

Anglican Diocese of PITTSBURGH

160TH ANNUAL DIOCESAN CONVENTION

November 7-8, 2025
Ambridge, Pennsylvania

POST-CONVENTION JOURNAL

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Diocesan Staff

As of December 31, 2025

The Rt. Rev. Alex Cameron, Bishop of Pittsburgh

The Rev. Canon Dr. William Henry, Canon to the Ordinary

Mrs. Sarah Kwolek, Director of Administration

Mrs. Stephanie Finn, Director of Communications

The Rev. Krystal Hustead, Safeguarding Director

Mrs. Christina Silva, Diocesan Executive Assistant

Mrs. Jennifer Newhouse, CRM Manager/Administrative Assistant

Leadership Bodies

Reflecting elections held on November 8, 2025, and updated as of July 2026

Standing Committee

Key: (20##) = Year term ends

The Rev. John Bailey, President (2026)

Mrs. Mara Bateson, Secretary (2026)

The Rev. Canon Karen Stevenson (2027)

Mr. Thomas Hay (2027)

The Rev. Canon Tracey Russell (2028)

Mrs. Colleen Curlee-Malament (2028)

The Rev. Eric Rodes (2029)

Mrs. Hannah Wilson (2029)

Mrs. Delia Bouwers Bianchin, Chancellor

The Rt. Rev. Alex Cameron, Bishop of Pittsburgh

Diocesan Council

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

President: The Rt. Rev. Dr. David Hicks

Secretary: Mrs. Ann McCarthy

DISTRICT 1

Mrs. Marianne Manasterski (2026-1)

Ms. Judith Hall (2027-2)

The Rev. Bill Driscoll (2028-1)

DISTRICT 2

The Right Rev. Dr. David Hicks (2026-1)

Mr. Chad Green (2027-1)

Mr. Elijah Coryell (2028-1)

DISTRICT 3

Mr. Zachary White (2026-1)

The Rev. Frances Metcalf (2027-1)

Mr. James Carney (2028-1)

DISTRICT 4

Mr. Lawrence Silverstein (2026-2)

The Rev. Bryan Jarrell (2027-1)

Ms. Cynthia Ross (2028-1)

DISTRICT 5

Mr. Don Klein (2026-1)
Mr. Mark Frost (2027-2)
The Rev. Dr. Kirsten Gardner (2028-1)

EX OFFICIO COUNCIL MEMBERSHIP

The Rt. Rev. Alex Cameron, Bishop of Pittsburgh
Mrs. Delia Bouwers Bianchin, Chancellor of the Diocese
The Rev. John Bailey, Standing Committee President
Mrs. Ann McCarthy, Secretary of Convention

NON-MEMBERS

Mrs. Sarah Kwolek, Director of Administration
The Rev. Canon Dr. William Henry, Canon to the Ordinary

Churches in Union with the Diocese

Churches in Union as of the 160th Annual Convention

Abundant Grace Church, West Hills (2021)
All Saints Anglican Church, Cranberry Township (2010)
All Souls' Anglican Church, Wheaton, IL (2004)
Christ's Church, Greensburg (1832)
Christ Anglican Church, New Brighton (1850)
Christ Church Anglican, Brownsville (1813)
Christ Church Fox Chapel, Fox Chapel (1943)
Christ Our Hope, Natrona Heights (1896)
The Anglican Parish of Christ the Redeemer, Canonsburg (1950)
Church of Our Saviour, Glenshaw (1890)
Church of the Ascension, Oakland (1889)
Church of the Redeemer, Nashville, TN (2004)
Church of the Redeemer, St. Paul, MN (2010)
Church of the Savior, Ambridge (1984)
Church of the Transfiguration, Elizabeth (1904)
Epiphany Anglican Fellowship, Ligonier (2008)
Grace Anglican Church, Edgeworth (2017)
Grace Anglican Church, Grove City (2008)
Grace Anglican Church, Mount Washington (1851)
Harvest Anglican Church, Homer City (2009)
Holy Innocents Anglican Church, Leechburg (1884)
Incarnation Church (Anglican), Pittsburgh (2012)
Jonah's Call, East End (2008)
Mosaic Anglican Church, North Fayette (2011)
Prince of Peace Church, Hopewell Township (1987)
Reconciliation Anglican Church, Penn Hills (2018)
Shepherd's Heart Fellowship, Uptown (2001)
Somerset Anglican Fellowship, Somerset (2008)
St. Alban's Anglican Church, Murrysville (1970)
St. Elizabeth Anglican Mission, Bridgeville (2011)
St. John's Anglican Church, Franklin, TN (2010)
St. Luke's Anglican Church, Georgetown (1814)
St. Martin's Anglican Church, Monroeville (1954)
St. Mary's Anglican Church, Charleroi (1896)

St. Matthew's Anglican Church, Johnstown (2008)
St. Peter's Anglican Church, Butler (1824)
St. Peter's Anglican Church, Uniontown (1838)
St. Stephen's Church, Sewickley (1861)
St. Thomas Anglican Church, Inc., Gibsonia (1948)
Trinity Anglican Church, Patton (1896)
Trinity Church, Washington (1844)
True Vine Anglican Church, Monongahela (1860)

Mission Fellowships

Church of the Great Shepherd, Wheaton, IL
New Jerusalem Church, Carol Stream, IL
Redeemer Anglican Church, Franklin, PA
Redeemer Anglican Church, North Boroughs

Houses of Prayer

Hineni House, McDonald

Churches and Mission Fellowships No Longer in Union

Churches closed as of 160th Annual Convention

New Life Anglican Fellowship, Beaver (Trinity Anglican Church of Beaver)

Clergy in Good Standing with the Diocese

As of date of Convention, in order of year canonically resident

Bishops

1992	The Most Rev. Robert William Duncan
2019	The Rt. Rev. David Lee Hicks
2022	The Rt. Rev. Alex Whitcomb Cameron

Priests

1960	John Milton Leggett
1971	John Guest, Litt D.
1972	Andrew Joseph Tibus
1979	Stephen Follmer Noll, Ph.D.
1979	Edward "Ted" Manning Wood
1984	John Hayes Park
1985	John Kendal Hervey, D.Min.
1985	Lawrence Knotts
1990	Gary Dean Miller
1990	Florence "Ann" Paton, Ph.D.
1990	Eric Jon Taylor, D.Min.
1995	Geoffrey Whitman Chapman

1995	John "Jack" Stanley Gabig, Ph.D.
1996	John Mark Heidengren
1996	David Douglas Wilson, D.Min.
1997	Karen B. Stevenson
1997	Paul Allyn Sutcliffe, Jr.
1998	Dennett Harden Buettner, D.Min.
1998	Michael Dean Wurschmidt
1999	Colleen Michelle Klingensmith
1999	Joseph Richard Martin
1999	Gaea Atiyah Thompson
2000	Donald A. Cox
2000	Henry Laurence Thompson, III
2001	John Paul Bailey
2001	Lawrence Christopher Deihle
2001	Gordon Griffith Green
2001	Susanna Rhoads Scott
2001	Karen Elizabeth Woods, D.Min
2002	Ronald Jack Baillie
2002	Daniel Francis Crawford, Ph.D.
2002	James Caddell Morehead III, Ph.D.
2003	Deborah Lynn Carr
2003	John Alexander Macdonald, DMiss
2003	Jay Frank Slocum
2004	Douglas Richard Blakelock
2004	Donald William Bushyager
2004	David Harold Grissom, D.Min.
2004	Marc Ray Jacobson
2004	Jonathan N. Millard
2004	Douglas Roland Sherman, Jr.
2005	Robert Samuel Hanna
2005	James Loughlin Vreeland
2006	William Ticknor Henry, D.Min.
2006	Paul Martin Johnston
2006	Ethan James Magness
2006	Peggy Sue Means
2007	Scott Thomas Homer
2007	Elaine Emma Storm
2008	Aaron Edward Carpenter, DNP
2008	Harold Dean Hicks, Jr.
2009	John Corbett
2009	Andrew John DeFusco
2009	Michael Vincent McGhee
2009	Ann Radebaugh Tefft
2010	James "Kua" Wilson Kuahiwi Apple
2010	Charles Otto Ellenbaum
2010	Constance Keck Hughes
2010	George John Kacena
2010	David P. Kletzing Ph.D
2010	George Byron Koch, D.Min
2010	Heather Ann Martinez
2010	James "Jamey" Perry Russell
2010	Teresa "Tracey" Lynn Russell
2010	William McDonald Starke
2010	Rebecca Ann Teguns
2011	Joel Alan Scandrett, Ph.D
2011	Regis H. Turocy, DHCE, PT
2011	Jeffrey Scott Wylie
2012	Kenneth Dean Benge
2012	Philip Bottomley
2012	Glenn Paul Crytzer
2012	Kirsten H. Gardner, Ph.D.
2012	Justin Michael Helton
2012	Thomas "Bryan" Jarrell, II
2012	Thomas Arthur Russell, Ph.D.
2013	Andrew Kelly Gross
2014	Eric Michael Rodes
2014	Lauren Mara Scharf
2014	Alex Shuttleworth
2015	Diana M. Gorgos
2015	James Calvin McCaskill
2015	Karl J. Petterson
2015	Ardath Louise Smith

2016	Travis James Bott, Ph.D.
2016	Margaret "Peg" Guilbert Bowman
2016	Benjamin Ryan Hughes
2016	Claire Layne Megles
2016	Suzanne Cheryl Perkins
2016	Robert R. Richard
2017	Mark Woodbridge Brown
2017	Ethan Taylor Harrison
2017	Julie Esther Cate Kelly-Stump
	Frances Celeste Jacobowitz
2017	Metcalf
2017	Andrea Mueller Millard, D.Min.
2018	Tracey Turner Corso, DMD
2018	Stefanie Renée Rowinski
	Donald Raymond Shepson, III,
2018	Ph.D.
2019	James M. Arcadi, Ph.D.
2019	Christopher Michael Hill
2019	Ralph Clinton "Clint" Kerley
2019	Robert Lewis
2019	Peter Paul Snezek
2020	Myron Julian Manasterski
2020	Eric Michael Phillips
2020	Aaron Glen Prosser
2021	Charles E. Bateson
2021	Alexander Banfield Hicks
2021	Kevin Antlitz
2021	Michael Paul Hustead
2021	Johnmark Smith
2021	Leonard Finn, Ph.D.
2022	Jessica Lynne Bennett
2022	Joshua Raymond Bennett
2022	Gregory William Sparks
2023	Ethan J. Carlson
2023	Bradley Price Roderick
2023	Tyler Jonathan Gongola
2023	Chadwick Elliot Lawrence
2023	David Beck
2023	Paul Jacob Calvin
2024	Daniel Behrens
2024	Kurt William Grossman
2024	Bryan Cody Hollon
2024	William Forbes Driscoll
2024	Erik Martin Germesin
2024	Peter Timothy Coelho
2024	Krystal Anne-Marie Hustead
2024	Collin Barrett Reed
2025	Bruce Monroe Robison
2025	Wesley Stephen Jagoe
2025	Cody Jonathan Ramer

Deacons

1987	Jeane T. Steele
1993	Marion Janice Kush
1998	Mark Philip Stevenson, Ph.D
1999	Laura Deeds Wicker
2000	Andrea Jackson Buettner
2004	Judith Lynn Howells
2006	Donald Lee Bowers
2006	Diane "Dee" Brooks Scott
2006	Harry Lee Walter
2007	Byron Robert Johnson
2008	Marybeth Marshall Carey
2008	Wendell "Tom" Carroll Turney

2008	Kathy Lynn Walzer
2010	Judith Anne Davis
2011	Catherine Lynne Dunn
2011	Carolyn Donkin Nunnally
2011	Gretchen Worden Peske
2015	Nancy Cain McCombe
2016	Michael Joseph Brigode
2016	Terry Lee Smolick
2019	Mary Juno Baker
2019	James Larry Fisher, Jr.
2020	Linda Diane Elliott Schlafer, Ph.D.
2021	Cariño Casas
2021	Jennifer Kang
2022	Mary K. Haynes "Kathy"
2023	Dawn Bjork Lundgren
2023	Elizabeth Stewart
2024	Philip C. Kenyon
2024	Catherine Ellen Grossman
2024	Jason Patrick Goble
2025	Scott McCord Means
2025	Shannon Elaine Reed
2025	Regina Hopewell

Letters Dimissory

Through December 31, 2025

Accepted

Wesley Stephen Jagoe	1/25/2025	Gulf Atlantic Diocese
Cody Jonathan Ramer	4/16/2025	Christ Our Hope
Regina Hopewell	8/12/2025	Diocese of the Rocky Mountains
Bruce Monroe Robison	9/2/2025	Episcopal Diocese of Pittsburgh

Issued

David Blaine Rucker	11/11/2024	Diocese of the Mid-Atlantic
Michael Wayne Arnold	2/25/2025	Diocese of Quincy
Stephen James Palmer	3/24/2025	Diocese of the Carolinas
Wesley Stephen Williams	8/27/2025	Diocese of the Mid-Atlantic
Jeffrey Dean Mead	10/14/2025	Anglican Diocese of All Nations
Shannon Ames Fuller	10/22/2025	Churches for the Sake of Others
Summer Joy Gross	10/30/2025	Diocese of the Great Lakes
Joshua Miller	11/5/2025	Anglican Diocese of San Joaquin

Clergy Deaths

As of the 160th Annual Convention.

James Wayne Chester 2/22/2025
Ira Houck, Jr. 3/3/2025
Mary Lou Kator 4/2/2025
Ruth Wick Manson 6/13/2025
Joseph Vitunic, Jr. 9/3/2025

Resignation of Orders

Missed in 2024 Journal: Gerald "Keith" Almond 5/8/2024
Elizabeth Cain Smith 10/21/2024

Ordinations

Order of Deacons

Ordinand(s)	Date	Location	Presided By
Scott McCord Means	1/25/2025	Trophimus Center, Ambridge, PA	The Rt. Rev. Alex Cameron
Shannon R. Ames Fuller	1/25/2025	Trophimus Center, Ambridge, PA	The Rt. Rev. Alex Cameron
Shannon Elaine Reed	1/25/2025	Trophimus Center, Ambridge, PA	The Rt. Rev. Alex Cameron

Order of Priests

Ordinand(s)	Date	Location	Presided By
Erik Martin Germesin	6/7/2025	Trophimus Center, Ambridge, PA	The Rt. Rev. Alex Cameron
Krystal Anne-Marie Hustead	6/7/2025	Trophimus Center, Ambridge, PA	The Rt. Rev. Alex Cameron
Cody Jonathan Ramer	6/7/2025	Trophimus Center, Ambridge, PA	The Rt. Rev. Alex Cameron

Observers with Seat and Voice, No Vote

Mrs. Marianne Manasterski, Diocesan Council
Mr. Patrick Jay Roddy, Committee on Canons
Dr. Leslie Thyberg, Diocesan Council (Commission on Ministry)

Observers with Seat, No Voice, No Vote

The Rev. Michael Sei Davis, Diocese of the Great Lakes, ADP Licensed Clergy
Mrs. Susan Hovanec, Board of Trustees
Mrs. Diane Sykes-Bookhammer, Board of Trustees

Approved 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 dimissoried 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

Approved 2026 Budget

	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

Godly Share Offerings for 2026 Budget

Congregations are 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 pledges for 2026.

Name	*Location*	*Ops Inc 24*	*Godly Share 26*	*Growth 26*
Abundant Grace Church*	West Hills	149,527	5,891	0
All Saints Anglican Church	Cranberry Twp	195,504	19,550	0
All Souls Anglican Church*	Wheaton, IL	410,100	30,010	4,101
Christ Anglican Church	New Brighton	149,875	14,988	1,499
Christ Church Anglican**	Brownsville	71,800	8,502	0
Christ Church Fox Chapel	Fox Chapel	717,731	71,773	0
Christ Our Hope	Natrona Heights	148,411	14,915	0
Christ the Redeemer	Canonsburg	364,542	36,454	3,645
Christ's Church**	Greensburg	224,565	16,000	0
Church of Our Saviour	Glenshaw	11,850	1,185	119
Church of the Ascension	Oakland	2,032,628	203,263	0
Church of the Great Shepherd (MF)	Wheaton, IL	72,600	3,630	0
Church of the Redeemer*	Nashville, TN	1,211,261	72,676	5,000
Church of the Redeemer	St. Paul, MN	370,221	38,000	0
Church of the Savior	Ambridge	124,319	12,000	0
Church of the Transfiguration	Elizabeth	33,226	3,323	332
Epiphany Anglican Fellowship	Ligonier	98,373	9,838	0
Grace Anglican Church	Edgeworth	121,283	10,300	1030
Grace Anglican Church	Grove City	444,711	44,471	0
Grace Anglican Church	Mt. Washington	104,285	10,429	1,043
Harvest Anglican Church	Homer City	27,800	1,800	0

Name	*Location*	*Ops Inc 24*	*Godly Share 26*	*Growth 26*
Holy Innocents	Leechburg	24,408	2,500	250
Incarnation Church (Anglican)***	Pittsburgh	13,366	0	0
Jonah's Call	Northside	63,135	6,314	0
Mosaic Anglican Church	North Fayette	169,237	18,664	0
New Jerusalem Church (MF)	Carol Stream, IL	150,513	13,472	0
Prince of Peace Church	Hopewell	303,333	30,230	3023
Reconciliation Anglican Church	Penn Hills	105,904	10,611	580
Redeemer Anglican Church (MF)	Franklin, PA	87,558	9000	0
Redeemer Anglican Church* (MF)	North Boroughs	150,061	8000	0
Shepherd's Heart Fellowship	Uptown	229,791	0	0
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	550	0
St. John's Anglican Church*	Franklin, TN	306,122	21,432	0
St. Luke's Anglican Church	Georgetown	25,570	2,000	200
St. Martin's Anglican Church**	Monroeville	85,937	7,870	0
St. Mary's Anglican Church*	Charleroi	79,187	3,000	300
St. Matthew's Anglican Church*	Johnstown	42,320	2,600	425
St. Peter's Anglican Church	Butler	184,221	18,422	0
St. Peter's Anglican Church	Uniontown	184,715	15,710	785.50
St. Stephen's Church	Sewickley	1,847,665	186,305	0
St. Thomas Anglican Church	Gibsonia	185,415	18,542	1,854
Trinity Anglican Church	Patton	17,635	1,764	50
Trinity Church	Washington	208,043	9,000	0
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), not full tithe
3) Growth Fund Ask is 1% of Ops income - not required, but encouraged
4) ** Church did not pledge, but published number is based on current giving.
5) *** Closed in March 2026, so did not pledge.

Appendix A: Approved Changes to the Constitution & Canons at 160th Convention

All changes were approved by the 160th Convention. Constitutional changes that had a first vote in 2025 will require a second vote in 2026 to be ratified.

Anglican Diocese of PITTSBURGH

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.

Commented [SK1]: 2024 first vote: Bishop requests a change to "good standing" in keeping with actual practice.

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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

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¶
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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.

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.

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.

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.

Article XI

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.

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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.

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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 III, 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. ¶
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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.

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.

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

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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.

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.

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

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.

Canon VI

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

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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.

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

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

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.

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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

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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.

Canon XI

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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.

Canon XII

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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,

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

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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.

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).

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

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

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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.

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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."

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.

Canon XXII

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

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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 XXIII

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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

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

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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.

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 XIII 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

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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

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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.

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 XI 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.

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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

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-COADJUTOR, 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 XIII 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.

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Appendix B: 2024 Auditor's Report

GROSSMAN YANAK & FORD LLP
Certified Public Accountants and Consultants

ANGLICAN DIOCESE OF PITTSBURGH

Financial Statements for the Years Ended December 31, 2024 and 2023 and Independent Auditors' Report

ANGLICAN DIOCESE OF PITTSBURGH

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INDEPENDENT AUDITORS' REPORT

To the Board of Trustees of
Anglican Diocese of Pittsburgh

Opinion

We have audited the accompanying financial statements of Anglican Diocese of Pittsburgh (the "Diocese" - a nonprofit organization), which comprise the statements of financial position as of December 31, 2024 and 2023, and the related statements of activities and changes in net assets, functional expenses, and cash flows for the years then ended, and the related notes to the financial statements.

In our opinion, the financial statements referred to above present fairly, in all material respects, the financial position of the Diocese as of December 31, 2024 and 2023, and the changes in its net assets and its cash flows for the years then ended in accordance with accounting principles generally accepted in the United States of America.

Basis for Opinion

We conducted our audits in accordance with auditing standards generally accepted in the United States of America. Our responsibilities under those standards are further described in the Auditors' Responsibilities for the Audits of the Financial Statements section of our report. We are required to be independent of the Diocese and to meet our other ethical responsibilities in accordance with the relevant ethical requirements relating to our audits. We believe that the audit evidence we have obtained is sufficient and appropriate to provide a basis for our audit opinion.

Responsibilities of Management for the Financial Statements

Management is responsible for the preparation and fair presentation of the financial statements in accordance with accounting principles generally accepted in the United States of America, and for the design, implementation, and maintenance of internal control relevant to the preparation and fair presentation of financial statements that are free from material misstatement, whether due to fraud or error.

In preparing the financial statements, management is required to evaluate whether there are conditions or events, considered in the aggregate, that raise substantial doubt about the Diocese's ability to continue as a going concern within one year after the date that the financial statements are available to be issued.

Auditors' Responsibilities for the Audits of the Financial Statements

Our objectives are to obtain reasonable assurance about whether the financial statements as a whole are free from material misstatement, whether due to fraud or error, and to issue an auditors' report that includes our opinion. Reasonable assurance is a high level of assurance but is not absolute assurance and therefore is not a guarantee that an audit conducted in accordance with generally accepted auditing standards will always detect a material misstatement when it exists. The risk of not detecting a material misstatement resulting from fraud is higher than for one resulting from error, as fraud may involve collusion, forgery, intentional omissions, misrepresentations, or the override of internal control. Misstatements, including omissions, are considered material if there is a substantial likelihood that, individually or in the aggregate, they would influence the judgment made by a reasonable user based on the financial statements.

In performing an audit in accordance with generally accepted auditing standards, we:

- Exercise professional judgment and maintain professional skepticism throughout the audit.
- Identify and assess the risks of material misstatement of the financial statements, whether due to fraud or error, and design and perform audit procedures responsive to those risks. Such procedures include examining, on a test basis, evidence regarding the amounts and disclosures in the financial statements.
- Obtain an understanding of internal control relevant to the audits in order to design audit procedures that are appropriate in the circumstances, but not for the purpose of expressing an opinion on the effectiveness of the Diocese's internal control. Accordingly, no such opinion is expressed.
- Evaluate the appropriateness of accounting policies used and the reasonableness of significant accounting estimates made by management, as well as evaluate the overall presentation of the financial statements.
- Conclude whether, in our judgment, there are conditions or events, considered in the aggregate, that raise substantial doubt about the Diocese's ability to continue as a going concern for a reasonable period of time.

We are required to communicate with those charged with governance regarding, among other matters, the planned scope and timing of the audit, significant audit findings, and certain internal control related matters that we identified during the audit.

Grossman Yanak & Ford LLP

Pittsburgh, Pennsylvania
June 24, 2025

ANGLICAN DIOCESE OF PITTSBURGH

STATEMENTS OF FINANCIAL POSITION
DECEMBER 31, 2024 AND 2023

ASSETS	2024	2023
Cash and cash equivalents	$ 229,977	$ 212,306
Receivables from member congregations	25,098	22,781
Accrued interest receivable	7,557	8,618
Prepaid expenses	5,513	3,607
Notes receivable	3,189	7,087
Investments	1,067,138	931,993
Right-of-use asset	5,978	9,951
Property and equipment, net	-	4,430
TOTAL ASSETS	$ 1,344,450	$ 1,200,773
LIABILITIES AND NET ASSETS		
LIABILITIES:		
Accounts payable	$ 13,613	$ 68,828
Operating lease liability	5,978	9,951
Refundable advance	15,566	-
Grants payable	95,000	15,000
TOTAL LIABILITIES	130,157	93,779
NET ASSETS:		
Without donor restrictions:		
Undesignated	202,891	537,600
Board-designated	452,453	-
Total net assets without donor restrictions	655,344	537,600
With donor restrictions	558,949	569,394
TOTAL NET ASSETS	1,214,293	1,106,994
TOTAL LIABILITIES AND NET ASSETS	$ 1,344,450	$ 1,200,773

See notes to financial statements.

ANGLICAN DIOCESE OF PITTSBURGH

STATEMENTS OF ACTIVITIES AND CHANGES IN NET ASSETS
FOR THE YEARS ENDED DECEMBER 31, 2024 AND 2023

	2024			2023		
	Without Donor Restrictions	With Donor Restrictions	Total	Without Donor Restrictions	With Donor Restrictions	Total
REVENUE AND OTHER SUPPORT:						
Congregational Godly Share	$ 930,133		$ 930,133	$ 923,466		$ 923,466
Contributions and grants	31,969	$ 55,323	87,292	35,564	$ 67,116	102,680
Interest and dividend income (net of investment fees of $5,536 and $4,504 for December 31, 2024 and 2023, respectively)	20,678	13,756	34,434	14,046	10,695	24,741
Net realized and unrealized gains on investments	339	43,590	43,929	141	48,428	48,569
Net assets released from restrictions	123,114	(123,114)	-	17,402	(17,402)	-
Total	1,106,233	(10,445)	1,095,788	990,619	108,837	1,099,456
EXPENSES:						
Office of the Bishop	491,056	-	491,056	465,262	-	465,262
Congregational mission	119,881	-	119,881	14,754	-	14,754
Beyond the Diocese	110,548	-	110,548	131,305	-	131,305
Office of administration	267,004	-	267,004	293,193	-	293,193
Total operating expenses	988,489	-	988,489	904,514	-	904,514
INCREASE (DECREASE) IN NET ASSETS	117,744	(10,445)	107,299	86,105	108,837	194,942
NET ASSETS, BEGINNING OF YEAR	537,600	569,394	1,106,994	451,495	460,557	912,052
NET ASSETS, END OF YEAR	$ 655,344	$ 558,949	$ 1,214,293	$ 537,600	$ 569,394	$ 1,106,994

See notes to financial statements.

ANGLICAN DIOCESE OF PITTSBURGH

STATEMENT OF FUNCTIONAL EXPENSES
FOR THE YEAR ENDED DECEMBER 31, 2024

	PROGRAM SERVICES					
	Office of the Bishop	Congre-gational Mission	Beyond the Diocese	Total Program Services	Office of Administration	Total
EXPENSES:						
Salaries and benefits	$ 316,153	-	-	$ 316,153	$ 170,364	$ 486,517
Grants	-	$ 119,856	-	119,856	-	119,856
Provincial tithe	-	-	$ 110,035	110,035	-	110,035
Professional services and fees	11,380	-	-	11,380	42,063	53,443
Rent and utilities	36,125	-	-	36,125	14,889	51,014
Events	43,573	-	513	44,086	-	44,086
Travel and automobile	32,110	-	-	32,110	6,729	38,839
General office	13,573	-	-	13,573	18,383	31,956
Church revitalization	8,407	-	-	8,407	-	8,407
Insurance	-	-	-	-	8,351	8,351
Training	7,691	-	-	7,691	75	7,766
Partnerships	6,967	-	-	6,967	-	6,967
Clergy assistance	5,805	-	-	5,805	-	5,805
Depreciation	-	-	-	-	4,430	4,430
Miscellaneous	3,378	-	-	3,378	-	3,378
Ordination	2,875	-	-	2,875	-	2,875
Bishop's expense	2,750	-	-	2,750	-	2,750
Bank fees	269	25	-	294	1,720	2,014
TOTAL	$ 491,056	$ 119,881	$ 110,548	$ 721,485	$ 267,004	$ 988,489

See notes to financial statements.

ANGLICAN DIOCESE OF PITTSBURGH

STATEMENT OF FUNCTIONAL EXPENSES
FOR THE YEAR ENDED DECEMBER 31, 2023

	PROGRAM SERVICES					
	Office of the Bishop	Congre-gational Mission	Beyond the Diocese	Total Program Services	Office of Administration	Total
EXPENSES:						
Salaries and benefits	$ 262,315	-	-	$ 262,315	$ 156,790	$ 419,105
Grants	-	$ 14,729	-	14,729	-	14,729
Provincial tithe	-	-	$ 131,112	131,112	-	131,112
Professional services and fees	62,526	-	-	62,526	37,494	100,020
Rent and utilities	36,314	-	-	36,314	18,363	54,677
Events	27,294	-	-	27,294	-	27,294
Travel and automobile	29,959	-	73	30,032	2,872	32,904
General office	14,927	-	-	14,927	22,302	37,229
Church revitalization	1,200	-	-	1,200	-	1,200
Insurance	-	-	-	-	8,460	8,460
Training	7,573	-	-	7,573	250	7,823
Partnerships	8,276	-	-	8,276	-	8,276
Depreciation	-	-	-	-	45,111	45,111
Miscellaneous	1,810	-	-	1,810	-	1,810
Ordination	5,519	-	-	5,519	-	5,519
Donations	5,000	-	-	5,000	-	5,000
Bishop's expenses	2,400	-	-	2,400	-	2,400
Bad debt	-	-	120	120	-	120
Bank fees	149	25	-	174	1,551	1,725
TOTAL	$ 465,262	$ 14,754	$ 131,305	$ 611,321	$ 293,193	$ 904,514

See notes to financial statements.

ANGLICAN DIOCESE OF PITTSBURGH

STATEMENTS OF CASH FLOWS
FOR THE YEARS ENDED DECEMBER 31, 2024 AND 2023

	2024	2023
CASH FLOWS FROM OPERATING ACTIVITIES:		
Increase in net assets	$ 107,299	$ 194,942
Adjustments to reconcile changes in net assets to net cash provided by operating activities:		
Depreciation	4,430	45,111
Net realized and unrealized gains on investments	(43,929)	(48,569)
(Increase) decrease in:		
Receivables	(1,256)	(5,841)
Prepaid expenses	(1,906)	2,250
Increase (decrease) in:		
Accounts payable	(55,215)	51,185
Refundable advance	15,566	-
Funds held for others	-	(816)
Grants payable	80,000	(17,688)
Net cash provided by operating activities	104,989	220,574
CASH FLOWS FROM INVESTING ACTIVITIES:		
Collections of notes receivable	3,898	5,951
Purchases of investments	(670,893)	(795,962)
Proceeds from sale of investments	579,677	411,243
Net cash used in investing activities	(87,318)	(378,768)
NET INCREASE (DECREASE) IN CASH AND CASH EQUIVALENTS	17,671	(158,194)
CASH AND CASH EQUIVALENTS, BEGINNING OF YEAR	212,306	370,500
CASH AND CASH EQUIVALENTS, END OF YEAR	$ 229,977	$ 212,306

See notes to financial statements.

1. SUMMARY OF SIGNIFICANT ACCOUNTING POLICIES

Reporting Entity - The Anglican Diocese of Pittsburgh (the "Diocese") was formed on October 20, 2009 and is affiliated with the Anglican Province in the United States, the Anglican Church in North America (ACNA). The Diocese provides religious assistance, guidance and governance to approximately 47 and 45 congregations at December 31, 2024 and 2023, respectively, of which, 41 and 39 congregations are in southwestern Pennsylvania at December 31, 2024 and 2023, respectively, and 3 are in Illinois, 2 are in Tennessee and 1 is in Minnesota at both December 31, 2024 and 2023.

The financial statements of the Diocese reflect the combination of the operating and other funds without donor restrictions as well as the Diocesan Growth Fund, a restricted fund that receives income from member congregations and supplies grants and loans as requested and approved by the Board of Trustees; the Archbishop Duncan Legacy Fund, a restricted fund that receives income from individuals and churches and supplies grants to member congregations and Diocesan clergy as requested and approved by the Board of Trustees; and other funds with donor restrictions.

Tax-Exempt Status - The Diocese has been classified as a tax-exempt, non-profit organization under Section 501(a) of the Internal Revenue Code. Accordingly, no provision for federal income tax is required.

Basis of Accounting - The accounts of the Diocese are maintained on the accrual basis.

Financial Statement Presentation - The Diocese reports information regarding its financial position and activities according to two classes of net assets: net assets without donor restrictions and net assets with donor restrictions.

Net assets without donor restrictions result from contributions that are not restricted by donor-imposed stipulations. Net assets without donor restrictions designated by the governing board are funds without donor restrictions set aside by actions of the board for other specific purposes. Net assets with donor restrictions result from contributions whose use by the Diocese is limited by donor-imposed stipulations that either expire by the passage of time or can be fulfilled and removed by the actions of the Diocese pursuant to those stipulations. Net assets with donor restrictions are delineated at Note 9.

Use of Estimates - The preparation of financial statements in conformity with U.S. generally accepted accounting principles (U.S. GAAP) requires management to make estimates and assumptions that affect the reported amounts of assets and liabilities and disclosure of contingent assets and liabilities at the dates of the financial statements and the reported amounts of revenues and expenses during the reporting periods. Actual results could differ from these estimates.

Cash and Cash Equivalents - The Diocese considers all highly liquid debt instruments with original maturities of three months or less to be cash equivalents. Also, the Diocese maintains, at financial institutions, cash which may exceed federally insured limits at times and which may at times exceed statement of financial position amounts due to outstanding checks.

Receivables - Receivables consist of amounts due from member congregations and are stated at the amount management expects to collect, net of any allowance. A valuation allowance is provided for those receivables for which collection is doubtful. In estimating the allowance, management considers, among other things, historical write-off experience, how recently and how frequently payments have been received and the financial position of member congregations as a means to forecast future collection; uncollectible amounts are written off and charged against the allowance. Increases in the allowance are charged to expense. There was no allowance at December 31, 2024 and 2023. Because of the inherent uncertainties in estimating the collection of receivables and the allowance, it is at least reasonably possible that the estimates used will change within the near term.

Investments - Investments consist of cash equivalents, certificates of deposit, common stocks, exchange traded funds, and mutual funds and are reflected at fair value. Realized gains and losses and changes in the appreciation or depreciation are reflected in the statement of activities and changes in net assets. Investment fees are netted against interest and dividend income in the statement of activities and changes in net assets.

Fair Value Measurements - U.S. GAAP establishes a framework for measuring fair value of financial assets. That framework provides a hierarchy that prioritizes the inputs to valuation techniques used to measure fair value. The hierarchy gives the highest priority to unadjusted quoted prices in active markets for identical assets or liabilities (level 1 measurements) and the lowest priority to unobservable inputs (level 3 measurements). The three levels of the fair value hierarchy are described below:

- Level 1 - Inputs to the valuation methodology are unadjusted quoted prices in active markets for identical assets and liabilities. Level 1 inputs are considered to be the most reliable evidence of fair value.

- Level 2 - Inputs are not quoted prices in active markets, but they are observable either directly or indirectly.

- Level 3 - Inputs to the valuation methodology are unobservable and may reflect the reporting entity's own assumptions. Level 3 inputs are used in the absence of relevant observable inputs.

The asset's fair value measurement level within the fair value hierarchy is based on the lowest level of any input that is significant to the fair value measurement. Valuation techniques used need to maximize the use of observable inputs and minimize the use of unobservable inputs.

Following is a description of the valuation methodologies used for assets measured at fair value:

- *Investments in cash equivalents and certificates of deposit:* Valued at cost, which approximates fair value, recognizing the nature of the underlying investments in commercial paper and other short duration debt instruments (level 1 inputs).

- *Investments in common stocks, exchange traded funds and mutual funds*: Valued at the closing price reported on the active market on which the individual securities are traded (level 1 inputs).

Property and Equipment - The Diocese capitalizes fixed asset purchases and major improvements and betterments that are valued at $5,000 or more and have a useful life greater than one year. Property and equipment are stated at cost, and depreciated using the straight-line method based on the estimated useful life of the related assets, ranging from four to five years. Property and equipment was fully depreciated at December 31, 2024. Depreciation expense was $4,430 and $45,111 for the years ended December 31, 2024 and 2023, respectively.

Leases - The determination of whether an arrangement is a lease is made at the inception of the contract. Right-of-use (ROU) assets represent the right to use an underlying asset for the lease term and lease liabilities represent the obligation to make lease payments. Operating lease ROU assets and liabilities are recognized at the lease commencement date based on the present value of lease payments over the lease term. The implicit rate in the lease is used if it is readily determinable; when leases do not include an implicit rate, the Diocese uses the risk-free rate based on the information available at the lease commencement date. Lease expense is recognized on a straight-line basis over the lease terms. The Diocese has elected the short-term option under which leases with terms of less than one year are expensed as incurred.

Refundable Advance - The Diocese is the beneficiary of a building sale from a non-member congregation in which the Diocese received $114,819 during the year ended December 31, 2024 but requires satisfaction of donor obligations of that congregation prior to contribution

recognition. Given the uncertainties of the donor obligations, this is presumed to be a conditional contribution and accounted for as a refundable advance. Donor obligations of $99,253 were satisfied during the year ended December 31, 2024, and the remaining $15,666 is reflected as a refundable advance at December 31, 2024. Upon satisfaction of any remaining donor obligations, the remaining balance will be recognized as a contribution, which is expected to occur during the year ending December 31, 2025.

Availability of Financial Assets - The Diocese's financial assets available within one year of December 31, 2024 and 2023 are as follows:

	2024	2023
Cash and cash equivalents	$ 229,977	$ 212,306
Receivables from member congregations	25,098	22,781
Accrued interest receivable	7,557	8,618
Notes receivable - current portion	2,380	3,913
Investments	1,067,138	931,993
Total financial assets	1,332,150	1,179,611
Less those unavailable for general expenditures within one year:		
Refundable advance	(15,566)	-
Donor restricted funds	(558,949)	(569,394)
Financial assets available to meet cash needs for general expenditures within one year	$ 757,635	$ 610,217

The Diocese annually adopts an operating budget. Any cash in excess of immediate needs with or without donor restrictions is invested.

Expense Allocation - The costs of providing various program and other activities have been summarized on a functional basis in the statement of functional expenses. Accordingly, certain costs have been allocated among the programs and supporting services benefited. Most expenses are directly charged to specific programs or supporting services.

Congregational Godly Share Revenue - Member congregations and mission fellowships support the Diocese through Congregational Godly Share contributions; such support is typically a tithe of a congregation's operating income and reflects a spiritual commitment of the congregation. Congregational Godly Share contributions are recognized as revenue upon receipt.

Reclassifications - Certain amounts in the 2023 statement of functional expenses have been reclassified to conform with the 2024 presentation.

Subsequent Events - Management has evaluated subsequent events through June 24, 2025, the date which the financial statements were available to be issued.

2. NOTES RECEIVABLE

The Diocese has term notes receivable from congregations that bear interest at 3% and are payable in monthly installments. Interest is recognized ratably over the term of the loans and is calculated using the simple-interest method.

Notes receivable at December 31, 2024 and 2023 consisted of the following:

	2024	2023
Transfiguration	$ 3,189	$ 5,484
St. Matthew's	-	1,603
Total	$ 3,189	$ 7,087

The Transfiguration note is unsecured and matures in April 2026. The St. Matthew's note was unsecured and matured in June 2024.

Future maturities of the Transfiguration note receivable subsequent to December 31, 2024 are as follows:

2025	$ 2,380
2026	809
Total	$ 3,189

3. INVESTMENTS

Investments at December 31, 2024 and 2023 consisted of the following:

	2024	2023
Cash and cash equivalents	$ 8,183	$ 5,135
Certificates of deposit	440,479	400,141
Common stocks	288,052	224,640
Exchange traded funds	153,109	138,163
Mutual funds	177,315	163,914
Total	$1,067,138	$ 931,993

4. LEASES

The Diocese leases equipment under an operating lease that expires in May 2026. The Diocese's lease for office space expired in November 2023 and continues to be leased on a month-to-month basis and accounted for as a short-term lease while the terms of the new lease are

being negotiated, which is expected to be finalized during the year ending December 31, 2025.

The following summarizes the remaining lease term and discount rate for the operating lease at December 31, 2024 and 2023:

	2024	2023
Remaining lease term	1.42 years	2.42 years
Discount rate	5.00%	5.00%

Rent expense was $34,380 and $39,880 for the years ended December 31, 2024 and 2023, respectively, of which approximately $30,000 related to short-term lease costs for the year ended December 31, 2024. The future minimum lease obligations for years subsequent to 2024 are as follows:

2025	$ 4,380
2026	1,825
Total	6,205
Less interest	(227)
Total	$ 5,978

5. GRANTS PAYABLE

The following is a summary of grants authorized to be payable in years subsequent to December 31, 2024 and 2023:

	2024	2023
2025	$ 45,000	$ 10,000
2026	35,000	5,000
2027	15,000	-
Grants authorized and payable	$ 95,000	$ 15,000

Due to the insignificance of the potential discount, the grants payable were not discounted to the net present value at December 31, 2024 and 2023.

6. RETIREMENT PLANS

The Diocese maintains a 401(k) plan for all eligible lay employees that have completed one year of service (at least 1,000 hours). Participants in the plan are allowed to contribute a portion of their eligible compensation, not to exceed IRS maximums. The Diocese made discretionary non-elective contributions of 5.5% of all participants' eligible compensation and matched employee contributions up to 4% of the participant's eligible compensation for the years ended December 31, 2024 and 2023. The Diocese's contributions to the plan during the years ended December 31, 2024 and 2023 were $6,859 and $4,841, respectively.

The clergy in the Diocesan office participate in the ACNA Plan, a church-wide defined contribution pension plan. Total contributions by the Diocese were $30,692 and $24,724 for the years ended December 31, 2024 and 2023, respectively.

7. DIOCESAN INSURANCE PROGRAM

The Diocese administers an insurance program for the benefit of its member congregations. The program seeks to minimize medical, property, directors and officers, and workers' compensation insurance costs for the Diocese and participating congregations through central management and placement of insurance coverage. The pro rata share of the cost of insurance premiums is billed to participating congregations and other participating Diocesan organizations.

Billings to the participating congregations and other affiliated organizations for medical, property, directors and officers, and workers' compensation insurances were approximately $232,000 and $224,000 for the years ended December 31, 2024 and 2023, respectively. At December 31, 2024 and 2023, receivables of $25,098 and $22,781, respectively, were outstanding related to the insurance program. Substantially all of the receivables have been collected as of the date the financial statements were available to be issued.

8. BOARD-DESIGNATED FUNDS

During the year ended December 31, 2024, the Board of Trustees approved the establishment of board-designated funds whose purpose is principally for investment and serves as operational reserves.

The changes in net assets of the board designated funds consist of the following for the year ended December 31, 2024:

Transfer from undesignated	$ 431,129
Changes in net assets:	
Contributions	1,338
Interest and dividends	19,819
Net unrealized gain	339
Investment fees	(172)
Increase in Board - designated net assets	21,324
Board - designated net assets at December 31, 2024	$ 452,453

9. NET ASSETS WITH DONOR RESTRICTIONS

Net assets with donor restrictions at December 31, 2024 and 2023 were available for the following purposes:

	2024	2023
Archbishop Duncan Legacy Fund	$ 270,346	$ 293,382
Diocesan Growth Fund	272,317	261,941
Other funds	16,286	14,071
Total	$ 558,949	$ 569,394

10. PROVINCIAL SUPPORT

The Diocese supports the mission of ACNA through a tithe of its operating income and other contributions. The Diocese contributed approximately $110,000 and $131,000 to ACNA for the years ended December 31, 2024 and 2023, respectively, which was included in Beyond the Diocese expenses in the statement of activities.