

The Anglican Diocese of Pittsburgh

# 153<sup>rd</sup> Diocesan Convention

Pre-Convention Journal



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## Convention Details & Introduction

### Convention Schedule

As Convention is now enveloped within the larger Gathering 2018: Diocesan Conference & 153rd Convention event, below are the scheduled events that pertain only to Convention and for those clergy and lay deputies participating. For a complete Gathering Schedule, please visit our website at [www.pitanglican.org/gathering](http://www.pitanglican.org/gathering)

#### Pre-Convention Hearings:

DATE	TIME	LOCATION
Sunday, October 21, 2018	3:00 pm	St. Alban's Anglican Church, Murrysville, PA Live Stream via Zoom Cloud Meetings <sup>1</sup>
Friday, November 2, 2018	3:30 pm	St. Stephen's Anglican Church, Sewickley, PA

#### Convention Business Meetings:

<b>Registration<sup>2</sup></b>	Saturday, November 3	7:00 – 8:00 am	Reception Area
<b>Session 1</b>	Saturday, November 3	9:15 am	Grace Commons
<b>Session 2</b>	Saturday, November 3	10:45 am	Grace Commons

### Convention Location & Recommended Hotels:

Convention Location St. Stephen's Anglican Church  
405 Frederick Ave.  
Sewickley, PA 15143

Recommended hotels Cobblestone Inn & Suites Ambridge PA  
1111 New Economy Drive  
Ambridge, PA 15003  
724-266-7100

Fairfield Inn & Suites Pittsburgh Neville Island  
5850 Grand Avenue  
Pittsburgh, PA 15225  
412-264-4722

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<sup>1</sup> Register in advance for this meeting:

[https://zoom.us/meeting/register/192df0baf8ed40bdc2040ba88984b7b](https://zoom.us/join/zoom/register/192df0baf8ed40bdc2040ba88984b7b)

After registering, you will receive a confirmation email containing information about joining the meeting.

<sup>2</sup> Per our Constitution and Canons, all Clergy and Lay Deputies must sign in before convention can begin.

### Parking at St. Stephen's:

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

## Certification & Registration

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

Please certify clergy and deputies: [Click here](#)

Please register clergy and deputies: <https://www.pitanglican.org/gathering/registration>

# Agenda/Rules of Order/Minutes

## Bishop's Report

October 10, 2018

Feast of St. Paulinus of York, Missionary and Bishop (d. 644)

Dear Sisters and Brothers in Christ,

One of my great joys as a bishop is getting together with the clergy of this diocese (one-on-one, in groups, or via conference call). When I meet with clergy, I often ask three questions:

- What wins are you celebrating?
- What headwinds are you facing?
- What is your next step of obedience?

Here's how I would answer those questions for the Diocese. First, wins. In my first draft of this report, the list of wins was two pages long (without commentary!). So much fruitful ministry is happening around the diocese.

- Congregations are sacrificially focusing on mission. In fact, two congregations (St. James, Penn Hills, and All Saints, Rosedale) merged to form one new congregation (Reconciliation, Rosedale) because they believed they would be more effective in mission together than separately.
- Congregations are finding creative ways to disciple children of all ages (a preschool in Leechburg; a new Christian grade school in Sewickley; a legendary VBS program in Uniontown; and a several others).
- Congregations of all sizes are touching the lives of students and young adults through Alpha, Engage, youth groups, college ministries. One congregation has seen Muslim and Buddhist young adults come to faith!
- Epiphany, Ligonier, Jonah's Call, East Side, Redeemer, Canonsburg have successfully walked through the process of calling a new rector.
- Prayer and healing ministry are commonplace in our congregations. Some, like Mosaic and Shepherd's Heart, have prayer as a key charism. And Incarnation in the Strip District is finding that praying consistently for the businesses there to be an effective way to reach their neighbors.
- We have teachers (preschool through seminary). We have writers (one whose book Christianity Today chose as Book of the Year!). We have business leaders, church leaders, and non-profit leaders. We have godly parents that are discipling the next generation of leaders, makers and culture-changers.
- And, above all, this diocese knows how to love people in need. Over and over I've seen people reaching out to those who are sick, or sorrowing, or suffering, or afflicted.
- Though it is beyond the scope of just one diocese, we can celebrate that the Anglican Church in North America is close to having a new prayer book (kudos to Archbishop Bob and Canon Andrea Millard), a new Psalter (kudos to Dr. Erica Moore and Fr. Travis Bott), a

revised catechism (kudos to Joel Scandrett, and Leslie Thyberg), and an Anglican version of the ESV (that includes the Apocrypha). Wow!

I could say so much more. And so could you! God is doing amazing things in this diocese. We also have our share of headwinds/challenges.

- The cultural malaise we live in affects us all. Division, alienation, distrust, anger, skepticism, pain, rejection, contempt – and that’s just my Facebook feed – is rampant.
- Through scandals of sexual abuse and sexual harassment, the Church has compromised her witness and lost her ability to speak healing to a broken culture. Since trust deposits only come a nickel at a time, it will take a while for us to pay back the thousand-dollar withdrawals that we have made; or that others have made on our behalf.
- Many of our congregations find themselves challenged by depressed local economies, aging demographics (in their congregations and in their towns), and limitations that stem from having bi-vocational clergy (who do heroic work in congregations while holding down full-time jobs!).
- Several congregations are searching for new rectors and are in the midst of the process of grief, self-assessment, and embracing a new future.
- The provincial conversation on the ordination of women continues to be a challenge. I am hopeful, however, that we will find a way forward together.

While we certainly face these headwinds, I believe the Lord has enabled, is enabling, and will enable us to hoist our sails and move forward (even if we need to tack now and then).

Here are some of what I believe to be our next steps of obedience as we follow Jesus together:

- Our new canons will be working to recruit leadership teams in their areas of responsibility. Over the next months (and, perhaps, couple of years), you will have the opportunity to network with others in the diocese that share your passion for some part of our life together.
- In this next year, Canon Karen Stevenson and I will be working to design, fund, and initiate a curacy program that will train newly ordained clergy to lead existing congregations effectively and to plant new congregations.
- I will be working with others interested in global mission to identify and to build international partnerships in Latin America, Africa, and Asia. Along those lines, I will be leaving Gathering and driving directly to the airport to catch a flight to Chile so that I can join Bishop Tito Zavalas as Chile becomes a province in the Anglican Communion.
- Under the capable leadership of Canon Don Bushyager, we will be moving into new offices over the next several months. We will leave Nova Tower at the end of November. Our hope is to be in our new space by the end of January. Stay tuned for more on this.

So much is happening throughout the diocese. The phrase from the Narnia Chronicles comes to mind, “Aslan is on the move.” I am excited to see all that the Lord is going to do in us and through us.

With you in the ministry and the mission that Jesus has given us,

+Jim

## Preliminary Convention Agenda

Session 1 – Organization of Convention

9:00 am

Roll Call / Certification of Quorum

Election of Secretary to Convention

Appointment of Judge of Elections and Tellers

Claims of Deputies to Seats

Audit delinquencies

Annual Congregational Report delinquencies

Seating of Non-Deputy Representatives, Observers & Guests

Draft Minutes of the 152<sup>nd</sup> Annual Convention

Recognition and Reception of New & Reorganized Congregations

District Caucuses

Report of Nominating Committee

Elections: First Ballot

Report of the Director of Administration & Diocesan Treasurer

2019 Annual Budget

2019 Godly Share Schedule

2019 Clergy Compensation Guide

Report of Committee on Constitution & Canons

Second Ballot (if required)

Report of the Chancellor

Report of the Bishop

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Session 2 – *This session time will be used if any business from Session 1 is left outstanding. If this session is not needed, deputies are dismissed to workshops.*

## Statement of Purpose of the Convention

The Convention of the Diocese of Pittsburgh meets annually to transact the many regular business items of any such assembly. Among these are: to celebrate Holy Communion and to hear the Bishop's Annual Address; to elect persons to the various diocesan committees and boards; to consider any changes (amendments) to our Constitution or Canons; to receive, discuss, and act upon the assessment and budget; to receive reports from the various committees of the diocese; and to act upon any motions, notices, and resolutions properly presented to the Convention.

## General Deputy Instructions

**REGISTRATION** – All deputies (clerical and lay) must register their attendance for the Saturday session using the proper sign-in sheet provided. Clergy sign-in on the white sheet and lay deputies sign-in on the yellow sheet. The sign-in sheets are to be left on the respective tables. Alternates replacing regular deputies must declare on the sign-in sheet which deputy they are replacing. Please sign your name (and parish) as you wish it recorded and read.

**SEATING** – Seating is assigned by Districts, look for signs as you enter the meeting space. Guests are not to sit in the District seating area. There will be a separate seating section for guests.

**BALLOTS** – The ballots will be distributed in each registration packet. If additional ballots are required, they will be distributed by the Judge of Election.

## Policy on Distribution of Materials

1. No material will be placed on the Official Registration table.
2. No material is to be distributed on the Convention floor except as authorized by the Bishop.
3. A table for official documents relating to the business of Convention will be provided.
4. The Sergeant at Arms will monitor and enforce these rules under the direction of the President and Convention Committee Chairman.

## Supplemental Standing Rules for Convention

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

## Unapproved Minutes of the 152<sup>nd</sup> Annual Convention

### *“Apprenticing into Christlikeness”*

Friday, November 3rd, A.D. 2017

The One Hundred Fifty-Second Annual Convention of the Anglican Diocese of Pittsburgh began on Friday, November 3rd, 2017 at St. Stephen’s Church, Sewickley. The Convention’s Opening Eucharist was celebrated in the Nave, the Rt. Rev. James Lafayette Hobby, Jr., Bishop of the Anglican Diocese of Pittsburgh, preaching. A banquet followed in Grace Commons.

Saturday, November 4th, A.D. 2017

Registration of Convention Deputies began on Saturday, November 4th at 7:00 a.m. At 8:00 a.m. the Rev. Karen Stevenson, President of the Standing Committee, led Convention in Morning Prayer in the Nave, the Rev. Cn. Sharon Hobby preaching, following which Convention was called to order and business began with the Organization of Convention in Grace Commons.

### Saturday Business Sessions

#### *Roll Call/ Certification of Quorum*

Mrs. Shannon Sims (Trinity, Washington), Acting Secretary, stated that a quorum was present as defined by Article V Section 1 of the Constitution. It was moved that a roll call be suspended. The motion was seconded and passed by voice vote.

#### *Election of Secretary of Convention*

The Bishop called upon Mrs. Marian Kreithen (Incarnation, Strip District), President of Diocesan Council, to nominate a Secretary of Convention. On behalf of Diocesan Council, Mrs. Kreithen nominated Mrs. Shannon Sims (Trinity, Washington) as Secretary of Convention. There were no other nominations. Mrs. Sims was elected unanimously by voice vote.

#### *Appointment of Judge of Elections*

The Bishop appointed Mr. Maywood Carey (All Saints, Cranberry Township) as Judge of Elections.

#### *Claims of Deputies to Seats*

##### Annual Congregational Report delinquencies

The Rev. Donald Bushyager, Director of Administration and Finance, read Annual Congregational Report delinquencies: there were no delinquencies. Pursuant to Canon IV Section 2B, any parish failing to submit an annual congregational (parochial) report shall not be entitled to seat in the Convention.

#### *Audit Delinquencies*

The Rev. Bushyager read Audit delinquencies: Christ Church, Brownsville; Church of Our Savior, Glenshaw; Jonah’s Call, East End; and St. Elizabeth’s, Bridgeville. Pursuant to Canon XI Section 5, a parish that is delinquent in filing a financial audit with the diocesan office for the previous year is determined to be “delinquent” and any and all lay deputies of such delinquent parish shall be entitled to seats with voice but without vote.

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

#### *Recognition of Guests*

The Bishop recognized representatives of guests.

#### *Draft Minutes of the 151st Annual Convention*

The Bishop introduced the adoption of the Minutes of the 151st Annual Convention. It was moved that the Minutes of the 151st Annual Convention of the Anglican Diocese of Pittsburgh be adopted without amendment. The motion was seconded and passed by voice vote.

#### *New Congregations*

A motion was made to accept the petition of St. John's Salt Lake City to transfer to the Diocese of Western Anglicans. The motion was seconded and passed by voice vote.

#### *Nominating Committee Report*

The Bishop called upon the Rev. John Bailey (Christ our Hope, New Kensington), Chair of the Nominating Committee of Diocesan Council, to report. Rev. Bailey reported that the Nominating Committee had duly received names as shown on the election ballot to put into nomination. The following names were put forward for election:

1. Array (2 clergy, 1 lay): **The Rev. Ethan Magness, The Rev. Jeff Wylie, Roger Foley**
2. Board of Trustees (1 lay): **Michael Shiner**
3. Committee on Canons (1 clergy, 1 lay): **The Rev. John Strachovsky, Jay Gilmer**
4. Standing Committee (2 clergy, 1 lay): **The Rev. David Grissom, Kevin Chung**
5. Deputies to Extra-Diocesan Synod (2 clergy, 1 lay): **The Rev. Bill Starke, Sarah Kwolek**

The Rev. Bailey asked for nominations from the floor. There were no additional nominations from the floor. The Rev. Bailey asked for a motion that nominations for each be closed. The motion was seconded and passed by voice vote.

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

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

#### *Mission Moment*

The Rev. Cn. Jonathan Millard (Ascension, Oakland) addressed Convention with "Who is on your doorstep?" and reported a ministry to 180 internationals from 30 countries attending ESL classes and other events reaching out to internationals living in Oakland.

#### *Report of the Director of Administration and Finance on Budgets, Godly Share, Stewardship*

The Rev. Bushyager reported financial highlights to Convention and drew attention to the Proposed 2017 Budget (Pre-Convention Journal B1-B10). The Rev. Bushyager clarified that under advice from the auditors, the Board of Trustees released funds to the income side of the Budget to cover expenses related to the Archbishop Legacy Fund. The Rev. Bushyager noted the increase in

expenses for Congregational Mission to increase our mission team travel capacity and for technology expenses. Fiscal year 2018 will end with a financial gain.

The Rev. Bushyager referred Convention to the 2018 Godly Share Schedule, confirming that the numbers will be verified in the coming months via correspondence with congregations.

The Rev. John Cruikshank (St. Peter's, Uniontown), Chair of the Finance Committee of Diocesan Council, moved that the 2018 Budget be adopted by Convention. No second was needed as the motion came from a committee of Council. The motion passed by voice vote.

The Rev. Bushyager introduced the 2018 Clergy Compensation Guide (Pre-Convention Journal B11-end) and offered consultation to congregational leaders on appropriate compensation.

#### *Report of the Chancellor*

Mr. Andy Fletcher, Chancellor of the Diocese, encouraged Convention and Diocesan Bodies to contact himself or the Director of Finance and Administration for regularly occurring legal questions.

#### *Bishop's Report*

Bishop Hobby reported the events of what has been an eventful year, reflecting that it has been an honor to see firsthand the faithfulness, joy, and hard work of our congregations. Many congregations are situated in small towns that are struggling, and these ministries are lights in the darkness. To see what the Lord is doing in this diocese is great privilege.

Bishop Hobby expressed thanksgiving to the diocesan leadership teams involved this past year in a time of reforming and re-visioning their own work. The Commission on Ministry is working through a review of the ordination process while continuing its work of discernment and encouragement.

Other areas of focus this past year have been the development of a clergy care team to expand the circle of people caring for priests and deacons, a congregational health visitation team of priests and deacons willing to visit congregations between annual episcopal visits, and a church planting visioning team. Part of the overall diocesan vision is the process of letting go of the 1960s standard of what church health looks like, releasing congregations from the belief that the last best day as the Church was when congregations bought properties in the growing American suburbs and presided over graded Sunday schools and youth groups.

Another area of focus has been thinking about how to more deeply partner with Trinity School for Ministry in Ambridge and its field work program that trains young ordinands in parish ministry.

Bishop Hobby closed with a discussion of the College of Bishops' statement on women's ordination, reporting that the College of Bishops is committed to walking together as a Province and to finding a way forward together.

The Rev. John Bailey asked for prayer for issues concerning women's ordination before the College of Bishops.

#### *Noonday Prayers*

The Rev. Chance Perdue led Noonday Prayers.

*Bishop's Address*

The Bishop addressed Convention on updates to the written Bishop's Address.

*Report of the Judge of Elections on District Caucuses*

Mr. Maywood Carey, Judge of Elections, announced the results of elections in District Caucuses.

*District 1 "Ohio Valley"*

Council – Mr. Kirk Troxler

District Chair – The Rev. Dennett Buettner

District Vice-Chair – Mr. Tom Turney

*District 2 "Northlands"*

Council – Mr. John Bryant

District Chair – The Rev. Ethan Magness

District Vice-Chair – The Rev. Lauren Scharf

*District 3 "Allegheny Valley"*

Board of Trustees – Mr. John Kerns

Council – Connie Guggenheimer

District Chair – The Rev. John Bailey

District Vice-Chair – Mr. Ken Herbst

*District 4 "Eastern Kingdom"*

Council – The Rev. Dennis Sweeney

District Chair – The Rev. Jeff Wylie

District Vice-Chair – The Rev. Keith Almond

*District 6 "City and City South"*

Council – Mr. Alan Komm

District Chair – Mrs. Elaine Morehead

District Vice-Chair – The Rev. John Paul

Chaney

*District 8 "Two Rivers"*

Council – The Rev. Kua Apple

District Chair – The Rev. Dr. David Grissom

District Vice-Chair – Dn. Carolyn Nunnally

*District 9 "Beyond the Burgh"*

Council – The Rev. Eric Zolner

District Chair – The Rev. Mike McGhee

District Vice-Chair – The Rev. Thomas

McKenzie

*District 10 "Southern Kingdom"*

Council – Mr. Joe Doerr

District Chair – Dr. Michael Woodstuff

District Vice-Chair – Dn. Nancy Cain McCombe

*Closing Prayer*

The Convention closed with a hymn and with prayer.

Adjournment (*sine die*)

The Bishop declared the Convention adjourned *sine die* at 2:30 p.m.

Respectfully submitted,

Shannon Sims, Secretary of Convention

## Voter's Guide

### Nominees for The Array

Offices Open: 2 Lay, 1 Clergy



**SARAH KWOLEK**

*Congregation*

Church of the Savior, Ambridge

*Present Service or Offices Held in The Church:*

Deputy to Extra-Diocesan Synods (elected by Convention in 2017), Member, The Array; Vestry; Worship Leader

*Please share your vision for the ACNA and the Anglican Diocese of Pittsburgh. What would you do to implement your vision?*

As a Diocese, this is an exciting season for all of us. The idea that we are a church of miraculous expectation and missionary grace is more true each day. I want to see our church living out our vision and reaching those in our own community and throughout the world who have never heard and responded to the saving love of Jesus Christ.”

*Why Do You Believe You Have the Qualifications for The Office You Seek?*

As a lifelong Anglican and a seminary graduate I am familiar with past and current church issues. I enjoy fellowship with Anglicans around the globe through my work with Global Teams and my board role with New Wineskins as well.



**THE REV. BRYAN JARRELL**

*Congregation*

Epiphany, Ligonier

*Present Service or Offices Held in The Church:*

Rector, Epiphany, Ligonier  
Diocesan Council (filling vacancy)

*Past Service or Offices Held in The Church:*

None

<i>Please share your vision for the ACNA and the Anglican Diocese of Pittsburgh. What would you do to implement your vision?</i>	I'm excited for the opportunity to serve on the Array and help the Anglican Diocese of Pittsburgh become the diocese God would have it to be on this side of our departure from the Episcopal Church. As long as the ACNA and the Diocese stays centered in the gospel of grace, the Anglican tradition as expressed in the 39 articles, and God's word as found in the Old and New Testaments, I think the church will become exactly what God has intended it to be.
<i>Why Do You Believe You Have the Qualifications for The Office You Seek?</i>	The Array is a committee that's organized to investigate whether clergy should be subject to episcopal discipline, and I pray it doesn't have to meet during my term. (I'm told The Array has not convened since before I was born!). If a matter does come before The Array, I believe I can serve the committee with fairness, impartiality, and a firm commitment to The Scriptures and canons of the diocese.

**JASON MCLEAN**  
*Congregation* | Redeemer Parish, Canonsburg

Nominees for Board of Trustees

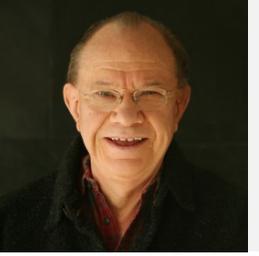
*Offices Open: 1 Lay*

<b>THOMAS HAY</b>	
<i>Congregation</i>	St. Stephen's Church, Sewickley
<i>Present Service or Offices Held in The Church:</i>	Lay Eucharistic Minister
<i>Past Service or Offices Held in The Church:</i>	Served 2 6-year terms on vestry, server, former Director of Administration, Diocesan Council
<i>Why Do You Believe You Have the Qualifications for The Office You Seek?</i>	I am a 45 year member of St. Stephen's Anglican and have been involved in Diocesan staff affairs serving on the Board of Trustees and a part-time Director of Administration. Currently, I am finishing out a 6 year term on Diocesan Council, plus I am beginning service on the Board of Trustees to fill an unexpired term.
<i>Please share your vision for the ACNA and the Anglican Diocese of Pittsburgh. What would you do to implement your vision?</i>	My involvement with Diocesan staff while I was acting as Director of Administration gave me a unique view of the missions of both our Diocese and ACNA within the worldwide Anglican movement. I believe we are called to stand for the Gospel as revealed in Holy Scripture, the inspired Word of God. Our Bishop and our Presiding Bishop are faithful teachers and leaders of that mission, and I would like to continue to be of assistance to them.

## Nominees for Committee on Constitution and Canons

Offices Open: 1 Lay, 1 Clergy

	<p><b>THE REV. DR. KAREN WOODS</b></p>
<p><i>Congregation</i> <i>Present Service or Offices Held in The Church:</i></p>	<p>Word of Light Fellowship, O'Hara Twp Deacon-in-Charge, Word of Light Fellowship</p>
<p><i>Past Service or Offices Held in The Church:</i></p>	<p>Served as Deacon in four other parishes</p>
<p><i>Why Do You Believe You Have the Qualifications for The Office You Seek?</i></p>	<p>I could help write canons that would be understandable to people not trained in the law.</p>

	<p><b>ALAN KOMM</b></p>
<p><i>Congregation</i> <i>Present Service Or Offices Held In The Church</i></p>	<p>Church of the Ascension, Oakland Diocesan Council, Committee on Constitution and Canons Member</p>
<p><i>Past Service Or Offices Held In The Church</i></p>	<p>Senior Warden, Member of The Array, Vestry, Finance Committee, Layreader, Head Usher, Healing Prayer Team, VP Diocesan Council, Chair Convention Committee, Chair Assessment Committee, Elected Member Standing Committee, Senior Warden</p>
<p><i>Please share your vision for the ACNA and the Anglican Diocese of Pittsburgh. What would you do to implement your vision?</i></p>	<p>My vision is to have the people of Pittsburgh be known for being disciples of Christ by evangelizing and supporting others in their Christian ministries. I have solid life long leadership experience as a volunteer in the Anglican Church at the parish and Diocesan level.</p>

## Nominees for Deputies to Extra-Diocesan Synods

Offices Open: 1 Lay, 1 Clergy

	<p><b>CARLY TAYLOR</b></p>
<p><i>Congregation Present Service or Offices Held in The Church:</i></p>	<p>Standing Committee</p>
<p><i>Past Service or Offices Held in The Church:</i></p>	<p>Stewardship Committee</p>
<p><i>Please share your vision for the ACNA and the Anglican Diocese of Pittsburgh. What would you do to implement your vision?</i></p>	<p>It has been a privilege to serve on the Standing Committee and hear from the Bishop his vision for the Anglican Diocese of Pittsburgh. I fully support this vision and am grateful to come alongside his work. I am excited to see more churches planted in the diocese, and to grow the support structures and networks within the diocese.</p>
<p><i>Why Do You Believe You Have the Qualifications for The Office You Seek?</i></p>	<p>I am excited for the opportunity to network with others in the ACNA, to help problem solve, to bring unity, and to grow in love and charity with our brothers and sisters in Christ.</p>

	<p><b>THE REV. SETH ZIMMERMAN</b></p>
<p><i>Congregation Present Service or Offices Held in The Church:</i></p>	<p>Redeemer North Boroughs, Bellevue Priest, Redeemer North Boroughs, Bellevue; GAFCON 2018 Delegate</p>

## Nominees for Growth Fund

Offices Open: 1 Lay

<b>WINIFRED SHERMAN</b>	
<i>Congregation</i>	Reconciliation Anglican Church, Rosedale
<i>Present Service or Offices Held in The Church:</i>	Board of Trustees member
<i>Past Service or Offices Held in The Church:</i>	Convention Deputy
<i>Why Do You Believe You Have the Qualifications for The Office You Seek?</i>	I love Hudson Taylor's words about "God's work, done God's way, will never lack God's supply." I believe that pertains to all aspects of our work as a Diocese, and we need to encourage one another in both our spiritual and material needs. I'm willing and happy to serve the Church wherever I'm needed. I do have prior bookkeeping experience.

## Nominees for Standing Committee

Offices Open: 1 Lay, 1 Clergy

	<b>THE REV. ELAINE STORM</b>
<i>Congregation</i>	Mosaic Anglican Church, North Fayette
<i>Present Service or Offices Held in The Church:</i>	Rector, Mosaic Anglican Church
<i>Past Service or Offices Held in The Church:</i>	Church Planter, Associate Rector
<i>Please share your vision for the ACNA and the Anglican Diocese of Pittsburgh. What would you do to implement your vision?</i>	We are living in a time where church history is being written through ACNA and the Anglican Diocese of Pittsburgh. There is a beauty of being part of global communion with believers around the world; whose leaders are concerned about people meeting Jesus as their Lord and Savior. As an evangelist, I am continuously seeking ways to share Jesus' love with those in my neighborhood, our Diocese, throughout ACNA and around the world.

*Why Do You Believe You Have the Qualifications for The Office You Seek?*

I am excited to support Bishop Jim's initiatives. Bishop Jim's pioneering leadership style brings new ways of thinking how we might help our friends explore Jesus as the Son of God. As a former associate rector of a large church and subsequent church planter, I believe I bring an enthusiasm for sharing the Gospel in creative ways.

**KURT BOTULA**

*Congregation*  
*Past Service or Offices Held in*  
*The Church:*

Grace-on-the Mount, Mt. Washington  
Board of Trustees Member

# Budget and Financials

## Proposed 2019 Budget

### Introduction

To: 153rd Diocesan Convention

From: Canon to the Ordinary - Director of Administration

The proposed budget for 2019 is presented with the understanding that there will be required adjustments as the year proceeds. With the move of the diocesan office from Nova Tower One in December and the final lease arrangements for 2019 not yet established at the time the budget was required to be presented to Diocesan Council in September, the assumption of rent and ancillary / related expenses are maintained at present levels.

For the 2019 proposed budget, income projections for Godly Share from congregations follow the prescribed pattern of 10% of the most recent years' (2017) operating income as reported in the Congregational Report submitted to provincial headquarters with a 5% adjustment for potential non-payment.

Of special note is the decrease in expenses for liability insurance as the diocesan insurance program was renegotiated and coverage for Directors and Officers insurance premiums were reduced substantially.

This proposed budget was first presented to the chair of the Finance Committee of Diocesan Council on September 5, 2018 and will then be presented to the full Council on September 11th, 2018.

All budgets below are recommended by Diocesan Council; not yet approved by Convention.

	2017 Actual <sup>3</sup>	Adjusted 2017 Budget	Approved 2018 Budget	Estimate 2019 Budget
<b>Budget Overview, Income</b>				
Congregation Godly Share - Current Year	778,763	731,129	751,217	770,318
Parish Godly Share Realized - Prior Year		-		
Church Plants And Beyond The Burg Congregations	116,123	123,379	132,412	87,510
New Congregations	-	5,000	5,000	5,000
Total Godly Share Income	894,886	859,508	888,629	862,828
Communications Asking	985	5,000	5,000	5,000
Contributions - Individuals	12,875	7,500	7,500	7,500
Assets Released From Restriction	-	-	-	-
Bishops Extra Mile	360	12,500	12,500	12,500
Miscellaneous	-	-	-	-
United Way	5,763	5,000	5,000	5,000

<sup>3</sup> Subject to Final Audit

<b>Budget Overview, Income</b>	<b>2017 Actual<sup>3</sup></b>	<b>Adjusted 2017 Budget</b>	<b>Approved 2018 Budget</b>	<b>Estimate 2019 Budget</b>
<b>TOTAL INCOME</b>	<b>914,868</b>	<b>889,508</b>	<b>918,629</b>	<b>892,828</b>

<b>Budget Overview, Expenses</b>	<b>2017 Actual<sup>3</sup></b>	<b>Adjusted 2017 Budget</b>	<b>Approved 2018 Budget</b>	<b>Estimate 2019 Budget</b>
Congregational Mission	40,275	41,000	53,000	27,500
Transformational Networks	11,804	15,650	15,650	15,750
Beyond The Diocese	97,941	104,285	105,863	103,283
Office Of Bishop	312,214	312,678	313,263	389,297
Administration	397,072	414,887	421,479	352,613
Arch Bishop Legacy Fund Campaign Expenses	39,407			
Bad Debt Recognition	-	-		
<b>TOTAL EXPENSES</b>	<b>898,713</b>	<b>888,499</b>	<b>909,255</b>	<b>888,442</b>

<b>Budget Overview, Income Over Expenses</b>	<b>2017 Actual<sup>3</sup></b>	<b>Adjusted 2017 Budget</b>	<b>Approved 2018 Budget</b>	<b>Estimate 2019 Budget</b>
Gain/(Loss)	<b>16,155</b>	<b>1,009</b>	<b>9,374</b>	<b>4,386</b>
Estimated Balance Brought Forward				
Remaining From Prepaid				
Transfer (To) From Budget Reserve	(16,155)	(1,009)		
Net Remainder	-	-		

<b>Congregational Mission Budget</b>	<b>Adjusted 2017 Budget</b>	<b>2018 Budget</b>	<b>Estimated 2019 Budget</b>
<b><u>Mission Team</u></b>			
Part Time Stipends	15,000	20,000	
Travel and Expenses	3,000	4,250	
Programs and Initiatives	5,000	10,750	-
<b><u>Mission Grants</u></b>			
Mission Grants to Congregations	18,000	18,000	
<b>Canon's For Clergy And Clergy Family Care</b>			
Stipend			15,000
Travel & Expense			
Programs and Initiatives			
<b>Canon For Mission</b>			
(Funded through Board of Trustees Grant)			
<b>Canon For Discipleship And Youth Ministry</b>			
(Funded outside Diocesan Budget)			
<b>Canon For Prayer / Worship</b>			

<b>Congregational Mission Budget</b>	<b>Adjusted 2017 Budget</b>	<b>2018 Budget</b>	<b>Estimated 2019 Budget</b>
Salary			12,000
Housing			
Travel/Business Expense			500
<b>Subtotal</b>			<b>12,500</b>
<b>TOTAL CONGREGATIONAL MISSION</b>	<b>41,000</b>	<b>53,000</b>	<b>27,500</b>

<b>Transformational Networks Budget</b>	<b>Adjusted 2017 Budget</b>	<b>2018 Budget</b>	<b>Estimated 2019 Budget</b>
<b><u>Training</u></b>			
Clergy Conference	1,000	1,000	2,000
Leadership Overnight	500	500	
Misconduct Training and Materials	250	250	250
Ordinands Training Program	400	400	
<b>Subtotal</b>	<b>2,150</b>	<b>2,150</b>	<b>2,250</b>
<b><u>Network Support</u></b>			
Other Networks	3,500	3,500	3,500
<b>Subtotal</b>	<b>3,500</b>	<b>3,500</b>	<b>3,500</b>
<b><u>Commission On Ministry</u></b>			
Deacon Formation Program	2,000	2,000	2,000
Ordination Expenses	500	500	500
Board of Examining Chaplains	2,500	2,500	2,500
General Oversight	1,000	1,000	1,000
Background Checks	2,000	2,000	2,000
Psychological Exams	2,000	2,000	2,000
<b>Subtotal</b>	<b>10,000</b>	<b>10,000</b>	<b>10,000</b>
<b>TOTAL TRANSFORMATIONAL NETWORKS BUDGET</b>	<b>15,650</b>	<b>15,650</b>	<b>15,750</b>

<b>Beyond The Diocese Budget</b>	<b>Adjusted 2017 Budget</b>	<b>2018 Budget</b>	<b>Estimated 2019 Budget</b>
<b><u>National</u></b>			
Provincial Tithe	87,285	88863	86283
Provincial Assembly Delegates	10,000	10000	10000
<b>Subtotal</b>	<b>97,285</b>	<b>98863</b>	<b>96283</b>
<b><u>Ecumenical &amp; Other</u></b>			
Christian Associates	6,000	6000	6000
Other Ecumenical	1,000	1000	1000
<b>Subtotal</b>	<b>7,000</b>	<b>7000</b>	<b>7000</b>
<b>Total Beyond The Diocese</b>	<b>104,285</b>	<b>105863</b>	<b>103283</b>

Office Of The Bishop, Budget	Adjusted 2017 Budget	2018 Budget	Estimated 2019 Budget
<b><u>Bishop</u></b>			
Salary	79,987	79,987	79,987
Housing	40,000	40,000	40,000
Pension	21,598	21,598	21,598
Life/AD&D/STD/LTD	800	824	-
Medical Insurance Premium	786	786	786
Travel	3,750	3,750	3,750
Auto Expense	8,500	8,500	8,500
Business Expense	7,500	7,500	7,500
<b>Subtotal</b>	<b>162,921</b>	<b>162,945</b>	<b>162,121</b>
<b><u>Assisting / Retired Bishops</u></b>			
Stipend	1,000	1,000	1,000
Travel	5,000	5,000	5,000
Business Expenses	3,000	3,000	3,000
<b>Subtotal</b>	<b>9,000</b>	<b>9,000</b>	<b>9,000</b>
<b><u>Canon To The Ordinary</u></b>			
Salary			38,904.5
Housing			4,250.0
Pension			7,767.8
Life/AD&D/STD/LTD			302.2
Medical Insurance Allowance			393.0
Auto Expense			3,000.0
Travel/Business Expense			1,000.0
<b>Subtotal</b>			<b>55,617.5</b>
<b><u>Executive Assistant To The Bishop</u></b>			
Salary	56,068	56,068	58,872
FICA/Pension	12,699	12,699	13,334
Life/AD&D/STD/LTD	493	508	508
Medical Insurance Premium	11,052	12,106	13,317
<b>Subtotal</b>	<b>80,313</b>	<b>81,382</b>	<b>86,031</b>
<b><u>Director Of Communications</u></b>			
Salary	24,513	24,000	25,200
FICA/Pension	1,820	1,820	4,700
Life/AD&D/STD/LTD	210	216	227
Travel/Training	2,000	2,000	2,000
<b>Subtotal</b>	<b>28,543</b>	<b>28,036</b>	<b>32,127</b>
<b><u>Special Project Coordinator</u></b>			
Salary			12,000
Housing			
Travel/Business Expense			500
<b>Subtotal</b>			<b>12,500</b>
<b><u>Diocesan Convention</u></b>			
Administration Assistance	1,250	1,250	1,250
Facilities & Meals	1,250	1,250	1,250

<b>Office Of The Bishop, Budget</b>	<b>Adjusted 2017 Budget</b>	<b>2018 Budget</b>	<b>Estimated 2019 Budget</b>
Printing & Mailing Journals	1,000	1,000	1,000
Miscellaneous	500	500	500
Technology Support	500	500	500
Travel-Speaker	2,900	2,900	2,900
<b>Subtotal</b>	<b>7,400</b>	<b>7,400</b>	<b>7,400</b>
<b><u>Communications - Publications</u></b>			
TRINITY Diocesan Newsletter	15,000	15,000	15,000
Printing, Direct Mail Costs, Sort, Labels			
Asking Letter for TRINITY	3,500	3,500	3,500
Diocesan Directory	3,500	3,500	3,500
Technical Support/Web Page Development	2,100	2,100	2,100
Miscellaneous	400	400	400
<b>Subtotal</b>	<b>24,500</b>	<b>24,500</b>	<b>24,500</b>
<b>TOTAL OFFICE OF THE BISHOP</b>	<b>312,678</b>	<b>313,263</b>	<b>389,297</b>

<b>Office Of Administration &amp; Finance</b>	<b>Adjusted 2017 Budget</b>	<b>2018 Budget</b>	<b>Estimated 2019 Budget</b>
<b><u>Director Of Administration &amp; Finance / CFO</u></b>			
Salary	77,809	77,809	38,905
Housing	8,500	8,500	4,250
Pension	15,536	15,536	7,768
Life/AD&D/STD/LTD	587	604	302
Medical Insurance Allowance	786	786	393
Auto Expense	6,000	6,000	3,000
Travel/Business Expense	2,000	2,000	1,000
<b>Subtotal</b>	<b>111,217</b>	<b>111,235</b>	<b>55,618</b>
<b><u>Financial Bookkeeper/Secretary</u></b>			
Salary	42,948	42,948	45,096
FICA/Pension	9,728	9,728	10,214
Life/AD&D/STD/LTD	368	379	398
Medical Insurance Allowance	11,052	12,106	13,317
Commuting Allowance	1,000	1,000	1,000
<b>Subtotal</b>	<b>65,096</b>	<b>66,161</b>	<b>70,025</b>
<b><u>Receptionist</u></b>			
Salary	38,383	38,383	40,303
FICA/Pension	8,694	8,694	9,129
Life/AD&D/STD/LTD	308	317	333
Medical Insurance Allowance	372	372	391
Commuting Allowance	1,000	1,000	1,000
<b>Subtotal</b>	<b>48,757</b>	<b>48,766</b>	<b>51,155</b>
<b><u>Support</u></b>			
Audit	6,000	9,000	9,000

<b>Office Of Administration &amp; Finance</b>	<b>Adjusted 2017 Budget</b>	<b>2018 Budget</b>	<b>Estimated 2019 Budget</b>
Background Checks	300	300	300
Copier	7,500	7,500	7,500
Legal Fees	1,000	1,000	1,000
Liability, Workers Comp, Bond	49,500	49,500	30,000
Medical Expense Reimbursements	4,500	4,500	4,500
Miscellaneous	450	450	450
Office Furniture/Equipment	3,000	3,000	3,000
Office Supplies	4,000	4,000	4,000
Payroll Support Service	500	500	500
Pension Administration	600	600	600
Postage	6,600	6,600	6,600
Rent for Offices	76,966	76,966	76,966
Staff Development	2,000	2,000	2,000
Technology System Support & Training	17,500	20,000	20,000
Telephones	9,400	9,400	9,400
<b>Subtotal</b>	<b>189,816</b>	<b>195,316</b>	<b>175,816</b>
<b>TOTAL OFFICE OF ADMINISTRATION</b>	<b>414,887</b>	<b>421,479</b>	<b>352,613</b>

## Projected Godly Share Offerings for Proposed 2019 Budget

Recommended to Convention by Diocesan Council September 11, 2018

	2016 Parochial Income	2017 Parochial Income	2019 Godly Share	Growth Fund - 1%	Growth Fund - 0.7%
Ambridge	136,780	142,891	<b>14,289</b>	1,429	1,000
Beaver	139,459	127,796	<b>12,780</b>	1,278	895
Beaver Falls - St Andrews - College Hill	14,676	16,960	<b>1,696</b>	170	119
Bloomfield	121,276	81,707	<b>8,171</b>	817	572
Bridgeville	6,000	5,000	<b>500</b>	50	35
Brownsville	78,787	87,881	<b>8,788</b>	879	615
Butler	134,629	137,519	<b>13,752</b>	1,375	963
Charleroi	105,364	103,649	<b>10,365</b>	1,036	726
Coraopolis	39,000	38,000	<b>3,800</b>	380	266
Cranberry Twp. - All Saints	153,160	159,361	<b>15,936</b>	1,594	1,116
East End - Jonah's Call	187,676	146,645	<b>14,664</b>	1,466	1,027
Edgeworth - Grace Church		59,148	<b>5,915</b>	591	414
Elizabeth	33,798	33,355	<b>3,336</b>	334	233
Fox Chapel	470,301	540,706	<b>54,071</b>	5,407	3,785
Georgetown	15,089	15,787	<b>1,579</b>	158	111
Gibsonia	88,797	170,623	<b>17,062</b>	1,706	1,194
Glenshaw	5,000	5,000	<b>500</b>	50	35
Greensburg	203,674	211,124	<b>21,112</b>	2,111	1,478
Grove City	211,213	223,412	<b>22,341</b>	2,234	1,564
Harrisburg - Good Shepherd Anglican	27,426	18,433	<b>1,843</b>	184	129
Homer City	20,661	22,872	<b>2,287</b>	229	160
Hopewell	203,908	212,860	<b>21,286</b>	2,129	1,490
Johnstown	57,009	64,008	<b>6,401</b>	640	448
Leechburg	46,023	54,000	<b>5,400</b>	540	378
Ligonier	80,521	91,849	<b>9,185</b>	918	643
Monongahela	78,662	66,739	<b>6,674</b>	667	467
Monroeville	81,039	83,108	<b>8,311</b>	831	582
Mt Washington	201,798	135,688	<b>13,569</b>	1,357	950
Murrysville	194,668	213,620	<b>21,362</b>	2,136	1,495
Natrona Heights	148,630	148,706	<b>14,871</b>	1,487	1,041
New Brighton	115,856	120,093	<b>12,009</b>	1,201	841
North Fayette - Mosaic Anglican Fellowship	147,651	195,834	<b>19,583</b>	1,958	1,371
Oakland	1,323,031	1,441,916	<b>144,192</b>	14,419	10,093
Patton	12,177	16,354	<b>1,635</b>	164	114
Penn Hills	59,726	48,842	<b>4,884</b>	488	342
Pittsburgh - Incarnation	46,155	52,201	<b>5,220</b>	522	365
Rosedale	68,964	60,827	<b>6,083</b>	608	426

	2016 Parochial Income	2017 Parochial Income	2019 Godly Share	Growth Fund - 1%	Growth Fund - 0.7%
Sewickley	1,633,378	1,671,757	<b>167,176</b>	16,718	11,702
Somerset	91,626	96,551	<b>9,655</b>	966	676
South Hills	378,089	299,934	<b>29,993</b>	2,999	2,100
South Side Anglican	123,464	86,800	<b>8,680</b>	868	608
Templeton - Red Bank	7,155	4,255	<b>426</b>	43	30
Uniontown	174,830	173,646	<b>17,365</b>	1,736	1,216
Uptown, Shepherd's Heart	96,150	90,600	<b>9,060</b>	906	634
Washington	237,816	295,686	<b>29,569</b>	2,957	2,070
Waynesburg	24,084	34,873	<b>3,487</b>	349	244
<b>Total</b>			810,861		
Allowance For Adjustments			(40,543)		
<b>Net Forecast</b>			<b>770,318</b>		

Mission Fellowships - Southwestern Pa	2016 Parochial Income	2017 Parochial Income	2019 Godly Share	Growth Fund 1%	Growth Fund 0.7%
Bedford - Bedford Anglican	1,250	1,500	-	15	11
North Hills, Good Shepherd O'hara Township - Word Of Light	-	-	<b>2,750</b>	275	193
State College - Incarnation		20,000	<b>500</b>		
<b>Total</b>			3,250		
Allowance For Adjustments			(163)		
<b>Net Forecast</b>			<b>3,088</b>		

	2016 Parochial Income	2017 Parochial Income	2019 Godly Share	Growth Fund 1%	Growth Fund 0.7%
<b>Beyond The Burgh<sup>4</sup></b>					
Elburn - Hope Anglican	59,150	39,142	1,957	391	274
Franklin - St John's Anglican (Tn)	358,980	284,222	14,211	2,842	1990
Nashville, Tn - Redeemer	804,193	947,313	47,366	9,473	6631
Springfield (Mo)	444,755	397,051	19,853	3,971	2779
West Chicago - New Jerusalem	141,992	165,086	8,254	1,651	1156
Wheaton - Church Of The Great Shepherd	83,401		-		0
<b>Total</b>			91,641		
Allowance For Adjustments			(4,582)		
<b>Net Forecast</b>			<b>87,059</b>		

**Grand Total Forecast<sup>5</sup> 860,464**

<sup>4</sup> Godly Share for Beyond the Burgh Congregations is calculated at 5% of operating income.

<sup>5</sup> Forecasts reflect a 5% adjustment for Pennsylvania congregations, Mission Fellowships and Beyond the Burgh Congregations.

Anglican Diocese of Pittsburgh



Adopted by Diocesan Council on September 11, 2018

In 2017 a revision of the Diocese of Pittsburgh Clergy Compensation Guide was made to reflect the numerous changes in the makeup of the diocese, the ministry models practiced by its various congregations and the understanding of how clergy are to be compensated. The 2019 Guide updates the values for the compensation packages where appropriate.

The purpose of this guide remains that of providing standards for the proper compensation of Anglican priests employed as full-time parochial clergy and guidance in the compensation for church planters, part-time clergy and supply clergy. The guide is applicable to the diocese and all congregations in the diocese, with the understanding that every congregation (Mission Fellowship-in-formation, Mission Fellowship and Congregations in Union with Convention) and every priest may have unique circumstances that require adjustments.

It is the responsibility of each vestry<sup>6</sup> to use the following guidelines in determining the compensation levels for clergy for whom that body may be responsible. For congregations in regions other than Southwestern Pennsylvania where cost of living is higher, minimums should be adjusted proportionately. All consideration should be made in accordance with the Diocesan Guiding Principles which are included in Appendix K of the guide. The Diocesan office and specifically the office of the Director of Administration and Finance are always available to vestries and clergy when there are questions.

**The Diocese of Pittsburgh requires all clergy to sign a Letter of Agreement, which includes the compensation and benefit package, prior to beginning a ministry. The letter should also be signed by the Wardens and Treasurer of the parish and must be approved by the Bishop.**

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<sup>6</sup> The word Vestry in this document refers to any parish governing body of a congregation; it includes such entities as “bishop’s committee” or leadership team of a mission fellowship.

## Diocesan Guiding Principles

***Vision: One Church of Miraculous Expectation and Missionary Grace***

***Mission: Anglican Christians Transforming Our World with Jesus Christ***

### GUIDING PRINCIPLES

1. Clergy and lay leaders are grounded in the Gospel of Jesus Christ, and deliberately share that message with others outside their local congregations.
2. Clergy and lay leaders are faithful to the Lord in daily time spent with the Lord, and in the sacramental life of the Church.
3. Clergy and lay leaders understand that the tithe is the beginning of their giving.
4. Clergy and lay leaders model faithful family relationships, including sexual purity.
5. Clergy and lay leaders are in functional accountability and intercessory relationships that safeguard themselves and their people.
6. The Bishop's team and the clergy are fundamentally bound to each other: The regular expression of this is meeting together monthly.
7. The district system exists for the good order (administration, representative election, communication, leaven, and cooperative mission) of the Diocese: Diocesan Council is its minimum expression.
8. The shared vision of the Diocese states that ***we are one Church of miraculous expectation and missionary grace***. Living into this vision means that:
  - a. We are all in this together.
  - b. We strive for openness and transparency as we make decisions.
  - c. We are committed to growth "in season and out of season."
9. Members of elected and appointed bodies of the Diocese (Standing Committee, Board of Trustees, Diocesan Council, Vestries, and so forth) commit to faithful attendance, mutual submission and to working for the common good.
10. The work of diocesan leadership is **to strengthen congregations so that they are vibrant and multiplying**. The health, vibrancy, and well-being of the Diocese is measured by and reflected in the health, vibrancy, and well-being of the congregations. (Rev., Epiphany, A.D. 2010)

## Categories of Pastorates

Because the clergy in our diocese consist of men and women in very different stages of life from one another – second careers, retirees, young families, married, single, etc. – their needs vary greatly from parish to parish. When issuing a call, the vestry should have the flexibility to tailor a total compensation package that fits the needs of the individual. The focus of this guide, therefore, is on the total compensation package provided to a member of clergy, rather than just cash compensation.

Clergy compensation is appropriately guided by the congregational setting in which the ministry is offered, the size of the parish and the level of responsibility and commensurate skill and experience required for the particular situation. For 2018 the **recommended minimum starting total compensation packages** for full and part time and parochial clergy of the diocese are outlined below based on the following general categories:

1. Type of Pastorate
  - a. Rector
  - b. Full Time Assistant Priest
  - c. Part Time (25 hour per week) Rector, Church Planter, Assistant Priest
2. Operating Income
  - a. Under \$250,000 annually
  - b. From \$250,000 to \$500,000 annually
  - c. From \$500,000 to \$1,000,000 annually
  - d. In excess of \$1,000,000 annually
3. Congregation Setting
  - a. Major Metropolitan Area and Immediate Suburbs
  - b. Town / Rural

Minimum total package recommendations for the first year of incumbency in 2019:

	Rector			
	<b>Budget under \$250,000</b>	<b>Budget over \$250,000 &amp; under \$500,000</b>	<b>Budget over \$500,000 &amp; under \$1,000,00</b>	<b>Budget over \$1,000,000</b>
<b>Metro/Suburban</b>	<b>\$67,200</b>	<b>\$72,575</b>	<b>\$87,600</b>	<b>\$88,900</b>
<b>Town/Rural</b>	<b>\$65,000</b>	<b>\$70,800</b>	<b>\$85,000</b>	<b>\$89,600</b>

	Full-Time Assistant Priest			
	<b>Budget under \$250,000</b>	<b>Budget over \$250,000 &amp;</b>	<b>Budget over \$500,000 &amp;</b>	<b>Budget over \$1,000,000</b>

		<b>under \$500,000</b>	<b>under \$1,000,00</b>	
<b>Metro/Suburban</b>	<b>\$59,800</b>	<b>\$65,900</b>	<b>\$70,700</b>	<b>\$73,750</b>
<b>Town/Rural</b>	<b>\$58,400</b>	<b>\$65,500</b>	<b>\$68,900</b>	<b>\$72,700</b>

Half Time (25 hour per week) Rector, Church Planter, Assistant Priest

	<b>Budget under \$250,000</b>	<b>Budget over \$250,000 &amp; under \$500,000</b>	<b>Budget over \$500,000 &amp; under \$1,000,00</b>	<b>Budget over \$1,000,000</b>
<b>Metro/Suburban</b>	<b>\$22,100</b>	<b>\$22,150</b>	<b>\$25,100</b>	<b>\$25,600</b>
<b>Town/Rural</b>	<b>\$22,300</b>	<b>\$23,600</b>	<b>\$25,900</b>	<b>\$25,200</b>

These are the minimum total package recommendations for the first year of incumbency. For congregations in regions other than Southwestern Pennsylvania minimums should be adjusted proportionately to the area's cost of living. Total compensation packages above the minimums vary greatly as should be expected.

- Adjustments to higher levels should be considered for the following factors:
- Prior years of service in ordained ministry
- Ability as a preacher and worship leader
- Ability as a teacher
- Administrative leadership
- Meeting targeted growth goals in Average Principal Service Attendance (APSA) or other specified growth goals
- Interpersonal skills and skills in counseling and/or conflict resolution
- Stewardship and fund-raising leadership
- Ability in communications and in community and ecumenical relations
- Job Complexity issues including:
  - Size of staff
  - APSA in excess of 300
  - Oversight of Preschool or Day School
- Variety of duties to be performed
- Recognition as an expert in a field
- Publications or requirement to publish
- Education beyond Master's level

**The Director of Administration and Finance is available to each congregation to assist in determining the appropriate adjustments in each specific circumstance.**

**It should be the goal of every parish to provide each member of clergy with the minimum total compensation package recommended.**

A clergy total compensation and benefit package should include, but is not limited to the benefits detailed on the following pages.

## Cash Compensation

1. Stipend
  - a. Stipend is that cash amount which is paid directly to a member of the clergy exclusive of housing, utilities, and Social Security Self-employment tax allowance.
2. Allowances
  - a. Housing - Congregations should provide a housing allowance for their clergy. Clergy that live in church owned housing are also eligible for a housing allowance for furnishings and other allowable housing expenses. The housing allowance must conform to the tax code. The allowance must be church designated and be done in advance of the allowance being taken, meaning that it cannot be acted upon retroactively. The vestry, with input from the clergy, should review the allowance annually to make sure only allowable costs are taken into account. A sample housing allowance resolution is provided in [Appendix A on page 20] and a suggested format for documentation of clergy housing allowance is provided in [Appendix B on page 21].
  - b. Utilities - Congregations with church-owned or church-provided housing should provide for a utility allowance for clergy-paid bills, or the provision for utilities to be paid directly by the church. This should be voted on by the Vestry and treated the same as the housing allowance for tax purposes.

## Required Employment Benefits

1. Retirement/Pension - The Anglican Diocese of Pittsburgh requires each parish, mission and other ecclesiastical organization to pay into a retirement/pension plan for their clergy. It is highly recommended that parishes participate in the retirement plan of the Anglican Church in North America. The Diocesan recommendation is 10 - 18% of the cash compensation for each cleric and may include a matching component. The ACNA Plan document explains this in greater detail. Different rules may apply to the definition of "total compensation" for clergy that provide their own housing and those for whom housing is provided. Please contact the Office of Administration if you would like clarification for budgeting purposes.

NOTE: Be aware that the match portion of the retirement plan must also be offered to eligible lay employees.

2. Health Insurance
  - a. Medical insurance is legally required for full-time clergy and lay employees, their spouses and children. Parishes can provide coverage through its own group policies, or to the extent available, through policies provided through the Diocese. Questions

about the availability of and coverage through the diocesan health insurance plan and enrollment information should be directed to the diocesan office. Parishes providing coverage through its own policies should ensure compliance with federal law, which does contain significant penalties for non-compliance. Cost-sharing arrangements for health care benefits should be handled at the parish level, but please note, to the extent a parish does not directly provide insurance, it should not reimburse clergy or lay employees for the cost of their coverage; otherwise legal penalties could apply. Health benefits are a negotiated benefit for part-time clergy.

3. Time away from work
  - a. Weekly - A normal work week for full-time clergy is 50 hours – usually measured as approximately twelve units of mornings, afternoons or evenings in various combinations reflecting the demands of the ministry. Clergy are expected to have at least one continuous twenty-four-hour period reserved for time away from work.
  - b. Vacation - Clergy are entitled to four weeks of vacation time per year, which will include a minimum of four Sundays.
  - c. Holidays – Holidays can be a complex matter for clergy. Some recognized “paid” holidays on a business calendar, such as Christmas, are actually working days for clergy. Congregations are encouraged to provide additional compensatory time away when clergy work a recognized holiday.
  - d. Maternity/Paternity Leave - Female clergy are entitled to take up to six weeks of paid, maternity leave upon the birth or adoption of a child(ren). Male clergy are entitled to take up to two weeks of paid paternity leave upon the birth or adoption of a child(ren). Additional unpaid time off can be taken in accordance with the Family Medical Leave Act, or as otherwise required by law.
  - e. Sick Days & short-term disability - Paid sick days should be provided pursuant to each parish’s policy, and short-term disability insurance should be provided for longer term illnesses.
4. Life Insurance – Life insurance should be purchased on clergy from a reputable insurance company. The minimum life insurance should be \$50,000.

### Recommended Additional Benefits

1. Social Security Self-Employment Tax Allowance - For purposes of social security, clergy are considered self-employed. An allowance amount equal to half of the clergy’s social security/self-employment tax (SECA), currently 15.3%, may be paid directly to the member of the clergy as an optional benefit. NOTE: This income is fully taxable and reportable as income to the clergy.
2. Long-term Disability - It is recommended that parishes purchase or make available Long-term disability insurance from a reputable company.
3. Additional Life Insurance - Parishes are encouraged to purchase or make available additional life insurance for clergy and their dependents.
4. Housing Equity Allowance - The 133rd Annual Convention of the Diocese of Pittsburgh adopted a resolution stating that effective, January 1, 1999, “Letters of Agreement for all clergy living in church-provided housing shall include an additional category of compensation entitled “Housing Equity Allowance” and it was further resolved that the

specific amount of the Housing Equity Allowance shall be calculated by using a percentage of the value designated for housing [on the Assessment Form of the Church Pension Fund (30% of cash stipend plus utilities)] or an amount agreed upon between the clergy and the parish”.

5. Wellness – There are various activities which all clergy should be encouraged to participate in:
  - a. Spiritual health activities: daily times of prayer, scripture reading, meditation, tithing, regular retreats to hear from God, and regular meetings with a spiritual director of the clergy’s choosing.
  - b. Work family balance. Vestries should ensure that clergy take their vacation and holiday time outside of the parish context.
  - c. An annual medical exam (vestries should reserve for the exam in the unlikely event that it is not covered by the Health Insurance Plan).
  - d. Regular exercise & healthy eating habits, including moderation or abstinence of tobacco, alcohol or other drug use.
  - e. A professional support group of the clergy’s choosing, and adequate attention to emotional health, which may require professional counseling (vestries should reserve for the cost if it is not covered by the Health Insurance Plan).
  - f. Community activities and involvement (outside of the parish context or role of clergy).
6. Recommended Expense Allotments and Reimbursement<sup>7</sup>
  - a. Travel - Each congregation should provide either a monthly allowance or an accountable reimbursement plan utilizing the IRS per mile reimbursement rate set annually by the Diocesan Council. It is recommended that the vestry adopt an accountable reimbursement plan. Reimbursements paid under an accountable reimbursement plan are not reportable by the employer or employee as taxable income, unlike the monthly allowance, which is taxable. The accountable reimbursement plan is a significant advantage to the clergy. Note: When the accountable reimbursement plan is adopted by the vestry it applies to all employees – clergy or lay. Clergy should not be paid at a rate in excess of the IRS per mile reimbursement rate, under IRS revenue ruling 84-127. Finally, no reimbursement should be made for fuel or maintenance, since those are included in the per mile reimbursement rate.
  - b. The clergy should keep in mind that travel expenses either reimbursed as an allowance or under an accountable reimbursement plan must be documented. See [APPENDIX C on page 22] for a sample documentation form. In the event of an audit the IRS will request the documentation of these expenses.
7. Continuing Education - All clergy are encouraged to engage in regular continuing education to strengthen their ministries. Parishes are expected to provide both time and money (usually \$500-\$1,000 toward the expenses of continuing education projects and materials) to make such study possible. Continuing Education time should be focused on vocational

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<sup>7</sup> IRS Publication 463 provides additional information and a sample record form.  
<http://www.irs.gov/publications/p463/ch05.html>

development in areas that undergird present or future ministry and develop or strengthen talents and skills. This time is not to be used as additional vacation or leisure time.

8. Sabbaticals - After five years of service, a full time priest is eligible for sabbatical leave that has accrued at the rate of two weeks per year of service, up to a maximum of three months of leave. Parishes should build provision into their budgets to cover the expenses of a sabbatical, which include program and travel costs as well as liturgical and pastoral care coverage for the parish. A periodic sabbatical is a healthy and effective means of preventing burnout and of renewing and enhancing a professional's capabilities for dealing effectively with problems facing those who need help. A written description of the sabbatical plan should be submitted to the Bishop no fewer than 90 days before it commences. The following planning guidelines are recommended:
  - a. The sabbatical is intended to provide rest and renewal, but should have a structure to it. Planning for the sabbatical is just as important for the clergy or lay professional as it is for the parish. The planning process can be broken into three phases: (1) the pre-sabbatical or planning phase; (2) the sabbatical itself; and (3) the post-sabbatical phase.
  - b. During the first phase, the objectives of the sabbatical should be defined in general terms and a flexible plan should be developed to achieve those objectives. The plan might involve study, travel, writing or some combination of all three, blended with a good measure of relaxation and family time.
  - c. The second phase is the sabbatical and the person should follow a flexible approach to pursuing the planned objectives, bearing in mind that the overall goal is rest and renewal, not rigid adherence to a prescribed plan of action.
  - d. The third phase is a time of adjustment for both the person returning and for those who have experienced that person's absence. Feedback should be provided through face-to-face dialogue or in the form of a written report or journal to the Bishop's office within 90 days of returning from a sabbatical.
9. Business Entertainment - Entertaining on behalf of the church should be reimbursed under an accountable reimbursement plan (see footnote under item 5 above). Vestries are encouraged to budget annually for these anticipated needs.
10. Moving - When a congregation issues a call, it should pay the expenses associated with the relocation. Clergy who have been called and the leadership of the congregations to which they have been called are encouraged to discuss the anticipated expenses in advance and to set up a reserve.
11. Attendance at annual Clergy Retreat – The annual Clergy Retreat is a time when, through prayer, study of God's Word, reflection, worship and fellowship the clergy of the diocese are refreshed and re-invigorated to continue to perform their ministry within their congregations. It is strongly recommended that the congregations annual budget include a line item to fully fund the attendance of your clergy (in 2017 this would have been \$211.15 plus travel expenses per person).

## Guidelines for Supply Clergy Rates

In an effort to provide guidelines in this area, the Committee recommends the following minimum schedule for supply clergy to be paid by the Vestry of the parish for whom services are supplied. :

1 Service with Sermon	\$135
2 Services with Sermon	\$200

An additional \$60 is to be paid for each additional service on the same weekend. Clergy are also to be reimbursed for travel costs at the current IRS reimbursable mileage rate, unless the supply rate is increased to cover these expenses.

## Advocacy for Clergy during Compensation/Benefit Negotiations

Clergy often find it difficult to negotiate for an adjustment in their compensation and benefits. Negotiation is not a skill that everyone possesses. In response to this reality, the Clergy Compensation Committee proposes that a cleric may ask for an advocate to represent his or her needs and desires to the vestry or budget committee.

1. The cleric should let the vestry know well in advance that he will have a representative during the negotiation process.
2. The advocate does not need to be a member of the parish, but needs to be someone with credibility in the parish, and should not be the Treasurer as this would be a conflict of interest. The advocate should have an understanding of the covenant between the cleric and the parish and also have a sense of advocacy as a ministry that serves both the cleric and the parish. The cleric should communicate clearly with the prospective advocate, articulating what is being requested, for example:
  - a. To represent the cleric's needs to the vestry or budget committee.
  - b. To discuss the cleric's hopes for the next year regarding compensation.
  - c. To meet one or two times before the budget meeting.
    - i. The Diocesan Clergy Compensation Guidelines should be used as a tool for the meeting. All of the categories of the covenant between the cleric and the vestry should be addressed, keeping in mind that the recommended compensation reflects minimums and not maximums.
    - ii. The cleric should be comfortable discussing finances and articulating his needs with the advocate.
    - iii. Prayer is central to this process as leadership seeks to steward potentially limited resources in light of competing needs.
  - d. To meet annually with the cleric to review future needs and expectations.

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

The establishment, blessing and nurture of Christian marriage and Christian family life are a primary task of the church. However, like any marriage, clergy marriages come under stress and clergy separation and divorce do occur. They are realities usually accompanied by confusion and hurt. They are among life's most threatening and painful experiences. These guidelines are designed to be helpful for vestries, clergy and his/her family as they develop ways of dealing with marital problems of clergy. Special consideration should be given to principles articulated in Title III, Canon 3, Section 5 & 6 of The Canons of the Anglican Church in North America, and the Diocesan policy titled: "Divorce, Remarriage and the Call to Ministry" In the process of working with the problems that have become apparent in a marriage, the various parties affected have responsibilities that they must accept. Each should respect the confidentiality of the situation, but also recognize the effect that a cleric's marital crisis might have on the Parish.

1. Clergy Responsibility:
  - a. Recognizing serious problems developing within the marriage.
  - b. Discussing problems with spouse (and children).
  - c. Discussing the situation with an appropriate and trusted third party.
  - d. Seeking professional counseling for self and family.
  - e. Recognizing the potential impact upon the congregation in such areas as:
    - i. Management of the church's day-to-day affairs,
    - ii. Counseling for parishioners,
    - iii. Visiting parishioners, and
    - iv. Emotional response of the congregation.
  - f. Counseling with the bishop for guidance on what approaches to use for the problem.
  - g. Discussing with the Senior Warden, as appropriate, when problems impact the parish, or might result in divorce or separation.
2. Spouse Responsibility
  - a. Recognizing serious problems developing within the marriage.
  - b. Discussing problems with spouse and children.
  - c. Discussing the situation with an appropriate and trusted third party.
  - d. Seeking professional counseling with spouse.
3. Vestry/Senior Warden Responsibility
  - a. Approaching the clergy when problems are having an impact upon the congregation, or may result in separation or divorce.
  - b. Deciding what role vestry should take.
  - c. Suggesting counseling for clergy and family if problems appear to be escalating.
  - d. Considering a leave of absence or sabbatical for the clergy and spouse to focus on the issue.
  - e. Requesting assistance from bishop if unable to help to resolve the problem.
  - f. Setting limits as to when the parish can no longer allow problems to disrupt the parish and the congregation.
  - g. Deciding what continuing financial support is available to the clergy and family should separation or divorce result.
4. Bishop's Responsibility
  - a. Setting up a protocol as to when the Bishop becomes involved.
  - b. Being available to clergy and family.
  - c. Having within the diocese counseling resources available to clergy and families.

## Appendix A - Suggested Insert For Minutes Of Vestry For Designation Of Clergy Housing Allowance

The Vestry has received a statement from the Rev. \_\_\_\_\_ detailing the amounts that (he)(she) expects to spend in 20\_\_\_\_ to provide a home for (himself) (herself) and (and family).

A copy of this statement is attached to and forms a part of the original minutes of this meeting.

After consideration, on motion duly made and seconded, the following resolution was adopted:

BE IT RESOLVED that \$\_\_\_\_\_ of the Rev. \_\_\_\_\_'s compensation is designated as an allowance for the expenses of providing a home, based upon the attached statement of the Rev. \_\_\_\_\_'s estimated housing expenses for the year 20\_\_\_\_\_.

(If the clergy person is provided with the rent-free use of a house, the following should be added.)

The Rev. \_\_\_\_\_ shall also be provided with the rent-free use of the house located at \_\_\_\_\_ for the year 20\_\_\_\_\_ in consideration of (his)(her) services as \_\_\_\_\_ of \_\_\_\_\_ Church, \_\_\_\_\_, Pennsylvania.

BE IT FURTHER RESOLVED that the amount herein designated shall remain in effect for future years until new information is received from the designee and the vestry takes action to approve a new housing allowance.

(The clergy person should retain a copy of the minutes containing this notice, with his or her IRS records.)

## Appendix B - Suggested Format For Documentation Of Clergy Housing Allowance

TO: \_\_\_\_\_  
 (Vestry)  
 \_\_\_\_\_  
 (Name of Church)  
 \_\_\_\_\_  
 (Address of Church)

FROM: \_\_\_\_\_  
 (Clergy Person)

SUBJECT: Housing Allowance for 20\_\_\_\_\_

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The following amounts are estimates of the costs I expect to pay during 20\_\_\_\_\_ to provide a home for myself (and family):

- |     |   |          |
|-----|---|----------|
| (1) | House   | \$ _____ |
|     | The lower of: mortgage, fair rental value, or rent on leased premises |          |
| (2) | Utilities   | \$ _____ |
| (3) | Taxes   | \$ _____ |
| (4) | Insurance   | \$ _____ |
| (5) | Repairs and maintenance   | \$ _____ |
| (6) | Furnishings   | \$ _____ |
| (7) | Other housing expenses:   | _____    |
| (8) | _____   |          |
|     |   | \$ _____ |

**TOTAL**  
 \$ \_\_\_\_\_

Clergy Person's Signature: \_\_\_\_\_  
 Date: \_\_\_\_\_



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

## Report of the Committee on Constitution & Canons

In early February, The Rev. John M. Heidengren met with our Bishop with the goal of establishing initiatives and tasks for the Committee on Constitution and Canons. Eight areas were discussed with a possible timetable. Unfortunately, part way through the year it was realized that Fr. Heidengren was not technically a member of the committee as his term had expired. Pulling together committee meetings with late notice has proven difficult, however, with the use of modern technology, the committee has been able to produce the necessary work that comes before the convention. The goal of the committee was to:

1. Ensure conformity with the Provincial Constitution and Canons which are regularly reviewed on a Provincial level and, therefore, the Diocesan Constitution and Canons must also be reviewed.
2. To bring the documents into line with current practice.
3. To streamline for:
  - a. Clarity
  - b. Ability to alter as necessary with the appropriate level of timeliness. (i.e. keep in the Constitution those items that provide definition and should require a season of determination and therefore more than one hearing, move to Canon that which describes procedure and responsibilities, and move to Rules and Procedures those items that really don't need to be in the Canons and can be altered by the appropriate body.

The eight areas have formed the basis for the proposed changes. Because the Constitution requires two readings at successive Conventions, the Committee, therefore, will propose changes to the Constitution for the 2018 Convention and then a second reading for the Constitutional changes and proposed changes to the Canons at the 2019 Convention.

The Chair wishes to thank the committee for pushing through less than favorable conditions.

Respectfully submitted,

The Rev. Canon John T. Cruikshank,  
Chair, Committee on Constitution and Canons

## Admission of New Parishes

### Reconciliation Anglican Church

WHEREAS: St. James Anglican Church unanimously passed a resolution to cease functioning as a parish on March 31, 2018 and to merge with All Saints Church to form a new parish that would begin meeting on April 1<sup>st</sup>, 2018 at a special congregational meeting called for that purpose on Sunday February 18, 2018.

WHEREAS: All Saints church unanimously passed a resolution to cease functioning as a parish on March 31, 2018 and merge with St. James Anglican Church to form a new parish beginning April 1<sup>st</sup>, 2018 at a special congregational meeting called for that purpose on \_\_\_\_\_.

WHEREAS: the name of the above mentioned new parish is Reconciliation Anglican Church.

WHEREAS: Reconciliation Anglican Church would like to be a fully recognized member of the Anglican Diocese of Pittsburgh.

THEREFORE, BE IT RESOLVED: that Reconciliation Anglican Church petition to join the Anglican Diocese of Pittsburgh as a fully recognized member at the upcoming Diocesan Gathering Scheduled for November, 3, 2018.

### Church of the Apostles

WHEREAS: the Anglican Diocese of Pittsburgh has long committed itself to reaching new communities for Christ through church planting in wide-ranging contexts; and

WHEREAS: the Anglican Church in North America was founded on a call to plant 1,000 new congregations, and

WHEREAS: Church of the Apostles, Kansas City, MO, has organized for worship, outreach and service in Christ's name

WHEREAS: this congregation has met the canonical requirements for full parish status;

THEREFORE, be it resolved: that subject to the approval of the Standing Committee, the Diocesan Council recommend with joy that the 153<sup>rd</sup> Diocesan Convention of the Anglican Church of Pittsburgh receive Church of the Apostles as a parish, with full rights and privileges.

## Resolutions and Proposed Changes

Proposed changes to the Constitution and Canons of the Anglican Diocese of Pittsburgh, Nov. 2016 edition. Changes to be accomplished during the 2018 and 2019 Annual meetings of the diocese.

Rationale:

1. To ensure conformity with the Provincial Constitution and Canons.

2. To bring the documents into line with current practice.
3. To streamline for:
  - a. Clarity
  - b. Ability to alter as necessary with the appropriate level of timeliness. (i.e. keep in the Constitution those items that should require more than one hearing to change and provides definition, move to Canon that which describes procedure, move to Rules and Procedures those items that don't need to be in the Canons.)

Changes to the Constitution are to be considered during the 2018 Convention with a second reading at the 2019 Convention. Changes to the Canons will be considered at the 2019 Convention as they only require one reading.

## Constitution:

Article I currently reads:

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

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

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

*Section 3.* The Diocese of Pittsburgh embraces all those counties of the State 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.

Proposed change:

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

*Section 2.* – remove in its entirety because the affiliation will now be stated in the Constitution.

*Section 3. (renumber as Section 2.)* The Diocese of Pittsburgh embraces all those counties of the ~~State~~ (replace with Commonwealth) 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.

Rationale:

Section 1: as currently stated is inaccurate in that the Anglican Diocese of Pittsburgh is not currently recognized as a constituent member of the Anglican Communion, nor by the See of Canterbury. With an understanding that the Constitution should define the Anglican Diocese of Pittsburgh, a primary part of that definition should place us within the Province of the Anglican Church of North America.

Section 2: no longer necessary. When these sections were first developed in 2008, the Diocese was moving from the Episcopal Church, USA to membership in the Province of the Southern Cone (now the Province of South America) with the knowledge that the move was temporary, hence the placement of membership within Canon which requires one convention to alter. With that now behind us, we are in a position where any possible change of this nature SHOULD require a season of discernment, and therefore is properly placed back within the Constitution.

Article IX currently reads:

## Article IX - Standing Committee

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

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

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

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

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

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

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

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

*Section 7.* 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.

#### Proposed Changes:

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

Rationale: The opening portion of this section is unnecessary.

Remove in its entirety: **The Standing Committee, when there is no Bishop, Bishop-Coadjutor, or Suffragan Bishop, or no one of them is capable of acting, shall be the Ecclesiastical Authority of the Diocese.** Rationale: Already stated in Article VIII

Section 4 and Section 5: move to Canon. Rationale: these sections describe actions of Standing Committee, not definition.

**Renumber Section 6 and Section 7 as Section 4 and Section 5 respectively.**

#### Article XII currently reads:

### Article XII - Deputies to Extra-Diocesan Conventions or Synods

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

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

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

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

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

Proposed Changes:

## Article XII

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

*Section 2.* Representatives to the Provincial Assembly. 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 representatives shall be in accord with Provincial Canon. The number of alternates shall be set by Diocesan Standing Committee.

*Section 3. (no changes)* Should a vacancy among the deputies or delegates occur by reason of resignation, removal from the Diocese, death or otherwise between the stated times of election, then such vacancy shall be filled as provided by Article IX, Section 5 of the Constitution.

*Section 4. (no changes)* In case of failure or neglect of the Convention to elect deputies or delegates, those already in office shall continue until successors are chosen.

*Section 5. (new)* Youth Representatives to the Provincial Assembly. The Bishop, in consultation with the Diocesan Standing Committee, shall select Youth Representatives in number as put forth in Provincial Canon 2, Section 3.

Rationale for changing. This Article as it currently stands does not align properly with the Provincial Constitution and Canons. The Provincial Canons call for the dioceses to elect members of Provincial Council to 5-year terms. The council meets yearly. The Provincial Assembly is only required to meet every 5 years and there is no stated term limit. As our current Article reads it is impossible for those Senior Delegates to serve a 5-year term on Provincial Council.

## Resources:

*Provincial Constitution*

Article VI: The Provincial Assembly

3. The Provincial Assembly shall be composed of representatives of all the dioceses and networks (whether regional or affinity-based) in balance and in number from the laity, bishops and other clergy as from time-to-time determined by canon.

Article VII: The Provincial Council

48 | 153<sup>rd</sup> Annual Convention | Pre-Convention Journal

2. The membership of Provincial Council shall be composed as provided for by Canon. ...
3. Provincial Council members hold office for five years. However, initially, each diocese shall take steps to implement a system of staggered terms.

*Provincial Canon 1 – Of the Council*

Section 2 – Concerning Membership

Each Diocese...shall select, by means not inconsistent with the Constitution and Canon of the Church, one (1) Bishop, one (1) member of the Clergy, and two (2) lay persons to be members of the Council. ... A diocese may select a replacement to serve for the unexpired term of any member selected by that diocese who does not serve his or her full term of office. A retiring member of the Council is eligible for reelection for one additional term. ... The term of office of a member of the Council shall be five (5) years.

*Provincial Canon 2 – Of the Assembly*

Section 3 – Concerning Membership

The membership of the Assembly shall be composed of laity, Clergy and Bishops. Lay and Clergy delegates shall continue in office until their successors are chosen and certified. Each Diocese, at a minimum, shall be represented by its Bishop or Bishops and two (2) members of the Clergy and two (2) lay persons. One (1) additional lay person and one (1) additional member of the Clergy may be added for each additional full one thousand (1,000) ASA of the Diocese. ...

Section 4 – Concerning Youth Representation

Each Diocese may send one (1) youth representative to the Assembly for every one thousand (1,000) ASA, in addition to its other representation in the Assembly. Youth representatives must be at least sixteen (16) years of age, but not older than twenty-six (26) years of age, at the time of the convening of the Assembly. Youth representatives shall have both voice and vote.

## 2018 Rosters of Elected Bodies

### The Array

**The Array consists of five priests or deacons and four lay persons elected by Convention to serve three-year terms.**

#### ***Canon XX. Section 4. Concerning the Array***

- a. The Array shall consist of five (5) priests or deacons and four (4) lay persons, to be elected by the Diocesan Convention to serve three (3) year terms on a staggered basis.
- b. Each member shall serve until his or her successor is elected or until the conclusion of any trial being heard by said member and the rendering of a Verdict thereon, whichever is later. No person who has served two consecutive full terms shall be eligible for election until a full year has elapsed. Eighteen or more months 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.

#### **Convention Year Elected**

YEAR 1	2 CLERGY	1 LAY	2007	2010	2013	2016	2019
YEAR 2	2 CLERGY	1 LAY	2008	2011	2014	2017	2020
YEAR 3	1 CLERGY	2 LAY	2009	2012	2015	2018	2021

#### **Roster**

<b>Term 2016-2018</b>	Mr. Alan Komm (2 <sup>nd</sup> Term) Mrs. Sarah Kwolek (1 <sup>st</sup> Term) The Rev. Dr. Langdon Pegram M.D. (1 <sup>st</sup> Term)
<b>Term 2017-2019</b>	Deacon Regis Turocy (2 <sup>nd</sup> Term) The Rev. John Bailey (1 <sup>st</sup> Term) Mr. Joshua Moyer (2 <sup>nd</sup> Term)
<b>Term 2018-2020</b>	The Rev. Ethan Magness (2 <sup>nd</sup> Term) The Rev. Jeff Wylie (2 <sup>nd</sup> Term) Mr. Roger Foley (2 <sup>nd</sup> Term)

### Commission on Ministry

The Rev. Bill Henry, Chair	The Rev. Gaea Thompson
The Rev. Canon Jonathan Millard	Mrs. Catherine Parham

Dr. Bill Witt	Mrs. Jodi Brown
The Rev. Michael McGhee, <i>Nashville Deanery</i>	Deacon Tara Jernigan, D.Min., Director, Deacon Formation Program, <i>Ex-Officio</i>
Mr. Nick Storm	Deacon Kathy Walzer, BOEC-D Chair, <i>Ex-Officio</i>
Mr. David Edelstein	The Rev. Canon Shari Hobby
The Rt. Rev. Jim Hobby, Bishop of Pittsburgh, <i>Ex-Officio</i>	

### Board of Trustees

	<b>YR. TERM ENDS - # OF TERMS</b>	<b>HOME CHURCH</b>	<b>ELECTED BY:</b>
Mr. James Cunningham	2018 – 2	St. Stephen's, Sewickley	District 1
Mr. John Kearns	2020 – 1	Christ Our Hope, Natrona Heights	District 3
Mr. James Foster	2018 – 1	Church of the Ascension, Oakland	District 6
Mrs. Winifred Sherman	2019 – 1	Reconciliation Anglican Church, Rosedale	District 8
Mr. Tom Hay	2019 – 0	St. Stephen's, Sewickley	Convention
Mr. Michael Shiner, President	2020 – 2	Christ Church, Fox Chapel	Convention
Mrs. Diane Edelstein	2019 – 1	Trinity Church, Beaver	Convention
Mr. Nick Storm	2019 – 1	Mosaic Church, North Fayette	Bishop

### Committee on Canons

	<b>YR. TERM ENDS - # OF TERMS</b>	<b>HOME CHURCH</b>
The Rev. John Cruikshank, Chair	2018 – 2	St. Peter's Parish Church, Uniontown
Mr. Alan Komm	2018 – 1	Church of the Ascension, Oakland
Mrs. Delia Bouwers-Bianchin	2019 – 1	St. Peter's Anglican Church, Butler
The Rev. David Rucker	2019 – 1	Reconciliation Anglican Church, Rosedale
The Rev. John Strachovsky	2020 – 1	Good Shepherd Anglican Mission, North Hills
Mr. Jay Gilmer	2020 – 2	Jonah's Call, East End

## Deputies to Extra-Diocesan Synods

TERM YEAR	CLERGY DEPUTIES	LAY DEPUTIES
2018	The Rev. Canon Jonathan Millard	Jenni Bartling
2019	The Rev. Canon Karen Stevenson	Doug Wicker
2020	The Rev. Dr. Dennett Buettner	Shawn Reed
2021	The Rev. Bill Henry	David Edelstein
2022	The Rev. Bill Starke	Sarah Kwolek
2023		

## Diocesan Council

President: The Rev. John Bailey

Vice-President: Mr. James Carney

DISTRICT #	REPRESENTATIVE	YR. TERM ENDS - # OF TERMS	HOME CHURCH/OFFICE
1	Mr. Thomas Hay	2019 – 2	St. Stephen's, Sewickley
1	Mr. Kirk Troxler	2019 – 2	Trinity, Beaver
1	The Rev. Glenn Crytzer	2020 – 2	Trinity, Beaver
2	The Rev. Andrew DeFusco	2018 – 1	Jonah's Call, East End
2	Mr. Richard Martin	2019 – 2	St. Thomas, Gibsonia
2	Mr. Jon Bryant	2020 – 1	St. Andrew's College Hill, Beaver Falls
3	The Rev. Jon Bailey	2018 – 1	Christ Our Hope, Natrona Heights
3	Mrs. Julie Polczynski	2019 – 1	Christ Our Hope, Natrona Heights
3	Mrs. Connie Guggenheimer	2020 – 2	Christ Church, Fox Chapel
4	Mr. Tim Moore	2018 – 1	Christ's Church, Greensburg
4	The Rev. Bryan Jarrell	2019 – 1	Epiphany Anglican Fellowship, Ligonier
4	Mr. Dennis Sweeney	2020 – 1	Epiphany Anglican Fellowship, Ligonier
6	Ms. Marian Kreithen	2018 – 2	Incarnation Church, Strip District
6	Mr. James Carney	2019 – 2	St. Elizabeth's Anglican Mission, Bridgeville
6	Mr. Alan Komm	2020 – 1	Church of the Ascension, Oakland
8	Mr. Gary Bookhammer	2018 – 1	Reconciliation Anglican Church, Rosedale
8	Mr. Dan Oliver	2019 – 1	Reconciliation Anglican Church, Rosedale
8	The Rev. Kua Apple	2020 – 2	St. Martin's, Monroeville
9	Mrs. Liz Smith	2019 – 1	St. John's, Franklin, TN
9	Mr. John Simmons	2019 – 1	All Saints Anglican Church, Springfield, MO

<b>DISTRICT #</b>	<b>REPRESENTATIVE</b>	<b>YR. TERM ENDS - # OF TERMS</b>	<b>HOME CHURCH/OFFICE</b>
9	The Rev. Cn. Eric Zolner	2020 – 1	All Saints Anglican Church, Springfield, MO
10	The Rev. John Cruikshank	2018 – 2	St. Peter's Parish Church, Uniontown
10	Deacon Terry Smolick	2019 – 1	St. Mary's, Charleroi
10	Mr. Joe Doerr	2020 – 1	True Vine Anglican Church, Monongahela
Ex-Officio	The Rt. Rev. James Hobby	N/A	Bishop of Pittsburgh
Ex-Officio	Mr. Andy Fletcher	N/A	Chancellor of the Diocese
Ex-Officio	The Rev. Cn. Karen Stevenson	N/A	President, Standing Committee
Ex-Officio	Mr. Michael Shiner	N/A	President, Board of Trustees
Ex-Officio	Mrs. Shannon Sims	N/A	Secretary of Convention
Non-Member	The Rev. Cn. Don Bushyager	N/A	Canon to the Ordinary; Director of Administration
Non-Member	Mr. Tim Moore	2019 – 1	Growth Fund Representative
Non-Member	The Rev. Andrew DeFusco	2019 – 1	Growth Fund Representative

## Growth Fund

3 year term / 2 term maximum

	<b>ELECTED FROM:</b>	<b>YR. TERM EXPIRED - # OF TERMS</b>
The Rev. Cn. Don Bushyager	Ex-Officio	N/A
Mr. Jim Cunningham	Board of Trustees	2019 – 1
Mr. Tim Moore	Diocesan Council	2019 – 1
The Rev. Andrew DeFusco	Diocesan Council	2019 – 1
Mrs. Winifred Sherman	Convention	2018 – 1
Ms. Allison Kennedy	Convention	2020 – 1

## Standing Committee

	<b>YR. TERM ENDS</b>
The Rev. Cn. Karen Stevenson, President	2018
Dr. Todd Wahrenberger, Secretary	2018
The Rev. Dr. John Paul Chaney	2019
Mrs. Carly Taylor	2019

The Rev. Jeffrey Wylie	2020
Mr. Tom Sands	2020
The Rev. Dr. David Grissom	2021
Mr. Kevin Chung	2021
The Rt. Rev. James Hobby, Bishop	N/A
Mr. Andy Fletcher, Chancellor	N/A

## Districts of the Anglican Diocese of Pittsburgh

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

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

<b>DISTRICT 1 (OHIO VALLEY)</b>		Bedford, Anglican Fellowship	(2)
<b>Chair:</b> <i>The Rev. Dennett Buettner</i>		Greensburg, Christ's Church	3
<b>Vice Chair:</b> <i>Deacon Tom Turney</i>		Harrisburg, Good Shepherd	[2]
Ambridge, Church of the Savior	2	Homer City, Harvest	2
Beaver, Trinity	2	Johnstown, St. Matthew's	2
Coraopolis, Charis 247	2	Ligonier, Epiphany	2
Edgeworth, Grace	2	Patton, Trinity Anglican Church	2
Georgetown, St. Luke's	2	Somerset, Anglican Fellowship	2
Hopewell, Prince of Peace	3	State College, Incarnation	(2)
New Brighton, Christ Church	2	<i>Total Lay Deputies</i>	<i>13 / [2] / (4)</i>
North Fayette, Mosaic	2		
Sewickley, St. Stephen's	7		
<b>Total Lay Deputies</b>	<b>24</b>		
<b>DISTRICT 2 (NORTHLANDS)</b>		<b>DISTRICT 6 (CITY/CITY SOUTH)</b>	
<b>Chair:</b> <i>The Rev. Ethan Magness</i>		<b>Chair:</b> <i>Mrs. Elaine Morehead</i>	
<b>Vice-Chair:</b> <i>The Rev. Lauren Scharf</i>		<b>Vice-Chair:</b> <i>The Rev. John Paul Chaney</i>	
Beaver Falls, St. Andrews College	[2]	Bloomfield, Seeds of Hope	2
Hill		Bridgeville, St. Elizabeth	2
Butler, St. Peter's	2	East End, Jonah's Call	2
Cranberry Twp., All Saints	2	Mt. Washington, Grace-on-the-Mount	2
Gibsonia, St. Thomas	2	Oakland, Ascension	5
Glenshaw, Church of Our Saviour	2	Pittsburgh, Incarnation	2
Grove City, Grace Anglican	3	South Side, South Side Anglican	2
<b>Total Lay Deputies</b>	<b>11 / [2]</b>	Uptown, Shepherd's Heart	3
		<i>Total Lay Deputies</i>	<i>20</i>
<b>DISTRICT 3 (ALLEGHENY VALLEY)</b>		<b>DISTRICT 7 (ST. JOHN BAPTIST)</b>	
<b>Chair:</b> <i>The Rev. John Bailey</i>		Elburn (IL), Hope	
<b>Vice Chair:</b> <i>Mr. Ken Herbst</i>		West Chicago (IL), New Jerusalem	
Fox Chapel, Christ Church	3	Wheaton (IL), Great Shepherd	
Leechburg, Holy Innocents	2	<i>total lay deputies</i>	
Natrona Heights, Christ Our Hope	2	<i>[6]</i>	
O'Hara Township, Word of Light	(2)	<b>DISTRICT 8 (TWO RIVERS)</b>	
Templeton, St. Mary's	2	<b>Chair:</b> <i>The Rev. David Grissom</i>	
<i>Total Lay Deputies</i>	<i>9 / (2)</i>	<b>Vice-Chair:</b> <i>Deacon Carolyn Nunnally</i>	
		Monroeville, St. Martin's	
<b>DISTRICT 4 (EASTERN KINGDOM)</b>		Murrysville, St. Alban's	
<b>Chair:</b> <i>The Rev. Jeff Wylie</i>		Penn Hills, Reconciliation	
<b>Vice-Chair:</b> <i>The Rev. Keith Almond</i>		<i>total lay deputies</i>	
		<i>6</i>	

DISTRICT 9 (BEYOND THE BURGH)

<b>Chair:</b> <i>The Rev. Mike McGhee</i>	
<b>Vice-Chair:</b> <i>The Rev. Thomas McKenzie</i>	
Fort Collins (CO), St. Thomas	(2)
Franklin (TN), St. John's	3
Kansas City (MO), Apostles	2
Nashville (TN), Epiphany	(2)
Nashville (TN), Redeemer	4
Springfield (MO), All Saints	3
<i>total lay deputies</i>	<i>12/(4)</i>

DISTRICT 10 (SOUTHERN KINGDOM)

<b>Chair:</b> <i>Mr. Mike Woodstuff</i>	
<b>Vice-Chair:</b> <i>Deacon Nancy McCombe</i>	
Brownsville, Christ Church	2
Charlottesville, St. Mary's	2
Elizabeth, Transfiguration	2
Monongahela, True Vine	2
South Hills, Redeemer Parish	2
Uniontown, St. Peter's	2
Washington, Trinity	3
Waynesburg, St. George's	2
<i>total lay deputies</i>	<i>17</i>

**Based On Congregational Report: 2018**

<b>Total Lay Deputies</b>	112/[10]/(10)
<b>Total Clergy Deputies 2018<sup>8</sup></b>	182

<sup>8</sup> As of 9/1/17

# Reports of Canonical Bodies and Diocesan Personnel

## Diocesan Council

Diocesan council exists for such stated purpose according to Canon VI of the Constitution and Canons. “The Diocesan Council shall act on behalf of the Convention when the Convention is not in session. In particular, it shall evaluate the policies, programs, and other activities of the Diocese, make recommendations to the Convention, and give general oversight to the work, mission, budget and human resources of the Diocese.”

Diocesan Council meets 4 times a year, but can meet more often if necessary. Over the course of this year we considered the admission of different parishes or parishes in formation. We were kept apprised of the imminent move for the diocesan staff and are excited that that journey is reaching a happy conclusion. We were also made aware of the diocesan financial situation as the year has gone on.

Part of our meeting includes Evening Prayer. We also share what is going on in our parishes throughout all of the districts. Here we try to learn from and encourage one another in our different ministry contexts. It's also good to hear from the Bishop and his current direction for the diocese. I am amazed at the vision God is giving him for us as Anglicans here in Pittsburgh for the 21<sup>st</sup> century. We can all be thankful for God's provision for us in giving us a godly Bishop who has the vision and skills to lead us to where we need to go as the Lord leads the way. One such development is the concept of diocesan gathering coming out of diocesan convention. This allows us as a diocese to gather for spiritual renewal in addition to the necessary business required each year.

I would like to thank all members of Council for their time and energy in making each meeting and for the gifts they bring to the table. Thanks to Don Bushyager for his work in keeping the numbers working at the diocese. It has been my privilege to serve as diocesan council president this year. I am thankful for the opportunity.

Respectfully Submitted,

The Rev. John P. Bailey+  
Diocesan Council President

## Board of Trustees

The Anglican Diocese of Pittsburgh exists to serve the congregations and clergy of the Diocese. The Board of Trustees is the steward of the assets of the Diocese. One of the key functions of the Board of Trustees is overseeing the process by which the Diocese provides loans and grants through the various funds available to the Diocese. This year we have begun making loans and grants to support congregations from the Archbishop Duncan Legacy Fund and the funds overseen by the

Board of Trustees. We have also simplified the process for obtaining these loans and grants by establishing an online application available through the Anglican Diocese of Pittsburgh website to apply for loans and/or grants for the following purposes:

- Assistance in funding building repairs, enhancements or purchase.
- Assistance in funding new ministry initiatives such as starting a new program (youth, music, outreach, etc.) or assisting in funding a new position (Youth Leader, Worship Leader, Administrator, Nursery Supervisor, etc.)
- Assistance in funding the calling of a Curate
- Seed Money for a Church Plant
- Coaching – Leadership Training
- Assistance in funding Sabbatical expenses
- Long Term Health Needs

This year the Board of Trustees has approved 6 grants and loan applications providing of \$98,370 in funds to our congregations.

In other exciting news, the Diocese has reached an agreement to move out of the office space in Nova Place on December 1. We are currently in negotiations with the Roman Catholic Diocese to lease space office and worship space from it as the new home for the Diocese. There will be more details soon as these plans coalesce and we move through the City of Pittsburgh's approval process.

Finally, I would like to personally thank everyone who served on the Board of Trustees this year. Jim Cunningham, Diane Edelstein, Jim Foster, Derek Herrington, Winifred Sherman, Nick Storm, Tom Hay and John Kearns. You have all contributed time and effort to help manage the assets of the Diocese so as to truly honor our Lord and Savior.

Respectfully submitted,

Mr. Michael Shiner  
President, Board of Trustees

## Canon for Clergy Health & Clergy Families

*"In returning and rest you shall be saved; in quietness and in trust shall be your strength."  
(Isaiah 30:15)*

One of the sections in the Clergy Health Self-Assessment tool, which we introduced last year, is entitled, "Sabbath Keeping." In this section clergy are asked to answer questions about how often they have fun and take time for rest and recreation, stillness and quietness. There is also a question about taking a sabbatical. This year I was blessed by my church family at Church of the Ascension and by Bishop Jim, who granted me time away from my position as Canon, with a three-month sabbatical. When added to my annual vacation and a week in Jerusalem, representing the Diocese at GAFCON, it meant I was away from the parish for a total of four months. The focus of my time away was fourfold: Rest, Reading, Recreation, and Research. I returned to work in August greatly refreshed and invigorated for the work ahead. I share this as a testimony to the importance and value of sabbaticals for clergy. Whatever the size of your parish, I hope and pray that serious

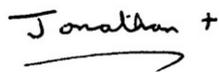
attention will be given to enabling your parish priest to take some sabbatical leave – extended time off, at least every seven years.

Two encounters I had during my research were cause for great sadness. Both were with long-tenured rectors (neither from our diocese) who were, in different circumstances and for very different reasons, extremely unhealthy. One was seriously depressed and the other has since resigned for moral failure. I am more than ever persuaded that paying attention to our mental, physical, emotional and spiritual well-being is something that every Christian should do and that every clergy must do. This is especially true for those of us who are called to be a wholesome example to those we serve. Given the myriad pressures that so often constrain and interfere with our best intentions, taking time for self-care is not easy for us. We need you to encourage us, to pray for us, and to support us in pursuing sabbatical rest. Let us therefore be faithful in praying for our clergy, that we may, “not allow ourselves to get fatigued doing good. At the right time we will harvest a good crop if we don’t give up, or quit. Right now, therefore, every time we get the chance, let us work for the benefit of all, starting with the people closest to us in the community of faith.” (Galatians 6:9-10, *The Message*).

Before my sabbatical, I once again had the joy and privilege of spending time with clergy across our diocese, listening to their stories, encouraging them in their ministries, and praying together. This year also saw the rollout of the *Bishop’s Confidential Clergy Check-in Form* for every clergyperson in the Diocese.

Please continue to pray for our clergy and, where applicable, their spouses and families.

Faithfully yours in Christ,



Jonathan N. Millard  
(Canon for Clergy Health)

## Commission on Ministry

This report begins with the Bishop’s Letter taken from The Ordination Manual.

“If anyone aspires to the office of overseer, he desires a noble task” (1 Timothy 3:1, ESV).

Dear Friend in Christ,

“Is Jesus calling me to be a deacon or priest in His Church?” I’m assuming that question is why you are reading this manual. The ordination process in our diocese is designed to help you confidently answer that question. I’m excited to walk with you on this adventure of discernment.

Discernment is crucial because, as our culture relates to the Church with increasing hostility and apathy, we are in one of the most challenging and exciting seasons of ministry since the time of the Apostles. “Business as usual” is impossible. In this season, the Church needs ordained leaders who are women and men of radical faith, godly character, winsome devotion, courageous compassion,

and unshakeable confidence in the Gospel. We need deacons and priests that lead individuals and congregations into gospel-centered mission, that preach a life-transforming gospel in the power of the Spirit, that live righteous and holy lives, that care for Christ's people, and that orient their lives to God's glory. Because none of us would claim those traits for ourselves, we depend on the Body to help us in the process of discernment.

Our discernment together will include your sense of being called by God and the confirmation of that call by the Body. The alignment of these two perspectives points powerfully towards God's will. The process in this manual provides for both aspects of discernment.

As you clarify your sense of call, you may find the Lord working in one (or more) of these three ways.

- The Lord may speak to you very clearly, as He did with apostles and prophets. Like Paul, the Apostle, you may have an Ananias who gives you a prophetic word. Or you may have an Isaiah or Jeremiah conversation with the Lord. Or the Lord may give you a clear leading through your intuition or imagination. You may be able to share exactly when you were called.
- The Lord may align your gifting, passion, experience, circumstances, ministry fruitfulness and the assessment of the Body to give you clear direction; like runway lights that align to direct pilots. You may describe your call as the way you 'are wired' instead of as a specific experience.
- Folks may have recruited you for ministry based on leadership gifts they observed in you. They may have encouraged you to offer your gifts to the Church. And you are moving forward in that offering, trusting that, like a moving ship, steer toward his purposes.

Regardless of how you have gotten to the place where you are pursuing further discernment, this process is designed to increase your confidence in God's call on your life.

The role of the Body is crucial in the discernment process.

- Rector: the official process begins with a series of prayerful conversations with your rector who will help you clarify your sense of call.
- Bishop: when your Rector believes that the Lord may be leading you into ordained ministry in the Church, we will talk. Ultimately, as the bishop, I'm the one who will make the final decision regarding ordination. So, it is important to me that we begin to get to know each other early on in the process and that we meet again before your time with the Commission on Ministry.
- Parish Discernment Committee: when I concur with your rector's sense that God might be leading you towards ordination, I will send you back to the parish for a wider and deeper discernment that focuses on character, maturity, and ministry fruitfulness.
- Commission on Ministry: when the parish affirms that they see God's call on your life, you will meet with the Commission on Ministry. This group will review all the work done so far

in order to affirm your call and to guide further preparation (academic, practical and personal) for ordained ministry.

As you go walk through this adventure of discernment, I invite you to open your heart to all that the Lord wants to do through it. My prayer is that He will use this process to marinate your heart in His love and grace, to deepen your confidence in His Gospel, to clarify your sense of His call, and to lead you into the “good works He has prepared for you beforehand” (Eph. 2:10).

Peace,

The Rt. Rev. James L. Hobby

### **Commission on Ministry Members**

The Rev. Bill Henry, *Chair*

Mrs. Catherine Parham

The Rev. Shari Hobby

Mrs. Jodi Brown

The Rev. Jonathan Millard

Deacon Tara Jernigan, Deacon Formation Director, *Ex-Officio*

The Rev. Gaea Thompson

Deacon Kathy Walzer, Board of Examining Chaplains Chair, *Ex-Officio*

Dr. Bill Witt

Mr. Nick Storm

The Rev. Mike McGhee, *Nashville Deanery*

Mr. David Edelstein

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

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

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

“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.”

Members of the COM will be looking for evidence of:

- a personal commitment to the risen Jesus of Nazareth as uniquely revealing the very nature of God;
- a mature faith, informed by and conforming to the creeds of the historic Church, which energizes him or her to proclaim the Gospel of Jesus Christ with passion and conviction;
- a disciplined life of prayer, both personal and corporate;
- an integrated approach to life and a wholeness of personality and emotional health;

- a regard for physical, emotional, and mental health and well-being;
- a recognized and demonstrated ability to lead others toward faith in Jesus Christ through teaching, preaching and personal example;
- a recognized and demonstrated ability to disciple others in Christian leadership;
- a clear call to ordained ministry;
- a growing understanding of Holy Scripture fed by ongoing study and meditation;
- a curious and incisive intellect fed by a commitment to personal continuing education and spiritual development (i.e. the heart of a learner, is teachable);
- a sense and knowledge of the contemporary culture in which, to which, and, at times, *against* which the Gospel must be addressed;
- an acceptance and a celebration of the richness of the Anglican tradition.

### **Ordinations – August 2017-2018**

#### Order of Deacon

Nathaniel Philip Adkins, December 8, 2017: All Saints Church, Springfield, MO

Tracey Turner Corso, August 11, 2018: St. Philips Church, Moon Township, PA

Scott Gorbald, August 11, 2018: St. Philip’s Church, Moon Township, PA

#### Order of Priest

Julie Esther Cate Kelly, November 11, 2017: Holy Trinity Church, Raleigh, NC

Ethan Taylor Harrison, November 19, 2017: St. Stephen’s Church, Sewickley, PA

Claire Layne Megles, December 16, 2017: Trinity Church, Washington, PA

Lauren Scharf, January 27, 2018: Church of the Ascension, Oakland, PA

Frances Metcalf, April 28, 2018:

Nathaniel Philip Adkins, May 16, 2018: All Saints Church, Springfield, MO

Respectfully Submitted,

Ms. Bonnie Catalano  
Executive Assistant to the Bishop

## Director of Administration & Finance

January 1<sup>st</sup> 2019 will mark the completion of six years of my ministry as Director of Administration and Treasurer for the Diocese of Pittsburgh. It has been a blessing to serve the diocese, providing administrative and financial oversight under the direction of the Bishop and with responsibility to the Diocesan Council when the Convention is not in session. My charge includes the day to day business activities of the diocese as well as the major projects such as negotiating contracts and the drafting of the annual budget. I am also the Senior Staff liaison to the Board of Trustees. I could not perform these duties without the invaluable assistance of my most capable staff; our Bookkeeper

/ Financial Secretary, Janet Cummings and our Receptionist / Database Administrator, Heather Jacoby.

The Diocese continues to offer voluntary dental and vision programs to clergy and lay employees of congregations and working with our broker, we were able to renew the dental plan with United Concordia with only a 1% rate increase (this was after an 8% increase the year before) and no change in design. The Vision plan with Highmark was renewed with no change in design or premium.

The major revisions that were made to the Clergy Compensation Guide in 2014 and 2015 have permitted us to maintain the basic information of the guide and only update the required minimum recommended first year total compensation chart for 2017, 2018 and again for 2019 (increases for 2019 average 2%).

The Diocesan financial auditors, Grossman Yanak & Ford, LLP, completed their audit of the 2017 calendar year in August and their report was given to the Board of Trustees at their September 13<sup>th</sup> meeting. The audit showed no consequential discrepancies and the concern expressed in the management letter has been addressed by the Board of Trustees.

It continues to be my pleasure to work with Michael Shiner and the Board of Trustees as well as Fr. John Baily and the Diocesan Council, and particularly Tom Hay and the Finance Committee. None of the work of this office in 2018 could have been accomplished without the affirmation and continuing positive support of Bishop Hobby.

Blessings,

*The Rev. Don Bushyager*

Director of Administration and Finance  
Chief Financial Officer

## Director of Communication

In this first full year of ministry as Director of Communications for this Diocese, I have been trying my best to listen, tell our stories and grow our capabilities. As someone who's been a parishioner of the Diocese for a few years longer than I've been on Diocesan staff, I've learned a lot about our culture and our leadership – it's been a bit of a crash course at times!

To those reading this journal, I'd like to highlight a few accomplishments from the past year:

- Continuing and growing *Trinity Magazine* – I have to admit, editing *Trinity Magazine* was an aspect of this position I wasn't that excited about when I started last July. However, I'm pleased to say curating stories and presenting them to all of you has become a big source of joy and energy. I look forward to continuing to improve this publication in ways that truly tell our shared story of being ministers of the Gospel in our local areas and the wider world.
- Growing social media presence – I've always seen social media platforms as vehicles to share thoughts and information that are relevant to an organization's audience. I'm happy to report our engagement (#'s of clicks, shares, etc.) and the overall size of our audience has grown approximately 30% on our primary platforms, Facebook and Instagram. It has also been a pleasant surprise to see images of collects for feast days be one of the most

consistently engaged with posts throughout the year! Typically, the more posts are engaged with, the more people see them, so prayer is one of the things people see most from our page, Amen to that!

- New Website – When I started in this position last July, the website was the vehicle I learned needed the most TLC. As I continued to work with it, I soon realized TLC wasn't going to fix it. It needed to be completely re-built from the ground up, and that became my focus for the first half of 2018. Hopefully you'll agree it looks like an upgrade, but what's even better for me as an administrator is the content management system [CMS] that undergirds what you see on the screen. This new CMS will enable more features and custom content that solve our unique information challenges. So stay tuned to [www.pitanglican.org](http://www.pitanglican.org) for future developments!

It's a joy and an honor to serve this Diocese along with the staff and leaders. Thank you all for your support & I look forward to another report next year!

Respectfully Submitted,



Director of Communications

## Growth Fund

The Growth Fund of the Anglican Diocese of Pittsburgh now has a balance in excess of \$165,000 (September 2018). In addition, monies from the Archbishop Duncan Legacy Fund may be made available at the discretion of the Board of Trustees. The Growth Fund Committee and the Diocesan Senior Staff are most thankful to the congregations who have been and continue to contribute to the rebuilding of the fund as well as those who have made contributions and pledges to the Legacy Fund.

As of this writing, two applications were submitted and acted upon in 2018 and a distribution of a grant totaling \$2,870 in September.

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

Respectfully submitted,



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

# Reports of Committees and Related Organizations of the Diocese

## Anglican Global Mission Partners

### **Agency Partners**

Anglican Frontier Missions

***Anglicans for Life***

***Anglican Relief and Development Fund***

Center for Anglican Theology, Liturgy and  
Spiritual Formation

***Church Army USA***

Church's Ministry among Jewish People

E412 Ministries

Ekklesia

Five Talents

Global Mobilization Ministries

Global Teams

Kateri Medical Services

La Frontera Ministries

Nashotah House Theological Seminary

New Wineskins Missionary Network

***Rock the World Youth Mission Alliance***

Sharing of Ministries Abroad

***Society of Anglican Missionaries and  
Senders***

***Stanway Institute, Trinity School for  
Ministry***

The Kellermann Foundation

***Uganda Christian University Partners***

### **Our Vision**

To see an Anglican Church passionately committed to preaching the Gospel and making disciples of all nations in the name of Jesus Christ

### **Our Mission**

To collaborate with Anglican bodies in cross-cultural mission through exhorting, equipping, sending and receiving--increasing one another's ministries and the entire Body of Christ

### **Our Service**

The Anglican Global Mission Partners extend a servant's heart and hand to the Anglican Diocese of Pittsburgh and all its parishes to collaborate, and equip for mission, in advancing the Gospel of Jesus Christ here and among the nations.

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

AGMP continues to move forward the global mission of sharing the Gospel across cultures locally and extending to the farthest reaches of the globe. Uniting and impacting ministry efforts, especially through AGMP's Collaborative Task Groups, we are *Here to Serve* not only the Anglican Church globally, but also the local church and its parishioners.

### **AGMP Collaborative Task Group Updates**

#### ***Mobilizing for Mission***

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

- Launched Mission Match, a new resource for churches and individuals, at [agmp-na.org](http://agmp-na.org)
  - Key Feature: Preference Matrix for individuals and churches to input What, How, Who, When, and Where that will identify AGMP Partners with whom they may serve globally
- Served at the 2017 ACNA General Assembly
  - Hosted an opening night ice cream social, attended by over 800 assembly participants
  - Conducted a Mission Workshop Track, with a number of sessions standing room only, led and taught by 12 AGMP missionaries and other representatives
  - Easily recognized AGMP representatives by "Here to Serve" buttons and hearts to match
- Developed a new resource for World Mission Sunday
  - International Student Ministries video featuring Provincial Assembly Speaker Lisa Chinn
- Helped establish the Anglican International Student Ministry Network, a new mission network

#### ***South East Asia***

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

- Continued its development of church and diocesan partnerships
- Participated in the Province of South East Asia and Diocese of Singapore Mission Round Table
- Visited the Mission Deaneries of Cambodia, Indonesia, Laos, Nepal, Thailand and Viet Nam
- Agreed to plan and host the fourth South East Asia Symposium September 29, 2019, following the New Wineskins Global Conference (September 26-29, 2019) in Ridgecrest, NC

#### ***Islam Collaborative Task Group***

- Gathering and promoting resources that help churches reach out with the Gospel to Muslims, the Islam Collaborative Task Group:
- Provided information for distribution at the ACNA 2017 General Assembly
- Built a resource center of materials available on the New Wineskins Missionary Network website

### **Youth**

Collaborating in missionary training, recruitment and selection, and developing mission resource materials, the *Youth Collaborative Task Group* saw the launch and completion of the inaugural AGMP partner collaborative initiative, *Agape Year*. *Agape Year* is a 9-month program (September to May) for 18 to 20 year-olds who seek to grow in their love and knowledge of Jesus Christ while engaging in His mission for the lost, the poor, and the uninvited both locally and globally.

Nate and Erika Twichell, *Agape Year* Directors are SAMS Missionaries sent by Church of the Ascension, Oakland. Nate and Erika led this inaugural Anglican gap year overseeing the missional fellows as they:

- Lived in community and served local parishes in the Pittsburgh, PA, region
- Participated in a Biblical model of discipleship in the Anglican tradition, growing in their relationship with Jesus Christ
- Engaged with the global Anglican family serving on a 6-week overseas mission in Chiang Mai with the Anglican Church of Thailand
- Witnessed to Christ's presence, sojourning throughout the US, visiting parishes and sharing their experiences of His work

The Agape Year has a new cohort of missional fellows for its 2018-19 program year, who will again be ministering primarily within the Anglican Diocese of Pittsburgh. They are currently accepting applications for the 2019-20 program year, especially from high school seniors seeking to do mission service in community.

The AGMP Youth Collaborative Task Group is also enthusiastically endorsing *ySummit 2019*, *Mobilizing Young Anglicans for Life*, the inaugural Anglicans for Life youth event. Partnering with Young Anglicans and its network of youth ministries across the country, this summit will connect the life issue with the Gospel through worship, fellowship and engaging speakers. With the goal to *Educate, Inspire and Participate*, *ySummit* will take place prior to the March for Life in Washington, DC and include:

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

AGMP continues to be *Here to Serve* the Diocese and each local parish, in any way needed, to fulfill Christ's call to make disciples of all nations.

In His Service,



Stewart Wicker  
Chair, Steering Committee  
Anglican Global Mission Partners

## Anglicans for Life

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

### What Have We Been Doing?

- In January 2018, AFL held its 3rd annual Summit at Falls Church, VA (January 18th) and the first Life Symposium in San Francisco, CA (January 26th). Both events are designed to educate and mobilize the church for Life. We also had Anglicans holding signs and participating in the March for Life in Washington DC and the Walk for Life in San Francisco.
- Georgette gave 6 speeches, was interviewed 4 times, and attended 3 conferences, including the 2018 GAFCON conference in Jerusalem, sharing the message of AFL with many different individuals, churches, and dioceses. She also held one Quasar conference, a three hour seminar that discusses abortion, end of life issues, and how the Church can take action.
- AFL continues to provide brochures, booklets, drop cards, and other printed materials to life leaders, chapter leaders, and others. AFL distributed 23,378 pieces of literature in total.
- Mailings continue to be a priority. Nearly 17,000 pieces of mail were received by donors, life leaders, churches, and other constituents. We also had 1,436 people on our e-mail only list in 2017, as well as 662 prayer team members.
- AFL recruited three new chapters from January 2017 to June 2018, comprising 20 new chapter members in total. AFL currently has 90 Life and Chapter Leaders, serving life nationally and internationally, and 114 Life Affirming Churches.
- Anglicans for Life also co-sponsors the Silent No More Awareness Campaign, which seeks to make the public aware of the devastation abortion brings to women and men and to help those affected find healing. As of January 2018, the Silent No More Awareness Campaign has held 1,910 Gatherings in 17 countries & all 50 states with 6,372 women and men sharing their abortion testimonies. Testimonies have also been shared at 142 high schools and universities in the last 8 years, 6 in 2017. There are 2,631 testimonies posted on the

Campaign website with 479 that are shared via video. Currently there are 18,240 people registered with the Campaign representing 77 countries.

## What Are We Doing Next?

- In addition to planning a Summit and Symposium in the same locations in January 2019, AFL will host a Youth Summit in Falls Church, VA as well, focused on educating and inspiring young Anglicans to affirm and protect Life.
- AFL will launch a new educational youth curriculum, Abundant Life, which will address sexual education, abstinence, individual identity, and relationships, and can be used by churches and youth groups.
- AFL launched a new website design in September 2016. While the AFL staff has improved the website in 2017 and built up a useful library of blog posts and resources, the AFL Store and Life Leader/Life Affirming Church searches will be updated in 2018 and a database of relevant life-affirming scriptural teachings will be added.
- Seeing the need for options for those who are terminally ill, AFL is partnering with other life-affirming groups to establish “Safe Havens,” which are pro-life medical facilities staffed and equipped to provide both life-sustaining treatment that would be denied elsewhere and also care and respect for the lives of patients.
- AFL, with the help of priests, doctors, and ethicists, is creating a brochure and a white paper to help Anglican priests and pastors provide a pastoral and Biblical response for someone seeking to hasten or bring an end to his or her life. This is especially important as the legalization of euthanasia and assisted suicide becomes more common.

Anglicans for Life  
405 Frederick Ave Sewickley, PA 15143  
412-749-0455 \* [Info@AnglicansForLife.org](mailto:Info@AnglicansForLife.org)  
[www.AnglicansForLife.org](http://www.AnglicansForLife.org)

## Anglican Relief & Development Fund

The Anglican Relief and Development Fund  
FY2018 Report for the Diocese of Pittsburgh  
August 2018

“I call it historic!” exclaimed Janet Helms, Co-founder and Chairman of the Board of Kenyan Christian Education Partnership (KCEP), an ongoing project of The Anglican Relief and Development Fund. She was reporting the results of the Kenyan Primary exams held in the fall of 2017. For the first time, 8th year students from Tumaini Academy were sitting for exams.

The school was founded eight years ago with just one grade level. Now those first students were sitting for exams and hoping to score high enough marks in order to be accepted into secondary school. When the results of the exams were released, Tumaini Academy was the best school in the district, ahead of 19 other schools.

For these students, many from impoverished nomadic and islamic backgrounds, this is a gamechanger. They have been accepted into high school and are able to continue their education.

But God is preparing them for something so much greater. Arise and Shine (Isaiah 60:1) is the motto of Tumaini Academy. With God's help, these students are living out this motto.

This would not have been possible without the generous support of ARDF and KCEP donors, many of whom attend churches in the Diocese of Pittsburgh.

### **ARDF's Mission**

ARDF strengthens communities in the developing world by empowering the local church. We support local church leaders who are demonstrating the love of Christ to those in need in their own communities: Clean water for the thirsty. Jobs for the poor. Education for children. Food for the hungry. Hope for those without hope.

### **Summary**

The Anglican Relief and Development Fund (ARDF) serves as the official relief and development arm of The Anglican Church in North America. Since its founding in 2004, generous donors have provided over \$8.9 million to support 181 sustainable church-based development projects in 36 countries, including Tumaini Academy in Kenya. Last year, the following projects were funded. They had previously been approved by the ARDF Global Council, a Board of Anglican Primates from the Developing world. The Global Council provides strategic direction and approves development projects.

1. Cameroon: Health Clinic in Doula (\$69,000)
2. Ghana: Girls' Dormitory adjacent to a high school in Tamale (\$92,543)
3. Ghana: Vocational Training for Young Adults in the slums of Accra (\$89,010)
4. Pakistan: Equipping a Vocational Training Center in Lahore (\$80,500)
5. Malaysia: Girls' Hostel for indigenous students from West Malaysia (\$26,864)
6. Zambia: Expansion of a Teacher Training College and Agriculture training in Mkushi District (\$146,958)

In addition to community development projects, over the past 7 years, ARDF has responded to three dozen disaster situations both in North America and abroad. In the past 8 years alone, more than \$1.9 million has been channeled to victims of natural disasters and conflicts.

In 2017-2018, ARDF responded to the following disasters:

1. Famine Relief in South Sudan Famine (\$9,381)
2. Flood Relief in The Democratic Republic of Congo (\$5,000)
3. Hurricane Harvey through the Diocese of the Western Gulf Coast - \$331,172
4. Hurricane Irma through the Diocese of the Gulf Atlantic - \$91,221
5. Hurricane Maria through Water Mission, the Boys and Girls Club of Puerto Rico, The Diocese of Quincy, and the North American Lutheran Church (Iglesia Luterana Resurreccion) - \$80,097
6. Assistance to Internally Displaced People (IDPs) in The Democratic Republic of Congo (\$6,220)
7. Earthquake Relief in Papua New Guinea (\$5,000)
8. Flooding and Mudslides in Peru (\$850)

In total, ARDF raised over \$.5 million for all relief efforts. God's grace continues to be evident in our donors' continuing support for our brothers and sisters affected by natural disasters and conflict.

Churches in the Diocese of Pittsburgh remain important partners. In fiscal year 2017-18, you gave over \$45,000 to various projects. The majority of the money went to relief efforts supporting victims of Hurricanes Harvey, Irma, and Maria. But you took the lead in supporting relief efforts in Peru. And Diocesan churches were generous in supporting KCEP as well.

We are grateful for your partnership as you empower local leaders on the ground to serve their communities with the love of Christ in some of the most difficult places.

We are currently evaluating final reports from projects in The Democratic Republic of Congo, Burundi, Kenya, Malaysia, Paraguay, Tanzania, South Sudan. These will be available on our website. We encourage you to stay up to date on how you are making an impact through the local church through our website, blog, e-newsletters, and Facebook posts! Don't hesitate to reach out with questions about how your generosity is changing lives. [admin@ardf.org](mailto:admin@ardf.org) and [ardf.org](http://ardf.org)

## Brotherhood of St. Andrew

**Report by the Brotherhood of St. Andrew ([brothersandrew.net](http://brothersandrew.net));  
a world-wide ministry to men and youth in the Anglican and Episcopal community.**

We are pleased to share with you the progress of our ministry; the Brotherhood of St. Andrew in the last year. The National Board was able to again secure an office following the one in Ambridge, PA, having been torn down. The National Office is now located in an historic building in downtown Louisville, Kentucky. We are now more centrally located to our membership, in a safe area and have space to grow as the ministry grows. We have just completed two consecutive calendar quarters of net growth in membership; the first time in over a decade. In January a full-time Executive Director was hired; another first in over 14 years. Our Board meets every month but December via ZOOM as we closely track our Strategic Plan for greater impact in our seven areas of ministry. Each are highlighted below in **bold** below. We are pleased to have active engagement with the ACNA represented on our Board via voice and vote and our participation in men's ministry efforts within ACNA. We have also moved our Foundation assets to an independent 501c3 of professional money managers with dedicated sub-accounts for ACNA ministry and program efforts. The end result there is greater fiduciary expertise, greater earnings and thus more consistent, sustainable, predictable income than ever before.

Let me borrow your imagination as we look to our ministries and what active, engaged dialogue could produce:

Imagine the day when as a society we can move from the need to combat fighting addiction to and **recovery** from drugs, alcohol and pornography. That's the Kingdom of God alive and well. Imagine the day when we can look to our **Veterans** (and others) who suffer with Post Traumatic Stress and confront it as a "condition in life" rather than a "syndrome" or "disorder." It's neither a syndrome or a disorder. That's the kingdom of God alive and well. Imagine the day when we're not afraid to use and engage the "e" word; **evangelism** and we fully embrace it and what it does to change the

world. That's the kingdom of God alive and well. Imagine the day when all forms of **human trafficking** are no more. That's the Kingdom of God alive and well. Imagine the day, upon us now more than ever before, when **Scouting** offers universal opportunity for the physical, moral and spiritual development of our youth regardless of gender, color, class, creed or orientation. That's the Kingdom of God alive and well. Imagine the day of diversity when we don't live in fear or objection to views, cultures and lifestyles we may not understand or embrace ourselves. That's the Kingdom of God alive and well. Imagine the day when we recognize and reconcile ourselves as a nation to the fact racial discrimination first began among our Native American Indians being driven from their homes to live as 2nd class citizens in a land that was theirs at the very start. I urge us to build real outreach to our Native American Indians. **Racial reconciliation** and healing is larger and deeper than we may want to admit and what you hear on the news. When work as earnestly with Native Americans in racial reconciliation and healing as we do Americans of African, Asian, Caribbean and Latino descent, THAT's the Kingdom of God alive and well. Imagine the day when **restorative justice** is to the point with recidivism rates at our prisons have plummeted. That's the Kingdom of God alive and well. And this last one hits very close to home for me as I have a 20-year-old daughter. Imagine the day when men start living a life with such a moral compass that the "Me Too Movement" is nothing more than a single chapter in a social studies text book. That is the Kingdom of God alive and well.

We are in a time where recent mass murders have, by in large, been committed by relatively young, normal looking white guys; even a series of package bombs in Austin, Texas. Remember that face? Did that face look like a terrorist to you? Amidst these tragic losses I hear nothing on the solutions to confront the absence of teaching...of mentoring... the young in understanding the value of life itself and what it means to "love thy neighbor." How do we return that to this world? It's through prayer, study and service; those three principle tenants on which we were founded in 1883.

I close bidding you wage compassion relentlessly,

In His Name,

Tom Welch, Executive Director  
The Brotherhood of St. Andrew

*Making a difference in the Kingdom of God since 1883*

p: 502-450-5640

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***"Compassion is language the deaf can hear and the blind can see." -Mark Twain***

## Canterbury Place

When I prepare for worship here each Sunday, I am always aware of the unbroken strain of praise to our God since our inception as the Episcopal Church home in 1859. This particular Chapel was added on in 1896, and I am well aware that the residents and I are but one small chapter in the "book" of the body of Christ in Pittsburgh. Our 10:45 Sunday congregation is now more diverse; a gathering of Methodists, Baptists, Presbyterians, Lutherans, a Messianic Jew, and Anglicans.

Catholic Mass is held each Sunday afternoon and on Holy Days at 1:30, and an ecumenical Chapel service is held each Sunday at 10am on our Dementia Care Unit. That's 3 services every Sunday. The Catholic Priest and I visit those who cannot attend our in-house services. We serve communion or visit 80-100 Residents every Sunday and follow up with pastoral visits during the week. Our Jewish population is fewer at present, so we meet for Shabbat every other Friday, the service now led by Rabbi Jonathan Pearlman. Connie Guggenheimer from Christ Church Fox Chapel assists with visitation most Wednesdays, and Jean Pascarella, also from Christ Church, serves as our Altar Guild. This year we were fortunate to add volunteers from the Catholic Rosary Society at Our Lady of the Angels Parish and a weekly Rosary prayer and chaplet of Divine Mercy service Wednesdays at 1:30. I enjoy the time to participate in a service in our chapel rather than officiate!

CPE (Clinical Pastoral Education) this year was a collaboration with Rabbi Larry Heimer, Director of Pastoral Care for UPMC Presbyterian/Montefiore and fellow CPE Supervisor. This allowed for the 5 CPE interns to have experience with the full spectrum of health care situations - from ICU and transplant patients, to long term care and hospice. Our CPE trainees this year were Binah Block a Rabbinical Student (1<sup>st</sup> unit), Theodore Mbaegbu a Nigerian Roman Catholic Priest completing his PhD in Theology at Duquesne University (3<sup>rd</sup> unit), Sister Georgiana Mbamala a Nigerian Roman Catholic Nun who works with people in transitional housing (2<sup>nd</sup> unit), The Reverend Paul Murphy a non-denominational minister discerning a call to Chaplaincy and pursuing further training for ministry (1<sup>st</sup> unit), and Iwejuo Isidore Nkwocha a Nigerian Roman Catholic Priest completing his PhD in Theology at Duquesne University (1<sup>st</sup> unit). It is a deep privilege to enter into such deep intentional learning for six months with people. Each trainee was so unique, and the group grew tremendously.

Brittany Jones, a Trinity rising Senior, also elected to do a Field Work internship here over the summer. She is discerning a call to Chaplaincy.

I continue to serve as Director of Pastoral Care for all UPMC Senior Communities, supervising the Chaplains in our 6 skilled facilities. Senior Communities is expanding and will be serving 7 skilled nursing facilities and 23 buildings total. We had some turnover this year and I just filled three empty staff Chaplain half time positions at Sugar Creek Station in Franklin, Heritage Place in Shadyside and Asbury in the South Hills. Pray for these new hires and they prayerfully enter a new ministry context.

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

Respectfully Submitted,

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

## Coalition for Christian Outreach [CCO]

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

- We share the Gospel with students and develop passionate disciples of Jesus Christ.
- We serve together with the church and invite students into the lives of local congregations.
- We give students a vision for serving Jesus Christ in their studies, jobs, communities, and families.

Over the past year, much of our energy has been devoted to articulating a new strategic plan:

<https://ccojubilee.org/am-site/media/final-strategic-plan.pdf>

Our goal is to see a generation of college students transformed by the power of Jesus Christ and His Gospel, in partnership with the local church, reaching the world for the glory of God.

**We believe that every student needs the Gospel.** Over the past year, many students made first-time professions of faith and many more recommitted their lives to Jesus Christ. Even as our staff shared the Gospel with students, they equipped students to share the Gospel with their friends and classmates. On the 140 campuses where we serve, more than 3,600 students are involved in small-group Bible studies led by CCO staff members and student leaders.

**We believe that every student needs the Church.** Our ministry model has always involved partnering with churches near college and university campuses. We connect students to local congregations, encouraging them to engage in the intergenerational fellowship that enriches their lives during their college years and that models for them what it means to be a part of the body of Christ after they graduate. This past year, more than 5,000 students regularly attended a local congregation.

This year, we entered into partnerships with several new churches, including ACNA congregations in Boston, Massachusetts (Church of the Cross), Greensboro, North Carolina (Church of the Redeemer), Clemson, South Carolina (Christ the Redeemer Anglican Church), and Columbia, South Carolina (Church of the Apostles). We have also relaunched our ministry through Church of the Ascension in Pittsburgh.

**We believe that every student needs a vision.** Nearly 3,500 people attended Jubilee 2018 in Pittsburgh in February, where they were offered a vision for how to serve Jesus Christ with their entire lives, particularly within their fields of study and future vocations. Esau McCauley was a Jubilee speaker this year, and he also spent time engaging more than 200 of our partnering pastors and church members around the topic of racial reconciliation.

Throughout the year, thousands of students participated in a variety of transformational opportunities—domestic and international mission/service trips, summer discipleship projects, and spiritual retreats. Over spring break, students and staff from several CCO campus ministries joined Resurrect Houston ([resurrecthouston.org](http://resurrecthouston.org)) to respond to the ongoing needs of hurricane survivors in Texas. In May, CCO staff and students spent three weeks serving through our Experience Peru trip.

Over the summer, students participated in longer-term ministry opportunities while living in community in inner-city Philadelphia, Pennsylvania (Encounter Philadelphia), in Ocean City, New Jersey (the Ocean City Beach Project), in Wyoming (on our 40-day Leadership & Discipleship in the Wilderness trip), and working as counselors and staff at a variety of Christian camps.

As we move into the 2018—2019 school year, we are eager to see even more students come to know Jesus Christ. We are excited to mobilize and equip church congregations to minister to college students more effectively. We look forward to helping college students continue to connect their faith to every area of their lives, through on-campus ministry relationships, retreats and service trips, and our annual Jubilee conference.

## Christian Associates of Southwestern Pennsylvania

*A Unifying Voice in the name of Jesus Christ for the Mission of the Gospel and the Wholeness of Communities*

Mailing Address: PO Box 5241 • Pittsburgh, PA 15206 • Phone: 412-688-9070

Web: [www.casp.org](http://www.casp.org) • E-mail: [lbarlow@casp.org](mailto:lbarlow@casp.org) • E-newsletter: [signup.casp.org](http://signup.casp.org)

Facebook: [www.facebook.com/christianassociatesswpa](http://www.facebook.com/christianassociatesswpa)

Dear friends of the Anglican Diocese of Pittsburgh,

Grace and peace to each of you as you come together for Gathering 2018. In your worship and deliberations, your learning and your fellowship, may this time provide opportunities for new and renewed connections to one another, to the church, and to God.

Just as this Gathering serves as a yearly reminder of the breadth of the Anglican Church in southwest Pennsylvania, so Christian Associates is a vibrant manifestation of the unity of the whole church of Jesus Christ, in all its fascinating and complicated diversity. Guided by our core values of collegiality, collaboration, communication, and connectedness, Christian Associates of Southwest Pennsylvania brings together 28 Catholic, Orthodox, and Protestant church bodies to be a unifying voice for the mission of the Gospel and the wholeness of our communities.

Since last year's Convention, we have been working with energy and creativity to make the unity of Christ's church more visible in the ten counties of Southwest Pennsylvania. Here are just a few of the projects that your support has made possible this year:

- We launched our new series, *The Word in Our Voices*, which collects and publishes sermons and essays by our region's clergy. The first volume, *I Was a Stranger and You Welcomed Me*, focused on immigration; the second, *Blessed Art Thou Among Women*, focused on Mary, Mother of Jesus; and the third, *Who Is My Neighbor?*, focused on racial justice. Each of these volumes may be downloaded at our website, [www.casp.org](http://www.casp.org). I hope you will consider submitting your sermons on baptism for publication in the next volume, coming next spring
- We developed a partnership with the Jewish Community Center of Greater Pittsburgh's new Center for Loving Kindness and Civic Engagement, cosponsoring a series of community forums and clergy breakfasts bringing faith perspectives to public issues. Each event includes inspiring preaching, compelling first-person stories, and opportunities to move into action.

We invite you to join us at our upcoming events in 2019, including forums on community development and mass incarceration.

- We launched a new, modern database of our region's clergy and congregations, maintaining up-to-date information on thousands of churches throughout Southwest Pennsylvania. Not only will this project enable us to streamline our own communications, both paper and electronic, it will propel our efforts to build connections between Christians who share common roles and interests.

None of this good work would be possible without your support. Not only do you continue to support us financially, you share your skills and energy with us as well. Bishop Hobby serves on the Executive Committee of our Council of Bishops & Executives, and many other members of the Diocese have engaged in our projects and programs.

Although the gifts we receive from judicatories such as the Diocese are vitally important to our work, we also look to individual, congregational, corporate, and foundation donors to support our mission. We are especially grateful to the members of the John 17 Society, who support our work with gifts of \$250 or more each year. For more information about the Society, or to make your own gift of any size to Christian Associates, visit [www.casp.org/donate](http://www.casp.org/donate).

Encountering our Christian brothers and sisters deepens our own understanding and practice of faith, and helps us to recognize that despite all of our differences, we truly are one body. May the spirit of unity, friendship, and reconciliation be with you all at this year's Gathering and in the coming days. Thank you again for your support of Christian Associates.

Your sister in Christ,

The Rev. Liddy Barlow  
Executive Minister

## Church Army USA

Church Army's role is by example to encourage the church to take the gospel throughout the diocese to all who are yet to hear and receive it so that they may come to faith in Christ and become vibrant members of His church. As an auxiliary ministry of the Diocese, our ministry within the Diocese of Pittsburgh is centered out of our base in Aliquippa where we operate Uncommon Grounds Café. Through the café ministry we:

- Listen to the struggles of people in our community and assist them in every way that we can.
- Assist the homeless – sometimes providing a couch to sleep on – sometimes finding them into a safe place to stay.
- Provide work-release for women in recovery.
- Maintain a free food box outdoors for anyone who has need.
- Provide a bible studies in the Beaver County jail.
- Lead and host 12 step recovery programs for alcohol and drug abusers.

- Collaborate with the City of Aliquippa and Beaver County to turn a number of vacant lots on the main street into a community park..
- Operate a community garden (Spring Street Garden) in which residents can grow their own food and from which extra food is given to the community. The garden is located on the site of a house fire in which 5 children were killed. By transforming a place of death into a place of life there is the constant reminder of hope and renewal. It also serves as a spiritual refuge. This year we are adding a greenhouse to the Spring Street Garden.
- Through Earth Angel Ministry provide women with the ability to learn a craft that can help provide financially for their families.

In addition, throughout the country we are:

- Bringing the gospel and communion into senior living facilities.
- Providing recovery housing for veterans.
- Offering worship and clothing out in the streets to homeless people.
- Sharing the gospel in conjunction with disaster relief.

In all of these things we continue the legacy of our founder Wilson Carlile who began the ministry in 1882. Wilson wanted to raise up an army of evangelists within the church to reach the poor in London and beyond. In addition to doing the evangelical work, he also provided training so that lay people would be equipped to help the church reach the lost and the poor wherever they might be found.

**A significant development in Church Army** this past year has been to return to Wilson Carlile's vision of training lay evangelists. In collaboration with **Trinity School of Ministry** we have developed a **Certificate of Evangelism** which will provide training to lay evangelists who help churches reach people in their surrounding communities with the gospel. The Certificate became available in September 2018. We believe that this program will be an important tool in helping the church fulfill its mission of bringing the gospel to the lost.

## Deacon Formation Program

The Deacon Formation Program has spent the past year re-evaluating our "front door" opportunities for those who inquire about the diaconate. There was a brief period this year in which all introductory classes were unavailable while we changed directions in this area. Since then, the Deacon Formation Program has unveiled its new introductory program, Coffee with a Deacon. These are opportunities in which one of our local deacons, usually a member of the Deacon Formation Board, is available for small groups of inquirers to ask questions and have some fellowship, as well as to connect with trusted local ministries.

There is currently 1 candidate, as well as: 1 Postulant and 2 Aspirants actively in the process for ordination to the vocational diaconate. The Coffee program has reached an additional 8 people, 3 of whom seem to be making active progress toward a formal discernment process.

We continue to benefit greatly from Trinity School for Ministry's involvement in the academic portion of our program and in their encouragement of our students' progress. Trinity is a valuable partner in this work. Trinity's CDS program also allows our deacons-in-formation to learn and have fellowship with their counterparts in other dioceses, and in this way is making a lasting contribution to a stronger diaconate for the entire Province. Local deacons-in-formation have completed Church History and Systematic Theology at Trinity this year, and one student completed the Homiletics and Catechesis course as a local praxis course.

We have also begun the process of revising our equivalency exams and some of the canonical exam questions to be better suited to the current state of the Church and the needs of this diocese. We are thankful for the partnership with the Board of Examining Chaplains which has facilitated this work.

The members of the Deacon Formation board are: Deacon Marybeth Carey, Fr. John Cruikshank, Dcn. Kathy Walzer, and Archdeacon Mark Stevenson, each of whom is a contributor of a great deal of wisdom and giftedness to our work together. Any member of the board would be glad to discuss the diaconate with inquirers and their rectors, and as always inquirers are encouraged to discuss their interest with their rectors and parish deacons as well as members of the deacon formation board.

As always, your prayers and encouragement have been a rich blessing.

Respectfully submitted,

Deacon Tara Jernigan, D.Min.  
Director of Deacon Formation

## New Wineskins Missionary Network

New Wineskins Missionary Network  
5572 Garden Village Way, #18  
Greensboro, NC 27410

[newwineskins.org](http://newwineskins.org)

Jenny Noyes, Executive Director  
[jenny@newwineskins.org](mailto:jenny@newwineskins.org)  
336-684-4330

New Wineskins Missionary Network is a mission-equipping, mission-mobilizing agency, so everything we do is to fulfill our vision of "Every Anglican empowered and equipped to engage in global and local mission!" We also have committed to tithing 10% of every donation we receive to other worthy mission causes – like Agape Year, the new Anglican gap year program.

The exciting thing about New Wineskins' mission field is that it can literally span the globe in the course of a regular work day! We might spend an hour in the morning mentoring a young persecuted Christian in Islamabad, Pakistan through Skype, then counsel by phone with a young couple who are discerning a call to full-time mission work in Rwanda, but don't know which Anglican mission-sending agency would be the best fit for them. Then, we might spend time writing a blog on equipping the local church to get involved in preventing human trafficking, followed by spending time preparing talks for an upcoming weekend conference to train Anglicans in the pew to view themselves as "Everyday Missionaries!"

We have several thousand who receive our quarterly ReachOut e-newsletters. We've continued posting weekly blogs, exponentially increasing our mission education material. Our prayer calendars

are used by several hundred people who are praying for several more hundred of our missionaries all over the world. Last year, with a team, I was able to train the Diocese of Kirinyaga, Kenya, on “The Jesus Way” and “The Alpha Course” and to equip nomadic church planters from Kenya and Ethiopia on spirit-led evangelism. I was also thrilled to attend the Singapore Roundtable in October and the GAFCON Conference in June to strengthen international Anglican relationships.

This past year we held “Next Steps in Mission” conferences in two deaneries in the Western Anglican Diocese. Our local mission training events equip hundreds to more effectively share their faith with others, to develop their local mission committees, and to engage in mission, both locally and globally. We have also had a major focus on raising awareness of the rise of Christian persecution around the world, providing 600 copies of the book [Heirloom Love: Authentic Christianity in an Age of Persecution](#) by Dominic Spoto, to the Daughters of the King International Triennial conference in Austin, TX.

Our website has been chosen by the Anglican Global Mission Partners (AGMP) as their “hub” for Anglican mission resources. We worked with AGMP and the ACNA to create a landing page for World Mission Sunday resources we’ve developed like videos and prayer guides. This year our featured video was based on an inspiring 10-minute talk given at ACNA’s Provincial Assembly by Lisa Espineli Chinn called “Reaching International Students.” Mark your church calendars for Feb. 10, 2019 for next year’s World Mission Sunday and go to [newwineskins.org/worldmissionsunday](http://newwineskins.org/worldmissionsunday) for great resources!

We are also proud to share that we launched our first “mission network:” the Anglican International Student Ministry Network (AISMN) which is being led by SAMS missionary Dr. Mary McDonald and Leiton and Lisa Espineli Chinn. We hosted the historic first international gathering of the AISMN in May at Eastern University in PA and the next gathering will be at New Wineskins ’19. For ISM resources, check out: [newwineskins.org/ism](http://newwineskins.org/ism). In fact, we have 12 categories of mission resources for your use at [newwineskin.org/resources](http://newwineskin.org/resources)!

Our goals for the coming year are to double the attendance from the last New Wineskins global mission conference from 1,000 to 2,000 and to offer mission network pre-conference trainings at the **Sept. 26-29, 2019** conference which will develop into mission networks, engaging people in the area of mission that they are most passionate about and connecting them to others who share that missional concern. We will be developing protocols for how more of these networks can launch and stay connected for effective ministry on the ground. Also, we are already hard at work on a new conference app, inviting speakers, and implementing some creative new changes that you will love at the next New Wineskins! Registration opens October 1, 2018.

Our theme of “Better Together” for our fall 2019 conference will be challenging different mission agencies and ministries to work together for the sake of the Gospel, even though they may have different ways of “doing mission.” God needs all of us to set aside our own agendas and personal preferences to focus on how we can take the gospel to the 2 billion people on the planet who still haven’t heard about Jesus!

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

We'd love to come for a visit and have the opportunity to speak to your congregation anytime, especially to encourage attendance at New Wineskins '19! We hope that all Diocese of Pittsburgh parishes are encouraging their members to use our prayer calendars, sign up for our e-newsletters, use our missional prayer litanies and World Mission Sunday resources and engage with us on social media.

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

## The Order of the Daughters of the King: Pittsburgh Assembly

The Order of the Daughters of the King is a Christian Order of women and girls, age 7 and up, lay and ordained, all over the world, who desire a deeper walk with our Lord. We have a Rule of Life, vow a lifetime of Prayer, Service and Evangelism and enjoy the companionship of other Daughters to strengthen our life of faith.

Our Assembly currently consists of Daughters from the Episcopal Diocese of Pittsburgh and the Anglican Diocese of Pittsburgh. One Daughter is trying to get a Catholic Chapter started. We invite all women to pray and consider if God may be calling her to join the Order. New Chapters in any parish may be started with only 3 Daughters. We include Daughters are no longer connected to a parish Chapter, called Daughters at Large (DAL's). New leadership is elected every three years and includes members from both dioceses.

At our Spring and Fall Assembly, all the current Chapters and DAL's come together to celebrate our common commitment to Christ. After the business meeting, there is an inspirational program and women share how they are living their vows as Daughters. We end with a fellowship lunch.

The Assembly sponsors a reflective retreat during Advent and Lent every year, which is open to all women of the church in both Dioceses. We are the only ministry that survived the split and maintain our identity, purpose, and commitment. Come and see how we do it!

### **Officers**

President: Jessie Hipolit	Junior DOK Directress: N/A
1 <sup>st</sup> Vice President: Barb McMillen	Publicity Chair: Nan Neureither
2 <sup>nd</sup> Vice President: Carolyn Booker	Evangelism Chair: Jessie Hipolit
Daughters at Large: Mary Beth Middleton	Webmaster: Liz Delgado
Secretary: Nan Neureither	Facebook: Kate Geiger
Treasurer: Jan Murtha	

### **Chaplain**

The Reverend Don C. Youse, Jr., Emmanuel Episcopal

### **Total Membership: 66**

80 | 153<sup>rd</sup> Annual Convention | Pre-Convention Journal

**Number of Chapters: 5**

Chapter Name/Parish/Diocese/President's Name:

Daughters of Advent, Church of the Advent Episcopal, Jeannette: - Jan Murtha

Deborah Chapter, Christ Church, Episcopal, Indiana: - Kate Geiger

Holy Comforter, Fox Chapel Anglican: – Lois Folino

Song of Victory, St. George Anglican, Waynesburg: – Barb McMillen

Verna Dozier, Emmanuel Episcopal, Northside: – Carol Veal

Daughters at Large

**Theme for the Year**

*"Growing in Divine Love"*

**Fall Assembly**

Date: October 21, 1:00-4:00 pm --- Shepherd's Heart Fellowship

"How Does Your Relationship with Christ Nourish You?"

Shepherd's Heart Fellowship

**Advent Day of Reflection**

Saturday, December 9, 2017

"Are You Rooted and Grounded in Christ?"

Shepherd's Heart Fellowship

**Lenten Retreat**

"Weeds in the Garden" Reflecting on the Stations of the Cross

Lead by our Assembly Chaplain, Don Youse

Carolyn Booker's Home

**Spring Assembly**

Date: April 2<sup>8th</sup>, 2018

"Are You Living the Abundant Life? Living in the Power of the Holy Spirit"

Lead by Carolyn Booker

Fox Chapel Church

**Province III**

Province III Retreat, Saturday, April 15<sup>th</sup>, 2018

81 | 153<sup>rd</sup> Annual Convention | Pre-Convention Journal

Martha Johnson Bourlakas on "Our One Word."

Claggett Center, Buckeystown, MD

### Projects / Plans

We elect new officers in September, 2018 for 3 year terms.

Continuing efforts to get DAL's connected to Chapters

Planning ways for Daughters to experience Christ at a deeper level in Chapters and Assemblies.



## Society of Anglican Missionaries and Senders USA [SAMS-USA]

SAMS is pleased to call the Anglican Diocese of Pittsburgh our home, since we have had our office in Ambridge for over 30 years and have grown partnerships with many churches across the diocese. Since 1976 God has faithfully worked through SAMS-USA missionaries, starting initially in South American Anglican dioceses. Known as the Society of Anglican Missionaries and Senders since 2010, SAMS' expanded vision offers more opportunities for individuals and parishes to share the good news of Jesus Christ in word and deed across cultures globally.

The Society of Anglican Missionaries and Senders (SAMS) is a missionary sending community. SAMS engages in building relationships with the worldwide church in which we experience the broken restored, the wounded healed, the hungry fed, and the lost found through the love and power of Jesus Christ. SAMS is both a society of missionaries serving in partnership with the Anglican Church globally, as well as, vitally, a society of senders serving these missionaries through giving, prayer, and support. We strive to be a global Anglican family walking together in the ways of Jesus to spread Kingdom change throughout our communities. Consequently, the Society is committed to sharing the Gospel in word and deed, serving Christ through the global Anglican Church, and sending Anglicans who are submitted to the Lordship of Jesus Christ and the authority of Scripture.

SAMS partners with the Anglican Church through the sending of missionaries to 22 countries in five continents. Currently, 103 missionaries and associate missionaries serve or are preparing to serve. Close to 5000 individuals and churches support these missionaries as senders.

SAMS' career missionaries are engaged in ministries ranging from providing medical care in impoverished communities in the Dominican Republic, to planting churches in SE Asia, to educating in Uganda, to discipling in South America. Among our long-term missionaries, we have eleven serving on the field or as associates who have deep roots in the diocese: **John and Susan Park** (who have returned to Pittsburgh) are continuing to serve by building up the church in Perú, Belize, and Honduras; **Margarita Grachen**, with her daughters **Hannah and Gabriela**, is continuing to encourage the ministry to children in Honduras; **Ron and Debby McKeon** are serving in the Diocese of Recife, Brazil; **Mike and Betty Kaszer** are continuing to coordinate teams for work in Honduras (where Betty

and Mike taught at Holy Trinity School in the town of La Ceiba); **Grant and Wendy LeMarquand** are continuing to support their ministry in Ethiopia and **Nate and Erika Twichell** are the Directors of the Agape Year (the Anglican Global Mission Partners gap year for young people graduated from high school).

Nate and Erika, along with their children Henry and Annie will be starting their Agape Year ministry for the second year with a whole new cohort this fall. The participants will spend the first five months serving in the community with neighboring ministries. They will use these opportunities along with regular Bible study to grow in the Lord and in a global vision. After this discipleship phase, they will travel to Thailand to serve the church there for five weeks. Upon their return they will share their experiences with churches in the U.S. **Please pray for the Lord to raise up families that have a vision for a gap year experience for their children. Pray for the Lord's blessings for the Twichell family and for this second cohort.**

SAMS offers a weekend training program for people who will be leading or desire to lead short-term mission teams. **SAMS will hold a short-term mission leaders' training event in this diocese in mid February, 2019, for anyone interested.** All churches in the diocese are encouraged to participate. SAMS can help your church connect with mission opportunities with our missionaries or site coordinators, but this training is designed for helping teams go anywhere with anyone in the world. You may register on our website [www.sams-usa.org](http://www.sams-usa.org) or call Lynn Bouterse at 724-266-0669.

SAMS also offers Bridgers, a missionary intern program. SAMS places 18- to 88-year-olds in service from one month to one year under the mentorship of a long-term missionary who will help the intern grow as a servant-leader. Internships may be arranged anytime of the year. SAMS is pleased to have trained and sent out 13 Bridgers this past year including Deanna Edwards a Trinity student, who will be serving alongside SAMS missionaries Guy and Summer Benton in New Zealand and others to Brazil, SE Asia, Uganda, Europe and Belize. If you are interested in more information, please call Lynn at 724-266-0669.

There have been a growing number of career missionary applicants, but there are still many opportunities for church planters, school teachers, youth ministers, theological educators, administrators of social ministries, nurses, and many other types of ministries. We have placed engineers, carpenters, bankers, physical therapists, and people from all backgrounds. Please encourage members of your congregation to consider missionary service, or perhaps to explore this call further by serving as an intern. Sometimes all it takes is a little encouragement for someone to discern a ministry call that will make a profound difference in the lives of so many.

SAMS is honored to be partners in the mission of the church with the Anglican Diocese of Pittsburgh. May the good fruit that has already been borne over the past 40 years from our work together be just the first fruits of what is to come.

Your co-worker in the fields ripe for harvest,



Stewart Wicker

President and Mission Director

SAMS

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[info@sams-usa.org](mailto:info@sams-usa.org)

[www.sams-usa.org](http://www.sams-usa.org)

## Women Alive in Christ

Women Alive in Christ is a women's ministry of the Diocese of Pittsburgh under the authority of The Right Rev. James Hobby. In our Lord's service to His women, we try to be encouragers of our faith by providing opportunities for women from all across the diocese to come together in Godly fellowship, united in Christ, to hear discipling messages.

Our 'Building Stones' clearly state our ministry:

1. Worshipping one true God, Father, Son, and Holy Spirit
2. Living in relationship with Jesus
3. Being rooted in Holy Scripture as guided by the Holy Spirit
4. Finding rest and refreshment as we grow in our discipleship to Jesus
5. Deepening our fellowship with one another in Jesus

In carrying out our mission, we offer two Women's Blessings a year with Eucharist (and great homilies), luncheon, and an inspiring speaker, as well as two Retreats with discipleship teachings.

The Blessings are held in parishes throughout the diocese, allowing us to get to know many congregations and their clergy, and to better pray for them. The Retreats are held in retreat centers. Our many gatherings are helping us develop a sense of belonging, yes, to a parish, but also of belonging to and having friendships in the wider diocese.

Women Alive in Christ does not ask that you attend meetings, and we have no official membership. All women of the diocese are welcome to attend our events.

Dr. Edith Humphrey led our retreat in October 2017 at St. Emma Monastery. Her topic was 'In the Heights and Depths with C.S. Lewis.'

The Rev. Mama Shari Hobby was the speaker and retreat leader at Kearn's Spirituality Center in March 2018. Her theme was 'Alive in God's Pleasure and Plan.'

We were at St. Alban's Anglican Church in Murrysville in April 2018 to hear The Rev. Canon Dr. David Wilson share with us about healthy grieving.

Physician, missionary, and theologian Dr. Wendy LeMarquand was with us at Grace Anglican Church in Edgeworth to speak about 'The Invitation of Faith.'

At our October meeting at St. Thomas, Gibsonia, The Rev. Canon Dr. Andrea Millard spoke on 'Keeping Company with God: A Journey into Prayer.'

Our gatherings are a wonderful time of discipleship, rest, refreshment, and fellowship as friends from around the diocese meet and share time in Christ's name. May all we do be done in love.

Respectfully Submitted by the Women Alive in Christ leadership team:

Sharon Forrest, president; Marian Kreithen, secretary;  
Bonnie Colaianne, treasurer; Sue Janiszewski, website/Facebook manager;  
Terra Elsberry, event assistant; Diane Babcock, reservations and participant contact.

# Parochial & Diocesan Statistics

## Attendance & Financial Information

Congregation Name Location	Average Principle Service(S) Attendance	Membership (Ages: 30+ Years)	Membership (Ages: 16-30)	Membership (Ages: Birth-15)	Operating Income For 2017	Giving To The Diocese In 2017	% Of Operating Income Given For Mission Locally	% Of Operating Income Given For Mission Within N America	% of Operating Income given for Mission outside of N America
<i>Church Of The Savior, Ambridge</i>	64	60	5	25	142,891	13,735	12	1	2
<i>Trinity, Beaver</i>	56	132	12	9	127,796	14,146	1	1	10
<i>St. Andrews College Hill, Beaver Falls</i>	28	7	19	0	16,960	1,515	0	0	0
<i>Bedford Anglican Fellowship, Bedford</i>	7	9	0	0	1,500	300	10	20	0
<i>Seeds Of Hope, Bloomfield</i>	94	38	44	69	81,707	7,957	0	0	2
<i>St. Elizabeth, Bridgeville</i>	12	15	0	0	5,000	600	26	26	26
<i>Christ Church , Brownsville</i>	21	23	7	5	87,881	7,500	0	0	0
<i>St. Peter's, Butler</i>	53	80	8	17	137,519	13,006	0.1	0.7	0.5
<i>St. Mary's, Charleroi</i>	61	103	30	29	103,649	7,582	0	0	0
<i>Charis 247, Coraopolis</i>	25	20	5	6	38,000	1,800	0	0	0
<i>All Saints, Cranberry Twp.</i>	64	64	7	18	159,361	15,668	3	0	0
<i>Jonab's Call, East End</i>	70	33	22	35	146,645	9,750	6	0	0
<i>Grace Anglican Church, Edgeworth</i>	41	40	11	19	59,148	*	2	2	0
<i>Hope, Elburn, IL</i>	16	12	1	5	39,142	5,000	25	3	15
<i>Church Of The Transfiguration, Elizabeth</i>	31	42	5	8	33,355	3,203	3	1	6
<i>Church Of Christ The King, Evanston, IL</i>	*	*	*	*	*	0	*	*	*
<i>St. Thomas, Fort Collins, CO</i>	86	*	*	*	*	0	*	*	*
<i>Christ Church, Fox Chapel</i>	148	300	40	40	540,706	48,680	2	1	2
<i>St. John's, Franklin, TN</i>	125	95	15	35	284,222	15,000	4	2	0
<i>St. Luke's, Georgetown</i>	14	15	2	0	15,787	1,553	0	0	0
<i>St. Thomas, Gibsonia</i>	73	110	33	19	170,623	46,952	3	3	2
<i>Church Of Our Saviour, Glenshaw</i>	10	12	4	3	*	6,198	0	0	0
<i>Christ's Church, Greensburg</i>	101	216	40	39	211,124	19,906	0.5	0	0
<i>Grace Anglican Church, Grove City</i>	210	160	10	40	223,412	16,200	2	2	2

Congregation Name Location	Average Principle Service(\$) Attendance	Membership (Ages: 30+ Years)	Membership (Ages: 16-30)	Membership (Ages: Birth-15)	Operating Income For 2017	Giving To The Diocese In 2017	% Of Operating Income Given For Mission Locally	% Of Operating Income Given For Mission Within N America	% of Operating Income given for Mission outside of N America
<i>Good Shepherd, Harrisburg</i>	11	13	1	1	18,433	1,306	0	0	0
<i>Harvest, Homer City</i>	10	18	0	0	22,872	2,009	10	0	0
<i>Prince Of Peace Church, Hopewell</i>	103	123	44	18	212,860	21,954	3	1	2
<i>St. Matthew's, Johnstown</i>	30	47	9	8	64,008	5,654	1	0	1
<i>Holy Innocents, Leechburg</i>	23	45	1	14	54,000	3,915	1	1	0
<i>Epiphany, Ligonier</i>	34	40	4	0	91,849	7,047	13	0.8	1
<i>True Vine, Monongabala</i>	41	55	8	12	66,739	6,674	2	1	1
<i>St. Martin's, Monroeville</i>	26	34	1	0	83,108	8,308	5	3	2
<i>Grace-On-The-Mount, Mt. Washington</i>	30	50	5	10	135,688	10,505	0.4	0.4	2
<i>St. Alban's, Murrysville</i>	63	102	14	20	213,620	20,371	3	2	7
<i>Church Of The Redeemer, Nashville, TN</i>	357	231	65	127	947,313	45,296	*	*	*
<i>Christ Our Hope, Natrona Heights</i>	48	126	7	11	148,706	15,086	4	0	3
<i>Christ Church, New Brighton</i>	57	68	13	10	120,093	11,340	3	1	3
<i>Redeemer, North Boroughs</i>	45	5	11	8	*	0	*	*	*
<i>Mosaic Anglican Church, North Fayette</i>	55	35	11	6	195,834	19,495	6	2	4
<i>Good Shepherd, North Hills</i>	15	13	4	2	*	2,751	*	*	*
<i>Church Of The Ascension, Oakland</i>	429	333	91	136	1,441,916	131,771	2	0	3
<i>Word Of Light Fellowship, O'Hara Twp.</i>	10	14	0	0	*	0	*	*	*
<i>Trinity, Patton</i>	13	19	0	0	16,354	1,565	0	0	0
<i>St. James, Penn Hills</i>	45	43	5	1	48,842	5,171	1	0	1
<i>Incarnation Church, Pittsburgh</i>	30	34	6	2	52,201	3,389	0.3	2	3
<i>All Saints Church, Rosedale</i>	18	57	13	8	60,827	6,725	1	0	0
<i>St. Stephen's, Sewickley</i>	978	700	278	508	1,671,757	161,843	2	1	1
<i>Somerset Anglican Fellowship, Somerset</i>	63	55	16	10	96,551	8,764	9	0	0.4
<i>Redeemer Parish, South Hills</i>	63	110	5	28	299,934	24,222	9	0	0
<i>South Side Anglican Church, South Side</i>	28	8	22	2	86,800	7,700	0	0	0
<i>All Saints, Springfield, MO</i>	175	189	30	27	397,051	30,350	4	0	0

Congregation Name Location	Average Principle Service(\$) Attendance	Membership (Ages: 30+ Years)	Membership (Ages: 16-30)	Membership (Ages: Birth-15)	Operating Income For 2017	Giving To The Diocese In 2017	% Of Operating Income Given For Mission Locally	% Of Operating Income Given For Mission Within N America	% of Operating Income given for Mission outside of N America
<i>Incarnation Church, State College</i>	40	10	10	5	20,000	488	0	0	0
<i>St. Mary's, Templeton</i>	8	7	0	1	4,255	491	0	0	0
<i>St. Peter's, Uniontown</i>	80	150	23	30	173,646	17,920	5	2	1
<i>Shepherd's Heart, Uptown</i>	137	170	65	12	90,600	9,678	32	14	11
<i>Trinity, Washington</i>	124	192	26	49	295,686	25,794	4	0	1
<i>St. George's, Waynesburg</i>	11	15	0	1	34,873	2,165	0	0	1
<i>New Jerusalem Church, West Chicago, IL</i>	61	57	10	4	165,086	15,440	5	7	8
<i>Church Of The Great Shepherd, Wheaton, IL</i>	*	*	*	*	*	1,200	*	*	*
<i>Grand Total</i>	4,671	4,754	1,118	1,492	9,957,927	892,640			

\* Data not submitted/available

## Worship & Sacraments

<i>Congregation Name Location</i>	Number Of Principal Services	Number Of Holy Day Services Not Included In Principal Services	Number Of Other Services	If Not Meeting Weekly, # Of Times Congregation Met In 2017	Baptisms (15 Years & Younger)	Baptisms (16-30 Years Old)	Baptisms (30+ Years Old)	Number Of Confirmations	Number Of Receptions	Known Conversions	Marriages	Marriage Blessings	Burials
<i>Church Of The Savior, Ambridge</i>	108	3	132	0	7	0	0	0	0	3	0	0	3
<i>Trinity, Beaver</i>	102	3	26	0	6	0	0	2	0	0	0	0	1
<i>St. Andrews College Hill, Beaver Falls</i>	52	1	0	0	0	0	0	0	0	0	0	0	0
<i>Bedford Anglican Fellowship, Bedford</i>	47	0	0	0	0	0	0	0	0	0	0	0	0
<i>Seeds Of Hope, Bloomfield</i>	67	8	102	0	3	0	0	3	0	0	1	0	1
<i>St. Elizabeth, Bridgville</i>	52	3	0	0	1	0	1	0	0	1	0	0	0
<i>Christ Church, Brownsville</i>	52	2	3	0	2	0	1	0	0	1	0	0	0
<i>St. Peter's, Butler</i>	56	0	11	0	0	0	0	4	0	0	0	0	2
<i>St. Mary's, Charlevoix</i>	102	4	104	0	0	0	0	0	0	0	0	0	9
<i>Charis 247, Coraopolis</i>	52	2	0	0	2	0	0	0	0	0	1	0	2
<i>All Saints, Cranberry Twp.</i>	53	8	4	0	3	0	0	0	0	2	1	0	1
<i>Jonah's Call, East End</i>	51	4	0	0	3	0	0	2	1	0	2	0	0
<i>Grace Anglican Church, Edgeworth</i>	56	0	0	0	1	1	0	0	0	0	0	0	0
<i>Hope, Elburn, Il</i>	51	1	1	0	0	0	0	0	0	0	0	0	1
<i>Church Of The Transfiguration, Elizabeth</i>	53	3	0	0	0	0	0	0	0	0	0	0	1
<i>Church Of Christ The King, Evanston, Il</i>	*	*	*	*	*	*	*	*	*	*	*	*	*
<i>St. Thomas, Fort Collins, Co</i>	52	4	0	0	2	0	0	0	0	0	0	0	0
<i>Christ Church Fox Chapel, Fox Chapel</i>	3	4	10	0	8	1	1	6	4	3	4	0	10
<i>St. John's, Franklin, Tn</i>	64	2	38	0	3	0	0	0	0	0	1	0	0
<i>St. Luke's, Georgetown</i>	52	2	3	0	1	0	0	0	0	0	0	0	0
<i>St. Thomas, Gibsonia</i>	100	2	110	0	3	0	0	0	0	0	0	0	3
<i>Church Of Our Saviour, Glenshaw</i>	52	*	*	0	2	0	0	0	0	*	0	0	1
<i>Christ's Church, Greensburg</i>	105	5	105	0	4	0	0	2	0	3	3	0	4

<i>Congregation Name Location</i>	Number Of Principal Services	Number Of Holy Day Services Not Included In Principal Services	Number Of Other Services	If Not Meeting Weekly, # Of Times Congregation Met In 2017	Baptisms (15 Years & Younger)	Baptisms (16-30 Years Old)	Baptisms (30+ Years Old)	Number Of Confirmations	Number Of Receptions	Known Conversions	Marriages	Marriage Blessings	Burials
<i>Grace Anglican Church, Grove City</i>	91	1	3	0	3	3	0	16	2	5	9	0	1
<i>Good Shepherd, Harrisburg</i>	53	0	0	0	0	0	0	0	0	12	0	0	0
<i>Harvest, Homer City</i>	46	0	0	0	0	0	0	0	0	1	0	0	1
<i>Prince Of Peace Church, Hopewell</i>	158	43	17	0	2	0	0	1	3	4	0	0	5
<i>St. Matthen's, Johnstown</i>	58	0	18	0	2	0	0	0	0	0	1	0	2
<i>Holy Innocents, Leechburg</i>	52	5	6	0	0	0	0	0	0	0	2	0	1
<i>Epiphany, Ligonier</i>	52	1	0	0	1	0	0	0	0	0	1	0	0
<i>True Vine, Monongabala</i>	53	18	97	0	3	1	1	2	1	3	1	0	5
<i>St. Martin's, Monroeville</i>	52	4	88	0	0	0	0	0	0	3	0	0	3
<i>Grace-On-The-Mount, Mt. Washington</i>	77	3	355	0	3	0	0	3	0	0	1	0	4
<i>St. Alban's, Murrysville</i>	105	0	10	0	2	0	0	8	0	0	0	0	1
<i>Church Of The Redeemer, Nashville, Tn</i>	108	4	48	0	18	0	0	0	0	0	1	0	2
<i>Christ Our Hope, Natrona Heights</i>	2	5	64	0	1	0	0	0	1	0	1	0	3
<i>Christ Church, New Brighton</i>	110	2	35	0	0	0	0	1	0	0	0	0	2
<i>Redeemer, North Boroughs</i>	53	0	0	0	0	0	0	0	0	0	0	0	0
<i>Mosaic Anglican Church, North Fayette</i>	56	3	20	0	2	0	0	0	0	5	0	0	0
<i>Good Shepherd, North Hills</i>	52	4	0	0	0	0	0	0	0	0	0	0	0
<i>Church Of The Ascension, Oakland</i>	105	5	51	0	23	1	0	10	3	1	2	0	6
<i>Word Of Light Fellowship, O'bara Twp.</i>	50	3	24	0	0	0	14	0	0	0	0	0	0
<i>Trinity, Patton</i>	58	0	2	0	0	0	0	0	0	0	0	0	0
<i>St. James, Penn Hills</i>	104	2	1	0	0	0	0	0	0	0	0	0	0
<i>Incarnation Church, Pittsburgh</i>	55	3	0	0	0	0	0	1	2	0	1	0	0
<i>All Saints Church, Rosedale</i>	55	4	10	0	2	0	0	2	0	0	0	0	2
<i>St. Stephen's, Sewickley</i>	205	8	8	0	20	2	0	19	0	0	4	0	12

<i>Congregation Name Location</i>	Number Of Principal Services	Number Of Holy Day Services Not Included In Principal Services	Number Of Other Services	If Not Meeting Weekly, # Of Times Congregation Met In 2017	Baptisms (15 Years & Younger)	Baptisms (16-30 Years Old)	Baptisms (30+ Years Old)	Number Of Confirmations	Number Of Receptions	Known Conversions	Marriages	Marriage Blessings	Burials
<i>Somerset Anglican Fellowship, Somerset</i>	143	3	2	0	1	0	0	0	0	0	0	0	2
<i>Redeemer Parish, South Hills</i>	105	4	34	0	5	0	0	1	0	0	0	2	2
<i>South Side Anglican Church, South Side</i>	56	2	1	0	1	1	1	6	0	1	0	0	0
<i>All Saints, Springfield, Mo</i>	106	3	508	0	3	1	1	9	8	0	0	0	3
<i>Incarnation Church, State College</i>	52	5	0	0	1	0	0	0	0	8	1	0	0
<i>St. Mary's, Templeton</i>	20	0	1	21	0	0	0	0	0	0	0	0	1
<i>St. Peter's, Uniontown</i>	114	0	291	0	3	0	0	1	1	0	1	0	3
<i>Shepherd's Heart, Uptonn Trinity, Washington</i>	91	2	256	0	1	0	1	4	0	58	1	0	3
<i>St. George's, Waynesburg</i>	100	5	3	0	1	0	0	5	1	2	1	0	1
<i>St. George's, Waynesburg</i>	52	2	0	0	0	0	0	0	0	0	0	0	0
<i>New Jerusalem Church, West Chicago, Il</i>	159	0	0	0	0	0	0	0	0	0	0	0	0
<i>Church Of The Great Shepherd, Wheaton, Il</i>	*	*	*	*	*	*	*	*	*	*	*	*	*
<i>Grand Total</i>	4,190	205	2,602	21	149	11	21	108	27	116	41	2	104

\* Data not submitted/available

## Evangelism & Mission

Congregation Name	Location	New People Through Outreach And Evangelism In 2017	Total # Of Provincial & Global Mission Trips	Total # Of People On Provincial & Global Mission Trips
Church Of The Savior	Ambridge	6	1	1
Trinity	Beaver	6	0	0
St. Andrews College Hill	Beaver Falls	15	0	0
Bedford Anglican Fellowship	Bedford	1	0	0
Seeds Of Hope	Bloomfield	5	0	0
St. Elizabeth	Bridgeville	2	1	1
Christ Church	Brownsville	4	0	0
St. Peter's	Butler	0	0	0
St. Mary's	Charleroi	0	0	0
Charis 247	Coraopolis	3	0	0
All Saints	Cranberry Twp.	8	0	0
Jonah's Call	East End	12	2	21
Grace Anglican Church	Edgeworth	5	0	0
Hope	Elburn, IL	0	0	0
Church Of The Transfiguration	Elizabeth	2	2	1
Church Of Christ The King	Evanston, IL	*	*	*
St. Thomas	Fort Collins, CO	80	0	0
Christ Church Fox Chapel	Fox Chapel	50	1	2
St. John's	Franklin, TN	0	0	0
St. Luke's	Georgetown	1	0	0
St. Thomas	Gibsonia	1	1	1
Church Of Our Saviour	Glenshaw	0	0	0
Christ's Church	Greensburg	10	0	0
Grace Anglican Church	Grove City	10	0	0
Good Shepherd	Harrisburg	0	0	0
Harvest	Homer City	1	0	0
Prince Of Peace Church	Hopewell	14	2	2
St. Matthew's	Johnstown	2	0	0
Holy Innocents	Leechburg	2	0	0
Epiphany	Ligonier	0	0	0
True Vine	Monongahela	5	0	0
St. Martin's	Monroeville	0	0	0
Grace-On-The-Mount	Mt. Washington	0	0	0

Congregation Name	Location	New People Through Outreach And Evangelism In 2017	Total # Of Provincial & Global Mission Trips	Total # Of People On Provincial & Global Mission Trips
St. Alban's	Murrysville	0	0	0
Church Of The Redeemer	Nashville, TN	0	0	0
Christ Our Hope	Natrona Heights	1	0	0
Christ Church	New Brighton	3	1	1
Redeemer	North Boroughs	2	0	0
Mosaic Anglican Church	North Fayette	20	0	0
Good Shepherd	North Hills	0	0	0
Church Of The Ascension	Oakland	25	0	0
Word Of Light Fellowship	O'Hara Twp.	3	0	0
Trinity	Patton	1	0	0
St. James	Penn Hills	0	1	7
Incarnation Church	Pittsburgh	0	0	0
All Saints Church	Rosedale	0	0	0
St. Stephen's	Sewickley	0	1	21
Somerset Anglican Fellowship	Somerset	1	0	0
Redeemer Parish	South Hills	0	0	0
South Side Anglican Church	South Side	2	0	0
All Saints	Springfield, MO	0	0	0
Incarnation Church	State College	20	0	0
St. Mary's	Templeton	0	0	0
St. Peter's	Uniontown	0	1	2
Shepherd's Heart	Uptown	25	1	1
Trinity	Washington	0	0	0
St. George's	Waynesburg	0	0	0
New Jerusalem Church	West Chicago, IL	7	1	1
Church Of The Great Shepherd	Wheaton, IL	*	*	*
<b>GRAND TOTAL</b>		<b>355</b>	<b>16</b>	<b>62</b>

\*Data not submitted/available