, Dr. Gillis Harp, Ms. Millicent Smith, or Mr. William Yorkshire.

BALLOT #7

Array: choose two clergy nominees, the Rev. Kevin Antlitz, the Rev. Frances Metcalf, the Rev. Johnmark Smith, or the Rev. Wesley Williams.

BALLOT #8

Committee on Canons: choose one lay nominee, Mr. Charles Metcalf or Mr. Mark Tader.

BALLOT #9

Committee on Canons: choose one clergy nominee, the Rev. Tyler Gongola or the Rev. Ann Tefft.

BALLOT #10

Provincial Council Delegation: choose two lay delegate nominees, Mrs. Colleen Curlee-Malament, Ms. Judith Hall, or Mrs. Sarah Kwolek.

The Canons stipulate that a majority vote is necessary to win the lay position. If we have clear majority winners, the candidate with the lowest number of votes will be named the alternate lay deputy to Provincial Council. If we do not have clear majority, we will hold a runoff to determine both the delegates and alternates.

BALLOT #11

Provincial Council Delegation: choose one clergy delegate nominee, the Rev. Dr. Mary Baker, the Rev. Dr. Thomas Russell, or the Rev. Cn. Dr. Donald Shepson.

The Canons stipulate that a majority vote is necessary to win this position. If we have a clear majority winner, we will hold a runoff to determine the alternate. If there is no majority winner, we will remove the candidate with the lowest votes and hold a runoff for both the clergy delegate and alternate.

The Convention voted by orders.

CHANCELLOR REPORT

Ms. Bouwers Bianchin provided a general report regarding her work in the last year, noting that it has been a busy year, with corporate governance and structural changes within the Diocese and active involvement in several diocesan and provincial investigations. She has been working with the Committee on Canons on the changes to the Constitution and Canons. She is looking forward to the year ahead working on aligning diocesan policies with the changes made by the Province regarding safeguarding children and at-risk adults. With respect to The Episcopal Church (TEC), she reported that, while there remains no active or ongoing litigation, TEC identified four parishes with whom TEC desires to enter into long-term leases. She expressed gratitude for the productive work that has been done on the clergy list and congregational reporting. Citing the canonical principle in which “efficient administration prepares the ground for effective ministry,” she expressed appreciation for the work being done to make our diocesan administration efficient so that our ministry can be done efficiently.

FINANCIAL REPORT

Mrs. Sarah Kwolek thanked those who volunteered to help at Convention. She also thanked the Finance Committee, which meets monthly to review the financial reports and to act in an advisory capacity: Tom Hay, representing the Board of Trustees, was joined this year by Karen Gowdy; the Rev. Doug Blakelock representing Diocesan Council, joined this year by Judith Hall; and Wicks Stephens represented the Standing Committee. The committee focused on reviewing monthly financial reports, offering feedback on various budget questions arising through the year, and gave considerable time to reviewing staff salaries and ensuring that the financial regulations of the Diocese are followed. The committee also attended the 2023 annual audit review which produced a clean audit result. Updated Clergy Compensation Guidelines should be published by the end of 2024.

Mrs. Kwolek presented a simplified balance sheet to give a snapshot of the diocesan financial position and to show clearly what funds Diocesan Council has at its disposal as it budgets for 2025. These numbers reflect the most recent financial reports available as of September 30, 2024.

The total financial assets (cash + investments) are \$1,287,900. This figure includes three restricted funds: Legacy, Growth and Other Restrictions (other restrictions include the bishop’s discretionary fund, a deacon formation fund, a youth ministry fund and a youth scholarship fund) leaving unrestricted financial assets of \$656,800.

Given funds set aside for future use (legal and operational reserves are ~\$446,900) and other liabilities, there is a sum of \$137,100 in available funds as of September 30, 2024.

A more detailed condensed balance sheet as of August 30, 2024, is in the Pre-Convention Journal, where our funds can be viewed separately with a total column for the Diocese as a whole.

The restricted Growth Fund and Legacy Fund reports are found in the Pre-Convention Journal which includes their objectives. Mrs. Kwolek encouraged congregations to review these and to consider applying for grants and loans from these funds as needs arise that match up with these objectives. She gave the following examples of how the funds are being used:

- The church plant of Redeemer, Franklin, which was offered a three-year extension by the Board of Trustees on their original grant to continue to grow and pursue self-sustainability.
- Grace Anglican in Edgeworth brought a new proposal this year, requesting a three year grant to hire an additional clergy person part-time to assist with outreach in their community with the intent of sharing the gospel and growing their congregation. Through several new initiatives this fall, they are already seeing some fruit from this new position.
- St. Matthew's in Johnstown had a real safety concern and needed to quickly repair their stonework and roofing. The Board was able to support their request with a grant for a significant portion of the repairs. This kept their doors open to their congregation and the community that they share space with.

Mrs. Kwolek reported that we've seen an uptick in church contributions to the Growth Fund over the past few years, but we are continuing to grant more each year than the income we receive. This is even more notable with the Legacy Fund which is dependent on individual giving. We are more cautious in spending from the Legacy Fund because it is not readily replenished. While we've enjoyed greater income from our investments this year, we recognize that is not a sustainable answer to keeping the fund going.

Mrs. Kwolek encouraged giving to both funds, as we are pursuing church planting and youth initiatives, as well as investments into clergy leadership initiatives.

The summary format for the Operating Budget is found on page 26 of the journal. A more detailed version is available offline, please see Mrs. Kwolek for more information.

Godly Share giving is on track and about 2.5% ahead of our 2024 forecast as of Sept 30. For 2025, a conservative forecast of \$952,000, which is a 3% increase over 2024, was determined by combining 2023 actual operating income reported by churches and 2024 pledges received, and reducing the total by 5%. This was approved by Diocesan Council and reported in the Pre-Convention journal. Requests for confirmation of 2025 pledges will go out to churches in the next few weeks.

Reviewing expenses, Mrs. Kwolek noted a small increase for programs to assist with funding for the youth camp program. Event expenses decrease as we will not be hosting additional events around Provincial Assembly as we did in 2024. Staff expenses have increased by different amounts for various staff members to bring everyone up to the standard in the financial regulations (comparable non-profit positions in Allegheny County).

Mrs. Kwolek noted a new line item for communications to track those expenses more clearly and to give our communications director more spending control. This budget item was previously spread throughout the budget. Most of our funds are accounted for this year leaving a small contingency line item.

On behalf of Diocesan Council, Mrs. Kwolek presented a balanced 2025 budget to the Convention.

Bp. Cameron noted that the 2025 Operating Budget has been presented to the Convention by Diocesan Council and called on the Rev. Eric Rodes to make a motion to approve this budget.

The Rev. Rodes moved that we approve the 2025 Operating Budget as presented. Second: Dr. Leslie Thyberg. No questions or discussion. Convention voice vote: unanimous. The 2025 Operating Budget was approved as presented.

Video presentation: Redeemer Anglican Church, North Boroughs

LUNCH BREAK

Bp. Cameron reviewed directions for lunch, resume at 12:45 p.m. The Rev. Eric Rodes prayed grace.

Bp. Cameron called the Convention back to order.

ELECTION RESULTS

Mr. Alan Komm announced the following results of the first ballots for Standing Committee, Board of Trustees, the Array, Committee on Canons, and Provincial Council elections:

BALLOT #3

Lay member to Standing Committee: 170 total votes cast

Mrs. Colleen Curlee-Malament 59, Mr. Tom Hay 58, Mr. Matt Ulrich 53.

There is no majority winner. Mr. Matt Ulrich drops off the next round of voting.

BALLOT #4

Clergy member to Standing Committee: 167 total votes cast

The Rev. Peggy Means 47, the Rev. Dr. Thomas Russell 24, the Rev. Cn. Tracey Russell 82, the Rev. Paul Sutcliffe 14

There is no majority winner. The Rev. Paul Sutcliffe will drop off the next round of voting.

BALLOT #5

One lay member to Board of Trustees: 170 total votes cast

Mr. John Dorland 92, Mr. Steve Kuhn 78.

Mr. John Dorland wins.

BALLOT #6

One lay member to the Array: 167 total votes cast

Mr. James Carney 14, Dr. Gillis Harp 60, Ms. Millicent Smith 72. Mr. William Yorkshire 21.

Ms. Millicent Smith wins.

BALLOT #7

Two clergy members to the Array: 142 total votes cast. The Rev. Kevin Antlitz 50, the Rev. Frances Metcalf 63, the Rev. Johnmark Smith 69, and the Rev. Wesley Williams 61.

The Rev. Johnmark Smith and the Rev. Frances Metcalf win.

BALLOT #8

One lay member to the Committee on Canons: 166 total votes cast

Mr. Charles Metcalf 80, and Mr. Mark Tader 86.

Mr. Mark Tader wins.

BALLOT #9

One clergy member to the Committee on Canons: 169 total votes cast

The Rev. Tyler Gongola 102, and the Rev. Ann Tefft 87

The Rev. Tyler Gongola wins.

BALLOT #10

Two lay members to Provincial Council as Delegates: 159 total votes cast

Mrs. Colleen Curlee-Malament 50, Ms. Judith Hall 104, and Mrs. Sarah Kwolek 127

Mrs. Sarah Kwolek and Ms. Judith Hall win.

Mrs. Colleen Curlee-Malament will serve as the alternate.

BALLOT #11

One clergy member to Provincial Council as a Delegate: 171 total votes cast

The Rev. Dr. Mary Baker 76, the Rev. Dr. Thomas Russell 8, and the Rev. Cn. Dr. Donald Shepson 87.

The Rev. Cn. Dr. Donald Shepson wins.

Bp. Cameron reviewed rules for the run-off elections.

Standing Committee candidates are:

Lay: Mrs. Colleen Curlee-Malament and Mr. Tom Hay

Clergy: The Rev. Peggy Means, the Rev. Dr. Thomas Russell, and the Rev. Cn. Tracey Russell

Provincial Council alternate candidates are:

Clergy: The Rev. Dr. Mary Baker and the Rev. Dr. Thomas Russell

The Convention voted.

BREAK FOR DISTRICT CAUCUSES

Bp. Cameron reviewed the guidelines for district caucuses regarding introductions and voting. Vice Chair will bring the results to the judge of elections. Reconvene at 1:40 p.m.

Bp. Cameron called the meeting back to order at 1:40 p.m.

Following Paul's exhortation to pray for those in government, Bp. Cameron exhorted us to pray for the democratic process, to encourage people to vote on Tuesday, and to pray over the divisions in our country. Bp. Cameron prayed the prayer from the BCP 2019 page 655 for an election, and page 657 for our nation.

The judge of elections, Mr. Alan Komm, thanked the tellers who counted the votes and announced the results of the run-off elections.

BALLOT # 3

One lay member of Standing Committee: 155 total votes cast

Mrs. Colleen Curlee-Malament 80, Mr. Tom Hay 75

Mrs. Colleen Curlee-Malament wins.

BALLOT # 4

One clergy member of Standing Committee: 156 total votes cast

The Rev. Peggy Means 43, the Rev. Dr. Thomas Russell 24, and the Rev. Cn. Tracey Russell 89

The Rev. Cn. Tracey Russell wins.

BALLOT #11

One clergy alternate delegate to Provincial Council: 157 total votes cast

The Rev. Dr. Mary Baker 122, The Rev. Dr. Thomas Russell 35

The Rev. Dr. Mary Baker wins.

DISTRICT CAUCUS RESULTS

DISTRICT 1: WEST

Diocesan Council:

Lay: Ms. Judith Hall, 2nd term

District Chair: The Rev. Michael Hustead

Vice Chair: The Rev. Suzanne Perkins

DISTRICT 2: NORTH CENTRAL

Diocesan Council:

Clergy: The Rt. Rev. Dr. David Hicks

Lay: Mr. Chad Green

District Chair: The Rev. Chip Bateson

Vice Chair: The Rev. Cariño Casas

DISTRICT 3: SOUTH CENTRAL

Diocesan Council:

Lay: Mr. Justin Grubisha

Clergy: The Rev. Frances Metcalf

District Chair: The Rev. Cn. Tracey Russell

Vice Chair: Mr. Avin Fernando

DISTRICT 4: EAST CENTRAL

District Chair: The Rev. John Bailey

Vice Chair: The Rev. Bryan Jarrell

DISTRICT 5: BEYOND THE BURGH

Diocesan Council:

Lay: Mr. Mark Frost

Board of Trustees: Mr. David Greening

District Chair: The Rev. Dr. James Arcadi

Vice Chair: Mr. Tim Held

CANON BILL HENRY

The Rev. Cn. Dr. Bill Henry reviewed transitions among our clergy, congregations, and diocesan staff since our last convention.

The following clergy transitions occurred in the last year:

DIMISSORY IN

The Rev. Elizabeth Stewart, the Rev. Philip Kenyon, the Rev. Daniel Behrens, the Very Rev. Cn. Dr. Bryan Hollon, the Rev. Jason Goble, the Rev. William Driscoll, and the Rev. Peter Coelho were received into the Diocese.

DIMISSORY OUT

The Rev. Dr. Tara Jernigan, the Rev. Dr. Arnold Klukas, the Rev. Michael Juday, the Rev. Barbara McMillen, the Rev. Seth Zimmerman, the Rev. Dan Porter, the Rev. Herb Bailey, and the Rev. David Rucker were issued letters dimissory, out of the Anglican Diocese of Pittsburgh.

DEATHS

We remember The Rev. Elizabeth Rodewald (Betsy), who died in March of this year:

We remember before you, Almighty God, your faithful servant. Grant her your perfect peace. Let light perpetual shine upon her. We remember her family, friends, and congregation as they navigate their grief. Amen.

RESIGNED ORDERS

Mr. Keith Almond

RETIREMENTS

The Rev. Mike Wurschmidt retired from Shepherd's Heart Fellowship in Pittsburgh, PA

The Rev. Cn. Jonathan Millard and the Rev. Cn. Dr. Andrea Millard retired from Church of the Ascension in Pittsburgh, PA

The Rev. Dr. Dennett Buettner retired from Church of the Savior in Ambridge, PA

SERVING IN INTERIM OR NEW ROLES

The Rev. Greg Miller served as priest in charge at Shepherd's Heart Fellowship in Pittsburgh, PA

The Rev. Harold Hicks is now priest in charge at Trinity, Patton, PA

The Rev. Michael Brigode is deacon in charge at True Vine, Monongahela, PA

INSTITUTIONS OF NEW RECTORS

The Rev. Greg Sparks, rector of Jonah's Call, Pittsburgh, PA (August 2024)

The Rev. Bill Driscoll, rector of Church of the Savior, Ambridge, PA (September 2024)

The Rev. Peter Coelho, rector of Church of the Ascension, Pittsburgh, PA (September 2024)

SUB-CONDITIONE ORDINATIONS BY THE RT. REV. ALEX CAMERON

The Rev. Kurt Grossman to the diaconate and priesthood

The Rev. Katie Grossman to the diaconate

DEACON ORDINATIONS BY THE RT. REV. ALEX CAMERON

The Rev. Anthony Hermankevich

The Rev. Erik Germesin

The Rev. Krystal Hustead

PRIEST ORDINATIONS BY THE RT. REV. ALEX CAMERON

The Rev. Michael Juday

The Rev. Wesley Williams

CONGREGATIONAL TRANSITIONS

Seeds of Hope, Pittsburgh, PA, closed in November 2023

St. Thomas, Fort Collins, CO, closed in December 2023

ACKNOWLEDGEMENT OF OUR CLERGY AND LAITY IN DIOCESAN LEADERSHIP

The Rev. Herb Bailey resigned from the Standing Committee when he dismissed out to the Diocese of the Gulf Atlantic this summer. The Standing Committee has appointed the Rev. Paul Calvin to fill the remainder of this vacant term, ending in December 2024.

Cn. Henry thanked those completing elected terms:

Standing Committee:

The Rev. Herb Bailey and the Rev. Paul Calvin

Mr. Wicks Stephens

Board of Trustees:

Mr. Tom Hay

Mr. David Greening

Diocesan Council:

Ms. Judith Hall, District 1

Mr. Gary Bookhammer and the Rev. Marybeth Carey, District 2

Ms. Stacey Regan (also resigning as secretary) and the Rev Eric Rodes (served as president past two years), District 3

Ms. Holly Ruble and the Rev. Colleen Klingensmith, District 4

Mr. Mark Frost, District 5

The Array:

Ms. Millicent Smith

The Rev. Bryan Jarrell

Committee on Canons:

Mr. Mark Tader

The Rev. David Rucker resigned August 2023 when he dimissoried out

The Rev. Dr. Karen Woods

Deputies and Alternates to Provincial Council:

Mrs. Shannon Sims, Dr. Leslie Thyberg, and Mrs. Delia Bouwers Bianchin

The Rev. Dr. Stephen Noll and the Rev. Cn. Dr. Andrea Millard

Deputies and Alternates to Provincial Assembly:

Mrs. Paige Forster, Mr. Kirk Haberman, Mr. Mark Kwolek, Mr. Tom Sands and Mr. Kirk Botula, Mrs. Tami Fire, Mrs. Beth Hendrickson, Mrs. Hannah Wilson

The Rev. Ethan Carlson, the Rev. Dr. Len Finn, the Rev. Chad Lawrence, the Rev. Cn. Tracey Russell

Youth Delegates to Provincial Assembly (appointed by the Bishop):

Mr. Isaac Dotson, Ms. Mariana Gowdy, and Mr. James Hensley

Cn. Henry prayed in thanksgiving for their service.

ADJOURNMENT

Bp. Cameron noted that copies of the 2025 Monthly and Annual Cycles of Prayer are available. Both can be found online and printed as needed.

Diaconal ordinations will be held on January 25, 2025, at the Trophimus Center in Ambridge.

The date of our 160th Convention of the Anglican Diocese of Pittsburgh in 2025. Clergy Day and Convention Opening Eucharist will be on Friday, November 7, and Convention Business will be held Saturday, November 8, 2025.

Bp. Cameron, in consideration of the work we have accomplished, entertained a motion that this 159th Convention be adjourned. The Rev. Glenn Crytzer moved. Second: the Rev. Bryan Jarrell. No questions or discussion. Motion passed.

Bp. Cameron declared this 159th Convention adjourned with prayer.

Respectfully submitted,
Mrs. Ann McCarthy
Secretary to Convention

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 2024 APSA.

Key: Congregation in Union: deputies are granted full seat, voice and vote

Mission Fellowship []: deputies may be granted seats, voice and vote at Convention's discretion

DISTRICT 1 – WEST

<i>Name</i>	<i>Location</i>	<i>Status</i>	<i>Lay Deputies</i>
Abundant Grace Church	West Hills	Congregation in Union	2
Christ Anglican Church	New Brighton	Congregation in Union	2
Church of the Savior	Ambridge	Congregation in Union	2
Grace Anglican Church	Edgeworth	Congregation in Union	2
Mosaic Anglican Church	North Fayette	Congregation in Union	2
Prince of Peace Anglican Church	Hopewell	Congregation in Union	3
St. Luke's Anglican Church	Georgetown	Congregation in Union	2
St. Stephen's Church	Sewickley	Congregation in Union	5

DISTRICT 2 – NORTH CENTRAL

<i>Name</i>	<i>Location</i>	<i>Status</i>	<i>Lay Deputies</i>
All Saints Anglican Church	Cranberry Twp	Congregation in Union	2
Church of Our Saviour	Glenshaw	Congregation in Union	2
Grace Anglican Church	Grove City	Congregation in Union	5
Jonah's Call	Northside	Congregation in Union	2
Reconciliation Anglican Church	Penn Hills	Congregation in Union	2
Redeemer Anglican Church	Franklin, PA	Mission Fellowship	[2]
Redeemer Anglican Church	North Boroughs	Mission Fellowship	[2]
St. Peter's Anglican Church	Butler	Congregation in Union	2
St. Thomas Anglican Church	Gibsonia	Congregation in Union	2

DISTRICT 3 – SOUTH CENTRAL

<i>Name</i>	<i>Location</i>	<i>Status</i>	<i>Lay Deputies</i>
Christ Anglican Church	Brownsville	Congregation in Union	2
Christ the Redeemer	Canonsburg	Congregation in Union	2
Church of the Ascension	Oakland	Congregation in Union	5
Church of the Transfiguration	Elizabeth	Congregation in Union	2

St. Elizabeth's Anglican Mission	Bridgeville	Congregation in Union	2
St. Mary's Anglican Church	Charleroi	Congregation in Union	2
St. Peter's Anglican Church	Uniontown	Congregation in Union	2
Trinity Church	Washington	Congregation in Union	2
True Vine Anglican Church	Monongahela	Congregation in Union	2

DISTRICT 4 – EAST CENTRAL

<i>Name</i>	<i>Location</i>	<i>Status</i>	<i>Lay Deputies</i>
Christ Church Fox Chapel	Fox Chapel	Congregation in Union	3
Christ Our Hope Anglican Church	Natrona Heights	Congregation in Union	2
Christ's Church Greensburg	Greensburg	Congregation in Union	2
Epiphany Anglican Fellowship	Ligonier	Congregation in Union	2
Grace Anglican Church	Mt. Washington	Congregation in Union	2
Harvest Anglican Church	Homer City	Congregation in Union	2
Holy Innocents Anglican Church	Leechburg	Congregation in Union	2
Incarnation Church	Pittsburgh	Congregation in Union	2
Shepherd's Heart Fellowship	Uptown	Congregation in Union	2
Somerset Anglican Fellowship	Somerset	Congregation in Union	2
St. Alban's Anglican Church	Murrysville	Congregation in Union	2
St. Martin's Anglican Church	Monroeville	Congregation in Union	2
St. Matthew's Anglican Church	Johnstown	Congregation in Union	2
Trinity Anglican Church	Patton	Congregation in Union	2

DISTRICT 5 – BEYOND

<i>Name</i>	<i>Location</i>	<i>Status</i>	<i>Lay Deputies</i>
All Souls Anglican Church	Wheaton, IL	Congregation in Union	3
Church of the Great Shepherd	Wheaton, IL	Mission Fellowship	[2]
Church of the Redeemer	Nashville, TN	Congregation in Union	5
Church of the Redeemer	St Paul, MN	Congregation in Union	3
New Jerusalem Church	Carol Stream, IL	Mission Fellowship	[2]
St. John's Anglican Church	Franklin, TN	Congregation in Union	2

TOTAL LAY DEPUTIES	100/[8]
TOTAL CLERGY DEPUTIES	174

Rosters of Elected Bodies

Standing Committee

The Standing Committee consists of four priests or deacons and four lay persons elected by Convention to serve four-year terms. Committee members may not serve successive terms. Refer to Article IX and Canon VII of the [Constitution and Canons](#) for more details on the purpose and work of the Standing Committee.

<i>Name</i>	<i>Role</i>	<i>Term Ends</i>
Mrs. Virginia Weeber	Secretary	2025
The Rev. Andrew DeFusco	President	2025
Mrs. Mara Bateson		2026
The Rev. John Bailey		2026
Mr. Thomas Hay		2027
The Rev. Canon Karen Stevenson		2027
Mrs. Colleen Curlee-Malament		2028
The Rev. Canon Tracey Russell		2028
Mrs. Delia Bianchin	Chancellor	

Board of Trustees

The Board of Trustees consists of the Bishop and up to twenty lay members. The means of choosing membership may be a combination of election by Convention and by District, and appointment by the Bishop. Members serve three-year terms and may serve one successive term. Refer to Article X and Canon V of the [Constitution and Canons](#) for more details on the purpose and work of the Board of Trustees.

<i>Name</i>	<i>Role</i>	<i>Term Ends</i>	<i>No. Terms</i>
Mrs. Diane Sykes-Bookhammer		2025	1
Mr. John Bailey		2026	1
Mrs. Karen Gowdy		2026	1
Mrs. Susan Hovanec	Secretary	2026	2
Mr. Ross Kucks		2026	1
Mrs. Winifred Sherman		2026	1
Mr. David Greening	President	2027	1
Mr. John Dorland		2027	1
The Right Rev. Alex Cameron	Ex-Officio (Bishop)		
Mrs. Sarah Kwolek	Non-member		

Diocesan Council

The Diocesan Council consists of the Bishop, the Secretary of the Convention, the Chancellor of the Diocese, the President of the Board of Trustees, the President of the Standing Committee, and three Deputies to Convention from each district (normally two lay and one clergy) elected to serve three-year terms. Council members may be elected to one successive term. Refer to Article XI and Canon VI of the [Constitution and Canons](#) for more details on the purpose and work of the Diocesan Council.

Name	District	Term Ends	No. Terms
The Rev. Glenn Crytzer	1	2025	2
Mrs. Marianne Manasterski	1	2026	1
Ms. Judith Hall	1	2027	2
Mr. Richard Martin	2	2025	1
The Right Rev. Dr. David Hicks	2	2026	1
Mr. Chad Green	2	2027	1
Mr. Justin Grubisha	3	2025	0
Mr. Zachary White	3	2026	1
The Rev. Frances Metcalf	3	2027	1
Mr. Tom Miller	4	2025	2
Mr. Lawrence Silverstein	4	2025	1
Dr. Leslie Thyberg	4	2025	2
The Rev. Doug Blakelock	4	2025	2
The Rev. Michael McGhee, <i>President</i>	5	2025	2
Mr. Don Klein	5	2026	1
Mr. Mark Frost	5	2027	2
The Right Rev. Alex Cameron	<i>Bishop</i>		
The Rev. Andrew DeFusco	<i>Standing Committee President</i>		
Mr. Kirk Botula	<i>Board of Trustees President</i>		
Mrs. Delia Bianchin	<i>Chancellor</i>		
The Rev. Canon Dr. Bill Henry	<i>Canon to the Ordinary</i>		
Mrs. Sarah Kwolek	<i>Director of Administration</i>		
Mrs. Ann McCarthy	<i>Secretary</i>		

The Array

The Array consists of five priests or deacons and four lay persons elected by Convention to serve three-year terms. Members may be elected to one successive term. Refer to Canon XXII of the [Constitution and Canons](#) for more details on the purpose and work of the Array.

<i>Name</i>	<i>Term Ends</i>	<i>No. Terms</i>
Mr. Rea Redd	2025	1
The Rev. Josh Bennett	2025	1
The Rev. Michael Hustead	2025	1
Mr. Tom Sands	2026	1
Mr. Wallace Scott	2026	2
The Rev. Andrew DeFusco	2026	2
Ms. Millicent Smith	2027	2
The Rev. Frances Metcalf	2027	1
The Rev. Johnmark Smith	2027	1

Commission on Ministry

The Bishop shall appoint to the Commission on Ministry such persons as the Bishop may deem proper. The term of office shall be one year. Members shall be eligible for reappointment. Refer to Canon XXXI of the [Constitution and Canons](#) for more details on the purpose and work of the Array.

<i>Name</i>	<i>Role</i>
The Rev. Lauren Scharf	<i>Chair</i>
The Rev. Marybeth Carey	
Ms. Hannah Halfhill	
The Rev. Michael McGhee	
Mrs. Catherine Parham	
The Rev. Alex Shuttleworth	
The Ven. Dr. Mark Stevenson	
Mr. Nicolaas Storm	
The Rev. Gaea Thompson	
Dr. Leslie Thyberg	<i>Bishop</i>
The Right Rev. Alex Cameron	
The Rev. Canon Dr. Bill Henry	
Mrs. Christina Silva	<i>Coordinator</i>

Committee on Canons

The Committee on Canons consists of three priests or deacons and three lay persons elected by Convention to serve three-year terms. Committee members may be elected to one successive term. Refer to Canon XII of the [Constitution and Canons](#) for more details on the Committee on Canons.

<i>Name</i>	<i>Role</i>	<i>Term Ends</i>	<i>No. Terms</i>
Mr. Patrick Roddy		2025	1
The Rev. Dr. Mary Baker		2025	1
Mr. Jason McLean		2026	1
The Rev. Dr. Dennett Buettner		2026	1
Mr. Mark Tader		2027	2
The Rev. Tyler Gongola		2027	1
The Right Rev. Alex Cameron	<i>Bishop</i>		
Mrs. Delia Bianchin	<i>Chancellor</i>		

Delegates to Provincial Council

Beginning in 2020, delegates to Provincial Council are elected every fifth year. One (1) delegate from the clergy and two (2) delegates from the Lay Order will be elected by Convention. Delegates may not serve successive terms. Alternate delegates may also be elected. Upon completing their term, alternates may be elected as a delegate in the next election. Refer to Article XII and Canon I of the [Constitution and Canons](#) for more details on our delegations.

<i>Lay Deputies</i>	<i>Clergy Deputies</i>	<i>Term Ends</i>
Mrs. Sarah Kwolek	The Rev. Canon Dr. Donald Shepson	2029
Ms. Judith Hall	The Rev. Dr. Mary Baker, <i>alternate</i>	
Mrs. Colleen Curlee-Malament, <i>alternate</i>		

Voter's Guide

Standing Committee: Lay Nominees (Elect 1)



Sarah Bradford

GRACE ANGLICAN CHURCH, MT. WASHINGTON, PA

PRESENT SERVICE IN THE CHURCH: Administrative Assistant

PAST SERVICE IN THE CHURCH: At Seeds of Hope (now closed), I served as a Eucharistic Minister, the Altar guild, Vestry and vestry secretary, rector search committee, and music coordinator. I have received two Bishop Awards related to service.

RELEVANT GIFTS AND EXPERIENCE

I am a retired registered nurse and grandmother. My profession required critical thinking and quick decisions throughout my 40+ year career. I held administrative positions 23 of those years.

I am a good listener, team player and always strive to make right and sound decisions. But I work best with a team of individuals who are serious about matters at hand. I think my calling has always been service and hard work. My vision is to serve the Lord as a part of the Diocese, helping to support and strengthen it. And with His grace, that decisions made are moral, ethical and worthy. I have time, the willingness to learn and faith in Jesus Christ that deepens every day. I would like to continue my faith journey in service here in the Anglican Diocese of Pittsburgh.



Hannah Wilson

CHURCH OF THE SAVIOR, AMBRIDGE, PA

PRESENT SERVICE IN THE CHURCH: Administrator, Church School volunteer

RELEVANT GIFTS AND EXPERIENCE

I bring years of personal experience of living with individuals with an array of mental disabilities and illnesses; living and doing ministry cross-culturally, and teaching college students, catechizing children, and training teachers! I have a passion for careful and kind translation and interpretations of Scripture, and I deeply love creative discipleship which honors the diversity of humans God made and loves rather than seeking to flatten people into something that's easier to deal with.

My vision is to promote integrity in business dealings, orthodoxy in interpretation of Scripture, and respect for the imago Dei in every person. I believe that followers of Jesus should be characterized by our joy, well-restedness, and love for each other.

Standing Committee: Clergy Nominees (Elect 1)



The Rev. Peggy Means

RECONCILIATION ANGLICAN CHURCH, PENN HILLS, PA

PRESENT SERVICE IN THE CHURCH: Associate Priest

RELEVANT GIFTS AND EXPERIENCE

Eighteen years as an Anglican with two long term interim assignments. Currently, I offer supply throughout the Diocese. I bring 40 years of organizational leadership and management in healthcare settings. This experience has not only been informed by my faith but also has deepened my relationship with Jesus. Now, being retired from healthcare, I am free to serve the Lord and the church calling on my faith and experience.

I hope to continue to see relationship building across the Diocese that results in true Kingdom growth by supporting one another in our ministries.

I have been married for 39 years, with an adult daughter. I consider my family as a gift from the Lord.



The Rev. Chad Lawrence

GRACE ANGLICAN CHURCH, GROVE CITY, PA

PRESENT SERVICE IN THE CHURCH: Priest Associate

PAST SERVICE IN THE CHURCH: Curate and Priest Associate (The Parish Church of St. Helena, Beaufort, SC)

PAST SERVICE IN THE DIOCESE: Diocesan Delegate to Provincial Assembly

RELEVANT GIFTS AND EXPERIENCE

While the majority of my ordained ministry has been in school settings (primarily as the founding headmaster of Holy Trinity Classical Christian School), I have remained active in parish ministry as much as time allows. I bring a passion for the Gospel, pastoral care, and ministry to children, teenagers, and young

adults to the positions where I serve. I also have considerable administrative experience that has been developed primarily through the founding and oversight and administration of Holy Trinity from the ground up. I would hope to bring these experiences and passions in service to the Diocese through the Standing Committee.



The Rev. Eric Rodes

CHRIST THE REDEEMER PARISH, CANONSBURG, PA

PRESENT SERVICE IN THE CHURCH: Rector, 2018-present

PAST SERVICE IN THE CHURCH: Assistant Rector, Grace Anglican (Grove City), 2014-2018; Assistant Pastor, Grace Church of Harmony (Harmony, PA), 2004-2014

PAST SERVICE IN THE DIOCESE: The Array, Diocesan Council (2 terms, 2 years as President), Bishop Search Committee Chair, Member of the Bishop's Church Planting Working Group

RELEVANT GIFTS AND EXPERIENCE

I have significant experience serving the Diocese since 2015. I am fully committed to the Diocese of Pittsburgh and am happy to continue in service to our common mission if that is what God wills.

I believe there is real opportunity for growth ahead of us, and I am eager to help implement Bishop Alex's vision for reorganization, revitalization, and church planting. If it is determined that the Standing Committee is where I should serve, I am humbled to be asked and appreciative of your trust.

Board of Trustees: Lay Nominees (Elect 1)



Bethel Fernando

CHURCH OF THE ASCENSION, OAKLAND, PA

PRESENT SERVICE IN THE CHURCH: I currently serve in the nursery, volunteer with the International Ministry as an English as a Second Language teacher's assistant, and work as a Part-Time Receptionist at Church of the Ascension.

PAST SERVICE IN THE CHURCH: In the past I have volunteered with Ascension's Kid's Church and Youth Group. Previously I attended Seeds of Hope Anglican Church where I served as a music leader and Scripture reader.

RELEVANT GIFTS AND EXPERIENCE

I will be glad to surrender this responsibility when the position is eliminated.



Diane Sykes-Bookhammer

RECONCILIATION ANGLICAN CHURCH, PENN HILLS, PA

PRESENT SERVICE IN THE CHURCH: Senior Warden, Clothing and Diaper Ministries, Children's Church

PAST SERVICE IN THE CHURCH: Choir/Praise Team. Teaching children's Sunday School. Vacation Bible School director.

PAST SERVICE IN THE DIOCESE: Board of Trustees

RELEVANT GIFTS AND EXPERIENCE

I listen well and ask good questions. I see helping the Diocese find and implement the path that God has for us as the primary focus for this role.

The Array: Lay Nominees (Elect 1)



James Carney

ST. ELIZABETH ANGLICAN MISSION, BRIDGEVILLE, PA

PRESENT SERVICE IN THE CHURCH: Treasurer

PAST SERVICE IN THE CHURCH: Sr. Warden and Jr. Warden at Church of the Atonement and vestryman for some 20 years

PAST SERVICE IN THE DIOCESE: President Diocesan Council, member Diocesan Council, 3 terms

RELEVANT GIFTS AND EXPERIENCE

I am a graduate of Yale Law School, a practitioner of almost sixty years, and an experienced AAA and FINRA arbitrator. As an arbitrator, I focus on two things: (1) ensuring that each party is given a full opportunity to present its case and (2) making a decision based on the evidence presented without regard to any preconceived view of the outcome of the case.



Katherine Shuttleworth

CHRIST CHURCH FOX CHAPEL, FOX CHAPEL, PA

PRESENT SERVICE IN THE CHURCH: Women's minister, small group teacher, youth small group leader, server, greeter, reader

PAST SERVICE IN THE CHURCH: Leading bible studies & mission trips

RELEVANT GIFTS AND EXPERIENCE

I graduated with degrees in social work and studied at seminary in the UK. I've been leading small groups and bible studies for about 20 years, and leading women's ministry at Christ Church Fox Chapel since 2014. My husband is canonically resident in this diocese so I have a lot of experience ministering to pastors, families of pastors, and a good working knowledge of the ethical situations in which clergy often find themselves. I think this would give me a good background for sitting on the array: helping me to understand the facts of a case quickly; giving me compassion for all involved; and a grasp of the seriousness of a breach of someone's ordination vows.

The Array: Clergy Nominees (Elect 2)



The Rev. Dr. James Arcadi

ALL SOULS' ANGLICAN CHURCH, WHEATON, IL

PRESENT SERVICE IN THE CHURCH: I am currently the Rector of All Souls Anglican Church

PAST SERVICE IN THE DIOCESE: I have served on the board of examining chaplains in this and a previous diocese

RELEVANT GIFTS AND EXPERIENCE

I believe very strongly in our polity and feel it is important for our system to work effectively. I would hope to do this with integrity, wisdom, and desire to discern the Spirit's leading.



The Rev. Cariño Casas

GRACE ANGLICAN CHURCH, EDGEWORTH, PA

PRESENT SERVICE IN THE CHURCH: Deacon

RELEVANT GIFTS AND EXPERIENCE

As a lifelong Christian, I have a strong sense of justice and compassion. Should the Array be called to service, I will prayerfully consider the matter before us. I will work with the other Array members to evaluate the evidence so that we defend the vulnerable and/or exonerate the wrongly accused. I will approach this responsibility with fear and trembling before God, the ultimate executor of justice and mercy.



The Rev. Paul Calvin

CHURCH OF THE REDEEMER, ST PAUL, MN

PRESENT SERVICE IN THE CHURCH: Rector

PAST SERVICE IN THE CHURCH: I served as acting Dean of Minnesota and vice chair of the Bishop's Council of the Diocese of the Upper Midwest, 2021–2022

PAST SERVICE IN THE DIOCESE: I was appointed to complete the term of a vacant seat on Standing Committee in 2024

RELEVANT GIFTS AND EXPERIENCE

I have prior experience assisting in Title IV processes and would seek to be fair, thorough, and discerning in service. I pray that the Array may be used as an instrument of care, justice, and discipleship in the life of the Diocese.



The Rev. Kevin Antlitz

CHURCH OF THE ASCENSION, OAKLAND, PA

PRESENT SERVICE IN THE CHURCH: Assistant Rector

RELEVANT GIFTS AND EXPERIENCE

I would be honored to serve the Diocese and the church in this capacity. My background in pastoral leadership, theological formation, and parish administration equips me to engage both the spiritual and practical dimensions of this work. I have experience navigating complex pastoral situations with discernment, fairness, and compassion, and I value collaboration with clergy and laity. I would hope to foster a culture where discipline is exercised with clarity and grace, where truth is spoken in love, and where the unity of Christ's Body is strengthened.



The Rev. Michael Hustead

GRACE ANGLICAN CHURCH, EDGEWORTH, PA

PRESENT SERVICE IN THE CHURCH: I am the rector of Grace Church in Edgeworth where I have served for 4 years.

PAST SERVICE IN THE DIOCESE: I just finished a term serving on the Array.

RELEVANT GIFTS AND EXPERIENCE

As a priest and rector in the Diocese I am happy to serve however I can. I just completed a term on the array and would be happy to serve again in order to support our bishop and the mission of our diocese in any way that I am able.



The Rev. Tyler Gongola

GRACE ANGLICAN CHURCH, MT. WASHINGTON, PA

PRESENT SERVICE IN THE CHURCH: Rector, Grace - Mount Washington

PAST SERVICE IN THE CHURCH: Church Planter/Assistant Priest, Spokane Washington; Curate, St. Peter's Tallahassee

PAST SERVICE IN THE DIOCESE: Member - Constitution and Canons Committee

RELEVANT GIFTS AND EXPERIENCE

I am always grateful for the opportunity to serve my parish and the local diocese in any capacity. I believe that if elected to the Array I would be able to provide a prayerful, quiet, and discerning perspective.

Committee on Canons: Lay Nominees (Elect 1)



Patrick Jay Roddy

CHRIST THE REDEEMER PARISH, CANONSBURG, PA

PRESENT SERVICE IN THE CHURCH: Reading Group Leader

PAST SERVICE IN THE CHURCH: Vestry Member and Secretary, Treasurer

PAST SERVICE IN THE DIOCESE: Member of the Committee on Canons

RELEVANT GIFTS AND EXPERIENCE

While a relatively new Anglican, confirmed in 2020, I have been a follower of Christ my entire life. I am a detail-oriented person who believes in the importance of clear communication and clear rules and procedures. I am a writer and editor by profession and a sports official by hobby. I have learned about provincial and diocesan canonical and constitutional processes over the past three years on the committee, and hope to apply what I have learned.

I believe that the Committee on Canons can shape the rules to maximize the effectiveness of our diocesan work and to encourage godly behavior in our members and leaders. I hope that the Committee on Canons can support Bp. Alex and continue the reforms we have begun. I believe the committee should work collaboratively with diocesan authorities to establish clear and up-to-date canons to better prepare the Diocese for future ministry.



Joshua Willis

CHURCH OF THE REDEEMER, NASHVILLE, TN

PRESENT SERVICE IN THE CHURCH: Lay Eucharist Minister, Redeemer Student Ministry Teaching Team, Prayer Team

PAST SERVICE IN THE CHURCH: Youth Pastor, Associate Pastor (both roles in previous denomination)

RELEVANT GIFTS AND EXPERIENCE

My family joined the Anglican Church a year ago but previously I had been in pastoral ministry in Youth and Associate Pastor roles for 11 years in Churches of Christ. I hold a Masters of Divinity from Lipscomb University's Hazelip School of Theology. I now work in Catholic Healthcare as a Ministry Formation Facilitator where I help all associates connect with our Mission, Values, and History as a ministry of the church. I carry a unique perspective of the church as I was formed in autonomous churches, I now help our Catholic health ministry maintain fidelity to our Catholic identity, and I am firmly rooted in our Anglican parish. I am here to serve and steward the gifts God has given me for the good of the church and our witness to the gospel. I look forward to the potential opportunity to learn and lead.



Charles Metcalf

TRINITY CHURCH, WASHINGTON, PA

PRESENT SERVICE IN THE CHURCH: Head Usher, Lay Reader, Prayer Team

PAST SERVICE IN THE CHURCH: Vestry-Secretary, Vestry, Lay Reader, Lay Eucharistic Minister, Acolyte, Liaison with Homeless Ministry, Healing Ministry Team

PAST SERVICE IN THE DIOCESE: Committee on Constitution and Canons (2019-2022)

RELEVANT GIFTS AND EXPERIENCE

I have had a strong interest in Church Constitutions and Canons since my youth. To educate myself, I took classes with Bishop Phil Ashey on these subjects. I have contributed to Provincial requests for recommendations on Canons, and some of which were accepted.

In the secular world, I served as President of the Associated Men Students and Vice-President of my fraternity, Sigma Phi Epsilon. As a result I am aware of the need for constitutions and canons that support the mission of any organization.

I am a retired U.S. Army officer with significant experience in establishing policies and procedures. During my more than 25 years as a Department of Defense employee, I developed multiple policies regarding complex national and international issues. As a life-long Anglican, I understand Anglican polity.

As a member of this committee I seek to ensure that the structures supporting this diocese are sound and accurate.

Committee on Canons: Clergy Nominees (Elect 1)



The Rev. Krystal Hustead

SHEPHERD'S HEART FELLOWSHIP, UPTOWN, PA

PRESENT SERVICE IN THE CHURCH: Outreach Specialist and Assistant Chaplain at Shepherd's Heart Fellowship and Assisting Priest at Grace Anglican Church, Edgeworth

PAST SERVICE IN THE CHURCH: Associate Rector at Grace Anglican Church

PAST SERVICE IN THE DIOCESE: served on the Safe Church Committee

RELEVANT GIFTS AND EXPERIENCE

I am happy to serve in any place that is needed in the Diocese. I enjoy detail-oriented, organized/organizational, and meticulous work.



The Rev. Dr. Mary Baker

ALL SOULS' ANGLICAN CHURCH, WHEATON, IL

PRESENT SERVICE IN THE CHURCH: Deacon, All Souls Anglican Church, Wheaton, IL; Member, Provincial Governance Task Force

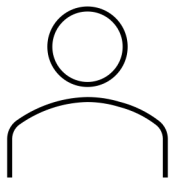
PAST SERVICE IN THE CHURCH: Clergy delegate to Provincial Council, Diocese of Quincy, 2014-2019

PAST SERVICE IN THE DIOCESE: Member, Committee on Canons

RELEVANT GIFTS AND EXPERIENCE

I am deeply invested in the revision of the clergy disciplinary Canons, both in the Province and in our diocese. I served on the Provincial subcommittee for Title IV which developed, in conjunction with the work of the Governance Task Force, the current revised Canon that is in a review period for our Province, for presentation for vote at Provincial Council 2025. In my present role on the diocesan Constitution and

Canons Committee I have offered this experience as a way of helping with the changes needed in our diocesan canons to align with the new Provincial requirements.



The Very Rev. Canon John Park

GRACE ANGLICAN CHURCH, MT. WASHINGTON, PA

Budget and Financials

Proposed 2026 Budget

The following budget was amended and approved by Diocesan Council on September 2, 2025.

	BUDGET Jan-Dec 25	ACTUAL Jan - Aug 25	BUDGET Jan-Dec 26	Note
Ordinary Income/Expense				
Income				
40 - Godly Share Income	952,052.00	606,830.37	984,010.00	1
41 - Other Contributions	16,000.00	7,766.71	16,000.00	
44 - Program Income	20,000.00	16,845.00	36,000.00	2
46 - Interest Income	1016.00	0.00	1,016.00	
49 - Net Assets Release from Restricted/Designated	10778.88	12,012.04	89,662.96	3
Total Income	999,846.88	643,454.15	1,126,688.96	
Gross Profit	999,846.88	643,454.15	1,126,688.96	
Expense				
50 - Province Expenses	111,805.20	67,296.45	120,001.00	
51 - Program Expenses	73,500.00	30,455.17	153,000.00	4
52 - Event Expenses	32,500.00	26,322.31	46,500.00	5
53 - Staff Expenses	520,647.00	348,630.88	538,817.96	6
54 - Occupancy Costs	63,275.00	40,709.28	61,780.00	
55 - Office Expenses	32,280.00	15,487.00	26,850.00	
56 - Archbishop Emeritus Expenses	6,490.00	3,813.33	6,640.00	
57 - Employee Expenses	37,500.00	24,893.82	42,500.00	
58 - Training	12,500.00	8,677.29	12,500.00	
60 - Professional & Consulting	91,399.68	45,098.76	99,100.00	
62 - Communications	7,000.00	1,795.63	7,000.00	
63 - Insurance	9,200.00	5,825.12	9,500.00	
65 - Bank and Finance Expenses	1,750.00	1,398.54	2,500.00	
67 - Contingency	0.00	0.00	0.00	
Total Expense	999,846.88	620,403.58	1,126,688.96	
Net Income	0.00	23,050.57	(0.00)	

- Notes**
- 1 Based on 2024 giving and 2025 pledge projections
 - 2 Includes additional income from diocesan camp, clergy spouse retreat, clergy retreat, Convention meals
 - 3 New line shows transfers in from designated and restricted funds (as used for appropriate operating expenses)
 - 4 Includes new line items for church planting and curacy
 - 5 Costs higher due to new and expanded events in 2026
 - 6 Includes salary increases made according to ADP financial regulations

Proposed Godly Share Offerings for 2026

Congregations will be sent notice of their 2024 actual operating income reporting with a recommendation for Godly Share giving for 2026 and encouragement to participate in the Growth Fund. Below are the recommendations to be sent to each congregation. The proposed budget reflects a more conservative forecast.

<i>Name</i>	<i>Location</i>	<i>Ops Inc 24</i>	<i>Godly Share 26</i>	<i>Growth 26</i>
Abundant Grace Church*	West Hills	149,527	5,981	1,495
All Saints Anglican Church	Cranberry Twp	195,504	19,550	1,955
All Souls Anglican Church*	Wheaton, IL	410,100	24,606	4,101
Christ Anglican Church	Brownsville	71,800	7,180	718
Christ Anglican Church	New Brighton	149,875	14,988	1,499
Christ Church Fox Chapel	Fox Chapel	717,731	71,773	7,177
Christ Our Hope	Natrona Heights	148,411	14,841	1,484
Christ the Redeemer	Canonsburg	364,542	36,454	3,645
Christ's Church	Greensburg	224,565	22,457	2,246
Church of Our Saviour	Glenshaw	11,850	1,185	119
Church of the Ascension	Oakland	2,032,628	203,262	20,326
Church of the Great Shepherd (MF)	Wheaton, IL	72,600	7,260	726
Church of the Redeemer*	Nashville, TN	1,211,261	84,788	12,113
Church of the Redeemer	St. Paul, MN	370,221	37,022	3,702
Church of the Savior	Ambridge	124,319	12,432	1,243
Church of the Transfiguration	Elizabeth	33,226	3,323	332
Epiphany Anglican Fellowship	Ligonier	98,373	9,837	984
Grace Anglican Church	Edgeworth	121,283	12,128	1,213
Grace Anglican Church	Grove City	444,711	44,471	4,447
Grace Anglican Church	Mt. Washington	104,285	10,429	1,043
Harvest Anglican Church	Homer City	27,800	2,780	278
Holy Innocents	Leechburg	24,408	2,441	244

<i>Name</i>	<i>Location</i>	<i>Ops Inc 24</i>	<i>Godly Share 26</i>	<i>Growth 26</i>
Incarnation Church (Anglican)	Pittsburgh	13,366	1,337	134
Jonah's Call	Northside	63,135	6,314	631
Mosaic Anglican Church	North Fayette	169,237	16,924	1,692
New Jerusalem Church (MF)	Carol Stream, IL	150,513	15,051	1,505
Prince of Peace Church	Hopewell	303,333	30,333	3,033
Reconciliation Anglican Church	Penn Hills	105,904	10,590	1,059
Redeemer Anglican Church (MF)	Franklin, PA	87,558	8,756	876
Redeemer Anglican Church* (MF)	North Boroughs	150,061	9,004	1,501
Shepherd's Heart Fellowship	Uptown	229,791	22,979	2,298
Somerset Anglican Fellowship	Somerset	95,216	9,522	952
St. Alban's Anglican Church	Murrysville	217,107	21,711	2,171
St. Elizabeth Anglican Mission	Bridgeville	4,803	480	48
St. John's Anglican Church*	Franklin, TN	306,122	18,367	3,061
St. Luke's Anglican Church	Georgetown	25,570	2,557	256
St. Martin's Anglican Church	Monroeville	85,937	8,594	859
St. Mary's Anglican Church*	Charleroi	79,187	3,167	792
St. Matthew's Anglican Church*	Johnstown	42,320	2,116	423
St. Peter's Anglican Church	Butler	184,221	18,422	1,842
St. Peter's Anglican Church	Uniontown	184,715	18,472	1,847
St. Stephen's Church	Sewickley	1,847,665	184,767	18,477
St. Thomas Anglican Church	Gibsonia	185,415	18,542	1,854
Trinity Anglican Church	Patton	17,635	1,764	176
Trinity Church	Washington	208,043	20,804	2,080
TOTAL		11,865,876	1,099,760	118,659

- 1) Godly Share Ask is recommended pledge (10% tithe) based on 2024 Ops Income
- 2) * Represents churches who are moving from a lower percent to a full tithe (over multiple years) - Ask is projected amount, not full tithe
- 3) Growth Fund Ask is 1% of Ops income - not required, but encouraged
- 4) Projection for budgeted income is based on additional data and is lower than the total ask amount.

Balance Sheet Through August 2025

	With Donor Restrictions				Without Donor Restrictions			
	Bishop's Legacy Fund	Growth Fund	Other Restricted	Bishop's Discretionary	Operating Reserve	Other Designated Funds	Operating Fund	TOTAL
ASSETS								
General Checking	0.00	0.00	0.00	0.00	0.00	0.00	88,189.70	88,189.70
Ops Reserve Savings	0.00	0.00	0.00	0.00	19,080.46	0.00	0.00	19,080.46
Designated Savings	0.00	0.00	38,465.98	0.00	1,073.49	54,718.25	0.00	94,257.72
Bishop Discretionary	0.00	0.00	0.00	13,459.43	0.00	0.00	0.00	13,459.43
Other Cash	0.00	0.00	0.00	0.00	0.00	0.00	50.44	50.44
Investments	798,550.40	0.00	0.00	0.00	330,921.38	0.00	0.00	1,129,471.78
Accounts Receivable	0.00	0.00	0.00	0.00	0.00	0.00	19,799.18	19,799.18
Other Current Assets	(485,251.77)	290,210.37	0.00	0.00	7,742.53	156,196.59	46,218.79	15,116.51
Fixed Assets	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00
Lease Assets	0.00	0.00	0.00	0.00	0.00	0.00	21,789.47	21,789.47
TOTAL ASSETS	313,298.63	290,210.37	38,465.98	13,459.43	358,817.86	210,914.84	176,047.58	1,401,214.69
LIABILITIES & EQUITY								
Liabilities								
Accounts Payable	0.00	0.00	0.00	0.00	0.00	0.00	1,004.00	1,004.00
Credit Cards	0.00	0.00	0.00	0.00	0.00	0.00	4,807.51	4,807.51
Other Liabilities	0.00	0.00	0.00	0.00	0.00	0.00	9,007.94	9,007.94
Grants Payable	30,000.00	40,000.00	0.00	0.00	0.00	0.00	0.00	70,000.00
Lease Liabilities	0.00	0.00	0.00	0.00	0.00	0.00	21,789.47	21,789.47
Equity								
Restricted Net Assets	270,346.17	272,317.22	3,929.04	12,359.50	0.00	0.00	0.00	558,951.93
Unrestricted Net Assets	0.00	0.00	0.00	0.00	451,136.95	1,315.71	202,888.09	655,340.75
Net Income	12,952.46	(22,106.85)	34,536.94	1,099.93	(92,319.09)	209,599.13	(63,449.43)	80,313.09
TOTAL LIABILITIES & EQUITY	313,298.63	290,210.37	38,465.98	13,459.43	358,817.86	210,914.84	176,047.58	1,401,214.69

1) Operating Reserve includes \$130,000 in legal reserve, \$228,818 in operating cash reserves

2) Other Restricted includes Youth Scholarships, Deacon Formation, Center for Rural Ministry Grant

3) Other Designated includes Holy Trinity Church Plant, Provincial Delegates, Church Revitalization, Clergy Assistance, and Council Designated

Reports of Canonical Bodies & Diocesan Personnel

Bishop

THE DIOCESE

The main work of your bishop has been expressed in my visits to congregations of the Diocese week in and week out. I had 38 parish visits this past year, where I confirmed 152 and received 24 candidates since this time last year. This is the most characteristic expression of my work, engaging with clergy, confirmands and vestries in my parochial visits. It is the thing that I do most commonly and regularly as bishop. This is essentially relational work, connecting with the Diocese—the people of our churches.

I continue to try to provide a brief weekly message for the people of the Diocese. These are meant to be encouragements for living out the Christian life. They are at times informational and catechetical, but have had the additional benefit of letting the members of our diocese feel that they know me. There has, therefore, been a relational benefit to us.

There are three organizational things that have taken much of our energy this past year.

THE SAFE CHURCH POLICY FOR THE DIOCESE

A dedicated and hard-working task force, headed by Fred Dale, former senior warden at St. Stephen's in Sewickley, pared down and significantly reworked the sample policy provided by the Province and produced our own. This policy or comparable ones have been adopted by all of the parishes of our diocese. We are all now working on becoming compliant to those policies. I have heard that the implementation has seemed challenging but with that feedback, almost universally we have heard that people understand that good safety protocols are very important. I want to commend the hard work parishes have and are putting into this, which demonstrates their commitment to safety in our churches.

CONSTITUTION AND CANONS

Our Constitution and Canons committee has worked very hard in making proposed amendments that would eliminate the Board of Trustees as a governing body. We will be making decisions about those amendments at convention this year. The committee was earnest in their task having the work done in the May/June timeframe. I am grateful for their hard work on this.

SHEPHERD'S HEART

Most will already know that there was a very significant financial crisis at Shepherd's Heart this year. Both Sarah Kwolek and I have spent many hours working with the staff and vestry to bring better order. There was a critical moment in May during which we were looking at how to shut the ministry down. Thanks to the mercy of God, in the form of an incredibly generous donation, we were able to continue and in September hired a new executive director, Steve Crary, to run that ministry. As the church is still without a rector, I

remain the ex-officio rector and am working with Steve and the vestry to structure Shepherd's Heart for long-term success.

BEING KINGDOM-MINDED

Despite the closure of a few congregations this year, the Diocese overall continues to grow in terms of average Sunday attendance. The average attendance in 2024 (the most recent year for which we have numbers) was up by about 400 people per Sunday, on average, over 2023. That is about a 10% increase. With that, a number of churches are pursuing revitalization work through Revive. New plants are getting started: Holy Trinity in Zelienople and Immanuel in Columbia, TN. Redeemer Franklin is working on an initiative started by Canon Bill Henry in collaboration with the Center for Rural Ministry at Grove City and is bringing on a church planting intern, Bryce Lowe, to pursue additional church plants in more rural areas of western PA.

THE BROADER CHURCH

In the past year, I have remained engaged in the life of the broader church. Part of this is my attending the two annual meetings of the College of Bishops, in January and in June, and also Provincial Council. I am also a member of the Common Life Commission which is a subgroup of the College of Bishops working on things such as unity, overlapping jurisdictions, bishops training, and mediation work in the Province. I serve also on the Archbishop's Cabinet, a body that meets monthly and acts as a sounding board for the archbishop.

I am a member of the Board of Trustees of Trinity Anglican Seminary and serve on the Board of the Isaiah Forty Foundation. I had the joy and privilege of taking the Isaiah Forty team to run a conference in our sister Anglican Diocese in New England in March of this year.

In addition to leading our own annual clergy retreat in September, I also led a retreat for the clergy of the Gulf Atlantic Diocese in February of this year.

CONCLUSION

Our chancellor, Delia Bowers Bianchin, has worked many hours with the Constitution and Canons committee, the Safe Church Task force, and with me, sometimes with very little turnaround time, to support the work of our common life together. I am very thankful for her generosity with her time.

I am deeply grateful to the diocesan staff, Canon Bill Henry, Sarah Kwolek, Christina Silva, Stephanie Finn, and Jen Newhouse. They work hard every day to do what the Bishop's office is meant to do—support the work and ministry of our parishes in every way that we can.

The coming year will present us with its own challenges and opportunities. In each of them I ask for the grace to look to and lean into the Lord for strength, wisdom and hope. Please pray for grace to faithfully fulfill the work he has given us to do.

Respectfully submitted,
The Rt. Rev. Alex Cameron
Bishop of the Anglican Diocese of Pittsburgh

Canon to the Ordinary

"I keep asking that the God of our Lord Jesus Christ, the glorious Father, may give you the Spirit of wisdom and revelation, so that you may know him better. I pray that the eyes of your heart may be enlightened in order that you may know the hope to which he has called you, the riches of his glorious inheritance in his holy people, and his incomparably great power for us who believe." —Ephesians 1:18-19

I continue to be so grateful for the blessing of serving the Anglican Diocese of Pittsburgh as canon to the ordinary. Serving with Bishop Alex and our great staff at the bishop's office—Sarah Kwolek, Christina Silva, Stephanie Finn, and Jen Newhouse—is both rewarding and fulfilling. We work well together, enjoy serving with one another, and always have a lot of fun!

This past year the ADP was presented with a wonderful opportunity. We were approached by the Center for Rural Ministries, based at Grove City College, who invited us to consider applying for a two-year grant to fund a rural ministry project. The Rev. Eric Phillips, rector at Redeemer in Franklin, PA, and I put together a proposal envisioning a church planting initiative in the northwestern sector of PA. Our grant application was approved and, heading into 2026, Eric and Redeemer will welcome our first church planting curate, recent Trinity Anglican Seminary graduate Bryce Lowe. Bryce will serve on staff at Redeemer, train under Eric's leadership, and pray to identify a rural community in which to plant an Anglican congregation. With God's blessing, we look to plant three new churches in rural, northwest PA by 2030.

I appreciate serving with the Rev. Lauren Scharf and the members of the Commission on Ministry. We are excited to see God bringing gifted women and men who sense a call to consider serving as part of the next generation of ordained deacons and priests in the ADP. In particular, God has provided us a surprising number of people who are sensing a call to the vocational diaconate. Archdeacon Mark Stevenson and I are discerning God's lead in wisely placing these vocational deacons in parish settings to inform gospel ministry.

Our two new sets of canonical examinations, for priests and deacons, were put into use this year. Early returns show that our exam revisions provide us with excellent insight into candidates' theological knowledge and ability to apply that knowledge practically. I appreciate the willingness of the canonical exam readers and interviewers who serve in the canonical exam process.

It is an honor to serve you all as the canon to the ordinary and I look forward to what God will do in the life of our diocese in 2025!

Respectfully submitted,
The Rev. Cn. Dr. Bill Henry
Canon to the Ordinary

Standing Committee

The Standing Committee of the Diocese, which is composed of eight elected leaders, serves primarily as a council of advice to the Bishop and has ecclesiastical authority in the absence of a Bishop (Articles VIII and IX of the Constitution and Canons).

We meet monthly at the diocesan office to pray, listen, and take council with Bishop Alex about the ongoing life of the Diocese. Our conversations have ranged the gamut from dealing with misconduct allegations and disciplinary matters, church planting questions, congregations in the midst of transitions, diocesan stewardship, and much more.

The Standing Committee has the responsibility to review and approve congregations' Articles of Association, Charter and by-laws, and any changes to them. In addition to approving the bylaw revisions of several congregations in the course of the year, we also approved an updated template set of bylaws revised by our chancellor for congregations to use.

One of the most significant areas in which we attempt to aid the Bishop is overseeing transitions within congregations. Following the retirement of the beloved Rev. Mike Wurschmidt as the founding pastor of Shepherd's Heart Fellowship, there have been a series of questions about how best to steward the legacy of this vital, complex ministry among the marginalized and vulnerable. By God's grace we were able to support Bp. Alex as he saw that community through the most sensitive early phases of the transition, and we look forward to seeing what God has in store as they move forward in mission.

To promote collaboration between leadership bodies, the president of Standing Committee also attends meetings of Diocesan Council and the Board of Trustees. Representatives of each of these bodies work together to review compensation of diocesan personnel.

The Standing Committee also conducts the Bishop's annual review. This year, the Rev. John Bailey is leading a small group in reviewing with Bp. Alex his experiences in ministry this past year and reflecting on the year ahead.

On a personal note, it occurs to me that I am now the only remaining member of the Standing Committee who was in office before Bishop Alex was elected. Having served during a vacancy in the episcopate, I can say what a relief and joy it is to be in the season of life we now are as a diocese. It is remarkable to look back and see the Lord's mercy shown to us over these years.

Your servant in Christ,

The Rev. Andrew DeFusco

President of the Standing Committee

Board of Trustees

MISSION AND FUNDING

The Anglican Diocese of Pittsburgh's Board of Trustees role is to oversee and steward diocesan assets and property to effectively support its mission. Our primary focus involves serving as custodian of two vital funds, each serving as a lifeline to congregations, clergy, and diocesan projects through grants and loans. The BOT reviews and approves all applications for loans and/or grants from:

- **The Growth Fund:** A participatory fund designed to encourage contributions from congregations and diocesan organizations. These contributions enable us to support a wide array of programs and essential capital needs across the Diocese. Through the Growth Fund, churches can leverage their contributions to support their own projects while also contributing to others, all in service of advancing God's mission. The Growth Fund assists in the establishment of new churches in the Diocese, revitalizing existing churches and alleviating emergencies which may arise within existing churches.
- **The Archbishop Duncan Legacy Fund ("The Legacy Fund"):** Another avenue open for donations, this fund plays a crucial role in funding church plants, financing capital projects, and supporting leadership development amongst our clergy. For those interested in seeking support, details on the submission process can be found on the diocesan website, or you may contact the diocesan office for inquiries.

We give thanks to God for the financial support of churches through their annual giving and how He is blessing and multiplying their offerings to further the mission of our diocese and its congregations.

COMMITTEE STRUCTURE

To ensure thorough deliberation and effective decision-making, all new business and proposals presented to the Board undergo a subcommittee-level review before being brought before the full board for consideration. Each committee has distinct responsibilities pertaining to various aspects of diocesan business:

- **Capital Needs and Planning Committee:** This committee is responsible for managing fundraising efforts, grant allocations, and loan requests.
- **Committee on Investments and Finance:** Ensures the responsible stewardship of our investment portfolios, investments and financial assets.
- **Audit Committee:** Provides an essential role in the audit review process, ensuring financial transparency and integrity.

HIGHLIGHTS OF 2025

The past year has been characterized by stability and progress. Our quarterly meetings maintain consistency, with a dedicated focus on reviewing ongoing matters, committee reports, and approving crucial committee activities, including grant and loan proposals. Key achievements and initiatives include:

- **Capital Needs and Planning Committee:** A number of grant and sabbatical support requests were approved and highlights are found in the Growth Fund and Legacy Fund reports in this journal.
- **Committee on Investments and Finance:** The committee continued its partnership with Morgan Stanley, stewarding their performance and ensuring prudent financial management of the diocesan investment accounts and assets.

Thanks to all who have served faithfully on the Board over the past year and all those who continue to support our mission and work.

In the service of Our Lord,

David Greening

President of the Board of Trustees

Diocesan Council

As defined in Canon VI of the Constitution and Canons, "The Diocesan Council shall act on behalf of the Convention when the Convention is not in session. In particular, it shall evaluate the policies, programs, and other activities of the Diocese; make recommendations to the Convention; and give general oversight to the work, mission, budget, and human resources of the Diocese."

The Diocesan Council is structured with clergy and lay persons representing each district of the Diocese. Individuals are elected to serve three-year terms, not to exceed two consecutive terms. The Diocesan Council continued to hold regular meetings via Zoom in 2025. This technology has allowed us to have robust participation from our "Beyond the Burgh" parishes.

I offer sincere thanks to all those who served on Council in 2025, including Council vice president the Rt. Rev. Dr. David Hicks, our chancellor Ms. Delia Bouwers Bianchin, Esq., our secretary Mrs. Ann McCarthy, and judge of audits Ms. Holly Ruble. A special note of thanks to Mrs. Sarah Kwolek, who went above and beyond this year in her work as administrator and treasurer both for the council and in her work with Shepherd's Heart.

Much of our work this year was accomplished by several committees who should be noted and thanked for their excellent work. The finance committee, which includes the Rev. Doug Blakelock, Mrs. Karen Gowdy, Ms. Judith Hall, and Mr. Tom Hay, produced a budget that beautifully balanced care for our existing parishes and funding for new initiatives. The budget is a step forward for our diocese as it seeks to provide the necessary resources for the Bishop's vision for the mission of the Diocese. Our nominations committee,

which includes Ms. Judith Hall, Mr. Don Klein, and the Rev. Frances Metcalf, did another stellar job this year. We have another great slate of candidates to consider for election.

In 2025, the Council continued its work offering oversight to the general work of the Diocese. A significant portion of our time was given to the work of bringing to completion our Safe Church Policy. The committee, Ms. Delia Bouwers Bianchin, Mr. Fred Dale, Mrs. Dana Henry, the Rev. Krystal Hustead, the Rev. Eric Rodes, Mr. Doug Wicker, the Rev. Michael McGhee, and Mrs. Sarah Kwolek, worked tirelessly to complete this work by the required deadline. As a member of this committee, I can personally testify to the tremendous thoughtfulness and care exhibited by the committee members as they sought to protect some of the most vulnerable members of our churches.

In closing, I want to share how encouraged I am by the direction our diocese is moving. There has been much time and effort given to building a solid foundation for our diocese, and from this foundation new ministry is springing forth. We are blessed by our Bishop's vision for ministry in the Burgh and beyond.

Amor Ipse intellects est,

Michael McGhee

President of the Diocesan Council

Commission on Ministry

"The Commission on Ministry (COM) 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 XXXII, Section 1

This year the COM has continued the good and joyful work of coming alongside people as they discern a call to ordained ministry. Throughout the year we meet regularly to discern, discuss, and pray as we help shepherd people through this process. Committee members also interview individuals as they hit certain markers on their path of discernment. These interviews help us and those in process discern together what the Lord may be asking of them in their vocational lives.

I continue to be tremendously grateful to the kind, wise, and discerning individuals who comprise our committee. This year the Rev. Carolyn Nunnally and the Rev. Dr. Joel Scandrett stepped down from their roles within the COM. We are tremendously grateful to both for the years they served with us and the wisdom they shared. We were delighted to be joined by Dr. Leslie Thyberg who is reprising her role as part of Pittsburgh's discernment process. We are pleased to welcome her back and for the years of wisdom she brings. I am grateful also to the individuals who have continued their work over the past year: the Rev. Marybeth Carey, Mrs. Hannah Halfhill, the Rev. Michael McGhee, Mrs. Catherine Parham, the Rev. Alex Shuttleworth, the Ven. Dr. Mark Stevenson, Mr. Nick Storm, and the Rev. Gaea Thompson. I am particularly grateful to our commission coordinator, Mrs. Christina Silva, for her skillful and indispensable support, and

to the Rev. Cn. Dr. Bill Henry, whose impressive and long title is only outshone by the faithfulness and vision with which he oversees our committee in his role as canon to the ordinary.

We currently have 19 individuals actively in process with us at varying stages of their discernment. Over the past year we rejoiced at the following ordinations, all performed by Bp. Alex Cameron: Shannon Reed, Shannon Ames Fuller, and Scott Means were ordained to the diaconate on January 25, and Erik Germesin, Krystal Hustead, and Cody Ramer were ordained to the priesthood on June 7, 2025.

We humbly ask for the prayers of the wider diocese as we continue this work and appreciate the church partnerships we enjoy as we seek to identify and help raise up individuals called to ordained ministry.

Respectfully submitted,

The Rev. Lauren Scharf

Chair of the Commission on Ministry

Mrs. Christina Silva

Diocesan Executive Assistant, Commission on Ministry Coordinator

Committee on Canons

A redline of the Committee on Canons' proposed changes to the Constitution & Canons of the Diocese are included as [Appendix A](#) of this document.

The Committee on Canons met consistently beginning immediately after the election of new members at the 2024 Diocesan Convention. The Committee's work this year focused on consolidating changes regarding the elimination of the Board of Trustees, which received preliminary approval at 2024 Convention and, as a constitutional change, will require a second vote at the 2025 Convention.

The Committee reworked several canons in order to transfer the Board's responsibilities to Diocesan Council, and has drafted language establishing a Finance Committee of Diocesan Council to assist in the administration of the Diocese's assets under the oversight of Diocesan Council (this committee currently exists outside of the Canons).

To fulfill these new roles of Diocesan Council, the Committee also proposes to allow the Bishop to appoint up to three members of Council. This would be a constitutional change in Article X, Section 1, requiring votes at this year's Convention and next year's. A new Section 3 was added to Article X and will also require votes at this year's Convention and next year's.

The Committee also has proposed language for safeguarding in Canon XVI Section 12, and throughout Canon XXI, especially by adding a new Section 5.

Can. XVI Sec. 12 would require congregations to "adopt and implement safeguarding policies and procedures for application within the congregation and its ministries and shall monitor and ensure compliance with such policies and procedures."

Can. XXI changes are designed to bring our diocese into alignment with Title IV of the ACNA Canons. Title IV is being revised at the provincial level and we expect to have to revisit this again next year.

There are a number of less substantial changes. Most evidently, the expected deletion of Articles, Canons, and Sections related to the Board of Trustees will require renumbering of subsequent sections. The Committee also attempted to make language and formatting consistent throughout the relevant documents.

The Rules of Order were also revised to reflect the elimination of the Board of Trustees and will require a vote at Convention for amendment.

Submitted by,
Jay Roddy, Lay Member
Committee on Canons

Growth Fund

The Growth Fund of the Anglican Diocese of Pittsburgh has total assets of \$250,210 (August 2025). Our congregations pledged to give \$23,236 to the Growth Fund in 2025. We have received \$14,376 in pledges to date (August 2025). The pledges from churches increased significantly in 2023 but have declined in the last two years.

The grants committee of the Board of Trustees met several times since our last Convention to review grant requests received by the Diocese. One request, totaling \$30,000, was approved for a Growth Fund grant by the Board of Trustees to date (August 2025). This grant will be paid out over three years so the total grants paid to date (August 2025) is \$10,000. The grant supported a new staff position for outreach specifically among the Spanish speaking community around the church.

The grants committee and the Board of Trustees continues to pursue all due diligence in considering grant requests and takes a prayerful approach to assisting our congregations whenever possible.

The congregations choosing to give generously to the Growth Fund each year are integral to keeping the grant program alive. As the Bishop continues to pursue a vision for planting and revitalizing churches in this diocese, the grants committee expects to receive more grant requests to that end. We ask our churches to consider [giving to this fund](#), if they are not already, so that our grants committee may continue to have the resources available to assist our congregations with a variety of new ministry pursuits and practical needs.

The objectives of the Growth Fund remain:

- A. To assist in the establishment of new churches in the Diocese
- B. To revitalize existing churches in the Diocese
- C. To alleviate emergencies in the Diocese or elsewhere

Delighted to serve,
Sarah Kwolek
Director of Administration
Staff Liaison to the Board of Trustees

Legacy Fund

The Archbishop Duncan Legacy Fund of the Anglican Diocese of Pittsburgh has total assets of \$283,300 (August 2025).

The grants committee of the Board of Trustees met several times since our last Convention to review grant requests received by the Diocese. Four requests totaling \$19,525, were approved from the Legacy Fund by the Board of Trustees to date (August 2025). These grants were primarily to assist clergy in taking much deserved sabbatical time.

The Bishop has encouraged individual giving to be directed toward the [Legacy Fund](#) as the Diocese is operating well from Godly Share income at this time.

We will continue to offer grants and loans from this fund based on these objectives:

- A. The Legacy Fund is intended to provide support for congregations within the Diocese to encourage and facilitate growth both within existing congregations and with church planting efforts.
- B. The Legacy Fund is also intended to provide support for clergy within the Diocese to encourage and facilitate personal growth and well-being through sabbaticals, coaching, and/or leadership training opportunities.
- C. The Legacy Fund is also intended to provide other means of support for congregations and clergy as opportunities arise.
- D. Within the context of available funds and pending requests for loans/grants, the Committee and the Board of Trustees will take into consideration relevant circumstances of the applicant, including, without limitation, the following:
 - a. Mission/Vision of the congregation to be impacted by funds requested.
 - b. Community to be served through the funds requested.
 - c. Availability of other sources of financing to the requesting congregation.
 - d. For loan requests, the ability to repay within the context of the financial status of the requesting congregation.

Delighted to serve,
Sarah Kwolek
Director of Administration
Staff Liaison to the Board of Trustees

Director of Administration

Next January marks five years that I have served in this role. When I accepted this position at the end of 2020, I believed that once our diocesan house was in order again I would not have enough work to keep me busy. That has proved false! I have discovered that there is always more to learn and more to accomplish on behalf of our clergy and our churches and I have found great joy in pursuing special projects for the Diocese that have allowed us to further pursue our mission.

I am grateful for our diocesan staff who continue to pursue excellence in their work, while serving the people of the Diocese in a gracious and thoughtful manner. As we pursue new initiatives, it is a blessing that our two administrative staff have agreed to increase their hours to meet the demands on our time.

This year was marked by a unique temporary role that consumed much of my available time. The Bishop requested that I serve Shepherd's Heart as their acting CFO. While we believed at that time that we might have the unfortunate task of shutting down this valuable ministry in our diocese, the Lord, in his infinite wisdom and grace, provided for a miracle that has allowed Shepherd's Heart to regroup and continue the remarkable services they provide to the homeless and veterans in the city of Pittsburgh. My role with Shepherd's Heart is winding down in the last quarter of 2025 as we have hired an exceedingly capable executive director to lead this ministry.

In addition to this unique role with Shepherd's Heart, I also served as the staff liaison to the Safe Church taskforce and have served as the interim safeguarding director, putting me on the front lines of assisting our churches as they implement their own Safe Church policies in line with our diocesan policy. The work of protecting our most vulnerable church members must be a priority for all of us. I am honored to have worked with a wonderful group of volunteers on the taskforce. We have posted the safeguarding director position and I am looking forward to relinquishing that interim role in the near future.

At the Provincial level, I continued to serve on the planning team for Provincial Council which was held in Ambridge in June this year. I assisted their advance team with onsite visits and supported the provincial staff throughout the week of meetings. Serving as a delegate from our diocese to Provincial Council, I was elected to the Executive Committee of the Province and I am delighted to serve in provincial leadership for the next three years. Working so closely with the Province to utilize the new Trophimus Center at Trinity Anglican Seminary had an added benefit for our diocese as we planned this year's convention to be held there for the first time. I expect what we learned from the June meetings will enhance our use of the space and bless those participating in our convention.

I continue to be extra grateful to the Finance Committee, as they meet monthly to review financial reports, consult on budget and new initiatives, and to offer recommendations to the Diocesan Council and the Board of Trustees as needed. The Rev. Doug Blakelock and Ms. Judith Hall from the Diocesan Council, Mrs. Karen Gowdy from the Board of Trustees and Mr. Tom Hay from the Standing Committee have served ably in this capacity.

The operating reserve fund established in 2022 grew to nearly \$378,000 by May 2025, surpassing our long-term goal of 4-6 months of operating expenses (\$240-360,000). The Finance Committee recommended reducing this goal to 3-4 months and releasing \$150,000 to other purposes. The Diocesan Council agreed (held as Council Designated in the balance sheet). With the recommendation of the Finance Committee, Diocesan Council also approved a [2026 budget](#) that includes new initiatives in Church Planting and a Curacy program. Finally, recognizing the risks in our diocese that might require legal funding, we have kept \$130,000 in a legal reserve fund to offer protection for the Diocese and our churches in the future.

I continue to offer quarterly newsletters and Zoom calls for our church administrators and finance staff. These calls are well attended, and I appreciate the opportunity they provide to network our people and provide valuable resources not just from the Diocese but also between our churches.

Our financial auditors, Grossman Yanak & Ford, LLP, completed their audit of the 2024 calendar year and their report was given to the Finance Committee and other diocesan leadership in June. The Diocese received an unmodified (clean) opinion dated June 24, 2025. The Diocese ended the year with net assets without donor restrictions of \$655,344 and net assets with donor restrictions of \$558,949.

Graciously submitted,

Sarah Kwolek

Director of Administration & Treasurer

Director of Communications

It has certainly been an eventful year in the life of our diocese and province. As your communications director, I have had the privilege of continuing to keep you informed and connected through our Bishop's video messages, weekly emails, and social media. I also work on planning, communication, and registration for all of our diocesan events, including Convention.

Aside from the regular responsibilities of my role, I have also participated in several special projects over the last year:

- **Church communicators calls.** Late in 2024, I began hosting Zoom calls for our congregations' communications staff or volunteers (and in some cases, rectors) to gather and learn from one another. While we have been on hiatus in the months leading up to Convention, we plan to meet again in November. If you would like to be placed on my email list, you can connect with me via the email address below.
- **Communications consultations.** In addition to our communicators calls, I have also had the opportunity to work one-on-one with some of our congregations this year, to provide feedback and ideas on website design, social media strategy, outreach initiatives, and more. I hope to continue this good work in 2026 and remain at your disposal.

- **Safe Church Policy.** After editing and distributing the new diocesan Safe Church Policy in June, we have endeavored to assist our congregations in adopting and implementing the new measures, in part with the development and release of several Safe Church implementation resources. Our staff, along with our chancellor and the safe church task force, has spent a significant portion of this year working on this important update to keep our most vulnerable members safer while in our care.
- **New website.** Last October, we announced the launch of our new website at www.adpgh.org. Work has continued over the past year to establish a password-protected Clergy and Congregation Hub and to strengthen the Resource section of the website.
- **Clergy welcome kits.** To assist with onboarding our newly ordained or transferred clergy, I worked with Christina Silva on a Clergy Quickstart Guide and a welcome bag of Pittsburgh-themed gifts. We began distributing them at Clergy Retreat in September.
- **Shepherd's Heart.** During the significant staffing transition at Shepherd's Heart this year, the diocesan office stepped in to cover some of their ongoing needs. I assisted with their communications efforts until their new hires were onboarded in September.

Outside of my professional responsibilities in the diocesan office, I also had the chance to work on some initiatives to provide fellowship and support for the spouses and families of our clergy. In February, we held a one-day retreat for clergy spouses, led by Mrs. Tamara Cameron. Based on feedback from that event, we've since started a Facebook group for ADP clergy spouses and hosted a Clergy Family Day at North Park in June. In 2026, we have already scheduled a second annual Clergy Family Day and we hope to host an overnight retreat for lay spouses of clergy.

THANK YOU

I want to take a moment to thank Cindy Marsch for editing our Friday newsletters and providing me with her wise grammatical counsel, Cariño Casas and Alexis Anaya for contributing their photography skills, and all who have submitted news, photographs, and stories from their congregations over the course of the year.

And I am always grateful for my coworkers in the diocesan office, and for all of you, who continue to make my work a joy and privilege.

HOW YOU CAN HELP

Please continue to share with us how God is working in your church, by emailing me, tagging us on social media, commenting, or engaging however you prefer. Let's partake in one another's triumphs, needs, prayer requests, and creative solutions, so we may all be strengthened through the larger body of Christ! You can submit to our newsletters through [this form](#) or email me anytime at communications@adpgh.org.

"Therefore encourage one another and build one another up, just as you are doing." — 1 Thessalonians 5:11

Gratefully submitted,
Stephanie Finn
Director of Communications

Parochial & Diocesan Statistics

Attendance & Financial Information

Information is based on the 2024 reporting year.

<i>Congregation</i>	<i>Location</i>	<i>Average Attendance</i>	<i>Total Members</i>	<i>Confirmed Adults in Good Standing</i>	<i>Avg. Weekly Age 0-12</i>	<i>Avg. Weekly Age 13-18</i>	<i>Operating Income</i>	<i>Projected Giving to Diocese</i>
Abundant Grace Church	West Hills	75	120		10	5	149,527	5,400
All Saints Anglican Church	Cranberry Twp	61	89	78	5	8	195,504	17,274
All Souls Anglican Church	Wheaton, IL	197	263		53	27	410,100	15,646
Christ Anglican Church	Brownsville	13	20	9	2	3	71,800	8,968
Christ Anglican Church	New Brighton	32	74	73	0	2	149,875	15,577
Christ Church Fox Chapel	Fox Chapel	171	250	220	30	20	717,731	70,155
Christ Our Hope Anglican Church	Natrona Heights	44	87	61	7	5	148,411	14,915
Christ the Redeemer	Canonsburg	74	157		31	9	364,542	34,778
Christ's Church Greensburg	Greensburg	80	292	136	3	4	224,565	16,000
Church of Our Saviour	Glenshaw	14	30	27	2	0	11,850	1,200
Church of the Ascension	Oakland	556	608	363	115	85	2,217,208	190,408
Church of the Great Shepherd	Wheaton, IL	25	18		3	3	72,600	
Church of the Redeemer	Nashville, TN	424	419		64	16	1,211,261	73,536
Church of the Redeemer	St. Paul, MN	126	139		19	20	370,221	39,500
Church of the Savior	Ambridge	50	62	32	11	4	124,319	12,432
Church of the Transfiguration	Elizabeth	24	40	33	0	0	33,226	3,637
Epiphany Anglican Fellowship	Ligonier	27	55	48	5	0	98,373	8,000
Grace Anglican Church	Edgeworth	46	49	28	10	8	121,283	12,650
Grace Anglican Church	Grove City	439	239		40	50	444,711	39,616
Grace Anglican Church	Mt. Washington	35	50	39	7	4	104,285	12,452
Harvest Anglican Church	Homer City	9	11	10	0	0	27,800	1,800
Holy Innocents Anglican Church	Leechburg	13	42	25	1	1	24,408	2,550
Incarnation Church	Pittsburgh	10	20	20	0	0	13,366	1,311

<i>Congregation</i>	<i>Location</i>	<i>Average Attendance</i>	<i>Total Members</i>	<i>Confirmed Adults in Good Standing</i>	<i>Avg. Weekly Age 0-12</i>	<i>Avg. Weekly Age 13-18</i>	<i>Operating Income</i>	<i>Projected Giving to Diocese</i>
Jonah's Call	Northside	40	30		7	0	63,135	6,263
Mosaic Anglican Church	North Fayette	50	76	27	15	8	169,237	17,046
New Jerusalem Church	Carol Stream	33	15	15	0	2	150,513	15,051
Prince of Peace Anglican Church	Hopewell	133	184	138	12	6	303,333	29,370
Reconciliation Anglican Church	Penn Hills	42	70	65	6	0	105,904	12,180
Redeemer Anglican Church	Franklin, PA	45	30	4	8	5	87,558	7,200
Redeemer Anglican Church	North Boroughs	52	63		25	2	150,061	6,000
Shepherd's Heart Fellowship	Uptown	30	100	75	0	0	229,791	23,000
Somerset Anglican Fellowship	Somerset	37	120	77	4	4	95,216	8,990
St. Alban's Anglican Church	Murrysville	60	108		8	8	217,107	23,164
St. Elizabeth's Anglican Mission	Bridgeville	13	14	14	0	0	4,803	500
St. John's Anglican Church	Franklin, TN	68	125	100	20	4	306,122	15,000
St. Luke's Anglican Church	Georgetown	9	15	15	0	0	25,570	2,488
St. Martin's Anglican Church	Monroeville	15	19	18	0	0	85,937	8,000
St. Mary's Anglican Church	Charleroi	36	70	63	1	4	79,187	3,300
St. Matthew's Anglican Church	Johnstown	28	46	32	7	0	42,320	2,600
St. Peter's Anglican Church	Butler	57	89	77	4	6	184,221	17,532
St. Peter's Anglican Church	Uniontown	40	61	51	0	0	184,715	17,460
St. Stephen's Church	Sewickley	493	656	613	63	35	1,847,665	168,822
St. Thomas Anglican Church	Gibsonia	54	117	99	8	8	185,415	17,467
Trinity Anglican Church	Patton	13	20		0	0	17,635	1,760
Trinity Church	Washington	56	101	93	18	5	208,043	18,000
True Vine Anglican Church	Monongahela	16	26	0	0	0	12,000	0
<i>Totals</i>		3965	5289	2778	624	371	12,062,456	1,018,998
<i>Averages</i>		86	115	60	14	8	262,227	22,152

Worship & Sacraments

Information is based on the 2024 reporting year.

<i>Congregation</i>	<i>Location</i>	<i>Baptisms (0-18)</i>	<i>Baptisms (19+)</i>	<i>Total Baptisms</i>	<i>Confirmations</i>	<i>Receptions</i>	<i>Reaffirmations</i>	<i>Marriages</i>	<i>Funerals</i>
Abundant Grace Church	West Hills	0	0	0	0	0	0	0	0
All Saints Anglican Church	Cranberry Twp	3	0	3	4	3	0	2	3
All Souls Anglican Church	Wheaton, IL	3	1	4	16	0	0	1	3
Christ Anglican Church	Brownsville	0	0	0	0	0	0	0	0
Christ Anglican Church	New Brighton	2	1	3	4	0	1	0	2
Christ Church Fox Chapel	Fox Chapel	5	2	7	0	0	1	3	5
Christ Our Hope Anglican Church	Natrona Heights	2	0	2	2	0	0	0	2
Christ the Redeemer	Canonsburg	1	1	2	14	1	0	0	1
Christ's Church Greensburg	Greensburg	3	3	6	2	2	0	1	3
Church of Our Saviour	Glenshaw	2	0	2	0	0	0	2	2
Church of the Ascension	Oakland	16	3	19	21	0	1	6	16
Church of the Great Shepherd	Wheaton, IL	0	0	0	0	0	0	1	0
Church of the Redeemer	Nashville, TN	15	0	15	19	3	0	3	15
Church of the Redeemer	St. Paul, MN	6	0	6	31	1	0	0	6
Church of the Savior	Ambridge	7	0	7	0	1	0	0	7
Church of the Transfiguration	Elizabeth	2	0	2	1	0	0	0	2
Epiphany Anglican Fellowship	Ligonier	1	0	1	4	0	0	1	1
Grace Anglican Church	Edgeworth	2	0	2	6	0	0	0	2
Grace Anglican Church	Grove City	8	8	16	21	0	0	6	8
Grace Anglican Church	Mt. Washington	2	0	2	2	1	0	1	2
Harvest Anglican Church	Homer City	0	0	0	0	0	0	0	0
Holy Innocents Anglican Church	Leechburg	1	0	1	0	0	0	0	1
Incarnation Church	Pittsburgh	0	0	0	0	0	0	0	0
Jonah's Call	Northside	0	0	0	1	0	1	0	0
Mosaic Anglican Church	North Fayette	2	12	14	0	1	0	1	2
New Jerusalem Church	Carol Stream	2	0	2	0	0	0	0	2
Prince of Peace Anglican Church	Hopewell	1	0	1	1	1	15	0	1
Reconciliation Anglican Church	Penn Hills	0	0	0	0	0	7	0	0
Redeemer Anglican Church	Franklin, PA	0	0	0	0	0	0	1	0
Redeemer Anglican Church	North Boroughs	3	0	3	2	0	0	1	3
Shepherd's Heart Fellowship	Uptown	0	1	1	0	0	0	0	0
Somerset Anglican Fellowship	Somerset	1	0	1	1	3	0	0	1

<i>Congregation</i>	<i>Location</i>	<i>Baptisms (0-18)</i>	<i>Baptisms (19+)</i>	<i>Total Baptisms</i>	<i>Confirmations</i>	<i>Receptions</i>	<i>Reaffirmations</i>	<i>Marriages</i>	<i>Funerals</i>
St. Alban's Anglican Church	Murrysville	0	0	0	0	0	0	0	0
St. Elizabeth's Anglican Mission	Bridgeville	0	1	1	0	0	0	0	0
St. John's Anglican Church	Franklin, TN	0	0	0	1	1	0	0	0
St. Luke's Anglican Church	Georgetown	0	0	0	0	1	0	0	0
St. Martin's Anglican Church	Monroeville	0	0	0	0	0	0	0	0
St. Mary's Anglican Church	Charleroi	0	0	0	1	1	0	1	0
St. Matthew's Anglican Church	Johnstown	1	0	1	0	0	0	0	1
St. Peter's Anglican Church	Butler	0	1	1	4	4	0	0	0
St. Peter's Parish Church	Uniontown	0	0	0	0	1	0	0	0
St. Stephen's Church	Sewickley	27	3	30	23	1		4	27
St. Thomas Anglican Church	Gibsonia	3	0	3	1	3	0	1	3
Trinity Anglican Church	Patton	0	0	0	0	0	0	0	0
Trinity Church	Washington	0	0	0	1	0	0	1	0
True Vine Anglican Church	Monongahela	0	0	0	0	0	0	0	0
Totals		121	37	158	183	29	26	37	121
Averages		3	1	3	4	1	1	1	3

Evangelism & Mission

Information is based on the 2024 reporting year.

<i>Congregation</i>	<i>Location</i>	<i>Planting a Church?</i>	<i>Total Amount Given to Missions</i>	<i>Cross-Cultural Workers or Missionaries Supported</i>	<i>Long-term partnerships with Cross-Cultural Workers or Missionaries</i>	<i>Mission Partnerships in These Countries</i>
Abundant Grace Church	West Hills		20,611	0	0	
All Saints Anglican Church	Cranberry Twp		784	0	0	
All Souls Anglican Church	Wheaton, IL		29,499	5	2	Kenya, Russia, Malawi, Ukraine
Christ Anglican Church	Brownsville		0	0	0	

<i>Congregation</i>	<i>Location</i>	<i>Planting a Church?</i>	<i>Total Amount Given to Missions</i>	<i>Cross-Cultural Workers or Missionaries Supported</i>	<i>Long-term partnerships with Cross-Cultural Workers or Missionaries</i>	<i>Mission Partnerships in These Countries</i>
Christ Anglican Church	New Brighton		10,859	2	0	Uganda
Christ Church Fox Chapel	Fox Chapel		24,300	1	1	
Christ Our Hope Anglican Church	Natrona Heights		10,802	3	0	Nigeria, South Sudan, Cambodia
Christ the Redeemer	Canonsburg		14,500	1	0	Rwanda
Christ's Church Greensburg	Greensburg		11,437	2	0	Nigeria
Church of Our Saviour	Glenshaw		550	2	0	Tunisia
Church of the Ascension	Oakland		185,854	29	13	Tunisia
Church of the Great Shepherd	Wheaton, IL		2,200	12	12	Brazil, China, Poland, Thailand, Australia
Church of the Redeemer	Nashville, TN	1	98,689	0	0	Guatemala
Church of the Redeemer	St. Paul, MN		28,864	24	9	Uzbekistan, Thailand, Egypt, Kenya, Oman
Church of the Savior	Ambridge		59,900	25	18	Israel, Mexico, Vietnam, Madagascar, Egypt, Czech Republic, USA
Church of the Transfiguration	Elizabeth		4,800	0	0	
Epiphany Anglican Fellowship	Ligonier		20,341	0	0	
Grace Anglican Church	Edgeworth		4,618	1	1	Israel
Grace Anglican Church	Grove City		31,200	6	6	Morocco, Bolivia, Papua New Guinea, Ireland, Lithuania
Grace Anglican Church	Mt. Washington		5,889	6	6	Chile, Honduras, Uganda, Peru, Turkey
Harvest Anglican Church	Homer City		4,875	0	0	
Holy Innocents Anglican Church	Leechburg		1,200	0	0	
Incarnation Church	Pittsburgh		2,152	3	0	Kenya, Ethiopia, Global, South Sudan
Jonah's Call	Northside		1,450	4	0	
Mosaic Anglican Church	North Fayette		5,563	6	0	Uganda, South Sudan

<i>Congregation</i>	<i>Location</i>	<i>Planting a Church?</i>	<i>Total Amount Given to Missions</i>	<i>Cross-Cultural Workers or Missionaries Supported</i>	<i>Long-term partnerships with Cross-Cultural Workers or Missionaries</i>	<i>Mission Partnerships in These Countries</i>
New Jerusalem Church	Carol Stream		30,103	0	0	
Prince of Peace Anglican Church	Hopewell		30,030	10	5	Turkey, Israel, Cambodia, Chile, Uganda, Indonesia, Somalia, Rwanda
Reconciliation Anglican Church	Penn Hills		3,142	0	0	Nigeria
Redeemer Anglican Church	Franklin		3,794	0	0	
Redeemer Anglican Church	North Boroughs		5,029	14	4	United Kingdom, Rwanda
Shepherd's Heart Fellowship	Uptown		44,479	11	7	Tunisia, Senegal
Somerset Anglican Fellowship	Somerset		0	0	0	
St. Alban's Anglican Church	Murrysville		7,800	6	0	Nigeria, Tunisia, Croatia
St. Elizabeth's Anglican Mission	Bridgeville		4,000	0	0	Tanzania
St. John's Anglican Church	Franklin, TN		13,500	0	0	
St. Luke's Anglican Church	Georgetown		1,375	5	0	Belize, Chile, Peru, United States, Honduras, South Sudan
St. Martin's Anglican Church	Monroeville		6,300	0	0	Nigeria, Kenya
St. Mary's Anglican Church	Charleroi		0	0	0	
St. Matthew's Anglican Church	Johnstown		0	0	0	
St. Peter's Anglican Church	Butler		8,265	1	0	Uganda
St. Peter's Anglican Church	Uniontown		6,651	0	0	
St. Stephen's Church	Sewickley		123,218	1	1	Uganda, Haiti, (ARDF) Various countries around the world
St. Thomas Anglican Church	Gibsonia		21,773	2	1	Kenya
Trinity Anglican Church	Patton		0	0	0	
Trinity Church	Washington		5,000	2	0	Sudan, Kenya
True Vine Anglican Church	Monongahela		0	0	0	
Totals		1	895,396	184	86	
Averages			19,465	4	2	

Appendix A: Constitution Amendments Proposed in 2024, Second Vote in 2025



CONSTITUTION AND CANONS

*together with Rules of Order &
Financial Regulations*

Revised November 2024

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CONSTITUTION

Article I

FAITH AND ORDER BY CONSTITUTION AND PROVINCIAL MEMBERSHIP BY CANON

Section 1. The Anglican Diocese of Pittsburgh, hereafter known as the Diocese, is a constituent member of the Anglican Church in North America, hereafter known as the Province, and adheres to the Constitution and Canons of said Province.

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

Article II

MEETING OF CONVENTION

Section 1. There shall be a stated Convention of the Church in this Diocese, to be held during the months of October or November of each year at such time and at such place within the Diocese as shall be fixed by the preceding Convention.

Section 2. For any sufficient cause, occurring after the designation of the place of meeting of the Annual Convention, the Bishop, or, in the case of the Bishop's inability to act or of a vacancy in the Episcopate, the Standing Committee, may appoint another time or place, or both, for the meeting of the Convention.

Section 3. The Bishop, or if there should be no Diocesan, or if the Bishop should be incapable of acting, the Standing Committee, shall have power to call a special Convention. There shall be not less than thirty (30) days' notice, previous to the day appointed, given to the Clergy and the several Congregations in the Diocese, by a circular letter; such special Convention shall be held at the place designated by the

Ecclesiastical Authority calling it; and at such special Convention no other business shall be transacted than that stated in the notice calling the Convention.

Article III

MEMBERS OF CONVENTION

Section 1. The convention shall be composed of Clergy and Lay Deputies.

Section 2. Every member of the Clergy, in **good standing**, who shall have been canonically resident in the Diocese, and engaged in the parochial, missionary, or educational work of the Church, under the Ecclesiastical Authority of the Diocese, for three (3) months preceding any Convention, shall be entitled to a seat and vote in such Convention in all cases except in the election of a Bishop, in which case the qualifications necessary to vote shall be as hereinafter provided in Article XIII of this Constitution; PROVIDED, that no member of the Clergy so qualified shall lose his or her right to a seat and vote by reason of sickness or old age.

Section 3. The Deputies shall consist of two (2) Deputies from each Congregation in Union with the Convention, chosen from the Lay Communicants as the Convention may, from time to time, by Canon prescribe. And each such Congregation shall have the right to send additional Deputies, chosen as aforesaid, in such proportion to the number of its registered communicants as the Convention may, from time to time, by Canon prescribe; PROVIDED, however, that a change in the scale of graduation, when fixed by Canon, shall not become effective until the next succeeding Annual Convention. The Chancellor of the Diocese shall be ex-officio a member of the Convention with the right to a single vote in the Lay order.

Section 4. Because contribution of the Godly Share reflects a Congregation’s sharing in the life of the Diocese, a failure by a Congregation to contribute its Godly Share shall be brought to the attention of the Convention as it convenes. In such cases, the Convention shall consider and decide whether, in wisdom and grace, the delegates from the Congregation should not be seated. There shall be a rebuttable presumption that delegates would be seated despite a Congregation’s failure to contribute its Godly Share. The decision of the Convention in this regard shall be final and unassailable.

Article IV

PRESIDENT OF THE CONVENTION

The Bishop, or Bishop in charge of the Diocese, shall preside, ex-officio, in the Convention, and shall be entitled to a vote. The Bishop-Coadjutor, when there is one, shall have a Seat and a vote in the

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Convention, and, in the absence of the Bishop, shall preside. In the event of there being a Suffragan Bishop, the Suffragan Bishop shall be entitled to the same privileges, and, in the absence of both the Bishop and the Bishop-Coadjutor, shall preside. In case of vacancy in the Episcopate, or of the absence of the Bishop, Bishop-Coadjutor, and Suffragan Bishop, or of their inability to act, the members of the Convention shall elect, from the Presbyters, a President pro tempore.

Article V

TRANSACTION OF BUSINESS

Section 1. Such members of the Clergy and Deputies as shall at any time be duly assembled in Convention shall constitute a quorum for the transaction of business.

Section 2. The Clergy and Deputies shall deliberate as one body and shall vote as such; PROVIDED, that a call for vote by Orders may be initiated by any ten (10) members of the Convention of whom at least five (5) must be Clergy and at least five (5) must be Lay Deputies.

Section 3. On every question the votes of a majority of those present, or when voting by Orders the votes of a majority of those present of the two Orders respectively, shall decide.

Section 4. All elections to offices in the Convention, or to places on committees, shall be conducted in accordance with the Canons enacted to govern such elections; PROVIDED, however, that the election of a Bishop shall be conducted in accordance with the provisions of Article XIII of this Constitution.

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Article VI

SECRETARY OF THE CONVENTION

At each Annual Convention a Secretary shall be chosen, who shall continue in office until a successor is appointed. The duties of the Secretary shall be to take the minutes of the proceedings, and when approved to enter them in a proper book; to preserve the Journal and Records; and to attest the public acts of the body; and faithfully to deliver into the hands of successors all books and papers belonging to the Convention in his or her possession.

Article VII

CHIEF EXECUTIVE OFFICER

The Bishop shall be the chief executive officer of the Diocese.

Article VIII

THE ECCLESIASTICAL AUTHORITY

Whenever in the Constitution or Canons of this Diocese provision is made for action by the Bishop, such action, in case of the absence or disability of the Bishop, shall devolve upon the Bishop-Coadjutor if there be one; but if there be none, or in the absence or disability of the Bishop-Coadjutor, shall devolve upon the Suffragan Bishop, if there be one; or, if there be no Bishop-Coadjutor or Suffragan Bishop, shall devolve upon the Standing Committee.

Article IX

STANDING COMMITTEE

Section 1. At each Annual Convention one (1) member of the Clergy and one (1) Lay person shall be elected for a period of four (4) years. No member of the Standing Committee shall be eligible to succeed himself or herself until the next Convention following the expiration of term of office.

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

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

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

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

Article X

DIOCESAN COUNCIL

Section 1. The Diocesan Council shall consist of the Bishop, the Secretary of the Convention, the Chancellor of the Diocese, the President of the Standing Committee, and three (3) Deputies to Convention from each District (normally two (2) lay and one (1) ordained). The Bishop may appoint as many as three (3) additional persons to serve on Diocesan Council. Members of Diocesan Council shall be elected or appointed in the manner and for the term specified by Canon duly enacted.

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Board of Trustees for the Diocese¶

¶

Section 1. There shall be a Board of Trustees for the Diocese.¶

¶

Section 2. The powers and duties of said Board so incorporated shall be to collect, receive, hold, manage, and properly dispose of all property that is conveyed or transferred to the Diocese, for its benefit or the benefit of any of its Congregations, bodies, or associations.¶

¶

Section 3. The Board of Trustees shall be comprised of from five to twenty members, including the Bishop. The manner of election or appointment shall be set by Canon. The length of term of service shall also be set by Canon. The Bishop shall appoint the President of the Board, and the Board of Trustees shall elect such others officers as it shall deem appropriate. ¶

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Section 2. It shall be the duty of the Diocesan Council to collect, receive, hold, manage, and properly dispose of all property that is conveyed or transferred to the Diocese, for its benefit or the benefit of any of its Congregations, bodies, or associations.

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Section 3. The Diocesan Council shall operate as one of the governing bodies of the Diocese with the rights, duties and powers as designated in the Canons duly enacted.

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Section 4. It shall be the duty of the Diocesan Council to prepare and report to each Convention a calculation of the Godly Share from the Congregations to the Diocese for the ensuing year, and such report, as it is finally adopted in Convention, shall be spiritually binding on the Congregations.

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Section 5. Also, the Diocesan Council shall have such additional rights and duties and powers as may be conferred on it by the Convention through enactment of a Canon or adoption of a resolution.

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Article XI

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DELEGATES TO PROVINCIAL COUNCIL AND PROVINCIAL ASSEMBLY

Section 1. In accordance with Provincial Canon 1, Section 2, the Diocese in Convention shall elect delegates and alternates to the Provincial Council when a vacancy occurs in the current delegation. The term of office shall be as stated in Provincial Canon 1, Section 3. The number of alternates shall be determined by the Standing Committee.

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

Section 3. Should a vacancy among the delegates occur by reason of resignation, removal from the Diocese, death or otherwise between the stated times of election, then such vacancy shall be filled by the Standing Committee.

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

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

Article XII

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ADMISSION OF CONGREGATIONS

Any congregation desiring union with the Diocese may be admitted into Union with the Convention, on motion, by a majority of votes; provided that it shall have complied with the canonical requirements for such admission and it shall have laid before the Convention its Charter and Bylaws, or its original Articles of Association, or a duly certified copy thereof, wherein it expressly adopts and recognizes the authority of the Constitution and Canons of this Diocese, and commits to upholding and propagating the historic Faith and Order as set forth in the Book of Common Prayer. A congregation so admitted into union with the Convention shall constitute a Congregation in Union with the Convention.

Article XIII

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ELECTION OF A BISHOP

The election of a Bishop for this Diocese shall be made in Convention, in the following manner: After nomination in open Convention, the Clergy and Laity shall ballot separately and a concurrent majority in both Orders shall be necessary to a choice. If two-thirds (2/3) of either Order be represented at Convention, a majority vote shall determine the choice of such Order; otherwise, a vote of two-thirds (2/3) shall be necessary for that purpose; PROVIDED, that in all cases of the election of a Bishop, no member of the Clergy shall be entitled to vote unless he or she shall have been, for at least six (6) months immediately preceding the election, canonically resident in this Diocese.

Article XIV

CONGREGATIONAL PROPERTY

All Church property, both real and personal, owned by a Congregation is and shall be solely and exclusively owned by such Congregation and shall not be subject to any trust interest in favor of the Diocese or any other claim of ownership arising out of the Diocese.

Article XV

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ALTERATION OF THE CONSTITUTION

This Constitution, or any part thereof, may be altered in the following manner only: The proposed alteration or amendment shall be submitted in writing to the Annual Convention, and if approved by a majority of each Order, shall lie over to the next Annual Convention, and if again approved, by a majority of each Order, the Constitution shall then stand altered or amended as proposed.

CANONS

Canon I

PROVINCIAL MEMBERSHIP

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

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

Section 3. Election of Delegates to Provincial Council.

- a) Beginning with the year 2020, Convention shall elect delegates and alternate delegates to Provincial Council every fifth year. Convention shall elect one (1) delegate from the Clergy Order and two (2) delegates from the Lay Order. Convention shall also elect one (1) alternate delegate from the Clergy Order and two (2) alternate delegates from the Lay Order. Delegates and alternate delegates shall be elected for a term of five (5) years and serve the Provincial Council as required by the Canons of the Anglican Church in North America.
- b) In the event one (1) or more delegates are unable to serve the Provincial Council at any time, an alternate delegate shall serve as a delegate as directed by the Bishop from time to time.
- c) No delegate or alternate delegate may serve two (2) full terms consecutively. Alternate delegates may be elected as delegates upon completion of the alternate term. Alternate delegates appointed by the Bishop to serve as delegates may be elected as delegates.

Section 4. Election of Delegates to Provincial Assembly.

- a) Upon the Diocese receiving notice of a scheduled Provincial Assembly, the Convention immediately preceding such Assembly shall elect delegates to such Assembly. Convention shall elect delegates from the Clergy Order and the Lay Order as directed by said notice. An equal number of alternate delegates shall be elected at Convention. In the event one (1) or more delegates is unable to serve the Provincial Assembly at any time, an alternate delegate shall serve as a delegate as directed by the Bishop from time to time.
- b) In the event any assembly is scheduled to meet before the next scheduled Convention, the Standing Committee shall select the delegates and alternate delegates to Assembly.
- c) The term for a delegate or alternate delegate shall expire as of the official conclusion of the Assembly.
- d) Delegates to Assembly may serve up to three (3) Assemblies consecutively. Alternate delegates to Assembly may be elected to unlimited consecutive terms. In the event an alternate delegate is

appointed by the Bishop to serve Assembly, such alternate may subsequently be elected as a delegate and may serve up to three (3) Assemblies consecutively.

Canon II

OF A LIST OF CLERGY IN THE DIOCESE

The Secretary of the Convention shall keep a register of the Clergy entitled to Seats or votes in the Convention of this Diocese, in the following manner: The Bishop, Bishop-Coadjutor, or Suffragan Bishop, or when there is no Bishop, the President of the Standing Committee shall, sixty (60) days prior to the annual meeting of the Convention, deliver to the Secretary, or in the absence of the Secretary, to such other person as may be appointed by the presiding officer of the Convention, a certified list of the Clergy in good standing and canonically resident in the Diocese, specifying their parochial responsibilities or their residences and employment respectively; and also the dates of the ordination or reception of those who have been ordained or received into the Diocese within the year immediately preceding. From this list the Secretary shall prepare, in conformity with Article III, Section 2, and Article XIII of the Constitution, a roll of Clergy entitled to Seats or votes in the Convention; and the list thus prepared shall be prima facie evidence as to the rights of Clergy to Seats or votes in the Convention. The Bishop (or Ecclesiastical Authority) shall, on the day of the meeting of Convention, provide to the Secretary any additions or deletions to the certified list submitted in advance of the Convention.

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Canon III

OF DEPUTIES

Section 1. The Lay Deputies to the Convention shall consist of two (2) members for each Congregation in Union with the Convention, and additional Lay Deputies for Congregations to be determined upon the following basis of representation, up to maximum of ten (10):

For each Congregation, two (2) Lay Deputies

Average Sunday Attendance (Principal Services)	Additional Deputies	Total
100-200	1	3
200-400	2	4
400-600	3	5
600-800	4	6
800-1000	5	7
1000-1250	6	8

1250-1500	7	9
Over 1500	8	10

Average Sunday (Principal Services) Attendance is as reported in the most recent Annual Congregational Report as provided in Canon IV, [Section 2 \(Of Congregational Registers and Reports\)](#).

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Section 2. Lay Deputies

- a) Lay Deputies from a Congregation shall be elected by the Vestry of the Congregation or by a meeting of that Congregation, as provided in its Bylaws. Deputies shall be elected for three (3)-year terms; and, where the number of Deputies permits, their three (3)-year terms shall be staggered. No Deputy who has been so elected for two (2) successive three (3)-year terms shall be eligible for re-election as a Deputy until the expiration of one (1) year. The Deputies shall be elected and certified to the Secretary of Convention not later than sixty (60) days prior to the Annual Convention and all terms of Lay Deputies shall begin as of the first day of July preceding the Annual Convention for which they were first certified. Each Congregation shall also elect such number of Alternate Deputies as it shall deem necessary.
- b) The election of Deputies and Alternate Deputies to the Convention shall be certified in writing by a Warden or two (2) members of the Vestry; and the certificate shall state the name, address and telephone number of each Deputy and Alternate and that each Deputy and Alternate Deputy named in said certificate was chosen from the communicants of said Congregation. The certification form shall list all deputies elected by the Congregation, whether newly elected or in their second or third year of term. The certificate shall be furnished to the Secretary of the Convention not later than sixty (60) days preceding the Annual Convention. If Deputies and Alternate Deputies are elected to fill out vacancies caused by death, resignation, or removal for any cause, the election shall be certified in writing by forwarding an amended certificate to the Secretary of Convention. Any Congregation failing to timely furnish the certificate to the Secretary of the Convention shall not be entitled to Seat or vote at the Convention.

Section 3. Lay members of the Standing Committee, the Diocesan Council, and the Committee on Canons, if they not be Deputies to the Convention, shall have the privilege of the floor of the Convention, but shall have no votes.

Deleted: the Board of Trustees for the Diocese,

Canon IV

OF CONGREGATIONAL REGISTERS AND REPORTS

Section 1. The Vestry of each Congregation shall provide a suitable book to be called the "Church Register", which shall belong to and remain with the Vestry, as part of the Church records. In this Register the Minister, or, if there be none, the Senior Warden, shall keep a record of all the baptisms, confirmations, marriages, and burials in the Congregation; specifying the name and date of the birth of the child baptized, with the names of the parents and sponsors; the names of the persons confirmed; the names of the adults baptized, and of their witnesses; the names of the persons married and the witnesses; the name and, where practicable, the age, of the person buried; and also the time when each rite was performed; and a list of all communicants in the Congregation.

Section 2. Congregational Reports

- a) The Congregational Report of every Congregation of this Diocese shall be prepared annually for the year ending December 31st preceding, upon the standard forms issued digitally by the Province, and shall be submitted online not later than the deadline specified by the Province (generally March 1st). In every Congregation the preparation and submission of this Report shall be the joint duty of the Minister and Vestry.
- b) In case of failure to submit the Congregational Report to the Province on or before their deadline, any and all Deputies of such delinquent Congregations shall not be entitled to Seats in the Convention.
- c) Every Bishop, Presbyter, or Deacon whose report is not included in a Congregational Report shall also report on the exercise of his/her office.

Section 3. The Minister of each Congregation shall keep a list of all baptized persons in connection with the Congregation. Such Minister, or, in case of a vacancy, the Wardens, shall in the Congregational Report tabulate as of December 31st of the preceding year, the number of communicants in the Congregation, provided that there shall not be counted in that number any person who fails to meet the requirements of communicants in good standing, unless such failure has been for reasons satisfactory to the Minister.

Section 4. The certified returns above provided for shall be prima facie the basis of lay representation of each Congregation according to the schedule set out in Canon [JII](#), Section 1 ([Of Deputies](#)). The communicant numbers of each Congregation, as reported on the aforesaid Congregational Reports, shall be published at each Annual Convention and a copy of the relevant sections of this Canon shall be sent by the Secretary to each Congregation in the Diocese before the thirty-first (31) day of December following, with a statement as to how many Deputies such Congregation is entitled to elect in the six (6) months following, and in preparation for the next Annual Convention.

Section 5. It shall be the duty of every member of the Clergy having a Seat in the Convention to attend every meeting thereof, or to send to the Bishop a sufficient excuse for absence.

Canon V

OF THE DIOCESAN COUNCIL

Section 1. The Diocesan Council shall act on behalf of the Convention when the Convention is not in session. In particular, it shall evaluate the policies, programs, and other activities of the Diocese, make recommendations to the Convention, and give general oversight to the work, mission, budget and human resources of the Diocese. The [Diocesan](#) Council shall perform such other functions and tasks as the Convention may assign to it.

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OF THE BOARD OF TRUSTEES [¶](#)

Section 1. The Board of Trustees shall be composed of the Bishop and lay members. The means of choosing membership of the Board of Trustees may be a combination of election by Convention, election by District, and appointment by the Bishop. The number of elected members shall always exceed the number of appointed members. [¶](#)

[¶](#)

Section 2. Each Annual Convention shall elect a minimum of one (1) Trustee. All Trustee terms, whether by election or appointment, are for three (3) years. No Trustee who has served two (2) successive three (3)-year terms shall be eligible to serve again as Trustee until the expiration of one (1) year. [¶](#)

[¶](#)

Section 3. The size of the Board shall be determined by the extent of assets to be managed. At any time the existing Board of Trustees may request Diocesan Council to propose a plan of expansion or contraction of Board membership to the next Diocesan Convention, within the limits established in Article X, Section 3 of the Constitution. The plan shall include specification of the balance between elected and appointed members, and the means by which necessary elections can be accomplished. The Diocesan Nominating Committee shall be informed, as appropriate, of the need for nominations to be put forward for election at the Annual Convention. [¶](#)

[¶](#)

Section 4. In the event a vacancy shall occur in an elected position on the Board of Trustees during the unfilled term of said position, such vacancy may be filled by the Standing Committee. [¶](#)

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Section 2. The Diocesan Council shall hold at least four (4) regular meetings each year and such additional meetings as may be called by its presiding officer or by the Bishop.

Section 3. Those persons who are to be elected to Diocesan Council as provided in Article X of the Constitution shall be elected in the following manner. Whenever a vacancy occurs or is about to occur for any reason in a position on the Diocesan Council being filled by a person from a particular District established pursuant to Canon XX (Districts) hereof, the District Commission shall nominate one (1) or more persons, Clergy or Lay as appropriate, who are Deputies to the Convention and who are canonically resident within such District. A successor shall be elected by the members of such District Commission at the annual meeting of the Commission held in conjunction with or during the Convention.

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Section 4. The terms of office of members of Diocesan Council elected from within Districts or appointed by the Bishop shall be three (3) years on a staggered basis. No Diocesan Council member who has served two (2) successive three (3)-year terms shall be eligible for subsequent election or appointment until one (1) year has passed since said Diocesan Council member was last a member of the Diocesan Council. Members of Diocesan Council whose terms as Deputy to Diocesan Convention expire or whose canonical residence has changed to a different District prior to completion of their term of office to Diocesan Council shall continue, at the pleasure of the electing District, for the remainder of their term as a member of Diocesan Council. Vacancies due to death, removal or resignation may be filled by the Standing Committee, in the case of elected members; by the Bishop, in the case of his appointees, for the time remaining in the member's term.

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Section 5. The Diocesan Council shall elect its presiding officer and such other officers as it shall designate.

Section 6. Diocesan Council shall have a permanent Finance Committee. The Finance Committee of Diocesan Council shall assist in the oversight of financial matters of the Diocese, providing specialized expertise to Diocesan Council. Finance Committee responsibilities shall include receiving and accounting for funds deposited with the Diocese, overseeing the budget with the Director of Administration and Treasurer, and other tasks related to the financial matters of the Diocese. Recommendations by the Finance Committee are subject to approval by the Diocesan Council.

Membership of the Finance Committee shall be determined by members of Diocesan Council at their first meeting of a calendar year. Diocesan Council shall appoint two (2) of its members to the Finance Committee and may also appoint up to three (3) additional members, who may but need not be

members of Diocesan Council. The Standing Committee shall also appoint one (1) member of its body to be a member of the Finance Committee.

Section 7. The Diocesan Council shall establish the minimum total compensation and benefits package to be paid by Congregations to canonically resident Clergy in the Diocese.

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Section 8. The Diocesan Council shall entertain and decide appeals by Congregations which have been designated as Stressed Congregations by the Bishop or the Standing Committee. The Diocesan Council may appoint a Hearing Examiner to develop a record of evidence concerning the designation and shall base its decision upon that record.

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Section 9. The Diocesan Council shall prescribe its operating rules and procedures which shall, among other things, provide for:

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- a) assistance to the Bishop in carrying out the Bishop's responsibilities for budget and financial administration under Canon XIII (Budget and Financial Administration).
- b) grants and other disbursements of restricted and reserve funds.
- c) hearing Congregations which are seeking adjustments in the calculation of their Godly Share.
- d) a means to receive, develop and propose resolutions to be presented to Diocesan Convention.
- e) publication of advance agenda and minutes of the meetings.
- f) such working groups as may be required to address current mission goals or strategy.
- g) an executive committee appropriate to effective leadership of the above.
- h) appointment of a Judge of Assessments and a Judge of Audits.
- i) consideration of an appeal by a Congregation which has been designated as Stressed Congregations by the Bishop or the Standing Committee.

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Canon VI

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OF THE STANDING COMMITTEE

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

Section 2. Officers of the Standing Committee

- a) There shall be two (2) offices of the Standing Committee, President and Secretary. Each President and Secretary of the Standing Committee shall serve for a one (1)- year term beginning on January 1 of the year in question.
- b) The President of the Standing Committee shall be the member of the clergy order whose final year on the committee begins on January 1 of the year in question. The Secretary of the Standing

Committee shall be the member of the lay order whose final year on the committee begins January 1 of the year in question.

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

Section 3. The Standing Committee will (in accordance with Canon XVII, ~~Section 4 (Of Congregations)~~, Canon XVIII, ~~Section 6 (Of Mission Fellowships)~~) review and approve the Articles of Association, Charter and Bylaws or any changes to them for all congregations in union with or requesting to be in union with the diocese.

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

Canon VII

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ASSISTANCE TO THE BISHOP

The Bishop, with the consent of the Standing Committee, shall have the authority to appoint one (1) or more members of the Clergy to assist the Bishop in respect to the mission of the diocese. Said authority shall include the authority to appoint an Assistant Bishop. The mission of the Diocese shall include but is not limited to pastoral and counseling functions, visitations to Congregations, development of these Congregations, the planting of new Congregations, and relationships with and among Congregations and Districts, including continuation of the special relationship to Transitional Congregations. Unless such person be a Bishop-Coadjutor, Suffragan Bishop, or Assistant Bishop, such person or persons so appointed shall bear such title as shall be deemed appropriate by the Bishop.

Canon VIII

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OF THE DIRECTOR OF ADMINISTRATION

There shall be a Director of Administration for the Diocese, who shall be appointed by the Bishop with the approval of the Diocesan Council. The term of office and salary shall be determined by the Bishop and the Diocesan Council. The Director of Administration shall be the Treasurer of the Diocese. In addition, the Director of Administration shall have such duties as shall be determined by the Bishop, in consultation with the Diocesan Council.

Canon IX

COMMITTEES AND PROGRAM UNITS

The Bishop, with the consent of the Diocesan Council, shall have authority to appoint from time to time such committees and program units, by whatever name called, as the Bishop shall deem necessary or advisable to carry on the work of the Church in this Diocese.

Canon X

OF THE CHANCELLOR

The Bishop of the Diocese, with the advice and consent of the Standing Committee, shall appoint a Chancellor of the Diocese and such Vice Chancellors as the Bishop deems advisable, to hold office until their successors are appointed. They shall be Lay persons learned in the law and communicants of the Church. The duties of the Chancellor shall be to act as legal counselor to the Bishop, the Standing Committee and other Diocesan organizations in matters affecting the interests of the Diocese. The Vice Chancellors shall perform such duties as shall be delegated to them by the Chancellor or the Bishop.

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Canon XI

OF THE COMMITTEE ON CANONS

Section 1. The Committee on Canons shall consist of three (3) Clergy and three (3) Lay persons and shall be elected by ballot at Diocesan Convention.

Section 2. The terms of office of members of the Committee on Canons shall be three (3) years on a staggered basis. No member who has served for two (2) consecutive three (3)-year terms shall be eligible for re-election as committee member until the expiration of one (1) year.

Section 3. The Committee on Canons shall elect a chairman from among its membership.

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Canon XII

OF THE HISTORY AND ARCHIVES OF THE DIOCESE

Section 1. The Bishop may appoint an Archivist who shall administer the Diocesan archives, including the historical documentation of the Diocese and Congregations, and perform such other duties as directed by the Bishop or the Standing Committee. It shall be the duty of the Archivist to issue, on request, proper certification of records in the archives including, but not limited to, Consecration,

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Ordination, Baptism, Confirmation, Marriage and Burial Records.

Section 2. The Bishop may appoint a Historiographer who shall provide for the safekeeping and preservation of all Diocesan records not otherwise under the custody of the Archivist, and perform such other duties as directed by the Bishop or the Standing Committee.

Canon XIII

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BUDGET AND FINANCIAL ADMINISTRATION

Section 1. The Bishop shall have general authority and responsibility for budgetary and fiscal management. The Bishop shall cause to be prepared, and submitted to the Diocesan Council for its approval, regulations covering the financial system of the Diocese, including collection and handling of funds; authorization of obligations and payment therefor; accounting, including pre-auditing; budgetary control; appointment, compensation and conditions of service of staff; pension arrangements; procurement and handling of equipment, materials and supplies; custody of funds; control of capital assets; post-auditing; delegation of authority for such matters, and other pertinent subjects.

Section 2. The Bishop shall cause to be prepared for review by Diocesan Council and submission to the Convention for its approval, a comprehensive operating budget ("the budget") for the ensuing year. The budget shall be based on the aggregate of the Godly Share of the total operating income of each Congregation, augmented by any income anticipated from contributions, grants, and pay-outs from trusts and endowments. The budget shall reflect the missionary objectives and staffing needs of the Diocese.

Section 3. In approving the budget for the ensuing year, the Convention shall also adopt an estimate of what will be received from the Congregations in their Godly Share, based on a tithe of the total operating income of each Congregation, using the total operating income of the most recent year on which the books of each has been closed.

Section 4. Godly Share

- a) A tithe of the total operating income of each congregation shall be considered that congregation's financial responsibility to the Diocese, its "Godly Share" given for the work of the Diocese of which it is a participating member. The Godly Share is an offering and not a debt.
- b) It shall be the duty of the Rector, or Minister-in-Charge, and Vestry of each congregation to regularly advise the Director of Administration and Diocesan Council about any anticipated difficulty in meeting the Godly Share to the Diocese, or about a rightful recalculation.
- c) Each Congregation is asked to send to the Treasurer of the Diocese one-twelfth (1/12) of its annual Godly Share before the end of each month, starting in January and concluding in

December; provided, however, that with the agreement of the Treasurer, a Congregation may adopt a different schedule, with offerings no less frequent than quarter-annually.

- d) Offerings which are more than three (3) months past due, according to the approved schedule as provided in Section 3 of this Canon, shall be considered delinquent. Delinquent Congregations are ineligible to be considered for any Diocesan grants or loans, unless Diocesan Council consents to the request for consideration, and to the aid itself, by separate majority votes.
- e) When a Congregation is unable to fulfill its Godly Share, the Bishop and Diocesan Council, may assign an officer or member to work with the Congregation to help it identify and focus on the problems it is encountering. Findings and recommendations shall be reported back to the Bishop and Diocesan Council.
- f) When a Congregation is unable to meet its Godly Share the Diocesan Council must determine how either the current or the following year's Budget and Assessment Schedule shall be adjusted to compensate for such reduction, and Diocesan Council may also recommend to the Bishop and the Standing Committee that such Congregation be designated a Stressed Congregation, in accordance with Canon XVI, Section 7 (Of Congregations). Should a congregation increase its Godly Share the Diocesan Council shall adjust the Diocesan budget accordingly.

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Canon XIV

OF THE EPISCOPAL FUNDS

It shall be the duty of the Rector, or Priest/Deacon/Minister-in-Charge, of each Congregation in the Diocese to ask an offering from the people at each annual Episcopal visitation which shall be placed in the hands of the Bishop, to be used at the Bishop's discretion for the benefit of needy persons, and which shall be known as the Bishop's Discretionary Fund.

Canon XV

OF THE DIOCESAN CATHEDRAL

Section 1. Upon recommendation of the Diocesan Council, the Annual Convention may act to designate a Cathedral Church of the Diocese of Pittsburgh.

Section 2. The Cathedral Church, if there be one, shall have the same proportionate Lay representation in the Convention of this Diocese and shall be subject to the same duties, liabilities and assessments as any Congregation.

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Section 3. The word “Congregation” wherever used in the Constitution and Canons of this Diocese shall be taken to include the Cathedral Church.

Section 4. At each Annual Convention, if there be a Cathedral, there shall be elected one (1) member of the Clergy and one (1) Lay person to serve as members of the Cathedral Chapter and its corporation for a period of three (3) years.

Canon XVI

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OF CONGREGATIONS

Section 1. Any Congregation that:

- 1) recognizes the authority of the Constitution and Canons of this Diocese,
- 2) commits to upholding and propagating the historic Faith and Order as set forth in the Book of Common Prayer, and
- 3) ensures the preaching of the Pure Word of God and the due administration of the sacraments according to Christ’s ordinance,

may request consideration for admission into union with Convention. Once admitted into union with the Convention, Congregations shall continue to recognize the authority of the Constitution and Canons of this Diocese, commit to upholding and propagating the historic Faith and Order as set forth in the Book of Common Prayer, and ensure the preaching of the Pure Word of God and the due administration of the sacraments according to Christ’s ordinance.

Section 2. In order to be admitted into union with Convention a congregation must submit its Articles of Association, or Charter and Bylaws, to the Bishop and the Standing Committee for approval at least two (2) months before the meeting of the Convention and demonstrate to the reasonable satisfaction of the Bishop and the Standing Committee that it has the capacity to meet its anticipated obligations as a Congregation of the Diocese.

Section 3. No consecrated Church or Chapel shall be removed, taken down or otherwise disposed of for any worldly or common use without the previous consent of the Bishop, acting with the advice and consent of the Standing Committee of the Diocese.

Section 4. No alterations in the Articles of Association, Charter, or Bylaws, of any Congregation shall be made unless approved by a majority of votes of the members of the Congregation qualified to vote for members of the Vestry and who are present at a meeting called on due notice. In addition, neither the Articles of Association nor the Charter and Bylaws of any Congregation shall be changed without the prior consent of the Convention or of the Standing Committee.

Section 5. The union between Convention and a Congregation may be dissolved by action of the Convention or the Congregation.

- a) The Convention may, by a two-thirds (2/3) vote, dissolve its union with any Congregation. A determination that a Congregation has failed and continues to fail to meet the obligations imposed in Section 1 of this Canon shall establish particular, but not exclusive, grounds for dissolution; provided, however, that notice of said proposed action shall have been given in writing at least thirty (30) days in advance, by United States Mail or hand delivery, to the Bishop, all the Clergy and the Lay Deputies of all the Congregations of the Diocese, and to the Rector, Wardens, and Vestry of the Congregation whose union is in re-consideration. Any Congregation seeking to dissolve its union in order to unite with another Anglican Church in North America diocese may request Convention action consonant with this provision.
- b) Any Congregation may dissolve its union with Convention by a two-thirds (2/3) vote at any Congregation meeting properly called as provided in the Bylaws of the Congregation; provided, however, that 1) recommendation to dissolve union has been on the published agenda of the two (2) successive meetings of the Vestry prior to the Congregation meeting, 2) dissolution of union has been approved by the Vestry at the second of those meetings and, 3) notice of the dissolution vote proposed to be held at the Congregation meeting shall be given in writing at least thirty (30) days in advance, by circular letter, to the Bishop, all the Clergy and the Lay Deputies of the Diocese, as well as to the members of the Congregation. If a Congregation dissolves its union with Convention, notice shall be given to the Bishop and Diocesan Council promptly.
- c) Financial commitments of the Diocese to the Congregation or of the Congregation to the Diocese shall be honored through the budget year of the dissolution, unless a mutually agreeable earlier termination shall have been agreed by the Diocesan Council and the Vestry of the Congregation whose union is being dissolved.

Section 6. Congregations shall compensate the canonically resident Clergy who minister to them no less than the minimum total compensation and benefits package established by the Diocesan Council, except in special cases as determined by the Bishop and the Standing Committee.

Section 7. A Congregation may identify itself as a Stressed Congregation or the Bishop or the Standing Committee may designate a Congregation in Union with the Convention as a Stressed Congregation.

- a) When a Congregation identifies itself as a Stressed Congregation, it shall retain that status until the Congregation shall certify, in writing, and the Bishop and the Standing Committee concur, in writing, that the Congregation has overcome its inability to function properly as a Congregation in Union with the Convention.
- b) If, when the Bishop or the Standing Committee designates a Congregation as a Stressed Congregation, and the Congregation disagrees with that designation as demonstrated by a vote

of more than two-thirds (2/3) of the members of its Vestry as it consisted prior to the designation, the Congregation in question may appeal to the Diocesan Council.

- c) The appointment of Priests or other Ministers-in-Charge to, and their removal from, Stressed Congregations is vested in the Bishop.
- d) Election to and service on the Vestry of a Stressed Congregation shall be with the consent of and by the authority of the Bishop.
- e) Stressed Congregations shall nevertheless be subject to Godly Share contributions for the upkeep of the Diocese.

Section 8. It shall be the duty of the Diocesan Council to report to the Secretary of the Convention before December 31st of each year, any change that may have occurred during that year in the status of any Congregation under the preceding Section.

Section 9. Where for any reason it shall appear to the Bishop that the boundaries of the Congregation should be changed, or that the site or location of any Church or Chapel should be changed, the Bishop shall have power to suggest such changes in the boundaries of the Congregation or in the site of the Church or Chapel as may seem for the best interests of the Congregation and of the Diocese.

- a) In such cases the Bishop shall transmit suggestions to the Diocesan Council for advice. Upon receipt of such suggestions a copy thereof shall be sent by the Diocesan Council to the Congregation.▼
- b) After investigation, consideration and consultation with the Rector or Priest/Deacon/Minister-in-Charge and Vestry of the Congregation, the Diocesan Council shall advise the Bishop in writing, a copy of which shall be sent to the same parties who received the original suggestions.
- c) After receiving the advice of the Diocesan Council, and after consultation with the Rector or Priest/Deacon/Minister-in-Charge and Vestry of the Congregation, the Bishop shall give the final decision and shall send the same to the Congregation.
- d) If any Congregation which is at that time receiving aid from any of the Diocesan funds shall refuse to agree or shall within six (6) months after the receipt of the final decision fail to carry out the same, it shall cease to receive aid from the Diocese.

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Section 10. The secular affairs of each Congregation shall be conducted by a Vestry of not less than five (5) persons to be elected according to the Bylaws of such Congregation.

Section 11. The Vestry shall consist of baptized members of the Church, and, wherever practicable, of confirmed members of the Church, and, when possible, of actual communicants in the Congregation. Vestry membership shall not be restricted with regard to sex.

Section 12. Each congregation shall adopt and implement safeguarding policies and procedures for application within the congregation and its ministries and shall monitor and ensure compliance with such policies and procedures.

Canon XVII

OF MISSION FELLOWSHIPS

Section 1. New congregations not yet recognized as a Congregation in Union with the Convention under Canon XVII, Section 1 (Of Congregations), shall be known as Mission Fellowships.

Section 2. Mission Fellowships may petition for association with the Convention provided their governing body has:

- a) adopted the accession clause of Article XII of the Constitution;
- b) provided directors' and officers' liability insurance for its leadership consistent with the laws of the jurisdiction in which it is located; and
- c) agreed to Conciliation of Disputes as follows: If a dispute arises between two or more persons in connection with the common life or governance of the Mission Fellowship and such dispute cannot be resolved according to the biblical mandate found in Matthew 18:15-17, the parties to the dispute shall submit the circumstances and issues of the dispute to the Standing Committee of the Anglican Diocese of Pittsburgh for mediation and resolution. In all matters the Standing Committee shall first seek to reconcile the conflicting parties. If reconciliation is not possible then the Standing Committee shall arbitrate a solution and such solution shall be binding on all parties.

Section 3. Convention may grant seat, voice and vote to Mission Fellowships accepted into association with the Anglican Diocese of Pittsburgh. The number of deputies shall conform to the provisions of Canon III (Of Deputies).

Section 4. For purposes of leadership and organization, the provisions of Canon XVI (Of Congregations) shall, as far as possible, guide oversight and structure of such Mission Fellowships.

Section 5. For purposes of sharing in the financial life of the diocese, the provision of Canon XIII, Section 4 (Budget and Financial Administration, Godly Share) shall, as far as possible, guide the development of Mission Fellowship budgets.

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Section 6. If Mission Fellowship status is granted by Convention, the governing body (vestry) of the congregation shall, in consultation with the Chancellor, incorporate and file its Charter, shall develop its Bylaws consistent with the model Bylaws provided by the Standing Committee, and prepare such other materials as may be required for admission as a Congregation under Article XII of the Constitution (Admission of Congregations) and Canon XVI (Of Congregations).

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Section 7. No congregation may remain as a Mission Fellowship for more than five (5) years unless an extension of no more than three (3) additional years is approved by Convention.

Canon XVIII

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OF THE ORGANIZATION OF UNINCORPORATED AND INCORPORATED CONGREGATIONS

Section 1. Any Congregation may organize as an unincorporated Congregation, with the consent of the Bishop and the Standing Committee, by the adoption of Articles of Association approved by the Standing Committee, and by the election of a Vestry, who with the Rector or Priest/Deacon/Minister-in-Charge, shall have control of the affairs of the Congregation; provided, however, that no such organization shall be effected until a specified annual sum, sufficient for the salary of the Rector or Priest/Deacon/Minister-in-Charge and the support of the Congregation shall have been guaranteed to the satisfaction of the Bishop and the Standing Committee, and provided also that such organization shall not prevent a subsequent incorporation of the same Congregation as hereinafter provided for.

Section 2. Any Congregation may become incorporated, with the consent of the Bishop and the Standing Committee, under Articles of Incorporation, approved by the Convention, and by the election of not less than five (5) members to the Vestry, whose powers and duties, when not defined by the Articles of Incorporation, may be prescribed by Bylaws.

Section 3. Until a Congregation shall have duly adopted Bylaws, its proceedings, and those of the Vestry shall be governed by Bylaws recommended and set forth in the Appendices to the Canons of this Diocese.

Canon XIX

BUSINESS METHODS IN CHURCH AFFAIRS

In every Congregation and institution connected with this Diocese, the following standard business methods shall be observed:

Section 1. Funds held in trust, endowment and other permanent funds, and securities represented by physical evidence of ownership or indebtedness, shall be deposited with a bank, or other financial institution approved in writing by Diocesan Council, under a deed of trust, agency or other depository agreement providing for at least two (2) signatures on any order of withdrawal of such funds or securities.

But this paragraph shall not apply to funds and securities refused by the depositories named as being too small for acceptance. Such small funds and securities shall be under the care of the persons or corporations properly responsible for them.

This paragraph shall not be deemed to prohibit investments in securities issued in book entry form or other manner that dispenses with the delivery of a certificate evidencing the ownership of the securities or the indebtedness of the issuer.

Section 2. Records shall be made and kept of all trust and permanent funds showing at least the following:

- a) Source and date.
- b) Terms governing the use of principal and income.
- c) To whom and how often reports of conditions are to be made.
- d) How the funds are invested.

Section 3. Treasurers and custodians, other than banking institutions, shall be adequately bonded, except treasurers of funds that do not exceed five hundred dollars (\$500) at any one time during the fiscal year.

Section 4. Books of account shall be so kept as to provide the basis for satisfactory accounting.

Section 5. All accounts of the Diocese shall be audited annually by an independent Certified Public Accountant. All accounts of Congregations or other institutions shall be audited annually by an independent Certified Public Accountant, or independent Licensed Public Accountant, or such audit committee as shall be authorized by the Judge of Audits of the Diocesan Council or other appropriate diocesan authority.

All reports of such audits, including any memorandum issued by the auditors or audit committee regarding internal controls or other accounting matters, together with a summary of action taken or proposed to be taken to correct deficiencies or implement recommendations contained in any such memorandum, shall be filed with the Bishop or Ecclesiastical Authority not later than thirty (30) days following the date of such report, and in no event, not later than September 1 of each year covering the financial report of the previous calendar year. In any case of failure to file such audits, memorandum, or

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summary as required herein, any and all Lay Deputies of such delinquent Congregations shall be entitled to Seats with voice but no vote in the Convention.

Section 6. The Judge of Audits of the Diocesan Council shall require annual reports and audits of all accounts to be submitted to the Director of Administration and shall report annually to the Convention of the Diocese upon administration of this Canon.

Section 7. All buildings and their contents shall be kept adequately insured.

Section 8. The fiscal year shall begin January 1.

Canon XX

DISTRICTS

In order to facilitate the cooperation of Congregations with each other and with the Diocese:

Section 1. The Diocese shall be divided into such Districts, not less than five (5) nor more than ten (10), as may be determined from time to time by action of the Convention. The Bishop, with the advice of the Standing Committee, shall formulate the districting plan which, after at least one (1) open hearing, shall be submitted to Diocesan Council for its concurrence prior to presentation of the plan to the Convention for approval.

Section 2. Each District shall have a Commission consisting of

- 1) the Rectors, Priests/Deacons/Ministers-in-Charge and Assistant Ministers of the Congregations in the District,
- 2) those other active or retired non-parochial and non-stipendiary Deacons and Priests living or working within the District, who are canonically resident in the Diocese, and
- 3) all Lay Deputies to the Convention designated by the Congregations in the District.

Section 3. Each District Commission shall meet annually in order to elect one of its members to serve as members (Pursuant to Article X, Section 1 of the Constitution, and to Canon V, Section 3) of Diocesan Council. The Annual Meeting of the District Commissions shall take place as part of the order of business for the Annual Convention of the Diocese.

Section 4. In addition to such Annual Meeting, a District Commission may meet for purposes of regional missionary work or regional fellowship and programming. District Commissions are encouraged to meet apart from Convention for the following purposes:

- a) to consider regional problems, needs, strategies, evangelization, programs, and budgets;

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- b) to enable specialization and particularization of individual congregations on behalf of all the others;
- c) to support and encourage one another as missionary congregations;
- d) to prepare Commission members on budget and policy matters to come before the Diocesan Convention.

A District Commission may elect a presiding officer and such other officers as it shall designate. In cases where no presiding officer has been chosen by a District Commission prior to Convention or to any subsequent meeting, the priest in charge of a congregation within the District who has served longest in his or her current cure shall be the presiding officer.

Section 5. A meeting of any District Commission may be called, with appropriate notice to all members as follows:

- 1) by its presiding officer;
- 2) by the Bishop;
- 3) by all the deputies of any one congregation within the District;
- 4) by the Diocesan Council members elected by that District Commission;
- 5) by one-quarter (1/4) of the deputies of such District Commission.

Canon XXI

ECCLESIASTICAL DISCIPLINE

Section 1. Charges as identified in Title IV, Canon 2 of the Canons of the ACNA (Of Charges against and Godly Admonitions to Bishops, Presbyters, or Deacons), may be brought against Clergy of the Diocese.

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 (Ecclesiastical Discipline) and Title I, Canon 5, Section 9 of the Canons of the ACNA (Concerning Reports of Misconduct), with the assistance of the Diocesan Reports Receivers and Diocesan Reports Investigation Committee as duly established. In all events, the process of ecclesiastical discipline shall be subject to the terms of said Canons of the ACNA as amended from time to time. If there are any inconsistencies between the Canons of the Diocese and said Canons of the ACNA, said Canon of the ACNA shall control.

Section 3. For purposes of applying Title IV, Canon 2 of the Canons of the ACNA (Of Charges against and Godly Admonitions to Bishops, Presbyters, or Deacons), the following shall apply:

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- a) The function of "Canonical Investigator" may be fulfilled by the Diocesan Reports Investigation Committee or, if deemed appropriate by said committee and the Bishop, by a duly licensed attorney, appointed to investigate matters of ecclesiastical discipline on behalf of the Diocese, to represent the Diocese in the prosecution of presentments against Priests and Deacons, and to represent the Diocese in an appeal to the Provincial Tribunal of a Trial of a Priest or Deacon. The Canonical Investigator's client shall be the Diocese. Neither the Chancellor nor a Vice Chancellor of the Diocese shall serve as Canonical Investigator. The Canonical Investigator need not reside in or be a member of the Diocese proceeding under this Canon.
- b) The Bishop shall serve as the "diocesan authority."
- c) The Array of the Diocese shall serve as the "ecclesiastical Trial Court."

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Section 4. Concerning the Array:

- a) The Array shall consist of five (5) priests or deacons and four (4) lay persons, to be elected by the Diocesan Convention to serve three (3)-year terms on a staggered basis.
- b) Each member shall serve until his or her successor is elected or until the conclusion of any trial being heard by said member and the rendering of a verdict thereon, whichever is later. No person who has served two (2) consecutive full terms shall be eligible for election until a full year has elapsed. Eighteen (18) or more months shall be treated as a full term.
- c) If a vacancy occurs for any reason the Standing Committee shall appoint a replacement from the appropriate Order, Clerical or Lay.
- d) At such time as a matter is referred to the Array, the members of the Array shall elect one of its members to serve as Presiding Judge.

Section 5. The provisions of this Canon XXI (Ecclesiastical Discipline), apply to Clergy. Reports of misconduct by laity pursuant to the safeguarding policies mandated by Canon XVI, Section 12 (Of Congregations), will be addressed in accordance with procedures as approved by the Bishop consistent herewith. With respect to any such reports not dismissed for lack of reasonable grounds, the appropriate jurisdiction (Diocese or congregation) will consider and address such reports in accordance with such procedures.

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Canon XXII

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OF THE MODE OF ELECTION OF RECTOR OR OTHER MEMBER OF THE CLERGY

Section 1. When a Congregation proceeds to call a new Rector, it shall first consider a list of candidates proposed by the Bishop. The Vestry may reject all of the proposed names after due research and shall thereupon notify the Bishop. The Vestry shall then ask the Bishop for additional names and may reject all

of these. They may then proceed to consider other names. The Vestry's choice shall be communicated to the Bishop in writing together with documentation evidencing the qualifications of the candidate to meet the Congregation's requirements for priestly leadership. The Bishop shall have thirty (30) days to respond. The Bishop shall have the option of approving, or, after consultation with the Standing Committee, of rejecting the proposed candidate. If the candidate is rejected, the Vestry may proceed to consider other candidates.

In the event that the Bishop and the Vestry cannot resolve their differences over Clergy selection, the case shall be taken to the Standing Committee which shall hear the facts from all concerned parties and recommend a course of action.

The Bishop shall thereafter consult with the Standing Committee and the Vestry to effect the final disposition of the issue in the most satisfactory manner possible.

Section 2. When a Rector, Wardens and members of a Vestry proceed to call an Assistant Minister, the Rector shall first consult with the Bishop and submit a list of proposed candidates to the Bishop as well as receive a list of proposed candidates from the Bishop. Only those candidates of the Rector who are approved by the Bishop may be submitted to the Vestry as a whole. The Vestry may reject all the candidates proposed and the Rector, thereupon, would notify the Bishop. The Bishop and Rector in consultation shall then present the names of the additional candidates. The choice of the Rector, Wardens and members of the Vestry shall be communicated to the Bishop in writing, and the Bishop shall have thirty (30) days to respond. The Bishop shall have the option of approving, or, after consultation with the Standing Committee, of rejecting the proposed candidate. If the candidate is rejected, the Rector, Wardens and members of the Vestry may proceed to consider other candidates. In the event that the Bishop and the Rector, Wardens and members of the Vestry cannot resolve their differences over the Clergy selection, the case shall be taken to the Standing Committee which shall hear the facts from all concerned parties and recommend a course of action. The Bishop shall thereafter consult with the Standing Committee and the Rector, Wardens and members of the Vestry to effect the final disposition of the issue in the most satisfactory manner possible.

Section 3. A Rector, Assistant Minister or Priest, or Deacon-in-Charge of a Congregation shall be elected by the affirmative votes of two-thirds (2/3) of the Vestry, given by ballot; and, in addition, in the election of an Assistant, the consent of the Rector shall have previously been expressed in writing. The election must be made after open nomination at a previous meeting of the Vestry duly convened. The notice for the meeting of the Vestry at which such election is intended shall express such intention.

Section 4. The call of the Clergy-elect shall be in writing in a letter of agreement between the member of the Clergy and the Vestry (and in the case of a Stressed Congregation, the Bishop and Diocesan Council) and must express distinctly job description and any special conditions, together with the stipulations of salary or support, which salary when the member of the Clergy is settled shall be held as a

valid legal contract, and the salary as accruing to be an acknowledged debt, recoverable by process of law, if necessary, of which said call shall be held as substantial evidence; provided, that the salary may be increased or diminished, as the parties may from time to time agree, due notice of which shall be given to the Ecclesiastical Authority by the Clerk of the Vestry.

Section 5. On the election of the member of the Clergy as aforesaid, the Vestry shall immediately deliver to the Bishop, or to the Ecclesiastical Authority of the Diocese, notice of said election in the form following, or to this effect, which shall be signed by the names of those who certify: "We, the Church Wardens (or, in case of an Assistant, We, the Rector and Church Wardens), do certify to the Rt. Rev. (naming the Bishop) or to the Reverend (naming the President of the Standing Committee when necessary) that A. B. (naming the person), has been duly chosen Rector, Assistant, or Priest, or Deacon-in-Charge (as the case may be) of (naming the Congregation) on the following condition (here shall follow a full copy of the call)."

Section 6. The said elected member of the Clergy shall not be recognized by the Bishop as the Rector, Assistant, or Priest, or Deacon-in-Charge of the Congregation until said elected member of the Clergy has been canonically transferred to this jurisdiction nor shall the said elected member of the Clergy with or without the consent of the Vestry of said Church perform any of the rites or ceremonies of the Church except with the special permission of the Bishop of this Diocese until the Bishop or the Ecclesiastical Authority shall have certified to the Vestry that such member of the Clergy-elect has been canonically transferred to this jurisdiction. The certificate of the Bishop or Ecclesiastical Authority shall be entered upon the minutes of the Vestry.

Canon XXII

OF THE CANONICALLY RESIDENT CLERGY

Section 1. The Rector or Priest/Deacon/Minister-in-Charge of a Congregation has, by virtue of office, the exclusive charge and care of all the spiritual concerns, music and ritual observances of the Congregation, subject and answerable only to the Bishop.

Section 2. For the purposes of the office and for the full and free discharge of all functions and duties pertaining thereto, the Rector shall, at all times, be entitled to the use and control of the Church and Congregation buildings with the appurtenances and furniture thereof.

Section 3. The Rector shall have the full control and direction of all Guilds, Societies and Associations within the Congregation. Unless otherwise provided by the Charter of the Congregation, the Rector may call meetings of the Vestry and Congregation as the Rector shall deem proper, and is ex-officio President

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of the same, and is entitled to speak and vote on all questions before these bodies. The Rector shall call a meeting of the Vestry when requested to do so by a majority of the members of the same.

Canon XXIV

BISHOP'S AUTHORITY IN CLERGY-CONGREGATION RELATIONS

When, in the judgment of the Bishop, it shall appear (a) that there are grounds for believing, whether because of age, infirmity, or other cause, that the relationship between a Rector, Priest/Deacon/Minister-in-Charge, or (at the request of the Rector) an Assistant Minister and a Congregation is such that it is not in the best interest of the Congregation or the Diocese that such person continue to perform Congregation duties or (b) that there are grounds for believing that the relations between a Rector, Priest/Deacon/Minister-in-Charge and a Congregation are such that the member of the Clergy is prevented from performing ecclesiastic and other duties in a manner which is in the best interest of the Congregation and the Diocese, the Bishop shall first counsel with the member of the Clergy in that Congregation, and thereafter shall counsel the Vestry or the member of the Clergy, as appropriate, and attempt to resolve the problem. Failing this, the Bishop, or the Vestry, or the member of the Clergy shall take the case to the Standing Committee which shall hear the facts, call for any records deemed necessary, and recommend a course of action. The Bishop, after weighing the advice of the Standing Committee, shall thereafter consult with the Standing Committee, the Vestry, the member of the Clergy involved, and other concerned parties to effect a final disposition of the issue in the most satisfactory manner possible, including authority to require a Congregation to provide for a new election of one (1) or more members of the Vestry.

Canon XXV

OF DEFINITION OF TITLES

Section 1. Whereas, the Titles used for the Canonically Resident Clergy are not authoritatively defined in the legislation of the Church, therefore for the purpose of the Constitution and of these Canons these respective Titles shall be understood and received as follows:

- a) A "Rector" is the Senior Priest of a Congregation in Union with the Convention, called by the Vestry and appointed by the Bishop, whose appointment is without limitation of time.
- b) An "Assistant Minister" is a Priest or Deacon called by the Vestry to assist the Rector, either for a specified time, or permanently.
- c) A "Priest- or Deacon-in-Charge" is a Priest or Deacon appointed to serve a Congregation and whose appointment to the Congregation is subject to a specific agreement as to time and other conditions. These Titles also apply to all members of the Clergy appointed by the Ecclesiastical Authority to the cure of souls.

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- d) A "Minister-in-Charge" is a Lay Person appointed by the Ecclesiastical Authority to conduct the religious affairs of a Congregation having no Priest.

Canon XXVI

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OF PERSONS REPELLED FROM THE HOLY COMMUNION

When a person who has been repelled from the Holy Communion appeals to the Bishop, and is not restored by the Bishop, the Bishop may, and if the person repelled demands it shall, appoint one (1) Presbyter of this Diocese, and two (2) Lay Persons, Communicants in some other Congregation than that of the person repelled, who shall make inquiry into the facts of the case, and shall make report thereof, with their opinion thereon, to the Bishop, who may restore the person, or otherwise, as the Bishop may deem proper.

Canon XXVII

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OF VACANT CONGREGATIONS

Section 1. The Bishop shall assume ecclesiastical oversight of each vacant Congregation.

Section 2. When the Vestry is notified by the Rector of an intent to resign, the Bishop shall simultaneously be notified. Upon such notification, the Bishop shall have the authority to examine any Congregation records which would assist in evaluating the condition of the Congregation. The Vestry shall furnish the Bishop such information as the Bishop deems necessary to assist the Congregation in the selection of a new Rector, including but not limited to, congregation goals, profile of the Congregation, and desired Clergy qualifications.

Section 3. In the event of a vacant Congregation, the Bishop shall take such action as the Bishop deems appropriate to supply said Congregation for appropriate services, and such supply expenses shall be borne by said Congregation.

Section 4. When a Congregation becomes vacant, it shall be the duty of the Wardens thereof to give notice to the Bishop, or if there be no Bishop, to the President of the Standing Committee, forthwith.

Section 5. A Minister canonically resident in this Diocese, without a Congregation, may not assume pastoral relations with, nor officiate for longer than one (1) month in a Congregation, unless and until he or she shall have obtained from the Bishop a written license authorizing the Minister so to do, and, if such license be refused, by and with the advice and consent of a majority of all the members of the Standing Committee, and if such Clergy shall nevertheless, without such license, officiate in such

Congregation, or attempt to assume such pastoral relations, the Clergy, by reason of such action on his or her part, shall thereafter not be in good standing in this Diocese until he or she shall have made satisfaction to the Bishop; and any subsequent Convention of this Diocese may dissolve its union with the offending Congregation, provided the Standing Committee shall, at least thirty (30) days prior to such Convention, have sent to the Vestry, or to one of the Wardens, of such Congregation written notice that the action of the Congregation will be reported to the Convention.

Canon XXVIII

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OF THE RELOCATION OF CHURCH BUILDINGS

No Congregation shall relocate from one church building to another without first obtaining the permission of the Bishop, in consultation with the Standing Committee.

Canon XXIX

OF ELECTIONS

All elections at the Convention or at meetings of the District Commissions, except as provided for in Article XII of the Constitution, shall be by ballot (unless the same should be dispensed with by unanimous consent), the Clergy and Deputies acting as one body; PROVIDED, that before or in the course of any election at the Convention, on a call by any ten (10) members of whom at least five (5) must be Clergy and at least five (5) must be Lay Deputies, made just prior to any ballot taken therein, the Convention shall on such individual ballot vote by Orders; and, in such case, no person shall be considered as elected to any office to be filled by the Convention unless such person obtains the concurrent vote of both Orders. All officers and members of committees shall continue in office until their successors are chosen.

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Canon XXX

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OF CONFESSORS AND THE RITE OF CONFESSION

Section 1. As part of the care of souls, the Rite of Confession, also known as the Reconciliation of a Penitent, is available in this Diocese to all who sincerely repent and seek absolution of their sins.

Section 2. Only Bishops and Priests may serve as Confessors and are exclusively able to announce absolution of sins.

Section 3. The Seal of Confession is absolute and inviolable; therefore, it is absolutely forbidden for a Confessor to betray in any way a penitent in word or in any manner or for any reason. There are never any circumstances whatsoever in which the communications made under the Seal between a penitent and a Confessor may be disclosed, directly or indirectly, to a third party, even a third party who purports to act under the color of ecclesiastical or legal authority.

Section 4. A Confessor is prohibited completely from using knowledge acquired from confession to the detriment of a penitent even when any danger of revelation is excluded. A Confessor who has been placed in a position of authority may not, at any time or in any manner, use for external governance the knowledge about sins which he or she has received in Confession.

Canon XXXI

OF THE COMMISSION ON MINISTRY

Section 1. Duties. 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.

Section 2. Membership. The Bishop shall appoint to the Commission on Ministry such persons as the Bishop may deem proper. The term of office shall be one (1) year. Members shall be eligible for reappointment.

Section 3. Meetings. Meetings of the Commission on Ministry shall be held upon the call of the Bishop or of the person appointed by the Bishop to act as presiding officer of the Commission. At any meeting, any number assembled after due notice to all members of the Commission shall constitute a quorum.

Canon XXXII

OF ARCHITECTURE OF CHURCH BUILDINGS

When a Congregation proposes to make structural changes to any of its Church buildings, it shall first submit its architectural plans for the changes to the Bishop. No Congregation may undertake such structural changes without first obtaining the permission of the Bishop. For the purposes of this Canon, the phrase "structural changes" means substantial physical changes such as construction of an addition or removal or replacement of stained glass windows. The phrase does not include ordinary maintenance activities or superficial changes such as painting.

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Canon XXXIII

OF AMENDMENTS

The Canons may be amended in the following manner only: Amendments must be proposed in writing to the Annual Convention and be referred to, and reported upon by, the Committee on Canons.

Canon XXXIV

DEFINITIONS

Except as may otherwise be provided within these Canons, for purposes of the Canons of the Diocese of Pittsburgh:

- a) "Constitution" shall mean the Constitution of the Anglican Diocese of Pittsburgh
- b) "Bishop" shall mean the Diocesan Bishop of the Anglican Diocese of Pittsburgh.
- c) "ACNA" shall mean the Anglican Church in North America.
- d) "Church" shall refer to the Anglican Church in North America.
- e) "The Diocese" or "Diocese" shall refer to the Anglican Diocese of Pittsburgh.
- f) "Operating Income" of a Congregation shall mean the total of all income received for use in the annual operation of the Congregation and shall include, but is not limited to, pledges, gifts, contributions, grants, and investment income.
- g) "Godly Share" shall mean the financial responsibility of a congregation to share in the life of the Diocese and determined as provided in Canon XIII, Section 4 (Budget and Financial Administration).
- h) "Congregation" shall mean a gathered group of Christians who have organized and function in accordance with the Canons of the Anglican Church in North America, who are associated with the Diocese, and under the oversight of the Bishop. Congregations may be established based upon geography, a focus on reaching particular sociological or ethnic populations, or any other missional purpose. There are three categories of Congregations in the Diocese: Congregations in Union with the Convention, Mission Fellowships, and Stressed Congregations.
- i) "Congregations in Union with the Convention" shall mean those Congregations which founded the Anglican Diocese of Pittsburgh and remain in good standing with it, in addition to those Congregations which have been admitted into Union with the Convention since that time, according to the process established in Article XII of the Constitution and Canon XVI, Section 2 (Of Congregations).
- j) "Stressed Congregation" shall mean a Congregation in Union with the Convention designated as a Stressed Congregation when one of the following occurs:

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1. the Congregation gives notice, through its Vestry, to the Bishop or the Standing Committee, that it is unable to function properly, including but not limited to the ability to call or retain adequate clergy, because of financial or any other reasons;
 2. the Bishop or the Standing Committee determines that the Congregation is unable to function properly, including but not limited to the ability to call or retain adequate clergy, because of financial or any other reasons;
 3. the Congregation is unable to contribute its Godly Share and this disability will likely continue.
- k) "Mission Fellowship" shall mean a gathered group of Christians, in the process of organizing and beginning to function in accordance with the Canons of the Anglican Church in North America and of the Diocese.

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Rules of Order

Established by the Convention of the Diocese of Pittsburgh for conducting the business of the Convention. These Rules shall not be amended, suspended or repealed except by an affirmative vote of a majority of the members present.

A. ORGANIZATION AND BUSINESS

- 1) Subject to the provisions of the Constitution and Canons and these Rules of Order, the organization, order of business, and program of work of the Convention shall be determined by the Convention Committee with the approval of the Bishop and Diocesan Council. The work of the Convention for the twelve (12)-month period beginning with its fall session may be conducted in one or more sittings, or by special sessions convened by the Bishop.
- 2) The Convention shall be called to order and presided over by the Bishop, acting as the President thereof, or in the Bishop's absence or inability to act, then by the person designated in Article IV of the Constitution.
- 3) It shall be the duty of the Secretary of the last Convention, or in the Secretary's absence some other person appointed by the Bishop or officer presiding, to certify the roll of the Clergy entitled to Seats in the Convention, and the roll of the Lay Deputies authorized to represent Congregations entitled to representation at the Convention.
- 4) The Convention having been thus organized, the first business thereafter shall be the election of a Secretary. To this end, the President shall call on the presiding officer of the Diocesan Council to place in nomination the person recommended by the Diocesan Council to serve as Secretary of the Convention.
- 5) The President shall then appoint the following regular committees:
 - a) On the claims of Lay Deputies to Seats in the Convention; to consist of three (3) Lay persons.
 - b) On the admission of Congregations into union with the Convention; to consist of one (1) member of the Clergy and two (2) Lay persons.
- 6) The agenda for the Convention shall make provision for the celebration of Holy Communion, an address by the Bishop, a report of the Nominating Committee and elections, for reports by the Standing Committee, the Diocesan Council, and Committee on Canons, and for consideration and action on proposed policies, programs, budgets (including assessments), resolutions, motions, reports, and notices, as may be provided by the Constitution and Canons or otherwise be in order.
- 7) Any sitting of the Convention may be recessed upon motion duly acted upon to a fixed time and place, or immediately after to such time and place as the Bishop in consultation with the

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Convention Committee, may determine. Each sitting shall be closed with such religious observance as the Bishop may direct.

- 8) Upon final adjournment of any sitting, the Secretary of the Convention shall submit the minutes of the proceedings to the Bishop, the Chairperson of the Committee on Canons, and the Chairperson of the Convention Committee, who shall read and approve them prior to their publication and distribution.

B. GENERAL RULES

- 1) The following, if they are not Deputies shall be admitted to the sittings of the Convention without vote and, except for Chairpersons of Boards and Commissions and except as provided in Canon III, Section 3, without voice: all Clergy of the Anglican Church in North America who are not canonically resident in the Diocese and of Churches in full communion with the same; candidates for Holy Orders; members of all Diocesan Boards and Commissions; and the Vestry of the Church in which the Convention is held. Upon their reporting themselves to the Secretary, their names shall be entered in the Journal.

When the Convention is sitting as the Committee of the Whole, for the election of a bishop or for other purposes, the following shall be entitled to Seats but, if not deputies, shall be without vote and without voice: members of the Nominating/Search Committee (if other than the Standing Committee), the Chairman of the Convention Committee, the Vice Chancellors, the Diocesan Administrator and the Judge of Elections.

- 2) Elections by ballot. Elections by ballot shall be in the following mode and order: Ballots shall be provided, in writing or other electronic means with all the names proposed, and such ballots must provide half as many blank spaces as there are candidates to be elected in which other names may be added by the voter. The voting shall be by the system commonly known as the Australian ballot, the candidates desired being indicated by a cross (X) placed opposite each name or by electronic selection.

There shall be a Judge of Elections, appointed by the Bishop and the Standing Committee before the meeting of the Convention, who shall arrange all necessary details for balloting, including the appointment of Tellers, and shall preside and act as Judge in all matters governing the voting.

If only one nomination shall be made for any office to be filled, the Convention may, by unanimous viva voce vote, direct the Secretary to cast the vote of the Convention for such nominees without further delay.

The Judge of Elections shall report to the Convention the number of ballots cast and the number of votes received by each candidate. Except in the case of candidates for election as Delegates or Alternate Delegates to Provincial Council and Provincial Assembly or for election to

the Standing Committee, the candidates receiving the highest number of votes for the respective offices shall be declared elected.

Delegates in each order to Provincial Council and Provincial Assembly are to be elected by a majority of those present and voting. If after the first ballot sufficient Delegates have not been elected, there shall be a second ballot prepared by eliminating from the ballot such nominees in each order, beginning with the nominee in each order who received the least number of votes on the first ballot, as may be necessary to reduce the number of nominees in each order to twice the number of vacancies to be filled from that order.

If after the second ballot, all vacancies have not been filled, by consent of a majority of those present, a motion may, then or after any succeeding ballot, be entertained to elect unanimously to the vacancy or vacancies still existing in each order the nominee or nominees of that order who received the highest number of votes, but less than a majority, on the preceding ballot and the same shall be declared duly elected.

Alternate Delegates shall then be elected from among the remaining candidates in each order by plurality vote and shall rank in the order of the number of votes received.

Candidates for the Standing Committee must receive a majority of the votes cast in order to be elected. If after the first ballot a vacancy remains in either order because no candidate received a majority, a second ballot shall be prepared for that order which eliminates the candidate who received the least number of votes on the first ballot unless there was a tie for the least number. If subsequent re-balloting is necessary, each new ballot shall eliminate the candidate receiving the least number of votes on the immediate preceding ballot.

3) Nominations

- a. Congregations and district commissions shall be encouraged to and provided opportunity for recommending to the Nominating Committee persons who are deemed to have exceptional qualifications for the posts to be filled. Deadline for these recommendations shall be June 15th each year. At least three (3) months prior to the sitting of the Convention in which an election is to be held, the Nominating Committee, to be constituted as hereinafter provided, shall nominate at least one (1) candidate, for each office to be filled by the Convention by election: provided, however, that in accordance with subsection A4 of these Rules of Order, Diocesan Council shall nominate a person to serve as Secretary of the Convention. The list of such nominations shall be published, including biographical data on each nominee, in an appropriate organ of Diocesan-wide circulation and distributed to each member of the Clergy, the Deputy Leader and the Senior Warden of each Congregation at least one (1) month before the sitting of the Convention in which the election is to be held. Except as otherwise

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provided in the Constitution and Canons, any candidate nominated must be a Communicant in good standing of the Anglican Diocese of Pittsburgh.

- b. Thereupon and until two (2) weeks before such sitting, any ten (10) members of the Convention may make additional nominations to the Convention through the Nominating Committee, providing that such nominations shall be made in writing and signed by the members making such nominations.
- c. At the Convention, any ten (10) members may make additional nominations for any office, providing that such nominations shall be made in writing and signed by the members making such nominations. The Nominating Committee shall report orally to the Convention the names of candidates nominated pursuant to this paragraph.
- d. Only the names of candidates nominated in accordance with Rules 3a and 3b shall be printed upon the ballot to be used at the election.
- e. After all candidates have been nominated as provided by Rules 3a and 3b, their names shall be listed upon the ballot as determined by lot, accomplished by drawing successively the names for each elective office by the Chairperson of the Nominating Committee.
- f. The Diocesan Nominating Committee shall be appointed by the President of Diocesan Council in consultation with the Diocesan Bishop and the President of the Standing Committee. The Diocesan Nominating Committee shall be organized in January of each year, consisting of one person from each District, with representation by both clergy and laity. A chairperson shall be appointed by the President of Diocesan Council with the Consent of the Bishop and the President of the Standing Committee. All members will be appointed annually with no member serving more than four (4) consecutive years. The duty of the Nominating Committee shall be to present a full slate of nominees as required by subparagraph B3a above and shall include, but not be limited to, soliciting, receiving and screening recommendations from individuals, congregations and District Commissions.

4) Pre-Convention Journal

- a. A Pre-Convention Journal with such supplements as may be necessary shall be reproduced and made available to all Deputies, Clerical and Lay at least two (2) weeks prior to the first or any subsequent sitting of the annual Convention in which the business set forth in the Journal is to be acted upon.
- b. No resolutions, reports, or changes in Canon Law shall be considered in any sitting of the Convention except they shall be published in said Journal. This rule shall not be interpreted to exclude resolutions, which, in the opinion of the President of the

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Convention, do not affect the financial or canonical life of the Diocese or which for any other reason should be considered by the Convention.

C. PARLIAMENTARY PROCEDURE

- 1) No motion shall be put or debated until it is seconded, and, when seconded, it shall be stated by the President before it is voted on; and every motion, when required, shall be reduced to writing.
- 2) If the question in debate contains several distinct propositions, any member may have the same divided.
- 3) When a question is under consideration, no motion shall be received unless to lay upon the table, to postpone indefinitely, to postpone to a certain time, to commit, or to amend; and motions for any of these purposes shall have precedence in the order herein named. If the motion to lay an amendment on the table be carried, the Convention shall proceed as if no such amendment had been offered.

The motion to lay on the table and to adjourn shall be decided without debate. The motion to adjourn shall always be in order.

- 4) On a question being put by the President, it shall be determined by the sound of voices for or against it; but any member may require the count of votes, and Tellers for that purpose shall be appointed by the President; or a majority of the members present, may, previous to a decision by count, require the ayes and nays to be taken, which shall be done by calling the names of the Clerical members and then of the names of the lay deputies of each congregation, and all votes by ayes and nays shall be entered upon the minutes.
- 5) A question once decided shall not be reconsidered during the same session without an affirmative vote of two-thirds (2/3), nor without a motion for that purpose being made by one of the majority on the prior decision; nor shall any question be reconsidered more than once.
- 6) All questions of order shall be decided by the President, subject to an appeal to the House.

D. RULES OF ORDER AT THE ELECTION OF A BISHOP, BISHOP-COADIUTOR, OR SUFFRAGAN BISHOP

The election of a Bishop for this Diocese shall be made in Convention in the following manner:

- 1) Deputies to Convention shall be given opportunity to submit names to be considered for election as Bishop. Deputies shall also be given opportunity to submit questions to be answered by nominees. A process to determine which names are to be placed before convention, and which questions are to be asked of nominees may be adopted by the Standing Committee, or by a committee appointed by the Standing Committee for that purpose. The names of nominees to

come before the Convention, and their responses to any questions, shall be clearly communicated in writing prior to the meeting of Convention.

- 2) Pursuant to Article II, Section 3 of the Constitution of this Diocese, the Secretary of the Convention shall send to each Deputy and Alternate Deputy, as well as to every member of the clergy entitled to vote, the following sections of our Constitution and Canons:
 - a. Article I and X of the Constitution of the Anglican Church in North America
 - b. Canon 8, Title III, (Anglican Church)
 - c. Article XII of the Constitution of the Diocese, and
 - d. Section D, Rules of Order of the Diocese.
- 3) When the Convention gathers the President of the Convention shall, in the hearing of the Convention, read Section D of the Rules of Order, that all may prepare themselves for the duty about to be performed. Then the President shall read the form of testimonials which are to be signed in behalf of the Bishop-elect and shall then announce that nominations will be next in order.
- 4) The Standing Committee shall present the list of candidates for nomination. All nominations are to be made without comment or discussion.
 - a. If there are any nominations intended to be made from the floor of the Convention, they shall be offered at this time. All nominations from the floor shall be permitted, provided:
 - they be made in writing, signed by ten (10) members of Convention representing five (5) churches,
 - consent has been given, in writing, by the nominee,
 - that certified clearances, as used by the Standing Committee, accompany the nomination, and
 - that copies are laid before the Secretary of Convention.
 - b. No word of comment as to any nomination, or in praise or censure of any person nominated shall be in order except in Committee of the Whole.
 - c. If during the election process a candidate withdraws or is withdrawn from the ballot, no endorsement of another candidate will be in order.
- 5) At any time for the purpose of discussing the election process or nominations, the Convention may, by majority vote, go into Committee of the Whole, and shall sit with closed doors. The purpose of the Committee of the Whole is not to legislate but to deliberate matters and nominations to be presented to the Convention. Only certified deputies, lay and clerical, sit in the Committee of the Whole. The persons specified in paragraph B1 of the Rules of Order shall be entitled to seats, but not to voice.
- 6) The order of names of nominees on the ballot shall be chosen by lot.

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- 7) When all things are ready, all present shall be called to prayer, the Veni Creator shall be said or sung, and other supplications added by the President of the Convention, followed by silent prayer and The Lord's Prayer.
- 8) Tellers will be appointed by the President of Convention. Then, with the Tellers having taken their places, the names of Clergy and Deputies shall be called, all other voices being suppressed. Unless distributed individually to certified deputies or their alternates at registration, ballots or the device to be used for electronic voting shall be given to those who respond. If a Deputy does not answer to a roll call, the name of an elected and certified Alternate may be announced by the deputation, and recorded by the Secretary of the Convention. The tellers will withdraw to count. While ballots are being counted, prayers, readings of Scripture, hymns, songs, and words of encouragement shall fill the interval. The ballots being counted, the Tellers shall report, and the President shall declare the result.
- 9) If there be no election by concurrent majority of both Orders, new balloting must be made with all solemnity as before, until, under the guidance of the Holy Spirit, a Bishop is duly chosen and elected.
- 10) When an election has taken place, appropriate prayers and praises shall be offered. The Bishop or President of the Convention shall appoint a committee to notify the Bishop-elect and to seek consent of the same.
- 11) All deputies, clerical and lay, shall then sign the required form of testimonials certifying the election.