The Year of Living Fearlessly in Jesus Christ

The Episcopal Diocese of Pennsylvania
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*Know Jesus. Change the World.*
“There is no fear in love, but perfect love casts out fear; for fear has to do with punishment, and whoever fears has not reached perfection in love.”

1 John 4:18

My sisters and brothers in Christ,

The theme of our 2019 Diocesan Convention is “The Year of Living Fearlessly in Christ.” In 1 John 4:18, the beloved disciple reminds us that love, the love found in God, banishes the hesitancy and fear that is so pervasive in the Church. Jesus tells us not to fear, for he is with us at all times.

This Convention is our fourth together, and over that time, we have taken the sacred steps so that love and courage are becoming our identity. Day after day, we see it in our ministries, outreach, liturgy, and willingness to be bold and innovative. Love and courage in our desire to support one another, and the firm declaration that no person and no church is abandoned. Love and courage in our solidarity and journeying with those marginalized by society. Love and courage in our proclamation of the Good News of Jesus Christ.

We have the gifts and talents to impact lives not just in Southeast Pennsylvania; we can change the universal Church. In Christ, let us demonstrate how our churches are holy centers of life. With faith, let us shatter our conceptions of poverty. regardless of whether it is economic, physical, mental, or spiritual. Living fearlessly in Christ, let us challenge and address the pain of poverty one person at a time. This is the courage to live our faith incarnationally with the same fearlessness of the early Church.

As we take the next bold steps as a people of God, we can be revolutionarily and redefine what it means to be a diocese. Where it is not merely an institution as defined by the world, we become the living Body of Christ. Where we deepen our love for one another, support one another, and we uplift all those we encounter in our community, streets, and daily interactions. Where people know that the Episcopal Diocese of Pennsylvania is not playing Church - we are the Church.

In 2020, let us make a diocesan commitment to go deeper in Christ. Let us create a daily rule to pray from the moment we awake (the heroic minute) and make the name of Christ our last thought before sleep. As we take our work out from Convention into the vineyard, let us commit to make Christ the center of every breath, action, every holy encounter. Let us pray for one another. Let us allow our lives to become prayers made flesh.

Jesus Christ is Risen; let us live with that knowledge. At Convention, let us rejoice and celebrate our accomplishments of the past year. Then let us step forth with love, courage, and live fearlessly as we take our good and holy work out into the world.

Your brother Daniel
WELCOME FROM THE DEAN OF THE CATHEDRAL

November, 2019

Sisters and Brothers of the Diocese of Pennsylvania,

The Cathedral Chapter, congregation, and staff join me in welcoming you to your Cathedral. We are delighted to host the 236th Convention of the Episcopal Diocese of Pennsylvania. It is our great privilege to serve you as the Cathedral fulfills its unique mission as the seat of the Bishop, a home for the Diocese, and an open door for all.

As we gather as a diocesan family to celebrate our common life and shared mission, it is appropriate that we begin on Friday evening with the Feast of All Saints. We commemorate and give thanks all those who have shaped the tradition of the Church, who have gone before us in the life of faith, and who inspire and uphold us now. We also give thanks for one another and for the joy that we find in following Jesus.

Our Convention theme, “The year of living fearlessly in Christ” invites us to hold nothing back as we see and serve Christ in one another and in the world around us. As we seek both Christ’s healing love and concerted action for justice and change, we at the Cathedral are especially mindful of the impact of gun violence in Philadelphia. With broken hearts and with hope, we have again joined with Heeding God’s Call to reprise the memorial in our garden to those who have lost their lives to gun violence. These shirts and crosses, however, represent just a small portion of the Faithful Witness Memorial to the Lost. We honor our sisters and brothers in churches across the Schuylkill Deanery who have provided memorials for the rest and we invite you to visit them.

Please also take a moment and visit the sculpture The Hungry Jesus by Timothy Schmaltz located just outside our west doors on 38th Street. It is an enduring reminder of Jesus’s words to us from Matthew's gospel which are so emblematic of 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 . . .” As we “live fearlessly in Christ”, may we redouble our efforts in these ministries which make such a critical difference in the lives of so many.

Our prayer is that Convention 2019 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 be of help. Please also know that we continue to pray for you, the Saints of our Diocese and your parishes, at our daily Holy Eucharist in the Cathedral.

Yours, in the love of Christ,

The Very Rev. Judith A. Sullivan
AGENDA

7:30a.m.
1.0 Registration & exhibits open
   Continental Breakfast available in the Cathedral
   Exhibits in Lower Level of Atrium

8:30a.m.
2.0 Opening Prayers
   The Rev. Ernie Galaz
2.1 Musical Selection – “All Are Welcome”
   Everyone

8:50a.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 Jerome Buescher as the Secretary of Convention
   Bishop Gutiérrez
3.4 Appointment of Craig Alston, Esq., as Chair of Dispatch of Business
   Bishop Gutiérrez
3.5 Standing Rules of Order
   Bishop Gutiérrez
3.6 Welcome and Special Introductions
   Bishop Gutiérrez
3.7 Report on Committee on Dispatch of Business
   Craig Alston, Esq.
3.8 Report of Official Attendance at Convention
   Craig Alston, Esq.
3.9 Business Left Unfinished from the 235th Convention
   Secretary of Convention
3.10 Report on Members of Religious Orders
   Secretary of Convention
   SR 25
3.11 Circulation and Dissemination of Material
   Secretary of Convention
   SR 24
3.12 Report on Clergy Not Eligible to Vote but Having Seat & Voice Secretary of Convention C 2.9

3.13 Report on Congregations Not Eligible for Representation Secretary of Convention DConV.5,IV.6 DC 7.4

3.14 Report on Claims of Clergy to Seats DC 2.3

3.15 Report on Claims of Laity to Seats DC 2.8

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

3.17 Resolutions of Courtesy Bishop Gutiérrez R-1 2019

9:15a.m.
4.0 Elections
4.1 Electronic Voting Steve Chawaga The Rev. Emmanuel Williamson

4.2 Report of Nominating Committee The Rev. Peter Carey

4.3 Nominations from the Floor The Rev. Peter Carey

4.4 First Ballot The Rev. Emmanuel Williamson

9:40am
5.0 Special Order I – St. Albans Newtown Square Video

9:45a.m.
6.0 Special Order II – Hymn 98 LEVAS - “Praise Him” St. George St. Barnabas

9:50a.m.
7.0 Introductions and Acknowledgements Bishop Gutiérrez

7.1 Introduction of Clergy New to the Diocese The Rev. Canon Arlette Benoit Joseph Canon for Transitions

7.2 Introduction of Seminarians and Those Newly Ordained The Rev. Canon Arlette Benoit Joseph

7.3 Acknowledgement of Ordination Anniversaries Craig Alston, Esq. R-2 2019

7.4 Acknowledgement of Retired Clergy R-3 2019
7.5 Introduction of the Diocesan Staff  
Bishop Gutiérrez

7.6 Bishop’s Awards  
Bishop Gutiérrez

7.7 Episcopal Diocese of Pennsylvania  
Video

10:00 a.m.  
8.0 Bishop’s Address  
Bishop Gutiérrez

10:20 a.m.  
9.0 BREAK

10:30 a.m.  
10.0 Hymn – “How Firm a Foundation”  
Everyone

10:35 a.m.  
SECOND SESSION
11.0 Special Order III - Deacon Advocacy  
Video

10:40 a.m.  
12.0 Special Order IV - Musical Selection  
St. Thomas Whitemarsh
  “Once we were no people, but now we belong to each other, and to God”
  “Hark, I hear the harps eternal”

10:45 a.m.  
13.0 Results of First Ballot  
Judges of Elections
13.1 Elections – Second Ballot  
C2, L2

10:55 a.m.  
14.0 Resolutions
14.1 Report of Resolutions Committee  
Karen Lash

14.2 R – 4 Constitution Article VIII  
Elizabeth Curtis Swain

14.3 R – 5 Canon 19.1 Diocesan Institutions, and  
Canon 19.2 Episcopal Community Services  
Christopher Hart

14.4 R – 6 Canon 21.2 – Deputies of the Provincial Synod  
Christopher Hart

14.5 R – 7 Companion Diocese Agreement w/Diocese of Guatemala  
Carol Kangas

14.6 R – 8 Parental Leave Policy Recommendations for Episcopal  
Diocese of PA Clergy and Lay Employees  
Elizabeth Curtis Swain
  Commission on Wellness
14.7 R - 9 Extension of Clergy Financial Assistance (CFA) to Include Benefits Eligible Lay Employees
   Elizabeth Curtis Swain
   Commission on Wellness

14.8 R- 10 Support of Reducing Gun Violence Through Legislation and other Measures
   The Rev. Sarah Hedgis
   Anti-Gun Violence Commission

11:30 a.m.
15.0 Special Order V - Serviam
   Kathleen McClave
   The Rev. Canon Shawn Wamsley

11:40 a.m.
16.0 Cathedral Ministry
   The Very Rev. Judith Sullivan
   Dean

16.1 Introduction of Cathedral Chapter and Nominees
   Bishop Gutiérrez

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

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

11:50 a.m.
17.0 Results of the Second Ballot
   Judges of Elections
17.1 Elections – Third Ballot
   C3, L3

12:00 p.m.
   NOON PRAYER
   The Very Rev. Judith Sullivan

18.0 Musical Selection – “The Servant Song”
   Everyone

- LUNCH –

(History Committee Video)

1:00 p.m.
19.0 Musical Selection “Shepherd Me O’ God”
   Everyone
1:05pm

**THIRD SESSION**

20.0  Results of the Third Ballot  
20.1  Elections – Fourth Ballot  

1:10p.m.  
21.0  Special Order VI – Jerusalem Partnership  

1:20p.m.  
22.0  Commission on Wellness  

22.1  Report on 2019  

22.2  On Clergy Financial Assistance  
    Assessment/Clergy Salaries & Pensions  

22.3  RA-2020 Clergy Financial Assistance  

22.4  On Clergy Compensation  

22.5  RB-2020 Clergy Compensation  

22.6  Benefits Resources  

1:40p.m.  
23.0  Special Order VII - Trinity Oxford  

1:45p.m.  
24.0  UTO in Gathering  

1:50p.m.  
25.0  Financial Matters  

25.1  Report of the Treasurer  

25.2  Report of the Finance Committee  

25.3  2020 Proposed Budget  

25.4  R-BUD 2020
2:15p.m.
26.0 Results of the Fourth Ballot
26.1 Elections – Fifth Ballot
26.2 Results of the Fifth Ballot

2:20p.m.
27.0 Special Order – VIII Musical Selection – Popurri: “Señor mi Dios” Free Church of St. John
La Iglesia de Cristo y San Ambrosio

2:25p.m.
28.0 Committees and Commissions (See written reports) Bishop Gutiérrez

29.0 Special Order IX – Moral Injury/School Partnership Video
Women’s Moral Group/Philly School District Collaboration

2:30p.m.
30.0 Church Foundation Lori Daniels

2:35p.m.
31.0 Special Order X - Liturgical Commission Video

2:40p.m.
32.0 Special Order XI - Episcopal Legal Aid Steve Chawaga

2:45p.m.
33.0 Additional Convention Business Bishop Gutiérrez

33.1 Resolutions Arising out of the Bishop’s Address Karen Lash
33.2 Resolutions Received After Deadline Karen Lash

2:50p.m.
34.0 Appointment of 2020 Convention Committee Chairs Bishop Gutiérrez

On Canons................................................................. Stephen Chawaga
On Expenses............................................................. James Pope
On Dispatch of Business............................................... Craig Alston
On Arrangements....................................................... The Rev Ben Wallis
On Resolutions.......................................................... Karen Lash
On Nominations......................................................... The Rev Peter Carey

2:55p.m.
35.0 Closing Prayers The Rev. Canon Betsy Ivey
Hymn – Lord, You Give the Great Commission Everyone

3:00p.m.
36.0 Adjournment and Blessing Bishop Gutiérrez
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 on Clergy Not Eligible to Vote but having Seat and Voice (Licensed to officiate in the Diocese)

The Rev. Harrison Anyango
The Rev. Dorothy Kolger Auer
The Rev. Richard Baumann
The Rev. Paul Briggs
The Rev. Alan Broadhead
The Rev. Emory Byrum
The Rev. Ghislaine Cotnoir
The Rev. John Daniels
The Rev. Bruce Davis
The Rev. Dr. Harold Evans
The Rev. Allen C. Guelzo
The Rev. Nina George-Hacker
The Rev. Albert Holland
The Rev. Christopher Irene Ogunko
The Rev. Karl Krueger
The Rev. David Laquintano
The Rev. Neil Lawson
The Rt. Rev. Edward Lee
The Rev. George Loewer
The Rev. Julia McKeon

The Rt. Rev. Rodney R. Michel
The Rev. Paul Mottl
The Rev. William North
The Rev. Marlee Norton
The Rev. Stephen Nuenga
The Rev. Sushil Pakyanadhan
The Rev. Edward Rix
The Rev. Clare Fischer-Davies Schoenberg
The Rev. Canon Virginia Sheay
The Rev. James Shelly
The Rev. David Snyder
The Rev. John Sosnowski
The Rev. Richard Ullman
The Rev. Robert Viggiano
The Rev. Allen Wakabayashi
The Rev. Geoffrey West
The Rev. Marcia Wilkinson
The Rev. Donna Wright
The Rev. R. Don Wright

RESOLVED: That this 236TH Convention of the Diocese of Pennsylvania extend gratitude and appreciation for the work of the Diocese staff for their support, assistant and continued commitment and service to the Diocese and this Convention.

RESOLVED: That this 236TH Convention of the Diocese of Pennsylvania express gratitude and appreciation to the Philadelphia Episcopal Cathedral Dean and Staff for their continued service to the diocese.

RESOLVED: That this 236TH 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 236TH 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 236TH Convention of the Diocese of Pennsylvania express gratitude and appreciation for the ministry of our ushers and volunteers at this Convention.

RESOLVED: That this 236TH Convention of the Diocese of Pennsylvania express gratitude and appreciation to those serving as registration volunteers at this Convention.

RESOLVED: That this 236TH 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 236TH Convention of the Diocese of Pennsylvania express gratitude and appreciation for the Search/Nominating Committee and Election/Transition Committee.
2019 Nominations Committee Report

The Nominations Committee Report

The Nominations Committee team is dedicated to inclusivity on all Diocesan committees, by race, gender and gender identity, culture, and age. We need the help of everyone in the Diocese in order to reach that goal. This year, some of our committees lack sufficient numbers of candidates, which will hamper work going forward in 2020.

We urge all clergy, lay leaders, and committee chairs to help us identify future candidates. We must continue to grow our candidate pool, and to prove that all truly are welcome and encouraged to serve.

Yours in Christ, The Diocesan Nominations Committee:


Thank you to this year’s candidates:


Christmas Fund: (Lay) Anne Atlee, Renae Lowe

Church Foundation: (Clergy) The Rev. Dr. William (Mike) Sowards; (Lay) Joseph Feliciani, Marie Golson, Nancy Iredale, Clifford Kozemchak, Norman McClave, Katharyn McGee, Patricia Smith, Roberta Torian


Nominations: (Lay) Peggy Buesher

Commission on Wellness: (Lay) Joseph Feliciani, Nancy Iredale

Standing Committee: (Lay) Joseph Feliciani, (Clergy) The Rev. Ken McCaslin
Clergy New to the Diocese of Pennsylvania

Rev. Joel Daniels  The Nevil Memorial Church of St. George, Rector
Rev. Maurice Dyer  St. David’s Radnor, Associate Rector
Re. Jane Gober  Christ Church, Ridley Park, Rector
Rev. Robert Magoola  St. George’s St. Barnabas, Rector
Rev. Jose Luis Memba  Free Church of St. John’s and Christ St. Ambrose, Vicar
Rev. Mark Nestlehutt  Washington Memorial Chapel, Rector
Rev. Brian Rallison  Holy Innocents St. Paul’s and Grace Church and the Incarnation, Rector
Rev. Jessie Thompson  St. John’s the Evangelist, Essington and St. James, Prospect Park, Deacon in Charge

Postulants and Candidates for Holy Orders in the Diocese of Pennsylvania

Stacy Carmody  Susan Hammer  Noah Stansbury
John Connor  Steve Lindsay  Kristen Woods
Yesenia Cruz  Jeremiah Mustered  Paul Reese
Enoh Francis

Newly Ordained Deacons in the Diocese of Pennsylvania

Barbara Ballenger  St. Martin’s in the Fields and Grace Epiphany
Christopher Exley  St. Peter’s in the Great Valley
Daniel Kline  St. Paul’s, Chestnut Hill
Laura E. Palmer  St. Peter’s, Glenside
Michael Palmisano  Church of the Redeemer, Bryn Mawr
Darrell Tiller  Good Shepherd, Rosemont

Newly Ordained Priests in the Diocese of Pennsylvania

Rev. Michelle Bullock  Episcopal Academy and St. Thomas, Whitemarsh
Rev. Benjamin Capps  Good Samaritan, Paoli
Rev. Charles Howard  University of Pennsylvania, Chaplain

Newly Received in the Diocese of Pennsylvania

Dennis Bingham, Deacon  St. Thomas, Whitemarsh
Kim Guiser, Priest  St. Mark’s, Honeybrook
Asha George Guiser, Priest
BE IT RESOLVED: That this 236th 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.

60 years:
The Rev. Albert Dickinson
The Rt. Rev. Edward Lee
The Rev. Nicholas Phelps

55 years:
The Rev. Haydn Evans
The Rev. William Fulks
The Rev. Theodore Henderson, Jr.
The Rev. David Hyatt
The Rev. William Lane

50 years:
The Rt. Rev. Charles Bennison, Jr.
The Rev. K. Palmer Hartl

45 years:
The Rev. William Deane, Jr.
The Rev. F. Michael Knight
The Rev. Christopher Moore
The Rev. Douglas Scott
The Rev. Peter Sipple
The Rev. Stephen Snider
The Rev. Geoffrey West
The Rev. Nancy Witting
The Rev. James Wynn

40 years:
The Rev. Rodger Broadley
The Rev. Thomas Monnat
The Rev. Kwabena Owusu-Afriyie
The Rev. Ronald Parker
The Rev. David Robinson

35 years:
The Rev. Howard Cole
The Rev. William Duffey
The Rev. Andrew Kline

30 years:
The Rev. Richard Alton
The Rev. Judith Beck
The Rev. Scherry Foulk
The Rev. Terrence Highland
The Rev. Paul Hunt
The Rev. Lisa Keppeler
The Rev. Nancy Stroh
The Rev. John Whitnah

25 years:
The Rev. Emory Byrum
The Rev. Joseph Dietz
The Rev. Dr. Daniell Hamby
The Rev. Thomas Hargrove
The Rev. Denise Leo
The Rev. James Taylor

20 years:
The Rev. Dorothy Auer
The Rev. Canon Kirk Berlenbach
The Rev. Elizabeth Kostic
The Rev. Adam Kradel
The Rev. Emmanuel Mercer
The Rev. Abigail Nestlehutt
15 years:
The Rev. Barbara Abbott
The Rev. Lucy Amerman
The Rev. Kathryn Andonian
The Rev. Elizabeth Colton
The Rev. Lynn Czarniecki
The Rev. Nancy Deming
The Rev. Dr. Thomas Eoyang
The Rev. Deborah Payson
The Very Rev. Judith Sullivan

10 years:
The Rev. Robert Davidson
The Very Rev. Lynn Hade
The Rev. Mary McCullough
The Rev. Dr. Mary Ann Mertz
The Rev. Christina Nord
The Rev. Marjorie Oughton
The Rev. Doris Rajagopal
The Rev. Paul Reid
The Rev. John Symonds
The Rev. Deirdre Whitfield

5 years:
The Rev. Dennis Coleman
The Rev. John Daniels
The Rev. Phillip Geliebter
The Rev. Matthew Holcombe
The Rev. Canon Betsy Ivey
The Rev. Karen Kaminskas
The Rev. Sean Lanigan
The Rev. Bonnie McCrickard
The Rev. Jeffrey Moretzsohn
The Rev. David Romanik
The Rev. Daniel Stroud
The Rev. Lara Stroud
Report on Recently Retired Clergy

WHEREAS the following clergy long active in the ministry of the Church have retired since the November 2018 Convention of the Diocese of Pennsylvania.

THEREFORE, BE IT RESOLVED: That this 236th 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. Judy Buck-Glenn
The Rev. Cliff Cutler
The Rev. Cathy Kerr
The Rev. George Masters
The Rev. Koshy Matthews
The Rev. David Robinson
The Rev. John Sorenson

And be it further

RESOLVED: That a copy of this resolution be sent to the clergy named.
## Standing Committee
Episcopal Diocese of Pennsylvania
Approvals and Consents
October 2018 to June 2019

<table>
<thead>
<tr>
<th>Date</th>
<th>Approvals</th>
<th>Consents</th>
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<tbody>
<tr>
<td>October 23, 2018</td>
<td>Approved Charles “Chaz” Howard for Transitional Diaconate.</td>
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<td>Approved Michelle Bullock for Transitional Diaconate.</td>
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<td>Approved Benjamin Capps for Priesthood.</td>
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<td>Approved Michael Whitnah for Priesthood.</td>
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<td>December 4, 2018</td>
<td>Election of Officers:</td>
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<td>The following were nominated and elected without opposition:</td>
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<td>• Hillary Raining: President</td>
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<td>• Eric Rabe: Vice President</td>
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<td>• The Secretary was not elected.</td>
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<td>Each unanimously elected.</td>
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<td>Approved the Bishop’s nomination of Mary Kohart, Esq., to serve as</td>
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<td>Chancellor for the next year.</td>
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<td>St. David’s Manayunk has sold its parish house as approved earlier by</td>
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<td>Standing Committee. The proceeds of the sale will be placed into the</td>
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<td>church’s endowment after payment of any bills incurred by the Diocese in</td>
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<td>facilitating the sale.</td>
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<td>Consents to the election of Rev. Dr. Cathleen Chittenden Bascom to be Bishop</td>
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<td>Diocesan of the Diocese of Kansas.</td>
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| January | Election of officer:  
The following was nominated and elected without opposition:  
• Michael Rau: Secretary  
  Unanimously elected. |
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<td>A Resolution was approved for Redeemer, Bryn Mawr’s request to secure a construction loan or line of credit up to $2.9 million dollars to allow for the renovation of the Parish House.</td>
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<td>A Resolution was approved for Trinity, Boothwyn, allowing to negotiate with the preschool it has been talking with to enter into a multi-year lease to occupy its classrooms.</td>
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<td>A Resolution was approved for a covenant between the Diocese of Pennsylvania and St. Mark’s, Locust Street to begin a new ministry “Philly Kneads” through its Zoe Project team. The agreement is for a three (3) year period beginning January 1, 2019 or when the agreement is signed. St. Mark’s and its Zoe Project will make improvements to the kitchen area. The Diocese of Pennsylvania will pay monthly water, sewer, heat, gas and electric bills for an initial period of six months that may be extended.</td>
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<td>A resolution was made to allow Church of the Advocate to receive $200,000 from the Diocesan Funds under Review Endowment Fund be designated for the funding of an associate priest at the Church of the Advocate. $100,000 for 2019. $100,000 for 2020.</td>
</tr>
<tr>
<td>Date</td>
<td>Event Description</td>
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<td>----------------------------------------------------------------------------------------------------</td>
</tr>
<tr>
<td>February 26, 2019</td>
<td>The following where approved to be received in the Episcopal church</td>
</tr>
<tr>
<td></td>
<td>Dennis Bingham</td>
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<tr>
<td></td>
<td>Theodore Olson</td>
</tr>
<tr>
<td></td>
<td>Asha George-Guiser</td>
</tr>
<tr>
<td></td>
<td>Kim Guiser</td>
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<tr>
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<td>Electronic vote to approve a modification of the sale agreement for St. Mary’s Warwick, 61</td>
</tr>
<tr>
<td></td>
<td>Morningside Drive, Elverson, PA. Standing Committee approved the motion that was circulated on Jan</td>
</tr>
<tr>
<td></td>
<td>29, 2019</td>
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<tr>
<td>March 26, 2019</td>
<td>Approved for candidacy:</td>
</tr>
<tr>
<td></td>
<td>• Yesenia Cruz</td>
</tr>
<tr>
<td></td>
<td>• Michelle Bullock</td>
</tr>
<tr>
<td></td>
<td>• Chaz Howard</td>
</tr>
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<td></td>
<td>• Christopher Exley</td>
</tr>
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<td>• Michael Palmisano</td>
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<td>• Daniel Klein</td>
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Consents to the election Rydo. Canon Christobal Olmedo Leon Lozano to be bishop Diocese Ecuador Litoral

Consents to the election of Mark D. W. Edington to be bishop Convocation of Episcopal Churches in Europe.

Consents to the election Rev. Phoebe A. Roaf to be the Bishop Diocesan of the Diocese of West Tennessee.
<table>
<thead>
<tr>
<th>Resolution</th>
<th>Details</th>
</tr>
</thead>
<tbody>
<tr>
<td>A resolution approving the sale of 620 S. 8th Street, Philadelphia, a parish house of the Church of the Crucifixion, for $650,000. The sale is contingent on zoning approvals and the buyer’s agreement to build a kitchen for use by the Church or other Diocese organizations and to construct two restrooms in the rear of the Church.</td>
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<tr>
<td>A resolution approving of a lease between St. Alban’s, Newtown Square, and PNC Bank for use of a St. Alban’s parking lot. The agreement would be for five years at $9,375/year.</td>
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<tr>
<td>A resolution was approved to authorize Trinity, Oxford, to negotiate a lease with Kinder Academy for a portion of the Church property to be used as a child care center. The proposal is to negotiate a 25-year agreement. During years 1-11, Kinder Academy would pay rent of $2,500/month without increases due to the extensive renovations to be made by Kinder Academy to make the property suitable for childcare. The rent for the remainder of the term would be negotiated at a later date suitable to the parties.</td>
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<tr>
<td>A resolution was approved authorizing Christ Church and St. Michael to explore the sale of a parish house near the Church. Should a buyer be found and agreement reached, then final terms are to be reviewed and approved by governance.</td>
<td></td>
</tr>
<tr>
<td>Date</td>
<td>Resolution</td>
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<td>-----------------------------------------------------------------------------</td>
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</tbody>
</table>
| April 23, 2019 | Approved for Candidacy  
• Barbara Ballenger  
• Laura Palmer  
• Darrell Tiller |
| May 2019   | A resolution was approved to move the offices of the Diocese to St. John’s, Norristown. |
| May 2019   | A resolution was approved to allow the sale of Trinity, Lansdale for at least $425,000.  
The sale would be contingent upon the Chancellor reviewing and approving the Agreement of Sale.  
This has been approved by Property Committee & Finance Committee. Designation of the proceeds of the sale to go in the Property Fund. |
| May 2019   | A resolution was approved to accept the recommendation to allow Church of Our Savior, Jenkintown, to negotiate with interested parties to sell the property. The sale will be subject to the review of the Standing Committee and Chancellor. |
| May 2019   | A resolution was approved to accept the Property Committee and Finance committee to all a 3 year lease for the Trinity Playgroup with Trinity Memorial, Philadelphia.  
Subject to the Chancellors review and approval of the lease. |
A resolution was approved for the sale of St. Faiths, Havertown, of a price not less than $360,000. Money to be applied to the Property Fund. Subject to the Chancellors review and approval.

A resolution was approved to accept the slate of candidates put forth by ECS for the ECS Board of Trustees.

<table>
<thead>
<tr>
<th>June 25, 2019</th>
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<tbody>
<tr>
<td>Consents to the election for the following Bishop Diocesan:</td>
</tr>
<tr>
<td>Ashby, El Camino Real</td>
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<tr>
<td>Brown, Maine</td>
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<td>Folts, South Dakota</td>
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<tr>
<td>McVean-Brown, Vermont</td>
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<tr>
<td>Perry, Michigan</td>
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<tr>
<td>Traquair, Northern California</td>
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</tbody>
</table>

A resolution was approved to allow The Church Foundation, as trustee of any assets belonging to St. Faith, which assets include the Deed dated February 17, 1959, is hereby directed to take all necessary steps required to transfer title to the Property located at 1208 Allston Road, Haverford Township, County of Delaware, as described in the agreement of sale substantially in the form attached hereto and to direct that any funds received from Buyer to the Church Foundation shall be deposited into the Diocese’s Property Fund, net of the amounts, if any, to be repaid to the Diocese as reimbursement for any costs relating to the sale which were advanced by it, where they may be
applied to the mission of the Diocese as identified by the appropriate Diocesan leader or leadership group responsible from time to time for the management of the Property Fund.

A resolution was approved to allow, Trinity Lansdale, all necessary steps required to convey to Buyer those assets described in the agreement of sale dated June 23, 2019, attached hereto and to apply the revenues from said sale first to pay any obligations relating thereto (which information shall be provided by the Diocesan Canon for Financial Affairs) thereafter to deposit the remaining revenues into the Diocesan Property Fund where they shall be devoted to the mission of this Diocese as may be from time to time determined by the appropriate Diocesan leader or leadership body.

A resolution was approved to allow Church of Our Savior, Jenkintown, to take all necessary steps required to convey the Property to Midgard Properties, LP, or its designee (“Buyer”) as described in an agreement of sale substantially in the form attached hereto as Exhibit “A” and subject to the conditions imposed on the Vestry or its designee described in the Standing Committee’s resolution dated June 25, 2019.

The follow resolution was approved as mentioned above:
1. The Vestry of the Church of our Savior (hereinafter the “Vestry”), or its designee if one has been appointed by it, shall immediately provide to the Canon for Financial Affairs a copy of any ‘HUD Sheet’ or other document setting forth the estimated cash received and paid at the scheduled closing on the Property sale;
2. At the closing, the Vestry shall instruct the relevant entity or individual to remit all net proceeds to be remitted to Seller at closing by wire or other means to the Church Foundation, for the benefit of the Church of Our Savior.

3. The Foundation shall maintain the sales proceeds so received in a trust account set up for the benefit of the Church of our Savior, which proceeds, with the exception set forth in Paragraph 4, may be distributed to the Church of our Savior pursuant to such instructions as may be jointly made to the Foundation by the Church of the Savior, the Bishop and the Standing Committee or the Bishop and Diocesan Trustees, in the event any amount thereof is distributed following any incorporation of the Diocese.

4. Any costs incurred by the Church of our Savior relating to the sale of the property shall be submitted by it to the Canon for Financial Affairs who, by this Resolution, may direct the Foundation to reimburse the Church of our Savior any amounts he concludes were incurred relating to the sale of the Property, whether paid prior to the sale or to be paid by the Vestry thereafter.
REPORT OF THE RESOLUTIONS COMMITTEE

The Resolutions Committee received seven resolutions this year. They were presented, along with the budgetary resolutions, at four pre-convention meetings held at various locations throughout our diocese. Total attendance at the pre-convention meetings this year was approximately 160 people.

Members of the finance committee, along with diocesan staff, gave a clear presentation and answered questions at each meeting. Members of The Commission on Wellness presented R-A and R-B. The committee recommends approval of the R-BUD 2020, R-A 2020 and R-B 2020.

The seven other resolutions were presented and discussed. Resolution R-4 is returning from the 2018 Convention. It requires approval from two Conventions because it proposes a constitutional change. It was widely supported last year and we recommend approval. Resolutions R-5 Change to Canon 19 and R-6 Deputies to Provincial Synod require changes to Canons. We recommend approval.

The committee also recommends the approval of all other resolutions, R-7 through R-10.

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. Jo Ann Bradley Jones, The Rev. Rodger Broadley, Mr. Richard Englebach, Mr. Norman McCausland, Mr. Kirk Muller, Ms. Liz Wendt, The Rev. Jill LaRoche Wikel
RESOLVED: That the following changes to the Constitution of the Diocese be enacted in order to effectuate structural changes to the Diocese of Pennsylvania consistent with its transition to an incorporated entity.

CONSTITUTION ARTICLE VIII

The Standing Committee and Council of Advice shall consist of ten members, four Clerical and four Lay members. At their first meeting they shall elect one of their members to be President, and another of their members to be Secretary. They shall keep regular minutes of their proceedings, subject to the inspection of the Convention. A majority of the members (the whole having been summoned) shall be a quorum, except for such purposes as the Committee, agreeably to their own rules, may require a larger number. They may make rules of meeting and business, and alter or repeal them from time to time.

Explanation: This amendment to the Constitution was passed at the 235th Convention along with amendments to the Canons to accomplish the Diocese’s transition to an incorporated entity. Amendments to the Constitution must be passed by two successive Conventions in order to become effective.
Resolves: Canons 19.1, Diocesan Institutions, and 19.2, Episcopal Community Services of the Diocese of Pennsylvania, are amended as follows:

SEC 19.1 Diocesan Institutions

19.1.3 The names of all organizations conforming to the requirements of Canon 19.1 shall be entered on a list to be kept in the Executive Office of the Diocese, and such list shall be published in the annual Journal. No organizations whose name is not on the list shall be recognized as having the endorsement of the Diocese. If any organization whose name is now on such list, or may hereafter be placed thereon, shall have so changed, or shall hereafter so change its articles of incorporation or by-laws as to sever its necessary connection with and subjection to the doctrine, discipline and worship of this Church, the name hereof shall be removed from the list of organizations having the endorsement of the Diocese, unless such amendments or change was first approved by the Ecclesiastical Authority and the Board of Trustees, which approval shall be predicated upon a written finding that the proposed amendment or change is sufficient to maintain the goals of this Canon relating to Diocesan Institutions.

19.1.4 [formerly part of 19.1.3]. Should any organization in this Diocese, which has acquired property as an institution of the Episcopal Church, attempt, by amendment of its articles of incorporation or otherwise, to divert such property to other uses, the facts shall be reported to the Diocesan Council and to the Chancellor for appropriate action.

SEC 19.2 Episcopal Community Services of the Diocese of Pennsylvania

19.2.1 The Bishop and the Trustees of the Diocese may from time to time propose to Episcopal Community Services the names of individuals (lay or clergy) Standing Committee shall annually nominate at least nine members of the clergy and at least ten lay members of the Church and as many more persons (a majority of whom shall be members of this Church) as the by-laws of such corporation shall provide from time to time, residents of this Diocese, to serve on the governing body of the corporation known as Episcopal Community Services of the Diocese of Pennsylvania, which individuals shall be considered for board membership by
Episcopal Community Services in accordance with its then existing by-laws together with the nominations of any other individuals proposed for service. These nominations shall be communicated by the Secretary of the Convention to the Board of Council Members of such corporation for election in accordance with its articles of incorporation.

19.2.2. The Convention commits to Episcopal Community Services of the Diocese of Pennsylvania the religious ministration to inmates of penal institutions and patients and residents of hospitals and other institutions within the limits of the Diocese of Pennsylvania, the oversight of the charitable enterprises developed by Episcopal Community Services #, and the administration of such other work as may from time to time be referred to it by this Convention.

*                              *                              *

EXPLANATION: Episcopal Community Services wants to amend its articles of incorporation to remove the existing “accession” language whereby it expressly subjects itself to the “Constitution, Canons, Doctrine, Discipline and Worship of this Church”, and replace it with alternative language subjecting any change of mission or purpose to the approval of the Ecclesiastical Authority and Board of Trustees, which more accurately reflects ECS’ role and connection with the Diocese. It also seeks to modify the Canons relating to the nomination of its Board, particularly in light of the creation of a Diocesan Board of Trustees. ECS’ amended articles of incorporation will also include a provision requiring that it maintain a minimum numbers of clergy resident in the Diocese, as well as lay people who are members in good standing of Parishes in this Diocese. More generally, this Resolution would permit other Diocesan organizations to revise their mission or structure while maintaining its role as a Diocesan organization with the approval of the Ecclesiastical Authority and the Board of Trustees.
Resolved: Canon 21.2, *Deputies of the Provincial Synod*, is stricken and replaced with the following:

**Canon 21.2  *Deputies to the Provincial Synod***

21.2.1 Within 90 days following their election the deputies to the General Convention shall caucus and select from among themselves one clergy deputy and two lay deputies whose duty it shall be to also serve as the Deputies to the Provincial Synod.

21.2.2 Should the elected Deputies not make the above selection within 90 days the Bishop Diocesan shall designate the Deputies to the Provincial Synod. He or she may choose from among the duly elected deputies to the General Convention, or from among the alternates after they are elected, or from among the deputies to the immediate past General Convention.

21.2.3 The assessment made by the Provincial Synod shall be paid out of the budget for convention and diocesan expense provided, however, that any increase in that assessment from time to time must be approved by the Board of Trustees.

**EXPLANATION**: Deputies to the Provincial Synod are currently elected every three years by the annual Diocesan Convention. If this Resolution is adopted, Deputies to the Provincial Synod will instead be selected from among the Diocese’s deputies to General Convention, who are also elected every three years by the annual Diocesan Convention. This change will make our diocesan representation to the provincial synod more connected to our primary representation in the larger church. Selecting provincial synod deputies from among the General Convention delegation is a practice used by some other dioceses in our province and has appeared to be a sound practice. This change will also eliminate the need for a separate election of Deputies to the Provincial Synod, an election that often fails to even achieve a full slate.
Designated contact person for this resolution:
Name: Carol Kangas, Chairperson
Email: kangascarol@gmail.com
Phone: 610-952-5605

TITLE: Companion Diocese Agreement

RESOLVED: The Convention of the Diocese of Guatemala concurring, the Diocese of Pennsylvania and the Diocese of Guatemala enter into a ninth three-year term of our companion relationship for the years 2020-2022.

EXPLANATION: The Diocese of Pennsylvania and the Diocese of Guatemala have been Companion Dioceses for 24 years. For most of that time, the focus of our companionship has been on church-to-church partnerships in which congregations in Pennsylvania develop and maintain relationships with congregations in Guatemala. There are visits back and forth in which clergy and laity have participated together in worship, fellowship, service projects and other activities. Congregations here have provided financial and material assistance to our Guatemalan partners in their efforts to meet the spiritual, educational, social, physical and medical needs of their congregations and their wider communities. Those of us who have shared in our partners’ missions have often found that we return feeling that we have received blessings more than equal to whatever we have been able to offer our partners.

With the advent of the new Diocesan Bishop of Guatemala, we are changing the focus of our companion relationship to include (in addition to church-to-church partnerships), a focus on areas of greatest need in the Diocese of Guatemala. In June, 2018, the eruption of the Fuego Volcano in Guatemala prompted just such a focus on the needs of the people whose homes and livelihoods were destroyed or damaged. In response to a plea from Bishop Romero and at the request of Bishop Gutierrez, over one hundred churches and individuals in our diocese contributed funds that were sent to the Diocese of Guatemala to help with their efforts to provide relief to people living in the areas affected by the volcano.

We realize that there are churches in Guatemala that have never had a partner congregation, and there are churches in our diocese that, while unable to contemplate a long-term partnership, could consider the opportunity to participate in a short-term project like a medical mission, or helping to fund a clean water
A MESSAGE FROM BISHOP SILVESTRE ROMERO:
Dear Sisters and Brothers from our companion Diocese of Pennsylvania:
Love and Blessings in the name of our Lord and Savior Jesus Christ.
Our journey of companionship has been of great blessings for our diocese, the relationships and the way we have shared in Mission and Evangelism. As a new bishop, I’m the recipient of this great gift.

I’m grateful for your generosity and shared mission, the gift and support you shared with us with over $30,000.00 has been of great help to those affected by the volcano eruption last year. My connection and relationship with all of you continues to grow as I have shared with you in your diocese as well with the visits you have made to our diocese, I hope and pray that this will continue. Thank you for the warm and hospitable welcome you have offered me and my wife in our visits with you. I have tried to be present during your visits to us, even if it is on a limited time, sharing with you and offer the best hospitality and care is important to me and our diocese.

We continue to look ahead and it is our hope that our relationship and companionship will continue for at least another three years. The Vision for another three years is to live a deeper relationship with a broader reach for both the Diocese of Pennsylvania and the Diocese of Guatemala. The way that I envision this process is by responding to four core values and Christian imperatives: Evangelism, Companionship, Mission and Sustainability. These values are the core of the Great commission (Mt 28:19-20). Jesus sent his disciples, and us, to share the good news, to baptize, to teach and obey, to follow what he commanded. He made a promise to be with us to the very end of the age. I look forward to share with you in more depth about how these Christian imperatives will allow us to grow deeper in our relationship and shared mission.

May God continue to guide us in the journey of mission and evangelism,
The Rt. Rev. Silvestre Romero
Obispo de la Diócesis de Guatemala

project or Days for Girls. Another exciting possibility would be for a Guatemalan priest to spend some time working with a church in our Diocese to develop mission opportunities with the growing Hispanic/Latino populations in some of our communities.
INDIVIDUAL OR DIOCESAN BODY RESPONSIBLE FOR IMPLEMENTATION OF THIS RESOLUTION:

Guatemala Companion Ministry Committee (formerly Companion Diocese Committee)

Carol Kangas (Chairperson)
Sandra Abrams
Burt Blackburn
Bridget Burless
Terry Champion
Terry Clattenburg
John Krick
Cheri McCaslin
Judy O’Neil
Myra Parker
The Rev. David Rivers
Elizabeth Rivers
Steve Rubenstein
Martha Thomae
Linda Toia
Warren Wanlund
Dianne Williams

MISSION STATEMENT OF THE GUATEMALA COMPANION MINISTRY COMMITTEE:

Through the love of God we are all made one family in Christ. As companion dioceses, we covenant to walk together on our common journey, learning from each other as we share our spiritual, human and material resources at all levels. As companions on the journey, we will encourage and pray for one another and inspire each other in the work we are given to do as Christ’s agents in the world about us.
TITLE: Call for Parental Leave Policy Recommendations for Episcopal Diocese of Pennsylvania Clergy and Lay Employees.

RESOLVED:

The Commission on Wellness (COW) will conduct research on parental leave policy trends and will provide benefits and policy recommendations to the Episcopal Diocese of Pennsylvania for consideration at the Diocesan Convention in 2020.

EXPLANATION:

The U.S. workforce is changing as our population ages and the Millennial generation dominates the workforce. Younger employees from both the Gen-X and Millennial generations value work/life balance and supportive employer cultures and employee benefits. These trends coupled with shifting gender roles and changing family models is causing employers to re-consider and evolve their health and welfare benefits.

Traditional maternity leave is being replaced or enhanced with gender-neutral parental paid leave in support of new additions to the family through birth, adoption, foster and surrogacy. Benefits and policies are increasingly gender-neutral and focused on primary and secondary caregivers. This approach encourages parental bonding with secondary caregivers/parental roles (e.g., fathers or partners) to establish a healthy foundation for the family. This also recognizes that traditional maternity leave, supplemented by short term disability insurance coverage does not address maternal leave due to adoption, foster and surrogacy.

Almost 75% of Americans support paid family leave; however less than 20% of the workforce has access to these benefits, and only 33% of companies with over 50 employees offer them. A growing number of states are requiring these benefits for employees, and organizations are beginning to be more proactive and intentional in their benefits for primary and secondary caregivers – particularly as the employment market for new employees becomes tighter as we move to full employment.

The Commission on Wellness believes that it is important that The Diocese of Pennsylvania and its churches and affiliate organizations be proactive in the development and provision of paid parental leave. A significant portion of our churches are pastored by older clergy who are/will retire. The COW believes that it is important to offer creative and competitive benefits to clergy to attract and retain younger or diverse clergy in pursuit of vital ministry.
Therefore, the COW is recommending that they formally study the associated trends toward paid parental leave and make policy recommendations to the Episcopal Diocese of Pennsylvania to be considered with recommendations that should come from the The Episcopal Church is currently studying these trends at the national level and is expected to make recommendations at the next general convention.

REFERENCES:

- Business Insider – Prince Harry will reportedly take 2 weeks of paternity leave https://www.businessinsider.com/scientific-proof-paid-parental-leave-is-good-for-everyone

Submitted by
Marc Andonian, PhD, on behalf of the Commission on Wellness
Designated contact person for this resolution:
Elizabeth Curtis Swain, Commission on Wellness, swainec@comcast.net, 610-388-6993

TITLE: Call for Recommendations on Extension of Clergy Financial Assistance (CFA) to Include Benefits Eligible Lay Employees.

RESOLVED:

The Commission on Wellness (COW) will conduct research on expansion of Clergy Financial Assistance to benefits eligible lay employees of parishes and will provide recommendations on whether to provide such extension to the Episcopal Diocese of Pennsylvania for consideration at the Diocesan Convention in 2020.

EXPLANATION:

Under authority of Canons 4.5.2 and 7.5.2, the Commission on Wellness (Commission) is responsible for managing the Clergy Financial Assistance (CFA) program that is funded by a dedicated CFA assessment. Through the CFA, the Commission reviews applications from clergy for financial assistance in the form of a loan or grant in transition between cures, or to clergy who have specific financial needs resulting from their church employer’s inability to pay pension contributions or insurance premiums or due for to other unusual situations and hardships.

Over the last decade, the Episcopal Church (TEC) has passed resolutions to support benefits parity, by requiring the Diocese to ensure that eligible clergy and lay employees are treated equally for health benefits, and that eligible lay employees receive pension contributions based on national policies.

The Diocesan CFA was established years ago to ensure that clergy had access to some financial support, when their churches were unable to meet their obligations to pay their contributions for clergy pension or health benefits, as well as to provide some assistance when clergy are between cures. The CFA is not available to benefits eligible lay employees.

Therefore, the Commission is recommending that they formally study the ability to provide limited financial assistance to benefits eligible lay employees, to consider the potential costs in the development of the associated CFA assessment, recommended source(s) of funds to cover costs, and the criteria for seeking financial assistance.

This resolution provides a framework and foundation for more comprehensive benefits for both clergy and eligible lay employees.

Submitted by
Elizabeth Curtis Swain, on behalf of the Commission on Wellness
IN SUPPORT OF REDUCING GUN VIOLENCE THROUGH LEGISLATION AND OTHER MEASURES

RESOLVED:

A. that the 236th annual Convention of the Episcopal Diocese of Pennsylvania, through its Anti-Gun Violence Commission, urges all Pennsylvania state and federal legislators to sponsor and work for passage of laws to

1. Require universal background checks for every gun purchase, including private sales and those made at gun shows;

2. Prohibit citizen possession, sale, transfer, importation and manufacture of semi-automatic military-style assault weapons and high capacity magazines; and

3. Address the persistent problem of the purchase of large numbers of handguns for unauthorized third parties (straw purchases) by limiting individuals’ handgun purchases to one per each 30 day period; and

4. Prohibit persons from purchasing guns without evidence of reputable gun safety training; and

5. Promote Congressional and state funding for research into the causes and prevention of gun violence, including the repeal by the US Congress of the Dickey amendment.¹

B. that congregations of this Diocese be strongly urged to:

1. Make preventing gun violence a regular part of our conversations and prayer times and

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¹ In United States politics, the Dickey Amendment is a provision first inserted as a rider into the 1996 federal government omnibus spending bill which mandated that "none of the funds made available for injury prevention and control at the Centers for Disease Control and Prevention (CDC) may be used to advocate or promote gun control." In the same spending bill, Congress earmarked $2.6 million from the CDC's budget, the exact amount that had previously been allocated to the agency for firearms research the previous year, for traumatic brain injury-related research. The amendment was lobbied for by the NRA. The amendment is named after its author Jay Dickey, a Republican member of the United States House of Representatives from Arkansas. Many commentators have described this amendment as a "ban" on gun violence research by the CDC.
2. Partner with local law-enforcement agencies and community groups to identify gun retailers that engage in retail practices designed to circumvent laws on gun sales and ownership, encourage full legal compliance, and to work with groups like Heeding God’s Call to End Gun Violence that organize faith-based campaigns to encourage gun retailers to practice the letter and spirit of appropriate standards and laws and

3. Display signs that prohibit carrying guns onto church property and

4. Those congregations that have not experienced gun violence, seek to form ecumenical and interfaith partnerships with faith communities that have experienced gun violence in order to support them and learn from their experiences.

C. that individual Episcopalians in the Diocese of Pennsylvania be encouraged to:

5. commit to continuing to educate themselves on this issue and share accurate information with others; and

6. if they own guns as hunters or collectors, commit to safely and securely store their guns and promote the importance of teaching and practicing gun safety.

D. that the Anti-Gun Violence Commission report to the 237th annual Diocesan Convention on progress in implementing this resolution.

EXPLANATION:
Jesus calls us, his followers, to be peacemakers (Matthew 5:9). This call is tied to intimate relationship with God and echoes God’s dreams for peace for all of creation as expressed in Micah 4:1-4:

“In days to come, the mountain of the Lord’s house shall be established as the highest of the mountains, and shall be raised up above the hills. Peoples shall stream to it, and many nations shall come and say: ‘Come, let us go up to the mountain of the Lord, to the house of the God of Jacob; that he may teach us his ways and that we may walk in his paths.’ For out of Zion shall go forth instruction, and the word of the Lord from Jerusalem. He shall judge between many peoples, and shall arbitrate between strong nations far away; they shall beat their swords into plowshares, and their spears into pruning hooks; nation shall not lift up sword against nation, neither shall they learn war anymore; but they shall all sit under their own vines and under their own fig trees, and no one shall make them afraid; for the mouth of the Lord of hosts has spoken” (NRSV)

In 2018, the United States recorded nearly 40,000 gun deaths, the largest number of gun deaths in 50 years and

- of those 40,000 gun deaths, 22,000 were suicides; and

- the second most common killer of children under the age of 12 is gun violence; and
our own state of Pennsylvania’s rate of gun homicides is among the highest in the country, with more than 1,500 deaths annually - roughly one victim every six hours

This unconscionably high rate of gun homicides is fueled by an illegal distribution system of handguns built on the practice of straw purchasing, whereby handguns are bought in quantity by stand-ins (straw buyers) acting illegally for gun traffickers, who then sell the handguns to those who cannot pass a background check.

There were 340 confirmed mass shootings in the US in 2018, including the shooting at the Tree of Life Synagogue in Pennsylvania.

The statistics above, and many more related to gun violence, emphasize the importance of the Church taking action. The proposed resolution is based on the epidemic of gun violence nationally and regionally as well as conversations with people across the diocese through our Faithful Witness program.2 In these conversations, we heard people asking for something to ground and guide us as a diocese.

The first part of the resolution (Part A) focuses on legislation we believe would reduce gun violence. These positions come straight from the resolution passed at General Convention. The only addition is the call to limit individuals’ handgun purchases to one per each 30 day period (A-3). This is a unique issue in Philadelphia connected to straw purchasing, where people buy several guns and then sell to people who otherwise would not be able to legally acquire a firearm.

The second part (Part B) turns to us: how will we address gun violence in a way that draws people to God’s healing love? And also draws us closer to each other. We includes an explicit role for those who own guns (Part C), because we know there are many responsible gun owners who have an invaluable role in showing what safe and thoughtful gun ownership can look like.

This resolution keeps us connected to this work as a Diocese and to the long-haul work of addressing gun violence in a way that seeks to be inclusive and effective.

Accordingly, the Anti-Gun Violence Commission urges this Convention to show our commitment to addressing and reducing gun violence by passing this resolution.

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2 Faithful Witness is a program that hosts the Memorial to the Lost, a T-shirt memorial with a t-shirt for every person killed by gun violence for the previous year. This Memorial happens through Heeding God’s Call to End Gun Violence; they have memorials for Philadelphia and each of the surrounding counties. Along with the memorial, congregations hosted an educational or worship service around gun violence. Our hope was to have 10-12 congregations participate from September 2018-November 2019. By convention, 21 congregations will have participated!
The Rev. Jonathan N. Clodfelter

The Very Reverend Jonathan N. Clodfelter has served for the last fifteen years as the eleventh rector of St. Mark's Church, Frankford. He is the former Dean of the Pennypack Deanery. Jon graduated from the University of the State of New York, Virginia Theological Seminary, and has recently completed a second Master's Degree at the Villanova University's School of Business in Church Management. Jon has served on Diocesan Council, the Northeast Committee on Homelessness, and the Temple University Institutional Review Board. He is completing his first term on the Philadelphia Episcopal Cathedral Chapter.

Ms. Carolyn Greene

Carolyn L. Green is a member of St. Martin’s-in-the-Fields Church, Chestnut Hill, where she has served on the vestry and sings in the choir. She is the founder and Managing Partner of EnerGreen Capital Management, LLC, a private equity firm that she founded to invest in late venture and growth stage companies involved in the energy and environmental industries. Prior to founding EnerGreen, Carolyn was Vice President - Health, Environment and Safety for Sunoco, Inc. She is completing her first term on the Philadelphia Episcopal Cathedral Chapter.

The Rev. Abigail Crozier Nestlehutt

The Rev. Abigail Crozier Nestlehutt is the rector of St. Peter’s Church in the Great Valley. A New Englander from the Boston area, she was ordained in Massachusetts in 1998 and has served churches on Cape Cod, in downtown Chicago, and on the Eastern Shore of Maryland. Her undergraduate degree is from Yale University and she received her Master of Divinity degree from Harvard Divinity School. She went on to General Theological Seminary in New York City where she earned a Master of Sacred Theology. Throughout her ministry Abigail has been particularly interested in addressing issues related to hunger and homelessness. She volunteered at The Women’s Lunch Place in Boston, served on the board of Cathedral Shelter in Chicago and on the board of Habitat for Humanity Choptank. Abigail lives in Brynwy with her husband, Mark, their two teenage children, dog, and a parrot. She enjoys hiking, running, cycling and most outdoor activities.

Mr. Arthur K. Sudler

Mr. Arthur K. Sudler is a member of St. Thomas African Episcopal Church in Overbrook where he is the Chair of the Historical Society. Arthur is also a member of the Diocesan History Committee. He is a graduate of Oberlin College and the Director of Information Management and Compliance at Fox Rothschild LLP. He is completing his first term on the Philadelphia Episcopal Cathedral Chapter.
COMMISSION ON MINISTRY

Confirmation of Appointees

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

**Clergy**
- The Rev. Amanda Eiman, Chair
- The Rev. Dennis Bingham
- The Rev. Joshua Caler
- The Rev. Charles Howard
- The Rev. Jo Ann Jones
- The Rev. Flora Keshgegian
- The Rev. Karen Kaminskas
- The Rev. Ken McCaslin
- The Rev. Mary McCullough
- The Rev. Daniel Moore
- The Rev. Samuel Kirabi Ndungu
- The Rev. James Stambaugh
- The Rev. Anne Thatcher
- The Rev. Deirdre Whitfield

**Lay**
- Norman McCausland, Co-Chair
- Douglas Stuart, Co-Chair
- Todd Brown
- Anita Friday
- Matthew McCrickard
- Avyane Osborne
- Pamela Prell
- Jackie Anderson Shockey
- George Vosburgh
RESOLUTION OF THE CLERGY FINANCIAL ASSISTANCE ASSESSMENT – 2020

WHEREFORE, Upon recommendation of the Commission on Wellness:

That the Clergy Financial Assistance (CFA) Assessment by supported at the level to generate $110,000 for 2020; and

That $90,000 shall be used to provide basic financial assistance to clergy; and

That $20,000 of the Assessment be used to continue building a Sabbatical Leave Fund to assist parishes and other institutions in the Diocese which alone cannot support a sabbatical for their clergy; therefore, be it

RESOLVED, That the total CFA assessment shall be $110,000 for Fiscal Year 2020; and shall be apportioned to each parish in the Diocese of Pennsylvania.
ON CLERGY COMPENSATION — 2020

BE IT RESOLVED:

That minimums and range midpoints of cash compensation (Note 1) for full-time clergy with five years of Credited Service effective January 1, 2020, be:

I. FULL-TIME CLERGY

<table>
<thead>
<tr>
<th>SALARY RANGE MIDPOINTS FOR FULL-TIME CLERGY</th>
</tr>
</thead>
<tbody>
<tr>
<td>Church Pension Fund National Size Category</td>
</tr>
<tr>
<td></td>
</tr>
<tr>
<td>Interns and Associates / Associates</td>
</tr>
<tr>
<td>Transitional Deacon</td>
</tr>
<tr>
<td>0</td>
</tr>
<tr>
<td>Curate/Assistant/Associate</td>
</tr>
<tr>
<td>Rectors, Vicars, Interims, Priests-in-Charge</td>
</tr>
<tr>
<td>Family</td>
</tr>
<tr>
<td>Pastoral</td>
</tr>
<tr>
<td></td>
</tr>
<tr>
<td>Transitional</td>
</tr>
<tr>
<td></td>
</tr>
<tr>
<td>Program</td>
</tr>
<tr>
<td>Resource</td>
</tr>
</tbody>
</table>

The minimum and midpoint compensation figures in the above table have been increased by 2.1% from RB-2019, based on the annual cost of living increase determined from our industry-standard methodology. Categories 2-8 apply to full-time Rectors, Vicars, Interims and Priests-in-Charge. In each of these categories the minimum reflects the midpoint for two-levels below the specific category.

It is the policy of the Diocese of Pennsylvania (DIOPA) that the range midpoint is the appropriate salary for a thoroughly competent incumbent with five years of experience (except for Deacons, Curates, Assistants). Merit increases (including adjustments for tenure) thereafter shall be added to cost-of-living increases, as warranted by periodic reviews.

Transitional Deacons use “0” as the category for computing an initial salary. Upon ordination to the Priesthood the category becomes “1.” The curate designation is used for the first year’s compensation. For Years 2-5, compensation should move from the minimum for this level to the minimum of Category 2. But full-time assistant or associates may have responsibilities that meet or exceed those of a Rector, Vicar, Interim, or Priest in Charge for Category 2-4 churches and their compensation should be adjusted accordingly.

You may use the updated online salary calculator at [http://www.diopa.org/salaries-compensation-grid/](http://www.diopa.org/salaries-compensation-grid/) to determine mid-point compensation, once this resolution is approved at convention.
RESOLVED:

II. PART-TIME CLERGY

That total compensation (Note 4) for priests who are employed part-time (other than as supply priests) shall be proportional to the total compensation for a priest holding the same position on a full-time basis. Any clergy person who is compensated a level lower than the minimum for the size category of their congregation is understood as part time, and should negotiate duties/responsibilities with their employer as appropriate.

RESOLVED:

III. SUPPLY CLERGY

That the 2020 guidelines for priests who supply or cover specific services in a congregation be as follows (Note 5):

<table>
<thead>
<tr>
<th>PER DAY CASH COMPENSATION GUIDELINES</th>
</tr>
</thead>
<tbody>
<tr>
<td>Compensation Range</td>
</tr>
<tr>
<td>---------------------------------------</td>
</tr>
<tr>
<td>Minimum</td>
</tr>
<tr>
<td>Usual Range</td>
</tr>
<tr>
<td>Maximum</td>
</tr>
</tbody>
</table>

It should be noted that the fees above reflect expectations for a supply Priest who is conducting the service or celebrating Eucharist, and preaching, as a temporary replacement for the clergy employed by the church. If the duties of the service are split across two supply clergy, such as celebrating and preaching, it is appropriate to split the fees.

If clergy is providing services such as guest preaching or conducting a sacrament such as baptism, and the church’s employed clergy are in attendance, the church may offer an honorarium at its discretion. An honorarium is not expected if the clergy is serving as a guest preacher as an extension of their ministry or employment by another organization (e.g., clergy from the Diocese, ECS, etc.). Churches may make a contribution to the sponsoring organization at their discretion.

If a Deacon is presiding over a service, or serving as a guest preacher, it is appropriate for the church to make a contribution to the Deacon’s discretionary fund, at its discretion, in support of the Deacon’s ministry to the community.

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

Explanatory Notes:

(Note 1) For the purpose of this resolution "cash compensation" shall be defined as cash salary plus housing allowance plus SECA contribution. Cash compensation does not include reimbursement for expenses, (e.g., for automobile use or continuing education.) nor health, dental, life or other insurance premiums and pension contributions. The minimum and midpoint data reflect the Diocesan policy of churches contributing 50% of the clergy's SECA liability, consistent with the 50% of FICA they would/do pay for nonclergy employees as an employer contribution. Cash compensation does not include reimbursement for expenses, (e.g., for automobile use or continuing education.) nor health, dental, life or other insurance premiums and pension contributions.

(Note 2)
Compensation for a rector/vicar/interim/priest-in-charge shall be based upon the corresponding Congregational Size Category as defined by the following formulas. Parochial Reports due March 2018 shall be used for these calculations.

**People Index #** = the number of signed pledged cards (Parochial Report, Page 3, #1) plus average Sunday attendance (P.R. Page 2, # 7) divided by 2

**Financial Index #** = total operating expenses (P. R., Page 3, Letter E) plus total plate, pledge and regular financial support (P.R. Page 3, # 3) divided by 2. Note that the financial index is adjusted annually by the same inflation factor used in the standards. For 2020, the values were increased by 2.1%. These changes are also made in the calculator.

If the People Index and the Financial Index are different, use the higher category of the two.
The table below relates Congregational Size Categories to the corresponding People and Financial Indices for 2020:

<table>
<thead>
<tr>
<th>National Size Category</th>
<th>Congregation Size Category</th>
<th>2017 DIOPA Church Distribution</th>
<th>People Index</th>
<th>Financial Index ($000s)</th>
</tr>
</thead>
<tbody>
<tr>
<td>Family</td>
<td>2</td>
<td>60 (45%)</td>
<td>0- 75</td>
<td>0-206</td>
</tr>
<tr>
<td>Pastoral</td>
<td>3</td>
<td>12 (9%)</td>
<td>76-110</td>
<td>207-258</td>
</tr>
<tr>
<td></td>
<td>4</td>
<td>10 (8%)</td>
<td>111-140</td>
<td>259-320</td>
</tr>
<tr>
<td>Transitional</td>
<td>5</td>
<td>7 (5%)</td>
<td>141-172</td>
<td>321-385</td>
</tr>
<tr>
<td></td>
<td>6</td>
<td>17 (13%)</td>
<td>173-225</td>
<td>386-496</td>
</tr>
<tr>
<td>Program</td>
<td>7</td>
<td>10 (8%)</td>
<td>226-400</td>
<td>497-705</td>
</tr>
<tr>
<td>Resource</td>
<td>8</td>
<td>16 (12%)</td>
<td>400+</td>
<td>706+</td>
</tr>
</tbody>
</table>

The Congregation Size Category is the Higher of the People and Financial Index

(Notes)

3. The 2020 salary figures for full-time clergy have been changed from the 2019 figures to reflect an increase of 2.1 percent based on application of our industry-standard methodology. We apply the Philadelphia area cost of living increase for the 12-month period ending June 30, 2019. Each vestry should ratify, by resolution recorded in official minutes, the specific portion of cash compensation designated by the clergy member to be treated "housing allowance" to permit eligible clergy to exclude from federal taxable income any housing costs that are paid directly from gross income, as allowable by current IRS regulations. (Housing costs include furnishings, mortgage payments, all utilities, and any items normally covered by rent.)

3a. The Transitional Deacon role is intended to last for 6 months to 1 year, so only a minimum compensation level is required.

3b. The data are for the traditional curate or assistant in their first year of ordained ministry. The values for Categories 2-8 are for full time clergy with 5 years of service. The minimum compensation for full-time assistants or associates should be increased based on their years of service, until it reaches category 2. 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.

4. "Total compensation" is defined as cash compensation (as defined in Note 1) plus provisions for pension and for health and life insurance if required in accordance with Note 5.

5. Cash compensation for supply clergy is based on full-time compensation. It reflects an increase of 1.9 percent from 2018. (The table is based on the proposition that there are 263 working days per year. A congregation is obligated to pay Church Pension Fund assessments for clergy employed for three months or more and who earn $50 or more per month, unless already on pension.

This ends the formal text for resolution RB 2020.
The information that follows 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 who are responsible for setting and managing clergy compensation. You are encouraged to review, discuss and act in a way that is consistent 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, 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 by the Commission on Wellness (CoW). Employers may offer access and contribution to available benefits for qualified part-time employees.

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

See Health Insurance Policy Standards for further information on eligibility and coverage requirements.

**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 in adequate 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*, and financial counsel to the Commission, The Rev. Canon William Geisler, CPA, appropriate automobile expenses, including mileage, tolls, parking and other related expenses are reimbursed to the clergy. Mileage is to be paid at the current IRS rate. The older method, a monthly automobile allowance, is still permissible under IRS guidelines; however, all records of the use of Automobile Allowance, including mileage, parking, tolls and other related expenses, must be documented. At the end of each year, any automobile allowance which has been disbursed but not used, must be included by the cleric as taxable income.

In both methods, timely, documented, reimbursement requests are to be submitted by the clergy, approved by the appropriate Warden or Vestry, and kept on record by the Parish.
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 to 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. Based on ongoing review of the available data, the CoW makes a series of recommendations to parishes and other employers of clergy to consider when determining clergy compensation levels. They are recommendations, not policies, and do not require review or approval by Convention.

1) Recommendation to Pay Special Attention to Gender and Race Equality

Diocesan clergy compensation studies in 2015 and 2017 show that while there is little disparity between male and female clergy rector/priest-in-charge compensation packages within each of the separate congregational categories, significant disparity is revealed in the aggregate because there are so few female clergy in the higher categories. For example, in 2017 category 7 there are 10 male clergy and no female clergy; in category 8 there are 10 male clergy and 3 female clergy. Therefore, the average compensation for all female clergy is much lower than that for all male clergy, due to disproportionate representation in higher categories.

There are similar data for minority/nonminority racial comparisons; however, the number of clergy of color is a small percentage of working clergy. There are currently 23 clergy of color resident in the diocese and 2 seminarians. Of the 23 clergy of color, 14 are serving full time positions, 5 in supply positions and 1 vocational deacon.

The CoW recommends that vestries and other employers pay particular attention to gender and race equality and work to ensure that female clergy and clergy of color are paid equivalently for their service to the Church and community. In addition, it is recommended that all congregations searching for new clergy actively pursue recruiting diverse candidates.

2) Recommendation to Pay Special Attention to Congregational Size Category Minimums and Midpoints

Diocesan compensation methodology provides minimums and midpoints for clergy divided into seven size categories (2-8, described in the table in note 2 above) based on membership and financial resources determined from annual parochial reports, with compensation values increasing based on the size (and responsibility) associated with supporting larger congregations with broader programs. Midpoints increase with each size category; however, minimums may be up to two categories below the congregation’s size. As such, the minimum compensation levels are the same for categories 2, 3, 4.

It is easy to infer that DIOPA’s 132 congregations fall evenly into these seven categories. However, most congregations (60 or 45%) fall into the lowest category (Family - #2) – with remaining 72 (55%) divided across the other categories (3-8).

A study of actual compensation within DIOPA shows little differentiation in compensation within categories 4 and 5, and within categories 6 and 7.

The CoW recommends that vestries and other employers ensure that clergy compensation packages are appropriately adjusted to reflect the work clergy are called to do in their congregations, their communities and the broader church. Differentiating compensation based on size, responsibility and performance within the guidelines, while working to eliminate gender or racial inequality is essential.
3) **Recommendations Related to Full Time/Part Time Status**

Full time clergy are to be paid at a level that meets or exceeds the minimums associated for each congregational size category. Clergy who are paid less than the associated minimums are deemed part time and should have mutually agreed upon reductions in job responsibilities. Midpoints are based on competent full-time clergy with 5 years of experience. These values increase with congregational size category and length of experience. The compensation calculator on the Diocesan website will provide more granularity in calculated midpoints than is covered in the standard table for the resolution. Midpoint values represent market-competitive compensation for thoroughly competent clergy with five years of experience. If clergy are doing an exceptional job or have longer experience, they should be paid more. Similarly, for new clergy, or clergy who may be at lower levels of competency – compensation can be lower – but at or above the minimum.

The Family size congregations are the smallest in terms of people or finances. They also contain the most part-time clergy (36 or 60%) and permanent supply clergy (12 or 20%), leaving only 12 congregations with full time clergy. Part time clergy are supposed to receive prorated compensation and benefits, and reduced job responsibilities commensurate with the percentage of the job being worked.

There are currently no clear guidelines for part term clergy responsibilities at different levels of employment. The CoW continues to work on this topic, collecting survey and other data – with the expectation or developing some reference guidelines to help clergy and vestries navigate these difficult areas.

In 2018, the CoW surveyed part-time clergy about the challenges between serving the congregation and the realities of part-time compensation. One clergy said, “Ministry is always ‘full-time’ but the compensation is often part time.” If a congregation cannot afford to pay for full-time clergy, then it must carefully determine and negotiate the services to be provided for the part-time compensation. Typically, this includes preparation and conduct of worship, sacraments, and some pastoral care for members of the congregation based on availability of the clergy. It is not reasonable to expect part-time clergy to provide a full measure of services that come with full-time compensation. Congregations with part time clergy need to partner with the clergy to enhance lay participation – offsetting portions of the work that may have been done by full time clergy historically.

The CoW recommends that vestries and other employers work closely with part-time clergy to develop or revise job descriptions and responsibilities to appropriately reflect the amount of time the clergy are compensated for so that the employment agreements are fair to all parties.

4) **Recommendations Related to Total Compensation versus Cost of Living Adjustments**

The CoW uses an industry standard approach to update minimum clergy compensation levels on an annual basis in compliance with the Diocesan Canons. Each year, the change in the Consumer-Price-Index (CPI-U) for the Philadelphia Market is calculated from June to June, using data from the United States Bureau of Labor Statistics (BLS). June to June data are used as they are the most current dataset that is consistently available prior to convention. Minimum/midpoint compensation levels are adjusted based on the CPI, and submitted annually to Diocesan Convention for review and approval for the subsequent year’s Clergy Compensation standards.

The BLS started publishing statistics for total compensation and salary/wages for the Philadelphia market, in addition to the CPI. The data show that total compensation and salary/wages in Philadelphia have increased at a greater level than the CPI for 5 of the last 6 years. Below is the data published by BLS for 2012 – 2018. These findings represent the fact that when the economy is doing well, employers recognize hard working, high performing employees with compensation increases that are greater than the basic cost of living adjustment.
The CoW recommends vestries to consider total compensation changes in addition to CPI when determining compensation increases to ensure that compensation continues to be fair and competitive and doesn’t fall behind.

If clergy compensation is below the midpoints or minimum, years with low CPI like 2017 provides a great opportunity to make progress in overall compensation levels – particularly working to eliminate gender or racial disparities and to recognize excellence.

5) CoW Direction on Parental Leave

The CoW recognizes Resolution 2015-D030 of the 78th General Convention of the Episcopal Church “strongly urges all dioceses, congregations, and other church-related offices and agencies/contexts to establish and make available parental leave policies for birth and adoptive parents, both clergy and lay, in their employ” and that previous actions mention that clergy who give birth have a 12-week benefit available through the short term disability coverage provided by the Church Pension Fund. The resolution indicates that the Executive Council, in consultation with the Church Pension Group will prepare a church-wide model policy on parental leave for both birth and adoptive parents for consideration by the 79th General convention in 2018. The issue will be reconsidered at the 80th Convention of June/July 2021.

The CoW will be studying this proposed policy when it becomes available and is approved and will make recommendations for consideration by the Diocese to support clergy and lay employees who themselves, or their spouses/partners give birth or adopt children.
Report of the Treasurer to the 236th Annual Convention
Of the
Episcopal Diocese of Pennsylvania

There are seven duties of the Treasurer described in Canon 3.3.1.1 – 3.3.1.7 (2018 Revision). There is little in the list which would make a normal person rub their hands in eager anticipation, but there are many compensations for the work. And when everything is done in a timely and effective way you may assume that the business of the Diocese is under control and productive.

The staff of the Offices of the Diocese, capably directed by Canon Doug Horner have collected sums due under assessment and disbursed them appropriately. They have prepared and revised, and re-revised, drafts of a budget for 2020, on which you will vote at Convention. We have reported on actual revenues and expenses and on trends in revenues and expenses to the Finance Committee. We have engaged BBD, LLP as the auditors of the Diocese and reviewed their report and our annual financial report, receiving a “clean” audit.

In the spring of 2019 we were able to make insurance proposals from the Church Insurance Company (“CIC”) available to all interested parishes as an alternative to the policies which had been brokered by Sovereign Insurance. The process of publicly seeking bids for insurance cover both helped to remind parishes to review their existing policies and coincided with premium reductions in the Sovereign Insurance brokered policies of more than 20%. The diocese now has a fairly complete database of the 2 ¼ million square feet of buildings owned by the parishes of the diocese and directly which will form a good basis for long range planning for maintenance and preservation.

During the summer of 2019 work began on refurbishing the buildings at St John’s, Norristown, to prepare for a move from 3717 Chestnut Street, where the space available had become more expensive than the diocesan purse could easily sustain and less than was necessary for efficient functioning. With the move completed at the end of October we will be relieved of a rent bill of over a quarter million dollars a year and have space nearer to the geographic centre of the diocese with operating costs of less than $100,000 p.a.

The diocese of Pennsylvania is one of the oldest dioceses in the United States and has substantial physical and financial endowments, but its long existence and the societal changes within which it has operated create a constant series of financial and operating questions, which have to be addressed and to which the answers change over time. It has been my privilege to have been asked to serve as your treasurer for the past several years, and I assure you of my willingness to continue to do so if asked.

There are too many people who give generously of their time and their talents to be able to thank them individually but my gratitude for their willingness and effective work is unbounded.

Respectfully submitted

James L. Pope
Report of the Finance Committee
to the 236th Annual Convention Of the Episcopal Diocese of Pennsylvania

“Bear One Another’s Burdens and in this Way You Will Fulfill the Law of Christ.”
Galatians 6:2

The duties of the Finance Committee are described in Canon 4.6.1 – 4.6.6.4 (2017 Revision); per the Canons, the Finance Committee consists of the Bishop and an appointee, two appointees from the Standing Committee, two appointees from the Diocesan Council, and six people from the Diocese at large elected by the Convention, as well as the Treasurer. As a result, the Finance Committee is broadly representative of the Diocese--both its formal governance and the Diocese at large. The Finance Committee also engages others, outside the Committee membership, on its various sub-committees: Budget, Investment, and Property.

We meet 9-10 times per year, usually on the third Thursday of the month. A typical monthly meeting of the Committee includes a snapshot of the Diocesan spending and revenue to date, a discussion of variation from the budget, unexpected expenses or windfalls, one or two Property Committee matters to be recommended to Standing Committee, some insights on deployment of staff human capital/resources, and updates from the Treasurer, and the appointed representatives from Standing Committee and Diocesan Council. The budgeting process for the subsequent year typically begins in February so is often a meaningful part of our meetings.

The Finance Committee is charged with delivering a budget for the following year to Standing Committee by June 1. This year the process was jump-started with a series of Diocesan-wide meetings requested by Standing Committee, which they called Fair Share meetings. We met in five locations around the Diocese to LISTEN and hear suggestions and ideas for meeting the growing gap between spending and revenues at the Diocesan level. Five or six themes came up consistently, chief among them a desire to share Best Practices and resources amongst parishes in the Diocese and for the 2020 Budget to reflect operating expenses consistent with our assessments, pledges and endowment income. In the Spring, after several rounds of cutting expenses and rationalizing various programs, the Diocese hosted four more Diocesan-wide meetings to present and defend a Draft 2020 Budget with a balanced operating budget. We were pleased to have the leadership of the Episcopacy, Diocesan Council, and Standing Committee to recommend fulfilling our commitment to The Episcopal Church, finally remediating a bad habit from a dark period in the history of our Diocese. Most recently the final budget was presented as part of the four pre-convention meetings. The Finance Committee welcomed and entertained follow-up questions via email to the Canon for Finance and Business. Finally, the Committee received regular reports on the investment performance and structuring of our legacy assets from The Church Foundation, and an annual review delivered by our auditor, BBD.
I am grateful for the rigorous and proactive work of the Property Committee, specifically Sean McCauley and The Rev George Master. Nearly every month the Finance Committee has to review one or more contracts related to the maintenance and/or sale of the 2 million+ square feet of property in this Diocese. It is an understatement to say that the Finance Committee could not bear this burden without the institutional knowledge and property management expertise of Mr. McCauley and Rev Master.

The Finance Committee will cease to be an elected body after this Convention, but we expect the Board of Trustees will establish a new, wholly appointed body to provide the same function. The Committee unanimously supported the move to Incorporation of the Diocese and enthusiastically endorses the new, streamlined governance structure. Several of the members are prepared to commit to this ministry in the future, if the Board of Trustees determines it would value legacy membership, but we are also comforted by the continuity of having the Diocese’s Treasurer and Canon for Finance remain in their integral functions during the transition to Incorporation.

The role of the Chairperson of Finance may appear more secular than other diocesan leadership positions but my experience has been wholly sacred. I am grateful for the holiness of each of the members of this year’s Finance, Property and Budget Committees, and the persistence and LOVE emanating from all of the Diocesan staff in their creativity and commitment to being good stewards of our gifts.

Respectfully submitted,
Dana B. Hall, CFA, M Div., MFT
Chair, Finance Committee of The Episcopal Diocese of Pennsylvania
Bishop’s Budget Introduction

“I therefore, the prisoner in the Lord, beg you to lead a life worthy of the calling to which you have been called, with all humility and gentleness, with patience, bearing with one another in love, making every effort to maintain the unity of the Spirit in the bond of peace. There is one body and one Spirit, just as you were called to the one hope of your calling, one Lord, one faith, one baptism, one God and Father of all, who is above all and through all and in all. But each of us was given grace according to the measure of Christ’s gift.” (Ephesians 4:1-7)

As I begin my fourth year serving you as Bishop, I write this introduction with great hope. We are at the point in our common life when we are prepared to take those bold steps to proclaim the Good News. The world desperately needs the promise and love of Jesus Christ. As disciples in the 21st Century we are prepared to move forward with faith and courage. Now is the time to live fearlessly in Jesus.

Over the past three years, together we have done the hard and important work of preparation and formation. In a world of increasing secularism and separation, our time is now. We can no longer live as though this beautiful diocese is receding into the shadows of irrelevance. We can no longer plan for a church suited for 1950; our ministry is to prepare for 2050 and beyond. The world needs us, and we need to be part of the world. Our diocese matters. We matter to southeast Pennsylvania, we matter to The Episcopal Church and we matter to the world at large. Working together we are making a difference in the name of Jesus Christ.

I have the blessed opportunity to be with you 3-4 times a week. At each visitation, I see and hear your desire to live into our true calling. All our churches, whether small or large, work to spread the Gospel. With each liturgy, outreach, confirmation, hospital visitation, common interaction, we are showing the face of Christ. And your efforts are providing a glimpse of God’s Kingdom. I am always inspired to see your ministry to our community, where prayers are turned into reality. You show tireless Christian love in action. This reflects our convention theme, “The Year of Living Fearlessly in Christ.” We chose this theme because of your witness. It is evident that we are ready. Ready to try, to fail, get up and try again. All because of our belief in the power of Jesus Christ.

Together, we are meeting the world as a church.

Your Office of the Diocese will not be a distant entity far removed from your daily journey. We are committed to live incarnationally with you and the community. In the last year, we strengthened and re-envisioned new life and possibility at previously closed churches like St.
Jude and the Nativity, Church of the Crucifixion, St. Stephen’s Philadelphia and St. John’s Norristown and worked hard assisting parishes in making critical decisions which allow them to continue their life of worship and service; recruited 6 priests from outside the diocese and ordained 11 new priests and deacons towards the overall goal of recruiting 60 deacons in five years; added 8 parish wellness centers with the goal of adding more; opened the nation’s first program for female veterans living with moral injury and offered trainings in the use of Narcan and mental health first aid; created a partnership with the School District of Philadelphia to address impoverished children; led more than 18 churches through the work of envisioning, offering assistance with marketing, providing demographic data; and disbursed $300,000 in direct financial support to our parishes through the Growth Development Fund.

Yet there is still so much to do. This is especially true when it comes to our commitment to address poverty in the world. Jesus tells us that our very salvation depends upon how we respond to those in need (Matt 25:31-40). Philadelphia has one of the highest poverty rates in the nation. It also has the highest number of children in poverty. Christ echoes the words of the prophet Isaiah when he proclaims freedom to those who are held captive (Luke 4:18). We have to remember that poverty is not only an economic condition; there are sisters and brothers who are experiencing spiritual, physical, and mental poverty. Together we must work not simply to feed or clothe them for a day, but to help break the chains which hold them for all time.

This brings us to the 2020 budget itself. Budgets tell a story. They speak of who we are. They tell of our aspirations and where we hope to go. They can even hide secrets. In short, the budget of this diocese tells the world who we are.

So, what does this 2020 budget say about The Episcopal Diocese of Pennsylvania? When I look at these numbers, I see four threads that weave throughout. It is a story that speaks of: 1) meeting the challenges we face with courage and hope, 2) deepening our trust with one another 3) grounding ourselves as a community formed in Christ 4) the willingness of a faithful diocese to move forward in hope spreading the Good News of Jesus Christ.

We began 2019 facing the obstacle of projected deficit totaling $873,000. This was troubling for many people across our diocese and for me personally. Yet there was no clear answer. We wanted to continue to support our churches but at the same time needed our churches to increase their giving to support our diocese. In much the same way, the deficit was a result of transparency. Over the past three years, we have aligned all previously existing budgets and demonstrated what it actually costs to run a diocese. For the previous three years we had frozen assessments and dramatically increased direct support of parishes, missions and ministries. I was not willing to let us go backwards and undermine the seeds of growth that are sprouting across our diocese.

Yet at the same time we heard the concerns you voiced at the budget and preconvention meetings last year. The deficit was an obstacle which was impairing our capacity to move forward as a single body. We had to find a solution.

This brings us to trust. Immediately following Convention 2018, diocesan leadership went to work. There were seven sacred conversations in the spring of this year during which we listened
to your concerns and suggestions. We heard you when some of you said that the deficit made it harder for you to increase your commitment and support of our diocese. We listened as some expressed fear of declining membership and giving. We integrated your suggestions into the evolving budget. We heard of your willingness to go forth into the world and support our mission in southeast Pennsylvania and the world. We took your words to heart. As a result, we once again approached the 2020 budget ready to continue our commitment towards mission, accountability and transparency and the proclamation of Jesus Christ. We were firm in the resolve to discard anything that detracts from addressing the pain and poverty of the world, the support of our churches and that proclamation is Jesus Christ. After prayer and hard work, we:

- Eliminated another 2.5 FTE staff positions. Staffing costs are lower than 2016 levels. (This includes increases in health and pensions.)
- Relocated the Offices to Norristown.
- Reorganized the staffing at four of our Missional Churches.
- Sold property where we could not otherwise find a way to restart ministry.
- Thoroughly evaluated the potential uses of Wapiti and it is now for sale.
- Made a slight adjustment in the distribution from Endowment (4.6%) in order to maximize support of our churches.

When we were done, we were left with a surplus of $2,000. While some of those cuts were costly, it was worth it for the sense of community that this budget has helped engender. This reflects my commitment that we cannot simply play at being “church.” We must be the Church.

We are not a social club based on a religious ideal. Neither are we a social service organization, or a political entity. We are the Church centered in Jesus Christ. All our words, actions and life must be formed and centered in Christ. Christ, in every breath, word, thought and action. Christ should be holy encounter after holy encounter. If we do not proclaim Jesus Christ, we should not exist.

We are also called to build up the Body of Christ known as the diocese. We have turned the proverbial pyramid on its head. We are out with you at your churches and in your communities. I am working to hold office hours, worship or participate in service at our churches on a weekly basis and the canons are out with you every day. We do so in order to strengthen our common bonds. We laugh, cry, rejoice, mourn and support one another in our life together. We are not 134 individual congregations; we are 134 churches. We are one diocese, one people, one church.

This brings us to the final part of the story. As Paul writes to the Ephesians, as Christians we are one body united by the bonds of baptism. In our diocese our collective sense of mission and vision is growing stronger day by day. It is reflected in your increased engagement and support. Moving forward we will be asking churches and vestries to gradually increase their support of our collective diocesan budget. Stewardship is essential to our identity and mission. Giving is an act and extension of our worship that continues throughout the week. Your sacred gifts reverberate throughout our diocese.
As you may already know, the average parish support of our diocese is far below the norm. Across The Episcopal Church the average giving to the diocese is 13% of the church’s normal operating income. In our diocese, it is 5.9%. For 2020, we are asking our parishes to take a first small step towards increasing their support towards an ultimate goal of 10%. Some parishes are already giving at this level. Some are close. Others have some work to do. But as one body sharing one spirit we must all share equally in our common life and work. For 2020 we have asked only for a very modest step forward in your support of .02%. We will continue to have open and honest conversations about the best way to get there and I look forward to sharing in this work with you.

When I look at the story told by our budget, I am enormously proud of all that we have accomplished together. Yet there was concern left unresolved, namely our support of The Episcopal Church. How could we demonstrate our responsibility to one another and build trust with our churches, and neglect to do the same as part of a wider church community?

As one of the richest dioceses in The Episcopal Church, we could no longer in good conscience continue asking for a waiver from our obligation as the dioceses of Haiti, Honduras and Mississippi are forced to do. The Diocese of Pennsylvania has not met our full obligation to The Episcopal Church since 2007. This is not who we are. So, we went back to you, to the diocese with a proposal to meet our full obligation, not in five years or even three years but now. What we found was overwhelming support culminating in a unanimous vote from the Diocesan Council. This decision was made easier, because our endowment has enjoyed consistent and steady growth, which has continued through this year.

I understand that some may wonder why it is important for us to meet our obligation to the wider Church. We all appreciate the importance of full participation in our relationships, but how is it helping? Right now, The Episcopal Church is partnering with us on many initiatives which support our mission to Know Jesus and Change the World. They are supporting new and innovative forms of ministry, providing resources for evangelism and racial reconciliation, and advocating for refugees, the poor and for the environment. We must re-claim our rightful place as full participants in this larger story.

I hope that as you read through these numbers that you too will find threads that weave together a story of hope and possibility. It speaks of people and churches that refuse to give up or give in; about vestries and clergy who believe in the promise of the Gospel and who will do whatever it takes to proclaim the love of Jesus Christ to a broken and hurting world.

This budget takes those bold steps into our collective future. We will still face our challenges. But Jesus repeatedly told his disciples to “be not afraid.” Further, he assures us that he will be “with us always.” Let us move forward fearlessly with this knowing. Let us be innovative, faithful, loving and willing to lead, not just here in southeastern Pennsylvania but across the Episcopal Church. We can do this; we will do this. Let us move deeper in prayer, holiness, discipleship as one people united in Jesus Christ. Let us step forward fearlessly in the knowing that Christ is with us till the end of time.

Our story is still emerging. I am blessed to walk this holy pilgrimage with you as fellow sojourner and your servant.
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<td>2. Sacred Gifts for Mission Revenue</td>
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<tr>
<td>3. Sacred Gifts for Mission</td>
<td>$685,754</td>
<td>$690,000</td>
<td>$620,296</td>
<td>$690,000</td>
<td>$660,000</td>
<td>$690,000</td>
<td>$660,000</td>
<td>$30,000</td>
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<td>4. Less-Allowance for non-payment</td>
<td>-</td>
<td>(50,000)</td>
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<td>(50,000)</td>
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<td>(50,000)</td>
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<tr>
<td>5. Net Sacred Gifts for Mission</td>
<td>$685,754</td>
<td>$640,000</td>
<td>$620,296</td>
<td>$640,000</td>
<td>$610,000</td>
<td>$660,000</td>
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<td>6. Dedicated Mission Revenue</td>
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<td>7. Diocesan Annual Fund</td>
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<td>$1,000</td>
<td>$4,000</td>
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<td>100</td>
<td>1,800</td>
<td>1,462</td>
<td>1,800</td>
<td>1,800</td>
<td>-</td>
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<td>9. Young Adult and Campus Ministry</td>
<td>50</td>
<td>15,000</td>
<td>-</td>
<td>15,000</td>
<td>-</td>
<td>(15,000)</td>
<td>-</td>
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<tr>
<td>10. Youth Ministry</td>
<td>5,086</td>
<td>20,880</td>
<td>-</td>
<td>20,900</td>
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<td>(20,900)</td>
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<td>11. City Camp</td>
<td>46,967</td>
<td>75,751</td>
<td>45,865</td>
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<td>63,700</td>
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<td>12. Episcopal Mission Center</td>
<td>16,590</td>
<td>124,291</td>
<td>37,938</td>
<td>-</td>
<td>-</td>
<td>-</td>
<td>-</td>
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<tr>
<td>13. Servant Year</td>
<td>-</td>
<td>-</td>
<td>-</td>
<td>-</td>
<td>-</td>
<td>-</td>
<td>-</td>
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<td>14. Darby Mission Contribution</td>
<td>2,750</td>
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<td>9,300</td>
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<td>5,000</td>
<td>-</td>
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<tr>
<td>15. Parker Bulmer - Outreach Funds</td>
<td>113,504</td>
<td>90,000</td>
<td>115,162</td>
<td>90,000</td>
<td>91,000</td>
<td>1,000</td>
<td>-</td>
<td>Funds restricted to senior outreach</td>
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<td>16. Growth Development Fund</td>
<td>-</td>
<td>300,000</td>
<td>165,732</td>
<td>300,000</td>
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<td>-</td>
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<tr>
<td>17. Total Dedicated Mission Revenue</td>
<td>$190,124</td>
<td>$632,722</td>
<td>$376,009</td>
<td>$501,400</td>
<td>$462,500</td>
<td>$462,500</td>
<td>$38,900</td>
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<td>18. Mission Expenses</td>
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<td>19. Total Mission Revenue</td>
<td>$875,878</td>
<td>$1,272,722</td>
<td>$996,305</td>
<td>$1,141,400</td>
<td>$1,072,500</td>
<td>$996,305</td>
<td>$996,305</td>
<td>$68,900</td>
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<tr>
<td>20. Diocesan Ministries</td>
<td></td>
<td></td>
<td></td>
<td></td>
<td></td>
<td></td>
<td></td>
<td></td>
<td></td>
</tr>
<tr>
<td>21. Anti-Gun Violence Commission</td>
<td>$18,591</td>
<td>25,000</td>
<td>20,824</td>
<td>40,000</td>
<td>30,000</td>
<td>30,000</td>
<td>(10,000)</td>
<td>provides training &amp; consultation</td>
<td></td>
</tr>
<tr>
<td>22. Anti-Racism</td>
<td>-</td>
<td>2,000</td>
<td>2,000</td>
<td>3,000</td>
<td>3,000</td>
<td>-</td>
<td>-</td>
<td>preservation &amp; promotion</td>
<td></td>
</tr>
<tr>
<td>23. Ecumenical/Interfaith Council</td>
<td>-</td>
<td>3,000</td>
<td>-</td>
<td>3,000</td>
<td>-</td>
<td>(3,000)</td>
<td>-</td>
<td>dialogue &amp; cooperation</td>
<td></td>
</tr>
<tr>
<td>24. Absalom Jones Festival</td>
<td>5,028</td>
<td>5,000</td>
<td>3,989</td>
<td>5,000</td>
<td>5,000</td>
<td>-</td>
<td>-</td>
<td>annual celebration</td>
<td></td>
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<tr>
<td>25. Anti-Human Trafficking</td>
<td>3,061</td>
<td>7,500</td>
<td>-</td>
<td>7,500</td>
<td>5,000</td>
<td>5,000</td>
<td>(2,500)</td>
<td>awareness &amp; advocacy</td>
<td></td>
</tr>
<tr>
<td>26. Cultural Ministries</td>
<td>10,000</td>
<td>5,000</td>
<td>3,663</td>
<td>25,000</td>
<td>15,000</td>
<td>15,000</td>
<td>(10,000)</td>
<td>outreach to those communities</td>
<td></td>
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<tr>
<td>27. Veterans' Ministry Initiative</td>
<td>-</td>
<td>4,200</td>
<td>3,647</td>
<td>11,500</td>
<td>6,500</td>
<td>6,500</td>
<td>(5,000)</td>
<td>ministry to veterans</td>
<td></td>
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<tr>
<td>28. Global Mission Commission</td>
<td>-</td>
<td>1,000</td>
<td>1,851</td>
<td>5,000</td>
<td>5,000</td>
<td>5,000</td>
<td>-</td>
<td>coordinates international mission initiatives</td>
<td></td>
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<tr>
<td>29. Total Diocesan Ministries</td>
<td>$36,680</td>
<td>$52,700</td>
<td>$35,974</td>
<td>$100,000</td>
<td>$72,000</td>
<td>$72,000</td>
<td>$28,000</td>
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### Grants to Congregations

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<tbody>
<tr>
<td>Calvary/St. Augustine, Phila.</td>
<td>$ -</td>
<td>$ -</td>
<td>$ -</td>
<td>$ -</td>
<td>$ 3,500</td>
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<tr>
<td>Church of the Advocate, Phila.</td>
<td>-</td>
<td>-</td>
<td>-</td>
<td>-</td>
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<tr>
<td>Church of the Annunciation, Phila.</td>
<td>-</td>
<td>-</td>
<td>-</td>
<td>-</td>
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<tr>
<td>Darby Mission</td>
<td>15,000</td>
<td>-</td>
<td>-</td>
<td>20,000</td>
<td>10,000</td>
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<tr>
<td>Emmanuel Resurrection, Holmesburg</td>
<td>-</td>
<td>2,000</td>
<td>2,000</td>
<td>-</td>
<td>-</td>
</tr>
<tr>
<td>Holy Trinity, Lansdale</td>
<td>15,000</td>
<td>15,000</td>
<td>15,000</td>
<td>15,000</td>
<td>-</td>
</tr>
<tr>
<td>Incarnation Holy Sacrament</td>
<td>-</td>
<td>-</td>
<td>-</td>
<td>8,000</td>
<td>8,000</td>
</tr>
<tr>
<td>Incarnation, Morrisville</td>
<td>-</td>
<td>-</td>
<td>-</td>
<td>3,000</td>
<td>-</td>
</tr>
<tr>
<td>Parishes of Wissachickon Deanery</td>
<td>(5,000)</td>
<td>-</td>
<td>-</td>
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<tr>
<td>Resurrection, Rockdale</td>
<td>7,500</td>
<td>-</td>
<td>-</td>
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<tr>
<td>St. Francis in the Fields, Malvern</td>
<td>-</td>
<td>11,200</td>
<td>11,200</td>
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<tr>
<td>St. James School and Church</td>
<td>5,000</td>
<td>-</td>
<td>5,000</td>
<td>-</td>
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</tr>
<tr>
<td>St. James the Greater, Bristol</td>
<td>1,200</td>
<td>-</td>
<td>-</td>
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<tr>
<td>St. Luke's, Germantown</td>
<td>-</td>
<td>-</td>
<td>-</td>
<td>10,000</td>
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<tr>
<td>St. Mark's, Frankford</td>
<td>-</td>
<td>15,000</td>
<td>15,000</td>
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<tr>
<td>St. Mary's, Chester</td>
<td>15,000</td>
<td>15,000</td>
<td>15,000</td>
<td>15,000</td>
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<tr>
<td>St. Mary's, Hamilton Village</td>
<td>-</td>
<td>12,000</td>
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<tr>
<td>St. Mary's, Wayne</td>
<td>2,800</td>
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<tr>
<td>St. Paul's, Chester</td>
<td>-</td>
<td>17,000</td>
<td>17,000</td>
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<td>St. Paul's, Elkins Park</td>
<td>-</td>
<td>-</td>
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<td>4,000</td>
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<tr>
<td>St. Peter's, Phoenixville</td>
<td>-</td>
<td>5,000</td>
<td>5,000</td>
<td>5,000</td>
<td>10,000</td>
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<tr>
<td>St. Simon the Cyrenian, Phila.</td>
<td>5,000</td>
<td>-</td>
<td>-</td>
<td>9,000</td>
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<tr>
<td>St. Stephen's, Clifton Heights</td>
<td>-</td>
<td>-</td>
<td>2,400</td>
<td>-</td>
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<tr>
<td>St. Stephen's, Norwood</td>
<td>10,000</td>
<td>2,500</td>
<td>2,500</td>
<td>5,000</td>
<td>-</td>
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<tr>
<td>Trinity, Boothwyn</td>
<td>10,000</td>
<td>-</td>
<td>-</td>
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<tr>
<td>Trinity, Coatesville</td>
<td>-</td>
<td>2,400</td>
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<tr>
<td><strong>Total Grants to Congregations</strong></td>
<td>$ 76,500</td>
<td>$ 102,100</td>
<td>$ 102,100</td>
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### Mission Vicar Compensation & Benefits

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<tr>
<td>Christ &amp; St. Ambrose/Free Church of St. John</td>
<td>$ 82,876</td>
<td>$ 117,145</td>
<td>$ 137,776</td>
<td>$ 145,000</td>
<td>$ 148,000 (3,000)</td>
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<td>Church of the Advocate, Philadelphia</td>
<td>127,857</td>
<td>125,289</td>
<td>123,841</td>
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<td>138,400 (2,400)</td>
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<tr>
<td>Church of the Advocate, Phila. - Lay</td>
<td>37,715</td>
<td>38,054</td>
<td>38,293</td>
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<tr>
<td>Free Church of St. John, Philadelphia</td>
<td>84,010</td>
<td>88,620</td>
<td>100,307</td>
<td>100,500</td>
<td>(100,500)</td>
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<tr>
<td>St. Dismas Prison Mission</td>
<td>2,378</td>
<td>2,600</td>
<td>1,189</td>
<td>2,700</td>
<td>2,700 (travel expenses)</td>
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<tr>
<td>St. Gabriel's, Philadelphia</td>
<td>123,005</td>
<td>125,034</td>
<td>112,067</td>
<td>130,600</td>
<td>134,000 (3,400)</td>
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<tr>
<td>St. Mary's, Chester</td>
<td>-</td>
<td>101,654</td>
<td>97,931</td>
<td>106,400</td>
<td>107,700 (1,300)</td>
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<tr>
<td><strong>Total Mission Vicar Compensation</strong></td>
<td>$ 457,842</td>
<td>$ 598,396</td>
<td>$ 611,404</td>
<td>$ 621,200</td>
<td>$ 530,800 (90,400)</td>
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### New Ministries & Plants Vicar Comp. & Benefits

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<tbody>
<tr>
<td>Darby Mission</td>
<td>$ 77,618</td>
<td>$ 88,919</td>
<td>$ 90,075</td>
<td>$ 98,800</td>
<td>$ 99,700 (900)</td>
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<td>St. John's Norristown</td>
<td>55,598</td>
<td>61,671</td>
<td>60,125</td>
<td>57,400</td>
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<td>St. Stephens, Philadelphia</td>
<td>30,500</td>
<td>30,300</td>
<td>30,400</td>
<td>31,200</td>
<td>(31,200)</td>
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<td><strong>New Minist. &amp; Plants Vicar Comp. &amp; Ben.</strong></td>
<td>$ 163,716</td>
<td>$ 180,890</td>
<td>$ 180,600</td>
<td>$ 187,400</td>
<td>$ 199,700 (87,700)</td>
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<td>Emergency Property Repairs Mission Congr.</td>
<td>2,925</td>
<td>35,000</td>
<td>12,467</td>
<td>35,000</td>
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<td><strong>Total Missional Congregations</strong></td>
<td>$ 624,483</td>
<td>$ 814,286</td>
<td>$ 804,471</td>
<td>$ 843,600</td>
<td>$ 665,500 (178,100)</td>
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<tr>
<td><strong>Youth Ministries</strong></td>
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<td>Administration</td>
<td>$ -</td>
<td>$9,900</td>
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<td>$28,175</td>
<td>$14,287</td>
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<td>City Camp</td>
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<td>$82,766</td>
<td>$63,319</td>
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<td>Episcopal Church Camp Scholarships</td>
<td>$4,445</td>
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<td>$6,870</td>
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<td>$10,000</td>
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<td>Episcopal Mission Center</td>
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<td>$ -</td>
<td>$ -</td>
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<td>Campus Ministry (3)</td>
<td>$13,227</td>
<td>$25,075</td>
<td>$25,104</td>
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<td>TEC and Province III (includes EYE)</td>
<td>$ -</td>
<td>$6,575</td>
<td>$ -</td>
<td>$6,600</td>
<td>$6,600</td>
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<td>Servant Year</td>
<td>$27,831</td>
<td>$122,732</td>
<td>$48,679</td>
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<td><strong>Total Youth Ministries</strong></td>
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<td>$285,223</td>
<td>$158,259</td>
<td>$162,600</td>
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<td><strong>Congregational Development &amp; Support</strong></td>
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<td>Mediation</td>
<td>$50,000</td>
<td>$50,000</td>
<td>$50,000</td>
<td>$50,000</td>
<td>$20,000</td>
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<td><strong>Total Congregational Dev. &amp; Support</strong></td>
<td>$50,000</td>
<td>$50,000</td>
<td>$50,000</td>
<td>$50,000</td>
<td>$20,000</td>
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<td>Parker Bulmer Mission - Senior Outreach Funds</td>
<td>$87,000</td>
<td>$90,000</td>
<td>$115,162</td>
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<td>$91,000</td>
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<tr>
<td><strong>Total Parker Bulmer - Senior Outreach</strong></td>
<td>$87,000</td>
<td>$90,000</td>
<td>$115,162</td>
<td>$90,000</td>
<td>$91,000</td>
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<td><strong>Growth Development Fund</strong></td>
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<td>Growth Development Fund Awards</td>
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<td>$165,732</td>
<td>$300,000</td>
<td>$300,000</td>
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<td><strong>Total Growth Development Fund</strong></td>
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<td>$300,000</td>
<td>$165,732</td>
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<td>$300,000</td>
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<tr>
<td><strong>Mission of Greater Church</strong></td>
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<tr>
<td>Pledge to The Episcopal Church (TEC)</td>
<td>$365,000</td>
<td>$365,000</td>
<td>$440,000</td>
<td>$942,000</td>
<td>$990,000</td>
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<td>Province III Dues</td>
<td>$12,000</td>
<td>$12,000</td>
<td>$12,000</td>
<td>$20,000</td>
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<tr>
<td>Province III Expenses</td>
<td>$7,500</td>
<td>$8,000</td>
<td>$1,339</td>
<td>$7,500</td>
<td>$3,000</td>
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<td>Millennium Development Goals</td>
<td>$14,000</td>
<td>$14,000</td>
<td>$14,000</td>
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<td><strong>Total Mission of Greater Church</strong></td>
<td>$398,500</td>
<td>$399,000</td>
<td>$441,339</td>
<td>$975,500</td>
<td>$1,013,000</td>
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<tr>
<td><strong>Total Mission Expenses</strong></td>
<td>$1,428,088</td>
<td>$2,093,309</td>
<td>$1,873,037</td>
<td>$2,633,100</td>
<td>$2,379,100</td>
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<tr>
<td><strong>Mission Surplus/(Deficit)</strong></td>
<td>$(552,209)</td>
<td>$(820,587)</td>
<td>$(876,732)</td>
<td>$(1,491,700)</td>
<td>$(1,306,600)</td>
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<tr>
<td><strong>Support</strong></td>
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<tr>
<td>Sacred Gifts for Support</td>
<td>$1,403,002</td>
<td>$1,537,467</td>
<td>$1,468,933</td>
<td>$1,537,500</td>
<td>$1,637,400</td>
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<tr>
<td>Less-Allowance for non-payment</td>
<td>-</td>
<td>$(50,000)</td>
<td>-</td>
<td>$(50,000)</td>
<td>-</td>
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<tr>
<td><strong>Net Sacred Gifts for Support</strong></td>
<td>$1,403,002</td>
<td>$1,487,467</td>
<td>$1,468,933</td>
<td>$1,487,500</td>
<td>$1,637,400</td>
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<tr>
<td>Endowment Income</td>
<td>$2,017,557</td>
<td>$1,685,000</td>
<td>$2,136,918</td>
<td>$1,663,600</td>
<td>$1,891,000</td>
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<tr>
<td><strong>Endowment Income</strong></td>
<td>$2,017,557</td>
<td>$1,685,000</td>
<td>$2,136,918</td>
<td>$1,663,600</td>
<td>$1,891,000</td>
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<tr>
<td>Transfers from Closed Church Prop. Fund</td>
<td>$362,844</td>
<td>$450,000</td>
<td>$190,925</td>
<td>$387,500</td>
<td>$388,800</td>
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<tr>
<td>Transfers from Property Fund</td>
<td>$362,844</td>
<td>$450,000</td>
<td>$190,925</td>
<td>$387,500</td>
<td>$388,800</td>
</tr>
<tr>
<td><strong>Total Support Revenue - Regular</strong></td>
<td>$3,783,402</td>
<td>$3,622,467</td>
<td>$3,796,776</td>
<td>$3,538,600</td>
<td>$3,917,200</td>
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### Revenue - Special

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</thead>
<tbody>
<tr>
<td>Rent from Church Foundation</td>
<td>- $ 20,000</td>
<td>- $ 20,000</td>
<td>- $ 20,000</td>
<td>$ 6,400</td>
<td>$ 6,400</td>
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<tr>
<td>Flagg Trust Income</td>
<td>34,823</td>
<td>30,000</td>
<td>57,755</td>
<td>35,000</td>
<td>36,000</td>
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<tr>
<td>Diocesan Convention Revenue</td>
<td>33,586</td>
<td>36,000</td>
<td>31,992</td>
<td>38,000</td>
<td>38,000</td>
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<tr>
<td>Closed Church &amp; Wapiti Rental Income</td>
<td>80,452</td>
<td>59,338</td>
<td>53,218</td>
<td>60,000</td>
<td>60,000</td>
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<tr>
<td>Other Income</td>
<td>6,532</td>
<td>30,000</td>
<td>14,037</td>
<td>30,000</td>
<td>21,500</td>
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**Total Revenue - Special**

<table>
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<tr>
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</thead>
<tbody>
<tr>
<td></td>
<td>$ 155,393</td>
<td>$ 175,338</td>
<td>$ 157,002</td>
<td>$ 163,000</td>
<td>$ 161,900</td>
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### Total Support Revenue

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</thead>
<tbody>
<tr>
<td>Bishop</td>
<td>287,324</td>
<td>260,769</td>
<td>284,794</td>
<td>290,700</td>
<td>299,000</td>
</tr>
</tbody>
</table>
| No pay increase for Bishop, 1% COLA, 6% healthcare increase
| Summer Support                            | 260,730    | 245,683    | 214,180    | 48,300                | -                                 |
| Eliminate City Camp Supervisor position
| Admin, Growth & Support, Mission (4)      | 321,622    | 412,673    | 414,103    | 542,400               | 551,800                           |
| Admin, Growth & Support, Mission
| Finance & Property (5.5)                  | 532,393    | 544,661    | 520,579    | 467,600               | 462,300                           |
| Deployment & Transition (2)              | 197,138    | 180,043    | 230,181    | 216,500               | 220,800                           |
| Deployment & Transition & Assistant
| Administrative Support (3)                | 216,347    | 246,676    | 265,604    | 262,500               | 251,600                           |
| Operations
| Assisting Bishops: TBD                    | 9,766      | 20,000     | 6,282      | 20,000                | 5,000                             |
| Decrease to estimate
| Communication (1.25)                      | 180,459    | 200,671    | 231,660    | 241,300               | 163,200                           |
| Communications & P/T Web/Data Admin (Comm. Assistant eliminated)
| Retired Clergy Chaplains (4 P/T)          | 56,424     | 56,359     | 56,492     | 61,600                | 23,200                           |
| Eliminate Archivist position

**Total Staff Compensation**

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</thead>
<tbody>
<tr>
<td></td>
<td>$ 2,062,204</td>
<td>$ 2,167,535</td>
<td>$ 2,223,875</td>
<td>$ 2,150,900</td>
<td>$ 1,976,900</td>
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</table>

**Notes:**
- Rent charged for use of the closed churches and Wapiti
- Eliminate Archivist position
- Communications & P/T Web/Data Admin (Comm. Assistant eliminated)
### Diocese of Pennsylvania

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<tbody>
<tr>
<td><strong>Operations</strong></td>
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<tr>
<td>Rent</td>
<td>$276,666</td>
<td>$370,333</td>
<td>$362,040</td>
<td>$289,300</td>
<td>$75,000 (214,300) Move to St. John’s, Norristown</td>
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<td>Other Occupancy</td>
<td></td>
<td>$36,300</td>
<td></td>
<td>$50,000</td>
<td>$50,000 Chancellors fees and financial investigation</td>
</tr>
<tr>
<td>Professional and Legal Fees</td>
<td>28,283</td>
<td>70,000</td>
<td>31,416</td>
<td>50,000</td>
<td>50,000 Archives for the Office of the Diocese and parishes</td>
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<tr>
<td>Archives (United Lutheran Seminary)</td>
<td>15,500</td>
<td>15,000</td>
<td>15,000</td>
<td>16,000</td>
<td>500 Various software support, supplies, internet, telephone</td>
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<td>Financial Audit</td>
<td>49,500</td>
<td>50,500</td>
<td>50,500</td>
<td>51,000</td>
<td>51,500 Fees for Annual Audit</td>
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<td>Operations</td>
<td>167,065</td>
<td>111,404</td>
<td>224,415</td>
<td>174,500</td>
<td>175,000</td>
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<td>Miscellaneous</td>
<td>-</td>
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<td>-</td>
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<td>(5,000)</td>
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<tr>
<td>Expenses for Title IV Intake Officer</td>
<td>-</td>
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<td>-</td>
<td>5,000</td>
<td>5,000</td>
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<td>Deployment and Ordination Costs</td>
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<td>66,000</td>
<td>37,948</td>
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<td>Retired Lay Medical Insurance Premiums</td>
<td>76,545</td>
<td>45,000</td>
<td>62,436</td>
<td>65,000</td>
<td>69,000 4,000</td>
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<td>New Bishop Search</td>
<td>1,684</td>
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<td><strong>Total Operations</strong></td>
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<td>$738,237</td>
<td>$783,755</td>
<td>$705,800</td>
<td>$528,300 (177,500)</td>
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<tr>
<td><strong>Property Expenses</strong></td>
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<tr>
<td>Closed Church Property Expenses</td>
<td>$225,412</td>
<td>$395,956</td>
<td>$244,143</td>
<td>$300,000</td>
<td>$300,000 All expenses to maintain &amp; operate all closed churches</td>
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<tr>
<td>Wapiti Property Expenses</td>
<td>106,884</td>
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<td>110,000</td>
<td>110,000</td>
<td>110,000 All expenses to maintain &amp; operate Wapiti Retreat</td>
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<td>Wapiti Property Manager</td>
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<td>-</td>
<td>-</td>
<td>37,500</td>
<td>38,800 1,300 Half time manager &amp; Benefits 1% COLA</td>
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<tr>
<td><strong>Total Property Expenses</strong></td>
<td>$332,296</td>
<td>$395,956</td>
<td>$244,143</td>
<td>$447,500</td>
<td>$448,800 1,300</td>
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<tr>
<td><strong>Diocesan Life</strong></td>
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<td></td>
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</tr>
<tr>
<td>Education</td>
<td>$3,559</td>
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<td>$500</td>
<td>8,500</td>
<td>2,000 (6,500) Caminos, Spanish translation, video costs, additional outsourced design</td>
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<td>Communication</td>
<td>29,185</td>
<td>30,000</td>
<td>39,473</td>
<td>35,000</td>
<td>60,000 30,000 College of Bishops, Recruitment® Sem &amp; Conf, Canon visits, parish support</td>
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<td>Travel for Mission &amp; Administration</td>
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<td>Diocesan Events</td>
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<td>-</td>
<td>40,000</td>
<td>37,500</td>
<td>40,000 (2,500) Spikers, venues, food, suppl ex. Chrism Service, Stewardship, Lent Retreat</td>
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<td>Diocesan Convention</td>
<td>42,862</td>
<td>40,000</td>
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<td>16,000</td>
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<td><strong>Total Diocesan Life</strong></td>
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<td>$94,500</td>
<td>$110,096</td>
<td>$205,500</td>
<td>$216,500 11,000</td>
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<td><strong>Total Support Expenses</strong></td>
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<td>$3,396,228</td>
<td>$3,361,869</td>
<td>$3,509,700</td>
<td>$3,170,500 (339,200)</td>
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<td><strong>Support Surplus/(Deficit)</strong></td>
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<td>$908,600 716,700</td>
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<tr>
<td><strong>Total Surplus/(Deficit)</strong></td>
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<td>$1,299,800</td>
<td>($398,000)</td>
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<td>$901,800</td>
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<td>Non-distributing Endowment Fund Transfer</td>
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<td>$1,300,700</td>
<td>$400,000 ($900,700) Transfer to cover full TEC commitment</td>
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<tr>
<td><strong>Total Surplus (Deficit)</strong></td>
<td>$130,616</td>
<td>$990</td>
<td>$165,177</td>
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<td>$2,000 1,100</td>
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Reception of Reports

Submitted by Committees and Commissions

(To be received without motion to receive them)

Report titles listed below were received prior to the print deadline of this booklet. All reports received may be viewed on the diocesan website at:
http://www.diopa.org

Anti-Human Trafficking Commission
Anti-Racism Commission
Commission on Clergy Compensation and Employee Benefits
Commission on Wellness
Diocesan Council
Episcopal Church Women/United Thanks Offering
Episcopal Community Services
Finance Committee
Global Mission Commission and Central American Refugee Commission
History Committee
Nominations Committee
Philadelphia Theological Institute
Resolutions Committee
Standing Committee Approvals and Consents
Standing Committee Report
The Order of the Daughters of the King
Thistle Hills – Women’s Residential Program
Treasurer’s Report
Veterans Committee
2019 Diocesan Convention Nominees

Name: The Rev. Paul Adler
Address: 6769 Ridge Ave. Philadelphia, PA 19128
Email: padler@churchofstalban.com
Parish: Church of St. Alban, Roxborough
Other Associations:
Deanery: Wissahickon
Office for which to be considered: General Convention Deputy
Occupation or Employer: Rector, Church of St. Alban, Roxborough
Are you willing to stand for election? Yes

What motivated you to seek nomination for this committee? I felt compelled to stand for election as deputy to General Convention first and foremost, out of a sense of duty. Like all clergy, at my ordination, I was charged by the Bishop to take part in the councils of the Church. Now that I have served in parish ministry for over 6 years, I feel the responsibility to fulfill that duty not only to serve the local communities to which I’ve been called, but also the larger Church body. As a person who chose to join the Episcopal Church as an adult, and as a priest who hopes to serve this church for many years to come, I care deeply about our common life together and discerning how God is calling us to walk forward in the years to come.

If nominated, what added value would you bring to the Diocese in moving the committee forward with God's work? As a clergy person under 35, one of the contributions I would offer is a firsthand knowledge the generation that is currently moving into, for lack of a better word, middle age. In addition to being a parent of two young children myself, I see the challenges that other young families face in my own parish, and so I would bring their hopes and concerns of the future of the Church along with me. In an age when so many of my generation have chosen to opt out of religion as a whole, I would bring a perspective of those who have either chosen to stay, or to join the Episcopal Church despite that overwhelming trend.

Please list relevant experiences, skills, and talents. In the past 4+ years, in my time at St. Alban’s, we’ve seen encouraging growth, in particular among young families. Our average Sunday attendance has increased over 20%. In addition to the baptisms of young children, we’ve also confirmed and received a great number of adults into the Episcopal Church from a variety of different backgrounds. I believe that being a part of this renewal in the life of the parish has prepared me well to serve as a deputy to General Convention to give voice to that which has aided in the growth we have seen.
Name: W. Franklin Allen  
Address: 131 Beaumont Rd; Devon, PA 19333  
Email: fallen@stdavidschurch.org  
Parish: St. David's Church, Radnor  
Other Associations:  
Deanery: Merion  
Office for which to be considered: Board of Trustees  
Occupation or Employer: Rector, St. David's (Radnor) Church  
Are you willing to stand for election? Yes

What motivated you to seek nomination for this committee? I have been involved with the conversations and studies for incorporating the Diocese of Pennsylvania for over six years and helped draft the Canons for the establishment of the corporation. I would like to help see that the Board of Trustees is established in its work according the guidance of the Holy Spirit and the will of the Diocese of Pennsylvania.

If nominated, what added value would you bring to the Diocese in moving the committee forward with God's work? I have extensive experience serving on various boards and committees of the Diocese in my 22 years in residence. Among the groups I have served, the Church Foundation Board, the Property Committee and the Standing Committee provided a good deal of relevant experience. I have also served as Rector of a large church with endowments and a large budget.

Please list relevant experiences, skills, and talents. Rector, St. David's (Radnor) Church Board, St. James School Board, Gathering of Leaders Member and President of our Diocesan Standing Committee Board Member of Stand with Iraqi Christians Member, Church Foundation Extensive business experience in a construction and development company.
Name: Anne Tyler Atlee
Address: 734 Reading Circle, Phoenixville, PA19460
Email: aratlee@comcast.net
Parish: St. Mary's, Wayne, PA / St. Peter's, Phoenixville
Other Associations: Incumbent member of the Christmas Fund
Deanery: Valley Forge Deanery
Office for which to be considered: Christmas Fund
Occupation or Employer: Retired clergy spouse
Are you willing to stand for election? Yes

What motivated you to seek nomination for this committee? I have served one term as a trustee of the Christmas Fund. Having served one term I know how essential the Fund is to clergy, surviving spouses, and lay employees in times of crisis. It has been a privilege to serve on this committee and I seek to continue to work with the Christmas Fund for another term.

If nominated, what added value would you bring to the Diocese in moving the committee forward with God's work? Having served one term as a trustee for the Christmas Fund I believe I will be able to provide historical continuity pertaining to the clergy, surviving spouses, and lay employees of the Diocese served by the Fund. A trustee may serve two consecutive terms. In November two trustees (one being myself) will leave the committee. The two remaining trustees were elected at the 2018 Convention. I believe it would be helpful to have at least one candidate for election with prior experience and familiarity with those persons we support.

Please list relevant experiences, skills, and talents. I currently serve on a committee for Retired Clergy and Clergy Spouses of the Diocese with a special interest in widow and widowers of retired clergy. In most cases the Christmas Fund serves retired clergy, their surviving spouses, and retired lay employees. This intersection has been very helpful when serving on the Christmas Fund.
Name: Margaret A Buescher
Address: 316 Manton St
Email: peggy.buescher@gmail.com
Parish: Gloria Dei (Old Swedes') church
Other Associations: Diocesan Council, Episcopal Diocese of Pennsylvania
Deanery: Southwark
Office for which to be considered: Nominations
Occupation or Employer: Retired
Are you willing to stand for election? Yes

What motivated you to seek nomination for this committee? My service on Diocesan Council has opened my eyes to the broader picture of the Diocese. I have become enthusiastic and excited about the new life I see springing up in the Diocese. I have worked on Council with talented people from other parishes, people about whom I had formerly known little if anything. I see service on this Committee as a way to encourage those others to participate in the exciting activity increasing day by day in this Diocese.

If nominated, what added value would you bring to the Diocese in moving the committee forward with God's work? At my church, I'm known as a "people person." I can introduce myself to just about anyone, start up a conversation with just about anyone, and seldom forget a name much less a face. I've been persuasive in my parish setting, convincing people to stand for vestry elections, outreach events, and a host of parish activities. I'd like to think I could use those same abilities to help others participate in the ministry of the Diocese.

Please list relevant experiences, skills, and talents. I had a long career as a nurse in a neonatal intensive care unit. Besides the technicalities of caring for premature infants, I spent much time with distraught parents. I helped them deal with trying situations, deal with the long ongoing course of bringing an infant through the transition from life in an isolette to life at home with a family. Sometimes, I helped parents deal with the most trying situation of all, an infant who did not survive. As I'm retired, I don't use the technical skills any longer. But the carefully honed and well-practiced "interacting skills" are alive and well. I'd like an additional situation to exercise those.
Name: Joshua Caler
Address: 275 Grace Street, Pottstown, PA
Email: jmcaler@christpottstown.org
Parish: Christ Church, Pottstown

Other Associations:
Deanery: Valley Forge Deanery
Office for which to be considered: General Convention Deputy
Occupation or Employer: Rector, Christ Church - Pottstown
Are you willing to stand for election? Yes

What motivated you to seek nomination for this committee? The Diocese of Pennsylvania is, I believe, one the most interesting, dynamic, and exciting places to serve in The Episcopal Church right now. Though a relative newcomer, I’d welcome the chance to bring the wisdom, insights, and experience of those in this Diocese to bear on deliberations within the wider Church. I am particularly interested in The Episcopal Church’s conversations right now surrounding ecumenical relationships, liturgical revision, Latino ministry, and renewed evangelism efforts. Each of these will have a prominent place on the docket of the 80th General Convention, and I’d be honored and eager to engage those questions with wise and faithful deputies from around The Episcopal Church on behalf of the people of The Diocese of Pennsylvania.

If nominated, what added value would you bring to the Diocese in moving the committee forward with God’s work? I have a lot of energy and enthusiasm for the kind of work that is part and parcel of General Convention: study, prayer, and preparation; debate and careful deliberation; and nurturing consensus and building sometimes unlikely coalitions. I know it isn’t for everybody, but I like and am good at that work. Beyond that, I pride myself on being a pretty open thinker; I am happy to admit when I’m wrong and to change my mind when I’ve been convinced.

As a result I’m not terribly partisan, and I am interested in working with and learning from folks with whom I do not always agree and sometimes being persuaded by them. Finally, I am on the younger end of the clergy, both in the Diocese and the wider Church. Though I have almost a decade of parish ministry experience since my ordination, the bulk of my ministry (Lord willing) is ahead of me. As a result, I bring a younger generation’s perspective alongside some really good and formative experience in parochial, diocesan, and national Church service.

Please list relevant experiences, skills, and talents. With the Diocese of Pennsylvania, I serve on the Commission on Ministry as well as the Liturgical Discernment Commission. Previously, I have served in the Diocese and Tennessee and the Diocese of Oxford (Church of England), where I have been a diocesan ecumenical officer, member of the Commission on Ministry, Elections Committee chair, and Convener for the Diocesan Clericus. From 2013-2016, I was the Province IV coordinator for Ecumenical and Interfaith Officers and have represented The Episcopal Church at a number of ecumenical gatherings and dialogues. I’ve traveled and preached widely around The Episcopal Church and the larger Anglican Communion. Finally, central to my ministry now as Rector of Christ Church, Pottstown is the growing Spanish-speaking congregation in that parish. This has brought me rapidly into the wider Church’s work on Latino Ministry.
Name: Albert Dandridge
Address: 8713 Prospect Avenue, Philadelphia, PA 19118,
Email: adandridge@schnader.com
Parish: The African Episcopal Church of St. Thomas
Other Associations: Acting Committee - The Widows Corporation - Member, Finance Committee
Deanery: Schuylkill
Office for which to be considered: Board of Trustees
Occupation or Employer: Attorney
Are you willing to stand for election? Yes

What motivated you to seek nomination for this committee? I have often given my time, talent and treasure in trying to live up to what our Lord and Savior asks of us

If nominated, what added value would you bring to the Diocese in moving the committee forward with God's work? I have been a corporate attorney for more than 40 years. My legal work is concentrated in municipal and corporate finance matters, and I regularly counsel major public companies, broker dealers and investment advisors on their securities reporting and financing requirements. I also counsel and serve on numerous non-profit corporations and boards. I bring financial and corporate governance expertise to entities that I counsel and boards that I serve on.

University of Pennsylvania Law School, LL.M., 1979
Temple University School of Law, J.D., 1978
Temple University, B.A., magna cum laude, 1975
Boston University School of Law's Morin Center for Banking and Financial Law Studies, former adjunct professor of law for more than 16 years.

Please list relevant experiences, skills, and talents. Partner, Schnader Harrison Segal & Lewis LLP; Member, City of Philadelphia Board of Directors of City Trusts - Member, Finance Committee; Philadelphia Diversity Law Group, Secretary and Treasurer, Member, Board of Directors; Jenkins Law Library, Member, Board of Directors, Chair - Bylaws Committee Pennsylvania Bar Association, Member, House of Delegates; Former Chancellor, Philadelphia Bar Association; The Philadelphia Lawyer, Member, Editorial Board; Philadelphia Stock Exchange, Former Member, Board of Governors - Member, Finance Committee - Chair, Allocations Committee; Chestnut Hill Academy, Former Member, Board of Governors Women's Way, Former Member, Board of Governors; American Bar Association, Former Member, House of Delegates; Temple Law Alumni, Former Member, Board of Directors NASDAQ OMX Futures Exchange, Former Member, Board of Governors; The African Episcopal Church of St. Thomas, numerous times a former member of the Vestry and Treasurer - currently financial advisor to the Rector.
Name: Nancy Dilliplane
Address: 2645 Durham Road, Doylestown, PA 18902
Email: nancy.dilliplane@gmail.com
Parish: Trinity, Buckingham
Other Associations:
Deanery: Bucks
Office for which to be considered: Disciplinary Board
Occupation or Employer: Rector, Trinity Buckingham
Are you willing to stand for election? Yes

What motivated you to seek nomination for this committee? I am seeking a second term on the disciplinary board. I believe in giving my time and ability in service of the wider church. The disciplinary board/ecclesiastical hearing and trial process is an important part of our life together, especially in light of the long history of abuse of power and the complicity of church hierarchy that is coming to light all around us, and needs to be staffed by experienced clergy and ordained people.

If nominated, what added value would you bring to the Diocese in moving the committee forward with God's work? I bring the experience of having served a prior term, attended a recent training for disciplinary board members, as well as a love for the church, the experience of 13 years of ordained ministry and an additional 5 as a lay professional in parish ministry, and the capacity to listen deeply and discern.

Please list relevant experiences, skills, and talents.
Name: Dave Dixon
Address: 18 Flamehill Rd. Levittown, PA
Email: DixonGDave@comcast.net
Parish: Church of the Incarnation
Morrisville
Other Associations:
Deanery: Bucks
Office for which to be considered: Board of Trustees; Standing Committee
Occupation or Employer: Transworld Systems
Are you willing to stand for election? Yes

What motivated you to seek nomination for this committee? I was asked yesterday at the pre-convention meeting if I’d be interested standing for election, another friend/colleague agreed that I should seek nomination. I thought about it & prayed about it. I believe that with my wide ranging professional experience, and in our diocese that I’d be an excellent candidate.

If nominated, what added value would you bring to the Diocese in moving the committee forward with God's work? I bring a strong faith & belief in the work we are doing in the Diocese of Pennsylvania. I wish to continue to serve Bishop Gutierrez and our diocese. I currently serve as Vice-Chair of Diocesan Council. I chair the Growth & Development, and Program Grants committees. I also chair the Bishops Revolving Loan Fund. I've served on the Office Space Committee, and the Wapiti Committee. Last year I was elected to the Disciplinary Board. I've been a member of Church of the Incarnation for over 25 years. I've served on the vestry at least 3 times, I chair the Worship committee and serve as an acolyte/sub-deacon.

Please list relevant experiences, skills, and talents. In my secular life, I've worked as an independent Accounts Receivable Consultant & business owner for the last 15 years. I've helped my nationwide client base increase revenue by more than $15 mil. As a member of the Lower Bucks Chamber of Commerce I serve on the Board of Directors. I've been married for 44 years and my wife Marilyn and I have 1 son and twin 3 year old grandchildren.
What motivated you to seek nomination for this committee? My strong and deep desire to give back my talents to our diocese and to stand alongside the people that share the same goals and dreams, in a world that needs good and love more than ever before.

If nominated, what added value would you bring to the Diocese in moving the committee forward with God's work? I bring a fresh and deeply caring set of eyes and ears to the diocese, with a strong business acumen and at the same time a deep love for the mission that our Bishop has laid out for us. At the same time knowing the many talents in the individual parishes that need fostering and development. I am also a seasoned veteran of many boards in my local area and understand the dynamics both good and bad and how to navigate them.

Please list relevant experiences, skills, and talents. I currently serve on several community boards of directors and have taken several courses on how to better myself in serving our diocese community. For example, I have completed the United Way – Board Mentorship Program, attended the Harvard Business School’s Principles of Negotiation, have achieved my MBA with a focus on Health Care Administration and maintain several masters certificates in contract management and health law. I am very active in my local community serving on our town Pool Board, local Historical Preservation Committee, college Fraternity Board of Directors and am the Scoutmaster for my hometown Boy Scout Troop. At the same time, moving through the process of discernment to become a Deacon in the diocese one day soon. All in all, a well-rounded and progressive experience to bring to the table.
Name: Marie Golson
Address: 600 Penllyn Blue Bell Pike, Blue Bell, PA 19422
Email: marie.b.golson@gmail.com
Parish: African Episcopal Church of St. Thomas
Other Associations:
Deanery: Montgomery
Office for which to be considered: Church Foundation
Occupation or Employer: Process Engineer, Pennsylvania Power and Light, PPL
Are you willing to stand for election? Yes

What motivated you to seek nomination for this committee? I am a lifelong Episcopalian and am very dedicated to the well-being of the church.

If nominated, what added value would you bring to the Diocese in moving the committee forward with God's work? I would like to support the Church Foundation. The value add that I would bring is my astute questioning attitude on financial matters as well as other activities that the diocese is supporting. My love for Christ and the church have provided me to be ever more humble and respectful of the work needed in the diocese.

Please list relevant experiences, skills, and talents. B.S. Civil and Environmental Engineering, Cornell University, 1981; MBA, LaSalle University, 1997; Served 9 years on the vestry at St. Luke’s Church, Germantown, including being a strategic part of the financial committee; Managed and saved millions of dollars in various management roles while working for the nuclear power industry at both Exelon and Entergy Corporations. Served as Financial Secretary and Treasurer for the Links, Inc., a women’s civic organization. Served on the financial committee for the board of the Keystone State Boychoir for 3 years.
Name: Alfeia Goodwin
Address: 6640 Sprague Street Apt 402b, Philadelphia PA 19119
Email: alfcia@mail.com
Parish: Grace Epiphany Episcopal Church
Other Associations: Continuing member of Board of Clergy Discipline
Deanery: Wissahickon
Office for which to be considered: Disciplinary Board
Occupation or Employer: Police Officer and Army Chaplain
Are you willing to stand for election? Yes

What motivated you to seek nomination for this committee? I have a range of experience as a leader. I am a licensed, ordained, endorsed Army Chaplain, (Major). I work very closely with both individuals and family members in problem solving and building people skills.

If nominated, what added value would you bring to the Diocese in moving the committee forward with God's work? My post-graduate work focus is policy, and social change with an emphasis on restoring justice. I also have a master's degree from LTSP.

Please list relevant experiences, skills, and talents. Communicator, great listener, and diplomatic
Name: Christopher Hart
Address: 145 Montrose Avenue, Bryn Mawr, PA 19010
Email: cervus@veritasliberat.net
Parish: St. Mary’s Church, Wayne, PA
Other Associations: Diocesan Council, Finance Committee, Canons Committee
Deanery: Merion
Office for which to be considered: General Convention Deputy
Occupation or Employer: Retired Accountant
Are you willing to stand for election? Yes

What motivated you to seek nomination for this committee? I wish to represent our great diocese in the General Convention of the Episcopal Church as I have done for several years.

If nominated, what added value would you bring to the Diocese in moving the committee forward with God's work? My extensive experience as a Deputy to the General Convention has proven to be an asset to our reputation as a whole. While each Deputy brings individual knowledge and skills to the task our deputation functions collaboratively both in preparing for the Convention and by caucusing during the Convention.

Please list relevant experiences, skills, and talents. Deputy to General Convention 2000-2018
Member of Standing Committee 1999-2012;
Member of Diocesan Council 1993-1999, 2016-2019; Canons Committee, Finance Committee, Resolutions Committee
Name: Stephen B. Heimann
Address: 319 E. Gravers Lane, Philadelphia, PA 19118
Email: steveheimann@gmail.com
Parish: St. Paul’s, Chestnut Hill
Other Associations: Widows Corporation (Member)
Deanery: Wissahickon
Office for which to be considered: Board of Trustees
Occupation or Employer: Retired (lawyer; still a member of the PA board)
Are you willing to stand for election? Yes

What motivated you to seek nomination for this committee? I was approached by James Pope, who suggested that I seek this nomination. Having been made aware of the opportunity, I thought it would enable me to be of greater service to the Church (writ large) that has been my spiritual home for nearly 30 years now.

If nominated, what added value would you bring to the Diocese in moving the committee forward with God's work? I believe my background in law and business (I was a transactional lawyer for Verizon for the last 25 years of my career) have equipped me with analytical abilities that are critical to guiding an organization such as the Diocese. I also believe I work collegially and cooperatively on boards.

Please list relevant experiences, skills, and talents. From my work in mergers & acquisitions and securities law, I have substantial legal as well as financial knowledge and expertise. I have served as the treasurer of a small nonprofit, and am on the finance committees of my church and a local historical and preservation organization, as well as the Investment Committee and the Audit Committee of the Widows Corporation. I am gaining knowledge of theology and church history in my current pursuit of an MA degree at United Lutheran Seminary in Mt. Airy. Should the Diocese need to communicate with the cradle of Lutheranism, I do bring a fluent command of German.
Name: Nancy Iredale
Address: 600 East Cathedral Road, D-110, Philadelphia, PA 19128
Email: nancyiredale1@gmail.com
Parish: St. Mary's - Cathedral Road
Other Associations:
Deanery: Wissahickon
Office for which to be considered: Standing Committee; Commission on Wellness
Occupation or Employer: Retired
Are you willing to stand for election? Yes

What motivated you to seek nomination for this committee? Coming from a clerical family (3 brothers, one father, and then I married a clergyman) plus I have served on the Christmas Fund for several years, I have come to understand and appreciate what it takes to support and maintain the life of a clergy person. I am always interested in continuing this support. After serving on the Christmas fund and learning of the financial needs of the clergy, I now seek new opportunities to serve the whole church in broader fields.

If nominated, what added value would you bring to the Diocese in moving the committee forward with God's work? I also encourage local parishioners to take an active role in the diocese. I have been a teacher, worker at Temple Hospital. Keeper of the Family budget and most important, trying to do God's will here on earth.

Please list relevant experiences, skills, and talents.
Name: The Rev. JoAnn Jones
Address: 5321 Knox St
Email: jbradleyjones@aol.com
Parish: Church of the Redeemer, Bryn Mawr, PA
Other Associations: 
Deanery: Merion
Office for which to be considered: General Convention Deputy
Occupation or Employer: Associate Rector
Are you willing to stand for election? Yes

What motivated you to seek nomination for this committee? I am deeply interested in church governance and improving it. I have been fortunate and privileged to have served in the General Convention for many years and I look forward to bringing the breadth of my experience in that body and my experience in the work I do here in the Diocese of Pennsylvania to General Convention again.

If nominated, what added value would you bring to the Diocese in moving the committee forward with God's work? I believe that I can work with all Diocesan bodies to coordinate their work with the goals and objectives of the actions taken at General Convention and maximize their outcomes. In addition, I bring the benefit of my long tenure, and the particular perspective of an African American woman.

Please list relevant experiences, skills, and talents. I have served as a Deputy or Alternate Deputy to General Convention since 1997. Since that time I have been a member of the following Legislative Committees: Social and Urban Affairs, which I also chaired; Structure; and Congregational Development which I also chaired. During General Convention i 2018 I was a member of the Secretariat as the Assistant Recording Secretary for the House of Deputies. I have broad experience in church governance in The Episcopal Church and in this Diocese as a member of the Standing Committee, Corporation Committee and Commission on Ministry.
Name: Clifford Kozemchak
Address: PO Box 758, Gwynedd Valley, PA 19437
Email: ckozemch@genre.com
Parish: St Thomas Whitemarsh
Other Associations: ECS: Past Board President, Board Member 14 years, Investment Committee 20 years to present
Church Foundation: Board Member, Chair Insurance Committee, Clergy Assurance Fund: Board Member, St Thomas Whitemarsh: former Vestry, Finance Committee, Outreach Committee
Deanery: Wissahickon
Office for which to be considered: Church Foundation
Occupation or Employer: General Reinsurance, Senior Director, 37 years
Are you willing to stand for election? Yes

What motivated you to seek nomination for this committee? Current board member of Church Foundation. Chair of Insurance Committee. Have extensive expertise in insurance which I have used to benefit the Diocese and the parishes and organizations within the Diocese. Over the past three years we’ve accomplished significant improvement in the insurance program of the Diocese, reducing insurance costs by more than 20% while maintaining or broadening coverage, as well as providing for another insurance company choice (Church Insurance Company) to be available to parishes and organizations within the Diocese.

If nominated, what added value would you bring to the Diocese in moving the committee forward with God's work? To the extent we can continue to reduce the costs of insurance, a major expense within the Diocese, there will be more resources available for the work of the Lord. We will also continue to increase the breadth of insurance coverage, better safeguarding Diocesan organizations from losses.

Please list relevant experiences, skills, and talents.
Name: Karen Lash
Address: 1020 Allengrove Street
Philadelphia, PA 19124
Email: klash.klash@verizon.net
Parish: Holy Innocents St. Paul's
Other Associations: Resolutions Committee, Chair, General Convention PA Deputation 2018
Deanery: Pennypack
Office for which to be considered: General Convention Deputy
Occupation or Employer: Educator, Teacher, Principal (Retired) School District of Philadelphia
Are you willing to stand for election? Yes

What motivated you to seek nomination for this committee? Serving as chair of the Pennsylvania Deputation to the General Convention in 2018, 2015 and 2012 has been a privilege. I was appointed to serve on a legislative committee at General Convention and would very much like to continue this service to the wider church. My experience will provide opportunities to assist newer and first-time deputies in learning the complex structure and routines of General Convention. serving our church through General Convention has strengthened my faith, allowed me to grow spiritually, and to bring new insights back to our diocese, as well as my local parish and deanery.

If nominated, what added value would you bring to the Diocese in moving the committee forward with God's work? I have served our diocese and my parish in a variety of leadership roles. Although I cherish the rich history of our church, I am anxious for well-planned change that will help the church thrive and make a difference in our rapidly changing and increasingly troubled world. My broad work experience in urban education has provided me with the opportunity to listen to and learn from people of many cultures and faith traditions. As chair of the Pennsylvania Deputation for the last three General Conventions I have experience organizing meetings, supporting new deputies, sharing knowledge of the legislative process and serving on a legislative committee. If elected, I would be honored to continue to represent our diocese at the 80th General Convention.

Please list relevant experiences, skills, and talents. General Convention Deputy 2018, 2015, 2012, 2009; General Convention Alternate Deputy 2006, 2003; General Convention Volunteer 1997; Chair, Diocese of Pennsylvania Resolutions Committee 2001 – Present; Lay Eucharistic Minister; Deanery Representative

Past Experiences: Coordinator of Liturgical Assistants and Acolytes; Diocesan Council, 2 terms Vice Chair of Diocesan Council; DioPA Education Committee; DioPA Parish Visitation Committee Vestry, Senior Warden; Search Committee; Christian Education Coordinator
Name: Richard J.T. (Jonesy) Lerch
Address: 311 Earles Lane Newtown Square, PA 19073
Email: jonesylerch@gmail.com
Parish: St. David's, Radnor
Other Associations:
Deanery: Merion
Office for which to be considered: Board of Trustees
Occupation or Employer: Managing Director at Prudent Management Associates, an investment advisory firm.
Are you willing to stand for election? Yes

What motivated you to seek nomination for this committee? After discussing ways that I could potentially help the Diocese, Bp. Gutiérrez asked me to consider this role. After careful and prayerful consideration, I believe this role would allow me to use my gifts to serve God and the Diocese by helping to carry out our mission to know Jesus and change the world. Given that this is a new role for our Diocese, I am excited to use my extensive experience in leadership, development and service to both the church and other organizations to help set the tone for positive, meaningful service to the Diocese and the world.

If nominated, what added value would you bring to the Diocese in moving the committee forward with God's work? Having served in many leadership positions in many different organizations, my leadership philosophy in moving organizations forward is to respect the past, be realistic about the present and be optimistic about the future. I believe in hearing all points of view, building consensus and then acting. I think if we, as Trustees of the Diocese, lay a foundation built upon mutual respect, appreciation, transparency and love we will be able to set the tone for how the Diocese works as an organization and that we if we focus on our mission, to know Jesus and change the world, the possibilities are endless. This excites and invigorates me and I very much look forward to working with the members of the Diocese to help build this type of atmosphere throughout the Diocese.

Please list relevant experiences, skills, and talents. Member of Vestry and Warden, Chair of Property Commission, Chair of Stewardship Commission, member of Finance Commission, member of Capital Campaign Committee, St. David's, Radnor; Treasurer of the Merion Deanery; Delegate to Diocesan Convention for St. David's, Radnor; Trustee for the Endowment of St. Mark's Church, Locust Street; Trustee of the Society for the Episcopal Church for the Advancement of Christianity in Pennsylvania; Board of Chancellors, Chair of Walk to Cure Diabetes and Co-Chair of Annual Gala of the Eastern PA Chapter of the Juvenile Diabetes Research Foundation.
Name: Renae Rutherford Lowe
Address: 800 N 48th Street, Unit 60
Email: rrutherfordlowe@comcast.net
Parish: St. Andrew & St. Monica
Other Associations: Diocesan Council
Deanery: Schuylkill Deanery
Office for which to be considered: Christmas Fund; Disciplinary Board
Occupation or Employer: Academic Teacher Leader, School District of Philadelphia
Are you willing to stand for election? Yes

What motivated you to seek nomination for this committee? I am extremely interested in learning more about the interworkings of the Diocese in order to be a more-informed parishioner; and to pass that information on to my fellow parishioners.

If nominated, what added value would you bring to the Diocese in moving the committee forward with God’s work? I believe that our Diocese needs to have involvement from a more diverse population in order to reach those who are truly in need of the faithful journey that the Episcopal Diocese has to offer.

Please list relevant experiences, skills, and talents. I am currently a member of Diocesan Council, The Bishop’s Revolving Liam Fund, the Grant Development Fund, the Budget Recommendations Committee, and Co-Chair of the Anti-Human Trafficking Committee. My experience with these committees has taught me a great deal about the Bishop’s commitment to build the faith of the people of our Diocese. My loyalty to the tasks at hand and ability to research in order to make informed decisions are also skills and talents relevant to the applied positions.
Name: Rev. Dr. Robert Magoola  
Address: 520 S 61st Street  
Email: robertmagoola@gmail.com  
Parish: St. George St. Barnabas  
Other Associations:  
Deanery: Schuylkill  
Office for which to be considered: Disciplinary Board  
Occupation or Employer: Rector, St. George St. Barnabas  
Are you willing to stand for election? Yes

What motivated you to seek nomination for this committee? I am motivated to seek nomination for the Disciplinary Board because I want to offer my training and experience to the ministry of this our beloved diocese. While I am quite comfortable in public situations, I do so much more in small group settings and one-on-one. This is certainly true for me when handling important issues such as relational dynamics between clergy and lay people, understanding conflict situations and other issues of discipline.

If nominated, what added value would you bring to the Diocese in moving the committee forward with God's work? My experience includes 25 years as an ordained priest and four years prior of youth ministry. If nominated, I will bring to this board: a listening ear, experience of pastoral care, counselling and guidance, and God's love for the people of God.

Please list relevant experiences, skills, and talents. I have 25 years’ experience of ordained ministry as a presbyter and 5 prior years in youth ministry. I have served in varied parishes, both black and white congregations as well as among Spanish speakers and recent immigrants from Africa. My experience has granted me access to deeper understanding of how different individuals and communities work together as they serve God in the church.

I am gifted with a knack for pastoral care, a key component of which is the skill to listen in order to respond appropriately to presenting issues and to know when to dig deeper into personal and corporate stories to the root causes of conflicts and/or disciplinary difficulties. I am also talented with interpersonal interaction. I enjoy meeting strangers and helping them make new contacts as needed.

I am eager to use my experience, skills and talents for the well-being of the Lord’s people in the Diocese of Pennsylvania.
Name: The Rev. Ken McCaslin
Address: 694 Kennedy Road Wayne, Pennsylvania 19087
Email: kmccaslin@stdavidschurch.org
Parish: St. David’s, Radnor
Other Associations:
Deanery: Merion Deanery
Office for which to be considered: Standing Committee
Occupation or Employer: Deacon at St. David’s, Radnor
Are you willing to stand for election? Yes

What motivated you to seek nomination for this committee? Rev Deacon Ken McCaslin is a lifelong Episcopalian. Ken and Cheri have been married for over 35 years, have two grown children; David and Allison, and 5 grandchildren. They have been members of St. David's Radnor since 1990.

If nominated, what added value would you bring to the Diocese in moving the committee forward with God's work? In his secular career, he has been in Healthcare Information Technology for over 35. He served on the board of Health Level Seven, International (HL7) a not for profit healthcare standards body, was Chair of their Technical Steering Committee and is an HL7 Fellow. Ken has served on the Diocesan Liturgical Committee, the Board of the Dolphins, and the CPE Board at Cooper University Hospital, Camden. From 2008 to 2015 Rev McCaslin was a co-chair of healthcare initiatives under Health and Human Services federal advisory committee.

Please list relevant experiences, skills, and talents. Ken was ordained a vocational deacon in June of 2008. After ordination, Ken served St. Mary's Ardmore and then Christ Church Pottstown where he led their outreach ministries. Ken became the as the Deacon Missioner for the Valley Forge Deanery shared outreach programs, until March 2017. In March 2017 Ken was assigned to St. David’s Church Radnor in where he is developing the Hospital Lay Chaplaincy Programs for the Diocese. Ken's undergraduate degree is in Business Management and he has a Masters in Religious Arts from Lutheran Theological Seminary of Philadelphia, now known as Union Lutheran Seminary.
Name: Kathleen McClave  
Address: 804 Potts Lane, Bryn Mawr, PA 19010  
Email: mcclavek@aol.com  
Parish: St. David's  
Other Associations: Deanery: Merion  
Office for which to be considered: Board of Trustees  
Occupation or Employer: Retired  
Are you willing to stand for election? Yes  

What motivated you to seek nomination for this committee? My diocesan experience combined with my professional experience provide a unique combination of skills and experience that may help the Diocese implement this important new governance process. I have been working on the development of our churches and diocese for the last 12 years. When we came to Philadelphia I became active in the Growth and Development Committee of The Redeemer and chaired the committee for several years. We completed a practical development plan that built on the strategic plan with practical implementation tactics to engage all members - empty nesters, parents and newcomers - in the work of the church. I was asked to serve on the Vestry for 3 years and also to organize the operating model for the new parish house construction project. Since joining St. David's, I have been working with Diocesan teams to create the new learning and development initiative "Serviam". I am the chair of the development team. The combination of parish and diocesan work has provided an informed understanding of what is required to build sustainable church presence in local neighborhoods and in the Diocese overall. Because we are newer to the area than many others we have no biases regarding the effectiveness of past practices and issues. I bring fresh thinking and high energy to the work of the committee, and a track record of results on other committees. As a long term financial services consultant, I have helped executives at large and smaller institutions restructure their governance processes, strengthen their management practices, improve their risk and financial management systems and reposition their product delivery systems. In short, I have advised boards of directors on strategy, management and employee management systems for over 25 years. I understand what it takes to build new governance models, policies and practices that are not over engineered but rather focus on delivering the results for which they were intended within the time and budget proscribed.

If nominated, what added value would you bring to the Diocese in moving the committee forward with God's work? Broad leadership and governance experience in a highly changing and regulated environment. Hands on experience in supporting senior executives and leaders in executing their strategies and strengthening their management practices. Practical knowledge of what works and what does not in designing and implementing new governance plans, policies and processes. Long track record and hands on experience in designing and implementing complex projects and management practices.

Please list relevant experiences, skills, and talents. I came to Philadelphia after graduating from the University of Utah in economics to join the Research Department of The Federal Reserve Bank of Philadelphia. It was a very stimulating time at the Fed as Philadelphia was growing dramatically, and the role of the research group was expanding. The Fed was also a great place to start a financial services career. During my tenure, I conducted economic analyses related to the structure and performance of financial services companies, managed many of the operating services the Fed delivers on behalf of the US Treasury, and took a tour as an assistant to one of the members of the Board of
Governors in DC. Given its proximity to The Wharton School and Penn, many of the faculty were frequent participate in our agenda, providing opportunities for long term relationships and future roles as an instructor in Wharton’s executive education programs for bankers in Philadelphia and overseas. After completing an MBA at The Wharton School, I joined a turnaround regional bank in Philadelphia as head of strategic planning and research. It was a time when regional banking was finding its legs and we were designing and installing many of the core operating capabilities needed to run what was then becoming a big bank – consumer banking and distribution strategies, balance sheet management models and processes, and rigorous business/risk management planning. With this experience, I moved into bank consulting with a firm headquartered in Washington, DC. Banking was changing and there were only a handful of consultants. We worked for boards of directors under regulatory orders to change their risk management systems and restructure management teams and practices, helped many banks design their consumer and small business product lines and distribution systems, and supported the design and implementation of broad acquisition plans across the country.

After 10 years in DC, I married a banker and we moved to northern New Jersey. At this time, Wharton colleagues were starting a new research center on risk and operating efficiency with a large grant from the Sloan Foundation. I set up and managed the Center for four years and then returned to consulting in NYC with what was then Towers Perrin as head of their Tillinghast North America banking practice. As with all large companies, the strategies of the company changed and the market’s needs evolved, particularly after 9/11. While I stayed in the company I moved into client management roles with the large banks and started building new capabilities for the firm to use in managing its client base and cultivating broad client facing talent. The changing nature of HR and benefits consulting provided a continuing source of new content areas to master. During a particularly high transition time at Towers, the new Dean of

The Wharton School asked me to join his team as Assistant Dean of Market Development. This appointment took us to Philadelphia to live. We found it to be a very welcoming and interesting community. While our professional priorities turned us back to New York City after a few years, we kept our house in Bryn Mawr and leased an apartment in NYC for 4 years. I then returned to what became Willis Towers Watson as a key client manager, head of the client manager development program and leader of the global client planning initiative. I retired from WTW in 2013. I have a BA degree in Economics from the University of Utah, and an MBA from The Wharton School.
Name: Norman McClave
Address: 804 Potts Lane, Bryn Mawr, PA 19010
Email: nmcciii@aol.com
Parish: St. David's, Radnor
Other Associations:
Deanery: Lower Merion
Office for which to be considered: Board of Trustees; Church Foundation
Occupation or Employer: Retired Financial Executive
Are you willing to stand for election? Yes

What motivated you to seek nomination for this committee? The desire to help the Bishop and other Diocesan Leadership strengthen and grow the Diocese of Pennsylvania. I have had considerable experience in Diocesan committees, and would like to bring this experience to the Diocese in this new organization. The Diocese has a number of very substantial strengths: a large number of parishes, active and devoted clergy and laity, an active Bishop, a very substantial endowment, and broad and diverse congregations with many skills. Building upon those strengths, I'd like to help rebuild and grow our churches, expand our various missions, and bring Christ's words, spirit and light to more people.

If nominated, what added value would you bring to the Diocese in moving the committee forward with God's work? Great experience in Diocesan affairs, and deep financial and management expertise. I have been involved with Diocesan affairs for a decade, having served as Treasurer of the Diocese and then Chair of the Diocesan Finance Committee. I have previously served on the Budget and Property Committees. I played a key role in the revision of the financial canons, which were adopted. I served on the Board of the Church Foundation. I am a member of the Cathedral Chapter, and Treasurer of the Cathedral. I previously served on the Vestry of my church, as its Accounting Warden. I am strategic, with an active orientation, and have great experience with the successful implementation of plans.

Please list relevant experiences, skills, and talents. My background is in financial services and consulting, with large and small commercial banks and investment banks, largely in lending money and managing risk. I have spent most of this time in leadership positions, including as Chief Credit Officer and as CEO. I have concentrated on rebuilding and reworking organizations which had encountered difficulties and/or which had to adapt to a changing environment. In both lending and consulting, I have dealt with a wide variety of people and organizations, and have been able to help them accomplish their desired goals. As a consultant, I designed organizations, processes, and management tools for a variety of institutions, both large and small. This experience could be very useful as the Diocese enters its first year as an incorporated entity. I am empathetic, imaginative, and decisive, with good communication skills.
Name: Katharyn Christian McGee
Address: 1900 Hamilton Street Unit 408, Philadelphia, PA 19130
Email: kichristian@gmail.com
Parish: St. Peter's Episcopal Church (in the city of Philadelphia)
Other Associations:
Deanery: Southwark
Office for which to be considered: Church Foundation
Occupation or Employer: Attorney
Are you willing to stand for election? Yes

What motivated you to seek nomination for this committee? My co-parishioner, Kathleen Stephenson, asked me to join as she knows I am interested in getting more involved in our church, St. Peter's, and the larger Episcopal Diocese. Upon learning about what the committee does, it seems like I could provide meaningful assistance while deepening my relationship with the larger Episcopal church in Pennsylvania.

If nominated, what added value would you bring to the Diocese in moving the committee forward with God's work? While I do not have experience managing funds, in my day job, I serve as Pro Bono Counsel for Duane Morris LLP. In this role, I coordinate the firm's pro bono (i.e., volunteer legal services) efforts globally, harnessing the talents of our 800+ attorneys to provide access to counsel for low-income, under resources individuals and nonprofit organizations seeking to serve under resourced individuals. I am passionate about closing the justice gap and social justice, both in America and the larger world, and I believe working toward this end is one of my callings. I believe I would bring this knowledge regarding nonprofit and charitable organizations across the diocese and world to the committee to help ensure the diocese's assets are put to good use and in manners that further God's charge to us as stewards of God's gifts.

Please list relevant experiences, skills, and talents. Please see my bio (https://www.duanemorris.com/attorneys/kathrynchristianmcgee.html#tab_Biography) for my professional skills. The daughter of the Director of Christian Education/Director of Good Shepherd Lutheran Preschool (mother) and confirmation teacher (father) at Good Shepherd Lutheran Church, Gaithersburg, MD, my faith and my church have been integral and formative parts of my identity my entire life. Serving in church/community ministries is an example my parents set for me from a young age, and I hope I have followed their witness. I have served on various church committees and ministries, both within my church and externally. At St. Peter's, I am active in the adult education and social justice ministries. I regularly serve as an usher, chalice bearer, reader, etc. as needed. Presently, I also serve as Vice Chair of the board of Lutheran Settlement House in Philadelphia, PA, and I am Chair of Development Committee. Likewise, I am on the board of Philadelphia Volunteers for the Indigent Program (Philly VIP), one of the legal aid organizations in Philadelphia, PA.

If it is relevant/applicable (for any confusion with the Lutheran references), I was baptized Episcopal and confirmed Lutheran. I have been welcomed at St. Peter's (while I was serving at Lutheran Settlement House and needed to maintain my Lutheran "membership"). I hope to be received at St. Peter's later this fall or in early 2020.
Name: Daniel Moore  
Address: 94 E Oakland Ave  
Email: daniel.moore@stpaulsdoylestown.org  
Parish: St. Paul's Church, Doylestown  
Other Associations:  
Deanery: Bucks  
Office for which to be considered: General Convention Deputy  
Occupation or Employer: Parish Priest  
Are you willing to stand for election? Yes  

What motivated you to seek nomination for this committee? My motivation to seek the office of deputy to the General Convention comes from my desire to participate in the wider conversation surrounding our common identity as Episcopalians: how we pray, what we believe, and the manner of our life together. Nowhere is this conversation more important than at the General Convention, where we negotiate the particularities of our common prayer, faith, and life. As a priest with four years of ordained ministry in the parish, and who hopes for many more years to come, I am passionate about the work of intentionally discerning how God is calling us toward a more abundant life as a church so that we may show a more faithful witness to the world. I would be humbled and honored to take part in this work as a clergy deputy from our diocese to the General Convention.

If nominated, what added value would you bring to the Diocese in moving the committee forward with God's work? I believe the strongest qualities that I would bring as a deputy are my love for our liturgy and my respect for our polity. I am keenly interested in the work of examining our corporate life together through making necessary updates to our constitution and canons, and I enjoy the attention to minutiae that this process requires. Likewise, I would bring a great deal of energy to engaging in the large-scale visioning of the future shape of our church, especially as a member of the millennial generation. I believe that the work of General Convention requires deputies to be inquisitive, outgoing, and hard-working, and those are the values that I would hope to contribute as a member of the deputation from our diocese.

Please list relevant experiences, skills, and talents. I have previously served as an alternate deputy from our diocese to the 79th General Convention, and followed closely the resolutions and reports from the House of Deputies. I have also served on our diocesan Committee on Incorporation—work that required me to get into the canonical weeds, so to speak, by ensuring that parochial articles conform to diocesan canons. I believe this experience lends itself well to the legislative work of a deputy. Additionally, I am a member of our diocesan Commission on Ministry, having served in this capacity in my former diocese as well, giving me a wonderful opportunity to glimpse the future direction of our church in the faces of those who are discerning vocations. I have experience in strategic planning, both in the parish and as a consultant before discerning a call to the priesthood, a skill that can be an asset to the church as it anticipates a changing ecclesial landscape. In both my studies and in ordained ministry I have cultivated the practice of close reading, which is a valuable skill to have in a deputy. I take a great deal of joy in the work that God has given me to do, and it would give me no small amount of joy to be a deputy to this next General Convention.
Name: Kirk Muller
Address: 384 Maple Ave, Southampton PA 18966
Email: kirmuller@hotmail.com
Parish: Redemption, Southampton
Other Associations:
Deanery: Bucks
Office for which to be considered: Board of Trustees
Occupation or Employer: Program Manager
Are you willing to stand for election? Yes

What motivated you to seek nomination for this committee? The Diocese of Pennsylvania and the Episcopal Church are in the midst of an exciting time, one where we're being called to be Revolutionary. I'm excited about the future of the Diocese and how we're participating in our community, both locally and as a global community. We have great resources, amazing people and a history of leading the way. It's a great time to be an Episcopalian, especially in Pennsylvania! As a member of the Board of Trustees, I believe I can help the Bishop and the Diocese to fulfill this Revolutionary mission, to unite our cause and fulfill our promise as a great church community.

If nominated, what added value would you bring to the Diocese in moving the committee forward with God's work? The Lord has blessed me with opportunities to serve my church and then the Diocese since 2013. Through these experiences and many others, I have learned about church budgeting, finance, process development, and leadership. In my professional career I am responsible for many similar skills plus developing organizations and program roadmaps. I led the Diocesan Mission Process Committee in its work to develop two new processes for how we'll effectively and objectively incubate, support and potentially sunset Mission Churches while ensuring that we continue to provide resources where they are most needed. While on the Finance Committee, I have strongly advocated for transparency and a focus on the future, with a viewpoint shaped by my experience as a member of the Deputation at General Convention and Legislative Aide.

Please list relevant experiences, skills, and talents. Currently serve the Diocese of Pennsylvania as Finance Committee Secretary since 2018. Currently serve the Diocese of Pennsylvania as Chair of the Mission Process Committee 2017-Present. Currently serve on the Board of the Children's Dyslexia Center of Lehigh Valley. Served as a member of the Deputation of the Diocese of Pennsylvania at General Convention in 2015 and 2018. Served as Senior Warden, Redemption Episcopal Church. Extensive experience facilitating critical conversations to achieve satisfying results for all. 25 years’ experience as a Program Manager for multiple organizations, envisioning and delivering complex business and technology programs.
What motivated you to seek nomination for this committee? The General Convention of The Episcopal Church is a gathering of the whole church to renew our bonds as Episcopalians, to become inspired by our vision and to bring those connections and inspirations back to the Diocese. It is also where decisions are made and a vision presented that affect our whole church. I want to be a part of all of that. The Diocese of Pennsylvania has always been a leader of ideas and ministry in our Church. I want to continue that tradition.

If nominated, what added value would you bring to the Diocese in moving the committee forward with God's work? As a deacon I bring a unique perspective of the church to the convention. I have been a non-stipendiary ordained person - with the authority of clergy, but the experience of lay leaders who are also non-stipendiary. There is no other order in the church with this combination of experience. Deacons are called to speak to the church of the needs, concerns and hopes of the world. I will bring that calling to every vote and conversation at convention.

Please list relevant experiences, skills, and talents. I was an alternate deputy at the 2017 convention, as well as a legislative aid. As Archdeacon Emerita of the DioPA, and one who has served in several parishes throughout the diocese over the past 23 years, I have a deep knowledge of the diversity and gifts of our diocese. As former president of the Association for Episcopal Deacons, current vice president of the Fund for the Diaconate and former vice president of Diakonia of the Americas and Caribbean, I have church wide and international experience of the Christian Church in the world and particularly of the role of diaconal ministry in it.
Name: James Pope
Address: 9506 Marstan Road, Philadelphia, PA 19118-2611
Email: James.pope@comcast.net
Parish: St Paul's, Chestnut Hill
Other Associations:
Deanery: Wissahickon
Office for which to be considered: Board of Trustees
Occupation or Employer: Retired
Are you willing to stand for election? Yes

What motivated you to seek nomination for this committee? The Board of Trustees will have the most interesting task in the DioPA, redefining the entire structure of governance. I believe that my prior and current experience as a director or chairman of multiple boards both not-for-profit and for-profit, combined with my detailed knowledge of the DioPA finances make me a viable candidate, and I have a strong interest in continuing to serve the DioPA.

If nominated, what added value would you bring to the Diocese in moving the committee forward with God's work? My response to Q 1 speaks to this question as well. I would hope to add value in developing strategic financial and operational planning committees to prepare for dealing with over 2 million square feet of buildings in the DioPA, more than half of which were built by the end of the nineteenth century
Name: P. Isaac Quelly
Address: 65 North 34th Street, Philadelphia PA, 19104
Email: isaacquelly@gmail.com
Parish: Philadelphia Episcopal Cathedral
Other Associations:
Deanery: Schuylkill River Deanery
Office for which to be considered: General Convention Deputy
Occupation or Employer: Arcadis North America
Are you willing to stand for election? Yes

What motivated you to seek nomination for this committee? The Episcopal Church has been an important part of my life since I started serving as a junior acolyte at 11 years-old. With the support of my church family, I continued to grow in service and faith. In 2014, I relocated to attend Drexel University and earn my bachelor’s degree in Architectural Engineering. The Philadelphia Episcopal Cathedral welcomed me with open hearts and open arms. I now serve on Sundays and at Diocesan services as Crucifer and Sacristan, as well as the Cathedral’s Lay Representative to the Schuylkill River Deanery. While my personal theology is rooted in the ceremony and ritual of the liturgy, I have a desire to expand my faith and service. Through the examples and support of the people of the Cathedral and the entire Diocese, I feel a call to stand for election to be a deputy to General Convention. In this role, I will continue to explore my identity and call within The Episcopal Church and represent our Dioceses faithfully and dutifully. I thank God for the love and support I have received through my faith communities, and I aim to magnify their love for me ten time over, in whatever capacity I am able.

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

Being a cradle-Episcopalian, I know the value of serving God and loving my neighbor not only through my home congregation but also throughout the entire Diocese and The Episcopal Church. Some say that, at 24, I do not yet have the experience needed for this position. However, I feel my age is a strength that adds to the already-present skills and gifts of other nominees. Spirituality, faith, and worship are constantly evolving. I bring with me a fresh perspective as well as the Anglican tradition's willingness to adapt. I will draw on these gifts of experience, interest, responsibility, and commitment to help usher the Church into the 2020’s and beyond.

Please list relevant experiences, skills, and talents. Over the course of my past 5 years in Philadelphia, I have had the pleasure to worship and serve at the Cathedral. I started as Crucifer, and my role has continued to grow and deepen. I am a Sacristan at the Cathedral and lead lay liturgical support for our Second Sunday Eucharist services. I have not only been able to serve on Sundays, but also at Diocesan and events. Serving at the Cathedral has gifted me with a unique wide-angle lens on the operations and needs of the Diocese, including congregations from every corner of the Diocese. My lay ministry has also exposed me to a wide variety of liturgical styles, theological beliefs, ministry programs, and types of people who are a part of The Episcopal Church.
Name: Michael Rau

Address: 205 Huntingdon Pike, Rockledge PA 19046

Email: therevmikerau@holynativityrockledge.org

Parish: Holy Nativity, Rockledge

Other Associations:

Deanery: Montgomery

Office for which to be considered: Board of Trustees

Occupation or Employer: Holy Nativity, Rockledge

Are you willing to stand for election? Yes

What motivated you to seek nomination for this committee? I was approached by an actively engaged and involved diocesan leader who encouraged me to run. After prayerfully considering it, I'm up for the challenge. I have a non-anxious approach to leadership, and I would enjoy working with other Trustees to assist the diocese. In the same regard, I have a high standard, and I would encourage growth through innovation and strategy.

If nominated, what added value would you bring to the Diocese in moving the committee forward with God's work? We need bold leadership to help us break through the glass ceiling of how things have always been done. In addition to honoring our past and remaining sensitive to our traditions, we also need to reimagine ways to carry out our charge as a diocese, while mobilizing and helping our churches do the same. I have the qualities to challenge and encourage other leaders to think outside the box and not get stuck in the process. I feel I have a lot to offer with my career in senior level management, prior to seminary, and my experience as a member of the clergy.
What motivated you to seek nomination for this committee? After serving in our diocese for ten years, I have come to call this community my home. Amid the challenges and opportunities we face in the Church and world today, I am energized by the direction in which we are being called under the leadership of Presiding Bishop Curry and Bishop Gutiérrez. Through the Jesus Movement I believe that the Spirit is inspiring us to step out into uncomfortable and unknown places, and to be the Body of Christ in a new way. My lifelong formation within the Episcopal Church has made me the person I am today. It continues to provide me with a place where I know I belong and am beloved. My passion in ministry is to share that sense of belovedness with those who enter the doors of the church and those who remain beyond its walls. I believe strongly in our particular tradition, and the strength of our mission to share the good news of Jesus to a world hungering for meaning and belonging. I would be honored to serve the wider Church on behalf of our Diocese, and to help transform our structures and policies so that we might be a more nimble and responsive community, focused on following Jesus and His way of reconciliation and love.

If nominated, what added value would you bring to the Diocese in moving the committee forward with God’s work? One of the things I value most about our diocesan community is the diversity among its members. If elected to serve on your behalf, I will add the perspective of an often underrepresented and underserved population in our Church. The more voices, experiences, and viewpoints that are invited to the table, the more authentic we are in our embodiment of the beloved community. I believe that because of the relationships I have developed with fellow clergy and lay people across the Diocese, I can represent faithfully the breadth and width of our varied people, parishes, and ministries.

Please list relevant experiences, skills, and talents. I served two terms as Dean of the Montgomery Deanery, two terms on the Cathedral Chapter, and am currently the chaplain to the Society of the Companions of the Holy Cross. Each have given me a deeper appreciation for the ministry of the Church beyond the confines of the local parish. Over the course of my priesthood, I have served three different sized parishes in rural, suburban, and exurban settings. Appreciating the blessings and challenges presented in each of these faith communities, I have worked joyfully to support them in their unique identities. I would bring to this work a broad understanding of both the particular needs of the local parish as well as the interdependent nature of our wider communion. The mission and ministry of the Church is at its best when shared. In our twenty-first century context, we can only step out and risk following Christ’s way of love in partnership with one another. I believe I would be an asset to the deputation because I thrive in collaborative settings and am committed to building stronger bonds within our Diocese and the national Church.
Name: The Rev. Timothy B. Safford

Address: Christ Church, 20 N. American St., Philadelphia, PA 19106
Email: tsafford@christchurchphila.org
Parish: Christ Church in Philadelphia
Other Associations:
Deanery: Southwark
Office for which to be considered: Board of Trustees
Occupation or Employer: Priest, Christ Church in Philadelphia
Are you willing to stand for election? Yes

What motivated you to seek nomination for this committee? Both creativity and caution will be needed for the implementation of the new non-profit Corporation that will have the “sole responsibility for administration of the business and financial affairs of the Diocese.” On the one hand, the Corporation offers a new paradigm for providing financial resources for the preaching of the gospel and the work of the church already so abundant in our diocese. On the other hand, the new Corporation consolidates a tremendous amount of fiscal power in the bishop and twelve trustees, so cautious and careful use of that power will be necessary to build trust and confidence that the new non-profit Corporation will not be separate from, but of service to, the Diocese of Pennsylvania. The trustees will need to discern the times for risk and creativity, balanced with restraint and prudence. I hasten to add, though, that we have many treasures stored up here on earth, and we must not be tempted to build bigger barns, but to use our resources for the deeds and work that build treasures in heaven. As we do so, we must be sure to heed the careful systems we’ve learned as a diocese from our anti-racism training to ensure that distribution is equitable and biblical, as well as compliant with the entirety of the New Testament teachings about the role of wealth for good.

If nominated, what added value would you bring to the Diocese in moving the committee forward with God's work? Ordained 35 years and serving our diocese for the last 20, I believe I have the temperament, historical knowledge of what has succeeded and failed, and the time to be of service as Trustee. I am both Rector of a parish and CEO of a non-profit corporation that manages a complex historic site, so aware of the dynamics and opportunities between the pastoral and fiscal.

Please list relevant experiences, skills, and talents. I have served the Diocese of Pennsylvania in these capacities: Commission on Ministry; Trustee, Episcopal Community Services; Trustee, Kearsley Retirement Community; Anti-Racism Training and Commission; Alternate Deputy, General Convention; Delegate to Provincial Synod; Special Committee on Diocesan Generosity and Giving; Special Task Force on Finance and Budget; Bishop Search Transition Committee. I have also served as board member or trustee of: Planned Parenthood of Southeastern Pennsylvania; Union Station Housing Corporation and Homeless Shelter; The Church and Temple Housing Corporation. I can wrangle Excel spreadsheets like the unjust steward wrangled olive oil bills.
**Name:** Patricia Smith  
**Address:** 421 W School House Lane, Unit 15, Philadelphia, PA 19144  
**Email:** patjoylisa@aol.com  
**Parish:** St Luke's Church, Germantown  
**Other Associations:** Standing Committee, Property Committee  
**Deanery:** Wissahickon  
**Office for which to be considered:** Board of Trustees; Church Foundation  
**Occupation or Employer:** Realtor  
**Are you willing to stand for election?** Yes

**What motivated you to seek nomination for this committee?** I have worked to bring a positive future for the Diocese of Pennsylvania representing a diverse community of worshipers and staff. Over the years I have served as Deanery Representative, Diocesan Council, Standing Committee, Property Committee, Finance Committee, Budget Committee and many other short term assignments as needed. I have seen the Diocese change into one that is open to change and support of the theme "Know Jesus. Change the World” We are truly becoming that beacon on the hill shining a light on our diverse community and making a change for the better. I feel these positions will bring me even closer to making a difference moving forward.

**If nominated, what added value would you bring to the Diocese in moving the committee forward with God’s work?** My experience working within the Diocese on Finance, Property, Budget and Standing Committees has shown me first how our Diocese is structured, how it operates and how changes for the better can be accomplished. I feel that our work with the Foundation and the newly created Board will allow me more opportunities to help in the transition we must make moving deeper into the 21st Century.

**Please list relevant experiences, skills, and talents.** Accounting Warden of St. Luke's Church Germantown overseeing 6+ Million Endowment and $700K budget for the past 12 years. Realtor since 1991. Regional Property Manager for Penrose Properties, Chancellor Properties, and Philadelphia Housing Authority overseeing real estate apartment developments in Multi-Million Dollar Portfolios. Board of Directors for Center in the Park overseeing Senior Center and its many challenges. VP and Board of Directors for Mt. Airy Art Garage working with Arts Programs in NW Philadelphia. Strong skills in finance, property management and good people skills.
_name: The Rev. Dr. William (Mike) Sowards
address: 4120 Colonial Ct. Box 1206, Skippack, PA 19474
email: fr.mike6554@gmail.com
parish: St. James' Episcopal Church in Collegeville, PA
other associations:
deannery: Valley Forge
office for which to be considered: Church Foundation; General Convention Deputy
occupation or employer: St. James' Episcopal Church in Collegeville, PA
are you willing to stand for election? Yes

what motivated you to seek nomination for this committee? I have been serving on the Board of Directors for the Church Foundation since the retirement of the Rev. Ed Shiley in 2017. In my two years serving on the TCF board, I have found the work to be fascinating and rewarding. The dedication of the TCF board members as well as the leadership of our new Director, Mrs. Lori Daniels has been an inspiration to me and I am proud to be a part of such an exemplary group of professionals.

If nominated, what added value would you bring to the Diocese in moving the committee forward with God's work? I currently serve with James Pope and Jim Mack on the Audit committee. I believe that my background in Higher Education and in Administration has been an asset to the board and I would like to continue in my capacity as a TCF board member. I believe in Stewardship and I see the role of the Board of Directors of the Church Foundation as being good stewards to the Diocese and to the Parishes that choose to invest with us. Because of the good work of the TCF Board of Directors, monies are available throughout the Diocese to help with the many ministries that God is doing in our midst.

Please list relevant experiences, skills, and talents. I served as the Executive Director of the Military Educational Institute at Florida Community College at Jacksonville, Jacksonville, FL from 1995 to 2004. I left this position to go to Seminary. Board member for the Philadelphia Liturgical Institute. Chair of the Collegeville-Trappe Ministerium. Chaplain for VFW Post 7155.
Name: James Stambaugh
Address: 223 Crosshill Rd. Wynnewood, PA 19096
Email: james.r.stambaugh@gmail.com
Parish: Church of the Holy Apostles, Penn Wynne
Other Associations:
Deanery: Merion Deanery
Office for which to be considered: General Convention Deputy
Occupation or Employer: Rector, Church of the Holy Apostles, Penn Wynne
Are you willing to stand for election? Yes

What motivated you to seek nomination for this committee? I love Jesus, I love the Episcopal Church, and I love the people of the Episcopal Diocese of Pennsylvania. God help me to keep those loves as my primary motivations for seeking nomination (and everything else). As an observer to the 2015 General Convention, I got, at least, the beginnings of an idea of what being a deputy entails, and am still excited and energized by the prospect of the work. A colleague and General Convention veteran encouraged me to seek nomination recognizing that I would be well-suited to the work. That is what gave me the final bit of confidence to seek nomination.

If nominated, what added value would you bring to the Diocese in moving the committee forward with God's work? I am a relatively young person (mid-30s) who is passionate about listening to and representing young people in the Episcopal Church. In doing so, I have come to value and appreciate the wisdom and perspective of the faithful elders of our church and believe strongly in the importance of intergeneration discipleship as followers of Jesus. As a clergy person who serves alongside a generous and gracious parish, I have the flexibility to attend General Convention where many folks my age do not.

Please list relevant experiences, skills, and talents. My relevant experiences include time as a seminarian observer at General Convention, as well as several years working for the Center for Anglican Communion Studies at Virginia Theological Seminary. During this time I learned about the workings of relevant governing bodies in the Episcopal Church and the wider Anglican Communion. I helped to plan and host seminars and conferences that pertained to many of the issues and conversations relevant to General Convention, and featured Episcopal and other leaders from around the Anglican Communion. In this diocese, I have been active in committees including the Anti-Racism Commission, the Liturgical Discernment Committee, and the Commission on Ministry. My relevant skills include an ability to listen carefully and sympathetically. I am familiar with the Canons and Constitution of our Church. I have a working knowledge of major resolutions and issues of the last two General Conventions, particularly those that stand to shape many conversations at the next one. I have the skills to reflect theologically on matters of policy and polity. Whether elected or not, I am going to pray a lot about what happens at General Convention. My relevant talents include patience, high energy, and a generally positive and (I hope) realistic outlook.
Name: Kathleen A Stephenson
Address: 524 Pine Street, Philadelphia, PA 19106-4111
Email: colstep@comcast.net
Parish: St. Peters Episcopal Church in the City of Philadelphia
Other Associations: Philadelphia Deanery: Southwark
Office for which to be considered: Board of Trustees
Occupation or Employer: Attorney, Retired Pepper Hamilton LLP
Are you willing to stand for election? Yes

What motivated you to seek nomination for this committee? The Diocese's move to an incorporated status is exciting and challenging. The Diocese is an important voice in the greater community and an important support for each parish in our faith community. I would like to support it as it goes forward.

If nominated, what added value would you bring to the Diocese in moving the committee forward with God's work? As a woman of faith, I believe God calls each of us to be involved and I offer my experience and a willingness to serve.

Please list relevant experiences, skills, and talents. Professionally, my legal practice included advising non-profit corporations. Within the diocese, I serve on the Boards of The Church Foundation (trust committee) and The Widows Corporation (assistant secretary and audit committee). Within my Parish, I have served as Rector's Warden and in the past as chair of various committees including, property, investment and stewardship. Within the community, I serve on the Board of The Charlotte Cushman Foundation.
Name: Elizabeth Curtis Swain

Address: 213 S Fairville Rd, Chadds Ford, Pennsylvania 19317
Email: swainec@comcast.net
Parish: Episcopal Church of the Advent, Kennett Square, PA
Other Associations: Diocesan Council; Committee on Wellness; Incorporation Committee
Deanery: Brandywine Deanery
Office for which to be considered: Board of Trustees
Occupation or Employer: Attorney, Solo practice
Are you willing to stand for election? Yes

What motivated you to seek nomination for this committee? My motivation is enabling and ensuring that the Corporation in its first years of existence is able to operate as the corporate vehicle for the Diocese. And, at the same time, fulfilling the goal of streamlining diocese operations while letting the diocese go forward with its spiritual mission.

If nominated, what added value would you bring to the Diocese in moving the committee forward with God's work? My added value is twofold. First, as a member of the Incorporation Committee, I bring the knowledge of why we recommended the structure to the Diocese and what we sought to address in making the changes reflected in the Resolution adopted at 2018 Convention. Second, I bring my professional experience appreciating the key needs and goals for a client of whatever type and helping to arrive at a solution or plan to accomplish those key needs and goals -- without an overburdened or overcomplicated approach.

Please list relevant experiences, skills, and talents. Attorney with more than thirty years as a transactional and business counsel working with and for profit and nonprofit organizations on organizational set up, structure and governance, organizational policies and compliance, and varied of complex business transactions. As business counsel I have developed the skill and talent to understand what is needed and driving forward to achieve but at the same time seeking a collaborative and supportive approach. Legal areas of expertise relevant to the Board of Trustees include corporate law, business law, nonprofit governance, duties of officers & directors. Member of the Vestry leading our service and outreach programs. Serve on boards and committees of various nonprofit organizations serving a variety of needs in our communities
Name: Tommy Thompson  
Address: 1801 Butler Pike apt 173  
Email: fathertommy@outlook.com  
Parish: St. Andrew’s, West Vincent  
Other Associations:  
  Deanery: Brandywine  
Office for which to be considered: General Convention Deputy  
Occupation or Employer: Priest  
Are you willing to stand for election? Yes

What motivated you to seek nomination for this committee? I have a passion for securing the future of our denomination by intensifying our evangelism and outreach efforts alongside of our Gospel centered preaching and liturgy.

If nominated, what added value would you bring to the Diocese in moving the committee forward with God's work? I want to be a voice for all those in our beautiful and diverse tradition who realize we cannot wait; we must do all we can now to be centered in the Good News above all else AND to share that good news creatively and as generously as possible. Jesus is the only lasting response to the darkness of our age.

Please list relevant experiences, skills, and talents. I have served the church in some capacity as a priest, children’s pastor, youth/college pastor, or associate/assistant for all of my adult life. I have listened closely to sisters and brothers younger and more mature and hear a constant - the need to be centered and focused in Jesus for the sake of his Good News.

I’ve served on various committees and commissions at the parish and diocesan level in my twenty years of ministry including currently serving on the Vision in Action liturgy commission, assisting the bishop with parish ordinations, and serving the diocese as a consultant for campus ministry.
Name: Roberta Torian
Address: 27 Ridings Way West Chester, PA 19382
Email: rgtorian@gmail.com
Parish: St. Francis-in-the-Fields Sugartown
Other Associations: Former member of the Vestry of St. Lukes Church, Germantown
Deanery: Brandywine
Office for which to be considered: Church Foundation
Occupation or Employer: Corporate attorney specializing in finance and banking
Are you willing to stand for election? Yes

What motivated you to seek nomination for this committee? My motivation for seeking nomination is my belief that my background in finance and law will allow me to be a contributing member of The Church Foundation which is responsible for overseeing the investment and management of the trust funds of the Diocese and of Diocesan Parishes.

If nominated, what added value would you bring to the Diocese in moving the committee forward with God’s work? I am a lifelong Episcopalian with a long history of service to the Church in this Diocese and my home Diocese of Connecticut. My dedication to helping support the spiritual growth and interpersonal relationships among people and the expansion of the work of the Diocese to do God’s will, shall guide my work to help protect and preserve the funds with which people of faith have entrusted their parishes and the Diocese and to assure that all money for which The Church Foundation is responsible is used only in accordance with the wishes of the donors and the parishes.

Please list relevant experiences, skills, and talents. Professionally, I have over 40 years’ experience as a corporate lawyer advising banks and financial institutions on matters relating to finance, including investments, trust and estate matters. At St. Luke’s Church Germantown, which has an endowment, I served on the Finance Committee as a member of the Vestry for nine years so I fully understand the importance of careful stewardship of parish funds. My experience also includes serving on Diocesan Council for 6 years and on its executive committee for 2 years. Previously I served as President of The Church Training and Deaconess House in this Diocese and worked closely with the Diocesan treasurer to oversee the management of its endowment and the granting of scholarships to women pursuing careers in ministry.

Outside of the Diocese, I served as a Trustee of the Philadelphia Bar Foundation as a member of its Executive Committee and Chair of its Grants Committee, and helped oversee the investment and management of its multi-million dollar endowment fund.
Name: Richard Vinson

Address: 96 Cherry Lane Doylestown, PA
Email: Rvinson@trinitysolebury.org
Parish: Trinity, Solebury
Other Associations:
Deanery: Bucks
Office for which to be considered: Disciplinary Board
Occupation or Employer: Clergy
Are you willing to stand for election? Yes

What motivated you to seek nomination for this committee? I was asked to serve.

If nominated, what added value would you bring to the Diocese in moving the committee forward with God's work? I do not know, yet I am willing to serve.

Please list relevant experiences, skills, and talents. I presently serve on the board.
Name: John R. Wallace  
Address: 665 Bonny Brook Ave, Collegeville PA 19426  
Email: wallaj3@gmail.com  
Parish: Washington Memorial Chapel, Valley Forge PA  
Other Associations:  
Deanery: Valley Forge  
Office for which to be considered: General Convention Deputy  
Occupation or Employer: Residential Designer, Gardner/Fox Associates (Bryn Mawr, PA)  
Are you willing to stand for election? Yes  

What motivated you to seek nomination for this committee? I came to the Episcopal Church during my undergraduate studies in architecture, as an LGBT college student in the Diocese of Albany when the ongoing controversy regarding same-sex marriage there began to heat up in earnest. As I have grown in my commitment to the Church over the years, including my own work with parishes torn by conflict over the hot-button issues of the last half-century, I have found myself not only distressed by our tendency to speak past one another, but also profoundly saddened by the apathy or overt disgust with which, sadly, so many of my Millennial peers regard the Church. As Antony Buller writes in Tract for the Times #61, the unique strength of the Episcopalian tradition has always been found in unity: not uniformity, and not “making minor points to be terms of communion, or watchwords of partisan factions.” Or, in the time-tested approach followed by John Wesley, “In necessary things, unity; in uncertain things, liberty; in all things, charity.”  

If nominated, what added value would you bring to the Diocese in moving the committee forward with God's work? I firmly believe that the world still needs-now more than ever-the saving message of Jesus Christ, and that the Episcopal Church has been a secret kept too well for too long. I would hope for my involvement at General Convention to be not just an opportunity for personal growth, but also to draw tighter our bonds of friendship and common mission with the larger Church. At the same time, I believe that it is critical that the people of the whole Diocese have an opportunity to see – and to be heard – in the process of governance. My own lived experience, having grown up the son and grandson of clergy (albeit in another denomination), has given me a unique opportunity to see many sides of the issues which confront the Church today, and I hope that this would be of use to the deputies in their consideration of where the Holy Spirit might be drawing us as followers of Jesus. I will know that we have succeeded if even one ‘outsider’ comes away from an encounter with General Convention convicted by the knowledge that “Here is a people who know, and love, God!”  

Please list relevant experiences, skills, and talents. Diocesan Council: Lay Delegate (2018--) Washington Memorial Chapel: Vestry (2016-2019) Delegate to Diocesan Convention (2015, 2017, 2018); Delegate to Bishop Gutierrez’s Election (2015); Docent (2014--) As a ‘public face’ of the Chapel, I have had an opportunity to meet guests from all walks of life, all around the United States and the world, including people with various and diverse religious and political beliefs.
This has required me to learn a great deal about finding common ground across seemingly-insurmountable differences.

Church of the Good Shepherd, Rosemont: Daily Office Officiant (2016--); Volunteer Sacristan (2018--) My relationship with Good Shepherd, ‘the church around the corner’ from my office began through my embrace of the Daily Office as a centering tool, and has grown to assisting the community in many ways as we discern our future. Rensselaer Polytechnic Institute: News Analysis Editor, Statler & Waldorf Magazine (2010-12) This position demanded intensive, objective, and articulate coverage of issues facing the Institute and the student body, and necessitated developing a deep understanding of institutional culture to build close relationships with both student government and the Administration.

Bachelors in Architecture (2009-14, cum laude)
Architectural studies are customarily based around the development and defense of one or more designed responses to a prompt each semester. While this means becoming very passionate about ideas, it also requires one to make logical decisions about what to emphasize – what to defend – and when to cede an untenable position.
Name: Liz Wendt  
Address: 629 Garfield Ave. (PO Box 120) West Point, PA 19486  
Email: LWendt48@gmail.com  
Parish: Trinity Ambler  
Other Associations: Deanery: Montgomery  
Office for which to be considered: General Convention Deputy  
Occupation or Employer: Currently in Transition  
Are you willing to stand for election? Yes  

What motivated you to seek nomination for this committee? From a very young age I have loved the Episcopal Church and The Diocese of Pennsylvania. I have always felt proud to say I am an Episcopalian and will happily explain the “Three Legged Stool of Faith” to anyone who will listen, but at its core our church is so much more. I believe we are called to an important mission in the world today. Currently, we live in a climate that feels as though things are changing minute by minute. With uncertainty everywhere the church is in a unique position. We can be both a steady, nurturing oasis of calm for the soul as well as a powerful leader. We can show the Way of Love by our open and welcoming example that doesn’t just end when the church bells ring at the conclusion of services Sunday morning. General Convention is a place to bring forward ideas and initiatives that we as Episcopalians will to go forth and put into action over the following three years. At Convention we have the ability to share, learn, and grow not only with our brothers and sisters from all over the Country but from several other Countries as well. It is from gathering together and listening to each other’s triumphs and struggles that we are able to come home and build stronger communities within our home Dioceses and Parishes. I would be honored and blessed to once again have the opportunity to represent our Diocese. To be present in Baltimore in 2021 and to shape the future of the Episcopal Church for the next three years and years to come.  

If nominated, what added value would you bring to the Diocese in moving the committee forward with God's work? If nominated what added value would you bring to the Diocese in moving the committee forward with God’s work? For the past two General Conventions I have been fortunate that our Diocese has elected me to represent them, this would be my third General Convention. As such, I am confident that the experience I have gained would be beneficial to the Deputation. I believe my experiences as a supervisor to young adults in the corporate world, as well as my volunteer work with teenagers in the church would be beneficial as I would be able to provide a slightly different point of view. Looking beyond General Convention, I am excited to bring home new and creative ways to extend Church beyond what we do on Sunday mornings. In our diocese we have countless opportunities to help those in need. I want to see what other people are doing in their churches and Dioceses. We are doing wonderful work here presently, however there are always new creative ideas.
Please list relevant experiences, skills, and talents. I have served on the Diocesan Resolutions Committee for several years, participated in the Young Adult Forum at the General Convention in 2006, and was a Deputy to General Convention in 2015 and 2018, in addition I also served on The General Conventions Ecumenical and Inter-Religious Relations Commission from 2006-2012. In my Parish Trinity Ambler, I am currently serving on my 2nd term on the Vestry, volunteered with the Youth Group for 10 years, and taught Confirmation Class and Sunday school for several years. I am also a member of our chapter of The Daughters of The King, The Healing Prayer Team, and Lead the Newcomers Ministry as part of my role on Vestry. In addition I participate in various other ways, such as Ushering and Reading. I consider my church to be a home away from home and am blessed to be part of such a wonderful community. I have over 10 years of experience in the corporate world. I worked in customer service for 2 diverse companies in many roles up to and including supervising employees at different levels and skill sets in different states and time zones. This meant developing the ability to balance their various needs and styles while working quickly to resolve escalated customer issues. I have an MS in Organizational Development and Leadership and am currently looking to pursue an MSW and hope to go on to get my clinical license. I try to go into every new experience without expectations and with an open mind. Doing this I believe allows me to be more flexible and reveal what the Holy Spirit is trying to tell me. If I have the honor of being elected again, I am hopeful my skills and personality will lend me to be a positive addition to the Deputation.