

**EPISCOPAL DIOCESE
OF
PENNSYLVANIA**



Journal of the
241st Convention
October 18-19, 2024

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241st CONVENTION OF THE DIOCESE OF PENNSYLVANIA
Philadelphia Episcopal Cathedral
Philadelphia, Pennsylvania

“They devoted themselves to the apostles’ teaching and to fellowship, to the breaking of bread and to prayer. Everyone was filled with awe at the many wonders and signs performed by the apostles. All the believers were together and had everything in common. They sold property and possessions to give to anyone who had need. Every day they continued to meet together in the temple courts. They broke bread in their homes and ate together with glad and sincere hearts, praising God and enjoying the favor of all the people. And the Lord added to their number daily those who were being saved.”

SATURDAY, OCTOBER 19, 2024

AGENDA

8:00 a.m.

- 1.0 Registration
Light Refreshments for Breakfast

8:45 a.m.

- 2.0 Hymn – *Blessed Assurance* Everyone
- 2.1 Opening Prayer The Very Rev. Al Holland
Interim Dean of the Cathedral
- 2.2 Special Order I Video

9:00 a.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
- Electronic Voting – test ballot (quorum ballot) The Rev. Emmanuel Williamson

Vice-Chair of Elections

- 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 240th 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

9:25 a.m.

4.0 Hymn – *Come thou Fount of Ev'ry Blessing*

4.1 Special Order II Video

9:50 a.m.

5.0 Bishop Gutiérrez Convention Address

10:10 a.m.

6.0 Special Order III - (Clare Project (4:10) or Refugee Ministry (4:45)) Video

6.1 Overview of Debate Steve Chawaga

10:15

7.0 Financial Matters

7.1 Presentation of Budget for 2025 (4:30) Al Dandridge/Video

7.2 RBUD-2025

10:45

8.0 **BREAK**

SECOND SESSION

10:55 a.m.

9.0 Elections

9.1 Report of Nominating Committee The Nominating Committee

9.2 Nominations from the Floor

11:00 a.m.

10.0 Introductions and Acknowledgements Bishop Gutiérrez

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

10.2 Introduction of Seminarians and Those Newly Ordained The Rev. Canon Jane Gober

10.3 Presentation of Diaconal Certificates The Rev. Canon Jane Gober, Rev. Jeff Moretzsohn

10.4 Acknowledgement of Ordination Anniversaries

Craig Alston, Esq.
R-2-2024

10.5 Acknowledgement of Retired Clergy

R-3-2024

10.6 Bishop's Awards Recipients

Bishop Gutiérrez

11:10 a.m.

11.0 Elections – First Ballot

Judges of Elections
C1, L1

11:30 a.m.

12.0 Special Order IV – (Initiative III: Clare Project (4:10) or Refugee Ministry (4:45))

11:35 a.m.

13.0 Commission on Wellness

13.1 Report on 2024 Commission on Wellness

The Very Rev. Samuel K. Ndung'u

13.2 On Clergy Compensation

13.3 RB-2025 Clergy Compensation

The Very Rev. Samuel K. Ndung'u

Noon

14.0 Noonday Prayer

The Rev. Daren Evans

14.1 Hymn - *Lord, Whose Love in Humble Service*

- LUNCH -

(Business Session will resume at 1:05pm)

1:05 p.m.

15.0 Results of the First Ballot

1:15 p.m.

15.1 Elections – Second Ballot

Judges of Elections
C2, L2

16.0 Special Order V – Diocesan Service Project

Archdeacons

17.0 Results of the Second Ballot

17.1 Elections – Third Ballot

Judges of Elections
C3, L3

1:30 p.m.

18.0 Resolutions - Report of Resolutions Committee

Karen Lash

18.1 R – 4 Amending Standing Order V and Canon 4.7.5

The Rev. Kevin Dellaria

18.2 R – 5 Resolution to Study Diocesan Assessments

Jay Baldwin

THIRD SESSION

2:10p.m.

19.0 Cathedral Ministry

Dean Al Holland

19.1 Introduction of Cathedral Chapter and Nominees

Bishop Gutiérrez and Dean Al Holland

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

DC18.3

19.3 Vote to Confirm Appointees to the Commission on Ministry

Bishop Gutiérrez

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 from General Convention

24.2 Resolutions in Response to the Bishop's Address

Karen Lash

24.3 Resolutions Received After Deadline

Karen Lash

3:10p.m.

25.0 Appointment of 2025 Convention Committee Chairs

Bishop Gutiérrez
SOIV.3

On Arrangements

On Canons

On Dispatch of Business

On Elections

On Expenses

On Nominations

On Resolutions

The Rev. Benjamin Capps

Stephen Chawaga, Esq.

Craig Alston, Esq.

The Rev. Emmanuel Williamson

Canon James Pope

The Very Rev. Kevin Dellaria

Karen Lash

3:15p.m.

26.0 Closing Prayer

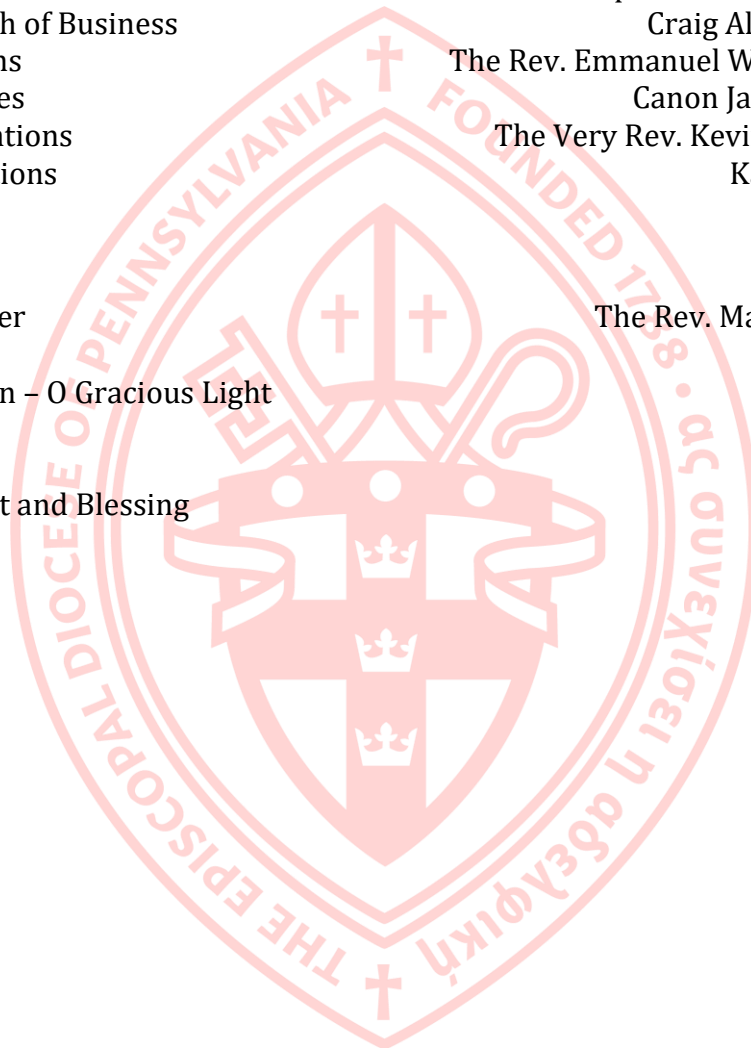
The Rev. Madeleine Harris-Lerew

26.1 Closing Hymn – O Gracious Light

3:20p.m.

27.0 Adjournment and Blessing

Bishop Gutiérrez



241st CONVENTION OF THE DIOCESE OF PENNSYLVANIA
Philadelphia Episcopal Cathedral
Philadelphia, Pennsylvania

“They devoted themselves to the Apostles’ teaching and to fellowship, to the breaking of bread and to prayer. Everyone was filled with awe at the many wonders and signs performed by the Apostles. All the believers were together and had everything in common. They sold property and possessions to give to anyone who had need. Every day they continued to meet together in the temple courts. They broke bread in their homes and ate together with glad and sincere hearts, praising God and enjoying the favor of all the people. And the Lord added to their number daily those who were being saved.”

SATURDAY, OCTOBER 19, 2024

8:00 a.m.

1.0 Registration Opens

8:45 a.m.

2.0 Hymn – *Blessed Assurance*

Everyone

2.1 Opening Prayer

The Very Rev. Al Holland
Interim Dean of the Cathedral

8:57 a.m.

FIRST SESSION

3.0 Convention Organization

3.1 Call to Order

The Rt. Rev. Daniel Gutiérrez
Bishop, President of Convention

Bishop Gutiérrez called Convention to order at 8:57, and greeted the House.

3.2 Appointment of Stephen P. Chawaga, Esq., Parliamentarian

Bishop Gutiérrez

Bishop Gutiérrez appointed Stephen Chawaga as Parliamentarian, and thanked him for his many years of continued service to the Diocese.

3.3 Election of the Secretary of Convention

Bishop Gutiérrez

Electronic Voting – test ballot/quorum ballot

The Rev. Emmanuel Williamson
Vice-Chair of Elections

Bishop Gutiérrez noted that it has been the practice of Convention to nominate the Secretary of Diocesan Council as Secretary of Convention. The Bishop nominated John R. Wallace for this position, thanking him for his willingness to serve, and for the present of a small banner of the Diocesan arms. The nomination was seconded. No further nominations were received.

Fr. Williamson briefly explained the voting process using the VPOLL website. The vote was opened. The vote was closed. Mr. Wallace was elected, 254-0.

- 3.4 Appointment of Craig Alston, Esq., as Chair of Dispatch of Business** Bishop Gutiérrez
Bishop Gutiérrez appointed Mr. Alston as Chair of Dispatch of Business, and thanked him for once again taking up the important role of keeping the Convention on time.

- 3.5 Standing Rules of Order** Bishop Gutiérrez
Bishop Gutiérrez called the House's attention to the Rules of Order, posted in the LiveBinder.

- 3.6 Welcome and Special Introductions** Bishop Gutiérrez
Bishop Gutiérrez thanked the Board of Trustees, the Standing Committee, and Diocesan Council, asking each group to stand for recognition by the House. He particularly commended the work of Diocesan Council, the "convention between conventions," and encouraged the people to become more closely involved in the work of Council. The Bishop further acknowledged the Convention Planning Committee and Cathedral clergy, staff, and chapter, as well as the Diocesan staff. The Bishop reminded the House that all of the convention materials could be found in the LiveBinder, and outlined the process by which those attending virtually should participate.

- 3.7 Report of Committee on Dispatch of Business** Craig Alston, Esq.
Mr. Alston noted that "... such Clergypersons 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, a quorum was present as a duly assembled body for the purpose of the Convention.

- 3.8 Report of Official Attendance at Convention** Craig Alston, Esq.
Mr. Alston stated that, to vote on matters of changes to the Constitution or Canons, one-quarter of all eligible Clergy and Lay Deputies were required to constitute a quorum. There were 87 clergy (of 326 resident clergy) and 157 laity (representing well in excess of the minimum 34 parishes) in attendance.

- 3.9 Business Left Unfinished from the 240th Convention** Secretary of Convention
Mr. Wallace stated that there was no unfinished business remaining from the 240th Convention.

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

Mr. Wallace stated that, as per Standing Resolution 24, material not pertinent to the business of Convention cannot be circulated without permission of the Convention Secretary, and invited any member of the House to see him if they had questions. He further directed the House to review the full text, found in the LiveBinder.

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

Mr. Wallace stated that there were 14 clergy present with seat and voice at Convention but who were not eligible to vote.

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

Mr. Wallace stated that there were no congregations subject to losing their seat at Convention due to nonpayment of assessments.

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

Mr. Wallace stated that he had received no claims of clergy to seats.

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

Mr. Wallace stated that he had received no claims of laity to seats.

3.15 Acceptance of the Proposed Agenda Craig Alston, Esq.
Chair, Dispatch of Business

Mr. Alston called for any proposed amendments to the agenda; with none being received, Rev. Canon Jane Gober moved to adopt the proposed agenda. The motion was seconded. With no discussion, the agenda was adopted 254-1.

3.16 Resolutions of Courtesy Bishop Gutiérrez
R-1 2024

Bishop Gutiérrez stated that the following Resolution of Courtesy could be found in the LiveBinder:

R-1 2024

RESOLVED: That this 241st 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 241st 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 241st Convention of the Diocese of Pennsylvania express gratitude and appreciation to the Philadelphia Episcopal Cathedral Interim Dean and Staff for their continued service to the Diocese.

RESOLVED: That this 241st 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 241st 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 241st 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 241st 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 241st Convention of the Diocese of Pennsylvania express gratitude and appreciation to the faithful: the people of the Episcopal Diocese of Pennsylvania.

9:15 a.m.

4.0 Hymn – *Come thou Fount of Ev'ry Blessing*

Everyone

4.1 Special Order I – Transformation Committee

Video

A brief video was displayed, highlighting the work of the Transformation Committee, which strives to help parishes optimize their underutilized spaces, and provides assistance in redeveloping superfluous facilities, with half of the proceeds from these redevelopments being made available to the parish, and the other half supporting further projects of the Committee.

Prior to the Bishop's Address, the Rev. Samantha Alexander, Rector of Christ Church, Philadelphia, read from Mark 10:32-34; Rev. JoAnn Jones, of Redeemer, Bryn Mawr, read Acts 2:42-47; and Rev. Dcn. Phil Geliebter, who was introduced as the new Archdeacon, consequently received a prolonged standing ovation before reading James 2:1-10, 14-17.

9:25 a.m.

5.0 The Bishop's Address

In the ninth year of Bishop Gutiérrez's episcopate, the care of the people of the Diocese of Pennsylvania remain "next to [his] family, the greatest gift that God has given [him]." He noted that Christ's power exceeds the bounds of human comprehension, just as more exists beyond the visible horizon: "there is no discovery, no dreaming, no ideas, no movement in stasis." God brings the unexpected to fruition; not least by being born in occupied territory, far from the centers of power. In these uncertain days, it is even more necessary to believe in God's potential and promises. In the face of turmoil and uncertainty, the Diocese of Pennsylvania has the faith and tenacity to push outward to the horizon, following in Christ's calling in the Gospel text: having blessed children, and told the disciples to not hinder them, or to fret over their own status; having met the Rich Young Man, Jesus

heals, warns away from temptations, and encourages us to be at peace with one another – even in the face of suffering.

“Resurrection does not mean resuscitation.” We must preserve in ourselves a sense of childlike wonder. Society has tried to “tame” Jesus, but God-Among-Us cannot be tamed. He scandalized, converted, worked miracles, was murdered – and rose from the dead – and he is working in this Diocese today, if we will put our whole trust in Jesus. With God, all things are possible. The Bishop regards with holy fear the fact that he is a successor to the Apostles; each day since his consecration, he prays for wisdom, patience, discernment, and the gifts of the Spirit. He is trusted to care for God’s people in the Diocese, just as a shepherd is entrusted with the care of someone else’s sheep. The journey, however, is not easy.

Christian life is a difficult journey, and it is a life lived as one interconnected and interdependent family. Jesus healed people to restore them to the community; he did not call them to apply secular business practices to the life of faith. “Winner-take-all” is not a Christian doctrine; we must build one another up, even in disagreement, holy conversation, and in seeking consensus together. The first-century Christians attracted thousands by their way of life; what in this Diocese attracts people to Jesus – the living, breathing body of Christ, or the skeleton of an organization?

The Bishop acknowledges difficulties in this, the fourth-largest diocese in the Episcopal Church; each parish, from the smallest, poorest, or furthest flung to the most renowned and resourced, has beautiful charisms and is beloved by him. Some issues can only be addressed at the deanery or diocesan level, and the Bishop seeks to help wherever help is needed, or whenever a crisis occurs – in the grants to churches, in the Acts Churches, and in the daily work of the Diocesan staff.

The Bishop exhorted the House to cherish, support, and walk with the clergy, whom he cares for very much. The church is in a time of crisis – but a time of crisis is an opportunity to grow, and chaos precedes creation: the Holy Spirit is moving overhead; we must be present, and not batten down the hatches, for the Spirit descends upon people, not things. Even in our wealthiest communities, there is poverty – spiritual, relational, mental, or physical; not just economic. The eleven sacred initiatives seek, in some way, to address these.

The Bishop called upon the House to show Philadelphia and the world that “This is a place where Jesus is real, and disciples are formed. This is a home for the poor, compassionate, merciful, and loving. This is a place where the horizons are endless, and with each new courageous step, we discover where God calls us to be: this you, the beautiful, revolutionary, scandalous Diocese of Pennsylvania. Let’s go and change the world in Jesus’ name.”

The Bishop’s Address was received by the House with prolonged applause.

10:10 a.m.

6.0 Special Order II - Clare Project

Video

Named for Saint Clare of Assisi, the Clare Project ministry serves women on the streets of Philadelphia, bringing snacks, protein, bandages and wound dressings to mitigate infection; underclothing; Narcan, resuscitation masks; rosaries, and other physical and spiritual needs. Revs. Ostendorf and Geliebter are interested to connect with people across the entire Diocese to broaden the Clare Project's support.

6.1 Overview of Debate

Steve Chawaga

Mr. Chawaga outlined the procedures for debate in the coming resolutions.

10:15

7.0 Financial Matters

7.1 Presentation of Budget for 2025

Al Dandridge/Video

Al Dandridge introduced a budget presentation given by Canon Wamsley via video. In 2025, budgeted staff expenses will be only around $\frac{1}{3}$ of our total expenses.

7.2 RBUD-2025

Mr. Dandridge moves RBUD-2025. Motion seconded. Debate ensues.

Gordon Fowler, Redeemer Bryn Mawr - oppose; requests prioritization of evangelism over property management; it is becoming increasingly difficult to continue to balance budgets in this way. Encourages liquidation of nonviable real estate, to keep as much money in local parishes as possible.

Andrew Kellner, St Asaph Bala-Cynwyd - oppose; questions whether a sharp jump in assessment rates is realistic given recent transitions and other economic flux.

Andrea Gardner; St Augustine of Hippo and Christ Church Old Swedes - support; there are some congregations with multiple clergy, but there are significant numbers of parishes led by part-time and bivocational clergy, and their work needs meaningful support. This is not an increase to the 15-20% assessments seen in other dioceses.

Mr. Dandridge - summation - is in full support of the Bishop's message. We want to leave no one behind.

With no further discussion, a digital vote was taken on Resolution RBud-2025. R-BUD 2025 passes 213-54.

RBUD-2025 Adopted

10:45

8.0 BREAK

SECOND SESSION

10:55 a.m.

9.0 Elections

The Rev. Emmanuel Williamson outlined the process for receiving nominations from the floor. The VPoll website has been configured to accept these, instead of texting them to anyone. Note that a candidate needs to have consented, and that all information (name, parish, position) needs to be entered on one line on the VPoll form. , and then introduced the Nominating Committee's report video. 78% of candidates are standing for the first time.

9.1 Report of Nominating Committee

Video

The Very Rev. Kevin Dellaria and Dina Harvey, via video, outlined the work of the Nominating Committee, noting that there were very few vacant positions this year, and that all deaneries were represented by candidates. 78% of candidates this year were standing for election for the first time.

9.2 Nominations from the Floor

Following the Nominating Committee video, nominations from the floor were closed.

11:04 a.m.

10.0 Introductions and Acknowledgements

Bishop Gutiérrez

Bishop Gutiérrez introduced the Rev. Canon Jane Gober to present the next section.

10.1 Introduction of Clergy New to the Diocese

The Rev. Canon Jane Gober

Canon for Transitions

Canon Gober thanked the transition, discernment, search, and profile committees for their work in their various parishes, as well as the Commission on Ministry for their faithful discernment, patience, and curiosity in walking with candidates.

Can. Gober then presented the following newly-called priests, who were greeted with applause:

The Rev. Conor Alexander | St. Mary's, Wayne - Rector

The Rev. Cn. Kirk Berlenbach | St Luke and the Epiphany, Philadelphia - Interim Rector

The Rev. David Cobb | St Mark's, Philadelphia - Interim Rector

The Rev. Emily Given | Messiah, Gwynedd - Rector

The Rev. David Green | Trinity, Gulph Mills - Priest-in-Residence

The Rev. Madeleine Harris-Lerew | St. Paul's, Chestnut Hill - Associate

The Rev. Al Holland | Cathedral - Interim Dean
 The Rev. Kenneth Katona | St. Alban's, Newtown Square - Rector
 The Rev. Trey Kennedy | Holy Comforter, Drexel Hill - Rector
 The Rev. Dave Killeen | St. Thomas Whitemarsh - Rector
 The Rev. Meghan Mazur | St. Marks, Philadelphia - Associate Rector
 The Rev. Richard Morley | St. Davids, Wayne - Rector
 The Rev. Jeremy O'Neill | Redeemer, Bryn Mawr - Associate Rector
 The Rev. Laura Palmer | St. Martin-in-the-Field, Chestnut Hill - Priest
 The Rev. David Radzik | St. Luke's, Newtown - Rector
 The Rev. Tanya Regli | Grace Epiphany, Mt. Airy - Priest-in-Charge
 The Rev. MacIvan Rogers | St. James, Kingessing - Priest-in-Charge
 The Rev. James Robertson | Holy Apostles and the Mediator, Phila. - Priest-in-Charge
 The Rev. Michael Ruk | Christ Church, Ridley Park - Interim Priest-in-Charge
 The Rev. John Sagoe | St Andrews & St Monica, Philadelphia - Rector
 The Rev. Luke Selles | St. Martin-in-the-Field, Chestnut Hill - Priest Associate
 The Rev. Greg Smith | St. Timothy's, Roxborough - Interim Rector
 The Rev. Walter Thorne | St. James School - Chaplain

Can. Gober presented the following clergy, who have transitioned from priests-in-charge to rectors:

The Rev. Richard Morgan | St. James, Downingtown
 The Rev. Emily Zimbrick-Rogers | St. Mary's, Hamilton Village
 The Rev. Phillip Ellsworth | Good Samaritan, Paoli

Can. Gober presented the following new diaconal placements:

The Rev. Stacey Carmody | St. Andrews-in-the-Fields, Somerton & Redemption, Southampton
 The Rev. Andrea Gardner | Christ Church, Old Swedes & St. Augustine of Hippo, Norristown
 The Rev. Phil Geliebter | St. Thomas Whitemarsh
 The Rev. Joseph German | Christ Church, Media & St. John's Essington
 The Rev. Beth Hollingshead | St. Mary's, Hamilton Village & St. George St. Barnabas
 The Rev. Jean Marcucci Sachs | St. Paul's Elkins Park & Holy Nativity, Rockledge
 The Rev. Kristin Waskowicz Woods | St. Anne's, Abington & All Hollows, Wyncote

10.2 Introduction of Seminarians and Those Newly Ordained

Canon Gober

Can. Gober presented the following seminarians and postulants, many of whom have been serving as volunteers (and wearing teal vests). She thanked them for their openness and willingness, and the House expressed its support via applause.

Diaconate

Elizabeth Brickle
 Renee Coleman
 Kyle Evans
 Christine Fantuzzo

Richard "Jonesy" Lerch
 James Massey
 Robbin McCarthy
 Sue Moran

Deneen Raysor
 Bob Smith
 Ron Spinelli

Kathryn Brossa
Deborah Brown
Suzanne Clune
Amy Crawford

Priesthood
Sue Hammer
Anne Alexis Harra
Elizabeth Longua
Evelyn Partridge

Jason Seta
Thomas Swain

Canon Gober then presented the following ordinands:

Diaconate
The Rev. Madeleine Harris-Lerew

Priesthood
The Rev. Emily Given
The Rev. Christopher Micklewright
The Rev. Kristen Ostendorf
The Rev. Tanya Regli
The Rev. Louis Steffenhagen

10.3 Presentation of Diaconal Certificates

Canon Gober, The Rev. Jeff Moretzsohn

Canon Gober invited Deacon Jeff Moretzsohn to assist in presenting certificates for the completion of Sewanee's Iona Diaconate Formation Program to the following:

Elizabeth Brickle
Renee Coleman
Kyle Evans

Diaconate
Christine Fantuzzo
Richard "Jonesy" Lerch
James Massey

Deneen Raysor
Robert Smith

10.4 Acknowledgement of Ordination Anniversaries

Craig Alston, Esq.
R-2 2024

Mr. Alston called the House's attention to Resolution R-2, concerning clergy anniversaries:

R-2 2024

RESOLVED: That this 241th 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.

65 Years

The Rt. Rev. Allen Bartlett
The Rev. Albert Dickinson

60 Years

The Rev. William Fulks
The Rev. David Hyatt

55 Years

The Rt. Rev. Charles Bennison

The Rev. Konrad Palmer Hartl

50 Years

The Rev. William Deane
The Rev. Frank Knight
The Rev. Christopher Moore
The Rev. Peter Sipple
The Rev. Stephen Snider
The Rev. Nancy Wittig

The Rev. James Wynn

45 Years

The Rev. Rodger Broadley

The Rev. Thomas Monnat

The Rev. David Robinson

40 Years

The Rev. Howard Cole

The Rev. William Duffey

35 Years

The Rev. Richard Alton

The Rev. Judith Beck

The Rev. Terrence Highland

The Rev. Paul Hunt

The Rev. Lisa Keppeler

The Rev. Nancy Stroh

30 Years

The Rev. Joseph Dietz

The Rev. Daneil Hamby

The Rev. Thomas Hargrove

The Rev. James Taylor

25 Years

The Rev. Cn. Kirk Berlenbach

The Rev. Abigail Nestlehutt

The Rev. Lorna Williams

20 Years

The Rev. Lucy Amerman

The Rev. Kathryn Andonian

The Rev. Elizabeth Colton

The Rev Lynn Czarniecki

The Rev. Nancy Deming

The Rev. Thomas Eoyang

The Rev. David Killeen

The Rev. Stephen Moore

The Very Rev. Judith Sullivan

The Rev. John Wallace

The Rev. Barbara Welch

15 Years

The Rev. Mary McCullough

The Rev. Mary Mertz

The Rev. Christina Nord

The Rev. Doris Rajagopol

The Rev. Paul Reid

The Rev. Deidre Whitfield

10 Years

The Rev. Dennis Coleman

The Rev. Phillip Geliebter

The Rev. Betsy Ivey

The Rev. Karen Kaminskis

The Rev. Sean Lanigan

The Rev. Jeffrey Moretzsohn

The Rev. Daniel Stroud

5 Years

The Rev. Barbara Ballenger

The Rev. Maurice Dyer

The Rev. Christopher Exley

The Rev. Charles Howard

The Rev. Laura Palmer

10.5 Acknowledgement of Retired Clergy

R-3-2024

Mr. Alston called the House's attention to Resolution R-3, concerning clergy retirements.

R-3 2024

WHEREAS the following clergy long active in the ministry of the Church have retired since the October 2023 Convention of the Diocese of Pennsylvania.

THEREFORE, BE IT RESOLVED: That this 241st 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 Rev. Frank Allen

The Rev. Dennis Bingham

The Rev. Ken McCaslin

The Rev. Stephen Moore

The Very Rev. Judith Sullivan

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

10.6 Bishop's Awards Recipients

Bishop Gutiérrez

Bishop Gutiérrez introduced the recipients of the Bishop's Award for 2024: Renae Rutherford, Elizabeth Curtis Swain, the Rev. Dcn Dennis Coleman, and the Rev. Dcn Jeff Moretzsohn. At the Convention Eucharist the previous evening, he had also made the Rev. Canon Kirk Berlenbach, sometime Canon for Growth and Support an Honorary Canon in recognition of his service to the Diocese as he reenters parish ministry. Deacons Coleman and Moretzsohn will now be titled Archdeacons Emeritus. The House congratulated them with enthusiastic applause.

11:30 a.m.

11.0 Elections – First Ballot

Judges of Elections

C1, L1

Fr. Williamson moved for a vote by acclamation on **Christmas Fund-Lay, Commission on Wellness-Clergy, Disciplinary Board-Clergy, and Disciplinary Board-Lay**, all of which were uncontested elections. The motion was seconded; with no discussion, it carried unanimously.

The Bishop took the opportunity to thank the Nominations Committee for their hard work in the past year; the House concurring with applause.

Votes were then taken on the following:

Board of Trustees - Clergy

Board of Trustees - Lay

Commission on Wellness - Lay

Nominating Committee - Clergy

Nominating Committee - Lay

Standing Committee - Clergy (vote by orders)

Standing Committee - Lay (vote by orders)

Mr. Chawaga paused to explain that, pursuant to Church Foundation Bylaws II.4(b), the following two elections were to vote for a *slate* of nominees for the Church Foundation board, which could then select those (or other) persons.

Nominees for the Church Foundation – Clergy

Nominees for the Church Foundation – Lay

Once all votes were closed, Bishop Gutiérrez called upon the House to express its appreciation of the VPoll tech support personnel; the House responded with hearty applause.

Following voting, the Bishop requested a round of applause for the technology people.

~~12.0 Special Order III: Refugee Ministry – postponed until after lunch~~

11:59 a.m.

13.0 Commission on Wellness

13.1 Report on 2024 Commission on Wellness

The Very Rev. Samuel K. Ndung'u

Fr. Ndung'u presented the report of the Commission on Wellness, highlighting the Clergy Compensation resolution, recommending that the existing medical plans continue for 2025, and for continued subsidization of retired clergy dental insurance.

In 2025, the CoW intends to increase awareness of diocesan financial assistance for clergy, and hopes to continue working with the Canon on Transitions in the pursuit of equitable offerings.

13.2 RB-2025 Clergy Compensation

The Very Rev. Samuel K. Ndung'u

Fr. Ndung'u moved RB-2025, which was seconded rousinglly. With no debate, a voice vote was taken. The motion was carried unanimously.

RB-2025 Adopted

Noon

14.0 Noonday Prayer

The Rev. Daren Evans

14.1 Hymn - Lord, Whose Love in Humble Service

Following noonday prayer and the hymn, the Bishop recessed the House at 12:05 p.m. to reconvene at 1:15 p.m.

- LUNCH -

1:08 p.m.

15.0 Reconvene

Following luncheon, Bishop Gutiérrez called the House back into order at 1:08 pm.

At this time, Special Order III, the video on the Refugee Ministry, was shown.

7 refugee families have transitioned into their own homes, 4 have been reunited with relatives, and 3 have moved into the church (St. Jude and the Nativity?) The Bishop then spoke about his travels in Central and South America with the Archbishop of Canterbury, and the difficult conditions there, thanking the people operating the ministry. The House responded with applause.

1:15 p.m.

15.0 Results of the First Ballot

Board of Trustees (Clergy): Murangi* 103, Given 87, Morgan 81

NO election

Board of Trustees (Lay): Pope 174, Griffith 168, Rollins 146

Pope, Griffith elected

Commission on Wellness (Lay): Wendt 214, Brooks 139, Jones 134

Wendt, Brooks elected

Nominating Committee (Clergy): Regli 193, Given 177, Murangi 171*, Kennedy 143, Radzik 95

Regli, Given, Kennedy elected

Nominating Committee (Lay): Singhapakdi 210, Barlow 176, Duink 162

Singhapakdi, Barlow elected to 3-year terms; Duink elected to fill 1-year vacancy

Standing Committee - Clergy (vote by orders): Murangi 46/90, Barrett Tracey 52/88

NO election

Standing Committee - Lay (vote by orders): McGinnis 21/57, Frances 42/79, Dixon* 24/40

NO election

Nominees for the Church Foundation - Clergy: Hungerford 269-4

Slate ratified 269-4

Nominees for the Church Foundation - Lay: Rollins, Griffith, Rothenberger, Dumas, Smith

Slate ratified 256-8

Note: * denotes removed self from election after first ballot but prior to receipt of results.

15.1 Elections – Second Ballot

Judges of Elections

C2, L2

Votes were taken on the following:

Board of Trustees – Clergy

Standing Committee – Clergy (vote by orders)

Standing Committee – Lay (vote by orders)

This concluded the second ballot.

16.0 Special Order IV – Diocesan Service Project

Members of the diaconate came forward to present their annual service project, devised by the Rev. Dcn Andrea Gardner, which is a Convention Coat Drive that will run until October 26.

Cards with QR codes have been distributed to expedite the acquisition of new coats. The Bishop blessed one of the coats which had been collected, .

17.0 Results of the Second Ballot

Board of Trustees – Clergy: Given 151, Morgan 89

Given elected

Standing Committee – Clergy (vote by orders): Murangi 47/108, Barrett Tracey 36/58

Murangi elected

Standing Committee – Lay (vote by orders): Frances 53/86, McGinnis 27/75

Frances elected

Bishop Gutiérrez announced that this concluded the elections for the 241st Diocesan Convention, to which the House responded with applause.

17.1 Elections - Third Ballot

Judges of Elections

1:30 p.m.

18.0 Resolutions - Report of Resolutions Committee

Karen Lash

On behalf of the Resolutions Committee, Karen Lash directed participants to review the full committee report in the LiveBinder. There was significantly more participation in the in-person pre-convention meetings than in prior years. Of the four submitted resolutions, two were withdrawn. She thanked members of the Resolutions Committee, who recommend approval of R-4 and R-5, and those who participated in the hearings.

18.1 R-4-2024 Amending Standing Order V and Canon 4.7.5

The Rev. Kevin Dellaria

Fr. Dellaria reviewed and moved Resolution R4-2024. The motion was seconded. With no discussion, a vote was taken. Upon a voice vote, the motion carried unanimously.

R-4-2024

RESOLVED: Convention Standing Order V of the Diocese of Pennsylvania, and Canon 4.7.5 shall be amended as follows:

V. Nominations and Elections

~~Nominations to offices to be filled by the Convention.~~

1. Not less than four months in advance of each ~~Annual~~~~Stated~~ Convention the Bishop shall appoint a committee of at least ten Communicants of the Diocese, at least five of whom shall be Clergymen and at least five Lay persons, to make nominations for all Diocesan offices to be filled at such Convention. the Nominating Committee shall publicize a list of all positions to be filled by election at the upcoming Annual Convention, and shall include the names of the persons currently serving in the above offices, indicating whether they are eligible for re-election. The Nominating Committee shall present a preliminary list of its nominees to the Committee on Elections not less than 60 days prior to the Annual Convention, and the final list of its nominees to the Committee on Elections not less than 14 days prior to the Annual Convention . The Committee on Elections shall promptly arrange to publicize these lists to the Parishes and Missions.

~~2. The Committee on Elections shall place on the list of nominations the offices to be filled at the ensuing Annual~~~~Stated~~ Convention and the names of the persons currently serving in the above offices, indicating whether they are eligible for re-election.

~~± 2. Persons desiring to nominate themselves or another person for any Diocesan office shall communicate their intention to the Nominating Committee by such means as the Nominating Committee may prescribe. Any ten persons, Clerical or Lay, entitled to vote in the last Convention or eligible to vote in the Convention, may nominate any person or persons for election to office. Such nominations shall be in writing with~~

~~supporting signatures on one or more pages, and directed to the Chairman of the Committee on Elections, to arrive in his care not later than 30 days prior to the date of the Convention. (Adopted October 20, 1972)~~

3. The ~~Chairman~~ of the Committee on Elections shall ordinarily be the Secretary of the Convention, and **the Chair or another person that the Chair shall designate** shall notify all nominees that they have been nominated and of their right to withdraw. ~~(Adopted October 20, 1972)~~

4. Not later than ~~ten (10)~~ **fifteen (15)** days prior to the Convention, the ~~Chairman of the~~ Committee on Elections shall **arrange to publish and make available** ~~send~~ to all delegates **the a** list of those nominated by the Nominating Committee for all offices to be held, ~~and a list of all~~ **nominated by petition for those offices**, with the names of those who are incumbents and eligible for re-election also indicated. If only the required number of candidates to any office have been nominated, the report shall so state. ~~(Adopted October 20, 1972)~~

5..Nominations from the floor shall be accepted, ~~but the Presiding Officer is directed to limit the number of nominating and/or seconding speeches and the time each speaker is allowed as shall best serve the Convention, subject to the approval of the Convention. (Adopted October 20, 1972)~~ **subject to such rules as the Committee on Elections shall prescribe.**

Canon 4.7.5 (The Nominating Committee)

~~Not less than one hundred and fifty days in advance of each Stated Convention the Nominating Committee shall publicize a list of all positions to be filled by election at the upcoming Convention. Not less than sixty days in advance of each Stated Convention the Nominating Committee shall present its slate of nominations to the Committee on Elections. The Secretary of Convention shall publicize this list to the Parishes and Missions within ten days of receipt of the same.~~

R-4-2024 adopted

18.2 R-5-2024 Resolution to Study Diocesan Assessments

Jay Baldwin

Mr. Baldwin moved Resolution R5. The motion was seconded. Discussion ensued.

The Rev. Jill LaRoche-Wikel, St. John's, Concord moved an amendment. The amendment was seconded.

Mr. Chawaga clarified for the House the intention of the amendment, changing the definition of a "smaller" parish, as indicated in the original resolution, from <\$250,000 NOI to <\$175,000; of a "medium" parish from <\$1,000,000 to <\$400,000, and a "larger" parish from >\$1,000,000 to >\$400,000.

Discussion ensued on the amendment.

Rev. James Stambaugh - Holy Apostles, Wynnewood: supports - in the original resolution, the cap would unfairly advantage the 9 parishes with NOIs above \$1M. This would increase the equitability of this organization. 67 parishes in DioPA have NOIs under 250k.

Mac McCausland - St David's, Radnor: opposes - believes that the largest parishes should be represented, though not by an overwhelming majority.

Rev. Benjamin Wallis Gildas - Incarnation Holy Sacrament, Drexel Hill - supports; largest parishes should certainly be represented, but when you breakdown the NOI in the original manner, you get 10, 27, and 98 churches, which is not at all equitable.

Colin Hanna - Good Samaritan, Paoli: opposes - basic arguments have rational appeal, but it would be wise to look at numbers of congregants as well. The amendment would increase the number of congregants in the top third, and thereby weakens the voices of the congregants.

Chuck Klaniecki - Redeemer, Springfield: opposes - was initially in favor of concept of amendment, but overall fairness causes him to wonder.

Gregory Mann - Board of Trustees: supports - agrees in full with arguments made by others.

Joshua Castaño - St Mark's, Philadelphia: opposes - parish has significant NOI, but also significant upcoming deficit and expenses due to transition. Budget is very tight. An increase on assessments can have significant impacts on ability to do ministry. The top 10 parishes also contribute a significant quantity of the Diocesan revenue.

Dennis [] - Church of the Advocate, Philadelphia: supports - more in line with principle of one vote per church.

Jay Baldwin - St. David's, Radnor: opposes - success or failure of R5 is not contingent on this convention, it is contingent on ability to reach entire diocese.

Speaking in summation, Rev. LaRoche-Wikel has served in DioPA for 22 years; many others have been part of this conversation for a long time. It is important to listen to all of the parishes; a representative body needs to reflect the parishes as closely as possible.

The question was called on the amendment. The amendment carried 171-69.

R-5-2024 Amendment 1 Adopted

Mr. Chawaga noted that time had expired for debate. The Rev. James Stambaugh moved to extend the time for debate by 10 minutes. The motion was seconded. The motion was carried.

The Rev. Jill LaRoche-Wikel proposed a second amendment. The amendment was seconded.

Mr. Chawaga clarified for the House the intention of the amendment; to include three clergy members [rectors or priests-in-charge], one from each NOI tier, in addition to six laity (to have previously been either rector's, vestry, or accounting wardens), to be selected by the Canon for Finance.

Discussion ensued on the second amendment.

Mac McCausland - St. David's, Radnor: supports - is grateful to amender for putting this forward.

Joe Maddison - Holy Nativity, Rockledge: opposes - most money is given by laypeople; vestries consist of laypeople; clergy may not be the most familiar with matters fiduciary.

Chuck Klaniecki - Redeemer, Springfield: supports - clergy have different perspectives and insight that laity might not, and this would strengthen the committee.

With no further debate, the question was called on the amendment. The amendment carried 192-44.

R-5-2024 Amendment 2 Adopted

Mr. Chawaga clarified for the House the nature of the resolution, as it had been amended, before the House.

Mr. Baldwin gave summation. There was significant discussion around the Sacred Ask at the pre-Convention meetings, and significant dissent across the Diocese, but the tension reflected a seeming lack of relationship between the parishes. Mr. Baldwin hopes that the committee will reflect a spirit of optimism and a will to bring the Diocese together.

The question was called on the resolution. The resolution, as amended, carried 215-31.

R-5 2024

RESOLVED:

This Convention directs the formation of a committee of 9 members, the purpose of which shall be to evaluate recent proposals to amend the current system of voluntary pledges and mandatory assessments of parishes in the Diocese to fund the annual Diocesan budget, in order to assess the impact of these proposals upon the individual churches and their capacity to bear these costs.

The committee shall consist of a total of nine representatives from a variety of churches, smaller (2023 NOI less than \$175,000), medium (2023 NOI \$175,000 - \$400,000), and larger (2023 NOI greater than \$400,000). ~~(2023 NOI less than \$250,000), medium (2023 NOI \$250,000-\$1 million), and larger (2023 NOI greater than \$1 million).~~ The committee shall be chosen by the Canon for Finance who shall designate one clergy-in-charge from a church in each category (3 clergy). The remaining six members shall be chosen by the Canon for Finance who shall ask the Rector/Vicar of

two churches in each category for recommendations for a person to serve on this committee. Members shall have current or prior experience as a Rector's Warden, Vestry's Warden, and/or Accounting/Finance Warden in one of the Diocesan parishes. Members of this committee shall not currently hold a position in the Diocesan governing bodies or staff. ~~Nine churches, three in each category, shall be chosen by the Canon for Finance, who shall then ask the Rector/Vicar of these churches for recommendations for a person to serve on this committee. Members of this committee shall not currently hold a position in the Diocesan governing bodies or staff, and shall have current or prior experience as a Rector's Warden and/or an Accounting or Finance Warden in one of the Diocesan parishes.~~

The committee shall report its conclusions and recommendations for changes to the current system, if any, to the 242nd Annual Convention in 2025.

No resolution proposing any amendments to the current Constitution and/or Canons defining Diocesan assessments will be considered by Convention until this Committee has made its report.

Resolution R-5-2024 Adopted as Amended

THIRD SESSION

2:20p.m.

19.0 Cathedral Ministry

19.1 Introduction of Cathedral Chapter and Nominees Bishop Gutiérrez and Dean Al Holland

19.2 Vote to Confirm Nominees to be elected to the Cathedral Chapter DC18.3

Bishop Gutiérrez introduced the following slate of nominees to be elected to the Cathedral Chapter:

Mr. John Chou | St. Asaph, Bala-Cynwyd

Ms. Anna Gerrity | Church of the Redeemer, Bryn Mawr

Rev. Asha George-Guiser | St. Mark's, Honey Brook

The House voted unanimously by acclamation to confirm the slate.

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

The Bishop has selected the following slate of persons to serve on the Commission on Ministry:

Dr. Deborah Way

The Rev. Christopher Schwenk

The Rev. Eric Hungerford

The House voted unanimously by acclamation to confirm the slate.

The Rev. Timothy Gavin

The Rev. Jill LaRoche-Wikel

The Rev. Phillip Geliebter

2:45p.m.

~~20.0 Results of the Third Ballot~~

2:23p.m.

21.0 The Church Foundation

Lori Daniels, Director

A video was presented outlining the work of The Church Foundation, and the ways in which it can support parish funds. A short-term investing fund has recently been established as another opportunity for parishes to maximize their financial opportunities.

2:28p.m.

22.0 UTO In-Gathering

Episcopal Church Women

Members of the ECW, the “Gratitude Angels,” reminding the assembly of all the steps that it took to bring the coffee to Convention this morning, encouraged the people of the Diocese to maintain an “attitude of gratitude” in both English and Spanish. ECW and UTO have separated, so there are opportunities to have UTO in your parish even if you don’t have ECW. The total sum raised was \$1,311.42.

3:00p.m.

23.0 Committees and Commissions

Bishop Gutiérrez

Bishop Gutiérrez reminded the House that it is customary to receive all written reports together, and stated that the reports could be found in the LiveBinder.

3:05p.m.

24.0 Additional Convention Business

Bishop Gutiérrez

Mr. Wallace stated that there was no further business to come before Convention.

24.1 Resolutions from General Convention

Secretary of Convention

TEC I.1.1.e

Mr. Wallace called the House’s attention to three resolutions passed at the 81st General Convention. Two (2024-A043, Amend Constitution Article VIII regarding Clergy in Local Ecumenical Partnerships; 2024-A224, Amend Article X with Clarifying Amendments) were first readings of Constitutional amendments, and one (2024-A116, Marriage Rites for Inclusion in the Book of Common Prayer) was a first reading of a modification to the Prayer Book. The full text of these resolutions could be found in the LiveBinder.

24.2 Resolutions in Response to the Bishop’s Address

Karen Lash

No resolutions were received in response to the Bishop’s Address.

24.3 Resolutions Received After Deadline

Karen Lash

No resolutions were received after the deadline.

3:10p.m.

25.0 Appointment of 2025 Convention Committee Chairs

Bishop Gutiérrez

SO IV.3

Bishop Gutiérrez appointed the following persons to the Convention Committee:

On Arrangements

The Rev. Benjamin Capps

On Canons
On Dispatch of Business
On Elections
On Expenses
On Nominations
On Resolutions

Stephen Chawaga, Esq.
Craig Alston, Esq.
The Rev. Emmanuel Williamson
Canon James Pope
The Very Rev. Kevin Dellaria
Karen Lash

Bishop Gutiérrez then reminded the House that the 242nd Convention of the Diocese of Pennsylvania would be held on October 18, 2025.

2:40 p.m.

26.0 Closing Prayer

The Rev. Madeleine Harris-Lerew

26.1 Closing Hymn – *O Gracious Light*

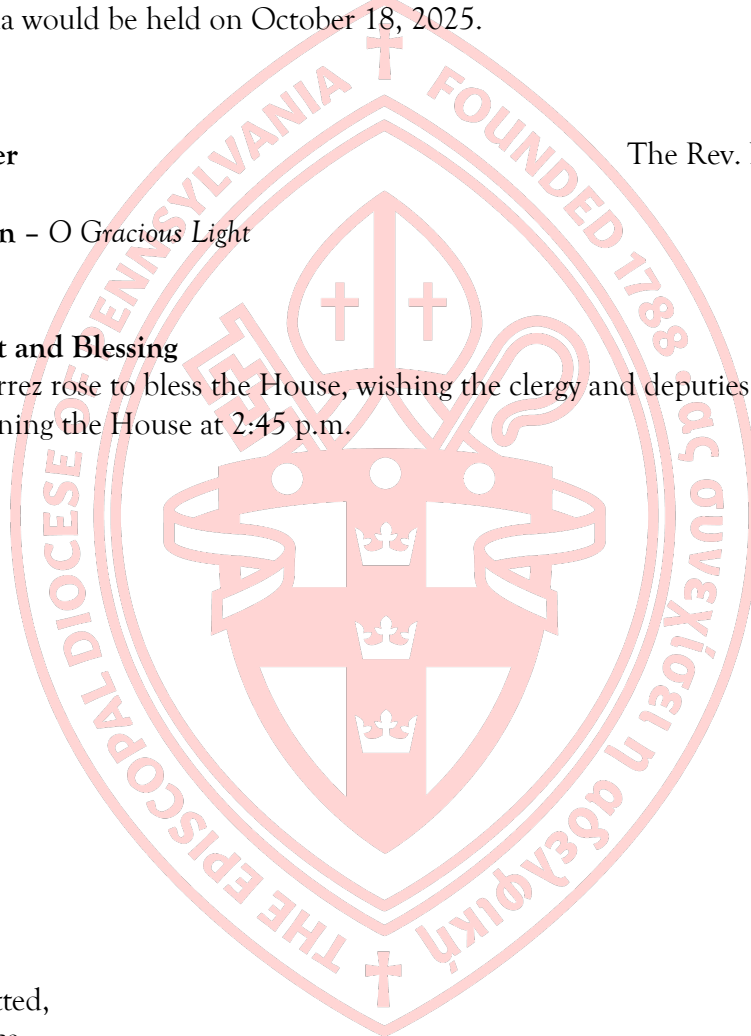
2:45 p.m.

27.0 Adjournment and Blessing

Bishop Gutiérrez

Bishop Gutiérrez rose to bless the House, wishing the clergy and deputies safe journeys home before adjourning the House at 2:45 p.m.

Respectfully submitted,
John Robert Wallace
Secretary of Convention and Council





The Episcopal Diocese of Pennsylvania

www.DioPA.org

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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

Convention Committee

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 recommits 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 Annual Convention of the Episcopal Diocese of Pennsylvania

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

This is a summary of the work of the Board of Trustees in support of 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. 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 among other responsibilities.

The Board of Trustees meets monthly to receive reports on financial, property, mission and transformation matters and to learn and share thoughts on critical initiatives for the Diocese.

The Board of Trustees directed the budget process leading to the 2025 budget submitted to Convention. The budget was submitted to Diocesan Council and Standing Committee both of which approved the budget that has been submitted to Convention. The Trustees focused much effort for a budget that enables the Diocese to serve the communities within the Diocese and support churches of the Diocese while at the same time managing expenses.

This budget lowers revenue expected from churches and reduces the draw on the endowment.

The Board of Trustees initiated a Transformation Committee that brings 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 while seeking to aid churches to continue in service as a church of the Diocese in their community. This Committee is working with several churches.

President, Board of Trustees.
The Episcopal Diocese of Pennsylvania



**DIOCESE OF PENNSYLVANIA
241st CONVENTION
OCTOBER 18-19, 2024**

R-1 2024

Resolutions of Courtesy

RESOLVED: That this 241st 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 241st 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 241st Convention of the Diocese of Pennsylvania express gratitude and appreciation to the Philadelphia Episcopal Cathedral Interim Dean and Staff for their continued service to the diocese.

RESOLVED: That this 241st 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 241st 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 241st 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 241st 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 241st Convention of the Diocese of Pennsylvania express gratitude and appreciation to the faithful, the people of the Episcopal Diocese of Pennsylvania.



**DIOCESE OF PENNSYLVANIA
241TH CONVENTION
OCTOBER 18-19, 2024**

Resolution on Ordination Anniversaries

BE IT RESOLVED: That this 241th 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

65 Years

The Rt. Rev. Allen Bartlett
The Rev. Albert Dickinson

60 Years

The Rev. William Fulks
The Rev. David Hyatt

55 Years

The Rt. Rev. Charles Bennison
The Rev. Konrad Palmer Hartl

50 Years

The Rev. William Deane
The Rev. Frank Knight
The Rev. Christopher Moore
The Rev. Peter Sipple
The Rev. Stephen Snider
The Rev. Nancy Wittig
The Rev. James Wynn

45 Years

The Rev. Rodger Broadley
The Rev. Thomas Monnat
The Rev. David Robinson

40 Years

The Rev. Howard Cole
The Rev. William Duffey

35 Years

The Rev. Richard Alton
The Rev. Judith Beck
The Rev. Terrence Highland
The Rev. Paul Hunt
The Rev. Lisa Keppeler
The Rev. Nancy Stroh

30 Years

The Rev. Joseph Dietz
The Rev. Daneil Hamby
The Rev. Thomas Hargrove
The Rev. James Taylor

25 Years

The Rev. Cn. Kirk Berlenbach
The Rev. Abigail Nestlehutt
The Rev. Lorna Williams

20 Years

The Rev. Lucy Amerman
The Rev. Kathryn Andonian
The Rev. Elizabeth Colton
The Rev. Lynn Czarniecki
The Rev. Nancy Deming
The Rev. Thomas Eoyang
The Rev. David Killeen
The Rev. Stephen Moore

The Very Rev. Judith Sullivan
The Rev. John Wallace
The Rev. Barbara Welch

15 Years

The Rev. Mary McCullough
The Rev. Mary Mertz
The Rev. Christina Nord
The Rev. Doris Rajagopol
The Rev. Paul Reid
The Rev. Deidre Whitfield

10 Years

The Rev. Dennis Coleman
The Rev. Phillip Geliebter
The Rev. Betsy Ivey
The Rev. Karen Kaminskas
The Rev. Sean Lanigan
The Rev. Jeffrey Moretzsohn
The Rev. Daniel Stroud

5 Years

The Rev. Barbara Ballenger
The Rev. Maurice Dyer
The Rev. Christopher Exley
The Rev. Charles Howard
The Rev. Laura Palmer



**DIOCESE OF PENNSYLVANIA
241TH CONVENTION
OCTOBER 18-19, 2024**

Report on Recently Retired Clergy

WHEREAS the following clergy long active in the ministry of the Church have retired since the October 2023 Convention of the Diocese of Pennsylvania.

THEREFORE, BE IT RESOLVED: That this 241th 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 Rev. Frank Allen

The Rev. Dennis Bingham

The Rev. Ken McCaslin

The Rev. Stephen Moore

The Very Rev. Judith Sullivan

And be it further

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

**DIOCESE OF PENNSYLVANIA
241st CONVENTION
OCTOBER 19, 2024**

R-4

Contact: The Reverend Kevin Dellaria on behalf of the Nominations Committee
kdellaria@gmail.com

**AMENDING STANDING ORDER V AND CANON 4.7.5
REGARDING NOMINATIONS FOR DIOCESAN OFFICES
TO MOVE THE DEADLINE FOR NOMINATIONS FROM 60 DAYS
PRIOR TO CONVENTION TO 14 DAYS AND TO CONFORM
THE ORDER AND CANONS TO CURRENT PRACTICE**

Resolved: Convention Standing Order V of the Diocese of Pennsylvania, and Canon 4.7.5 shall be amended as follows:

V. Nominations and Elections

~~Nominations to offices to be filled by the Convention.~~

~~1. Not less than four months in advance of each Annual ~~Stated~~ Convention ~~the Bishop shall appoint a committee of at least ten Communicants of the Diocese, at least five of whom shall be Clergymen and at least five Lay persons, to make nominations for all Diocesan offices to be filled at such Convention.~~ the Nominating Committee shall publicize a list of all positions to be filled by election at the upcoming Annual Convention, and shall include the names of the persons currently serving in the above offices, indicating whether they are eligible for re-election. The Nominating Committee shall present a preliminary list of its nominees to the Committee on Elections not less than 60 days prior to the Annual Convention, and the final list of its nominees to the Committee on Elections not less than 14 days prior to the Annual Convention. The Committee on Elections shall promptly arrange to publicize these lists to the Parishes and Missions.~~

~~2. The Committee on Elections shall place on the list of nominations the offices to be filled at the ensuing Annual ~~Stated~~ Convention and the names of the persons currently serving in the above offices, indicating whether they are eligible for re-election.~~

~~1.~~ 2. Persons desiring to nominate themselves or another person for any Diocesan office shall communicate their intention to the Nominating Committee by such means as the Nominating Committee may prescribe. Any ten persons, Clerical or Lay, entitled to vote in the last Convention or eligible to vote in the Convention, may nominate any person or persons for election to office. Such nominations shall be in writing with supporting signatures on one or more pages, and directed to the Chairman of the Committee on Elections, to arrive in his care not later than 30 days prior to the date of the Convention. (Adopted October 20, 1972)

3. The ~~Chairman~~ of the Committee on Elections shall ordinarily be the Secretary of the Convention, and the Chair or another person that the Chair shall designate shall notify all nominees that they have been nominated and of their right to withdraw. ~~(Adopted October 20, 1972)~~

4. Not later than ~~ten (10) fifteen (15)~~ days prior to the Convention, the ~~Chairman of the~~ Committee on Elections shall arrange to publish and make available ~~send~~ to all delegates ~~the~~ a list of those nominated by the Nominating Committee for all offices to be held, ~~and a list of all nominated by petition for those offices,~~ with the names of those who are incumbents and eligible for re-election also indicated. If only the required number of candidates to any office have been nominated, the report shall so state. ~~(Adopted October 20, 1972)~~

5. Nominations from the floor shall be accepted, ~~but the Presiding Officer is directed to limit the number of nominating and/or seconding speeches and the time each speaker is allowed as shall best serve the Convention, subject to the approval of the Convention.~~ ~~(Adopted October 20, 1972)~~ subject to such rules as the Committee on Elections shall prescribe.

Canon 4.7.5 (The Nominating Committee)

~~Not less than one hundred and fifty days in advance of each Stated Convention the Nominating Committee shall publicize a list of all positions to be filled by election at the upcoming Convention. Not less than sixty days in advance of each Stated Convention the Nominating Committee shall present its slate of nominations to the Committee on Elections. The Secretary of Convention shall publicize this list to the Parishes and Missions within ten days of receipt of the same.~~

EXPLANATION: The current Standing Order has been interpreted to close nominations 60 days before Convention, which has resulted in many fewer nominees than offices up for election and a flood of nominations from the floor on the day of Convention. The Committee on Elections has had difficulty processing the number of last-minute nominees in order to get them on the ballot so that elections may be timely held. In addition, delegates are afforded no opportunity to obtain information about last-minute nominees from the floor.

The goal of this Resolution is to obtain more nominees for Diocesan offices prior to the day of Convention, so as to avoid the problems caused by massed numbers of nominations from the floor, by moving the final date for nominations from 60 days before Convention to 14 days. The origin of the 60-day rule is unknown, but presumably it stems from the era when the Diocese printed both ballots and all election-related material and needed considerable lead time to do so. Those considerations no longer apply as voting is done electronically and information can quickly be provided to delegates through the Diocesan website. Another reason for the 60-day rule might have been to insure that all nominees were identified before the first pre-Convention meeting, which is usually scheduled for about 45 days before Convention. Any potential advantage that an early nominee may enjoy in terms of exposure at pre-Convention meetings,

however, is outweighed by the benefit all delegates will receive in having biographical and other information about more of the nominees they will be considering for election.

The practice of receiving nominations from the floor will continue, subject to rules the Committee on Elections may prescribe.

This Resolution also proposes to delete the former practice of requiring nominations to be by petition (which preceded the formation of the Nominations Committee) and replace it with the current practice of allowing the Committee on Elections to determine the manner in which nominations may be made. It further proposes to merge the text of current Canon 4.7.5 into Section 1 of Standing Order, as the two are currently inconsistent in several respects.

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

Designated contact person for this resolution:

James R. Baldwin

jaybaldwin612@gmail.com

Copy to nmcciii@aol.com

(610) 331-5614

Alternate: (610) 585-7651

RESOLUTION TO STUDY DIOCESAN ASSESSMENTS

RESOLVED:

This Convention directs the formation of a committee of 9 members, the purpose of which shall be to evaluate recent proposals to amend the current system of voluntary pledges and mandatory assessments of parishes in the Diocese to fund the annual Diocesan budget, in order to assess the impact of these proposals upon the individual churches and their capacity to bear these costs.

The committee shall consist of a total of nine representatives from a variety of churches, smaller (2023 NOI less than \$250,000), medium (2023 NOI \$250,000-\$1 million), and larger (2023 NOI greater than \$1 million). Nine churches, three in each category, shall be chosen by the Canon for Finance, who shall then ask the Rector/Vicar of these churches for recommendations for a person to serve on this committee. Members of this committee shall not currently hold a position in the Diocesan governing bodies or staff, and shall have current or prior experience as a Rector's Warden and/or an Accounting or Finance Warden in one of the Diocesan parishes.

The committee shall report its conclusions and recommendations for changes to the current system, if any, to the 242nd Annual Convention in 2025.

No resolution proposing any amendments to the current Constitution and/or Canons defining Diocesan assessments will be considered by Convention until this Committee has made its report.

EXPLANATION:

Most, if not all churches in the Diocese of Pennsylvania are facing reduced revenues and higher expenses, so any consideration of the implications to parishes – small, medium and large – of increasing assessments of parishes within the Diocese should be carefully thought through prior to implementation.

Churches in the Diocese are facing reductions in membership, attendance, and plate and pledge donations:

- Since 2016 through 2022, **membership** in Diocesan churches has declined from 42,160 to 32,857, **a decline of 22%** over 6 years.

- Average church **attendance** in the Diocese has declined over the same period from 12,506 to 7,286, a **decline of 42%** in spite of an upward bump following Covid in 2021.
- **Plate and Pledge** for Diocesan churches has declined from \$29,262,051 in 2016 to \$26,847,579 in 2022, a **decline of 8%**. In other words, for the past 7 years, Plate and Pledge, the main driver of the financial resources for most churches, has remained flat to down.
 - This means that the individual church has had to contend with a **significant constraint on income during a period of sharply rising costs**. Rising costs have included staff salaries and benefits, insurance, utilities, etc. In many cases, this has impacted staffing levels, building maintenance, and/or outreach.
 - Budget cuts to staffing and building maintenance are damaging to maintaining the congregation and having a healthy church. Budget cuts to outreach will damage not only the recipients (of which there are many supported by many churches in the Diocese), but also discourage the congregation, which is very involved in supporting the receiving organizations. An active outreach program in a church is critical to building a healthy, committed congregation living a Christian life.

While the overall financial resources of the churches in the Diocese have declined, the Diocesan Office, however, has considerably increased its revenues since 2016:

- The **2024 Budgeted Revenues of the Diocese** are \$6,476,100, compared to Actual Revenues of \$4,839,750 in 2016, an **increase of 34%**.
- Diocesan Budgeted Revenues for 2022 were \$5,832,600, or **22%** of Diocesan Plate and Pledge. This compares with 2016 revenues of \$4,839,750 or **16.5%** of Plate and Pledge.
 - While overall Diocesan Plate and Pledge has been flat or down, the Diocesan staff and operations have been taking an increasing percentage of these declining revenues.
- For 2022, the Diocese reported a total of \$45,135,773 in Normal Operating Income for the 134 churches, of which the Diocesan Office requested an average of **5.91%** in “Sacred Gifts” from the parishes.
 - The proposed increase in assessments to **8%** would represent an increase of **35%** for the average church, and an increase to **10%** would be an almost **70% increase**.

Given the constraints on the income of the churches, and an unrelenting burden of expenses, a deferral of the imposition of an increase in assessments is warranted pending a faithful study on the ability of churches to bear such an additional cost.

Implementation Responsibility: Canon for Finance

AMENDMENT to R-5 RESOLUTION TO STUDY DIOCESAN ASSESSMENTS

Proposed by the Rev. Jill LaRoche Wikel (Rector, St. John's Church, Concord)

(2nd paragraph)

The committee shall consist of a total of nine representatives from a variety of churches, smaller (2023 NOI less than \$175,000), medium (2023 NOI \$175,000 - \$400,000), and larger (2023 NOI greater than \$400,000). Nine churches, three in each category, shall be chosen by the Canon for Finance. Members of this committee shall not currently hold a position in the Diocesan governing bodies or staff; four members shall be clergy in charge of congregations and five lay members who shall have current or prior experience as a Rector's Warden, Vestry's Warden, and/or an Accounting or Finance Warden in one of the Diocesan parishes.

ORIGINAL TEXT of 2nd Paragraph of R-5 RESOLUTION TO STUDY DIOCESAN ASSESSMENTS

The committee shall consist of a total of nine representatives from a variety of churches, smaller (2023 NOI less than \$250,000), medium (2023 NOI \$250,000-\$1 million), and larger (2023 NOI greater than \$1 million). Nine churches, three in each category, shall be chosen by the Canon for Finance, who shall then ask the Rector/Vicar of these churches for recommendations for a person to serve on this committee. Members of this committee shall not currently hold a position in the Diocesan governing bodies or staff, and shall have current or prior experience as a Rector's Warden and/or an Accounting or Finance Warden in one of the Diocesan parishes.



DIOCESE OF PENNSYLVANIA 241st CONVENTION OCTOBER 18-19, 2024

REPORT OF THE RESOLUTIONS COMMITTEE

The Resolutions Committee received four resolutions, in addition to the budget and R-B On Clergy Compensation. Two of the resolutions were withdrawn by the movers prior to the fourth pre-convention meeting. Resolution R-4 was submitted on behalf of the Committee on Nominations. This resolution proposes changes to Standing Rule V, as well as Canon 4.7.5, so that the deadline to submit nominations is closer to the date of Convention. This will facilitate having more nominees for Diocesan Offices on the ballot prior to Convention and decrease the possible need for large numbers of nominations from the floor. Resolution R-5 calls for the formation of a group to study Diocesan Assessments and report back to the 242nd Convention.

During September and October, four hybrid pre-convention meetings were held in diverse locations throughout the Diocese. The meetings were well attended, with some 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 On Clergy Compensation. The Nominations Committee presented Resolution 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 the financial resolutions, R-4 and R-5.

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. Mac McCausland, Ms. Liz Wendt, The Rev. Jill LaRoche Wikel



Report of the Nominating Committee to the 2024 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 give thanks for the work of all members of our committee, each of which took time not only to attend monthly committee meetings, but also to make phone calls, send emails, meet with potential nominees, and otherwise reach out across our Diocese in order to pursue and provide a full and diverse slate of candidates for election.

We are grateful for the many members of our Diocese - both Lay and Clergy - who responded to God's call to serve, allowing their names to go forth as candidates for diocesan office. Twenty-six individuals, with representation from all ten diocesan Deaneries, chose to run this year for diocesan positions, filling nearly 90% of the needed offices. 78% of the candidates running for office this year are non-incumbents to their aspired office, including several Lay and Clergy candidates standing for election for the first time. Only three Lay positions - one each for the Christmas Fund, Commission on Wellness, and Disciplinary Board - remain without nominees as we enter the 2024 Convention.

We want to thank the Offices of the Diocese of Pennsylvania, the Chairs of the various committees we serve, and the numerous other Lay and Clergy leaders who have provided partnership and cooperation with the Nominating Committee throughout the year. Our task is to prayerfully and diligently raise up leaders for service in the Kingdom of God and the Episcopal Diocese of Pennsylvania, and we could not pursue that work without a shared sense of vision.

Ms. Dina L. Harvey
The Very Rev. Kevin Dellaria
Co-Chairs

Committee Members: Dr. Karen Campbell, The Rev. Pat Cashman,
The Rev. Andrea Gardner, Ms. Marcia Hinton, Mr. John Wallace.



The Episcopal Diocese
of Pennsylvania

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.



The Episcopal Diocese
of Pennsylvania

2024 DIOCESAN CONVENTION NOMINEES

The Board of Trustees

1 Clergy
2 Lay

The Christmas Fund

2 Lay

The Church Foundation

1 Clergy
4 Lay

Commission on Wellness

Clergy
2 Lay

Diocesan Disciplinary Board

Clergy
Lay

Nominating Committee

3 Clergy
3 Lay

The Standing Committee

1 Clergy
1 Lay



CANDIDATES FOR POSITIONS

THE BOARD OF TRUSTEES

Clergy: 1 Open Position; 3 Candidates

1. Emily Given
2. Richard Morgan
3. Samuel Murangi

Lay: 2 Open Positions; 3 Candidates

1. David Griffith
2. James Pope
3. Joseph Rollins

THE CHRISTMAS FUND

Clergy: 0 Open Positions

Lay: 2 Open Positions; 1 Candidate

1. Jim Crowley
2. *Vacant*

THE CHURCH FOUNDATION BOARD

Clergy (1): 1 Open Position; 1 Candidate

1. Eric Hungerford

Lay: 4 Open Positions; 5 Candidates

1. Andrew Dumas
2. David Griffith
3. Joseph Rollins
4. Frank Rothenberger
5. Wilson Smith

COMMISSION ON WELLNESS

Clergy: 1 Open Position; 1 Candidate

1. Meghan Mazur

Lay: 2 Open Positions; 1 Candidate

1. David Brooks

DIOCESAN DISCIPLINARY BOARD

Clergy: 2 Open Positions; 2 Candidates

1. Sherry Deets
2. Ethan Jewett

Lay: 3 Open Positions; 2 Candidates

1. Donald B. Cheetham III
2. Norman (Mac) McCausland
3. *Vacant*

NOMINATING COMMITTEE

Clergy: 3 Open Positions; 5 Candidates

1. Emily Given
2. Trey Kennedy
3. Samuel Murangi
4. David Radzik
5. Tonya Regli

Lay: 3 Open Positions; 3 Candidates

1. Penny Baroli
2. Jill Duink
3. Pailyn Singhapakdi

STANDING COMMITTEE

Clergy: 1 Open Position; 2 Candidates

1. Joshua Barrett Tracey
2. Samuel Murangi

Lay: 1 Open Position; 2 Candidates

1. Ronald Francis
2. Thomas McGinnis



BOARD OF TRUSTEES *CLERGY CANDIDATE*

Name: The Reverend Emily Given

Address: 2138 West Cheltenham Ave; Philadelphia (19138)

Parish/Association: Church of the Messiah, Gwynedd

Deanery: Montgomery

Occupation: Transitional Deacon until October 12

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

I possess the skills of organization, pastoral presence, hard work, open-mindedness, creative problem-solving, and community building.

Please list relevant experiences, skills, and talents.

See above.





BOARD OF TRUSTEES *CLERGY CANDIDATE*

Name: The Reverend Richard Morgan

Address: 409 E. Lancaster Ave; Downingtown (19335)

Parish/Association: St. James' Church, Downingtown

Deanery: Brandywine

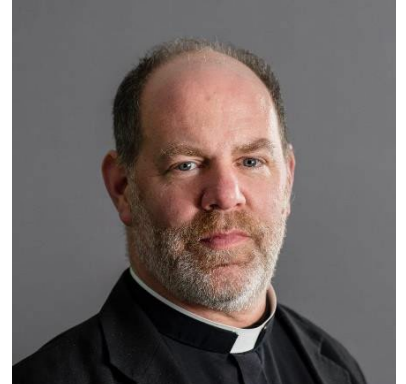
Occupation: Rector

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

I would like to help us move to a financially sustainable future as a Diocese, where we don't overdraw our Diocesan endowments, ensuring a stable future as we adapt to a changing world and aging congregations.

Please list relevant experiences, skills, and talents.

Helping to manage church budgets and stewardship over 28 years of ordained ministry.





BOARD OF TRUSTEES CLERGY CANDIDATE

Name: The Reverend Samuel Murangi

Address: 2803 Winchester Avenue; Philadelphia (19136)

Parish/Association: Emmanuel Resurrection Church, Holmesburg

Deanery: Pennypack

Occupation: Rector

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

I have over 20 years of experience in church administration and have successfully led various community outreach programs. My strong organizational skills and attention to detail will help streamline committee operations and ensure efficient project management. I am deeply committed to the Diocese's mission of serving the community and spreading faith, and I am eager to contribute to this important work. I believe in the power of teamwork and am dedicated to fostering a collaborative and supportive atmosphere within the committee.



Please list relevant experiences, skills, and talents.

- Academic Qualifications
 - Master of Divinity (2011-2017)
Institution: Lutheran Theological Seminary, Pennsylvania, USA
 - Master's Degree in Social Work and Social Research (1997-2000)
Institution: Bryn Mawr Graduate School, Pennsylvania, USA
Concentration: Organizations, Program Planning and Development, Individual Counseling
- Work Experience
 - Rector at Emmanuel Resurrection (Year-Year)
 - Duration: Nine years
 - Responsibilities:
 - Leading and overseeing all church activities and services.
 - Providing spiritual guidance and counseling to congregation members.
 - Developing and implementing community outreach programs.
 - Managing church staff and volunteers.
 - Conducting sermons, weddings, funerals, and other religious ceremonies.



BOARD OF TRUSTEES *LAY CANDIDATE*

Name: David Griffith

Address: 5 Bellinghamshire Place, New Hope (18938)

Parish/Association: Trinity Church, Solebury

Deanery: Bucks

Occupation: Board service on several for profits and nonprofit organizations

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

Strong governance and investment experience. Know the challenges of poverty well and the power of advocacy and faith.

Please list relevant experiences, skills, and talents.

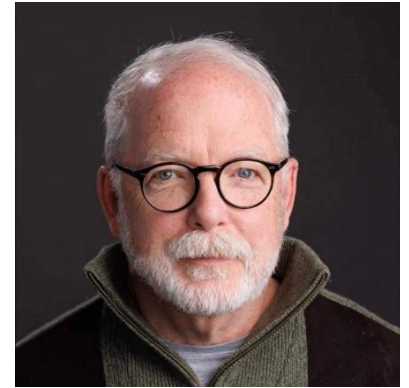
Borad Chair or Director of Drexel, Academy of Natural Sciences

ECS Emeritus ED

Six for profit boards

30-year member of Trinity Solebury, stewardship, finance, senior warden

Member of last bishop's search committee.





BOARD OF TRUSTEES *LAY CANDIDATE*

Name: James Pope

Address: 9506 Marstan Road, Philadelphia (19118)

Parish/Association: St. Paul's Church, Chestnut Hill

Deanery: Wissahickon

Occupation: Treasurer DioPA; Chair Laurel Hill Cemetery; Board Member/Investment Committee Chair, The Church Foundation; board member of for-profit investment companies



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

I have many years of experience in financial and investment management and in corporate governance and in recent years have helped to move the diocese forward in developing the Unified Budget, the Single Ask and the Narrative Budget and Annual Report to clarify what we do, how we do it and report on outcomes. But there is always room for improvement.

Please list relevant experiences, skills, and talents.

Treasurer of the Diocese (and ex-officio Member of Council)

Former Trustee of the Diocese

Lay Canon

Member of the Budget Committee

Board member and Chair of Investment Committee, The Church Foundation

Board member and Chair of historic Laurel Hill Cemetery Company



BOARD OF TRUSTEES *LAY CANDIDATE*

Name: Joseph Rollins

Address: 306 Weatherstone Drive, Paoli (19301)

Parish/Association: St. David's Church, Radnor

Deanery: Merion

Occupation: Accountant

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

I believe my being a member of a large church would allow me to bring that perspective to the Board of Trustees. In addition, my background in the areas of finance (especially accounting) and management would add to the talents of the current Trustees.

Please list relevant experiences, skills, and talents.

In 1987 I started my own business, helping small businesses with their accounting and taxation needs. A by-product of this gives me the opportunity to help them solve the various problems they face in managing their operations. I have been the Chairman of the Board of Trustees of my summer church (Church of the Ascension, Saranac Lake, NY), president and treasurer of my homeowners association (115 units), Treasurer of the St. David's Episcopal Day School. Accounting Warden and member of the Vestry of St. David's Church, Radnor.





THE CHURCH FOUNDATION *CLERGY CANDIDATE*

Name: The Reverend Eric Hungerford

Address: 18 East Chestnut Hill Avenue, Philadelphia (19118)

Parish/Association: St. Paul's Church, Chestnut Hill

Deanery: Wissahickon

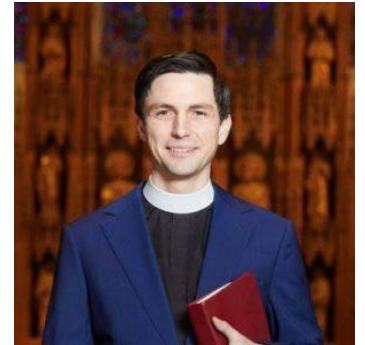
Occupation: Rector

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

I have been ordained for 14 years, a rector for 10 years. I bring my experience from The Diocese of Texas as well as St. Paul's, Chestnut Hill

Please list relevant experiences, skills, and talents.

A general understanding of church budgets and finances.





THE CHURCH FOUNDATION *LAY CANDIDATE*

Name: Andrew Dumas

Address: 2515 Garrett Road, Drexel Hill (19026)

Parish/Association: African Episcopal Church of St. Thomas, Philadelphia

Deanery: Schuylkill

Occupation: Retired Banker and Attorney

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

During my time on the Investments Committee of the TCF, I have been particularly excited about the launch of our new Short Term Investment Fund. This initiative, designed to provide our investors with consistent, low-volatility performance, emphasizes high credit quality, low maturity risk, and liquidity. It has been a privilege to support and approve this fund, and I am enthusiastic about the positive impact it will have on our financial stability and growth. I have thoroughly enjoyed my work with TCF and am committed to continuing to serve with dedication and integrity. I believe that my experience and passion for financial literacy and governance will continue to be valuable assets to the Board. I look forward to the opportunity to further our mission and support the vital work of our parishes.

Please list relevant experiences, skills, and talents.

I am pleased to share my professional background in Law and Banking, which I believe positions me well for continued contributions to TCF. I have had the privilege of working at some of the world's leading financial institutions, where I have held significant leadership roles. As Managing Director and Chief Governance Officer for Citibank NA, I was responsible for overseeing corporate governance practices and ensuring compliance with regulatory requirements. This role allowed me to develop and implement governance frameworks that supported the bank's strategic objectives while maintaining the highest standards of integrity and accountability. In my capacity as Head of Policy for UBS north American operations, I led the development and execution of policies that governed the bank's operations. This position required a deep understanding of regulatory environments across multiple jurisdictions and the ability to navigate complex legal and financial landscapes. I hold a Juris Doctorate degree from the University of Virginia School of Law and a Bachelor of Science degree from Florida State University. These academic credentials have provided me with a strong foundation in legal principles and analytical skills, which I have applied throughout my career in banking and governance.





THE CHURCH FOUNDATION *LAY CANDIDATE*

Name: David Griffith

Address: 5 Bellinghamshire Place, New Hope (18938)

Parish/Association: Trinity Church, Solebury

Deanery: Bucks

Occupation: Board service on several for profits and nonprofit organizations

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

Strong governance and investment experience. Know the challenges of poverty well and the power of advocacy and faith.

Please list relevant experiences, skills, and talents.

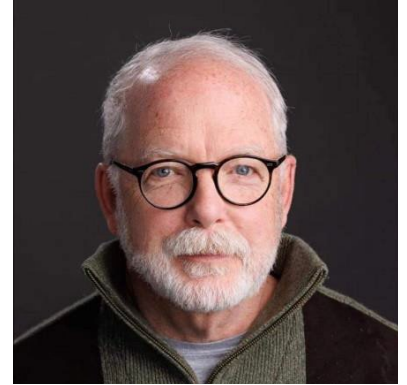
Borad Chair or Director of Drexel, Academy of Natural Sciences

ECS Emeritus ED

Six for profit boards

30-year member of Trinity Solebury, stewardship, finance, senior warden

Member of last bishop's search committee.





THE CHURCH FOUNDATION *LAY CANDIDATE*

Name: Joseph Rollins

Address: 306 Weatherstone Drive, Paoli (19301)

Parish/Association: St. David's Church, Radnor

Deanery: Merion

Occupation: Accountant

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

I believe my extensive background in accounting and taxation (especially my experience in trusts and estates) would allow me to further my understanding of what God is calling me to do with my life and skills. St. David's has given me the opportunity to use my talents in the religious world. Bringing this experience to the Church Foundation would allow me to help the Foundation further their work and mission.

Please list relevant experiences, skills, and talents.

My career started at Provident National Bank in the Trust Tax Department. I moved on to Bryn Mawr Trust as a VP of their Trust Tax Department. In 1987 I started my own business doing accounting for small businesses and tax preparation – individual, partnership, corporate, and trust/estate. I hold an Enrolled Agent designation from the IRS. I have been a member of St David's Church since 1995 and have been elected to the Vestry and served as Accounting Warden for four years. I currently serve on the Finance and Property Commissions and am treasurer the St. David's Episcopal Day School.





THE CHURCH FOUNDATION *LAY CANDIDATE*

Name: Frank Rothenberger

Address: 220 Morgan Street, Phoenixville (19460)

Parish/Association: St. Peter's Church, Phoenixville

Deanery: Valley Forge

Occupation: Chief Credit Officer/SVP at Phoenixville Federal Bank & Trust

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

I have insight into financial needs and challenges of a parish in our Diocese with my experience serving on St. Peter's Vestry. I also have successfully led a Credit Administration department responsible for prudently managing a loan portfolio and addressing complex loan situations with positive outcomes for the bank and our customers. My initial term on the Church Foundation has given me confidence that I understand what is required to successfully oversee the Church Foundation's great work and I have applied my financial management background to these duties.

Please list relevant experiences, skills, and talents.

I served from 2014 to 2021 as the Accounting Warden and member of St. Peter's Vestry and provided financial oversight and reported the financial condition of the parish to Vestry. I still volunteer assisting the current Accounting Warden and serve on committees like finance and stewardship. I have worked for Phoenixville Federal Bank in the Credit Department since 2012. My current role is Chief Credit Officer/SVP since 2019. This includes managing a department of credit underwriting, loan documentation, loan servicing and collections. I monitor the risk of our loan portfolio and serve on committees including loan committee and asset and liability management.





THE CHURCH FOUNDATION *LAY CANDIDATE*

Name: Wilson Smith

Address: 109 1/2 South Valley Road, Paoli (19301)

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

Deanery: Brandywine

Occupation: Retired

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

I have spent my career in business and the financial sector, both in commercial banking and investment management. I have served on the board of two nonprofit cemeteries for many years working with those companies to serve the citizens of the Philadelphia area and striving to keep the organizations relevant in today's changing world.

Please list relevant experiences, skills, and talents.

I have worked in commercial banking, electronic banking, and network services. I have also had a career in the investment management industry as a research analyst and a portfolio manager, and later as a managing director for a private equity firm.





COMMISSION ON WELLNESS *CLERGY CANDIDATE*

Name: The Reverend Meghan Mazur

Address: 156 Richmond Street, Philadelphia (19125)

Parish/Association: St. Mark's Church, Philadelphia

Deanery: Southwark

Occupation: Associate Rector

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

I will bring an awareness of the needs of both lay and ordained employees, and knowledge about how these policies affect individuals, their families, and our congregations. I am also highly organized and would help the committee in any way that is needed.

Please list relevant experiences, skills, and talents.

Prior to attending seminary, I worked as an administrator at a large parish, and helped manage tasks related to CPG, which I believe would be helpful for this committee. I have also served congregations in 4 dioceses, giving me a broader awareness of diocesan policies.





COMMISSION ON WELLNESS *LAY CANDIDATE*

Name: David Brooks

Address: 527 Beaumont Circle, West Chester (19380)

Parish/Association: St. Francis in the Fields, Malvern

Deanery: Brandywine

Occupation: Retired Pharmaceutical Scientist and Business Development Director



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

I have great experience managing a large group of people. I spent 22 years working for GlaxoSmithKline Pharmaceutical including six years as Vice President of the Cardiovascular and Urogenital Drug Discovery. This involved managing a group of 70 scientists and working on numerous committees. My responsibilities included determining compensation for all individuals in my group.

Please list relevant experiences, skills, and talents.

I have spent time on numerous committees in both my professional career and as a parish leader at St. Francis-in-the-Fields and previously at St. George's Church, Germantown, Tennessee. As long-time chair of the Parish Finance Committee, I have been involved in staff and clergy compensation decisions. As chair of the Discernment Committee that nominated Kevin Dellaria to the Vestry, I lead a group of eleven other parishioners on an 18-month process of discernment, candidate interviews and visits etc.



CHRISTMAS FUND *LAY CANDIDATE*

Name: James Crowley

Address: 121 Warrington Way, Malvern (19355)

Parish/Association: St. Francis in the Fields, Malvern

Deanery: Brandywine

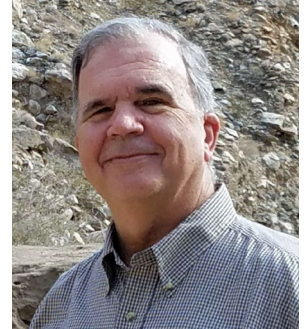
Occupation: Retired (former scientific society executive)

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

I bring a caring attitude and a wish to help those in need, along with relevant experience in managing grant programs, to this committee.

Please list relevant experiences, skills, and talents.

Relevant Experience: Nine years (not consecutive) as a parish Accounting Warden. Past experience in managing grants programs (for a different group of people -- students and researchers).





THE DISCIPLINARY BOARD *CLERGY CANDIDATE*

Name: The Reverend Sherry Deets

Address: 140 Glenrose Road, Coatesville (19320)

Parish/Association: Trinity Church, Coatesville

Deanery: Brandywine

Occupation: Rector/Priest

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

I have some experience being on the Disciplinary Board and have learned over these past few years about the process.

Please list relevant experiences, skills, and talents.

Have been serving on the Disciplinary Board.





THE DISCIPLINARY BOARD *CLERGY CANDIDATE*

Name: The Reverend Ethan Jewett

Address: 322 N. Broad Street #1438, Philadelphia (19102)

Parish/Association: St. George St. Barnabas Church, Philadelphia

Deanery: Schuylkill

Occupation: Nonprofit Executive and Parish Priest

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

I believe that my social location as a member of the LGBTQ+ community, where I have conducted substantial outreach as a priest on behalf of the Episcopal Church, gives me a distinctive, informed perspective that could be constructive to the Diocesan Disciplinary Board in its deliberations. As many in the Church endeavor to make our denomination more inclusive and less heteronormative and hegemonic in its structures and policies, it is vital that LGBTQ+ folk be included in the adjudication of clergy discipline issues to make sure decisions are just and equitable and are not affected by implicit bias and prejudice, however unintentional.

Please list relevant experiences, skills, and talents.

I have conducted substantial social justice work and outreach to the LGBTQ+ community, both as a priest in the Episcopal Church and as a nonprofit CEO/executive. I have been ordained 12 years and have done considerable work within the Church to advocate for full LGBTQ+ inclusion but have also been able to form good relationships with theologically conservative parishioners and colleagues who have different views on human sexuality than I do.





DISCIPLINARY BOARD *LAY CANDIDATE*

Name: Donald B. Cheatham III

Address: 229 Waterloo Avenue, Berwyn (19312)

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

Deanery: Brandywine

Occupation: Retired lawyer

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

My legal training and experience should help me to fairly consider the person(s) referred on disciplinary charges, the other people involved in the situation, the relevant legal and canonical rules, and the needs of the Diocese.

Please list relevant experiences, skills, and talents.

After getting my J.D. from Villanova in 1978, I worked 41 years as a Legal Aid staff attorney. The first 18 months were in Chester City, Delaware County. The remainder was in Pottstown, Pennsylvania. I retired on June 30, 2023. During my employment and continuing afterwards, I occasionally served as a member of Arbitration panels that hear cases in the Court of Common Pleas of Montgomery County.





DISCIPLINARY BOARD *LAY CANDIDATE*

Name: Norman (Mac) McCausland

Address: 12 Chipmunk Lane, Media (19063)

Parish/Association: St. David's Church, Radnor

Deanery: Merion

Occupation: Retired



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

I would maintain absolute confidentiality, and sensitivity to the issue(s) and person(s) involved.

Please list relevant experiences, skills, and talents.

I have served as Rector's Warden under several Rectors in a large parish. I've also chaired the Standing Committee and Co-Chaired the Commission on Ministry in past years. Over the course of my decades of lay-leadership within parishes and within the Diocese, as well as within my profession prior to my retirement in 2023, I've had to deal with personnel matters in an appropriate manner. I know that work is challenging, but terribly important.



NOMINATING COMMITTEE *CLERGY CANDIDATE*

Name: The Reverend Emily Given

Address: 2138 West Cheltenham Ave; Philadelphia (19138)

Parish/Association: Church of the Messiah, Gwynedd

Deanery: Montgomery

Occupation: Transitional Deacon until October 12

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

I possess the skills of organization, pastoral presence, hard work, open-mindedness, creative problem-solving, and community building.

Please list relevant experiences, skills, and talents.

See above.





NOMINATING COMMITTEE CLERGY CANDIDATE

Name: The Reverend Trey Kennedy

Address: 225 W Pastorius Street, Apartment 11; Philadelphia (19144)

Parish/Association: Church of the Holy Comforter, Drexel Hill

Deanery: Delaware

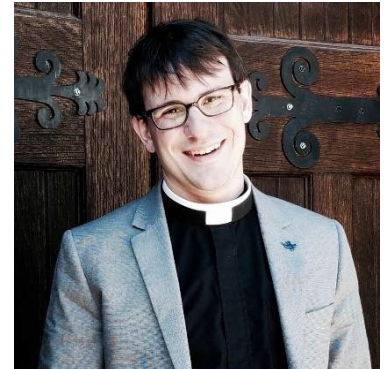
Occupation: Rector

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

I bring to the Nominating Committee a dedication to fostering community in our Diocese and helping people utilize their gifts for spreading the Good News of Christ Jesus. I have served in this Diocese for over 3 years and have seen the power of the love and support from our Diocesan leadership. Having benefited from that love and support, I feel it is now my turn to be a part of sharing that same support to my fellow siblings in Christ.

Please list relevant experiences, skills, and talents.

I bring to the role a background in Spiritual Direction. The majority of my work as a director has been supporting those discerning God's call for them. That experience will allow me to aid the work of the Nominating Committee as we seek to help others in our Diocese discern God's call for them in this work we do together for our Lord. Most of my ministry has been serving smaller churches, ranging from an ASA of 20-40. I know the power of what small churches can do and how much we need their support to do God's work in the world





NOMINATING COMMITTEE *CLERGY CANDIDATE*

Name: The Reverend Samuel Murangi

Address: 2803 Winchester Avenue; Philadelphia (19136)

Parish/Association: Emmanuel Resurrection Church, Holmesburg

Deanery: Pennypack

Occupation: Rector

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

I have over 20 years of experience in church administration and have successfully led various community outreach programs. My strong organizational skills and attention to detail will help streamline committee operations and ensure efficient project management. I am deeply committed to the Diocese's mission of serving the community and spreading faith, and I am eager to contribute to this important work. I believe in the power of teamwork and am dedicated to fostering a collaborative and supportive atmosphere within the committee.



Please list relevant experiences, skills, and talents.

- Academic Qualifications
 - Master of Divinity (2011-2017)
Institution: Lutheran Theological Seminary, Pennsylvania, USA
 - Master's Degree in Social Work and Social Research (1997-2000)
Institution: Bryn Mawr Graduate School, Pennsylvania, USA
Concentration: Organizations, Program Planning and Development, Individual Counseling
- Work Experience
 - Rector at Emmanuel Resurrection (Year-Year)
 - Duration: Nine years
 - Responsibilities:
 - Leading and overseeing all church activities and services.
 - Providing spiritual guidance and counseling to congregation members.
 - Developing and implementing community outreach programs.
 - Managing church staff and volunteers.
 - Conducting sermons, weddings, funerals, and other religious ceremonies.



NOMINATING COMMITTEE CLERGY CANDIDATE

Name: The Reverend David Radzik

Address: 27 Buttercup Lane, Newtown (18940)

Parish/Association: St. Luke's Church, Newtown

Deanery: Bucks

Occupation: Rector

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

I have served on Nominating Committee for the last several years in the Diocese of Ohio and know and enjoy this type of work; 1.) I have served on the Nominating Committee in the Diocese of Ohio and knew and actually enjoy the work of identifying gifts in potential servant leaders and 2.) As someone new to the Diocese of Pennsylvania, serving on Nominating Committee is a wonderful to familiarize myself with the work of the Diocese. I am interested Disciplinary Board as part of my work on Diocesan Council in Ohio centered around restorative justice and am keenly interested in applying in the disciplinary procedures of the church.

Please list relevant experiences, skills, and talents.

Rector, St. Thomas Episcopal Church, Berea, OH, 2016 – 2024

- Responsible for planning and leading both traditional and contemporary worship services.
- Responsible for leading congregational life, vision casting, and supervising staff
- Responsible providing pastoral care and spiritual support of parish members
- Began several new ministries, including outreach initiatives to a nearby university
- Served as Alternate Deputy to the General Convention 2022
- Served on Diocesan Council and Executive Committee for the Diocese of Ohio starting in 2021
- Served on Nominations Committee for the 2023 Diocesan Convention in the Diocese of Ohio

Palliative Care Chaplain, University Hospitals Rainbow Babies and Children's Hospital, Cleveland, OH, 2016 – 2018

- Provided spiritual, religious, and emotional support to patients, visitors, and staff
- Functioned as part of both the spiritual care and Pediatric Palliative care teams
- Participated in interdisciplinary rounds as well as ethical consults.

Lectured at Case-Western University School of Medicine on the intersection of medicine and spirituality





NOMINATING COMMITTEE *CLERGY CANDIDATE*

Name: The Reverend Tanya Regli

Address: 815 Pardee Lane, Wyncote (19095)

Parish/Association: Grace Epiphany Church, Mt. Airy

Deanery: Wissahickon

Occupation: Priest

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

While I am new as a priest and still in my first year of being in charge of Grace Epiphany Church, I have been an active member at St. Johns at Diocesan Center, St. Martins, and All Hallows and bring 30+ years of experience in non-profit management. God has equipped me with extensive experience in the life of our Diocese as a vestry member, leading initiatives with our Deanery, and by getting to know a variety of our congregations when leading morning prayer when supplying as a Seminarian and Deacon across our Diocese. The nominating committee seems like a good place to share these gifts as I seek to have a deeper understanding of our diocese and its needs in moving the committee forward with God's work.

Please list relevant experiences, skills, and talents.

I bring extensive experience in outreach and development, especially in the area of engagement with individuals and communities in leading initiatives. This is something I have done throughout my life in community organizing, systems change, and advocacy. I enjoy connecting with people and love being a part of a team that is addressing the specific needs of our community, in this case, finding and inviting those with the gifts and call to serve our Diocese.





NOMINATING COMMITTEE *LAY CANDIDATE*

Name: Penny Baroli

Address: 300 Janet Avenue, Croydon (19021)

Parish/Association: St. Paul's Church, Levittown

Deanery: Bucks

Occupation: Retired

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

Helping others, keeping our standards so we can grow and follow the word of the Lord. But mostly to help when needed and being able to open our doors and turn no one away in time of need.

Please list relevant experiences, skills, and talents.

The experience in helping others has made me grow in fulfillment of helping others in our community, our church. My medical experience has helped me to also grow and be understanding and supportive to those around us in need. I take food and a bag lunch to those who are in in my community. My church and faith have taught me to help others.





NOMINATING COMMITTEE *LAY CANDIDATE*

Name: Jill Duink

Address: 723 Montrose Street, Philadelphia (19147)

Parish/Association: Gloria Dei Church, Philadelphia

Deanery: Southwark

Occupation: Retired

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

I am organized, dedicated, and love our church.

Please list relevant experiences, skills, and talents.

I am our church treasurer, vestry member, and leader of our Missions Committee. I am tenacious, a problem solver, and a consensus builder.





NOMINATING COMMITTEE *LAY CANDIDATE*

Name: Pailyn Singhapakdi

Address: 1921 Green Street, Unit 5, Philadelphia (19130)

Parish/Association: St. Peter's Church, Philadelphia

Deanery: Southwark

Occupation: Hiring Manager/Recruiter (Human Resources)

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

Stewardship is one of my core values, driving my commitment to collaboration and understanding of community needs. I believe that we are called to nurture our resources and each other in service of God's mission. With my background as a Hiring Manager, I bring skills in identifying and engaging diverse leaders and aligning their talents and expertise with God's work. By doing so, I hope to help ensure that our efforts truly reflect the diverse gifts within our Diocese!

Please list relevant experiences, skills, and talents.

Project Coordination: Interim President of Preserve St. Peter's, guiding preservation efforts.

Finance: Member of the Finance Committee, managing resources effectively and faithfully.

Recruitment: Extensive experience as a Hiring Manager, skilled in matching talent to opportunities.

Stewardship: Commitment to aligning efforts with God's mission and nurturing collective resources.

Advisory Experience: Background as an advisory board member to the CEO/founder of a tech start-up, providing strategic insights and support.





STANDING COMMITTEE *CLERGY CANDIDATE*

Name: The Reverend Joshua Barrett Tracey

Address: 362 Lenni Road, Lenni (19052)

Parish/Association: Church of the Redeemer, Springfield

Deanery: Delaware

Occupation: Priest-in-Charge



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

I think my value added would be my willingness to listen, skill in building warm and productive working relationships, and a set of fresh eyes and ears to the Episcopal Diocese of Pennsylvania. I am deeply committed to the mission and vision of the church, and think we have a compelling witness to our world today in the future.

Please list relevant experiences, skills, and talents.

I served on the standing committee of the Diocese of Rochester for 2 years as my District's clergy representative. I served during COVID in a small diocese, which meant I am used to being put to work, working in small groups, and delivering on goals at that level. Over those two years, I served on three sub committees; Thriving in COVID Taskforce (theology, liturgy, and spirituality formation subgroup), Budget Committee, and Grant Development Committee.



STANDING COMMITTEE CLERGY CANDIDATE

Name: The Reverend Samuel Murangi

Address: 2803 Winchester Avenue; Philadelphia (19136)

Parish/Association: Emmanuel Resurrection Church, Holmesburg

Deanery: Pennypack

Occupation: Rector

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

I have over 20 years of experience in church administration and have successfully led various community outreach programs. My strong organizational skills and attention to detail will help streamline committee operations and ensure efficient project management. I am deeply committed to the Diocese's mission of serving the community and spreading faith, and I am eager to contribute to this important work. I believe in the power of teamwork and am dedicated to fostering a collaborative and supportive atmosphere within the committee.



Please list relevant experiences, skills, and talents.

- Academic Qualifications
 - Master of Divinity (2011-2017)
Institution: Lutheran Theological Seminary, Pennsylvania, USA
 - Master's Degree in Social Work and Social Research (1997-2000)
Institution: Bryn Mawr Graduate School, Pennsylvania, USA
Concentration: Organizations, Program Planning and Development, Individual Counseling
- Work Experience
 - Rector at Emmanuel Resurrection (Year-Year)
 - Duration: Nine years
 - Responsibilities:
 - Leading and overseeing all church activities and services.
 - Providing spiritual guidance and counseling to congregation members.
 - Developing and implementing community outreach programs.
 - Managing church staff and volunteers.
 - Conducting sermons, weddings, funerals, and other religious ceremonies.



STANDING COMMITTEE *LAY CANDIDATE*

Name: Ronald Francis

Address: 5348 Locust Street, Philadelphia (19139)

Parish/Association: St. Peter's Church, Philadelphia

Deanery: Southwark

Occupation: Retired communications person

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

I would continue to bring my insights to the collective efforts of the Standing committee as we confer and advise the Bishop regarding aspirants for the clergy and issues vital to the sustaining and strengthening of our parishes.



Please list relevant experiences, skills, and talents.

I worked as a communications professional for institutions of higher learning, medical health, and other nonprofit organizations. Working as a writer for the Pennsylvania Episcopalian I learned about the projects and challenges of parishes throughout the Diocese. Additionally, I served on Cathedral chapter, and as an elections judge for three years. Also, for 3 years I served on the Pensions and Salaries commission (chairing the loans and grants committee). At St. Peter's I served on a Parish Discernment committee. In the secular world I have served on various social service and arts and culture boards, such as Mazonni and the Arden Theatre.



STANDING COMMITTEE *LAY CANDIDATE*

Name: Thomas McGinnis

Address: 783 North Pennock Street, Philadelphia (19130)

Parish/Association: Christ Church, Philadelphia

Deanery: Southwark

Occupation: Regional Director of Broadcast Operations NBC News

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

I am an organizer and am always motivated to solve problems. I like pushing people to come up with new ideas and breaking the status quo. I think it's important as a church to look forward and try to anticipate as much as possible what future generations are going to be challenged with and leave things in a place that will best position them for success.



Please list relevant experiences, skills, and talents.

I have been a member of the Christ Church Vestry for 2 years. During that time, I have readily assisted in multiple unique challenges that have been presented to us. From digging in archives to find century old deeds to navigating the Philadelphia City Government to clear tax and property questions. I also like to present new ideas, and unique ways that we can position ourselves for the future. I also serve as a board member on the Christ Church Preservation Trust. I specifically joined the trust in hopes of improving the working relationship between the vestry and the trust. This is a skill I often use at work - bringing people together in an organized, methodical way to have successful outcomes for all parties.

**Episcopal Diocese of
Pennsylvania**

**241st Diocesan Convention
October 19, 2024**

Ballot Results

This vote approves the agenda for the 241st Diosecan Convention

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

Resolved	Name	Number of Votes	Percent of Votes
	Yes	0	0.00%
	No	0	0.00%

Voice Vote: Approved unanimously

Signed:

Rev. Emmanuel Williamson 10/19/2024
Rev. Emmanuel Williamson,
Judge of Elections

Vote to elect John Wallace to serve as secretary for the 241st Diocesan Convention

Number of Votes Cast	Number of Votes Required (Simple Maj.)
245	123

Resolved		Number of Votes	Percent of Votes
Yes	Yes	245	100.00%
	No	0	0.00%

Signed:

Rev. Emmanuel Williamson 10/19/2024
Rev. Emmanuel Williamson,
Judge of Elections

This vote allows for all uncontested positions open for election be approved by acclamation of the 241st Diocesan Convention.

Number of Votes Cast	Number of Votes Required (Simple Maj.)
255	128

Resolved	Vote	Number of Votes	Percent of Votes
Yes	Yes	254	99.61%
	No	1	0.39%

Signed:

Rev. Emmanuel Williamson 10/19/2024
Rev. Emmanuel Williamson,
Judge of Elections

Please vote for 1 person for the open clergy position on the Commission on Wellness

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

Resolved	Name	Number of Votes	Percent of Votes
	Rev. Meghan Mazur	0	0.00%

Uncontested Vote: Approved by Acclamation Ballot

Signed:

Rev. Emmanuel Williamson 10/19/2024
Rev. Emmanuel Williamson,
Judge of Elections

Please vote for up to 2 persons for the open lay position on the Christmas Fund

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

Resolved	Name	Number of Votes	Percent of Votes
	James Crowley	0	0.00%
	Maureen Higgins	0	0.00%

Uncontested Vote: Approved by Acclamation Ballot

Signed: Rev. Emmanuel Williamson 10/19/2024
Rev. Emmanuel Williamson,
Judge of Elections

Please vote for up to 2 persons for the open clergy positions on the Disciplinary Board

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

Resolved	Name	Number of Votes	Percent of Votes
	Rev. Ethan Jewett	0	0.00%
	Rev. Sherri Deets	0	0.00%

Uncontested Vote: Approved by Acclamation Ballot

Signed:

Rev. Emmanuel Williamson 10/19/2024
Rev. Emmanuel Williamson,
Judge of Elections

Please vote for up to 3 persons for the open lay positions on the Disciplinary Board

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

Resolved	Name	Number of Votes	Percent of Votes
	Donald B. Cheetham III	0	0.00%
	Norman (Mac) McCausland	0	0.00%

Uncontested Vote: Approved by Acclamation Ballot

Signed:

Rev. Emmanuel Williamson 10/19/2024
Rev. Emmanuel Williamson,
Judge of Elections

Ballot 1: Please vote for 1 person for the open clergy position on the Board of Trustees

Number of Votes Cast Number of Votes Required (Simple Maj.)
271 136

Resolved	Name	Number of Votes	Percent of Votes
	Rev. Samuel Murangi	103	38.01%
	Rev. Emily Given	87	32.10%
	Rev. Richard Morgan	81	29.89%

No Election

Signed:

Rev. Emmanuel Williamson 10/19/2024
Rev. Emmanuel Williamson,
Judge of Elections

Ballot 2: Please vote for 1 person for the open clergy position on the Board of Trustees

Number of Votes Cast	Number of Votes Required (Simple Maj.)
240	121

Resolved	Name	Number of Votes	Percent of Votes
Yes	Rev. Emily Given	151	62.92%
	Rev. Richard Morgan	89	37.08%

**Sam Murangi removed himself after the vote, but before results broadcast, 2nd ballot created without him
Emily Given Elected**

Signed:

Rev. Emmanuel Williamson 10/19/2024
Rev. Emmanuel Williamson,
Judge of Elections

Ballot 1: Please vote for 1 person for the open clergy position on the Standing Committee

Results By: Clergy

Number of Votes Cast: 98

Number of Votes Required (Simple Maj.) : 50

Resolved	Name	Number of Votes	Percent of Votes
Yes	Rev. Joshua Barrett Tracey	52	53.06%
	Rev. Samuel Murangi	46	46.94%

Results By: Lay

Number of Votes Cast: 178

Number of Votes Required (Simple Maj.) : 90

Resolved	Name	Number of Votes	Percent of Votes
Yes	Rev. Samuel Murangi	90	50.56%
	Rev. Joshua Barrett Tracey	88	49.44%

No Election on Ballot 1, no one qualified in both houses

Signed:

Re. Emmanuel Williamson 10/19/2024
Rev. Emmanuel Williamson,
Judge of Elections

Ballot 2: Please vote for 1 person for the open clergy position on the Standing Committee

Results By: Clergy

Number of Votes Cast: 83

Number of Votes Required (Simple Maj.) : 42

Resolved	Name	Number of Votes	Percent of Votes
Yes	Rev. Samuel Murangi	47	56.63%
	Rev. Joshua Barrett Tracey	36	43.37%

Results By: Lay

Number of Votes Cast: 166

Number of Votes Required (Simple Maj.) : 84

Resolved	Name	Number of Votes	Percent of Votes
Yes	Rev. Samuel Murangi	108	65.06%
	Rev. Joshua Barrett Tracey	58	34.94%

Sam Murangi elected in both houses

Signed:

Rev. Emmanuel Williamson

10/19/2024

Rev. Emmanuel Williamson,
Judge of Elections

Ballot 1: Please vote for 1 person for the open lay position on the Standing Committee

Results By: Clergy

Number of Votes Cast: 87

Number of Votes Required (Simple Maj.) : 44

Resolved	Name	Number of Votes	Percent of Votes
	Ronald Frances	42	48.28%
	Dave Dixon	24	27.59%
	Thomas McGinnis	21	24.14%

Results By: Lay

Number of Votes Cast: 176

Number of Votes Required (Simple Maj.) : 89

Resolved	Name	Number of Votes	Percent of Votes
	Ronald Frances	79	44.89%
	Thomas McGinnis	57	32.39%
	Dave Dixon	40	22.73%

No Election on Ballot 1, no one qualified in both houses

Signed:

Rev. Emmanuel Williamson 10/19/2024
Rev. Emmanuel Williamson,
Judge of Elections

Ballot 2: Please vote for 1 person for the open lay position on the Standing Committee

Results By: Clergy

Number of Votes Cast: 80

Number of Votes Required (Simple Maj.) : 41

Resolved	Name	Number of Votes	Percent of Votes
Yes	Ronald Frances	53	66.25%
	Thomas McGinnis	27	33.75%

Results By: Lay

Number of Votes Cast: 161

Number of Votes Required (Simple Maj.) : 81

Resolved	Name	Number of Votes	Percent of Votes
Yes	Ronald Frances	86	53.42%
	Thomas McGinnis	75	46.58%

Dave Dixon removed himself from ballot, Ronald Frances elected in both houses

Signed:

Rev. Emmanuel Williamson 10/19/2024
Rev. Emmanuel Williamson,
Judge of Elections

Please vote for up to 2 persons for the open lay positions on the Board of Trustees

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

Resolved	Name	Number of Votes	Percent of Votes
Yes	James Pope	183	69.06%
Yes	David Griffith	166	62.64%
Yes	Joe Rollins	135	50.94%

James Pope & David Griffith Elected

Signed:

Rev. Emmanuel Williamson 10/19/2024
Rev. Emmanuel Williamson,
Judge of Elections

Please ratify the following clergy nominees to be submitted from the 2024 Convention to serve on the Church Foundation

Rev. Eric Hungerford

Number of Votes Cast	Number of Votes Required (Simple Maj.)
273	137

Resolved		Number of Votes	Percent of Votes
Yes	Yes	269	98.53%
	No	4	1.47%

Signed: Rev. Emmanuel Williamson 10/19/2024
Rev. Emmanuel Williamson,
Judge of Elections

Please ratify the following lay nominees to be submitted from the 2024 Convention to serve on the Church Foundation

Joe Rollins
David Griffith
Frank Rothenberger
Andrew Dumas
Wilson Smith

Number of Votes Cast	Number of Votes Required (Simple Maj.)
264	133

Resolved		Number of Votes	Percent of Votes
Yes	Yes	256	96.97%
	No	8	3.03%

Signed:

Rev. Emmanuel Williamson 10/19/2024
Rev. Emmanuel Williamson,
Judge of Elections

Please vote for up to two persons for the open lay position on the Commission on Wellness

Number of Votes Cast	Number of Votes Required (Simple Maj.)
266	134

Resolved	Name	Number of Votes	Percent of Votes
Yes	Liz Wendt	214	80.45%
Yes	David Brooks	139	52.26%
Yes	Shelby Jones	134	50.38%

Liz Wendt & David Brooks Elected

Signed:

Rev. Emmanuel Williamson 10/19/2024
Rev. Emmanuel Williamson,
Judge of Elections

Please vote for up to 3 persons for the open clergy positions on the Nominating Committee

Number of Votes Cast Number of Votes Required (Simple Maj.)
266 134

Resolved	Name	Number of Votes	Percent of Votes
Yes	Rev. Tonya Regli	193	72.56%
Yes	Rev. Emily Given	177	66.54%
Yes	Rev. Samuel Murangi	171	64.29%
Yes	Rev. Trey Kennedy	143	53.76%
	Rev. David Radzik	95	35.71%

Tonya Regli and Emily Given elected for first two positions
Sam Murangi removed himself after the vote: Trey Kennedy is elected for 3rd position

Signed:

Rev. Emmanuel Williamson 10/19/24
Rev. Emmanuel Williamson,
Judge of Elections

Please vote for up to 3 persons for the open lay positions on the Nominating Committee

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

Resolved	Name	Number of Votes	Percent of Votes
Yes	Pailyn Singhapakdi	210	78.07%
Yes	Penny Baroli	176	65.43%
Yes	Jill Duink	162	60.22%

Uncontested Vote: Vote for Ranking Purposes Only

Signed:

Rev. Emmanuel Williamson 10/19/2024
Rev. Emmanuel Williamson,
Judge of Elections

RBUD-2025 Please vote yes or no to approve the proposed Budget for the 2025 calendar year.

Number of Votes Cast	Number of Votes Required (Simple Maj.)
268	135

Resolved		Number of Votes	Percent of Votes
Yes	Yes	214	79.85%
	No	54	20.15%

Signed:

Rev. Emmanuel Williamson *10/19/2024*
Rev. Emmanuel Williamson,
Judge of Elections

RB-2025: to approve the recommendations from the Commission on Wellness regarding clergy compensation changes.

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

Resolved	Name	Number of Votes	Percent of Votes
	Yes	0	0.00%
	No	0	0.00%

Voice Vote: Approved unanimously

Signed:

Rev. Emmanuel Williamson 10/19/2024
Rev. Emmanuel Williamson,
Judge of Elections

R-4: Amending the standing order regarding the nominations for Diocesan Offices moving the deadline from 60 days prior to convention to 14 days.

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

Resolved	Name	Number of Votes	Percent of Votes
	Yes	0	0.00%
	No	0	0.00%

Voice Vote: Approved unanimously

Signed:

Rev. Emmanuel Williamson 10/19/2024
Rev. Emmanuel Williamson,
Judge of Elections

Resolution R-5: AS AMENDED To form a committee to evaluate the current and possible future change to how the diocesan budget is funded from assessments and pledges.

Number of Votes Cast	Number of Votes Required (Simple Maj.)
246	124

Resolved	Name	Number of Votes	Percent of Votes
Yes	Yes	215	87.40%
	No	31	12.60%

Signed: Rev. Emmanuel Williamson 10/19/2024
Rev. Emmanuel Williamson,
Judge of Elections

Amendment 1 for R-5: The NOI will be revised.

Number of Votes Cast	Number of Votes Required (Simple Maj.)
242	122

Resolved	Name	Number of Votes	Percent of Votes
Yes	Yes	173	71.49%
	No	69	28.51%

Signed:

Rev. Emmanuel Williamson 10/19/2024
Rev. Emmanuel Williamson,
Judge of Elections

Amendment 2 for R-5: To include one clergy-in-charge from each tier and to include six additional lay persons (two from each tier).

Number of Votes Cast	Number of Votes Required (Simple Maj.)
237	119

Resolved	Name	Number of Votes	Percent of Votes
Yes	Yes	193	81.43%
	No	44	18.57%

Signed:

Rev. Emmanuel Williamson 10/19/2024
Rev. Emmanuel Williamson,
Judge of Elections



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. Conor Alexander
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. Robert Baldwin
The Rev. Barbara Ballenger
The Rev. Joshua Barrett (Tracey)
The Rt. Rev. Allen Bartlett
The Rev. Judith Beck
The Rev. Phillip Bennett
The Rev. Vivian Bennett
The Rt. Rev. Charles Bennison
The Rev. Canon 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 Very Rev. Peter Carey
The Rev. Stacey Carmody
The Rev. John Carpenter
The Rev. Patricia Cashman
The Rev. Canon 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 Very Rev. Kevin Dellaria
The Rev. Nancy Deming
The Rev. Jose Diaz
The Rev. Albert Dickinson
The Rev. Joseph Dietz
The Very 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 Ann Dure



Report on Clergy Canonically Resident and Eligible to Vote

The Rev. Maurice Dyer
The Rev. Elizabeth Eisenstadt-Evans
The Rev. Phillip Ellsworth
The Rev. Thomas Eoyang
The Rev. Sandra Etemad
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. Clarke French
The Rev. William Fulks
The Rev. Sharline Fulton
The Rev. David Funkhouser
The Rev. Wilda Gafney
The Rev. Ernest Galz
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. Emily Given
The Rev. Canon Jane Gober
The Rev. Donald Graff
The Rev. Canon Hilary Greer
The Rev. Timothy Griffin
The Rev. Allen Guelzo
The Rev. Kim Guiser
The Rt. 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. Madeleine Harris-Lerew
The Rev. Konrad Palmer Hartl
The Rev. Nancy Hauser
The Rev. Richard Hawkins
The Rev. Sarah Hedgis
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. Canon 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 Kaminskaskas
The Rev. Kenneth Katona
The Rev. John Keefer



Report on Clergy Canonically Resident and Eligible to Vote

The Rev. Andrew Kellner
The Rev. Arthur Kelly
The Rev. John Kennedy
The Rev. Lisa Keppeler
The Rev. Linda Kerr
The Rev. Catherine Kerr
The Rev. Flora Keshgegian
The Rev. Edward Kessler
The Rev.. David Killeen
The Rev. Carl Knapp
The Rev. Frank Knight
The Rev. Harriet Kollin
The Rev. Elizabeth Kostic
The Rev. Peter Kountz
The Rev. Justin Lanier
The Rev. Sean Lanigan
The Rev. Jill Laroche Wikel
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. Jean Marcucci (Sachs)
The Rev. Koshy Mathews
The Rev. Glenn Matis
The Rev. Meghan Mazur
The Rev. H Kenneth Mccaslin
The Rev. Thomas McClellan
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. Richard Morley
The Rev. David Morris
The Rev. Kell Morton
The Rev. Christine Mottl
The Rev. Samuel Murangi
The Rev. Jeremiah Mustered
The Rev. Domenic Ndai
The Very Rev. Samuel Ndungu
The Rev. Levine Nelson
The Rev. Pamela Nesbit
The Rev. Abigail Nestlehutt
The Rev. Mark Nestlehutt
The Rev. Michael Newman



Report on Clergy Canonically Resident and Eligible to Vote

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. David Radzik
The Rev. Hillary Raining
The Rev. Doris Rajagopal
The Rev. Thomas Reed
The Rev. Tanya Regli
The Rev. William Reid
The Rev. Paul Reid
The Rev. William Rex
The Rev. Susan 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. Jean Sachs

The Rev. Timothy Safford
The Rev. Joseph Schaller
The Rev. Christopher Schwenk
The Rev. Robin Schwoyer
The Rev. Danna Segal
The Rev. Warren Shaw
The Rev. Martini Shaw
The Rev. William Shepherd
The Rev. Ed 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. Canon Toneh Smyth
The Rev. Stephen Snider
The Rev. John Sorensen
The Rev. William Sowards
The Rev. James Squire
The Very 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 Very Rev. Canon Judith Sullivan
The Rev. Callie Swanlund
The Rev. Marie Swayze
The Rev. Robert Tate



Report on Clergy Canonically Resident and Eligible to Vote

The Rev. Phyllis Taylor
The Rev. James Taylor
The Rev. Louis Temme
The Rev. Tommy Thompson
The Very Rev. Ted Thompson
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. Benjamin Wallis
The Rev. Frank Wallner
The Rev. James Walton
The Rev. Canon 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 (Licensed to officiate in the Diocese of Pennsylvania)

The Rev. Devon Anderson
The Rev. Richard Baumann
The Rev. Alan Broadhead
The Rev. Christian Brocato
The Rev. Reed Carlson
The Rev. Britta Carlson
The Rev. Henry Chan
The Rev. Simpson Coriolan
The Rev. John Daniels
The Rev. Josiah Daniels
The Rev. Andrew Paul Davidson
The Rev. Terry Dinovo
The Rev. Sandra Dower
The Rev. Robert Droste
The Rev. Sarah Dunn
The Rev. Daren Evans
The Rev. Clarke French
The Rev. Nina George-Hacker
The Rev. David Green
The Rev. Judith Greene
The Rev. Raymond Harbort
The Rev. Al Holland
The Rev. Karl Krueger
The Rev. David Laquintano
The Rev. Claudia Merritt
The Rev. Michael Nailor
The Rev. John Noh
The Rev. Stephen Njenga
The Rev. Jeremy O'Neill
The Rev. Ryan Paetzold
The Rev. Michael Panzarella
The Rev. Peter Pearson
The Rev. Edward Rix
The Rev. James Robertson
The Rev. Ula Ruddock
The Rev. John Sagoe
The Rev. Claire Fischer-Davies Shoenberg

The Rev. Luke Selles
The Rev. James Shelly
The Rev. Alistair So-schoos
The Rev. Thomas Szczerba
The Rev. Walter Thorne
The Rev. Richard Ullman
The Rev. Allen Wakabayashi
The Rev. Nancy Webb Stroud
The Rev. Geoffrey West
The Rev. Marcia Wilkinson



New Priest Calls in the Diocese of Pennsylvania

The Rev. Conor Alexander	St. Mary's, Wayne	<i>Rector</i>
The Rev. Cn. Kirk Berlenbach	St Luke and the Epiphany, Philadelphia	<i>Interim Rector</i>
The Rev. David Cobb	St Mark's, Philadelphia	<i>Interim Rector</i>
The Rev. Emily Given	Messiah, Gwynedd	<i>Rector</i>
The Rev. David Green	Trinity, Gulph Mills	<i>Priest-in-Residence</i>
The Rev. Madeleine Harris-Lerew	St. Paul's, Chestnut Hill	<i>Associate</i>
The Rev. Al Holland	Philadelphia Episcopal Cathedral	<i>Interim Dean</i>
The Rev. Kenneth Katona	St. Alban's, Newtown Square	<i>Rector</i>
The Rev. Trey Kennedy	Holy Comforter, Drexel Hill	<i>Rector</i>
The Rev. Dave Killeen	St. Thomas Whitemarsh	<i>Rector</i>
The Rev. Meghan Mazur	St. Marks, Philadelphia	<i>Associate Rector</i>
The Rev. Richard Morley	St. Davids, Wayne	<i>Rector</i>
The Rev. Jeremy O'Neill	Redeemer, Bryn Mawr	<i>Associate Rector</i>
The Rev. Laura Palmer	St. Martin-in-the-Field, Chestnut Hill	<i>Priest</i>
The Rev. David Radzik	St. Luke's, Newtown	<i>Rector</i>
The Rev. Tanya Regli	Grace Epiphany, Mt. Airy	<i>Priest-in-Charge</i>
The Rev. MacIvan Rogers	St. James, Kingsessing	<i>Priest-in-Charge</i>
The Rev. James Robertson	Holy Apostles and the Mediator, Phila.	<i>Priest-in-Charge</i>
The Rev. Michael Ruk	Christ Church, Ridley Park	<i>Interim Priest-in-Charge</i>
The Rev. John Sagoe	St Andrews & St Monica, Philadelphia	<i>Rector</i>
The Rev. Luke Selles	St. Martin-in-the-Field, Chestnut Hill	<i>Priest Associate</i>
The Rev. Greg Smith	St. Timothy's, Roxborough	<i>Interim Rector</i>
The Rev. Walter Thorne	St. James School	<i>Chaplain</i>

Interim-Priest-in-Charge to Rector Calls

The Rev. Richard Morgan | St. James, Downingtown
The Rev. Emily Zimbrick-Rogers | St. Mary's, Hamilton Village
The Rev. Phillip Ellsworth | Good Samaritan, Paoli

New Deacon Placements in the Diocese of Pennsylvania

The Rev. Stacey Carmody, St. Andrews-in-the-field, Somerton + Redemption, Southampton
The Rev. Andrea Gardner, Christ Church, Old Swedes + St. Augustine of Hippo, Norristown
The Rev. Phil Geliebter, St. Thomas Whitemarsh
The Rev. Joseph German, Christ Church, Media + St. John's Essington
The Rev. Beth Hollingshead, St. Mary's, Hamilton Village + St. George St. Barnabas
The Rev. Jean Marcucci Sachs, St. Paul's Elkins Park + Holy Nativity, Rockledge
The Rev. Kristin Waskowicz Woods, St. Anne's, Abington + All Hollows, Wyncote



Postulants and Candidates for Holy Orders in the Diocese of Pennsylvania Convention 2024

Diaconate

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

Robbin McCarthy
Sue Moran
Deneen Raysor
Bob Smith
Ron Spinelli

Priesthood

Kathryn Brossa
Deborah Brown
Suzanne Clune
Amy Crawford
James Curcione
Sue Hammer

Anne Alexis Harra
Elizabeth Longua
Evelyn Partridge
Jason Seta
Thomas Swain

Newly Ordained to the Diaconate in the Diocese of Pennsylvania

The Rev. Madeleine Harris-Lerew

St. Paul’s, Chestnut Hill

Newly Ordained Priests in the Diocese of Pennsylvania

The Rev. Emily Given
The Rev. Christopher Micklewright
The Rev. Kristen Ostendorf
The Rev. Tanya Regli
The Rev. Louis Steffenhagen

Church of the Messiah, Gwynedd
Gloria Dei Episcopal Church
St. Christopher’s Church, Gladwyne
Grace Epiphany Church
Church of the Epiphany, Royersford



2025 DRAFT BUDGET



The Episcopal Diocese
of Pennsylvania

*“Truly I tell you, whatever you
did for one of the least
of these brothers and sisters
of mine, you did for me.”*

~ Matthew 25:40

Since 2016, Sacred Asks have been frozen.

*The Sacred Ask is the
contribution that our diocese
asks our churches to make.*

*These monies are used to
fund our common mission
and ministry.*

The Bishop opened his ministry with a pilgrimage to meet and listen to every parish in the diocese, soon after he froze Sacred Asks. This was part of an effort to place congregations first, doing everything possible to empower our parishes to go out into the world and preach the Gospel of Jesus Christ. We prioritized minimizing the financial impact on parishes, while continually reviewing all our income, expenses, and projections to minimize the burden on our congregations.

In the last eight years, the bishop has reduced staff and restructured roles to serve the diocese first, and the Offices of the Diocese second. Staff have been “out in the field” eight-five percent of their time, leading pilgrimages, Sunday services, vestry meetings and walking the community. We have staffed outreach events alongside our siblings in Christ, answered church phones, and, yes, we have cleaned bathrooms if needed. We are committed to seeing change in our churches and communities.

The diocesan budget has relied on higher distributions from its endowment (7%+) to balance their budget.

In our pursuit of becoming a more “gritty and messy” church, we are committed to a faith that is deeply engaged with the realities of our communities. We aim to be a group of Christians whose priority is journeying alongside the poor, living out our calling through direct, hands-on involvement and meeting people where they are. This approach means embracing the challenges and complexities of real-life ministry, and fostering a church that is both resilient and responsive to the needs of those we serve.





*The average giving rate
(from churches) across all
dioceses in the country is 13%.*

*At DIOPA, it has been
less than 6% since 2016.*

With one of the lowest giving rates among dioceses, we still grew in number and reach. We created innovative programs with, and for, our churches; we increased partnering inside and outside the diocese; and what we received went out, back to our churches for evangelism, programming and worship. All while keeping a staff at its lowest number, reorganizing staff positions to serve church needs, sending staff out to churches.

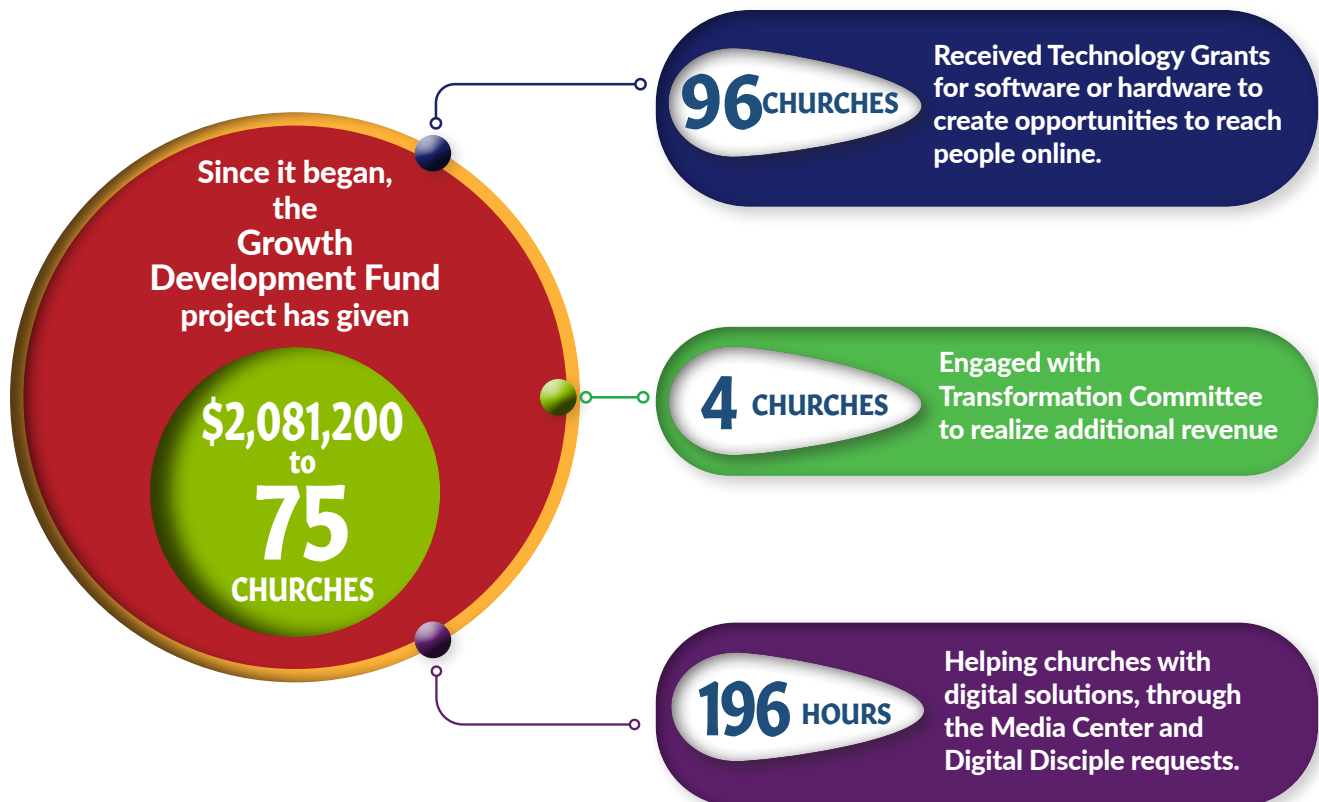


*Staff have been
“out in the field”
85% of their time,
leading pilgrimages,
Sunday services,
vestry meetings,
and walking
the community.*

*No other diocese
of our size devotes
so many staff
and resources to
providing direct
service to help
churches grow.*

*What we receive goes
back to our churches.*

In 2023, \$1,094,442 was given to churches to help them reach new audiences, create new ministries and ultimately grow.

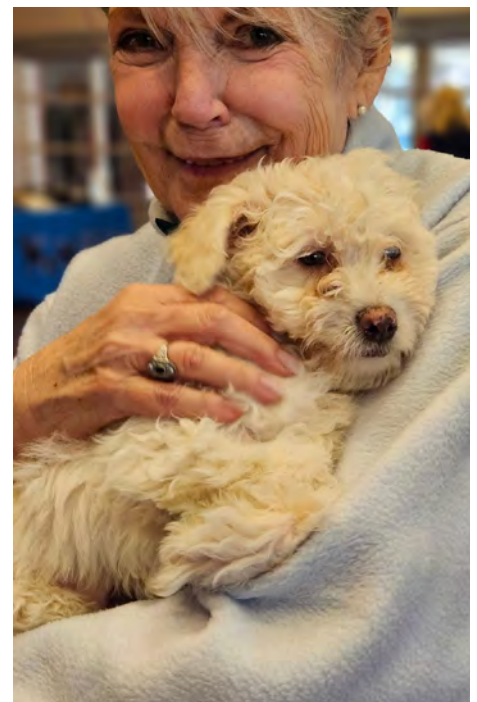


All while keeping a staff at its lowest number, reorganizing staff positions to serve church needs, sending staff out to churches.

*We run lean.
But this is not sustainable
for church growth.*

*In 2025, we will “reset”
the Sacred Ask to make
it equitable and easy to
understand.*

This means we will calculate the Sacred Ask as a % of the Normal Operating Income (NOI, line A) off of the prior year Parochial Report. All churches will be asked to give the same % of giving, allowing churches to plan their budgets.



We are setting a goal of 8% giving across the board with the final goal of reaching 10%.

This will enable us to fully realize sacred initiatives that allow us as a diocese to:

- Substantially assist veterans, youth with mental health issues, children with autism, refugees – all those in need in our diocese.
- Hire an assisting bishop, to provide visitations to churches 18 months instead of every 3 yrs (if we reach 9.5% giving).
- Create a service organization (501c3) that will free churches from administration to preach the Gospel, as intended.
- Reduce our draw from the diocesan endowment funds to a sustainable level.



Organized Priorities

Our budget priorities are organized into three main areas:

Empowering Churches (\$1,239,700)

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

- **A focus on direct service.** 85% of senior staff's (canons) time is in the field to lead worship services, vestry meetings and retreats; assist with budgeting; and provide consultation and training on site.
- **Ministries that support our churches** and their communities. This includes cultural ministries, ministry in Kensington, anti-gun violence, and more.
- **Youth programming**, which includes providing City Camp in underserved areas of the diocese, safe church training, campus ministry, camp scholarships, and more.
- **Demographic software and tools.** Datastory provides a detailed statistical look into our neighborhoods and gives churches insight on how to engage.
- **Dismantling prejudice and promoting justice** through the work of Anti-Racism, and anti-human trafficking.

\$3.25 million
*in grants awarded
(Over last 5 years)*

Stabilization and Growth (\$1,984,700)

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 guide churches to find not just stability, but vitality. This work is 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 living with addiction, people that love animals, people living with autism, etc.
- **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.
- **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.

Fostering Innovation (\$952,300)

which supports creative approaches to strengthening our missions and ministry.

- **Technology and communications assistance** to spread the Gospel. This includes development of church websites, promotion of church events, and onsite assistance with livestreaming.
- **Serviam**, the online portal for formation, education and resources continues to add new content and develop new partnerships to better equip our churches and people.
- **Growth and Development Fund 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.
- **Board of Trustees Mission Committee Grants** that help with emergency repairs and with church infrastructure, especially when it impinges on church ministry.
- **Media Center**, which provides space for production, training in technology, and equipment loans.

Serviam:
310 active users
and growing

200+ hours
in technology
consults
for churches

Supporting the Broader Church (\$867,000)

- **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.



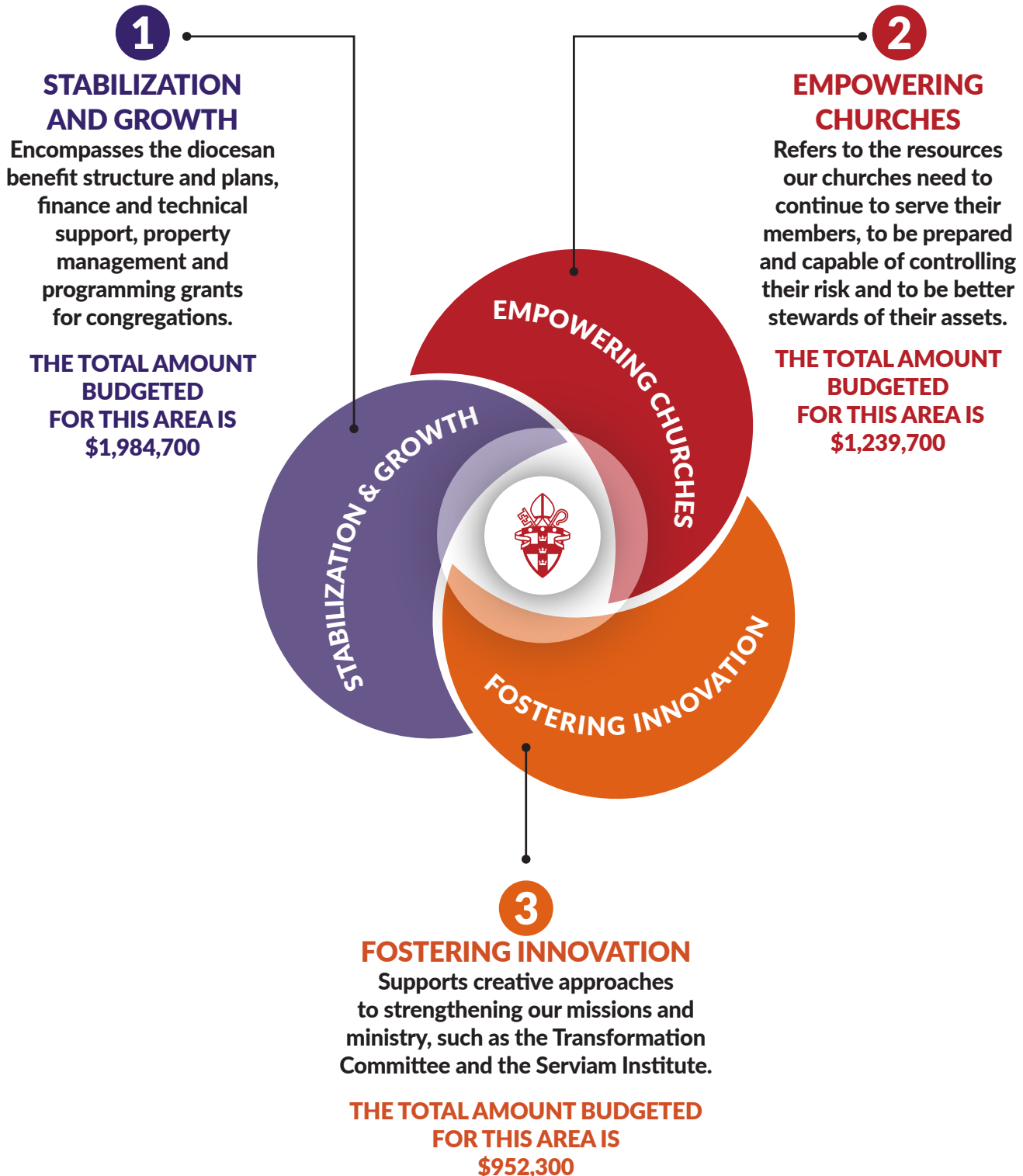
We will work with you to get there.

Our staff and members of the Finance Committee are available to meet with you to further understand your goals and how we can work together.

As we move forward, our commitment is to become a church that fully engages with the realities of those we serve. This means not shying away from the difficulties of ministry but rather diving into the messiness of real-life challenges. We prioritize journeying with the poor, striving to live out our faith through deep, meaningful connections and practical support. Our goal is to embody a resilient and authentic Christianity that meets people where they are, reflecting the true spirit of discipleship and service.

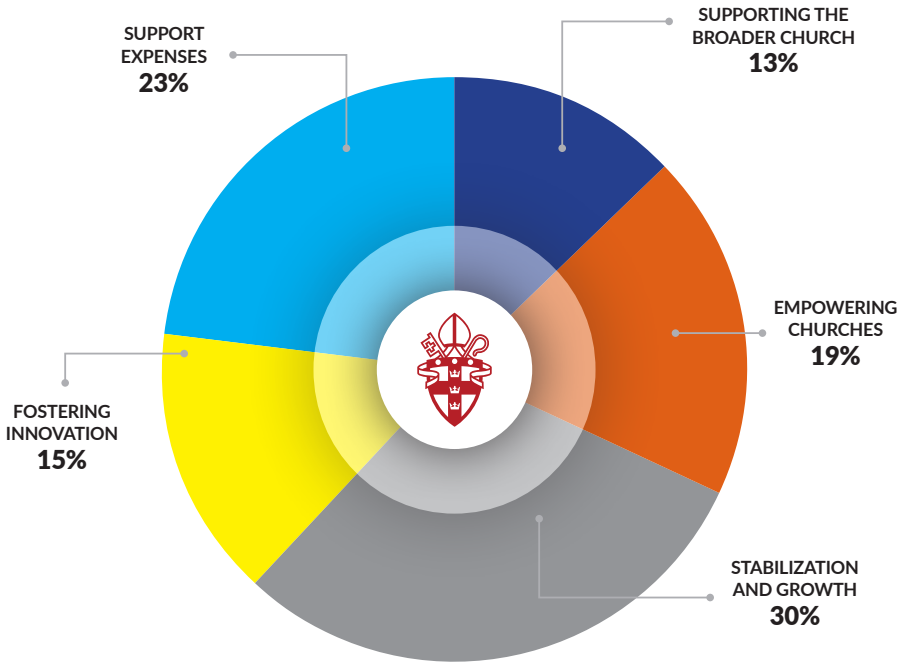


Overview

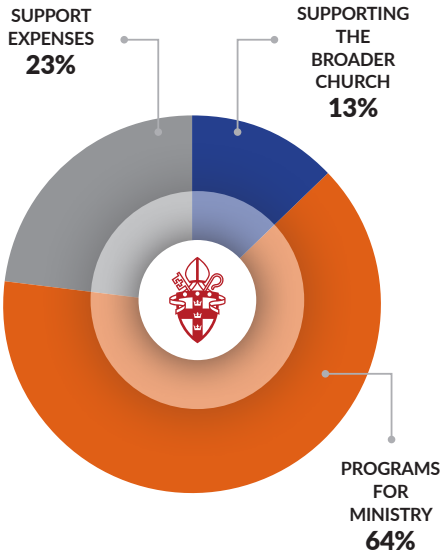


Overview

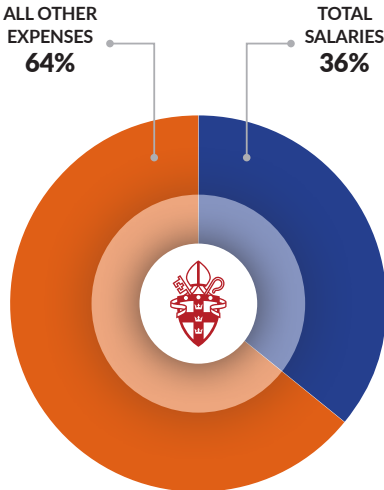
2025 EXPENSES



2025 EXPENSE ALLOCATIONS



2025 SALARY & OTHER EXPENSES



The Episcopal Diocesan of Pennsylvania Statement of Activities

1 Revenues	Actual 2023	Budget 2023	Budget 2024	Proposed Budget 2025	Variance
2 Sacred Gifts	\$2,551,851	\$2,943,600	\$3,159,700	\$3,079,100	\$ (80,600)
3 Less-Allowance for Non-Payment	-	(117,700)	(126,400)	(123,200)	3,200
4 Net Sacred Gifts	\$2,551,851	\$2,825,900	\$3,033,300	\$2,955,900	\$ (77,400)
5 Endowment Distribution	\$3,131,354	\$3,132,500	\$2,959,300	\$2,814,000	\$(145,300)
6 Allocated Endowment Distribution	43,000	43,000	43,000	194,000	151,000
7 Total Endowment Distribution	\$3,174,354	\$3,175,500	\$3,002,300	\$3,008,000	\$ 5,700
8 Other Revenue					
9 Endowment Transfers	\$622,650	\$ -	\$ -	\$ -	\$ -
10 Dedicated Mission Revenue	445,069	330,800	334,100	315,000	(19,100)
11 Other Revenue - Special	118,802	94,400	106,400	196,600	90,200
13 Total Other Revenue	\$1,186,521	\$ 425,200	\$ 440,500	\$ 511,600	\$ 71,100
14 Total Revenues	\$6,912,726	\$ 6,426,600	\$ 6,476,100	\$6,475,500	\$ (600)
15 Expenses					
16 Supporting the Broader Church					
17 Pledge to The Episcopal Church (TEC)	\$ 855,375	\$ 896,500	\$ 862,000	\$847,000	\$ (15,000)
18 Anglican Ministries	48,782	20,000	20,000	20,000	-
19 Total Supporting the Broader Church	\$ 904,157	\$ 916,500	\$ 882,000	\$867,000	\$ (15,000)
20 Programs for Ministry					
21 Empowering Churches					
22 Diocesan Bishop's Office	\$ 104,744	\$ 101,280	\$ 109,333	\$111,400	\$ 2,080
23 Canons for Growth & Support and Mission	393,151	392,460	383,875	425,500	41,670
24 Youth Ministries	112,260	117,000	67,000	75,000	8,000
25 Software Support for Churches	11,197	20,000	20,000	15,000	(5,000)
26 Diocesan Center Facilities	308,818	220,000	200,000	320,000	120,000
27 Diocesan Convention & Events	178,381	70,000	150,000	100,000	(50,000)
28 Diocesan Ministries	145,879	197,000	194,000	192,700	(1,300)
29 Total Empowering Churches	\$1,254,430	\$1,117,740	\$ 1,124,208	\$1,239,700	\$ 115,450
30 Stabilization and Growth					
31 Diocesan Bishop's Office	\$ 104,744	\$ 101,280	\$109,333	\$111,400	2,080
32 Finance & IT	211,320	198,050	218,250	224,300	6,050
33 Property Manager	102,170	162,800	108,640	103,500	(5,120)
34 Chaplains to the Retired Clergy	20,246	18,000	19,500	20,300	800
35 Acts 2 Churches - Vicars	563,931	668,200	718,300	759,500	41,200
36 New Ministries - Vicars & Plants	159,365	123,000	90,000	75,000	(15,000)
37 Clergy Financial Assistance & Sabbatical Leave	102,631	110,000	110,000	85,000	(25,000)
38 Program Grants to Congregations	142,100	150,000	150,000	100,000	(50,000)
39 Retired Clergy Medical Assistance	201,149	300,000	230,000	210,000	(20,000)
40 Transition Office	314,380	248,400	277,700	295,700	18,000
41 Total Stabilization and Growth	\$1,922,035	\$2,079,730	\$ 2,031,723	\$1,984,700	\$ (46,990)
42 Fostering Innovation					
43 Diocesan Bishop's Office	\$ 104,744	\$ 101,280	\$ 109,333	\$111,400	2,080
44 Communications	357,244	304,500	342,600	341,900	(700)
45 Feeding Ministries & Wellness Centers	-	30,000	5,000	-	(5,000)
46 Growth Development Fund Grants	411,670	300,000	300,000	300,000	-
47 Support for Congregations	63,900	50,000	60,000	50,000	(10,000)
48 Board of Trustees Mission Grants	564,408	-	250,000	125,000	(125,000)
49 Technology Grants	58,242	-	-	-	-
50 Serviam Institute	23,700	36,000	24,000	24,000	-
51 Support for Innovation & Creativity	2,500	20,000	5,000	-	(5,000)
52 Total Fostering Innovation	\$1,586,408	\$ 841,780	\$ 1,095,933	\$ 952,300	\$(143,620)
53 Total Programs for Ministry	\$4,762,874	\$4,039,250	\$ 4,251,865	\$4,176,700	\$ (75,160)
54 Support Expenses					
55 Diocesan Bishop's Office	\$ 183,635	\$ 115,960	\$ 139,500	\$118,600	(20,940)
56 Canon to the Ordinary's Office & Admin. Support	382,868	479,140	378,325	404,100	25,730
57 Finance & IT	211,320	198,050	218,250	224,300	6,050
58 Property Manager	25,542	40,700	27,160	25,900	(1,280)
59 Legal, Professional & Audit	211,519	155,000	142,000	142,000	-
60 Operations	425,397	305,000	266,000	359,900	93,900
61 Closed Church Property	251,334	175,000	170,000	250,000	80,000
62 Total Support Expenses	\$1,691,614	\$1,468,850	\$ 1,341,235	\$1,524,700	\$ 183,460
63 Total Expenses	\$7,358,645	\$6,424,600	\$ 6,475,100	\$6,568,400	\$ 93,300
64					
65 Net Surplus (Deficit)	\$ (445,919)	\$ 2,000	\$ 1,000	\$ (92,900)	\$ (93,900)

Sacred Ask 2025 – Normal Operating Income (NOI)

CHURCH NAME	2023 NOI	8% OF 2023 NOI
Advent, Hatboro	\$198,293	15,863
Advent, Kennett Square	537,883	43,031
Advocate, Philadelphia	55,596	4,448
African Episcopal Church of St. Thomas, Overbrook	861,452	68,916
All Hallows' Church, Wyncote	354,834	28,387
All Saints', Fallsington	49,862	3,989
All Saints', Norristown	239,288	19,143
All Saints', Rhawnhurst	90,508	7,241
All Saints', Torresdale	682,730	54,618
All Saints', Wynnewood	439,871	35,190
Annunciation, Philadelphia	171,790	13,743
Ascension, Parkesburg	104,771	8,382
Calvary-St. Augustine Church, Philadelphia	160,395	12,832
Christ Church and St. Ambrose, Philadelphia	54,417	4,353
Christ Church and St. Michael's, Philadelphia	47,000	3,760
Christ Church, Ithan, Villanova	397,856	31,828
Christ Church, Media	427,118	34,169
Christ Church, Philadelphia	853,183	68,255
Christ Church, Pottstown	375,773	30,062
Christ Church, Ridley Park	554,987	44,399
Christ Church, Upper Merion (Old Swedes), Bridgeport	30,255	2,420
Emmanuel Church, Quakertown	47,610	3,809
Emmanuel-Resurrection Church, Holmesburg, Philadelphia	128,477	10,278
Epiphany, Royersford	67,734	5,419
Free Church of St. John, Philadelphia	17,440	1,395
Gloria Dei Church, Philadelphia	361,432	28,915
Good Samaritan, Paoli	1,979,749	158,380
Good Shepherd Church, Hilltown	139,318	11,145
Good Shepherd, East Falls	272,130	21,770
Good Shepherd, Rosemont	387,648	31,012
Grace Church and the Incarnation, Philadelphia	123,002	9,840
Grace Church, Hulmeville	118,286	9,463
Grace Epiphany Church, Mt. Airy	162,727	13,018
Holy Apostles and the Mediator, Phila	229,226	18,338
Holy Apostles, Penn Wynne, Wynnewood	335,627	26,850
Holy Comforter, Drexel Hill	200,893	16,071
Holy Innocents St. Paul's Church, Tacony	53,734	4,299
Holy Nativity, Rockledge	450,180	36,014
Holy Nativity, Wrightstown	56,200	4,496
Holy Spirit, Harleysville	506,063	40,485
Holy Trinity, Rittenhouse Square	961,333	76,907
Holy Trinity, West Chester	379,382	30,351
House of Prayer, Philadelphia	30,137	2,411
Incarnation Holy Sacrament Church, Drexel Hill	193,513	15,481
Incarnation, Morrisville	122,661	9,813
Messiah, Gwynedd	741,025	59,282
Nevil Memorial Church of St. George, Ardmore	554,369	44,350
Philadelphia Cathedral, Philadelphia	1,280,759	102,461
Redeemer, Andalusia	31,140	2,491
Redeemer, Bryn Mawr	1,900,778	152,062
Redeemer, Springfield	184,650	14,772
Redemption, Southampton	132,296	10,584
Resurrection, Rockdale, Aston	138,828	11,106
St. Alban, Roxborough, Philadelphia	166,871	13,350
St. Alban's, Newtown Square	425,147	34,012
St. Andrew and St. Monica, Philadelphia	194,080	15,526
St. Andrew's Church, Yardley	419,448	33,556
St. Andrew's, West Vincent, Glenmoore	295,516	23,641
St. Andrew's-in-the-Field, Somerton	111,152	8,892
St. Anne's Church, Abington	296,109	23,689
St. Asaph, Bala Cynwyd	469,541	37,563
St. Augustine of Hippo, Norristown	50,300	4,024
St. Christopher's Church, Gladwyne	661,719	52,938
St. Christopher's Church, Oxford	170,390	13,631

Sacred Ask 2025 – Normal Operating Income (NOI)

CHURCH NAME	2023 NOI	8% OF 2023 NOI
St. Clement's Church, Philadelphia	728,372	58,270
St. David's Church, Manayunk	55,562	4,445
St. David's Church, Radnor	3,055,583	244,447
St. Francis-in-the-Fields, Sugartown, Malvern	362,460	28,997
St. Gabriel's Church, Philadelphia	66,276	5,302
St. George St. Barnabas Church, Philadelphia	187,350	14,988
St. James' Church, Collegeville	423,676	33,894
St. James' Church, Downingtown	371,677	29,734
St. James' Church, Langhorne	267,227	21,378
St. James' Church, Prospect Park	115,759	9,261
St. James The Greater, Bristol	121,132	9,691
St. James, Kingessing, Philadelphia	124,151	9,932
St. John The Evangelist, Essington	127,246	10,180
St. John's Church, Compass, GAP	128,136	10,251
St. John's Church, Concord, Glen Mills	325,574	26,046
St. John's, Diocesan Center, Norristown	210,453	16,836
St. John's Church of Our Saviour, Huntingdon Valley	200,660	16,053
St. John's Church, Lower Merion	220,746	17,660
St. Luke and the Epiphany, Philadelphia	534,609	42,769
St. Luke's Memorial, Philadelphia	148,227	11,858
St. Luke's Church, Germantown	587,236	46,979
St. Luke's Church, Newtown	313,836	25,107
St. Mark's Church, Frankford	33,475	2,678
St. Mark's Church, Honey Brook	123,799	9,904
St. Mark's Church, Philadelphia	1,144,495	91,560
St. Martin-in-the-Field, Chestnut Hill	1,065,538	85,243
St. Martin's Church, Radnor	254,160	20,333
St. Mary's At Calvary Church, Elverson	2,212	177
St. Mary's Church, Ardmore	808,440	64,675
St. Mary's Church, Cathedral Road	252,335	20,187
St. Mary's Church, Chester	21,210	1,697
St. Mary's Church, Hamilton Village	285,981	22,878
St. Mary's Church, Philadelphia	45,140	3,611
St. Mary's Church, Wayne	581,377	46,510
St. Matthew's Church, Maple Glen	388,047	31,044
St. Michael's Church, Yeadon	128,589	10,287
St. Paul's Church, Chester	241,368	19,309
St. Paul's Church, Chestnut Hill, Philadelphia	1,164,589	93,167
St. Paul's Church, Doylestown	563,479	45,078
St. Paul's Church, Elkins Park	233,449	18,676
St. Paul's Church, Levittown	66,123	5,290
St. Paul's Church, Oaks	235,289	18,823
St. Paul's Church, West Whiteland, Exton	270,623	21,650
St. Peter's Church in the Great Valley, Paoli	787,444	62,996
St. Peter's Church, Glenside	355,589	28,447
St. Peter's Church, Philadelphia	811,978	64,958
St. Peter's Church, Phoenixville	323,794	25,904
St. Philip's Church, New Hope	133,501	10,680
St. Simon The Cyrenian Church, Philadelphia	65,152	5,212
St. Stephen's Church, Clifton Heights	73,097	5,848
St. Stephen's Church, Norwood	90,630	7,250
St. Thomas' Church, Whitmarsh	1,054,312	84,345
St. Timothy's Church, Roxborough	381,458	30,517
Trinity Church, Ambler	325,702	26,056
Trinity Church, Boothwyn	190,000	15,200
Trinity Church, Buckingham	315,716	25,257
Trinity Church, Coatesville	200,825	16,066
Trinity Church, Gulph Mills	161,067	12,885
Trinity Church, Oxford	81,944	6,556
Trinity Church, Solebury	391,670	31,334
Trinity Church, Swarthmore	490,302	39,224
Trinity Memorial Church, Philadelphia	257,865	20,629
Washington Memorial Chapel, Valley Forge	1,002,528	80,202
Totals	\$46,316,722	\$3,705,340



CONTACT US

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ON CLERGY COMPENSATION – 2025

Designated contact person for this resolution:

The Very Rev. Fr. Samuel K. Ndung'u
Commission on Wellness
kirabisam@gmail.com
(302) 252- 8152

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, 2025, be:

	Minimum Compensation Housing Not Provided*	Minimum Compensation Housing Provided*
Rector, Vicar, or Priest-in-Charge	\$93,712	\$70,196
Rector, Vicar, or Priest-in-Charge of Yoked Parishes (Combined)	\$93,712	\$70,196
Curate / Assistant / Associate	\$83,980	\$62,906
Transitional Deacons	\$75,783	\$59,449

* includes SECA reimbursement paid as salary (7.65%)

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 2023 CPI-U to June 2024 CPI-U data, resulting in an increase of 3.8%.

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

SECA reimbursement (What is SECA?). SECA reimbursement is typically 7.65% of the total compensation (salary & designated housing allowance) and is provided to the clergy member as additional salary. Clergy are exempt from FICA as the IRS considers clergy contractors. As such they pay 15.3% SECA tax (Self-Employed Contributions Act) on their personal federal tax returns. This tax is equivalent to the FICA tax (7.65% employer, 7.65% employee – 15.3%). Clergy working at churches are unfairly taxed personally compared to lay. The SECA reimbursement is done to reimburse the clergy member for the employer portion (7.65%) of SECA they must pay personally.

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 \$265 for a single service and \$353 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 half 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 SECA reimbursement):

	Median Cash Compensation	Median High Cash Compensation	Top 8 Clergy Cash Compensation
Rector, Vicar, or Priest-In-Charge			
2022	\$97,792	\$115,400	\$142k - \$191,197
2023	\$95,300	\$115,400	\$131k - \$191,197
2024	\$93,680	\$115,008	\$141k - \$162,820
Assistants & Associates			

	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
2024	\$81,000	\$88,910	\$105,664

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 Pension assessment \$1,500

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 2025.

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 241st Convention, October 2024

The Gospel reading for last Sunday from Mark 10:17 told us of Jesus' message to the rich man "You lack one thing; go, sell what you own, and give the money to the poor, and you will have treasure in heaven; then come, follow me." When he heard this, he was shocked and went away grieving, for he had many possessions." In a world where we know that self reliance is a virtue, we cannot rely on the government how many of us would have the courage, even the effrontery, to do that? But when we devise a budget for our diocese that is what we should aspire to do.

At the 229th Convention in 2012 the Canons were amended to create a "process of forming a single budget for the diocese, consolidating the former episcopate and program budgets" (Canon 7.2.1). I wish I could take credit for that bold stroke, which single action resolved the inherent tension between having one budget under the aegis of the Standing Committee and mainly addressed staffing and operations and our Diocesan responsibility to the national church and another supervised by the Diocesan Council which primarily addressed the needs of missions and parishes whose resources were smaller. When our Bishop was elected in 2016 and made his pilgrimage to meet his new flock, he asked that in the budget process the Finance Committee should ask only that parishes try to give what they had given in the prior year, whether that Sacred Ask had originally been described as an assessment (for the episcopate budget, CFA or RCMA) or a pledge. That approach to how to calculate a Sacred Ask has been rolled forward to today, recently with modest percentage increases applied to prior year gifts.

In 2020 the the Diocese created an *ad hoc* committee to provide financial assistance to parishes in financial need, helped to apply for PPP loans (and later forgiveness for those loans). We instituted technology grants and Digital Disciples went out to help parishes adapt to a new way of life.

As budget for 2025 was developed it was clear that we need a reset of how any one parish contributes to the whole of the diocesan budget. Parishes who relied heavily, or in quite a few cases exclusively, on plate and pledge income continue to struggle financially while the 10 parishes with the largest investment portfolios at the beginning of 2017 saw those assets increase in value by a quarter by the end of 2023, while parishes which had few or no investments still have no investments. Assets held in the name of the Diocese were worked so hard that their total increased by less than 5% in the same time period. Diocesan costs have been covered by drawing heavily on the funds of the diocesan endowment, but that is not a sustainable course of action

for the longer term. We need to reset our diocesan budget so that we can follow the practice of the early Christians, In the Book of Acts we hear that believers “were together and had all things in common” and sold their possessions and distributed the proceeds within the community “as any had needs.”

The reason to reset the “how” of our Sacred Ask is to restore equity to an approach which has become inequitable not through design, but by trying to address earlier issues.

Better news is that the Transformation Committee, to whose work I referred in my report in 2023 now has 16 projects under active consideration which will, when and if they are completed, repurpose and revitalise land and or buildings which had become detractions to parish finances and build them into income sources for those parishes for decades into the future.

I and the Finance Committee are deeply grateful to the Bishop, Canon Wamsley, Canon Horner and his colleagues who remain perpetually willing to invite us to join in meetings with rectors, vestries, finance and stewardship committees almost anywhere in the five-county area at almost any hour of any day of the week. If we are not successful it will not be for a lack of effort.

Respectfully submitted,

James L Pope

Treasurer



PHILADELPHIA EPISCOPAL CATHEDRAL
A seat for the Bishop, a home for the diocese, an open door for all

October, 2024

Dear Friends in the Diocese of Pennsylvania,

The Cathedral Chapter, congregation, and staff join me in welcoming you to your Cathedral. We are delighted to host the 241st 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.

Please 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 ministries here in our Cathedral and across our Diocese: "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 . . ." Interestingly it has become an informal place where food is left by and for the unhoused. Truly, Christ among those on the margins of our society.

The current art exhibit on the north and south walls of the Cathedral are original Icons by writers from the Prosopon School of Iconology. Many of them are for sale from the writers themselves, all are worth spending a moment of reflection and prayer in the midst of the hubbub of the Convention.

Our hope is that Convention 2024 may be a time of blessing for everyone. If you should have any needs, concerns, or questions, the Cathedral staff and I are available to help. Please also know that we continue to pray for all of you, in our work together, at our weekday Cathedral Eucharists.

Please know that I am,

Your servant in Christ,

The Very Reverend Al Holland
Interim Dean

Offices of the Dean and Chapter
3717 Chestnut Street, Suite 200, Philadelphia, PA 19104
Tel: (215) 386-0234 | Fax: (215) 386-5009 | www.philadelphiacathedral.org



Report from Philadelphia Episcopal Cathedral to Diocesan Convention 2024

In the name of the One Holy and Triune God. Amen.

I was called by the Chapter to be Interim Dean in July of 2023, although I did not join the staff until early November after Dean Sullivan's retirement at the end of October. As some of you know I was Priest in Charge during Dean Sullivan's sabbatical in the summer of 2019, and I served as an Adjunct from 2011 until 2013 and again from 2017 to 2019. Neither experience prepared me for the workload carried by a full time Dean. It has been a learning curve! I am grateful for the patience and kindness of my colleagues and the Cathedral congregation as I have come up to speed as Interim Dean.

Before I go any further, I need to say a word about the first four Deans of this Cathedral. All have been extraordinary. Dean Hardwick, who served as the last Rector of Church of the Saviour and 1st Dean of the Cathedral Church of the Saviour, led the revival of a moribund parish in a fast-changing neighborhood. Dean Melton who followed him was a beloved figure whose tragic death cut short a promising ministry. Dean Giles, who many of you knew, recast a high Edwardian building into the Cathedral space that we know today. Two of his books, *Re-Pitching the Tent: Re-Ordering the Church Building for Worship and Mission* and *Creating Uncommon Worship: Transforming the Liturgy of the Eucharist* are largely based on his experience here and are standard texts used in seminaries. Under Dean Sullivan, who followed Richard Giles, attendance grew substantially as did income from pledges until today the Cathedral's ministry rests on the twin pillars of our endowment and pledged income. Her gifts as a pastor knit us together as a people. An amazing building project, which became a model for urban congregations struggling with the high costs of maintaining an historic building, redeveloped the Cathedral campus to better serve 21st century Philadelphia. Each of these extraordinary people has contributed something vital to the ever-evolving ministry of this Cathedral. I am confident that the next Dean will be every bit as extraordinary.

When I was asked to consider returning to the Cathedral last year one of the things which prompted me to yes was the prospect of working one more time with my gifted colleagues on the administrative and program staff. I have always been, and remain, in awe of them. That said, they are just plain good people and fun to work with. We do a lot of laughing in the Cathedral office, in addition to an awful lot of work.

For what we do as a Cathedral, we have a small staff, which means everyone on staff has to work flat out all the time. Quiet weeks with little to do just simply do not happen at Philadelphia Episcopal Cathedral. Beginning in December, in the space of 5 weeks, we had our extravaganza of a Christmas Pageant, hosted 3 major Diocesan services, one of them an international simulcast, and celebrated a splendid Christmas liturgy. It is difficult to convey how much extra effort goes into something like one of these services. To have four in a row, and to do them all beautifully, was only possible because of the deep commitment of every member of the Cathedral staff. I say, extra effort, because the day to day operation of the Cathedral and its ministry goes forward even as we prepare for and celebrate these events. No sooner were these events over then it was time to start preparing for Lent, Holy Week and Easter, which again included two major Diocesan services within the space of 5 days.

In addition to the lay staff, the Cathedral could not function with the esprit de corps that it does without my clergy colleagues Chas Howard, Carol Anthony, and Michael Nailor, who incidentally divides his time between Harrisburg Cathedral and PEC.

A gifted and committed staff like the Cathedral's is one component of a successful ministry. Another, and equally important component is the many volunteers who make the Cathedral pulsate with energy. Readers, servers, crucifers, ushers and greeters, sacristans and sacristy cleaners, acolytes, intercessors, thurifers, pastoral visitors, anti-gun violence activists, food pantry volunteers, Sunday School volunteers, holiday flower arrangers, volunteer choral and instrumental musicians, forum presenters, the men's group, the women's group, our wonderful Verger, our Dean's Warden, members of the Chapter and the Search Committee for the next Dean. Every interim must manage change while keeping the momentum of the ministry moving forward.

On the change side, at the end of January, The Rev. Tyrone Fowlkes left the Cathedral to pursue other endeavors. At the beginning of August Wesley Parrish, Cathedral organist for six years retired. In September Erik Meyer joined the Cathedral staff as Organist. Also, in September the Rev Carol Anthony joined the Cathedral staff as an Assisting Priest. At the same time Amy Crawford joined the Cathedral ministry as Seminarian Assistant. The Rev. Jon Noh, a Priest of the Anglican Church of Korea joined us in June as he acclimates to the American Church. Isaac Quelly was commissioned Cathedral Verger in the spring and has proved invaluable in coordinating Cathedral liturgies.

Tom Lloyd, has worn two hats for the past 6 years, heading both the Cathedral's music and choral arts program as well as our visual arts program, the Cathedral Gallery space. Tom is 72 and has retired from his visual arts job. It is with real relief that I can tell you that Tom will continue heading our music and choral arts program.

When Dean Giles founded the visual arts program of the Cathedral his vision centered on having an artist in residence. The huge painting on the west wall of the cathedral is by one of those artists. In Dean Sullivan's time the program changed into one that opened the Cathedral to secular as well as religious artists who used the walls of the Cathedral nave as gallery space. First under Bob Tate and then under Tom Lloyd the Cathedral has been able to celebrate and showcase the work of many fine local artists. Rather than hire a new director of visual arts for the Cathedral we have paused the visual arts program until the arrival of a new Dean. This will allow the new Dean to pursue their own vision for the program with a person of their own choosing to lead it. Perhaps the new Dean will want to revive the practice of an artist in residence or assemble a community of Icon writers or continue Tom's excellent work. That will be for the new Dean to decide. As you look around the Cathedral you will see the wonderful collection of Icons from the Prosopon School of Iconology on the north and south walls. Most of these icons are for sale from their writers. The Icon exhibit will remain up until the new Dean is in place.

The Cathedral's forward momentum continues. I am pleased to be able to report that Sunday attendance has steadily grown this last year at Cathedral services and congregational giving is up. We have introduced child acolytes at Sunday services for the first time in decades. The number of volunteers in the choir has grown from two last year to six this year. We have introduced a Sunday nursery for the first time since Covid. The number of children participating in Godly Play doubled over the course of last year and it looks as if the growth will continue in this program year. The Cathedral Food Pantry which was serving 30 households on a typical Monday in November is now serving almost triple that number and we are now part of the Federal TEFAP program. The Cathedral's social justice

ministry has shifted from primarily doing advocacy work to direct action partnered with Eddies House in West Philadelphia in addition to our continued anti-gun violence advocacy work. We have re-introduced prayer and anointing for healing at Sunday service as well as a Healing service every Wednesday at noon in Sullivan Chapel. On Fridays at noon we continue to celebrate a Social Justice Eucharist. If you are in the city on a Wednesday or Friday join us in Sullivan Chapel for one of these moving services.

Our commitment to providing a venue for several community performing arts groups and community organizations continues. The demand for the use of the Cathedral's facilities has grown steadily since the end of pandemic restrictions. This has become a significant source of revenue for the Cathedral in support of its ministry. Because of this ever-increasing demand the Cathedral has instituted a "never on Sunday" policy reserving the Cathedral and the Liem Azar Center, with a few exceptions, exclusively for Cathedral program use.

Next year this report will be given by the new Dean. May the Lord bless and prosper their ministry serving at your Cathedral.

Submitted by the Very Rev. Al Holland Interim Dean



2024 Nominees to the Philadelphia Episcopal Cathedral Chapter



Mr. John Chou

Mr. John G. Chou is Executive Vice President and Special Advisor to the Chairman & CEO of AmerisourceBergen Corporation. He previously served as Chief Legal Officer for AmerisourceBergen Corporation from 2019 to 2021 and as Chief Legal & Business Officer from 2017 to 2019. Prior to this, he was Executive Vice President and General Counsel of AmerisourceBergen Corporation.

Before joining AmerisourceBergen in 2002, Mr. Chou was a partner with a large Philadelphia law firm. He has been practicing law for over 35 years and previously held senior legal positions both in-house and in private practice in the United States and the United Kingdom.

John is a graduate of Harvard College and the University of Pennsylvania Law School. Actively involved in the community, his board affiliations and memberships include the Episcopal Community Services Board of Trustees and the Committee of Seventy Board of Directors. He is a parishioner at the Church of Saint Asaph in Bala Cynwyd.



Ms. Anna Gerrity

Anna Gerrity is a lifelong Episcopalian, and a member of the Church of the Redeemer, Bryn Mawr, since 1990. She has served in several volunteer capacities there, including on a Rector search committee, two terms on the Vestry, as a youth group leader for ten years, and as a Catechesis of the Good Shepherd teacher for another ten. In the 90's Anna completed Education for Ministry and in 2008 she was called to be a Lay Healing Minister. While this ministry has been paused due to the pandemic, the hope is to resume in the future.

Anna currently participates in a variety of committees at the Church, and additionally served for several years on the Board of Episcopal Community Services.

As a Licensed Clinical Social Worker Anna has worked in Community Mental Health practices with underserved populations, and at the Coatesville Veterans Administration as an outpatient mental health provider to Veterans of all ages and with a variety of mental health- emotional, physical and social- needs. She left this position in early summer 2020 due to Covid 19 concerns and the need to focus on family home health care. Plans are underway for her to join a group practice soon.

Anna and her husband just celebrated 37 years of marriage, have four adult children, two married, and two grandchildren. Anna most enjoys time spent with family and now grandchildren, as well as cooking, reading, hiking, yoga, meditation, and time with friends.



The Rev. Asha George-Guiser

Born to a south Indian family in Kuwait, The Rev. Asha George-Guiser was formed by her Syrian Orthodox faith which traces its roots back to Saint Thomas's work in Kerala, south India. Asha was baptized in her parish church built in 700 A. D. From Kuwait to Kerala, she spent her adolescent years in India attending Saint Ann's Franciscan Preparatory School. Asha was trained as an Indian classical dancer and performed nationally. Her favorite Tagore quote is: "Let your life dance on the edges of time like dew on the tip of a leaf".

In 1973, The Rev. George-Guiser immigrated to the United States on a college scholarship to Neumann University. Graduated as a Pre-Med major, Asha was called to ministry through years of inner-city summer camp work in Camden, NJ. Ordained in 1982, she received her Master of Divinity from The Lutheran Theological Seminary at Philadelphia and her Doctor of Ministry from Eastern University. Asha was first Asian woman to be ordained in the Lutheran World Federation. Following ordination, she served three parishes and was called to serve the presiding bishop of the Evangelical Lutheran Church in America in the Division for Ministry. Her doctoral studies are in Marriage and Family therapy. Since 2003, she has served Christ in her private practice in Blue Bell, PA, integrating spirituality and psychology in cross-cultural settings.

The Rev. George-Geiser is married to the Rev. Kim D. Guiser. She is the joyful mother of a daughter, Preeya. Presently, she is serving with Kim Guiser at St Mark's Episcopal Church, Honey Brook, PA.

2024 Pre-Convention Meeting Dates

September 19th – 6:30pm

**Trinity Church
6587 Upper York Road
Solebury, PA 18963**

September 25th – 6:30pm

**St. Francis-in-the-Fields
689 Sugartown Road
Malvern, PA 19355**

October 3rd – 6:30pm

**St. John's at Diocesan Center
520 Church Street
Norristown, PA 19401**

October 10th – 6:30pm

**Christ Church
20 N. American Street
Philadelphia, PA 19106**

October 15th – VIRTUAL – 6:30pm

October 17th – VIRTUAL – 6:30pm

October 18th – 4:00pm

**Philadelphia Episcopal Cathedral
19 S. 38th Street
Philadelphia, PA 19104**



Diocesan Anti-Racism Commission

ANNUAL REPORT

2024

Vision

ARC's founding mandate is "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.'"

Mission

The mission of the diocesan Anti-Racism Commission is to educate, advocate, and act to eliminate racism, discrimination and intolerance; to build loving relationships; and to restore and repair ourselves and each other.

2024 Goals

- 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;
- Interviewing commission members, and collaboratively writing essays and recommendations for books on anti-racism;
- Designing printable flyers for every ARC program/offering and encouraging others to assisting in our outreach;
- Recruiting new small group facilitators for our anti-racism trainings from training alumni;
- Writing a Becoming Beloved Community Impact Grant proposal to support ARC storytelling programs;

- Working with Pam Prell in the Office of Transition to provide training completion certificates for postulants for ordination.
- Design and support a communications strategy on social media platforms, with the help of a private contractor
- Implement Healing Circles for people of African descent, piloted in 2021
- Continue Anti-Racism trainings (7 trainings per year)
- Improve the organizational structure of ARC to share the workload around trainings and planning more equitably
- Offer additional programming on specific topics that supplement trainings
- Provide support to individual parishes as requested

Programs & Scheduled Events

INTERNAL EVENTS:

January	27 Intro to Systemic Racism	Part of five part series (intro offered 3x a year)
February		
March	23 Racism and History	Part of five part series
April	27 Intro to Systemic Racism	Part of five part series (intro offered 3x a year)
May		
June	22 Race and Institutions	Part of five part series
July		
August	24 Intro to Systemic Racism	Part of five part series (intro offered 3x a year)

September	7 Racial Healing Circle 28 Racism and Identity	In-person workshop Part of five part series
October	5 Singing the African American Spirituals with Integrity 26 Racism and Active Accountability	Program offered annually Part of five part series
November		
December		

EXTERNAL (NON DIOCESAN) TRAININGS AND CONFERENCES:

Please list all external trainings/conferences attended by members, financed by your budget

Date	
Title:	
Description	
How has this event benefitted your diocesan group:	

PARISH AND COMMUNITY OUTREACH:

Please list all parishes and Community Stakeholders (if any) your diocesan group has directly interacted with outside of a diocesan wide event

A private contractor manages a blog site, Facebook page, Eventbrite, and monthly newsletter, and provides follow up support to those who took ARC's anti-racism trainings, and expanded our outreach. This includes: • 532 individuals from 96 parishes who receive our monthly e-newsletter; • 256 individuals reached by our Facebook page per year; and • 613 unique visitors have explored our blog site and resources.
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Budget

Please provide a breakdown of how the diocesan group budget was utilized. Below is the template to be used. Add additional lines as needed. **Please see attached**

REVENUE			
Trainings			\$
Conferences			\$
Donations			\$
Book Sale			\$
Other			\$
DIOCESAN GROUP MEETING EXPENSE			
			TOTALS
	Room rental Fee/month	\$	
	# of Meetings		
		Room Rental Fee Total	\$
	Conference Call Fee	\$	
Diocesan Group Meeting Expense Total			\$
INTERNAL TRAINING/CONFERENCE/WORKSHOP EXPENSES (PER DIEM)			
	Consultant Name	\$ per event	
	Consultant Name	\$ per event	
	Consultant Name	\$ per event	
	Consultant Name	\$ per event	
		Consultant Fee Total	\$
	Handouts	\$	
	Books	\$	
	Meals	\$	
	Internal Training/Conference/Workshop Expense Total		\$
MEMBERSHIP EXPENSES			
	Organization Name	\$	
	Organization Name	\$	
	Membership Expense Total		
CONSULTANT EXPENSES (NON PER DIEM)			
	Consultant Name	\$ per year	
	Consultant Name	\$ per year	
	Consultant Expense Total		\$
Promotion Expenses			
	Brochures		
	Flyers		
	Business Cards		

REQUEST FOR INCREASE IN BUDGET

Total Amount being requested	\$ 35,000
Reason :	This maintains previous year's budget with additional cost of living increases for consultants.

2024 Diocesan Anti-Racism Commission Narrative Report

The founding mandate of the diocesan Anti-Racism Commission (ARC) 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.’”

TRAINING

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. Designed and facilitated by ARC consultant Lailah Dunbar-Keeys, the sessions feature a blend of interactive learning and small group discussion on Zoom. In 2024, **38 new individuals**, including clergy and lay people, participated in ARC’s anti-racism trainings, a five-part series with repeating introductory sessions. (Last year, 49 individuals participated in ARC’s anti-racism trainings.) There are 10 people registered for Racism and Active Accountability on October 26. A drop in participation could indicate training-saturation and/or the need for more effective outreach.

REACH

Training attendees came from more than **96 parishes** in our diocese and from other denominations. (Last year, attendees came from more than 71 parishes in our diocese.) Others came from: AAELC at VTS, Ashby Genealogical Research Services, Episcopal Community Services, Havertown Seventh Day Adventist Church, Historical Society of Pennsylvania, House of Prayer Church, Penn Libraries, Playback for Change, POWER Interfaith, St Vincent de Paul Catholic Church, The Church Foundation, White People Confronting Racism, and other organizations.

FACILITATOR TRAINING

ARC recruits small group discussion facilitators and offers facilitator trainings before each anti-racism training to ensure that each facilitator is able to maintain a safe container for learning and for honesty, respect, and understanding among participants, and model the values of the commission in their breakout rooms. Facilitators regularly discuss observations and learnings from each training at monthly ARC meetings to improve.

CULTURAL COMPETENCY

When the Anti-Racism Commission was created by diocesan convention resolution in 2005, anti-racism trainings were made “mandatory for clergy.” Completion of all 5 trainings in the series over 2 years meets the initial clergy requirement for anti-racism education. Several parishes in the diocese have required that lay ministry leaders and members of their Vestry complete ARC’s anti-racism training. ARC recommends that all representatives of our diocese or anyone in leadership in every parish and governing body in our diocese complete ARC’s anti-racism training series in order to improve upon their cultural competency and to create a culture of openness, awareness, forgiveness, diversity, inclusion, and equity, and social spaces that are safe and offer belonging to everyone.

BOOKS

ARC ordered anti-racism resource books for attendees who completed the Introduction to Systemic Racism training. This year, we ordered **14 books** through Bookshop.org. Bookshop.org donates 30% of the book's list price to a designated book store. ARC **raised \$82.50 for Black-owned bookstore** Uncle Bobbie's Coffee & Books. Every month, the ARC newsletters offer a list of anti-racism resources with links to ordering each book through Bookshop.org. ARC hopes that by consistently linking our readers to Uncle Bobbie's on Bookstore.org, they will generate even more funds for Uncle Bobbie's.

OFFICE OF TRANSITIONS

Since joining the diocesan staff, Pam Prell in the Office of Transitions has coordinated with ARC to request Certificates of Completion for postulants for ordination (for whom completion of anti-racism training is mandatory). Certificates are added to each postulant's file for their review panel. Recent postulants have been taking more accountability for completing their anti-racism training requirement than in past years.

RETREAT

On October 6, 2023, ARC members met in person at St. Peter's Glenside to reflect on our ability to provide a safe space and helpful small group facilitation, and to work together to set a course for 2024.

This year, ARC prioritized providing more opportunities for gathering and working together in-person.

SPIRITUALS

To assist parishes in integrating racial awareness and sensitivity into liturgy, ARC offered Singing the African American Spirituals with Integrity on October 5 at St. Peter's Glenside. The workshop taught how to introduce the repertoire of the African American Spirituals to area choirs and congregations. More than **72 individuals** participated in this year's workshop. (Last year, there were 32 attendees.)

HEALING CIRCLES

This year, Lailah Dunbar-Keelys offered 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. **4 individuals** participated in a Racial Healing Circle this year. (Last year, there were 16 participants.) To make racial healing circles more accessible to those who need it, on September 7, ARC offered an in-person racial healing circle at St. Michael's Yeadon. In 2025, commission member Deacon Andrea Gardener will work directly with specific parish communities to coordinate in-person racial healing circles with Lailah Dunbar-Keelys.

COMMUNICATIONS

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 training, and expand our outreach.

In 2024, 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;
- interviewing commission members, and collaboratively writing essays and recommendations for books on anti-racism;
- designing printable flyers for every ARC program/offering and encouraging others to assisting in our outreach;
- recruiting new small group facilitators for our anti-racism trainings from training alumni;
- collaborating with a working group to write a Becoming Beloved Community Impact Grant proposal;
- 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 Pam Prell in the Office of Transition to provide training completion certificates for postulants for ordination.

NEWSLETTER

Our monthly newsletters and e-blasts have a 60% open rate, which is 43% higher than the industry average (17%). Our newsletter has **532 individuals** (more than 105 new subscribers in 2024).

AROUND THE DIOCESE

We also collaborate with other diocesan anti-racism efforts, like The Anti-Racism Book Club at Holy Comforter in Drexel Hill, by featuring them in our monthly newsletter, blog site and social media.

YOUTH AND FAMILY

Since July, new commission member Meredith Wiggins has been contributing anti-racism resources for Youth and Family Ministries and teachers. Meredith writes a column for the monthly newsletter with advice for integrating modern social issues into the study of scripture with teens. Helping teens learn to talk with each other about race in a safe context prepares them to have more impactful discussions at home and at school, and helps them broaden their friendships and live their faith in meaningful ways.

BLOG SITE

This year, there were **613 unique visitors** to our blog site: anti-racism-commission.constantcontactsites.com. The blog site has the most accurate and up-to-date information about ARC’s anti-racism trainings, programs, and resources.

FACEBOOK

256 individuals visited our Facebook page in 2023 (-67 decrease from 313 individuals in 2022). 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. ARC's audience is significantly more consistent with engaging with ARC newsletters and eblasts than engaging with ARC on Facebook. All of ARC's events are managed through Eventbrite and/or Zoom.

SURVEY

ARC will employ survey with the diocese in November to assess parishes need support from ARC and to get feedback about ARC's effectiveness.

GRANT

In February 2024, ARC members submitted an application for a Becoming Beloved Community Impact grant to expand our Playback Theater workshop series - Telling Our Stories: Healing the Wounds of Racism, Becoming Beloved Community, which uses the improvisational art form playback theater to foster racial storytelling and understanding in race-specific and mixed affinity groups. ARC was **awarded \$5,625** to offer two additional Telling Our Stories series over the next three years. The Telling Our Stories working group will be recruiting collaborators and host parishes for the racial affinity group workshops.

ARC commission members, clergy and lay serve three-year terms,

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
- The Rev. Carol Duncan
- The Rev. Andrea Gardner
- Iola Harper
- The Rev. Jill LaRoche-Wikel
- Thomas Lloyd
- The Rev. Marj Oughton
- Frances Upshaw (Secretary)
- Meredith Wiggins
- The Rev. Kristin Waskowicz Woods (Treasurer)
- Messapotamia Lefae (Communications Consultant)
- Peggy Levesque (Friend of ARC)

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



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

Dr. Deborah Way

Clergy

The Rev. Christopher Schwenk

The Rev. Eric Hungerford

The Rev. Timothy Gavin

The Rev. Jill Laroche-Wikel

The Rev. Phillip Geliebter



The Episcopal Diocese
of Pennsylvania

The Episcopal Diocese of Pennsylvania Commission on Wellness (CoW) Annual Report to Convention 2024

Members:

The Rt. Rev. Daniel G.P. Gutierrez The Rev. Carol Anthony The Rev. Rob Baldwin Ms. Penny Baroli The Rev. Nancy Dilliplane The Rev. Lori Exley The Rev. Bud Holland Stephen Krouse The Very Rev. Fr. Samuel K. Ndung'u	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 2024

The Commission on Wellness (Commission) has submitted one resolution to Convention, the annual RB-2025 Clergy Compensation (Exhibit A).

The Commission recommended the current Episcopal Church Medical Trust 2024 PPO and CDHP plans be continued in 2025.

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 a parish totaling \$17,000 in 2024.

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-2025. We use an industry-standard methodology to update the figures using the Philadelphia Consumer Price Index for all Urban Consumers from June 2023-2024. This year the values increased 3.8%, 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 2025

- 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 the 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: The Very Rev. Fr. Samuel K. Ndung'u for the Commission on Wellness



The Order of the Daughters of the King *Diocesan Assembly of Pennsylvania*

Our Founding:

The Order of the Daughters of the King was founded in 1885 by Margaret Juliet Franklin while leading a women's Bible study in a Manhattan parish known as the Church of the Holy Sepulcher. Seeking a deeper, more passionate relationship with Christ and His church, Margaret called the meeting on the eve of Easter. The purpose of the meeting was to "arouse their interest and urge their cooperation for Christ and His Church". On that evening in 1885, the Order of the Daughters of the King was born.

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 as *Magnanimiter Crucem Sustine* which is interpreted as *With heart, mind, and spirit uphold and bear the cross*. At the base of the cross are the letters "FHS" which stands as "For His Sake."

Vision 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.

Daughters incorporate the Prayer of the Order and The Motto of the Order into their daily prayer practices. Daughters are women and girls (Junior Daughters) between the ages of seven and one hundred 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 make up a spectrum of different races, creeds, and colors and are in different stages of our Christian journey – some are just beginning and some have been on this path for many years. However, 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.

After a three-month period of study and discernment, each new member takes a vow to undertake a Rule of Life, and to live daily through the words of our Motto and Prayer of the Order. Other duties and responsibilities include wearing her cross habitually and participating in regular chapter meetings and assemblies. Due to life events, a Daughter may find herself in a new Church that does not have a chapter, therefore she should transfer her membership to become a Daughter at Large (DAL), or she explore the possibility of starting a new chapter, which requires a minimum of three (3) members.

Our current membership includes women in the Anglican, Episcopal, Lutheran and Roman Catholic churches. By reaffirmation of the promises made at Baptism and Confirmation, a Daughter pledges herself to a life-long program of prayer, service and evangelism, dedicated to the spread of Christ's Kingdom and the strengthening of the spiritual life of her parish.

Daughters throughout the world

In addition to Daughters throughout the United States, there are international Daughters Chapters in various countries across the globe - including Cuba, Dominican, Haiti, India, Kenya, Malawi, Mexico, Panama, Spain and Brazil – just to name a few. Recently Uganda joined the Daughters as the newest Chapter.

Today's Daughters

Today Daughters can be found in churches on Sunday leading the choir, teaching Sunday school, serving on the hospitality committee, the altar guild, serving on the Vestry and many other responsibilities within the church, however Daughters are present in many professions and life experiences throughout the world.

Chapters in the Diocese of Pennsylvania (DIOPA) include:

St. Theresa of Avila – Phoenixville	The African Episcopal Church of St.
St. Mary's - Philadelphia	Thomas – Philadelphia
Grace Pickett - Philadelphia	Christus Rex – Honeybrook
St. James Kingsessing – Philadelphia	Schuylkill Deanery – Philadelphia
Annie Engel – Pottstown	Fannie E. Wilson – Philadelphia
Emmanuel Resurrection – Philadelphia	Good Samaritan – Paoli
St. Cyprian - Philadelphia	Anam Cara – Ambler
	Edna Carroll - Philadelphia

Recent update: Two churches within the Diocese are preparing to begin the process of installing new chapters in the coming weeks.

**Some information contained within this report was extracted from the DOK website and DOK handbook.*

Respectfully Submitted,
Monica Lewis Jones
President
DOK DIOPA President
National Council DOK PR Chair
215.806.3271
mlewis@doknational.org
website: doknational.org



EPISCOPAL CHURCH WOMEN'S STEERING COMMITTEE

ANNUAL REPORT: 2024

The Episcopal Church Women's Steering Committee monitors and disperse interest from endowment funds from our foremothers. The legacy indicates four different categories.

1. Historical Black Colleges, with grants being sent to St Augustine's University, Raleigh, N.C. and Voorhees College, Denmark, S.C.
2. Indian Hope: with grants sent to Episcopal Churches in Navajo Land, Farmington, N.M.
3. Foreign Mission: with a grant being sent to The Princess Basma Center in the Episcopal Diocese of Jerusalem.
4. Domestic Mission Grants, which makes it possible all parishes to be responsive to the needs of the people of their surrounding communities by applying for and receiving grants. In April, 2024, the Steering Committee voted to increase the Domestic Mission Grants to a maximum of \$2000 per grant with grants being able to be reapplied for every six months. In August, 2024, The Steering Committee voted to all grant request to be \$4000, once a year, or \$2000 twice a year.

The following parishes received Domestic Mission Grants this year.

- Trinity -Coatesville
- St. George
- LA IGLESIA EPISCOPAL DE CRISTO Y SAN AMBROSIO
- Free Church of St James
- Church of Redemer – Springfield
- Darby Mission
- Church of Messiah
- Church of St Andrews and St Monica
- Holiday House
- Gift for Triennial, House of Hope and Orphan Care Alliance
- St Augustine Calvary Church
- St James Episcopal Church - Collinsville
- Some of these parishes received two grants during this year.

In September, 2023, the Steering Committee was notified of the need to change the wording of Emily Rittenhouse's Trust 462, which was left to the Domestic & Foreign Missionary Society (DFMS) as trustee. These monies were to help educate the children of white clergy who worked with the Sioux Indians on the Rosebud Reservation in South Dakota. The proposal sent to the Committee was not acceptable. After much discussion, prayer and thought, Mary Rivera and Shirley Smith meet with Suzanne Ballie from the New York Episcopal Office and Rev. Brad Hauff

Missioner over the Pine Ridge Reservation and the Rosebud Reservation. Rev Brad is a Sioux Indian, having lived on the Rosebud Reservation and both parents had lived through the boarding schools. The following resolution was approved by the Steering Committee in December 2023. In January it and the required copies of the minutes of meetings were sent to New York, to go before the Supreme Court of New York. We assume this was acceptable, as we have not had any further word.

Emily Rittenhouse's Resolution:

Whereas the Standing Committee for the Episcopal Church Women, Diocese of Pennsylvania (ECWPA) recognizes that at the time of Emily Rittenhouse's 1932, bequest of a trust to the Domestic and Foreign Missionary Society of the Protestant Episcopal Church of the United States of America (DFMS) with income to be paid and administered through the Indians' Hope Association of the Pennsylvania Branch of the Woman's Auxiliary of the Board of Missions and the Diocesan Committee "for the education of the children of white missionaries" at work under the auspices of the Association at Rosebud Agency, South Dakota on the Rosebud Reservation in South Dakota (DFMS Trust Fund 462), only white missionaries worked amongst the Sioux people on the Rosebud Reservation in South Dakota and often had young families with children for whom they desired to have a formal education; and

Whereas ECWPA recognizes that "white missionaries" have been replaced over time by Episocal clergy, both white and non-white;

Whereas ECWPA understands that the number of Episcopal clergy who work amongst the Sioux people on the Redbud Reservation has declined to one person who often has fully-grown children no longer in need of education,

Whereas ECWPA understands that there are more Episcopal clergy -both white and non-white- who serve Sioux communities more broadly in South Dakota and nearby states and territories, it is hereby,

Resolved, that the income from Trust Fund 462 be used for the education of children of Episcopal clergy who serve Sioux communities.

Sharida Gillison resigned as Diocesan United Thank Offering Chair, after serving for many years. She was present with a luncheon and a beautiful framed certificate. Mary Rivera is the new UTO Diocesan Chair.

Triennial was held in Louisville, Kentucky this year. The ECWPA Steering Committee sent four representatives, Mary Rivera, Roselinda Ibanz Memba, Sharida Gillison, and Michelle Brown. They brought many pamphlets, pins, cups, pictures, and stories home. In fact, Sharida Gillison brought Bishop Micheal Curry home (a full-size cardboard cutout). They have put together an informative slide program about their adventures.

Shirley Smith, member of St. Peter's Episcopal Church of Glenside, was chosen as the Distinguish Women of the Year from the Diocese of Pennsylvania. Shirley has served in many positions, both in her church and in the Diocese. She still holds several offices. Shirley received a beautiful Coin which was designed by Cindy Mohr, a member of Province III, a certificate, and a coin honoring Presiding Bishop Micheal Curry, also designed by Ms. Muhr.

Members of the ECWPA Steering Committee are:

Shirley Smith, Mary Rivera, Sharida Gillison, Cheryl Daily, Betty Berry Holmes, Jean Wrice, and Michelle Brown.

Submitted By:

Mary Rivera

Global Mission Commission

The Global Mission Commission, formed by the Diocese of Pennsylvania in 2015, is composed of clergy and lay leaders who help to educate, inspire, and support parishes and individuals who seek “to know Christ and to make Christ known in the world by nurturing mutual relationships of Christ-like love, peace, and friendship with all people in our global communities.”

OVERVIEW

We have recently completed the process of reaching out to all 134 parishes in this Diocese to reconfirm the number of parishes involved in overseas outreach. The Global Mission Commission (GMC) will re-focus to promote and publicize the impactful work of these individual parishes. Our aim is not only to promote and publicize their existing efforts but also to inspire other parishes to lend their support or to initiate their own missions. As we continue to respond to an increase in immigrants/refugees seeking safety and peace within our diocese, we have also begun to develop a system to support churches who have opened their doors.

We are pleased to share with you the encouraging feedback we have received from the Episcopal Church's Headquarters. The Rev. David Copley, Director of Global Partnerships & Mission Personnel recently wrote " It is fascinating and encouraging to read the range of participation in global mission in your diocese. I very much appreciate the insights gained."

CHURCH GLOBAL MISSIONS

The Global Mission Commission recently attended a conference where representatives from more than 30 U.S Episcopal dioceses discussed ways of further developing and augmenting the Episcopal Church's overseas mission outreach programs internationally. Here in the Diocese of Pennsylvania we are blessed to have a place in the vanguard of these efforts. Bishop Gutierrez has set the mission standard as president of the Compass Rose Society supporting the work of the Archbishop of Canterbury and the Anglican Communion throughout the world. Within our diocese there are around 32 churches that are actively involved in overseas outreach. As entirely voluntary efforts we feel very encouraged that so many churches are involved:

Central America	Guatemala · St David's, Radnor (mission head) · St. Martin-in-the-Fields, Chestnut Hill (mission head) · St Mary's, Ardmore · St Andrews, West Vincent · St Peters Glenside · St Paul's Doylestown · St. Peters, Philadelphia · St Johns Concord · St Luke's Germantown · St Johns Norristown El Salvador · St Peters Phoenixville
Caribbean	Haiti · Holy Trinity West Chester · St Albans Newtown Square · St Paul's Elkins Park Cuba · St David's Radnor
South America	Bolivia/Paraguay · Good Samaritan, Paoli · Peru, St Mary's Wayne
Asia	Iraq · St Martins, Radnor began SWIC (Stand with Iraqi Christians) which is now active in more than four other USA States. · Christ Church Ithan Jerusalem/Israel · Philadelphia Episcopal Cathedral (Compass Rose Society) · St Paul's, Chestnut Hill · St Albans Newtown Square India · Good Samaritan Paoli · Gloria Dei
	Liberia · St Stephens Norwood · St Michaels Yeadon Uganda

Africa	• Good Samaritan, Paoli • St David's Radnor • St Christopher Gladwyne • Emmanuel Resurrection, Holmesburg
	Kenya
	• St Matthews Maple Glen • Trinity Boothwyn
	Tanzania
	• St Paul's Oaks
	Malawi
	• Church of the Redeemer, Bryn Mawr (As well as African Children's Mission)
	Niger
	• Good Samaritan, Paoli
	Zambia
Europe	• All Saints, Wynnewood
	Ruanda
Clean Water Projects	• Good Samaritan Paoli
	• Good Samaritan Paoli -Internationally • St Thomas Whitemarsh-Honduras

Please support the tireless efforts of these wonderful people by donating your time or treasure to support their efforts. Discern starting your own small overseas mission. Please contact Canon Toneh Smyth at tsmyth@diopa.org or the chair of The Global Mission commission, Terry Champion at tchampion4027@att.net. They will help you make the right connection to start you on your journey.

2024 Report of the Commission on Gun Violence

Co-Directors: Alice Briscoe-Brown
The Rev. Diane E. Faison



Our Mission/Vision

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:

Form partnerships with organizations outside of the diocese

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.

The Commission on Gun Violence meets the first Tuesday of each month at 6 pm via Zoom.

The One Voice, Gun Violence Awareness Day and march was held November 15, 2023 in Harrisburg. Those from the Commission who attended were Deacon Diane Faison, Fr. Ben Gildas, Fr. Steve Lindsay, Alice Briscoe-Brown, Deacon Toneh Smyth and Bryan Miller.

Working with Heeding Gods Call to End Gun Violence and Bryan Miller churches in our Diocese displayed the Memorial to the Lost and had Gun Violence Awareness Days and many more are planned.

The Rev. Diane E. Faison visited St. Anne's in Abington January 14, 2024 and had a presentation on the Commission on Gun Violence which was very well received.

In February, during Lent, the Diocese had Gun Violence Awareness Sunday with prayers, collects and sermons to recognize the need for gun safety. We will have Gun Violence Awareness Sunday again in 2025 during Lent.

On May 7, 2024 the Commission was one of the sponsors of the Cease Fire demonstration in Harrisburg. The Rev. Diane E. Faison, The Rev. Toneh Smyth, The Rev. Al Holland, and The Rev. Michael Nailor were some who represented the Diocese. Some talked to the

representatives but unfortunately the bills we were fighting for didn't pass by one vote. We will keep fighting and calling and sending letters.

June 7, 2024 was Toll the Bell to bring awareness to the gun violence epidemic affecting the entire country. Organizations and churches across this region rung bells and made other sounds for five minutes to represent the one in five Americans who have had a family member killed by a gun. Many churches in the Diocese participated in the bell ringing.

This year St Luke's Germantown had their 2nd annual gun buyback event. 78 guns, 40 rifles and a copious amount of ammunition were turned in this year with over 100 guns being relinquished last year. Each gun is inspected and processed by the SWAT team and members of the police department. St Luke's collaborates with representatives from the city, the community and groups working toward ending gun violence including our own Gun Violence Commission.

Anyone is able to turn over working guns **anonymously with no questions asked** and receive a \$200 gift card for each gun. Each event helps to reduce the risk of lethal fire arms getting into the wrong hands to be used to intentionally end someone's life and reduce the chances of a gun getting into the hands of a child in the home.

To help ensure each event remains successful, we are now accepting donations toward the purchase of the \$200 VISA gift cards year round. You may donate by either:

- Purchasing the gift card yourself and sending them to:
 - Canon Toneh Smyth
23 E. Airy Street, Norristown, PA 19401
 - Please make sure your name or church (if a church donation) is included. If you need a receipt of donation for tax purposes this may be provided upon request
- Mail a check:
 - Made out to: The Episcopal Diocese of Pennsylvania
 - **Please put in the memo "For Gun Buyback"**
- Electronically
 - Go to: [DIOPA Donation Page for a Specific A Ministry](#)
 - **Please put in "Recognition" portion..."For Gun Buyback program"**

Bryan Miller and The Rev. Diane E. Faison met with Wissahickon Faith Association on September 17, 2024 to promote the Commission and Heeding Gods Call. The meeting was successful and the Wissahickon Faith Association will participate in our programs.

The Rev. Steve Lindsay and Bryan Miller have begun the Chester County Ending Gun Violence endeavor to involve Chester County in gun violence awareness. Please contact Fr. Steve Lindsay if you would like more information.

If you would like to be a part of the Commission on Gun Violence please contact Alice Briscoe-Brown at briscoebrown12@gmail.com, The Rev. Diane E. Faison at coachfaison@hotmail.com or The Rev. Toneh Smyth at tsmyth@diopa.org. We hope you will join us.

HISTORY COMMITTEE EPISCOPAL DIOCESE OF PENNSYLVANIA

2023-2024 Report to Convention

by

**Michael J. Krasulski
Chairperson, History Committee**

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

II. Goals for 2023-2024

- 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; and
- Continue building the profile of the Diocese of Pennsylvania as a national leader in the preservation and study of Episcopal history.

III. Work in 2023-2024

The 2023 fall forum of the History Committee was held on Saturday, October 14, 2023, at St. Paul's Church, Chestnut Hill. It explored, through an historical lens, the broad topics of music and liturgy. The forum featured three speakers: the Rev. Dr. Hillary Raining, rector of St. Christopher's Church, Gladwyne; Michael Smith, minister of music at St. Thomas' Church, Whitemarsh; and Dr. Derrick Thompson, interim director of music at St. Peter's Church, Philadelphia. Complementing and

illustrating the presentations was music led by Andy Kotylo, St. Paul's Music Director, and performed by the choir of St. Paul's Church, Chestnut Hill.

The 2024 fall forum of the History Committee will be held on November 9th, 2024, at the Church of the Good Shepherd, Rosemont. The forum will focus on how parishes reflect their neighborhoods and remain anchors within their community through long periods of change and development.

On February 24, 2024, the Committee adopted a new mission statement:

“The diocesan history committee is charged with researching, recording, and preserving all the Diocese of Pennsylvania’s historical material. This should be inclusive as well as exclusive. It includes buildings, properties, actions, artifacts, eras, and records. This historical focus will serve to define the character and scope of the diocese.

It may be exclusive when considering trends and/or actions engaged in by other dioceses when there is no direct involvement with or by the Diocese of Pennsylvania.

Acknowledging that Pennsylvania may be the oldest diocese but that it isn’t the only diocese that has significant history, this will allow the committee to explore and/or engage with those dioceses.

The diocesan history committee reports to the diocesan bishop or to the bishop’s designee.”

IV. Diocesan Archives

Michael Krasulski continues to serve as volunteer archivist in the diocese. Since the last report to convention the diocesan archives has accepted the records of St. Dunstan’s Church, Blue Bell. This collection has already been processed. Twenty-nine research requests have been filled and eleven baptismal or marriage certificates have been issued since the last report to convention.

V. Goals for 2024-2025

- 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 2024-2025 to work on the goals listed above.

VI. Contact Information

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 History Committee, Chairperson
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LGBTQIA+ Committee

ANNUAL REPORT

October 8, 2024

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.

Year in Review

Over the past year, the LGBTQIA+ Committee continued to meet regularly but less frequently, giving space to the work of individuals and parishes and aiming to serve as a hub of communications. The Committee's chair, vice chair, and secretary positions became vacant in April 2024 when the voting meeting yielded no volunteers for the positions and the incumbents stepped down due to other time commitments (growing family and vestry appointment). The Committee is prayerfully awaiting the work of the Holy Spirit in reconstituting its governance structure. In the meantime, members are managing communications to highlight and elevate the work of parishes throughout the Diocese.

The Committee continued to work on collating and expanding the involvement of parishes in Pride events in the months of May and June. One such event was the Chester County PrideFest, which Committee members—and representatives of St. Peter's in the Great Valley—attended, kindly bringing information about the LGBTQIA+ Committee and affirming churches in the area. (picture below)

Special attention was also paid in Committee discussions the place of churches at Pride events and the benefits of churches hosting Pride-centered events in their own spaces. This came from a recognition that there is religious-based trauma and traumatic experiences in the LGBTQIA+ community, and it is important to hold space for that in our spaces as well as being mindful of how we enter others' spaces respectfully and supportively.

The Committee also promoted any relevant events sent to its email address, lgbtqia@diopa.org.



The Year Ahead

The Committee intends to continue to meet after Diocesan Convention 2024 and beyond. Its next meeting is scheduled for Thursday, December 19 at 6:30PM via Zoom. If you are interested in attending, please email lgbtqia@diopa.org.

Respectfully submitted,

Kathryn Brossa, Chair; Ryan Brossa, Vice Chair; Timothy Hepp, Secretary



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 thirteen 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 2024, the **Calendar of Intercessions** was create by **Dina L. Harvey**, a member of the Liturgical Commission. 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.

Beginning with Advent, Dina will no longer be available to tend to this task. The Liturgical Commission is looking for someone with a similar broad knowledge of the diocese to take over this most important responsibility.

Work on the Calendar should begin immediately so that it can be available for the start of Advent.

We would like to remind people that individual or multiple members of the Liturgical Commission are available to assist parishes with a variety of topics concerning liturgy. Where could your ministers use a little support or some extra training? Ask us and we can come offer your parish worship leaders a refresher on what it means to worship God in the beauty of holiness.

In her capacity as Chair of the Diocesan Altar Guild, **Dina L. Harvey** regularly visits parishes and trains members of the Altar Guild to serve with dignity and grace. **The Rev. Emmanuel Williamson** is gifted with envisioning worship. He can help you work with your worship space, again something that is important right now. And he is a great teacher with extensive knowledge of the liturgy and a skillful crafter of intercessory prayer. You can call on him to help you in many ways. Finally, **The Rev. Dr. Mary Ann Mertz** has continued to serve as the chair of the Liturgical Commission. She has broad background in both liturgy and music and in the design and use of worship space. She has worked for the full inclusion of the laity in worship and is an excellent teacher who can speak to your congregation about any number of topics. We hope that you will have an opportunity to use the **Liturgical Resource Guide** [Download Resource](#) and when you want to talk to someone about liturgy, just give us a call.

We hope that you are regularly turning to the **Liturgical Resource Guide** developed by the Liturgical Commission and made available to the diocese at the 2019 Diocesan Convention. 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. Since it was developed in 2019, some of the links may need to be updated. If you find anything that you believe needs to be revised, please just get in touch with us. The **Liturgical Resource Guide** can be found on the website of The Episcopal Diocese of Pennsylvania. 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

Mrs. Jeanette Woehr

The Rev. Emmanuel Williamson

<https://diopa.org/uploads/attachments/cjsy26m1800d59wqsusmm8xvd-liturgical-commission-for-diocesan-website.docx>



Report to the 2024 Convention from the Pastoral Care Team for retirees, spouses, widows and widowers

The pastoral care team for retired clergy, spouses, widows, and widowers is composed of seven persons: Bud Holland (convener), Glenn Matis, Lou Temme, and MaryJo Melberger (chaplains) and Jim Wynn, Judith Beck, and Anne Atlee (program resource persons). We meet on a regular basis and collectively have made over 2,000 contacts with our wonderful group. We are honored to serve in this way. A new feature this year is to have a joint gathering with a similar group in the Diocese of New Jersey. We hope to replicate this gathering in 2025. Other contacts include meetings with the Church Pension Group, program meetings with our group, sharing greetings with our group which number over 300 members, presence at burial services, responses to questions, and participation in Bishop's meetings with staff.

Our next meeting will be in December.

Deaths since the last Diocesan Convention:

**The Rev. James Shannon
The Rev. Emily Richards
The Rev. Hadyn Barry Evans
The Rev. Theodore Henderson
Marianne Kelbaugh
The Rev. Ludwick (Jack) Gooding**

We give thanks for their generous ministries in our Diocese.

With warmest wishes,

Bud Holland
215-834-4007



The Episcopal Diocese
of Pennsylvania

Standing Committee: Report to Convention—October 2023 to September 2024

President: Deborah Bressoud Parker
Secretary: Rev. Jill LaRoche Wikel

Meetings are the fourth Tuesday of each month at 4pm in person at Diocesan Offices unless otherwise noted.

Date	Approvals/Consents/Recommendations/ Other Information
October 24, 2023	Election of Officers: The following were elected: Deborah Bressoud Parker, President The Rev. Jill LaRoche Wikel, Secretary Christopher Micklewright and Kristen Ostendorf: interviewed separately; both recommended for ordination to priesthood. All Saints, Fallsington: proposal to enter into 5-year lease with Magic Years Childcare Center, LLC; request approved. Episcopal Election: gave unanimous consent for the election of Rev. Kristin Uffelman White as Bishop of Southern Ohio.
November 28, 2023	Kyle Evans and James Massey: interviewed separately for candidacy for vocational diaconate; Louis Steffenhagen: interviewed separately for candidacy for priesthood; all approved separately for candidacy.
January 23, 2024	No Interviews St. Paul's, Levittown: endowment withdrawal request tabled pending further due diligence.
February 27, 2024	Madeleine Harris-Lerew and Deborah Brown: interviewed separately for candidacy for priesthood; approved in separate motions. Holy Apostles, Wynnewood: 18-month rental lease; request approved. Emmanuel Resurrection, Philadelphia: 5-year lease request with Munchkinland Day Care Center; request approved.
April 23, 2024	Louis Steffenhagen: preordination interview; recommended for ordination to priesthood.

	Elizabeth Brickle: interviewed for candidacy for vocational diaconate; approved for candidacy. Grace, Hulmeville: rectory lease request tabled pending further due diligence. St. James, Collegeville: Montessori School lease request tabled pending further due diligence. Episcopal Elections: - gave unanimous consent (March 19 email vote) for the election of Rev. Dorothy Sanders Wells as Bishop of Mississippi - gave unanimous consent (March 19 email vote) for the election of Rev. Kara Wagner Sherer as Bishop of Rochester (New York). - gave unanimous approval to the request for consent to hold an election for a Bishop Suffragan for the Diocese of West Texas. Bishop met with SC on February 22nd (Zoom) regarding a Title IV issue with a priest in the diocese. Standing Committee voted (April 5 email) to approve the nomination of Rev. Barbara Ballenger to fill the vacancy on the Cathedral Chapter.
May 28, 2024	Madeleine Harris-Lerew: preordination interview; recommended for ordination to transitional diaconate. Emily Given and Tanya Regli: interviewed together for priesthood; each recommended separately for ordination to priesthood. Grace, Hulmeville: rectory lease request revisited with additional information; approved request for leasing the rectory. St. James, Collegeville: Montessori School lease request revisited with additional information; approved request for a 5-year lease with Providence Montessori School. St. Luke's, Newtown: request to purchase a rectory. Motion 1: request to liquidate the Church Foundation account to obtain required funds for purchase; approved. Motion 2: request to purchase a specific property for use as the church rectory; approved. Good Shepherd, Rosemont: lease request; approved. Episcopal Elections: - gave unanimous consent for the election of Rev. Phil N. LaBelle as Bishop of Olympia (Washington). - gave unanimous consent for the election of Rev. Julia E. Whitworth as Bishop of Massachusetts.

June 25, 2024	Renee Coleman and Robert (Bob) Smith: interviewed separately for candidacy for vocational diaconate; candidacy approved in separate motions. St John's Church of Our Saviour, Huntingdon Valley: endowment withdrawal request to fund proposed renovations to the parish rectory; request approved.
July 20, 2024	SC Retreat: members met at Church of St. Asaph's, Bala Cynwyd, for a retreat.
July 23, 2024	Christine Fantuzzo: applying for candidacy. SC recommends that Christine continue her postulancy diaconal formation; not approved for candidacy at this time. Grace Epiphany, Philadelphia: 3-year lease extension request with The Big Backyard; request approved. St. James, Langhorn: 5-year lease request between St. James and Planned Parenthood of Bucks County (The Rainbow Room); request approved.
August 23, 2024	No Interviews Property and Transformation Committee Report reviews with Canon Doug Horner.
September 24, 2024	Bishop nominated John Chou and Rev. Asha George-Geiser for their second terms and Anna Gerrity for her first term to serve on the Cathedral Chapter; nominations approved. 2024 Diocesan "Sacred Ask" and Budget: Canon Doug Horner presented the diocesan budget to members. James Massey and Elizabeth Brickle: interviewed together for ordination to vocational diaconate; recommended for ordination in separate motions. Suzanne Clune: interviewed for candidacy for priesthood; approved for candidacy. St. Paul's, Levittown: \$10,000 endowment request for new sign for church; request not approved. St. James School, Philadelphia: Request to change endowment distribution to quarterly; request approved.

Prepared by Deborah Bressoud Parker, President of Standing Committee (SC) on
October 2, 2024



The Church Foundation

STRONG FOUNDATION. FAITHFUL INVESTING.

October 2024

Established in 1926, The Church Foundation (TCF) provides investment and endowment management services for the Diocese, its parishes, and other affiliated entities. 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 protecting against inflation.

Our Investment Committee and Board of Directors work closely with T. Rowe Price to preserve and grow participant assets, ensuring funds are available when needed. Investors with TCF can choose between the Consolidated Fund and the Short Term Investment Fund. The Consolidated Fund offers a diversified portfolio of equities, alternatives, and fixed-income investments, while the Short Term Investment Fund is tailored to provide consistent, low-volatility performance with a focus on high credit quality, low maturity risk, and liquidity. Both options align with the investment policy statement guidelines established by The Church Foundation Board of Directors.

Any Episcopal entity within the Diocese, regardless of size, is welcome to invest with TCF. Once an account is established within an investment portfolio, participants can contribute or withdraw funds, subject to any applicable restrictions (if any) that may be set by donors or other entities.

Additionally, TCF offers notary services and facilitates charitable gift donations, all at no extra cost.

Activity

The Consolidated Fund has continued its steady growth. At the close of 2010, the unit value stood at over \$117, with the portfolio valued at \$104 million. By August 2024, the unit value reached \$234, with the total portfolio surpassing \$161 million—a 54% market value increase over fourteen years. Any investor who has received income at TCF's recommended distribution rate has also seen their investments keep pace with inflation.

As of September 30, 2024, the Consolidated Fund delivered a one-year return of 23.59%, with a year-to-date return of 12.97%. The five-year annualized return was 8.38%, and the ten-year annualized return stood at 7.72%, demonstrating the fund's resilience across different financial climates.



The Church Foundation

STRONG FOUNDATION. FAITHFUL INVESTING.

Launched in late 2023, the Short-Term Investment Fund (STF) was established for those seeking lower volatility investing. By the end of September 2024, the fund's total value exceeded \$3.5 million, with a year-to-date return of 4.55%.

While TCF does not guarantee future returns, our Investment Manager, T. Rowe Price, has a proven track record of successful strategies.

For more information, visit www.tcfdiopa.org or contact me, Lori Daniels, or Lisa Reinhardt, Operations Manager, at lorid@diopa.org or lreinhardt@diopa.org.

Thank you to the Board of Directors for their continued 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

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Good Shepherd, Hilltown

James L. Pope

St. Paul's, Chestnut Hill

Jimmie Reed

St. Luke's Church, Germantown



The Church Foundation

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Wilson Smith

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The Rev. Dr. Mike Sowards

St. James' 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

Church of the Redeemer, Bryn Mawr

UNITED THANK OFFERING

In 1889, Triennial Meeting in New York, saw the women' Auxiliary start the United Offering for the support of specific mission projects and individual missionaries. The first United Offering totaled \$2,188.69 and was used to build a church in Anvik, Alaska, and to send a woman missionary to Japan. The United Offering eventually became known as the United Thank Offering (UTO) for collecting the grateful offerings of the members of the Episcopal Churches. The blue mite boxes used to collect the monies given have become affectionately known as Blue Boxes and has become the symbol of the UTO.

In the 125 years between 1889 and 2014, UTO had collected and given away, \$133,355,181.05. UTO gave 5,121 grants, built or helped to build 1,337 buildings and renovated (or helped to renovate) 1,060 structures, purchased 403 vehicles, 2 airplanes, 6 boats, 1 ambulance and a forklift, to provide support ministry and 3,422 programs were funded. 526 staff positions were funded, and 92 grants went to support our missionaries.

Every Diocese has received at least one grant. The Diocese of Pennsylvania has 136 parishes. I am new as your UTO coordinator, but according to the records I received, only 12 participated in UTO ingathering in 2023. I am sure some names have been left out. If your parish participated and I do not have them listed, please contact me.

PARISHES I HAVE LISTED AS PARTICIPATING IN 2023

- Emmanuel Resurrection
- Trinity Episcopal
- St James Episcopal
- Diocese of PA
- Church of St Andrew & St Monica
- Church of Holy Apostles
- Calvery St Augustine
- St Peter's Glenside
- Christ Episcopal, Pottstown
- St Paul's Doylestown
- Free Church of St John
- Christ Church & St Ambrose

Mary Rivera, Diocese's UTO Chair 19mriviera49@gmail.com

VETERAN'S COMMITTEE 2024 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.

PROPHETIC VOICE: *A term the veterans learn. Moving from patient to having a prophetic voice. Someone who teaches the uncomfortable truth but a truth that needs to be heard in order for change.*

FINDING THE PROPHETIC VOICE: 5TH COHORT MORAL INJURY PROGRAM



This Summer, 4 courageous ladies told their truth to the community after spending 12 weeks gaining the strength and tools to share their testimony. The moral injury 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 while serving in the military. The ceremony is held at the Chapel of the Four Chaplains



2024 Veterans Report

NURTURING THE PROPHETIC VOICE

RETREAT!

This year was the 1st annual overnight retreat for the graduates of the Moral Injury Program. It allowed the ladies to bond, practice self-care and share ideas while supporting each other.



FEMALE EMPOWERMENT GROUP

The Female Empowerment Group was created for graduates of the MI program. It continues to grow. This groups 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!)

USING THE PROPHETIC VOICE

The National Association of Social Workers has approved the Moral Injury program to be presented at the 2024 conference. 2 veterans from the program will share their testimony and using the platform to advocate for change to social workers from across the state.

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

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



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
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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
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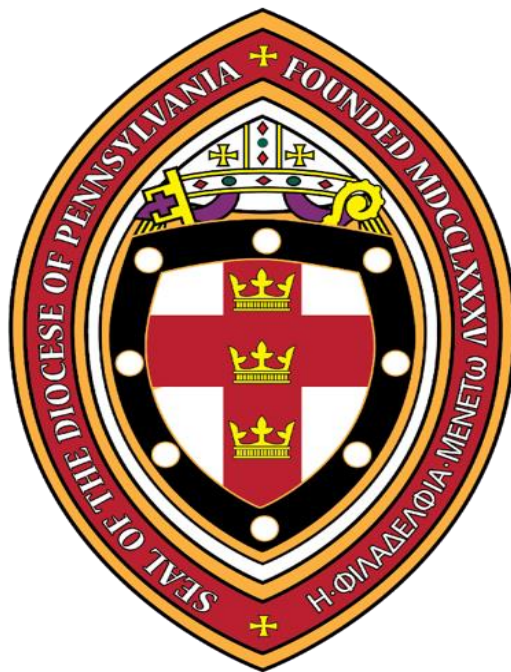
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The Episcopal Diocese of Pennsylvania



*They devoted themselves to the apostles' teaching and fellowship,
to the breaking of bread and the prayers. Acts: 42*

**Opening Prayers + Noonday Prayers + Closing Prayers
241st Diocesan Convention**



**Philadelphia Episcopal Cathedral
Saturday, October 19, 2024
8:45 a.m.**

Opening Prayers

All stand.

Hymn

Blessed assurance Jesus is mine

The musical score is written for a four-part choir (Soprano, Alto, Tenor, Bass) in G major and 4/4 time. It consists of six systems of music, each with a vocal line and a piano accompaniment line. The lyrics are arranged in three columns, with the first column containing the first line of the hymn, the second column containing the second line, and the third column containing the third line. The lyrics are as follows:

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*.

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

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. **Amen.**

Officiant Let us bless the Lord.
Assembly **Thanks be to God.**

Hymn

All my hope on God is founded



1 All my hope on God is found - ed; he doth still my
 2 Mor - tal pride and earth - ly glo - ry, sword and crown be -
 3 God's great good - ness e'er en - dur - eth, deep his wis - dom
 *4 Dai - ly doth the al - might - y Giv - er boun - teous gifts on
 5 Still from earth to God e - ter - nal sac - ri - fice of



1 trust re - new, me through change and chance he
 2 tray our trust; though with care and toil we
 3 pass - ing thought: splen - dor, light, and life at -
 4 us be - stow; his de - sire our soul de -
 5 praise be done, high a - bove all prais - es



1 guid - eth, on - ly good and on - ly true. God un -
 2 build them, tower and tem - ple fall to dust. But God's
 3 tend him, beau - ty spring - eth out of nought. Ev - e -
 4 ligh - teth, plea - sure leads us where we go. Love doth
 5 prais - ing for the gift of Christ, his Son. Christ doth



1 known, he a - lone calls my heart to be his own.
 2 power, hour by hour, is my tem - ple and my tower.
 3 rmore from his store new-born worlds rise and a - dore.
 4 stand at his hand; joy doth wait on his com - mand.
 5 call one and all: ye who fol - low shall not fall.

Words: Robert Seymour Bridges (1844-1930), alt.; after Joachim Neander (1650-1680) Music: *Michael*,
 Herbert Howells (1892-1983) Copyright: Music: Copyright © 1968, Novello & Company Limited.

Hymn

Come, thou fount of every blessing



1 Come, thou fount of ev - ery bless - ing, tune my
 2 Here I find my great - est trea - sure; hith - er,
 3 Oh, to grace how great a debt - or dai - ly

heart to sing thy grace! Streams of mer - cy nev - er
 by thy help, I've come; and I hope, by thy good
 I'm con - strained to be! Let thy good - ness, like a

ceas - ing, call for songs of loud - est praise.
 plea - sure, safe - ly to ar - rive at home.
 fet - ter, bind my wan - dering heart to thee:

Teach me some me - lo - dious son - net, sung by
 Je - sus sought me when a stran - ger wan - dering
 prone to wan - der, Lord, I feel it, prone to

flam - ing tongues a - bove. Praise the mount! Oh, fix me
 from the fold of God; he, to res - cue me from
 leave the God I love; here's my heart, oh, take and

on it, mount of God's un - chang - ing love.
 dan - ger, in - ter - posed his pre - cious blood.
 seal it, seal it for thy courts a - bove.

Words: Robert Robinson (1735-1790), alt. Music: Nettleton, melody from *A Repository of Sacred Music, Part II*, 1813.

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

Officiant 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.**

Hymn

Lord whose love in humble service

1. Lord, whose love in hum-ble serv - ice Bore the weight of hu - man
 2. Still the chil - dren wan-der home - less, Still the hun - gry cry for
 3. As we wor - ship, grant us vi - sion, Till Your love's re - veal - ing
 4. Called from wor - ship in - to serv - ice, Forth in Your great name we

need, Who up - on the cross, for - sak - en, Of - fered mer - cy's per - fect
 bread. Still the cap - tives long for free - dom, Still in grief we mourn our
 light In its height and depth and great - ness Dawns up - on our hu - man
 go To the child, the youth, the a - ged, Love in liv - ing deeds to

deed: We, your ser - vants, bring the wor - ship Not of voice a - lone, but
 dead. As You, Lord, in deep com - pas - sion, Healed the sick and freed the
 sight, Mak - ing known the needs and bur - dens Your com - pas - sion bids us
 show. Hope and health, good - will and com - fort, Coun - sel, aid, and peace we

heart, Con - se - crat - ing to Your pur - pose Ev - 'ry gift that You im - part.
 soul, Use the love Your Spir - it kin - dles Still to save and make us whole.
 bear, Stir - ring us to faith - ful serv - vice, Your a - bund - ant life to share.
 give That Your chil - dren, Lord, in free - dom, May Your mer - cy know, and live.

Text: Albert J. Bayly, 1901-1984, © 1988, Oxford University Press, alt. Tune: BEACH SPRING, The Sacred Harp, 1844; harm. by Ronald A. Nelson, © Lutheran Book of Worship. From *New Wine in Old Wineskins* Vol 2 #36.

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.

For thine is the kingdom,

and the power, and the glory,

for ever and ever. Amen.

Collects

The Officiant then prays the following Collects.

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.**

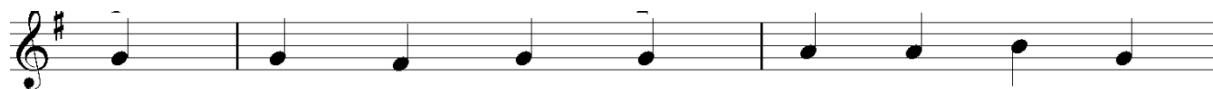
Most holy God, the source of all good desires, all right judgements, and all just works: Give to us, your servants, that peace which the world cannot give, so that our minds may be fixed on doing your will, and that we, being delivered from the fear of all enemies, may live in peace and quietness; through 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.**

The Bishop's Blessing

Ending Hymn

O gracious Light



1 O gra - cious Light, Lord Je - sus Christ, in
2 Now sun - set comes, but light shines forth, the
3 Wor - thy are you of end - less praise, O



you the Fa - ther's glo - ry shone. Im - mor - tal, ho - ly,
lamps are lit to pierce the night. Praise Fa - ther, Son, and
Son of God, Life - giv - ing Lord; where - fore you are through



blest is he, and blest are you, his ho - ly Son.
Spi - rit: God who dwells in the e - ter - nal light.
all the earth and in the high - est heaven a - dored.

Words: Greek, 3rd cent.; tr. F. Bland Tucker (1895-1984); para. of *O Gracious Light* Music: *The Eighth Tune*
Thomas Tallis (1505?-1585); adapt. *Hymnal* 1982 Copyright: Words: © The Church Pension Fund

Dismissal

Officiant Let us bless the Lord.

Assembly **Thanks be to God.**

Cathedral Chapter

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The Very Reverend Al Holland, *President*

The Reverend Barbara Ballenger

Mr. Charles Carr

Ms. Phyllis B. Cater

Mr. John Chou

The Reverend Ernest Galaz

The Reverend Asha George-Guiser

Ms. Anna Gerrity

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Mr. Norman McClave

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Mr. Eric Rabe

The Reverend Canon Emily Richards*

The Very Reverend Canon Martini Shaw

Ms. Nokomis Wood

**In memoriam*

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PHILADELPHIA EPISCOPAL CATHEDRAL

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The Right Reverend Daniel G. P. Gutiérrez, Bishop

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The Reverend Carol Anthony, Associate Priest

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