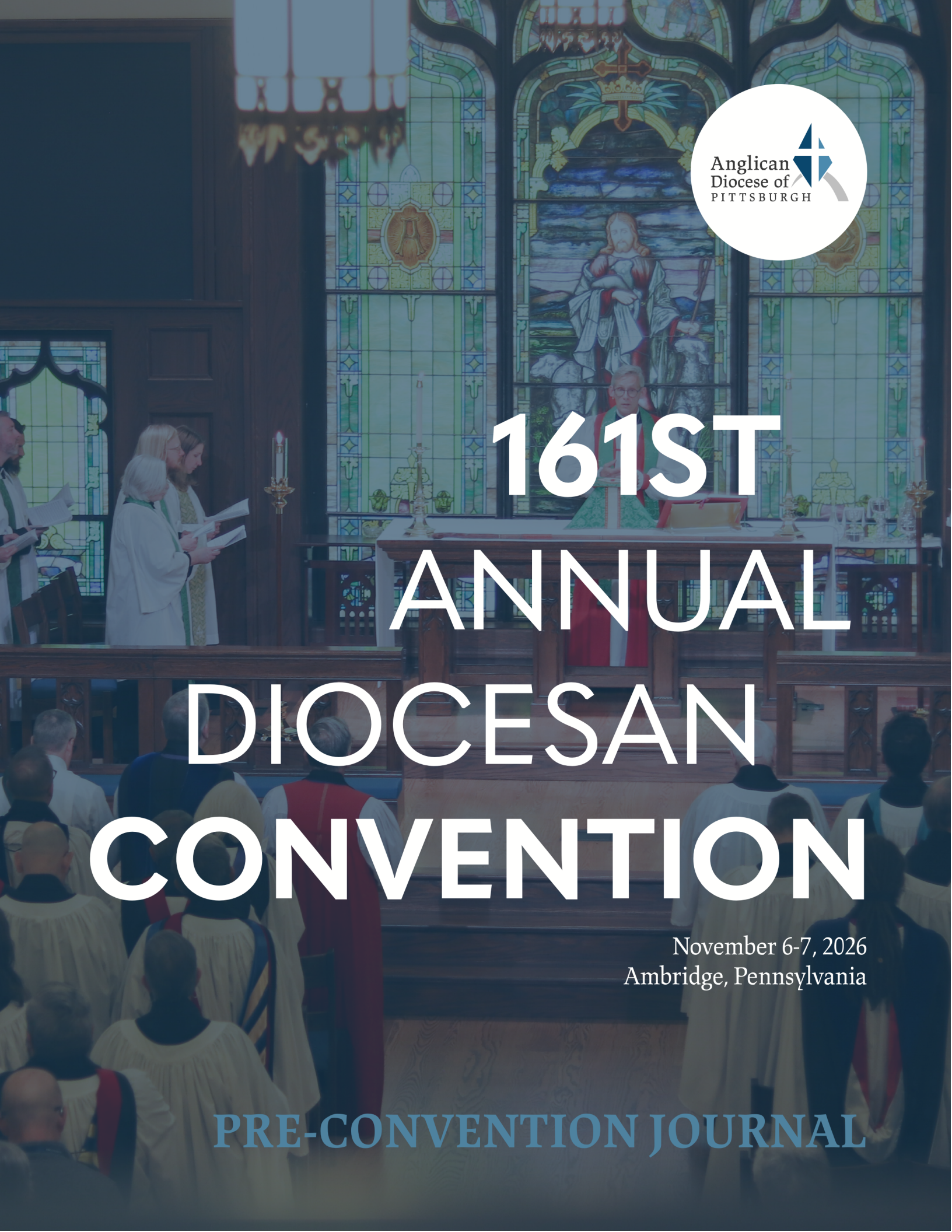


Anglican Diocese of PITTSBURGH

161ST ANNUAL DIOCESAN CONVENTION

November 6-7, 2026
Ambridge, Pennsylvania

PRE-CONVENTION JOURNAL

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Convention Details, Introduction & Instructions

Statement of Purpose

The Convention of the Diocese of Pittsburgh meets annually to transact the many regular business items of the assembly.

The decisions that are made at Convention are designed to give guidance, apportion resources, and select leaders who will guide and direct the ministries of the congregations throughout the year. The duties and activities of each Convention include corporate worship; the bishop's annual address; election of persons to the various diocesan committees and boards; consideration of any changes (amendments) to the Constitution or Canons; receive, discuss, and act upon the Godly Share and budget; receive reports from the various committees of the Diocese; and act upon any motions, notices, and resolutions properly presented to the Convention.

Convention membership comprises the Diocese's current-year canonically resident clergy as well as pre-selected lay leaders from each congregation. Representation is apportioned by the average attendance at the congregation's principal service(s).

If you would like to learn more about Convention or diocesan governance, please visit our website: https://adpgh.org/governance-and-convention/.

Deadlines & Pre-Convention Hearings

1. CERTIFY LAY DEPUTIES BY MONDAY, SEPTEMBER 7

In accordance with our Constitution and Canons, all congregations must certify their lay deputies 60 days prior to Convention.

Switching Alternate Lay Deputies

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

2. REGISTER BY MONDAY, OCTOBER 19

All clergy and lay deputies (once certified) must register online by the deadline in order to vote and participate. Committee members, diocesan staff, and other observers are asked to register due to space constraints and must register by the deadline to order meals.

REGISTER ONLINE AT www.adpgh.org/convention

3. ATTEND A PRE-CONVENTION HEARING AT 7 P.M. ET ON MONDAY, OCTOBER 12, OR TUESDAY, OCTOBER 20

We encourage all Convention delegates, especially those who have not attended before, to attend a virtual Pre-Convention Hearing. During both hearings, we will preview the agenda, brief you on decisions that we'll need to make, and solicit your feedback. For those unable to attend, we will post a recording of one of the hearings on our YouTube channel after the second hearing.

JOIN THE OCT. 12 HEARING AT bit.ly/4B6P21A

JOIN THE OCT. 20 HEARING AT bit.ly/4yD08tw

4. CHECK IN ON FRIDAY, NOVEMBER 6

All registered voters and observers should arrive at least 20 minutes before Convention begins to check in, receive voting credentials, and find a seat. If this is your first Convention, if you are unfamiliar with QR codes or smartphone balloting, you need to switch out an alternate lay deputy, or you require any other personalized attention, please arrive earlier.

Convention Location

The Trophimus Center

Trinity Anglican Seminary

823 Maplewood Avenue

Ambridge, PA 15003

Recommended Hotels

Cobblestone Inn & Suites

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

** Book by phone and ask for the "Anglican Diocese of Pittsburgh" group for our discounted rate, starting at $124*

Fairfield Inn & Suites (Neville Island)

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

Preliminary Agenda

FRIDAY, NOVEMBER 6

10:30 a.m. *Clergy Check In*

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

1:00 p.m. **Deputy Check In**

2:00 p.m. **Opening Eucharist***

4:00 p.m. **Business Meeting**

6:30 p.m. **Celebration Dinner** at Trinity Commons Hall, 311 11th St. Ambridge, PA

SATURDAY, NOVEMBER 7

9:00 a.m. **Morning Prayer & Business Meeting**

10:15 a.m. **Breakout Sessions**

11:15 a.m. **Business Meeting**

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

1:00 p.m. **Business Meeting**

2:00 p.m. **Adjournment**

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

Altar party: cassock, surplice, and green stole

Priests: cassock, surplice, tippet, and hood

Deacons: alb and green stole

Policy on Distribution of Materials

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

Supplemental Standing Rules for Convention

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



Minutes of the Previous Convention(s)

Unapproved Minutes of the 160th Annual Convention

The 160th Convention of the Anglican Diocese of Pittsburgh began with an Opening Eucharist at 2:00 p.m. and the Business Session was opened 4:00 p.m. on Friday, November 7, 2025, at the Trophimus Center, Ambridge, Pennsylvania.

Registration of deputies was conducted online prior to the Convention.

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 160th Convention of the Anglican Diocese of Pittsburgh to order.

CERTIFICATION OF QUORUM

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

ELECTION OF SECRETARY OF CONVENTION

The Rev. Michael McGhee, president of the Diocesan Council, nominated Ms. Ann McCarthy as secretary of Convention. There were no other nominations. Bp. Cameron entertained a motion that Ms. Ann McCarthy be

elected as secretary of Convention. The motion was seconded by the Rev. Harold Hicks. There were no questions or discussion. The motion carried.

APPOINTMENT OF JUDGE OF ELECTIONS

Bp. Cameron appointed Mr. Kirk Haberman to serve as judge of elections.

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 2024 or submitted their audit after the Sept 1 deadline: Christ Church Anglican Brownsville; Church of Our Saviour, Glenshaw; Church of the Great Shepherd, Wheaton; 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, the 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 Ms. 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: Ms. Sarah Kwolek, Ms. Stephanie Finn, Ms. Jen Newhouse, and Ms. Christina Silva, assisting on site, and to the Rev. Cn. Bill Henry and the Rev. Krystal Hustead, our new safeguarding director, who are here and seated as deputies.

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

APPROVAL OF MINUTES OF THE 159TH ANNUAL CONVENTION

The minutes of the 159th Annual Convention were delivered in the Pre-Convention Journal.

The Rev. Tracy Corso moved to approve the minutes of the 159th Convention as amended.

Seconded by the Ven. Mark Stevenson.

Motion carried.

The minutes of the 159th Annual Convention were approved as amended.

COMMITTEE ON CANONS REPORT

Ms. Kwolek explained the electronic process and conducted two test votes.

Bp. Cameron acknowledged and thanked the members of the Committee on Canons: Mr. Jay Roddy, the Rev. Mary Baker, Mr. Jason McLean, the Rev. Dennett Buettner, Mr. Mark Tader, and the Rev. Tyler Gongola. The committee is also grateful for the full support of the Diocesan Chancellor Ms. Delia Bouwers Bianchin, Esq., and the Director of Administration Ms. Sarah Kwolek.

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

The various changes brought to the Convention include changes to the Constitution that were brought before Convention in 2024 and are now brought for a second vote before they may be adopted. We will also consider changes to the Constitution that will come to you today for a first vote and which will require a second vote at our Convention next year before formal adoption. We also have significant changes to the Canons in light of the consolidation of our Board of Trustees into the Diocesan Council, as well as several changes and additions to the Canons relating to safeguarding our churches.

PROPOSED CONSTITUTIONAL AMENDMENTS PRESENTED FOR THE SECOND TIME

The first constitutional amendment brought to Convention last year regarded changing the word "regular" to "good" standing in Article III, Section 2, to bring our Constitution current with common practice in the ACNA.

The second amendment covered the elimination of Article X – the Board of Trustees. One section of the former Article X moves under the newly numbered Article X – Diocesan Council. The new Article X is amended to remove reference to the Board of Trustees and to give the Diocesan Council the rights and responsibilities that belonged to the Board prior to the amendment. All subsequent Articles are re-numbered to reflect the deletion of Article X.

Bp. Cameron moved to adopt the Constitutional amendments presented first in 2024 and as reflected in the redline version and circulated in the Pre-Convention Journal.

Second by the Rev. Bill Driscoll.

No questions or discussion.

The Convention voted by orders.

CONSTITUTIONAL AMENDMENTS PRESENTED FOR THE FIRST TIME

Bp. Cameron asked Mr. Jay Roddy to review the proposed constitutional amendments presented for the first time.

Mr. Roddy presented two changes to Article X, entitled Diocesan Council:

The first amends Section 1 to allow the Bishop to appoint up to three (3) individuals to the Diocesan Council. The majority of Diocesan Council will still be elected from our five (5) districts, this amendment affords the Bishop the same appointment authority he had with respect to the Board of Trustees to the Diocesan Council. These appointments allow the Bishop to include leaders with relevant experience to participate in Diocesan governance.

The second adds a new Section 3 stating that the Diocesan Council operates as a "governing body" of the Diocese with rights, duties, and powers as designated in the Canons. This change memorializes what has long been true regarding Diocesan Council but not expressly stated. In working to eliminate/reassign the role of the Board of Trustees, it became obvious that this language was important to include.

Ms. Bouwers Bianchin moved to approve these Constitutional amendments as reflected in the redlined Constitution and Canons as circulated in Appendix A of the Pre-Convention Journal on pages 73-74.

Seconded by the Rev. Doug Blakelock.

No questions or discussion.

The Convention voted by orders.

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 put into effect.

PROPOSED AMENDMENTS TO THE CANONS

Mr. Roddy summarized the proposed changes to the Canons, which fall into three (3) categories: those related to the Constitutional amendment to dissolve the Board of Trustees, those that bring our Canons into alignment with Title I of the ACNA canons, and copy-edits in the Canons and Rules of Order to reflect these amendments. These will be followed by voice votes.

In the first category, the Canons Committee proposes:

- The deletion of Canon V in its entirety as it relates specifically to the Board of Trustees;
- The deletion of all references to the Board of Trustees as a governing body of the Diocese anywhere it appears throughout the Canons and the Rules of Order, as reflected in the redlined edits.
- Several revisions to Canon VI, entitled "Of the Diocesan Council," which will be the new Canon V. The changes in Section 4 allow for the possibility of appointments to the Diocesan Council by the Bishop.

- Addition of a section to Canon V, to be numbered as Section 6, that would formally establish a permanent Finance Committee of the Diocesan Council to assist and advise the Diocesan Council on all financial matters of the Diocese. Members of the committee will be chosen by the Diocesan Council, along with one representative appointed by the Standing Committee from its members. Decisions and recommendations by the Committee will, by Canon, still require approval by the Diocesan Council (see pages 81-82 in the Pre-Convention Journal).
- Addition of a new provision in Section 9 of Canon V to establish the Diocesan Councils' authority for grant-making and disbursement of restricted funds which had formerly been in the purview of the Board of Trustees.
- Addition of amendments to Section 4(d) of Canon XIII, entitled "Budget and Financial Administration." Historically churches delinquent in sending their Godly Share required the approval of both the Diocesan Council and the Board of Trustees when applying for diocesan grants. This change documents that the Diocesan Council will now have sole authority and responsibility for such approval.

Ms. Bouwers Bianchin moved to adopt these amendments to the Canons and Rules of Order that eliminate the Board of Trustees and transfer its authority to the Diocesan Council as reflected in the redline Constitution and Canons as circulated in Appendix A of the Pre-Convention Journal.

Seconded by Mr. Zach White.

Discussion included a question about the appointment of members to the Diocesan Council by the bishop, and it was determined that no change to the proposed amendments was necessary.

Discussion was interrupted by the announcement of the results of the votes on the Constitutional amendments.

RESULTS OF THE VOTES ON THE PROPOSED CONSTITUTIONAL AMENDMENTS

Mr. Kirk Haberman announced the results of the votes on the Constitutional amendments presented first in 2024 and as reflected in the redline version and circulated in the Pre-Convention Journal in Appendix A.

Motion passed.

Mr. Haberman announced the results of the votes on the Constitutional amendments presented for the first time in 2025 as reflected in the redlined Constitution and Canons as circulated in Appendix A of the Pre-Convention Journal.

CONTINUED PROPOSED AMENDMENTS TO THE CANONS

The vote on the motion to adopt these amendments to the Canons and Rules of Order that eliminate the Board of Trustees and transfer its authority to the Diocesan Council as reflected in the redline Constitution and Canons as circulated in Appendix A of the Pre-Convention Journal proceeded.

Motion passed on voice vote.

Mr. Roddy then presented the following amendments to bring our Canons into alignment with the current language of Title I of the ACNA canons:

- Amending Canon XVI, entitled "Of Congregations," by adding a new Section 12, which requires congregations to adopt and implement safeguarding policies and procedures as mandated by the Province.
- Amending Canon XXI, entitled "Ecclesiastical Discipline," to align with current provincial requirements, including references to specific ACNA canons. In Section 2, we add two new roles to handle complaints – Diocesan Reports Receivers and the Diocesan Reports Investigation Committee. In Section 3(a), we state that the function of the "Canonical Investigator" may be served by the previously named Diocesan Reports Investigation Committee, or, if deemed necessary, by a duly licensed attorney in accordance with existing standards.
- Finally, we propose a new Section 5 to address the handling of complaints of misconduct against lay people in the Diocese.

Ms. Bouwers Bianchin moved to adopt these amendments to the Canons regarding the safeguarding practices in our Diocese as reflected in the redlined Constitution and Canons as circulated in Appendix A of the Pre-Convention Journal.

Seconded by Mr. Richard Martin.

Motion passed on voice vote.

Mr. Roddy then addressed the final category of amendments to include copy-edits and language changes for clarity and consistency:

- In Section 1 of Canon XIX, entitled "Business Methods in Church Affairs," we propose a substantive change amending the language to reflect current Diocesan financial practice, specifically in regard to banking and investment accounts.
- Copy-edits include renumbering all Canons and their sections as needed to reflect the deletion and addition of such, and for consistency and clarity, adding "Diocesan" before "Council" where it appears - see, for example, Canon V, Section 4.
- Updating the internal references in the Canons and Rules of Order to reflect the name of each Canon when it is cross-referenced and to bring consistency to the document.
- Resolution of typos found in the document.

Ms. Bouwers Bianchin moved to adopt these copy-edits to the Canons and Rules of Order as reflected in the redlined Constitution and Canons as circulated in Appendix A of the Pre-Convention Journal.

Seconded by Mr. Chad Green.

Motion passed on voice vote.

Bp. Cameron thanked Mr. Roddy for his clear explanations and thanked the Committee on Canons for their work.

VIDEO PRESENTATION FROM CHURCH OF THE SAVIOR, IGLESIA EL SALVADOR

PRESENTATION ON THE RESTRICTED FUNDS

Ms. Kwolek reported on the Growth and Legacy Funds.

The objectives of the funds are found in the Pre-Convention Journal reports and on our website. Ms. Kwolek encouraged churches to apply for grants for new ministry initiatives, calling curates, planting churches, and church maintenance projects beyond their means. Funds are available for sabbaticals and leadership development, as well. Over this last year, grants have been given for sabbaticals, purchase and renovation of a new building for a mission fellowship, and initiatives for youth ministry and Spanish-language community outreach.

Over the past year, grants totaling $90,000 were made from the Growth Fund and $49,525 were made from the Legacy Fund. As of September 30, 2025, the balance of the Growth Fund is $257,857 and the Legacy Fund balance in $289,987.

Giving has declined to these two funds over the last two years, and we continue to give out more than we take in. Please consider giving to the Growth Fund through your churches and to the Legacy Fund individually.

Bp. Cameron underscored the vitality and creativity being expressed by the congregations asking for grants to expand ministries.

CANON TO THE ORDINARY REPORT: THE REV. CN. DR. BILL HENRY

Cn. Bill Henry began by thanking the diocesan staff for their support and the congregations for their warm reception during his visits.

Cn. Henry reported on his work with the Center for Rural Ministries. They had monies from the Lily Foundation and were inviting denominations to apply for grants with them for rural ministries. He engaged the Revs. Brian Jarrell and Eric Phillips. Cn. Henry and the Rev. Phillips applied for funding to train church planting curates. They received a 2-year $40,000 grant that is renewable for the following two years, with the vision of training and deploying church-planting curates. The hope is that they will work with Rev. Phillips and Redeemer, Franklin, PA, to identify rural communities for potential church planting. Mr. Bryce Lowe, a recent Trinity graduate, will be the first curate working with Redeemer. They are looking to plant three new congregations in that part of the Diocese by 2030.

The second need is for curacy assistant position for new curates to gain experience and benefit the congregations who need additional clergy, but may not be able to afford them.

The hiring church would set aside money from their budget, the diocese would assist with some funds, and the curate would raise part of their own funds. They are working with St. Peter's, Butler, to hire a new curate in 2026. They are looking to create five new positions by the year 2030 along that model.

We are looking to do some fundraising. The Rev. Karen Stevenson has volunteered to do some fundraising initiatives for that. Please pray about giving in this direction.

On clergy care and family wellness, the ACNA received a significant Lily Foundation Grant. We applied for a grant and received a $45,000 grant that has to be matched by the diocese. Clergy and families are eligible to apply for up to $1,500 in funds to cover out-of-pocket medical costs, general financial shortfalls, family bereavement costs, participation in a clergy financial wellness cohort and counseling for family members.

The Commission on Ministry, led by the Rev. Lauren Scharf, have been working to make the process more pastoral and supportive. The canonical exam now includes both a written and oral portion and is working well. We currently have 21 individuals in the process, including a number of people who are called to the vocational diaconate.

VIDEO TESTIMONY FROM IMMANUEL ANGLICAN CHURCH PLANT, NASHVILLE, TN

VIDEO TESTIMONY FROM THE REV. ELAINE STORM ON HER SABBATICAL

The Rev. Storm's sabbatical was subsidized by a grant from the diocese. She outlined the benefits to her, personally, as well as to her parish.

DISTRICT CAUCUSES

Bp. Cameron thanked both the Board of Trustees for their service and the Diocesan Council for picking up this work. Deputies were dismissed to their District Caucus meetings to elect members for leadership positions. Election results should be turned into Mr. Haberman and everyone should return to the main meeting room at 5:50p.m.

==

Mr. Haberman reported the following election results.

DISTRICT CAUCUS RESULTS

District One: West

Chair: the Rev. Michael Hustead

Vice Chair: the Rev. Suzanne Perkins

Diocesan Council: the Rev. Bill Driscoll

District Two: North Central

Chair: Mr. Richard Martin

Vice Chair: The Rev. Ethan Carlson

Diocesan Council: Mr. Elijah Coryell

District Three: South Central

Chair: The Rev. Tracey Russell

Vice Chair: Mr. Avin Fernando

Diocesan Council: Mr. Jim Carney

District Four: East Central

Chair: The Rev. John Bailey

Vice Chair: Ms. Shantel McConville

Diocesan Council:

Lay: 1-year term Mr. Lawrence Silverstein

Clergy: The Rev. Bryan Jarrell

Lay: 3-year term Ms. Cynthia Ross

District Five: Beyond the 'Burgh

Chair: The Rev. Dr. James Arcadi

Vice-Chair: Mr. David Greening

Diocesan Council: The Rev. Dr. Kirsten Gardner

Bp. Cameron thanked Mr. Haberman for his work and announced that the Convention will recess to 9:00 tomorrow morning. Dinner will be at 6:30 p.m. at the Commons Hall of Trinity Anglican Seminary.

Motion to recess until tomorrow at 9:00 a.m.: the Rev. John Heidengren.

Seconded by the Rev. Jess Bennett.

Motion carried.

Friday Evening, November 6, 2025

SERVICE RECOGNITIONS & TRANSITIONS

Cn. Bill Henry announced the following transitions over the last year.

Dimissory in

The Rev. Collin Reed, the Rev. Cn. Wesley Jagoe, the Rev. Cody Ramer, the Rev. Dr. Regina Hopewell, and the Rev. Dr. Bruce Robison were received into the Diocese.

Dimissory out

The Rev. Michael Arnold, the Rev. Dr. Stephen Palmer, the Rev. Wesley Williams, the Rev. Jeffrey Mead, the Rev. Shannon Ames Fuller, and the Rev. Summer Gross were issued letters dimissory out of the Anglican Diocese of Pittsburgh.

Deaths

Clergy:

The Rev. Jim Chester, who died in February; the Rev. Ira Houck, Jr., who died in March; the Rev. Mary Lou Kator, who died in April; the Rev. Ruth Manson, who died in June; and the Rev. Joe Vitunic, who died in September.

Laity:

Mr. Wicks Stephens, who served our diocese faithfully for many years as a lay leader in various governance and committee roles. Wicks died in February and left a lasting legacy, not just in this diocese, but throughout the Anglican Church.

We remember before you, Almighty God, your faithful servants. Grant them your perfect peace. Let light perpetual shine upon them. We remember their families, friends, and congregations as they navigate their grief. Amen.

Retirements

The Rev. Dee Scott, Trinity Church, Washington

The Rev. Bob Hanna, St. Mary's, Charleroi

The Rev. George Koch, New Jerusalem, Carol Stream, IL

The Rev. Scott Homer, New Life Fellowship, Beaver

The Rev. Karen Stevenson, Trinity Anglican Seminary

The Rev. Jim Morehead, Shepherd's Heart Fellowship, Pittsburgh

Interim or New Roles

The Rev. David Beck is serving as priest-in-charge at Grace Anglican Church, Grove City, during the Rev. Ethan Magness's sabbatical,

The Rev. Claire Megles is priest-in-charge at St. Matthew's Anglican Church, Johnstown,

The Rev. Greg Miller is priest-in-charge at Christ Anglican Church, Brownsville,

The Rev. Donald Bushyager is Priest-in-Charge at True Vine, Monongahela and St. Mary's, Charleroi, and

The Rev. Erik Germesin is Director of Outreach & Chaplain at Shepherd's Heart Fellowship.

Resignations

The Rev. Aaron Prosser, resigned the role of rector at St. Peter's Anglican Church, Uniontown

Ordinations (all by the Rt. Rev. Alex Cameron)

To the Diaconate:

The Rev. Shannon Ames-Fuller

The Rev. Scott Means

The Rev. Shannon Reed

To the Priesthood:

The Rev. Erik Germesin

The Rev. Krystal Hustead

The Rev. Cody Ramer

Congregational Transitions

New Life Fellowship in Beaver, Pennsylvania, closed in August, 2025

Diocesan Leadership

Ms. Mary Jean Botula resigned from the Standing Committee in January this year. The Standing Committee has appointed Mr. Tom Hay to fill the remainder of this vacant term, ending in December 2027.

The Rev. Clint Kerley resigned from the Standing Committee in February of this year. The Standing Committee has appointed the Rev. John Bailey to fill the remainder of this vacant term, ending in December 2026.

Mr. Kirk Botula resigned from the Board of Trustees in January this year. The Standing Committee did not appoint anyone to fulfill the remainder of his term ending in December 2025.

Thanks to those completing elected terms at the end of this year:

Standing Committee:

The Rev. Andrew DeFusco

Ms. Ginger Weeber

Board of Trustees:

Ms. Diane Sykes-Bookhammer

Mr. John Bailey

Ms. Karen Gowdy

Ms. Susan Hovanec

Mr. Ross Kucks

Ms. Winnifred Sherman

Mr. John Dorland

Mr. David Greening, President

The Diocesan Council:

The Rev. Glenn Crytzer, District 1

Mr. Richard Martin, District 2

Mr. Justin Grubisha, District 3

Mr. Tom Miller, Dr. Leslie Thyberg, Mr. Lawrence Silverstein, and the Rev. Doug Blakelock, District 4

The Rev. Michael McGhee, President, District 5

The Array:

Mr. Rea Redd

The Rev. Josh Bennett

The Rev. Michael Hustead

The Committee on Canons:

Mr. Jay Roddy

The Rev. Dr. Mary Baker

Saturday, November 7, 2025

Bp. Cameron called the Convention back to order.

MISSION MINUTE VIDEO FROM BISHOP DARYL CRITCH OF MAHAJANGA, MADAGASCAR

BISHOP'S ADDRESS

Bp. Cameron addressed things that he is encouraged by and things that he is thinking about.

He's encouraged by the clergy of the Diocese. He meets with them in varying settings, and he hears from vestries that they love their rectors. He is encouraged by the trust that the clergy place in him in bringing their questions and their trust. He sees people called to service who have pastoral fidelity and living faith. Much of what they do is unseen and unsung.

He is also encouraged by the numbers: increased grant applications for increased ministry opportunities. He was encouraged by the 90 youth and leaders who came to Fox Chapel for the youth event. And growth in church attendance, which was up by 11% in 2024. There were 158 baptisms, 37 of which were adults. And 183 confirmations in 2024, a 96% increase. Church attendance has been on an uptick in general, but the confirmation numbers are really an encouragement. Church growth may be due to curiosity – the confirmation number is commitment. This all comes from planting and watering done by the people of the diocese!

He is thinking about the following things: The Roman Catholic Diocese, which owns our building, indicated that they were selling our building. We made a low-ball offer, as the building was going to require a great deal of work.

The diocese declined our offer, which means we'll either have new landlords or need to find a new premises. He is considering the impact of leasing versus owning property.

He is also thinking about church planting and curacies, and of clergy retention. He's excited about the gospel opportunities and considering what to do about retaining good clergy. We have about 20 people in discernment, about half of whom are vocational deacons. So he will be looking for ten places for people to minister. Church planting is a way to provide jobs and to retain people in our diocese.

He's thinking about catechesis. A recent survey highlighted that an alarming number of evangelical Christians did not think of Jesus as God. We have an excellent catechism – but having one and using it are two different things. He is polling clergy to find out what is being done on that front in children's, youth, and adult ministries. Theological literacy is important. "I'm not giving a directive, except that we should not neglect Christian formation."

Also on his mind are the current crises in the ACNA. The Ruch trial has just finished, the Jones presentment has thrown the chaplains into crisis, and the archbishop has taken a leave of absence as a presentment against him has been made. He feels shaken – "We are afflicted but not crushed, perplexed but not driven to despair, persecuted but not forsaken, struck down but not destroyed. Always carrying in the body the death of Jesus. So that the life of Jesus may be manifest in our bodies. In the temptation we may face to see this as the work of Satan against the Church, while the evil one is active, the work here is our own sin and fallenness. Our biggest problem is sin. There is cure for sin in humble repentance before the Cross. Do not for one moment imagine that Satan has the upper hand."

The waters are uncharted, but Jesus has this. Our witness is impaired and this is disheartening. But recall that Jesus is Lord of the church and He remains faithful. We are still called to make disciples of Christ. "Keep proclaiming, catechizing, and doing the very things that have produced fruit in our diocese." His prayer continues to be that we will proclaim the faith of Jesus, and Him crucified.

The bishop closed with the Collect for the Universal Church.

BREAKOUT SESSIONS

ELECTIONS FOR GOVERNANCE AND COMMITTEES

Prayer for Bp. Critch of Madagascar: the Rev. Cody Ramer.

Bp. Cameron called on the Rev. Michael McGhee.

The Rev. McGhee noted Nominations Committee, chaired by Ms. Judith Hall and Mr. Don Klein, presented the slate of candidates which were published in the Pre-Journal Convention on October 7th, 2025. No further nominations were made and nominations period is now closed.

Bp. Cameron noted that we will begin with votes for the Standing Committee, beginning with the lay candidates first and the clergy candidates next. He also noted that, as the constitutional amendment to eliminate the Board of Trustees has passed, there is no need to vote for a lay member of the Board of Trustees and thanked Bethel Fernando and Diane Sykes Bookhammer for agreeing to stand as nominees.

Bp. Cameron gave instructions concerning paper ballots, the Board of Trustees, and anyone having problems with voting via the app.

We will be electing one lay member and one clergy member of the Standing Committee.

Lay Candidates

Ms. Sarah Bradford, Grace Anglican Church, Mt. Washington

Ms. Hannah Wilson, Church of the Savior, Ambridge

Clergy Candidates

The Rev. Peggy Means, Reconciliation Anglican Church, Penn Hills

The Rev. Chad Lawrence, Grace Anglican Church, Grove City

The Rev. Eric Rodes, Christ the Redeemer, Canonsburg

We will be electing one lay member and two clergy members of the Array.

Lay Candidates

Mr. James Carney, St. Elizabeth's Anglican Mission, Bridgeville

Ms. Katherine Shuttleworth, Christ Church, Fox Chapel

Clergy Candidates

The Rev. Dr. James Arcadi, All Souls Anglican Church, Wheaton

The Rev. Cariño Casas, Grace Anglican Church, Edgeworth

The Rev. Paul Calvin, Church of the Redeemer, St. Paul

The Rev. Kevin Antliz, Church of the Ascension, Oakland

The Rev. Michael Husted, Grace Anglican Church, Edgeworth

The Rev. Tyler Gongola, Grace Anglican Church, Mt. Washington

We will be electing one lay member and one clergy member for the Committee on Canons.

Lay Candidates

Mr. Jay Roddy, Christ the Redeemer Parish, Canonsburg

Mr. Joshua Willis, Church of the Redeemer, Nashville

Mr. Charles Metcalf, Trinity Church, Washington

Clergy Candidates

The Rev. Krystal Hustead, Grace Anglican Church, Edgeworth

The Rev. Dr. Mary Baker, All Souls Anglican Church, Wheaton

The Very Rev. Cn. John Park, Grace Anglican Church, Mt. Washington

VIDEO FROM CHURCH OF THE REDEEMER, ST. PAUL, MINNESOTA

CHANCELLOR'S REPORT

Ms. Bowers Bianchin reported that it's been a good year and she's excited about the restructuring toward efficient administrative processes to support ministries. This past year has included the review, revision, and finalization of the Safe Church Policy. This has increased the safety guardrails in place to protect our young and vulnerable people. The policy is better set up to serve the diocese, and we will expect to make tweaks as we move forward.

The Chancellor has done a fair amount of work with bylaw revision and there is a new template on the website. Work with the Episcopal Church continues; the work with one of the four churches on their "to-do" list has been resolved. She has met regularly with the bishop to review issues as they arise.

The Chancellor requested your prayers for her as she works for the Diocese and closed with her favorite verse: "Trust in the Lord with all your heart and lean not on your own understanding, but in all your ways submit to Him and He will make your paths straight." (Proverbs 3:5-6)

MISSION MINUTE VIDEO FROM THE REV. CARIÑO CASAS OF THE CHURCHES MINISTRY AMONG JEWISH PEOPLE

SAFEGUARDING REPORT: THE REV. KRYSTAL HUSTEAD

The Rev. Krystal Hustead began with thanks to the committee that worked on the Policy: Mr. Doug Wicker, the Rev. Michael McGhee, Ms. Delia Bouwers Bianchin, Esq., Mr. Fred Dale, Ms. Dana Henry, the Rev. Eric Rodes, and Ms. Sarah Kwolek. It is the moral duty of the whole church, the Province, the Diocese, and the local church to protect those in our congregations.

Our policy is on the website, and all of our congregations have affirmed this policy and are working to adopt it within their parishes. Parishes need to have a Safe Church Director, everyone who works with these populations need to supply applications, references and an interview, background checks and training. Ministry Safe is required every two years, instead of every three.

Reporting guidelines are available on the diocesan website. All policies, applications, acknowledgements, requirements (for all states), as well as contact information, can be found there as well.

YOUTH REPORT: THE REV. BEN HUGHES

Diocesan Youth Ministry Initiative is designed to invest in our youngest members, to grow up into greater service. In May, we had a youth gathering. More than 110 kids came and more than 30 leaders came from around the

Diocese, and it was an excellent event, which allowed students to see that there are others like them in other places. Hearing the same gospel throughout the church, which these events give a vision of. Thanks to the Ascension youth band and to Bp. Cameron for sharing his testimony.

On March 13-15, 2026, for all 6th – 12th grades, we're going to have our first Anglican Youth Weekend just south of Franklin, Pennsylvania, at Seneca Hills Bible Camp. Amidst games, we will be working on Romans 1:16. "I am not ashamed of the gospel for it is the power of God for salvation for everyone who believes." Talking about how the gospel has the power to save you.

VOTING RESULTS

Mr. Kirk Haberman reported.

Standing Committee

Lay Member: Ms. Hannah Wilson

Clergy Member: The Rev. Eric Rodes

The Array

Lay Member: Ms. Katherine Shuttleworth

Clergy Member: The Rev. Cariño Casas

Run off election is needed for the second Array member. Paper ballots. Run off will strike the Revs. Cariño Casas and Tyler Gongola

The Committee on Canons:

Lay Member: Mr. Jay Roddy

Clergy Member: The Rev. Dr. Mary Baker

Vote for one of the remaining candidates for the Array.

LUNCH BREAK – 45 MINUTES

RESULTS OF THE SECOND ROUND OF VOTING

Mr. Kirk Haberman reported that the Rev. Michael Hustead was voted onto the Array.

The Bishop thanked Mr. Kirk Haberman for his service.

FINANCE REPORT: MS. SARAH KWOLEK

Ms. Sarah Kwolek thanked our Finance Committee who continued to meet monthly this year acting in an advisory capacity. Ms. Karen Gowdy represented the Board of Trustees; the Rev. Doug Blakelock and Ms. Judith Hall continued to represent the Diocesan Council; and Mr. Tom Hay represented the Standing Committee.

The committee focused on reviewing our monthly financial reports, offering feedback on various budget questions arising throughout the year, and gave considerable time to reviewing staff salaries and ensuring we are

following the financial regulations of the diocese. The committee also attended the 2024 annual audit review where we received a clean audit.

Ms. Kwolek also noted that the updated Clergy Compensation Guidelines will be published by the end of 2025.

Ms. Kwolek used a simplified diocesan financial position report to show what funds the Diocesan Council has used to budget for 2026. Figures reflect reports as of September 30, 2025.

Our total financial assets (Cash + Investments) total $1,386,920. This figure includes three restricted funds (Legacy, Growth, and Other Restrictions), with a total of unrestricted funds equaling $717,671.00. After deducting liabilities, we have $602,095 in available funds, the majority of which are designated for specific purposes $230,000 in our Operating reserve (or emergency fund). $130,000 in our legal reserve, $56,000 designated for future programs of the diocese, and $158,000 that had been set aside for the purchase of our office building. Just under $28,000 is undesignated. That said, all of these funds are available if needed. A more detailed condensed balance sheet, as of August 31st, is available on page 46 of the Pre-Convention Journal, where our funds can be viewed separately with a total column for the Diocese as a whole.

The operating budget, found on page 43 of the Pre-Convention Journal, is in a summary format appropriate for public use. A more detailed version was reviewed by the Finance Committee and the Diocesan Council.

Ms. Kwolek noted some key budget items. Godly Share giving is on track and is currently 1.5% ahead of the 2025 budget forecast as of September 30, 2025. The calculation for 2026 is based on a combination of the 2024 operating income reported by parishes and the 2025 pledges received. Reducing this figure by 5% gave us a conservative forecast of $984,010 which is roughly 3% over the 2024 figures. This figure was approved by the Diocesan Council and published in the Pre-Convention Journal on pages 44-45.

Significant increases in program income will offset expenses for the newly added weekend youth retreat and an overnight clergy retreat. Additionally, a new income line has been added to incorporate net assets released from restricted and designated funds. This income is actually an internal transfer from those funds to our operating budget where our expenses reflect the appropriate use of those funds. These restricted and designated funds do not include the Legacy or Growth Funds, but rather funds set aside for a purpose by the Diocesan Council, such as for church planting.

Regarding operating budget expenses, there is the aforementioned increase in program expenses to be balanced by increased event income, as well as increased spending to cover curacies and ongoing church revitalization funding. We also gave all staff a 2.5% cost of living increase in 2026.

On behalf of the Diocesan Council, Ms. Kwolek presented a balanced 2026 budget to the Convention.

The Rev. Michael McGhee moved that we approve the 2026 Operating Budget as presented. Second by the Rev. John Heidengren.

Motion carried.

MISSION MINUTE VIDEO FROM THE REV. DANIEL AND REBEKAH BEHRENS OF SOCIETY OF ANGLICAN MISSIONARIES AND SENDERS

FINAL ANNOUNCEMENTS

Bp. Cameron noted that there are bookmarks and copies of the Cycle of Prayer for the Diocese available in the lobby. Parishes are encouraged to pray for each other on Sundays. Safe Church cards are also available in the lobby. Youth Weekend flyers are also available and registration is on the website. The bishop thanked the staff: Cn. Bill Henry, Ms. Sarah Kwolek, Ms. Stephanie Finn, Ms. Jen Newhouse, Ms. Christina Silva, and the Rev. Krystal Hustead.

The 161st Convention of the Anglican Diocese of Pittsburgh will begin on Friday, November 6, 2026, with Clergy Day, Opening Eucharist, a Business Meeting, and our Awards Dinner. Our business meeting will be continued and conclude on Saturday, November 7, 2026.

Bp. Cameron, in consideration of the work accomplished, entertained a motion that this 160th Convention be adjourned. The Rev. Jonathan Millard so moved and the Rev. Andrea Millard seconded. No questions or discussion.

Motion passed.

Bp. Cameron declared this 160th Convention adjourned, with prayer.

Respectfully submitted,
Ms. Ann McCarthy
Secretary to Convention

Districts of the Anglican Diocese of Pittsburgh

Below is the list of each district, their leaders, the congregations that make up each district, and the allocation of lay deputies to Convention for each congregation. All clergy members have full seat, voice, and vote at Convention. The number of deputies is based on a congregation's 2025 APSA.

Key: Congregation in Union: deputies are granted full seat, voice and vote
Mission Fellowship [ ]: deputies may be granted seats, voice and vote at Convention's discretion

DISTRICT 1 – WEST

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

DISTRICT 2 – NORTH CENTRAL

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

DISTRICT 3 – SOUTH CENTRAL

Name	*Location*	*Status*	*Lay Deputies*
Christ Anglican Church	Brownsville	Congregation in Union	2
Christ the Redeemer	Canonsburg	Congregation in Union	2
Church of the Ascension	Oakland	Congregation in Union	5
Church of the Transfiguration	Elizabeth	Congregation in Union	2
St. Elizabeth's Anglican Mission	Bridgeville	Congregation in Union	2

St. Mary's Anglican Church	Charleroi	Congregation in Union	2
St. Peter's Anglican Church	Uniontown	Congregation in Union	2
Trinity Church	Washington	Congregation in Union	2

DISTRICT 4 – EAST CENTRAL

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

DISTRICT 5 – BEYOND

Name	*Location*	*Status*	*Lay Deputies*
All Souls Anglican Church	Wheaton, IL	Congregation in Union	4
Church of the Great Shepherd	Wheaton, IL	Mission Fellowship	[2]
Church of the Redeemer	Nashville, TN	Congregation in Union	5
Church of the Redeemer	St Paul, MN	Congregation in Union	3
New Jerusalem Church	Carol Stream, IL	Mission Fellowship	[2]
St. John's Anglican Church	Franklin, TN	Congregation in Union	2

TOTAL LAY DEPUTIES	**95/[8]**
TOTAL CLERGY DEPUTIES	173

Rosters of Elected Bodies

Standing Committee

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

Name	***Role***	***Term Ends***
Ms. Mara Bateson	*Secretary*	2026
The Rev. John Bailey	*President*	2026
Mr. Thomas Hay		2027
The Rev. Cn. Karen Stevenson		2027
Ms. Colleen Curlee-Malament		2028
The Rev. Cn. Tracey Russell		2028
Ms. Hannah Wilson		2029
The Rev. Eric Rodes		2029

The Diocesan Council

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

Name	***District***	***Term Ends***	***No. Terms***
Ms. Marianne Manasterski	1	2026	1
Ms. Judith Hall	1	2027	2
The Rev. Bill Driscoll	1	2028	1
The Rt. Rev. Dr. David Hicks	2	2026	1
Mr. Chad Green	2	2027	1
Mr. Elijah Coryell	2	2028	1
Mr. Zachary White	3	2026	1
The Rev. Frances Metcalf	3	2027	1
Mr. James Carney	3	2028	1
Mr. Lawrence Silverstein (resigned 9/8/26)	4	2026	2
The Rev. Bryan Jarrell	4	2027	1
Ms. Cynthia Ross	4	2028	1

Mr. Don Klein	5	2026	1
Mr. Mark Frost	5	2027	2
The Rev. Dr. Kirsten Gardner	5	2028	1
The Rt. Rev. Alex Cameron	*Bishop*		
The Rev. John Bailey	*Standing Committee President*		
Ms. Delia Bianchin	*Chancellor*		
Ms. Ann McCarthy	*Secretary*		

The Array

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

Name	***Term Ends***	***No. Terms***
Mr. Tom Sands	2026	1
Mr. Wallace Scott	2026	2
The Rev. Andrew DeFusco	2026	2
Ms. Millicent Smith	2027	2
The Rev. Frances Metcalf	2027	1
The Rev. Johnmark Smith	2027	1
The Rev. Michael Hustead	2028	2
Ms. Kat Shuttleworth	2028	1
The Rev. Cariño Casas	2028	1

Commission on Ministry

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

Name	***Role***
The Rev. Alex Shuttleworth	*Chair*
The Rev. Marybeth Carey	
Ms. Hannah Halfhill	
The Rev. Michael McGhee	
Ms. Catherine Parham	
The Rev. Dr. Lauren Scharf	
The Ven. Dr. Mark Stevenson	
The Rev. Gaea Thompson	

Dr. Leslie Thyberg	
The Rt. Rev. Alex Cameron	*Bishop*
The Rev. Cn. Dr. Bill Henry	*Canon to the Ordinary*
Ms. Christina Silva	*Coordinator*

Committee on Canons

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

Name	***Role***	***Term Ends***	***No. Terms***
Mr. Jason McLean		2026	1
The Rev. Dr. Dennett Buettner		2026	1
Mr. Mark Tader		2027	2
The Rev. Tyler Gongola		2027	1
The Rev. Dr. Mary Baker		2028	2
Mr. Patrick Roddy		2028	2

Delegates to Provincial Council

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

Lay Deputies	***Clergy Deputies***	***Term Ends***
Ms. Sarah Kwolek	The Rev. Cn. Dr. Donald Shepson	2029
Ms. Judith Hall	The Rev. Dr. Mary Baker, *alternate*	
Ms. Colleen Curlee-Malament, *alternate*		

Voter's Guide

Standing Committee: Lay Nominees (Elect 1)



JAMES WILSON

Church of the Ascension, OAKLAND

Current Service: Member of the Vestry

Past Service: Vestry; Parish Council; adult education teacher; Parish Discernment Committee; Missions Committee; Rector Search Committee

Past Service to the Diocese: Board of Trustees

Gifts and Experience: Perhaps my strongest qualification is simply long association with the same parish (since approx. 1982) and service in a wide variety of roles in the parish and the diocese that required collegiality, cooperation and planning for both short- and long-term goals. Thus, along with board membership on an Anglican missionary entity, has allowed me to form an expansive view of the role of the church not only in our community and diocese but in matters requiring international cooperation.



BETH HENDRICKSON

St. Stephen's Church, SEWICKLEY

Current Service: Children's Program Volunteer, Pittsburgh Fellows Host Family

Past Service: Vestry Member, Praise and Worship band, Missions Chair, Communications Volunteer, Youth Group Leader

Gifts and Experience: I bring 11 years' experience as teaching director of the Pittsburgh West Community Bible Study. As a lifelong Anglican and 20+ year member of St. Stephen's Church, I deeply appreciate the incalculable value of studying God's Word, and I treasure the church traditions and global union of our Anglican community. As mother of two teenage daughters and through my career as a high school English teacher, I have a passion for reaching and discipling Generations Z and Alpha. My vision for our Diocese is to promote fiscal responsibility, protect pastoral care, and encourage congregational unity as we welcome our loved ones, neighbors, and community into church life to spread the good news of the life-giving truths of following Jesus. Personally, I strive daily to draw closer to the Lord, abide in Him, and be an outlet to others for the fruits of His Spirit.

Standing Committee: Clergy Nominees (Elect 1)



THE REV. MATT ULRICH

Christ the Redeemer Parish, CANONSBURG

Current Service: Vocational Deacon; Youth ministry leader and Sunday school teacher at Redeemer, Canonsburg

Past Service: Children's Director at Church of the Ascension; various youth and camping ministry positions

Gifts and Experience: It would be an honor to serve our diocese in this capacity and to support the vision for ministry as laid out by Bishop Alex.

To this role I would bring administrative gifts from church and business experience that value looking for ways we can work together to enable effective ministry across the diocese. Through my experiences with children and youth, I have come to appreciate the importance of developing the next generation of gospel-centered leaders and would love to see the continued development of our youth retreats/camps. Likewise, I would bring from my background in missions a desire to encourage church planting initiatives and to see local churches grow. Above all, I would love to see God glorified in all that we do in our common life together (Colossians 3:17).



THE REV. ETHAN CARLSON

Redeemer Anglican Church, NORTH BOROUGHS

Current Service: Rector, Bishop's chaplain for diocesan services

Past Service: Missionary in Rwanda, Priest-in-Charge of Holy Trinity Cathedral (English Service), Treasurer

Past Service to the Diocese: Vice Chair, District 2/North Central

Gifts and Experience: Before my family and I moved to Pittsburgh, I served as Priest-in-Charge of the English-language service at the national cathedral of the Anglican Church of Rwanda. I also worked in the archbishop's office as a liaison between Rwandan and North American churches and directed a nonprofit working alongside the Church. Much of my role was to support and pray for the archbishop: to listen and serve as a sounding board where helpful.

Before that, I served as treasurer while our church searched for and purchased a building near Chicago. That time deepened my desires for wise discernment, to build unity through difficult decisions, and to steward resources faithfully, while caring well for the one leading us.

If elected to the Standing Committee, I hope to bring those experiences – and a willingness to listen, pray, and learn – to the work of supporting our bishop and caring for our diocese.

The Array: Lay Nominees (Elect 2)



ERIC NEWHOUSE

Church of the Ascension, OAKLAND

Current Service: Ambassadors soccer ministry and Nominating Committee

Past Service: Owner's Rep. for Ascension building projects, Building maintenance committee, mission trip leader

Gifts and Experience: I work in real estate development as a project manager facilitating efforts among myriad stakeholders with divergent interests, coordinating efforts of design, engineering, construction, legal, finance and banking professionals, and overcoming a wide range of issues to implement both residential and commercial development projects.

I'm detail oriented, patient, amicable and thorough.



WM "TOM" SANDS

St. Stephen's Church, SEWICKLEY

Current Service: member of Vestry

Past Service: Sr. Warden, Member of Property Negotiating team, Kindergarten Teacher

Past Service to the Diocese: Array, Standing Committee, Bishop Search Committee

Gifts and Experience: In the past I have used my gifts and talents to negotiate agreements and seek clarity through understanding during very difficult times. I have participated in investigations and discernment in various capacities throughout the diocese. My careful listening, ability to make difficult decisions, and first and foremost making sure that Christ is forefront in any deliberations have prepared me well for this role.

The Array: Clergy Nominees (Elect 1)



THE REV. BILL DRISCOLL

Church of the Savior, AMBRIDGE

Current Service: Rector

Past Service: assistant rector and deacon

Past Service to the Diocese: Diocesan Council in the Gulf Atlantic Diocese

Gifts and Experience: gifts in administration and past experience in a business environment.



THE REV. MELISSA PATTON

Mosaic Anglican Church, NORTH FAYETTE

Current Service: Deacon, Administrative Help, Musical Worship Leader

Past Service: Volunteer Coordinator, Stephen's Minister

Gifts and Experience: My closest friends have affirmed hard-won maturity, wisdom and compassion in me. In my work in community mental health and in ministry, I have gotten a lot of practice in carefully and thoughtfully listening and maintaining confidentiality. I aim always to stay calm, objective, and fair-minded. I strongly value justice. My life has shaped me in such a way that I am never too loyal to see another's fault. I have a lot of experience of loving and being kind to people while still discerning whether or not I agree with their side of the story and how to set healthy boundaries with them. I believe serving on the array would be an opportunity to use these skills, inclinations, and gifts.

Committee on Canons: Lay Nominees (Elect 1)



CHRISTINA DEFUSCO

Church of the Redeemer, NASHVILLE, TN

Gifts and Experience: Over 20 years ago, I became an attorney around the same time I started attending an Anglican (then Episcopal) church. Being a new insurance litigator while attending a church that was in the midst of a significant lawsuit, I delved into trying to familiarize myself with the C&C. Over the years, I helped review

bylaws for those wanting to join the newly formed Anglican Diocese of Pittsburgh, have assisted in different capacities with various disciplinary actions & Title IV issues, and have seen the importance of good governing documents, and how they can be a tool for our common life, staying rooted in and focused on the gospel.

I am now a PA- and DC-barred attorney specializing in the area of conflicts of interest and risk management. I would bring my experiences to assist as asked to bring clarity, simplicity, and compliance to our Canons.



JASON MCLEAN

Christ the Redeemer Parish, CANONSBURG

Past Service: Senior Warden, Vestry Member

Past Service to the Diocese: Canons Committee

Gifts and Experience: I am a practicing attorney and am familiar with navigating and reading complex legal and governance documents.

Committee on Canons: Clergy Nominee (Elect 1)



THE REV. THOMAS VERNER

Redeemer Anglican Church, FRANKLIN

Current Service: Deacon, Pastor of two Global Methodist Churches under special appointment

Past Service: Reader, Crucifer

Gifts and Experience: For six years I served as a lay delegate in the United Methodist Church. During the committee work at Annual Conference, we spent a great deal of time editing and clarifying the language that would go into the United Methodist Discipline, which is their equivalent to the Canons. I hope some of the skills will carry over to this role. If the diocese decides to entrust me with this position, I will do it to the utmost of my ability gladly and diligently.

Budget and Financials

Proposed 2027 Budget

The following budget was amended and approved by the Diocesan Council on September 8, 2026.

	BUDGET Jan-Dec 26	ACTUAL Jan - Aug 26	**BUDGET Jan-Dec 27**	Note
Ordinary Income/Expense				
Income				
40 - Godly Share Income	1,033,000.00	646,640.68	**1,098,000.00**	1
41 · Other Contributions	16,000.00	10,637.72	**15,000.00**	
44 · Program Income	36,000.00	40,393.61	**47,250.00**	2
46 · Miscellaneous Income	0.00	1,303.84	**1,500.00**	
49 · Net Assets Release from Restricted/Designated	92,049.14	122,346.43	**96,000.00**	
Total Income	1,177,049.14	821,322.28	**1,257,750.00**	
Gross Profit	1,177,049.14	821,322.28	**1,257,750.00**	
Expense				
50 · Province Expenses	124,900.00	81,792.19	131,300.00	
51 · Program Expenses	145,500.00	155,848.14	192,910.00	3
52 · Event Expenses	49,500.00	11,199.52	79,500.00	4
53 · Staff Expenses	563,307.62	377,798.74	575,857.00	5
54 · Occupancy Costs	55,030.00	31,108.60	34,250.00	
55 · Office Expenses	36,350.00	46,880.67	26,750.00	
56 · Archbishop Emeritus Expenses	5,500.00	1,871.96	5,250.00	
57 · Employee Expenses	46,500.00	27,238.28	52,000.00	
58 · Training	12,500.00	8,850.22	13,500.00	
60 · Professional & Consulting	104,100.00	38,854.95	95,640.00	
62 · Communications	7,000.00	4,031.71	9,000.00	
63 · Insurance	11,250.00	6,582.30	12,500.00	
65 · Bank and Finance Expenses	2,500.00	2,104.75	4,000.00	
66 · Interest Expense	5,000.00	0.00	25,000.00	6
67 · Contingency	8,111.52	0.00	293.00	
Total Expense	1,177,049.14	794,162.03	**1,257,750.00**	
Net Income	0.00	27,160.25	**(0.00)**	

Notes

1 Based on 2025 giving and 2026 pledge projections

2 Includes additional income from diocesan camp, clergy retreat, seminars, Convention meals

3 Includes new program for campus ministry, Shepherd's Heart partnership and increase for clergy assistance

4 Moved Diocesan Camp and Ordination event expenses to this section, increased for seminar offerings

5 Includes salary increases made according to ADP financial regulations

6 New line for diocesan office loan servicing

Proposed Godly Share Offerings for 2027

Congregations will be sent notice of their 2025 actual operating income reporting with a recommendation for Godly Share giving for 2027 and encouragement to participate in the Growth Fund. Below are the recommendations to be sent to each congregation. The proposed budget reflects a more conservative forecast.

Name	*Location*	*Ops Inc '25*	*Godly Share '27*	*Growth '27*
Abundant Grace Church*	West Hills	174,729	8,736	1,747
All Saints Anglican Church	Cranberry Twp	208,518	20,852	2,085
All Souls Anglican Church*	Wheaton, IL	450,118	33,759	4,501
Christ Anglican Church	New Brighton	166,420	16,642	1,664
Christ Church Anglican	Brownsville	85,020	8,502	850
Christ Church Fox Chapel	Fox Chapel	793,875	79,388	7,939
Christ Our Hope	Natrona Heights	150,950	15,095	1,510
Christ the Redeemer	Canonsburg	376,074	37,607	3,761
Christ's Church**	Greensburg	200,932	14,065	2,009
Church of Our Saviour	Glenshaw	60,988	6,099	610
Church of the Ascension	Oakland	2,309,804	230,980	23,098
Church of the Great Shepherd (MF)**	Wheaton, IL	78,915	0	0
Church of the Redeemer*	Nashville, TN	1,401,025	98,072	14,010
Church of the Redeemer	St. Paul, MN	386,861	38,686	3,869
Church of the Savior	Ambridge	136,120	13,612	1,361
Church of the Transfiguration	Elizabeth	34,769	3,477	348
Epiphany Anglican Fellowship	Ligonier	115,281	11,528	1,153
Grace Anglican Church	Edgeworth	103,000	10,300	1,030
Grace Anglican Church	Grove City	494,000	49,400	4,940
Grace Anglican Church	Mt. Washington	116,095	11,610	1,161
Harvest Anglican Church	Homer City	29,041	2,904	290
Holy Innocents	Leechburg	25,000	2,500	250
Holy Trinity Church Plant	Zelienople	54,000	5,400	540

Name	Location	Ops Inc '25	Godly Share '27	Growth '27
Immanuel Church Plant	Columbia, TN	*Unknown*	*Unknown*	*Unknown*
Jonah's Call	Northside	74,935	7,494	749
Mosaic Anglican Church	North Fayette	181,691	18,169	1,817
New Jerusalem Church (MF)	Carol Stream, IL	129,194	12,919	1,292
Prince of Peace Church	Hopewell	303,333	30,333	3,033
Reconciliation Anglican Church	Penn Hills	106,106	10,611	1,061
Redeemer Anglican Church (MF)	Franklin, PA	123,218	12,322	1,232
Redeemer Anglican Church* (MF)	North Boroughs	147,048	8,823	1,470
Somerset Anglican Fellowship	Somerset	95,860	9,586	959
St. Alban's Anglican Church	Murrysville	232,329	23,233	2,323
St. Elizabeth Anglican Mission	Bridgeville	5,000	500	50
St. John's Anglican Church*	Franklin, TN	287,340	22,987	2,873
St. Luke's Anglican Church	Georgetown	22,238	2,224	222
St. Martin's Anglican Church**	Monroeville	79,404	6,352	794
St. Mary's Anglican Church**	Charleroi	69,750	2,790	698
St. Matthew's Anglican Church*	Johnstown	65,400	3,270	654
St. Peter's Anglican Church	Butler	181,669	18,167	1,817
St. Peter's Anglican Church	Uniontown	169,069	16,907	1,691
St. Stephen's Church	Sewickley	1,852,142	185,214	18,521
St. Thomas Anglican Church	Gibsonia	197,897	19,790	1,979
Trinity Anglican Church	Patton	22,754	2,275	228
Trinity Church	Washington	281,607	28,161	2,816
TOTAL		12,725,672	1,155,708	124,466

1) Godly Share Ask is recommended pledge (10% tithe) based on 2025 Ops Income

2) Growth Fund Ask is 1% of Ops income - not required, but encouraged

* Represents churches increasing giving to a full tithe (over multiple years) - Ask is the projection, not full tithe

** Represents churches currently experiencing financial hardship/uncertainty - Ask is the projection, not full tithe

(MF) Mission Fellowship

Balance Sheet Through August 2026

	With Donor Restrictions				*Without Donor Restrictions*			
	Bishop's Legacy Fund	*Growth Fund*	*Other Restricted*	*Bishop's Discretionary*	*Operating Reserve*	*Other Designated Funds*	*Operating Fund*	*TOTAL*
ASSETS								
General Checking	0.00	0.00	0.00	0.00	0.00	0.00	65,670.04	65,670.04
Ops Reserve Savings	0.00	0.00	66,007.54	0.00	157.26	0.00	0.00	66,164.80
Designated Savings	0.00	0.00	0.00	0.00	250.87	14,000.00	0.00	14,250.87
Bishop Discretionary	0.00	0.00	0.00	13,978.03	0.00	0.00	0.00	13,978.03
Other Cash	0.00	0.00	0.00	0.00	0.00	0.00	156.37	156.37
Investments	803,803.81	0.00	0.00	0.00	61,092.65	0.00	0.00	854,956.46
Accounts Receivable	0.00	0.00	0.00	0.00	0.00	0.00	29,457.52	29,457.52
Other Current Assets	(502,783.69)	316,730.94	49.64	0.00	220,497.14	30,028.79	(32,015.88)	32,506.94
Fixed Assets	0.00	0.00	0.00	0.00	0.00	0.00	383,161.78	383,161.78
Lease Assets	0.00	0.00	0.00	0.00	0.00	0.00	15,317.36	15,317.36
TOTAL ASSETS	301,020.12	316,730.94	66,057.18	13,978.03	281,997.92	44,028.79	461,747.19	1,485,560.17
LIABILITIES & EQUITY								
Liabilities								
Accounts Payable	0.00	0.00	0.00	0.00	0.00	0.00	383.43	383.43
Credit Cards	0.00	0.00	0.00	0.00	0.00	0.00	7,444.88	7,444.88
Other Liabilities	0.00	0.00	26,363.07	0.00	0.00	0.00	7,084.26	33,447.33
Grants Payable	60,000.00	25,000.00	0.00	0.00	0.00	0.00	0.00	85,000.00
Lease Liabilities	0.00	0.00	0.00	0.00	0.00	0.00	15,317.36	15,317.36
Equity								
Restricted Net Assets	237,668.65	266,567.39	38,338.58	14,313.45	0.00	0.00	0.00	556,888.07
Unrestricted Net Assets	0.00	0.00	0.00	0.00	363,952.46	62,164.86	197,402.22	783,105.57
Net Income	3,351.47	25,163.55	1,355.53	(335.42)	(81,954.54)	(18,136.07)	234,115.04	3,973.53
TOTAL LIABILITIES & EQUITY	301,020.12	316,730.94	66,057.18	13,978.03	281,997.92	44,028.79	461,747.19	1,485,560.17

1) Operating Reserve includes $130,000 in legal reserve, $151,998 in operating cash reserves

2) Other Restricted includes Youth Scholarships, Curacy Fund, and Center for Rural Ministry Grant

3) Other Designated includes Holy Trinity church plant, provincial delegates, Church Revitalization, and Clergy Assistance

Reports of Canonical Bodies & Diocesan Personnel

Bishop

“Shepherd the flock of God that is among you, exercising oversight, not under compulsion, but willingly, as God would have you.” (1 Peter 5:2)

As I begin my fifth year as your bishop, I am reminded of these words from Peter's first letter: Shepherd the flock of God that is among you. I am becoming increasingly aware that this, very simply, is my job description, to shepherd the flock of God. That of course gets worked out in the details of my written job description: in episcopal visits to parishes, in participation in the wider life of the province, in pastoral interactions with clergy and parishioners, in presiding at convention, in prayer and intercession. But my call is to shepherd the flock that God has placed me among. And to do that willingly, cheerfully, as Paul says all our giving should be (1 Corinthians 9).

Shepherding has meant all of the usual and regular activities of our diocese: parochial visits (45 since this time last year), confirmations and receptions (148), convention, clergy retreat, and, in this past year, our first annual Youth retreat weekend.

As I consider the past year it feels to me like the end of a number of years of shepherding that have been characterized, I believe, by bringing stability, order, and increased trust in our common life together, through the imparted grace of God. Much of the past year has been taken up by the ongoing question of where our offices will be. With the news in the summer of 2025 that the Roman Catholic Diocese was intending to sell the building in which our former offices were housed, we were faced with the question of where to go next.

In keeping with this theme of stability, it seemed best, if possible, to stop being subject to the vagaries of renting. After a few months and considering a number of properties, we were able to make an offer and purchase a former funeral home in the Perry North neighborhood of Pittsburgh, using our reserves. While we will need to borrow funds to bring it up to code and make it livable, this marks a physical sign of stability and permanence, perhaps the bookend to this season.

And as that season of bringing stability comes to its end, the natural question is, "What next?"

Four priorities are beginning to suggest themselves to me for the next season.

First, support and care of our clergy. Our clergy are a gift that we need to steward well. That stewardship involves practical support, which we have been doing through the Clergy Care Fund in partnership with the Province and the Lilly Foundation. I want to be considering ways this can continue even after the Lilly support wraps up. In addition to this I want to begin to think about ongoing clergy development as well. Vitality comes when we are both supported and challenged in our lives and calling.

Second, and we have begun to do this, I want to think about how we provide more curacy opportunities in the diocese. There are relatively few churches in the diocese that are large enough to support a curate. These opportunities are important for at least two reasons: the training and formation of new clergy fresh out of seminary, and the retention of clergy in the diocese. I want to keep good clergy and to have some options for placement for the next generation of talent that the Lord is raising up.

Third, church planting. This is not new to us, but we are only beginning to get our feet wet after some disappointments in the past. We have much to learn here, but I think we need to try to learn it. There are many communities in western Pennsylvania where there is no Anglican church today, though in many there once was. Thinking strategically — with our parishes and as a diocese — of where we want to be, is going to be important as we move forward. I will be officially making the Rev. Eric Phillips our canon for church planting at our convention this fall.

Lastly, it is my intention to take a sabbatical in 2027 as I will have been your bishop for five years and our clergy compensation guide says I am eligible. I am taking it because I believe it will serve both me and the diocese, and I pray that this time of rest and reflection will renew my energy and vision for leading.

Respectfully submitted,
+Alex Cameron

Canon to the Ordinary

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

I continue to be so grateful for the blessing of serving the Anglican Diocese of Pittsburgh as canon to the ordinary. Serving with Bishop Alex and our great staff — Sarah Kwolek, Christina Silva, Stephanie Finn, Jen Newhouse, Shannon Ames-Fuller, and Krystal Hustead — is both rewarding and fulfilling. We work well together, enjoy serving with one another, and always have a lot of fun! We eagerly await the completion of the renovation of the property that will soon be our diocesan home!

I am thrilled by the appointment of the Rev. Eric Phillips, rector at Redeemer in Franklin, PA, as our new canon for church planting. Eric and I continue to work toward our vision of planting three new churches in rural, northwest PA by 2030. Our first church planting curate, the Rev. Bryce Lowe, will, God willing, be ordained to the priesthood at Grace Anglican, Grove City, on December 13. Bryce has served faithfully this year on staff at Redeemer, training under Eric's leadership. He and his wife Katherine are praying to identify a rural community in northwest PA in which to plant an Anglican congregation in the coming years.

I appreciate serving with the members of the Commission on Ministry. We are excited that we see God bringing forward gifted women and men who sense a call to be part of the next generation of ordained deacons and priests in the Anglican Diocese of Pittsburgh.

I continue to be excited about our vision for expanding our diocesan curacy program, which provides newly ordained clergy the opportunity to gain experience serving in parish settings under experienced leaders. This summer Jeremy Davis, a seminarian at Trinity Anglican Seminary, began a three-year curacy placement at St. Peter's Anglican Church in Butler under the leadership of their rector, Bishop David Hicks. Jeremy will begin his experience at St. Peter's as a layperson, and continue as he is ordained, God willing, to the diaconate and the priesthood.

It is an honor to serve you all as the canon to the ordinary and I look forward to what God will do in the life of our diocese in 2027!

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

Canon for Church Planting

First, I want to say how honored and humbled I am to begin serving our diocese as canon for church planting! I do not take this new role lightly and pray that by God's grace I may be able to help our diocese continue to impact this region with the gospel message through the establishment of many new, healthy congregations.

Because I am new to this role, I wanted to briefly share a bit about my background in church planting. Roughly 18 years ago, I was part of the early formation of a national missional church planting network while planting an urban Baptist church in the East End of Pittsburgh. This season of ministry was formative for me as I grew in my understanding of diverse approaches to church planting, cross-cultural ministry, and the challenges and opportunities innate to church planting. Nevertheless, as a young minister I was not prepared for the hardships and relative isolation I experienced planting an inner-city church within a free-church structure. Due to personal burnout and the rapid gentrification of the area we were serving, I oversaw the closing of our plant after five years and subsequently stepped away from pastoral ministry for a season. After many years of healing, the Lord led me to the Anglican tradition and renewed my sense of calling to vocational ministry as a presbyter.

In 2019, while I was serving as a curate at Grace Anglican Grove City, the Rev. Ethan Magness and the Rev. Cn. Karen Stevenson began encouraging me to consider planting again. Though I was initially reluctant, it became evident that the Lord was calling me back into that world. At the beginning of 2022, after much prayer and preparation, we launched Redeemer Anglican in Franklin, PA, as a daughter plant of Grace Anglican Church in Grove City. There is much wisdom to be gained from other missional church planting movements, but I found that the relational connectivity of our diocesan structure and biblical rootedness of our liturgical tradition provide

invaluable resources for the growth of a healthy, sustainable, gospel-centered church planting movement in our ever-changing culture today.

My hope and prayer as I take on this new role is that as a diocese, we can leverage the treasure trove of gifts entrusted to us to collectively form a culture and movement of church planting throughout our region — a church planting movement not simply marked by the number of churches planted, but that fosters the formation of healthy, biblically faithful, Anglican parishes led by ministers who are well equipped, supported, and cared for by all of us in the Anglican Diocese of Pittsburgh.

During this first year as canon for church planting, I want to focus on being a student — to gain greater understanding of the challenges and opportunities facing our diocese, learn from planters and their churches what has been valuable in the past and ways we can better support future church plants, and develop relationships with the many parishes and future leaders within our diocese. My goal is to develop systems and processes to raise up, equip, and support future church planters and to come alongside parishes seeking to plant a daughter church.

Currently, with the aid of a Lilly grant through the Center for Rural Ministry, we have begun a church planting curacy at Redeemer Anglican with the Rev. Bryce Lowe as our first curate. The plan is for Bryce to plant a new church in northwestern PA upon the completion of his curacy. Additionally, we have begun a two-year Church Planting Cohort led by myself and the Rev. Cn. Dr. Don Shepson. The two-year cohort consists of current church planters, individuals in the ordination process, and lay leaders who have indicated a desire to help in the formation of a future church plant.

As I mentioned at the onset of this report, I'm incredibly honored and humbled by my appointment as canon for church planting. The establishment of healthy new churches is not easy — it is impossible apart from the work of the Holy Spirit — so I covet your prayers for myself in this new role and for the continued growth of a vibrant church planting movement within our diocese. If you have any questions, are considering planting, or know of a leader who is potentially gifted and called to church planting, please reach out to me at eric@franklinredeemer.org or 412-302-6857.

Blessings,
Rev. Eric Phillips
Canon for Church Planting

Standing Committee

The Standing Committee of the Diocese is composed of four clergy and four lay people. We serve mostly as a council of advice to the bishop. We are also given ecclesiastical authority in the absence of a bishop (Articles VIII and IX of the Constitution and Canons).

We meet once a month, usually at the diocesan office, but in this time of transition we began meeting by Zoom in August. In the past year we have approved bylaws for new and current parishes within our diocese. We appointed the delegates to Provincial Assembly held in June 2026. We also discussed some of the bumps along the way with parishes in transition, as well as some shifts that were smooth for other parishes. The Standing Committee considers matters of misconduct from time to time and advises the bishop and gives consent to resignation of orders.

We also tried to help the bishop navigate issues with finding a new diocesan office space. As you may know, a property was purchased at 2860 Perrysville Avenue in Pittsburgh. This transition has posed some challenges to diocesan staff as they are working partly from home and using temporary space at Redeemer Anglican Church in Avalon to hold staff meetings.

The president of Standing Committee sits on the Diocesan Council as well, which assists in healthy communication and collaboration between leadership bodies. Additionally, the president of Standing Committee and the president of the Diocesan Council work together to review compensation of diocesan personnel. I regret I was not able to attend Diocesan Council meetings, as I had a ministry commitment in the parish that conflicted with the meetings.

The Standing Committee also conducts the bishop's annual review. This year, I am leading a small group in reviewing Bp. Alex's time in ministry over the past year and looking forward to the year ahead. What is unique about this year's evaluation is the bishop asked to be reviewed by his staff, as well as some additional clergy with varying responsibilities as rectors and non-parochial responsibilities.

It has been a privilege to serve the diocese on the Standing Committee. I am heartened by the competency and faithfulness of my fellow clergy and lay people on this committee with a diocesan staff who are working very hard to continue our growth and health as a diocese. I am grateful to Bishop Alex and all the diocesan staff who are giving their very best to see our way forward.

Faithfully in Christ,
The Rev. John P. Bailey
President of the Standing Committee

The Diocesan Council

The Constitution and Canons of the Anglican Diocese of Pittsburgh define the duties and responsibilities of the Diocesan Council:

"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.

"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. 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." (Article X)

"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." (Canon V)

This year, in addition to fulfilling the regular tasks associated with its governance responsibilities, the Council has worked toward a smooth incorporation of the responsibilities once held by the Board of Trustees (committed to the Diocesan Council through the constitutional and canonical changes made last year); overseen the purchase of a new administrative building for the Diocese; continued to provide approval of grants from diocesan funds for mission and ministry; and continued work with the Chancellor in the operation of the Safe Church Policy.

I thank each member of the Diocesan Council, Canon Bill Henry, and the members of the various committees who have given their time and energy toward the efficient operation of the Diocese. Special thanks are extended to Ms. Sarah Kwolek, whose indispensable administrative support has enabled the Diocesan Council to effectively accomplish its work.

In Christ,
The Rt. Rev. David L. Hicks
President of the Diocesan Council

Commission on Ministry

"The Commission on Ministry (COM) shall assist the Bishop in matters pertaining to the enlistment and selection of persons for Ministry, in the guidance and pastoral care of all Candidates for Holy Orders, in the examination of persons for Holy Orders, and in discharging any additional duties relating to Ministry as are, or may be, required by the Constitution and Canons of the Church." (Canon XXXII, Section 1)

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

I continue to be tremendously grateful to the kind, wise, and discerning individuals who comprise our committee. This past year, Mr. Nicolaas Storm stepped away for his many years of service on the commission. We are tremendously grateful to Nick for the years he served with us and the wisdom he shared. I am grateful also to the individuals who have continued their work over the past year: the Rev. Marybeth Carey, Mrs. Hannah Halfhill, the Rev. Michael McGhee, Mrs. Catherine Parham, the Rev. Alex Shuttleworth, the Rev. Dr. Lauren Scharf, the Ven. Dr. Mark Stevenson, Mrs. Leslie Thyberg, and the Rev. Gaea Thompson. The whole commission is particularly grateful to our commission coordinator, Mrs. Christina Silva, for her skillful and indispensable support.

We currently have 22 individuals actively in the discernment process, at varying stages. Over the past year, we rejoiced at the following ordinations, all performed by Bp. Alex Cameron. On January 25, Scott Means was ordained to the priesthood, Michele Gebhart and Jill Shreve were ordained to the vocational diaconate, and Bryce Lowe and Katherine Franker were ordained to the transitional diaconate. On June 6, Melissa Patton and Matt Ulrich were ordained to the vocational diaconate and Ryan Wise and Thomas Verner were ordained to the transitional diaconate. And on August 6, David Szomor was ordained to the transitional diaconate.

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

Respectfully submitted,
The Rev. Cn. Dr. Bill Henry
Interim Chair of the Commission on Ministry
Ms. Christina Silva
Diocesan Executive Assistant, Commission on Ministry Coordinator

Committee on Canons

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

The Committee on Canons met consistently throughout 2026. The Committee's work this year focused on finalizing changes regarding the Diocesan Council, which received preliminary approval at 2025 Convention and, as a constitutional change, will require a second vote at the 2026 Convention; continuing to make language and punctuation consistent throughout the documents; proposing changes to the Canons on Congregations and Mission Fellowships; and finally, to incorporate necessary changes following the passing of a new Title IV in the ACNA Canons.

Firstly, last year the Convention voted to allow the bishop to appoint up to three members to the Diocesan Council. This is a constitutional change in Article X, Section 1, requiring a second vote at this year's Convention to pass. A new Section 3 was added last year to Article X and will also require a second vote at this year's Convention to pass.

Second, Article I, Section 1, of the Constitution reads: "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." However, numerous articles and Canons were entirely inconsistent in following this rule. Therefore, the committee proposes the addition of "or ACNA" at the end of the sentence and proposes changes throughout the full document to make all references to the diocese and province consistent with this rule. The constitutional changes proposed will require a vote of Convention in 2026 and 2027 to pass.

The Committee has recognized that Canon XVI, Section 9, is no longer relevant in our current context and has proposed to strike it altogether. In anticipation of this, we have proposed adding language to Section 3 to ensure the bishop is notified of any church relocations.

In Canon XVI, Section 10 (revised number), the committee proposes granting the bishop permission to override the membership criteria for vestry should the need arise.

In Canon XVII, the Committee has proposed language for safeguarding by adding a new Section 7 and has revised the language in Section 6 to allow mission fellowships to pursue articles of incorporation and bylaws before petitioning for mission fellowship status with Convention.

Canon XXI revisions bring our diocese into alignment with the newly passed Title IV of the ACNA Canons. The committee has opted to keep these revisions simple as our protocol for handling complaints outlines in detail the requirements of Title IV for clergy and laity. This protocol has been approved by the Diocesan Council.

Finally, Canon XXXIV, Section j, adds an addition to the list of what might define a congregation as "stressed" to include the inability to assemble a valid vestry.

Please note that the financial regulations of the diocese were updated following the dissolution of the Board of Trustees and were approved by the Diocesan Council.

Submitted by,
Jay Roddy, Lay Member
Committee on Canons

Growth Fund

The Growth Fund of the Anglican Diocese of Pittsburgh has total assets of $266,567 (August 2026). Our congregations pledged to give $27,360 to the Growth Fund in 2026. We have received $22,135 in pledges to date (August 2026). While we experienced a decline in pledges over the previous two years, giving has increased this year, for which we give thanks to our contributing congregations.

The grants committee of the Diocesan Council meets quarterly to review grant requests received by the Diocese and to make recommendations to the Diocesan Council on which grants to fund. The grants committee and the

Diocesan Council are careful in their review as they consider grant requests, and they take a prayerful approach to assisting our congregations whenever possible.

Four requests, totaling $39,280, were approved for Growth Fund grants by the Diocesan Council to date (September 2026). One grant will be paid out over three years, so the total grants paid to date (September 2026) is $31,780. These grants funded significant maintenance requests from two churches, as well as support for one church to launch a Vacation Bible School and another church to launch a Fellows program.

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

The objectives of the Growth Fund remain:

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

Delighted to serve,
Sarah Kwolek
Director of Administration and Treasurer
Staff Liaison to the Diocesan Council

Legacy Fund

The Archbishop Duncan Legacy Fund of the Anglican Diocese of Pittsburgh has total assets of $237,669 (August 2026).

The grants committee of the Diocesan Council meets quarterly to review grant requests received by the Diocese and to make recommendations to the Diocesan Council on which grants to fund. The grants committee and the Diocesan Council is careful in their review as they consider grant requests, and they take a prayerful approach to assisting our congregations whenever possible.

Five requests totaling $16,672, were approved from the Legacy Fund by the Diocesan Council to date (September 2026). Two of these grants assisted clergy in taking much-deserved sabbaticals; two grants provided leadership development for three clergy members; and one grant allowed a priest to purchase a curriculum to use in her congregation.

The Bishop has encouraged individual giving to be directed toward the Legacy Fund to assist ongoing diocesan efforts to support our clergy and congregations.

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

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

Delighted to serve,

Sarah Kwolek

Director of Administration and Treasurer

Staff Liaison to the Diocesan Council

Director of Administration

Every day I am reminded of what a gift I've been given to serve our congregations and clergy as they pursue the gospel in their communities. I am constantly learning new things so that I can be a resource to all of you. It is my privilege to work alongside staff and volunteers who are equally motivated to serve and offer their vast expertise in so doing.

Our diocesan staff has grown and shifted to include a safeguarding director and a communications and events assistant. Our communications director has shifted some of her responsibilities to this coordinator so that she can now serve as our events director as well. With new seminars being offered by the diocese and our current events changing shape over time, it has been a challenge to remain agile as a staff. These staffing changes have been a tremendous step forward as we have and continue to pursue new programs and events each year.

I continue to act as the liaison for the Committee on Canons and the Diocesan Council. I also lead the work of the finance committee. Working alongside such capable volunteers is a joy. I want to particularly thank Karen Gowdy, who served on the Board of Trustees until its dissolution and also served on the finance committee for several years. Even before she joined the committee, she made herself available to consult with me frequently.

She has been a wonderful resource to our churches as well in her role as director of administration for Church of the Ascension. Her health required her to step down from her diocesan leadership roles, and we have missed her wisdom. I ask you to join us as we continue to pray for her healing. I also want to acknowledge the other members of the finance committee: Tom Hay, Judith Hall, Zach White, and our newest member, Larry Rice. We meet once a month and they willingly tackle any number of issues with me. I'm especially grateful for the work they do to ensure our budget balances each year and for their interest in taking on new projects.

At the provincial level, I continue to serve on the Executive Committee, which has proved to be far more involved than I anticipated. This season has been especially challenging for our province, and I am grateful to be reminded of the remarkable ways that each of our churches reach out to their communities with the saving love of Jesus Christ each day, no matter what challenges we face as a province. I covet your prayers for me, the Executive Committee, and the College of Bishops as we continue to lead the province in the year ahead.

The operating reserve fund established in 2022 was reduced last year with the goal of maintaining 3-4 months of expenses. As we found a suitable property, we expended the Council-designated funds we had set aside last year and used them, along with additional Operating Reserve funds, to purchase the building outright. The current reserves include the $130,000 in legal reserves along with $152,000 in operating reserve to offer protection for the Diocese and our churches in the future.

The building we purchased at 2860 Perrysville Avenue was formerly a funeral home and requires extensive renovations to bring it up to code for our zoning purpose and to make it the ideal long-term home for the diocesan office. That said, the building is the right size and has "good bones" and we are anticipating a wonderful space for work, worship, and fellowship, hopefully by the end of this year.

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

Our financial auditors, Grossman Yanak & Ford, LLP, completed their audit of the 2025 calendar year and their report was given to the finance committee and other diocesan leadership in June. The Diocese received an unmodified (clean) opinion dated June 8, 2026. The Diocese ended the year with net assets without donor restrictions of $782,831 and net assets with donor restrictions of $557,162.

Graciously submitted,
Sarah Kwolek
Director of Administration & Treasurer

Director of Communications & Events

It has been another year of growth in our diocese! Earlier in 2026, it became clear that if we wished to add to or even continue with our current schedule of events — which includes a growing list of education, discipleship, and fellowship gatherings for our clergy, lay leaders, and youth — we would need someone to provide continuous coordination and, just as importantly, a consistent voice across all our gatherings. Since communications is largely how we interface with you remotely, events are how we interface with you in person, and there was already a great deal of overlap between the two — combining them made sense. So we've created a "Communications & Events" department and I went looking for help.

That search led us to the Rev. Shannon Ames Fuller, who joined our staff this year as my assistant. I'm delighted to say Shannon has returned to the Diocese shortly after being ordained to the priesthood in the Diocese of Christ for the Sake of Others, and I'm grateful for the gifts she brings to this work.

On the communications side, we have been working on the necessary updates that accompanied our ongoing office move. And aside from that task, our focus has been refinement rather than reinvention: continuing to improve our emails and strengthen our website so they both serve you better.

On the events side, we've been busy getting up to speed on all that needs to be done to make our ordination services, Clergy Retreat, Convention, and other fellowship and learning events happen. New event additions this year have included a one-time Boundaries course for clergy and their spouses and a youth weekend at Seneca Hills Bible Camp, which built on the interest in our one-day event in 2025 and will have an encore in 2027! Canon Bill Henry also championed a few new lay ministry training events in 2026 — a promising start that we're looking forward to expanding in the year ahead.

Looking to 2027, mark your calendars for the Becoming Whole conference on February 18–20, and a second youth weekend on March 12–14. As we add new online and in-person resources for you, watch our newsletter for updates!

As always, I am thankful for the privilege of working with Bishop Alex, our staff and volunteers, and all of you, and for the good work that He has given us to do. I also want to thank Cindy Marsch, who has once again lent her sharp eye and patient proofreading to our Friday newsletters for much of the year.

Remember that I am available to your congregations if you could use another pair of eyes on a communications project or a general audit of your media channels.

And we want to hear from you — your events, your job openings, your good news. Please share them with us through this form, or reach out anytime at communications@adpgh.org.

Gratefully submitted,

Stephanie Finn

Director of Communications and Events

Director of Safeguarding

In 2025, a diocesan task force worked diligently to write, rewrite, and edit a Safe Church Policy for our diocese in compliance with provincial changes. By the end of 2025, this diocesan policy and other comparable parish policies were in place in each of our churches for the safety of everyone and for the flourishing of the gospel in these places.

During 2026, our diocese did the hard work of putting all of this into practice, especially at the parish level. I met with many rectors, safe church directors, youth ministers, and children's ministers to talk through pieces of the policy and any questions that they had regarding the policy or how to make it work in their particular context. I met with vestries that had concerns about keeping parishioners safe. In all of these meetings and all of the conversations I had, I could see that our clergy and parishes really care about keeping people safe and have a heart that wants their parish to be a safe place where the gospel is shared. I am so encouraged by that. If you would ever like to meet or if you have questions or concerns, please feel free to email me at khustead@adpgh.org and I would be happy to set up a time where we can get together or have a Zoom or phone meeting.

At the diocesan level, the task force created a protocol for handling complaints and misconduct. With the new changes to Title IV, Bishop Alex, Chancellor Delia, and I have begun to revise this protocol to make sure that it is in line with the new provincial canons. Similar minor revisions and regular reviews will be happening to the Safe Church Policy to make sure that it stays within provincial and state standards. We conducted our first Safe Church annual reporting from the parishes and missions in our diocese to get a baseline on where the churches are in the process of getting compliant, what things still needed to be ironed out, and where more support was needed. Just recently, we were able to adapt a video resource that Church of the Ascension had made for the Safe Church Policy for use for the whole diocese. This resource will be released for use in your parishes soon and will come with a short quiz to assess knowledge of the Safe Church Policy.

I want to thank all of our parishes, rectors, administrators, vestries, and safe church directors for the hard work and dedication that they have put into making our churches safe places for the love of God to be shared even to the most vulnerable among us.

It is a blessing and honor to serve all of you as the director of safeguarding for the Anglican Diocese of Pittsburgh.

The Rev. Krystal Hustead

Director of Safeguarding

Youth Formation Initiative

The diocesan youth initiative took a big step this year with the introduction of our first overnight event. On a weekend in early March we gathered at Seneca Hills Camp to worship and play. More than eighty students and twenty adult volunteers, representing fourteen different churches, were in attendance.

Students spent the weekend between rock climbing, paintball, crafts, indoor volleyball, gaga, and joyful sessions of corporate worship. Bp. Alex and Tamara helped lead music, and the Rev. Cody Ramer gave an exposition of our theme passage for the weekend, Romans 1:16: "…I am not ashamed of the gospel, for it is the power of God for salvation to everyone who believes, to the Jew first and also to the Greek."

We are aiming to make the gospel central to everything we do in this initiative.

We are aiming to reach students and support ministries across our diocese by majoring on the gospel – our only real foundation for deep and abiding unity.

Blessings,
The Rev. Ben Hughes
Diocesan Youth Formation Leader

Global Missions

As your global missions advocate, I serve in a volunteer position advocating for Anglican participation in global missions at the congregational level. My role is to help the Diocese and her parishes fulfill the biblical mandate to go and make disciples of all nations (Matthew 28:19) so that the image described to us in Revelation 7:9 of "a great multitude that no one could number, from every nation, from all tribes and peoples and language, standing before the throne and before the Lamb, clothed in white robes, with palm branches in their hands, and crying out with a loud voice, 'Salvation belongs to our God who sits on the throne, and to the Lamb!'" is fulfilled.

Additionally, my hope is to assist, in any way I can, our diocesan churches to satisfy ACNA Title I, Canon 10: Section 1, which states, "the people of God are the chief agents of the Mission of the Church to extend the Kingdom of God by so presenting Jesus Christ in the power of the Holy Spirit that people everywhere will come to put their trust in God through Him, know Him as Savior and serve Him as Lord in the fellowship of the Church."

A brief summary of the 2025 annual congregational reporting results indicate that:

- 36 of our parishes are involved in 44 different countries and 3 entities
- 7 congregations reported they have sent at least one missionary
- 29 parishes report "preaching" and regularly praying for missions
- 4 have sent short-term teams somewhere
- 5 parishes participated in "mission education"

- 25 parishes "financially support" a worker
- 15 "host" a worker

These reports are both a cause for celebration and a challenge to become more engaged. Two valuable resources that can help you take next steps include:

- The **New Wineskins Missions Network**, which works to equip Anglicans for global missions. https://www.newwineskins.org/
- The **Joshua Project**, which helps individuals and churches learn about and pray for frontier people groups who have fewer than one (1) Christ follower per 1,000 people. To put this in perspective; as a frontier people group there would be fewer than 309 Christ followers in a city the size of Pittsburgh (population 309,000). https://joshuaproject.net/

Please email me if you have any questions or ideas: missions@adpgh.org.

Joy and peace,
Gretchen Roderick
Global Missions Advocate

Shepherd's Heart Fellowship

As many are aware from last year's Journal, Shepherd's Heart was on the verge of closing its doors in mid-2025. However, through the Lord's provision in the form of a very generous donation, the ministry of Shepherd's Heart was able to continue. A new team has been formed under the guidance of Bishop Alex, the vestry, and the board, to help steward resources and follow the Lord's leading in this next season of ministry.

For those unfamiliar with Shepherd's Heart, we are a multi-faceted ministry. First, we have a transitional Veteran's Home where we can house up to 15 veterans who are transitioning from homelessness to self-sustainability. Second, we have a Drop-In Center and Free Store that serves our general homeless population and our neighbors in need. We also hold daily Morning Prayer services and weekly Eucharist services.

In the past year, the Rev. Erik Germesin left Shepherd's Heart to become rector of Mosaic Anglican Church, and the Rev. Collin Reed was hired as the new director of outreach and chaplain. Additionally, Dave Tinker was brought on board to round out the team as the director of development. He and his team have been diligently pursuing a number of grants to support the increasing need in our community.

Since June of this year, we have seen between 800-900 clients come through the Drop-In Center, Free Store, and worship services; therefore, beginning in October, the City Center at Shepherd's Heart, which encompasses the Drop-In Center and The Hill Free Store, expanded its hours from the original 7:30 a.m. – 11 a.m. to 8 a.m. – 4 p.m. Monday through Thursday. The expanded hours allow for us to more effectively meet the needs of our brothers and sisters in the Hill District, Uptown, and beyond.

In order to best serve our community and steward our manpower and volunteer resources, we have eliminated our traditional Sunday evening Eucharist and meal, and we have transitioned to a Wednesday afternoon Eucharist service at 2 p.m. This new structure will allow us to double the hours of our Free Store and triple the hours of our Drop-In Center, while also allowing us the opportunity to serve more meals during the week.

Our executive director, Steve Crary, has a vision of where the Lord is leading us in this new and exciting season. One of the biggest goals for Shepherd's Heart is to expand the reach of our Veteran's Home to include transitional housing and program support to female veterans. We are praying that the Lord will open the doors to a nearby facility that will allow for this much-needed expansion to occur. And although we never want to see anyone homeless or in need, our goal for the outreach team is to continue to increase the impact we have in helping our less fortunate neighbors. Our goal is to have enough staff and volunteer resources to open the showers in our basement, allowing our brothers and sisters the simple luxury of a hot shower.

We are thankful for our many ministry partners who are actively providing meals, time, and monetary support. There are ongoing volunteer opportunities, especially in the afternoon, serving in the Drop-In Center or Free Store. There are also opportunities to bring teams to sort donations, prepare hygiene kits, or pack bag lunches. Hygiene kits and bag lunches are also a great service opportunity for off-site teams that are unable to travel downtown, and we are happy to come and pick them up as needed.

Prayer is always the number one way of supporting the ministry of Shepherd's Heart, but awareness of the ministry is vital. I am more than happy to come and share more with any congregation or missions team that would like to know more about how they can partner with and support Shepherd's Heart.

In Christ,
The Rev. Collin Reed
Director of Outreach and Chaplain

Parochial & Diocesan Statistics

Attendance & Financial Information

Information is based on the 2025 reporting year.

Congregation	Location	Average Attendance	Total Members	Age 0-12 Avg. Weekly	Age 13-18 Avg. Weekly	Operating Income	Projected Giving to the Diocese
Abundant Grace Church	West Hills	79	150	15	8	174,729	7,221
All Saints Anglican Church	Cranberry Twp	72	101	8	6	208,518	20,852
All Souls Anglican Church	Wheaton, IL	203	267	50	30	450,118	30,010
Christ Anglican Church	New Brighton	28	75	0	2	166,420	2,200
Christ Church Anglican	Brownsville	13	20				
Christ Church Fox Chapel	Fox Chapel	191	250	22	30	793,875	71,773
Christ Our Hope Anglican Church	Natrona Heights	42	79	0	0	150,950	14,915
Christ the Redeemer	Canonsburg	77	157	18	8	376,074	36,454
Christ's Church Greensburg	Greensburg	75	291	3	4	200,932	16,000
Church of Our Saviour	Glenshaw	16	34	2	0	60,988	1,248
Church of the Ascension	Oakland	599	889	123	90	2,309,804	203,263
Church of the Great Shepherd	Wheaton, IL	23	16	2	4	78,915	3,630
Church of the Redeemer	Nashville, TN	461	418	130	25	1,401,025	72,676
Church of the Redeemer	St. Paul, MN	118	103	20	12	386,861	38,000
Church of the Savior	Ambridge	47	49	18	2	136,120	12,432
Church of the Transfiguration	Elizabeth	24	41	0	0	34,769	3,655
Epiphany Anglican Fellowship	Ligonier	28	51	7	0	115,281	9,838
Grace Anglican Church	Edgeworth	42	60	10	6	103,000	11,600
Grace Anglican Church	Grove City	405	350	60	50	494,000	444,471
Grace Anglican Church	Mt. Washington	39	55	7	6	116,095	11,450
Harvest Anglican Church	Homer City	8	8	0	0	29,041	1,800
Holy Innocents Anglican Church	Leechburg	15	25	2	0	25,000	2,750
Incarnation Church	Pittsburgh	7	11	0	0	9,508	245
Jonah's Call	Northside	33	30	7	0	74,935	6,314

Congregation	*Location*	*Average Attendance*	*Total Members*	*Age 0-12 Avg. Weekly*	*Age 13-18 Avg. Weekly*	*Operating Income*	*Projected Giving to the Diocese*
Mosaic Anglican Church	North Fayette	50	74	6	17	181,691	18,877
New Jerusalem Church	Carol Stream	28	14	0	0	129,194	12,919
Prince of Peace Anglican Church	Hopewell	152	180	8	6	303,333	34,100
Reconciliation Anglican Church	Penn Hills	41	70	6	1	106,106	11,181
Redeemer Anglican Church	Franklin, PA	53	65	7	10	123,218	9,000
Redeemer Anglican Church	North Boroughs	60	72	26	5	147,048	8,500
Somerset Anglican Fellowship	Somerset	35	120	2	0	95,860	10,474
St. Alban's Anglican Church	Murrysville	65	105	8	4	232,329	23,882
St. Elizabeth's Anglican Mission	Bridgeville	12	16	0	0	5,000	5,000
St. John's Anglican Church	Franklin, TN	76	140	15	5	287,340	21,432
St. Luke's Anglican Church	Georgetown	10	17	0	0	22,238	2,200
St. Martin's Anglican Church	Monroeville	16	22	0	0	79,404	7,700
St. Mary's Anglican Church	Charleroi	36	71	1	0	69,750	3,300
St. Matthew's Anglican Church	Johnstown	32	61	9	1	65,400	3,025
St. Peter's Anglican Church	Butler	59	86	10	8	181,669	18,442
St. Peter's Anglican Church	Uniontown	42	71	1	5	169,069	15,710
St. Stephen's Church	Sewickley	503	0	59	45	1,852,142	186,305
St. Thomas Anglican Church	Gibsonia	59	120	13	8	197,897	20,396
Trinity Anglican Church	Patton	14	23	1	0	22,754	1,764
Trinity Church	Washington	51	93	8	3	281,607	9,000
Totals		4072	4985	684	401	12,735,180	1,446,003
Averages		90	111	15	9	283,004	32,133

Worship & Sacraments

Information is based on the 2025 reporting year.

Congregation	Location	Baptisms (0-18)	Baptisms (19+)	Total Baptisms	Confirmations	Receptions	Reaffirmations	Marriages	Funerals
Abundant Grace Church	West Hills	4	1	5	0	0	0	0	0
All Saints Anglican Church	Cranberry Twp	1	0	1	0	0	0	1	0
All Souls Anglican Church	Wheaton, IL	4	3	7	0	0	0	3	1
Christ Anglican Church	New Brighton	0	0	0	1	0	0	0	1
Christ Church Anglican	Brownsville	0	0	0	0	0	0	0	0
Christ Church Fox Chapel	Fox Chapel	6	1	7	4	0	2	0	3
Christ Our Hope Anglican Church	Natrona Heights	0	0	0	3	0	0	2	5
Christ the Redeemer	Canonsburg	2	0	2	4	0	0	2	2
Christ's Church Greensburg	Greensburg	6	0	6	1	2	0	5	4
Church of Our Saviour	Glenshaw	4	0	4	0	0	0	0	1
Church of the Ascension	Oakland	23	4	27	21	0	0	3	0
Church of the Great Shepherd	Wheaton, IL	0	0	0	0	0	0	1	0
Church of the Redeemer	Nashville, TN	28	0	28	25	0	0	2	3
Church of the Redeemer	St. Paul, MN	2	2	4	4	1	0	0	0
Church of the Savior	Ambridge	0	0	0	0	0	0	0	1
Church of the Transfiguration	Elizabeth	0	0	0	1	0	0	0	1
Epiphany Anglican Fellowship	Ligonier	2	0	2	0	0	0	0	0
Grace Anglican Church	Edgeworth	1	0	1	4	0	0	0	0
Grace Anglican Church	Grove City	8	2	10	0	0	0	5	0
Grace Anglican Church	Mt. Washington	1	0	1	3	0	0	0	0
Harvest Anglican Church	Homer City	0	0	0	0	0	0	0	0
Holy Innocents Anglican Church	Leechburg	2	0	2	0	0	0	0	1
Incarnation Church	Pittsburgh	0	0	0	0	0	0	0	1
Jonah's Call	Northside	0	1	1	2	0	1	1	0
Mosaic Anglican Church	North Fayette	1	0	1	7	0	0	0	2
New Jerusalem Church	Carol Stream	0	0	0	0	0	0	0	0
Prince of Peace Anglican Church	Hopewell	0	3	3	5	1	7	0	7
Reconciliation Anglican Church	Penn Hills	1	0	1	2	0	9	1	1

Congregation	*Location*	*Baptisms (0-18)*	*Baptisms (19+)*	*Total Baptisms*	*Confirmations*	*Receptions*	*Reaffirmations*	*Marriages*	*Funerals*
Redeemer Anglican Church	Franklin, PA	1	1	2	6	0	0	1	1
Redeemer Anglican Church	North Boroughs	3	1	4	0	0	0	1	1
Somerset Anglican Fellowship	Somerset	0	0	0	0	0	0	0	0
St. Alban's Anglican Church	Murrysville	1	0	1	0	0	0	0	6
St. Elizabeth's Anglican Mission	Bridgeville	0	1	1	0	0	0	0	0
St. John's Anglican Church	Franklin, TN	4	0	4	0	0	0	0	0
St. Luke's Anglican Church	Georgetown	0	1	1	0	0	0	0	0
St. Martin's Anglican Church	Monroeville	0	0	0	0	0	0	0	2
St. Mary's Anglican Church	Charleroi	1	0	1	0	0	0	0	3
St. Matthew's Anglican Church	Johnstown	1	0	1	0	0	0	0	0
St. Peter's Anglican Church	Butler	2	1	3	3	5	0	0	1
St. Peter's Anglican Church	Uniontown	0	0	0	8	2	0	0	0
St. Stephen's Church	Sewickley	20	1	21	12	4	0	3	9
St. Thomas Anglican Church	Gibsonia	2	0	2	3	0	0	1	3
Trinity Anglican Church	Patton	0	1	1	0	4	0	2	2
Trinity Church	Washington	1	0	1	1	0	0	0	5
Totals		132	25	157	120	19	19	34	67
Averages		3	1	3	3	0	0	1	1

Evangelism & Mission

Information is based on the 2025 reporting year. See keys, following table.

Congregation	Location	Total Amount Given to Missions	Mission Partnerships in These Countries	Discipleship/Spiritual Formation	Domestic Outreach/Mission	International Missions
Abundant Grace Church	West Hills	19,772	-0-	I., IV., II., X., XI., III.	h., b., a.	G.
All Saints Anglican Church	Cranberry Twp	930	-0-	I., III., XI.	a.	-0-
All Souls Anglican Church	Wheaton, IL	37,032	28, 42, 18, 29, 21, 41	II., III., XI., I., X., IX., IV., VII.	a., b., d., h., e.	F., G., H., E., A., D., C., B.
Christ Anglican Church	New Brighton	6,000	40	II., I., IV.	a., h., b.	G., C.
Christ Church Anglican	Brownsville	0				
Christ Church Fox Chapel	Fox Chapel	28,773	36	X., III., XI., I., VII., IX., II., IV., VIII., V.	c., a., d., e., h.	E., C., G.
Christ Our Hope Anglican Church	Natrona Heights	12,908	25	I., II., IV., V., X.	a., d., f., c.	B., A., E.
Christ the Redeemer	Canonsburg	0	30	VIII., III., XI., I., X., II., IV., V.	c., a.	C., A.
Christ's Church Greensburg	Greensburg	5,442	25	V., IV., I., III., II., X.	a., h., c., d., b.	C., A., G.
Church of Our Saviour	Glenshaw	0	35, 36	X.	f., a.	C.
Church of the Ascension	Oakland	248,832	38, 37	V., VIII., IV., II., IX., VII., X., I., XI., III.	a., e., h., d., c., g.	C., D., A., B., E., G., F.

Congregation	*Location*	*Total Amount Given to Missions*	*Mission Partnerships in These Countries*	*Discipleship/Spiritual Formation*	*Domestic Outreach/Mission*	*International Missions*
Church of the Great Shepherd	Wheaton, IL	2,380	4, 7, 45, 46, 2, 28	X., VI., IX.	a., g., h., d.	C., D., E., G.
Church of the Redeemer	Nashville, TN	114,978	12	VIII., IV., II., IX., X., I., XI., III., V.	e., a., b., d., c., g., h.	H., G., B., E.
Church of the Redeemer	St. Paul, MN	27,542	18, 43, 24, 34, 14	I., III., XI., X., IX., II., IV., VIII.	b., d., a.	G., C., E.
Church of the Savior	Ambridge	8,638	9, 44, 22	IV., III., X.	d., b., a., e., h., c.	C., B., E., G.
Church of the Transfiguration	Elizabeth	4,800	-0-	IV., IX., I.	c., a., b.	B.
Epiphany Anglican Fellowship	Ligonier	19,000	1	X., IX., VIII., I.	d., a., b.	C., G.
Grace Anglican Church	Edgeworth	3,400	17, 20	III., XI., IV., V., VI., VIII., I., II.	d., a., b., h.	F., G., C.
Grace Anglican Church	Grove City	31,200	26, 16, 14, 32, 23	V., VIII., IV., II., IX., VII., X., I., XI., III.	h., g., d., b., a.	A., D., C., B., E., H., G., F.
Grace Anglican Church	Mt. Washington	5,677	13, 27, 39, 40	VII., IX., II., IV., VIII., I., XI., III.	h., a., d., b., c., f.	E., C., D., A., B., G.
Harvest Anglican Church	Homer City	4,450	-0-	1	b., a., h., g.	C.
Holy Innocents Anglican Church	Leechburg	250	-0-	VII., III.	h.	-0-
Incarnation Church	Pittsburgh	131	33, 47, 18, 48	I., X.	h.	G., A.

Congregation	Location	Total Amount Given to Missions	Mission Partnerships in These Countries	Discipleship/Spiritual Formation	Domestic Outreach/Mission	International Missions
Jonah's Call	Northside	1,650	19	V., III., X., VII., II., IV.	b., h., a., f.	B., C., G.
Mosaic Anglican Church	North Fayette	5,996	33, 18, 25, 40	IX., III., XI., X., VII., IV.	d., b., h., a.	G., B., A.
New Jerusalem Church	Carol Stream	19,405	-0-	I.	a.	C.
Prince of Peace Anglican Church	Hopewell	13,756	31, 5, 15, 17, 40, 30, 6	VIII., V., XI., I., II., IV., III.	h., g., d., c., a., b., f.	C., F., G., E., B., A.
Reconciliation Anglican Church	Penn Hills	5,217	25	VII., I., III., X., VIII., IV., II.	d., e., h., f.	A., E., G.
Redeemer Anglican Church	Franklin	3,000	40	III., I., IV., II.	a., b., f.	C., B., E., G.
Redeemer Anglican Church	North Boroughs	6,400	30, 42, 10	I., III., X., VIII., II., IV., IX.	f., d., h., g.	G., D., C., A.
Somerset Anglican Fellowship	Somerset	4,487	-0-	X., III., I.	d., a., h., g.	C., G.
St. Alban's Anglican Church	Murrysville	11,000	25, 38, 8	I., XI., III., X., II., IV., VI., V.	b., d., c., a.	G., E., C.
St. Elizabeth's Anglican Mission	Bridgeville	3,500	36	1	a., g., b.	A.
St. John's Anglican Church	Franklin, TN	0	-0-	III., I., XI.	a.	-0-
St. Luke's Anglican Church	Georgetown	801	33, 6, 3	-0-	b., a.	B., E., A., C., G.
St. Martin's Anglican Church	Monroeville	7,947	25, 18	1	a., b., d., h., e.	C., B., G.
St. Mary's Anglican Church	Charleroi	0	-0-	-0-	-0-	-0-

Congregation	*Location*	*Total Amount Given to Missions*	*Mission Partnerships in These Countries*	*Discipleship/Spiritual Formation*	*Domestic Outreach/Mission*	*International Missions*
St. Matthew's Anglican Church	Johnstown	916	11, 5	IV., I., IX., VIII., III., II.	a., h., f., d.	B., G.
St. Peter's Anglican Church	Butler	7,726	40	I., IV., III., X., II.	a., h., g., c., b.	B., G., A.
St. Peter's Anglican Church	Uniontown	7,930	-0-	2	a., c., b.	B.
St. Stephen's Church	Sewickley	60,000	40	I., X., IX., II., IV., VIII., V., III., XI.	c., d., h., a., b.	H., G.
St. Thomas Anglican Church	Gibsonia	15,856	18	III., XI., I., VII., IX., II., V.	h., d., b., a., c., f., g.	B., C., G.
Trinity Anglican Church	Patton	0	25	8	d., g.	-0-
Trinity Church	Washington	2,500	10, 18	V., VIII., II., IX., I., XI., III.	g., d., f., a., c., h., e.	B.
Totals		***787,633***				
Averages		***17,503***				

KEY FOR EVANGELISM & MISSION: MISSION PARTNERSHIP COUNTRIES

1	Anglican Frontier Mission	17	Israel	33	South Sudan
2	Australia	18	Kenya	34	Sudan
3	Belize	19	Liberia	35	Syria
4	Brazil	20	Madagascar	36	Tanzania
5	Cambodia	21	Malawi	37	Thailand
6	Chile	22	Mexico	38	Tunisia
7	China	23	Morocco	39	Turkey
8	Croatia	24	Myanmar	40	Uganda
9	Czech Republic	25	Nigeria	41	Ukraine

10	Egypt	26	Papua New Guinea	42	United Kingdom
11	General, World Vision	27	Peru	43	Uzbekistan
12	Guatemala	28	Poland	44	Vietnam
13	Honduras	29	Russia	45	Worldwide ministries
14	India	30	Rwanda	46	Zimbabwe
15	Indonesia	31	Somalia	47	GLOBAL
16	Ireland	32	South Africa	48	Ethiopia

KEY FOR EVANGELISM & MISSION: DISCIPLESHIP/SPIRITUAL FORMATION

-0-	None
I.	Adult Education Classes
II.	Catechism or Baptism Preparation
III.	Children's Ministry
IV.	Confirmation
V.	Evangelism or Outreach Programs
VI.	Evangelism Training
VII.	Leader Trainings
VIII.	Membership Education
IX.	Retreats or Special Events
X.	Small Groups
XI.	Youth Ministry

KEY FOR EVANGELISM & MISSION: DOMESTIC OUTREACH/MISSION

a.	We financially support at least one local outreach ministry
b.	We financially support at least one national outreach or service ministry
c.	We host or co-host a ministry on our property or campus that serves the community
d.	We maintain an ongoing partnership with a local ministry where parishioners, or groups of parishioners, serve in person
e.	We offer training or orientation for parishioners serving the poor and vulnerable populations
f.	We organize at least one parish-wide service day each year
g.	We participate in emergency response efforts such as disaster relief, crisis support, etc
h.	We regularly teach about mercy, justice, and compassion, and-or incorporate intercessions for the poor and suffering into our weekly liturgy

KEY FOR EVANGELISM & MISSION: INTERNATIONAL MISSIONS

A. We actively partner, financially or otherwise, with a global congregation or diocese

B. We actively partner, financially or otherwise, with a global missions group or organization

C. We financially support at least one cross-cultural worker or missionary

D. We have raised and sent a cross-cultural worker or missionary from our congregation

E. We host visiting missionaries in our congregation

F. We offer missions education and-or training courses in our adult education

G. We regularly preach and pray for missions, missionaries, and the persecuted church in our services

H. We send out short-term missions teams

Anglican Diocese of PITTSBURGH

CONSTITUTION AND CANONS

together with Rules of Order & Financial Regulations

Revised November ~~2025~~2026

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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 or the ACNA, and adheres to the Constitution and Canons of said Province.

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

Article II

MEETING OF CONVENTION

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

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

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

Article III

MEMBERS OF CONVENTION

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

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

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

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

Article IV

PRESIDENT OF THE CONVENTION

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

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 ~~elected~~ shall be elected or appointed in the manner and for the term specified by Canon duly enacted. 2nd vote in 2026

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. 2nd vote in 2026

Section ~~2~~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 ~~3~~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.

Article XII

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

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

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.

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 a 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).

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.

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.

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 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 Committee shall be the member of the lay order whose final year on the committee begins January 1 of the year in question.
c) In the event of a vacancy in either office of the Standing Committee, such vacancy shall be filled by the next most senior person of the Standing Committee from the appropriate clergy or lay order.

Section 3. The Standing Committee will (in accordance with Canon XVI, Section 4 (Of Congregations), Canon XVII, 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.

Canon IX

COMMITTEES AND PROGRAM UNITS

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

Canon X

OF THE CHANCELLOR

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

Canon XI

OF THE COMMITTEE ON CANONS

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

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

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

Canon XII

OF THE HISTORY AND ARCHIVES OF THE DIOCESE

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

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.

Canon XIV

OF THE EPISCOPAL FUNDS

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

Canon XV

OF THE DIOCESAN CATHEDRAL

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

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

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

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, nor shall any Congregation permanently relocate its place of worship,

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.~~

Section ~~10~~9. 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~~10. The Vestry shall consist of baptized members of the Church, and, wherever practicable, of confirmed members of the Church, and, ~~when possible~~unless otherwise permitted by the Bishop, of ~~actual~~ regular communicants in the Congregation. Vestry membership shall not be restricted with regard to sex.

Section ~~12~~11. 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 XVI~~I~~, 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) adopted safeguarding policies and procedures (see Section 7 below);

~~b)~~c) provided directors' and officers' liability insurance for its leadership consistent with the laws of the jurisdiction in which it is located; and

d) 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 Bishop ~~the Standing Committee~~ of the ~~Anglican~~ Diocese ~~of Pittsburgh~~ for mediation and resolution. In all matters the ~~Standing Committee~~ Bishop shall first seek to reconcile the conflicting parties. If reconciliation is not possible then the ~~Standing Committee~~Bishop or his designee shall ~~arbitrate~~ determine a resolution and such resolution 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.

Section 6. If a Mission Fellowship is accepted into association with the Diocese by Convention~~status is granted by Convention~~, the governing body (vestry) of the congregation shall, if it has not already done so, ~~in~~ consult~~ation~~ 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. Each Mission Fellowship shall adopt and implement safeguarding policies and procedures for application within the Mission Fellowship and its ministries and shall monitor and ensure compliance with such policies and procedures.

Section ~~7~~8. 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 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;
b) to enable specialization and particularization of individual congregations on behalf of all the others;
c) to support and encourage one another as missionary congregations;
d) to prepare Commission members on budget and policy matters to come before the Diocesan Convention.

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

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

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

Canon XXI

ECCLESIASTICAL DISCIPLINE

Section 1. Charges as identified in Title IV, Canon ~~2~~ 3 of the Canons of the ACNA (~~Of Charges against and Godly Admonitions to Bishops, Presbyters, or Deacons~~Canonical Offenses), 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) (See Title IV, Canon 7 (Discipline of Presbyters and Deacons) 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 Canons of the ACNA shall control.

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

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.[1]

~~b) The Bishop shall serve as the "diocesan authority."~~

b) The Array of the Diocese shall serve as the "ecclesiastical Trial Court." (See ACNA Article XI (4))

[1] The term "canonical investigator" as used in Title IV of the ACNA Canons will remain in effect only until December 31, 2026, after which time the new Title IV of the ACNA will control and under which revision such term is no longer used.

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 11 (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 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

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

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

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

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

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.

Canon XXX

OF CONFESSORS AND THE RITE OF CONFESSION

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

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

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

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

Canon XXXI

OF THE COMMISSION ON MINISTRY

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

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

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

Canon XXXII

OF ARCHITECTURE OF CHURCH BUILDINGS

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

Canon XXXIII

OF AMENDMENTS

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

Canon XXXIV

DEFINITIONS

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

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

Congregations which have been admitted into Union with the Convention since that time, according to the process established in Article XII of the Constitution and Canon XVI, Section 2 (Of Congregations).

j) "Stressed Congregation" shall mean a Congregation in Union with the Convention designated as a Stressed Congregation when one of the following occurs:

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, the ability to assemble a valid vestry, 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, the ability to assemble a valid vestry, 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.

Rules of Order

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

   b. Thereupon and until two (2) weeks before such sitting, any ten (10) members of the Convention may make additional nominations to the Convention through the Nominating Committee, providing that such nominations shall be made in writing and signed by the members making such nominations.

   c. At the Convention, any ten (10) members may make additional nominations for any office, providing that such nominations shall be made in writing and signed by the members making such nominations. The Nominating Committee shall report orally to the Convention the names of candidates nominated pursuant to this paragraph.

   d. Only the names of candidates nominated in accordance with Rules 3a and 3b shall be printed upon the ballot to be used at the election.

e. After all candidates have been nominated as provided by Rules 3a and 3b, their names shall be listed upon the ballot as determined by lot, accomplished by drawing successively the names for each elective office by the Chairperson of the Nominating Committee.

f. The Diocesan Nominating Committee shall be appointed by the President of Diocesan Council in consultation with the Diocesan Bishop and the President of the Standing Committee. The Diocesan Nominating Committee shall be organized in January of each year, consisting of one person from each District, with representation by both clergy and laity. A chairperson shall be appointed by the President of Diocesan Council with the Consent of the Bishop and the President of the Standing Committee. All members will be appointed annually with no member serving more than four (4) consecutive years. The duty of the Nominating Committee shall be to present a full slate of nominees as required by subparagraph B3a above and shall include, but not be limited to, soliciting, receiving and screening recommendations from individuals, congregations and District Commissions.

4) Pre-Convention Journal

a. A Pre-Convention Journal with such supplements as may be necessary shall be reproduced and made available to all Deputies, Clerical and Lay at least two (2) weeks prior to the first or any subsequent sitting of the annual Convention in which the business set forth in the Journal is to be acted upon.

b. No resolutions, reports, or changes in Canon Law shall be considered in any sitting of the Convention except they shall be published in said Journal. This rule shall not be interpreted to exclude resolutions, which, in the opinion of the President of the 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.

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.

Financial Regulations

Of the Anglican Diocese of Pittsburgh

Approved by Diocesan Council September 3, 2026

In accordance with Canon ~~XIV~~XIII, Section 1, of the Anglican Diocese of Pittsburgh, the following regulations have been prepared under the direction of the Bishop and approved by Diocesan Council for the management of the fiscal affairs of the Diocese.

I. CONTRACTED FINANCIAL SERVICES

1) The Diocese will contract with a fully licensed bookkeeping firm for the primary accounting services of the diocese, referred to as "Bookkeeper" throughout this document.
    a. Currently the contract is held by Bookminders.
2) The Treasurer will maintain control of all cash and investment accounts, under the supervision of Diocesan Council ~~and the Board of Trustees~~. Contractors will have read only access to diocesan accounts.
3) Digital records of all financial documents will be kept within the secure diocesan cloud server. Appropriate digital files will be shared with contractors through secure file sharing accounts.
4) The Contractor will maintain a system of record for all accounts. The Diocese will have full access to such system.
    a. Currently the system of record is Quickbooks (QB).
5) The Diocese processes payments primarily through scheduled ACH transactions and bill.com for check processing. Manual checks are kept in the office for expedited payments.
6) The Diocese will contract with a fully licensed payroll services firm for payroll processing, tax withholding and tax submission, referred to as "Payroll Processor" throughout this document.
    a. Currently the contract is held by ~~MinistryWorks~~BrotherhoodWorks.

II. COLLECTION AND HANDLING OF FUNDS

1) All funds received by the Diocese, whether in the form of cash, check, money order, or securities, are to be processed by the Office of the Treasurer. Upon receipt such funds are reviewed by the Treasurer and transmitted to ~~Diocesan~~ diocesan ~~Administrative~~ administrative ~~Staff~~ staff with instructions for deposit. A deposit report is compiled with appropriate accounts and funds noted for all funds received. This report is submitted to Bookkeeper for posting in the system of record. For internal control purposes two persons are responsible for receiving, posting, and depositing all funds.
2) A checking account in the name of the Diocese shall be maintained for the general operating fund of the Diocese. All checks drawn on the account shall require the signature of the Treasurer or other officers authorized to do so by resolution of the ~~Board of Trustees~~Diocesan Council.

The monthly statement for the checking account shall be sent to Bookkeeper to reconcile to the general ledger. The Treasurer will review the reconciliation report monthly. Canceled checks are stored in the Diocese bill.com account and with the bank.

3) After checks are issued, all supporting documentation is stored digitally for seven (7) years on the Diocese cloud server.

III. AUTHORIZATION AND PAYMENT OF OBLIGATIONS

1) After the approval and ratification of the Diocesan Budget by the Diocesan Convention, the Treasurer shall establish a schedule of automatic disbursements of all regular payments authorized, including salaries.

   An original invoice and digital or written authorization must be given to the Treasurer for the disbursement of all other budgeted items, including employee expense reimbursements. An email with the date, name of payee, amount, and purpose, signed by the person making the request, should be prepared for all disbursements that do not contain all of the required information on the invoice. After review by the Treasurer to determine appropriateness of the expenditure and budget availability, the approved request is submitted to Bookkeeper for disbursement.

2) Disbursement of restricted and other reserve funds is made only on action by the ~~Board of Trustees~~Diocesan Council, or its Executive Committee as reflected by a resolution in the minutes. The recorded minutes of the ~~Board of Trustees~~Diocesan Council, with resolutions therein, signed by the Secretary of the ~~Board~~Diocesan Council, shall be the authority for disbursement of said funds by Bookkeeper and the Treasurer.

III. ACCOUNTING AND PRE-AUDITING

1) The accounting functions of the Diocese shall be handled by Bookkeeper, who is under the supervision of the Bishop and Treasurer. Bookkeeper shall maintain the daily transactions in proper accounts in the chart of accounts for all of the fiscal operations of the Diocese. Records of every financial transaction are to be kept by Bookkeeper according to the established fiscal regulations for non-profit organizations. Quarterly, financial statements are to be distributed to the Diocesan Council ~~and Board of Trustees~~ and Standing Committee for review.

2) The Treasurer shall establish records of the Godly Share for all parishes at the beginning of each year and ~~Diocesan~~ diocesan ~~Administrative~~ administrative ~~Staff~~ staff will maintain accurate records of all payments received. In addition, records will be maintained of obligations for property insurance, health insurance and any other reserve accounts of the various parishes.

3) Individual records shall be established for all loans made by the Diocese from the Growth Fund and Legacy Fund with confirmations of outstanding balances made periodically by the external auditors. Reports are to be made to the Treasurer periodically, but at least once a year, of any delinquent loan accounts and letters sent to the parish or individual in arrears.

4) The chart of accounts shall include individual accounts for all saving accounts and other investment accounts and Bookkeeper will post all income or interest earned. Bookkeeper

reconciles all accounts to the monthly statements provided by the banks and brokers. Pre-audit confirmations will be sent to the banks and brokers periodically to confirm the balances.

5) All personnel salaries are paid by Payroll Processor. The Treasurer submits payroll twice monthly and Payroll Processor issues reports for each payroll, as well as quarterly tax submission reports. Bookkeeper posts all payroll expenses to the appropriate accounts twice monthly.

IV. BUDGETARY CONTROL

Budgetary control shall be under the general authority and responsibility of the Bishop who will delegate to and coordinate such activity with the Treasurer. A quarterly report of operating account "Statement of Activities" (operating income and disbursements vs. budget) shall be made by the Treasurer to the Diocesan Council and ~~Board of Trustees~~Standing Committee. Regular reviews of the status of all budgeted accounts shall be made by the Treasurer with the assistance of Bookkeeper. Where overspending is imminent in any budgetary account, immediate consultation will be held with the individual responsible for the account to bring the account into line with the amount budgeted.

Should the Bishop and Treasurer in consultation with other appropriate ~~Diocesan~~ diocesan officials and committees conclude that insufficient funds have been budgeted for a particular purpose, the matter shall be submitted to the Diocesan Council for a reallocation of budgeted moneys, the curtailment of spending, or whatever action is deemed appropriate.

V. APPOINTMENT, COMPENSATION, AND CONDITIONS OF SERVICE OF STAFF

1) The appointment of diocesan professional personnel shall be under the direct control of the Bishop, or delegated to such other diocesan officer as the Bishop shall determine. The hiring of secretarial and clerical staff shall be under the direct control of the Director of Administration in consultation with the Bishop. The number and qualifications of staff shall be based on the needs of the diocesan operation in accordance with the established priorities for the diocese as determined by the Bishop with advice and consent of the Diocesan Council ~~and Board of Trustees~~.

   The responsibilities and terms of employment of ordained staff members shall be negotiated by the Bishop or his representative at the time of appointment. The responsibilities and duties of both ordained and lay staff members shall be incorporated in Job Descriptions and maintained by the Bishop's delegate. Lay staff members will be employed under the *Anglican Diocese of Pittsburgh Diocesan Office Lay Employee Manual* approved by the Standing Committee and updated on a regular basis to ensure compliance with all federal and state laws.

2) Compensation of staff should be based on individual performance and comparable rates of compensation and benefits for similar personnel in other small and non-profit businesses in Allegheny County. The Bishop shall meet with the President of the Standing Committee~~,~~ and President of Diocesan Council ~~and the President of the Board of Trustees~~ serving as the Compensation Committee of the Diocese, for their input and recommendations on compensation for senior staff and the Bishop, himself, at least annually.

VI. PENSION ARRANGEMENTS

All ordained clergy that are employees of the diocese shall be covered by the Anglican Church in North America's Retirement Plan. All lay employees of the diocese shall be covered by the Anglican Diocese of Pittsburgh Lay Retirement Plan. The contributions made on behalf of both clergy and lay employees will be in accordance with the requirements of the applicable plan and approved by the Standing Committee.

VII. PROCUREMENT AND HANDLING OF EQUIPMENT, MATERIALS, AND SUPPLIES

The procurement and handling of all equipment, materials and supplies for the diocesan office will be under the supervision, direction, and control of the Treasurer. An inventory of office furniture and equipment is to be maintained by the Treasurer. The Treasurer will be responsible for seeing that adequate office supplies are on hand at the best possible price. All orders for new equipment and supplies are to be processed through and approved by the Treasurer.

VIII. CUSTODY OF AND PROCEDURE FOR INVESTMENT OF FUNDS

The investment of all funds, whether for short term or otherwise will be the responsibility of the Treasurer under the control and authorization of the Finance Committee ~~on Investments and Finance~~ of the ~~Board of Trustees~~Diocesan Council. The temporary or short-term investment of cash shall be in accordance with guidelines established by this committee for the guidance of the Treasurer. The investment of all diocesan funds shall be in securities which are legal for the investment of funds by fiduciaries in the Commonwealth of Pennsylvania, conforming to the legal doctrine known as the "prudent investment rule."

The responsibility for the investment and reinvestment of funds may be delegated to a professional investment manager or firm. When such delegation is made, the ~~Board~~ Diocesan Council shall require regular reports from the investment manager to the Finance Committee ~~on Investments and Finance and the Board of Trustees~~.

IX. CONTROL OF CAPITAL ASSETS

1) All capital assets of the Diocese shall be titled in the name of the ~~Board of Trustees~~Anglican Diocese of Pittsburgh under the Diocesan Council as specified in the Constitution and Canons of the Diocese. Sales and dispositions of assets must be authorized by resolution of the ~~Board~~ Diocesan Council and all agreements of sale, contracts, deeds and indenture shall be signed by the ~~President or Vice-President of the Board~~Bishop and/or Treasurer, ~~such signature to be attested to by the Secretary or Assistant Secretary of the Board~~following a motion approving said agreement from Diocesan Council.

2) All bequests, gifts and other conveyances to the Diocese shall be received by the ~~Board~~ Diocesan Council for the purposes specified. Such control or management, with regard to the property as required under the circumstances, shall be exercised by the ~~Board~~ Diocesan Council or such person(s) or committee as delegated by the ~~Board of Trustees~~Diocesan Council to handle such responsibility. Periodic reports shall be made to the ~~Board of Trustees~~Diocesan

Council by the Bishop, Treasurer or such other person(s) or committee involved regarding the status and condition of such capital assets.

X. POST-AUDITING

The Diocesan Council and ~~Board of Trustees~~Standing Committee shall receive regular reports from the Bishop, Treasurer and/or other authorized party regarding the financial, budgetary and fiscal condition of all assets and accounts of the Diocese. The ~~Audit~~ Finance Committee of the ~~Board of Trustees~~ Diocesan Council shall make a report to the ~~Board and The~~ Diocesan Council of the results of the annual audit by a public auditor or auditing firm of the accounts of the Diocese and the recommendations of such auditor for the improvement of the accounting system and internal fiscal controls. The ~~Board of Trustees~~Diocesan Council shall instruct the Treasurer as to the feasibility and acceptability of such recommendations and shall receive follow up reports on the implementation of accepted recommendations.