



158th Diocesan Convention Pre-Convention Journal

November 4, 2023

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Convention Details, Introduction & Instructions

Convention Statement of Purpose

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

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

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

If you would like to learn more about Convention or diocesan governance, please visit our website: <https://www.pitanglican.org/resources/diocesan-governance>

Pre-Convention Hearings

Both pre-convention hearings will be recorded, and one will be selected and posted on our [YouTube channel](#) after October 18.

Sunday, October 15, 2023	7:00 p.m.	Virtually via Zoom Cloud Meeting Platform: https://us06web.zoom.us/j/85784156536
Wednesday, October 18, 2023	7:00 p.m.	Virtually via Zoom Cloud Meeting Platform https://us06web.zoom.us/j/83592203985

Convention Schedule

Saturday, November 4, 2023	9:00 a.m.	St. Stephen’s Church, Sewickley, PA
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Preliminary Convention Agenda

8:00 a.m.	Check In
9:00 a.m.	<i>Eucharist (Sanctuary)</i>
10:30 a.m.	Coffee Break
10:45 a.m.	<i>Convention Business Meeting (Grace Commons)</i> Call to Order Claims of Deputies to Seats Approval of 2022 Annual Convention Minutes Approval of 2023 Special Convention Minutes Bishop's Annual Address Committee on Canons Report District Revision Proposal/Voting Nominations Committee Report and Voting
12:45 p.m.	Lunch Break
2:00 p.m.	<i>Convention Business Meeting Resumes (Grace Commons)</i> Election Ballot Results Chancellor's Report Financial Reports District Caucuses Service Recognitions & Transitions Announcements
4:00 p.m.	Adjournment

Convention Location & Recommended Hotels

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

Nearby Hotels **[Cobblestone Inn & Suites](#)**
1111 New Economy Drive
Ambridge, PA 15003
724-266-7100

[Fairfield Inn & Suites](#) (Neville Island)
5850 Grand Avenue
Pittsburgh, PA 15225
412-264-4722

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

In accordance with our Constitution and Canons, all congregations must certify their clergy and lay deputies prior to Convention to ensure that they may be properly accounted for at the beginning of Convention.

REGISTRATION: Registration is required for all clergy, lay deputies, committee members, diocesan staff, and observers able to attend Convention. It is the responsibility of Convention participants to register themselves using this online form.

Register online by Monday, October 30, at 12 noon EST:
<https://fs27.formsite.com/anglicandioceseofpgh/convreg/index.html>

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

Policy on Distribution of Materials

1. No material will be placed on the official check in table.
2. No material is to be distributed on the Convention floor except as authorized by the Bishop.
3. Official documents relating to the business of Convention will be provided to clergy and lay deputies when they register on Convention Day.
4. An electronic repository of official documents relating to the business of Convention will be provided on the diocesan website.
5. 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 merely indicate the order of proceedings.
2. Only clerical members and lay deputies may make motions or vote. Those lay persons prescribed in Canon III, Section 3 may speak when requested by the President.
3. To obtain the floor, a member shall approach a microphone, address the chair, receive recognition, state name and congregation and then state the business for which the floor was obtained.
4. Motions, including amendments, from the floor, shall be in writing, signed by the maker and seconded, and concurrently sent to the Secretary, Stacey Regan, at stacey.regan@ascensionpittsburgh.org.
5. Except by permission of the Convention, granted by a two-thirds vote without debate, no one may speak more than twice to the same question on the same day; or more than once if someone who has not spoken wishes to do so; or for more than two minutes at a time; and a time limit of twenty minutes shall be set on discussion of any one subject.
6. The Bishop, or other person serving as President, shall appoint timekeepers, tellers, and other non-elected officials necessary for the Convention.
7. Any scheduled business not finished at the time that a recess is taken shall be resumed during the next business session at the point where discussion was interrupted.
8. The rules contained in "Robert's Rules of Order—Newly Revised" shall govern this Convention in all cases in which they are not inconsistent with the Constitution and Canons of the Anglican Church in North America and this diocese.

Minutes of the Previous Convention(s)

Unapproved Minutes of the 157th Annual Convention

Saturday, November 5th, A.D. 2022

The one hundred fifty-seventh annual Convention of the Anglican Diocese of Pittsburgh convened on Saturday, November 5, 2022, at St. Stephen's Church, Sewickley, PA. Convention opened with Eucharist at 9:00 a.m. in the sanctuary, had a short break during which the Diocese's "Year in the Life" video played, then reconvened in Grace Commons at 10:45 a.m. to conduct the business of the Convention. Registration of deputies was conducted online prior to the Convention.

Welcome and Opening Prayer

The Rt. Rev. Alex Cameron, bishop of the Anglican Diocese of Pittsburgh, opened in prayer and gave an overview of the Convention agenda.

Call to Order

Bp. Cameron called the 157th Convention of the Anglican Diocese of Pittsburgh to order.

Certification of Quorum

Ms. Stacey Regan, acting secretary, stated that a quorum was present as defined by Article V, Section 1, of the Constitution.

Election of Secretary

Bp. Cameron called upon the Rev. Jonathan Millard, president of Diocesan Council, to nominate a secretary of Convention. On behalf of Diocesan Council, Cn. Millard nominated Ms. Stacey Regan as secretary of Convention. There were no other nominations. The Bishop entertained the Rev. Millard's motion that Ms. Regan be elected as secretary of Convention. The motion was seconded by the Rev. Doug Blakelock. There was no discussion. The motion carried.

Appointment of Judge of Elections

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

Resolution for Admission of a Mission Fellowship

Bp. Cameron invited the Rev. Eric Rodes to propose a resolution to receive St. Thomas Anglican Church, Ft. Collins, Colorado, for admission to the Diocese as a Mission Fellowship. The Rev. Rodes proposed:

WHEREAS St. Thomas Anglican Church, Ft. Collins, Colorado, has incorporated as a Colorado non-profit corporation, and now seeks to be received by the Anglican Diocese of Pittsburgh as a Mission Fellowship; and

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

NOW, THEREFORE, BE IT RESOLVED that this 157th Annual Diocesan Convention of the Anglican Diocese of Pittsburgh receive, with joy, St. Thomas Anglican Church, Ft. Collins, Colorado as a Mission Fellowship, with full privileges and responsibilities, and with seat and voice in this Convention.

The resolution was seconded by the Rev. Francis Metcalf. There was no discussion and the resolution was adopted. Bp. Cameron welcomed St. Thomas into the Diocese and prayed for them.

Seat, Voice & Vote

Annual Congregational Report Delinquencies

Bp. Cameron announced that ALL of our congregations submitted their annual reports for the first time in five years.

Audit Delinquencies

Bp. Cameron read the 2021 audit delinquencies: Church of the Great Shepherd, Wheaton, Illinois; Church of our Saviour, Glenshaw; and Christ Church, Brownsville. Pursuant to Canon XX, Section 5, "In any case of failure to file such audits, memorandum, or summary as required herein, any and all Lay Deputies of such delinquent Congregations shall be entitled to Seats with voice but no vote in the Convention."

Seating of Non-Deputy Representatives, Observers & Guests

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

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

Bp. Cameron welcomed and thanked members of the diocesan staff and volunteers present and not seated as deputies: Mrs. Sarah Kwolek, Mrs. Stephanie Finn, and Mrs. Jen Newhouse.

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

Approval of the Minutes of the 156th Annual Convention

Bp. Cameron noted that the minutes of the 156th Annual Convention have been delivered in the Pre-Convention Journal.

The Rev. Glenn Crytzer moved to approve the minutes of the 156th Convention as presented. The Rev. Jeff Wylie seconded the motion. There was no discussion. Motion was approved.

Draft Minutes of the 2022 Special Convention for the Election of a Bishop

Bp. Cameron noted that the minutes of the 2022 Special Convention for the Election of a Bishop have been delivered in the Pre-Convention Journal.

Several small adjustments to correct typos or consistency; a need to shorten two entries to comport with the proper formatting for minutes; and one correction on p. 22 regarding the lay testimonials in the journal. This should read “All lay deputies and all clerical deputies, excepting three who still concurred regarding the validity of the election, signed the required form of testimonials certifying the election.”

No questions or discussion.

The Rev. Dr. Andrea Millard moved to approve the minutes of the 2022 Special Convention for the Election of a Bishop as amended. The Rev. Herb Bailey seconded the motion. No discussion. Motion approved.

Bishop's Annual Address

The Rt. Rev. Alex Cameron, new Bishop of the Diocese of Pittsburgh, gave his first annual address.

Included sharing God's work in our lives with one other person.

Numbers:

are data but not destiny.

Make your passion for mission local: pray daily for conversions to Christ and increasing local mission.

Coming event: Revitalization training (January)

Be aware and be prepared: revitalization means change; you will lose something you love.

Hurt:

Acknowledge the pain of realignment, but we need to move on. “Forgive us our sins, as we forgive those who have sinned against us.”

Acknowledge pain around Bp. Jim (losing him, staff decisions); talk about it to let it go, not enjoy the “taste” again.

Hope:

Despite the numbers and hurt, there is much going on and many opportunities, because Jesus is continuing to work by his Spirit in our community.

Is a reasonable response for the Christian, rooted in the sure work of God through Christ Jesus.

Hope is a habit, a good virtue to practice; miraculous expectation practiced.

Report from the Caucuses

Mr. Alan Komm, acknowledged Sarah Kwolek's service in keeping the diocese moving forward. Today is her birthday, and the assembly sang to her.

As Judge of Elections, Mr. Komm read the results of the District Elections held prior to Convention.

District 1

Council – Lay: Mrs. Marianne Manasterski

Clergy: The Rev. Glenn Crytzer (2nd term)

District Chair – The Rev. Frances Metcalf

District Vice-Chair – The Rev. Michael Husted

District 2

Board of Trustees – Mrs. Rose McDonough

Council – Lay: Mr. Richard Martin

District Chair – The Rev. Eric Phillips

District Vice-Chair – The Rev. Alex Shuttleworth

District 3

Council – Lay: Mr. Tom Miller (2nd term)

District Chair – The Rev. John Bailey

District Vice-Chair – The Rev. Alex Shuttleworth

District 4

Board of Trustees – left vacant

Council – Clergy: The Rev. Doug Blakelock (2nd term)

District Chair – The Rev. Jeffrey Wylie

District Vice-Chair – The Rev. Bryan Jarrell

District 6

Council – Lay: Dr. Leslie Thyberg (2nd term)

District Chair – Dr. Leslie Thyberg

District Vice-Chair – Ms. Sarah Bradford

District 8

Board of Trustees – left vacant

Council – Lay: Mr. Lawrence Silverstein

District Chair – The Rev. David Grissom

District Vice-Chair – The Rev. Deacon Carolyn Nunnally

District 9

Board of Trustees – Mr. David Greening

Council – Clergy: The Rev. Michael McGee (2nd term)

District Chair – The Rev. Dn. Jacilyn Goodwin

District Vice-Chair – Mrs. Ann McCarthy

District 10

Council – Clergy: The Rev. Regis Turocy (2nd term)

District Chair – The Rev. Regis Turocy

District Vice-Chair – The Rev. Dn. Nancy Cain McComb

Report of Nominating Committee

Bp. Cameron introduced the Rev. Cn. Jonathan Millard, President of Diocesan Council, and member of the Nominating Committee, to begin our election process, and thanked him for his service to the diocese.

Cn. Millard stated that the slate of candidates was published in the Pre-Convention journal on October 6, 2022, and reported that no additional nominations were made in advance of Convention and that nominations were now closed.

Elections – First Ballot

Standing Committee – Elect 1 Lay and 1 Clergy

Vote to elect Mrs. Mara Bateson or Mr. Jeff Forster.

Vote to elect the Rev. John Bailey, the Rev. Clint Kerley, the Rev. Cn. Tracy Russell, or the Rev. Dn. Johnmark Smith.

Board of Trustees – Elect 1 Lay and 1 Clergy

Mrs. Diane Sykes-Bookhammer was elected as a lay member of the Board of Trustees by affirmation.

Array – Elect 1 Lay and 3 Clergy

Mr. Rea Redd was elected as a lay member of the Array by affirmation.

The Rev. Dr. Keith Almond, the Rev. Dn. Joshua Bennett, and the Rev. Michael Husted were elected as clergy members of the Array by affirmation.

Committee on Canons – Elect 1 Lay and 1 Clergy

Mr. Jay Roddy was elected as a lay member of the Committee on Canons by affirmation.

The Rev. Dn. Mary Baker was elected as a clergy member of the Committee on Canons by affirmation.

Chancellor's Report

Following the Chancellor's report, Bp. Cameron thanked Mrs. Bouwers Bianchin for her service.

Report of the Director of Administration & Diocesan Treasurer

Mrs. Sarah Kwolek, director of administration, gave God glory for his provision of volunteers and eventually new staff during the early months of this year. She gave particular appreciation to the Finance Committee and presented the current financial position of the Diocese and the 2023 operating budget. The Finance Committee meets monthly in an advisory capacity. Members are Mr. Tom Hay of the Board of Trustees, The Rev. Keith Almond and The Rev. Doug Blakelock of Diocesan Council, Mr. Wicks Stephens of the Standing Committee, and Ms. Diane Edelstein, a former Trustee, served until August this year when she and her husband moved away. She will be greatly missed.

Key recommendations from the Finance Committee

Mrs. Kwolek reported that the diocese is debt free, having paid off its remaining debt in March.

The committee recommended that the Diocesan Council resolve to create an emergency fund from the surplus operating funds to protect the diocese from incurring debts in the future. They also recommended that the Diocesan Council retain unused funds from the legal budget in 2022 in a savings account to cover costs beyond that current year's budget in the case of future legal action.

The committee attended the 2021 annual audit review and were pleased to receive a clean audit.

An explanation of the Balance Sheet was given.

Legacy & Growth Funds

Growth fund primarily funded by donations from our churches. All churches were encouraged to participate in giving to the Growth Fund.

Legacy is funded by individual donations. The bishop has asked that gifts to the diocese be given primarily to the Legacy Fund so that it continues to be replenished and available for church and clergy needs.

2023 Operating Budget

Summary budget available online in Pre-Convention Journal.

Detailed version available by request.

Cn. Millard moved to approve the 2023 Operating Budget as presented.

No questions or discussion.

The 2023 Operating Budget was approved as presented.

Report of Elections – First Ballot

Mr. Alan Komm read the results of the Standing Committee election.

(Standing Committee – Elect 1 Lay and 1 Clergy)

Vote to elect Mrs. Mara Bateson with 57.8% of the vote.

Election results: the Rev. John Bailey 32.5%, the Rev. Clint Kerley, 33.8% the Rev. Cn. Tracy Russell 24.8%, or the Rev. Dn. Johnmark Smith 8.9%.

For the clergy election, a run-off is required among the Rev. John Bailey, the Rev. Clint Kerley, and the Rev. Cn. Tracy Russell. Ballots were filled out and collected.

Service Recognitions & Transitions

Bp. Cameron announced the clergy, congregational, and diocesan staff transitions since the last Convention.

Clergy Transitions

The Rev. Deacon Jennifer Kang and the Rev. Dr. Len Finn were received into the Diocese.

The Rev. Ron Baillie retired from St. Thomas Church in Gibsonia.

The Rev. Deacon Nancy Lewis and the Rev. Dr. Langdon Pegram were issued letters dimissory, out of the Anglican Diocese of Pittsburgh.

The Rev. Deacon Dennis Wilson died in December of last year.

Clergy serving in interim or new roles

The Rev. Kenny Benge, Interim Rector, Church of the Redeemer, Nashville, TN

The Rev. Greg Miller, Interim Rector, St. Thomas, Gibsonia, PA

The Rev. Dr. Len Finn, Rector, All Saints Anglican Church, Cranberry Township, PA

Bp. Cameron thanked those who offer to serve in interim roles.

Clergy Ordained Deacons by the Rt. Rev. Martyn Minns

The Rev. Dn. Kathy Haynes

The Rev. Dn. Jess Bennett

The Rev. Dn. Josh Bennett

The Rev. Dn. Greg Sparks

Clergy Ordained Priests by the Rt. Rev. Martyn Minns

The Rev. Michael Hustead

The Rev. Rob Lewis

The Rev. Herb Bailey

Congregations Closed

Charis 24/7 closed at the end of 2021.

Expressed gratitude to the Rev. Sam Jampetro for reaching out to that community.

Staff Transitions

Mrs. Bonnie Catalano, executive assistant to the Bishop, served from November 2002 until her retirement in April of this year.

Mrs. Stephanie Finn became interim part-time director of communications in June of this year.

Mrs. Christina Silva became interim part-time diocesan executive assistant in July of this year.

Mrs. Jen Newhouse became part-time administrative assistant in September of this year.

Governing Body Transitions

The following people will complete their terms serving our governing bodies this year:

Standing Committee

Thanks to those serving, have done a fantastic job, serving the Diocese well in the interim between bishops.

The Rev. Elaine Storm: Expressed particular praise and appreciation, standing to acknowledge Elaine.

Mr. Kirk Botula

Board of Trustees

Mr. Derrick Herrington, retiring Chair

Mrs. Winifred Sherman

Ms. Nicole DeLuca

Diocesan Council

Mr. Dan Oliver, District 8

The following will complete their terms serving in other areas of diocesan leadership this year.

The Array

The Rev. John Bailey

The Rev. Eric Rodes

Mr. Doug Wicker

Committee on Canons

Mrs. Delia Bouwers Bianchin

Deputies to Extra-Diocesan Synods

The Rev. Bill Starke

Mrs. Sarah Kwolek

Bp. Cameron prayed thanksgiving for those who have served this past year.

Announcements

Trinity School for Ministry Mission Days Nov. 8-9.

Handout for Jan Renewal and Revitalization at Trinity passed out.

The 158th Convention of the Anglican Diocese of Pittsburgh will take place November 3-4, 2023.

Report of Elections – Second Ballot

Mr. Alan Komm read the results of the Standing Committee election.

(Standing Committee – Elect 1 Lay and 1 Clergy)

Vote to elect the Rev. John Bailey 40.4 %, the Rev. Clint Kerley 42.9%, the Rev. Cn. Tracy Russell 16.7%

Third Ballot: Vote to elect the Rev. John Bailey or the Rev. Clint Kerley. Ballots were filled out and collected.

Floor opened for questions for the Bishop

Standing Committee Round 3 Results

Mr. Alan Komm read the results of the Standing Committee election.

(Standing Committee – Elect 1 Lay and 1 Clergy)

The Rev. Clint Kerley with 50.6% is elected as the clergy.

The Rev. John Bailey congratulated Clint and offered prayer for his brother-in-law Jim, suffering from cancer.

Motion to adjourn Convention by Cn. Millard, seconded by Dr. Leslie Thyberg. No discussion. Motion carried.

Bp. Cameron declared the 157th Convention adjourned.

Closing Prayer

Bp. Cameron closed the Convention with prayer at 12:45 p.m.

Respectfully submitted,

Stacey Regan

Secretary of Convention

Unapproved Minutes of the 2023 Special Convention

Present

President: Bp. Alex Cameron

Administrator: Sarah Kwolek

Secretary: Stacey Regan

Diocesan Council President: The Rev. Eric Rodes

Clergy and Lay Deputies to Convention

130 total (7 of whom were not Deputies)

Opening the Meeting

The Zoom meeting was called to order by Bp. Alex Cameron, Bishop of the Anglican Diocese of Pittsburgh, who opened the meeting with prayer.

Explanation as to Why and How the Meeting was Taking Place

Bp. Alex explained that we were following the Rules of Order as set forth on pp. 38-42 of the Constitution & Canons with Rules of Order of the Anglican Diocese of Pittsburgh, and he outlined accommodations being made to meet the limitations of the online webinar format, specifically the raise and lower hand feature, how to use the chat, and the fact that those without a vote at Convention would be moved to the "Breakout Room" when a vote was being taken and readmitted before the results of the vote were announced.

Mrs. Sarah Kwolek, director of administration, launched a sample poll for attendees to participate in to demonstrate the procedure.

Certification of a Quorum

Bp. Alex called this Special Convention of the Anglican Diocese of Pittsburgh to order. He then called upon Ms. Stacey Regan, Acting Secretary, to certify a quorum, which according to Article V, Section 1 of the Constitution was done.

Electing a Secretary to Convention

Bp. Alex called upon The Rev. Eric Rodes, President of Diocesan Council, to nominate a Secretary of Convention. He placed into nomination Ms. Stacey Regan and invited other nominations. Hearing none, he entertained a motion to elect Ms. Regan as Secretary to Convention.

Dr. Leslie Thyberg so moved.

The Rev. Tara Jernigan seconded the motion.

Questions or discussion were invited. There being none, those without a vote were moved to the breakout room, a vote was launched, those without vote were readmitted, and the results approving Ms. Regan by 100% were shared.

Motion carried.

Seat, Voice & Vote Considerations

Audit Delinquencies

As announced at the November Convention, Church of the Great Shepherd, Wheaton IL and Church of our Saviour, Glenshaw PA have not submitted a financial audit for 2021. Pursuant to Canon XX, Section 5, "In any case of failure to file such audits, memorandum, or summary as required herein, any and all Lay Deputies of such delinquent Congregations shall be entitled to Seats with voice but no vote in the Convention."

Welcome and Seating of Non-Deputy Representatives

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

Mrs. Delia Bouwers Bianchin, our Diocesan Chancellor, was also welcomed. Pursuant to Article III, Section 3, the Chancellor shall be an ex-officio member of the Convention with the right to a single vote in the Lay order.

Welcome Staff

Attending members of the diocesan staff not seated as deputies were introduced: Mrs. Sarah Kwolek, Mrs. Christina Silva, and Mrs. Jen Newhouse. Bp. Alex thanked them for helping to manage the business meeting of Convention.

Consent to the Hiring of a Canon to the Ordinary

As the sole purpose in meeting today is to fulfill the requirement in the Constitution & Canons of our diocese to gain consent from Convention for the hiring of a Canon to the Ordinary, Bp. Alex call on The Rev. Eric Rodes to propose a motion to make this consent.

He so moved that “WE the Convention of the Anglican Diocese of Pittsburgh hereby consent to the hiring of a Canon to the Ordinary.”

Ms. Marianne Manasterski seconded the motion.

Bp. Alex called for questions or discussion.

Mr. (Patrick) Jay Roddy asked why we were needing to meet to consent to this, would we need to gather to approve other diocesan hires? Bp Alex answered: No. the Constitutions & Canons Committee would be meeting to make such things clear, but since the hiring of a Canon to the Ordinary was not specifically addressed by our canons, he felt better getting Convention’s approval.

Discussion concluded, those without a vote were moved to the breakout room.

Mrs. Kwolek launched the vote to consent to the hiring of a Canon to the Ordinary. At the end of the vote, those removed were returned to the meeting, and the results of the vote (100% in favor) were shared.

Motion carried.

Bp. Alex thanked everyone for their time, especially after the recent demands of Holy Week and Easter; he would move forward with the hiring process.

Announcements

Bp. Alex reminded all that the 158th Convention of the Anglican Diocese of Pittsburgh would occur Nov 4, 2023, at St. Stephen’s Church in Sewickley.

Adjournment & Prayer

The Rev. Keith Almond moved that this Special Convention be adjourned. The Rev. Glenn Crytzer seconded the motion. Those permitted to vote did so. The motion carried by a 99% vote.

Bp. Alex declared the Special Convention adjourned and closed with prayer.

Budget and Financials

Proposed 2024 Budget

Budget was amended and approved by Diocesan Council on October 3, 2023.

	BUDGET Jan-Dec 23	ACTUAL Jan - Aug 23	BUDGET Jan-Dec 24	Note
Ordinary Income/Expense				
Income				
40 · Church Membership Revenue				
40 - Godly Share Contributions	866,052.00	567,464.28	908,000.00	1
41 · Other Contributions	13,550.00	8,271.50	12,500.00	2
44 · Program Income	10,000.00	11,353.02	14,000.00	
46 · Miscellaneous Income	3,300.00	2,400.00	0.00	3
Total Income	<u>892,902.00</u>	<u>589,702.43</u>	<u>934,500.00</u>	
Gross Profit	892,902.00	589,702.43	934,500.00	
Expense				
50 · Province Expenses	125,956.00	94,857.30	112,050.00	
51 · Program Expenses	30,500.00	13,276.44	61,100.00	4
52 · Event Expenses	20,000.00	3,468.47	25,100.00	5
53 · Staff Expenses	407,835.43	257,636.25	477,878.00	6
54 · Occupancy Costs	65,500.00	38,173.01	56,275.00	7
55 · Office Expenses	32,110.00	15,107.14	26,780.00	
56 · Archbishop Emeritus Expenses	4,420.00	3,878.01	5,920.00	
57 · Employee Expenses	25,750.00	13,841.64	28,000.00	
58 · Prof Dev/Training	3,000.00	577.96	11,500.00	8
60 · Professional & Consulting	148,250.00	40,179.75	111,580.00	9
63 · Insurance	8,255.00	5,724.12	8,900.00	
65 · Bank and Finance Expenses	1,000.00	1,017.92	1,000.00	
67 · Contingency	20,325.57	116.58	8,417.00	
Total Expense	<u>892,902.00</u>	<u>487,854.59</u>	<u>934,500.00</u>	
Net Ordinary Income	0.00	101,847.84	0.00	

- Notes:
- 1 Based on 2022 giving and 2023 pledge projections
 - 2 Reduced as donors are encouraged to give to restricted funds
 - 3 Parking lot lease ends 2023, rent reduction going forward
 - 4 Includes \$35K for Church planting and revitalization; \$8K for clergy assistance
 - 5 Increased to allow for year-round clergy gatherings, ~14K is offset by event income for clergy retreat
 - 6 3% COL increase, full year of Canon to the Ordinary
 - 7 Lease agreement moves year to year with reduction in monthly cost for shared parking and build out expense
 - 8 Increased to cover leadership coach, leadership retreat and C2O
 - 9 Legal reserve is \$130K, reduced legal budget; includes website rebuild expense

Proposed Godly Share Offerings for Proposed 2024 Budget

Congregations will be sent notice of their 2022 actual operating income reporting with a recommendation for Godly Share giving for 2024 and encouragement to participate in the Growth Fund. Below are the recommendations to be sent to each congregation. The proposed budget reflects a more conservative forecast.

Beyond the Burgh & Mission Fellowships

<i>Name</i>	<i>Location</i>	<i>Ops Income 2022</i>	<i>Godly Share 2024</i>	<i>Growth Fund 2024</i>
<i>All Souls Anglican Church</i>	Wheaton, IL	\$293,907	\$14,695	\$2,939
<i>Church of the Great Shepherd</i>	Wheaton, IL	\$73,900	\$3,695	\$739
<i>Church of the Redeemer</i>	Nashville, TN	\$961,200	\$48,060	\$9,612
<i>New Jerusalem Church</i>	Carol Stream, IL	\$177,111	\$8,856	\$1,771
<i>Redeemer Mission Fellowship</i>	North Boroughs	\$108,804	\$5,440	\$1,088
<i>St. John's Anglican Church</i>	Franklin, TN	\$245,648	\$12,282	\$2,456
<i>St. Thomas Mission Fellowship</i>	Ft. Collins, CO	\$145,842	\$7,292	\$1,458
<i>Subtotal</i>		\$2,006,412	\$100,321	\$20,064

Churches in Union—PA

<i>Name</i>	<i>Location</i>	<i>Ops Income 2022</i>	<i>Godly Share 2024</i>	<i>Growth Fund 2024</i>
<i>All Saints Anglican Church</i>	Cranberry Twp	\$152,779	\$15,278	\$1,528
<i>Christ Anglican Church</i>	Brownsville	\$142,652	\$14,265	\$1,427
<i>Christ Anglican Church</i>	New Brighton	\$136,455	\$13,646	\$1,365
<i>Christ Church Fox Chapel</i>	Fox Chapel	\$633,568	\$63,357	\$6,336
<i>Christ Our Hope</i>	Natrona Heights	\$145,045	\$14,505	\$1,450
<i>Christ the Redeemer</i>	South Hills	\$361,636	\$36,164	\$3,616
<i>Christ's Church</i>	Greensburg	\$210,630	\$21,063	\$2,106
<i>Church of Our Saviour</i>	Glenshaw	\$10,000	\$1,000	\$100
<i>Church of the Ascension</i>	Oakland	\$1,608,528	\$160,853	\$16,085
<i>Church of the Savior</i>	Ambridge	\$144,454	\$14,445	\$1,445
<i>Church of the Transfiguration</i>	Elizabeth	\$33,421	\$3,342	\$334
<i>Epiphany Anglican Fellowship</i>	Ligonier	\$111,645	\$11,165	\$1,116
<i>Grace Anglican Church</i>	Edgeworth	\$103,462	\$10,346	\$1,035
<i>Grace Anglican Church</i>	Grove City	\$352,921	\$35,292	\$3,529
<i>Grace Anglican Church</i>	Mt. Washington	\$98,908	\$9,891	\$989
<i>Harvest Anglican Church</i>	Homer City	\$25,478	\$2,548	\$255
<i>Holy Innocents</i>	Leechburg	\$28,000	\$2,800	\$280
<i>Incarnation Church (Anglican)</i>	Pittsburgh	\$15,172	\$1,517	\$152
<i>Jonah's Call</i>	East End	\$178,521	\$17,852	\$1,785
<i>Mosaic Anglican Church</i>	North Fayette	\$194,155	\$19,416	\$1,942
<i>New Life Anglican Fellowship</i>	Beaver	\$53,481	\$5,348	\$535
<i>Prince of Peace Church</i>	Hopewell	\$294,486	\$29,449	\$2,945
<i>Reconciliation Anglican Church</i>	Penn Hills	\$107,513	\$10,751	\$1,075

<i>Name</i>	<i>Location</i>	<i>Ops Income 2022</i>	<i>Godly Share 2024</i>	<i>Growth Fund 2024</i>
<i>Seeds of Hope Anglican Church</i>	Bloomfield	\$89,318	\$8,932	\$893
<i>Shepherd's Heart Fellowship</i>	Uptown	\$206,481	\$20,648	\$2,065
<i>Somerset Anglican Fellowship</i>	Somerset	\$67,946	\$6,795	\$679
<i>St. Alban's Anglican Church</i>	Murrysville	\$210,963	\$21,096	\$2,110
<i>St. Elizabeth Anglican Mission</i>	Bridgeville	\$3,327	\$333	\$33
<i>St. Luke's Anglican Church</i>	Georgetown	\$23,040	\$2,304	\$230
<i>St. Martin's Anglican Church</i>	Monroeville	\$100,580	\$10,058	\$1,006
<i>St. Mary's Anglican Church</i>	Charleroi	\$115,592	\$11,559	\$1,156
<i>St. Matthew's Anglican Church</i>	Johnstown	\$58,227	\$5,823	\$582
<i>St. Peter's Anglican Church</i>	Butler	\$175,466	\$17,547	\$1,755
<i>St. Peter's Anglican Church</i>	Uniontown	\$183,671	\$18,367	\$1,837
<i>St. Stephen's Church</i>	Sewickley	\$2,019,143	\$201,914	\$20,191
<i>St. Thomas Anglican Church</i>	Gibsonia	\$151,975	\$15,198	\$1,520
<i>Trinity Anglican Church</i>	Patton	\$20,417	\$2,042	\$204
<i>Trinity Church</i>	Washington	\$241,786	\$24,179	\$2,418
<i>True Vine Anglican</i>	Monongahela	\$27,890	\$2,789	\$279
<i>Subtotal</i>		\$8,838,733	\$883,873	\$88,387
<i>TOTAL</i>		\$10,845,145	\$984,194	\$108,451

- 1) The Godly Share column is the recommended pledge based on 2022 Ops Income
- 2) The Growth Fund column is 1% of Ops income—not required, but encouraged

Balance Sheet Through August 2023

	100 Bishop's Legacy Fund (With Donor Restrictions)	250 Growth Fund (With Donor Restrictions)	301 Other (With Donor Restrictions)	305 Bishop's Discretionary Fund	001 Operating Fund (Without Donor Restrictions)	TOTAL
ASSETS						
General Ckg	0.00	0.00	0.00	0.00	68,746.23	68,746.23
Savings	0.00	0.00	4,294.88	0.00	20,795.18	25,090.06
Bishop Cameron Discretionary Acct	0.00	0.00	0.00	8,975.51	0.00	8,975.51
Other Cash	0.00	0.00	0.00	0.00	529.64	529.64
Investments	508,726.46	0.00	0.00	0.00	399,718.29	908,444.75
Accounts Receivable	0.00	0.00	0.00	0.00	25,600.53	25,600.53
Other Current Assets	0.00	7,841.26	0.00	0.00	7,559.28	15,400.54
Fixed Assets	0.00	0.00	0.00	0.00	49,540.62	49,540.62
Lease Assets	0.00	0.00	0.00	0.00	20,157.30	20,157.30
Due From Legacy Fund	(234,849.96)	234,849.96	0.00	0.00	0.00	0.00
Due (To)/From Operating Fund	0.00		0.00	0.00	0.00	0.00
TOTAL ASSETS	273,876.50	242,691.22	4,294.88	8,975.51	592,647.07	1,122,485.18
LIABILITIES & EQUITY						
Liabilities						
Accounts Payable	0.00	0.00	0.00	0.00	5,142.82	5,142.82
Funds Held for Others	0.00	0.00	0.00	0.00	815.68	815.68
Other Liabilities	0.00	0.00	0.00	0.00	6,384.68	6,384.68
Grants Payable	0.00	15,000.00	0.00	0.00	0.00	15,000.00
Lease Liabilities	0.00	0.00	0.00	0.00	20,157.30	20,157.30
Total Liabilities	0.00	15,000.00	0.00	0.00	32,500.48	47,500.48
Equity						
Restricted Net Assets	273,876.50	227,691.22	4,294.88	8,975.51		514,838.11
Net Asset without restrictions					560,146.59	560,146.59
TOTAL LIABILITIES & EQUITY	273,876.50	242,691.22	0.00	8,975.51	592,647.07	1,122,485.18

Investment account includes unrestricted funds: \$130,000 legal reserve; \$270,000 ops reserve

2023 Clergy Compensation and Care Guide

The Clergy Compensation and Care Guide was updated and renamed to reflect its expanded recommendations for intentional care of our clergy. A committee was tasked with the revisions and Diocesan Council adopted the updated guide on October 3, 2023. Clergy and congregations may refer to the guide on our website: <https://www.pitanglican.org/parish-docs/clergy-compensation-care-guide>

Districts of the Anglican Diocese of Pittsburgh

Below is the list of each district, their leaders, the congregations that make up each district, and the allocation of lay deputies to Convention for each congregation. All clergy members have full seat, voice, and vote at Convention. The number of deputies is based on a congregation's 2021 APSA.

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

<i>District 1 – Ohio Valley</i>	<i>Status</i>	<i># of Lay Deputies</i>
AMBRIDGE, Church of the Savior	Congregation in Union	2
BEAVER, New Life Anglican Fellowship	Congregation in Union	2
EDGEWORTH, Grace Anglican Church	Congregation in Union	2
GEORGETOWN, St. Luke's Anglican Church	Congregation in Union	2
HOPEWELL, Prince of Peace Church	Congregation in Union	3
NEW BRIGHTON, Christ Anglican Church	Congregation in Union	2
NORTH BOROUGHS, Redeemer Anglican Church	Mission Fellowship	[2]
NORTH FAYETTE, Mosaic Church	Congregation in Union	2
SEWICKLEY, St. Stephen's Church	Congregation in Union	4

<i>District 2 – Northlands</i>	<i>Status</i>	<i># of Lay Deputies</i>
BUTLER, St. Peter's Anglican Church	Congregation in Union	2
CRANBERRY TWP, All Saints Anglican Church	Congregation in Union	2
GIBSONIA, St. Thomas Anglican Church	Congregation in Union	2
GLENSHAW, Church of Our Saviour	Congregation in Union	2
GROVE CITY, Grace Anglican Church	Congregation in Union	4

<i>District 3 – Allegheny Valley</i>	<i>Status</i>	<i># of Lay Deputies</i>
FOX CHAPEL, Christ Church Fox Chapel	Congregation in Union	3
LEECHBURG, Holy Innocents Anglican Church	Congregation in Union	2
NATRONA HEIGHTS, Christ Our Hope	Congregation in Union	2

<i>District 4 – Eastern Kingdom</i>	<i>Status</i>	<i># of Lay Deputies</i>
GREENSBURG, Christ's Church	Congregation in Union	2
HOMER CITY, Harvest Anglican Church	Congregation in Union	2
JOHNSTOWN, St. Matthew's Anglican Church	Congregation in Union	2
LIGONIER, Epiphany Anglican Fellowship	Congregation in Union	2
PATTON, Trinity Anglican Church	Congregation in Union	2
SOMERSET, Somerset Anglican Fellowship	Congregation in Union	2

<i>District 6 – City/City South</i>	<i>Status</i>	<i># of Lay Deputies</i>
BLOOMFIELD, Seeds of Hope Anglican Church	Congregation in Union	2
BRIDGEVILLE, St. Elizabeth Anglican Mission	Congregation in Union	2
EAST END, Jonah's Call	Congregation in Union	2
MT. WASHINGTON, Grace Anglican Church	Congregation in Union	2
OAKLAND, Church of the Ascension	Congregation in Union	5
PITTSBURGH, Incarnation Church	Congregation in Union	2
UPTOWN, Shepherd's Heart Fellowship	Congregation in Union	2

<i>District 8 – Two Rivers</i>	<i>Status</i>	<i># of Lay Deputies</i>
MONROEVILLE, St. Martin's Anglican Church	Congregation in Union	2
MURRYSVILLE, St. Alban's Anglican Church	Congregation in Union	2
PENN HILLS, Reconciliation Anglican Church	Congregation in Union	2

<i>District 9 – Beyond the Burgh</i>	<i>Status</i>	<i># of Lay Deputies</i>
CAROL STREAM, New Jerusalem Church	Mission Fellowship	[2]
FORT COLLINS, St. Thomas Church	Mission Fellowship	[2]
FRANKLIN, TN, St. John's Anglican Church	Congregation in Union	2
NASHVILLE, Church of the Redeemer	Congregation in Union	4
WHEATON, All Souls Anglican Church	Congregation in Union	3
WHEATON, Church of the Great Shepherd	Mission Fellowship	[2]

<i>District 10 – Southern Kingdom</i>	<i>Status</i>	<i>#</i>
BROWNSVILLE, Christ Anglican Church	Congregation in Union	2
CANONSBURG, Christ the Redeemer	Congregation in Union	2
CHARLEROI, St. Mary's Anglican Church	Congregation in Union	2
ELIZABETH, Church of the Transfiguration	Congregation in Union	2
MONONGAHELA, True Vine Anglican Church	Congregation in Union	2
UNIONTOWN, St. Peter's Parish Church	Congregation in Union	2
WASHINGTON, Trinity Church	Congregation in Union	2

TOTALS

TOTAL LAY DEPUTIES	96/[8]
TOTAL CLERGY DEPUTIES 2023	174

Proposed New District Plan

In an effort to address the imbalance of our current district plan, the Bishop's office has suggested the following new district plan. Per Canon XXI, Section 1, any new districting plan must be reviewed at an open hearing, submitted to Diocesan Council for its concurrence, and presented at Convention for approval. To that end, an open hearing was held on October 3, immediately followed by a meeting of Diocesan Council that approved the plan, and it will be presented at Convention on November 4. A recording of the open hearing can be [viewed here](#).

DISTRICT	ACCOUNT NAME	LOCATION	MEMBER TYPE	APSA
1 - WEST	St. Stephen's Church	SEWICKLEY	Congregation in Union	361
	Prince of Peace Church	HOPEWELL	Congregation in Union	101
	Grace Anglican Church (Edgeworth)	EDGEWORTH	Congregation in Union	44
	Church of the Savior	AMBRIDGE	Congregation in Union	40
	Mosaic Church	NORTH FAYETTE	Congregation in Union	40
	Christ Anglican Church (New Brighton)	NEW BRIGHTON	Congregation in Union	29
	New Life Anglican Fellowship	BEAVER	Congregation in Union	17
	St. Luke's Anglican Church	GEORGETOWN	Congregation in Union	13
	Sum	8		
2 - NORTH CENTRAL	Grace Anglican Church/Redeemer Franklin	GROVE CITY	Congregation in Union	285
	Jonah's Call	EAST END	Congregation in Union	59
	St. Peter's Anglican Church (Butler)	BUTLER	Congregation in Union	48
	St. Thomas Anglican Church (Gibsonia)	GIBSONIA	Congregation in Union	45
	All Saints Anglican Church	CRANBERRY TWP	Congregation in Union	44
	Redeemer Anglican Church	NORTH BOROUGHES	Mission Fellowship	35
	Reconciliation Anglican Church	PENN HILLS	Congregation in Union	35
	Seeds of Hope Anglican Church	BLOOMFIELD	Congregation in Union	33
	Church of Our Saviour	GLENSHAW	Congregation in Union	15
Sum	9			599
3 - SOUTH CENTRAL	Church of the Ascension	OAKLAND	Congregation in Union	400
	Christ the Redeemer (Canonsburg)	CANONSBURG	Congregation in Union	65
	Trinity Church (Washington)	WASHINGTON	Congregation in Union	42
	St. Mary's Anglican Church	CHARLEROI	Congregation in Union	39
	St. Peter's Parish Church (Uniontown)	UNIONTOWN	Congregation in Union	35
	Church of the Transfiguration	ELIZABETH	Congregation in Union	23
	Christ Anglican Church (Brownsville)	BROWNSVILLE	Congregation in Union	22
	True Vine Anglican Church	MONONGAHELA	Congregation in Union	16
	St. Elizabeth Anglican Mission	BRIDGEVILLE	Congregation in Union	12
Sum	9			654
4 - EAST CENTRAL	Christ Church Fox Chapel	FOX CHAPEL	Congregation in Union	151
	Christ's Church (Greensburg)	GREENSBURG	Congregation in Union	70
	St. Alban's Anglican Church	MURRYSVILLE	Congregation in Union	60

	Christ Our Hope	NATRONA HEIGHTS	Congregation in Union	35
	Epiphany Anglican Fellowship	LIGONIER	Congregation in Union	35
	Shepherd's Heart Fellowship	UPTOWN	Congregation in Union	32
	Grace Anglican Church	MT. WASHINGTON	Congregation in Union	27
	Somerset Anglican Fellowship	SOMERSET	Congregation in Union	27
	Holy Innocents Anglican Church	LEECHBURG	Congregation in Union	22
	St. Matthew's Anglican Church	JOHNSTOWN	Congregation in Union	21
	St. Martin's Anglican Church	MONROEVILLE	Congregation in Union	18
	Incarnation Church (Pittsburgh)	PITTSBURGH	Congregation in Union	15
	Trinity Anglican Church (Patton)	PATTON	Congregation in Union	13
	Harvest Anglican Church	HOMER CITY	Congregation in Union	8
Sum	14			534
5 - BEYOND	Church of the Redeemer (Nashville)	NASHVILLE, TN	Congregation in Union	300
	All Souls' Anglican Church	WHEATON, IL	Congregation in Union	135
	St. John's Anglican Church	FRANKLIN, TN	Congregation in Union	64
	St. Thomas Church (Fort Collins)	FORT COLLINS, CO	Mission Fellowship	41
	New Jerusalem Church	CAROL STREAM, IL	Mission Fellowship	31
	Church of the Great Shepherd	WHEATON, IL	Mission Fellowship	24
Sum	6			595
TOTAL	46			3027

Rosters of Elected Bodies

Standing Committee

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

	YR. TERM ENDS
The Rev. Dr. Andrea Millard, <i>President</i>	2023
Mrs. Monique Magness	2023
The Rev. Capt. Herb Bailey	2024
Mr. Wicks Stephens, II	2024
The Rev. Andrew DeFusco	2025
Ms. Mary Martha Truschel (<i>deceased</i>)	2025
The Rev. Clint Kerley	2026
Mrs. Mara Bateson	2026
Mrs. Delia Bouwers Bianchin, <i>Chancellor</i>	

Board of Trustees

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

	DISTRICT	YR. TERM ENDS	NO. TERMS
Mrs. Susan Hovanec, <i>Secretary</i>	1	2023	1
Mrs. Rose McDonough	2	2023	1
Mr. John Kearns	3	2023	2
<i>Vacant</i>	4	2025	
Mr. Jack Walsh	6	2023	1
<i>Vacant</i>	8	2025	
Mr. David Greening	9	2024	1
<i>Vacant</i>	10	2023	
Mrs. Diane Sykes-Bookhammer	<i>Elected by Convention</i>	2025	1
Mr. Tom Hay	<i>Elected by Convention</i>	2024	2
Mr. Alan Komm	<i>Elected by Convention</i>	2023	1
Mr. Kirk Botula, <i>President</i>	<i>Bishop Appointment</i>	2025	1
<i>Vacant</i>	<i>Bishop Appointment</i>		
The Rt. Rev. Alex Cameron	<i>Bishop</i>		
Mrs. Sarah Kwolek	<i>Dir. of Administration</i>		

Diocesan Council

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

	DISTRICT	YR. TERM ENDS	NO. TERMS
Mrs. Marianne Manasterski	1	2023	1
Ms. Judith Hall	1	2024	1
The Rev. Glenn Crytzer	1	2025	2
Mr. Kirk Haberman	2	2023	1
The Rev. Dn. Marybeth Carey	2	2024	1
Mr. Richard Martin	2	2025	1
Mr. Bill Klingensmith	3	2023	1

The Rev. Colleen Klingensmith	3	2024	1
Mr. Tom Miller	3	2025	2
<i>Vacant</i>	4	2023	
Ms. Holly Ruble	4	2024	1
The Rev. Douglas Blakelock	4	2025	2
<i>Vacant</i>	6	2023	
Ms. Stacey Regan	6	2024	1
Dr. Leslie Thyberg	6	2025	2
The Rev. Dn. Carolyn Nunnally	8	2023	1
Mr. Gary Bookhammer	8	2024	2
Mr. Lawrence Silverstein	8	2025	1
The Rev. Michael Arnold	9	2023	1
Mr. Mark Frost	9	2024	1
The Rev. Michael McGhee	9	2025	2
The Rev. Keith Almond	10	2023	
The Rev. Eric Rodes	10	2024	2
<i>Vacant</i>	10	2025	
Ex Officio Council Membership			
The Rt. Rev. Alex Cameron	<i>Bishop of Pittsburgh</i>		
Mrs. Delia Bouwers Bianchin	<i>Chancellor</i>		
The Rev. Dr. Andrea Millard	<i>Standing Comm. Pres.</i>		
Mr. Kirk Botula	<i>Board of Trustees Pres.</i>		
Ms. Stacey Regan	<i>Secretary of Conv.</i>		
Non-Voting Council Membership			
Mrs. Sarah Kwolek	<i>Dir. of Administration</i>		

The Array

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

	YR. TERM ENDS	NO. TERMS
Mrs. Marilyn Knotts	2023	1
Mr. Wallace Scott	2023	1
The Rev. Andrew DeFusco	2023	1
The Rev. Keith Almond (<i>filling a vacancy</i>)	2024	
Ms. Millicent Smith	2024	1
The Rev. Bryan Jarrell	2024	2

The Rev. Joshua Bennett	2025	1
The Rev. Michael Hustead	2025	1
Mr. Rea Redd	2025	1

Commission on Ministry

The Rev. Lauren Scharf, <i>Chair</i>	The Rev. Dn. Marybeth Carey
The Rev. Michael McGee	The Rev. Dn. Carolyn Nunnally
Mrs. Catherine Parham	The Rev. Dr. Joel Scandrett
The Rev. Alex Shuttleworth	The Venerable Dr. Mark Stevenson
Mr. Nick Storm	The Rev. Gaea Thompson
The Rt. Rev. Alex Cameron, <i>Bishop</i>	The Rev. Canon Dr. Bill Henry, <i>Canon to the Ordinary</i>

Committee on Canons

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

	YR. TERM ENDS	NO. TERMS
Mr. Charley Metcalf	2023	1
The Rev. David Ketter (<i>Resigned May 2023</i>)	2023	1
The Rev. Dr. Karen Woods	2024	2
Mr. Mark Tader	2024	1
The Rev. Dr. Mary Baker	2025	1
Mr. (Patrick) Jay Roddy	2025	1

Delegates to Extra-Diocesan Synods

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

CLERGY	LAY DEPUTIES	YR. TERM ENDS
The Rev. Seth Zimmerman	<i>Vacant</i>	2023
The Rev. Stephen Noll	Mrs. Shannon Simms	2024
The Rev. Dr. Andrea Millard, <i>alternate</i>	Dr. Leslie Thyberg	
	Mrs. Delia Bouwers Bianchin, <i>alternate</i>	

Voter's Guide

Nominees for Standing Committee

Lay Candidates: Elect 1



Mrs. MJ (Mary Jean) Botula

Grace Church, Mt. Washington

Present Service: treasurer, Grace Church; international ministry volunteer, Church of the Ascension

Past Service: Vestry, Grace Church; director of children's education, Grace Church

Vision

My vision for the Diocese and the ACNA is to see them grow in spiritual health and depth and to be salt and light to our city and our country. I would implement this vision by supporting the Bishop in advancing his new initiatives.

Qualifications

I have many years of experience serving in a variety of capacities in a small, under-resourced church in the Diocese which gives me insight into the practical dimensions of accomplishing more with less.

Clergy Candidates: Elect 1



The Rev. John Bailey

Christ Our Hope, Natrona Heights

Past Service: Diocesan Council, president, The Array, Cursillo

Vision

I believe we are called to continue to make disciples with the transforming love of Jesus Christ. This often happens at the parish level, but can also happen within the diocese as a whole as we seek to come together and be renewed in the Spirit. I do appreciate our Bishop's recently articulated vision of being

prayerful, relational, kingdom-minded, and agile. If we are striving for those together we are sure to see fruit in the kingdom.

Qualifications

I believe serving as a parish priest in this diocese for over twenty years I have gained an understanding of what helps bring congregations a certain level of health and the opportunity for spiritual growth. I have served as Diocesan Council President through realignment and the transitions through property disputes. I have served on The Array when difficult but necessary decisions had to be made. I do hope we can encourage our congregations to participate in some kind of diocesan-wide renewal program to facilitate growth in the spirit and the development of parish leaders.



The Rev. Cn. Karen Stevenson

Jonah's Call Anglican, Pittsburgh

Present Service: interim rector

Past Service: assistant rector, rector, canon for mission, Standing Committee, Commission on Ministry, Provincial Assembly deputy

Vision

My heart's desire is to see the congregations of the Diocese flourish as healthy missional communities, raising up followers of Jesus who know and love the Lord and bear witness to him in our broken world. It is therefore my desire to serve in diocesan leadership in helping establish and maintain healthy and highly functioning structures that serve this movement of the gospel mission in all the areas represented by our diocese. Therefore, I commit myself to prayer and with others to seeking God's wisdom and grace for this task.

Qualifications

I have been in the Diocese as an ordained person and working on its behalf for the last 26 years, during which I have served as assistant rector, (Church of the Ascension, 3 years), rector (Trinity Washington, PA, 18 years), canon for mission (2 years), and interim rector (Jonah's Call, 9 months). I have served on the Standing Committee twice, was delegate to Assembly, and served on the Commission on Ministry. During my time as canon for mission I began a curacy program that helped to raise up young leaders for the church. I love this diocese and am eager to see it move forward in God's strength.

Nominees for the Board of Trustees

Lay Candidates: Elect 1



Mrs. Karen Gowdy

Church of the Ascension, Pittsburgh (Oakland)

Present Service: director of administration

Past Service: Clergy Compensation Committee, director of acolytes

Vision

Men and women working together to share the gospel with the world.

As a member of the Board of Trustees, I would work to ensure that funds are handled appropriately to empower the various ministries of the Church.

Qualifications

I have served as the director of administration at Church of the Ascension since January 2016. In that time, I have overseen an annual budget that is over 1.5 million dollars, overseen the maintenance of a 46,000 sq ft facility, and tracked the donations and the work progress of our 8 million dollar capital campaign. I have been a member of Ascension's Budget, Finance, and Property committees as well as overseeing Ascension's support staff.

I have attended Ascension for 35 years since I was a college student. I have a bachelor's degree in mechanical engineering from Carnegie Mellon University and a master's degree from the University of Michigan.



Mrs. Winifred Sherman

Christ's Church, Greensburg

Present Service: lay Eucharist minister, altar guild

Past Service: lay Eucharist minister, altar guild, vestry (past churches)

Vision

The work of the ACNA, as part of the broader Church, is to lift up Jesus and to do the work of the ministry-- to proclaim the gospel and to do his work in the world...but that means all of us! The same goes for the

Diocese, and I see the main purpose of the larger structures to help equip the saints to do the work of the ministry. I see the diocesan bodies as part of that support structure of helps...to help equip the congregations and people in the fundamental work God has given us each to do. Prayer is essential in all of this, and the other gifts of the Spirit. For my part I hope to bring skills of listening, wisdom, knowledge, and prayer.

Qualifications

I have served on the Board several times in the past, especially with the Growth and Legacy Funds. I have always loved working with the various grant requests that come in to see what we can do to help our people in some measure. Both my experience in bookkeeping and as a clergy spouse are helpful in understanding this work.

Nominees for The Array

Lay Candidates: Elect 2



Mrs. Jane Flaherty

Christ Church, Fox Chapel

Present Service: vestry member, communion server team leader

Past Service: senior warden, vestry member, altar guild member, member of the team representing CCFC in the realignment settlement

Qualifications

As Senior Warden and Vestry member I have had opportunities to make important decisions in the life of my home church. Through these opportunities I have learned to prayerfully consider all choices and their outcomes relying on the Word for guidance.

As a member of the Array, these previous experiences would serve me in making decisions regarding clergy should it be necessary.



Mrs. Marilyn Knotts

St. Stephen's, Sewickley

Present Service: Array member, lay Eucharist minister

Past Service: lay Eucharist minister, Missions Board

Vision

My vision is outreach and to serve Christ and the Church honorably. We must all endeavor to lead Christ-led and Christ-inspired lives.

Qualifications

I have been serving on the Array. I believe strongly in truth, justice, and adhering to Christian values. I have high expectations for our church leaders.

I'm a nurse who believes in compassion for and the understanding of others.

I strive to meet these goals myself. I believe the Bible is a guide and not to be interpreted to meet one's own temptations or desires.



Mr. Tom Sands

St. Stephen's, Sewickley

Present Service: Board of Trustees, Trinity School for Ministry

*Past Service: Standing Committee, Vestry, senior warden,
Convention delegate*

Vision

I see the mission of the Anglican Diocese of Pittsburgh is to strengthen the faith of our members, find new ways to invite people into a relationship with Christ, and sustain and build up leaders to prepare for the next season of faithful evangelism.

Qualifications

Having served on standing committee and working with many of the congregations within the diocese has given me an understanding of the breadth of ministries that we need to encourage and support. I am glad to use that basis, as well as my understanding of our Constitutions and Canons to faithfully represent the Diocese to the benefit of all our members.



Mr. Matt Ulrich

Christ the Redeemer, Canonsburg

Present Service: volunteer (various ministries)

Past Service: lay church staff (children and youth ministry)

Qualifications

I have 8 years of experience working on staff in church ministry leadership positions and possess a Master of Divinity from Trinity School for Ministry. If selected for the Array I would seek to draw from these past experiences to provide thoughtful and fair discernment.



Mr. William Yorkshire

Christ Church, Fox Chapel

Past Service: diaconate, elder, trustee, session, vice-moderator as well as a member of two pastoral nominating committees

Vision

The ACNA has an honored tradition, but tantamount to its polity and, I feel, essential structures, must be a forward-thinking desire to be open to the will and leading of the Lord. Church leaders (and the laity) should be all in for God, true to his infallible word, and eager to be used as instruments for His glory.

I see my role as a servant, working with and supporting others to bring about God's vision for the church.

Qualifications

Professionally, I have served on selection committees for the hiring of supervisory personnel.

I am one of four members of the Special Investigative Committee of a major organization in Southwestern Pennsylvania to examine fiscal and personnel irregularities by managing entities. This involves careful examination of evidentiary materials and extensive interviews.



Mr. Wallace Scott

Trinity Anglican Church, Washington

Past Service: My wife (Deacon Dee Scott) and I were members of church of the Advent, in Brookline PA, before Advent went back to the Episcopalians. During my years at Advent, I preached quite a few sermons, lead weekly Bible study, and was junior warden.

Vision

The ACNA in general, and the Pittsburgh diocese in particular, needs more diversity. The diversity needs to be present in clergy, as well as laity. I do not believe the Church can thrive in this era of increasing

racial and ethnic diversity without a sustained outreach program to different communities. I would make efforts to reach populations that are currently outside the scope of the current ACNA outreach.

Qualifications

I have a Master's of Divinity degree from the Trinity School for Ministry. I have been involved in the Anglican community for almost 20 years, and I have a heart for ministry. The enclosed picture was taken in Africa on a short-term missions trip.

Clergy Candidates: Elect 1



The Rev. Andrew DeFusco

Church of the Redeemer, Nashville

Present Service: Standing Committee; rector, Church of the Redeemer

Past Service: The Array; Diocesan Council; district chair; rector, St. Peter's, Butler; rector, Jonah's Call, East End

Qualifications

I think I have the temperament and commitment to church order and orthodoxy necessary to serve compassionately and judiciously on The Array. If elected, I would pray my services were never called upon but promise to execute them as best I can if necessary.

Nominees for Committee on Canons

Lay Candidates: Elect 1



Mr. Jason McLean

Christ the Redeemer, Canonsburg

Present Service: senior warden

Past Service: senior warden

Qualifications

In my day job, I am an attorney and I practice corporate and commercial real estate law. My legal training and experience has given me the ability to pay close attention to detail and distill complex documents and

concepts. I have been active in my church and I would be happy to be able to use my legal skills and experience to help the Diocese.



Maj. Charles Metcalf

Trinity Anglican Church, Washington

Present Service: member, Committee on Canons; usher and lay reader at Trinity Anglican Church

Past Service: Vestry/LEM/reader/usher, Christ Church, New Brighton, PA; LEM/reader/usher, St. George's Anglican Church, Waynesburg, PA; reader, Mosaic Anglican Church, Imperial, PA

Vision

To serve God, His people, and members of this diocese by encouraging, helping, and supporting the bishop of the Anglican Diocese of Pittsburgh's initiative to align our diocese's canons to conform with the ACNA's canons.

Qualifications

I am acknowledged and respected as an analyst and a parliamentarian, as well as someone who appreciates, recognizes, respects, and understands not only canon law but also governance, policy, procedures.

Clergy Candidates: Elect 1



The Rev. David Rucker

Reconciliation Anglican Church, Penn Hills

Past Service: multiple terms on Diocesan Council; multiple terms president of council; multiple terms, constitution and canons committee; multiple terms chair of the committee.

Vision

My vision is that the Diocese of Pittsburgh would prayerfully consider the need for discipleship to proceed mission. He says that we would become a voice for the whole church that making disciples is our first call.

Qualifications

My legal background and many years of service on the Constitution and Canons committee give me a unique perspective on the needs of this committee and the work to be performed.

Nominees to Provincial Assembly

Lay Candidates: Elect 4 Delegates and 4 Alternates



Mr. Kirk Botula

*Grace Church, Mt. Washington
Present Service: Board of Trustees
Past Service: Standing Committee*

Vision

I support the Bishop's vision of focusing on church revitalization, equipping and caring for the clergy, and evangelism.

I would like the ACNA to serve as a distinctive and faithful expression of classical Christian orthodoxy and orthopraxy to recruit everyone to participation in Christ's reconciliation to all of Creation to Himself.

Qualifications

I have experience consistently supporting the Diocese in a variety of contexts.



Mrs. MJ (Mary Jean) Botula

*Grace Church, Mt. Washington
Present Service: treasurer, Grace Church; international ministry
volunteer, Church of the Ascension
Past Service: Vestry, Grace Church; director of children's
education, Grace Church*

Vision

My vision for the Diocese and the ACNA is to see them grow in spiritual health and depth and to be salt and light to our city and our country. I would implement this vision by supporting the Bishop in advancing his new initiatives.

Qualifications

I have many years of experience serving in a variety of capacities in a small, under-resourced church in the Diocese which gives me insight into the practical dimensions of accomplishing more with less.



Mrs. Tami Fire

Christ Church, Fox Chapel

Present Service: children's minister and pastoral care minister

Past Service: same

Vision

I pray that the people who make up the churches of the ACNA and the Anglican Diocese of Pittsburgh will do all we can to deliver the message of the Gospel to our neighbors far and near, as Paul expressed in 1 Corinthians 15:3 - 8. I pray that we may do justice, love kindness, and walk humbly with our God. (Micah 6:8).

Qualifications

The Diocese asked me to consider this, and I'm eager to serve. (1 Peter 4:10) I am happy to do my part in to help the body grow together in Christ. (Ephesians 4:15,16)



Mrs. Paige Forster

Church of the Ascension, Pittsburgh (Oakland)

Present Service: volunteer, Special Needs Ministry

Past Service: Standing Committee, Vestry, capital campaign presenter and visitor, Sunday School teacher, by-laws review and revision, lay reader, acolyte

Vision

My vision for the ACNA is to be a growing body of people seeking to know Christ and make Him known. I believe the church should be a loving community that sees and supports those who might be overlooked. To implement this vision, I would approach Provincial Assembly as a time for worship, prayer, relationship building, and careful, prayerful policy making.

Qualifications

As an attorney, I would bring my skills and experience in interpreting the law to the role of Provincial Assembly delegate. As a lifelong Episcopalian/Anglican, I would bring a deep love of the church and knowledge of its traditions.



Mr. Kirk Haberman

All Saints, Cranberry Twp

Present Service: music director of All Saints Anglican Church, lay delegate to Diocesan Convention

Past Service: lay delegate to Diocesan Convention

Vision

I am an adult (re)convert to Christianity (lapsed in college), and to Anglicanism in particular. I have come to love its patterns of worship, its music, and its vision for holiness. My vision for the ACNA, and the Diocese of Pittsburgh in particular, is that we become a people, worshipping in the beauty of holiness, that serve as Christ's beacon to a world increasingly darkened by fear, aggression, and unbelief. Secularization is rapidly emptying churches across all church bodies. Thus, we have a vital role confessing ancient truths as an apostolic and catholic Church whose worship pattern daily and weekly is bathed in scripture and the saving truth of Christ crucified for miserable sinners. Fewer and fewer churches are able to minister to troubled consciences in this beautiful and apostolic way. With God as our help, now is the time for our churches to boldly be this beacon of Christ!

Qualifications

I love everything about diocesan conventions and provincial gatherings: the fellowship, the inspiring worship, the renewed hope, the reaffirmed sense of catholicity across our diocese and province, & the remarkable and godly teaching from our bishops and theologians. As a church musician, and a lay lover of theology & church history, it is gratifying be a part of all of this. With these interests and gifts of mine, I hope to bring some historical perspective and lay theological aptitude to the Provincial Assembly.



Mrs. Beth Hendrickson

St. Stephens, Sewickley

Present Service: congregation member

Past Service: vestry member

Vision

Unity, community, mutual support, encouragement, space for the marginalized, and a loyal love to all invited into God's family. May our diocese be a place where all come and experience the love of Christ.

Qualifications

I have been a member of St. Stephens and our diocese for 20 years and have felt disciplined and nurtured through a number of seasons in my life and our church. I am grateful for all that my church—congregation and clergy—has poured into me, and hope I can balance that debt by serving as, when, and where needed.



Mr. Mark Kwolek

Church of the Savior, Ambridge

Present Service: vestry, lay Eucharistic minister, and leading music teams

Past Service: 1 other term on the vestry, music director, and many years leading volunteer music teams

Vision

My vision for ACNA and our local diocese is to continue sharing the Good News of Jesus Christ the Savior of the world. Doing so by preaching the word of God, knowing the creeds, and having communion as we remember Jesus and his sacrifice for us.

Preaching: Speaking of the Lord's goodness to us in daily life and work. Also, giving testimony of His life saving power.

Creeds: Knowing what we believe from reciting the Nicene and Apostle's creeds.

Communion: Celebrating Jesus' birth, death, and resurrection from the dead rejoicing in the eternal life he has purchased for us.

Qualifications

I have years of experience seeking God's will in the life of the church and would welcome the opportunity to discern and seek His will for the Province at this time. I am enthusiastic about representing our diocese to the wider church at Assembly.



Mr. Tom Sands

St. Stephen's, Sewickley

Present Service: Board of Trustees, Trinity School for Ministry

Past Service: Standing Committee, Vestry, senior warden, Convention delegate

Vision

I see the mission of the Anglican Diocese of Pittsburgh is to strengthen the faith of our members, find new ways to invite people into a relationship with Christ, and sustain and build up leaders to prepare for the next season of faithful evangelism.

Qualifications

Having served on standing committee and working with many of the congregations within the diocese has given me an understanding of the breadth of ministries that we need to encourage and support. I am glad to use that basis, as well as my understanding of our Constitutions and Canons to faithfully represent the Diocese to the benefit of all our members.



Mrs. Hannah Wilson

Church of the Savior, Ambridge

Present Service: hospitality coordinator

Past Service: volunteer with tech, children's ministry, hospitality

Vision

I want the ACNA to be a denomination that welcomes all who are searching for God and faithfully equips disciples of Jesus to follow Him wherever He calls them. My hope is that the Anglican Diocese of Pittsburgh can celebrate the diversity of the many congregations and individuals that it encompasses, cultivate a love for the region that we live in and our neighbors here, and be so filled with delight at the goodness of God that we are always ready to share His love with others, whether that is with our closest neighbors who live under the same roof, with those from other backgrounds and cultures who live in our neighborhoods, or in other places around the world!

Right now what I'm doing to implement this vision is raising my two daughters to know their identity as beloved children of God who are curious about His creation and who see neighbors as people to be known and loved, and working with my husband to make our home a place of beauty and peace where we welcome in those who need rest and friendship. We hope to eventually open a retreat house, where those in need of emotional and spiritual healing can step out of the busyness of the world for a period of rest and recovery. We believe that God's gift of rest is crucial for those who are serving in ministry and living missionally, so that they can enter into their work in sustainable and healthy ways, recognizing their dependence on God.

I encourage others to know their own giftings and passions, and to apply those in the context of their lives to bring the kingdom of God. I believe that God has given His church the gifts that we need to be ministers of reconciliation to the broken world that we live in.

Qualifications

I have been an active part of my local parish since the summer of 2019, when I moved back from teaching and doing ministry with students in China. I have first-hand experience loving neighbors who I share much with culturally, and in a place where I was a foreigner. I have familiarity with, and friends who are in, a broad array of church traditions and I care greatly for the unity of the Body of Christ and our obedience to His command to love one another. I am an excellent writer and communicator.

Clergy Candidates: Elect 4 Delegates



The Rev. Joshua Bennett

Church of the Ascension, Oakland

Present Service: interim director of youth ministry and contemporary music coordinator / member of the Array

Past Service: fellow

Vision

It is my longing that the Anglican Diocese of Pittsburgh and the ACNA would continue to stand as a beacon of the truth, hope, and love that is ours in Christ. Having spent three years at Trinity School for Ministry and another three years serving at Church of the Ascension, I have grown to understand and deeply appreciate our diocese. I hope that we will continue to be a diocese that is well networked, both learning from others and sharing what we have.

Qualifications

Through my time at TSM and Ascension, I have had the privilege of connecting with bishops, priests and deacons from all over the ACNA. I deeply enjoy making and fostering such connections and I believe the Lord has given me the heart and the ability to do just that. I would be honored to serve in this way.



The Rev. Dr. Leonard Finn

All Saints Anglican Church, Cranberry Twp.

Present Service: rector, All Saints Anglican Church; adjunct faculty (Biblical), Trinity School for Ministry

Past Service: associate pastor, St. George's Anglican Church, Burlington (ON)

Vision

My hope is that we would always be a diocese and a province amazed anew each season by the love of God seen in Jesus Christ and the sure hope we have in His gospel. As we prepare to gather as a Provincial Assembly in these challenging cultural times, my prayer is that our gospel hope would lead us—as individuals and as an assembled body—to a deep reliance on prayer, a firm trust in the working of the Holy Spirit among us, and a sure confidence in the unstoppable love of our God for the lost.

Qualifications

I have over eleven years of experience in ordained ministry serving ACNA congregations in Pittsburgh and Canada ranging in size from 25 to 200 ASA, nearly a decade of director-level experience in marketing and business development, and a Ph.D. in biblical studies from the University of St. Michael's College (Toronto).



The Rev. Chad Lawrence

Grace Anglican Church, Grove City

Present Service: assistant priest

Past Service: assistant priest/headmaster

Vision

I pray that the ACNA will continue to grow in our calling to reach North America with the transforming love of Jesus Christ. While I am a new clergy in the Anglican Diocese of Pittsburgh, I am excited to join this Gospel work in the diocese of my youth.

Qualifications

The bulk of my ordained ministry has been spent in ministering to children and youth, largely as the founding headmaster of Holy Trinity Classical Christian School in Beaufort, SC. My decade in this work of founding and building a school from the ground up has given me significant experience in leadership and organizational structuring, as well as an understanding of the profound Gospel needs of the rising generation.



The Rev. Cn. Tracey Russell

Trinity Church, Washington

Present Service: co-rector

Past Service: youth pastor, canon for discipleship

Vision

My prayer is that as a community of Christ-followers, our lives, both personally and corporately, would be shaped by beautiful worship, meaningful fellowship, and open-hearted outreach. I believe that this can be achieved when the gospel of grace is consistently and persistently preached, and when our lay people are empowered to do the work God has given them to do.

Qualifications

I have been a member of this Diocese since 2002, and a priest here for 12 years. I have attended several Provincial Assemblies and would be honored to represent our Diocese at this meeting.

Reports of Canonical Bodies & Diocesan Personnel

Bishop

For this very reason, make every effort to supplement your faith with virtue, and virtue with knowledge, and knowledge with self-control, and self-control with steadfastness, and steadfastness with godliness, and godliness with brotherly affection, and brotherly affection with love. For if these qualities are yours and are increasing, they keep you from being ineffective or unfruitful in the knowledge of our Lord Jesus Christ. — 2 Peter 1:5-8

My unstated goal over the past year has been to do my best to get to know the Diocese. And by Diocese I do not mean the office on the North Side; rather the clergy and the people, since it is our people that make the Diocese what it is. Adjacent to this goal is to help the Diocese get to know me. Peter, in his second epistle, underlines the importance of brotherly affection and love in our mission and common life together. We have affection and love only for that which we know. So, knowing each other *matters*.

One of the most gratifying moments of the past year for me was our gathering at Clergy Retreat in September. At that gathering of about 100 of us, I realized that I knew everyone in the room and where they ministered—a significant contrast from the retreat the previous year, at which I knew nearly no one. This did not happen by chance. I have prioritized getting to know the clergy and the wider diocese in the past year.

I have been able to visit all but three of our congregations in the past year. Not all of those visits were possible on a Sunday, but most were. It remains my goal to try to get to all our congregations each year. On these visits I have invited people in the ordination process to come with me and act as my chaplain. This has allowed me to develop relationships with those in our process to discern a calling to ministry, but also has been welcome assistance to me.

The faithful clergy of our diocese have been a particular focus in this getting-to-know-you project. We have grouped the clergy into five groups so that I can have an opportunity to meet with each of those groups twice a year. I have enjoyed the opportunity to engage with them in that context, as well as to observe the warm conversation and fellowship they share with each other.

Tamara and I hosted an open house on Epiphany this year to connect more informally with the clergy and their families. Then this summer we began hosting a series of cookouts for smaller groups of clergy and their families at our home. One of the particular delights of all of these events is, again, observing the warmth of community that is evident. And I do love a party.

In all of these things I have been growing in affection and love for the Diocese.

In my congregational visits, at our clergy retreats and regional meetings, in my (nearly) weekly diocesan communications, as well as in my one-on-one meetings, I have also been endeavoring to help the Diocese know me, and hopefully to build trust and to make growth in affection mutual.

This year I have ordained Jess Bennett, Josh Bennett, Greg Sparks, and Johnmark Smith to the priesthood and Mike Juday and Wes Williams to the diaconate.

If there is any other main theme of the year, it has been continued improvement of our administrative functioning. It is my conviction that if we are administratively agile and exhibit organizational excellence, it will free up resources for more ministry and mission.

One of the most important parts of this is ensuring that our staff is rightly sized. The administrative and communications side has been ably served and supported by Sarah Kwolek, Christina Silva, Jen Newhouse, and Stephanie Finn. The pastoral and mission side seemed a little unmanageable initially, but this has been rectified by the addition of the Rev. Dr. Bill Henry as Canon to the Ordinary.

The staff has been working on automation of our repeating tasks and processes to better ensure that things are not missed or forgotten. The Standing Committee has produced an interim protocol for the handling of misconduct issues. The Diocesan Council, under the direction of Eric Rodes, is working on an update of our child protection policy and a more permanent misconduct procedure. The Constitution and Canons Committee has been active this past year carefully reviewing the existing C&C and they will be making a number of proposed changes at Convention. Most of these changes are simply cleaning up the existing documents and correcting typos and mis-references. They will be proposing a few changes of substance as well. Derek Harrington completed his term as chair of the Board of Trustees at the end of 2022. I am grateful for his leadership there. I appointed Kirk Botula to the Board earlier this year and asked him to act as chair.

One small initiative that I think matters is the institution of a weekly Eucharist service at the diocesan office. This service is followed by a time of prayer for the Diocese and its clergy and congregations. This initiative matters because prayer matters—that we are asking the Lord to supply our needs and that we are listening to him for direction and wisdom. We have had a small group of regulars plus any number of occasional visitors. Various priests have come to preach and celebrate at this service.

I have been afforded a few delightful privileges in the past year. Archbishop Emeritus Bob asked me to preach at the 50th anniversary of his ordination. That was indeed a privilege.

I was also grateful for the opportunity to speak at Trinity School for Ministry, both at the Dean's Hour on Ash Wednesday and at their commencement service in May. Trinity is a tremendous resource for us and for the ACNA and I want to encourage their work and mission as much as I can.

Outside of the Diocese, as your bishop, I have attended the College of Bishops meetings as well as Provincial Council. Our common life together as the ACNA is important and our engagement in that life is both a duty and a source of encouragement.

In April, 21 of us from the Diocese had the joy of attending GAFCON in Kigali, Rwanda. Many of that number were there representing mission agencies or other entities, but were still all Pittsburghers. That representation reminded me of the rich history of missions, as well as provincial and international engagement, that is a part of this Diocese.

A few thank yous. I am grateful for Archbishop Emeritus Bob's generosity in meeting with me monthly and being wise and godly counsel to me. I am also indebted to Bishops Bill Murdoch and John Miller who have been proactive in reaching out to support me.

The Standing Committee, and in particular, Andrea Millard, the outgoing president, and Monique Magness, the outgoing secretary, have acquitted their canonical role as council of advice to the bishop admirably, especially as I came in new to the calling as well as to the Diocese.

I am grateful to Delia Bianchin, our chancellor, for the many hours she gives to us, providing us with counsel and wisdom in countless matters.

We are all indebted to the diocesan staff. I feel the debt most acutely. Canon Bill Henry, Sarah Kwolek, Christina Silva, Stephanie Finn, and Jen Newhouse are more than employees. Each of them cares deeply about the clergy and people of the Diocese and have humble servant hearts in their work.

Grace and peace to you,

+Alex

Bishop

Standing Committee

Give thanks to the Lord, for he is good, for his steadfast love endures forever. — Psalm 136:1

After two difficult years without a diocesan bishop, the Standing Committee has now happily settled into its canonical role of being a council of advice to the Bishop. (Article IX, section 4, ADP, Canons and Constitution).

We have been meeting monthly at the diocesan office to pray, listen, and engage with Bishop Alex in the work of the Diocese. (Two of our committee members reside out of state, so our in-person meetings are necessarily hybrid; that is, we also use Zoom.)

The Standing Committee has responsibilities (Canon VII, Sec. 3 and Sec. 4) "to review and approve Articles of Association, Charter and by-laws and any changes to them ..." and "to fill all vacancies that may occur during the recess of the Convention ...".

As to the bylaws: The Standing Committee has approved the bylaws submitted by St. Luke's Anglican Church (Georgetown, PA) and Trinity Anglican Church of Beaver/New Life (Beaver, PA), and provisionally approved those of Church of the Redeemer (St. Paul, MN). We have also published a template for updating bylaws, making clear best practices for the Diocese.

As to vacancies: The appointment of the Rev. Lauren Scharf as Chair of the Commission on Ministry, filling the vacancy left open by resignation of the Rev. Bill Henry, and will likely make an appointment to the Standing Committee, filling the vacancy left by the untimely death of Ms. Mary Martha Truschel.

In the first quarter, the Standing Committee gathered for a half-day of prayer and brainstorming. Together we prayerfully considered priorities for the Diocese. While we came up with several key areas that foster health and vitality, our top two focused on a renewed commitment to promoting evangelism and to mitigating isolation of clergy. We are addressing these in various ways, including promoting workshops on revitalization and hosting smaller gatherings of clergy with the Bishop.

Throughout the year, Standing Committee members served on *ad hoc* subcommittees: previewing bylaw changes; interviewing candidates for the Canon to the Ordinary position; reviewing church discipline matters; supporting congregations needing revised lease agreements with The Episcopal Church; clarifying transition process for those seeking Mission Fellowship Status; developing a performance review process for the Bishop; and, more.

This year has been marked by collaboration and much joy in the work of the Diocese, as we pursue healthy relationships and agile operational infrastructure. But it has not been without sadness as the Standing Committee suffered a great loss through the sudden death one of our members, Mary Martha Truschel. Mary Martha was elected as a lay representative in 2022 and faithfully served the on the Standing Committee, especially in crafting the interim procedures for clergy misconduct and other legal matters. Her brilliant mind, quick wit, and prayerful heart is and will be sorely missed. May our friend and colleague, Mary Martha, rest in peace and may light perpetual shine upon her.

With gratitude,

The Rev. Dr. Andrea Millard

President, ADP Standing Committee

The Board of Trustees

Mission and Funding

The Anglican Diocese of Pittsburgh's Board of Trustees is dedicated to overseeing and stewarding diocesan assets to support our mission effectively. Our primary focus involves managing two vital funds, each serving as a lifeline to congregations and diocesan projects through grants and loans.

1. Growth Fund: A participatory fund designed to encourage contributions from congregations and diocesan organizations. These contributions enable us to support a wide array of programs and essential capital needs across the diocese. Through the Growth Fund, churches can leverage their contributions to support their own projects while also contributing to others, all in service of advancing God's mission. We strongly encourage all diocesan churches and organizations to actively participate by contributing to the Growth Fund.

2. **Bishop's Legacy Fund:** Another avenue open for donations, this fund plays a crucial role in financing capital projects and vital programs through grants and loans. For those interested in seeking support, details on the submission process can be found on the diocesan website, or you may contact our office for inquiries. We are grateful for the support of individual donors who choose to contribute, and their donations are put to effective use in support of both the diocese and its congregations.

Committee Structure

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

Capital Needs and Planning Committee: This committee is responsible for managing fundraising efforts, grant allocations, and loan requests.

Committee on Investments and Finance: Oversees investment portfolios and financial planning, ensuring the responsible stewardship of our funds.

Strategic Planning and Risk Management Committee: Addresses real estate matters, risk assessment, and insurance-related concerns.

Audit Committee: Provides an essential role in the audit review process, ensuring financial transparency and integrity when needed.

Highlights of 2023

The past year has been characterized by stability and progress. Our quarterly meetings maintain consistency, with a dedicated focus on reviewing ongoing matters, committee reports, and approving crucial committee activities, including grant and loan proposals. Embracing a hybrid meeting format, we combine in-person and video conferencing participation for greater accessibility and engagement. Key achievements and initiatives include:

Committee on Investments and Finance: The committee continued its partnership with Morgan Stanley, ensuring prudent financial management of our assets.

Strategic Planning and Risk Management Committee: Developed two valuable documents: Maintenance Guidelines to help congregations identify maintenance needs and schedules, and Insurance Guidelines to assist in establishing organized insurance plans.

Other: Collaborative efforts with the Committee on the Constitution and Canons to recommend updates that reflect best practices.

Contact Us

For more information on our programs or to reach out to us, please feel free to contact the diocesan office or reach out directly to the Board of Trustees. We are committed to serving the Diocese and supporting the Bishop's vision for a flourishing community and the advancement of the Kingdom.

We extend our gratitude to all those who continue to support our mission and work.

Thank you,

Kirk Botula

President of the Board of Trustees

Diocesan Council

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

Diocesan Council is structured with clergy and lay persons representing each district of the Diocese. Individuals are elected to serve three-year terms, not to exceed two consecutive terms.

Diocesan Council continued to hold regular meetings via Zoom this past year, and I am grateful to all those who served on Council in 2023. I offer my sincere thanks to Mr. Kirk Botula, Board of Trustees president, the Rev. Andrea Millard, Standing Committee president, and Mrs. Delia Bouwers Bianchin, Diocesan Chancellor. I am grateful for the Rev. Glenn Crytzer, Council vice president, and Ms. Judith Hall, who served on the Diocesan Council executive committee. Thanks are once again owed to Ms. Stacey Regan, who continues to serve as Council secretary; the Rev. Doug Blakelock, Mr. Tom Hay, Mr. Wicks Stephens, and the Rev. Keith Almond, who served on the diocesan Finance Committee; Dr. Leslie Thyberg, who chaired our nominations committee; and to all those who served with her on that committee. I must also thank Mrs. Sarah Kwolek, who continues to serve the Diocese in her capacity as administrator with attentiveness and diligence.

The Council was pleased to work with Bishop Alex in his search for a canon to the ordinary. We are very happy to welcome the Rev. Dr. Bill Henry to the diocesan staff and gladly offer our prayers for him and Dana as they adjust to Bill's new responsibilities.

One of the significant structural adjustments the Council oversaw this year was the reduction of the number of diocesan districts from ten to five. This is part of an ongoing process of restructuring ourselves to meet the needs we currently have in terms of supplying candidates for the various elected positions, and to increase our ability to coordinate efficiently by aligning our districts more realistically with our overall numeric health and geographic distribution.

The Clergy Compensation Committee, comprised of the Rev. John Heidengren, the Rev. Alex Shuttleworth, the Rev. Dn. Mike Juday, Mrs. Karen Gowdy, and Mrs. Sarah Kwolek, has worked diligently to produce an updated compensation and care guide that brings our recommendations in line with current living-wage estimates. I thank them for their diligence in developing a realistic guide. The updated compensation guide has been approved by the Diocesan Council and is [published on the diocesan website](#).

Lastly, the Council has undertaken the task of reviewing our diocesan policies related to abuse prevention and response. A committee has been formed with me, the Rev. Glenn Crytzer, Mrs. Dana Henry, Ms. Kelsy Nienna, and the Rev. Dn. Marybeth Carey. While the Diocese does have policies in place at this time, they

were last reviewed in 2020, and we believe there are areas where they can be made more robust and comprehensive. Specifically, the committee is writing a section of guidelines of best practices for church ministries and developing clearly defined reporting and response procedures. The goal is to publish and implement these guidelines in the spring of 2024.

Grace and peace,
The Rev. Eric M. Rodes
President of Diocesan Council

Commission on Ministry

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

During this past year, the COM was thrilled to welcome Bishop Alex and to bring him up to speed on our current process. We are grateful to him for his leadership and guidance as we enter a new chapter in the life of our diocese. We also congratulate Canon Bill Henry on his appointment as our canon to the ordinary, a position which includes oversight of the COM. Canon Bill will continue to lead us alongside me, the newly appointed chairperson of the COM.

Throughout the past year, a major effort went into re-evaluating our ordination process. As a result, we have revised our approach to canonical exams and continue to evaluate other aspects of the process as well. All the changes we have made and will make in the future are to support our primary goal of assisting those who sense a call to ordained ministry in the true and godly discernment of that call.

There are currently 15 people in the process of ordination to either the diaconate or priesthood.

Ordinations of a Priest– August 2022-2023

Jessica Bennett / May 21, 2023 / Church of the Ascension, Oakland, PA / by Bishop Alex Cameron
Joshua Bennett / May 21, 2023 / Church of the Ascension, Oakland, PA / by Bishop Alex Cameron
Gregory Sparks / June 3, 2023 / Church of the Ascension, Oakland, PA / by Bishop Alex Cameron

Ordinations of a Deacon– August 2022-2023

Michael Juday / June 3, 2023 / Church of the Ascension, Oakland, PA / by Bishop Alex Cameron
Wesley Williams / June 3, 2023 / Church of the Ascension, Oakland, PA / by Bishop Alex Cameron

Respectfully submitted,
The Rev. Lauren Scharf
Chair of the Commission on Ministry

Mrs. Christina Silva
Diocesan Executive Assistant, Commission on Ministry Coordinator

Committee on Canons

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

The Committee on Canons met this year for the first time since the canons were last amended in 2019. The Committee decided to move forward with a number of changes that allow for streamlining of diocesan business, as well as some that clarify language and bring practice and policy into alignment. The Rules of Order retained some language reflecting the structure of The Episcopal Church; that language has been updated to match our provincial structure. The rules were also updated to permit electronic balloting. Previous changes to canons led to in-text references that were no longer accurate; those references were updated. An effort was also made to standardize punctuation, forms of numerals, and spelling, though we acknowledge the pain that comes with consecutive Conventions voting on whether the subordinate conjunction "provided" can be used to start a sentence.

At Convention 2023, our proposed changes will be presented. We welcome discussion of meaningful or substantive changes but will press for an up-or-down vote on all copy edits, including reference updates, for the sake of everyone's time.

Proposed Constitutional Amendments

The vast majority of the proposed constitutional amendments are updates to style and correcting one typo (changing "spirituality binding" to "spiritually binding" in Art. XI, Sec. 2).

Article XII is proposed to be retitled from "Deputies to Extra-Diocesan Conventions or Synods" to "Delegates to Provincial Council and Provincial Assembly." Other language in that article has been changed but the changes are not substantial.

Note that constitutional amendments must be approved by successive conventions.

Proposed Amendments to Canons

Canon II

- clarifies that clergy lists shall be prepared prior to annual Convention.
- changes "canonically connected with the Diocese" to "canonically resident in the Diocese."

Canon III, Section 2a

Removes language suggesting that congregations are required to elect or appoint a "Leader of Deputation to Convention" and provide for their duties in congregational Bylaws.

Canon IV, Section 2a

Changes the procedures governing submission of congregational reports to reflect provincial standards and our current process.

Canon VIII

Removes the need for Convention and Diocesan Council consent for appointed assistants to the bishop (e.g., canon to the ordinary). Standing Committee consent is still required.

Canon XIV

Changes the word "tithes" to "Godly Share" in Section 2.

Canon XVII, Section 5a and 5b

Adds requirements for congregations seeking to depart the diocese to directly notify the bishop.

Canon XVII, Section 9

Removes language indicating "change in the character of the neighborhood" as grounds for reorganization of congregational boundaries.

Canon XXI, Section 1

Changes the minimum number of districts to five (from six). The canon outlines a process for actual changes originating with the bishop and requiring approval from the Standing Committee, Diocesan Council, and Convention; those are unchanged.

Proposed Amendments to the Rules of Order

- Section B (2) and Section D (8) of the Rules amended to explicitly permit electronic balloting.
- The Rules amended to change terminology that appears to be a holdover from previous affiliation in The Episcopal Church:
- "Parish" and "parishes" changed to "congregation" and "congregations" throughout the Rules of Order, to reflect the terminology in our Constitution and Canons.
- "Deputies" and "General Convention" changed to "delegates" and "Provincial Assembly" at several points in Section B (2).
- Section B (3) currently requires that "any candidate nominated must be a Communicant in good standing of the Episcopal Church in the Diocese of Pittsburgh." We suggest amending that to "... of the Anglican Diocese of Pittsburgh."

Submitted by,

Mark Tader

Chair of the Committee on Canons

Growth Fund

The Growth Fund of the Anglican Diocese of Pittsburgh has net assets of \$242,691 (August 2023). Our congregations pledged to give \$28,217 to the Growth Fund in 2023. We have received \$22,459 in pledges to date (August 2023). We have also received \$10,209 in special one-time gifts from our congregations this year.

The capital needs and planning committee of the Board of Trustees met several times since our last Convention to review grant requests received by the Diocese. One request, totaling \$3,720, was approved

for a Growth Fund grant by the Board of Trustees to date (August 2023). The Board agreed to extend a Growth Fund loan in addition to this grant, but the church declined the loan, citing a desire to see those funds kept available for other churches.

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

It is wonderful to see congregations stepping up to give more generously to the Growth Fund each year. As the Bishop pursues a vision for planting and revitalizing churches in this diocese, the Board expects to receive more grant requests to that end. We ask our churches to consider [giving to this fund](#) if they are not already, so that our Board may continue to have the resources available to assist our congregations with a variety of new ministry pursuits and practical needs.

The objectives of the Growth Fund remain:

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

Delighted to serve,

Sarah Kwolek

Director of Administration

Staff Liaison to the Board of Trustees

Legacy Fund

The Archbishop Duncan Legacy Fund of the Anglican Diocese of Pittsburgh has net assets of \$273,877 (August 2023).

The capital needs and planning committee of the Board of Trustees met several times since our last Convention to review grant requests received by the Diocese. Three requests, totaling \$12,009, have been approved for Legacy Fund grants by the Board of Trustees to date (August 2023).

The Bishop has encouraged individual giving to be directed toward [the Legacy Fund](#) as the Diocese is operating well from Godly Share income. The Board is considering creative ways to encourage new funding for the Legacy Fund to ensure consistent replenishment as grants are approved.

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

- A. The Legacy Fund is intended to provide support for congregations within the Diocese to encourage and facilitate growth both within existing congregations and with church planting efforts.
- B. The Legacy Fund is also intended to provide support for clergy within the Diocese to encourage and facilitate personal growth and well-being through sabbaticals, coaching, and/or leadership training opportunities.
- C. The Legacy Fund is also intended to provide other means of support for congregations and clergy as opportunities arise.

- D. Within the context of available funds and pending requests for loans/grants, the Committee and the Board of Trustees will take into consideration relevant circumstances of the applicant, including, without limitation, the following:
- a. Mission/Vision of the congregation to be impacted by funds requested.
 - b. Community to be served through the funds requested.
 - c. Availability of other sources of financing to the requesting congregation.
 - d. For loan requests, the ability to repay within the context of the financial status of the requesting congregation.

Delighted to serve,

Sarah Kwolek

Director of Administration

Staff Liaison to the Board of Trustees

Director of Administration

This past year was marked by significant change that I welcomed, having anticipated it during the very challenging transition of the two preceding years! Bishop Alex has been a great champion for an agile infrastructure and our small but mighty staff has risen to this challenge.

The continued involvement of so many dedicated leaders around the Diocese who volunteer their time and talent to pursuing our shared vision has been a constant encouragement to our staff.

I am especially grateful to the Finance Committee, which met monthly to review financial reports, consult on budget and new initiatives, and to offer recommendations to Diocesan Council and the Board of Trustees as needed. Mr. Tom Hay from the Board of Trustees, the Rev. Doug Blakelock and the Rev. Keith Almond from Diocesan Council, and Mr. Wicks Stephens from the Standing Committee served ably in this capacity.

The operating reserve fund established last year has grown to \$290,000, bringing us closer to our goal of 4-6 months of operating expenses (\$300-450,000). Diocesan Council, with the recommendation of the Finance Committee, also approved a [2024 budget](#) that includes a significant expense line to allow Bishop Cameron to fund new church plants and ongoing revitalization efforts within the Diocese in the coming year. We continue to recognize the risks that might require legal funding and have set aside \$130,000 in a legal reserve fund to offer protection for the Diocese and our churches in the future.

We said goodbye to Anna McKeon earlier this year when she resigned from her very part-time position in the Diocese to focus on her work with Anglicans for Life. I am deeply appreciative of her assistance during the difficult days before we hired our current staff.

We said hello to Canon Bill Henry in his new role as canon to the ordinary in June this year. It is remarkable how quickly he has assimilated into our staff team. He offers his many gifts to all of us and to the clergy and churches of our diocese and I am profoundly thankful for his presence and diligent work among us.

Jen Newhouse took on the significant task of automating many of our systems, including clergy compliance with clearances and monthly financial communications with congregations.

With such a capable staff, my focus this year has turned more and more to updating policies, procedures, and guidelines that have been on hold as we elected a new bishop. I am grateful for the ad hoc committee that tackled a massive revision to the [Clergy Compensation and Care Guidelines](#). Karen Gowdy, John Heidengren, Mike Juday, and Alex Shuttleworth spent many hours researching, writing, and meeting together to bring a more comprehensive approach that we hope will be a far more helpful resource to vestries. It was also my pleasure to work alongside the Committee on Canons this year.

I have continued quarterly administration calls for rectors and administrators of all our congregations (followed by an e-bulletin and recording of the call) to foster better communication between the Diocese and churches, and more importantly between our churches themselves. Seeing our churches supporting one another and sharing resources continues to give me joy!

Our financial auditors, Grossman Yanak & Ford, LLP, completed their audit of the 2022 calendar year and their report was given to the Finance Committee and other diocesan leadership in August. The Diocese received an unmodified (clean) opinion dated August 9, 2023. The Diocese ended the year with net assets without donor restrictions of \$451,495 and net assets with donor restrictions of \$460,557.

Graciously submitted,

Sarah Kwolek

Director of Administration

Director of Communications

It has been my pleasure to serve alongside the diocesan staff for the past year as we settled into our roles and developed new rhythms. As Bishop Alex became more familiar with the Diocese of Pittsburgh and our congregations, our primary communications goals emerged: to help our clergy and congregations get to know him and to share his vision for the Diocese.

To help our stakeholders get to know the Bishop, we've prioritized producing a weekly message to the Diocese. Video has proven to be the most effective medium for this, which we publish to [our YouTube channel](#) and share to our [e-newsletter](#) and social media. We hope that our clergy and lay leaders have found our video series encouraging and edifying (sometimes even entertaining!) and are always open to your feedback and Q&A suggestions.

Next, we rolled out the four points of the Bishop's vision for the Diocese: prayerful, relational, kingdom-minded, and agile. We have a [video series explaining these priorities](#), but more importantly you'll see them permeate all our work in the diocesan office and how we communicate with you.

On a more general level, we've experimented with various communications strategies and will continue to do so, but for the most part we're finding that our most effective form of communication with the Diocese remains our weekly e-newsletter, followed by Facebook and Instagram. Our followers and engagement are increasing steadily—most dramatically on Instagram—but our priority is to serve our followers well by providing valuable information and uplifting news from around our diocese.

I owe our thanks to Cindy Marsch for donating her professional editing skills, Kevin Patterson and Cariño Casas for contributing their excellent photography gifts at diocesan events, and all who have submitted photographs and stories from their congregations over the course of the year.

Coming Up Next

The most critical point of contact for those outside our diocese or new to it is our website. Now that our diocesan vision is clear, we've begun the work of refining our messaging, and over the next few months we will be updating our branding and website to better reflect our new diocesan leadership and to better serve our congregations. We're excited for you to see the results of our work in the coming months!

How You Can Help

Please continue to share with us how God is working in your church, by emailing me, tagging us on social media, commenting, or engaging however you prefer. Let's partake in one another's triumphs, needs, prayer requests, and creative solutions, so we may all be strengthened through the larger body of Christ.

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

Gratefully submitted,

Stephanie Finn

Director of Communications

Parochial & Diocesan Statistics

Attendance & Financial Information

Information is based on the 2022 reporting year.

<i>Congregation</i>	<i>Location</i>	<i>Average Attendance</i>	<i>Total Membership</i>	<i>Members (Birth-15)</i>	<i>Members (16-30)</i>	<i>Members (31+)</i>	<i>Operating Income</i>	<i>Projected Giving to Diocese</i>
<i>Church of the Savior</i>	AMBRIDGE	40	55	7	4	44	144,454	14,445
<i>New Life Anglican Fellowship</i>	BEAVER	17	24	0	0	24	53,481	5,348
<i>Seeds of Hope Anglican Church</i>	BLOOMFIELD	33	43	24	1	18	89,318	8,932
<i>St. Elizabeth Anglican Mission</i>	BRIDGEVILLE	12	12	0	0	12	3,327	333
<i>Christ Anglican Church</i>	BROWNSVILLE	22	50	9	10	31	142,652	14,265
<i>St. Peter's Anglican Church</i>	BUTLER	48	90	17	6	67	175,466	17,547
<i>Christ the Redeemer</i>	CANONSBURG	65	146	51	6	89	361,636	36,164
<i>New Jerusalem Church</i>	CAROL STREAM	31	14	0	0	14	177,111	17,711
<i>St. Mary's Anglican Church</i>	CHARLEROI	39	82	3	13	66	115,592	11,559
<i>All Saints Anglican Church</i>	CRANBERRY TWP	44	74	10	4	60	152,779	15,278
<i>Jonah's Call</i>	EAST END	59	71	26	0	45	178,521	17,852
<i>Grace Anglican Church</i>	EDGEWORTH	44	64	15	11	38	103,462	10,346
<i>Church of the Transfiguration</i>	ELIZABETH	23	45	3	3	39	33,421	3,342
<i>St. Thomas Church</i>	FORT COLLINS	41	76	20	6	50	145,842	14,584
<i>Christ Church Fox Chapel</i>	FOX CHAPEL	151	209	36	24	149	633,568	63,357
<i>St. John's Anglican Church</i>	FRANKLIN, TN	64	120	21	14	75	245,648	24,565
<i>St. Luke's Anglican Church</i>	GEORGETOWN	13	28	8	1	19	23,040	2,304
<i>St. Thomas Anglican Church</i>	GIBSONIA	45	144	16	23	105	151,975	15,198
<i>Church of Our Saviour</i>	GLENSHAW	15	28	4	8	20	10,000	1,000
<i>Christ's Church</i>	GREENSBURG	70	227	40	39	148	210,630	21,063

Congregation	Location	<i>Average Attendance</i>	<i>Total Membership</i>	<i>Members (Birth-15)</i>	<i>Members (16-30)</i>	<i>Members (31+)</i>	<i>Operating Income</i>	<i>Projected Giving to Diocese</i>
<i>Grace Anglican Church</i>	GROVE CITY	285	318	65	80	183	352,921	35,292
<i>Harvest Anglican Church</i>	HOMER CITY	8	11	0	0	11	25,478	2,548
<i>Prince of Peace Church</i>	HOPEWELL	101	183	20	31	132	294,486	29,449
<i>St. Matthew's Anglican Church</i>	JOHNSTOWN	21	51	3	9	39	58,227	5,823
<i>Holy Innocents Anglican Church</i>	LEECHBURG	22	52	5	2	45	28,000	2,800
<i>Epiphany Anglican Fellowship</i>	LIGONIER	35	55	10	5	40	111,645	11,165
<i>True Vine Anglican Church</i>	MONONGAHELA	16	30	0	0	30	27,890	2,789
<i>St. Martin's Anglican Church</i>	MONROEVILLE	18	29	0	0	29	100,580	10,058
<i>Grace Anglican Church</i>	MT. WASHINGTON	27	58	8	10	40	98,908	9,891
<i>St. Alban's Anglican Church</i>	MURRYSVILLE	60	113	12	13	88	210,963	21,096
<i>Church of the Redeemer</i>	NASHVILLE	300	800	300	100	400	961,200	96,120
<i>Christ Our Hope</i>	NATRONA HEIGHTS	35	98	14	9	75	145,045	14,505
<i>Christ Anglican Church</i>	NEW BRIGHTON	29	96	3	15	78	136,455	13,646
<i>Redeemer Anglican Church</i>	NORTH BOROUGH	35	44	11	10	23	108,804	10,880
<i>Mosaic Church</i>	NORTH FAYETTE	40	79	10	10	59	194,155	19,416
<i>Church of the Ascension</i>	OAKLAND	400	715	176	102	437	1,837,431	183,743
<i>Trinity Anglican Church</i>	PATTON	13	20	0	3	17	20,417	2,042
<i>Reconciliation Anglican Church</i>	PENN HILLS	35	69	2	8	59	107,513	10,751
<i>Incarnation Church</i>	PITTSBURGH	15	35	0	0	35	15,172	1,517
<i>St. Stephen's Church</i>	SEWICKLEY	361	1066	234	160	672	2,019,143	201,914
<i>Somerset Anglican Fellowship</i>	SOMERSET	27	103	10	9	84	67,946	6,795
<i>St. Peter's Parish Church</i>	UNIONTOWN	35	120	18	10	92	183,671	18,367
<i>Shepherd's Heart Fellowship</i>	UPTOWN	32	160	0	30	130	206,481	20,648
<i>Trinity Church</i>	WASHINGTON	42	114	11	17	86	241,786	24,179
<i>All Souls Anglican Church</i>	WHEATON	135	222	61	61	100	293,907	29,391

Congregation	Location	<i>Average Attendance</i>	<i>Total Membership</i>	<i>Members (Birth-15)</i>	<i>Members (16-30)</i>	<i>Members (31+)</i>	<i>Operating Income</i>	<i>Projected Giving to Diocese</i>
<i>Church of the Great Shepherd</i>	WHEATON	24	29	4	1	24	73,900	7,390
Totals		3,027	6,272	1,287	868	4,121	11,074,047	1,107,404
Averages		66	136	28	19	90	240,740	24,074

Worship & Sacraments

Information is based on the 2022 reporting year.

Congregation	Location	<i>Baptisms (Birth-15)</i>	<i>Baptisms (16-30)</i>	<i>Baptisms (31+)</i>	<i>Total Baptisms</i>	<i>Confirmations</i>	<i>Receptions</i>	<i>Marriages</i>	<i>Marriage Blessings</i>	<i>Burials</i>
<i>Church of the Savior</i>	AMBRIDGE	0	0	0	0	0	0	0	0	0
<i>New Life Anglican Fellowship</i>	BEAVER	0	0	0	0	0	0	0	0	0
<i>Seeds of Hope Anglican Church</i>	BLOOMFIELD	0	0	0	0	4	0	0	0	0
<i>St. Elizabeth Anglican Mission</i>	BRIDGEVILLE	0	0	0	0	0	0	0	0	0
<i>Christ Anglican Church</i>	BROWNSVILLE	2	0	0	2	3	5	0	0	0
<i>St. Peter's Anglican Church</i>	BUTLER	1	0	0	1	0	3	0	0	1
<i>Christ the Redeemer</i>	CANONSBURG	2	0	0	2	7	1	0	0	0
<i>New Jerusalem Church</i>	CAROL STREAM	0	0	0	0	0	0	0	0	1
<i>St. Mary's Anglican Church</i>	CHARLEROI	2	1	0	3	0	0	0	0	9
<i>All Saints Anglican Church</i>	CRANBERRY TWP	0	0	0	0	0	0	0	0	2
<i>Jonah's Call</i>	EAST END	6	0	2	8	0	0	0	0	0
<i>Grace Anglican Church</i>	EDGEWORTH	0	0	0	0	0	0	1	0	2
<i>Church of the Transfiguration</i>	ELIZABETH	0	0	0	0	0	0	1	0	2
<i>St. Thomas Church</i>	FORT COLLINS	2	0	0	2	0	6	0	0	0
<i>Christ Church Fox Chapel</i>	FOX CHAPEL	2	0	0	2	0	0	2	0	0

Congregation	Location	<i>Baptisms (Birth-15)</i>	<i>Baptisms (16-30)</i>	<i>Baptisms (31+)</i>	<i>Total Baptisms</i>	<i>Confirmations</i>	<i>Receptions</i>	<i>Marriages</i>	<i>Marriage Blessings</i>	<i>Burials</i>
<i>St. John's Anglican Church</i>	FRANKLIN, TN	3	0	0	3	0	0	0	0	2
<i>St. Luke's Anglican Church</i>	GEORGETOWN	0	0	0	0	0	0	0	0	0
<i>St. Thomas Anglican Church</i>	GIBSONIA	2	0	0	2	0	0	0	0	0
<i>Church of Our Saviour</i>	GLENSHAW	1	0	0	1	0	0	0	0	0
<i>Christ's Church</i>	GREENSBURG	4	0	0	4	1	0	2	0	5
<i>Grace Anglican Church</i>	GROVE CITY	6	3	0	9	9	0	4	0	0
<i>Harvest Anglican Church</i>	HOMER CITY	0	0	0	0	0	0	0	1	0
<i>Prince of Peace Church</i>	HOPEWELL	2	0	0	2	2	13	3	0	9
<i>St. Matthew's Anglican Church</i>	JOHNSTOWN	0	0	0	0	0	0	0	0	1
<i>Holy Innocents Anglican Church</i>	LEECHBURG	1	0	0	1	0	0	1	0	0
<i>Epiphany Anglican Fellowship</i>	LIGONIER	4	1	0	5	1	2	1	0	1
<i>True Vine Anglican Church</i>	MONONGAHELA	0	0	0	0	0	0	0	0	6
<i>St. Martin's Anglican Church</i>	MONROEVILLE	0	0	0	0	0	0	0	0	1
<i>Grace Anglican Church</i>	MT. WASHINGTON	1	0	1	2	2	0	0	0	0
<i>St. Alban's Anglican Church</i>	MURRYSVILLE	0	0	0	0	0	0	2	0	1
<i>Church of the Redeemer</i>	NASHVILLE	14	0	1	15	3	0	2	0	5
<i>Christ Our Hope</i>	NATRONA HEIGHTS	1	0	1	2	0	0	0	0	2
<i>Christ Anglican Church</i>	NEW BRIGHTON	0	0	0	0	0	0	0	0	5
<i>Redeemer Anglican Church</i>	NORTH BOROUGH	1	0	0	1	0	8	0	0	0
<i>Mosaic Church</i>	NORTH FAYETTE	0	0	0	0	0	0	0	0	2
<i>Church of the Ascension</i>	OAKLAND	19	2	3	24	14	0	5	0	2
<i>Trinity Anglican Church</i>	PATTON	0	0	0	0	0	0	0	0	0
<i>Reconciliation Anglican Church</i>	PENN HILLS	1	1	0	2	4	0	0	0	1
<i>Incarnation Church</i>	PITTSBURGH	0	0	0	0	0	0	0	0	0
<i>St. Stephen's Church</i>	SEWICKLEY	11	0	0	11	15	0	9	0	14
<i>Somerset Anglican Fellowship</i>	SOMERSET	2	0	0	2	0	0	0	0	0

Congregation	Location	<i>Baptisms (Birth-15)</i>	<i>Baptisms (16-30)</i>	<i>Baptisms (31+)</i>	<i>Total Baptisms</i>	<i>Confirmations</i>	<i>Receptions</i>	<i>Marriages</i>	<i>Marriage Blessings</i>	<i>Burials</i>
<i>St. Peter's Parish Church</i>	UNIONTOWN	0	0	0	0	0	0	0	0	3
<i>Shepherd's Heart Fellowship</i>	UPTOWN	0	0	0	0	0	0	1	0	9
<i>Trinity Church</i>	WASHINGTON	3	1	0	4	2	1	2	0	3
<i>All Souls Anglican Church</i>	WHEATON	3	2	0	5	19	1	0	0	1
<i>Church of the Great Shepherd</i>	WHEATON	0	0	0	0	1	0	0	0	0
Totals		96	11	8	115	87	40	36	1	90
Averages		2.1	0.2	0.2	2.5	1.9	0.9	0.8	0.0	2.0

Evangelism & Mission

Information is based on the 2022 reporting year.

Congregation	Location	<i>% Ops Income Given for Local Mission</i>	<i>% Ops Income Given for N. Amer. Mission</i>	<i>% Ops Income Given for Global Mission</i>	<i>Cross-Cultural Workers or Missionaries Supported</i>	<i>Long-term partnerships with Cross-Cultural Workers or Missionaries</i>	<i>Mission Partnerships in These Countries</i>
<i>Church of the Savior</i>	AMBRIDGE	1.05	1.63	4.17	19	15	Uganda Eastern Europe Nigeria Egypt Vietnam Mexico
<i>New Life Anglican Fellowship</i>	BEAVER	3.18	0	9.36	0	0	South Sudan Kenya
<i>Seeds of Hope Anglican Church</i>	BLOOMFIELD	0.5	0.5	0.5	0	0	Honduras
<i>St. Elizabeth Anglican Mission</i>	BRIDGEVILLE	0	27	0	0	0	Tanzania
<i>Christ Anglican Church</i>	BROWNSVILLE	3.5	1	0.5	3	0	None
<i>St. Peter's Anglican Church</i>	BUTLER	1	1	1	3	0	Uganda
<i>Christ the Redeemer</i>	CANONSBURG	6.6	6.6	2.2	1	0	Rwanda
<i>New Jerusalem Church</i>	CAROL STREAM	1.2	10	8.7	0	0	None
<i>St. Mary's Anglican Church</i>	CHARLEROI	0	0	0	0	0	None

Congregation	Location	% Ops Income Given for Local Mission	% Ops Income Given for N. Amer. Mission	% Ops Income Given for Global Mission	Cross-Cultural Workers or Missionaries Supported	Long-term partnerships with Cross-Cultural Workers or Missionaries	Mission Partnerships in These Countries
<i>All Saints Anglican Church</i>	CRANBERRY TWP	3.31	1	0	0	0	None
	<i>Jonah's Call</i>	EAST END	0.01	0.01	0.01	2	2
<i>Grace Anglican Church</i>	EDGEWORTH	2	2	0	1	1	None
<i>Church of the Transfiguration</i>	ELIZABETH	13	3	2	0	0	None
<i>St. Thomas Church</i>	FORT COLLINS	2	0	0	0	0	None
<i>Christ Church Fox Chapel</i>	FOX CHAPEL	0	0	0	0	0	None
<i>St. John's Anglican Church</i>	FRANKLIN, TN	0	0	0	0	0	None
<i>St. Luke's Anglican Church</i>	GEORGETOWN	0.01	0.01	0	3	0	None
<i>St. Thomas Anglican Church</i>	GIBSONIA	4	7	2.5	0	0	Uganda
<i>Church of Our Saviour</i>	GLENSHAW	1	1	1	1	0	Tunisia
<i>Christ's Church</i>	GREENSBURG	6	4	2	0	0	Nigeria
<i>Grace Anglican Church</i>	GROVE CITY	3	3	3	6	6	Other Morocco Ireland Other
<i>Harvest Anglican Church</i>	HOMER CITY	20	0	0	0	0	
<i>Prince of Peace Church</i>	HOPEWELL	1	1	3	12	1	Jordan Chile Uganda Rwanda Turkey Indonesia Israel
<i>St. Matthew's Anglican Church</i>	JOHNSTOWN	0	0	0	0	0	Chile China Uganda Ukraine
<i>Holy Innocents Anglican Church</i>	LEECHBURG	1	0	0	0	0	None
<i>Epiphany Anglican Fellowship</i>	LIGONIER	10.7	6.6	4.7	0	0	None
<i>True Vine Anglican Church</i>	MONONGAHELA	0.04	0.02	0.02	0	0	Belize
<i>St. Martin's Anglican Church</i>	MONROEVILLE	5	2	4	0	0	Nigeria Kenya
<i>Grace Anglican Church</i>	MT. WASHINGTON	2	1	2	3	1	Turkey Uganda

Congregation	Location	% Ops Income Given for Local Mission	% Ops Income Given for N. Amer. Mission	% Ops Income Given for Global Mission	Cross-Cultural Workers or Missionaries Supported	Long-term partnerships with Cross-Cultural Workers or Missionaries	Mission Partnerships in These Countries
<i>St. Alban's Anglican Church</i>	MURRYSVILLE	0	0	0	4	0	Tunisia Croatia Nigeria
<i>Church of the Redeemer</i>	NASHVILLE	10	0	0	0	0	Guatemala
<i>Christ Our Hope</i>	NATRONA HEIGHTS	2.44	0.3	2	3	0	Nigeria Cambodia South Sudan
<i>Christ Anglican Church</i>	NEW BRIGHTON	0	2.9	0.07	0	0	None
<i>Redeemer Anglican Church</i>	NORTH BOROUGH	3.2	3.2	1.4	10	2	Undisclosed - Middle East
<i>Mosaic Church</i>	NORTH FAYETTE	7	1	2	1	0	South Sudan
<i>Church of the Ascension</i>	OAKLAND	5.9	0.2	2.5	29	12	Thailand
<i>Trinity Anglican Church</i>	PATTON	0	0	0	0	0	China Uganda
<i>Reconciliation Anglican Church</i>	PENN HILLS	2.8	2.8	0	0	0	Nigeria
<i>Incarnation Church</i>	PITTSBURGH	1.7	0	0.1	2	0	South Sudan Kenya Ethiopia
<i>St. Stephen's Church</i>	SEWICKLEY	2.3	1.3	0.2	8	2	Honduras Honduras
<i>Somerset Anglican Fellowship</i>	SOMERSET	1.3	1.3	0	0	0	None
<i>St. Peter's Parish Church</i>	UNIONTOWN	0.3	0.63	0.16	0	0	None
<i>Shepherd's Heart Fellowship</i>	UPTOWN	11	3	10	6	6	Senegal Tunisia
<i>Trinity Church</i>	WASHINGTON	2	1	1	4	0	Honduras Uganda Ethiopia Uganda Kenya
<i>All Souls Anglican Church</i>	WHEATON	2.72	2.72	4.27	0	0	Kenya Poland Russia United Kingdom
<i>Church of the Great Shepherd</i>	WHEATON	0	0	0	7	7	Australia Poland Brazil Thailand China
Totals					128	55	
Averages		3	2	2	3	1	

Appendix A: Proposed Changes to the Constitution & Canons

(Pages following.)

Constitution & Canons

together with

Rules of Order & Financial Regulations

(Last revised November ~~2019~~2023)



**The Anglican Diocese
of
Pittsburgh**

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Constitution

Article I

Faith and Order by Constitution and Provincial Membership by Canon

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

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

Article II

Meeting of Convention

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

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

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

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

Article III

Members of Convention

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

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

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

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

Article IV

President of the Convention

The Bishop, or Bishop in charge of the Diocese, shall preside, ex-officio, in the Convention, and shall be entitled to a vote. The Bishop-Coadjutor, when there is one, shall have a Seat and a vote in the Convention, and, in the absence of the Bishop, shall preside. In the event of there being a Suffragan Bishop, the Suffragan Bishop shall be entitled to the same privileges, and, in the absence of both the Bishop and the Bishop-Coadjutor, shall preside. In case of vacancy in the Episcopate, or of the absence of the Bishop, Bishop-Coadjutor, and Suffragan Bishop, or of their inability to act, the members of the Convention shall elect, from the Presbyters, a President pro tempore.

Article V

Transaction of Business

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

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

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

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

Article VI

Secretary of the Convention

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

Article VII

Chief Executive Officer

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

Article VIII

The Ecclesiastical Authority

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

Article IX

Standing Committee

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

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

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

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

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

Article X

The Board of Trustees for the Diocese

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

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

Section 3. The Board of Trustees shall be comprised of from five (5) to twenty (20) members, including the Bishop. The manner of election or appointment shall be set by Canon. The length of term of service shall also be set by Canon. The Bishop shall appoint the President of the Board, and the Board of Trustees shall elect such others officers as it shall deem appropriate.

Article XI

Diocesan Council

Section 1. The Diocesan Council shall consist of the Bishop, the Secretary of the Convention, the Chancellor of the Diocese, the President of the Board of Trustees, the President of the Standing Committee, and three (3) Deputies to Convention from each District (normally two (2) lay and one (1) ordained) elected in the manner and for the term specified by Canon duly enacted.

Section 2. It shall be the duty of the Diocesan Council to prepare and report to each Convention a calculation of the Godly Share from the Congregations to the Diocese for the ensuing year, and such report, as it is finally adopted in Convention, shall be ~~spirituality~~ spiritually binding on the Congregations.

Section 3. Also, the Diocesan Council shall have such additional rights and duties and powers as may be conferred on it by the Convention through enactment of a Canon or adoption of a resolution.

Article XII

~~Deputies to Extra-Diocesan Conventions or Synods~~ Delegates to Provincial Council and Provincial Assembly

Section 1. In accordance with Provincial Canon 1, Section 2, the Diocese ~~in~~ the 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 ~~32~~. The number of alternates shall be determined by ~~Diocesan~~ the Standing Committee.

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

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~~ by the Standing Committee.

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

Article XIII

Admission of Congregations

Any congregation desiring union with the Diocese may be admitted into Union with the Convention, on motion, by a majority of votes; provided that it shall have complied with the canonical requirements for such admission and it shall have laid before the Convention its Charter and By-laws, or its original Articles of Association, or a duly certified copy thereof, wherein it expressly adopts and recognizes the authority of the Constitution and Canons of this Diocese, and commits to upholding and propagating the historic Faith and

Order as set forth in the Book of Common Prayer. A congregation so admitted into union with the Convention shall constitute a Congregation in Union with the Convention.

Article XIV

Election of a Bishop

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

Article XV

Congregational Property

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

Article XVI

Alteration of the Constitution

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

Canons

Canon I

Provincial Membership

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

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

Section 3. Election of Delegates to Provincial Council.

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

Section 4. Election of Delegates to Provincial Assembly.

- a) Upon the Diocese receiving notice of a scheduled Provincial Assembly, the Convention immediately preceding such Assembly shall elect delegates to such Assembly. Convention shall elect delegates from the Clergy Order and the Lay Order as directed by said notice. An equal number of alternate delegates shall be elected at Convention. In the event one (1) ~~of or~~ more delegates is unable to serve the

Provincial Assembly at any time, an alternate delegate shall serve as a delegate as directed by the Bishop from time to time.

- b) In the event any assembly is scheduled to meet before the next scheduled Convention, the Standing Committee shall select the delegates and alternate delegates to Assembly.
- c) The term for a delegate or alternate delegate shall expire as of the official conclusion of the Assembly.
- d) Delegates to Assembly may serve up to three (3) Assemblies consecutively. Alternate delegates to Assembly may be elected to unlimited consecutive terms. In the event an alternate delegate is appointed by the Bishop to serve Assembly, such alternate may subsequently be elected as a delegate and may serve up to three (3) Assemblies consecutively.

Canon II

Of a List of Clergy in the Diocese

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

Canon III *Of Deputies*

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

For each Congregation, two (2) Lay Deputies

Average Sunday Attendance (Principal Services)	Additional Deputies	Total
100-200	1	3
200-400	2	4
400-600	3	5
600-800	4	6
800-1000	5	7
1000-1250	6	8
1250-1500	7	9
Over 1500	8	10

Average Sunday (Principal Services) Attendance is as reported in the most recent Annual Congregational Report as provided in Canon IV.

Section 2. Lay Deputies

- a) Lay Deputies from a Congregation shall be elected by the Vestry of the Congregation or by a meeting of that Congregation, as provided in its ~~by~~-Bylaws. Deputies shall be elected for three (3)-year terms; and, where the number of Deputies permits, their three (3)-year terms shall be staggered. No Deputy who has been so elected for two (2) successive three (3)-year terms shall be eligible for re-election as a Deputy until the expiration of one (1) year. The Deputies shall be elected and certified to the Secretary of Convention not later than sixty (60) days prior to the Annual Convention and all terms of Lay Deputies shall begin as of the first day of July preceding the Annual Convention for which they were first certified.

Each Congregation shall also elect such number of Alternate Deputies as it shall deem necessary. ~~Each Congregation shall also appoint or elect a Leader of Deputation whose specific duties shall be provided for in the Congregation By laws.~~

- b) The election of Deputies and Alternate Deputies to the Convention shall be certified in writing by a Warden or two (2) members of the Vestry; and the certificate shall state the name, address and telephone number of each Deputy and Alternate and that each Deputy and Alternate Deputy named in said certificate was chosen from the communicants of said Congregation. The certification form shall list all deputies elected by the Congregation, whether newly elected or in their second or third year of term. The certificate shall be furnished to the Secretary of the Convention not later than sixty (60) days preceding the Annual Convention. If Deputies and Alternate Deputies are elected to fill out vacancies caused by death, resignation, or removal for any cause, the election shall be certified in writing by forwarding an amended certificate to the Secretary of Convention. Any Congregation failing to timely furnish the certificate to the Secretary of the Convention shall not be entitled to Seat or vote at the Convention.

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

Canon IV

Of Congregational Registers and Reports

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

Section 2. Congregational Reports

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

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

Section 4. The certified returns above provided for shall be prima facie the basis of lay representation of each Congregation according to the schedule set out in Canon 2, Section 1. The communicant numbers of each Congregation, as reported on the aforesaid Congregational Reports, shall be published at each Annual Convention and a copy of the relevant sections of this Canon shall be sent by the Secretary to each Congregation in the Diocese before the thirty-first (31) day of December following, with a statement as to how many Deputies such Congregation is entitled to elect in the six (6) months following, and in preparation for the next Annual Convention.

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

Canon V

Of the Board of Trustees

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

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

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

Section 4. In the event a vacancy shall occur in an elected position on the Board of Trustees during the unfilled term of said position, such vacancy ~~shall~~ may be filled by the Standing Committees provided by Article IX, section 5 of the Constitution.

Canon VI

Of the Diocesan Council

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

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

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

Section 4. The terms of office of elected members of Diocesan Council shall be three (3) years on a staggered basis within Districts. No Council member who has served two (2) successive three (3)-year terms shall be eligible for subsequent election until one (1) year has passed since said Council member was last a member of the Council. Members of Diocesan Council whose terms as Deputy to Diocesan Convention expire or whose canonical residence has changed to a different District prior to completion of their term of office to Diocesan Council shall continue, at the pleasure of the electing District, for the remainder of their Council term as a member of Diocesan Council. Vacancies due to death, removal or resignation occurring between Conventions ~~shall may~~ be filled ~~as provided in Article IX, Section 5 of the Constitution~~ by the Standing Committee.

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

Section 6. The Diocesan Council shall establish the minimum total compensation and benefits package to be paid by Congregations to canonically resident Clergy in the Diocese.

Section 7. The Diocesan Council shall entertain and decide appeals by Congregations which have been designated as Stressed Congregations by the Bishop or the Standing Committee. The Diocesan Council may appoint a Hearing Examiner to develop a record of evidence concerning the designation and shall base its decision upon that record.

Section 8. The Diocesan Council shall prescribe its operating rules and procedures which shall, among other things, provide for:

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

Canon VII

Of the Standing Committee

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

Section 2. Officers of the Standing Committee

- a) There shall be two (2) offices of the Standing Committee, President and Secretary. Each President and Secretary of the Standing Committee shall serve for a one (1)-year term beginning on January 1 of the year in question.
- b) The President of the Standing Committee shall be the member of the clergy order whose final year on the committee begins on January 1 of the year in question. The Secretary of the Standing Committee shall be the member of the lay order whose final year on the committee begins January 1 of the year in question.
- c) In the event of a vacancy in either office of the Standing Committee, such vacancy shall be filled by the next most senior person of the Standing Committee from the appropriate clergy or lay order.

Section 3. The Standing Committee will (in accordance with Canon ~~XVI~~XVII Sec. 4, Canon XVIII Sec. 36) review and approve the Articles of Association, Charter and ~~by~~Bylaws or any changes to them for all congregations in union with or requesting to be in union with the diocese.

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

Canon VIII

Assistance to the Bishop

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

Canon IX

Of the Director of Administration

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

Canon X

Committees and Program Units

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

Canon XI

Of the Chancellor

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

Canon XII

Of the Committee on Canons

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

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

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

Canon XIII

*Of the History and Archives of the **Episcopal Diocese of Pittsburgh***

Registrar/Historiographer—

Section 1. The Bishop may appoint an Archivist who shall administer the Diocesan archives, including the historical documentation of the Diocese and Congregations, and perform such other duties as directed by the Bishop or the Standing Committee. It shall be

the duty of the Archivist to issue, on request, proper certification of records in the archives including, but not limited to, Consecration, Ordination, Baptism, Confirmation, Marriage and Burial Records.

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

Canon XIV

Budget and Financial Administration

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

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

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

Section 4. Godly Share

- a) A tithe of the total operating income of each congregation shall be considered that congregation’s financial responsibility to the Diocese, its “Godly Share” given for the

work of the Diocese of which it is a participating member. The Godly Share is an offering and not a debt.

- b) It shall be the duty of the Rector, or Minister-in-Charge, and Vestry of each congregation to regularly advise the Director of Administration and Diocesan Council about any anticipated difficulty in meeting the Godly Share to the Diocese, or about a rightful recalculation.
- c) Each Congregation is asked to send to the Treasurer of the Diocese one-twelfth (1/12) of its annual Godly Share before the end of each month, starting in January and concluding in December; provided, however, that with the agreement of the Treasurer, a Congregation may adopt a different schedule, with offerings no less frequent than quarter-annually.
- d) Offerings which are more than three (3) months past due, according to the approved schedule as provided in Section 3 of this Canon, shall be considered delinquent. Delinquent Congregations are ineligible to be considered for any Council programmatic grants or Board of Trustees developmental loans for grants, unless Council and Trustees, respectively, consent to the request for consideration, and to the aid itself, by separate majority votes.
- e) When a Congregation is unable to fulfill its Godly Share, the Bishop and Council, may assign an officer or member to work with the Congregation to help it identify and focus on the problems it is encountering. Findings and recommendations shall be reported back to the Bishop and Council.
- f) When a Congregation is unable to meet its Godly Share the Diocesan Council must determine how either the current or the following year's Budget and Assessment Schedule shall be adjusted to compensate for such reduction, and Council may also recommend to the Bishop and the Standing Committee that such Congregation be designated a Stressed Congregation, in accordance with Canon ~~XV~~XVII, Section 67. Should a congregation increase its Godly Share the Diocesan Council shall adjust the Diocesan budget accordingly.

Canon XV

Of the Episcopal Funds

It shall be the duty of the Rector, or Priest/Deacon/-Minister-in-Charge, of each Congregation in the Diocese to ask an offering from the people at each annual Episcopal

visitation which shall be placed in the hands of the Bishop, to be used at the Bishop's discretion for the benefit of needy persons, and which shall be known as the Bishop's Discretionary Fund.

Canon XVI

Of the Diocesan Cathedral

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

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

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

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

Canon XVII

Of Congregations

Section 1. Any Congregation that:

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

may request consideration for admission into union with Convention. Once admitted into union with the Convention, Congregations shall continue to recognize the authority of the Constitution and Canons of this Diocese, commit to upholding and propagating the historic Faith and Order as set forth in the Book of Common Prayer, and ensure the

preaching of the Pure Word of God and the due administration of the sacraments according to Christ's ordinance.

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

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

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

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

- a) The Convention may, by a two-thirds (2/3) vote, dissolve its union with any Congregation. A determination that a Congregation has failed and continues to fail to meet the obligations imposed in Section 1 of this Canon shall establish particular, but not exclusive, grounds for dissolution. ~~P~~ provided, however, that notice of said proposed action shall have been given in writing at least thirty (30) days in advance, by United States Mail or hand delivery, to the Bishop, all the Clergy and the Lay Deputies of all the Congregations of the Diocese, and to the Rector, Wardens, and Vestry of the Congregation whose union is in re-consideration. Any Congregation seeking to dissolve its union in order to unite with another Anglican Church in North America diocese may request Convention action consonant with this provision.
- b) Any Congregation may dissolve its union with Convention by a two-thirds (2/3) vote at any Congregation meeting properly called as provided in the ~~by~~By-laws of the Congregation; provided, however, that 1) recommendation to dissolve union has

been on the published agenda of the two (2) successive meetings of the Vestry prior to the Congregation meeting, 2) dissolution of union has been approved by the Vestry at the second of those meetings and, 3) notice of the dissolution vote proposed to be held at the Congregation meeting shall be given in writing at least thirty (30) days in advance, by circular letter, to the Bishop, all the Clergy and the Lay Deputies ~~of all the~~ of the Diocese, as well as to the members of the Congregation. If a Congregation dissolves its union with Convention, notice shall be given to the Bishop and Diocesan Council promptly.

- c) Financial commitments of the Diocese to the Congregation or of the Congregation to the Diocese shall be honored through the budget year of the dissolution, unless a mutually agreeable earlier termination shall have been agreed by the Diocesan Council and the Vestry of the Congregation whose union is being dissolved.

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

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

- a) When a Congregation identifies itself as a Stressed Congregation, it shall retain that status until the Congregation shall certify, in writing, and the Bishop and the Standing Committee concur, in writing, that the Congregation has overcome its inability to function properly as a Congregation in Union with the Convention.
- b) If, when the Bishop or the Standing Committee designates a Congregation as a Stressed Congregation, and the Congregation disagrees with that designation as demonstrated by a vote of more than two-thirds (2/3) of the members of its Vestry as it consisted prior to the designation, the Congregation in question may appeal to the Diocesan Council.
- c) The appointment of Priests or other Ministers-in-Charge to, and their removal from, Stressed Congregations is vested in the Bishop.
- d) Election to and service on the Vestry of a Stressed Congregation shall be with the consent of and by the authority of the Bishop.

- e) Stressed Congregations shall nevertheless be subject to Godly Share contributions for the upkeep of the Diocese.

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

Section 9. Where, ~~owing to the change in the character of the neighborhood in which a Congregation is located or~~ for any ~~other~~ reason it shall appear to the Bishop that the boundaries of the Congregation should be changed, or that the site or location of any Church or Chapel should be changed, the Bishop shall have power to suggest such changes in the boundaries of the Congregation or in the site of the Church or Chapel as may seem for the best interests of the Congregation and of the Diocese.

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

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

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

Canon XVIII

Of Mission Fellowships

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

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

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

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

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

Section 5. For purposes of sharing in the financial life of the diocese, the provision of Canon ~~XIII~~XIV, Section 4 (~~relating to the~~ Godly Share) shall, as far as possible, guide the development of Mission Fellowship budgets.

Section 6. If Mission Fellowship status is granted by Convention, the governing body (vestry) of the congregation shall, in consultation with the Chancellor, incorporate and file

its Charter, shall develop its ~~by~~-Bylaws consistent with the model ~~by~~-Bylaws provided by the Standing Committee, and prepare such other materials as may be required for admission as a Congregation under Article XIII (Admission of Congregations) and Canon ~~XVI~~-XVII (Of Congregations).

Section 7. No congregation may remain as a Mission Fellowship for more than five (5) years.

Canon XIX

Of the Organization of Unincorporated and Incorporated Congregations

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

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

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

Canon XX

Business Methods in Church Affairs

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

Section 1. Funds held in trust, endowment and other permanent funds, and securities represented by physical evidence of ownership or indebtedness, shall be deposited with a National or State Bank, or the Board of Trustees of the Diocese, or with some other agency approved in writing by the Finance Committee of the Diocese, under a deed of trust, agency or other depository agreement providing for at least two (2) signatures on any order of withdrawal of such funds or securities.

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

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

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

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

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

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

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

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

Section 6. The Judge of Audits of the Diocesan Council shall require annual reports and audits of all accounts to be filed with the Director of Administration, shall deliver copies thereof to the Finance Committee of the Board of Trustees for its information, and shall report annually to the Convention of the Diocese upon administration of this Canon.

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

Section 8. The fiscal year shall begin January 1.

Canon XXI

Districts

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

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

Section 2. Each District shall have a Commission consisting of

- 1) the Rectors, Priests/Deacons/Ministers-in-Charge and Assistant Ministers of the Congregations in the District,

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

Section 3. Each District Commission shall meet annually in order to elect one of its members to serve as members (Pursuant to Article XI, Section 1 of the Constitution, and to Canon VI, Section 3) of Diocesan Council and, where a vacancy is about to occur, one individual to serve on the Board of Trustees. The Annual Meeting of the District Commissions shall take place as part of the order of business for the Annual Convention of the Diocese.

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

- a) to consider regional problems, needs, strategies, evangelization, programs, and budgets;
- b) to enable specialization and particularization of individual congregations on behalf of all the others;
- c) to support and encourage one another as missionary congregations;
- d) to prepare Commission members on budget and policy matters to come before the Diocesan Convention.

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

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

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

Canon XXII

Ecclesiastical Discipline

Section 1. Charges as identified in Title IV, Canon 2 of the Canons of the ACNA may be brought against Clergy of the Diocese.

Section 2. If any charges are brought against any member of the Clergy of the Diocese as provided in Section 1 of this Canon, such charges shall be considered, investigated and prosecuted as provided in Title IV of the Canons of the ACNA. In all events, the process of ecclesiastical discipline shall be subject to the terms of said Canons of the ACNA as amended from time to time. If there are any inconsistencies between the Canons of the Diocese and said Canons of the ACNA, said Canon of the ACNA shall control.

Section 3. For purposes of applying Title IV, Canon 2 of the Canons of the ACNA, the following shall apply:

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

Section 4. Concerning the Array:

- a) The Array shall consist of five (5) priests or deacons and four (4) lay persons, to be elected by the Diocesan Convention to serve three (3)-year terms on a staggered basis.
- b) Each member shall serve until his or her successor is elected or until the conclusion of any trial being heard by said member and the rendering of a verdict thereon, whichever is later. No person who has served two (2) consecutive full terms shall be eligible for election until a full year has elapsed. Eighteen (18) or more months shall be treated as a full term.

- c) If a vacancy occurs for any reason the Standing Committee shall appoint a replacement from the appropriate Order, Clerical or Lay.
- d) At such time as a matter is referred to the Array, the members of the Array shall elect one of its members to serve as Presiding Judge.

Canon XXIII

Of the Mode of Election of Rector or Other Member of the Clergy

Section 1. When a Congregation proceeds to call a new Rector, it shall first consider a list of candidates proposed by the Bishop. The Vestry may reject all of the proposed names after due research and shall thereupon notify the Bishop. The Vestry shall then ask the Bishop for additional names and may reject all of these. They may then proceed to consider other names. The Vestry's choice shall be communicated to the Bishop in writing together with documentation evidencing the qualifications of the candidate to meet the Congregation's requirements for priestly leadership. The Bishop shall have thirty (30) days to respond. The Bishop shall have the option of approving, or, after consultation with the Standing Committee, of rejecting the proposed candidate. If the candidate is rejected, the Vestry may proceed to consider other candidates.

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

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

Section 2. When a Rector, Wardens and members of a Vestry proceed to call an Assistant Minister, the Rector shall first consult with the Bishop and submit a list of proposed candidates to the Bishop as well as receive a list of proposed candidates from the Bishop. Only those candidates of the Rector who are approved by the Bishop may be submitted to the Vestry as a whole. The Vestry may reject all the candidates proposed and the Rector, thereupon, would notify the Bishop. The Bishop and Rector in consultation shall then present the names of the additional candidates. The choice of the Rector, Wardens and members of the Vestry shall be communicated to the Bishop in writing, and the Bishop shall have thirty (30) days to respond. The Bishop shall have the option of approving, or,

after consultation with the Standing Committee, of rejecting the proposed candidate. If the candidate is rejected, the Rector, Wardens and members of the Vestry may proceed to consider other candidates. In the event that the Bishop and the Rector, Wardens and members of the Vestry cannot resolve their differences over the Clergy selection, the case shall be taken to the Standing Committee which shall hear the facts from all concerned parties and recommend a course of action. The Bishop shall thereafter consult with the Standing Committee and the Rector, Wardens and members of the Vestry to effect the final disposition of the issue in the most satisfactory manner possible.

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

Section 4. The call of the Clergy-elect shall be in writing in a letter of agreement between the member of the Clergy and the Vestry (and in the case of a Stressed Congregation, the Bishop and Diocesan Council) and must express distinctly job description and any special conditions, together with the stipulations of salary or support, which salary when the member of the Clergy is settled shall be held as a valid legal contract, and the salary as accruing to be an acknowledged debt, recoverable by process of law, if necessary, of which said call shall be held as substantial evidence. ~~P; p~~ provided, that the salary may be increased or diminished, as the parties may from time to time agree, ~~r; r~~ due notice of which shall be given to the Ecclesiastical Authority by the Clerk of the Vestry.

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

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

Canon XXIV

Of the Canonically Resident Clergy

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

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

Section 3. The Rector shall have the full control and direction of all Guilds, Societies and Associations within the Congregation. Unless otherwise provided by the Charter of the Congregation, the Rector may call meetings of the Vestry and Congregation as the Rector shall deem proper, and is ex-officio President of the same, and is entitled to speak and vote on all questions before these bodies. The Rector shall call a meeting of the Vestry when requested to do so by a majority of the members of the same.

Canon XXV

Bishop's Authority in Clergy-Congregation Relations

When, in the judgment of the Bishop, it shall appear (a) that there are grounds for believing, whether because of age, infirmity, or other cause, that the relationship between a Rector, Priest/-Deacon/-Minister-in-Charge, or (at the request of the Rector) an Assistant Minister and a Congregation is such that it is not in the best interest of the Congregation

or the Diocese that such person continue to perform Congregation duties or (b) that there are grounds for believing that the relations between a Rector, Priest/Deacon/Minister-in-Charge and a Congregation are such that the member of the Clergy is prevented from performing ecclesiastic and other duties in a manner which is in the best interest of the Congregation and the Diocese, the Bishop shall first counsel with the member of the Clergy in that Congregation, and thereafter shall counsel the Vestry or the member of the Clergy, as appropriate, and attempt to resolve the problem. Failing this, the Bishop, or the Vestry, or the member of the Clergy shall take the case to the Standing Committee which shall hear the facts, call for any records deemed necessary, and recommend a course of action. The Bishop, after weighing the advice of the Standing Committee, shall thereafter consult with the Standing Committee, the Vestry, the member of the Clergy involved, and other concerned parties to effect a final disposition of the issue in the most satisfactory manner possible, including authority to require a Congregation to provide for a new election of one (1) or more members of the Vestry.

Canon XXVI

Of Definition of Titles

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

- a) A "Rector" is the Senior Priest of a Congregation in Union with the Convention, called by the Vestry and appointed by the Bishop, whose appointment is without limitation of time.
- b) An "Assistant" is a Priest or Deacon called by the Vestry to assist the Rector, either for a specified time, or permanently.
- c) A **Priest- or Deacon-in-Charge** ~~or a Pastor~~ is a Priest or Deacon appointed to serve a Congregation and whose appointment to the Congregation is subject to a specific agreement as to time and other conditions. These Titles also apply to all members of the Clergy appointed by the Ecclesiastical Authority to the cure of souls.
- d) **Minister-in-Charge** is a Lay Person appointed by the Ecclesiastical Authority to conduct the religious affairs of a Congregation having no Priest ~~or Pastor~~.

Canon XXVII

Of Persons Repelled from the Holy Communion

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

Canon XXVIII

Of Vacant Congregations

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

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

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

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

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

such Clergy shall nevertheless, without such license, officiate in such Congregation, or attempt to assume such pastoral relations, the Clergy, by reason of such action on his or her part, shall thereafter not be in regular standing in this Diocese until he or she shall have made satisfaction to the Bishop; and any subsequent Convention of this Diocese may dissolve its union with the offending Congregation, provided the Standing Committee shall, at least thirty (30) days prior to such Convention, have sent to the Vestry, or to one of the Wardens, of such Congregation written notice that the action of the Congregation will be reported to the Convention.

Canon XXIX

Of the Relocation of Church Buildings

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

Canon XXX

Of Elections

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

Canon XXXI

Of Confessors and the Rite of Confession

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

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

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

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

Canon XXXII

Of the Commission on Ministry

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

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

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

Canon XXXIII

Of Architecture of Church Buildings

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

Canon XXXIV

Of Amendments

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

Canon XXXV

Definitions

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

- a) “constitution” shall mean the Constitution of the [Anglican](#) Diocese of Pittsburgh
- b) “The Bishop” shall mean the Diocesan Bishop of the [Anglican](#) Diocese of Pittsburgh.
- c) “ACNA” shall mean the Anglican Church in North America.
- d) “the Church” shall refer to the Anglican Church in North America.
- e) “The Diocese” or “Diocese” shall refer to ~~The~~[the](#) Anglican Diocese of Pittsburgh.
- f) “Operating Income” of a Congregation shall mean the total of all income received for use in the annual operation of the Congregation and shall include, but is not limited to, pledges, gifts, contributions, grants, and investment income.
- g) “Godly Share” shall mean the financial responsibility of a congregation to share in the life of the Diocese and determined as provided in Canon [XIV](#) Section 4.

- h) "Congregation" shall mean a gathered group of Christians who have organized and function in accordance with the Canons of the Anglican Church in North America, who are associated with the Diocese, and under the oversight of the Bishop. Congregations may be established based upon geography, a focus on reaching particular sociological or ethnic populations, or any other missional purpose. There are three categories of Congregations in the Diocese: Congregations in Union with the Convention, Mission Fellowships, and Stressed Congregations.
- i) "Congregations in Union with the Convention" shall mean those Congregations which founded the Anglican Diocese of Pittsburgh and remain in good standing with it, in addition to those Congregations which have been admitted into Union with the Convention since that time, according to the process established in Article XIII of the Constitution and Canon ~~XV~~XVII, Section 2.
- j) "Stressed Congregation" shall mean a Congregation in Union with the Convention designated as a Stressed Congregation when one of the following occurs:
1. The Congregation gives notice, through its Vestry, to the Bishop or the Standing Committee, that it is unable to function properly, including but not limited to the ability to call or retain adequate clergy, because of financial or any other reasons;
 2. The Bishop or the Standing Committee determines that the Congregation is unable to function properly, including but not limited to the ability to call or retain adequate clergy, because of financial or any other reasons;
 3. the Congregation is unable to contribute its Godly Share and this disability will likely continue.
- k) "Mission Fellowship" shall mean a gathered group of Christians, in the process of organizing and beginning to function in accordance with the Canons of the Anglican Church in North America and of the Diocese.

Rules of Order

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

A. Organization and Business

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

and elections, for reports by the Standing Committee, the Diocesan Council, Board of Trustees, and Committee on Canons, and for consideration and action on proposed policies, programs, budgets (including assessments), resolutions, motions, reports, and notices, as may be provided by the Constitution and Canons or otherwise be in order.

9)7) Any sitting of the Convention may be recessed upon motion duly acted upon to a fixed time and place, or immediately after to such time and place as the Bishop in consultation with the Convention Committee, may determine. Each sitting shall be closed with such religious observance as the Bishop may direct.

10)8) Upon final adjournment of any sitting, the Secretary of the Convention shall submit the minutes of the proceedings to the Bishop, the Chairperson of the Committee on Canons, and the Chairperson of the Convention Committee, who shall read and approve them prior to their publication and distribution.

B. General Rules

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

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

2) Elections by ballot. Elections by ballot shall be in the following mode and order: Ballots shall be provided, in writing or other electronic means ~~Tickets shall be printed~~ with all the names proposed, and such ballots must provide ~~and with~~ half as many blank spaces as there are candidates to be elected in which other names may be added ~~in writing~~ by the voter. The voting shall be by the system commonly

known as the Australian ballot, the candidates desired being indicated by a cross (X) placed opposite each name or by electronic selection.

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

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

The Judge of Elections shall report to the Convention the number of ballots cast and the number of votes received by each candidate. Except in the case of candidates for election as ~~Deputies-Delegates~~ or Alternate ~~Deputies-Delegates~~ to ~~the General Convention~~ Provincial Council and Provincial Assembly or for election to the Standing Committee, the candidates receiving the highest number of votes for the respective offices shall be declared elected.

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

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

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

Candidates for the Standing Committee must receive a majority of the votes cast in order to be elected. If after the first ballot a vacancy remains in either order because

no candidate received a majority, a second ballot shall be prepared for that order which eliminates the candidate who received the least number of votes on the first ballot unless there was a tie for the least number. If subsequent re-balloting is necessary, each new ballot shall eliminate the candidate receiving the least number of votes on the immediate preceding ballot.

3) Nominations

- a. Parishes-Congregations and district commissions shall be encouraged to and provided opportunity for recommending to the Nominating Committee persons who are deemed to have exceptional qualifications for the posts to be filled. Deadline for these recommendations shall be June 15th each year. At least three (3) months prior to the sitting of the Convention in which an election is to be held, the Nominating Committee, to be constituted as hereinafter provided, shall nominate at least one (1) candidate, for each office to be filled by the Convention by election: provided, however, that in accordance with Canon V, Section 2, there shall be at least two (2) nominees for each office of Trustee-At-Large, and provided, further, that in accordance with subsection A-4 of these Rules of Order, Diocesan Council shall nominate a person to serve as Secretary of the Convention. The list of such nominations shall be published, including biographical data on each nominee, in an appropriate organ of Diocesan-wide circulation and distributed to each member of the Clergy, the Deputy Leader and the Senior Warden of each Parish-Congregation at least one (1) month before the sitting of the Convention in which the election is to be held. Except as otherwise provided in the Constitution and Canons, any candidate nominated must be a Communicant in good standing of the Episcopal Church in the Anglican Diocese of Pittsburgh.
- b. Thereupon and until two (2) weeks before such sitting, any ten (10) members of the Convention may make additional nominations to the Convention through the Nominating Committee, providing that such nominations shall be made in writing and signed by the members making such nominations.
- c. At the Convention, any ten (10) members may make additional nominations for any office, providing that such nominations shall be made in writing and signed by the members making such nominations. The Nominating Committee shall report orally to the Convention the names of candidates nominated pursuant to this paragraph.

- d. Only the names of candidates nominated in accordance with Rules 3a and 3b shall be printed upon the ballot to be used at the election.
 - e. After all candidates have been nominated as provided by Rules 3a and 3b, their names shall be listed upon the ballot as determined by lot, accomplished by drawing successively the names for each elective office by the Chairperson of the Nominating Committee.
 - f. The Diocesan Nominating Committee shall be appointed by the President of Diocesan Council in consultation with the Diocesan Bishop and the Presidents of the Standing Committee and Board of Trustees. The Diocesan Nominating Committee shall be organized in January of each year, consisting of one person from each District, with representation by both clergy and laity. A chairperson shall be appointed by the President of Diocesan Council with the Consent of the Bishop and the Presidents of the Standing Committee and Board of Trustees. All members will be appointed annually with no member serving more than four (4) consecutive years. The duty of the Nominating Committee shall be to present a full slate of nominees as required by subparagraph B3a above and shall include, but not be limited to, soliciting, receiving and screening recommendations from individuals, parishes-congregations and District Commissions.
- 4) Pre-Convention Journal
- a. A Pre-Convention Journal with such supplements as may be necessary shall be reproduced and made available to all Deputies, Clerical and Lay at least two (2) weeks prior to the first or any subsequent sitting of the annual Convention in which the business set forth in the Journal is to be acted upon.
 - b. No resolutions, reports, or changes in Canon Law shall be considered in any sitting of the Convention except they shall be published in said Journal. This rule shall not be interpreted to exclude resolutions, which, in the opinion of the President of the Convention, do not affect the financial or canonical life of the Diocese or which for any other reason should be considered by the Convention.

C. Parliamentary Procedure

- 1) No motion shall be put or debated until it is seconded, and, when seconded, it shall be stated by the President before it is voted on; and every motion, when required, shall be reduced to writing.

- 2) If the question in debate contains several distinct propositions, any member may have the same divided.
- 3) When a question is under consideration, no motion shall be received unless to lay upon the table, to postpone indefinitely, to postpone to a certain time, to commit, or to amend; and motions for any of these purposes shall have precedence in the order herein named. If the motion to lay an amendment on the table be carried, the Convention shall proceed as if no such amendment had been offered.

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

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

D. Rules of Order at the Election of a Bishop, Bishop-Coadjutor, or Suffragan Bishop

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

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

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

- 2) Pursuant to Article II, Section 3 of the Constitution of this Diocese, the Secretary of the Convention shall send to each Deputy and Alternate Deputy, as well as to every member of the clergy entitled to vote, the following sections of our Constitution and Canons:
 - a. Article I and X of the Constitution of the Anglican Church in North America
 - b. Canon 8, Title III, (Anglican Church)
 - c. Article XIV of the Constitution of the Diocese, and
 - d. Section D, Rules of Order of the Diocese.
- 3) When the Convention gathers the President of the Convention shall, in the hearing of the Convention, read Section D of the Rules of Order, that all may prepare themselves for the duty about to be performed. Then the President shall read the form of testimonials which are to be signed in behalf of the Bishop-elect and shall then announce that nominations will be next in order.
- 4) The Standing Committee shall present the list of candidates for nomination. All nominations are to be made without comment or discussion.
 - a. If there are any nominations intended to be made from the floor of the Convention, they shall be offered at this time. All nominations from the floor shall be permitted, provided:
 - they be made in writing, signed by ten (10) members of Convention representing five (5) churches,
 - consent has been given, in writing, by the nominee,
 - that certified clearances, as used by the Standing Committee, accompany the nomination, and
 - that copies are laid before the Secretary of Convention.
 - b. No word of comment as to any nomination, or in praise or censure of any person nominated shall be in order except in Committee of the Whole.
 - c. If during the election process a candidate withdraws or is withdrawn from the ballot, no endorsement of another candidate will be in order.

- 5) At any time for the purpose of discussing the election process or nominations, the Convention may, by majority vote, go into Committee of the Whole, and shall sit with closed doors. The purpose of the Committee of the Whole is not to legislate but to deliberate matters and nominations to be presented to the Convention. Only certified deputies, lay and clerical, sit in the Committee of the Whole. The persons specified in paragraph B1 of the Rules of Order shall be entitled to seats, but not to voice.
- 6) The order of names of nominees on the ballot shall be chosen by lot.
- 7) When all things are ready, all present shall be called to prayer, the Veni Creator shall be said or sung, and other supplications added by the President of the Convention, followed by silent prayer and The Lord's Prayer.
- 8) Tellers will be appointed by the President of Convention. Then, with the Tellers having taken their places, the names of Clergy and Deputies shall be called, all other voices being suppressed. Unless distributed individually to certified deputies or their alternates at registration, ballots or the device to be used for electronic voting (unless distributed individually to certified deputies or their alternates at registration) shall be given to those who respond. If a Deputy does not answer to a roll call, the name of an elected and certified Alternate may be announced by the deputation, and recorded by the Secretary of the Convention. The tellers will withdraw to count. While ballots are being counted, prayers, readings of Scripture, hymns, songs, and words of encouragement shall fill the interval. The ballots being counted, the Tellers shall report, and the President shall declare the result.
- 9) If there be no election by concurrent majority of both Orders, new balloting must be made with all solemnity as before, until, under the guidance of the Holy Spirit, a Bishop is duly chosen and elected.
- 10) When an election has taken place, appropriate prayers and praises shall be offered. The Bishop or President of the Convention shall appoint a committee to notify the Bishop-elect and to seek consent of the same.
- 11) All deputies, clerical and lay, shall then sign the required form of testimonials certifying the election.

Financial Regulations

Of the Anglican Diocese of Pittsburgh

Approved by Diocesan Council May 13, 2014

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

I. Collection and Handling of Funds

- 1) All funds received by the Diocese, whether in the form of cash, check, money order, or securities, are to be processed by the Office of the Treasurer. Upon receipt such funds are reviewed by the Treasurer and transmitted to the Diocesan Accounting Department with instructions for deposit. Appropriate entries are made to record the credit to the account and fund for which the funds are received. For internal control purposes two persons are responsible for receiving, posting and depositing all funds.
- 2) A checking account shall be maintained for the general fund of the Diocese in the name of the Diocese. All checks drawn on the account shall require the signature of the Treasurer or other officers authorized to do so by resolution of the Board of Trustees. The monthly statement for the checking account shall be received directly from the bank and reviewed by the Treasurer along with the register of canceled checks. The statement and register of canceled checks are then transmitted to the Accounting Department for reconciliation. All items on the bank statement are to be reconciled to the general ledger. The registers of canceled checks are to be retained for a period of seven years in the diocesan accounting office.

After checks are issued, a duplicate copy is to be filed in alphabetical order by vendor with the supporting documentation. These copies and documentation are to be retained for a period of seven years in the diocesan accounting office.

II. Authorization and Payment of Obligations

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

An original invoice and written authorization must be given to the Treasurer for the disbursement of all other budgeted items, including salaries. A "Request for Cash Disbursement" form giving the date, name of payee, amount, purpose, and account and signed by the person making the request should be prepared for all disbursements that do not contain all of the required information on the invoice. After review by the Treasurer to determine appropriateness of the expenditure and budget availability, the request is approved by signature and forwarded to the Accounting Office for disbursement.

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

III. Accounting and Pre-Auditing

- 1) The accounting functions of the Diocese shall be handled by an Accountant who is under the supervision of the Bishop and Treasurer. This Department shall maintain the daily transactions in proper accounts in the chart of accounts for all of the fiscal operations of the Diocese. Records of every financial transaction are to be kept by the Accountant according to the established fiscal regulations for non-profit organizations. Quarterly, financial statements are to be distributed to the Diocesan Council and Board of Trustees for review.
- 2) The Accountant shall establish records of the Godly Share for all parishes at the beginning of each year and will maintain accurate records of all payments received. In addition, records will be maintained of obligations for property insurance, health insurance and any other reserve accounts of the various parishes.
- 3) Individual records shall be established for all loans made by the Diocese from Growth Fund with confirmations of outstanding balances made periodically by the external auditors. Reports are to be made to the Treasurer periodically, but at least once a year, of any delinquent loan accounts and letters sent to the parish or individual in arrears.

- 4) The chart of accounts shall include individual accounts for all saving accounts and other investment accounts and the Accountant will post all income or interest earned. Pre-audit confirmations will be sent to the banks and brokers periodically to confirm the balances.
- 5) A schedule of all personnel salaries is to be prepared twice monthly and appropriate accounts kept reflecting all tax withholding and insurance payments for Diocesan personnel.

IV. Budgetary Control

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

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

V. Appointment, Compensation, and Conditions of Service of Staff

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

The responsibilities and terms of employment of ordained staff members shall be negotiated by the Bishop or his representative at the time of appointment. The responsibilities and duties of both ordained and lay staff members shall be

incorporated in Ministry Descriptions and maintained by the Chief of Staff. Lay staff members will be employed under the *Anglican Diocese of Pittsburgh Diocesan Office Lay Employee Manual* approved by the Standing Committee and updated on a regular basis to ensure compliance with all federal and state laws.

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

VI. Pension Arrangements

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

VII. Procurement and Handling of Equipment, Materials, and Supplies

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

VIII. Custody of and Procedure for Investment of Funds

The investment of all funds, whether for short term or otherwise will be the responsibility of the Treasurer under the control and authorization of the Finance/Investment Committee of the Board of Trustees. The temporary or short term investment of cash shall be in accordance with guidelines established by the committee for the guidance of the Treasurer. The investment of all diocesan funds shall be in securities which are legal for the

investment of funds by fiduciaries in the Commonwealth of Pennsylvania, conforming to the legal doctrine known as the “prudent investment rule.”

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

IX. Control of Capital Assets

- 1) All capital assets of the Diocese shall be titled in the name of the Board of Trustees as specified in the Constitution and Canons of the Diocese. Sales and dispositions of assets must be authorized by resolution of the Board and all agreements of sale, contracts, deeds and indenture shall be signed by the President or Vice-President of the Board, such signature to be attested to by the Secretary or Assistant Secretary of the Board.
- 2) All bequests, gifts and other conveyances to the Diocese shall be received by the Board for the purposes specified. Such control or management, with regard to the property as required under the circumstances, shall be exercised by the Board or such person(s) or committee as delegated by the Board of Trustees to handle such responsibility. Periodic reports shall be made to the Board of Trustees by the Bishop, Treasurer or such other person(s) or committee involved regarding the status and condition of such capital assets.

X. Post-Auditing

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

Model Bylaws

Of the Anglican Diocese of Pittsburgh

Approved by the Standing Committee September 2023

In accordance with Canon XIX, Section 3, the following model bylaws have been prepared under the direction of the Chancellor and approved by the Standing Committee.

BYLAWS OF

_____ [Name of Congregation]
[City, State]

I. GENERAL PROVISIONS

1.1 The name of this congregation is _____, hereafter referred to as the "Congregation" or the "Church".

1.2 The registered office of the Congregation _____.

1.3 The fiscal year of the Congregation shall begin on January 1 and end on December 31.

1.4 The Constitution & Canons of the Anglican Diocese of Pittsburgh shall be referred to herein as the "C&C" as the same may be amended from time to time.

II. MEMBERSHIP

2.1 To be a "Member of the Congregation," one must be baptized, a communicant, eighteen years of age or over, recognized by the Rector and Wardens as a regular attendee at services, and on the Treasurer's records as a regular subscriber to the revenues of the Church.

2.2 This Article shall be read prior to the holding of elections, or posted in the church, no later than two (2) Sundays immediately preceding the Annual Meeting or any Special Meeting.

III. ANNUAL MEETING

3.1 A meeting of the Congregation shall be held annually, after notice thereof is given by the Rector or Assistant Minister or by one of the Wardens at all public worship services on the two (2) Sundays immediately preceding such Annual Meeting. The Annual Meeting will be held at a time and place to be fixed by the Vestry. Further, written notice thereof shall be posted in the Church at least two weeks before the Annual Meeting. In lieu of the foregoing notice, notice of the Annual Meeting may be given in any manner and at any time permitted under the laws of Pennsylvania applicable to Non-Profit Corporations. The purpose of the Annual Meeting shall be the election of members of the Vestry to succeed those retiring from office and such other business as may properly come before the Annual Meeting.

3.2 Those Members of the Congregation assembled after notice given as in Section 3.1 above shall constitute a quorum.

3.3 At the Annual Meeting, or at any duly called special meeting of the Congregation, all Members of the Congregation who are present at such meeting shall be entitled to vote on all matters that properly come before the Members of the Congregation for a vote.

3.4 Any Member of the Congregation may vote by absentee ballot for election of members to the Vestry provided the following conditions are met:

- (i) Such Member is unable to attend the Annual Meeting by reason of illness or other unavoidable absence.
- (ii) Such Member may use only official ballots obtained from the Secretary or Judge of Elections.
- (iii) The ballot must be returned to the Secretary or Judge of Elections prior to the calling to order of the Annual Meeting or Special Meeting.

3.5 Officers of the Annual Meeting: (i) The Rector shall preside as Chairperson at the Annual Meeting and any Special Meeting. In the case of a vacancy, or in the absence of the Rector, the Senior Warden shall serve as the Chairperson. In case that neither the Rector nor the Senior Warden is present, the Junior Warden shall serve as the Chairperson. In case none of these officers is present, the meeting shall elect its own Chairperson by simple majority. (ii) The Secretary of the Vestry shall serve as the Secretary of the meeting.

In the absence of the Secretary, the Chairperson shall appoint a Secretary of the meeting.
(iii) The Chairperson shall appoint tellers to collect and count the votes.

3.6 Special Meetings of the Congregation may be called by the Rector, by both Wardens acting jointly, or by any three (3) other Members of the Vestry, or upon the written request of ten (10) Members of the Congregation. Notice shall be given as stated in Section 3.1 and shall include a statement of the purpose or purposes of the Special Meeting. The issues addressed at the Special Meeting shall be limited to the purpose or purposes as stated in the notice. The provisions regarding the qualification of voters for the Annual Meeting shall be applicable to Special Meetings.

IV. ELECTION OF THE VESTRY

4.1 The Vestry shall be divided into three (3) groups, consisting of one with one (1) member and two with two (2) members each, each group to serve for a term of three (3) years on a rotating basis. At each Annual Meeting, the vacancies created by the retiring group shall be filled by election in the manner hereinafter provided. No member of the Vestry who has served two full, regular terms may begin to serve another regular term until one (1) year following the expiration of such second term.

4.2 A Nominating Committee consisting of three (3) persons shall be chosen in the following manner: At a regular meeting of the Vestry held at least two (2) months prior to the Annual Meeting, the Rector, with the consent of the lay members of the Vestry, shall appoint two (2) Vestry members and one (1) Member of the Congregation, to serve as the members of the Nominating Committee. The members of the Nominating Committee thus chosen shall serve for the ensuing election of members of the Vestry at the Annual Meeting. The Rector shall appoint the Chairperson of this Nominating Committee, and, in the absence of the Rector, the Senior Warden shall appoint the Chairperson.

4.3 The Nominating Committee shall meet to receive nominations during the thirty (30) days preceding the Annual Meeting at a time agreeable to the members thereof, and to consider nominations of candidates for the election to the Vestry to be presented at the Annual Meeting. At least two (2) weeks written notice of such meeting of the Nominating Committee shall be given to the Members of the Congregation.

The Members of the Congregation may nominate candidates for election to the Vestry (i) in person at the meeting of the Nominating Committee or (ii) in writing addressed to the Chairman of the Nominating Committee and submitted prior to said meeting, provided however, that all such nominations must be seconded, in writing, by at

least two (2) Members of the Congregation, and, provided further, that no Members of the Congregation, apart from the Nominating Committee, may nominate or second more than one candidate. Only persons thus nominated shall be eligible to be elected at the ensuing election. Members of the Congregation who wish to recommend prospective candidates to the Nominating Committee for consideration for nomination for election to the Vestry, but who do not wish to make their recommendation a formal nomination, are encouraged to do so.

At each Annual Meeting, the Nominating Committee shall present its candidates for election to fill the vacancies created by the retiring group of Vestry members, and the names of such other persons as are properly nominated for election. It shall present at least one candidate, or such other number as may be established by resolution of the Vestry from time to time, for each vacancy to be filled. No person shall be presented to the Annual Meeting for election to the Vestry unless such person is a Member of the Congregation and shall have previously given consent to place his or her name for nomination.

4.4 The Vestry shall, at its regular meeting immediately preceding the Annual Meeting (or at such other time or place prior to the Annual Meeting), appoint one (1) person who is a Member of the Congregation and who is not a candidate for office to serve as the Judge of Election.

4.5 Election shall be by secret written ballot unless unanimously waived by all Members of the Congregation present. Tellers shall collect and count the votes. Those candidates receiving the highest number of votes shall be declared elected. In the event of a tie, an additional ballot or ballots will be cast to confirm the selection from the tied candidates. Additional balloting shall be repeated as necessary until a majority selection is made.

4.6 The Judge of Election shall confer with the tellers and report to the Chairperson of the meeting the names of those persons who have been elected for the Vestry vacancies. The ballot count shall not be announced. The report of the Judge of Election shall be entered upon (i) the Minutes by the Secretary of the Annual Meeting and (ii) the Secretary of the Vestry prior to (or in connection with) recording the proceedings of the Vestry at its first regular meeting following the Annual Meeting.

4.7 If a vacancy occurs in the Vestry during any year, the Vestry may elect a Member of the Congregation to serve out the unexpired term. The affirmative vote of a

majority of all members of the Vestry shall be necessary to elect a person to fill such a vacancy.

V. QUALIFICATIONS OF MEMBERS OF THE VESTRY

5.1 In addition to being a Member of the Congregation, wherever practicable, the Vestry shall consist of confirmed or received members of the Church.

5.2 Any Member of the Vestry, who shall disclaim or refuse conformity to the authority of the Diocese of Pittsburgh, as a constituent member of the Anglican Communion, shall cease to be a Member of the Vestry.

VI. MEETINGS OF THE VESTRY

6.1 Regular meetings of the Vestry shall generally be held every month.

6.2 Special meetings of the Vestry may be held upon at least three (3) days' advance written notice from the Rector, or the Wardens acting jointly, or at the written request of three (3) members of the Vestry directed to the Rector, or in his or her absence, to either of the Wardens, or upon such occasion as the entire membership of the Vestry shall be present and by unanimous consent agree to hold a meeting. Also, a special meeting of the Vestry may be held at any time without three (3) days' advance written notice provided that there is a quorum present and those not able to be present have signed written consents to proceed with the meeting.

6.3 At all regular or special meetings of the Vestry, unless it be herein otherwise provided, a majority of the Vestry shall constitute a quorum for the transaction of business. Each Member of the Vestry shall have one vote and the Rector shall have one vote.

6.4 If all Members of the Vestry consent in writing (including through electronic mail or other electronic means) to any action taken or to be taken for and on behalf of the Vestry, and the writing evidencing their consent is filed with the Secretary, the action shall be as valid as though it had been duly authorized at a meeting of the Vestry.

6.5 The Rector shall preside at all meetings of the Vestry. In the absence of the Rector, the Senior Warden or, in his or her absence, the Junior Warden shall preside. If the Rector and Wardens are absent, the Vestry may call any other member of the Vestry to preside. If a meeting is held in the absence of the Rector and Wardens, any decision made must be ratified at a subsequent meeting at which the Rector and at least one Warden are present. Nothing in this section of these Bylaws shall be construed to prevent the Vestry

from conducting Executive Session at any regular or Special Meeting of the Vestry, if it so chooses.

6.6 To the extent not inconsistent with these Bylaws or any special rules as may be adopted by the Vestry, the rules contained in the most current edition of Robert's Rules of Order Newly Revised shall govern the meetings.

6.7 The organizational meeting of the Vestry shall be convened by the Rector within three (3) weeks of the Annual Meeting. At such meeting, the Rector shall appoint a Senior Warden from the members of the Vestry. The Vestry shall elect a Junior Warden from its own members. It shall also elect a Secretary, a Treasurer and, if necessary, an Assistant Treasurer and Financial Secretary, and such other officers as the Vestry deems necessary. The Vestry officers shall be elected for a term of one year only but they shall be eligible to succeed themselves in office as long as they are members of the Vestry.

6.8 The Rector shall appoint such standing committees and other committees as may be necessary. At least a majority of each standing committee shall be members of the Vestry, and at least one member of each other committee shall be a member of the Vestry; provided, however, that no person who is not a member of the Vestry shall be appointed to any Vestry committee without the consent of the Vestry.

6.9 Three consecutive unjustified absences of any member of the Vestry from its regularly scheduled meetings shall constitute sufficient cause to empower the Vestry to request his or her resignation.

VII. DUTIES OF THE VESTRY

7.1 All administrative powers of the Church shall be vested in the Vestry, which shall have control and management of the property, affairs and funds of the Church. It shall be the duty of the Vestry to take care that the financial affairs of the Church are administered faithfully, the property of the Church is adequately maintained, the salary of the Rector, other clergy and lay staff is paid regularly, and provision is made for payment of the current expenses of the Church.

7.2 At the close of each fiscal year, the Vestry shall make arrangements to have the Treasurer's books of account audited by a Certified Public Accountant or other qualified person or persons in accordance with Canon XX of the C&C, entitled "Of Business Methods in Church Affairs."

7.3 The Rector, Wardens, and members of the Vestry shall have authority to appoint such agents as may from time to time be deemed advisable to carry out their respective responsibilities. The Rector shall have authority to engage the services of all members of the Church Staff, lay and clerical (in which the latter case, Canon XXIII of the C&C, entitled "Of the Mode of Election of Rector or Other Members of the Clergy" shall apply).

7.4 The Vestry shall not mortgage, encumber or convey any part of the real estate of this Church without the concurring affirmative vote of three-fourths (3/4) of all the members of the Vestry; provided, however, that no real estate held or owned by this Church shall be alienated or encumbered without the approval of the proper authorities of the Diocese of Pittsburgh in accordance with Section 3 of Canon XVII of the C&C, entitled "Of Congregations".

VIII. ELECTION OF A RECTOR OR ASSISTANT MINISTER

8.1 Subject to the provisions of Canon XXIII of the C&C, entitled "Of the Mode of Election of Rector or Other Member of the Clergy," a Rector or Assistant Minister shall be elected in the following manner:

(i) The affirmative vote of three quarters (3/4) of all of the members of the Vestry shall be necessary to make valid the election of a Rector or Assistant Minister.

(ii) The person to be elected Rector or Assistant Minister must have been openly nominated at a previous meeting of the Vestry, duly convened. In the case of the election of an Assistant Minister, the Rector shall nominate, in writing, the candidate he or she proposes for that office to the Vestry for election.

(iii) For a meeting of the Vestry at which such elections are intended, notice shall be given in the manner provided in the Canons of the Diocese and in these Bylaws expressing such intention. No such election shall be held until one week shall have elapsed after the nomination and until thirty (30) days shall have elapsed after notice of the intention to hold such election shall have been given to the Bishop or Ecclesiastical Authority of the Diocese.

8.2 In case of vacancy in the Rectorship of the Congregation, the Vestry shall place the ministerial duties appertaining to the Rector of the Congregation in the hands and under the control of the Bishop or Ecclesiastical Authority of the Diocese until such time as a Rector is elected in accordance with the provisions of Canon XXVIII of the C&C,

entitled "Of Vacant Congregations." The Bishop or Ecclesiastical Authority shall appoint from among the lay members of the Vestry the Senior Warden, in case that office be vacated, who shall then remain in office until his or her successor is appointed. The Rector, however, when elected and in office, shall have the right to reject, confirm or reappoint the person thus appointed Senior Warden.

IX. DUTIES OF THE RECTOR

9.1 In accordance with the responsibilities placed upon him or her by the ordination vows, the canons of the Church, and the rubrics of the Prayer Book, the Rector, in subordination to the Ecclesiastical Authority and the C&C, shall be responsible for, and have charge and care of, all the spiritual concerns, music and ritual observances of the Church, and the performance of the respective duties of all employees of the Church. The Rector shall preside at all meetings of the Congregation and Vestry at which he or she is present. The Rector shall fulfill the responsibilities of Canon XXIV of the C&C, entitled "Of the Canonically Resident Clergy."

X. DUTIES OF THE WARDENS

10.1 The Wardens shall supervise the property of the Church, in accordance with the Canonical responsibilities and limitations placed upon them in relation to the Rector and the Vestry, and shall take care that the Sexton and other officers of the Vestry perform their respective duties in a satisfactory manner. Among their duties shall be the following:

- (i) To see that the Church be kept in good repair, fit for use and used for the purpose of its consecration.
- (ii) To maintain order and decorum during the time of Worship Services.
- (iii) In the event of a vacancy in the Rectorship, to notify the Bishop or Ecclesiastical Authority and to ask for ministerial services. During any such vacancy, the Wardens shall take charge of the Congregation Register, Church Books, Plate, and other movable property.
- (iv) In case of the election of a Rector, to notify the Bishop or Ecclesiastical Authority of such election, giving the name of the person elected and compensation promised to be paid.
- (v) To report to the Bishop or Ecclesiastical Authority any violation of the Canon Law of the Diocese or Rubrics of the Prayer Book on the part of the Rector.

(vi) To have and to exercise all such rights and perform such duties as are imposed upon them by the Constitution and Canons of the Diocese.

XI. DUTIES OF THE SECRETARY

11.1 The Secretary, or, in his or her absence the Secretary pro tempore, shall keep the Minutes of the Vestry in a book for that purpose and duly notify the members of its special meetings and other meetings of which notice may be required and perform generally all such duties as appertain to the office. The Secretary shall also have the minutes of each meeting of the Vestry transcribed in report form and shall mail such report to each member of the Vestry as soon as practicable after each meeting.

11.2 The Secretary shall act, if present, as Secretary of the Annual Meeting or any special meetings thereof.

XII. DUTIES OF THE TREASURER

12.1 The Treasurer, or in his or her absence, the Assistant Treasurer, if there is one, shall submit financial reports at each regular meeting of the Vestry. He or she shall receive all the revenues of the Church and disburse the same under orders of the Vestry, and sign all checks which shall also be countersigned by other persons appointed by the Finance Committee by resolution duly adopted. The Treasurer shall enter in a book kept by the Treasurer in accordance with standard accounting practices, all sums received from any and all sources as well as all disbursements made for any and all purposes, which book shall always be subject to the inspection of the Vestry and also of the Certified Public Accountants or others annually appointed to examine the Treasurer's accounts.

12.2 The Treasurer shall pay the Rector and all others who have stated salaries, in convenient installments, and shall take proper receipts.

12.3 The Treasurer shall furnish to the Judge of Election, upon demand, a certified list from the ledgers of the Church identifying those persons who are regular subscribers to the revenues of the Church.

12.4 The Treasurer, the Assistant Treasurer and all others charged by the Vestry with the responsibility of handling funds of the Church shall have a blanket bond in the aggregate sum for all persons, the premium to be paid by the Vestry out of Church funds.

XIII. CHURCH MUSICIANS

13.1 The Vestry shall cause the terms of employment of church musicians to be reduced to writing. The Vestry shall make use of appropriate guidelines covering job descriptions, salaries and benefits and contracts available from the Diocesan Music Commission.

XIV. LIABILITY AND INDEMNIFICATION

14.1 The Congregation shall have the power, to the extent not prohibited by law, to indemnify and hold harmless each person who was or is made a party or is threatened to be made a party to or is otherwise involved in (as a witness or otherwise) any threatened, pending, or completed action, suit, or proceeding, whether civil, criminal, administrative, or investigative, and whether or not by or in the right of the Congregation (hereinafter, a "Proceeding"), by reason of the fact that he or she is or was an officer, director, a Vestry member, other representative, whether compensated or non-compensated, of the Congregation, against any or all expenses, liability, and loss, including but not limited to attorneys' fees, judgments, fines, and amounts paid or to be paid in settlement (whether with or without court approval), actually incurred or paid by such person in connection therewith.

The indemnification shall be made by the Congregation only as authorized in the specific case upon a determination that the officer, director, Vestry member or other representative of the Congregation should be indemnified and/or expenses should be advanced because he or she acted in good faith and in a manner in which he or she reasonably believed to be in, or not opposed to, the best interests of the Congregation. Such determination shall be made: (a) by the Vestry by a majority vote of a quorum consisting of Vestry members who were not parties to the proceeding; or (b) if such quorum is not obtainable or if the Vestry so directs, by independent legal counsel. In no event, however, shall any payment be made where indemnification is not permitted by law.

14.2 The Congregation may create a fund of any nature that may, but not need be, under the control of a trustee or otherwise secured or may insure in any manner its indemnification obligations, whether arising hereunder or otherwise. The Congregation may purchase and maintain insurance on behalf of any person who is or was a Vestry member, against any liability asserted against him or her and incurred by or imposed upon him or her in any such capacity, or arising out of his or her status as such, whether or not

the Congregation would have the power to indemnify him or her against such liability under the provisions of this Article or otherwise, upon such terms and conditions as the Congregation may deem requisite including a requirement that any such person must contribute a portion or all of the cost of maintaining such insurance.

14.3 No contract or transaction between the Congregation and one or more of its Vestry members or officers or directors, or between the Congregation and any other corporation, partnership, association or other organization in which one or more of its Vestry members, or officers or directors have a financial interest, shall be void or voidable solely for such reason, or solely because the Vestry member or officer is present at or participates in the meeting of the Vestry which authorizes the contract or transaction, or solely because his, her or their votes are counted for such purpose, if: (a) the material facts as to the relationship or interest and as to the contract or transaction are disclosed or are known to the Vestry, and the Vestry in good faith authorizes the contract or transaction by the affirmative votes of a majority of the disinterested Vestry members even though the disinterested Vestry members are less than a quorum; or (b) the contract or transaction is fair as to the Congregation as of the time it is authorized, approved, or ratified by the Vestry. Interested Vestry members may be counted in determining the presence of a quorum at a meeting of the Vestry that authorizes a contract or transaction specified above.

XV. ELECTION OF DEPUTIES TO THE DISTRICT COMMISSIONS AND THE DIOCESAN CONVENTION

15.1 The qualifications of Deputies and Alternate Deputies to the District Commission and the Diocesan Convention shall be the same as the qualifications of members if the Vestry as set forth in Article V, "Qualifications of Members of the Vestry." Deputies and Alternate Deputies need not be members of the Vestry, but must be willing to represent this Congregation at the District Commission and at the Diocesan Convention, and to accept possible election to the Diocesan Council. The number of Deputies from this Congregation shall be determined by the schedule of the Constitution and Canons of the Diocese of Pittsburgh, as certified in writing annually to this Congregation by the Secretary of Diocesan Convention.

15.2 Deputies shall be elected for a term of three (3) years commencing at the conclusion of the annual Diocesan Convention in the year in which they shall be elected, and shall hold office until their successors shall have been duly elected and qualified. No Deputy who shall have served two (2) full successive three-year terms as Deputy shall be

eligible for reelection as Deputy until the election next succeeding the expiration of such second three-year term.

15.3 Deputies shall be classified in respect of the terms for which they shall severally hold office by division into three classes, and the number of members of each class shall be as determined from time to time by the Vestry; provided, that the membership of all classes shall be as nearly equal in number as practicable, and that the term of office of one of such classes shall expire in each year.

15.4 Each year, at a regular meeting preceding the annual Diocesan Convention to be held in such year, the Vestry shall elect Deputies of the class whose term shall commence in such year, and shall also elect such number of Alternate Deputies, for such term not exceeding three years, as the Vestry shall deem appropriate. Any vacancy in the office of Deputy resulting from any cause, including a vacancy resulting in an increase of the number of Deputies, shall be filled by election by the Vestry at any regular meeting; and each Deputy so elected shall hold office during the balance of the unexpired term to which such Deputy shall be elected.

15.5 The Rector, a Warden, or two members of the Vestry shall certify in writing the names, addresses and terms of office of Deputies and Alternate Deputies to serve at the ensuing Diocesan Convention and in the District Commission, as well as the names, addresses and terms of newly elected Deputies who are to take office at the adjournment of the convention. This certificate shall be in triplicate, one copy being sent to the Secretary of the Diocesan Convention, one copy to the President of the District Commission and one copy to the Deputy leader who shall have been named as such by the Rector.

15.6 If there is due and just cause for a delay in the election of Deputies by the Vestry, at the meeting preceding the annual Diocesan Convention, they shall, without fail, be elected at the next meeting of the Vestry. In such case, the certificate mentioned above shall be furnished the Secretary of the Diocesan Convention on or before the first day of February following the annual Diocesan Convention.

XVI. OTHER MATTERS

16.1 These Bylaws shall be read consistent with the Anglican Diocese of Pittsburgh Constitution and Canons (the "C&C") and The Anglican Church in North America Constitution and Canons (the "ACNA C&C"). In the event that there are any conflicts

between these Bylaws and the C&C or the ACNA C&C, the terms of the C&C and/or the ACNA C&C shall control.

XVII. BYLAWS ADOPTION

17.1 These Bylaws may be adopted by a two-thirds (2/3) majority of those present who are entitled to vote for members of the Vestry at the Annual or Special Meeting, duly announced at the time of public worship, on the two Sundays immediately preceding such meeting. A printed or written notice thereof shall be posted at the entrance of the Church two weeks before such meeting.

17.2 By adoption of these Bylaws, all prior Bylaws heretofore enacted by this Congregation are hereby repealed.

XVIII. MANNER OF AMENDMENT

18.1 These Bylaws may be altered or amended only in the following manner: the Amendments shall be proposed in writing at a regular meeting, and if the Amendments are thereupon approved by the Vestry, they shall be submitted to the Standing Committee of the Diocese of Pittsburgh for approval as to Canonical regularity and, upon assurance of such regularity, copies of the proposed Amendments shall be made available to each Member of the Congregation; provided that any Amendments must be approved by two-thirds of the full membership of the Vestry; and provided further that no Amendment shall be valid until it has been approved at any Annual Meeting or a Special Meeting by a majority of those members of the Congregation present.