

**EPISCOPAL DIOCESE
OF
PENNSYLVANIA**



Journal of the
240th Convention
October 20-21, 2023

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240th CONVENTION OF THE DIOCESE OF PENNSYLVANIA
Philadelphia Episcopal Cathedral
Philadelphia, Pennsylvania

*"Truly I tell you just as you did for the least of these who are members of my family,
you did it to me"*

SATURDAY, OCTOBER 21, 2023

AGENDA

8:00a.m.

- 1.0 Registration
Light Refreshments for Breakfast

8:45a.m.

- 2.0 Opening Hymn – Here in this place Everyone
- 2.1 Opening Prayer The Very Rev. Judith A. Sullivan
Dean of the Cathedral
- 2.2 Special Order I – *(Vision Video)* Video

9:00a.m.

FIRST SESSION

- 3.0 Call to Order The Rt. Rev. Daniel Gutiérrez
Bishop, President of Convention
- 3.1 Convention Organization
- 3.2 Appointment of Stephen P. Chawaga, Esq., Parliamentarian Bishop Gutiérrez
- 3.3 Election of the Secretary of Convention Bishop Gutiérrez
- 3.4 Appointment of Craig Alston, Esq., as Chair of Dispatch of Business Bishop Gutiérrez
- 3.5 Standing Rules of Order Bishop Gutiérrez
- 3.6 Welcome and Special Introductions Bishop Gutiérrez
- 3.7 Report on Committee on Dispatch of Business Craig Alston, Esq.
- 3.8 Report of Official Attendance at Convention Craig Alston, Esq.
- 3.9 Business Left Unfinished from the 239th Convention Secretary of Convention

3.10 Circulation and Dissemination of Material	Secretary of Convention SR 24
3.11 Report on Clergy Not Eligible to Vote but Having Seat & Voice	Secretary of Convention C 2.9
3.12 Report on Congregations Not Eligible for Representation	Secretary of Convention DCon V.5,IV.6 DC 7.4
3.13 Report on Claims of Clergy to Seats	Secretary of Convention DC 2.3
3.14 Report on Claims of Laity to Seats	Secretary of Convention DC 2.8
3.15 Acceptance of the Proposed Agenda	Craig Alston, Esq. Chair, Dispatch of Business
3.16 Resolutions of Courtesy	Bishop Gutiérrez R-1 - 2023
<u>9:25a.m.</u>	
4.0 Elections	
4.1 Electronic Voting	The Rev. Emmanuel Williamson Vice-Chair of Elections
4.2 Report of Nominating Committee - video	The Nominating Committee
4.3 Nominations from the Floor	
<u>9:50a.m.</u>	
5.0 Hymn – Blessed assurance Jesus is mine	
5.1 Special Order II - (House Church 1:00)	Video
<u>10:00a.m.</u>	
6.0 Introductions and Acknowledgements	Bishop Gutiérrez
6.1 Introduction of Clergy New to the Diocese	The Rev. Canon Jane Gober Canon for Transitions
6.2 Introduction of Seminarians and Those Newly Ordained	The Rev. Canon Jane Gober

6.3 Acknowledgement of Ordination Anniversaries Craig Alston, Esq.
R-2-2023

6.4 Acknowledgement of Retired Clergy R-3-2023

6.5 Bishop's Awards Recipients Bishop Gutiérrez

10:20a.m.

7.0 Elections – First Ballot Judges of Elections
C1, L1

10:40a.m.

8.0 BREAK

SECOND SESSION

10:50a.m.

9.0 Special Order III – (Art and Faith :45)

9.1 Results of the First Ballot

11:00am

10.0 Bishop Gutiérrez Convention Address

11:20a.m.

11.0 Financial Matters

11.1 Presentation of Budget for 2024

The Rev Canon Shawn Wamsley

11.2 RBUD-2024

11:50a.m.

12.0 Special Order IV - (Calvary St. Augustine 5:00)

Video

11:55a.m.

13.0 Commission on Wellness

13.1 Report on 2023 Commission on Wellness

The Very Rev. Samuel K. Ndung'u

13.2 On Clergy Compensation

13.3 RB-2024 Clergy Compensation

The Very Rev. Samuel K. Ndung'u

12:25p.m.

14.0 Hymn – Will you come and follow me

14.1 Noon Day Prayer

The Rev. Asha George-Guiser

- LUNCH -

(Business Session will resume at 1:20pm)

1:30p.m.

15.0 Elections – Second Ballot

Judges of Elections
C2, L2

15.1 Special Order V – Diocesan Service Project

Archdeacons

15.2 Results of the Second Ballot

1:45p.m.

16.0 Resolutions - Report of Resolutions Committee

Karen Lash

16.1 R – 4 Amending Standing Order Regarding Annual Convention
Agenda to Conform to Actual Practice

16.2. R – 5 Approaching General Convention Concerning Discriminatory
Rule Over Palestinians in Israel and the Occupied Palestinian
Territories

2:05p.m.

THIRD SESSION

17.1 Hymn – Cuando el pobre nada tiene

17.2 Report of the Committee on Incorporation

The Rev. Jo Ann Jones

2:10p.m.

18.0 Cathedral Ministry

Dean Judith Sullivan

18.1 Introduction of Cathedral Chapter and Nominees

Bishop Gutiérrez

18.2 Vote to Confirm Nominees to be elected to the Cathedral Chapter

DC18.3

18.3 Vote to Confirm Appointees to the Commission on Ministry

Bishop Gutiérrez

2:35p.m.

19.0 Elections – Third Ballot

Judges of Election
C3, L3

2:45p.m.

20.0 Results of the Third Ballot

2:50p.m.

21.0 The Church Foundation

Lori Daniels
Director

2:55p.m.

22.0 UTO In-Gathering

Episcopal Church Women

3:00p.m.

23.0 Committees and Commissions

Bishop Gutiérrez

3:05p.m.

24.0 Additional Convention Business

Bishop Gutiérrez

24.1 Resolutions in Response to the Bishop's Address

Karen Lash

24.2 Resolutions Received After Deadline

Karen Lash

3:10p.m.

25.0 Appointment of 2024 Convention Committee Chairs

Bishop Gutiérrez
SOIV.3

On Arrangements The Rev. Benjamin Capps
On Canons Stephen Chawaga, Esq.
On Dispatch of Business Craig Alston, Esq.
On Elections The Rev. Emmanuel Williamson, *vice chair*
On Expenses James Pope
On Nominations The Rev. Ken McCaslin/Jill Mathis
On Resolutions Karen Lash

3:15p.m.

26.0 Closing Prayer

The Ven. Dennis Coleman
Archdeacon

26.1 Closing Hymn – Day is done

3:20p.m.

27.0 Adjournment and Blessing

Bishop Gutiérrez

240th CONVENTION OF THE DIOCESE OF PENNSYLVANIA
Philadelphia Episcopal Cathedral
Philadelphia, Pennsylvania

*“Truly, I tell you: just as you did for the least of these
who are members of my family, you did it to me”*

SATURDAY, 21 OCTOBER 2023
MINUTES

0800

1.0 Registration

0845

2.0 Opening Hymn - Here in this place

2.1 Opening Prayer The Very Rev. Judith A. Sullivan
Dean of the Cathedral

During the Dean’s remarks, pronounced echoes and other acoustical issues were reported by persons seated within about 15’ of the center of the Nave.

2.2 Special Order I - *Vision Video*

Bishop Gutierrez introduced the Vision Video, thanking Jennifer Tucker and the communications team for assembling it.

0900

FIRST SESSION

3.0 Call to Order The Rt. Rev. Daniel G. P. Gutiérrez
Bishop, President of Convention

The 240th Convention of the Diocese of Pennsylvania was called to order at 0904 on 21 October 2023.

3.1 Convention Organization

3.2 Appointment of Parliamentarian Bishop Gutiérrez
Bishop Gutiérrez appointed Stephen P. Chawaga, Esq. as Parliamentarian, noting that this was his 47th Convention serving in that role, and congratulated him on his daughter’s recent marriage.

3.3 Election of Secretary of Convention Bishop Gutiérrez
Bishop Gutiérrez proposed Henry Njenga as Secretary of Convention. No other nominations were offered. The Bishop moved to elect Henry Njenga as Secretary; that motion was seconded by John Wallace.

The Bishop then asked the Rev. Emmanuel Williamson to outline the new voting procedure. In order to test the new voting procedure, the election of the Secretary was made the demonstration question. With an overwhelming majority, Mr. Njenga was elected and accepted his position, thereafter requesting that John Wallace be appointed

Assistant Secretary. This motion was seconded by Isaac Quelly. Following further acoustical issues, the appointment carried by acclamation.

- 3.4 Appointment of Chair of Dispatch of Business** Bishop Gutiérrez
Bishop Gutiérrez appointed Craig Alston, Esq. as Chair of Dispatch of Business for the Convention, and thanked him for his willingness to once again serve in this role.

- 3.5 Standing Rules of Order** Bishop Gutiérrez
The Bishop noted that the Standing Rules of Order for the Convention could be found in the LiveBinder.

- 3.6 Welcome and Special Introductions** Bishop Gutiérrez
Bishop Gutierrez welcomed and thanked members of the Board of Trustees, the Standing Committee, and the Diocesan Council, asking each to rise for acknowledgement. The Bishop particularly encouraged the assembly to become involved in the work of the Deaneries and Diocesan Council.

The Bishop then thanked the Convention Planning Committee for their work, particularly in implementing the changes of the last several years, the Cathedral and Diocesan Staff, and the Very Rev. Judith Sullivan at this, her final convention prior to her retirement; Dean Sullivan received a standing ovation.

The Bishop spoke briefly on the Yellin Crozier, which was on display in the synthronon, outlining its history, rediscovery, and recent restoration by Paige Miller and Diana Whitener of St. Paul's, Chestnut Hill. He invited the assembly to come forward during the day to view the crozier up close.

- 3.7 Report of Committee on Dispatch of Business** Craig Alston, Esq.
Chair, Dispatch of Business

Mr. Alston reported that, according to the Acts of Association, such Clergy and Lay Deputies as shall at any time be duly assembled in Convention shall be a quorum; and on every question, the votes of a majority of those present of the two orders respectively shall decide. Therefore, as a duly assembled body for the purpose of Convention, a quorum was present.

- 3.8 Report of Official Attendance at Convention** Craig Alston, Esq.
Mr. Alston reported that 98 clergy and 168 laity were in attendance.

- 3.9 Business Left Unfinished from the 239th Convention** Secretary of Convention
Mr. Njenga reported that there was no unfinished business to report from the 239th (2022) Convention.

- 3.10 Circulation and Dissemination of Material** Secretary of Convention
SR 24

Mr. Njenga was asked to state the policy regarding circulation and dissemination of materials. He stated that, as noted in the LiveBinder, material not pertinent to Convention may not be circulated without permission of the Secretary of Convention, and encouraged anyone having questions in this regard to speak with him.

3.11 Report on Clergy Not Eligible to Vote but Having Seat & Voice Secretary of Convention
C 2.9

Mr. Njenga reported nine (9) clergy present not eligible to vote but having seat and voice.

3.12 Report on Congregations Not Eligible for Representation Secretary of Convention
DCon V.5, IV.6; DC 7.4

Mr. Njenga reported zero (0) congregations subject to losing their seat at Convention due to nonpayment of Sacred Gifts.

3.13 Report on Claims of Clergy to Seats Secretary of Convention
DC 2.3

Mr. Njenga reported zero (0) claims of clergy to seats.

3.14 Report on Claims of Laity to Seats Secretary of Convention
DC 2.8

Mr. Njenga reported zero (0) claims of laity to seats.

3.15 Acceptance of the Proposed Agenda Craig Alston, Esq.

Mr. Alston requested any proposed amendments to the agenda. Receiving none, the Rev. Canon Berlenbach removed that the proposed agenda be accepted, and was seconded. The agenda as proposed was adopted 180-0 by digital vote, this being the second test of the digital voting system.

3.16 Resolutions of Courtesy Bishop Gutiérrez
R-1-2023

The Bishop noted that the Resolutions of Courtesy could be found in the LiveBinder.

0925

4.0 Elections

4.1 Electronic Voting The Rev. Emmanuel Williamson
Vice-Chair of Elections

Fr. Williamson noted that those present had already had an opportunity to practice using the digital voting system.

4.2 Report of Nominating Committee - Video

The Nominating Committee presented a pre-recorded video report outlining the open positions. Candidate biographies and position statements could be found in the LiveBinder.

4.3 Nominations from the Floor

Fr. Williamson explained the process for nominations from the floor, which were submitted by texting them to a specific telephone number. Nominations were closed following the hymn.

5.0 Hymn – Blessed assurance, Jesus is mine

5.1 Special Order II – *House Church Video*

Bishop Gutiérrez introduced the House Church program video, noting his excitement for this initiative.

6.0 Introductions and Acknowledgements Bishop Gutiérrez

Bishop Gutierrez introduced the Rev. Canon Jane Gober, who was recently appointed the new Canon for Transitions, to make introductions of clergy.

6.1 Introduction of Clergy New to the Diocese The Rev. Canon Jane Gober
Canon for Transitions

Canon Gober introduced the new clergy, asking them to come forward for acknowledgement.

6.2 Introduction of Seminarians and Those Newly Ordained Rev. Canon Gober

Canon Gober introduced the seminarians and persons in the discernment process.

6.3 Acknowledgement of Ordination Anniversaries Craig Alston, Esq.
R-2-2023

Mr. Alston referred the Convention to the list in the LiveBinder. Resolution R-2 was moved, seconded, and approved by voice vote.

6.4 Acknowledgement of Retired Clergy
R-3-2023

Mr. Alston referred the Convention to the list in the LiveBinder. Resolution R-3 was moved, seconded, and approved by voice vote.

6.5 Bishop's Awards Recipients Bishop Gutiérrez
Bishop Gutierrez presented the recipients of the Bishop's Award for acknowledgement:

- o Roberta Torrian, St. Francis-in-the-Fields, Malvern
- o Karen Ragland, African Episcopal Church of St. Thomas
- o Rev. Timothy Safford, retired Rector of Christ Church, Philadelphia.

Bishop Gutierrez then presented his new Honorary Canons:

- o Rev. Frank Allen
- o Very Rev. Judith A Sullivan
- o Rev. Timothy Safford
- o Al Dandridge
- o Rev. Betsey Ivey
- o Rev. Arlette Benoit-Joseph

6.6 Bishop's Special Appointment Bishop Gutiérrez

Bishop Gutierrez named Michael Krasulski the Diocesan Archivist & Historian, asking him to say a few words. Mr. Krasulski highlighted the retrospective on the 1918 'flu

pandemic found in the latest issue of Caminos, and expressed his gratitude that the Diocese takes its history very seriously.

1000

7.0 Elections – First Ballot

Judges of Elections
C1, L1

Noting that there were eight (8) uncontested elections, Fr. Williamson called on Convention to vote to confirm the following positions by acclamation:

- Board of Trustees (Clergy) - **Richard Morgan, Ernest Galaz**
- Board of Trustees (Lay) - **Jimmie Reed, Gregory Maugan (sp.)**
- Commission on Wellness (Lay) - **Rosemary Penny Baroli**
- Disciplinary Board (Clergy) - **Timothy Johnson, Mike Sowards, Paul Gitimu (?)**
- Nominating Committee (Clergy) - **Andrea Gardner, Kevin Dellaria, Patricia Cashman**
- Nominating Committee (Lay) - **John Wallace**
- Christmas Fund (Lay) - **Rosemary Penny Baroli, Karen Ragland**
- Church Attorney - **Deborah Stambaugh**

Prior to the vote, Christopher Hart (St. Mary's, Wayne) rose on a point of order to verify which positions were being voted on, as the General Convention Deputy (Lay) candidates needed to be elected by rank for the purposes of precedence. Fr. Williamson confirmed to Mr. Hart that these would be voted on separately. Bishop Gutierrez declared the above nominees elected.

Fr. Williamson introduced the nominees for the Church Foundation (Clergy) to be ratified. Fr. Williamson closed the question. This ratification passed 266-3.

Fr. Williamson introduced the nominees for the Church Foundation (Lay) to be ratified. Fr. Williamson closed the question. This ratification passed 272-6.

Fr. Williamson introduced the nominees for General Convention Deputy/Alternate Deputy (Clergy). Due to the resignations of the Revs. Bonnie McCrickard and Jane Gober from the deputation, the two candidates receiving the highest number of votes would be seated as Primary Deputies 3 and 4. Fr. Williamson closed the question.

Fr. Williamson introduced the nominees for General Convention Alternate Deputy (Lay). Since there were only two (2) alternates for four (4) positions, this would be a ranking vote by orders. Fr. Williamson closed the question.

Fr. Williamson introduced the nominees for Standing Committee (Clergy), for a vote by orders. Fr. Williamson closed the question.

Fr. Williamson introduced the nominees for Standing Committee (Lay), for a vote by orders. Fr. Williamson closed the question.

This concluded the first ballot.

1025

8.0 BREAK

1045

SECOND SESSION

9.0 Special Order III - *Art and Faith Video*

9.1 Results of the First Ballot

Bishop Gutiérrez called on Fr. Williamson to share the results of the first ballot.

- Church Foundation Nominee Ratification (Clergy) - PASSED 266-3
- Church Foundation Nominee Ratification (Lay) - PASSED 272-6
- General Convention Deputy/Alternate Deputy (Clergy)
 - o Rev. Andrea Gardner - 122 (Clergy Deputy 3)
 - o Rev. Kristen Ostendorf - 113 (Clergy Deputy 4)
 - o Rev. Emily Zimbrick-Rogers - 106 (Clergy Alternate 1)
- General Convention Deputy/Alternate Deputy (Lay) - Ranking Vote by Orders
 - o Roberta Torrian - 138 clergy, 71 lay (Lay Alternate 1)
 - o John Wallace - 44 clergy, 26 lay (Lay Alternate 2)
- Standing Committee (Clergy) - Vote by Orders
 - o Michael Ruk - 54 clergy, 97 lay
- Standing Committee (Lay) - Vote by Orders
 - o Liz Wendt - 73 clergy, 125 lay

Following consultation with the Judges of Elections, the Bishop called for a second ballot. During this period of consultation, it was discovered that at least one name for Diocesan Disciplinary Board (Lay) had been received but was not added to the ballot.

Delegate Lowry (St. Mary's, Hamilton Village) rose to request candidate introductions for those persons who had been nominated from the floor. Parliamentarian Chawaga noted that this was not permitted within the Rules of Order, but the Bishop requested that the nominees for the open elections stand and introduce themselves by name and parish.

15.0 Elections – Second Ballot

Judges of Elections
C2, L2

Fr. Williamson introduced the nominees for Diocesan Disciplinary Board (Lay). Fr. Williamson closed the question.

Fr. Williamson introduced the nominees for General Convention Alternate Deputy (Clergy). Fr. Williamson closed the question.

1100

10.0 Bishop Gutiérrez Convention Address

The Rt. Rev. Daniel G. P. Gutiérrez

Following a brief film, the Bishop requested a moment of silent prayer for the people of the Holy Land, before offering his thanks for the people of the Diocese, for those discerning vocations, and for his family. After the COVID-19 pandemic, the Diocese is rebuilding and renewing, and our work has caught the attention of the wider Church. Now is the time to write the next chapter – to build communities in which everyone is truly welcomed in love, regardless of status. Until Jesus returns, the world’s pain is our responsibility, which means changing our personal values away from a transactional relationship with God. When people hear about The Episcopal Church, do they talk about the good work we do? Does it show forth in our lives? Evangelism is more than words, but also work; our Communion is global, through the Compass Rose Society, through the Diocese of Jerusalem, Navajoland, Kenya, Maoriland, and Amazonia. In the spring of 2024, the Bishop will travel with the Archbishop of Canterbury on pilgrimage through Central America. Whatever challenges we face, we will overcome them as a family, and we will do great things in the name of our Lord and Savior Jesus Christ.

1146

11.0 Financial Matters

11.1 Presentation of Budget for 2024

Rev. Canon Shawn Wamsley

Bishop Gutiérrez invited Rev. Canon Shawn Wamsley, Canon Doug Horner, Canon James Pope, and Honorary Canon Al Dandridge to present the budget. Together, they presented the budget, outlining the three prevalent questions at each year’s budget meetings: “How much are our churches being asked to give next year? Isn’t that too much?” “What is the draw on the endowment next year? Isn’t that too much?” “What resources are available to us? Isn’t there more?” The 2024 budget is predicated on each parish contributing 8% of its NOI as a Sacred Gift. Gradually raising parochial contributions will allow for a reduced endowment draw, which is set at 6.8% in 2024. The Diocesan Staff are working in the parishes daily, helping with transitions, providing support, stability, vitality, and opportunities that can only come when our parishes work together.

6.3 R-BUD-2024

Canon James Pope moves adoption of the 2024 Budget. Seconded. Discussion followed.

- Rev. Kevin Dellaria (St. Francis-in-the-Fields): pro, supports a longterm goal of 10% parish contribution; notes that the suggested contributions vary from 2% to 25% depending on parish, would appreciate consistency and understanding of reason.
- Jay Newlin (St. Peter’s, Old City): con, transferring costs from Diocesan endowment to local parishes overstates local parishes at cost of Diocesan endowment, seemingly contraindicates Bishop’s address.

- Joshua Castaño (St. Mark's, Locust Street): neutral, critical to see a plan to reduce Diocesan endowment draw from 6.8%. Smaller number of people are giving more money to the Church. Attempting to grow income from live giving only will be not be sustainable long term.

The Bishop, seeing no further comment, moved to call the question. Second.
R-BUD-2024 PASSES 229-37.

1213

12.0 Special Order IV – *Calvary-St. Augustine Video*

13.0 Commission on Wellness

- 13.1 Report on 2023 Commission on Wellness** The Very Rev. Samuel K. Ndung'u
Fr. Ndung'u presented the report, indicating that the Commission on Wellness hoped that this year would bring continued strides towards pay equity, as well as encouraging clergy and families to take full advantage of the benefits to which they are eligible.

- 13.2 On Clergy Compensation** The Very Rev. Samuel K. Ndung'u
Bishop Gutierrez called on Fr. Ndung'u to present RB-2024.

- 13.3 RB-2024 Clergy Compensation** The Very Rev. Samuel K. Ndung'u
Very Rev. Samuel Ndung'u moves RB-2024. Seconded. No discussion; question called.
RB-2024 PASSES 260-5.

1230

14.0 Hymn – Will You Come And Follow Me

- 14.1 Noonday Prayer** The Rev. Asha George-Guiser

The Convention was adjourned for luncheon at 1240.

1347

15.2 Results of the Second Ballot

Bishop Gutiérrez called on Fr. Williamson to share the results of the second ballot.

- Diocesan Disciplinary Board (Lay)
 - o Joshua Castaño – 199 votes
 - o Dale Cranmer – 145 votes
- General Convention Alternate Deputy (Clergy)
 - o No election.

- [19.0] Elections – Third Ballot** Judges of Elections
C3

Fr. Williamson introduced the nominees for General Convention Alternate Deputy (Clergy). Fr. Williamson closed the question.

- 15.1 Special Order V – Diocesan Service Project** Archdeacons
Bishop Gutiérrez invited deacons Andrea Gardner, Renee Coleman, Jeff Moretzsohn, Sue Moran, and Dennis Coleman to explain this year’s service project, which created first-aid kit supplies for 1000 kits to be distributed to unhoused people in the area. The Bishop blessed one of the bags, and the work was received with applause.

15.2 Results of the Third Ballot

Bishop Gutiérrez called on Fr. Williamson to share the results of the third ballot.

- General Convention Alternate Deputy (Clergy)
 - o **No election.**

Mr. Chawaga indicated that, at item 19.0 in the agenda, the fourth ballot would be taken; candidates interested in withdrawing from the election should speak with Fr. Williamson. Beginning with the fourth ballot, the Chair will entertain motions to dispense with voting by orders.

Mr. Chawaga then reviewed the structure for debates on resolution, noting that one microphone would be shared by those speaking for and against resolutions.

At this point, Bishop Gutiérrez thanked Mary Kohart, Diocesan Chancellor, for her many years of faithful service, receiving the applause of the assembly.

1402

- 16.0 Resolutions - Report of Resolutions Committee** Karen Lash
Bishop Gutiérrez called on Ms. Karen Lash to present the report of the Resolutions Committee. She thanked the members of the committee, and outlined the proposed resolutions – particularly R-5, which, if passed, would send a *particular text* to General Convention. She also noted that two (2) resolutions had arisen from the Bishop’s address.

16.1 R-4-2023 Amending Standing Order Regarding Annual Convention Agenda to Conform to Actual Practice Christopher Hart

Mr. Hart (St. Mary’s, Wayne) moves Resolution R-4. Seconded. No discussion.

Resolution R-4-2023 **PASSES** 240-2.

16.2 R-5-2023 Approaching General Convention Concerning Discriminatory Rule Over Palestinians in Israel and the Occupied Palestinian Territories Rev. Judith Beck

Rev. Beck moves Resolution R-5. Seconded. Discussion followed.

- Rev. Andrew Kellner (St. Asaph, Bala-Cynwd): pro, creating a lasting peace is important and requires truth-telling. Great hope is that Holy Land will be in a more peaceable position by June, when Convention gathers.
- Rev. James Stambaugh (Holy Apostles, Penn Wynne): con, due to our covenantal relationship, he would prefer to understand Archbishop Naoum’s views on this matter prior to a vote.
- Rev. Isaac Miller (retired): pro, we are obligated to call out bigotry when we see it, and must oppose the view that some people are more valuable than others.

- Very Rev. Judy Sullivan (Cathedral): con, commends passion and compassion of originators, but notes that this is a yes/no vote on an issue more complex and nuanced than yes/no.
- Jay Newlin (St. Peter's, Old City): pro, the General Convention will be asked to consider this matter next summer – strong difference between criticizing a people and criticizing a government.
- Isaac Quelly (Cathedral): con, with the recent outbreak of hostilities, we should delay this, and the originators should consider working with General Convention deputies to find a more nuanced approach.
- Rev. Beth Hollingshead (St. George St. Barnabas): pro, we must recognize where suffering exists and acknowledge why it has been occurring; “never again” is for everyone.
- Joe Madison (Holy Nativity, Rockledge): pro; hostilities or not, we cannot abrogate freedom of discussion and inquiry. General Convention should discuss, inquire, and discern.
- Rev. Chas Howard (Cathedral): con; timing is bad in light of October 7 attacks and missing hostages. This could strain our close relationship with the Jewish community in metropolitan Philadelphia.
- Joshua Castaño (St. Mark's, Locust Street): pro; even in the midst of grief we must take a stand. People have been killed and displaced without legal recourse.
- Richard Morgan (St. James, Downingtown): con; remembering the horrors after 9/11, this resolution at this time would be interpreted in the media as antisemitism; concurs with Rev. Howard.
- Rev. Deirdre Whitfield (St. Mary's, Chester): pro; this is one opportunity to help bend the moral arc of the universe towards justice.

At 1430, discussion time expired.

Rev. Edward Thompson (Trinity, Swarthmore) moves to extend debate five (5) minutes. Seconded. Vote by hands indicates divided room; Bishop permits extension five (5) minutes.

- Amos Coney (sp.) (Trinity, Ambler): pro, encourages support; if Israelis can condemn the actions of their own government, we should feel free join them when their government does harm.
- Rev. Edward Thompson (Trinity, Swarthmore): con; has recently been studying tensions in Israel and Armenia; this particular resolution opens the door to a worthy discussion, but the context, nuance, and timing are missing.

At this time, the Bishop moved to close debate. Seconded.

- Rev. Beck notes that the Hamas attack has indeed affected the lives of every person, Jewish, Christian, and Muslim, in the Holy Land; that the Dioceses of Vermont, Chicago, and Washington (DC) have passed this text, and that the Anglican Church in South Africa has named Israel an apartheid state.

At 1440, the vote is called. The Bishop requests a moment of silent prayer prior to the reading of the results.

Resolution R-5-2023 **FAILS** 139-120.

Following the reading of the results, the Bishop requests that the assembly rise and join him in saying the Lord's Prayer.

1442

Following the vote, the Bishop proposed to move Item 17.1 to follow Item 18.2. Moved, seconded, passed by acclamation.

17.2 Report of the Committee on Incorporation Rev. Jo Ann Jones

Rev. Jones reports that proposed amendments to the Articles of Incorporation of the Church of the Good Samaritan (Paoli) have been found in accord with the Canons of the Diocese, and have been approved by the Committee.

Motion to approve moved, seconded, and passed by unanimous voice vote.

18.0 Cathedral Ministry - *Video* The Very Rev. Judith A. Sullivan

Bishop Gutiérrez called on Dean Sullivan to give her report. She gave her report via video. Noting that this was her final Convention prior to her retirement, she thanked Bishops Michael and Gutierrez for their support, as well as the Chapter, Task Forces, and People of the Diocese.

Following the video report, the Dean received a prolonged standing ovation.

18.1 Introduction of Cathedral Chapter and Nominees Bishop Gutiérrez

Bishop Gutiérrez introduced the current members of the Cathedral Chapter, as well as the nominees.

18.2 Vote to Confirm Nominees to be Elected to the Cathedral Chapter DC18.3

Dean Sullivan moved to confirm the following nominees:

Ms. Phyllis B. Cater, Rev. Ernest M. Galaz, Dr. Erin McNamara Horvat, Rev. Emily Richards

Seconded, passed by unanimous voice vote.

17.1 Hymn – Cuando El Pobre Nada Tiene

18.3 Vote to Confirm Appointees to the Commission on Ministry Bishop Gutiérrez

Bishop Gutiérrez moved to confirm the following nominees:

Avyane Osborne, Rev. Winnie Smith, Rev. Kristin Waskowicz Woods

Seconded, passed by unanimous voice vote.

1458

19.0 Elections – Fourth Ballot Judges of Elections
C4

Christopher Hart (St. Mary's, Wayne) moves to dispense with vote by orders and accept the top three recipients of votes. Seconded, passed unanimously.

Fr. Williamson introduced the nominees for General Convention Alternate Deputy (Clergy). Fr. Williamson closed the question.

1459

20.0 Results of the Fourth Ballot

Bishop Gutiérrez called on Fr. Williamson to share the results of the fourth ballot.

- General Convention Alternate Deputy (Clergy)
 - o **Rev. Beth Hollingshead** – 134 votes
 - o **Rev. Sam Murangi** – 120 votes
 - o **Rev. Ben Capps** – 103 votes

All positions being filled, the results were shown immediately, and a round of spontaneous applause occurred.

Elections for the 240th (2023) Convention of the Diocese of Pennsylvania are complete.

21.0 The Church Foundation

Lori Daniels
Director

Bishop Gutiérrez called on Ms. Lori Daniels for her report. She gave her report via video.

22.0 UTO In-Gathering

Episcopal Church Women

23.0 Committees and Commissions

Bishop Gutiérrez

Bishop Gutiérrez referred the Convention to the committee reports available in the LiveBinder.

1510

24.0 Additional Convention Business

Secretary of Convention

Mr. Njenga reported no additional business before the Convention.

24.1 Resolutions in Response to the Bishop's Address

Karen Lash

Ms. Lash reported that two (2) resolutions had been filed in response to the Bishop's address, and noting that the Resolutions Committee gave up most of their lunch hour to receive these resolutions.

24.1.1 R-6-2023 To Inform and Enable Clergy and Laity

Rev. Can. Toneh Smyth

To Respond to Substance Use Disorders Manifest in the Diocese and Communities

Rev. Canon Smyth moves Resolution R-6. Seconded. Discussion followed.

- Jonathan Kohler (St. Martin's, Chestnut Hill): pro. Encourages Diocese to support missions (especially house churches) focused on people in recovery, hopes this removes stigma.

- Martin McElroy (St. Peter's, Great Valley): pro. Chairs addiction recovery advocates network; this resolution would welcome those in recovery into fellowship with Jesus.

Seeing no further discussion, the Bishop called for a digital vote.

Resolution R-6-2023 **PASSES** 187-8.

24.1.2 R-7-2023 Standing with the Archbishop of Jerusalem Rev. Andrew Kellner

Rev. Kellner moves Resolution R-7. Seconded. No discussion.

Resolution R-6-2023 **PASSES** 189-7.

24.2 Resolutions Received After Deadline Karen Lash

Ms. Lash reported zero (0) resolutions that were received after the deadline.

1520

25.0 Appointment of 2024 Convention Committee Chairs Bishop Gutiérrez
SOIV.3

The Bishop indicated that the 241st Convention of the Diocese of Pennsylvania would be held on 18/19 October 2024, and appointed the following Committee Chairs to prepare for that gathering:

On Arrangements	-	-	-	The Rev. Benjamin Capps
On Canons	-	-	-	Stephen Chawaga, Esq.
On Dispatch of Business	-	-	-	Craig Alston, Esq.
On Elections	-	-	-	The Rev. Emmanuel Williamson, vice chair
On Expenses	-	-	-	James Pope
On Nominations	-	-	-	The Rev. Ken McCaslin/Jill Mathis
On Resolutions	-	-	-	Karen Lash

1522

26.0 Closing Prayer The Ven. Dennis Coleman
Archdeacon

26.1 Closing Hymn – Day is Done

27.0 Adjournment and Blessing Bishop Gutiérrez

Bishop Gutiérrez declared the 240th Convention of the Episcopal Diocese of Pennsylvania adjourned at 1530 on 21 October 2023.

Respectfully submitted,
John Robert Wallace
Assistant Secretary of the 240th Convention



The Episcopal Diocese of Pennsylvania

www.DioPA.org

23 East Airy Street

Norristown, PA 19401

Phone (215) 627-6434; Fax (267) 900-2928

The Philadelphia Episcopal Cathedral

19 South 38th Street

Philadelphia, PA 19104

Phone (215) 386-0234; Fax (215) 386-5009

Bishop Diocesan: The Rt. Rev. Daniel G.P. Gutiérrez

Dean of the Cathedral: The Very Rev. Judith Sullivan

Officers of the Diocese

Secretary of Convention and Council: Henry Njenga

Assistant Secretary of Convention: John Wallace

Treasurer: James Pope

Chancellor: Mary Kohart, Esq.

Deans

Brandywine: The Very Rev. Kevin Dellaria

Bucks: The Very Rev. Nancy Dilliplane

Delaware: The Very Rev. Edward "Ted" Thompson

Merion: The Very Rev. James Stambaugh

Montgomery: The Very Rev. Winston Smith

Pennypack: The Very Rev. Mike Giansiracusa

Philadelphia Cathedral: The Very Rev.

Judith Sullivan

Schuylkill: The Very Rev. Martini Shaw

Southwark: The Very Rev. Sean Mullen

Valley Forge: The Very Rev. Sam Ndung'u

Wissahickon: The Very Rev. Peter Carey

Bishop's Staff

The Rev. Canon Kirk Berlenbach, *Canon for Growth and Support*

Nicole Clothier, *Senior Accounting Specialist*

Lori Daniels, *Executive Director, The Church Foundation*

Mark Davis, *IT Support Manager*

Mia Hain, *Executive Assistant to the Bishop*

The Rev. Canon Jane Gober, *Canon for Transition*

Canon Douglas Horner, *Canon for Finance & Business*

Jill Howard, *Finance Manager*

Michael Krasulski, *Diocesan Archivist and Historiographer*

Kionna Lipscomb, *Front Desk*

Administrative Assistant

Sean McCauley, *Property Manager*

Pam Prell, *Associate for Transitions*

Liam Reid, *Media Manager*

Lisa Reinhardt, *Operations Manager, The Church Foundation*

The Rev. Canon Toneh Smyth, *Canon for Mission*

Canon Jennifer Tucker, *Director of Communications*

The Rev. Canon Shawn Wamsley, *Canon to the Ordinary for Evangelism and*

Administration

Cheryl Werkiser, *Administrator, St. John's Church*

The Rev. Jessie Alejandro, *Vicar*

The Rev. Carol Anthony, *Vicar*

The Very Rev. Mike Giansiracusa, *Vicar*

The Rev. Joseluis Memba, *Vicar*

The Rev. Doris Rajagopal, *Vicar*

The Rev. Christopher Schwenk, *Vicar*

The Rev. Deirdre Whitfield, *Vicar*

The Rev. Dennis Coleman, *Archdeacon*

The Rev. Jeffrey Moretzsohn, *Archdeacon*

The Rev. Melford " Bud" Holland, *Chaplain to the Retired Clergy and Widows*
The Rev. Glenn Matis, *Chaplain to the Retired Clergy and Widows*

Deputies to 2024 General Convention

Clergy Deputies:

The Rev. Andrea Gardner
The Rev. Kristen Ostendorf
The Rev. Ben Wallis
The Rev. Emily Zimbrick-Rogers
The Rev. Ben Capps (alternate)
The Rev. Beth Hollingshead (alternate)
The Rev. Samuel Murangi (alternate)

Lay Deputies:

Christopher S. Hart, Chair
Jill Mathis
Isaac Quelly
Elizabeth Anne Wendt
Roberta Griffin Torian (alternate)
John R. Wallace (alternate)

Deputies to Province III Synod

Christopher Hart
The Rev. Pamela Nesbit
Elizabeth Wendt

Board of Trustees

Albert Dandridge
Cliff Kozemchak
Elizabeth Curtis Swain, *President*
Eric Rabe
James Pope
Janice Jeray
Kathleen Stephenson
Roberta Torian
Renee Rutherford Lowe
The Rev. Benjamin Wallis

Commissions and Committees of the Diocese

Anti-Gun Violence Commission

Alice Briscoe-Brown, *Co-Director*
Barry Levis
Bryan Miller

Dina Harvey
Mary Rivera
Susan MacBride
The Rev. Diane E. Faison, *Co-Director*
The Rev. Steve Lindsay
The Rev. Benjamin Gildas
William Scarborough

Anti-Racism Commission

Ernest Dixon
Frances Upshaw
Iola Harper
Meredith Wiggins
The Rev. Andrea Gardner
The Rev. Barbara Ballenger, *Co-Chair*
The Rev. Carol Duncan
The Rev. Ernest Galaz, *Co-Chair*
The Rev. Jill LaRoche-Wikel
The Rev. Kristin Waskowicz Woods
The Rev. Marj Oughton
Tom Lloyd

Commission on Ministry

Anita Friday
Douglas Stuart
Jackie Anderson Shockey
Kurt Williams
Norman MacCausland
Pat Nogar
The Rev. Benjamin Capps
The Rev. Chaz Howard
The Rev. Daniel Moore
The Rev. Dennis Bingham
The Rev. Dennis Coleman
The Rev. Jo Ann Jones
The Rev. Joseluis Memba
The Rev. Joshua Caler
The Rev. Ken McCaslin
The Rev. Rachel Gardner
The Very Rev. James Stambaugh
The Very Rev. Sam Ndung'u

Commission on Wellness

Craig Toedtman
Elizabeth Wendt
Stephen Krouse
The Rev. Benjamin Wallis
The Rev. Lori Tucker Exley
The Rev. Melford “Bud” Holland
The Rev. Michael Palmisano
The Rev. Very Nancy Dilliplane
The Rev. Very Sam Ndungu
The Rt. Rev. Daniel G.P. Gutierrez
Vanessa Albert Lowry

Committee of the 2023 Convention

Canon Doug Horner
Jennifer Tucker
Jill Fassett
Karen Campbell
Karen Lash
Kionna Lipscomb
Lynn Buggage
Marcia Hinton
Mia Hain
Steve Chawaga
The Rev. Benjamin Capps, *Chair*
The Rev. Emmanuel Williamson
The Rev. Ken McCaslin
The Rev. Canon Shawn Wamsley
The Very Rev. Judith Sullivan

Committee on Resolutions

Elizabeth Wendt
Karen Lash, *Chair*
Norman McCausland
Richard Englebach
The Rev. Jill LaRoche Wikel
The Rev. Jo Ann Bradley Jones
The Rev. Rodger Broadley

Disciplinary Board

Dale Cranmer
Dave Dixon
Elizabeth Curtis Swain, *Chair*
Joshua Castano
Judith Winters
Renae Rutherford Lowe
The Rev. Dr. Mike Sowards
The Rev. Kevin Dellaria
The Rev. Paul Gitimu
The Rev. Tim Gavin
The Rev. Timothy A. Johnson
The Rev. Sean Slacks
The Rev. Sherry Deets
William Berry

Nominations Committee

Jill Fassett
John Wallace
Karen Campbell
Marcia Hinton
The Rev. Andrea Gardner
The Rev. Ken McCaslin, *Chair*
The Rev. Kevin Dellaria
The Rev. Patricia Cashman

Standing Committee

Colin Johnstone
Deborah Parker
Ron Francis
Liz Wendt
The Rev. Andrew Kellner
The Rev. Hillary Greer
The Rev. Jill Laroche Wikel, *President*
The Rev. Michael Ruk

Standing Rules of Order

1. Reports of Committees and Commissions shall be received without motion to receive them, and it shall be understood that all special committees are discharged upon making their Reports, unless the Convention recommit matters to them for their future consideration, or unless they report their work unfinished.
2. No member shall speak more than once in the same debate, without leave of the House.
3. When a debatable motion is before the Convention, those who wish to speak in support of, or against, the motion shall identify themselves as being “Pro” or “Con.” After the mover has spoken to the motion, the Chair shall recognize a speaker in opposition, then a speaker in favor, and so on in like order.
4. Except by the vote of a majority of Convention, no resolution shall be debated longer than twenty (20) minutes.
5. Each individual speaker to a resolution is limited to three (3) minutes.
6. The microphone will be turned off at the end of each speaker’s time, after a ten-second warning.
7. A question being once determined shall stand as the judgment of the House, and shall not again be drawn into debate during the same meeting of the Convention, unless with the consent of two-thirds of the House.
8. No motion shall be considered as before the House unless it be seconded and reduced to writing when required.
9. The question on a motion for adjournment shall be taken before any other and without debate.
10. If a motion to lay on the table an amendment or a substitute be carried, the matter before the House shall be proceeded with as if no such amendment or substitute had been offered.
11. When the question is upon the passage of a debatable resolution, amendments or substitute, the mover thereof may in all cases be allowed one five (5) minutes' time in which to close the debate.
12. When a motion to lay upon the table is made and seconded, the mover of the original motion shall have such time as the presiding officer may permit to present reasons why the motion to lay upon the table should not prevail.
13. The doctrines of Parliamentary Law, as set forth in the treatise of *Robert on Parliamentary Law*, are adopted as authoritative expositions of parliamentary practice as far as applicable to the conditions of the meetings of the Diocesan Convention.
14. These rules of order may be suspended or permanently changed by a two-thirds vote, and not otherwise.

Circulation of Materials at Convention Standing Resolution 24

Be it resolved, that beginning with the 196th Diocesan Convention and in accordance with the practice of Diocesan Convention since the 186th Diocesan Convention, October 17-18, 1969, circulation on the floor of Convention of advertisements and literature not relevant to the business of the Convention will not be permitted;

And be it further resolved, that any material relevant to the business of Convention be submitted to the Secretary of Convention for decision as to the appropriate manner of dissemination and that no material may be circulated at Convention without the approval of the Secretary of Convention. (October 19, 1979)



Report to the 240th Annual Convention of the Episcopal Diocese of Pennsylvania

Elizabeth Curtis Swain, Esq., President of the Board of Trustees

Matthew 25:40 Truly I tell you just as you did for the least of these who are members of my family, you did it to me

Welcome to our Annual Convention

As President of the Board of Trustees, I want to share some of our efforts to support the Diocese during this year while fulfilling our obligations for the Diocese.

As the Board of Trustees our foundation in formation is in a fiduciary capacity for the diocese. From the Canons this includes acquiring, holding, managing, administering and disposing of assets for the use and work of the Diocese; receiving in trust for the Diocese all gifts, legacies, bequests, grants and devises to the Diocese; managing the assets of the Diocese; overseeing the financial affairs of the Diocese, including directing the annual budget process; overseeing the selling of closed churches; monitoring the investment policy of The Church Foundation providing input to its investment committee; providing for the enforcement of Canons 16 and 17; and considering and making recommendations for appeals for funds requiring Diocesan approval among other responsibilities.

The Board of Trustees through our monthly meetings seeks to learn and share thoughts on critical initiatives for the Diocese.

The Board directed the budget process leading to the budget submitted to Convention.

We worked to ensure the work of the Mission Committee has the financial resources to aid churches who seek funding assistance for repairs and enhancements of their facilities to enable the churches to continue and build as church and service into their community.

This year we initiated what we have named a Development Committee. This Committee brings the business development, financial and legal expertise found on the Board to aid and advise churches and the Diocese on their assets and facilities in identifying adaptive reuse of properties. A key part of the work of this Committee is to enable the aided churches to continue in service as a church of the Diocese and to serve their community.

Finally, we are committed to working with and as a part of the Diocese to “outlove” everyone else.

Elizabeth Curtis Swain, Esq.

President, Board of Trustees. The Episcopal Diocese of Pennsylvania



**DIOCESE OF PENNSYLVANIA
240th CONVENTION
OCTOBER 20-21, 2023**

R-1 2023

Resolutions of Courtesy

RESOLVED: That this 240th Convention of the Diocese of Pennsylvania extend greetings to The Rt. Rev. Allen L. Bartlett, retired Bishop of the Diocese of Pennsylvania; The Rt. Rev. Charles Bennison, retired Bishop of the Diocese of Pennsylvania; The Rt. Rev. Rodney Michel retired Assisting Bishop of the Diocese of Pennsylvania; and The Rt. Rev. Edward Lee, retired Assisting Bishop of the Diocese of Pennsylvania and assure them of our prayers and our gratitude.

RESOLVED: That this 240th Convention of the Diocese of Pennsylvania extend gratitude and appreciation to our staff at the Offices of the Episcopal Diocese of Pennsylvania for their support, assistance and continued commitment and service to the Diocese and this Convention.

RESOLVED: That this 240th Convention of the Diocese of Pennsylvania express gratitude and appreciation to the Philadelphia Episcopal Cathedral Dean and Staff for their continued service to the diocese.

RESOLVED: That this 240th Convention of the Diocese of Pennsylvania extend gratitude and appreciation for the work of the Board of Trustees Members for their vision and leadership in the Diocese.

RESOLVED: That this 240th Convention of the Diocese of Pennsylvania extend gratitude and appreciation for the work of the members of the Standing Committee for their vision and leadership in the Diocese.

RESOLVED: That this 240th Convention of the Diocese of Pennsylvania extend gratitude and appreciation for the work of the members of Diocesan Council for their vision and leadership in the Diocese.

RESOLVED: That this 240th Convention of the Diocese of Pennsylvania express gratitude and appreciation to the Convention Arrangements Committee and the Committee's members for their ministry at this Convention.

RESOLVED: That this 240th Convention of the Diocese of Pennsylvania express gratitude and appreciation to the faithful, the people of the Episcopal Diocese of Pennsylvania.



**DIOCESE OF PENNSYLVANIA
240TH CONVENTION
OCTOBER 21-22, 2023**

Resolution on Ordination Anniversaries

BE IT RESOLVED: That this 240th Convention of the Diocese of Pennsylvania returns thanks to Almighty God for these clergy who this year are celebrating milestone anniversaries of their ordination to the priesthood or vocational diaconate. The Diocese has been blessed by the ministry of clergy who have served God's Church for many years

55 Years

The Rev. James Evans
The Rev. Bud Holland
The Rev. Stephen Jacobson
The Rev. Richard Larsen
The Rev. Gordon Reid

50 Years

The Rev. David Funkhouser
The Rev. John Keefer
The Rev. Otto Lolk
The Rev. L Stephen Nelson
The Rev. James Shannon
The Rev. Timothy Steeves
The Rev. Thomas Wand

45 Years

The Rev. Charles Brinkman
The Rev. Charles Flood
The Rev. Kell Morton
The Rev. Patricia Oglesby
The Rev. Michael Pearson

40 Years

The Rev. Sharline Fulton
The Rev. Kim Guiser
The Rev. Elsa Mintz

35 Years

The Rev. Susann Fox
The Rev. George Master
The Rev. Joy Mills
The Rev. Sadie Mitchell
The Rev. Anne Ritchings
The Rev. Joseph Schaller
The Rev. Martini Shaw

30 Years

The Rev. Bancroft Davis
The Rev. MaryJo Melberger
The Rev. Glenda Ruppe-Melnyk
The Rev. Geoffrey Simpson
The Rev. Marie Swayze

25 Years

The Rev. Lucy Dure
The Rev. Marlen Haines
The Rev. Beth Hixon
The Rev. Nazareno Javier
The Rev. Edward Shiley
The Rev. M Lula Smart
The Rev. Paul Smiraglia
The Rev. Robin Van Horn-Schwoyer
The Rev. Paula Lawrence Wehmiller

20 Years

The Rev. Sherry Deets
The Rev. John Gardner
The Rev. Paul Gitimu
The Rev. Jill Laroche-Wikel
The Rev. James Ley

The Rev. Donna Maree
The Rev. Emily Richards
The Rev. Michael Ruk

15 Years

The Rev. Kevin Dellaria
The Rev. Phillip Fackler
The Rev. Ken McCaslin
The Rev. Hillary Raining

10 Years

The Rev. Arlette Benoit-Joseph
The Rev. Timothy Gavin
The Rev. Nora Johnson
The Rev. Timothy Johnson
The Rev. Catherine Kerr
The Rev. Sean Slack
The Rev. Benjamin Wallis
The Rev. Nancy Hauser

5 Years

The Rev. Benjamin Capps
The Rev. Jane Gober
The Rev. Louis Steffenhagen



**DIOCESE OF PENNSYLVANIA
240TH CONVENTION
OCTOBER 21-22, 2023**

Report on Recently Retired Clergy

WHEREAS the following clergy long active in the ministry of the Church have retired since the October 2022 Convention of the Diocese of Pennsylvania.

THEREFORE, BE IT RESOLVED: That this 240th Convention of the Diocese of Pennsylvania honor them for their service in this branch of the Holy Catholic Church and pray for their continued ministry in another phase of God's work:

The Reverend Katherine Andonian

The Reverend Elizabeth Colton

The Reverend Betsy Ivey

The Reverend Keith Marsh

The Reverend Paul Reid

And be it further

RESOLVED: That a copy of this resolution be sent to the clergy named.

DIOCESE OF PENNSYLVANIA
240th CONVENTION
OCTOBER 23, 2023

R-4

Sponsor: Christopher Hart on behalf of the Canons Committee

**AMENDING STANDING ORDER REGARDING ANNUAL CONVENTION AGENDA
TO CONFORM TO ACTUAL PRACTICE**

Resolved: Convention Standing Orders I-III of the Diocese of Pennsylvania shall be amended as follows:

I. The procedure for the opening of the Annual Convention of the Diocese of Pennsylvania shall be governed by Canon 3.1.1

~~1. — On the first day of the meeting of the Convention there shall be a public service according to Canon 3. On all subsequent days the Presiding Officer shall see that the Holy Communion is Celebrated at a time and place convenient to the Delegates. (Adopted, October 20, 1972)~~

II. The following business shall be conducted during the Annual Convention in an order to be established by the Convention Planning Committee and presented to the Convention delegates in the form of an agenda to be approved by them ~~Order of Business shall be as follows:~~

~~1. — The first items shall be the election of a Secretary in accordance with Canon 3.2, followed by the appointment of a Parliamentarian and the approval of the agenda; Assistant Secretary, to be appointed by the Secretary, and confirmed by the Convention.~~

~~2. — Report of Committee on Dispatch of Business, and action thereon; the order of business for the second day to be printed for distribution on the morning of the second day.~~

~~3. — The report of business left unfinished at the last Convention. (Canon of Courtesy and Resolutions.)~~

2. — Reports of the following Committees and action thereon..

(a) Committee on Claims of Clergymen to Seats pursuant to Canon 2.3

(b) Committee on Claims of Laity to Seats pursuant to Canon 2.8

~~(c) — Committee on Charters.~~ Committee on Nominations pursuant to S.O. V.

~~(d) — Committee on Canons.~~

(d) — Committee on Resolutions pursuant to S.A. IV.4.

3. The address of the Bishop ([Ecclesiastical Authority or designee thereof](#)) Bishops' Addresses.

4. Financial matters including:

- a. approval of a resolution on clergy compensation; and
- b. approval of the Annual Budget

5. Elections following nominations presented by the Nominations Committee

6. Votes on Resolutions as presented by the Resolutions Committee

7. Presentation of canons of the Cathedral Chapter as provided in Canon 18.3.

8. Nominations of Directors of The Church Foundation as provided in The Church Foundation's bylaws.

4. ~~Reports of Standing Committees, Boards, and Institutions.~~

5. ~~Reports of Special Committees and Commissions.~~

III. Additional items of business for Convention may be set forth by the Convention Planning Committee in the convention agenda for approval by the delegates.

EXPLANATION: Having a Standing Order that sets forth the essential items to be addressed at the Annual Convention is a valuable resource. During the pandemic, for example, when changes to both the format and length of the Annual Convention were being considered, it was helpful to identify key agenda items. However, the current Standing Orders governing the business of Convention were passed 50 years ago and fail to conform to current practice in several significant ways. In addition, the concept of a predetermined agenda for Convention conflicts with Roberts' Rules of Order, which specifies that the agenda for an annual meeting of an organization should be determined by a convention planning committee, which we have, and presented to the delegates at the beginning of the Convention for amendment and approval, which we do. Also, provisions of the current Standing Orders conflict with provisions of Canon 3 regarding the opening of Convention and the appointment of a Secretary. Furthermore, the Diocese has a Convention Arrangements committee that meets frequently between conventions to receive suggestions about and develop the convention agenda.

In order to be approved this Resolution must be passed by a single Convention by a 2/3 vote.

DIOCESE OF PENNSYLVANIA CONVENTION
OCTOBER 20-21, 2023

R-5

Designated contact person for this resolution:

Name: The Rev. Judith L.T. Beck Email: judithtb938@gmail.com

The Rev. Andrew Kellner rector@saintasaphs.org

TITLE: APPROACHING GENERAL CONVENTION CONCERNING DISCRIMINATORY RULE
OVER PALESTINIANS IN ISRAEL AND THE OCCUPIED PALESTINIAN TERRITORIES

RESOLVED: that the 240th Convention of the Episcopal Diocese of Pennsylvania submits the following resolution, "A Call for Ending Apartheid Against Palestinians," to the 81st General Convention of the Episcopal Church.

A Call for Ending Apartheid Against Palestinians

Resolved, the House of _____concurring, That the 81st General Convention acknowledge that Human Rights Watch, Amnesty International, and B'Tselem Israeli Information Center for Human Rights in the Occupied Territories report that Israel's entrenched discriminatory rule over Palestinians amounts to the international wrong of apartheid; and be it further

Resolved, That the 81st General Convention join the Presbyterian Church USA, United Church of Christ, the New England and Oregon-Idaho Conferences of the United Methodist Church, and Disciples of Christ in naming the aforementioned policies and practices against the Palestinian people to be apartheid, a crime against humanity; and be it further

Resolved, That the 81st General Convention call on the Office of Government Relations to represent ending Israel's apartheid as a policy priority of The Episcopal Church and to influence policy and legislation on this issue.

EXPLANATION:

1. Recent reports from [B'Tselem Israeli Information Center for Human Rights in the Occupied Territories](#) (2021), [Human Rights Watch](#) (2021), and

[Amnesty International](#) (2022), along with statements by United Nations officials, declare that the government of Israel practices apartheid against the Palestinian people under its authority.

2. Israeli apartheid is not a recent development. From the very beginning of its statehood, Israel passed laws to discriminate against its non-Jewish citizens. Beginning with the 1950 Absentees' Property Law and 1953 Land Acquisition Law, [more than 65 laws](#) passed over ensuing decades result in displacement, dispossession, and discrimination against Palestinians in Israel in ways from citizenship rights to the right to political participation, land and housing rights, education rights, cultural and language rights, religious rights, and due process rights during detention. This institutionalization and legalization of separate and unequal laws reached its zenith with the [2018 Nation State Law](#) that reserves the right to exercise national self-determination in the State of Israel solely to the Jewish people and establishes that immigration leading to automatic citizenship is exclusive to Jews, negating the Right of Return of Palestinian refugees. The Nation State Law is a Basic Law. With no constitution, Basic Laws in Israel have legal standing akin to constitutional authority.

3. But this system of legally enshrined Jewish supremacy within Israel is only one part of the ongoing systematic and systemic oppression that constitute apartheid. At its heart, apartheid (from the Afrikaans word meaning separateness) is about separating peoples, as in the harsh discriminatory system imposed by White South Africa on its Black population. The same principle has been applied in the Zionist settler-colonial vision of Jewish supremacy that began in the early 20th century and culminated in the state of Israel. Separateness is not only physical, but also accomplished through access to rights and basics of livelihood. Throughout the state of Israel, in the occupied territories, including the Gaza Strip, and reaching even into the diaspora of Palestinian refugees, Israel has implemented laws, practices, and policies that have created and maintained an institutionalized regime of systematic separation, oppression, and domination over Palestinians, enforced through discriminatory laws, policies and practices. When seen as a totality, as in the view of the several human rights groups referenced earlier, the system controls virtually every aspect of Palestinians' lives and routinely violates their human rights. According to the Amnesty International report, this

apartheid regime manifests and is enacted through territorial fragmentation and legal segregation; use of military rule to control and dispossess; denial of nationality, residence and family life; restrictions on movement; restrictions on right to political participation; dispossession of land and property; discriminatory planning and zoning policies; and suppression of Palestinians' human development.

4. Apartheid is not a matter of opinion, or a political position that one may choose or reject; it is a matter of law. Statutes and criteria are enshrined in the International Convention on the Elimination of All Forms of Racial Discrimination (ICERD), the International Convention on the Suppression and Punishment of the Crime of Apartheid (Apartheid Convention) and the Rome Statute of the International Criminal Court (Rome Statute). As stated by Amnesty International, "The crime against humanity of apartheid under the Apartheid Convention, the Rome Statute and customary international law is committed when any inhuman or inhumane act (essentially a serious human rights violation) is perpetrated in the context of an institutionalized regime of systematic oppression and domination by one racial group over another, with the intention to maintain that system."

5. The framework of apartheid allows a comprehensive understanding, grounded in international law, of a situation of segregation, oppression and domination by one racial group over another. Such systems in varied settings will never be identical; therefore, the system in Israel need not be identical or analogous to that in South Africa between 1948 and 1994 to be legally judged as a system. The record of policy of The Episcopal Church toward apartheid in South Africa in the 20th century is abundantly clear. Beginning with Resolution 1976-D036, "Support Efforts by Church, Government and Business to End Apartheid" through 2000 and five more resolutions, the Church's opposition to apartheid in South Africa was unequivocal, including recommending boycott and sanctions.

6. Ending apartheid is not only a legal imperative, but also a moral imperative. Churches that proclaim to be followers of Jesus are obligated to set aside political expedencies of the moment and act against injustice wherever it occurs. Thus has the [225th General Assembly of the Presbyterian Church \(U.S.A.\)](#) voted in July 2022 to declare that the Israeli government's actions against Palestinian people meets the legal definition

of apartheid. Members of the United Church of Christ, the New England and Oregon-Idaho Conferences of the United Methodist Church, and Disciples of Christ have adopted similar statements or resolutions.

INDIVIDUAL OR DIOCESAN BODY RESPONSIBLE FOR IMPLEMENTATION OF
THIS RESOLUTION: Secretary of Diocesan Convention

DIOCESE OF PENNSYLVANIA

240th CONVENTION

OCTOBER 20-21, 2023

REPORT OF THE RESOLUTIONS COMMITTEE

The Resolutions Committee received two resolutions, in addition to the budget and R-B On Clergy Compensation. Resolution R-4 was submitted on behalf of the Committee on Canons. This resolution proposes changes to Standing Rules of Order so that the Rules of Order will conform with our current practice. Resolution R-5 Approaching General Concerning Discriminatory Rule Over Palestinians in Israel and the Occupied Palestinian Territories asks that our diocese send a resolution to the 81st General Convention of The Episcopal Church. The text of the resolution to be forwarded is included in the indented portion of R-5, “A Call for Ending Apartheid Against Palestinians.” To be clear, the task before our Convention is to vote upon whether or not to send the proposed resolution on to General Convention. We vote yes or no, send it on or do not send it on from The 240th Convention of The Diocese of Pennsylvania. The indented text is not eligible for amendment. If approved, the indented text would be submitted to next General Convention (Summer 2024) and assigned to an appropriate committee for possible consideration by General Convention.

During September and October, four hybrid pre-convention meetings were held. The meetings were well attended, with most people participating via Zoom. Canon Shawn Wamsley and members of the Finance Committee shared information about the proposed budget. Members of the Commission on Wellness presented R-B. The Committee on Canons reviewed the proposed changes to The Standing Rules of Order (R-4). Resolution R-5 was introduced by representatives of the proposers, followed by a time for questions and comments.

During the meetings, information was provided about elections and those standing for election were given an opportunity to introduce themselves. All the pre-convention materials were available in a *livebinder*, accessed through the Diocese of Pennsylvania website.

The Resolutions Committee recommends approval of R-BUD, R-B, and R-4. Resolution R-5 addresses a complex issue, so the will of Convention would be best determined after some debate on Convention floor.

The Resolutions Committee would like to thank all who participated in the pre-convention meetings for their time and thoughtful comments.

Respectfully Submitted,
Karen M. Lash, Chair

The Rev. Rodger Broadley, Mr. Richard Englebach, The Rev. Jo Ann Bradley Jones, Mr. Norman McCausland, Ms. Liz Wendt, The Rev. Jill LaRoche Wikel



**Report of the Nominating Committee
to
The 2023 Convention of the Episcopal Diocese of Pennsylvania**

The Nominating Committee of the Diocese is pleased to present the following candidates for election (or in the case of the Church Foundation, for recommendation to the Foundation Board for election to its Board) to the following Boards, Committees, and Commissions of the Diocese. We are grateful for the active participation in our work of a full and fully engaged committee throughout the last year, and in particular to our secretary, Marcia Hinton, for the very helpful video explanation of the duties, helpful qualifications, and expectations for membership of all these bodies. We are also appreciative of the data management tools and work of committee members, the Rev. Ken McCaslin and Dr. Karen Campbell, throughout the work of the last year.

Finally, we are encouraged by and appreciative of all those who have felt a call to ministry with the Diocese and have brought forth their names as nominees. Two lay positions on the Christmas Fund remain without nominees, so we encourage delegates to the Convention to nominate yourselves or others, from the floor of the Convention, for these, as well as any other--positions.

We appreciate the opportunity given to us by members of the committee to join in leading its work this year. It has been our honor to be a part of that ministry.

Ms. Jill Mathis
The Rev. Kenneth McCaslin
Co-Chairs

Diocesan Convention Office Descriptions

Board of Trustees

The board, which governs the corporation, is responsible for the administration of the property and financial affairs of the Diocese. The twelve-member Board consists of elected and appointed lay members. The powers of the Board of Trustees are described in Canon 26.2 which are the basic powers of a board of directors for a corporation.

Commission on Wellness

Committee members develop and recommend clergy compensation standards and propose annual changes through a resolution to Diocesan Convention. Other responsibilities include, supporting health and welfare benefits for eligible Clergy and lay employees of the Diocese, including participation and recommendations for benefit plan designs, self-insured benefits, and other coverages as appropriate, support implementation of the Denominational Health Plan (A177) and Lay Pension System (A138), as defined in the 2009 General Convention and as may be amended in subsequent General Conventions, define and manage Clergy Financial Assistance (CFA) to support assistance to Clergy and parishes in financial need, and funding to support the Clergy Sabbatical fund, and administering CFA grants (in conjunction with the Canon for Transitional Ministry) for Clergy and parishes who have applied for support for financial need.

Diocesan Disciplinary Board

The Diocesan Disciplinary Board administers the process of dealing with complaints alleging clergy violation of the standards of clergy conduct as set forth in Title IV of the Canons of the Episcopal Church. By this process, The Board seeks to show a clear path for complaints to be filed and seriously evaluated. We seek to keep the Church, its members, and all with whom it deals, safe from injury from clergy misconduct. We seek to administer the processes and procedures of Title IV to promote healing, repentance, forgiveness, restitution, justice, amendment of life, and reconciliation among all involved or affected. Through our work, those who believe themselves wronged know that the Church has heard their complaint and has followed a defined process to deal with it. Through our work, those clerics whose actions are impeached have a large measure of due process as the facts are gathered and examined. Our work is sensitive and can be stressful. It is absolutely necessary for the health of the Church.

General Convention Alternate Deputy

Deputies are elected to represent DIOPA at General Convention to represent not just the views of the diocese. but ideally, the “will of the whole Church, act for the whole Church, and speak to the whole Church.” Be informed to prepare themselves through study and prayer before General Convention. Cast their votes informed by prayer, factual information, and the workings of the Holy Spirit.

Report to the diocese after General Convention and convey how they voted in light of what they experienced and learned. The lay and clergy persons are ranked one through four in each order according to the number of votes received and the ballot on which they are elected. To be elected one must receive a majority of votes in both the clergy and lay orders.

Nominating Committee

The Nomination committee is composed of 6 clergy for a 3-year term and 6 lay for a 3-year term. The committee develops and maintain position descriptions for all non-paid positions within the diocese, actively seek and recruit lay leaders and clergy for involvement in diocesan ministry, and specify how committee and commission positions are filled. The committee is committed to creating a transparent process by which we create a diverse and representative slate for the vote at each Convention. Knowledge of diocesan committees and commissions is helpful but not necessary. Commitment to an open and inclusive diocesan election process are necessary. Patience and persistence are important.

The Christmas Fund

The Christmas Fund provides grants to clergy canonically resident in the Diocese of PA who are disabled; the surviving spouses and orphans or other dependents of clergy; seminarians and self-supporting clergy and their dependents; and/or retired lay employees of the Diocese or its churches with five years full-time service. Grants are evaluated as needed.

The Church Foundation

TCF is a separate corporation. The board is concerned about legal, investment, financial, trust, accounting, and business skills. The bylaws of TCF grant to convention the privilege of nominating at least two candidates for each open position, and then the board chooses new directors from the slate of all nominees, following convention. There are terms, but no limits.

The Standing Committee

The Standing Committee is a body of advice and consent, working with the Diocesan Bishop, and is involved in making strategic decisions for both DioPA and The Episcopal Church in raising up, calling and/or approving the call of candidates for ordination and the episcopate.



2023 Diocesan Convention Nominees

The Board of Trustees

2 Clergy
2 Lay

The Christmas Fund

2 Lay

The Church Foundation

1 Clergy
2 Lay

Commission on Wellness

2 Clergy
3 Lay

Diocesan Disciplinary Board

3 Clergy
2 Lay

General Convention Alternate Deputy

5 Clergy
4 Lay

Nominating Committee

5 Clergy
2 Lay

The Standing Committee

1 Clergy
1 Lay



Candidates for Positions

The Board of Trustees

Clergy (2):

1. The Reverend Ernest Galaz
2. The Reverend Richard Morgan

Lay (2):

1. Jimmie Reed
2. **Vacant**

The Christmas Fund

Lay (2)

1. Rosemary (Penny) Baroli
2. **Vacant**

The Church Foundation Board

Clergy (2):

1. The Reverend Dr. Chaz Howard
2. The Reverend George Master

Lay (8)

1. Kathy Guerin
2. James Legh Pope
3. Jimmie Reed
4. Kathleen Stephenson
5. **Vacant**
6. **Vacant**
7. **Vacant**
8. **Vacant**

Commission on Wellness

Clergy (2)

1. **Vacant**
2. **Vacant**

Lay (3)

1. Rosemary (Penny) Baroli
2. **Vacant**
3. **Vacant**

Diocesan Disciplinary Board

Clergy (3)

1. The Reverend Timothy A. Johnson
2. **Vacant**
3. **Vacant**

Lay (2)

1. **Vacant**
2. **Vacant**

General Convention Alternate Deputy

Clergy (6)

1. The Reverend Ben Capps
2. The Reverend Andrea Gardner
3. The Reverend Jeff Moretzsohn
4. The Reverend Kristen Ostendorf
5. **Vacant**
6. **Vacant**

Lay (4)

1. Roberta Griffin Torian (Esq.)
2. John R. Wallace
3. **Vacant**
4. **Vacant**

Nominating Committee

Clergy (5)

1. The Reverend Andrea Gardner
2. **Vacant**
3. **Vacant**
4. **Vacant**
5. **Vacant**

Lay (2)

1. John R. Wallace
2. **Vacant**

Standing Committee

Clergy (1)

1. The Reverend Phillip Geliebter
2. The Reverend Michael Ruk

Lay (1)

1. **Vacant**

Church Attorney

Deborah Stambaugh



BOARD OF TRUSTEES

CLERGY CANDIDATE

Name: The Reverend Ernest Galaz

Address: 313 S. Orange Street, Media (19063)

Email: frernie@christchurchmedia.org

Parish/Association: Christ Church, Media

Deanery: Delaware

Other Association: Co-Chair, Anti-Racism Commission; Co-Facilitator, New Wineskins

Occupation: Rector



What motivated you to seek nomination for this committee? I would like to offer my experience and insight in not-for-profit governance for the good of our diocese and the greater glory of God.

If nominated, what added value would you bring to the Diocese in moving the committee forward with God's work?

I have experience in school administration and not-for-profit governance, as administrator and board member; and as trainer and consultant.

Please list relevant experiences, skills, and talents.

- Current member, Board of Trustees, Episcopal Diocese of Pennsylvania
- Co-chair, Anti-Racism Commission, Episcopal Diocese of Pennsylvania
- Co-facilitator, "New Wineskins" (Fresh Start), Episcopal Diocese Pennsylvania
- Board member, Forward Movement (2020-2023)
- Member, Bishop's Search Committee, Episcopal Diocese of Arizona
- Facilitator, "Best Skills/Best Churches" (Fresh Start), Episcopal Diocese of Arizona
- Member, Episcopal Community Services, Episcopal Diocese of Arizona
- Member, Standing Committee, Episcopal Diocese of Arizona
- Member, Bishop's Council, Episcopal Diocese of Arizona
- Co-founder and convenor, Cruzando Fronteras Interfaith Border Ministry, Episcopal Diocese of Arizona
- Trainer, coach, and facilitator, Professional Development Unit, Arizona Department of Education
- Board member and secretary, Amphitheater Foundation, Tucson, Arizona
- Board member and president, Satori Schools, Tucson, Arizona
- Public school educator and administrator, Tucson, Arizona



BOARD OF TRUSTEES

CLERGY CANDIDATE

Name: The Reverend Richard Morgan

Address: 409 E Lancaster Avenue, Downingtown (19335)

Email: richard@sjecd.org

Parish/Association: St. James' Church, Downingtown

Deanery: Brandywine

Other Association:

Occupation: Priest in Charge, St James Downingtown



What motivated you to seek nomination for this committee? I would like to offer my I believe that as a member of the clergy in the Diocese it's important to give some of my time to our common life beyond my ministry in the parish. I'm interested in the practical and business aspects of church life and believe in the importance of stewarding our resources both for effective mission in the present and for long term sustainability as we look to be prepared for the future and so the work of the Board of Trustees interests me.

If nominated, what added value would you bring to the Diocese in moving the committee forward with God's work?

I'm an independent thinker and can be effective in groups in helping people think clearly about issues.

Please list relevant experiences, skills, and talents.

I have been ordained for 27 years and served in various parishes throughout that time. I've been involved with a number of different capital campaigns and building projects.



BOARD OF TRUSTEES

LAY CANDIDATE

Name: Jimmie Reed

Address: 7301 Germantown Avenue, Philadelphia (19119)

Email: Crummer2008@gmail.com

Parish: St. Luke's Church, Germantown

Deanery: Wissahickon

Other Associations: Accounting Warden (St. Luke's Church Germantown)

Occupation: Manager and Operator of Jimmie's Restaurant Group



What motivated you to seek nomination for this committee?

What motivated was the track record of the Church Foundation and how it has benefited my Parish. I am aligned with the goals and focus of the organization and want to use skills gained as a CEO of Little Jimmie's Restaurant Group, experience as President of East Mount Airy Neighbors Community organization that works closely with Philadelphia Foundation, pushing funds throughout Mount Airy, and experience as Vice-President of The Business Approval District of Mount Airy that manages over a \$50 million real estate tax database to help community projects.

If nominated, what added value would you bring to the Diocese in moving the committee forward with God's work?

I have been a Board Member for other organizations over the last 20 years. I have experience in chairing meetings and strategic solutions. My administrative experience and leadership skills will prove useful to the Board. My strengths are Finance, Community organizer to access funding, getting along well with others and problem solving. These skills, and my commitment to work, will be an asset to the Board. As a finance professional, I can:

- Represent the organization and serve as a spokesperson to educate parishes on the importance of endowments and funds, and planning for the future;
- Take an active part in the budget planning process; and
- Offer a broad knowledge of programs, policies, and implementation strategies.

I look forward to using my experience, educational qualifications, and skills towards a good cause. That is my stewardship: my Time, Talent and Treasure to my beloved Church body, St Luke Episcopal Church Germantown, The Diocese of Pennsylvania, and the Episcopal Church of America.

Please list relevant experiences, skills, and talents.

- Degree in business,
- Communication, Marketing and Sales
- Relationship-Management
- Project Management, Problem-Solving Skills
- Operations, strategic, accounting, and financial statements, administrative functions including payroll using spreadsheets.
- Assisted in preparing financial statements. Managed and prepared budgets, bookkeeping, payroll and financial statements and reports.
- Review monthly financial statements in the context of the annual budget.
- Review financial statements, debtors' payments, refunds, and adjustments.



CHURCH FOUNDATION

CLERGY CANDIDATE

Name: The Rev. Dr. Chaz Howard

Address: 542 Sussex Road, Wynnewood (19096)

Email: choward@upenn.edu

Parish: Philadelphia Episcopal Cathedral

Deanery: Schuylkill

Other Associations: Commission on Ministry

Occupation: Vice President and University Chaplain - University of Pennsylvania/Assisting Clergy - Philadelphia Episcopal Cathedral



What motivated you to seek nomination for this committee?

Over the years, I have had the joy of visiting and worshiping in several parishes and have been blessed with many cherished friendships with the individuals herein. So many of my friends in this Diocese have become family to me. Thus, when asked what motivates me to seek nomination for the Church Foundation Board, the answer is simply to give back and to show love to the Diocesan Family which has shown me so much love over the years. It has been a delight serving the Diocese through my work on the Commission on Ministry and through hosting Diocesan events at The Philadelphia Episcopal Cathedral with The Dean and the rest of the Cathedral staff and volunteers. I would consider it a great honor to serve you all and serve Christ in this new way through The Church Foundation Board.

If nominated, what added value would you bring to the Diocese in moving the committee forward with God's work?

I seek to bring a prayerful, kind, and caring presence to the committees and boards that I am blessed to serve on. I also try to gently encourage groups when making decisions to consider what the just and equitable option might be and how our work reflects God's love for those on the margins. I bring a wide range of relationships within the Diocese and throughout the area. And I bring more than twenty-years of ministerial experience and more than a decade of diverse board leadership.

Please list relevant experiences, skills, and talents.

I have been privileged to serve on a range of other boards including The Andover Newton Theological School, Heights Philadelphia, Raw Tools Philadelphia, and more. Likewise, in my role as University Chaplain and Vice President I am tasked with managing multi-million-dollar budgets as well as working closely with the individuals who are responsible for managing Penn's nearly thirty-billion-dollar endowment. Finally, I manage our family's investment portfolios, including retirement funds, as well as separate investments and holdings for my wife, myself, and our children.



CHURCH FOUNDATION CLERGY CANDIDATE

Name: The Reverend George Master

Address: 7 Azalea Lane, Media (19063)

Email: revgm@me.com

Parish: Church of the Good Shepherd, Hilltown

Deanery: Bucks

Other Associations: The Church Foundation Board, Property Committee of the Board of Trustees

Occupation: Rector, Good Shepherd Church, Hilltown

What motivated you to seek nomination for this committee?

I have been serving on the Church Foundation Board and have gained knowledge of how the Foundation works. I feel called to continue serving on the board in order to offer my skills and knowledge I have gained, particularly in the area of Real Estate. The Church Foundation, in addition to handling investments, also holds title to over twenty Real Estate properties on behalf of the Diocese and a number of our Parishes. It is the Foundation's responsibility to provide some oversight when a Parish or the Diocese chooses to dispose of their real property. In addition, as part of my service on the Real Estate and Insurance Committee, I have been serving on the committee that is working with the Church Insurance Company to provide the best and most affordable property and casualty insurance coverage both for our Diocese and our Parishes. I would like very much to continue this work for the benefit of all.



If nominated, what added value would you bring to the Diocese in moving the committee forward with God's work?

When I first ran for election to the Church Foundation Board, I stated that I believed that, as a Diocese, God was calling us to move into a new era, and we are definitely in that move. This is exciting and I am happy to be working for that goal. On the Board, I will continue to bring a perspective based on the work that I have been involved with in the past on both the Church Foundation and the Property Committee of the Board of Trustees, as well as other committees and boards of non-profit, housing corporations on which I have participated.

Please list relevant experiences, skills, and talents.

- Current Member of the Church Foundation Board and Member of the Executive and Real Estate and Insurance Committees.
- Current Member of the Property Committee of the Board of Trustees
- Previous Member of the Diocesan Finance Committee, Chair of the Property Subcommittee.
- Previous Board member of PathStone Corporation of Rochester, NY (a 75-million-dollar non-profit corporation developing affordable housing, providing education and job training, operating in seven states and Puerto Rico).
- Previous Chair of the Housing and Economic Committee of Board of PathStone Corporation and former member of their Finance Committee.
- Previous Board member of PathStone Alliance for Better Housing, Kennett Square, PA (a non-profit housing development corporation working to develop affordable housing in Pennsylvania).
- Seven years-experience as a Real Estate Broker in New York City prior to becoming a priest.



CHURCH FOUNDATION

LAY CANDIDATE

Name: Kathy Guerin

Address: 760 Audubon Drive, North Wales (19454)

Email: guerinkd@gmail.com

Parish: Trinity Church, Ambler

Other Associations:

Deanery: Wissahickon

Occupation: Retired

What motivated you to seek nomination for this committee?

In 2021, after 37 years in the financial services industry, I retired and was looking for meaningful volunteer work where I could give back and stay active. As Financial Warden for Trinity Episcopal Church, Ambler, I had the opportunity to meet Lori Daniels. She asked me if I would be interested in serving and I said yes. It would give me an opportunity to contribute using my professional skills and expertise. The Church Foundation provides a much-needed service to the churches within the Dioceses.



If nominated, what added value would you bring to the Diocese in moving the committee forward with God's work?

Prior to submitting my name for consideration, I spoke to four Board Members. They spoke to me about the Board's responsibilities and specific sub-committees. As a Financial Advisor, I am best suited for the Investment Committee. During my career, I was a Certified Financial Planner, a Registered Representative of several Broker/ Dealers and started my own Registered Investment Advisory Firm. My area of expertise was in comprehensive financial and retirement planning. This included knowledge in investments, insurance, taxes, and estate planning. I worked primarily with couples and families in setting short- and long-term goals and then implementing a coordinated strategy to reach those goals. I also developed investment portfolio models and implemented them using mutual funds and exchange traded Funds. As a business owner, I implemented technology into the Practice to build efficiencies, dealt with compliance issues, client management, marketing, and the hiring of employees. From my experience in the work world, as well as my experience serving on Vestry, I believe many parishes could be better served if they implemented more "best business practices" which would include professional investment tools and advice in helping them achieve their goals. The Church Foundation provides this service, and my background is suited for this mission.

Please list relevant experiences, skills, and talents.

Over my long work history, I was a middle school teacher, worked as a Sales Representative in the Textile Industry, and then got into the Financial Services Industry in 1984. I have people, organizational, and communication skills, that I learned from these three career choices which are important when working in any organization. I also love to plan! Whether it be planning a party, a road trip, or a financial plan for a client, I find the whole process to be exhilarating and fun!



CHURCH FOUNDATION

LAY CANDIDATE

Name: James Legh Pope

Address: 9506 Marstan Road, Philadelphia (19118)

Email: james.pope@comcast.net

Parish: St. Paul's Church, Chestnut Hill

Deanery: Wissahickon

Other Associations:

- Treasurer, Episcopal Diocese of Pennsylvania;
- Member, Board of Trustees, Episcopal Diocese of Pennsylvania;
- Trustee, Christmas Fund, Episcopal Diocese of Pennsylvania

Occupation: Retired

What motivated you to seek nomination for this committee?

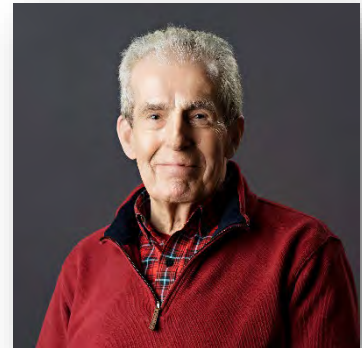
I have served as a board member of the Church Foundation for several years and have been a member of its Audit, Investment and HR committees. Working with other board members and ED Lori Daniels we have reviewed many accounts held by the Diocese and others to ensure that they are treated in accordance with the wishes of donors or testators and applicable laws.

If nominated, what added value would you bring to the Diocese in moving the committee forward with God's work?

in 2023 the Investment Committee, working with TCF staff have formed a Short-Term Fund which responds to needs expressed by many actual and potential investors. Work is also being done to create gift annuity products which will help parishes and the DioPA to gather longer term sums to support their work.

Please list relevant experiences, skills, and talents.

Since 1970 I had a career in public accounting and auditing, banking, investment and trust management, real estate and as a board member or chair of many companies. I have been Accounting Warden of our parish (twice), Treasurer of an independent primary school and CFO of another large K - 12 school. My training and experience provide a background from which I believe I can usefully contribute to the growth and development of TCF.





CHURCH FOUNDATION

LAY CANDIDATE

Name: Jimmie Reed

Address: 7301 Germantown Avenue, Philadelphia (19119)

Email: Crummer2008@gmail.com

Parish: St. Luke's Church, Germantown

Deanery: Wissahickon

Other Associations: Accounting Warden (St. Luke's Church Germantown)

Occupation: Manager and Operator of Jimmie's Restaurant Group



What motivated you to seek nomination for this committee?

What motivated was the track record of the Church Foundation and how it has benefited my Parish. I am aligned with the goals and focus of the organization and want to use skills gained as a CEO of Little Jimmie's Restaurant Group, experience as President of East Mount Airy Neighbors Community organization that works closely with Philadelphia Foundation, pushing funds throughout Mount Airy, and experience as Vice-President of The Business Approval District of Mount Airy that manages over a \$50 million real estate tax database to help community projects.

If nominated, what added value would you bring to the Diocese in moving the committee forward with God's work?

I have been a Board Member for other organizations over the last 20 years. I have experience in chairing meetings and strategic solutions. My administrative experience and leadership skills will prove useful to the Foundation. My strengths are Finance, Community organizer to access funding, getting along well with others and problem solving. These skills, and my commitment to work, will be an asset to the Foundation. As a finance professional, I can:

- Represent the organization and serve as a spokesperson to educate parishes on the importance of endowments and funds, and planning for the future;
- Take an active part in the budget planning process; and
- Offer a broad knowledge of programs, policies, and implementation strategies.

I look forward to using my experience, educational qualifications, and skills towards a good cause. That is my stewardship: my Time, Talent and Treasure to my beloved Church body, St Luke Episcopal Church Germantown, The Diocese of Pennsylvania, and the Episcopal Church of America.

Please list relevant experiences, skills, and talents.

- Degree in business,
- Communication, Marketing and Sales
- Relationship-Management
- Project Management, Problem-Solving Skills
- Operations, strategic, accounting, and financial statements, administrative functions including payroll using spreadsheets.
- Assisted in preparing financial statements. Managed and prepared budgets, bookkeeping, payroll and financial statements and reports.
- Review monthly financial statements in the context of the annual budget.
- Review financial statements, debtors' payments, refunds, and adjustments.



CHURCH FOUNDATION

LAY CANDIDATE

Name: Kathleen Stephenson

Address: 524 Pine Street, Philadelphia (19106)

Email: colstep@comcast.net

Parish: St. Peter's Church, Philadelphia

Deanery: Southwark

Other Associations:

Occupation: Retired

What motivated you to seek nomination for this committee?

My service on the Board of The Church Foundation is rewarding, interesting, and challenging. TCF officers do an important service and fulfill a vital role to the Diocese and to the parishes it serves. I welcome the opportunity of continued service.



If nominated, what added value would you bring to the Diocese in moving the committee forward with God's work?

Careful and attentive stewardship of Diocesan and parish assets is essential to ensuring success in realizing the potential God places in all of us to realize God's work.

Please list relevant experiences, skills, and talents.

My practice as a trust and estates attorney (now retired) provides insight into the fiduciary obligations of TCF. My experiences on my parish Vestry and as Rector's Warden as well as service on the Diocesan Board of Trustees and on the Clergy Assurance Fund provide insight into the potential and needs of the Church.



COMMISSION ON WELLNESS

CLERGY CANDIDATE

Name: The Reverend Andrea Gardner

Address: 2307 Redtail Road, Eagleville (19403)

Email: deaconandreagardner@gmail.com

Parish: Christ Church, Pottstown

Deanery: Valley Forge

Other Associations:

Occupation: Retired

What motivated you to seek nomination for this committee?

I would like to represent the diocese at convention and to provide good two-way communication.

If nominated, what added value would you bring to the Diocese in moving the committee forward with God's work?

I am not afraid to ask questions. I understand that I represent the members of the diocese not my personal opinions.

Please list relevant experiences, skills, and talents.

Province III. Synod Representative for Diocese of Southern Virginia Bishop's Council - Diocese of Southern Virginia
Province III ECW - elected secretary





COMMISSION ON WELLNESS

LAY CANDIDATE

Name: Rosemary (Penny) Baroli

Address: 300 Janet Avenue, Croydon (19021)

Email: austinandapples@yahoo.com

Parish: St. Paul's Church, Levittown

Deanery: Bucks

Other Associations:

Occupation: Retired

What motivated you to seek nomination for this committee?

Just want to give back to my church and help along the way, where needed.

If nominated, what added value would you bring to the Diocese in moving the committee forward with God's work?

To do God's work where he guides me and to help those who need it. I value my ability to be able to help others. I am honest, a hard worker and I never stop being there for others. I was a mentor. I am a mom, a wife, and Warden of St. Paul's Church. I need to help where God sends me.

Please list relevant experiences, skills, and talents.

I am able to travel. I have computer experience. I enjoy helping others and with a medical background I may be able to help others. I love to be helpful and to reach out to those in need.





CHRISTMAS FUND TRUSTEE

LAY CANDIDATE

Name: Rosemary (Penny) Baroli

Address: 300 Janet Avenue, Croydon (19021)

Email: austinandapples@yahoo.com

Parish: St. Paul's Church, Levittown

Other Associations:

Deanery: Bucks

Occupation: Retired

What motivated you to seek nomination for this committee?

For the goodness of our church. To be able to help our parishioners, and those in need. "CHRISTMAS" is the birth of Jesus, and to be able give back.

If nominated, what added value would you bring to the Diocese in moving the committee forward with God's work?

To follow the committee guidelines and be a help wherever needed. I am a good fundraiser. I have some skills for the computer. I just like to help those in need, and to be able to help others. I am a hard worker, and finish what I start.

Please list relevant experiences, skills, and talents.

- Computer skills;
- cook and bake;
- hard worker;
- I have a big heart and;
- I have a medical background





DISCIPLINARY BOARD

CLERGY CANDIDATE

Name: The Reverend Timothy A. Johnson

Address: 201 Crestline Drive, Kennett Square (19348)

Email: rector@adventks.org

Parish: Church of the Advent, Kennett Square

Deanery: Brandywine

Other Associations:

Occupation: The Episcopal Church of the Advent

What motivated you to seek nomination for this committee?

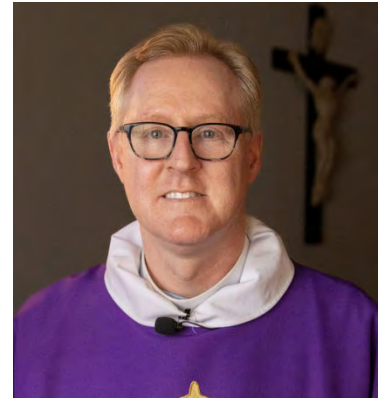
I am relatively new to the Episcopal Diocese of Pennsylvania, having been canonically resident since the fall of 2022. I came to this diocese from the Diocese of Washington, D.C., where I have served in ordained ministry for the past decade. I quickly found a home here in the Diocese of Pennsylvania, and I am grateful to our bishop, his staff, and my colleagues for the extraordinarily warm and gracious welcome I received. It is my heartfelt desire to give back to our diocesan family, and after much prayerful consideration and discernment, I felt called to consider serving on the Disciplinary Board. In my previous career prior to ordination, I frequently walked with colleagues through disciplinary proceedings, always with the goal of seeking a resolution that would be both fair and just to all concerned and that would also promote and facilitate healing when possible.

If nominated, what added value would you bring to the Diocese in moving the committee forward with God's work?

First and foremost, I will bring a strong commitment to fairness and justice to the Disciplinary Board and its work. As a priest who is new to this diocese, I am able to bring a fresh "set of eyes" and perspective to any and all situations presented to the board. I have the ability to listen deeply and impartially, and I am committed to considering all sides, perspectives, and evidence before settling on a decision or judgement. As followers of Jesus, I believe we are to pursue reconciliation and healing whenever possible in our pursuit of justice, and that Gospel call will shape and inform my work with the board.

Please list relevant experiences, skills, and talents.

Prior to my work ordination, I worked for more than a decade in public education as both a department chair and administrator. In the course of that work, I routinely managed, investigated, and addressed reports of employee misconduct and unacceptable performance. I frequently worked alongside teachers and administrators in developing performance improvement plans, and I routinely coached and mentored teachers in performance improvement and the attainment of set goals. In the case of reports of severe, egregious misconduct, I worked with building and district level administrators in the investigation of purported incidents and the determination of appropriate disciplinary action.





GENERAL CONVENTION ALTERNATE DEPUTY CLERGY CANDIDATE

Name: The Reverend Ben Capps

Address: 212 West Lancaster Avenue, Paoli (19301)

Email: ben@standrewschesco.org

Parish: St. Andrew's, West Vincent

Deanery: Brandywine

Other Associations: Commission on Ministry, Chair of Arrangements for Diocesan Convention

Occupation: Rector, Saint Andrew's Episcopal Church, West Vincent

What motivated you to seek nomination for this committee?

I believe that the Episcopal Church, through the power and guidance of the Holy Spirit and by the grace of God, can be a formidable source of hope, love, justice and light in a world that so often collapses into despair, hate, greed and darkness.

Although the work of General Convention may seem dull to some, I see it as a critical catalyst for the Church and a vitally unifying endeavor that sets the course for the work that must continue within the Episcopal Church in the name of Jesus for years to come. It would be an honor to represent our diocese as an alternate convention deputy.

If nominated, what added value would you bring to the Diocese in moving the committee forward with God's work?

My experience on a parish and diocesan level has given me the unique opportunity to see the many different contours of our diocese and the diverse set of challenges that our churches face. As an alternate convention deputy, if circumstances allowed me the opportunity to attend general convention, the experiences that I have had would allow me to represent the whole diocese, not just the small piece of the diocese that the church I currently serve inhabits.

Please list relevant experiences, skills, and talents.

- Rector, Saint Andrew's Episcopal Church, West Vincent (2022 - Current)
- Interim Priest in Charge, Saint Andrew's Episcopal Church, West Vincent (2021 - 2022)
- Associate Rector, Good Samaritan, Paoli (2018 - 2021)
- Chair of Good Samaritan Episcopal Day School (2018 - 2021)
- Chair of Convention Arrangements for Diocesan Convention (2022 - Current)
- Member of the Commission on Ministry (2020 - Current)
- Member of the Serviam Steering Committee (2020 - 2022)





GENERAL CONVENTION ALTERNATE DEPUTY
CLERGY CANDIDATE

Name: The Reverend Andrea Gardner

Address: 2307 Redtail Road, Eagleville (19403)

Email: deaconandreagardner@gmail.com

Parish: Christ Church, Pottstown

Deanery: Valley Forge

Other Associations:

Occupation: Retired

What motivated you to seek nomination for this committee?

I would like to represent the diocese at convention and to provide good two-way communication.

If nominated, what added value would you bring to the Diocese in moving the committee forward with God's work?

I am not afraid to ask questions. I understand that I represent the members of the diocese not my personal opinions.

Please list relevant experiences, skills, and talents.

Province III. Synod Representative for Diocese of Southern Virginia Bishop's Council - Diocese of Southern Virginia
Province III ECW - elected secretary





GENERAL CONVENTION ALTERNATE DEPUTY

CLERGY CANDIDATE

Name: The Reverend Jeff Moretzsohn

Address: 3 Rabbit Run Road, Malvern (19355)

Email: jeff@stpetersgv.org

Parish: St. Peter's Church In the Great Valley, Paoli

Deanery: Brandywine

Other Associations: Association of Episcopal Deacons, Iona Collaborative

Occupation: Deacon, St. Peter's Church In the Great Valley, Paoli

What motivated you to seek nomination for this committee?

After discussing the opportunity with a member of the nominating committee and GC Deputy, I felt as if my experience and skills lend themselves to working collaboratively with a group in discerning, legislating and implementing wise and reasoned actions intending to further the mission and ministry of the Episcopal Church. While able to see the big picture, I welcome the opportunity to work on and through the details necessary to realize the big picture.

If nominated, what added value would you bring to the Diocese in moving the committee forward with God's work?

While it remains to be seen if value will be "added", I offer the following skills to the committee:

- Thoughtful
- Reasoned
- Hard working
- Good listener
- Effective communicator.

Please list relevant experiences, skills, and talents.

- Vice Chair, Diocesan Council
- Diocesan Mission Planning Commission
- Archdeacon of Diocese of Pennsylvania
- Director of Diaconal Formation
- Diocesan Stewardship Committee
- Commission on Ministry
- Committee on Canons





GENERAL CONVENTION ALTERNATE DEPUTY CLERGY CANDIDATE

Name: The Reverend Kristen Ostendorf

Address: 616 Loch Alsh Avenue, Ambler (19002)

Email: kristen.ostendorf77@gmail.com

Parish: St. Christopher's Church, Gladwyne

Deanery: Merion

Other Associations:

Occupation: Curate, St. Christopher's Church, Gladwyne

What motivated you to seek nomination for this committee?

I seek to serve Christ through the wider church, particularly through General Convention. We are at a transitional point as a denomination, and our national body has the ability to speak to the world and the church about the hopes and needs of the world. I feel called to use my voice as a newer member of the clergy who spent a significant portion of her life as an adult lay person at this pivotal moment.

If nominated, what added value would you bring to the Diocese in moving the committee forward with God's work?

As a recent seminary graduate, I offer a unique perspective on the current state of clergy formation. COVID shaped my time in formation in a particular way. I believe the Holy Spirit can use me to help move the church forward, as I have experience teaching, learning, leading worship, and worshipping online. I have first-hand experience working in both resourced parishes, with those who are unsheltered, and in creation care ministries. I am eager to help address both the concerns of DIOPA and the national church using these experiences as a background from which to draw.

Please list relevant experiences, skills, and talents.

- Former journalist and editor
- Former educator (secondary social studies, English support instruction)
- Former curriculum writer, editor, and educational consultant
- Anti-racism facilitator for peers at the diocesan and parish levels, as well as among educators
- Founding member of the Pauli Murray Collective at General Theological Seminary, a group formed to support women and nonbinary people on campus
- Street outreach in Kensington, doing one-to-one pastoral care among those who are unsheltered and experiencing substance abuse disorder.
- Coordinator of the Spirituality in Nature Group program at St. Christopher's Church, part of the inaugural Episcopal cohort focusing on prayer and creation care
- Content and class creator/instructor on The Hive
- Youth ministry and children's ministry coordination, including church school, tween youth group and service, and vacation bible school
- Adult formation leadership experience - both organization and direct instruction





GENERAL CONVENTION ALTERNATE DEPUTY

LAY CANDIDATE

Name: Roberta Griffin Torian (Esq.)

Address: 27 Ridings Way, West Chester (19382)

Email: rgtorian@gmail.com

Parish: St. Francis in the Fields, Malvern

Deanery: Brandywine

Other Associations:

- Board of Trustees,
- The Church Foundation

Occupation: Corporate attorney (Retired)

What motivated you to seek nomination for this committee?

I would be honored to serve as an Alternate Deputy from this diocese to National Convention. As stated in my response to Question #2 below, I have been very active in diocesan matters since I was a teenager in the Diocese of Connecticut. Serving as an Alternate Delegate for the Diocese of Pennsylvania would give me the opportunity to expand my service to the Diocese of Pennsylvania and gain an understanding of the actions, priorities, deliberations, and governance of the national church which would inform my continued service to this Diocese. If elected to serve as an Alternate Delegate, I would do all that would be required to support the Diocesan Delegates to National Convention. I would complete all recommended preparations for National Convention and use my best efforts to be a faithful representative of this Diocese.

If nominated, what added value would you bring to the Diocese in moving the committee forward with God's work?

The value I would bring is that of a dedicated servant of God, the Episcopal Church, and the Diocese of Pennsylvania. As a "cradle Episcopalian" I began serving in my home diocese of Connecticut as a teenager. In this diocese, I served in various capacities over many years, including: Board of Trustees, President, The Church Foundation, Executive Committee Diocesan Council, Executive Committee Church Training and Deaconess House, President In my own parishes, I served on Vestry and Finance Committees at St. Lukes Germantown and St. Francis-in-the-Fields, Malvern. These varied experiences give me insight into the perspectives and priorities of this Diocese which would allow me to have meaningful conversations with the Diocesan delegation for which I would serve as a support, regarding the effect on the Diocese of Pennsylvania of matters arising at National Convention.

Please list relevant experiences, skills, and talents.

In addition to my decades of experience serving this Diocese, as set out in Question #2 above, I have extensive experience in attending national conferences and understand the protocols, being a presenter at numerous conferences, analyzing extensive complex data as a corporate attorney, excellent interpersonal skills, the ability to listen and discern other perspectives and intentions and evaluate how they affect the priorities I represent, in this case, the priorities of the Episcopal Diocese of Pennsylvania. Further, I have a strong desire and willingness to serve this Diocese in the capacity of Alternate Deputy to National Convention.





NOMINATING COMMITTEE

LAY CANDIDATE

Name: John R. Wallace

Address: 665 Bonnybrook Avenue, Collegeville (19426)

Email: wallaj3@gmail.com

Parish: Washington Memorial Chapel, Valley Forge

Deanery: Valley Forge

Other Associations: Diocesan Council

Occupation: Residential Designer - Gardner/Fox Associates, Bryn Mawr PA

What motivated you to seek nomination for this committee?



It was a great privilege to serve the Diocese as Alternate Lay Deputy during the 80th General Convention in 2022, and I came away tremendously inspired by the work being done there and the opportunity to connect with members of the Church from diverse backgrounds, while also sharing some of the good work being done here in Pennsylvania. Serving as an alternate deputy in Baltimore provided a valuable opportunity to understand how General Convention operates (admittedly under the revised protocols of the COVID pandemic), and I found that I really enjoyed the fast pace, multiscalar nature, cordial disagreement, prayerful discernment, and unexpected grace-filled moments of Convention. Consequently, I would be honored to continue in this role during the 81st General Convention.

If nominated, what added value would you bring to the Diocese in moving the committee forward with God's work?

I came to the Episcopal Church in college as an LGBTQ+ person and the son of a female pastor in the ELCA, and as a result provide a rather unique perspective - which may be of value to the deputation, especially in considering how proposed resolutions would be implemented ?on the ground.? Serving at Washington Memorial Chapel in public-facing roles over the past several years has also given me the opportunity to see the life of the Church from a broader perspective, particularly in articulating to guests how the Episcopal Church works. Having studied architecture, and with a secular vocation in architectural design, I am used to the fast pace and quick turnaround times which are a part of life at General Convention, and I would be able to put many of the skills I use in my daily work to use in the service of our deputation. Finally, as a relatively young adult, I am committed to keeping in mind how the work of General Convention will continue to shape the Ground as we continue to grow together through the 21st century and beyond.

Please list relevant experiences, skills, and talents.

- Alternate Lay Deputy, General Convention (2022)
- Associate Member, General Convention Under-40 Caucus (2022-present)
- Vestry, Washington Memorial Chapel (2017-2020, 2021-2024)
- Diocesan Council Representative, Valley Forge Deanery (2018-2024)
- Member, Diocesan LGBTQIA+ Committee (2022-present)



NOMINATING COMMITTEE

LAY CANDIDATE

Name: John R. Wallace

Address: 665 Bonnybrook Avenue, Collegeville (19426)

Email: wallaj3@gmail.com

Parish: Washington Memorial Chapel, Valley Forge

Other Associations: Diocesan Council

Deanery: Valley Forge

Occupation: Residential Designer - Gardner/Fox Associates, Bryn Mawr PA

What motivated you to seek nomination for this committee?



I was asked to consider standing for election to the Nominations Committee by Christopher Hart, and, after careful consideration, have agreed to do so because I believe in the importance of the Committee's work. In Baptism we are called "to seek and serve Christ in all persons, loving [our] neighbor as [our]self," and one of the most important aspects of the Committee is not only articulating the needs of the Diocese, but also helping to raise up people with diverse backgrounds, talents, and spiritual gifts to serve Christ in our neighbors, both within and beyond the Diocese. The Nominations Committee has done much good work over the years to advance the work of full inclusion in the life of the Church, and I would be honored to assist in continuing that critical work in our Diocese.

If nominated, what added value would you bring to the Diocese in moving the committee forward with God's work?

Serving my parish, my deanery, and on Diocesan Council over the past several years, I have been blessed to see firsthand the good work being done around the Diocese, and to cultivate relationships with new friends from diverse backgrounds within the Diocese and across the wider Church. As an architectural designer, my daily vocation calls me to seek new solutions to longstanding problems, help people see issues from a different perspective, and handle the intricacies and minutiae that arise throughout the process - skills which are critical in the work of the Nominating Committee. And, as a member of the LGBTQ+ community, I am committed to ensuring that our Diocese reflects the full and tremendous diversity of the Church.

Please list relevant experiences, skills, and talents.

- Vestry, Washington Memorial Chapel (2017-2020, 2021-2024)
- Diocesan Council Representative, Valley Forge Deanery (2018-2024)
- Member, Diocesan LGBTQIA+ Committee (2022-present)
- Alternate Lay Deputy, General Convention (2021)
- Associate Member, General Convention Under-40 Caucus (2021-present)



STANDING COMMITTEE

CLERGY CANDIDATE

Name: The Reverend Phillip Geliebter

Address: 616 Loch Alsh Avenue, Ambler (19002)

Email: tssftau@gmail.com

Parish: Free Church of St. John, Philadelphia

Deanery: Pennypack

Other Associations: Third Order of the Society of St Francis

Occupation: Police Detective



What motivated you to seek nomination for this committee?

I believe that the Standing Committee could benefit from a diaconal voice. I am a firm believer that our charge as deacons and my personal experience of having "interpreted to the Church the needs, concerns, and hopes of the world as well as looking for Christ in all others, being ready to help and serve those in need, would be especially helpful on the Standing Committee. Additionally, as a deacon, and for two decades prior to that I have worked ministries on the edges of the empire walking with some of the most disenfranchised of our siblings in Philadelphia.

If nominated, what added value would you bring to the Diocese in moving the committee forward with God's work?

I have worked within structured and hierarchical environments while at the same time working with unstructured and often chaotic environments, giving me a unique perspective on institutional life. I have been able to use my experience as a Navy Corpsman, Philadelphia Fire Department Paramedic, and a law enforcement officer (all very hierarchical organizations) to navigate the intricacies of city, state, and church organizations and structures to assist some of the most vulnerable in our society. Prior to becoming a deacon, I worked as a volunteer for over a decade with the St. Francis Inn In Kensington which is a multi-faceted ministry serving the disenfranchised of the area. I currently am on the outreach team for The Clare Project, which is mendicant ministry that works in partnership with the Catholic Worker Free Clinic. As an outreach team member, I go out on the street and into encampments to serve our siblings and connect them with the structures within our society that may help them the best and provide pastoral care and creature comforts. I have had training for critical stress incident debriefings working with emergency services personnel in Montgomery County after they have been involved in traumatic incidents.

I believe that these experiences - both secular and church related - would be helpful to the Standing Committee and the Diocese.

Please list relevant experiences, skills, and talents.

- Board Member, Episcopal Community Services
- Board Member, The Kindle Hill Foundation
- Philadelphia Fire Department Chaplain
- Member of the Montgomery County Critical Incident Team
- Third Order Franciscan
- Past board member of The Philly Unknown Project
- Past member of Chapter (governing board) of the Third Order of the Society of St Francis, Province of the Americas
- Former Lay Chaplain St Christopher's Hospital for Children



STANDING COMMITTEE

CLERGY CANDIDATE

Name: The Reverend Michael Ruk

Address: 10 Chapel Road, New Hope (18938)

Email: michael@stphilipsnewhope.org

Parish: St. Philip's Church, New Hope

Deanery: Bucks

Other Associations:

Occupation: Rector, St. Philip's Church, New Hope

What motivated you to seek nomination for this committee?

Coming out of the pandemic, the Church and the Diocese is in a time of discernment and refocusing itself to do the Gospel's mission. We have to acknowledge where we are as the Church in this present time, so we can move forward. I am motivated to seek a second term on Standing Committee to embrace our reality and to adapt to our every changing world. I believe, we as a Diocese and Christianity as a whole is at a unique point in history. The world and the Church are changing at a rapid pace and the ways of doing Church are also changing. I feel called to help the diocese embrace this moment and move forward in Faith. I would also like to see the Diocese encourage its many unique voices for ministry. It is only by seeking out Christians of a variety of ages, locations, cultures, economics, and viewpoints will we strengthen our Gospel message. I would like to help make those forgotten stories heard and empowered.



If nominated, what added value would you bring to the Diocese in moving the committee forward with God's work?

I have served twenty years of ordained ministry in smaller parishes in three different churches in the Diocese of Pennsylvania. Each of these parishes thrived because of the hard work and the creativity of the communities, rather than traditional paid staffs or large budgets. I have worked in a yoked church arrangement for six years and other creative ways in doing Church. I have also served as the dean of Bucks County's eighteen churches. Most of the deanery does ministry outside of the traditional model of one priest, one parish. I see these new ways of doing ministry as the future and would like to bring these experiences to the wider diocese so we can proclaim the Gospel more effectively.

Please list relevant experiences, skills, and talents.

- Dean of Bucks Deanery
- Cathedral Chapter
- Delaware Valley Interfaith Council
- Holy Land Pilgrimage
- FACT (Fighting AIDS Continually Together)
- New Hope Chamber of Commerce



CHURCH ATTORNEY

CANDIDATE

Name: Deborah Stambaugh

Biography: After serving in the role of Intake Officer for several years, Ms. Stambaugh was elected as Church Attorney by the 2020 Diocesan Convention of the Episcopal Diocese of Pennsylvania. She has been engaged to represent clergy outside the Diocese of Pennsylvania responding to Title IV allegations. The safety of the Church is Ms. Stambaugh's priority. She believes that rigorous investigation of all credible allegations can be fulfilled while exemplifying a high degree of prayerfulness, professionalism, courtesy, and respect towards our clergy. She provides annual training for the Disciplinary Board and emphasizes that all Title IV officials should maintain independent decision-making, professionalism, and willingness to self-study.



Secretary of Convention

To elect Henry Njenga to serve as Secretary of the 2023 Convention

Number of Votes Cast Number of Votes Required (Simple Maj.)
272 137

Resolved	Option	Number of Votes	Percent of Votes
Yes	Yes	270	99.26%
	No	2	0.74%

Certified by Judge of Elections:

At. Emmanuel W. Kilampon, CFC

Date:

Oct 21. 2023

Vote by Acclamation

This vote allows all un-contested positions open for election be approved by acclamation of the 240th Diocesan Convention.

Number of Votes Cast Number of Votes Required (Simple Maj.)
288 145

Resolved	Option	Number of Votes	Percent of Votes
Yes	Yes	285	98.96%
	No	3	1.04%

Certified by Judge of Elections:

R. Emmanuel Williams, CFC

Date:

Oct 21, 2023

Board of Trustees - Clergy

Please choose 2 persons to serve on the Board of Trustees for the open clergy positions.

Number of Votes Cast	Number of Votes Required (Simple Maj.)
0	0

Resolved	Name	Number of Votes	Percent of Votes
	The Rev. Ernst Galaz	0	0.00%
	The Rev. Richard Morgan	0	0.00%

APPROVED BY ACCLAMATION

Certified by Judge of Elections:

St. Emmanuel Williams, CFC

Date:

Oct 21, 2023

Board of Trustees - Lay

Please choose up to 2 persons to serve on the Board of Trustees for the open lay positions.

Number of Votes Cast Number of Votes Required (Simple Maj.)
0 0

Resolved	Name	Number of Votes	Percent of Votes
	Jimmie Reed	0	0.00%
	Gregory Maughan	0	0.00%

APPROVED BY ACCLAMATION

Certified by Judge of Elections:

J. Emmanuel Williams, CFC

Date:

Oct 21, 2023

Church Foundation Board - Clergy

Please ratify the following clergy nominees to be submitted from the 2023 convention to serve on the Church Foundation.

The Rev. Dr. Chaz Howard

The Rev. George Master

Number of Votes Cast	Number of Votes Required (Simple Maj.)
269	135

Resolved	Option	Number of Votes	Percent of Votes
Yes	Yes	266	98.88%
	No	3	1.12%

Certified by Judge of Elections:

H. Emmanuel Williamson, CFC

Date:

Oct 21, 2023

Church Foundation Board - Lay

Please ratify the following lay nominees to be submitted from the 2023 convention to serve on the Church Foundation.

Kathy Guerin
James Legh Pope
Jimmie Reed
Kathleen Stephenson

Number of Votes Cast Number of Votes Required (Simple Maj.)
278 140

Resolved	Option	Number of Votes	Percent of Votes
Yes	Yes	272	97.84%
	No	6	2.16%

Certified by Judge of Elections:

R. Emmanuel Williams, CFC

Date:

Oct 21, 2023

Disciplinary Board - Clergy

Please choose up to 3 persons to serve on the Disciplinary Board for the open clergy positions.

Number of Votes Cast	Number of Votes Required (Simple Maj.)
0	0

Resolved	Name	Number of Votes	Percent of Votes
	The Rev. Timothy A. Johnson	0	0.00%
	The Rev. Dr. Mike Sowards	0	0.00%
	The Rev. Paul Gitimu	0	0.00%

APPROVED BY ACCLAMATION

Certified by Judge of Elections:

R. Emmanuel Williams, DFC

Date:

Oct 21, 2023

Disciplinary Board - Lay

Please choose up to 2 persons to serve on the Disciplinary Board for the open lay positions.

Number of Votes Cast Number of Votes Required (Simple Maj.)
281 141

Resolved	Name	Number of Votes	Percent of Votes
Yes	Joshua Castano	199	70.82%
Yes	Dale Cranmer	145	51.60%
	Jay Newlin	135	48.04%

Certified by Judge of Elections:

H. Emmanuel Williamson, CFC

Date:

Oct 21, 2023

Nominations Committee -Clergy

Please choose up to 5 persons to serve on Nominations Committee for the open clergy positions.

Note: Two clergy terms are for one- year unexpired terms.

Number of Votes Cast	Number of Votes Required (Simple Maj.)
0	0

Resolved	Name	Number of Votes	Percent of Votes
	The Rev. Andrea Gardner	0	0.00%
	The Rev. Kevin Dellaria	0	0.00%
	The Rev. Patricia Cashman	0	0.00%

Uncontested: By Acclamation

Certified by Judge of Elections:

H. Emmanuel Williams, C.A.

Date:

Oct 21, 2023

Nominations Committee - Lay

Please choose up to 2 persons to serve on Nominations Committee for the open lay positions.

Number of Votes Cast Number of Votes Required (Simple Maj.)
0 0

Resolved	Name	Number of Votes	Percent of Votes
	John R. Wallace	0	0.00%

Uncontested: By Acclamation

Certified by Judge of Elections:

J. Emmanuel Williams

Date:

Oct 21, 2023

Christmas Fund - Lay

Please choose up to 2 persons to serve on the Christmas Fund for the open lay positions.

Number of Votes Cast Number of Votes Required (Simple Maj.)
0 0

Resolved	Name	Number of Votes	Percent of Votes
	Rosemary (Penny) Baroli	0	0.00%
	Karen Ragland	0	0.00%

Uncontested: By Acclamation

Certified by Judge of Elections:

Fr. Emmanuel Williamson

Date:

Oct 21. 2023

Commission on Wellness - Clergy

Please choose 2 persons to serve on the Commission on Wellness for the open clergy positions.

Number of Votes Cast Number of Votes Required (Simple Maj.)
0 0

Resolved	Name	Number of Votes	Percent of Votes
	The Rev. Carol Anthony	0	0.00%
	The Rev. Rob Baldwin	0	0.00%

Uncontested: By Acclamation

Certified by Judge of Elections:

A. Emmanuel Williamson

Date:

Oct. 21, 2023

Commission on Wellness - Lay

Please choose up to 3 persons to serve on the Commission on Wellness for the open lay positions.

Number of Votes Cast Number of Votes Required (Simple Maj.)
0 0

Resolved	Name	Number of Votes	Percent of Votes
	Rosemary (Penny) Baroli	0	0.00%

Uncontested: Approved by Acclamation

Certified by Judge of Elections:

J. Emmanuel Williams

Date:

Oct. 21. 2023

General Convention Deputy - Clergy Finals

Please choose up to 6 persons to serve as General Convention Alternates or the open clergy positions.

Note: There are two vacancies for Deputies, the two persons with the highest votes will become Deputies and the remaining four will be the alternates.

Resolved	Name	Number of Votes - Lay	Number of Votes - Clergy	Notes
Yes	The Rev. Andrea Gardner	122	65	Ballot 1: Deputy
Yes	The Rev. Kristen Ostendorf	113	62	Ballot 1: Deputy
Yes	The Rev. Emily Zimbrick-Rogers	106	57	Ballot 1: Alternate 1
	The Rev. Beth Hollingshead	134	4th ballot, Top 3: combined houses	Alternate 2
	The Rev. Samual Murangi	120	4th ballot, Top 3: combined houses	Alternate 3
	The Rev. Ben Capps	103	4th ballot, Top 3: combined houses	Alternate 4

Certified by Judge of Elections:

J. Emmanuel Williams

Date:

Oct 21, 2023

Ballot 1: General Convention Deputy - Clergy

Please choose up to 6 persons to serve as General Convention Alternates or the open clergy positions.

Note: There are two vacancies for Deputies, the two persons with the highest votes will become Deputies and the remaining four will be the alternates.

Results By: Lay

Number of Votes Cast: 176

Number of Votes Required (Simple Maj.) : 89

Resolved	Name	Number of Votes	Percent of Votes
Yes	The Rev. Andrea Gardner	122	69.32%
Yes	The Rev. Kristen Ostendorf	113	64.20%
Yes	The Rev. Emily Zimbrick-Rogers	106	60.23%
	The Rev. Beth Hollingshead	81	46.02%
	The Rev. Daniel Moore	78	44.32%
	The Rev. Samual Murangi	78	44.32%
	The Rev. Jeff Moretzsohn	75	42.61%
	The Rev. Ben Capps	74	42.05%
	The Rev. Jordan Casson	70	39.77%
	The Rev. Joshua Caler	48	27.27%
	The Rev. Eric Hungerford	45	25.57%

Results By: Clergy

Number of Votes Cast: 105

Number of Votes Required (Simple Maj.) : 53

Resolved	Name	Number of Votes	Percent of Votes
Yes	The Rev. Andrea Gardner	65	61.90%
Yes	The Rev. Kristen Ostendorf	62	59.05%
Yes	The Rev. Ben Capps	58	55.24%
Yes	The Rev. Samual Murangi	57	54.29%
Yes	The Rev. Emily Zimbrick-Rogers	57	54.29%
	The Rev. Jordan Casson	48	45.71%
	The Rev. Jeff Moretzsohn	43	40.95%
	The Rev. Daniel Moore	41	39.05%
	The Rev. Eric Hungerford	39	37.14%
	The Rev. Beth Hollingshead	38	36.19%
	The Rev. Joshua Caler	35	33.33%

Ballot 2: General Convention Deputy - Clergy

Results By: Lay

Number of Votes Cast: 176

Number of Votes Required (Simple Maj.) : 89

Resolved	Name	Number of Votes	Percent of Votes
	The Rev. Beth Hollingshead	87	49.43%
	The Rev. Samual Murangi	78	44.32%
	The Rev. Ben Capps	74	42.05%
	The Rev. Jordan Casson	65	36.93%
	The Rev. Daniel Moore	53	30.11%
	The Rev. Jeff Moretzsohn	50	28.41%
	The Rev. Joshua Caler	35	19.89%
	The Rev. Eric Hungerford	34	19.32%

Results By: Clergy

Number of Votes Cast: 108

Number of Votes Required (Simple Maj.) : 55

Resolved	Name	Number of Votes	Percent of Votes
	The Rev. Ben Capps	54	50.00%
	The Rev. Samual Murangi	54	50.00%
	The Rev. Beth Hollingshead	38	35.19%
	The Rev. Jeff Moretzsohn	37	34.26%
	The Rev. Jordan Casson	36	33.33%
	The Rev. Eric Hungerford	27	25.00%
	The Rev. Daniel Moore	26	24.07%
	The Rev. Joshua Caler	25	23.15%

Ballot 3: General Convention Deputy - Clergy

Results By: Lay

Number of Votes Cast: 159

Number of Votes Required (Simple Maj.) : 80

Resolved	Name	Number of Votes	Percent of Votes
Yes	The Rev. Beth Hollingshead	87	54.72%
Yes	The Rev. Samual Murangi	84	52.83%
	The Rev. Ben Capps	58	36.48%
	The Rev. Jeff Moretzsohn	43	27.04%
	The Rev. Daniel Moore	41	25.79%
	The Rev. Jordan Casson	39	24.53%
	The Rev. Joshua Caler	22	13.84%
	The Rev. Eric Hungerford	20	12.58%

Results By: Clergy

Number of Votes Cast: 88

Number of Votes Required (Simple Maj.) : 45

Resolved	Name	Number of Votes	Percent of Votes
	The Rev. Samual Murangi	40	45.45%
	The Rev. Ben Capps	39	44.32%
	The Rev. Beth Hollingshead	35	39.77%
	The Rev. Jordan Casson	25	28.41%
	The Rev. Jeff Moretzsohn	23	26.14%
	The Rev. Daniel Moore	20	22.73%
	The Rev. Eric Hungerford	18	20.45%
	The Rev. Joshua Caler	13	14.77%

Ballot 4: General Convention Deputy - Clergy

Number of Number of Votes Required (Simple Maj.)
219 110

Resolved	Name	Number of Votes	Percent of Votes
Yes	The Rev. Beth Hollingshead	134	61.19%
Yes	The Rev. Samual Murangi	120	54.79%
	The Rev. Ben Capps	103	47.03%
	The Rev. Jordan Casson	62	28.31%
	The Rev. Jeff Moretzsohn	60	27.40%
	The Rev. Eric Hungerford	36	16.44%

General Convention Deputy - Lay

Please choose up to 4 persons to serve as General Convention Alternates for the open lay positions.

Number of Votes Cast Number of Votes Required (Simple Maj.)
279 140

Resolved	Name	Number of Votes	Percent of Votes	Notes:
	Roberta Griffin Torian (Esq.)	209	74.91%	Alternate 1
	John R. Wallace	70	25.09%	Alternate 2

Uncontested: For Ranking Purposes Only

Certified by Judge of Elections:

J. Emmanuel Williams

Date:

Oct 21, 2023

Standing Committee - Clergy

Please choose 1 person to serve on the Standing Committee for the open clergy position.

Results By: Lay

Number of Votes Cast: 176

Number of Votes Required (Simple Maj.) : 89

Resolved	Name	Number of Votes	Percent of Votes
Yes	The Rev. Michael Ruk	97	55.11%
	The Rev. Philip Geliebter	79	44.89%

Results By: Clergy

Number of Votes Cast: 107

Number of Votes Required (Simple Maj.) : 54

Resolved	Name	Number of Votes	Percent of Votes
Yes	The Rev. Michael Ruk	54	50.47%
	The Rev. Philip Geliebter	53	49.53%

The Rev. Michael Ruk: Elected

Certified by Judge of Elections:

H. Emmanuel Williamson

Date:

Oct. 21, 2023

Standing Committee - Lay

Please choose 1 person to serve on the Standing Committee for the open lay position.

Results By: Lay

Number of Votes Cast: 184

Number of Votes Required (Simple Maj.) : 93

Resolved	Name	Number of Votes	Percent of Votes
Yes	Liz Wendt	125	67.93%
	Dave Dixon	30	16.30%
	Thomas McGinnis	17	9.24%
	Robert MacMillan	12	6.52%

Results By: Clergy

Number of Votes Cast: 104

Number of Votes Required (Simple Maj.) : 53

Resolved	Name	Number of Votes	Percent of Votes
Yes	Liz Wendt	73	70.19%
	Dave Dixon	19	18.27%
	Thomas McGinnis	7	6.73%
	Robert MacMillan	5	4.81%

Liz Wendt: Elected

Certified by Judge of Elections:

R. Emmanuel Williams

Date:

Oct 21, 2023

Church Attorney

Please select one person to serve as the Church attorney.

Number of Votes Cast	Number of Votes Required (Simple Maj.)
0	0

Resolved	Name	Number of Votes	Percent of Votes
	Deborah Stambaugh	0	0.00%

Uncontested: By Acclamation

Certified by Judge of Elections:

M. Emmanuel Williams

Date:

Oct. 21, 2023

Budget

RBUD-2024 Vote to approve the 2024 Budget.

Number of Votes Cast Number of Votes Required (Simple Maj.)
267 134

Resolved	Option	Number of Votes	Percent of Votes
Yes	Yes	230	86.14%
	No	37	13.86%

Certified by Judge of Elections:

A. Emmanuel Williamson

Date:

Oct 21, 2023

Resolution on Clergy Compensation

RB-2024 Vote to approve the Resolution on Clergy Compensation 2024

Number of Votes Cast Number of Votes Required (Simple Maj.)
265 133

Resolved	Option	Number of Votes	Percent of Votes
Yes	Yes	260	98.11%
	No	5	1.89%

Certified by Judge of Elections:

J. Emmanuel Williams

Date:

Oct. 31, 2023

R-4 Convention Practices

Amends standing order regarding annual convention agenda to conform to actual practice.

Number of Votes Cast	Number of Votes Required (67%)
242	162.1

Resolved	Option	Number of Votes	Percent of Votes
Yes	Yes	240	99.17%
	No	2	0.83%

Certified by Judge of Elections:

H. Emmanuel Williamson

Date:

Oct. 21, 2023

R-5 General Convention Proposal

Approaching General Convention concerning discriminatory rule over Palestinians in Israel and the occupied Palestinian Territories.

Number of Votes Cast	Number of Votes Required (Simple Maj.)
259	130

Resolved	Option	Number of Votes	Percent of Votes
Yes	No	139	53.67%
	Yes	120	46.33%

Certified by Judge of Elections:

J. Emmanuel Williams

Date:

Oct. 21, 2023

R-6 Resolution on Bishops Address

R-6 Resolution to inform and enable clergy and laity to respond to substance use disorders manifest in the diocese and communities.

Number of Votes Cast Number of Votes Required (Simple Maj.)
195 98

Resolved	Option	Number of Votes	Percent of Votes
Yes	Yes	187	95.90%
	No	8	4.10%

Certified by Judge of Elections:

J. Emmanuel Williams

Date:

Oct. 21, 2023

R-7 Resolution on Bishops Address

That the 240th Convention of the Episcopal Diocese of Pennsylvania joins with Archbishop Hosam Naoum, Anglican Archbishop of Jerusalem, in condemning all acts of violence and killings, especially of civilians and the innocent. And we advocate for a just and comprehensive peace for all living for all who live here.

Number of Votes Cast Number of Votes Required
196 99

Resolved	Option	Number of Votes	Percent of Votes
	Yes	189	96.43%
	No	7	3.57%

Certified by Judge of Elections:

A. Emmanuel Williamson

Date:

Oct 21, 2023



Report on Clergy Canonically Resident and Eligible to Vote

**The Rev. Joshua Aalan
The Rev. Mary Adebonojo
The Rev. Mark Ainsworth
The Rev. Yesenia Alejandro
The Rev. William Allen
The Rev. Richard Alton
The Rev. Lucy Amerman
The Rev. David Anderson
The Rev. Samuel Andoh
The Rev. Kathryn Andonian
The Rev. Carol Anthony
The Rev. Kyle Babin
The Rev. Josephine Baker
The Rev. Rob Baldwin
The Rev. Barbara Ballenger
The Rev. Allen Bartlett
The Rev. Judith Beck
The Rev. Phillip Bennett
The Rev. Vivian Bennett
The Rev. Charles Bennison
The Rev. Arlette Benoit Joseph
The Rev. David Beresford
The Rev. Kirk Berlenbach
The Rev. Beverly Berry
The Rev. Dennis Bingham
The Rev. Christopher Bishop
The Rev. Eric Bond
The Rev. Charles Brinkman
The Rev. Rodger Broadley
The Rev. Robert Brown
The Rev. Judith Buck-Glenn
The Rev. Kenneth Bullock
The Rev. Johnine Byrer
The Rev. Joshua Caler
The Rev. David Canan
The Rev. Benjamin Capps**

**The Rev. Peter Carey
The Rev. Stacey Carmody
The Rev. John Carpenter
The Rev. Patricia Cashman
The Rev. Jordan Casson
The Rev. Jonathan Clodfelter
The Rev. Robert Coble
The Rev. Howard Cole
The Rev. Dennis Coleman
The Rev. Gerald Collins
The Rev. Elizabeth Colton
The Rev. Donna Constant
The Rev. Ernest Curtin
The Rev. Edward Cutler
The Rev. Lynn Czarniecki
The Rev. Joel Daniels
The Rev. Robert Davidson
The Rev. Charles Davidson
The Rev. Angus Davis
The Rev. Bancroft Davis
The Rev. William Deane
The Rev. Sherry Deets
The Rev. Kevin Dellaria
The Rev. Nancy Deming
The Rev. Jose Diaz
The Rev. Albert Dickinson
The Rev. Joseph Dietz
The Rev. Nancy Dilliplane
The Rev. Richard Ditterline
The Rev. Timothy Dobbins
The Rev. William Duffey
The Rev. Stanley Dull
The Rev. Carol Duncan
The Rev. Lucy Dure
The Rev. Maurice Dyer
The Rev. Elizabeth Eisenstadt-Evans**



The Rev. Phillip Ellsworth
The Rev. Thomas Eoyang
The Rev. Sandra Etemad
The Rev. Haydn Evans
The Rev. James Evans
The Rev. Lori Exley
The Rev. Christopher Exley
The Rev. Phillip Fackler
The Rev. Diane Faison
The Rev. Richard Fenn
The Rev. Charles Flood
The Rev. Susann Fox
The Rev. William Fulks
The Rev. Sharline Fulton
The Rev. David Funkhouser
The Rev. Wilda Gafney
The Rev. Henry Galganowicz
The Rev. John Gardner
The Rev. Andrea Gardner
The Rev. Timothy Gavin
The Rev. Phillip Geliebter
The Rev. Asha George Guiser
The Rev. Joseph German
The Rev. Michael Giansiracusa
The Rev. Richard Giles
The Rev. Paul Gitimu
The Rev. Jane Gober
The Rev. Ludwick Gooding
The Rev. Donald Graff
The Rev. Hilary Greer
The Rev. Timothy Griffin
The Rev. Allen Guelzo
The Rev. Kim Guiser
The Rev. Daniel Gutierrez
The Rev. Marlene Haines
The Rev. Judith Haley-Ray
The Rev. Dana Hall
The Rev. Daniell Hamby

The Rev. Autumn Hardenstine
The Rev. Thomas Hargrove
The Rev. Paul Harris
The Rev. Konrad Palmer Hartl
The Rev. Nancy Hauser
The Rev. Richard Hawkins
The Rev. Sarah Hedgis
The Rev. Theodore Henderson
The Rev. Maria Herrera
The Rev. Terrence Highland
The Rev. Beth Hixon
The Rev. David Hockensmith
The Rev. Melford Holland
The Rev. Beth Hollingshead
The Rev. Charles Howard
The Rev. Eric Hungerford
The Rev. Paul Hunt
The Rev. Annie Hurtt
The Rev. David Hyatt
The Rev. Betsy Ivey
The Rev. Stephen Jacobson
The Rev. Bruce Jacobson
The Rev. Nazareno Javier
The Rev. Ronald Jaynes
The Rev. Dorothy Jessup
The Rev. Ethan Jewett
The Rev. Nora Johnson
The Rev. Timothy Johnson
The Rev. Jo Ann Jones
The Rev. Karen Kaminskas
The Rev. John Keefer
The Rev. Andrew Kellner
The Rev. Arthur Kelly
The Rev. Lisa Keppeler
The Rev. Linda Kerr
The Rev. Catherine Kerr
The Rev. Flora Keshgegian
The Rev. Edward Kessler



The Rev. Carl Knapp
The Rev. Frank Knight
The Rev. Harriet Kollin
The Rev. Elizabeth Kostic
The Rev. Peter Kountz
The Rev. Sean Lanigan
The Rev. Jill Laroche Wilson
The Rev. Richard Larsen
The Rev. Denise Leo
The Rev. Barbara Lewis
The Rev. James Ley
The Rev. Steven Lindsay
The Rev. James Littrell
The Rev. Dennis Lloyd
The Rev. Otto Lolk
The Rev. Donna Maree
The Rev. Keith Marsh
The Rev. Robin Martin
The Rev. George Master
The Rev. Koshy Mathews
The Rev. Glenn Matis
The Rev. H Kenneth Mccaslin
The Rev. Thomas McClellan
The Rev. Bonnie Mccrickard
The Rev. Mary Mccullough
The Rev. Alexander Mccurdy
The Rev. Malcolm McGuire
The Rev. Renee Mckenzie-Hayward
The Rev. Jill Mcnish
The Rev. Judith Meckling
The Rev. Maryjo Melberger
The Rev. Robert Mellon
The Rev. Joseluis Memba
The Rev. Mary Mertz
The Rev. Christopher Micklewright
The Rev. John Midwood
The Rev. Isaac Miller
The Rev. Robert Miller

The Rev. Joy Mills
The Rev. Elsa Mintz
The Rev. Sadie Mitchell
The Rev. Jonathan Mitchican
The Rev. Thomas Monnat
The Rev. Christopher Moore
The Rev. Daniel Moore
The Rev. Stephen Moore
The Rev. Jeffrey Moretzsohn
The Rev. E Michael Morgan
The Rev. Richard Morgan
The Rev. David Morris
The Rev. Kell Morton
The Rev. Christine Mottl
The Rev. Sean Mullen
The Rev. Samuel Murangi
The Rev. Jeremiah Mustered
The Rev. Domenic Ndai
The Rev. Samuel Ndungu
The Rev. Alan Neale
The Rev. Levine Nelson
The Rev. Pamela Nesbit
The Rev. Abigail Nestlehutt
The Rev. Mark Nestlehutt
The Rev. Michael Newman
The Rev. Christina Nord
The Rev. John Obenchain
The Rev. Patricia Oglesby
The Rev. Daniel Olsen
The Rev. Kristen Ostendorf
The Rev. Marjorie Oughton
The Rev. Kwabena Owusu-Afriyie
The Rev. Laura Palmer
The Rev. Michael Palmisano
The Rev. Mariclaire Partee Carlsen
The Rev. Deborah Payson
The Rev. Michael Pearson
The Rev. Modayil Philips



The Rev. Clifford Pike
The Rev. James Proud
The Rev. Hillary Raining
The Rev. Doris Rajagopal
The Rev. Brian Rallison
The Rev. Thomas Reed
The Rev. William Reid
The Rev. Paul Reid
The Rev. William Rex
The Rev. Susan Richards
The Rev. Emily Richards
The Rev. Susan Richardson
The Rev. Robert Ritchie
The Rev. Anne Ritchings
The Rev. Christine Ritter
The Rev. David Rivers
The Rev. Joseph Rivers
The Rev. Barbara Rivers
The Rev. David Robinson
The Rev. Terence Roper
The Rev. Michael Ruk
The Rev. Glenda Ruppe-Melnyk
The Rev. Timothy Safford
The Rev. Joseph Schaller
The Rev. Christopher Schwenk
The Rev. Robin Schwoyer
The Rev. Danna Segal
The Rev. James Shannon
The Rev. Warren Shaw
The Rev. Martini Shaw
The Rev. William Shepherd
The Rev. Earl Shiley
The Rev. Geoffrey Simpson
The Rev. Peter Sipple
The Rev. Sean Slack
The Rev. John Smart
The Rev. Lula Smart
The Rev. Richard Smiraglia

The Rev. Edwin Smith
The Rev. Richard Smith
The Rev. H Gregory Smith
The Rev. Robin Smith
The Rev. Winston Smith
The Rev. Toneh Smyth
The Rev. Stephen Snider
The Rev. John Sorensen
The Rev. William Sowards
The Rev. James Squire
The Rev. James Stambaugh
The Rev. Timothy Steeves
The Rev. Louis Steffenhagen
The Rev. Nancy Stroh
The Rev. Daniel Stroud
The Rev. Lara Stroud
The Rev. Peter Stube
The Rev. Judith Sullivan
The Rev. Callie Swanlund
The Rev. Marie Swayze
The Rev. Robert Tate
The Rev. Phyllis Taylor
The Rev. James Taylor
The Rev. Louis Temme
The Rev. Tommy Thompson
The Rev. Edward Thompson
The Rev. Darrell Tiller
The Rev. Barbara Tobin
The Rev. Gail Tomei
The Rev. Douglas Tompkins
The Rev. Joyce Tompkins
The Rev. Peter Vanderveen
The Rev. Anthony Vanucci
The Rev. Samantha Vincent-Alexander
The Rev. Richard Vinson
The Rev. John Wallace
The Rev. Joseph Wallace-Williams
The Rev. Benjamin Wallis



The Rev. Frank Wallner
The Rev. James Walton
The Rev. Shawn Wamsley
The Rev. Thomas Wand
The Rev. Kristin Waskowicz Woods
The Rev. Elliott Waters
The Rev. Paula Wehmiller
The Rev. Barbara Welch
The Rev. Winston Welty
The Rev. Rachel Wenner Gardner
The Rev. Deirdre Whitfield
The Rev. John Whitnah
The Rev. Lorna Williams
The Rev. Randolph Williamson
The Rev. Emmanuel Williamson
The Rev. Kenneth Wissler
The Rev. Nancy Wittig
The Rev. William Wood
The Rev. James Wynn
The Rev. Emily Zimbrick-Rogers
The Rev. Albert Zug



Report on Clergy Not Eligible to Vote but having a Seat and Voice

The Rev. Joshua Barrett Tracey
The Rev. John Bartle
The Rev. Alan Broadhead
The Rev. Christian Brocato
The Rev. Reed Carlson
The Rev. Morsal Collier
The Rev. John Daniels
The Rev. Josiah Daniels
The Rev. Andrew Paul Davison
The Rev. Terence DiNovo
The Rev. Sarah Dunn
The Rev. Daren Evans
The Rev. Harold Evans
The Rev. Todd Foster
The Rev. Clark French
The Rev. Nina George-Hacker
The Rev. Judith Greene
The Rev. David Robert Greene
The Rev. Raymond Harbort
The Rev. Ethan Jewett
The Rev. Robert Kirkpatrick
The Rev. Justin Lanier
The Rev. David Laquintano

The Rt. Rev. Edward Lee
The Rev. Jean Marcucci Sachs
The Rev. Julia McKeon
The Rev. Claudia Merritt
The Rev. Stephen Njenga
The Rev. Sushil Pakyanadhan
The Rev. Edwin Pease
The Rev. Edward Rix
The Rev. MacIvan Rogers
The Rev. Virginia Sheay
The Rev. James Shelly
The Rev. Winnie Smith
The Rev. Alistair So-schoos
The Rev. Thomas Szczerba
The Rev. William Thiele
The Rev. Nancy Webb Stroud
The Rev. Richard Ullman
The Rev. Geofferey West
The Rev. Marcia Wilkinson
The Rev. Desmond Williams
The Rev. Prince Williams



New Clergy Calls in the Diocese of Pennsylvania

The Rev. Carol Anthony	Vicar	Church of the Advocate, Philadelphia
The Rev Robert Baldwin	Rector	Trinity, Solebury
The Rev. Joshua Barrett	Priest-in-Charge	Church of the Redeemer, Springfield
The Rev. David Beresford	Interim Rector	Church of the Messiah, Gwynedd
The Rev. John Daniels	Priest-in-Charge	Church of the Holy Nativity, Rockledge and St. Paul's, Elkins Park
The Rev. Sarah Dunn	Associate Rector	St. David's, Radnor
The Rev. Phillip Ellsworth	Interim Priest-in-Charge	Good Samaritan, Paoli
The Rev. Daren Evans	Associate Rector	St. Thomas African Episcopal Church, Philadelphia
The Rev. Tyrone Fowlkes	Canon for Congregational Life	The Philadelphia Episcopal Cathedral
The Rev. Dana Hall	Priest-in-Charge	Trinity Memorial, Philadelphia
The Rev. Ethan Jewett	Priest-in-Charge	St. George St. Barnabas, Philadelphia
The Rev. Tim Johnson	Rector	Church of the Advent, Kennett Square
The Rev. Andrew Kellner	Rector	St. Asaph's, Bala Cynwyd
The Rev. Chris Micklewright	Clergy-in-Charge	Gloria Dei Episcopal Church, Philadelphia
The Rev. Richard Morgan	Interim Priest-in-Charge	St. James, Downingtown
The Rev. Kristen Ostendorf	Curate	St. Christopher's, Gladwyne
The Rev. Winnie Smith	Associate Rector	Church of the Redeemer, Bryn Mawr
The Rev. Louis Steffenhagen	Clergy-in-Charge	Church of the Epiphany, Royersford
The Rev. Tom Szczerba	Associate Rector	St. David's, Radnor
The Rev. Samantha Vincent-Alexander	Rector	Christ Church, Philadelphia
The Rev. Emily Zimbrick-Rogers	Interim Priest in-Charge-	St Mary's Hamilton Village, Philadelphia



Postulants and Candidates for Holy Orders in the Diocese of Pennsylvania

Diaconate

Elizabeth Brickle
Renee Coleman
Kyle Evans
Christine Fantuzzo
Richard “Jonesy” Lerch

James Massey
Robbin McCarthy
Sue Moran
Deneed Raysor
Bob Smith

Priesthood

Kathryn Brossa
Deborah Brown
Amy Crawford
James Curcione
Emily Given
Sue Hammer
Anne Alexis Harra

Madeleine Harris
Evelyn Partridge
Tanya Regli
Louis Steffenhagen
Thomas Swain

Newly Ordained to the Diaconate in the Diocese of Pennsylvania

The Rev. Stacy Carmody
The Rev. Joseph German
The Rev. Beth Hollingshead
The Rev. Christopher Micklewright

The Rev. Andrea Morgan
The Rev. Kristen Ostendorf
The Rev. Kristin Wascowicz Woods

Newly Ordained Priests in the Diocese of Pennsylvania

The Rev. Christopher Schwenk
The Rev. Dana Hall

St. John’s at Diocesan Center
Trinity Memorial Church



*Living into our calling of
who we should be today
and in the future.*

2024 DRAFT BUDGET



The Episcopal Diocese
of Pennsylvania

*And God is able to bless you
abundantly, so that in all
things at all times, having all
that you need, you will abound
in every good work.*

~2 Corinthians 9:8

EVERY DAY, WE ARE SERVING YOU.

Not just Sunday but every day, your diocesan staff are out with your churches to facilitate change and provide support. For churches without clergy, they also lead worship and help vestries find stability and vitality.

Our commitment has not changed: canons on staff are out in the field 80 percent of their time to ensure we are there before problems arise and to be a trusted partner in our churches' growth.

We remain focused on the Gospel. Politics has no place in addressing pain and poverty. This diocese has helped, and will continue to help, churches offering help to the stranger.



New building for Church of the Epiphany, Royersford

WE ARE FOCUSED ON IMPACT. BIG IMPACT.

Providing stability, empowering churches and being innovative...this is who we are. Recognized as one of the leading dioceses in The Episcopal Church, we believe this historic diocese not only has a revolutionary past but a transformative future.

We create replicable programs for churches to use at no or little cost - Wellness Centers, City Camp, etc. - freeing them from initial start-up and leading to a deeper connection with their communities.

Through our Casting Nets program, we provide proven methods for creating change. By utilizing Datastory, churches have access to proprietary information on their potential church audience to assist in making decisions about ministry and outreach. Serviam, which provides free online training to everyone in our diocese, serves as the home for all resources for our parishes and leaders.

The diocese's Media Center is open to all for free training and to enhance sharing the Gospel via technology. Our digital disciple program provides freelance talent - at a very low cost to us, free to our churches - to solve issues of technology and connection.

Because of our success, we saw an increase in priests wanting to serve here. And, we have hosted other dioceses looking to see how we work, provided tours of our Media Center and coached other dioceses on the Casting Nets process.



Depaul USA



LGBTQIA gathering



Digital disciples



Celebration of new ministry

OUR REACH GOES BEYOND OUR BORDERS.

We are taking an increasingly active role throughout the Anglican Communion.

As part of the Communion we have established a covenantal relationship with the Diocese of Navajoland for our youth that goes beyond just conventional mission trips. This life-giving relationship is also reflected in our work with the Diocese of Jerusalem and the Princess Basma Centre.

We also have relationships with the Diocese in Wales, Mexico, Kenya, Amazon, Mauri in New Zealand, and Tanzania. Bishop Gutiérrez is president of the Compass Rose Society which is the largest funding organization for outreach in the Communion.

This work is not for accolades – though we certainly appreciate them – but to strengthen the Communion and extend our collective reach for the proclamation of the Gospel of Jesus Christ.



Covenant with Jerusalem



Navajoland youth pilgrimage



Holy Land pilgrimage

WE RUN LEAN, CONSISTENTLY RE-ENVISIONING TO BETTER HELP YOU GROW.

What comes into the Offices of the Diocese, goes out.

No other diocese of our size devotes so many staff and resources to providing direct service to help churches grow. Period. This continues to be a main focus for us.

In 2019, we reorganized staff positions to continue our focus on growth and development for our churches. We continue that focus today, shifting and reimagining what is needed.

Where it makes sense, we have delegated some programs to our churches allowing them the freedom to make decisions about direction while still providing support.



Dreaming and re-envisioning

WE ARE LEADING THE WAY THROUGH FOLLOWING CHRIST, BEING INNOVATIVE.

Our main focus continues to be changing the church so that people can more readily encounter God and all God's beloved can find a place of belonging.

Through a revolution of the heart, we are transforming this historic diocese to embody the heart of Christ. A church of the poor, compassionate and merciful.

Through partnerships with public entities and private investors, we are enabling churches to realize revenue without losing their sanctuaries. The creation of the Development Committee by the Board of Trustees is assisting churches in redevelopment and sustainability.

Looking ahead to 2024, we are focused on:

- Creation of an administrative hub that will free up churches to focus on spreading the Gospel.
- Planting house churches.
- Establishing creative ministries around issues of immigration, refugee resettlement and animal care.
- Adoption of Serviam by other dioceses, adding content and users.

By challenging conventional wisdom, we are living into our calling of who we should be today and in the future.



Media Center



Tech Help



Anti-Gun Violence Work



City Camp



Revivals

ORGANIZED PRIORITIES

Our budget and is organized into three main areas:

Empowering Churches (\$1,124,208),

which refers to the resources our churches need to continue to serve their members.

This includes:

- **Adjunct staff.** 80% of senior staff's (canons) time is in the field to lead worship services, vestry meetings and retreats; review and provide assistance on budgeting; and provide consults and training on site.
- **Youth programming,** which includes providing City Camp in underserved areas of the diocese, pilgrimission trips, safe church training and more.
- **Creation of ministries that support our churches** and their communities. This includes cultural ministries, outreach and anti-poverty grants, and grants for new and creative parish ministry.
- **Demographic software and tools.** Datastory provides a detailed statistical look into our neighborhoods and gives churches insight on how to engage.

Stabilization and Growth (\$2,031,723),

which supports current churches and clergy and the creation of new churches and new people. This includes:

- **Restarting churches and re-envisioning what church can be.** Building on our past success, we will continue to establish churches in the diocese. This work will be supported by Casting Nets, Serviam, and consultation from your diocesan staff.
- **Church Plants,** in traditional and non-traditional models, these new ministries may be in storefronts or homes; but we will continue to spread the Gospel in our neighborhoods.
 - Creation of churches that serve affinity groups – people that love animals, people living with autism, etc.
 - Creation of a church that serves immigrants.
- **Acts 2 Churches, which continue to reach and serve our underserved siblings in Christ.** These outposts are able to have full time clergy support, because of our collective commitment to their ministries.
- **Cultivate and recruit new deacons,** continuing with our goal of ordaining 60 deacons in six years.
- **Diocesan Council Program Grants** for churches that support bilingual ministry, music workshops, feeding and clothing ministries, discipleship and Christian education, and summer programs.
- **Medical Assistance for retired clergy.**
- **Financial Assistance for clergy,** providing help for emergency medical needs, unexpected hardships, and crisis relief.
- **Mission Committee Grants** that help with emergency repairs and with church infrastructure, especially when it impinges on church ministry.

**Serviam: 275
active users and
growing**

Fostering Innovation (\$1,095,933),

which supports creative approaches to strengthening our missions and ministry.

- **New Churches, creating ministries** that serve immigrants and welcome animal lovers.
- **Serviam**, the online portal for formation, education and resources that was created through a partnership with Villanova University. We expect to have 500 new learners by 2023.
- **Media Center**, which provides equipment loans, space for production, courses in editing and more.
- **Technology grants**, that allow for the purchase of equipment to enable reaching more people online, supporting digital evangelism.
- **Technology and communications assistance** to spread the Gospel. This includes development of church web sites; onsite assistance with livestreaming.
- **Onsite Wellness Centers**, in our churches which provide free healthcare to the communities around our churches.
- **Growth and Development Grants**. The only program of its kind to provide \$30k grants to individual churches in order to complete small capital improvement projects in order to further their ability to do ministry.

*\$2.7 million given
out for innovation
(over last 5 years)*

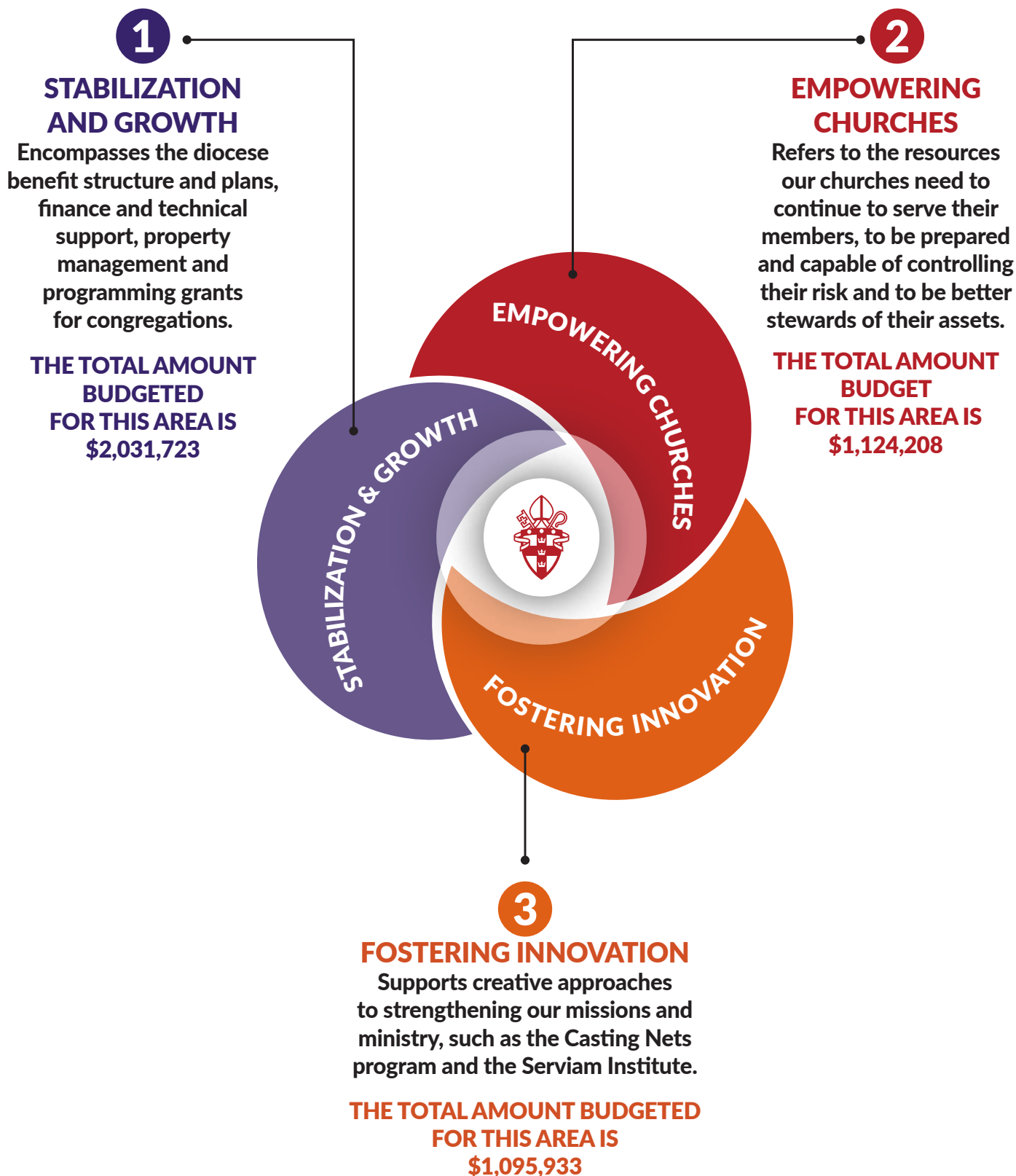
*119 Churches
Received
Technology Grants*

Supporting the Broader Church (\$882,000)

- **TEC Assessment**. Our gift to The Episcopal Church, supports ministries around the world that are focused on evangelism and committed to racial reconciliation and creation care. Ministries that reach youth, military, missionaries and refugees. This also supports church pension and insurance. TEC gives millions of dollars in grants to support growing the church through new plants.
- **Global Partnerships**. This diocese extends its footprint where there is need. This includes partnerships and covenantal relationships through the Anglican communion including the Episcopal Church in Navajoland, Jerusalem, Llandaff, and Kenya.



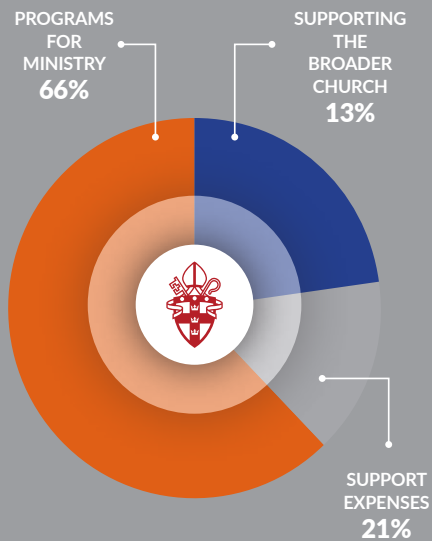
OVERVIEW



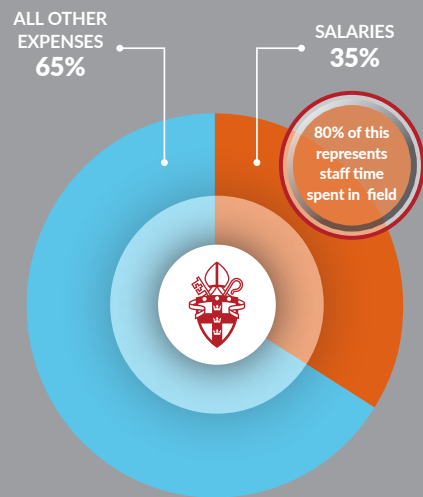
OVERVIEW

BUDGET 2024 EXPENSES

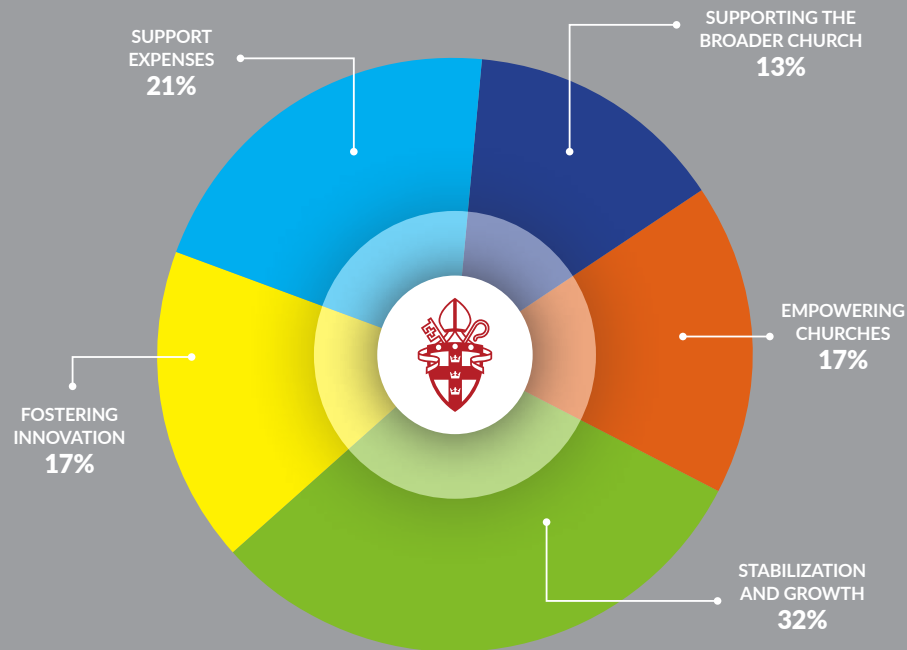
2024 EXPENSE ALLOCATIONS



2024 SALARY & OTHER EXPENSES



2024 EXPENSES



The Episcopal Diocese of Pennsylvania Statement of Activities

	Actual 2022	Budget 2022	Budget 2023	Proposed Budget 2024	Variance
Revenues					
Sacred Gifts	\$2,422,351	\$2,628,200	\$2,943,600	\$3,159,700	\$ 216,100
Less-Allowance for Non-Payment	-	(105,100)	(117,700)	(126,400)	(8,700)
Net Sacred Gifts	\$2,422,351	\$2,523,100	\$2,825,900	\$3,033,300	\$ 207,400
Endowment Distribution	\$2,944,366	\$2,960,300	\$3,132,500	\$2,959,300	\$(173,200)
Allocated Endowment Distribution	39,648	-	43,000	43,000	-
Total Endowment Distribution	\$2,984,014	\$2,960,300	\$3,175,500	\$3,002,300	\$(173,200)
Other Revenue					
Endowment Transfers	\$ 266,131	\$ -	\$ -	\$ -	\$ -
Dedicated Mission Revenue	236,909	54,800	330,800	334,100	3,300
Other Revenue - Special	98,400	94,400	94,400	106,400	12,000
Transfers from Closed Church Prop. Fund	231,457	200,000	-	-	-
Total Other Revenue	\$ 832,897	\$ 349,200	\$ 425,200	\$ 440,500	\$ 15,300
Total Revenues	\$6,239,262	\$5,832,600	\$6,426,600	\$6,476,100	\$ 49,500
Expenses					
Supporting the Broader Church					
Pledge to The Episcopal Church (TEC)	\$ 828,249	\$ 923,000	\$ 896,500	\$ 862,000	\$ (34,500)
Anglican Ministries	18,342	20,000	20,000	20,000	-
Total Supporting the Broader Church	\$ 846,591	\$ 943,000	\$ 916,500	\$ 882,000	\$ (34,500)
Programs for Ministry					
Empowering Churches					
Diocesan Bishop's Office	\$ 97,521	\$ 87,467	\$ 101,280	\$ 109,333	\$ 8,053
Canons for Growth & Support and Mission	394,367	371,920	392,460	383,875	(8,585)
Youth Ministries	128,707	132,000	117,000	67,000	(50,000)
Software Support for Churches	-	-	20,000	20,000	-
Diocesan Center Facilities	225,841	200,000	220,000	200,000	(20,000)
Diocesan Convention & Events	174,403	99,000	70,000	150,000	80,000
Diocesan Ministries	134,135	146,000	197,000	194,000	(3,000)
Total Empowering Churches	\$1,154,974	\$1,036,387	\$1,117,740	\$1,124,208	\$ 6,468
Stabilization and Growth					
Diocesan Bishop's Office	\$ 97,521	\$ 87,467	\$ 101,280	\$ 109,333	8,053
Finance & IT	183,954	192,250	198,050	218,250	20,200
Property Manager	101,440	132,000	162,800	108,640	(54,160)
Chaplains to the Retired Clergy	19,525	18,000	18,000	19,500	1,500
Acts 2 Churches - Vicars	493,223	656,600	668,200	718,300	50,100
New Ministries - Vicars & Plants	95,704	118,000	123,000	90,000	(33,000)
Clergy Financial Assistance & Sabbatical Leave	117,292	110,000	110,000	110,000	-
Program Grants to Congregations	92,246	100,000	150,000	150,000	-
Retired Clergy Medical Assistance	228,464	300,000	300,000	230,000	(70,000)
Transition Office	196,832	244,700	248,400	277,700	29,300
Total Stabilization and Growth	\$1,626,201	\$1,959,017	\$2,079,730	\$2,031,723	\$ (48,007)
Fostering Innovation					
Diocesan Bishop's Office	\$ 97,521	\$ 87,467	\$ 101,280	\$ 109,333	8,053
Communications	317,768	270,000	304,500	342,600	38,100
Feeding Ministries & Wellness Centers	-	20,000	30,000	5,000	(25,000)
Growth Development Fund Grants	195,191	-	300,000	300,000	-
Support for Congregations	111,362	50,000	50,000	60,000	10,000
BoT Mission Grants	164,013	-	-	250,000	250,000
Technology Grants	59,736	-	-	-	-
Serviam Institute	34,500	24,000	36,000	24,000	(12,000)
Support for Innovation & Creativity	-	20,000	20,000	5,000	(15,000)
Total Fostering Innovation	\$ 980,091	\$ 471,467	\$ 841,780	\$1,095,933	\$ 254,153
Total Programs for Ministry	\$3,761,266	\$3,466,870	\$4,039,250	\$4,251,865	\$ 212,615
Support Expenses					
Diocesan Bishop's Office	\$ 154,947	\$ 105,600	\$ 115,960	\$ 139,500	23,540
Canon to the Ordinary's Office & Admin. Support	452,102	467,780	479,140	378,325	(100,815)
Finance & IT	183,954	192,250	198,050	218,250	20,200
Property Manager	25,360	33,000	40,700	27,160	(13,540)
Legal, Professional & Audit	328,303	155,000	155,000	142,000	(13,000)
Operations	357,740	260,000	305,000	266,000	(39,000)
Closed Church Property	304,343	200,000	175,000	170,000	(5,000)
Total Support Expenses	\$1,806,748	\$1,413,630	\$1,468,850	\$1,341,235	\$(127,615)
Total Expenses	\$6,414,605	\$5,823,500	\$6,424,600	\$6,475,100	\$ 50,500
Net Surplus (Deficit)	\$ (175,343)	\$ 9,100	\$ 2,000	\$ 1,000	\$ (1,000)

Sacred Ask 2022 – Normal Operating Income (NOI)

CHURCH NAME SACRED ASK ANALYSIS 2022	2022 NOI	2022 ASK	% OF NOI	UNPAID	PAID	PAID % OF NOI
Church of the Advent, Hatboro	\$186,012	\$12,432	6.68%	-	\$12,432	6.68%
African Episcopal Church of St. Thomas, Overbrook	697,368	61,914	8.88%	900	61,014	8.75%
All Hallows' Church, Wyncote	321,833	15,991	4.97%	-	15,991	4.97%
All Saints', Fallsington	54,905	3,780	6.88%	-	3,780	6.88%
All Saints', Norristown	213,731	8,881	4.16%	-	8,881	4.16%
All Saints', Rhawnhurst	106,132	4,224	3.98%	-	4,224	3.98%
All Saints', Torresdale	720,077	37,857	5.26%	-	37,857	5.26%
All Saints', Wynnewood	431,865	15,524	3.59%	-	15,524	3.59%
St. Mary's At Calvary Church, Elverson	3,600	951	26.41%	951	-	0.00%
Calvary-St. Augustine Church, Philadelphia	136,741	13,766	10.07%	1,147	12,619	9.23%
Resurrection, Rockdale, Aston	150,049	11,912	7.94%	-	11,912	7.94%
Christ Church and St. Michael's, Philadelphia	67,582	3,811	5.64%	3,811	-	0.00%
Christ Church, Ithan, Villanova	366,487	21,427	5.85%	-	21,427	5.85%
Christ Church, Media	418,109	28,002	6.70%	-	28,002	6.70%
Christ Church, Philadelphia	1,253,997	60,194	4.80%	-	60,194	4.80%
Christ Church, Pottstown	337,161	13,500	4.00%	-	13,500	4.00%
Christ Church, Ridley Park	567,083	32,672	5.76%	-	32,672	5.76%
Christ Church, Upper Merion (Old Swedes), Bridgeport	31,897	5,477	17.17%	-	5,477	17.17%
Church of Our Saviour, Huntingdon Valley	115,191	9,590	8.32%	3,000	6,590	5.72%
Church of St. Andrew and St. Monica, Philadelphia	195,847	9,701	4.95%	-	9,701	4.95%
Church of St. Asaph, Bala Cynwyd	430,036	17,127	3.98%	-	17,127	3.98%
Church of St. Augustine Of Hippo, Norristown	38,990	2,901	7.44%	2,901	0	0.00%
Church of St. James The Greater, Bristol	101,134	5,504	5.44%	600	4,904	4.85%
Church of St. James, Kingsessing, Philadelphia	232,666	11,958	5.14%	7,508	4,450	1.91%
Church of St. John The Evangelist, Essington	58,889	6,159	10.46%	-	6,159	10.46%
Church of St. Luke and Epiphany, Philadelphia	516,845	23,091	4.47%	-	23,091	4.47%
Church of St. Martin-in-the-Field, Chestnut Hill	1,016,832	79,769	7.84%	-	79,769	7.84%
Church of the Advent, Kennett Square	548,265	52,310	9.54%	-	52,310	9.54%
Church of the Annunciation, Philadelphia	101,802	4,542	4.46%	-	4,542	4.46%
Church of the Ascension, Parkesburg	78,271	5,324	6.80%	-	5,324	6.80%
Church of the Epiphany, Royersford	99,300	6,336	6.38%	-	6,336	6.38%
Church of the Good Samaritan, Paoli	1,752,185	133,969	7.65%	-	133,969	7.65%
Church of the Good Shepherd, Rosemont	337,232	14,334	4.25%	-	14,334	4.25%
Church of the Holy Apostles and the Mediator, Phila	218,725	8,758	4.00%	-	8,758	4.00%
Church of the Holy Apostles, Penn Wynne, Wynnewood	295,403	21,287	7.21%	-	21,287	7.21%
Church of the Holy Nativity, Rockledge	318,866	10,746	3.37%	-	10,746	3.37%
Church of the Holy Nativity, Wrightstown	90,639	6,764	7.46%	1,764	5,000	5.52%
Church of the Holy Spirit, Harleysville	514,141	26,200	5.10%	-	26,200	5.10%
Church of the Holy Trinity, Rittenhouse Square	940,480	80,000	8.51%	25,000	55,000	5.85%
Church of the Holy Trinity, West Chester	369,740	43,546	11.78%	16,746	26,800	7.25%
Church of the Incarnation, Morrisville	172,164	8,247	4.79%	-	8,247	4.79%
Church of the Messiah, Gwynedd	545,155	38,973	7.15%	-	38,973	7.15%
Church of the Redeemer, Andalusia	30,600	2,460	8.04%	-	2,460	8.04%
Church of the Redeemer, Bryn Mawr	1,742,647	88,173	5.06%	-	88,173	5.06%
Church of the Redeemer, Springfield	181,047	12,144	6.71%	-	12,144	6.71%
Church of the St. Alban, Roxborough, Philadelphia	132,981	7,534	5.67%	-	7,534	5.67%
Emmanuel Church, Quakertown	51,271	2,949	5.75%	2,449	500	0.98%
Emmanuel-Resurrection Church, Holmesburg, Philadelphia	111,312	7,394	6.64%	7,394	-	0.00%
Free Church of St. John, Philadelphia	9,878	1,984	20.08%	1,984	-	0.00%
Memorial Church of the Advocate, Philadelphia	87,200	7,969	9.14%	7,969	-	0.00%
Gloria Dei Church, Philadelphia	315,250	18,052	5.73%	-	18,052	5.73%
Good Shepherd Church, Hilltown	141,732	7,775	5.49%	-	7,775	5.49%
Grace Church and the Incarnation, Philadelphia	145,882	3,450	2.36%	-	3,450	2.36%
Grace Church, Hulmeville	138,343	8,358	6.04%	-	8,358	6.04%
Grace Epiphany Church, Mt. Airy	73,675	8,183	11.11%	6,683	1,500	2.04%
Holy Comforter, Drexel Hill	164,048	9,223	5.62%	-	9,223	5.62%
Holy Innocents St. Paul's Church, Tacony	226,561	5,063	2.23%	-	5,063	2.23%
House of Prayer, Philadelphia	30,684	1,818	5.92%	1,818	-	0.00%
Incarnation Holy Sacrament Church, Drexel Hill	211,151	11,031	5.22%	4,201	6,830	3.23%
La Iglesia de Cristo Y San Ambrosio, Philadelphia	50,001	2,903	5.81%	2,903	-	0.00%
Memorial Church of St. Luke, Philadelphia	208,225	9,625	4.62%	-	9,625	4.62%
Memorial Church of the Good Shepherd, East Falls	271,084	13,443	4.96%	-	13,443	4.96%
Nevil Memorial Church of St. George, Ardmore	442,901	20,563	4.64%	-	20,563	4.64%
Redemption, Southampton	160,756	7,915	4.92%	7,915	-	0.00%

Sacred Ask 2022 – Normal Operating Income (NOI)

CHURCH NAME SACRED ASK ANALYSIS 2022	2022 NOI	2022 ASK	% OF NOI	UNPAID	PAID	PAID % OF NOI
Philadelphia Cathedral, Philadelphia	1,079,139	45,165	4.19%	-	45,165	4.19%
St. Alban's, Newtown Square	411,290	17,006	4.13%	-	17,006	4.13%
St. Andrew's Church, Yardley	416,058	20,195	4.85%	-	20,195	4.85%
St. Andrew's, West Vincent, Glenmoore	227,801	15,740	6.91%	-	15,740	6.91%
St. Andrew's-in-the-Field, Somerton	88,486	2,702	3.05%	-	2,702	3.05%
St. Anne's Church, Abington	275,238	13,211	4.80%	-	13,211	4.80%
St. Christopher's Church, Gladwyne	627,845	51,703	8.23%	-	51,703	8.23%
St. Christopher's Church, Oxford	165,744	7,734	4.67%	-	7,734	4.67%
St. Clement's Church, Philadelphia	912,207	31,223	3.42%	-	31,223	3.42%
St. David's Church, Manayunk	54,758	2,595	4.74%	-	2,595	4.74%
St. David's Church, Radnor	2,975,181	181,831	6.11%	-	181,831	6.11%
St. Dunstan's Church, Blue Bell	175,049	9,539	5.45%	2,499	7,040	4.02%
St. Francis-in-the-Fields, Sugartown, Malvern	367,347	28,729	7.82%	7,180	21,549	5.87%
St. Gabriel's Church, Philadelphia	65,400	4,000	6.12%	-	4,000	6.12%
St. George St. Barnabas Church, Philadelphia	127,103	8,140	6.40%	-	8,140	6.40%
St. James' Church, Collegeville	654,867	26,282	4.01%	-	26,282	4.01%
St. James' Church, Downingtown	307,020	25,256	8.23%	19,129	6,127	2.00%
St. James' Church, Langhorne	236,938	18,193	7.68%	-	18,193	7.68%
St. James' Church, Prospect Park	111,127	3,707	3.34%	-	3,707	3.34%
St. John's Church, Compass, GAP	149,145	9,319	6.25%	2,750	6,569	4.40%
St. John's Church, Concord, Glen Mills	310,169	25,663	8.27%	-	25,663	8.27%
St. John's Church, Huntingdon Valley	81,898	4,186	5.11%	-	4,186	5.11%
St. John's Church, Lower Merion	245,885	15,600	6.34%	-	15,600	6.34%
St. Luke's Church, Germantown	690,114	28,077	4.07%	-	28,077	4.07%
St. Luke's Church, Newtown	337,322	20,234	6.00%	-	20,234	6.00%
St. Mark's Church, Frankford	117,029	7,513	6.42%	7,513	-	0.00%
St. Mark's Church, Honey Brook	98,924	6,374	6.44%	-	6,374	6.44%
St. Mark's Church, Philadelphia	1,155,671	62,500	5.41%	4,000	58,500	5.06%
St. Martin's Church, Radnor	291,876	13,327	4.57%	-	13,327	4.57%
St. Mary's Church, Ardmore	643,758	42,000	6.52%	-	42,000	6.52%
St. Mary's Church, Cathedral Road	245,835	8,489	3.45%	-	8,489	3.45%
St. Mary's Church, Chester	20,365	1,365	6.70%	-	1,365	6.70%
St. Mary's Church, Hamilton Village	234,577	12,210	5.21%	-	12,210	5.21%
St. Mary's Church, Philadelphia	60,148	2,334	3.88%	2,334	-	0.00%
St. Mary's Church, Wayne	453,125	27,563	6.08%	-	27,563	6.08%
St. Matthew's Church, Maple Glen	429,875	30,637	7.13%	-	30,637	7.13%
St. Michael's Church, Yeadon	105,340	5,636	5.35%	5,000	636	0.60%
St. Paul's Church, Chester	288,978	10,205	3.53%	-	10,205	3.53%
St. Paul's Church, Chestnut Hill, Philadelphia	1,144,030	62,618	5.47%	-	62,618	5.47%
St. Paul's Church, Doylestown	486,407	24,473	5.03%	-	24,473	5.03%
St. Paul's Church, Elkins Park	248,224	10,329	4.16%	-	10,329	4.16%
St. Paul's Church, Levittown	70,484	3,965	5.63%	3,965	-	0.00%
St. Paul's Church, Oaks	253,859	11,229	4.42%	-	11,229	4.42%
St. Paul's Church, West Whiteland, Exton	300,566	14,315	4.76%	4,315	10,000	3.33%
St. Peter's Church in the Great Valley, Paoli	765,625	24,721	3.23%	-	24,721	3.23%
St. Peter's Church, Glenside	296,092	20,445	6.91%	2,945	17,500	5.91%
St. Peter's Church, Philadelphia	854,140	67,282	7.88%	-	67,282	7.88%
St. Peter's Church, Phoenixville	287,991	25,935	9.01%	-	25,935	9.01%
St. Philip's Church, New Hope	131,991	4,972	3.77%	-	4,972	3.77%
St. Simon The Cyrenian Church, Philadelphia	34,808	4,732	13.59%	3,732	1,000	2.87%
St. Stephen's Church, Clifton Heights	148,882	4,502	3.02%	-	4,502	3.02%
St. Stephen's Church, Norwood	77,528	9,323	12.03%	2,076	7,247	9.35%
St. Thomas' Church, Whitemarsh	1,090,660	78,875	7.23%	-	78,875	7.23%
St. Timothy's Church, Roxborough	360,718	26,590	7.37%	-	26,590	7.37%
Trinity Church, Ambler	372,124	16,543	4.45%	-	16,543	4.45%
Trinity Church, Buckingham	310,070	18,600	6.00%	-	18,600	6.00%
Trinity Church, Coatesville	189,448	10,877	5.74%	-	10,877	5.74%
Trinity Church, Boothwyn	184,208	9,408	5.11%	-	9,408	5.11%
Trinity Church, Gulph Mills	202,672	3,816	1.88%	-	3,816	1.88%
Trinity Church, Oxford	90,800	4,319	4.76%	1,619	2,700	2.97%
Trinity Church, Solebury	342,908	23,029	6.72%	-	23,029	6.72%
Trinity Church, Swarthmore	429,338	33,577	7.82%	-	33,577	7.82%
Trinity Memorial Church, Philadelphia	279,462	14,850	5.31%	-	14,850	5.31%
Washington Memorial Chapel, Valley Forge	863,450	55,561	6.43%	-	55,561	6.43%
Totals	\$45,135,773	\$2,668,525	5.91%	176,701	\$2,491,826	5.52%



CONTACT US

23 E Airy St.
Norristown, PA 19401
(215) 627-6434
contact@diopa.org
www.diopa.org

ON CLERGY COMPENSATION – 2024

Designated contact person for this resolution:

Craig B. Toedtman
Commission on Wellness
craigt@toedtman.com
(215) 519-5693

Commission on Wellness (CoW)

BE IT RESOLVED:

I. MINIMUM CASH COMPENSATION - FULL-TIME CLERGY

That minimum cash compensation (See *Explanatory Note*) for full-time clergy, effective January 1, 2024, be:

	Minimum Compensation Housing Not Provided	Minimum Compensation Housing Provided
Rector, Vicar, or Priest-in-Charge	\$90,281	\$67,626
Rector, Vicar, or Priest-in-Charge of Yoked Parishes (Combined)	\$90,281	\$67,626
Curate / Assistant / Associate	\$80,906	\$60,603
Transitional Deacons	\$73,009	\$57,273

When full-time assistants or associates have responsibilities or experience that meet or exceed those of a rector, vicar, interim, or priest-in-charge, their compensation should be adjusted accordingly.

Cash compensation of transitional Deacons upon ordination to the priesthood or completion of one year or more of service (whichever occurs first) should increase to match the minimum cash compensation of the office to which they are called, whether it be rector, vicar, priest-in-charge, curate, assistant, or associate.

Compensation increases for all clergy, including adjustments for experience, shall be added to cost-of-living increases as warranted by periodic reviews, which should occur at least annually. Increases for incumbent clergy are recommended and are based on June 2022 CPI-U to June 2023 CPI-U data, resulting in an increase of 3.1%.

Parishes located within the City of Philadelphia should consider the impact of the City Wage Tax rate in their calculation of clergy compensation.

MOVING TOWARD EQUITABLE PAY: These new guidelines are in keeping with many years of policy in our Diocese while simplifying our guidelines. They also reflect the ongoing pursuit of equity in clergy compensation.

This resolution sets minimum compensation standards that reflect the minimum required education, preparation, skills, and competencies for clergy serving in these roles. These minimum standards do not account for education, or experience beyond or exceeding canonical requirements for duly ordained clergy. These standards are meant to eliminate gender, race, family constellation, disability, language, or sexuality disparities.

The pandemic years of 2020 to 2023 were unusual years financially and significantly impacted parish finances for the foreseeable future. The demands and expectations encountered by our clergy have been extremely challenging. It is recommended that parishes make efforts to increase cash compensation accordingly – especially those parishes which did not offer a Cost-of-Living Allowance or other compensation increase to their clergy during this period.

Periodic reviews of clergy and lay compensation should be conducted by respective parish vestry members to ensure that employees meet or exceed compensation guidelines.

BE IT RESOLVED:

II. PART-TIME CLERGY

That cash compensation for priests employed part-time (other than as supply priests) shall be proportional to the cash compensation for a priest holding the same position on a full-time basis. Any clergy person compensated at a level lower than the minimum is understood as part-time and should negotiate duties/responsibilities with their employer as appropriate. A church must pay Church Pension Fund pension assessments for part-time clergy employed for three months or more based on Church Pension Group (CPG) policy.

BE IT RESOLVED:

III. SUPPLY CLERGY

That the guidelines for priests who supply or cover specific services in a congregation be \$250 for a single service and \$340 for two services. Based upon requirements for participation by Church Pension Group, a congregation could be obligated to pay Church Pension assessments. Questions of eligibility should be addressed to the Diocesan CPG Benefits Administrator.

Churches may contribute to the sponsoring organization (e.g., clergy from the Offices of the Diocese, Episcopal Community Services (ECS), etc. or respective clergy's discretionary fund at their discretion).

Mileage is reimbursed at the current annual IRS rate and/or other related expenses should be paid in addition to cash compensation.

BE IT RESOLVED:

IV. VOCATIONAL DEACONS

That churches or organizations served by non-stipendiary vocational deacons, excepting deacons that are retired, pay such deacons a stipend of at least \$25 per month and make the corresponding contribution for the pension assessment to the Church Pension Fund of 18%.

Explanatory Note:

For this resolution, "cash compensation" includes cash salary, housing allowance, and SECA reimbursement. Cash compensation does not include reimbursement for expenses (e.g., for automobile use or continuing education, health, dental, life, or other insurance premiums and pension contributions.) The recommended minimum cash compensation levels reflect churches reimbursing 50% of the clergy's SECA liability.

Below are charts providing specific compensation data for clergy in our Diocese. The data presented are for the traditional curate or assistant in their first year of ordained ministry. Churches should adjust actual compensation for full-time assistants/associates based on their responsibilities. Some assistants and associates have more responsibility than the rector of smaller churches and should be compensated accordingly.

Total Cash Compensation (Including Housing Allowance and SECA reimbursement):

	Median Cash Compensation	Median High Cash Compensation	Top 8 Clergy Cash Compensation
Rector, Vicar, or Priest-In-Charge			
2020	\$102,834	\$117,009	\$145-185,000
2021	\$101,400	\$118,450	\$143-186,000
2022	\$97,792	\$115,400	\$142-191,197
2023	\$95,300	\$115,400	\$131-191,197
Assistants & Associates			
2021	77% of median paid to rector, vicar, or priest-in-charge		
	Median Cash Compensation	Median High Cash Compensation	Top 8 Clergy Cash Compensation
2022	\$73,799	\$76,993	\$100,000
2023	\$86,717	\$95,713	\$105,300

Housing Provided – The Church Pension Group policy for the value of church provided housing is 30% of cash compensation for pension assessment purposes. Each church should first determine the full salary of the priest and then subtract the value of the housing provided to determine the compensation with housing provided.

Housing Not Provided – IRS policy allows a portion of cash compensation to be designated annually by the priest as a housing allowance in accordance with the Internal Revenue Code. The designation must be acknowledged by resolution of the parish vestry before implementation and must be explicitly noted in the parish vestry meeting minutes. The cleric is responsible for following federal tax rules that apply to the housing allowance.

Yoked Parish Compensation - Because of the increasing number of yoked parishes in the Diocese, the Commission continues to assess compensation arrangements to ensure that clergy receive equitable pay.

Supply Priest Compensation - a growing number of parishes in the Diocese are being served by long-term supply priests. The Commission continues to assess compensation arrangements to ensure that clergy receive equitable pay in compliance with the compensation guidelines for Supply Priests defined in Section III of this Resolution.

Recommendations Related to Total Compensation versus Cost-of-Living Adjustments

The Commission on Wellness uses an industry-standard approach to update minimum clergy compensation levels annually in compliance with the Diocesan Canons. Each year, the Consumer-Price-Index (CPI-U) change for the Philadelphia Market is calculated from June to June, using data from the United States Bureau of Labor Statistics (BLS). Minimum compensation levels are adjusted based on the CPI-U and submitted annually to Diocesan Convention for review and approval for the subsequent year's Clergy Compensation standards.

This ends the formal text for resolution RB 2024.

SUPPLEMENTAL INFORMATION:

The following information includes Diocesan Policy and Commission on Wellness recommendations for organizations employing Diocesan clergy. Policy statements are to be followed by employers and are enforceable by the Bishop. Recommendations are advisory only and are intended to serve as guidelines for clergy and vestries responsible for setting and managing clergy compensation. You are encouraged to review, discuss, and act consistently with the spirit of these guidelines.

The following policy statements have been approved by previous Conventions and directed by Convention to be placed in delegate packets for their information.

POLICY ON MAJOR MEDICAL INSURANCE

Employers must offer health benefits to eligible full-time employees (1,500 or more hours worked in a year), consistent with the requirements of the Denominational Health Plan (DHP) of the Episcopal Church and the related DHP Parity Provisions as defined and implemented by the Diocese of Pennsylvania and the Commission on Wellness (CoW). Employers may offer access and contribution to available benefits for qualified part-time employees (1,000 or more hours worked in a year).

The CoW required and available benefits, contribution levels, related policies, and information are available on the Diocesan website. The parity provisions of the DHP became mandatory on January 1, 2016, and the Diocesan policies are available on the Diocesan website.

POLICY ON AUTOMOBILE AND OTHER EXPENSES

The policy on allowances and reimbursements for work-related expenses is reaffirmed as follows:

All "business" expenses, e.g., those expenses that would normally be reimbursed in secular employment, shall be reimbursed, and provided for inadequate allowances in congregation budgets.

The Internal Revenue Service generally recognizes two methods of accounting for Automobile Expenses. In Method One, which is recommended by the CoW, in consultation with the *Manual of Business Methods in Church Affairs*.

RECOMMENDATIONS BASED ON DIOCESAN AND NATIONAL CHURCH COMPENSATION STUDIES

The CoW and The Episcopal Church (TEC) conduct periodic clergy compensation studies to understand trends and provide context for compensation planning. The Commission acknowledges that there are many challenges in determining fair and equitable clergy compensation – particularly given the size and diversity of our congregations and the trends toward hiring more part-time clergy.

The Commission on Wellness, in concert with the Canon for Finance and the Canon for Transitions, are available to consult with vestries, search committees, and clergy to offer recommendations regarding clergy compensation at the beginning of a call or for adjustments during clergy tenure. They are recommendations, not policies, and do not require review or approval by Convention.

Each year, the CoW will make available the approved compensation resolution to all Parishes for budgeting purposes and to encourage open, ongoing conversation between vestries and their clergy about healthy, generous ministry.

The Episcopal Diocese of Pennsylvania
Treasurer's Report to the 240th Convention, October 2023

Our Canons give a rather dry definition of the duties of the Treasurer to include the arranging for the collection of all sums due, disbursing them, facilitating the management of the budget process, reporting regularly to the Finance Committee, identifying trends in income and expenses, overseeing audit functions and reviewing parochial reports and identifying matters of concern. With the hard work of Canon Douglas Horner and his team whose Canonical duties have been observed and the financial affairs of the Diocese in its fiscal year ended 31st December 2022 and for the year to date are well controlled and stable. We have received “clean” audit reports and favourable comments on our financial reporting. But there is always room for improvement and we are always looking to do more (often with fewer resources).

Thinking of our financial endowment assets calendar 2022 and 2023 to date have been a roller coaster ride. Real interest rates have gone from imperceptible levels to 5% or more and equity markets are as difficult as ever to predict and invest in. But looking at the endowment funds of the Diocese they have grown from \$60 million in 2013 to \$65 million at the end of June 2023 AFTER paying out over \$50 million to support the work of the Diocese and all its member parishes. In the 9 months ended on the 30th September 2023 our annualised investment returns have been 6.2% and in the 16 years since T. Rowe Price became our appointed investment advisors in 2007 we have benefitted from annualised returns of 6.39%. We distribute well over 6% of the three year rolling average of the value of the Diocese's endowments which exceeds a “prudent spending rate” but the Bishop and Trustees and Finance Committee of The Diocese of Pennsylvania work tirelessly to assist our community to deal with the demands of a Diocese where over one million square feet of buildings were built before the end of the nineteenth century.

For the past year a committee of the Board of Trustees have been working on discerning how we can best use buildings that have reverted to the Diocese's trusteeship after parishes have closed or consolidated. Buildings that were well located a century or even 50 years ago often now find that populations have moved elsewhere or that their original endowments no longer support them or their architecture is no longer suitable for today's purposes, and we must be flexible and imaginative in how we arrange and deal with our assets so that we respond to the needs of people now, where they are, and do not let buildings which we have inherited own us and anchor us inappropriately.

I thank our Bishop, at whose pleasure I serve, for the confidence he expresses in the work of the Finance Committee and The Church Foundation. Those efforts would not be remotely successful without the active support of all of the Canons, and the staff of the offices of the Diocese and The Church Foundation who form a creative, flexible and imaginative team.

Respectfully submitted,

A handwritten signature in blue ink, appearing to read 'James L. Pope', with a stylized flourish at the end.

James L Pope

Treasurer

WELCOME FROM THE DEAN OF THE CATHEDRAL

October, 2023



My dear siblings in Christ,

The Cathedral Chapter, congregation, and staff join me in welcoming you to your Cathedral. We are delighted to host the 240th Convention of the Episcopal Diocese of Pennsylvania. It is our great privilege to serve you as the Cathedral fulfills its unique mission as the seat of the Bishop, a home for the Diocese, and an open door for all.

As we gather as a diocesan family to celebrate our common life and shared mission, it is appropriate that we begin on Friday evening with a service of the Holy Eucharist. In prayer, we give thanks to God for the joy we find in following Jesus, for the strengthening that we receive, for the gift of the Church, and for the bonds of affection which we share in the Diocese of Pennsylvania. We also commemorate and give thanks all those who have gone before us in the life of faith, and who inspire us still.

Like so many across our Diocese, we at the Cathedral are especially mindful of the impact of gun violence in Philadelphia and in our nation. With broken hearts and with hope, we have again joined with Heeding God's Call to reprise the memorial in our garden to those who have lost their lives to gun violence. We invite you to spend some time in the memorial among the shirts, to pray, and then to join with others to put an end to this scourge which threatens the wellbeing of so many.

Please also take a moment and visit the sculpture The Hungry Jesus by Timothy Schmaltz located just outside our west doors on 38th Street. It is an enduring reminder of Jesus's words to us from Matthew's gospel which are so emblematic of our ministries: "For I was hungry and you gave me something to eat, I was thirsty and you gave me something to drink, I was a stranger and you invited me in . . ." May we redouble our efforts in these ministries which make such a critical difference in the lives of so many and be reminded that as Jesus said, "Truly, I tell you, just as you did not do it to one of the least of these, you did not do it to me."

Finally, we hope that you enjoy the Cathedral Artists' Show which adorn our walls. Our prayer is that Convention 2023 may be a time of blessing and renewed purpose for everyone. If you should have any needs, concerns, or questions, the Cathedral staff and I are available to be of help. Please also know that we continue to pray for you and your parishes. We ask also for your prayers as we seek to do God's will in this place.

Yours, in the love of Christ,

The Very Rev. Judith A. Sullivan
Dean of the Cathedral



Report of the Philadelphia Episcopal Cathedral 2023

Bishop Gutiérrez, my siblings in Christ, grace and peace. My names is Judy Sullivan and I have the pleasure and privilege of serving as the Dean of your Cathedral. It is a joy to welcome you here once more to our Bishop's church. The work of the Convention is very much an ensemble effort and we are blessed by the dedication, gifts, and faithfulness of the Cathedral staff. Much is asked of them, not only at Convention, but throughout the year, as they work tirelessly and graciously to serve Christ in others in this place. Please extend your appreciation to them.

I can report that the state of this Cathedral is strong. We continue to be a place of unconditional welcome, care, and healing for all who pass through our doors. Following the historic pattern of cathedrals, we are the seat of the Bishop and the liturgical center of our shared Diocesan life together. Here, we join together from across geographical boundaries to form the body of Christ in prayer.

In 1992, through the vision and commitment of Bishop Allen Bartlett, this church was designated as the Cathedral of the Diocese of Pennsylvania. As I often say, we are quite a young Cathedral for the second oldest diocese in the Episcopal Church, and it is a fact which always surprises my cathedral colleagues from across the country. Under the leadership of four deans and five bishops in these last thirty-one years, our Cathedral has emerged, in the name of Jesus Christ, to fulfill its service to the diocese and the broader community. In recent years, we have expanded our mission, advocacy, cultural engagement, and community partnership. I am very gratified to say that people in need our fed physically and spiritually in this sanctuary. Our doors are open to all as we have lived into our canonical role as "a house of prayer for all people."

Despite the beautiful reordering of the Cathedral interior accomplished by 2003, I cannot overstate the dire physical condition of the Cathedral campus by 2010. For the record, chunks of brownstone and terra cotta were shearing off of the front façade of the Cathedral, requiring the new dean to immediately erect scaffolding. The bell tower was deemed unstable and the chimney of this historically designated church was about to collapse. The brownstones, abutting on Chestnut Street and housing the offices of the Dean and Chapter, were less stable than the Cathedral. Despite their historic status as a part of the campus, further investment in them to meet the needs of modern ministry was both unrealistic and untenable. Ultimately, we made a novel argument to the Philadelphia Historical Commission to tear them down "in the public interest" and to do this before they fell down.

With only our land and air rights available to us, the Cathedral faithfully and courageously undertook a real estate development project which now serves as a model throughout the wider Church. We utilized New Markets Tax Credits In 2013 to break ground just beyond the south wall of the Cathedral to create the Liem Azar Center and, again, to the east, to build 3717 Chestnut Street. The project has served us well, providing resources to support us in God's call to us and accomplishing all that we had hoped:

- Our ongoing presence in West Philadelphia is assured as a visible sign of God's enduring love.
- Our community and campus stand and sustain entirely on Cathedral resources.
- We are faithful in our ministries to the Diocese.
- We bring hope, sustenance, meaningful services, and beauty in music and the arts to many in Philadelphia, still the poorest major city in the United States.

The project has not been without challenges. Following the move of the Bishop's offices to Norristown in late 2019, right before the onset of the COVID pandemic and the subsequent slowdown of the office rental market all across this city, we have had difficulty in securing a long-term tenant for such a large space as they occupied. We continually renew our efforts, however, and look forward to new developments in the next year.

Jesus has called us to look and to serve beyond our doors. The scourge of gun violence and the proliferation of guns in the city of Philadelphia continue to threaten the safety and quality of life for all of our siblings in Christ. In keeping with our Gospel values and imperatives, our Cathedral community is observing a Season of Pentecost for Gun Violence Prevention as we renew and reinvigorate our advocacy and action to address these issues and to advance the Kingdom of God. The Memorial to the Lost from Heeding God's Call once again graces our gardens and in this season, we join in conversation, prayer, and action in ways that make a difference, especially calling attention to those in communities who have disproportionately suffered. This year during Holy Week, we hosted a solemn interfaith observance of the twenty-fifth anniversary of the assassination of Dr. Martin Luther King, Jr. Our community partner Raw Tools Philly concluded the evening with the dismantling of a rifle, similar to the one which killed Dr. King. On the front steps of this Cathedral, a gun was literally hammered into a ploughshare.

The Cathedral also enjoyed a very strong year in the arts and culture, highlighted by the premier of Cotton, a multi-media song-cycle inspired by the photography of Cathedral member John Dowell and featuring the music of Lyric Fest, led by Cathedral member Suzanne DuPlantis. The program was the subject of the first diocesan Art and Faith video. It included a newly commissioned musical composition by Damien Geter and the work of eight nationally recognized African-American poets, among them poets laureate, award-winning speakers, and best-selling authors. Following the Philadelphia performance, Cotton moved to the Kennedy Center in Washington, D.C. We are enormously proud of John, Suzanne, and of all the Cathedral congregation artists whose work is before you now on the Cathedral walls. We will conclude our arts program in Advent with a reprise of Prepare the Way of the Lord: Icons of the Prosopon School, which will also provide the inspiration for a spiritual retreat in December.

As a point of personal privilege, I acknowledge that this is the fourteenth and final time that I will address this Convention as dean of your Cathedral. I especially extend my thanks to our Bishop Daniel Gutiérrez for his gracious support of a Cathedral dean whom he inherited and to Bishop Rodney Michel for putting my name forward for election in 2010. The generous, collaborative leadership of all who serve and have served here on the Cathedral staff has inspired me on a daily basis as we have worked together to bring in the Kingdom of God. The Cathedral Chapter, past and present, and our Honorary Canons to the Cathedral have been a mainstay for me in these years. I am profoundly grateful for their strong and unwavering support. For approximately ten years, members of the Cathedral Development Task Force and I met every Thursday morning without fail as we stepped forward in faith to try something new and very bold. Wilson Brown, Gie Liem, Norman McClave, and Eric Rabe, we all owe you a great debt of service. Finally, I thank all of you, members of the Diocese of Pennsylvania, for the trust which you have placed in me all these years. Serving with you and among you has been the greatest privilege and joy of my life in ordained ministry. Thank you. May God continue to bless you, this Cathedral, and the Diocese of Pennsylvania.

Respectfully submitted,

The Very Rev. Judith A. Sullivan
Dean of the Cathedral

The Philadelphia Episcopal Cathedral Chapter Nominees 2023

Ms. Phyllis B. Cater



Ms. Phyllis B. Cater is the former President and Chief Executive Officer of Spectrum Community Health Services, Inc. a Federally Qualified Health Center with three locations in the West, North, and South neighborhoods of Philadelphia. Ms. Cater relocated from her native Boston, Massachusetts in January, 2004 to provide Senior oversight and management of the delivery of an integrated system of Primary Care, Behavioral Health, and Dental Services to the low- income and underserved residents throughout the City of Philadelphia. During her 14 year tenure, Ms. Cater led the development and financing of a \$15 million newly constructed 36,000 Sq. Ft. LEED Certified Health Center in West Philadelphia which opened in 2013. A renovated 10,000 Sq. Ft. Health Center in South Philadelphia was completed in 2015. Ms. Cater currently serves as a Member of the Board of Directors of the Reinvestment Fund,

The Together for West Philadelphia, Inc. and is an Advisory Member of the Drexel University Community Wellness Hub. As an active member of The Historic African Episcopal Church of St. Thomas in Philadelphia, Ms. Cater serves as an Officer of the Episcopal Church Women, The Health Ministry, The Sisterhood Guild, and The St. Thomas OV Catto Education Ministry. She is also the Secretary for the Schuylkill Deanery and is an active member of the Deanery's Health Committee. She is completing her first term on the Philadelphia Episcopal Cathedral Chapter. Ms. Cater is a proud mother of her son Ali Jonathan Cater who resides in Virginia Beach, Virginia.

The Reverend Ernest M. Galaz,



The Rev. Ernest M. Galaz has been the rector of Christ Church Media since 2018. He is active in the Delaware Deanery, serves as co-chair of the Anti Racism Commission, co facilitates "New Wineskins," and is filling a vacant seat on the Board of Trustees.

Prior to Christ Church, Ernie was the rector of St. Andrews Episcopal Church in Nogales, Arizona which is located on the border with Mexico. While serving St. Andrews, Ernie was active at the diocesan level serving on Diocesan Council, Standing Committee, and Episcopal Community Services of Arizona. He was active in many interfaith groups including Cruzando Fronteras border ministry, and Southern Arizona Interfaith.

Before arriving at St. Andrews Nogales, Ernie was ministry intern and curate at St. Andrews

Episcopal Church in Tucson, Arizona.

Ernie took up his vocation to the priesthood after a long career in public education, as teacher and administrator at the elementary and secondary level. He was a trainer, facilitator, and coach for the Arizona Department of Education; and served on the boards of several independent schools and many not for profit organizations.

Ernie has a deep love for contemplative prayer and practices. He completed a course of study at the Living School for Action and Contemplation with Father Richard Rohr, which helped him deepen his contemplative practice and inspire his ministry.

Ernie describes his vision of spirituality and leadership as "living into the belovedness for which God created me in Christ and inspiring and empowering others to do the same."

Ernie has two grown children and two grandchildren, all of whom live in the Philadelphia area. He and his wife Elizabeth enjoy hiking, biking, and traveling.

Dr. Erin McNamara Horvat



A member of the senior leadership at Drexel University, Dr. Erin McNamara Horvat serves as Senior Vice Provost for Faculty Advancement overseeing policy, procedures, and professional development for the entire faculty lifecycle across all schools and colleges. Dr. Horvat joined the Provost's office at Drexel in 2016 following a 20-year career in higher education as a professor of Urban Education at Temple University where she also held several administrative posts over the years including Program Coordinator, Assistant Dean for Research and Development, and Department Chair. An ethnographer and sociologist of education, her research agenda explored how race and class shaped access throughout the educational pipeline, focusing especially on the role of social and cultural capital in shaping families' interactions with schools, students' college experiences, college access, and high school dropout and reentry. She has been deeply committed to working with out-of-

school youth through her support of YouthBuild Philadelphia Charter School as a longtime board member and four-year board chair. A native Californian and proud Philadelphian, Dr. Horvat earned her BA in Psychology from the University of Pennsylvania. She holds an MA and Ph.D. in Education from the University of California, Los Angeles. She has worshipped at St. Martin-in-the-Fields for over 20 years, raising her two young adult daughters in the church. She served one term on the Vestry at St. Martins and taught Sunday School to the youngest parishioners for over 10 years. Erin began her service to the Episcopal church as an acolyte at her childhood parish All Saints-by-the-Sea in Santa Barbara, California. She is an avid oarswoman and enjoys the outdoors, gardening, and all aspects of food, especially cooking and eating at home with her husband and extended family.

The Rev. Emily Richards



The Rev. Emily Richards serves as Priest in Charge of St. Thomas' Episcopal Church, Whitmarsh. Emily is a native Kentuckian where she grew up as a member of Christ Church Cathedral in the Diocese of Lexington. Emily felt the stirring of the Spirit during her young adult years as she discerned a call to ordained ministry. She graduated from The School of Theology at The University of the South (her undergraduate alma mater) with a Master of Divinity. She was ordained to the priesthood in 2003. Before being called to St. Thomas', Emily served for twelve years as Rector of St. Peter's, Glenside. In our Diocese she was the Dean of Montgomery Deanery and a member of the Cathedral Chapter. Most recently she had the great privilege of representing our Diocese as Deputy to the

80th General Convention. At the heart of Emily's ministry is a call to witness to the redeeming power of Christ's love for all people and to create communities where all are invited to experience the healing grace of Jesus Christ. She is grateful for the opportunity to serve again alongside the Bishop, Dean Sullivan and other members of the Cathedral Chapter.

Pre-Convention Meeting Dates 2023 Diocesan Convention

September 19th – 6:30pm

**St. George St. Barnabas,
Philadelphia**

520 S. 61st Street
Philadelphia, PA 19143

September 28th – 6:30pm

St. James, Langhorne

330 S. Bellevue Ave
Langhorne, PA 19047

October 4th – 6:30pm

Christ Church, Ridley Park

104 Nevin Street
Ridley Park, PA 19078

October 12th – 6:30pm

St. John's, Norristown

520 Church Street
Norristown, PA 19401

October 17th – VIRTUAL – 6:30pm

October 19th – VIRTUAL – 6:30pm

October 20th – 4:00pm

Philadelphia Episcopal Cathedral

19 S. 38th Street
Philadelphia, PA 19104

ADDICTION RECOVERY ADVOCATES NETWORKS 2023 ANNUAL REPORT

Martin McElroy, Chair



VISION:

The Addiction Recovery Advocates Networks (ARAN) aspires to chart and trod paths to the loving Jesus who expels demons, restores outcasts, and heals spirits. By ongoing evaluation of the spiritual needs of our communities, ARAN develops relationships and resources for the spiritual and temporal needs of our afflicted brothers and sisters

MISSION:

ARAN engages all who are shackled by inordinate attachments and fixations associated with substance use disorders (SUD) and addictions. Attachment disorders disrupt and destroy lives, families, and communities. Stresses inherent to humanity, now enflamed by modern culture, ignite toxic thinking, compulsive behaviors, and addictions that enslave and isolate us from our better natures and God's grace. ARAN channels recovery resources to be used by clergy and laity facing the mounting consequences of escalating attachments. We align with diocesan ministries serving vulnerable communities and confronting social injustices that are inflamed by addictions and their consequences.

2023 Accomplishments

A newly rejuvenated working and committed Addiction and Recovery Advocates Networks has defined and focused ARAN's mission, values, ministry, and policies to:

- Nurture a faith in Jesus as the ultimate source of healing grace.
- Increase spiritual opportunities among recovering people for prayer, meditation, discussion, and fellowship to "Know Jesus, Change Ourselves, and Serve the World." (e.g. recovery house church, recovery liturgies).
- Respond to the full spectrum Substance Use Disorders (SUD) (alcohol and drugs, behavioral disorders (work, sex, gambling, etc.) from the earliest onset of disordered attachments.
- Engaged and support diocesan and civic entities serving all communities vulnerable to and afflicted by disordered attachments and SUDs (e.g. anti-racism, LGBTQIA+, anti-gun violence, the homeless, and food insecure, and more).
- Create tools for information (Recovery Resource Roadmap) and insight (a parish by parish survey of SUD vulnerabilities and response capabilities). Bypass events, e.g. conferences, training, festivities that tax already strained diocesan and parish resources and funding.
- Communicated widely about SUDs and recovery via all diocesan and parish media channels.
- Engage the national Recovery Ministry of the Episcopal Church to gain knowledge and experience, share resources, and participate in leadership and ministry.

For more information or if interested in
supporting the Addiction and Recovery
Advocates Networks contact:

Canon For Mission: Rev Toneh Smyth
tsmyth@diopa.org



2023 Diocesan Anti-Racism Commission Narrative Report

The founding mandate of the diocesan Anti-Racism Commission was to “affect the systemic and institutional transformation in the diocese away from the sin of racism and toward the fulfillment of the Gospel and the baptismal mandate to ‘strive for justice and respect the dignity of all persons.’”

ARC lives out its mandate by offering online anti-racism training for people throughout the diocese, providing resources through our social media platforms, and offering support to parishes and organizations seeking to further their own anti-racism work. We also collaborate with other diocesan anti-racism efforts, such as those provided by the Loving Presence Initiative and the Philadelphia Cathedral.

Each year at least **46 participants**, including clergy and lay people, are involved in ARC’s anti-racism trainings, a five-part series with repeating introductory sessions. Designed and facilitated by ARC consultant Lailah Dunbar-Keeys, the sessions feature a blend of interactive learning and small group discussion on Zoom.

This year, Dunbar-Keeys also began offering Racial Healing Circles for people who self-identify as African-American, aimed to address and express the pain that racism causes those who experience it on a daily basis. **16 individuals** participated in a Racial Healing Circle this year.

To assist parishes in integrating racial awareness and sensitivity into liturgy, ARC offered Singing the African American Spirituals with Integrity on March 18 at the African Episcopal Church of St. Thomas. The workshop, offered in conjunction with the Philadelphia Cathedral, taught how to introduce the repertoire of the African American Spirituals to area choirs and congregations. More than **32 individuals** participated in this year’s workshop.

This year, ARC is collaborating with theater company Playback for Change to offer a series of interactive performances called “Telling Our Stories: Healing the Wounds of Racism, Building Beloved Community.” Each session uses the practice of race-specific affinity spaces, and participants reflect on other audience member’s stories of race and racism as they are brought to life on stage by actors. To date, more than **28 individuals** are registered to attend Exploring Our Whiteness. **1 individual** for Telling the Whole Story, **9 individuals** are registered to attend Creating Common Cause. St. Peter’s Glenside (654 Easton Rd, Glenside, PA), St. George St. Barnabas (520 S 61st St, Philadelphia), and St. Martin-in-the-Fields (8000 St. Martin’s Lane, Philadelphia) have all agreed to host one of these sessions.

Members of the Diocese of Pennsylvania Anti-Racism Commission, anti-racism training and Racial Healing Circle facilitator Lailah Dunbar-Keelys, and Friends of ARC attended “It’s All About Love: A Festival for the Jesus Movement,” July 9-12 at the Baltimore Convention Center.

ARC Communications Contractor Messapotamia Lefae continues to manage a blog site, Facebook page and monthly newsletter, and provide follow-up support to those who took the trainings, and expand our outreach. This includes:

- **427 individuals** (more than 64 new in 2023) from **more than 71 parishes** in our diocese (more than 3 new parishes and several organizations) who receive our monthly e-newsletter;
- **745 unique visitors** (464 + 281 new in 2023) to our blog site (anti-racism-commission.constantcontactsites.com).
- **313 individuals** visited our Facebook page in 2023. (-1,125 decrease from 1,438 individuals in 2022)

In 2023, our **Communication** efforts focused on:

- Improving the newsletter content with personal interviews and collaboratively written essays that spotlight “best practices” and

unique learning opportunities happening throughout the diocese or in the Episcopal Church;

- Cataloging anti-racism resources;
- Designing flyers and business cards for a more varied and participatory outreach strategy;
- Collaborating with a working group to design graphics, text, and marketing materials for new “Telling Our Stories” Playback Theatre series;
- Coordinating administrative responsibilities, including communication with anti-racism training attendees, program evaluations, tracking attendance, training completion certificates, and ordering complimentary books for training attendees; and
- Working with The Rev. Barb and Pam Prell in the Office of Transition to develop a training completion certification system for those in the process of ordination.

Our newsletters have a 65% open rate and a 5% click rate. The average for companies in our industry are a 17% open rate and 1% click rate. This year, ARC shared more current events news stories and anti-racism education content generated by other Facebook pages and produced significantly less original content as Facebook posts. As a result, there has been a decrease in visitors to our Facebook page in 2023.

ARC commission members serve three-year terms, and are clergy and lay people. Members who served on the commission for part or all of this year included:

- The Rev. Barbara Ballenger, Co-Chair
- The Rev. Ernest Galaz, Co-Chair
- Ernest Dixon
- Ann Greene
- Iola Harper
- The Rev. Jill LaRoche-Wikel
- Peggy Levesque
- Tom Lloyd
- The Rev. Marj Oughton
- The Rev. Kristin Waskowicz Woods

- Frances Upshaw, ARC Secretary (former commission member)
- The Rev. Joan Wylie, Friend of ARC (former commission member)

For more information on how ARC can support you or your parish in the anti-racist practice, contact us at arc@diopa.org.

Canterbury House at Good Shepherd – Report for the 2023 Diocesan Convention of the Episcopal Diocese of Pennsylvania

Canterbury House at Good Shepherd is an Episcopal campus ministry, generously supported by the Episcopal Diocese of Pennsylvania and based at the Church of the Good Shepherd, Rosemont. Over the past three years, Father Kyle Babin, campus missionary, has been planting seeds at colleges and universities along the Main Line with the support of the offices of the diocese. To date, this ministry has been principally targeted towards Bryn Mawr and Haverford Colleges. After prayer, discernment, and various initiatives, the campus ministry's primary means of gathering students has become a bimonthly LGBTQ + Allies Bible Study on the campus of Bryn Mawr College. This Bible study has a regular following of students, and in some meetings has had as many as seven students present. The intention of this Bible study is to welcome all students—especially those who, because of their sexuality, have struggled with their place in the Church—into a holy reading of the Bible by finding their own personal stories in Scripture.

In addition to this Bible study and through the building of relationships, some students have found a regular home for worship at Good Shepherd, Rosemont, whether through Sunday Mass, serving at the altar, or participating in the intensive Pilgrims in Christ adult formation class. Over the past three years, two Haverford College students have been baptized at the Great Vigil of Easter, and currently, four college students from Bryn Mawr College and Villanova University are participating in the Pilgrims in Christ class. The small but warm community at the Church of the Good Shepherd serves as a place for real belonging for students in their own spiritual journeys, and Canterbury House at Good Shepherd is one of the few progressive Christian voices on college campuses of the Main Line. Good Shepherd is deeply grateful for the continuing support of the offices of the diocese as we seek to make the love of Christ known in local college communities.

Yours in Christ,
Father Kyle Babin



COMMISSION ON MINISTRY

Confirmation of Appointees:

Pursuant to the Diocesan Canon 20.2.2, the Bishop nominates the following people to the Commission on Ministry, for the confirmation by Convention to serve five year terms on the Commission beginning after this convention:

Lay

Avyane Osborne

Clergy

The Rev. Winnie Smith

The Rev. Kristin Waskowicz Woods

The Episcopal Diocese of Pennsylvania Commission on Wellness (COW) Annual Report to Convention 2023

Members:

The Rt. Rev. Daniel G.P. Gutierrez The Rev. Nancy Dilliplane The Rev. Lori Tucker Exley The Rev. Bud Holland Stephen Krouse Vanessa Albert Lowry The Very Rev. Dr. Bonnie McCrickard The Rev. Sam Ndungu	The Rev. Michael Palmisano Craig Toedtman The Rev. Ben Wallis Liz Wendt <u>Diocesan Staff:</u> The Rev. Canon Jane Gober Canon Doug Horner Nicole Clothier
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Highlights of 2023

The Commission on Wellness (Commission) has submitted one resolution to Convention, the annual RB-2024 Clergy Compensation (Exhibit A).

The Commission recommended the current Episcopal Church Medical Trust 2023 PPO and CDHP plans be continued in 2024.

The Commission reaffirmed the 2014 policy to continue to subsidize retired clergy dental insurance premiums.

Committee Reports

Benefits Committee:

This committee recommended continuing the medical and dental insurance coverage provided by the Episcopal Church Medical Trust.

Financial Aid Committee [formerly Loans and Grants Committee]:

This committee continued to authorize assistance in the form of grants to ensure health insurance does not lapse and that pensions are kept current. Emergency grants for clergy in transition or personal situations are also available through an application process.

The Commission made 1 grant to clergy and 2 grants to parishes totaling \$59,623 in 2023.

Communications Committee:

The committee continues its work with Diocesan communication staff to spread awareness and raise participation in our employee benefits.



Compensation Committee:

This committee updated the annual minimum clergy compensation standards submitted in Resolution RB-2024. We use an industry-standard methodology to update the figures using the Philadelphia Consumer Price Index for all Urban Consumers from June 2022-2023. This year the values increased 3.1%, reflecting the change in the Philadelphia index.

The COW compensation committee continues its evaluation of compensation to ensure race and gender compensation equity.

Commission On Wellness Initiatives for 2024

- Continue attempts to increase awareness of resources for assistance in our Diocese, especially Financial Assistance available for clergy.
- Continue to encourage eligible clergy and lay to utilize the breadth of health benefits. Participants in the Diocesan health benefits programs continue to underutilize preventative care, including dental cleanings and annual physicals.
- Continue to work closely with the Diocesan Canon for Transition to support adherence to Diocesan compensation guidelines while pursuing equity, including gender, race, family constellation, disability, language, or sexuality.

Commission On Wellness Background:

The Commission on Wellness is responsible, by directive of the Canons of the Diocese of Pennsylvania, for three major areas in the life of the Diocese:

- Assuring that the Presbyters and Bishops of the Diocese are adequately compensated.
- Overseeing the health and welfare benefits provided through the Diocese and CPG (Church Pension Group).
- Providing financial assistance for the clergy, their families, and the parishes they serve.
- Assisting Diocesan staff to provide healthcare financial assistance for clergy qualified to receive Retired Clergy Medical Assistance (RCMA) as defined in the Canons.

The Commission has four committees:

Compensation:

This committee establishes and updates the minimum salary ranges for clergy by analyzing the Philadelphia Urban Consumer Price Index changes from June to June of each year. The committee monitors compensation paid throughout the Diocese, as reported through the Church Pension Group (CPG).

The committee periodically checks to ensure that the compensation of our bishops and presbyters falls within the established minimum compensation as established by Diocesan Convention. The committee works with churches that are not paying clergy minimum rates to



understand the reasons and to help them develop plans to become compliant. The minimum compensation levels are authorized annually at Diocesan Convention.

Financial Assistance:

The committee works closely with the Canon for Transition and the Canon for Finance and Business to assist clergy, eligible lay employees, and parishes who cannot meet their obligations to pay pension assessments and health insurance premiums. This committee authorizes loans or grants to ensure that health insurance does not lapse and that pensions are kept current. Emergency loans or grants for clergy in transition or personal situations are available through an application process. This committee's loans and grants are funded through the Clergy Financial Assistance (CFA) program. Clergy and parishes may apply for loans and grants for specific needs by contacting the Canon for Transition and completing an application for assistance.

Benefits:

The committee supports the Episcopal Church Medical Trust (ECMT) of the Church Pension Group and offers a subset of the available benefits in compliance with the Denominational Health Plan (DHP). The committee also sets the annual minimum required employer contribution to the health benefit premium, as required by the DHP.

Communications:

The committee works closely with the Commission members to communicate the benefits and wellness programs to the Diocese of Pennsylvania. The committee communicates the Clergy Financial Assistance fund benefits to the clergy of our Diocese. In addition, the committee works with Diocesan communication staff to spread awareness and raise participation in our employee benefits.

Respectfully submitted by: Craig B. Toedtman for the Commission on Wellness



The Order of the Daughters of the King Diocesan Assembly of PA



In 1885, Margaret Juliet Franklin led a women's Bible study in a Manhattan parish known as the Church of the Holy Sepulchre. This group of women called themselves "Daughters of the King." Margaret, seeking a deeper, more passionate relationship with Christ and His church, called a meeting of the group on the eve of Easter. The purpose of the meeting was to "arouse their interest and urge their cooperation as a class of definite workers for Christ and His Church." On that night in 1885, what would become known as "The Order of the Daughters of the King" was born.*

If you've seen a woman wearing the cross pictured above, then you've seen someone who is a member of the Order of the Daughters of the King. You can find a "Daughter" on vestry, in the choir, serving on a hospitality committee, on the altar guild, teaching Sunday School – in short, you can find Daughters of the King engaged in the life of their congregations, serving where they are able. Daughters of the King take vows to pray daily, to serve their clergy and parish as needed, and to become reflections of God's love throughout the world.*

The Cross of the Order

The cross of the Order was officially adopted in its first Constitution on November 5, 1891. The senior cross of the Order is a modified Greek Fleury cross inscribed in Latin "*Magnanimiter Crucem Sustine*," which means "With heart, mind, and spirit uphold and bear the cross." At the base of the cross are the letters "FHS" which stand for the motto of the Order "For His Sake."*

Where you can find Daughters

In addition to DOK chapters in Episcopal churches in the United States, there are also international DOK chapters in Brazil, Cuba, Dominican Republic, Germany, Ghana, Guatemala, Haiti, India, Italy, Kenya – to name just a few.*

Who We Are

Daughters of the King are women and girls between the ages of seven and one hundred and seven who desire a closer walk with the Lord. We are Christian women, both lay and ordained, who are strengthened through the discipline of a Rule of Life, and supported through the companionship of our sisters. We are all at different stages of our Christian journey – some have just begun and some have been on this path for a long time. But no matter where we are on our sacred journeys, our primary goal is the same – to know Jesus Christ and to make Him known to others.*

The Order of the Daughters of the King Diocesan Assembly of PA

Vision Statement of the Order

Empowered by the Holy Spirit, our vision as Daughters of the King is to know Jesus Christ, to make Him known to others, and to become reflections of God's love throughout the world.*

We don't just enroll as members and attend meetings. After a three-month period of study and discernment, each new member takes vows to uphold the two Rules of the Order, the [Rule of Prayer](#) and the [Rule of Service](#).*

The Coronavirus Pandemic may have cancelled our in-person Assemblies and Retreats. However, it did not stop us from praying individually and in groups via Zoom for our nation and its leaders, for the world, for those suffering with the virus, for those who lost loved ones due to gun violence and the virus, and for our Church. Prayer has no boundaries. For His Sake!

Churches in the Episcopal Diocese of PA with Daughters of the King Chapters

Calvary St. Augustine
Christ Church, Pottstown
Christ Church & St. Michael's Church
Church of The Good Samaritan
Holy Apostles & the Mediator
St. Gabriel

St. George & St. Barnabas
Church of St. James, Kingsessing
St. Mary's at the Cathedral
The African Episcopal Church of St.
Thomas
Trinity Episcopal Church, Ambler

For information about the Daughters of the King in the Diocese of PA, contact any Executive Committee member:

Jane E. McKinney, President
janemckinney8602@comcast.net

The Rev. Jo Ann B. Jones, Chaplain
jjones@theredeemer.org

Monica Lewis-Jones, Vice President
Mblj03@gmail.com

Sharon Cotton-Bullock, Treasurer
scmci@aol.com

Ginny Guyer, Music Leader
ginnyguyer@gmail.com

Cynthia Muse, Recording Secretary
musecyn@aol.com

Deborah Steeves, Membership Chair
dtsteeves@icloud.com

Janis Moore, Daughters-at-Large Chair
janispmoore@hotmail.com

**Information used has in part been taken from the DOK website, www.doknational.org.*



The Episcopal Diocese of Pennsylvania

EPISCOPAL CHURCH WOMEN STEERING COMMITTEE

Annual Report 2023

The Episcopal Church Women Steering Committee monitors and disperses interest of endowment funds from our foremothers. The legacy indicates four different categories:

1. Historic Black Colleges, with grants being sent to St Augustine's University, Raleigh, NC and Voorhees College, Denmark, SC.
2. Indian Hope, with grants sent to Episcopal churches in Navajo Land, Farmington, NM.
3. Foreign Mission, with a grant sent to the Princess Basma Center in the Episcopal Diocese of Jerusalem.
4. Domestic Mission grants, which make it possible for all parishes to be responsive to the needs to the people of their surrounding communities by applying for and receiving grants.

In January, 2023, the Steering Committee voted to raise the Domestic grants to a maximum of \$1500 per grant with grants being able to be reapplied for every six months.

The St James Episcopal Church School received a grant from the Periodical Club

The following parishes received grants from the Domestic Mission grants this year.

- Church of Incarnation
- Morrisville
- St Stephens
- St Lukes, Germantown
- Christ Church and St Ambrose
- Free Church of St John

United Thank Offering Coordinator, Sharida Gillison, has been working to see that all churches have UTO information and are ready for the annual Ingathering

We elected three members to attend the Providence III Conference in Richmond, VI: Cheryl Daly, Sharida Gillison, and Mary Rivera. Cheryl was unable to attend due to a death in her family.

Sharida and Mary attended the meeting at the Roslyn Conference Center. Mary Rivera was elected secretary of Providence III ECW.

Submitted By
Mary Rivera
Secretary Steering Committee

COMMISSION ON GUN VIOLENCE 2023 ANNUAL REPORT

Alice Briscoe-Brown, Co Director

The Rev. Diane E. Faison, Co Director

MISSION:

The Commission on Gun Violence is a diocesan commission with members from across the diocese who are committed to ending gun violence in our communities.

We seek to build peace by actively resisting gun violence and providing resources to the Diocese to address and reduce this destructive force. We commit to:

- Serve as an active and relevant resource to the diocese, including individual parishes, deaneries, etc. in conjunction and cooperation with the Bishop and diocesan staff
- Deepen our understandings of the systems and sources that perpetuate gun violence
- Have a practical, measurable, and sustained impact on ending gun violence

We ground our work in the mission to be known as a community of faith committed to addressing gun violence as a part of our greater witness of justice and peace for all people in the name of Jesus Christ, and to come to know others who are committed to this shared mission to end gun violence.



With our Bishop Daniel Gutiérrez as convener for Bishops United Against Gun Violence, our diocese has been able to reach beyond the diocesan walls to address gun violence. Including a day of Action and Prayer to End Gun Violence in Harrisburg in November. Beginning with a service of Lament for lives lost to gun violence followed by a day of meeting with legislators and a solemn march around the capital.

2023 At A Glance

At the 2022 Diocesan Convention, our commission, with your help, was able to collect over 300 signatures to support gun safety Bills. As of October 2023, 2 of the bills passed the House and are pending action. No matter the outcome voices were heard.

February 2023 – In collaboration with Heeding God's Call and the Diocese of Central Pennsylvania, we contacted our representatives in Pennsylvania Congress to get legislation passed to end gun violence.

April – May 2023 – St. Barnabas/St. George hosted a Memorial to the Lost. Memorials to the Lost are now at 5 parishes within the Diocese with 470 shirts being displayed.

A youth gun violence prevention series was held at Church of the Advocate for high school students. The topics surrounded proactive tools to address risk factors for gun violence.

July 2023 – St Luke's held a Gun Buy Back resulting in 125 guns being turned in. The commission was able to get over 90 community signatures to support gun safety legislative changes.

September 2023 – Holy Innocents St. Paul's Episcopal Church and Grace Episcopal Church and Incarnation had a prayer walk for Gun Violence

November 2023– Harrisburg Day of Action and Prayer

2024 GOALS

- Bring the Memorial to the Lost beyond Philadelphia.
- Creating a de-escalation trainings for communities affected by violence

The Commission meets the first Tuesday of the month at 6 pm in person and on Zoom.



For more information or if interested in supporting the Gun Violence Commission contact:

Canon For Mission: Rev Toneh Smyth @ tsmyth@diopa.org



The Episcopal Diocese
of Pennsylvania

HISTORY COMMITTEE EPISCOPAL DIOCESE OF PENNSYLVANIA

Report for 2023

**by Michael J. Krasulski
Chairperson, History Committee
Diocesan Historiographer**

I. Membership

Members: Elizabeth Browne (member emerita), David Contosta, William Cutler (chairman emeritus), Jay Blossom, Joshua Castaño, James Duffin, Ann Greene (vice chairperson), Clark Groome (secretary), Marcia Hinton, Debbie Klak, Michael Krasulski (chairperson), the Right Rev. Edward Lee, Arthur Sudler, and Nokomis Wood

Leave of Absence: Miriam Wattles

Resignation: Alexander Ames

II. Goals for 2022

- Increase awareness in the diocese of our rich history at the parish level
- Support Bishop Gutierrez's History/Economic Development initiative
- Act as a resource for any official, parish, or organization in the diocese that wants to discover and/or celebrate its history
- Foster mutual understanding and reconciliation among our diverse membership by calling attention to our participation in or failure to oppose all forms of injustice and discrimination
- Meet the obligations of the Episcopal Diocese of Pennsylvania under General Convention Resolution 2006A123.
- Encourage the preservation of relevant diocesan, parish, and personal records and artifacts

- Continue occasional work on the oral history project
- Continue building the profile of the Diocese of Pennsylvania as a national leader in the preservation and study of Episcopal history

III. Work in 2022

1.) New Members

Two people joined the History Committee in 2022. They are:

- Joshua Castaño, Director of Special Initiatives at Partners for Sacred Places, has a deep passion for helping communities, and the people who live in them, discover the beauty and significance of our nation's historical sacred architecture. He is a member of St. Mark's Church, Philadelphia, where he served on the vestry both as accounting warden and treasurer. Known for energetic curiosity, Joshua is deeply interested in book arts, including fine-printed books, calligraphy, and the lettering arts.
- Nokomis "Nikki" Wood has been involved in diocesan affairs for over 50 years and has served in various capacities and roles including service on the standing committee for nearly 12 years, deputy to five general conventions and most recently on cathedral chapter. When she retired from that role, she was named a canon. In 2014 she participated in the committee's Oral History Project; the transcript of her interview can be found on the diocesan website. Nikki is a member of Church of St. Martin-in-the-Fields, Philadelphia.

2.) Leadership

In December 2022, the Rt. Rev. Daniel G. P. Gutierrez appointed Michael Krasulski to serve as chairperson of the committee and historiographer of the diocese. As Michael became the chairperson, Ann Greene accepted the nomination to serve as vice chairperson and was elected to that position at the January 21, 2023, meeting of the committee.

3.) Oral History

On January 28, 2023, Clark Groome interviewed the Right Reverend Mary Douglas Glasspool, Assistant Bishop in the Diocese of New York. The transcript of this interview is available on the diocese's website, and a physical copy has been deposited in the diocesan archives.

4.) Fall Forum

The 2022 fall forum of the History Committee was held on Saturday, October 1, 2022 via Zoom. It focused on the use of oral history as a way of documenting, exploring, and investigating discrimination and racism in the Diocese of Pennsylvania, and the wider Episcopal Church. It concluded with a panel of clergy and laity from Church of the Holy Apostles and the Mediator (HAM), West Philadelphia, and Church of the Holy Apostles, Penn Wynne. HAM founded Church of the Holy Apostles, Penn Wynne, in the late 1940s. This panel session explored racism and discrimination at the parish level and demonstrated how telling our parish stories honestly and openly can address these problems.

The 2023 fall forum of the History Committee will be held on October 14th, 2023, at St. Paul's Church, Chestnut Hill. The theme is music and liturgy through a historical lens.

5.) Diocesan Archives

For all of 2022, Michael Krasulski continued to serve as volunteer archivist in the diocese. Since the last report to convention the archives has accepted records from Church of St. Luke and the Epiphany, Philadelphia, and St. John's Church, Norristown as well as the entire archival holdings of Church Foundation of the Diocese of Pennsylvania. This collection is still being processed while the records from the parishes have been processed. Forty-six research requests have been filled and sixteen baptismal or marriage certificates have been issued since the last report to convention.

Following up on discussions begun in 2020 and with the approval of the diocesan Board of Trustees, Ancestry.com digitized the majority of records in Spring and Summer 2022, additional materials were scanned in the Fall 2022 and Spring 2023. These include sacramental records held in the diocesan archives and issues of *The Church News*. It was the diocesan newsletter for many years and Ancestry.com has digitized it through 1940. On July 6, 2023, the initial set of digital images were posted on Ancestry.com.

IV. Goals for 2024

- Increase awareness in the diocese of our rich history at the parish level;
- Advance the Rt. Rev. Daniel G. P. Gutierrez's vision for sharing the history of the diocese and its parishes;

- Act as a resource for any official, parish, or organization in the diocese that wants to discover and/or celebrate its history;
- Foster mutual understanding and reconciliation among our diverse membership by calling attention to our participation in or failure to oppose all forms of injustice and discrimination;
- Work with the Anti-Racism Commission and help with the implementation of the Loving Presence Report;
- Meet the obligations of the Episcopal Diocese of Pennsylvania under General Convention Resolution 2006A123;
- Encourage the preservation and increase the recognition of important diocesan, parish, and personal records and artifacts;
- Make occasional additions to the oral history project; and
- Continue building the profile of the Diocese of Pennsylvania as a national leader in the preservation and study of Episcopal history.

V. Budget

The History Committee plans to use the money budgeted for it in 2023 to work on the goals listed above.

VI. Contact Information

Michael Krasulski

Historiographer

History Committee, Chairperson

429 S. Camac Street

Philadelphia, PA 19147

Phone: 484.919.0438

Email: mkrasulski@gmail.com



The Episcopal Diocese
of Pennsylvania
LGBTQIA+
Committee



Diocesan Convention Report

October 20, 2023

Committee Origins and Structure: The LGBTQIA+ Committee was established in February 2022 by a group of Queer Episcopalians and their Allies seeking to build community, advocate for inclusivity, and to create resources for those in need, with a specific focus on Queer Episcopalians and their families in our diocese. The Committee is organized into working groups, which shape its projects and programs: the Adult Programs Working Group; the Youth, Families, & Allies Working Group; the Education and Training Working Group; and the Governance and Communications Working Group. The Committee's 2023 executive officers are the following:

- Ryan (he / him / his) and Kathryn Brossa (she / her / hers), Church of St. Alban, Co-chairs
- Timothy Hepp (he / him / his), St. Peter's Church in the Great Valley, Secretary

Vision: The LGBTQIA+ Committee of the Episcopal Diocese of Pennsylvania envisions a world in which people of all genders and sexual orientations feel fully welcomed into, and supported by, the Church in cultivating Christian faith and a robust spiritual life.

Mission: The LGBTQIA+ Committee of The Episcopal Diocese of Pennsylvania leverages the assets of the diocese, its parishes, its clergy, and its parishioners to create an affirming community for queer people across the Diocese, promote and advocate for LGBTQIA+ rights within The Episcopal Church, and lovingly incorporate diverse and inclusive understandings of gender and sexuality into the life of the Church. We hold regular meetings to hear working group reports, assess progress, engage directly with diocesan officials, and develop action steps.

Selected Events and Accomplishments:

- *Resolution R-7, Affirming LGBTQIA2S+ Welcome in the Life of the Church, and Promoting Dedicated Pastoral Care for the LGBTQIA2S+ Community*

Resolution R-7 passed with an overwhelming majority at 2022's Convention.

- *Lessons and Carols, January 26, 2023 (approximately 25 attended)*

St. Timothy's Episcopal Church, Roxborough, hosted lessons and carols in partnership with the LGBTQIA+ Committee.

- *Roundtable with the Rev. Dr. Charlie Bell, Saturday, June 3, 2023 (23 attended)*

The Rev. Dr. Charlie Bell spoke on issues relating to the queer community and the Anglican Communion. The committee provided free copies of his book, *Queer Holiness*, to all interested attendees.

- *What Does the Bible Say About Gender and Identity, Saturday, September 16, 2023 (50 people attended).*

The committee partnered with Philadelphia Episcopal Cathedral, St. Peter's Church in the Great Valley, Saint Timothy's Episcopal Church, Roxborough, the Philadelphia Theological Institute, the African Episcopal Church of Saint Thomas, and the Diocese of Pennsylvania to fund a presentation by the Rev. Dr. Eric Thomas and a following panel discussion with members of the queer community.

Upcoming Goals:

- Develop and offer training for clergy and vestry leaders interested in creating affirming spaces for LGBTQIA2S+ persons.
- Develop and offer training for youth leaders in having age-appropriate conversations about LGBTQIA2S+ identities.
- Continue to create programming that enriches the spiritual lives of committee members and the broader community.

How to Become Involved: Visit our website at <https://www.diopa.org/lgbtqia>. Join our email list by contacting our group at lgbtqia@diopa.org. Read about the Committee's transformational work in an article published in the [Philadelphia Gay News](#). We hope to find more parishes willing to collaborate with us on projects and programs!



Episcopal Diocese of Pennsylvania Liturgical Commission

In 2009, the Standing Committee of the Episcopal Diocese of Pennsylvania proposed that a Diocesan Liturgical Commission be formed with the stated purpose to assist those who gather for worship in parishes by uplifting the diverse traditions of “Common Prayer” in the diocese, by sponsoring seminars and workshops on various aspects of liturgical practices and renewal, by making available information, ideas, and programs offered by the Episcopal Church to the clergy and lay leaders of the diocese, and by working in cooperation with those involved with liturgy across the diocese and with organizations in the church dedicated to the renewal of liturgy. For the past fourteen years, this has taken place in a variety of ways. This year, the primary work of the Liturgical Commission has been to respond to the needs of the diocese, as requested.

In 2021, the Liturgical Commission was asked to work on the Calendar of Intercessions. We accepted that task and we are most grateful to Dina L. Harvey who is doing the lion’s share of the work on the Calendar of Intercessions, with only a few edits being offered by others. Dina is perhaps the only person on the Commission with enough broad knowledge of the diocese to be able to complete this task. Dina has to make sure that all of the clergy and parishes of the diocese are included in the Calendar as well as the communities of our companion diocese in Guatemala. With the many transitions and changes that take place among the clergy as well as deaths, it is no small task to keep the list correct and up to date. It must be remembered that no member of the Liturgical Commission is on the diocesan staff and we rely on the information that we are given, can glean from parish websites, hear through the grapevine, etc. Occasionally, we get notifications that a person or parish is listed incorrectly. We appreciate being contacted with the correct information and we hope that you understand that once we have it, the Calendar will not be adjusted right away. The Calendar is only published twice a year coinciding with the liturgical calendar – once at the beginning of Advent and once after the feast of Pentecost. Changes that are given to us will be made as soon as possible in the succeeding calendar. Search the diocesan website (diopa.org) for Calendar of Intercessions and you will find the most recent edition. We are grateful to Dina L. Harvey for her careful and prayerful work on this calendar of intercessions.

One member of the Liturgical Commission, The Rev. Emmanuel Williamson, was asked to prepared the Eucharistic Liturgy for the Clergy Conference.

The Liturgical Commission is available to serve parishes who wish assistance with liturgy. Dina L. Harvey is the Chair of the Altar Guild and often goes to parishes to train members of the Altar Guild. Other liturgical ministries can be addressed by various members of the commission if we are invited to do so. We hope that you are continuing to use the Liturgical Resource Guide developed by the Liturgical Commission and made available to the diocese at the 2019 Diocesan Convention. When we refer to this guide, it is surprising to us that most clergy and laity are unaware that it exists. This Liturgical Resource Guide is a broad resource that includes articles about the liturgy that answers many of the questions that

come up when trying to decide what might be appropriate for worship. In addition to the individual articles, there is a wealth of links that direct the user to a variety of resources on almost every topic dealing with music and liturgy. Finally, if someone is interested in studying liturgy more intensely, the whole guide could be read as a book to provide laity and clergy a basic understanding of The Book of Common Prayer and primary elements of worship. This is a resource that is grounded in the Anglican theology of worship and yet is flexible enough for today's worship. It is an invaluable tool for this time of pandemic. You might ask, "Where can I find the Liturgical Resource Guide?" It can be found on the website of The Episcopal Diocese of Pennsylvania. You can search "Liturgical Resource Guide diopa" and it will take you directly to the document or you can use this link:

<https://www.diopa.org/uploads/attachments/ck0igy7gh0e1900qs0t46amlv/liturgical-commission-liturgical-resource-guide.pdf> Our contact and additional information about the Liturgical Commission is on the diocesan website. <https://diopa.org/uploads/attachments/cjsy26m1800d59wqsusmm8xvd-liturgical-commission-for-diocesan-website.docx>

Respectfully submitted, The Rev. Dr. Mary Ann Mertz, Chair of the Liturgical Commission

Members of the Liturgical Commission The Rev. Dr. Mary Ann Mertz, Chairperson Ms. Dina L. Harvey, Chairperson of the Altar Guild, The Rev. Thomas McClellan, Mrs. Jeanette Woehr, The Rev. Emmanuel Williamson

2023 Programming

CONTINUING THE WORK



National Association of Social Work (NASW) 2023 Conference

We are proud to announce one of the graduates from the Moral Injury program shared her story at the 2023 NASW conference. In addition she advocated for legislative change to support more women who want to come forward and tell their truth without fear of being penalized. As well as advocating for more V.A. benefit process changes.



Female Empowerment Group

This year the Female Empowerment Group was created for graduates of the MI program. Its purpose is to continue to help veterans strengthen their voice and build a community of peers. This group offers advocacy advice, tools for storytelling, conflict resolution tools, how to prioritize self-care, where to find empowerment, etc. All guest speakers are female leaders in some capacity (many within our own diocese!)



For more information or if interested in supporting the Veterans Commission contact:

Canon For Mission: Rev Toneh Smyth
tsmyth@diopa.org



Report to the 2023 Convention from the Pastoral Care Team for retirees, spouses, widows, and widowers

It is a great privilege to serve on this pastoral care team. We are honored by the lives and ministries of these wonderful people and all whom we serve. Our chaplaincy team is Bud Holland, Convener, Glenn Matis, Lou Temme, MaryJo Melberger (all serving as chaplains) and Jim Wynn, Anne Atlee, and Judith Beck (all serving as members of the pastoral care team). Together we serve over 300 people living throughout the United States and around the world. We connect through in-person greetings, over the internet and invitations to zoom and in-person meetings and responding to questions and pastoral concerns.

Over the last year we have made over 2500 collective contacts with our group. One of the highlights was our gathering in June with Thom Chu to share resources needed for our retirement years. In addition, we are in regular contact with the Church Pension Group for informational meetings and sharing resources, the Bishop's meetings with staff, and with each other as the pastoral care team. We attend funerals and offer assistance to families in need. We are grateful for the ministries for retirees, spouses, widows, and widowers and seek to share that gratitude in ways we can.

We remember at this time all who have died since our last Convention. We give thanks for their lives and ministries and entrust them to God.

Clergy and Spouse Deaths

Michaela Keener
Kyle St. Claire
Ronald Parker
Barbara Kelley
Dee Faison
Sally Johnson, wife of Stanley Johnson (deceased)
John Kim
Frank Griswold
Bernard Maguire
Rena Graves
Nicolas Phelps
Carole Tinklepaugh, wife of John Tinklepaugh (deceased)
Rose Sallee Miller, wife of Isaac Miller
Arthur Brunner
Sara Chapman Batson
Margaret Ullman, wife of Dick Ullman
Scott P. Albergate
Donna Lima-Montero

For further information and for offering suggestions about our work, please contact Bud Holland at budholland126@gmail.com or 215-834-4007.



The Episcopal Diocese
of Pennsylvania

Standing Committee: Report to Convention - October 2022 to September 2023.

President: Rev. Jill LaRoche Wikel
Vice President: Rev. Michael Ruk
Secretary: Dr. Colin Johnstone

Date

October 25, 2022

Approvals/Consents/Other Information

Election of Officers:

The following were elected:

The Rev. Jill LaRoche Wikel, President

The Rev. Michael Ruk, Vice President

Dr. Colin Johnstone, Secretary

Dana Hall: interviewed for ordination to the transitional diaconate and approved unanimously.

The Rev. Christopher Schenk: interviewed for ordination to the priesthood and approved unanimously.

Kristin Woods: interviewed for ordination to the vocational diaconate and approved unanimously.

St. Paul's, Levittown: request to sell their Rectory was approved unanimously.

November 22, 2022

Standing Committee Rules and Guidelines of Meetings and Business – adopted unanimously.

Stacey Carmody, Joseph German, and Andrea

Morgan: interviewed separately for ordination to vocational diaconate; all approved unanimously.

Episcopal Election: members of Standing Committee gave unanimous consent for the election of Rev Elias Garcia Cardena as 5th Bishop of Columbia.

**December 17, 2022 (special meeting
requested by Bishop)**

Bishop Gutiérrez updated Standing Committee on the dispute between Christ Church, Pottstown and their local government to close down Christ Church's outreach ministries. All members present expressed unequivocal support for Christ Church and the Bishop's proposed action.

January 24, 2023	Trinity Church, Gulph Mills: approved the lease extension through 2038 between Trinity and T-Mobile for a cell tower. Episcopal Elections: members of Standing Committee gave unanimous consent for the election of the Right Reverend Melissa Kelton as provisional bishop of the Diocese of Olympia and Rev Mathew Foster Heyd for the Diocese of New York.
February 28, 2023	Church of the Epiphany, Royersford: approved two-year lease to rent a vacant church for their worship. Episcopal Elections: gave unanimous consent to the elections of Rev Sally French as bishop of the Diocese of New Jersey, and Rev Justin Holcomb as bishop of the Diocese of Central Florida.
March 29, 2023 (vote by email)	St. Mary's, Ardmore: approved the Fifth Lease Amendment between St. Mary's, Ardmore and Learn and Play Inc.
April 25, 2023	Beth Hollingshead: interviewed for Candidacy and for ordination to the vocational diaconate; approved unanimously on separate motions. :Christopher Micklewright: interviewed for ordination to the transitional diaconate and approved unanimously. Dana Hall: interviewed for ordination to the priesthood; approved by majority with one abstention. Kristen Ostendorf: interviewed for Candidacy and ordination to the transitional diaconate; approved unanimously on separate motions. Episcopal Elections: gave unanimous consent to the elections of Rev. David Read as bishop of the Diocese West Texas, Rev. Ann Ritonia as Bishop Suffragan of the Armed Forces, and Rev. Carrie Schofield-Broadbent as Bishop of the Diocese of Maryland. Members of Standing Committee unanimously withheld consent from Rev. Charlie Holt as bishop coadjutor of the Diocese of Florida.
May 23, 2023	Emily Given: was interviewed for Candidacy interviewed for candidacy and approved unanimously.
June 27, 2023	2024 Diocesan Budget: Canon Doug Horner presented the Diocesan budget to members.

July 25, 2023	SC Retreat: members met at Pendle Hill for a retreat facilitated by the Rev. Bud Holland.
August 22, 2023	Church of the Messiah, Gwynedd: approved sale of The Cottage with up to one third of the proceeds to be used for parish renovations and the remaining moneys to be placed into the Endowment Fund. Trinity Memorial, Philadelphia: approved 3 year lease agreement renewal with Trinity Playgroup. St. Mary's, Cathedral Village: approved licensee between St. Mary's, Cathedral Village and the Doshinkan Aikido of North America.
September 26, 2023	Emily Given: was interviewed for ordination to the transitional diaconate and approved unanimously. Tanya Regli: interviewed for Candidacy and for ordination to the transitional diaconate; approved unanimously on separate motions. St. James, Langhorne: approved request to withdraw \$40,000 from the Church Foundation. Episcopal Elections: gave unanimous consent to the elections of Rev. John T. W. Harmon as bishop of the Diocese of Arkansas and Rev. Jeremiah Williamson as bishop of the Diocese of Albany.

Prepared by Rev Jill LaRoche Wikel, president of Standing Committee on September 27, 2023



The Church Foundation

STRONG FOUNDATION. FAITHFUL INVESTING.

September 2023

The Church Foundation chartered in 1926 provides investment and endowment management services for the Diocese, its member parishes, and other church-related institutions. The Church Foundation aims to provide reasonable returns for our investors at a carefully managed level of risk and make sustainable distributions to fund missions and ministries while also protecting against inflation.

The Church Foundation's Investment Committee and Board of Directors work closely with our Investment Manager, T. Rowe Price, to ensure the preservation and growth of our participants' assets so they are available when needed. Investors with The Church Foundation purchase units or shares in the Consolidated Fund or the Short Term Investment Fund. The Consolidated Fund is a carefully structured blend of equities and fixed-income instruments designed to meet the investment policy statement guidelines established by The Church Foundation Board of Directors.

Any Episcopal entity within the Diocese can invest with The Church Foundation, no matter their size. Once an endowment fund is created within an investment portfolio, investors can contribute or withdraw funds subject to any restrictions imposed by a donor or other entity.

The Church Foundation also offers notary services and can facilitate a charitable gift donation at no cost to its clients.

In "new business," The Church Foundation is pleased to announce the launch of our new Short Term Investment Fund, designed to provide investors with consistent, low volatility performance with an emphasis on high credit quality, low maturity risk, and liquidity.

Activity

The Church Foundation's Consolidated Fund portfolio has seen impressive growth. At year-end 2010, Consolidated Fund units were valued at just over \$117, and the total portfolio was valued at over \$104 million. As of August 2023, the unit value was \$208, and the portfolio was valued at over \$147 million. This represents a cumulative market value increase of nearly 78% per unit over thirteen years, or otherwise stated; any investor who has received income at The Church Foundation's recommended distribution rate has also seen their investments keep pace with inflation.

The current market value of the Consolidated Fund is reflective of the overall market's slow but steady recovery. At the end of the second quarter of 2023, the Consolidated Fund produced annualized year-to-date returns of a positive 8.74%. The Consolidated Fund's annualized returns continue to be strong over three years at 6.6%, five years at 5.9%, and ten years at 7.5%, which we believe is an indicator of the Consolidated Fund's long-term stability and its ability to weather both financially peaceful and turbulent times successfully.



The Church Foundation

STRONG FOUNDATION. FAITHFUL INVESTING.

The Church Foundation does not guarantee the rate of return it will earn in the future; however, its Investment Manager has a long track record of success in its investment strategies.

For more information, visit The Church Foundation's website at www.tcfdiopa.org. Contact me or Lisa Reinhardt, Operations Manager, at 215-621-8310, lorid@diopa.org or lreinhardt@diopa.org.

I want to thank the Board of Directors of The Church Foundation for their dedication and service.

Respectfully submitted,
Lori Daniels
Executive Director
The Church Foundation
215-220-9886 | lorid@diopa.org



The Church Foundation

STRONG FOUNDATION. FAITHFUL INVESTING.

THE CHURCH FOUNDATION BOARD OF DIRECTORS

The Right Reverend Daniel G. P. Gutiérrez

Bishop – Diocese of Pennsylvania

Board President

Sharon A. Congleton

Calvary, St. Augustine

Andrew Dumas

The African Episcopal Church of St. Thomas

Christopher H. Gadsden, Esquire

St. Thomas, Whitemarsh

Marie Golson

African Episcopal Church of St. Thomas

The Rev. Eric P. Hungerford, Rector

St. Paul's Episcopal Church, Chestnut Hill

Clifford W. Kozemchak

St. Thomas, Whitemarsh

The Rev. George O. Master, Rector

Good Shepherd Episcopal Church, Hilltown

James L. Pope

St. Paul's, Chestnut Hill

Franklin Rothenberger

St. Peter's Phoenixville

Wilson Smith

St. Peter's in the Great Valley



The Church Foundation

STRONG FOUNDATION. FAITHFUL INVESTING.

The Rev. Dr. Mike Sowards, Rector

St. James' Episcopal Church, Collegeville

Kathleen Stephenson, Esquire

St. Peter's Church, 3rd and Pine

Roberta Griffin Torian, Esquire

St. Francis-in-the-Fields, Malvern

Katharyn I. Christian Voit, Esquire

St. Peter's Church, 3rd and Pine

Paul Wanglee, CFA

Redeemer, Bryn Mawr

VETERAN'S COMMITTEE 2023 ANNUAL REPORT

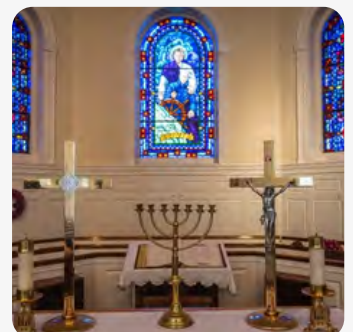
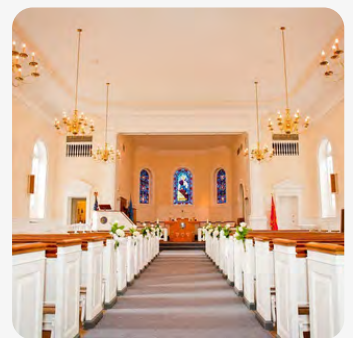


MISSION:

To be more than a place of worship; to be a place of healing for veterans and their families; and to become a force in the community that advocates for, collaborates with, and empowers veterans.

4TH FEMALE VETERAN MORAL INJURY PROGRAM COHORT

This marks our 4th year in partnership with the Corporal Michael J. Crescenz VA Medical Center, for the female moral injury program. This 12-week program is led by The Reverend Canon Toneh Smyth L.C.S.W. and Keitha Beamer (V.A. Therapist). It provides a safe space for female veterans to explore, articulate and receive validation for the root of their moral injury. Often associated with military sexual trauma. The program ends with a healing ceremony (held at Chapel of the Four Chaplains) where they share their story with the community.





Parishes of the Diocese

African Episcopal Church of St. Thomas, Philadelphia

6361 Lancaster Avenue
Philadelphia, Pennsylvania 19151
Ph: 215-473-3065
1792@aecst.org

All Hallows Church, Wyncote

262 Bent Road
Wyncote, Pennsylvania 19095
Ph: 215-885-1641
secretary@allhallowswyncote.org

All Saints', Fallsington

9 Old Locust Street
Fallsington, Pennsylvania 19054
Ph: 215-295-5196

All Saints', Norristown

535 Haws Avenue
Norristown, Pennsylvania 19401
Ph: 610-279-3990
allsaints535@yahoo.com

All Saints', Rhawnhurst

1811 Loney Street
Philadelphia, Pennsylvania 19111
Ph: 215-342-6310
allsaintsrh@gmail.com

All Saints', Torresdale

9601 Frankford Avenue
Philadelphia, Pennsylvania 19114
Ph: 215-637-8787
office@allsaintstorresdale.org

All Saints', Wynnewood

1325 Montgomery Avenue
Wynnewood, Pennsylvania 19096
Ph: 610-642-4098
elrix@allsaintswynne.org

Calvary St. Augustine, Philadelphia

814 North 41st Street
Philadelphia, Pennsylvania 19104
Ph: 215-222-2070
office.calvary@comcast.net

Christ Church and St. Michael's, Philadelphia

29 West Tulpehocken Street
Philadelphia, Pennsylvania 19144
Ph: 215-844-7274
ccsm12@comcast.net

Christ Church, Ithan

536 Conestoga Road
Villanova, Pennsylvania 19085
Ph: 610-688-1110
welcome@christchurchithan.org

Christ Church, Media

311 South Orange Street
Media, Pennsylvania 19063
Ph: 610-566-7525

Christ Church, Old Swedes

740 River Road
Bridgeport, Pennsylvania 19406
Ph: 610-272-6036
oldswedes@gmail.com

Christ Church, Philadelphia
20 No. American Street
Philadelphia, Pennsylvania 19106
Ph: 215-922-1695
mail@christchurchphila.org

Christ Church, Pottstown
316 High Street
Pottstown, Pennsylvania 19464
Ph: 610-323-2895
mhriefer@christpottstown.org

Christ Church, Ridley Park
104 Nevin Street
Ridley Park, Pennsylvania 19078
Ph: 610-521-1626
office@christchurchridleypark.org

Church of St. Alban, Roxborough
500 Fairthorne Ave.
Philadelphia, Pennsylvania 19128
Ph: 215-482-2627
churchofstalban@gmail.com

Church of St. Andrew and St. Monica, Philadelphia
3600 Baring Street
Philadelphia, Pennsylvania 19104
Ph: 215-222-5938
ssandrewmonica@comcast.net

Church of St. Asaph, Bala Cynwyd
27 Conshohocken State Road
Bala Cynwyd, Pennsylvania 19004
Ph: 610-664-0966
office@saintasaphs.org

Church of St. Augustine of Hippo, Norristown
1208 Green Street
Norristown, Pennsylvania 19401
Ph: 610-279-8890
info@stagustineofhippo.org

Church of St. James the Greater, Bristol
225 Walnut Street
Bristol, Pennsylvania 19007
Ph: 215-788-2228
office.stjames.bristol@verizon.net

Church of St. James, Kingsessing
6838 Woodland Avenue
Philadelphia, Pennsylvania 19142
Ph: 215-727-5265
stjameskingsessing@gmail.com

Church of St. John the Evangelist, Essington
16 W. Third Street
Essington, Pennsylvania 19029
Ph: 610-459-2994
stjohnessington@gmail.com

Church of St. Jude and the Nativity, Lafayette Hill
203 Germantown Pike
Lafayette Hill, Pennsylvania 19444
Ph: 610-941-6666
stjude19444@gmail.com

Church of St. Luke and the Epiphany, Philadelphia
330 South 13th Street
Philadelphia, Pennsylvania 19107
Ph: 215-732-1918
slatechurch@gmail.com

Church of St. Martin-in-the-Fields, Chestnut Hill
8000 St. Martin's Lane
Philadelphia, Pennsylvania 19118
Ph: 215-247-7466
ContactSM@stmartinec.org

Church of the Advent, Hatboro
12 Byberry Avenue
Hatboro, Pennsylvania 19040
Ph: 215-675-5737
secretaryadventhatboro@gmail.com

Church of the Advent, Kennett Square

401 N. Union St
Kennett Square, Pennsylvania 19348
610-444-4624
advent-secretary@comcast.net

Church of the Ascension, Parkesburg

P.O. Box 193
Parkesburg, Pennsylvania 19365
Ph: 610-857-9176
ascensionparkesburg@gmail.com

Church of the Crucifixion, Philadelphia

807 Bainbridge Street
Philadelphia, Pennsylvania 19147
Ph: 215-922-1128
jalejandro@diopa.org

Church of the Epiphany, Royersford

87 Bethel Church Road
Spring City, Pennsylvania 19475
Ph: 610-948-9655
rector@epiphanystar.net

Church of the Good Samaritan, Paoli

212 West Lancaster Avenue
Paoli, Pennsylvania 19301
Ph: 610-644-4040
info@good-samaritan.org

Church of the Good Shepherd, Hilltown

1634 Hilltown Pike
Hilltown, Pennsylvania 18927
Ph: 215-822-3930
goodshepherdhilltown@verizon.net

Church of the Good Shepherd, Rosemont

1116 Lancaster Avenue
Bryn Mawr, Pennsylvania 19010
Ph: 610-525-7070
office@goodshepherdrosemont.com

Church of the Holy Apostles and the Mediator, Philadelphia

260 S. 51st Street
Philadelphia, Pennsylvania 19139
Ph: 215-472-3000
info@hamphilly.org

Church of the Holy Apostles, Penn Wynne

1020 Remington Road
Wynnewood, Pennsylvania 19096
Ph: 610-642-6617
holyapostlespa@gmail.com

Church of the Holy Nativity, Rockledge

205 Huntingdon Pike
Rockledge, Pennsylvania 19046
Ph: 215-968-8284
mail@holynativityrockledge.org

Church of the Holy Nativity, Wrightstown

749 Durham Road
Wrightstown, Pennsylvania 18940
Ph: 215-598-3405
hchurchoffice@gmail.com

Church of the Holy Spirit, Harleysville

P.O. Box 575
Harleysville, Pennsylvania 19438
Ph: 215-234-8020
administrator@churchoftheholyspirit.us

Church of the Holy Trinity, Lansdale

407 North Broad Street
Lansdale, Pennsylvania 19446
Ph: 215-855-4431
holy.trinity3@verizon.net

Church of the Holy Trinity, Rittenhouse

1904 Walnut Street
Philadelphia, Pennsylvania 19103
Ph: 215-567-1267
office@htrit.org

Church of the Holy Trinity, West Chester
212 South High Street
West Chester, Pennsylvania 19382
Ph: 610-696-4640
office@htrinitywc.com

Church of the Incarnation, Morrisville
1505 Makefield Road
Morrisville, Pennsylvania 19067
Ph: 215-295-2259
IncarnationMorrisville@gmail.com

Church of the Messiah, Gwynedd
1001 Dekalb Pike
Lower Gwynedd, Pennsylvania 19002
Ph: 215-699-9204
office@messiahgwynedd.org

Church of the Redeemer, Andalusia
1065 Bristol Pike
Bensalem, Pennsylvania 19020
Ph: 215-639-4387

Church of the Redeemer, Bryn Mawr
230 Pennswood Road
Bryn Mawr, Pennsylvania 19010
Ph: 610-525-2486
jay@theredeemer.org

Church of the Redeemer, Springfield
145 West Springfield Road
Springfield, Pennsylvania 19064
redemer33@verizon.net

Emmanuel Church, Quakertown
560 S. Main Street
Quakertown, Pennsylvania 18951
Ph: 215-536-3040
emmanuelchurch11@yahoo.com

Emmanuel Resurrection Church, Holmesburg
8201 Frankford Avenue
Philadelphia, Pennsylvania 19136
Ph: 215-624-8520
erchurch2009@gmail.com

Free Church of St. John, Philadelphia
3089 Emerald St.
Philadelphia, Pennsylvania 19134
administrator@ccsachurch.org

George W. South Memorial Church of the Advocate, Philadelphia
1801 W. Diamond Street
Philadelphia, Pennsylvania 19121
Ph: 215-978-8000
office@churchoftheadvocate.org

Gloria Dei Church, Philadelphia
916 S. Swanson Street
Philadelphia, Pennsylvania 19147
Ph: 215-389-1513

Grace Church and the Incarnation, Philadelphia
2645 E. Venango Street
Philadelphia, Pennsylvania 19134
Ph: 215-423-5851
admin@bettertogetherinphilly.church

Grace Church, Hulmeville
313 Main Street
Hulmeville, Pennsylvania 19047
Ph: 215-757-6025
gracechurchsec@verizon.net

Grace Epiphany Church, Mt. Airy
224 East Gowen Avenue
Philadelphia, Pennsylvania 19119
Ph: 215-248-2950
belong@graceepiphany.org

Holy Comforter, Drexel Hill
1000 Burmont Road
Drexel Hill, Pennsylvania 19026
Ph: 610-789-6754
holycomforterdrexelhill@gmail.com

Holy Innocents St. Paul's Church, Tacony
7001 Torresdale Avenue
Philadelphia, Pennsylvania 19135
Ph: 215-624-1144
admin@bettertogetherinphilly.church

House of Prayer, Philadelphia
1747 Church Lane
Philadelphia, Pennsylvania 19141
Ph: 215-549-7650
tmcgilljr@aol.com

Incarnation Holy Sacrament Church, Drexel Hill
3000 Garrett Road
Drexel Hill, Pennsylvania 19026
ihsecoffice@gmail.com

La Iglesia de Cristo y San Ambrosio, Philadelphia
3554 N 6th St
Philadelphia, Pennsylvania 19140
Ph: 215-226-1444
administrator@ccsachurch.org

Memorial Church of St. Luke, Bustleton
1946 Welsh Road
Philadelphia, Pennsylvania 19115
Ph: 215-969-3645
stlukesoffice1946@gmail.com

Memorial Church of the Good Shepherd, East Falls
3820 The Oak Road
Philadelphia, Pennsylvania 19129
Ph: 215-844-0580
goodshepherdoffice@verizon.net

Nevil Memorial Church of St. George, Ardmore
1 West Ardmore Avenue Box C
Ardmore, Pennsylvania 19003
Ph: 610-642-3500
parishoffice@stgeorgeschurch.org

Philadelphia Episcopal Cathedral
19 S. 38th Street
Philadelphia, Pennsylvania 19104
Ph: 215-386-0234
admin@philadelphiacathedral.org

Redemption, Southampton
1101 Second Street Pike
Southampton, Pennsylvania 18966
Ph: 215-357-0303
churchoftheredemption@verizon.net

Resurrection, Rockdale
2131 Mount Road
Aston, Pennsylvania 19014
Ph: 610-459-2013
resurrectionrockdaleoffice1@verizon.net

St. Alban's, Newtown Square
3625 Chapel Road
Newtown Square, Pennsylvania 19073
Ph: 610-356-0459
parish.associate@verizon.net

St. Andrew's Church, Yardley
47 West Afton Avenue
Yardley, Pennsylvania 19067
Ph: 215-493-2636
church@standrews-yardley.org

St. Andrew's Church, West Vincent
7 Saint Andrew's Lane
Glenmoore, Pennsylvania 19343
Ph: 610-458-5277
standrewsglenmoore@comcast.net

St. Andrew's-in-the-Field, Somerton
500 Somerton Avenue
Philadelphia, Pennsylvania 19116
Ph: 215-673-5938
standrews1898@aol.com

St. Anne's Church, Abington

2119 Old Welsh Road
Abington, Pennsylvania 19001
Ph: 215-659-1674
office@stannesabington.org

St. Christopher's Church, Gladwyne

226 Righters Mill Road
Gladwyne, Pennsylvania 19035
Ph: 610-642-8920
staff@saintchristophers.org

St. Christopher's Church, Oxford

116 Lancaster Pike
Oxford, Pennsylvania 19363
Ph: 610-932-8134
StChris@stchrisoxford.org

St. Clement's Church, Philadelphia

2013 Appletree Street
Philadelphia, Pennsylvania 19103
Ph: 215-563-1876
info@s-clements.org

St. David's Church, Manayunk

P.O. Box 29102
Philadelphia, Pennsylvania 19127
Ph: 215-482-2345
stdavidsmanayunk7@gmail.com

St. David's Church, Radnor

763 South Valley Forge Road
Wayne, Pennsylvania 19087
Ph: 610-688-7947
stdavids@stdavidschurch.org

St. Dunstan's Church, Blue Bell

750 Skippack Pike
Blue Bell, Pennsylvania 19422
Ph: 215-643-0522

St. Francis-in-the-Fields, Sugartown

689 Sugartown Road
Malvern, Pennsylvania 19355
Ph: 610-647-0130
stfrancisfields@verizon.net

St. Gabriel's Church, Philadelphia

101 E. Roosevelt Blvd.
Philadelphia, Pennsylvania 19120
Ph: 215-329-3807
peacefullion@verizon.net

St. George St. Barnabas Church, Philadelphia

520 S. 61st Street
Philadelphia, Pennsylvania 19143
Ph: 215-747-2605
secretary.sgsb@aol.com

St. James Church, Collegeville

3768 Germantown Pike
Collegeville, Pennsylvania 19426
Ph: 610-489-7564
office@stjames-episcopal.org

St. James' Church, Downingtown

409 East Lancaster Avenue
Downingtown, Pennsylvania 19335
Ph: 610-269-1774
parishoffice@stjameschurchdowningtown.com

St. James' Church, Langhorne

330 South Bellevue Avenue
Langhorne, Pennsylvania 19047
Ph: 215-757-3766
stjameslanghorne330@gmail.com

St. James' Church, Prospect Park

732 11th Avenue
Prospect Park, Pennsylvania 19076
Ph: 610-461-6698
stjames732@gmail.com

St. John's Church, Compass

1520 W. King's Highway
Gap, Pennsylvania 17527
Ph: 717-442-4302
stjohnscompass@gmail.com

St. John's Church, Concord
576 Concord Road
Glen Mills, Pennsylvania 19342
Ph: 610-459-2994
office@saintjohnsconcord.com

**St. John's Church of Our Saviour,
Huntingdon Valley**
1309 Welsh Road
Huntingdon Valley, Pennsylvania 19006
Ph: 215-947-3212
stjohnschurchofoursaviour@gmail.com

St. John's Church, Lower Merion
404 Levering Mill Road
Bala Cynwyd, Pennsylvania 19004
Ph: 610-272-4092
office@stjohnlm.org

St. John's Church, Norristown
23 East Airy Street
Norristown, Pennsylvania 19401
Ph: 215-627-6434
office@stjohnsdiocesancenter.org

St. Luke's Church, Germantown
5421 Germantown Avenue
Philadelphia, Pennsylvania 19144
Ph: 215-844-8544
parsec@stlukesger.org

St. Luke's Church, Newtown
100 E. Washington Avenue
Newtown, Pennsylvania 18940
Ph: 215-968-2781
stlukeschurchpa@verizon.net

St. Mark's Church, Frankford
4442 Frankford Avenue
Philadelphia, Pennsylvania 19124
Ph: 215-535-0635
jon@stmarksfrankford.org

St. Mark's Church, Honey Brook
1040 Chestnut Tree Road
Honey Brook, Pennsylvania 19344
Ph: 610-942-2365
info@stmarkshb.org

St. Mark's Church, Philadelphia
1625 Locust Street
Philadelphia, Pennsylvania 19103
Ph: 215-735-1416
semullen@saintmarksphiladelphia.org

St. Martin's Church, Radnor
400 King Of Prussia Road
Radnor, Pennsylvania 19087
Ph: 610-688-4830
Email@stmartinsradnor.org

St. Mary's Church at Calvary, Warwick
161 Warwick Rd
Elverson, Pennsylvania 19520

St. Mary's Church, Ardmore
36 Ardmore Avenue
Ardmore, Pennsylvania 19003
Ph: 610-649-1486
stmarysardmore@verizon.net

St. Mary's Church, Cathedral Road
630 East Cathedral Road
Philadelphia, Pennsylvania 19128
Ph: 215-482-6300
stmaryscathrd@gmail.com

St. Mary's Church, Chester
703 Edward Street
Chester, Pennsylvania 19013
Ph: 610-874-8565
stmarys@stmaryschester.org

St. Mary's Church, Hamilton Village
3916 Locust Walk
Philadelphia, Pennsylvania 19104
Ph: 215-386-3916
rector@stmarysatpenn.org

St. Mary's Church, Philadelphia
1831 Bainbridge Street
Philadelphia, Pennsylvania 19146
Ph: 215-985-0360
info@saintmarysphiladelphia.org

St. Mary's Church, Wayne
104 Louella Avenue
Wayne, Pennsylvania 19087
Ph: 610-688-1313
janis@stmaryswayne.org

St. Matthew's Church, Maple Glen
919 Tennis Avenue
Maple Glen, Pennsylvania 19002
Ph: 215-646-4092
ParManager@verizon.net

St. Michael's Church, Yeadon
813 Longacre Blvd.
Yeadon, Pennsylvania 19050
Ph: 610-259-7871
office@stmichaelsyeadon.org

St. Paul's Church, Chester
301 East 9th Street
Chester, Pennsylvania 19013
Ph: 610-872-5711
stpaulschester@verizon.net

St. Paul's Church, Chestnut Hill
22 East Chestnut Hill Avenue
Philadelphia, Pennsylvania 19118
Ph: 215-242-2055
staff@stpaulschestnuthill.org

St. Paul's Church, Doylestown
84 East Oakland Avenue
Doylestown, Pennsylvania 18901
Ph: 215-348-5511

St. Paul's Church, Elkins Park
7809 Old York Road
Elkins Park, Pennsylvania 19027
Ph: 215-635-4185
office@stpaulselkinspark.org

St. Paul's Church, Exton
1105 East Lincoln Highway
Exton, Pennsylvania 19341
Ph: 610-363-2363
stpaulsexton@gmail.com

St. Paul's Church, Levittown
89 Pinewood Drive
Levittown, Pennsylvania 19054
Ph: 267-585-3945
stpaullevittown@hotmail.com

St. Paul's Church, Oaks
P.O. Box 404
Oaks, Pennsylvania 19465
Ph: 610-650-9336
barbara@stpaulsoaks.org

St. Peter's Church In the Great Valley, Paoli
2475 Saint Peter's Road
Malvern, Pennsylvania 19355
Ph: 610-644-2261
parishadministrator@stpetersgv.org

St. Peter's Church, Glenside
654 North Easton Road
Glenside, Pennsylvania 19038
Ph: 215-887-1765
stpeter654@gmail.com

St. Peter's Church, Philadelphia
313 Pine Street
Philadelphia, Pennsylvania 19106
Ph: 215-925-5968
info@stpetersphila.org

St. Peter's Church, Phoenixville
121 Church Street
Phoenixville, Pennsylvania 19460
Ph: 610-933-2195
saintpetersphoenix@gmail.com

St. Philip's Church, New Hope

10 Chapel Road
New Hope, Pennsylvania 18938
Ph: 215-862-5782
stphilipsnewhope@gmail.com

St. Philip-in-the-Fields, Oreland

317 Oreland Mill Road
Oreland, Pennsylvania 19075
Ph: 215-233-0409
office@stphilipinthefields.org

St. Simon the Cyrenian Church, Philadelphia

1401 South 22nd Street
Philadelphia, Pennsylvania 19146
Ph: 215-468-1926
stsimonthecyreninachurch@gmail.com

St. Stephen's Church, Clifton Heights

199 West Baltimore Avenue
Clifton Heights, Pennsylvania 19018
Ph: 610-622-3636
ststephensclifton@verizon.net

St. Stephen's Church, Norwood

128 Chester Pike
Norwood, Pennsylvania 19074
Ph: 610-461-0490
diopo@sstephen.org

St. Stephen's, Philadelphia

19 S. 10th Street
Philadelphia, Pennsylvania 19107
Ph: 215-922-3807
Contact@ststephensphl.org

St. Thomas' Church, Whitemarsh

7020 Camp Hill Road
Fort Washington, Pennsylvania 19034
Ph: 215-233-3970
info@stthomaswhitemarsh.org

St. Timothy's Church, Roxborough

5720 Ridge Avenue
Philadelphia, Pennsylvania 19128
Ph: 215-483-1529
sttimothyrox@gmail.com

The Darby Mission

1007 Mulberry Street
Darby, Pennsylvania 19023
Ph: 610-348-9226
sharada3000@gmail.com

Trinity Church, Ambler

708 S. Bethlehem Pike
Ambler, Pennsylvania 19002
Ph: 215-646-0416
office@trinityambler.com

Trinity Church, Boothwyn

700 Meetinghouse Road
Boothwyn, Pennsylvania 19061
Ph: 610-213-9587
FrPaulGitimu@TrinityBoothwyn.org

Trinity Church, Buckingham

2631 Durham Road
Buckingham, Pennsylvania 18912
Ph: 215-794-7921
office@trinitybuckingham.org

Trinity Church, Coatesville

323 East Lincoln Highway
Coatesville, Pennsylvania 19320
Ph: 610-384-4771
trinitycoates@aol.com

Trinity Church, Gulph Mills

966 Trinity Lane
King Of Prussia, Pennsylvania 19406
Ph: 610-828-1500
churchadmin@trinitygulphmills.org

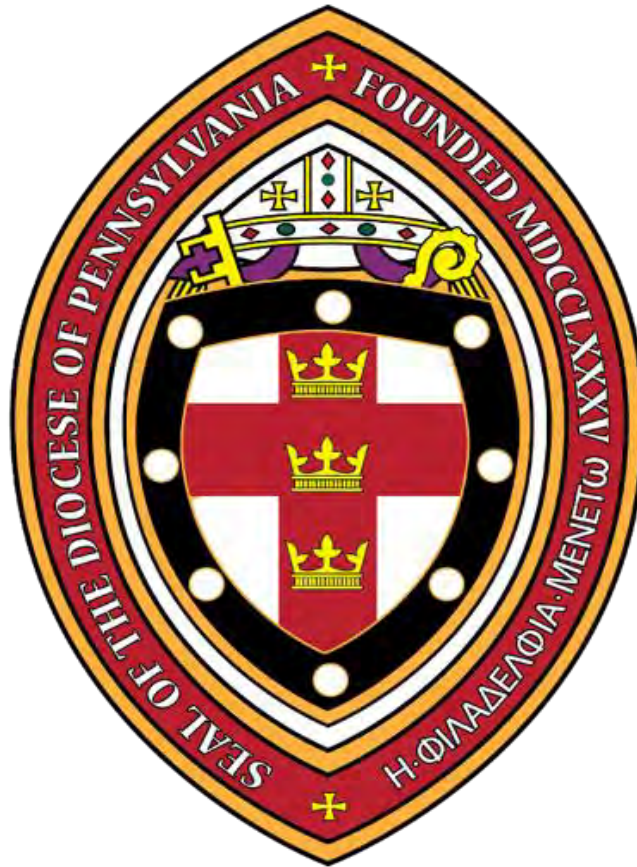
Trinity Church, Oxford
601 Longshore Ave.
Philadelphia, Pennsylvania 19111
Ph: 215-745-6114
info@tcophilly.org

Trinity Church, Solebury
P.O. Box 377
Solebury, Pennsylvania 18963
Ph: 215-297-5135
webteam@trinitysolebury.org

Trinity Church, Swarthmore
301 N. Chester Road
Swarthmore, Pennsylvania 19081
Ph: 610-544-2297
Office@Trinity-Swarthmore.org

Trinity Memorial Church, Philadelphia
2212 Spruce Street
Philadelphia, Pennsylvania 19103
Ph: 215-732-2515
admin@trinityphiladelphia.org

Washington Memorial Chapel, Valley Forge
P. O. Box 98
Valley Forge, Pennsylvania 19481
Ph: 610-783-0120
wmcdefendersgatepat@aol.com



*“Truly I tell you, just as you did not do it to one of the least of these,
you did not do it to me.” Matthew 24: 40*

**Opening Prayers + Noonday Prayer + Closing Prayers
Hymns for Convention**



**Philadelphia Episcopal Cathedral
Saturday, October 21, 2023
8:30 a.m.**

Opening Prayers

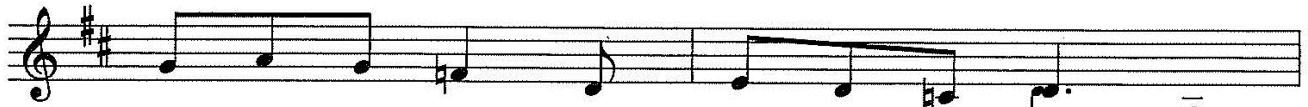
All stand.

Opening Hymn

Here in this place



1. Here in this place new light is stream - ing,
2. We are the young— our lives are a mys - t'ry,
3. Here we will take the wine and the wa - ter,
4. Not in the dark of build - ings con - fin - ing,



Now is the dark - ness van - ished a - way,
We are the old— who yearn for your face,
Here we will take the bread of new birth,
Not in some heav - en, light - years a - way, But



See in this space our fears and our dream - ings,
We have been sung through - out all of his - t'ry,
Here you shall call your sons and your daugh - ters,
here in this place the new light is shin - ing,



Brought here to you in the light of this day.
Called to be light to the whole hu - man race.
Call us a - new to be salt for the earth.
Now is the King - dom, now is the day.



Gath - er us in— the lost and for - sak - en,
Gath - er us in— the rich and the haugh - ty,
Give us to drink the wine of com - pas - sion,
Gath - er us in and hold us for ev - er,



Gath - er us in— the blind and the lame;
Gath - er us in— the proud and the strong;
Give us to eat the bread that is you;
Gath - er us in and make us your own;



Call to us now, and we shall a - wak - en,
Give us a heart so meek and so low - ly,
Nour - ish us well, and teach us to fash - ion
Gath - er us in— all peo - ples to - geth - er,



We shall a - rise at the sound of our name.
Give us the cour-age to en - ter the song.
Lives that are ho - ly and hearts that are true.
Fire of love in our flesh and our bone.

Text: Marty Haugen, b. 1950 Tune: Gather us in, Irregular; Mary Haugen, b. 1950

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Opening Sentence

Officiant I was glad when they said to me, "Let us go to the house of the Lord." *Psalm 122:1*

Officiant O God, let our mouth proclaim your praise.

Assembly **And your glory all the day long.**

From Psalm 51 (*said by all in unison*)

Open my lips, O Lord, *

And my mouth shall proclaim your praise.

Create in me a clean heart, O God, *

and renew a right spirit within me.

Cast me not away from your presence *

and take not your holy Spirit from me.

Give me the joy of your saving help again *

and sustain me with your bountiful Spirit.

Glory to the Father, and to the Son, and to the Holy Spirit: *

as it was in the beginning, is now, and will be for ever. Amen.

A Reading

Officiant Blessed be the God and Father of our Lord Jesus Christ.
By his great mercy we have been born anew to a living hope
through the resurrection of Jesus Christ from the dead. *I Peter 1:3*

Assembly **Thanks be to God.**

The Apostles Creed

Officiant and Assembly

I believe in God, the Father almighty,
creator of heaven and earth.

I believe in Jesus Christ, his only Son, our Lord.
He was conceived by the power of the Holy Spirit
and born of the Virgin Mary.

He suffered under Pontius Pilate,
was crucified, died, and was buried.

He descended to the dead.

On the third day he rose again.

He ascended into heaven, and is seated at the right hand of the Father.

He will come again to judge the living and the dead.

I believe in the Holy Spirit, the holy catholic Church,
the communion of saints, the forgiveness of sins,
the resurrection of the body, and the life everlasting. Amen.

The Lord's Prayer

Officiant and Assembly

Our Father, who art in heaven,

hallowed be thy Name, thy kingdom come thy will be done,
on earth as it is in heaven.

Give us this day our daily bread.

And forgive us our trespasses,

as we forgive those who trespass against us.

And lead us not into temptation,

but deliver us from evil.

For thine is the kingdom, and the power, and the glory,

for ever and ever. Amen.



The Collects

The Officiant then prays

Lord God, almighty and everlasting, you have brought us in safety to this new day: Preserve us with your mighty power, that we may not fall into sin, nor be overcome by adversity; open our eyes to see the beauty of your creation; and in all we do, direct us to the fulfilling of your purpose through Jesus Christ our Lord. **Amen.**



Almighty and everlasting God, by whose Spirit the whole body of your faithful people is governed and sanctified: Receive our supplications and prayers, which we offer before you for all members of your holy Church, that in their vocation and ministry they may truly and devoutly serve you; through our Lord and Savior Jesus Christ, who lives and reigns with you, in the unity of the Holy Spirit, one God, now and forever.

Officiant Let us bless the Lord.

Assembly **Thanks be to God.**

Hymn

Blessed assurance Jesus is mine

1. Bless - ed as - sur - ance, Je - sus is mine! — O what a
 2. Per - fect sub - mis - sion, per - fect de - light, — Vi - sions of
 3. Per - fect sub - mis - sion, all is at rest, — I in my

1. fore-taste of glo - ry di - vine! — Heir of sal - va - tion, pur - chase of
 2. rap - ture now burst on my sight; — An - gels de - scend - ing, bring from a -
 3. sav - ior am hap - py and blest; — Watch - ing and wait - ing, look - ing a -

1. God, — Born of His spir - it, washed in His blood. —
 2. bove — Ech - oes of mer - cy, whis - pers of love. —
 3. bove, — Filled with His good - ness, lost in His love. —

This is my sto - ry, this is my song, — Prais - ing my

sav - ior all the day long; — This is my sto - ry, this is my

song, — Prais - ing my sav - ior all the day long. —

Words: Fanny J. Crosby (1820-1915) Music: Phoebe P. Knapp (1839-1908) From *Lift Every Voice and Sing*.

Hymn

Will you come and follow me

1. Will you come and fol - low me if I but call your name?
 2. Will you leave your - self be - hind if I but call your name?
 3. Will you let the blind - ed see if I but call your name?
 4. Will you love the "you" you hide if I but call your name?
 5. Lord, your sum - mons ech - oes true when you but call my name.

Will you go where you don't know and nev - er be
 Will you care for cruel and kind and nev - er be
 Will you set the pris - 'ners free and nev - er be
 Will you quell the fear in - side and nev - er be
 Let me turn and fol - low you and nev - er be

the same? Will you let my love be shown,
 the same? Will you risk the hos - tile stare
 the same? Will you kiss the lep - er clean,
 the same? Will you use the faith you've found
 the same. In your com - pa - ny I'll go

will you let my name be known, will you let my
 should your life at - tract or scare? Will you let me
 and do such as this un - seen, and ad - mit to
 to re - shape the world a - round, through my sight and
 where your love and foot - steps show. Thus I'll move and

life be grown in you and you in me?
 an - swer prayer in you and you in me?
 what I mean in you and you in me?
 touch and sound in you and you in me?
 live and grow in you and you in me.

Text: John L. Bell, b.1949 and Graham Maule, b. 1958; © 1988, WGRG, c/o Iona Community, GIA Publications, Inc., agent
 Tune: KELVINGROVE; Scottish melody

Noonday Prayers

All stand.

Officiant O God, make speed to save us.

Assembly O Lord, make haste to help us.

Officiant and Assembly

Glory to the Father, and to the Son, and to the Holy Spirit:
as it was in the beginning, is now, and will be for ever. Amen.

Psalm 121(*said by all in unison*)

1 I lift up my eyes to the hills; *

from where is my help to come?

2 My help comes from the LORD, *

the maker of heaven and earth.

3 He will not let your foot be moved *

and he who watches over you will not fall asleep.

4 Behold, he who keeps watch over Israel *

shall neither slumber nor sleep;

5 The LORD himself watches over you; *

the LORD is your shade at your right hand,

6 So that the sun shall not strike you by day, *

nor the moon by night.

7 The LORD shall preserve you from all evil; *

it is he who shall keep you safe.

8 The LORD shall watch over your going out

and your coming in, *

from this time forth for evermore.



A Reading

The love of God has been poured into our hearts through the
Holy Spirit that has been given to us. *Romans 5:5*

Assembly Thanks be to God.

The Prayers

The Officiant then begins

Lord, have mercy.

Christ, have mercy.

Lord, have mercy.

Officiant and Assembly

Our Father, who art in heaven,

hallowed be thy Name,

thy kingdom come,

thy will be done,

on earth as it is in heaven.

Give us this day our daily bread.

And forgive us our trespasses,

as we forgive those who trespass against us.

And lead us not into temptation,

but deliver us from evil.

For thine is the kingdom, and the power, and the glory,

for ever and ever. Amen



Officiant Lord, hear our prayer;

Assembly **And let our cry come to you.**

Officiant Let us pray.

The Officiant then says the following Collect.

Blessed Savior, at this hour you hung upon the cross,
stretching out your loving arms: Grant that all the peoples
Of the earth may look to you and be saved; for your mercies
sake. **Amen.**

Free intercessions may be offered.

The service concludes as follows

Officiant Let us bless the Lord.

Assembly **Thanks be to God.**

Please sing the verses in English and the Refrain in Spanish.

Hymn

Cuando el pobre nada tiene



1. Cuan - do el po - bre na - da tie - ne y aún re - par - te, _____
 2. Cuan - do al - guien su - fre y lo - gra su con - sue - lo, _____
 1. When a poor one who has noth - ing shares with strang - ers, _____
 2. When at last all those who suf - fer find their com - fort, _____



_____ cuan - do al - guien pa - sa sed ya - gua nos
 _____ cuan - do es - pe - ra y no se can - sa de es - pe -
 _____ When the thirst - y wa - ter give un - to us
 _____ When they hope though e - ven hope seems hope - less -

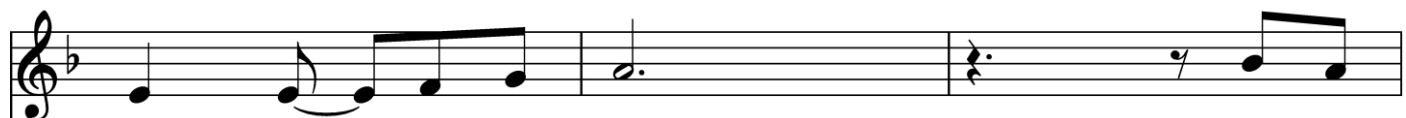


da, cuan - do el dé - bil a su her - ma - no for - ta -
 rar, cuan - do a - ma - mos, aun - que el o - dio nos ro -
 all, When the crip - pled in their weak - ness strength - en
 ness, When we love though hate at times seems all a -

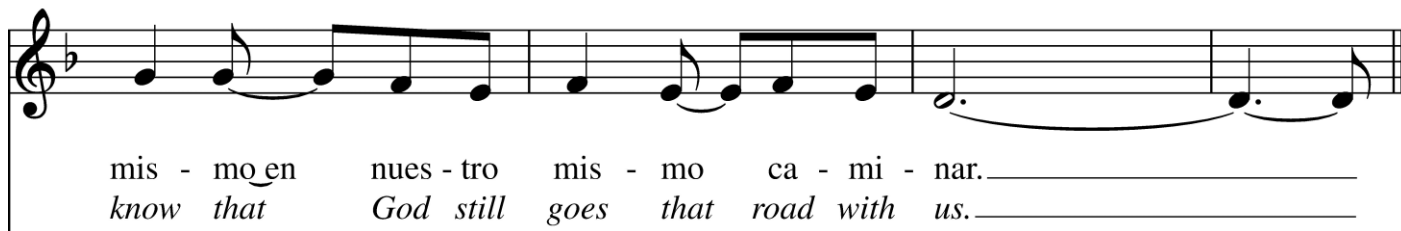
Estribillo (Refrain)



le - ce, _____ } va Dios mis - mo en nues - tro
 de - e, _____ }
 oth - ers. _____ } Then we know that God still
 round us. _____ }



mis - mo ca - mi - nar. Va Dios
 goes that road with us. Then we



3. Cuando crece la alegría y nos inunda,
 cuando dicen nuestros labios la verdad,
 cuando damos a mamos el sentir de los sencillos, *Estribillo*
4. Cuando abunda el bien y llena los hogares,
 cuando alguien donde hay guerra pone paz,
 cuando "hermano" le llamamos al extraño, *Estribillo*
3. *When our joy fills up our cup to overflowing,
 When our lips can speak no words other than true,
 When we know that love for simple things is better. Refrain*
4. *When our homes are filled with goodness in abundance.
 When we learn how to make peace instead of war.
 When each stranger that we meet is called a neighbor. Refrain*

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Closing Prayers

Opening Verses

Officiant Light and peace in Jesus Christ our Lord.

Assembly Thanks be to God.

A Reading

Officiant

It is not ourselves that we proclaim; we proclaim Christ Jesus as Lord, and ourselves as your servants, for Jesus' sake. For the same God who said, "Out of darkness let light shine," has caused his light to shine within us, to give the light of revelation—the revelation of the glory of God in the face of Jesus Christ. *2 Corinthians 4:5-6*

Officiant **Hear our cry, O God.**

Assembly **And listen to our prayer.**

Officiant and Assembly

**Our Father, who art in heaven,
hallowed be thy Name,
thy kingdom come,
thy will be done,
on earth as it is in heaven.**

Give us this day our daily bread.

**And forgive us our trespasses,
as we forgive those who trespass against us.**

**And lead us not into temptation,
but deliver us from evil. Amen.**

Let us pray.

Grant us, Lord, the lamp of charity which never fails, that it may burn in us and shed its light on those around us, and that by its brightness we may have a vision of that holy City, where dwells the true and never-failing Light, Jesus Christ our Lord. **Amen.**

The Officiant then prays the following Collects.

Collects

Grant us, Lord, the lamp of charity which never fails, that it may burn in us and shed its light on those around us, and that by its brightness we may have a vision of that holy City, where dwells true and never-failing Light, Jesus Christ our Lord. **Amen.**

Most holy God, the source of all good desires, all right judgements, and all just works: Give to us, your servants, that peace which the world cannot give, so that our minds may be fixed on doing your will, and that we, being delivered from the fear of all enemies, may live in peace and quietness; through the mercies of Christ Jesus our Savior. **Amen.**

Lord Jesus, stay with us, for evening is at hand and the day is past; be our companion in the way, kindle our hearts, and awaken hope, that we may know you as you are revealed in Scripture and the breaking of bread. Grant this for the sake of your love. **Amen.**

Bishop's Blessing

Dismissal

Officiant Let us go forward into the world rejoicing in the power of the Spirit.

Assembly Thanks be to God.

Ending Hymn

Day is done



1. Day is done, but love un - fail - ing Dwells ev - er
2. Dark de-scends, but light un - end - ing Shines through our
3. Eyes will close, but you un - sleep - ing Watch by our



here; Shad - ows fall, but hope, pre - vail - ing,
night; You are with us, ev - er lend - ing
side; Death may come, in love's safe keep - ing



Calms ev - 'ry fear. God, our Mak - er, none for - sak - ing,
New strength to sight: One in love, your truth con - fess - ing,
Still we a - bide. God of love, all e - vil quell - ing,



Take our hearts, of Love's own mak - ing, Watch our sleep - ing,
One in hope of heav - en's bless - ing, May we see, in
Sin for - giv - ing, fear dis - pel - ling, Stay with us, our



guard our wak - ing, Be al - ways near.
love's pos - sess - ing, Love's end - less light!
hearts in - dwell - ing, This e - ven - tide.

Word: James Quinn, JS, b. 1919, © 1969. Used by permission of Selah Publishing Co., Inc. Kingston, NY Tune: Ar Hyd Nos. 8 4 84 888 4; Welsh

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**In memoriam*



At Philadelphia Episcopal Cathedral, we gather in the name of Jesus Christ to give thanks and praise to God and to serve the community around us. We are a unique urban center whose doors are open to feed the hungry, to pray, to be inspired by the arts, and to learn as we come closer to God's creative, healing spirit.

For upcoming events at the Cathedral, please visit our website.

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A seat for the Bishop, a home for the diocese, an open door for all

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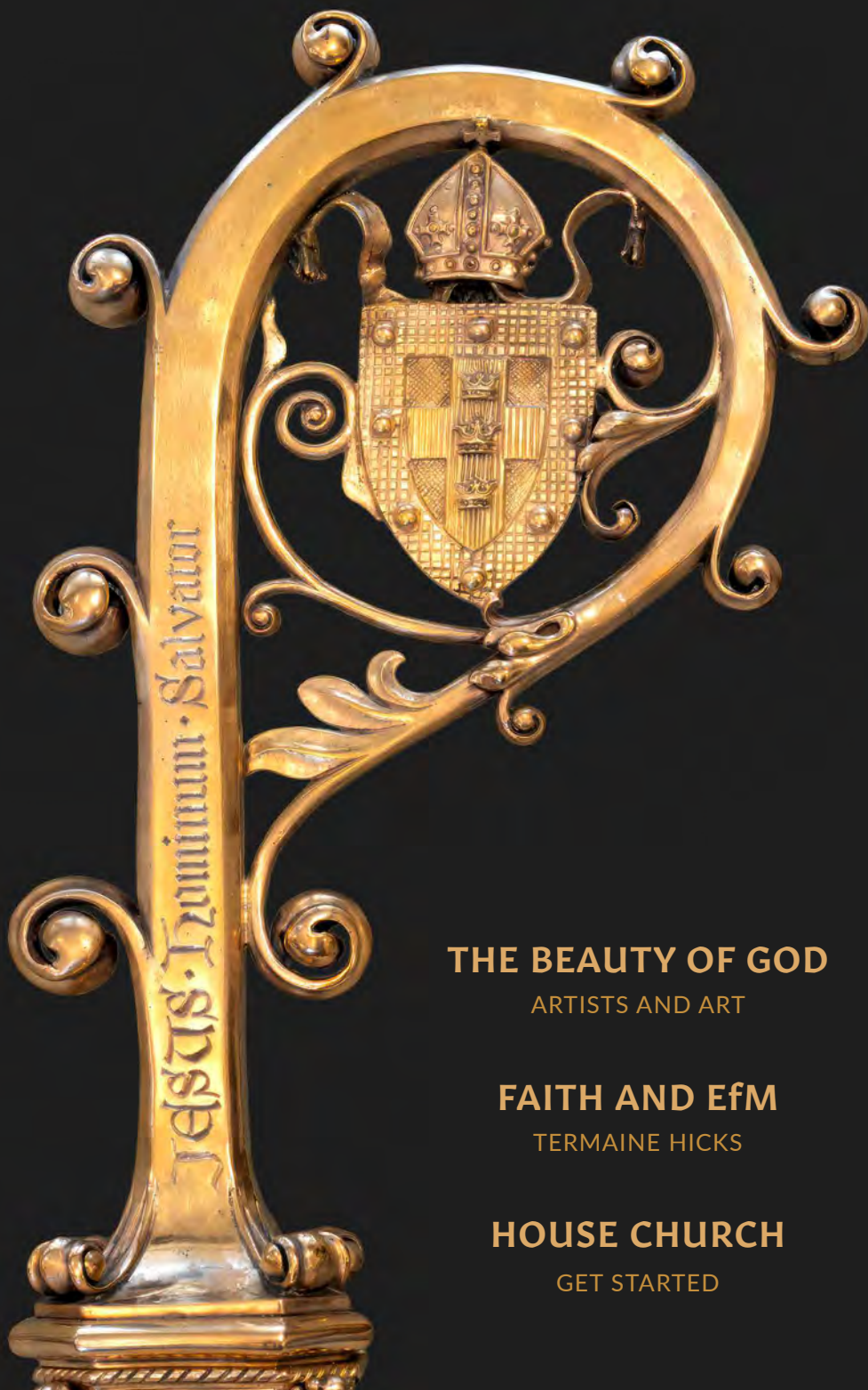


CAMINOS

OUR ROADS TOGETHER

EDITION 9 | FALL 2023

Serving The Episcopal Diocese of Pennsylvania



THE BEAUTY OF GOD

ARTISTS AND ART

FAITH AND EfM

TERMAINE HICKS

HOUSE CHURCH

GET STARTED

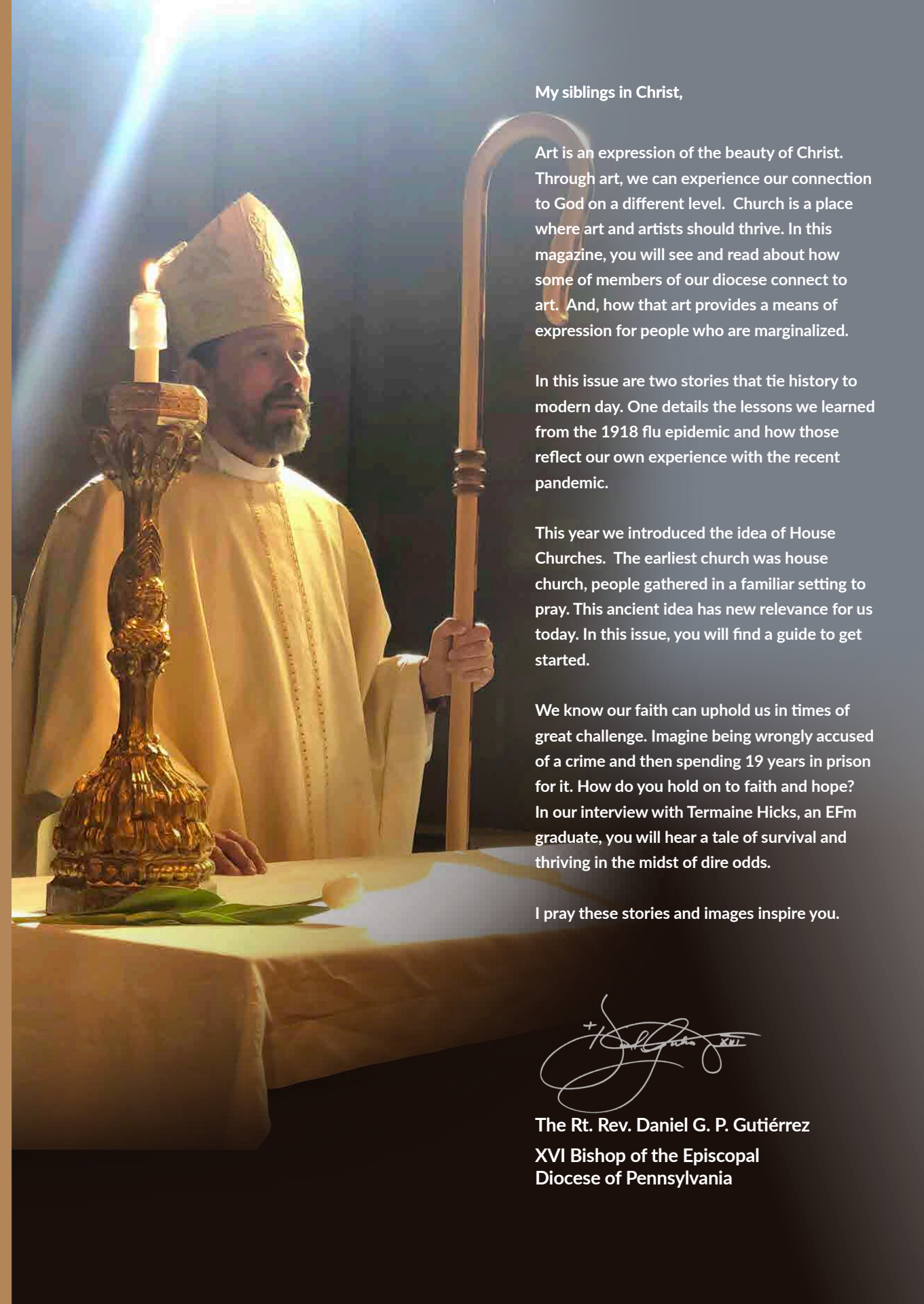
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Church is a place
where art and
artists should thrive.

- Bishop Daniel Gutiérrez



Watch the bishop speak about
the art initiative as well as others.



My siblings in Christ,

Art is an expression of the beauty of Christ. Through art, we can experience our connection to God on a different level. Church is a place where art and artists should thrive. In this magazine, you will see and read about how some of members of our diocese connect to art. And, how that art provides a means of expression for people who are marginalized.

In this issue are two stories that tie history to modern day. One details the lessons we learned from the 1918 flu epidemic and how those reflect our own experience with the recent pandemic.

This year we introduced the idea of House Churches. The earliest church was house church, people gathered in a familiar setting to pray. This ancient idea has new relevance for us today. In this issue, you will find a guide to get started.

We know our faith can uphold us in times of great challenge. Imagine being wrongly accused of a crime and then spending 19 years in prison for it. How do you hold on to faith and hope? In our interview with Termaine Hicks, an EFM graduate, you will hear a tale of survival and thriving in the midst of dire odds.

I pray these stories and images inspire you.

A stylized, handwritten signature in black ink, featuring a cross at the beginning and the letters 'XVI' at the end.

The Rt. Rev. Daniel G. P. Gutiérrez
XVI Bishop of the Episcopal
Diocese of Pennsylvania

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God Kept You for a Reason

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Representing the Voices of the Marginalized

SPECIAL THANKS TO

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- Liam Reid, photographer

for their contributions to this magazine.

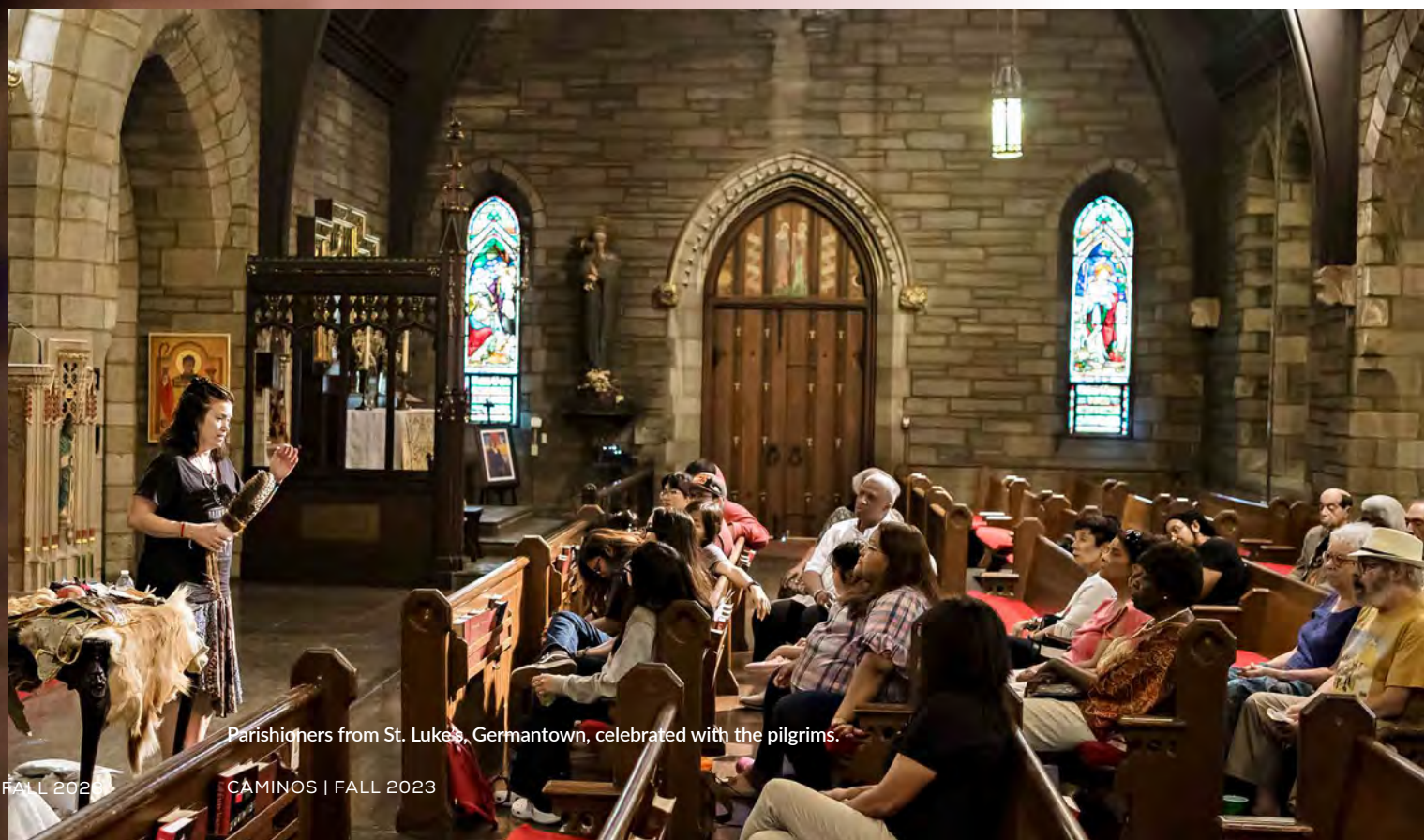
SUGGESTIONS OR COMMENTS?

Contact
Jen Tucker, jenbtucker@diopa.org.

Engaging with the Divine

The Episcopal Church in Navajoland covers parts of Arizona, New Mexico and Utah. Last year, the diocese led a “pilgrimission” to several sites where diocesan youth worked and worshipped together. This year, it was time for the people we met to visit us here. Our delegation and the Navajoland youth also traveled to Washington DC for EYE2023, a global gathering of young Episcopalians. ■

Work & Worship



Parishioners from St. Luke's, Germantown, celebrated with the pilgrims.



Global Gathering



“Our siblings will come to our diocese and spend time in our schools, serve in our churches, work in our offices. We will do the same on the reservation. An actual life-giving relationship.”

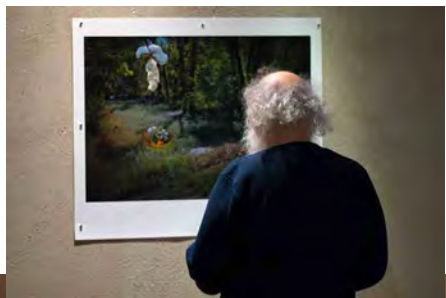
– Bishop Daniel

Let Us Remember



Let us remember the shoulders we stood and stand on.
We must give thanks and stop longing for what we did not receive, but reflect on the blessings we have acquired.
Please, give thanks and show appreciation for our ancestors near and far for the foundation we did receive, because without it, how could we be?
So take a few moments for love, respect, and an appreciation for life.

**~John Dowell, from the program for his Cathedral Arts exhibition
 "Let Us Remember"**



It was after the third time that his grandmother, lovingly known to his family as Big Mommy, appeared to him in a dream that one of John Dowell's sisters told him, "I don't know what you were doing. But you better get it together 'cause

Big Mommy didn't play. So you better go back and sleep and figure out what she is trying to get you to do."

Big Mommy had first come to him in a dream in 2011 about three months before Dowell was



scheduled to have an exhibition in Savannah, Ga., of photographs of his cityscapes.

The appearance of his grandmother in a dream came as a surprise. "She'd been dead 40 some years," says Dowell, a nationally recognized photographer, painter and printmaker, Professor Emeritus of Printmaking at the Tyler School of Art at Temple University, and longtime parishioner of the Philadelphia Episcopal Cathedral.

When he had a second dream, he asked his four remaining sisters and one brother, "Any of y'all dreaming about Big Mommy?" No, they all said.

As he thought about his sister's admonition after he told her about his third dream, he remembered that his grandmother had talked to him about cotton in each of his dreams. The more he thought about it, the more he came to believe that cotton was the key to his dreams. And as a renowned photographer, heading to the South for an exhibition in Georgia, he decided he would photograph cotton.

Dowell contacted a USDA farm agent near Savannah, and got contact information for three farmers in Georgia. The very first one agreed immediately to let Dowell come down and photograph his cotton fields.

So three days before his exhibition, Dowell came down to Savannah early, and drove about 35 miles to the farm.

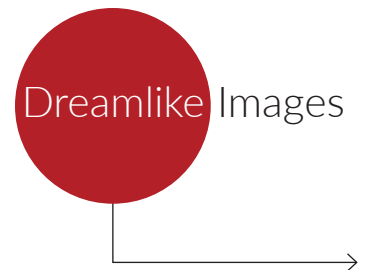
He noticed something somewhat disconcerting as he looked out his car window on the trip. "I don't see no black people," he remembers saying. "Big Mommy, you're not sending me some place I can't get out, are you?"

Once at the farm, his concerns were quickly allayed. The farmer couldn't have been nicer, welcoming Dowell, showing him around the farm, feeding him lunch, and then giving him permission to go anywhere he wanted to make photographs. And in what seemed like another sign that he was in the right place, it turned out the farmer's daughter had just graduated from art school with a major in photography.

As the farmer turned to leave Dowell so he could start photographing cotton, the farmer told him, "This property has been in my family for seven generations."

"It flipped me out, 'cause it was like Big Mommy sent me home," Dowell recalls. "I never really checked, but I just felt it. Somehow our relatives had worked this property."

Dowell, 82, has been photographing cotton and creating beautiful, emotionally challenging, and often



dreamlike images ever since, leading to several exhibitions and other creative endeavors. The Philadelphia Episcopal Cathedral hosted an exhibition of some of his cotton photographs, "Let Us Remember," in January-February of 2023, as part of its Cathedral Arts program.

"We imagine cotton in the Johnson & Johnson boxes of cotton balls that we open up," says the Very Rev. Judy Sullivan, Dean of the Philadelphia Episcopal Cathedral. "The cotton plant is really quite brutal. I don't think I realized that before I experienced John's photography. Walking through those cotton fields is like walking through barbed wire. That a product so soft as cotton could produce such a hostile environment around it is extraordinary."

The six-week exhibition led up to a stunning, multimedia performance based on Dowell's work. The production, called simply "Cotton," was a collaboration between Dowell and Lyric Fest co-founder and fellow



Artist Dowell (r) at gallery opening.

Cotton Fields

“My work is meant to encourage contemporary African Americans to move forward with the same courage and determination as our ancestors.”

~ John Dowell

Philadelphia Episcopal Cathedral parishioner Suzanne DuPlantis. It combined Dowell's photography; poems written specifically for the production by a Who's Who of brilliant poets, including Nikki Giovanni; and a powerful song cycle by composer Damien Geter based on the poems and performed by legendary mezzo-soprano Denyce Graves and rising star baritone Justin Austin, with Lyric Fest Artistic Director Laura Ward accompanying them on piano.

The world premiere was at the Philadelphia Episcopal Cathedral. Three nights later, the production went on the road to a little venue known as the Kennedy Center in Washington, D.C.

DuPlantis became friends with Dowell after she started attending the Cathedral seven years ago,

and was deeply moved by his first exhibition (see bottom of this page) of cotton photography in 2018 at the African American Museum in Philadelphia. That started the wheels turning to find a way to collaborate on a project that would amplify Dowell's work with music.

“The same way he was stirred, I was stirred,” says DuPlantis, who in addition to being the Co-Founding Director of Lyric Fest, is herself an accomplished professional singer, painter and visual artist who sings in the Cathedral choir and whose paintings have been exhibited as part of the Cathedral Arts program. “And I was feeling called to do something with this work.”

So to celebrate its 20th anniversary, Lyric Fest — the only performing arts organization in the Mid-Atlantic region with a primary focus on song

in all its varied expression — decided to commission poetry and a song cycle based on Dowell's cotton photography.

On a cold February night, Cathedral parishioners, Lyric Fest members, music and art lovers, and other members of the community packed into the Cathedral for the performance. It was a deeply moving achievement. Each of the eight poets commissioned by Lyric Fest appeared on the screens via pre-recorded videos, reading their poems while images of Dowell's cotton photography swirled behind them. When each finished, the image on the screen disappeared, revealing the featured singers live, singing the poet's words to music commissioned specifically to allow listeners to experience the poetry through a different medium.

When the multimedia song cycle concluded, the audience rose as one in a standing ovation that went on and on.

In the program for the “Cotton” performance, Dowell is quoted as saying his photography evokes “the remembering, feeling, and sense of wonder at our ancestral strategies of survival. And this is timely, as countless African Americans lose their lives in an era fraught with politically sanctioned white supremacy — an era steeped in the careless attitude that Black lives really do not matter. My work is meant to encourage contemporary African Americans to move forward with the same courage and determination as our ancestors.”

Since Big Mommy appeared in his dreams in 2011, sending him on that first trip to cotton fields in Georgia, the ancestors — and what they still have to tell us — have increasingly become a focus of his work.

Dowell's approach to photographing cotton started out as documenting photography. That first trip, he went back and forth from Savannah to the farm for the three days leading up to his exhibition, photographing a great deal of cotton. He knew this was important, but wasn't yet sure why. Not long after, he photographed cotton on two farms in Virginia, a relatively close drive from his home in Philadelphia.

In subsequent years, he went to farms in South Carolina and back to Georgia to photograph cotton.

“The more I experienced it, I started getting these feelings like, what would I have done if I had to do this? What would I have done if I was getting beat because I didn't do it? And so because of that, I started creating a number of what I call surrealistic images that would emotionally involve the viewer,” Dowell says.

“Angels are Coming”

His first exhibition featuring those surrealistic images of cotton, the one that so moved DuPlantis, was titled, “Cotton: The Soft, Dangerous Beauty of the Past.” In a 2018 Philadelphia Inquirer review, Edith Newhall wrote that the exhibition, then at the African American Museum of Philadelphia, “doesn’t hide his ambiguous feelings about the plant — many of his images are seductively beautiful even as they embody the horrors of slavery.”

Janyce Glasper, in a review on Artblog.com, called the exhibition “awe and sustenance, a reflection on a fluffy plant and its grisly impact on past and present black lives. The whole breadth of this sincere and educational show is a love letter addressed to the wonders of the human condition — a love letter that confesses yearning, compassion, and victory.”

Dowell’s fascination with cotton has continued to grow. In 2019, he began photographing cotton fields at night in North Carolina, infusing a ghostly aspect to images that conjure the “ancestors near and far,” sometimes explicitly. As in “The Ancestors Spoke,” which Dowell wrote in the “Cotton” program was “inspired by a feeling of connection to the ancestors.”

“A lot of people who see this exhibition have no or have very little connection to my ancestors and my past,” Dowell says. “They know something about it, but they really don’t know. And so my thing is I would hope to

strike up a curiosity with someone to go investigate possibly, but more importantly to investigate how they respond to this. The idea is to get them to be aware of where they are. Wherever they went, wherever they are, it’s fine. But you can’t go any place if you don’t know where you are.”

And Dowell has something else he hopes everyone who views his cotton photography will do. No doubt, Big Mommy would approve.

“The next time you see your grandmother, you hug her,” he says, smiling. “You hug your grandmother or you hug your mother and father and you think about them. And you might even investigate their history in the past because that’s who you have stood on.

“Whether you like it or not, you stood on them.”

You can hear Dowell speak about his exhibit and see some of it by clicking on the QR code here:



Through the Cathedral Arts program, Philadelphia Episcopal Cathedral has made welcoming artists and celebrating art part of its identity.

“This is a very important ministry for us,” Sullivan says. “It is a way of reaching people with love, with the love that we know in Jesus through the experience of created beauty.”

Thomas Lloyd, the Cathedral’s Canon for Music and the Arts, recalls being surprised when he first came to the

Cathedral in 2010 that “there were artists that were performing at such a high level.

“People often don’t think of creative artists as being religious people, but these people are deeply religious in a probing kind of way and the way they probe is through their art,” he adds.

Lloyd curates art exhibits that are often themed around the liturgical seasons. The exhibits are an important way that the Cathedral reaches out to the community, highlighting the work of artists who are parishioners as well as artists in West Philadelphia, throughout the City of Philadelphia, and in the five-county Diocese of Pennsylvania.

The Cathedral Arts program provides “important dimension both to our liturgies and to our community outreach and connection,” Lloyd says. “We believe here that there’s

a union between contemplation and engagement. Between the beauty of God’s creation and working for justice. That it shouldn’t be one or the other, but both together.

“We have a very contemplative liturgy, which benefits from having artistic creation on the walls, whether explicitly religious or not. We use our judgment as to what qualifies as something that works in the space. There’s not a checklist. The art is here in the sanctuary, not off in a room somewhere that’s unlocked only when it’s time to see the art. It’s all integrated and of a whole and accessible.”

Sullivan, who has announced she is retiring as dean at the end of October after 13 years, believes that art “has an extraordinary capacity to engage people deeply in their spiritual

journeys. It reaches them beyond words. And as Episcopalians, we talk a lot about the gift of the incarnation in Christ. And we also understand that the creator God infuses the creation and very specifically the arts.

“So artistic expression reveals something of the divine to us. The creative experience certainly shows us something about the divine spirit and inspiration. Artists often are reflecting aspects of their own spiritual journey and those very common themes have a way of touching other people in their own experience and in their own journey.” ■



Lay Led Churches

They came to share their experiences and left feeling inspired. This year, the diocese held two gatherings for lay people leading churches. Over several meetings this group has formed a network of mutual connection and support that is helping those leaders and churches discover best practices, support one another and above all, to know that they are not alone in the challenges they face. Their churches are not dying; they are being transformed into a new way of being. We are grateful for these leaders to come out and give even more of their time than they already do. They represent both the present and the future of our diocese. ■



Restorers of the Lost Artifact

Thanks to the Talents of Natural Medium Sacred Arts, the Curious Case of the Missing Crozier Has an Ending Filled with Joy and Wonder



Shortly after his consecration in 2016, Bishop Daniel Gutiérrez embarked on a quest to recover a lost, century-old crozier (a bishop's pastoral staff shaped like a shepherd's crook) that had mysteriously disappeared from the Diocese of Pennsylvania six decades earlier.

Over the next six-plus years, as several seemingly promising leads turned into dead ends, he continued to trust that God would find a way to bring the artifact home to the diocese where it belonged.

"I always have faith," Gutiérrez told Episcopal News Service in 2019. "You never know how the Holy Spirit will work, so I have faith that someday it will turn up."

"And it did," says Diana Whitener, almost four years later, sitting at the dining room table of the Philadelphia home she shares with her partner in life and art, Paige Miller.

And in the Curious Case of the Missing Crozier, Miller and Whitener have been cast as the Restorers of the Lost Artifact.

Keeping Alive the Ancient Techniques of Craftsmanship

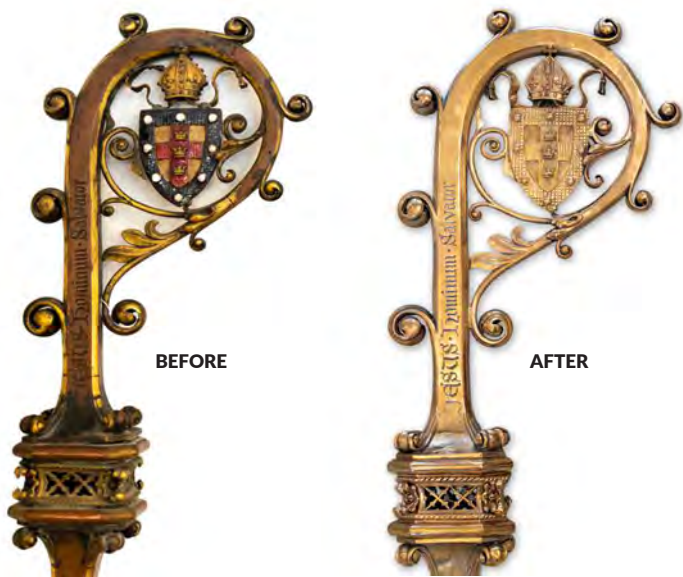
Miller is an accomplished sculptor, and her restoration talents include working with brass, bronze, silver, iron, steel, wood, stone and concrete, among other materials. Her art is rooted in ancient techniques and methods that she says are "virtually exactly the same today as they were hundreds and thousands of years ago when all of these sacred statues and sculptures were created.

"The decorative work of sacred pieces really speaks to me. It's much different than contemporary art, where it's all about minimalism and just concepts. These are very illustrative and very decorative and very ornate and have a very specific purpose. And what draws me to that is there's history in this."

Whitener is a painter whose art reflects and expresses her spirituality, with angels and religious figures as frequent subjects. She is currently painting an updated portrait of Blessed Absalom Jones, who in Philadelphia, in 1804, became the



Artists Paige Miller (l) and Diana Whitener (r) with the bishop.



first African American ordained to the priesthood in the Episcopal Church. Whitener also has been a singer since she was 5 years old, and sings in the choir at St. Paul's Episcopal Church in Chestnut Hill, where she and Miller are members.

"We both feel called to keep alive the ancient techniques of the craftsmanship that we're involved in," Whitener says. "I paint very traditionally. I use a very traditional color palette most of the time, oil on wood. It's really vital to us to keep those techniques alive, especially in this day and age, and to use them for such a fundamental purpose as for worship and community."

Miller had been doing a lot of restoration work at St. Paul's, from restoring a broken thurible to building a solid oak wooden creche. And Whitener's paintings since childhood had been deeply influenced by the religious portraits, statues and iconography she saw every day attending Catholic school growing up. "I feel that God was speaking to me through these pieces of artwork," Whitener says. "And I think that was his way of inspiring me to create pieces of artwork with a similar subject matter."

Divine Timing

In early January of 2023, Miller says, she had a revelation. "It dawned on me one day that this is it. This is what we do. This is the business that we've been wanting to create," she recalls. "This is what we are called for, together."

They decided to align their artistic endeavors with their faith by changing their business name from Natural Medium to Natural Medium Sacred Arts, offering a wide variety of painting, sculpture and restoration services for sacred spaces.

"It was divine timing," Whitener says.

Within a week, Miller and Whitener had a chance to speak with Gutiérrez at a service they attended at Washington Memorial Chapel in Valley Forge. They told him about the work they were now doing and gave him a freshly printed business card.

The bishop beamed. It just so happened that the missing crozier he had been searching for since 2016 had just been found on an auction site and he bought it. He was going to pick it up the following week, but it needed some serious restoration work. Would they be interested in taking on the job?

The next week, they met Gutiérrez at Diocesan Center in Norristown and he showed them the crozier, a bit

Ancient Technique

battered and worse for wear, but still a magnificent and historic piece of art and history.

Samuel Yellin, a European immigrant who became an acclaimed blacksmith in Philadelphia in the first half of the 20th century, crafted the crozier for the Diocese of Pennsylvania in 1921. Where the crozier has been since it was last seen in the diocese in 1961 remains a mystery.

But at some point, it had fallen and gotten bent, and there were small cracks on it. As best they could determine, the crozier originally was gold-plated copper, but the gold plating had worn off in many places, probably the result of polishing it with metal polish. The miter tassel, featuring a shield-shaped insignia, at some point had been covered with enamel and painted, and had been reattached to the crozier backwards.

'Now, She's Home'

The crozier received the tender, loving care it needed in Miller's basement workshop, as Whitener and Miller worked painstakingly to restore it to the way it looked in 1921. The artists like to say that Miller handles the 3D aspects of restorations, while Whitener brings her 2D perspective to bear.

"We were in constant communication with Bishop Gutiérrez through the whole process and making critical decisions with each other," Miller says. "His vision of the restoration of this crozier was to restore it back to as close as it could be to its original condition and the intent of its creator."

The restoration work took considerable time and patience. "To get the enamel off, I soaked it in hydrofluoric acid, which dissolves glass, but not metal. So it was safe to

do so," Miller says. "Once that was off, Diana is a very skilled jewelry worker. So she was in charge of reversing the tassel."

After several discussions between the two artists and Gutiérrez, Miller used an electroplating process to cover the entire crozier with 24 carat gold plating. Original black and white historical photographs of the crozier obviously couldn't tell what color it was when it was made. But the photos made it clear the whole crozier had been the same color, and evidence of past gold plating found on it indicated that it likely had been completely covered when Samuel Yellin created it.

"The three of us together really talked it over for several weeks before we decided to go through with a total gold plating," Whitener says. "So that was a fun decision to make because it wasn't just a technical question. It was an artistic question. It was an ethical question.

What would Mr. Yellen have liked?"

Keeping in mind the bishop's vision of restoring the crozier to how it looked when Yellin finished it, Miller took great care not to remove any marks made by Yellin's tools as she removed numerous scratches, dents and dings that had accumulated over the past century.

"The biggest part about it was discerning dents from mishandling and scratches from mishandling versus tooling marks from Samuel Yellen," Miller says. "And for the trained eye, you know right away what you're looking at. So it was really easy to see what needed to stay and what needed to go and what needed to get addressed."

The artists are enormously grateful for the opportunity to get to do such a historic job like this. "This is such a gift," Whitener says. "It was a real treat to get to return it to what we believe it really looked like when Samuel Yellen was finished with it."

Paige and Whitener completed the restoration in early June, and presented it soon after to Gutiérrez at the Diocesan Center in Norristown, as staff members looked on.

Miller carried the crozier into the office shrouded in a red tablecloth. As the restored crozier was revealed for the first time, Gutiérrez stared at it with a mixture of wonder and joy and awe. "Look at that! That is beautiful. It's worthy of the diocese."

As members of the staff oohed and ahhed, he asked, "Isn't it gorgeous? This is amazing."

And then, softly, he said to Miller, "This being lost for so long ..."

To which Miller replied: "Now, she's home." ■

Watch this story here.



ENS EPISCOPAL NEWS SERVICE

Pennsylvania bishop on hunt for historic crozier receives tips, gift from blacksmith's granddaughter

BY DAVID PAULSEN
Posted Jul 26, 2019

[Episcopal News Service] Pennsylvania Bishop Daniel Gutiérrez, after his consecration in 2016, embarked on a modest quest for relics from the diocese's distant past and soon caught wind of one of the church's lesser-known local legends, the mystery of the missing crozier.

Gutiérrez has had no problem getting his hands on a more modern crozier, the ceremonial staff commonly clutched by all Episcopal bishops, but the object of his fascination was a crozier rumored to have been created by the renowned blacksmith Samuel Yellin, a European immigrant who arrived in Philadelphia in 1906. ● ● ●

To read full article,
Scan this QR Code



Diocese of Pennsylvania's century-old bishop's staff found for sale in online auction

BY DAVID PAULSEN
Posted Jan 31, 2023

[Episcopal News Service] The mystery of the missing crozier is solved – its location at least, if not its reason for going missing.

The Diocese of Pennsylvania's century-old bishop's staff was crafted by renowned blacksmith Samuel Yellin, a European immigrant who arrived in Philadelphia in 1906 and died in 1940. Its existence, however, has long been little more than local legend, and Pennsylvania Bishop Daniel Gutiérrez had been on the hunt for the missing crozier nearly since his consecration in 2016. ● ● ●

To read full article,
Scan this QR Code



Healthy Habits

For children, summer is freedom from the obligations of the school year. For many working parents, it is a challenge – and an expensive one. Sending children to camp for the day can be extremely costly. According to research, higher income children are nearly three times more likely to participate in a structured summer experience than children from lower income families. Cost is the number one factor. Opportunities are not meeting demand, in particular for low-income families.

The diocese's City Camp program continues to grow as a result of this need. Created in 2009 by the Rev. Andrew Kellner as a summer day camp for kids and their families in the underserved neighborhoods of the diocese, the diocese provides staff

and financial support to churches who want to have the camp, but are unable to support it.

In summer 2023, four churches provided a month of camp to children in their community either for free or for up to \$25 a week per child. "After the pandemic, some summer programs in the city were no longer viable," said the Rev. Canon Betsy Ivey, who oversaw the City Camp and youth outreach for the diocese before retiring this summer. "As a result, we are seeing an even larger need from our communities to be a stable presence for their families. City Camp is also one of the best evangelism tools. Churches are encouraged to invite parents back in the fall for service."

In the Fall of 2021, the diocese began a partnership with the American Diabetes Association in Philadelphia, coordinated by the Rev. Canon Toneh Smyth, who spearheads mission work for the diocese. This partnership then grew into development of a summer camp component. Children at all of the City Camp locations receive tools and education to reduce cases of diabetes in children under the age of 20. "When children feel a part of learning the 'why' we do things versus just being told what to do, they tend to connect more with the information," said Smyth. "This program would not be possible without City Camp in place." ■

Supporting Children



House Church: 'Creating New Ways for People to Encounter, Experience and Express God'

"We are doing things differently. That is who we are as a diocese."

~Bishop Daniel Gutiérrez

Over the summer, Bishop Gutiérrez introduced the diocese to an idea that goes back to the first Christians — the House Church. The earliest church involved people gathered in a familiar setting to pray and worship God.

In Acts, we hear that "they broke bread in their homes and ate together with glad and sincere hearts."

This ancient idea has new relevance for us today. It offers a way to reach people who are seeking prayer, inspiration and community beyond Sunday, people who are new to the Christian faith, people who long to connect with Jesus, but for whatever reason, are not comfortable in a more conventional church setting.

"I want to be clear, this will not replace traditional Sunday worship at one of our 136 church buildings," Gutiérrez said. "It is a way to grow our churches and our diocese, creating new ways for people to encounter, experience and express God."

Think about whether House Church is for you — either as a host or as an attendee. Don't worry about the details right now. Dream. Visualize. Imagine what could be.

"While every process will be unique, a house church is organic, based on the hope and love of Jesus and the gathering of people together," Gutiérrez said.

House Church can be anywhere. It just takes people, prayer, and planning. Scan the QR code to watch this short video and contact us to get started.



Core Elements of House Church

Here are some basic steps to starting a house church.

CLARIFY YOUR VISION AND PURPOSE

Define the purpose of your home church. Is it to study and discuss scripture, worship, provide support, or serve the community? Or some combination of those purposes? Understanding your vision will guide your decisions throughout the process.

GATHER A CORE TEAM

Begin by gathering a small group of individuals who share your vision and are committed to being part of the home church. This core team will help you with planning and getting the word out.

PRAY AND SEEK GUIDANCE

Dedicate time to prayer and meditation, seeking guidance from your faith tradition or spiritual beliefs. A home church is a sacred endeavor, and seeking divine guidance is essential.

LEGAL AND PRACTICAL CONSIDERATIONS

Check local laws and regulations to ensure you can host gatherings in your home. Look into any permits or permissions required. Liability insurance is worth considering, as you'll have people coming to your home regularly.

DETERMINE THE FORMAT AND SCHEDULE

Decide on the structure of your home church meetings. Will you have a traditional worship service, a study group, or a mix of activities? Determine the frequency of gatherings (weekly, bi-weekly, etc.) and the duration of each meeting.

SET UP YOUR HOME SPACE

Create a comfortable and inviting space in your home where people can gather. Depending on the size of the group, you may need to rearrange furniture or designate a specific area.

PROMOTE YOUR HOME CHURCH

Spread the word about your home church to friends, family, neighbors, and through social media. You can also create flyers or a simple website to share information.

PLAN AND LEAD THE GATHERINGS

Develop a schedule for each meeting, including worship, prayers, study, and any other activities. Consider assigning different roles to members of your core team, such as leading prayers, reading scriptures, or preparing refreshments.

ENSURE INCLUSIVITY AND DIVERSITY

Aim to create an inclusive and diverse environment where people of all backgrounds feel welcome and valued. Embrace different perspectives and experiences.

NURTURE RELATIONSHIPS

Foster a sense of community and fellowship among your members. Encourage open communication and make time for personal sharing and support.

ADDRESS PASTORAL NEEDS

Be prepared to address pastoral needs that may arise within the group. This can include counseling, prayer support, or referring members to professional help if necessary.

ENCOURAGE PERSONAL GROWTH

Provide opportunities for personal and spiritual growth, such as workshops, guest speakers, or outreach activities.

ADAPT AND GROW

Be open to feedback and willing to adapt as your home church evolves. Seek input from your members and adjust when necessary.

STAY CONNECTED

Connect with other home churches or local faith communities to share experiences, resources, and collaborate on projects.

Remember, starting a home church requires patience and commitment. Focus on building a loving and supportive community, and let the spiritual growth and connections develop naturally over time. ■

Making Art that Expresses 'the Beauty of God'

Faith and Art

Davis d'Ambly's first experience in church was a memorable one Down Under.

"My mother was Australian and when I was a little boy, she took me home to spend time with the family. And they lived next door to the parish church," d'Ambly recalls. "One Sunday, I happened to show up in the front pew of the parish church, all by my lonesome. A 3-year-old boy, toddled along and then I went and sat down. And there was, I am told, a lot of carrying on because this lonesome little child came in by himself."

D'Ambly, a liturgical artist, has spent much of his life since that auspicious

debut in various churches, for worship and work. He describes his vocation of more than 40 years in modest, slightly whimsical terms.

"Liturgical churches need things to produce the liturgy. They need stuff," d'Ambly says. "So when people ask me what I do, I say I make stuff for churches. That's what I do."

The artwork he has created for churches in the Episcopal Diocese of Pennsylvania, as well as Catholic churches and other sacred spaces from Charleston to San Francisco and from Texas to Toronto, spans a wide range of mediums, including paintings and altarpieces; woodcarvings,

sculptures and furnishings; sacred vestments and altar hangings, and design and decorations.

For d'Ambly, art in churches combines with the music and the liturgy to create "a kind of dance ... It's an expression of the beauty of God. And our beautiful offerings—can we make them beautiful enough? No, never. But we sure better try. That's the whole point."

Faith and Art 'Intermingled from the Beginning'

Growing up in the Philadelphia area, his first experience with the arts was singing in the boys choir, along

with his two brothers, at St. Mary's Episcopal Church in Wayne. But even as a boy, he had an eye for the integral role that art plays in sacred spaces.

"As of a Sunday morning, I would be looking around the space and thinking how I could improve it," he says. When asked how he gains an understanding of what might fit into a particular sacred space, d'Ambly replies, "Oh gosh, that's just osmosis. I mean, I absorb what places look like."

His faith and his interest in art, d'Ambly says, "were intermingled from the beginning. That's very unusual. So many people come to the



faith late in life, especially nowadays, because a lot of younger people don't have that experience as a child growing up."

Starting at a very young age, D'Ambly attended art classes for kids at the Philadelphia Museum School of Art (now the University of the Arts) every Saturday. It was there that he learned to paint and draw. The classes, he says, "really were wonderful."

His father drove him to the classes for years, until he became old enough to take the train in from Devon on his own. When the time came to consider his post-high school academic pursuits, d'Ambly says,

"there was no question in my mind. I was going to go to art school."

He attended the Tyler School of Art, then located in Elkins Park. "When it came time to go off to art school, I was prepared that I wanted to do work for the church," d'Ambly says. "I was very, very involved as a teenager in St. Mary's, in the parish. And in art school, I was a very odd person, because 1966, when I went off to art school, was not a time when being an overt Christian was thought to have much to do with art."

The best thing about Tyler for d'Ambly was that "they insisted that you learn almost every medium.

Amazing Gift

That was the curriculum, at least in those days,” he recalls. In his first year, he learned about painting and printmaking, sculpture and ceramics, “and all the various crafts.

“So that was a huge benefit for me because when, as time went on and churches just began to reach out to me, to see if I could help them with projects, I said, “Well, yeah, I’ve done that before.”

‘I Want My Work to Disappear In a Way’

After art school, Bolton Morris, a distinguished Philadelphia artist and ardent Roman Catholic who created art for churches throughout the area, took d’Ambly under his wing, teaching him how to work with mediums he was unfamiliar with, such as metalsmithing and stained glass, and handing off jobs to help him get established.

“He was really the most extraordinary gift in my life,” d’Ambly says. “He just supported me as a person in my work and in so many amazing ways.”

It was Morris who handed d’Ambly his first big job to do polychrome—color decoration—at St. Luke’s Episcopal Church in Germantown. “That job kept me busy for two years. And I didn’t make a lot of money on it. I rarely make money on my projects. But I survived.”

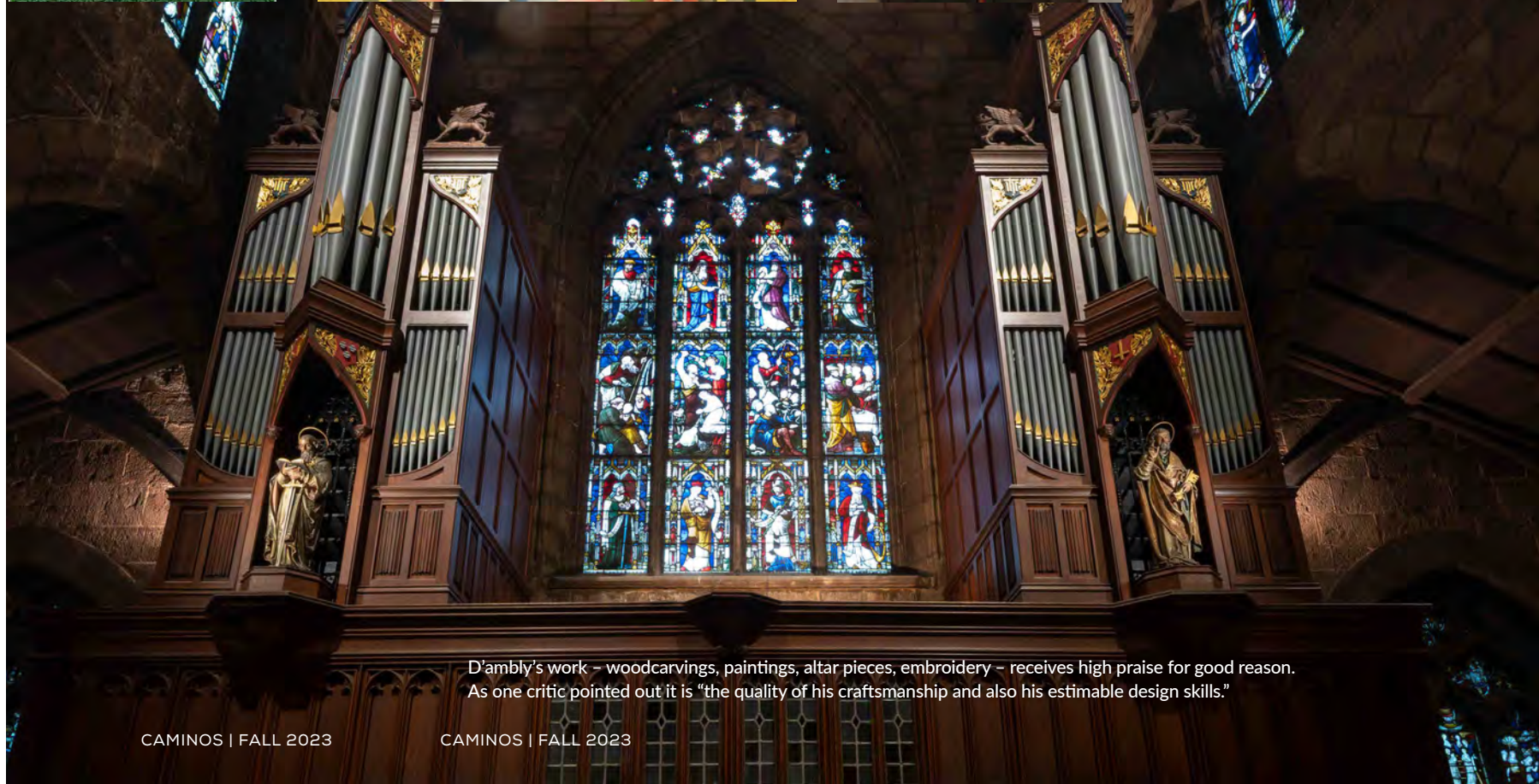
And embarked on a career doing the only thing he ever wanted to do.

The thing d’Ambly disliked most about being at art school at Tyler in the mid-1960s was that it was “all about self-expression. That’s what art was, just expression. And I never had any desire to express myself. I wanted to make things that fit into churches. So in a way, I’m more of a craftsman than I am an artist.”

Perhaps because he’s always viewed the art he creates as a way to express “the beauty of God” rather than himself, d’Ambly lacks the abundant ego associated with so many artists. In fact, he is happiest when what he’s created fits into a church in a way that calls no attention to the artist who made it.

“The thing that’s highly important to me in my work is that I not make a personal statement,” d’Ambly says. “I want to work with what’s there. I want my work to disappear, in a way. I want it to be happy at home with the things [surrounding it].

“And the highest compliment I ever receive, and I receive it quite often, is that it looks like they’ve always been there. I can’t think of any higher praise than that, honestly.” ■



“And the highest compliment I ever receive, and I receive it quite often, is that it looks like they’ve always been there. I can’t think of any higher praise than that, honestly.”

~ Davis d’Ambly

D’ambly’s work – woodcarvings, paintings, altar pieces, embroidery – receives high praise for good reason. As one critic pointed out it is “the quality of his craftsmanship and also his estimable design skills.”

'God Kept You Around for a Reason. You Need to Figure Out Why.'

Termaine Hicks graduated from the Education for Ministry (EfM) program while serving 19 years in prison for a crime he didn't commit, before being exonerated and freed in 2020. He is now devoting his life to S.T.E.P.U.P., an organization he founded that teaches at-risk youth critical thinking and conflict resolution skills, and to helping EfM reach more inmates and their families.

A day or so after undergoing surgery for the gunshot wounds he suffered when a Philadelphia police officer shot him on a South Philadelphia street in the early morning of Nov. 27, 2001, Termaine Hicks realized he didn't know how many times he'd been shot.

So when the nurse taking care of him at the hospital came in to bathe

him, Hicks asked, "Excuse me, ma'am. Could you tell me how many times I was shot?"

"I don't know, baby, but you got about seven bullet holes in your body," the nurse, who was counting entrance and exit wounds, told him.

"God kept you around for a reason. You need to figure out why."

Throughout the ordeal of his 2002 trial, during which 20 police officers testified against him before he was convicted by a jury of rape, aggravated assault, possessing an instrument of crime, and terroristic threats and sentenced to 12 ½ to 25 years in prison ...

Throughout the byzantine appeals process that denied his attempts to have his conviction overturned starting with the local trial court and going up to the Pennsylvania Supreme Court, even though there were glaring discrepancies in the case against him ...

Throughout his 19 years incarcerated for a crime he steadfastly maintained

he didn't commit, contending that he had been framed by Philadelphia police to cover up shooting the wrong man — a stance that cost him any chance of parole when he came up for consideration in 2015 because he would not admit guilt or remorse

And in the years since he was finally exonerated and freed in December 2020, after the Innocence Project documented compelling forensic evidence that Hicks had been shot three times in the back, and couldn't possibly have been holding a gun and lunging at the police officer who shot him — evidence that led the Philadelphia District Attorney's Office's Conviction Integrity Unit to conclude that the testimony at trial of the officer who shot Hicks was tainted by "factual inaccuracies, discrepancies, and inconsistencies" ...

Throughout all of those years, from the day he went to prison as a 26-year-old father of a 5-year-old son to his release from State Correctional Institution (SCI) Phoenix as a free man at age 45, with a 24-year-old son, a daughter-in-law and a 2-year-old grandson he had never met ...

Hicks kept thinking about what the hospital nurse told him on that day in 2001 when he could have died or been paralyzed as a result of his gunshot wounds:

"God kept you around for a reason. You need to figure out why."

'I Had to Reevaluate'

There was a time, Hicks admits, when "me and God or church wasn't on the same page.

"Church was a big part of my young life, but as to my adult life, I kind of got away from it until, you know, this situation happened to me. Once this

life-altering event happened, I had to reevaluate."

After his conviction, Hicks was first sent to SCI Somerset in western Pennsylvania, southeast of Pittsburgh. It was a long way from family and friends, and he was locked up there for the first six or seven years of his incarceration, before finally being allowed to transfer to Graterford Prison—which closed in 2018 when SCI Phoenix opened to replace it—in Montgomery County.

At Somerset, Hicks says, "I was a practicing Christian. I'm going into church services. I'm listening to TV evangelists. I'm reading all these books. And I'm reading the Bible and doing my own independent studies and fellowshipping with the men that I was incarcerated with.

"So I had a solid foundation by the time I transferred to Graterford. Me and God, we was talking regular. I still do to this day. Down at Graterford, the men knew I was a Christian."

An usher in the prison chapel one day asked if Hicks would be interested in checking out the Education for Ministry (EfM) program, an intensive, four-year distance learning certificate program in theological education based upon small-group study and practice. Although there are EfM programs at prisons with lower security levels, the program at Graterford, and now at SCI Phoenix, was and remains the only one at a maximum-security prison.

It was at Graterford that Hicks met "Mama Ginny," as she was affectionately known to the inmates in the EfM program for the first couple of years she led the group. Ginny Slichter had taken over as mentor when Dennis H. Warner, the rector of Church of the Epiphany

Choosing Happiness

Termaine Hicks (r) speaks with our writer.



in Royersford who started the EfM program at Graterford, died in 2007. Hicks and Slichter have become close friends over the years, and now serve together on the board of the Educational Assistance for the Incarcerated and Freed (EAIF) Foundation, which provides education scholarships for the families of EfM inmates as well as EfM scholarships for inmates and for EfM graduates who are released from prison. (See sidebar, page 35) Slichter still remembers her first impressions of Hicks. “It didn’t take

him long to meld with the group,” she says. “At the very beginning, I thought, oh, how is this going to go? Because he was pretty self-assured. That was before I knew anything about him. He’d come in and he had that strut. I guess it was a facade for him at that point. But it didn’t take long for me to see his heart. “I guess that’s the armor that they put on there. But even with that cockiness, the guys really liked him. So it wasn’t off-putting.” When Hicks joined EfM in fall 2008, there were six inmates in his first-

year class. By the fourth year, Hicks was the only one left in his class. He completed the work and earned his certificate. It wasn’t easy. In fact, when Hicks shared his inspirational story as the keynote speaker at the EfM 2023 Summer Conference in June on the campus of the University of the South in Tennessee, he talked about his 19 years of wrongful incarceration and joked, “Well, the good news is I survived EfM. That was a rough four years going through.”

The audience, comprised primarily of college professors, clergy, and EfM mentors attending the conference sponsored by the School of Theology, laughed wholeheartedly, with knowing recognition.

The Play’s the Thing

For his own EfM graduation ceremony at Graterford in 2012, Hicks asked if he could write a play specifically for graduation and perform it instead of making a speech or giving a sermon. Hicks had gained a following among the inmates for plays he had written, starting with a comic holiday play he wrote back at Somerset called The Christmas Conspiracy. In his youth, Hicks dreamed of growing up to be a rapper, and tried his hand at writing rap lyrics, “writing and rhyming and just trying to make something of it.

“Writing was there early on, then it kind of got lost,” he says. Ninth grade was the last grade of high school he completed. He may not have graduated, but he did earn his GED when he was 18 years old. He rediscovered his love of writing in prison, and started writing his own plays. He took a creative writing course at Somerset, and wrote The Christmas Conspiracy play for himself and a couple of classmates to perform for their fellow inmates.

“It was real fun,” Hicks says. “Guys loved it. That was the beginning, man. I had a blast doing it. And I was able to hone my writing skills and introduce guys to acting and stage.” He went on to write eight plays that were produced for the prison population while he was incarcerated. “Over the years, man, I just honed that writing skill,” he says. “Writing plays, writing poetry, writing short stories, writing essays.”

The play he wrote for his EfM graduation, “Soldiers in the Army of the Lord,” was funny, too. He cast himself as a no-nonsense, Bible-thumping drill sergeant his troops called Sgt. Holy Roller. Members of other EfM classes at Graterford were cast as the soldiers, who gave the drill sergeant a hard time, and he gave it right back, making them drop down for push-ups while he quoted various scripture passages. But the play also conveyed a serious message: “It was just to basically give the imagery of how tough and strenuous EfM was and is,” Hicks says. “Because you cannot be—I use this expression, the same expression that Jesus uses (Matthew 11:7)—a reed shaken by the wind.

“You got to have a solid foundation prior to going to EfM or that would turn upside down your whole belief system. The fact that I had a solid foundation, it helped me get through the course, and it gave me a clear understanding. “First and foremost, it’s solidified my belief system. But it also gives me the diplomacy to speak to people from all walks of life about religion, about a relationship with God. And not only that, but listening to their perspective, and their beliefs as well.”

Between EfM and honing his writing skills, Hicks was beginning to figure out why God had kept him around. But there was still one big piece missing from the puzzle.

Stepping up to Gun Violence and Bullying

His plays resonated with the men with whom he was incarcerated, especially “the younger generation,” Hicks says. They would come up to him on the cellblock or at chapel or

in the gym, and, out of the blue, start quoting lines from his characters. “That let me know that I was doing something right,” he says. Over the years he’d been incarcerated, Hicks says, he noticed “that the population of men that was coming through the penitentiary were getting younger and younger. And they were staying for the rest of their lives because of a fight that they may have lost because somebody stepped on their sneakers, or said something to their girlfriend, whatever, something stupid. Literally, something just that foolish.”

Hicks thought if he could teach these young men critical thinking and conflict resolution skills, showing them alternative ways they could have handled their situation to keep it from going so wrong, it would be a way to use his writing talents to change lives. “If only they could have just paused, just that one moment, it would have saved them a lifetime of heartache and a life in prison or however many years or decades, that they got to serve because they shot a guy. They killed a guy. Whatever,” Hicks says.

He began writing educational scripts for what he envisioned becoming short videos, with the theme of stepping up to problems plaguing teens and young men. “Step up to help curb gun violence. Step up and say no to bullying, because we know bullying leads to gun violence,” he says. After he was finally exonerated in 2020, he took several months to enjoy being with his family and reacclimate himself to society. During those months, he heard from men he had been incarcerated with who knew about his educational scripts

and kept asking Hicks what he was going to do with them.

Hicks realized that using his talents to help young people avoid making mistakes that could land them in prison for years or decades or even life was why God had kept him around. He had finally figured it out.

Hicks created a 501(c)(3) nonprofit organization in Philadelphia that primarily focuses on producing educational and inspirational short films and open dialogue about preventing gun violence and bullying within local schools and neighborhoods.

The organization is called S.T.E.P.U.P., an acronym that stands for Selfless Thinking Expresses Potential that Uplifts People. Hicks, founder and CEO of the organization, revised and updated those first two scripts he wrote 15 years ago and produced two shorts films that deliver on his original idea at Graterford: “STEPUP to Help Curb Gun Violence” and “STEPUP and Say No to Bullies.” Both films can be viewed on the organization’s website, | stepup4youth.org.

“All I’m doing with S.T.E.P.U.P. is reinforcing some old adages that our grandparents and parents taught us,” Hicks says.

Over the past couple of years, Hicks has gone into schools all over the country, from up down the East Coast out to Portland, Ore., and many cities and towns in between, making presentations, showing his films, conducting writing workshops—all aimed at developing critical thinking and conflict resolution skills.

He has no illusions about the magnitude of the problems faced by children and youth today, or about the role his work plays.



Choosing God

“Always, my intention—whether it be a play or these short films or talking to kids or whoever I’m talking to—is to reach one person. Just one,” Hicks says. “I don’t have this grandiose idea that every school I go into, I’m going to reach 100% of the students. No, just give me one.

“Let me look that one kid in his eyes, him or her, and hopefully make a big difference in their life where they can look back 20 years [later], and say, ‘This guy Termaine, he helped spark something within me.’ That’s my prayer., with my plays, everything that I write, everything that I say, everything that I do, especially with S.T.E.P.U.P.”

‘I Chose Life. I Chose God.’

Hicks was down to one last desperate chance to appeal his conviction by 2012, a Hail Mary pass that would involve him representing himself to try to convince the U.S. Supreme Court to hear his case.

“I didn’t stand a chance,” he recalls. “I was burnt out. I was tired.”

So he made the personally wrenching decision to surrender his appellate rights. Two weeks later, however, he got a letter from the Innocence Project in New York, an organization that works to free the innocent, prevent wrongful convictions, and create fair compassionate, and equitable systems of justice for all.

“It’s kind of like God was like, you fought the good fight,” Hicks recalls. “You took it as far as you possibly could go. And I appreciate that. And now, I’m here to help.”

It took from 2012 to 2020 for the Innocence Project to finally win justice for Hicks. Initially, the Innocence Project team focused on possible DNA evidence. Later, however, they analyzed forensic evidence—specifically, the three bullets that Police Office Martin Vinson fired into Hicks’ body on that morning in 2001.

The Philadelphia Inquirer coverage of Hicks’ exoneration in December 2020 included this account of what the forensic analysis found:

Police Officer Martin Vinson said he shot Hicks in the chest or stomach as Hicks was pulling a gun from his pocket and lunging toward him. Hicks said the officer shot him in the back as he was reaching into his pocket for his phone to call 911. Both a forensic analysis of Hicks’ medical records and a review of his clothing — with bullet holes in the back, but none in the front — supported Hicks’ account, according to the city’s chief medical examiner.

[Innocence Project attorney Vanessa] Potkin said further evidence suggests police planted the gun they said they retrieved from his jacket pocket. She noted that the gun was smeared with blood, while the inside of Hicks’ coat pocket was clean.

“He has always maintained that he arrived at the scene when he attempted to help the victim,” she said. “He had his hand in his pocket because he was going to attempt to call the police when they arrived and shot him in the back. Police claimed that Mr. Hicks had a gun on him as part of their effort to cover up the circumstances of the shooting, but the weapon that was attributed to Mr. Hicks was registered to an active Philadelphia police officer.” The officer had not reported the gun missing.

Patricia Cummings, chief of the Philadelphia District Attorney’s Office’s Conviction Integrity Unit, was quoted in the Inquirer article explaining why her office would not retry the case: “False testimony was used, and I believe it’s impossible to say that did not contribute to the conviction.”

Which is what Termaine Hicks has been saying for two decades.

“They mistook me for the attacker, even though I didn’t match the

description of who they were looking for,” Hicks says. “It was a male with a gray hoodie on. I didn’t have nothing covering my head. They just saw a black male, with his hand in his pocket, getting ready to pull his cell phone out, and they mistook it for a threatening gesture. And they shot. Three times.”

Before the paramedics arrived to take him to the hospital on the day he was shot, Hicks recalls, “I can feel my life slipping away from me. I prayed the



“Always, my intention—whether it be a play or these short films or talking to kids or whoever I’m talking to—is to reach one person. Just one.”

~ Termaine Hicks

Choosing Life



Hicks reads through notes of support.

sinner's prayer, for sure. And I was thinking about my family."

He woke up a day or two after surgery handcuffed to the bed in the hospital. It wasn't until his mom came to visit later that day that he learned what he was accused of doing. She told him that she had heard on the news that he allegedly was caught raping a woman, and had a gun that he pointed at police and they shot him. Hicks told her he hadn't raped the woman, didn't have a gun, and had been shot in the back.

During his trial, knowing he was innocent of the crimes police officers testified he committed, Hicks says, "I felt good, that I was going to get acquitted. I really did."

Throughout his 19-year incarceration, with the disappointments of appeal after appeal being denied and the

eight-year effort by his Innocence Project attorneys to overturn his conviction, Hicks maintained his faith that the truth would one day prevail.

On the day that it finally did, and Philadelphia Common Pleas Court Judge Tracy Brandeis-Roman vacated his conviction, she offered a "bittersweet congratulations" to Hicks, according to the Inquirer.

Bitter, however, is not a word anyone would use to describe Hicks, who has an infectious smile that lights up a room.

Hicks titled his keynote address at the EfM Summer Conference in June: "God Kept You Around for a Reason. You Need to Figure Out Why." When he was asked during a Q&A session following his talk how he kept from giving into bitterness and anger, Hicks replied:

"I just chose to be happy. I chose not to linger on bitterness and resentment and anger and hate because those negative words will kill you quicker than a bullet. I took their best shot—literally. ... I chose life. I chose God."

EfM Foundation Looks to Future

Termaine Hicks never met Dennis H. Warner, the founding mentor of the Education for Ministry (EfM) program at Graterford Prison (now SCI Phoenix) who died of brain cancer in 2007—the year before Hicks joined EfM.

But as he said in his EfM Summer Conference keynote address in June, Hicks knows Warner was "a great man passionate about men locked away from society."

Hicks understands and benefitted from Warner's legacy, and is now helping to pay it forward by serving on the board of the recently renamed Educational Assistance for the Incarcerated and Freed (EAIF) Foundation. The initial funds to create the foundation, originally known as the Dennis H. Warner Memorial Foundation, were raised by family and friends when Warner died to fulfill his desire to provide educational scholarships to children related to inmates who were part of EfM.

That original mission has been expanded to also provide scholarships for inmates after they're released to continue furthering their education.

"When you join EfM, especially from the perspective of being incarcerated, you go in there to get a clearer and

better understanding of why you believe the way that you believe," Hicks says. "And you want that to be the predicate of making you a better person moving forward. So my hope and my prayer is that for the men who go through it as I did, 10 or 15 years ago, get the same, if not something better, something more."

Early this year, the board—which includes Warner's wife, Helen; his daughter, Alicia Warner DeMont; the Rev. Dr. Bud Holland, who serves as convener; Ginny Slichter, who stepped in as mentor of the EfM group after Warner's death; the Rev. Chris Exley, rector of All Hallows Church in Wyncote; Kitty Di Battista, a longtime member of Church of the Epiphany in Royersford, where Warner was rector; and Hicks—voted to change the foundation's name so it conveys the organization's mission and looks to the future.

Since that vote, three new members have joined the board: Alan Lindsay, the EfM coordinator for the Diocese of Pennsylvania; Rev. Lori Tucker Exley, rector of St. Andrews-in-the-Field, Philadelphia and of Redemption, Southampton; and Archdeacon Dennis Coleman of Christ Church, Pottstown.

There also will be a passing of the torch in the SCI Phoenix EfM program. After 17 years as mentor, Slichter is stepping away so she can focus on the Essentials Pantry she coordinates, which offers shelf-stable food and toiletries to those in need, and outreach to those experiencing homelessness at Christ Episcopal Church in Pottstown.

"It was really a very difficult decision. I prayed about it. I cried about it. I talked to people about it," Slichter says. "There are seasons in our life when we do things. And I had a 17-year season at the prison. So it just seemed like that was a season in my life and God was calling me in a different direction."

Stepping in as EfM mentor at SCI Phoenix is Alan Lindsay, "The guys are familiar with him" from leading an EfM graduate group at the prison. "They really like him and interact well. So it'll be a smooth transition." ■



For more information, visit www.eaifreed.org

Space for Retreat

Looking for a place to have your church or work retreat? The following churches have designated themselves as retreat centers (facilities have WiFi, kitchens, etc.) for people in and out of the diocese.

Girl's Friendly House, Cape May, NJ.

Can accommodate about 45-50 guests overnight or 70 daily. Just two blocks from the beach and shopping. They also offer meals.

Contact canderson617@aol.com.

Church of the Good Shepherd, Rosemont.

Can host day and overnight retreats. Accommodations include seven guestrooms, three bathrooms, and two kitchens.

Visit them online:

www.goodshepherdrosemont.com/retreathouse

Church of the Redeemer, Bryn Mawr.

Can host day retreats/meetings. Kitchen plus rooms available. Burns Hall can accommodate 120 theatre style; Masterman Hall can accommodate 64 theatre style; and several other rooms can accommodate smaller groups as well.

Visit them online: www.theredeemer.org/rentals

St. Luke's Episcopal Church, Germantown..

Can host day and overnight retreats/meetings. They can accommodate 60 people in their Mission Center and 25 people in their St. Margaret's House.

Visit them online: www.episcopalmissioncenter.com/

St. Thomas' Episcopal Church, Whitmarsh.

Can host day retreats/meetings. Sample retreat and event options include yoga classes, labyrinth walks, spiritual day retreats, wellness seminars, art exhibits and classes, and environmental workshops.

Contact STWretreats@gmail.com. ■



Images from the Retreat Center in Rosemont.

Influenza, Philadelphia, and the Episcopal Church

Contributed by Michael Krasulski

Pandemic Changes

In the early days of the COVID-19 pandemic, once it became clear that a two-week quarantine would likely last a bit longer, I received several emails regarding the experiences of Philadelphia's parishes during the 1918 influenza epidemic. People wondered what, if anything, was held in the Archives of the Diocese of Pennsylvania about the epidemic, how parishes responded, and what were the long-term effects of the epidemic upon our parishes.

There seemed to be a desire, especially among the clergy, to apply whatever lessons that could be learned from 1918 to 2020 and beyond. As the Archives were inaccessible for close to a year during the pandemic, I initially relied upon a vast trove of materials that had already been digitized from the Archives and the parishes themselves. Most of these materials were already posted on my blog: philadelphiastudies.org.

Newsletters, parish magazines, annual reports, and service leaflets from Church of St. Luke and The Epiphany; Church of the Ascension; Church of the Covenant; Church of the Crucifixion; Church of the Holy Comforter, West Philadelphia; Church of the Holy Trinity,

Rittenhouse Square; Memorial Church of St. Paul, Overbrook; St. Clement's Church; St. James's Church, Philadelphia; St. Mark's Church, Philadelphia; St. Mary's Church, Hamilton Village; and St. Stephen's Church, Philadelphia were used to capture parish life throughout 1918, before, during, and after the height of the influenza pandemic in the City. This article is a preliminary report of the findings used to answer these various inquiries.

While the Philadelphia press started to report on an increased prevalence of influenza by April 1918, attention was focused on World War I overseas, as American involvement in the European conflict was at the one-year mark. Philadelphia was also in the grips of a fuel crisis caused by a United Mine Workers strike across the coal fields of northern Pennsylvania. The immediate concern of Philadelphia's clergy as they began 1918 was how to keep their churches open without coal to heat their buildings. As January turned into February, and February turned to March, parishes reduced services, combined services with neighboring parishes, or just advised their

parishioners to dress warmly. As Philadelphia grew warmer that spring and the need for coal decreased, patriotism and the war effort were the parochial foci.

Evidence suggests that the mood amongst the clergy appeared to be upbeat. However, it is not unreasonable to think that the war, in addition to a fuel crisis, was taking its toll and an upcoming summer holiday would be a welcome relief. In those days, most of the Center City parishes closed their buildings for the summer months (shortly after Trinity Sunday to the end of September). The parishes that did this typically had summer properties for the parishioners to enjoy, and those wishing to attend services could attend them at these suburban outposts. Outside of Center City, those parishes that remained open that summer did so with reduced services and programming. The Anglo-Catholic parishes across the City remained open and typically relied on their curates to conduct services while their rectors took their summer vacations outside of the City.

“Our greatest danger now, declare authorities, is the great American tendency to forget easily and to believe the peril is over.”

Churchless Sunday
Will Be Observed
Because of Plague

Different Denominations
Urge Parishioners to
Pray at Home.

SPANISH INFLUENZA
MORE DEADLY
THAN WAR

Said That Epidemic Cost More Lives
Than American Loss In Africa.
Danger Not Over. Great Care
Necessary To Prevent
Further Outbreak.

The appalling ravages of Spanish Influenza in this country are perhaps best realized by the statistical figures recently made, that more deaths have resulted in little more than a month from this disease than through our whole agonizing struggle. Participation in the battles of the European War, the greatest danger now, medical authorities, is the great American tendency to forget easily and to believe the peril is over. Competent authorities claim the coming of cold weather is very apt to bring a return of this disease and there should be no let-up throughout the winter months at the following easily observed precautions, remembering that influenza is far easier to prevent than cure. Influenza is a dread disease. Avoid crowds as much as possible. Take extra pains against colds. Avoid crowded public places or rough weather. Avoid public places. Carry up each rough as possible. Do not spit on the floor, sidewalk, in street cars or public places. Avoid the use of common drinking cups and other vessels in public places. Breathe some reliable germicide and outdoors air to destroy the germs that do find lodgment in your nose and throat.



A City in Crisis

As summer turned to fall and Episcopal life in the city resumed, a few hints of what was to come started to be discussed in the press. A small uptick of influenza cases in September exploded into a full epidemic that October. Given the restrictions placed on news outlets during wartime, news about the threat of influenza to the civilian population was downplayed in the Philadelphia press. As the number of influenza cases soared in the city that October, the epidemic was unavoidable, and the city was in crisis mode.

The Philadelphia Board of Health began to restrict public gatherings in early October. By October 4th, these restrictions extended to churches. The response by Philadelphia's Episcopal clergy was mixed. The Rev. Dr. David M. Steele, the rector of the Church of St. Luke and The Epiphany, expressed that his parish "have all gladly co-operated with the Board of Health in their endeavor to do all that might be done to stem calamity and to avert contagion." The Rev. G. Woosley Hodge, rector of the Church of the Ascension, speaking for many Philadelphia clergy, "did not approve of this, to close churches which are sanitary and well ventilated, and allow department stores and trolley cars, in which people are crowded in a foul atmosphere to be undisturbed, seemed... unfair and unwise discrimination." The discourse then, as reflected in the Philadelphia press, mirrored the discourse that was seen on social media when the decision was made to restrict public worship in Philadelphia in 2020.

Trying to find some middle ground, the Rt. Rev. Philip J. Rhinelander, Bishop of the Diocese of Pennsylvania, implored the Board of Health to allow services to be held with reduced congregations. The Board of Health agreed, and on Sunday, October 13, a few parishes reopened. Seating was capped to no more than 25 people. St. Clement's Church found "this provision...quite ample for our needs." St. Clement's also reminded its people that their clergy still said daily masses in the clergy house while the parish was officially closed. St. Mark's Church, Philadelphia, resumed services the following week. The remainder of the parishes in this study resumed services by the first Sunday in November.

Resuming Services

The November 1918 issue of the various parish magazines all mentioned the epidemic's toll on their respective parishes. All note an uptick in funerals and all stress that other parishes had it far worse than themselves. Dr. Carl Grammer, rector of St. Stephen's Church, Philadelphia, took it a step further and suggested that parishes needed to consult the City's morgue or the local funeral director, rather than their funeral registers, to fully appreciate the scope and scale of the calamity.

As parish life resumed to some level of normalcy in November 1918, the mood quickly shifted from sorrow to jubilation. The Armistice was declared on November

11, 1918. The December 1918 parish magazines were overjoyed with the news from Europe and mournful of the soldiers lost from their parishes. Services of thanksgiving for peace were held across Philadelphia. Free of influenza and victorious in Europe, it is as if October 1918 never happened.

Pining for the Past

Looking at the evidence, it is safe to conclude that Philadelphia's parishes learned no clear lessons by their experiences during the influenza epidemic. However, as we have seen in our own time, a pandemic changes people and their habits. Philadelphia and Philadelphians changed after

1918, and the parishes in Center City would be among the first in the city to notice subtle changes in the churchgoing habit that would have great implications in the years to come.

Influenza made real for Philadelphians and for Philadelphia's well-to-do that living in close proximity to each other was a dangerous proposition. After the First World War, the evidence demonstrates a slow but steady movement out of town in the parish registers across Center City. As documented by E. Digby Baltzell, noted sociologist at the University of Pennsylvania, in *Philadelphia Gentlemen*, the full implication of this migration is not fully appreciated for another decade or more.

My dear Friends:

It has been a strange experience we all have had this past month, in being literally locked out of church. I could think of many things to say, if this were the right time or place to point a moral and adorn a tale. I find it hard to repress at least this one remark: I never knew before so many people to express anxiety to do a thing because they were forbidden. Maybe this was not the case; mayhap it indicates that churches will be overcrowded all this winter, once again the doors are open. We will see what we will see.

I heard one person remark—I think it was facetious, but I do not know—that it was a punishment imposed on those who had been out of church too long already, six months out of twelve. I know well, however, levity apart, that we have all gladly co-operated with the Board of Health in their endeavor to do all that might be done to stem calamity and to avert contagion through the period of this dread epidemic.

In the annals of the Church, this period will long be one peculiar. In this parish in particular, we have been fortunate in the fact that there have not been so many fatalities as in the majority of others. Even so, the Parish Register, appearing on another page, contains entry of burials away beyond the average. All fondly hope the worst is over and that, from whatever quarter came this wind of pestilence, it may never come here again.

Excerpt from the St. Luke and the Epiphany 1918 parish newsletter.

Parishes like Church of St. Luke and The Epiphany, St. Stephen's Church, Church of the Holy Trinity, Rittenhouse Square, Church of the Holy Apostles, and St. James's Church, Philadelphia — some of the largest parishes in the City and Diocese on the eve of the First World War — were still recording over 1,000 congregants each in their annual parochial reports.

However, the evidence suggests that these numbers were highly exaggerated. The clergy of these parishes complained that their churches were emptier, and that no one went to church anymore. While plenty of people lived in and around Center City after the influenza epidemic, the City's parishes were slow to adapt and to reach the people who remained near them. It seemed these rectors wanted their pre-1918 congregations back.

A Tale of Two Churches

While most parishes remained in their locations, two that did not are worth mentioning here. The Church of the Holy Apostles moved from the central city in 1944 and merged with its large chapel in West Philadelphia to form Church of the Holy Apostles and the Mediator. The Church of the Holy Apostles survived, just not in the same location.

St. James's Church, Philadelphia, was not so lucky. With the equivalent of \$1 million in the bank and located at the busy intersection of 22nd and Walnut Streets, St. James's vestry, at the prodding of the Rt. Rev. Oliver J. Hart, decided that there was no future left for the Episcopal Church in Center City. The parish was closed in 1944, the building demolished for an Atlantic Richfield gas station, and

“As parish life resumed to some level of normalcy in November 1918, the mood quickly shifted from sorrow to jubilation.”

the parish's assets transferred to a suburban mission.

E. Digby Baltzell suggested the demise of St. James's Church was an excellent metaphor that signified the shift of the Episcopal power base in the Philadelphia metropolitan area from Center City to the western suburbs. The Episcopal Church did have a future in Center City, though it would be another decade before the parishes that remained discerned what that future would be.

Perhaps, then, that is the lesson from 1918. Those who left the Center City parishes in the years after the influenza pandemic were gone. And no matter how hard rectors may have tried to woo them to return, they were not coming back. Clergy and parishes had to reframe their scope to the new fields of ministry right outside their doors.

While much more research is needed, particularly comparative studies with other cities, it seems to this researcher that the lesson from 1918 is not to chase those who left. Instead, look around your communities with fresh eyes for new and fertile grounds for ministry. As a rector's warden thinking about the future directions of his own Center City parish, this is a scary and exciting prospect. ■

HISTORY

Serving Up History

Bishop William Bacon Stevens (1815-1887) was the fourth bishop of the Episcopal Diocese of Pennsylvania. Despite gaining success as a doctor and a historian, he felt a call to ministry that he could not ignore. He served this diocese before becoming bishop in 1862. In 1876, he was chosen to give the closing sermon at the Pan-Anglican Conference at St. Paul's Cathedral in London. He was gifted Haviland china for his participation. This Spring, his descendants visited our offices to gift the china to us – and for all who visit us to see.



Representing the Voices of the Marginalized



One of the most inspiring and historic works of art in Episcopal Diocese of Pennsylvania churches is the stunning, large-scale series of murals at the Church of the Advocate, created in the mid-1970s. “The Church of the Advocate was an interesting project because I had never done a mural,” recalls Richard Watson, who today is exhibitions manager and artist in residence at the African American Museum in Philadelphia.

Watson and fellow Philadelphia artist Walter Edmonds were appointed by Father Paul Washington to create the 14 murals linking passages from scripture chosen by Washington that “correlate to the experiences of Black people,” Watson says. The artists were asked “to interpret through your vision what these things mean and how Black people can be the voice of these words and how God’s hand played a part in all of it,” he adds. ■

Scan the QR Code to gain insight into the power of art within the context of Christianity and the importance of preserving historic churches like the Church of the Advocate.



Celebrating Women

Next year, we celebrate 50 years since the first women were ordained into The Episcopal Church. A little over a year ago, Bishop Gutierrez expressed an interest in having this diocese commemorate two of its most historic events: the ordination of eleven women at the Church of the Advocate on July 29, 1974; and the ordination of the first woman bishop, Bishop Barbara Harris, who was raised up in this diocese and consecrated Bishop Suffragan of the Diocese Massachusetts in 1989.

Our diocese is working to create a permanent location to honor the journey of the Philadelphia 11 and Bishop Harris. At this time we are calling it The Center for Courageous Women of Faith.

The Center will seek to honor the legacies of these trailblazers by creating a place for educational programs, witness, prayer, and study to further the vision of radical hospitality, equity, justice, voice, that is open to all.

The Center is in the early stages of development and needs for more support, both in-kind and financially. Please contact us to get more involved, phil11rgt@gmail.com.



Photo courtesy of Mary Frances Schjonberg, ENS



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CONTACT US

23 E. Airy Street
Norristown, PA 19401
(215) 627-6434
contact@diopa.org
www.diopa.org