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About this Journal: The Journal for the 150th Annual Convention of the Diocese of Southern Ohio includes minutes and voting results from the November 23, 2024, business session, held at the Roberts Centre in Wilmington, Ohio, as well as the Constitutions and Canons of the Diocese of Southern Ohio.

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Clergy of the Diocese of Southern Ohio, in order of Canonical Residence

as of November 11, 2024

Name	Date of Canonical Residency
Christopher F. Neely	August 8, 1961
Frederick G. Krieger	December 1, 1963
Jerome M. Baldwin	March 1, 1964
David O. McCoy	June 13, 1964
Frank B. Stevenson	June 13, 1964
John E. Bowers	June 26, 1965
Melvin A. Hoover	July 3, 1971
Wilson H. Willard, Jr.	January 23, 1973
Andrew MacAoidh Jergens	June 2, 1973
George A. Hill III	February 12, 1978
Noel S. Julnes-Dehner	May 27, 1978
James A. Hanisian	January 1, 1979
John N. Gill	January 1, 1979
Thomas B. Kinsey	May 1, 1980
Timothy O. Carberry	May 1, 1982
Hancella M. Newberry	November 4, 1982
Anne M. Warrington Wilson	June 4, 1983
J. Timothy West	October 1, 1985
Stephen H. Applegate	November 1, 1985
James S. Miner, II	March 1, 1986
Patricia S. Hobson	June 14, 1986
Gretchen A. Wood	October 15, 1986
William E. Lyle	November 30, 1986
Angelo J. Puopolo, Jr.	July 21, 1987
Paula M. Jackson	December 30, 1987
Henry K. Perrin	April 1, 1988
Cynthia J. Snodgrass	July 20, 1989
Jacqueline E. Matisse	September 1, 1989
Richard J. McCracken-Bennett	December 21, 1989
J. Michael Jupin	August 6, 1990
William E. Scrivener	October 16, 1990
Roger L. Foote	February 7, 1991
Carol Potterton	May 4, 1991
Katharin K. Foster	May 4, 1991
Theorphlis "Top" M. Borden	May 4, 1991
Michael A. Kreutzer	June 9, 1991
Karen K. Burnard	June 22, 1991

Carol W. Hull	September 26, 1991
Don. R. Greenwood	October 3, 1991
Robert A. Hufford	May 1, 1992
Melody S. Williams	November 1, 1992
Betty E. Coleman	January 23, 1993
C. David Cottrill	February 11, 1993
Roger S. Greene	August 20, 1993
Arthur C. Hadley	October 1, 1993
Gary B. Givler	December 3, 1993
Heather B. Wiseman	December 3, 1993
W. George Pursley	December 18, 1993
Philip A. College	June 17, 1994
Kenneth L. Price, Jr.	October 29, 1994
Lee Anne Reat	November 10, 1994
Nancy A. Hopkins-Greene	December 3, 1994
Pamela E. Gaylor	June 24, 1995
Connie Jo McCarroll	October 28, 1995
Cynthia M. Hampton	June 29, 1996
K. Paul St. Germain	September 10, 1996
Thomas H. VanBrunt	November 5, 1996
John F. Koepke III	March 17, 1997
Edward T. Payne	May 24, 1997
Walter J. Mycoff, Jr.	June 8, 1997
Richard A. Burnett	September 3, 1997
P. Marshall Wiseman	October 25, 1997
Wesley W. Hinton	June 22, 1998
Robert R. Hansel	June 30, 1998
S. Rebecca Michelfelder	June 19, 1999
Stephen J. Cuff	July 12, 1999
David R. Ruppe	October 18, 1999
Mooydeen C. Frees	October 30, 1999
John S. Paddock	November 2, 1999
Stephen Bondurant	November 16, 1999
Paul E. Daggett	March 1, 2000
Barry L. Cotter	June 21, 2000
A. Bruce Smith	June 24, 2000
David B. Bailey	June 24, 2000
Anne J. Wrider	October 1, 2000
Benjamin E.E. Speare-Hardy, II	February 12, 2001
George H. Glazier, Jr.	April 1, 2001
Susan P. Mills	May 7, 2001

E. Edward Albert	June 3, 2001
Eileen O'Reilly	September 20, 2001
George L. Snyder	October 20, 2001
Nancy H. Hardin	October 20, 2001
Stephanie Burte	October 20, 2001
Jerome W. Burns	September 1, 2002
E. Marguerite "Peg" Denton	October 26, 2002
Gary R. Lubin	October 26, 2002
Richard. T. Schisler	October 26, 2002
Sallie C. Schisler	October 26, 2002
Philip J. Harris	April 16, 2003
Stephen Smith	October 1, 2003
John R. Johanssen	April 19, 2004
Alice E. Connor	May 22, 2004
Charles E. Wilson Jr.	May 22, 2004
Jeanette B. Manning	June 12, 2004
Ruth Paulus	November 17, 2004
E. Jane Gerdson	May 14, 2005
Phyllis Armstrong	June 4, 2005
Joanna C. Leiserson	October 1, 2005
Deborah Gamble	November 14, 2005
Colenthia A. Hunter	May 13, 2006
Diana Shirley	May 13, 2006
Ellen Cook	May 13, 2006
Fredric C. Shirley	May 13, 2006
Irene Radcliff	May 13, 2006
Jennie Crockett	May 13, 2006
Pamela Elwell	May 13, 2006
George C. Allen II	September 13, 2006
Lynn Carter-Edmands	September 14, 2006
Carol J. Christian	October 25, 2006
Thomas E. Breidenthal	April 28, 2007
Craig A. Foster	June 23, 2007
Jacquelyn M. Burns	June 23, 2007
Leslie A. Flemming	June 23, 2007
Thomas R. Southerland	June 23, 2007
Frank A. Edmands II	July 6, 2007
William A. McCleery	February 2, 2008
Robert M. Howell	March 15, 2008
Barbara J. Schmitt	June 14, 2008
D. Douglas Argue	June 14, 2008

Denise Ray Mueller	June 14, 2008
Jacqueline M. Williams	June 14, 2008
Theresa J. Thornton	June 14, 2008
Thomas J. Fehr	June 14, 2008
Paul Williams	September 10, 2008
Gayle H. Browne	November 4, 2008
Judith A. Wiley	June 1, 2009
Christopher C. Richardson	June 13, 2009
Otto Anderson	June 13, 2009
Robert B. Rideout	June 13, 2009
Anne L. Reed	April 26, 2010
Frederick J. McGavran	June 17, 2010
Darren R.S. Elin	August 9, 2010
Benjamin T.S. Phillips	October 6, 2010
Carin B. Delfs	February 8, 2011
Larry Crowell	September 2, 2011
Susan M. Smith	January 9, 2012
Meribah Mansfield	June 2, 2012
Karl P. Stevens	July 31, 2012
David E. Getreu	September 4, 2012
Scott A. Gunn	September 4, 2012
Jason M. Prati	April 9, 2013
Susan Riis	June 19, 2013
Joyce J. Keeshin	June 29, 2013
Mary G. Raysa	June 29, 2013
Gail Greenwell	November 11, 2013
Joseph Kovitch	January 16, 2014
Michael J. Smith	June 4, 2014
Carolyn C. Cogar	June 7, 2014
William F. Sangrey	June 7, 2014
John O. Agbaje	September 9, 2014
LindaMay Watkins	June 6, 2015
Nicholas B. England	June 6, 2015
L. Calvin Lane III	March 17, 2016
Paul J. Scanlan	June 11, 2016
David A. Pfaff	August 15, 2016
Philip H. DeVaul	October 28, 2016
Mary Carson	December 20, 2016
John Atkins	February 28, 2017
Emmanuel Tuyishime	June 3, 2017
Pamela Fairley	June 24, 2017

Colleen Haas-Smith	August 17, 2017
Jason D. Oden	June 9, 2018
Kathleen Murray	September 25, 2018
Allison English	October 19, 2018
David Kendall-Sperry	November 1, 2018
Jason Fout	May 20, 2019
Rae A. Casurella	June 1, 2019
Warren Huestis	July 1, 2019
Vahagn Azizyan	November 10, 2019
Melanie W. Slane	January 8, 2020
Gianetta Hayes-Martin	June 4, 2020
Karen Montagno	June 5, 2020
Jean Cotting	June 6, 2020
Jed Dearing	June 6, 2020
Stacey Sands	June 6, 2020
Peter Homeyer	November 3, 2020
Eugene Hallahan	February 13, 2021
Meredith J. Day Hearn	March 16, 2021
Craig Klein	March 17, 2021
Michael Ralph	March 30, 2021
L. Cameron O'Riley	June 11, 2021
Patricia Rose	June 12, 2021
Rowena MacGregor	July 21, 2021
Christopher D. Slane	September 1, 2021
Vicki D. Zust	September 1, 2021
Olivia R. Hamilton	November 1, 2021
Owen Thompson	November 12, 2021
Jason Emerson	November 16, 2021
Brice Patterson	March 12, 2022
Daniel Carlson	June 4, 2022
Derrick Fetz	September 21, 2022
Julie Fisher	September 22, 2022
Martha Camele	December 10, 2022
Brad Gough	December 10, 2022
Iva Joyce-Miesse	December 10, 2022
Michael Tigner	December 10, 2022
David Guilfoyle	January 6, 2023
Michelle Boomgaard	April 1, 2023
Brian Blayer	May 12, 2023
Daniel McClain	May 30, 2023
Katherine G. Meeks	June 3, 2023

David Burman	July 11, 2023
Phil Hooper	August 7, 2023
Cortney Dale	September 25, 2023
Catherine T. Duffy	December 9, 2023
Victoria Lewis	December 9, 2023
Alane Osborne	December 9, 2023
Brooklin Taylor	December 9, 2023
A. Beth Turner	February 1, 2024
Kristin U. White	February 17, 2024
Jodi L. Baron	April 16, 2024
R. Elizabeth "Libbie" Crawford	June 1, 2024
Gayland M. Trim	June 1, 2024
Kyle A. Schenkewitz	June 1, 2024
Christian J. Baron	August 26, 2024

Parochial Priests, Canonically Resident

Parochial priests, in alphabetical order, who are Canonically Resident in the Diocese of Southern Ohio and eligible to vote as of November 20, 2024.

Name	Position	Congregation
Baron, Christian	Priest in Charge	St. Paul's, Dayton
Blayer, Brian	Canon Missioner	Christ Church Cathedral
Boomgaard, Michelle	Rector	Christ Church, Springfield
Burman, David	Associate	St. John's, Worthington
Camele, Martha	Priest Resident	St. Thomas, Terrace Park
Carlson, Daniel	Priest in Charge	Church of the Advent, Cincinnati
Carson, Mary	Rector	St. James, Cincinnati
Connor, Alice	Associate	St. Timothy's, Cincinnati
Cotting, Jean	Priest in Charge	Christ Church, Xenia
Dale, Cortney	Rector	St. Patrick's, Lebanon
Dearing, Jed	Rector	Trinity, Columbus
DeVaul, Philip	Rector	Church of the Redeemer, Cincinnati
Duffy, Catherine	Priest Resident	St. Patrick's, Dublin
Elin, Darren	Rector	St. Thomas, Terrace Park
Emerson, Jason	Rector	St. Patrick's, Dublin
English, Allison	Rector	Calvary, Cincinnati
Fisher, Julie	Rector	Holy Trinity, Oxford
Gamble, Deborah	Extended Supply	Church of the Good Samaritan, Amelia
Gerdsen, Jane	Rector	St. Barnabas, Montgomery
Getreu, David	Rector	St. Philip's, Circleville, St. Paul's, Chillicothe, St. John's, Lancaster, and St. Paul's, Logan
Glazier, George	Priest in Charge	Trinity, London
Gough, Brad	Associate	St. Timothy's, Cincinnati
Greene, Roger	Rector	St. Timothy's, Cincinnati
Hallahan, Eugene	Priest in Charge	All Saints, Portsmouth and Christ Church, Ironton
Hamilton, Olivia	Associate	Calvary, Cincinnati
Harris, Philip	Rector	St. James, Columbus
Hayes-Martin, Gia	Rector	St. John's, Worthington
Huestis, Warren	Rector	All Saints, Washington CH
	Priest in Charge	St. Mary's, Hillsboro
Homeyer, Peter	Rector	Christ Church, Dayton
Hooper, Phil	Rector	St. Anne's, West Chester
Joyce-Miesse, Iva	Associate	Trinity, Columbus
Keeshin, Joyce	Assistant	Church of the Redeemer, Cincinnati
Kendall-Sperry, David	Rector	St. Peter's, Delaware

Name	Position	Congregation
Kovitch, Joseph	Priest in Charge	St. Matthew's, Westerville
Lane, Calvin	Associate	St. George's, Dayton
MacGregor, Rowena	Associate	St. Philip's, Circleville, St. Paul's, Chillicothe, St. John's, Lancaster, and St. Paul's, Logan
Oden, Jason	Rector	Indian Hill Church, Cincinnati
Osborne, Alane	Priest Resident	Trinity, Troy
O'Riley, Cameron	Associate	Christ Church, Glendale
Paddock, John	Priest in Charge	St. Christopher's, Fairborn
Pfaff, David	Rector	Christ Church, Glendale
Phillips, Benjamin	Rector	St. George's, Dayton
Prati, Jason	Rector	All Saints, New Albany
Ralph, Michael	Associate	St. Philip's, Circleville, St. Paul's, Chillicothe, St. John's, Lancaster, and St. Paul's, Logan
Reat, Lee Anne	Extended Supply	Trinity, Newark
Richardson, Christopher	Priest in Charge	St. John's, Columbus
Schisler, Sallie	Priest in Charge	St. Peter's, Gallipolis and Grace, Pomeroy
Slane, Christoher	Priest in Charge	St. Andrew's, Cincinnati
Smith, Michael	Associate	St. Anne's, West Chester
Speare-Hardy, Benjamin	Rector	St. Margaret's, Trotwood
Stevens, Karl	Rector	St. Stephen's, Columbus
Taylor, Brooklin	Priest Resident	Holy Trinity, Cincinnati
Thompson, Owen	Dean	Christ Church Cathedral, Cincinnati
Thornton, Terri	Interim Priest	Church of Our Saviour/La Iglesia de Nuestro Salvador, Cincinnati
Tigner, Michael	Priest Resident Church Planter	Church of St. Edward, Whitehall All Creation, Grove City
Turner, Beth	Rector	St. Alban's, Bexley
Tuyishime, Emmanuel	Church Planter	New Hope Fellowship, Dayton
Warrington-Wilson, Anne	Extended Supply	Grace, Cincinnati
Williams, Paul	Sub-Dean	Christ Church Cathedral, Cincinnati
Zust, Vicki	Rector	St. Mark's, Upper Arlington

Extra-parochial Priests, Canonically Resident

Extraparochial priests, in alphabetical order, who are Canonically Resident in the Diocese of Southern Ohio and eligible to vote as of November 20, 2024.

Name	Position	Location
Albert, Ted		Loveland
Applegate, Stephen		Granville
Baron, Jodi	Canon to the Ordinary	Cincinnati
Carter-Edmands, Lynn		Columbus
Coleman, Betty		Dayton
Fehr, Tom		Cincinnati
Fetz, Derrick	Missioner for Stewardship	Urbana
Fout, Jason		Bexley
Gaylor, Pamela		Mason
Gunn, Scott	Executive Director, Forward Movement	Cincinnati
Hampton, Cynthia		Cincinnati
Hearn, Meredith Day	Canon for Congregations	Cincinnati
Julnes-Dehner, Noel		Terrace Park
Leiserson, Joanna		Covington, KY
Lewis, Victoria		Hilliard
Michelfelder, Rebecca		Rocky Mount, NC
Meeks, Katherine		Louisville, KY
Murray, Kathleen		Tuscon, AZ
Newberry, Hancella		Columbus
Paulus, Ruth		Fairborn
Rose, Patricia		Cleveland
Slane, Melanie	Transitions Minister	Cincinnati
White, Kristin	Bishop Diocesan	Cincinnati
Williams, Melody		Louisville, KY
Wilson, Charles		

Retired Priests, Canonically Resident

Retired priests, in alphabetical order, who are Canonically Resident in the Diocese of Southern Ohio and eligible to vote as of November 20, 2024.

Name	Diocesan, retired	Location
Allen, George		Cincinnati
Agbaje, John		Cincinnati
Atkins, John		Dayton
Baldwin, Jerome		Lenoir, NC
Bondurant, Stephen		Cincinnati
Bowers, John		Lancaster
Breidenthal, Thomas	Diocesan, retired	Portland, OR
Brown, Gayle		Knoxville, TN
Burnard, Karen		Westerville
Burnett, Richard		MA
Burns, Jerome		Little Elm, TX
Carberry, Timothy		Vero Beach, FL
College, Philip		Columbus
Cotter, Barry		Evanson, IL
Cottrill, David		Dayton
Crowell, Larry		Dublin
Cuff, Stephen		Xenia
Daggett, Paul		Blacklick
Delfs, Carin		Delaware
Edmands, Frank		Columbus
Flemming, Leslie		Athens
Foote, Roger		Cincinnati
Foster, Katharin		Athens
Gill, John		Edmond, OK
Greenwell, Gail		Portland, OR
Greenwood, Don		Vancouver, WA
Hadley, Arthur		Sugarland, TX
Hanisian, James		Leland, NC
Hansel, Robert		Bluffton, SC
Hardin, Nancy		Urbana
Hill, George		Montgomery
Hinton, Wesley		Milford
Hobson, Patricia		Cincinnati
Hopkins-Greene, Nancy		Cincinnati
Hufford, Robert		Cincinnati
Hull, Carol		Lake Oswego, OR

Jackson, Paula		Cincinnati
Jupin, Michael		Albuquerque, NM
Jergens, Andrew MacAoidh		Cincinnati
Johanssen, John		Hilliard
Kinsey, Thomas		Minneapolis
Koepke, John		Dayton
Kreutzer, Michael		Dayton
Krieger, Frederick		Halifax, Nova Scotia
Lyle, William		Dublin
Matisse, Jacqueline		Lebanon
McCleery, William		Brevard, NC
McCoy, David		Athens
McCracken-Bennett, Richard		Johnstown
Mills, Susan		Indianapolis, IN
Miner, James		Highlands Ranch, CO
Montagno, Karen		Cincinnati
Mycoff, Walter		Summerville, WV
Neely, Christopher		Cincinnati
O'Reilly, Eileen		Loveland
Payne, Edward		Lyndhurst
Perrin, Henry		Cincinnati
Price, Kenneth	Suffragan, retired	Hilliard
Puopolo, Angelo		Cincinnati
Pursley, William		Cashton, WI
Ruppe, David		Columbus
Scrivener, William		Cincinnati
Smith, Bruce		Columbus
Smith, Stephen		Lancaster
Smith, Susan		Cincinnati
Snodgrass, Cynthia		Windsor, CT
St. Germain, Paul		Columbus
Stevenson, Beaumont		Oxford, England
Van Brunt, Thomas		Cincinnati
West, Tim		Urbana
Wiley, Judi		Lady Lake, FL
Willard, Wilson		Cincinnati
Wiseman, Heather		Cincinnati
Wood, Gretchen		Painted Post, NY
Wridler, Anne		Chicago, IL

Deacons, Vocational and Transitional, Canonically Resident

Deacons, in alphabetical order, who are Canonically Resident in the Diocese of Southern Ohio and eligible to vote as of November 20, 2024.

Name	Location	Placement
Anderson, Otto	Xenia	St. Paul's, Dayton
Argue, Douglas	Columbus	
Armstrong, Phyllis	Cincinnati	Church of Our Saviour, Cincinnati
Azizyan, Vahagn	Columbus	St. Patrick's, Dublin
Borden, Theorphlis	Cincinnati	St. Simon of Cyrene, Lincoln Heights
Burns, Jacquelyn	Delaware	Retired
Burte, Stephanie	Clayton	
Casurella, Rae	Cincinnati	Church of the Advent, Cincinnati
Christian, Carol	Cincinnati	
Cogar, Carolyn	Gallipolis	Retired
Cook, Ellen	Cincinnati	St. Timothy's, Cincinnati
Crawford, Libbie	Cincinnati	Ascension & Holy Trinity, Wyoming
Crockett, Jennie	Columbus	Retired
Denton, Margurite	Waynesville	Retired
Elwell, Pamela	Columbus	Retired
England, Nicholas	Lancaster	
Fairley, Pamela	Loveland	St. Barnabas, Montgomery
Foster, Craig	Columbus	St. Stephen's, Columbus
Frees, Mooydeen	Cincinnati	Retired
Givler, Gary	Cincinnati	Retired
Guilfoyle, David	Metamora, IN	Holy Trinity, Oxford
Haas-Smith, Colleen	Westerville	All Saints, New Albany
Hoover, Melvin	Bellingham, WA	Retired
Howell, Robert	Cambridge	
Hunter, Colenthia	Columbus	Retired
Klein, Craig	Gallipolis	St. Paul's, Chillicothe
Lubin, Gary	Cincinnati	Church of the Redeemer, Cincinnati
Mansfield, Meribah	Maumee	Retired
Manning, Jeanette	Quincy, IL	Retired
McCarroll, Connie Jo	West Milton	
McGavran, Fred	Cincinnati	ERS
Mueller, Denise Ray	Columbus	Trinity, Columbus
Patterson, Brice	Columbus	St. Stephen's, Columbus
Potterton, Carol	Cincinnati	
Radcliff, Irene	Columbus	Retired
Raysa, Mary	Granville	Retired

Reed, Anne	Cincinnati	Christ Church, Glendale
Rideout, Robert	Columbus	Retired
Riis, Susan	Thornville	St. James, Zanesville
Sands, Stacy	Cincinnati	
Sangrey, William	Dayton	St. George's, Dayton
Scanlan, Paul	Canal Winchester	Retired
Schenkewitz, Kyle	Cincinnati	
Schisler, Richard	Portsmouth	Retired
Schmitt, Barbara	Cincinnati	
Shirley, Diana	New Albany	
Shirley, Fred	New Albany	Retired
Snyder, George	Troy	Retired
Southerland, Thomas	Cincinnati	
Trim, Gayland	Pickerington	All Saints, New Albany
Watkins, LindaMay	Cincinnati	
Williams, Jacqueline	Mundelein, IL	Retired
Wiseman, Marshall	Cincinnati	Retired

Ministers of other denominations either pastoring or co-pastoring an Episcopal congregation

and eligible to vote as of November 20, 2024

Name	Affiliation	Assignment
Caine, Stephen	Presbyterian Pastor	Indian Hill Church, Cincinnati
Cook, Sally	Lutheran Pastor	St. Andrew's, Pickerington
Gravley, Liesebet	Lutheran Pastor	Christ Church Cathedral, Cincinnati
Laymon, Mary	Lutheran Pastor	St. Simon of Cyrene, Lincoln Heights

Clergy Canonically Resident, Inhibited from Functioning

and not eligible to vote as of 11/11/24

Name	Location
Bailey, David	Cincinnati

Clergy, Licensed to Officiate

not canonically resident and not eligible to vote as of 11/11/24

Name	Location	Congregation
Brumbaugh, Charles	Oxford	
Colgrove, Jerome	Oxford	
Doncaster, Sr. Diana	Glendale	
Dower, Ronny	Zanesville	
Elliot, Neil	Columbus	
Flemister, Abeoseh	Columbus	
Hawkins, Thomas	Reynoldsburg	
Hayes, Louis	Springfield	
Hill, Robert	Athens	Good Shepherd, Athens and Epiphany, Nelsonville
Hinton, Gregory	Xenia	
Hoster, Elizabeth	Cincinnati	Ascension & Holy Trinity, Wyoming
Hur, Won-Jae	Mason	
Joyce-Miesse, Julia	Columbus	
Kauffman, John	Thornville	
Keith, Jodi	Cincinnati	
Linnenberg, Daniel	Franklin	
Menaul, Marjorie	Columbus	
Morris, Robert	Cambridge	St. John's, Cambridge
Palmer, Richard	Newark	
Park, Ciritta	Bellbrook	St. Mark's, Dayton
Sammons, Gregory	Kettering	
Sheppard, Dale	Davisville, WV	St. Luke's, Marietta
Silverstrim, Elaine	Wilmington	
Sinnott, Lynn	Cedarville	
Swan, Richard	Cincinnati	
Taflinger, Mary	Cincinnati	
Thompson, Christopher	Lewisburg, WV	
Wade, Herschel	Cincinnati	Church of the Redeemer, Cincinnati
Zeller, Margaret	Columbus	

Lay Delegates to the 150th Convention

Lay delegates certified to vote at the 150th Convention on November 23, 2024

Congregation

All Saints, New Albany
All Saints, New Albany
All Saints, New Albany
All Saints, New Albany
All Saints, Pleasant Ridge
All Saints, Pleasant Ridge
All Saints, Pleasant Ridge
All Saints, Pleasant Ridge
All Saints, Portsmouth
All Saints, Portsmouth
All Saints, Portsmouth
All Saints, Portsmouth
All Saints, Washington Court House
All Saints, Washington Court House
Ascension & Holy Trinity, Wyoming
Ascension & Holy Trinity, Wyoming
Ascension & Holy Trinity, Wyoming
Ascension & Holy Trinity, Wyoming
Calvary, Cincinnati
Calvary, Cincinnati
Calvary, Cincinnati
Calvary, Cincinnati
Christ Church Cathedral
Christ Church Cathedral
Christ Church Cathedral
Christ Church Cathedral
Christ Church, Dayton
Christ Church, Dayton
Christ Church, Dayton
Christ Church, Dayton
Christ Church, Glendale
Christ Church, Glendale
Christ Church, Glendale
Christ Church, Glendale
Christ Church, Ironton
Christ Church, Ironton
Christ Church, Springfield
Christ Church, Springfield
Christ Church, Springfield
Christ Church, Xenia
Christ Church, Xenia
Christ Church, Xenia
Christ Church, Xenia

Name

Chuck Talley
Nancy Talley
Michael Wadsworth-Converse
Patrick Wadsworth-Converse
Michela Buccini
Kathy Doane
Dorothy Powell
Deneen Trombetti
Heidi Kauffman
Keith Monihen
Lindsay Monihen
Zac Nance
Claudia Coe
Tom Mitchell
Brandon Cordes
John Fitzwater
Mary Melville
Huxley Miller
Caroline Beiser
Paul Davis
E. Ben O'Kelley
Sherman Smith
Drew Abbott
John Grate
Ai Kondo
Donald Lane
Greg Cleary
Alan Kimbrough
Karla Miles
Kris Sexton
Ellen Buell
Tricia Ettinger
Larry Haas
Marty Hamilton
Debi Hagerty
Anne Shuff
Diane Rode
Steve Sharp
Brian Shelburne
Bradley Alexander
Mark Campbell
Melody Kelley
Lisa Terrell

Congregation

Church of Our Saviour, Cincinnati
Church of Our Saviour, Cincinnati
Church of Our Saviour, Cincinnati
Church of Our Saviour, Cincinnati
Church of Our Saviour, Mechanicsburg
Church of Our Saviour, Mechanicsburg
Church of St Edward, Whitehall
Church of St Edward, Whitehall
Church of the Advent, Cincinnati
Church of the Advent, Cincinnati
Church of the Advent, Cincinnati
Church of the Advent, Cincinnati
Church of the Ascension, Middletown
Church of the Ascension, Middletown
Church of the Ascension, Middletown
Church of the Ascension, Middletown
Church of the Epiphany, Nelsonville
Church of the Epiphany, Nelsonville
Church of the Epiphany, Urbana
Church of the Epiphany, Urbana
Church of the Good Samaritan, Amelia
Church of the Good Samaritan, Amelia
Church of the Good Shepherd, Athens
Church of the Good Shepherd, Athens
Church of the Good Shepherd, Athens
Church of the Good Shepherd, Athens
Church of the Redeemer, Hyde Park
Church of the Redeemer, Hyde Park
Church of the Redeemer, Hyde Park
Church of the Redeemer, Hyde Park
Grace Church, College Hill
Grace Church, College Hill
Grace Church, Pomeroy
Grace Church, Pomeroy
Grace Church, Pomeroy
Holy Trinity, Kenwood
Holy Trinity, Kenwood
Holy Trinity, Oxford
Holy Trinity, Oxford
Holy Trinity, Oxford
Holy Trinity, Oxford
Indian Hill Church, Cincinnati
Indian Hill Church, Cincinnati
Indian Hill Church, Cincinnati
Indian Hill Church, Cincinnati

Name

Sandra Driggins-Smith
Jerome Junker
Tia Robinson
Tommy Timm
Tara Nickle
Emily Rozmus
WeyahKing
Dabah Nevin
Chip Carson
Jocelyn Cunningham
Tom Cunningham
Mike Newman
Roslyn Ginter
Helen Stevens-Gleason
Rick Stevens-Gleason
Betty Wolfe
Connie Elliott
Andrea Wright
Cindy Heffner
Meredith McGill
Lindy Gamble
Peter Tennant
Geoff Buckley
David Burton
Deb Hilliard
Ann Walker
Christine Andrew
Mark Bass
Phil Smith
Nancye VanBrunt
Judith Harper
Madeena Nolan
Steve Abdella
Mark Georgi
Joan Powers
Barry Feist
Chip Vielhauer
Anne Galuzzo
Michael Reardon
Bill Ubbes
Valerie Ubbes
Ellen Hammond
Timothy Sharp
Casey Ward
George Zamarly

Congregation

St Alban, Bexley
St Alban, Bexley
St Alban, Bexley
St Alban, Bexley
St Andrew, Evanston
St Andrew, Evanston
St Andrew, Evanston
St Andrew, Evanston
St Andrew, Pickerington
St Andrew, Pickerington
St Andrew, Pickerington
St Andrew, Pickerington
St Anne, West Chester
St Anne, West Chester
St Anne, West Chester
St Anne, West Chester
St Barnabas, Montgomery
St Barnabas, Montgomery
St Barnabas, Montgomery
St Barnabas, Montgomery
St Christopher, Fairborn
St Christopher, Fairborn
St Christopher, Fairborn
St Christopher, Fairborn
St Francis, Springboro
St Francis, Springboro
St Francis, Springboro
St George, Dayton
St George, Dayton
St George, Dayton
St George, Dayton
St James, Columbus
St James, Columbus
St James, Columbus
St James, Columbus
St James, Piqua
St James, Piqua
St James, Piqua
St James, Piqua
St James, Westwood
St James, Westwood
St James, Westwood
St James, Westwood
St James, Zanesville
St James, Zanesville
St James, Zanesville
St James, Zanesville

Name

Carolyn Christy
Kristin Fout
Christine Overway
Russ Rosler
Linda Meador
Katrina Mundy
Marlena White
Tyrone Yates
Steve Knorr
Sue Knorr
Greg Stickney
Sharon Stickney
Marian Feathergill
Charlie Martin Branch
Berni Murray
Margaret Tallmadge
Mary Evelyn Hammond
Kendra Lacy
Mary Sells
Kathy Stockman
Cindy Feltz
Randall Fletcher
Alan Haberecht
Andrea Haberecht
David Culp
Tom Phillips
Jack Rouse
Bryan Daly
Matt Gerberick
Carol Herrick
Lisa Sweeney
Martha Beckett
Mike Luley
Dorothy Noyes
Carole Walker Luley
Evan Jameson
David Jones
Brandy Mong
David Mong
James Carson
Eugene Jacob
Nancy Jacob
John Murray
Chris Collins
Maggie Collins
Lee Donoho
Tom Tompkins

Congregation

St John, Cambridge
St John, Columbus
St John, Columbus
St John, Lancaster
St John, Lancaster
St John, Lancaster
St John, Lancaster
St John, Worthington
St John, Worthington
St John, Worthington
St John, Worthington
St Luke, Granville
St Luke, Granville
St Luke, Granville
St Luke, Granville
St Luke, Marietta
St Luke, Marietta
St Luke, Marietta
St Luke, Marietta
St Luke, Marietta
St Margaret, Dayton
St Margaret, Dayton
St Margaret, Dayton
St Margaret, Dayton
St Mark, Columbus
St Mark, Columbus
St Mark, Columbus
St Mark, Columbus
St Mark, Dayton
St Mark, Dayton
St Mark, Dayton
St Mark, Dayton
St Mary, Hillsboro
St Mary, Hillsboro
St Mary, Hillsboro
St Mary, Hillsboro
St Mary, Waynesville
St Mary, Waynesville
St Matthew, Westerville
St Matthew, Westerville
St Matthew, Westerville
St Matthew, Westerville
St Patrick, Dublin
St Patrick, Dublin
St Patrick, Dublin
St Patrick, Dublin

Name

Giselle Wells
John Kissel
Kristyn Quiroga
Mark Conrad
Douglas Mitchell
Debby Rockwood
Ivan Smith
Star Blackford
Nancy Elkington
Lisa Graupmann
Rebecca McCauley
Dagny Gelormo
Mark Gelormo
Cherie Holland
Jimi James
Terry Edgar
Jim Peebles
Marybeth Peebles
Tammy Wilson
Gail Barrett
James Bolden
Barbara Hudson-Banner
Carol Prewitt
Cheryl Boop
Michael Bowman
Kevin Fix
Barb Keyes
Libby Nicholson
Kendall Rubino
Jim Rudd
Katherine Wagner
Betty Heathcote
Jim Heathcote
Judy Sauer
Matt Sauer
Lisa Mamas
Teresa Marrinan
Mark Flanders
Clifton Flemister
Rebecca Wright
Tom Wright
Roy Barker
Susan Jones
Tom Jones
Kim Nelson

Congregation

St Patrick, Lebanon
St Patrick, Lebanon
St Patrick, Lebanon
St Patrick, Lebanon
St Paul, Chillicothe
St Paul, Chillicothe
St Paul, Chillicothe
St Paul, Chillicothe
St Paul, Dayton
St Paul, Dayton
St Paul, Dayton
St Paul, Dayton
St Paul, Greenville
St Paul, Logan
St Paul, Logan
St Paul, Logan
St Paul, Logan
St Peter, Delaware
St Peter, Delaware
St Peter, Delaware
St Peter, Delaware
St Peter, Gallipolis
St Peter, Gallipolis
St Peter, Gallipolis
St Peter, Gallipolis
St Philip, Circleville
St Philip, Circleville
St Philip, Circleville
St Philip, Circleville
St Philip, Columbus
St Philip, Columbus
St Philip, Columbus
St Philip, Columbus
St Simon of Cyrene, Lincoln Heights
St Simon of Cyrene, Lincoln Heights
St Simon of Cyrene, Lincoln Heights
St Simon of Cyrene, Lincoln Heights
St Stephen, Columbus
St Stephen, Columbus
St Stephen, Columbus
St Stephen, Columbus
St Thomas, Terrace Park
St Thomas, Terrace Park
St Thomas, Terrace Park
St Thomas, Terrace Park

Name

Kaila Cox
Michael Hoelscher
Dianne Knapp
Jill Lane
Carolyn Arnold
Allen Canarsky
Jack Fay
Susie McKell
Bee Tanner
Laura Walters
Jay Woodhull
Randy Young
No delegates certified
Amy Black
Jeff Black
Bill Keynes
Brandi Shirey
Nora Alastra
Debi Cress
Jim Hinton
Emily Ross
Christina Cogar
Tom Moulton
Joshua Sherwood
Kim Sherwood
Josh Ford
Alexa Hall
Rebecca Nance
Mika Ricketts
Sylyna France
Damian Hall
Debby Stokes-Wayne
Cynthia Turner
Deborah Allsop
LaVerne Mitchell
Denise Pitts
Peggy Sanchez
Mikalene Guiser
Edward Lasseigne
Janet McNaughton
Joseph Rutter
Tim Davis
Dianne Lytle
Jon Saxton
Dorsey Spears

Congregation

St Timothy, Cincinnati
St Timothy, Cincinnati
St Timothy, Cincinnati
St Timothy, Cincinnati
Trinity, Columbus
Trinity, Columbus
Trinity, Columbus
Trinity, Columbus
Trinity, Hamilton
Trinity, Hamilton
Trinity, Hamilton
Trinity, Hamilton
Trinity, London
Trinity, London
Trinity, McArthur
Trinity, McArthur
Trinity, Newark
Trinity, Newark
Trinity, Newark
Trinity, Newark
Trinity, Troy
Trinity, Troy
Trinity, Troy
Trinity, Troy

Name

Mollie Bell
Tony Bell
Debbie Rutledge
Mike Rutledge
Mary Counter
Melissa Flinn
John Indalecio
Kevin Wines
Anita Dohn
Michael Dohn
Jennifer Gattermeyer
Susan Samoviski
Babs Amling
John Mitchell
Larry Kelly
Margaret Will
Cathy Bagot
Dave Shull
Tickie Shull
Carol Wagner
Jim Beerbower
Susan Beerbower
Carole Cobb
Dave Cobb

Minutes of the 150th Convention of the Diocese of Southern Ohio

Saturday November 23, 2024
Roberts Centre, Wilmington, Ohio

The 150th Convention of the Diocese of Southern Ohio began with Morning Prayer, led by Lay delegate Mrs. Debbie Stokes-Wayne of St. Philip, Columbus.

The Right Reverend Kristin Uffelman White, 10th Bishop of the Diocese of Southern Ohio, called the 150th Convention of the Episcopal Diocese of Southern Ohio to order at 9:13 am. Bishop White extended a warm welcome to the 150th convention, her first among the diocese as bishop.

Bishop White recognized the Chair of the Committee on the Dispatch of Business, the Rev. Canon Jodi Baron, for our next order of business. Canon Baron called for the first report from the Committee on Credentials.

Bishop White called on Canon Julie Murray, convention secretary, for a report from the Committee on Credentials. Canon Murray stated that a quorum was present, consisting of representation of more than one third of our congregations including:

57	Clergy
<u>126</u>	Lay Delegates
183	Total eligible voters

Bishop White stated that without objection, the chair declared the 150th Convention was organized for business. Bishop White then recognized Dispatch of Business for the next order of business. Canon Baron stated that the next order of business was a review of voting technology and instructions for convention members participating online.

Bishop White then called on Canon Julie Murray to offer instructions on voting technology.

Bishop White recognized Dispatch of Business for the next order of business. Canon Baron stated the next item of business was the consideration of the Consent Agenda.

Bishop White stated that she would accept a motion to adopt the Consent Agenda, which includes:

- Rules of Order
- Agenda
- Ratification of appointed convention leadership
- Ratification of the bishop's appointments
- Reception of commission reports
- Approval of the minutes of the 149th convention

The full Consent Agenda can be found in Appendix A. The Rules of Order can be found in Appendix B. The Commission Reports can be found in Appendix E.

The motion was made and seconded.

Bishop White stated a consent agenda is a tool of parliamentary procedure in which we are able to handle multiple items of business at once. There is no discussion of the content of the consent agenda except for any motions to remove an item from the consent agenda and to consider that item individually as part of our regular business meeting.

As there were no motions to remove items, Bishop White then called for the vote. The consent agenda was adopted by voice vote and electronic Zoom poll.

Bishop White then recognized the members of her staff and clergy new to the diocese.

Assisting bishops:

The Right Rev. Wendell N. Gibbs, Jr.
The Right Rev. Kenneth L. Price, (not present)
The Right Rev. Bavi Edna (Nedi) Rivera (not present)

Senior staff, all new to their roles since our last convention:

The Rev. Canon Jodi Baron, canon to the ordinary
The Rev. Canon Meredith Day Hearn, canon for congregations
Canon Katie Forsyth, canon for communications

Program and administrative staff, also several of whom are in new roles:

Sarah Beegle, executive assistant to the bishop
Susan Byrnside, senior accountant
The Rev. Derrick Fetz, missionary for stewardship
The Rev. Joseph Kovitch, regional missionary for Columbus
Miriam McKenney, missionary for beloved community
Canon Julie Murray, canon for community engagement
Andrea Owens, administrative assistant
The Rev. Michael Ralph, regional missionary for the Southeast
The Rev. Melanie Slane, transition minister
Erick Williams, receptionist

Executive staff of the Procter Center

Jerusalem Greer, co-executive director
Nathan Greer, co-executive director

Additional members of the staff not present

Kelly Whitaker, bookkeeper
Lori Crenshaw, payroll and benefits administrator

New deacons through ordination:

The Rev. Libbie Crawford, deacon serving Ascension and Holy Trinity, Wyoming and deacon-in-residence at Procter Center

The Rev. Kyle Schenkewitz, transitional deacon to be ordained to the priesthood on January 11, 2025.

The Rev. Gayland Trim, deacon currently serving All Saints, New Albany

New priests through ordination:

The Rev. Catherine Duffy, resident serving St. Patrick's, Dublin
The Rev. Bradley Gough, resident serving St. Timothy's, Anderson Township
The Rev. Victoria Marian Lewis, now serving in the Diocese of New York

The Rev. Katherine Meeks, serving as a chaplain in Louisville, Kentucky
The Rev. Alane Osborne, resident serving Trinity, Troy
The Rev. Brooklin Taylor, resident serving Holy Trinity, Kenwood

Those in new calls or have received new assignments since our last convention

The Rev. Christian Baron, interim priest-in-charge serving St. Paul's, Oakwood, and beginning as priest-in-charge of All Saints, Cincinnati on January 1, 2025.

The Rev. Canon Jodi Baron, canon to the ordinary on the diocesan staff

The Rev. Karen Burnard, extended supply serving St. James, Zanesville

The Rev. Derrick Fetz, missionary for stewardship on the diocesan staff

The Rev. Julie Fisher, rector serving Holy Trinity, Oxford

The Rev. Leisebet Gravley, canon for new ministries, youth, and families serving Christ Church, Cathedral

The Rev. Canon Meredith Day Hearn, canon for congregations on the diocesan staff

The Rev. Robert Hill, priest-in-charge serving Church of the Epiphany, Nelsonville, and Good Shepherd, Athens.

The Rev. Elizabeth Hoster, interim priest-in-charge serving Ascension and Holy Trinity, Wyoming

The Rev. Iva Joyce-Miesse, associate rector serving Trinity Capitol Square

The Rev. Brown Mujete, extended supply serving St. Paul's, Greenville

The Rev. Jason Oden, newly installed rector serving Indian Hill Church, Indian Hill

The Rev. Cricket Park, interim priest-in-charge serving St. Mark's, Dayton

The Rev. Lee Ann Reat, extended supply serving St. Luke's, Granville and Trinity, Newark

The Rev. Christopher Richardson, serving a one-year term as chaplain for Procter Center, and as priest-in-charge of St. John's, Columbus

The Rev. Canon Sallie Schisler, priest-in-charge serving St. Peter's, Gallipolis, and Grace, Pomeroy

The Rev. Melanie Slane, transition minister on the diocesan staff

The Rev. Beth Turner, rector serving St. Alban's, Bexley

The Rt. Rev. Kristin Uffelman White, bishop

Candidates for ordination

Molly Cooke
Gregory Williams

Postulants for ordination

Phoebe Mhyrum Bentley
Maggie Gough
Austin Hattori
Zig Main
Berni Murray
Douglas Riga
Tom Tompkins
Jack Wells

Bishop White also gave thanks for the ministry of the Rev. Paul Scanlan, who has retired from serving as archdeacon of the diocese and from his service with the four-point congregations - Circleville, Chillicothe, Lancaster, and Logan.

Clergy from our diocese that have died since the last convention:

The Rev. William Bales
The Rev. Jack Burton
The Rev. John L. Clark
The Rev. Kathryn “Kitty” Clausen
The Rev. Myrick “Rick” Cross
The Rev. Robert Hughes
The Rev. Jon Morrison
The Rev. Robert “Bob” Matheus
The Rev. Canon Lorentho Wooden
The Rev. Canon James Francis

Bishop White then invited the convention to stand in a moment of silence for those members of our community, both lay and clergy, who have died in the last year.

After a moment of silence, Bishop White, recognized Dispatch of Business for the next item on the agenda. Canon Baron reported the next item of business was a report from the Committee on Nominations. Bishop White then recognized Canon Jon Boss, chair of the Nominating Committee.

Canon Boss offered the report on nominations.

Budget Committee

Convention will elect one clergy person for a three-year term, concluding at the end of 2027. The committee received one nomination:

The Rev. Jason Emerson - St. Patrick's, Dublin

Diocesan Council

Convention will elect three lay persons to fill three-year terms, concluding at the end of 2027. The committee received three nominations:

Judith Grant - St. Mark's, Columbus
Ericka Hall - St. Philip, Columbus
Katherine Wagner, St. Mark's, Dayton

The convention will also elect one lay-person to fill a vacancy, serving a two-year term,

concluding at the end of 2026. The committee received one nomination:

Larry Haas - Christ Church, Glendale

The convention will elect two clergy persons to fill three-year terms, concluding at the end of 2027. The committee received two nominations:

The Rev. David Burman, St. John's, Worthington

The Rev. Phil Hooper, St. Anne, West Chester

The Convention would also elect one clergy person to fill a vacancy, serving a one-year term. The committee received no nominations for this office.

Standing Committee

The convention will elect one lay-person to a three-year term, concluding in 2027. The committee received two nominations:

Lissa Barker - St. Patrick's, Dublin

Wendell Mulford - St. Paul's, Chillicothe

The convention will also elect two clergy persons, one to a three-year term ending in 2027 and one to a vacant two-year term ending in 2026. The committee received two nominations:

The Rev. Allison English - Calvary, Clifton

The Rev. David Kendall-Sperry - St. Peter's, Delaware

Trustees of the Diocese

The convention will elect one person to a five-year term, concluding in 2029. The committee received two nominations:

Mike Kennedy - St. Patrick's, Dublin

Nancy Talley - All Saints, New Albany

The convention will also elect one person of any order to a vacant four-year term, concluding in 2028. The committee received two nominations:

The Rev. David Getreu - St. Philip's, Circleville; St. Paul's, Chillicothe; St. John's, Lancaster;
St. Paul's, Logan

The Rev. David Pfaff - Christ Church, Glendale

Trustees of the Church Foundation

The convention will elect one person of any order to a five-year term, concluding in 2029. The committee received two nominations:

Drew Abbott - Christ Church Cathedral, Cincinnati

The Rev. David Getreu - St. Philip's, Circleville; St. Paul's, Chillicothe; St. John's, Lancaster;
St. Paul's, Logan

The committee will also elect one person of any order to a vacant three-year term, concluding in 2027. The committee received two nominations:

Jean Schelhorn - St. Luke's, Granville

Sue Williams - Redeemer, Hyde Park

Procter Board of Advisors

The convention will elect one person of any order to a three-year term, concluding in 2027. The committee received on nomination:

Meghan Western - Church of St. Edward, Whitehall

Canon Boss stated that there were several offices for which the number of nominees was less than or equal to the number of vacancies.

The clergy nominee for the **Budget Committee**

The lay nominees for the **Diocesan Council**

The clergy nominees for the **Diocesan Council**

The nominee for the **Procter Board of Advisors**

Additionally, the two candidates for the clergy seats on Standing Committee self-selected into running for the specific terms lengths: the Rev. David Kendall-Sperry the two-year term and the Rev. Alison English the three-year term.

Canon Boss then moved that the convention accept and elect the slates as presented for these uncontested offices. The motion was seconded.

Bishop White stated that the motion before the body was to elect those running in uncontested races. The uncontested nominees were elected by voice vote and electronic Zoom poll, and Bishop White directed the secretary of convention to cast one unanimous vote for each of these offices.

Bishop White called on Canon Boss to continue the report from the Nominations Committee. Canon Boss stated there were several offices requiring a ballot to designate seats.

The three-year lay term on **Standing Committee**

The five-year lay term on **Diocesan Trustees**

The four-year term on the **Diocesan Trustees**

The five-year term on the **Church Foundation Trustees**

The three-year term on the Church Foundation Trustees

Bishop White called upon the voting secretary to conduct a ballot for the contested offices.

Canon Murray gave directions to conduct the vote and announced that the ballot would be open for fifteen minutes. Bishop White called for a 15-minute recess.

At 9:55 am, Bishop White recognized Dispatch of Business for the next item on the agenda. Canon Baron stated the next item of business was the result of the ballot.

Bishop White called upon Canon Jon Boss to report on the results of the first ballot. Canon Boss reported that elections had been reached for the following:

Lay term, Standing Committee

Wendell Mulford	149	51%
Elizabeth Barker	143	49%

Five-year lay term, Diocesan Trustees

Mike Kennedy	182	62%
Nancy Talley	110	38%

Unexpired term, Diocesan Trustees

The Rev. David Pfaff	186	64%
The Rev. David Getreu	106	36

Five-year term, Church Foundation Trustees

Drew Abbott	172	59%
The Rev. David Getreu	120	41%

Unexpired term, Church Foundation Trustees

Jean Schelhorn	179	61%
Sue Williams	113	39%

Bishop White stated that all elected offices had been filled and no further ballots were required. She then thanked Canon Boss and the nominations committee for their work.

Bishop White recognized Dispatch of Business for the next item on the agenda. Canon Baron announced the next item of business was a keynote address by the Most Rev. Melissa Skelton, creator of the College for Congregational Development, a program and community of practitioners continuing to expand throughout the church, including our own diocese next summer.

Bishop White welcomed Archbishop Skelton to the convention.

The text of Archbishop Skelton's address can be found in Appendix C.

After the address, Bishop White recognized Dispatch of Business for the next item on the agenda. Canon Jodi Baron reported that the next item of business was a video report from Procter Center.

Bishop White thanked the amazing staff and volunteers at Procter Center and recognized Dispatch of Business for the next item on the agenda. Canon Baron reported that the next item of business was a report from the Committee on Resolutions.

Bishop White called upon the Rev. Alice Connor, chair of the resolutions committee.

The Rev. Connor reported that the Committee on Resolutions received four resolutions for consideration by the convention. Connor stated that the report and actions would be presented slightly out of order, beginning with Resolutions 3 and 4.

R2024-03: Redefining Congregational Life Projects

Whereas there is a continuing need to financially support out existing Episcopal communities, and,

Whereas Canon XVI, section 22 authorizes the closed congregation fund to be used for Congregational Life projects; *therefore be it*

Resolved, the funds from the Closed Congregation Fund of the Diocese be used by the Church Foundation to fund matching new money grants for building repairs on our existing congregations; *and be it further*

Resolved, that R2023-01: Congregational Life Projects, be repealed.

Bishop White asked for a second. The Rev. Warren Huestis seconded the motion.

Bishop White called for discussion.

Canon Jon Boss, member of Ascension Holy Trinity, Wyoming, but speaking on behalf of the Trustees, spoke in opposition to the resolution, as it would restrict the ability of the Trustees and the bishop to use those funds for other projects. The Trustees and the bishop already have the authority to use those funds as stated in the resolution and it restricts them from using other funds.

Clergy delegate, the Reverend Michael Tigner from Church of St. Edward, Whitehall, and All Creation Episcopal Community in Grove City, spoke against the resolution because it did not clarify that there are still new Episcopal communities that fall under the Canon for Congregations, and that the previous resolution that this resolution would repeal already states both/and.

Clergy delegate, the Rev. Jason Emerson from St. Patrick's, Dublin, also spoke against resolution R2024-03, concurring with both Canon Boss and the Rev. Michael Tigner that the resolution from 2023 includes both and/or language, thus not excluding existing communities by helping new communities.

Lay delegate Edward Lasseigne from St. Stephens, Columbus, asked what the goal of this resolution was. Should the aim be to make an amendment to Canon 16, section 22 rather than a mere resolution?

Bishop White welcomed the proposer of the resolution to speak to the question.

The Rev. David Getreu, rector of the Four Church Collaboration of Lancaster, Logan, Circleville, and Chillicothe, stated that the convention could amend whatever way they want, but should ask the Commission on Constitution and Canons to review prior.

Clergy delegate, the Rev. Philip DeVaul from Church of the Redeemer, Cincinnati, stood to speak in opposition to the resolution. DeVaul stated that others had already articulated some of the reasons to reject the resolution and he was in full agreement with their thinking. DeVaul reminded the convention that the closed congregation fund exists as a result of the courage and thoughtful discernment of congregations that have recently closed. He stated that part of their decision to close was informed by the explicit understanding that their existing resources would be used to fund new ministry projects – that death would bring new life and vitality into the diocese. He further stated that to reallocate these funds to an organization whose purpose is funding capital projects and deferred maintenance for existing congregations is, in his opinion, a betrayal, however unintentional, of their original purpose, and dishonors the intent of those congregations who have closed.

Clergy delegate, the Rev. Allison English of Calvary, Cincinnati, moved to call the question.

Bishop White recognized the chair of resolutions to move forward with the next resolution.

R2024-04: Resolution to develop a diocesan plan to achieve carbon neutrality by 2030

Whereas The Episcopal Church and the Church of England have set goals to reach net carbon neutrality by 2030; *therefore, be it*

Resolved, that the Diocese of Southern Ohio commit to a goal of net carbon neutrality in its diocesan operations and the work of diocesan staff, standing commissions, interim bodies, and Diocesan Convention by 2030, through a combination of reducing emissions from travel, reducing energy use, increasing energy efficiency in buildings, installing and/or utilizing clean energy sources, and at last resort, purchasing offsets from duly investigated, responsible, and ethical partners. The goal as well as updates on progress toward that goal will be located prominently on the diocese's website as a key diocesan priority; *and be it further*

Resolved, that the 150th Convention create a policy for diocesan staff to take concrete actions to reduce fossil fuel emissions from travel by said groups, such as carpooling, online meetings, regional gatherings, etc. by June 1, 2025; *and be it further*

Resolved, that the 150th Convention direct diocesan staff to work with the Commission on Creation Care to draft a policy to offset one hundred percent of fossil fuel emissions from unavoidable travel by diocesan groups, either through an internal offset program or through purchase from duly investigated, responsible, and ethical partners, with appropriate accountability and oversight, and report on progress toward the goal by September 1, 2025; *and be it further*

Resolved, that the 150th Convention direct diocesan staff to develop a policy to prohibit the diocese from purchasing new fossil-fuel-powered appliances (HVAC, water-heaters, stoves), vehicles (utility vehicles, cars, vans, etc.), or equipment (lawn tools, etc.) for diocesan use (with diocesan properties) to replace fossil-fuel components once they reach the end of their lifespan but rather purchase electrified, zero-direct-emissions alternatives (when feasible or when appropriate options are available) by September 1, 2025; *and be it further*

Resolved, that the 150th Convention encourage diocesan parishes, schools, and other diocesan institutions to pursue their own goal of net carbon neutrality by 2030 through a combination of reducing emissions from travel, reducing energy use, increasing energy efficiency in buildings, and purchasing offsets from duly investigated, responsible, and ethical partners; *and be it further*

Resolved, that the 150th Convention direct diocesan staff to develop and share resources for parishes to commit to and work toward this goal, such as the online carbon tracker already created by the Diocese of California, as well as other online and print resources by November 1, 2025.

Bishop White asked for a second. The motion was seconded. Bishop White asked for discussion on the motion.

Clergy delegate, the Rev. Craig Foster of St. Stephen's, Columbus, and chair of the Creation Care and Environmental Justice Commission, gave some background on the resolution. This resolution requires us to develop and implement plans to achieve this goal in three diocesan-wide facilities: the Diocesan office, the Latino Ministry Center and Procter Conference Center. The authors encourage other congregations to do the same or to take action limiting our commoner mission impact for our diocese and related travel and other activities. He encouraged the convention to vote yes.

Lay delegate Dave Culp from St. Francis, Springboro, stated a concern of how the resolution affects individual parishes.

Lay delegate Bill Ubbes from Holy Trinity, Oxford, a member of the Creation Care Commission, and a co-sponsor of this resolution rose to support the resolution. He addressed the previous

delegate's question by saying that the resolution specifically says 'when those components reach the end of their life.' You don't have to go out and buy new, but when you are going to replace it anyway, you should replace it with zero emission equipment. The authors understand that not every piece of equipment, especially at the Procter farm, can be replaced by zero emission equipment, but the resolution asks that when feasible, the Diocese of Southern Ohio make plans to achieve net carbon neutrality.

Lay delegate Melody Kelley from Christ Church, Xenia, asked as a person raised in Harlan, Kentucky surrounded by miners and coal, how will this (action) affect them as they lose more and more of their revenue? Has the church considered any way of reaching out to those who are affected in a way to help them transition, or something to help themselves?

The Rev. Craig Foster thanked the others for their comments. He restated that the resolution calls for specific diocesan facilities and operations to go to net zero. It does not require parishes and congregations to do so. He stated that the commission would support operations and resolutions to reach out to people who are affected by the reduced use of fossil fuels.

When discussion ended, Bishop White stated the motion before convention is to adopt Resolution 2024-03 redefining congregational life projects, and Resolution 2024-04 to develop a diocesan plan to achieve carbon neutrality by 2030. She then called on the Voting Secretary to conduct the ballot.

The Voting Secretary informed the convention that the facility wi-fi was down and a vote could not proceed at this time. Bishop White invited Canon Jon Boss to come forward and present the Trustees report.

A summary of the Trustees report can be found in Appendix F.

Bishop White thanked Canon Boss for his report, and then asked him to remain on the dais with her. She then made the following presentation to Canon Boss:

I want to share with this body that Canon Jon Boss is a long-time member of Ascension Holy Trinity, Wyoming, and a faithful and generous leader in the Diocese of Southern Ohio. He served for 14 years on diocesan staff as director of administration from 1987 until 2000. Upon his retirement, Canon Boss was elected to the Standing Committee where he served six years. In 2006, he was elected to the Diocesan Trustees, and has served as a Trustee for the past 18 years, most recently as president in that role. Canon Boss has been Trustee representative to Episcopal Retirement Services, as well as to the Procter Advisory Board. I'm personally grateful to Canon Boss for welcoming me as the new bishop of Southern Ohio. He has shown up in practical and helpful ways. When I have questions about context or history, he's always ready to respond and to provide the story that explains a decision or a policy.

With this convention Canon Jon Boss is retiring from the Trustees. Thank you, Jon for your love for God and the church and your faithful leadership to the Diocese of Southern Ohio.

Bishop White then presented a plaque to Canon Boss. The convention rose for a standing ovation as a thank you for his service to the diocese.

Bishop White recognized the Dispatch of Business for the next item on the agenda. Canon Baron announced that since the wi-fi was still down, the next item of business was to prepare for lunch with an announcement and Noonday Prayer.

Bishop White called on the Rev. Gia Hayes-Martin, Chair of the Task Force to review our Mission Share formula, for instructions concerning our lunch hour.

The Rev. Hayes-Martin, announced the opportunity for table conversation about two topics at lunch, Mission share and Regional Gatherings. Bishop White then called on Canon Julie Murray for additional announcements about lunch time.

Bishop White then called on MaryJane Plote, a postulant from Christ Church, Dayton, to lead the Convention in Noonday Prayer.

After Noonday Prayer, Bishop White announced that the wi-fi had been restored and the ballots for resolutions R2024-03 and R2024-04 would be open during lunch. She then called a recess for one hour for lunch.

After lunch, Bishop White called the convention back to order and recognized the Dispatch of Business for the next item on the agenda. Canon Baron stated that the next item was the results of the vote taken on Resolutions 2024-03 and Resolutions 2024-04.

Resolution 2024-03: Redefining Congregational Life Projects

Yes	47	16%
No	239	82%
Abstain	5	2%

The resolution was defeated.

Resolution 2024-04: Develop a diocesan plan to achieve carbon neutrality by 2030

Yes	190	65%
No	94	32%
Abstain	7	2%

The resolution is adopted.

Bishop White called on the Rev. Alice Connor to continue the report of the Resolutions Committee

R2024-01: Change of canonical designation for Church of Our Saviour, Mechanicsburg, from mission to parish

Whereas Canon XVI section 17 states:

For Missions presently in union with the Convention, a change of designation from Mission to Parish shall be made by the Bishop upon recommendation of the Commission on Congregational Life; and

Whereas the criteria for such a change, according to Canon XVI section 17 are as follows:

1. Celebration of public worship at least weekly.
2. Maintenance of an adequate level of ordained leadership as approved by the Commission on Congregational Life. Such leadership shall be compensated in accordance with the minimum Diocesan standards.

3. Payment of the Congregation's full annual Diocesan assessment
4. Servicing all legal debts of the Parish.
5. Twenty (20) or more persons aged 18 years or older from at least twenty separate households as members in good standing; and

Whereas, Church of Our Savior, Mechanicsburg, has met all the above requirements; *therefore, be it*

Resolved, that Church of Our Savior, Mechanicsburg be granted a change in status from Mission to Parish.

Bishop White called for a second, the motion was seconded and Bishop White asked for discussion for Resolution R2024-01. There was no discussion.

R2024-02: Change of canonical designation for Church of the Epiphany, Urbana, from mission to parish

Whereas Canon XVI section 17 states:

For Missions presently in union with the Convention, a change of designation from Mission to Parish shall be made by the Bishop upon recommendation of the Commission on Congregational Life; and

Whereas the criteria for such a change, according to Canon XVI section 17 are as follows:

1. Celebration of public worship at least weekly.
2. Maintenance of an adequate level of ordained leadership as approved by the Commission on Congregational Life. Such leadership shall be compensated in accordance with the minimum Diocesan standards.
3. Payment of the Congregation's full annual Diocesan assessment
4. Servicing all legal debts of the Parish.
5. Twenty (20) or more persons aged 18 years or older from at least twenty separate households as members in good standing; and

Whereas, Church of the Epiphany, Urbana, has met all the above requirements; *therefore, be it*

Resolved, that Church of the Epiphany, Urbana be granted a change in status from Mission to Parish.

Bishop White called for a second, the motion was seconded and Bishop White asked for discussion for Resolution R2024-02. There was no discussion.

Bishop White then called upon the Voting Secretary to conduct the ballot for Resolution 2024-01 and Resolution 2024-02.

Canon Julie Murray, reminded the convention that the vote on these two resolutions would be conducted by order, and ballots would be open for ten minutes. Bishop White called for a 15-minute recess.

Bishop White called the convention back to order to provide the results for the resolutions.

Resolution 2024-01: Change of canonical designation for Church of Our Saviour, Mechanicsburg, from mission to parish

Lay Order	Yes	194	99%
	No	1	1%
Clergy Order	Yes	91	100%
	No	0	0%

The resolution is adopted.

Resolution 2024-02: Change of canonical designation for Church of the Epiphany, Urbana, from mission to parish

Lay Order	Yes	194	99%
	No	1	1%
Clergy Order	Yes	91	100%
	No	0	0%

The resolution is adopted.

After the results were announced Bishop White invited delegates, clergy, and visitors from Church of Saviour, Mechanicsburg and Church of the Epiphany, Urbana to come up to the front to celebrate with all participants of the convention.

Bishop White recognized the Dispatch of Business for the next item on the agenda. Canon Baron stated that the next item on the agenda was a report from the Committee on Constitution and Canons.

Bishop White called on Mr. Joe Dehner, Diocesan Chancellor and Chair of the Constitution and Canons committee.

Mr. Dehner presented the proposal of two amendments to the canons.

PROPOSED CANONICAL AMENDMENTS:

Canon III - The Convention

List of Clergy entitled to seats

Section 3.

NEW SECTION [TO FOLLOW EXISTING TEXT]

Clergy serving or residing within the Diocese who are not canonically resident in the Diocese shall be accorded seat and voice, but not vote, at all sessions, Annual and Special, of the Convention.

NEW SECTION [1]

Bishop Nomination Process and Transition Committee

Section 10.

(a) In the election of a Bishop, all candidates for Bishop must be nominated through either: (i)

the Bishop Nominating Committee in respect of such election, as described in Section 10(c), or (ii) the petition process, as described in Section 10(d). No nominations for Bishop will be

permitted from the floor of an electing convention. All nominees for Bishop are subject to the approval of the Standing Committee, in the discretion of the Standing Committee, whether nominated through the Bishop Nominating Committee or by petition.

(b) All nominees for election as Bishop must, at a minimum, meet the qualifications for Bishop established by the Constitution and Canons of The Episcopal Church and any additional qualifications established by the Standing Committee in advance of the appointment of the Bishop Nominating Committee in respect of such election.

(c) When the need arises to elect a Bishop, the Standing Committee will establish, charge and appoint the members of an ad hoc Bishop Nominating Committee in respect of such Election.

(i) The Bishop Nominating Committee will consist of a number of persons determined by the Standing Committee, but not fewer than 12, at least one-third of whom are members of the Clergy. In addition, the Bishop Nominating Committee shall include a non-voting chaplain. The members of the Bishop Nominating Committee will be selected and appointed by the Standing Committee following an application process open to all members of the Clergy and the laity of the Diocese. Members of the Bishop the Nominating Committee will serve at the pleasure of the Standing Committee.

(ii) The Bishop Nominating Committee will be responsible for all of the following, in addition to any other matters as may be determined by the Standing Committee: composing the diocesan profile (after soliciting advice from the Clergy and the laity of the Diocese), making the diocesan profile available to potential candidates for the position of Bishop, receiving applications, discerning the candidates for Bishop who are likely to best serve the Diocese, and presenting a slate of qualified candidates for nomination and election at the Convention. The Bishop Nominating Committee will provide periodic updates to the Standing Committee.

(iii) The Standing Committee will designate a member of the Bishop Nominating Committee to serve as the chairperson of the Bishop Nominating Committee, with the authority to call, convene and conduct meetings of the Bishop Nominating Committee. The Bishop Nominating Committee may act by a majority of its members at a meeting or by a writing or writings signed by all of its members. Meetings of the Bishop Nominating Committee may be held in person or by means of any communications equipment that allows all persons participating in the meeting to contemporaneously communicate with each other, and participation in any such meeting by means of such communications equipment constitutes presence at the meeting. The Standing Committee may establish other rules, processes and procedures for the governance and the conduct of the affairs of the Bishop Nominating Committee.

(d) When the need arises to elect a Bishop, the Standing Committee also will establish a process for petition nominees for Bishop in respect of such election.

(i) Each petition nominee must be co-nominated by at least (A) a number determined by the Standing Committee, but not fewer than six, of canonically resident Clergy who are, as of the time the completed petition is submitted to the Standing Committee, eligible to vote at the Convention, and (B) a number determined by the Standing Committee, but not fewer than six, of laity who are, as of the time the completed petition is submitted to the Standing Committee, delegates to the Convention and eligible to vote

at the Convention. Not more than one of the required minimum number of nominators may be from the same congregation.

(ii) All petition nominees must meet the minimum qualifications for Bishop described in Section 10(b), as determined by the Standing Committee.

(iii) The Standing Committee may require such information from a petition candidate as it determines, including but not limited to, statements of interest, resumes, character references, and written responses to questions posed by the Standing Committee. The Standing Committee may seek the assistance of the Bishop Nominating Committee in the evaluation of any petition nominee.

(iv) An individual who applied through the Bishop Nominating Committee process but was not recommended for nomination by the Bishop Nominating Committee is disqualified from being a petition nominee.

(e) The Standing Committee may establish rules, processes, procedures and timelines for the nomination of candidates in the election of a Bishop in addition to those set forth in this Section 10 but not inconsistent with the provisions of this Section 10.

(f) The Standing Committee may establish, charge and appoint the members of a transition committee in anticipation of the arrival of a newly elected Bishop.

[1] Note to Draft: A new definition of "Bishop Nominating Committee," with reference to this Section 10, is to be added to the Canons. The Preliminary Canons would add this definition if the addition of Canon III.10 is approved: "Bishop Nominating Committee: The Committee described in Canon III.10."

Bishop White called for second, the motion was seconded. She then opened the floor for discussion on both amendments.

Clergy delegate, the Rev. William Sangrey, deacon serving at St. George in Dayton, rose to offer an amendment to the language of the proposed change to the Canons.

Section 10

(c) When the need arises to elect a Bishop, the Standing Committee will establish, charge and appoint the members of an ad hoc Bishop Nominating Committee in respect of such Election.

(i) the Bishop Nominating Committee will consist of a number of persons determined by the Standing Committee, but not fewer than 12, at least 1/3 of whom are members of the clergy, *including at least one representative from the order of priests and one representative from the order of deacons*. In addition, the bishop nominating committee shall include a non-voting chaplain.

Bishop White called for a second, The motion was seconded. There was no discussion for the amendment.

Bishop White called for a vote on the amendment. The amendment was adopted by voice vote and electronic Zoom poll.

Discussion on the amendment as amended continued.

Clergy delegate, the Rev. Gia Hayes-Martin, chair of the most recent Bishop Nominating

Committee, spoke in favor of the proposed amendment, stating that the proposed Canon gives needed structure and clarity to the nominating process and provides the Standing Committee with minimum requirements which they may choose to increase.

There was no further discussion on the proposed canonical amendments.

Bishop White called on the Voting Secretary to conduct the ballot and announced a short recess for voting.

Results of Voting for Canonical Amendment Changes:

CA-01: Canon 3, Section 3

Yes	274	96%
No	9	3%
Abstain	3	1%

The canonical amendment is adopted.

CA-02: Canon 3, add Section 10

Yes	269	94%
No	16	6%
Abstain	1	0%

The canonical amendment is adopted.

Bishop White recognized Dispatch of Business for the next agenda item. Canon Jodi Baron stated that the Treasurer’s Report was the next item of business.

Bishop White announced that the Treasurer, Ms. Nadya Richardson, was not feeling well and unable to provide her update today. Bishop White stated that Ms. Richardson had provided several pieces of her report electronically and they could be found on the convention page of the diocesan website, which include the overview of the role of Treasurer, 2023 year end financial statements, and the 2023 Audit report.

Bishop White then recognized Dispatch of Business for the next item on the agenda. Canon Baron stated that the next item of business was a motion to ratify an act of the Diocesan Council concerning our Mission Share ahead of our discussion on the budget.

Bishop White provided the following statement:

Earlier this year, in light of the ongoing work of our Mission Share Review Committee, together with the reality that 2023 saw a surplus in mission share revenue, and later partial refunding of that revenue through mission share credits to congregations in 2025 the Diocesan Council, acting as Convention between Conventions, made two decisions that are reflected in the proposed budget. Council’s actions addressed these pieces.

First, the mission share true-up practice would be eliminated, beginning with the calendar year 2025.

Second, that each congregation would be granted a 15% reduction in their 2025 mission share payments based on the current mission share formula.

Council made this decision with the understanding that I had appointed a Mission Share Review Task Force chaired by the Rev. Gia Hayes-Martin. As was mentioned before lunch, the use of the current formula for mission share had a 15% reduction for 2025 will be for one year only. Over the course of the next year, as you heard earlier, the Mission Share Review Committee will propose action for Convention to consider whether reaffirming our current mission share practices and formulas or proposing a new way forward. At the advice of our Chancellor and finance staff and our Parliamentarian, we ask the convention to ratify Council's decision ahead of our consideration of the 2025 budget.

Bishop White then called on the chair of the Budget Committee to make this motion.

Mr. Bradley Sturm stated, chair of the committee stated, on behalf of the Budget Committee, I move that this 150th convention vote to ratify the action taken by Diocesan Council after the June 8, 2024, meeting and to approve the following changes to the mission share calculation which are used upon the convention budget.

- Eliminate the mission share true line beginning in 2025 and
- Reduce each congregation's 2025 mission share payment by 15% based on the existing mission sharing formula.

Bishop White called for a second, the motion was seconded. She then asked if there was any discussion on the motion.

Clergy delegate, the Rev. David Getreu, Rector of the Four Church Collaboration, asked that it had been stated at the Pre-Convention hearing by the Parliamentarian that this was to come to the convention as a resolution. What has changed between the Pre-Convention hearing and now?

The Parliamentarian, Mr. Eric Landen, stated that the issue was reviewed, and it is not a budget resolution. This is a motion. So we are treating this as a motion that goes through the normal parliamentary process of a second and then a vote by majority vote.

Bishop White called for the vote on the motion. The motion was adopted by voice vote and electronic Zoom poll.

Bishop White then called on Mr. Brad Sturm to provide the report from the Budget Committee.

The Budget Committee's full report and complete draft budget can be found on pages _____.

Following the report, Bishop White called on Mr. Sturm to present the budget enabling resolutions.

Mr. Sturm, Chair of the Budget Committee, stated:

On behalf of the Budget Committee, I present Budget Resolution #1 - Appropriations

Be it resolved that the 150th Convention approve the actions of the bishop and Diocesan Council in appropriating \$2,868,298 for the 2025 Operating Budget expenditures. Estimated Mission Share is \$2,438,286. The 2025 expenditures include the Diocese of Southern Ohio's Assessment by The Episcopal Church of \$440,000.

Bishop White called for a second, the motion was seconded. Bishop White asked if there was any discussion on the motion. There was no discussion.

Bishop White called for a vote on the motion. The first budget resolution was adopted by voice vote and electronic Zoom poll.

Bishop White asked Mr. Sturm to present the next budget resolution.

Mr. Sturm stated:

On behalf of the Budget Committee, I present Budget Resolution #2, the 2025 Operating Budget.

Be it resolved that the 150th convention authorize the bishop and Diocesan Council to carry out the programs and policies, to set up and implement the Operating Budget, and to make related expenditures for the Mission and Ministry of the Diocese of Southern Ohio from January 1, 2025 through December 31, 2025.

Bishop White called for a second, the motion was seconded. Bishop White asked if there was any discussion on the motion. There was no discussion.

Bishop White called for a vote on the motion. The second budget resolution was adopted by voice vote and electronic Zoom poll.

Bishop White recognized Dispatch of Business for the next item on the agenda. Canon Baron stated the next item of business was special remarks from the bishop.

Bishop White invited the convention to stand at ease for a moment as we awaited results for a raffle of Ohio State vs. Michigan football tickets. The winner was Gail Barrett from St. Margaret's, Dayton.

Bishop White recognized Dispatch of Business for the next item on the agenda. Canon Baron stated the next item on the agenda was to consider Courtesy Resolutions.

Bishop White called upon the Rev. Alice Connor, Chair of the Resolutions Committee, to present any courtesy resolutions.

Text of the Courtesy Resolutions

Courtesy Resolution: R2024-1

Whereas they were born on the eve and day of Christ, the King, Sunday in the years 2013 and 2014, *and*

Whereas this day, November 23, 2024 they celebrate their 10th and 11th birthdays here at Diocesan Convention, *and*

Whereas their parents are priests, and so they find themselves frequently in these sorts of situations, *therefore be it resolved*

This 150th convention of the Episcopal Diocese of Southern Ohio, wishes Mari Fetz and Constantine 'Teil' Slane, a very happy birthday to you.

Courtesy Resolution: R2024-2

Whereas Jon Boss, President of the Trustees of our Diocese, retires from active diocese and leadership today, November 23, 2024 after completing 49 years of outstanding service to the Diocese of Southern Ohio, which means his service to our diocese began in 1976; *and*

Whereas Jon has served in an extraordinarily large and diverse number of positions and

capacities in our diocese, including onboarding, educating and advising five Southern Ohio bishops as administrator of our diocese in the 1980s. With responsibilities so numerous that they have since been divided up among several different diocesan and staff positions as a member of the Board of Trustees, of the Standing Committee of the Diocese, of the Procter Board of Advisors, of the Corporate Board and the Foundation Board of Episcopal Retirement Services, of the Episcopal Church Home Foundation in Louisville, Kentucky, of the Commission on Congregational Life, and as representative of the Executive Board of Province Five, as Deputy to General Convention for many years, and as Diocese and Coordinator for Episcopal Relief and Development; and

Whereas Jon has excelled in volunteer work beyond the Episcopal Church, helping sustain the larger community that surrounds his parish and his diocese, including his hometown of Wyoming, his beloved alma mater, Denison University, and his local United Way and is a member of the Society of St. Simeon and St. Anna; and

Whereas Jon, who has been called the corporate memory of our diocese has served his Christian siblings in Southern Ohio diligently and lovingly for many years, seemingly at times ubiquitous; and

Whereas Jon showed great consideration for his wife by limiting the spread of diocese and documents in their home solely to their dining room table, and now generously returning a set table to family use; *therefore be it*

Resolved, that this 150th convention of the Diocese of Southern Ohio joyfully recognize and express our gratitude to Jon Boss for his grace-filled and organized leadership in our diocese, and offer him and his family the grace and peace of the gospel in the years to come as he enters the next stage of his life.

The courtesy resolutions were enthusiastically passed by acclamation.

Bishop White recognized Dispatch of Business for the next item on the agenda. Canon Baron stated the next item on the agenda was the Bishop's address, which would be offered as the sermon during the closing Eucharist.

The full text of the bishop's address can be found in Appendix D.

Bishop White then called upon Canon Julie Murray for final announcements.

Bishop White then announced an invitation to the 151th Diocesan Convention, which will take place November 14 and 15, 2025 at The Champion Mill Conference Center at Spooky Nook in Hamilton, Ohio.

Bishop White then declared that the 150th Convention of the Episcopal Diocese of Southern Ohio was in recess until gathering again in 15 minutes for worship.

Respectfully submitted,

Sarah Beegle, Recording Secretary
Canon Julie Murray, Secretary of the 150th Convention

Read and approved by the committee to approve the minutes

Canon Jon Boss, president of the Trustees of the Diocese
The Rev. David Kendall-Sperry, president of the Standing Committee
Kathy Mank, 1st vice-president of Diocesan Council

Appendix A: The Consent Agenda

**150th Annual Convention of the Diocese of Southern Ohio
Saturday, November 23, 2024**

The following items included on the consent agenda are considered as the first voting item of the business session. A consent agenda is a tool to streamline meeting procedures by collecting routine, non-controversial items into a group whereby all are passed with a single motion and vote. The Chair (bishop) identifies the items on the consent agenda, asks if any item should be removed, and then proceeds to a vote to adopt the consent agenda. Using parliamentary tools like this one keeps the meeting as efficient as possible.

The Rules of Order

Agenda

Granting Credentials

Article VI, Section I of the Constitution gives seat and voice to several named people, namely lay members of the Standing Committee and Diocesan Council, the lay deputies to General Convention, the lay trustees of the Diocese of Southern Ohio, the chancellor, the treasurer of the diocese, and the members of the Executive Board of the Episcopal Church Women of the Diocese. In addition to those already granted seat and voice by the Constitution, the Chair of the Committee on Credentials moves that this 150th Convention admit with seat and voice the lay members of diocesan staff, candidates for holy orders, sisters of the Community of the Transfiguration, Archbishop Melissa Skelton, and all non-canonically resident clergy licensed to officiate.

Ratification of convention appointees:

Chair, Dispatch of Business	The Rev. Canon Jodi Baron
Convention Secretary	Canon Julie Murray
Recording Secretary	Sarah Beegle
Parliamentarian	Eric Landen (Calvary, Clifton)

Ratification of the bishop's canonical appointees:

Treasurer	Nadya Richardson (St. Philip, Columbus)
Registrar & Historiographer	The Rev. Anne Warrington Wilson
Finance Committee	<i>Members in confirmation process:</i> Jeff Baldridge (St. Francis, Springboro) Cynthia Bronson (St. Philip, Columbus) The Rev. Darren Elin (St. Thomas, Terrace Park) Clifton Fleimister (St. Matthew's, Westerville) The Rev. Jane Gerdson (St. Barnabas, Montgomery) Patrick Hreachmack (St. Mark's, Columbus) Bill Ubbes (St. Patrick's, Lebanon) Nadya Richardson (St. Philip, Columbus; Chair) Bradley Sturm (Trinity, Columbus) Carolyn Wilmesherr (Christ Church, Glendale) Dot Yeager (St. Mark's, Columbus)

Examining Chaplains

Members in confirmation process:

The Rev. Jackie Burns (St. Peter's, Delaware)

The Rev. Mary Carson (St. James, Westwood)

The Rev. Jean Cotting (Christ Church, Xenia)

The Rev. Darren Elin (Chair; St. Thomas, Terrace Park)

The Rev. Joanna Leiserson (Redeemer, Hyde Park)

Committee to Review the Minutes

1st Vice-Chair of Council: Kathy Mank

President of Trustees: Jon Boss

President of Standing Committee: The Rev. David Kendall-Sperry

Reception of Commission Reports**Approval of the minutes of the 149th Convention**

Appendix B: The Rules of Order

RULE I

The ecclesiastical authority shall appoint the Committee on the Agenda and Dispatch of Business by February 1st of the year of the Convention. The committee shall consist of the Chair of the Convention (the “Convention Chair”) or his/her designated substitute, the Secretary of the Convention, and such members of Convention, as shall seem appropriate to the Convention Chair. Its duties shall be to prepare an agenda for submission to Diocesan Council prior to Convention; to provide for a virtual or in-person Pre-Convention meeting to serve as a hearing for all matters to come before the Convention (the “Pre-Convention Meeting”); to secure persons to provide information for such hearings, being sure that the several sides of any issue shall have equal opportunity of access. The Convention Chair may refer to this committee any matters brought to the floor of Convention not previously referred to it, and the Convention Chair may request the placement of such matters upon the agenda, with due provision for debate and dispatch.

The Convention Chair shall appoint chairs to the following subcommittees:

1. The Committee on Resolutions

The Committee on Resolutions shall consider all resolutions to Convention that shall be submitted not later than the 45 days preceding Convention and those submitted by Diocesan Council by the Tuesday after its September meeting; as well as all resolutions presented by the Bishop. It shall be the duty of the Committee:

- a. to resolve duplicative or substantially similar motions into a single motion, doing so in consultation with the movers of said motions;
- b. to make such editorial or stylistic corrections as do not affect the substance of motions, and reporting these changes to the movers in order to ensure that no distortion of the intended meaning has occurred; and
- c. to report all such motions or memorials to Convention. The report may include the following recommendations:
 - i. that the motion be passed;
 - ii. that the motion be defeated;
 - iii. that the motion be reported to a Committee of the Whole; or
 - iv. that the motion be reported to the floor without recommendation.
- d. In the first three cases, the Committee on Resolutions shall state the reasons for its recommendation. It is not necessary to do so if the motion is reported without recommendation. In the case of a recommendation for the formation of a Committee of the Whole, the Committee on Resolutions shall, with such recommendation, propose enabling procedures. When such a recommendation has been heard, the Convention shall proceed immediately, and without debate, to vote whether it wishes to constitute itself as a Committee of the Whole. Such Committee of the Whole shall meet at a time determined by the Committee on the Agenda and Dispatch of Business. The Committee of the Whole, at the time of its rising, shall itself determine whether it wishes the matter before it to be put to a vote or not, and that determination shall be binding. If the Convention determines that it does not wish to constitute itself as a Committee of the Whole, the Convention shall

proceed, at the time determined by the Committee on Agenda and Dispatch of Business, to debate the motion and vote upon it, without further recommendation from the Committee on Resolutions. In any other case than a recommendation for Committee of the Whole, it shall be the prerogative of any member of Convention to request a discussion by a Committee of the Whole. If such a request is made, Convention shall vote upon such a request immediately and without debate. Should such a request be sustained, Convention shall proceed as is outlined.

2. The Committee on Nominations

No later than one hundred twenty days prior to Convention, the Committee on Nominations shall circulate a request to all congregations and non-parochial clergy for names of persons to be nominated to positions to be filled by Convention. The Committee shall provide information about the nominees to be posted online on the diocesan website to facilitate reasoned choice by the Convention. Nominations shall be requested to be received 45 days prior to the Convention, but will be accepted until a deadline set at least one day prior to the Pre-convention Meeting. Unless the number of nominees is fewer than the positions to be filled, nominations will not be accepted from the floor.

3. The Committee on Credentials

It shall be the responsibility of the Committee on Credentials to make recommendations to Convention in the event of a challenge to a delegate; to issue credentials, upon submission of appropriate documentation, to any delegate not previously certified; to report to Convention the presence of a quorum prior to the commencement of Convention deliberations.

4. The Committee on Constitution and Canons

The Committee shall consist of the Chancellor and no fewer than four additional persons, clergy and lay, who are learned in the law and in the polity of the Episcopal Church. The Chancellor shall be its chair. It shall be the responsibility of the Committee to receive recommendations for canonical and constitutional change from anyone who has voice in Convention, evaluate them in the light of current constitutional and canonical procedure, determine whether the recommendations conform to the Canons of the Episcopal Church in the United States and see that the proposed amendments or enactments are presented in appropriate form. To assist the Committee in its work, no recommendation shall be accepted later than sixty days preceding the Convention. The Committee may, in addition, recommend to the Convention of the Diocese of Southern Ohio that said changes be approved, rejected or amended, in which event appropriate reason shall be given for the determination.

Any action of the Committee shall require a majority of those appointed.

RULE II

1. Notice of the meeting of the Convention shall be given as provided in the Canons. If the Ecclesiastical Authority shall call for a meeting of Convention by electronic means, the notice for such meeting shall be given by publication on the diocesan website

and otherwise no later than four weeks prior to the date called for the opening of the meeting.

2. No later than eight weeks before any such meeting, every member of the clergy entitled to seat, voice, or vote in Convention must notify the Ecclesiastical Authority of his or her email address to receive the ability to participate in a Convention. No later than such date, every rector, vicar, or a warden of any congregation entitled to representation in Convention must notify the Ecclesiastical Authority of the email address of (a) every Lay Deputy of such congregation or (b) any Alternate who pursuant to Canon 2, Section 3 will replace an elected Lay Deputy who will be unable to attend the Convention.
3. In the event of electronic participation, the Secretary of Convention or his or her designee shall send an email to every member of Convention no later than three days before such meeting, setting forth (a) the time of the meeting, (b) the URL and codes necessary to connect to the Internet meeting service, and, as an alternative and backup to the audio connection included within the Internet service, the phone number and access codes the member needs to participate aurally by telephone, and (c) if applicable, a Voter ID code.
4. The Secretary shall schedule Internet meeting service availability to begin at least 30 minutes before the start of each meeting for electronic participation.
5. All members shall identify themselves as required by immediately signing into the Internet voting application upon check-in.
6. The Credentials Committee shall determine and report to the Secretary the presence of a quorum as required by the Constitution based on members' login to the voting application. The Secretary of the Convention shall ascertain the name of Clergy and Lay Delegates present entitled to seats and shall enter them in the minutes.
7. Each member participating electronically is responsible for his or her audio and Internet connections; no action shall be invalidated on the grounds that the loss of, or poor quality of, a member's individual connection prevented participation in the meeting. The Convention Chair may cause or direct the disconnection or muting of a member's connection if it is causing undue interference with the meeting. The Convention Chair's decision to do so, which is subject to an undebatable appeal that can be made by any member, shall be announced during the meeting and recorded in the minutes.
 - a. To seek recognition by the Convention Chair, a member shall use any request mechanism provided by the Internet meeting service and await recognition. Once the pending action is completed, the Convention Moderator shall clear the online queue.
 - b. A member intending to make a main motion, to offer an amendment, or to propose instructions to a committee, shall, before or after being recognized, post the motion in writing to the Internet meeting service "chat" area designated by the Secretary for this purpose, preceded by the member's name and parish affiliation. Use of the chat area designated by the Secretary for this purpose shall be restricted to posting the text of intended motions or seconding motions.
 - c. Members responding "so moved" to a request from the Convention Chair for a motion, or seconding any motion that requires a second, must do so using the Internet meeting service feature without needing to be recognized by the

Convention Chair.

- d. The Secretary shall designate an online area in the Internet meeting service exclusively for the display of the immediately pending question and other relevant pending questions.
 - e. Votes not requiring ballots may be taken by the polling feature of the Internet meeting service. Recognizing that more than one member may be observing the Convention from one account, if ANY member of that group desires to vote Nay, the group is instructed to vote Nay. This will then signal the Moderator to switch the voting to the Internet voting service.
8. The Convention Chair shall arrange for broadcasting/livestreaming so that the public and members of the diocese other than members of the Convention may observe designated parts of the proceedings.

RULE III

1. The agenda shall begin as follows: the announcement of a quorum, one resolution regarding persons eligible for seat and/or voice and/or vote and congregations eligible or ineligible to be seated for disciplinary reasons; election of the Secretary of Convention; appointment of assistant secretaries, parliamentarian and persons for any other function necessary to the smooth running of the Convention; approval of the Agenda and report of the Nominating Committee and the first ballot.
2. Elections shall be by ballot. A majority of those present and voting shall elect. The following shall be elected, as positions on such bodies are up for election:
 - a. Deputies and Alternate Deputies to the General Convention (when applicable)
 - b. The Standing Committee of the Diocese
 - c. The at-large members of Diocesan Council
 - d. The Trustees of the Diocese
 - e. The Trustees of the Church Foundation
 - f. Members of the Procter Center Advisory Board
 - g. Members of the Budget Committee
 - h. Members of the Regional Disciplinary Board (when applicable)
 - i. Deputies to the Provincial Synod
 - i. The special constitutional requirements for election as delegate to General Convention or as member of the Standing Committee found in Article IX of the Constitution of the Diocese of Southern Ohio, shall, of course, apply.
 - ii. Balloting will be conducted electronically. The polls will remain open for at least ten minutes at each ballot. The Presiding Officer may increase the time if warranted. Announcements of results of a ballot shall take precedence over any other business, at a time when one item shall have concluded, and another item of business has not begun. Any necessary successive ballot shall be taken immediately upon the report of the tellers. Each report of the tellers shall include the total vote cast, the number required to elect, and the complete vote for each person on the ballot.
 - iii. Deputies to General Convention and members of the Standing Committee shall be elected by joint ballot of the Clergy and Laity, and a majority of

those present and voting shall be required for an election. In case of a failure or omission to elect such Deputies or members of the Standing Committee, the persons last elected shall continue to serve until others are chosen. If, after four (4) ballots, the election of Deputies to General Convention or members of the Standing Committee has not been completed, the positions still vacant may be filled by a plurality vote, if authorized by three-fourth (3/4) of the members of the Convention present and voting. Election by ballot may be dispensed with by a unanimous vote of the Convention. Alternate Deputies shall be elected as provided for in the Canons.

3. The Ecclesiastical Authority shall appoint persons to the following offices with the consent of the Convention, which may be given *vive voce*:
 - a. The Treasurer of the Diocese
 - b. The Registrar of the Diocese
 - c. Finance Committee
 - d. Examining Chaplains
 - e. Commission on Ministry
4. The report of the Committee on Resolutions shall be as an early order of business. Resolutions not submitted to the Resolutions Committee prior to the sixtieth day preceding Convention, and not arising from the Bishop's Address, may be submitted during the morning of the first day at a time established by the Agenda Committee. A two-thirds vote of the Convention must approve such additional resolutions for consideration.
5. The following additional matters shall be included on the agenda of every Convention in such order as shall seem appropriate to the Committee on the Agenda and Dispatch of Business:
 - a. The Bishop's Address
 - b. The written reports of Diocesan Council Officers, Committees, and Commissions
 - c. The Budget and its enabling resolutions
 - d. The report of the Committee on Constitution and Canons
 - e. The Introduction of Guests
 - f. Any reports on congregations requesting union with Convention (*below)
 - g. Any report from the Finance Committee
 - h. Any miscellaneous business
 - i. Any courtesy or business resolutions
 - j. Announcement of date, place and next Convention.

** The Report of any committee appointed by the Ecclesiastical Authority to examine and report upon the request of any Congregation for union with Convention (if any): Should any Congregation thus be added, the Secretary shall enter upon the roll the names of the Lay Delegates properly accredited from the Congregation.*

RULE IV

Unless otherwise specified, all decisions shall be by majority of the Convention.

RULE V

Debate shall be confined strictly to the subject before the Convention.

RULE VI

All questions of order shall be decided by the Convention Chair without debate; but any member may appeal from such decisions. If an appeal be taken, it must be put immediately and without debate.

RULE VII

Objection to the consideration of a question can only be made when the question is first introduced before it has been debated. Such objection requires no second, cannot be debated or amended, and must have a two-thirds vote to sustain it.

RULE VIII

No motion shall be considered as being before the house unless it be seconded and, when necessary, reduced to writing.

RULE IX

1. No member may speak longer than two minutes at one time, without leave of the convention.
2. No member may speak more than twice in the same debate without leave of the convention.
3. No member may speak a second time to a question if any other member who so desires has not spoken for a first time to that question and effort shall be made to include all viewpoints.
4. Total debate on a motion shall be limited to twenty minutes, except when extended by a 2/3 vote of convention.

RULE X

The procedure for amending the Proposed Budget shall be as follows:

1. Proposed budget amendments, including the required description of all changes and confirmation of contact with parties affected shall be delivered to the Secretary of the Convention and the Financial Officer of the Diocese no later than ten (10) days before the first business session of the Annual Convention. All proposed amendments shall:
 - a. Be Balanced. All increases to budget lines shall be compensated by decreases to other budget lines preserving the overall balance of the Budget, or authorized by increases in the Mission Share rate.
 - b. Prior Agreement as to Accuracy. All parties that are affected by changes to budget lines shall be contacted and agree to the accuracy of the proposed changes before the amendment is submitted.
2. The Financial Officer shall immediately confirm the accuracy of the proposed changes and contact the parties affected so that they are prepared to respond when the proposed amendment is introduced on the floor of Convention.
3. Budget amendments proposed in a manner consistent with that outlined herein shall

be deemed to have been presented in a manner consistent with Canon XIII, Section 3 (f). Budget amendments proposed in any other manner shall be deemed as falling within the provision of Rule I, paragraph B of the Rules of Order for the Annual Convention which requires approval for consideration by the action of two-thirds of the Convention: Should the Convention so issue their approval for consideration, the Secretary of the Convention shall appoint an ad hoc committee composed of

- a. A representative from each group affected by the proposed changes to budget lines,
- b. A representative from the Diocesan Budget Committee, and
- c. A representative from the Office of the Bishop as staff for the Committee.

This ad hoc committee shall be called the Budget Amendment Review Committee, and shall meet to develop a reconciled, amended Budget. In the event this committee is unable to develop a reconciled, amended Budget, all proposed amendments shall be presented to Convention in the order they were received by the Secretary of the Convention.

4. Action on the reconciled, amended Budget shall occur at Convention.

RULE XI

When a question is under consideration, no motion regarding it shall be made without leave of the Convention Chair unless it is to postpone it for a certain time, postpone it indefinitely, or lay it on the table. Amendments to or changes in any budget and its resolutions shall be dealt with as set forth in the paragraph below.

All amendments or changes to any Budget shall automatically be postponed until the entire Budget has been discussed and all amendments or changes have been gathered. They shall then be discussed in any order determined by the Convention Chair, and no disposition of the Budget shall be made until all amendments or changes have been considered and dispositions made.

RULE XII

The agenda, as adopted by the Convention, will be the General Order of the Day and its times are times definite unless suspended with the concurrence of two-thirds of members present. A special Order of the Day at a designated time, may be proposed by the Convention Chair or Committee on Agenda and Dispatch of Business, subject to the consent of the Convention.

RULE XIII

The motion to Suspend the Rules requires a two-thirds vote, is not debatable, and cannot be amended or reconsidered.

RULE XIV

The motion to reconsider can only be made or seconded by one who voted with the prevailing side. If, however, the original question was decided by a ballot, any member of Convention may move to reconsider. If the motion to reconsider is adopted, it opens the entire subject for discussion. No question can be twice reconsidered during the course of the same Convention. If the original question was debatable, so is the motion to reconsider. The converse also is true.

RULE XV

On motion, duly put and carried, the Convention may resolve itself into a committee of the whole, when the Convention Chair shall call some member of the Convention to the chair, and the Secretary, if needed, be elected. In Committee, the Rules of Order are suspended. When the Committee rises, its chair shall make verbal report to the Convention Chair of the Convention.

RULE XVI

Clergy of the Episcopal Church, who are not entitled to seats, and candidates for Holy Orders in this Diocese shall be admitted to the floor of the convention, but without the right to take part in the proceedings. Their names shall be reported to the Secretary and entered upon the Journal.

RULE XVII

The above shall be the Rules of Order of all sessions of the Convention, unless amended or rescinded by a majority vote. Rule I need not be followed for Special sessions, the order of business then to be determined by the Ecclesiastical Authority in accordance with the purpose for which the Special session was called. The Rules of Order shall be published for each annual session of the Convention.

In all matters not specifically covered by these Rules of Order or by the Constitution and Canons of the Diocese, "Robert's Rules of Order, Newly Revised," shall govern the Annual Convention in all cases to which they are applicable.

These Rules of Order shall be adopted as the first order of business at the Annual Convention to which they shall be submitted. They shall continue in force until the first order of business of the subsequent Annual Convention. Except as may be otherwise provided by these Rules, proposed amendments to these Rules shall be submitted to the Committee on the Agenda and Dispatch of Business at least sixty (60) days preceding the Annual Convention at which the proposed amendment is requested to go into effect. The Committee on the Agenda and Dispatch of Business shall review the amendments, decide on the merits of them, and, if appropriate, incorporate the amendments into the Rules of Order which are to be submitted to the Annual Convention as otherwise required by these Rules.

Appendix C: Slides of Keynote Address

The keynote address was delivered by the Most Rev. Melissa Skelton, the ninth Archbishop of the Diocese of New Westminster in the Anglican Church of Canada (retired), and creator of the College of Congregational Development.

The slides of the keynote address are presented here. Video of Archbishop Skelton's full address can be found on the diocesan YouTube channel at youtube.com/watch?v=W12OBgh2118.



Congregational Development and “The College”

The Most Reverend
Melissa M. Skelton

Who I am

- The founder and creator of the **College for Congregational Development (now 16+ years old)** while a Canon in the Diocese of Olympia and Rector of St. Paul's, Seattle (a redevelopment)
- **Archbishop (Retired)** The Anglican Church of Canada
- **Retired Bishop Provisional**, the Diocese of Olympia
- Former **VP for Administration and Adjunct Faculty** at General Seminary
- Former **P&G Brand Manager**
- **Ordained in S. Ohio:** Ascension Holy Trinity, Wyoming; St. Simon's Lincoln Heights; All Saints, Pleasant Ridge

A Working Definition of **Congregational Development**

Efforts assisting congregations of all sizes, locations and conditions in becoming

- **healthier**
- **more faithful**
- **more fruitful**

communities of faith....

Congregational Development

- That focus on and are faithful to **their unique purpose as congregations** which are local expressions of the body of Christ and which, with God's help, **gather people, deepen people's formation in their baptismal identity and purpose and send them into the world** as witnesses to and **agents of transformation.**

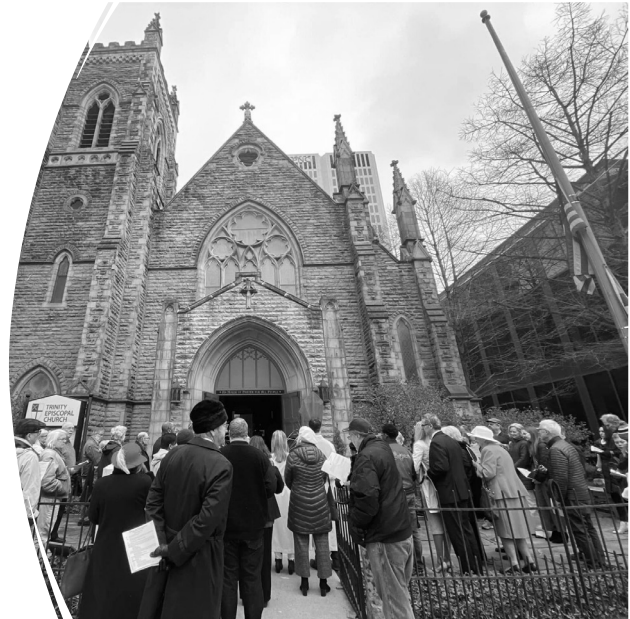


Congregational Development

- That are connected and expressive of the **best of their ecclesial tradition**, ethos, and character.
- That are **self-renewing and responsive to the challenges and opportunities** around and before them.

Congregational Development

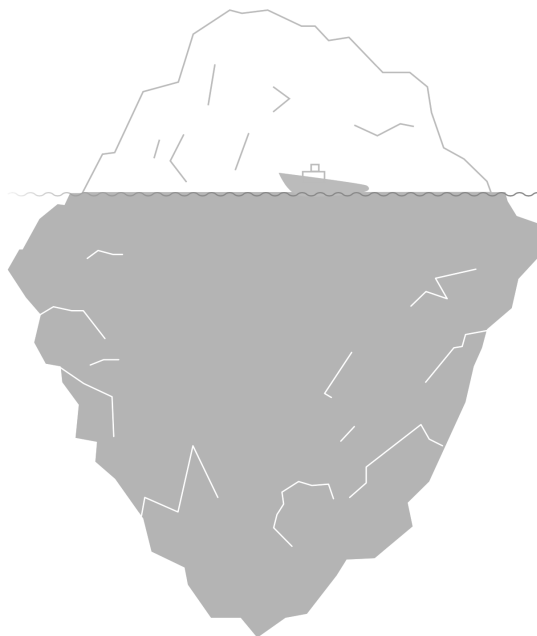
- That are **sustainable or working toward greater sustainability**, in terms of **“fit” between the elements of their organizational life** (identity, vision and goals, leadership, resources, culture, size, property, relationship to context, partnerships).



Congregational Development

- That **foster a culture** of inclusion, transparency, collaboration, listening, trust, courage, openness, and flexibility, in which the congregation and its **leaders have a greater sense of choice.**

Another way of thinking about it...



- Job descriptions
- Functional areas
- Hierarchical levels
- Mission, goals, objectives
- Stated values
- Operating policies and practices
- Personnel policies and practices

- Power and influence
- Patterns of individual and group interaction
- Group sentiments and norms
- Trust issues
- Emotions
- Affective relationships
- Covert hopes and dreams
- Assumptions
- Dynamics
- Culture

Adapted from *Organizations* (2000)
Gibson, Ivancevick, and Donnelly

A brief exercise

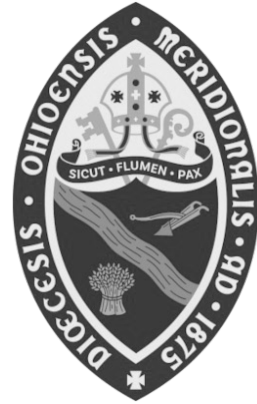
Discuss with others:

What one area (that I mentioned) do **you believe** your congregation needs to work on or develop?



The College for Congregational Development: Its Overall Aims

- To create **lay and clergy congregational development practitioners** equipped with both theory/frameworks and skills
- To establish common congregational development language and skills within the Diocese so congregations can support each other via a **diocesan community of practice**
- To be **one key element** of broader support in the Diocese for congregational development



What makes up “The College”

- Participation in in-person training (plenary learning, work in teams and individual work)
- Readings before and after
- Back-home “interventions”
- Support from the Diocese in an ongoing way



What is (some of) **the content** in the College?

- Change and transition processes
- Listening processes and facilitation tools
- Anglican/Episcopal identity, ethos, and spirituality
- Power, voice and influence in the congregation
- Congregational identity and personality
- Trust development and conflict
- Culture and intercultural communication
- Learning about oneself as a leader
- Faith development in the parish
- Ways to engage with the context/neighborhood
- How to experiment and learn as you go

What does a congregation need to do?

- Identify a team (will consist of a clergy person and 2-4 others who want to work on the congregation's development)
- Be sure the entire team can commit to the dates, times and effort required
- Registration is now open!



Participants in the College

- US Participants from Dioceses of Olympia, Spokane, Rochester, Chicago, Indianapolis, Bethlehem, Atlanta, Maryland, Alaska, Northern California, California, Upper South Carolina, Tennessee, Alabama, Mississippi, Arkansas, Central New York, Michigan, Central Pennsylvania, New York, Ohio, S. Ohio
- Canadian Participants from: Dioceses of New Westminster, Ottawa, Territory of the People, British Columbia, Kootenay (Anglican Church of Canada)
- International Participants from The Anglican Diocese of Jamaica and the Cayman Islands, The Episcopal Diocese of Northern Philippines
- While most of the College participants have been white, the College has included Latinx, African American, Filipino, Indo-Canadian, Sri Lankan-Canadian, Caribbean Canadian, Caribbean, and Indigenous-Alaskan participants.

Dioceses Hosting CCD in 2025

- | | |
|----------------------------|-------------------------|
| • Diocese of Olympia | • Diocese of Chicago |
| • Diocese of Atlanta | • Diocese of Maryland |
| • Diocese of Indianapolis | • Diocese of Rochester |
| • Diocese of Michigan | • Diocese of Spokane |
| • Diocese of Ohio | • Diocese of SE Florida |
| • Diocese of Southern Ohio | • Diocese of New York |

And this (of course)
means
YOU

Appendix D: The Bishop's Address to the 150th Convention

**The Rt. Rev. Kristen Uffelman White, Bishop
November 23, 2024**

Bishop White delivered her first convention address to the diocese during the closing Eucharist of the 150th Diocesan Convention.

“Go, therefore, and make disciples of all the nations, baptizing them in the name of the Father and of the Son and of the Holy Spirit, and teaching them to obey everything I have commanded you,” Jesus says, “And remember: I am with you always, to the end of the age.”

Our theme for this year's diocesan convention is Gather-Transform-Send. It's the title of a core model of the College for Congregational Development, and it is also the unique purpose of a church: to gather those called by God as the Body of Christ, into a community where God transforms our lives, and sent out by the Holy Spirit to be salt and light and leaven to the world.

It's a pattern, this model, and once you see it in one place, you can see it all over.

We find it clearly in the passage for today's Eucharist, drawn from the readings for the Mission of the Church.

Jesus has spent the early part of Matthew's gospel gathering the disciples, who dropped their nets to follow him.

He walked with them, and taught them; he broke bread with them and sometimes he chastised them. They heard him preach, and they watched as he navigated tests by the Pharisees and scribes. They saw him cast out demons, and heal people, and raise up those who had died. They saw him do miracles – miracles they held in their own hands. Somewhere along the way, they began to accept realities they could not comprehend. Somewhere along the way, their hearts broke open. Somewhere along the way, their lives were transformed.

And then the cross. And then the tomb. And then the women.

And now, in today's gospel, the eleven come together again on the mountain to which Jesus directed them. They see him, and they worship him, but some doubt. And then...he sends them out: “Go, therefore,” he says, “make disciples of all the nations. Go. And remember: I am with you always, to the end of the age.”

Once you see the pattern, I contend that you can't unsee it.

Jesus gathers his disciples from their fields and their fishing boats and their tax collecting stalls. He travels with them and teaches them and loves them and prays for them and challenges them. He cultivates the transformation of their souls. And now he sends them, charging them to go and find others to follow, as they are...with the promise that they're not alone – that Jesus is with them, is with us, always.

Beloved of God, what a joy it is to be with you as your bishop for this 150th convention of the Diocese of Southern Ohio. A year ago, this was my very first occasion with you as your bishop-elect. My, what a year it has been.

My, what a year, to see God gathering us, transforming our hearts, and sending us forth.

GATHER

Even before I knew you, I knew about your desire to gather. One of the things that drew me to you was that your diocesan profile named your longing for a bishop who would be with you.

From the beginning, I have sought opportunities to do that; in the past eleven months, we have gathered: at the January clergy overnight; at the liturgy and festivities of my ordination and consecration; at our March clergy renewal of vows, where I will tell you that the Holy Spirit was in that place; in teaching the Gather-Transform-Send model for the first time in this diocese at the Columbus area vestry day; for Rogation Day at Procter, when I blessed pigs and sheep and chicken and children and the beautiful land;

in giving thanks for our elders at the St. Simeon & Anna celebration; when we gathered for conversation and worship and wide-open fellowship for the Holy Cross clergy day in September

I've gathered with you for official bishop visitations, for celebrations of new ministry, for other parish events, and sadly, on the five occasions this year when we have buried beloved deacons and priests: altogether I have had 22 official visitations so far this year; I have physically put my feet on the ground of 47 of our 71 churches, and have made 53 specific visits to congregations, both official and unofficial

I began holding 1:1 meetings with clergy in the month of their birthday, so far, 46 priests and deacons taken me up on that invitation

April-May: more than 20 gatherings w/more than 200 people across the diocese as we began to discern our shared mission as a diocese; you will find the diocesan mission, values, and priorities in your convention book; now the implementation team carries that good work forward

I'm grateful for the team of lay and ordained people from across the diocese now exploring the possibility of re-engaging by local region, which you had the chance to talk about during lunch

Gathering now, right here, for this convention, as lay and clergy leaders across the diocese. Most of you are in-person, making this a time to do the business of our common life and also to be equipped for ministry through yesterday's workshops, and to build relationships across parish boundaries

TRANSFORM

As we gather, I believe God is at work in our midst, even now, bringing about the transformation of our lives – and of our life together – as God's beloved disciples. I see this happening in specific ways:

We are beginning to develop a different understanding of who the diocese is: The diocese is not 412 Sycamore Street; The diocese is Us – all of us – all 71 communities of faith across Southern Ohio. We are a network of disciples, not a central office in Cincinnati. With that, I anticipate a shift in how we function together as a diocese:

if the local congregation is the reliable place of God's transformation, as I believe it is, our ministry is not to look inward, to the workings of our diocesan office or to any one person. Instead, the posture of the diocesan staff and leadership is moving outward, to be with the Body of Christ in our various communities, connecting with you and equipping you to have what you need, in order to do the good work that God gives you to do.

We are changing the way we talk about, make decisions about, and use our money: This year saw action from the Diocesan Council to return nearly \$500,000 in surplus funds to congregations, in the form of a mission share credit. In addition, Council ended the true-up practice, and voted to reduce the mission share formula by 15% in 2025, as our mission share review committee works toward a clearer and more accessible assessment to begin in 2026. Diocesan staff and leadership are actively working to uncomplicate and demystify the inner workings of diocesan finance, toward a goal of greater transparency, reduced barriers to participation, and more intentional stewardship of the gifts entrusted to our care.

We are moving toward greater connectedness and communication: Canon Katie Forsyth began in her role as canon for communications, working with her team which includes Canon Julie Murray, canon for community engagement, and will soon add a database manager who will help build a network to connect us to one another. In the near term, as I have promised many of you, I welcome you to look at the staff page of our website, where you'll find a "Who to Call" directory that tells you who can be of support to you in particular areas of ministry. In the months to come, I hope you'll take part in continued efforts to relate to one another as disciples, remembering that we belong to one another and to God.

In this 150th year of our life as a diocese, we continue the work of repairing the breach that Bishop Breidenthal issued, and Bishop Smith underscored, work begun by the diocesan reparations task force: I am grateful that Miriam McKenney began her work this past week as the full-time missionary for Beloved Community.

I look forward to calling a new missionary for Black ministries and a new missionary for Latino ministries early in the new year. Please save the date for a celebration of our 150th anniversary as a diocese, on September 27 at the Procter Center. There, we will have the opportunity to tell the truth about who we are and who we have been, to proclaim the dream to which God calls us, to celebrate in worship, and to share together in a feast.

SEND

As disciples of Jesus who experience God's transformation, the Holy Spirit then sends us out to live differently, as a result.

This year you will notice our diocesan staff being sent: The change in our orientation and defining of our mission to embody the Gospel of Jesus and share in God's transformation of our communities means that I will be sending our staff members out in our various congregations throughout the diocese. They will be coming to see you – not because there's a problem, not to check up on you. They will be coming to you because they want to know you as colleagues, because they seek to build connections, because they want to hear the good news of how God is at work in your midst. And because they want to know what you need in order to flourish in your various ministries. In 2025, we have traveling staff workdays scheduled in every region of the diocese – this means that instead of needing to come to our office, or talk with one of us by phone or by Zoom, you will be able to come meet with me or with members of diocesan staff in a local church that is more convenient for you: at Trinity Church, Troy; at St. Mark's, Upper Arlington; at St. Phillip's Circleville; at St. Andrew's, Evanston; and at St. Peter's, Gallipolis. This is what a diocese can look like: disciples who are with one another, in support of each other, who share a common mission, common values, and common priorities.

In 2025 we all will be sent differently as leaders, as we develop structures that support and align with our shared mission as a diocese. The best description I have for this approach to leadership is a porous one: together we will build a structure that people understand, and know how to take part. This means leadership bodies that support thriving congregations, where

people serve in roles that are clear, roles that they are equipped to take on; and then, after a season of leading, they step back to make room for others to serve. As church, we cannot afford to protect role or position. We need all of us, with our various gifts; and we need to rely in faithful and practical and generous ways on those good gifts that God has given each one of us to share. Our money will never do the work of discipleship on our behalf. Our money will not save us. It can't. But Jesus has, and does, and will.

As we go forth from this convention, over the course of the year ahead, I believe that God sends us to live ever more tangibly into the promises of our baptismal covenant. The world needs us to embody God's good news - I believe it always has, but I am viscerally confident of that right now. And so, yes, beloved, know that you are sent from this place to continue the apostles' teaching and fellowship, to break bread, and to pray. Know that you are sent to persevere in resisting evil, and to seek and serve Jesus in everyone. You are sent to proclaim the gospel, by what you say and what you do. And finally, truly, you are sent from this place to respect the dignity of every single person you meet, and to work with one another for justice and peace.

INTO OUR CONTEXT

Remember that as we are sent, we do not go alone. We have Jesus, who promises us that he will be with us always. And we have each other. And we go to the places and people with whom we already live and move and have our being, as this pattern continues over and over again.

Our context has shifted in these past months, as you know:

In order to re-orient our focus on congregations and equip and support your local ministries, I reorganized our staff. While it was necessary, I also recognize that it was painful.

We are navigating a season in-between, with some staff having departed, continuing staff assuming additional work in the short term, and now new staff beginning their work - with more new staff to join us in the months ahead. This is difficult, and I appreciate your grace in those moments when there have been gaps. We are working together to do a new thing, in a system that was acclimated to a different way of functioning. As we go forward, we are striving to be clear about the essentials, to align our work with the mission to which God calls us. The values we've claimed as we do this are integrity and relationship and love. Those continue to shape the ministry we share. I'm grateful to the Rev. Canon Jodi Baron, our canon to the ordinary and chief of staff, for her leadership and care through this process.

The place we have gathered most frequently this year, the place most geographically accessible to the whole diocese, is the Procter Center. It has been a joy to see our new co-executive directors, Jerusalem and Nathan Greer, make it a place of welcome for people from our diocese and beyond - a place where we build relationships, where we are well fed (thank you, Xandra Sharpe!), where we worship, where our children are cherished, a sacred place where we all can be formed more and more deeply as disciples of Jesus. As we have gathered there, we have also seen the constraints that Jerusalem and Nathan and the staff and board face, in trying to live into Procter's ministry: our cabins were donated from Wright-Patterson Airforce Base 70 years ago, when - at that point - they had reached the end of their useful life for the United States government. Without sufficient heating in the winter or air conditioning in the summer, those cabins don't provide the spaces that meet our need to come together. Rooms in Thompson Lodge are comfortable, but there are not enough of them. I am grateful to Nathan and Jerusalem for asking good questions, and shepherding a parallel conversation with a team from Ministry Architects, the same consultants we are working with in developing and aligning our shared diocesan mission, to move forward in developing Procter to be the place that we, as

a diocese, need for it to be.

Finally, our continued transformation will be shaped by the launch of our College for Congregational Development. I've been talking about this since before I met you, and its primary model – Gather-Transform-Send – has shaped our time here together. As of yesterday, our registration for next summer is open, and you all have the first opportunity to sign up! What I want you to know about the College is this: I am not a believer in shiny-object syndrome. I do not believe anything outside of Jesus will save us. The gift of the College is that it gives us practical, fruitful ways to lead faithfully and well as disciples, and to invite others to do the same. My prayer is that it will help us create a shared vocabulary for what it means to build up the Body of Christ. The work of the College is good, and hard, and it will challenge you to grow in both faith and practice. I believe the work of ministry, both lay and ordained, is worth doing well. The tools I've learned through the College are tools for ministry that I use every day, with gratitude. Please reach out to Canon Meredith Day Hearn with questions, as she will be leading our College.

Beloved, God has gathered us together as the Body of Christ from 71 congregations across Southern Ohio for this particular time. Remember who you are, as disciples of Jesus. Remember that we belong to one another, and that, together, we belong to God.

I know that we face challenges, right now, and in the time that lies ahead of us. And I trust that God is at work in our midst, even now. I pray that amid the changes and chances of this moment, God is always about the work of transformation of our souls.

I pray that as the Holy Spirit sends us forth from this place, we will go, knowing that we do not go alone. I pray that we will remember, as Jesus calls us to – remember that he is with us always, even to the very end of the age.

Appendix E: Annual Reports of the Commissions

Throughout the year, people from across the diocese serve on various commissions, committees, and in other appointed roles, seeking to achieve the mission of the diocese and The Episcopal Church. On an annual basis, they report back to the convention about their ministries, impacts, and hopes for the future.

CANONICAL REPORTING BODIES

Church Foundation Trustees
Commission on Congregational Life
Commission on Ministry
Diocesan Council
Finance Committee
Standing Committee
Trustees of the Diocese

OTHER REPORTING BODIES AND ROLES

Creation Care and Environmental Justice
Ecumenical and Interfaith Officer
Episcopal Community Ministries
Episcopal Church Women
Episcopal Community Ministries
Lawrence Home and Clergy Daughters
Mission Share Oversight
Procter Board of Advisors
Reparations Task Force
Sustainable Development Goals Grants
Mission Implementation Team
Taskforce on Regional Structures
Province V Executive Board

OTHER COMMITTEES AND COMMISSIONS

The following bodies did not submit a report

Faith in Life Commission
Minority Empowerment Initiative Trust

Canonical Reporting Bodies

CHURCH FOUNDATION TRUSTEES

*Respectfully submitted by the Rev. Sallie Schisler (St. Peter's, Gallipolis and Grace, Pomeroy),
Chair*

Regarding our mission and work

The Church Foundation was created in 1922 as a corporation to hold title to real estate and to manage, control, mortgage, and convey this property under the direction of the “Bishop and Chapter of the Diocese of Southern Ohio.”

There are four directors and the Rev. Canon Sallie Schisler is acting president as a result of President John Gustafson’s resignation earlier in the year.

The Church Foundation receives as its major source of revenue an allotment from the William Cooper Procter Endowment Fund annual income. The main purpose of this income is to award grants to congregations for emergency capital needs.

These grants must adhere to the criteria used for the William Cooper Procter Fund’s grants. Church Foundation also:

- (a) Provides mortgages, usually for non-parochial housing, from the Wells Fund.
- (b) Performs long lasting repairs on diocesan-owned properties.

For 2024, Church Foundation was granted \$300,000 for emergency grants to congregations for physical plant needs.

In terms of accomplishments, the foundation studied the results of the church’s facility evaluation, which resulted in discovering over \$14 million in immediate needs diocesan wide. Long term need is over \$32 million.

Declared grant making moratorium in May. Pending grant requests equal \$1 million+. Grant inquiries equal more than \$500,000. No new grants were made in 2024, due to the moratorium.

Regarding our diocesan funding and how funds were deployed

The Church Foundation makes loans to parishes from the Wells Fund. Churches undergo a loan application process. After successful completion of the loan application, a loan may be granted by the Church Foundation. The bishop and Standing Committee approval are part of the process. Current outstanding balances on these loans, as of September 30, 2024 are reported below:

Holy Trinity, Kenwood	\$12,289
Trinity, Troy	\$22,960
St. Luke’s Church, Granville	\$89,480
Christ Church, Ironton	\$83,754
St. Matthew’s, Westerville	\$60,354
Holy Trinity, Kenwood	\$19,023
St. John’s, Worthington	\$27,924
St. Barnabas, Montgomery	\$212,673

Totals September 2024 **\$528,457**

No New Loans were made in 2024.

412 Sycamore, Inc. loans incorporated into the Church Foundation loan portfolio:

All Saints, Pleasant Ridge	\$ 85,000
All Saints, Pleasant Ridge	\$ 61,169
St. Francis, Springboro	\$ 217,894
St. Andrew's, Pickerington	\$ 56,299
Good Samaritan, Amelia	\$ 188,862
St. Margaret's, Trotwood	\$ 895,000
Total 412 Sycamore, Inc. Loans	\$1,504,224

Regarding our charge for wide representation in ministry

Members of the Nominating Committee work to recruit people to run for the foundation from across the diocese. Members of the foundation work directly with all churches seeking grants to ensure that the voice of every church making a request is heard from one end of the diocese to the other.

Regarding our goals for 2025 and our connection to the emerging mission and vision of the diocese

To continue to marshal our limited resources to maximize benefits and the physical and financial health of our properties across the congregations of the DSO.

We aspire to be true long-term partners with our congregations and their many historic and meaningful properties as best we can.

With the facility evaluations completed, we realize there will be more big-ticket grant requests than the Church Foundation can fund annually.

We will continue to show no favoritism or bias in our decisions and hope that congregants in the DSO understand that because of our limited resources, every request is met with serious inspections, honest debate and thoughtful questions leading to difficult final decisions.

The Church Foundation, an elected body of the diocese, assists parishes in maintaining their buildings by awarding grants primarily for one-time capital projects and/or emergency assistance for facility improvements.

The stewardship of church facilities ensures safe future worship/community outreach places.

Our 2024 members

David McKenney - Calvary, Clifton (Liaison to the Procter Board of Advisors)

The Rev. Anne Warrington Wilson - Grace Church, Cincinnati

The Rev. Canon Sallie Schisler - St. Peter's, Gallipolis and Grace, Pomeroy (Chair)

Ex-Officio

The Rev. Canon Jodi Baron - Canon to the Ordinary

Andrea Owens - Administrative Assistant

Nadya Richardson - St. Philip, Columbus (Diocesan Treasurer)

COMMISSION ON CONGREGATIONAL LIFE (COCL)

Respectfully submitted by the Rev. Michael Tigner (St. Edward's, Whitehall and All Creation, Grove City), Chair

Regarding our mission and work

The Commission on Congregational Life is responsible for implementing the mission strategy for the diocese. The commission is charged with encouraging, supporting, evaluating, and seeking opportunities for development and growth for congregations throughout the diocese. Working from our \$250,000 budget for the year, we awarded several grants to congregations to aid in their development and sustainability. We kept our commitments that we made to congregations in previous years through multi-year grants.

All year we have worked to clarify the identity and strategy for CoCL in light of Bishop White's arrival this year and attempted to identify areas where we could continue our work while a new diocesan strategy was in development. We developed a database to help track our efforts to support congregations directly through liaisons in an attempt to combine monetary funding and direct congregational support.

Regarding our diocesan funding and how funds were deployed

We received 250,000 for 2024. Funds were used to award grants for congregational vitality projects around the diocese.

Regarding our charge for wide representation in ministry

CoCL receives nominations for clergy and laity from around the diocese. We try to seek members that allow the most voices to be heard and strive to advocate for marginalized communities whenever possible.

Regarding our goals for 2025 and our connection to the emerging mission and vision of the diocese

CoCL has been paused by Bishop White for alignment with the diocesan mission that is under development.

Our 2024 members

Class of 2024

Wendell Mulford - St. Paul's, Chillicothe

The Rev. Terri Thornton - Church of our Saviour, Cincinnati

Anne Shuff - Christ Church, Ironton (Commission Treasurer)

The Rev. Michael Tigner - St. Andrew's, Pickerington and All Creation, Grove City (Chair)

Class of 2025

The Rev. Canon Meredith Day Hearn - bishop's staff, formerly All Saints, Pleasant Ridge

Drew Abbott - Christ Church, Cathedral

Ron Brown Gray, resigned - All Saints, Pleasant Ridge

Class of 2026

The Rev. Brian Blayer - Christ Church Cathedral

Dionne Clifton - St. Philip, Columbus

Paul Wyatt - St. Matthew's, Westerville

The Rev. Julie Fisher - Holy Trinity, Oxford

The Rev. Emmanuel Tuyishime - New Hope Church, Dayton

Staff Liaisons

The Rev. Canon Jodi Baron - Canon to the Ordinary

Andrea Owens - Administrative Assistant

The Rt. Rev. Kristin White - Bishop

COMMISSION ON MINISTRY

Respectfully submitted by Robin Holland (St. Philip, Columbus), Chair

Regarding our mission and work

The work of the Commission on Ministry (COM) is mandated by the canons of The Episcopal Church. The COM works on the selection and formation of those called to ordained ministry, assists in the discernment of those called to lay ministry, and advises the bishop about all of these ministry-related activities.

We engaged in the following formal meetings in 2024:

- Explorers Day at Procter - Jan 2024 - 24 “explorers” participated along with their respective clergy
- Spring Meeting - April 2024 - one postulant interviewed for postulancy for a different order, one postulant interviewed for candidacy
- April 2024 via Zoom - training for Parish Discernment Committees
- Fall Meeting Oct 2024- candidacy and ordination interviews - two postulants interviewed for candidacy
- Plan for upcoming January discernment internships interviews and February Explorers’ Day

In addition to the meetings above:

- We received and responded to update letters from each postulant in the spring and again in the fall
- Outlined a clearer plan for the reception of orders for Roman Catholic priests
- Met with the Rev. Joseph Kovitch regarding supporting discernment for those interested in involvement with new communities
- Updated the ordination process resources on the diocesan website to include tools to support the new explorer process.
- Met several times on Zoom to draft questions for interviews and discuss other matters that may have arisen between meetings.

Regarding our diocesan funding and how funds were deployed

Budget Group: 3 Ordained/Licensed Ministries

Ministry Center: 50 Commission on Ministry
50120 Contract Chaplain to Seminarians & mileage \$4,000
50280 Travel exp - Seminarians \$4,500
51120 Background Checks \$1,375
51160 Courses, Education, Testing \$500
51250 Hospitality & Fellowship \$16,368
51260 HR Services Psychological Eval \$9,250
51390 Office Expense \$500

Total Commission on Ministry \$36,493

Regarding our charge for wide representation in ministry

Our goal continues to be to ensure that we fully represent the demographics of our diocese. We want each person who comes to us to feel that at least one member (hopefully more) on the Commission of Ministry represents them.

Each year we assess the makeup of our group and work to ensure that new appointments maintain that balance -- order of ministry, race, age, gender, and sexual orientation, as well as geography.

Regarding our goals for 2025 and our connection to the emerging mission and vision of the diocese

- To continue the work of the commission in helping discern and form those who feel called to ordained ministry.
- To continue implementing and refining the new process for the first two years of discernment for explorers.

The first phase of parish discernment was implemented in 2024. The second phase of internship discernment will be implemented in January 2025. This will provide a richer experience and more complete preparation for entering the diocesan process leading to ordination.

- To increase opportunities for discernment for those called to lay ministries.

A Lay Discernment Day at Procter Center is planned for April 5, 2025, in partnership with Listening Hearts, EFM, and the Formation Team.

Our 2024 members

Class of 2024:

Barbara Bass - St. Margaret's, Trotwood

The Rev. Rowena MacGregor - St. Philip's, Circleville

The Rev. Jason Prati - All Saints, New Albany

The Rev. Stacy Sands - Christ Church, Glendale

The Rev. Paul Scanlan - Retired

Anne Shuff - Christ Church, Ironton

Class of 2025:

Jermaine Carew - St. Patrick's, Dublin
Sr. Kathleen Crossman - St. Anne's, West Chester
The Rev. Allison English - Calvary, Clifton
Robin Holland - St. Philip. Columbus (Chair)
The Rev. Craig Klein - St. Paul's, Chillicothe
Chris Nelson - St. Paul's, Greenville
The Rev. Christopher Slane - St. Andrew's, Evanston

Class of 2026:

Miriam McKenney - Calvary, Clifton; bishop's staff
The Rev. Vicki Zust - St. Mark's, Columbus
Lauren Faller - Christ Church, Fairborn
Anne Cappelletti - St. Peter's, Gallipolis
Mary Louise Thomas - St. James, Columbus
The Rev. George Glazier - Trinity, London

THE DIOCESAN COUNCIL

Respectfully submitted by Anne Brack (Ascension & Holy Trinity, Wyoming), Recording Secretary

Regarding our mission and work

Mission of the Commission According to Canon XII,
“The Diocesan Council shall have charge of the coordination, development, and prosecution of the missionary, education, and social work of the Church, and of such other work as may be committed to it by the Diocesan Convention.”

Meetings in 2024

The Council has met four times, with a retreat planned in December 2024 with the Trustees and Standing Committee. Three of the meetings were hosted at Procter Center with a hybrid option for non-voting members and members with health issues, and the June meeting was online only.

Accomplishments in 2024

Council welcomed Bishop White, who chaired and offered remarks to each Council meeting, leading and teaching us inspired spiritual and leadership practices. Council welcomed Canon Jodi Baron and gave thanks for Canon John Johansson.

Alcohol Policy rollout

Council approved a diocesan alcohol policy in an effort to be both practical and helpful. It includes the expectation to provide equally attractive non-alcoholic beverages anytime alcohol is served at a diocesan function, with the intent to raise awareness, recognize that there are many reasons people choose not to drink, welcome and serve all of God's people, and uphold the law. It is posted on the website and has been distributed through diocesan communications.

Transparency and Decision Making

At its May meeting, Council voted to begin publishing Diocesan Council minutes, with a process to be developed in collaboration with the Canon for Communications.

Mission Share Reduction and Eliminate True Up Practice

Diocesan Council approved a one-year reduction in diocesan mission share by 15% for 2025, using the established formula, and to eliminate the “true up” practice. This will allow the mission share formula review committee to deeply discern how to simplify the process and develop an equitable and transparent formula for the diocesan mission share beginning in 2026. There will be a motion for Diocesan Convention to vote on this provision as part of the Convention Budget presentation. Research by the chartered Mission Share Formula Review Committee found that in 2024, 40 of the 71 congregations in the Diocese of Southern Ohio were functioning with a deficit budget. That committee will present a comprehensive proposal in 2025.

Review and Approval of the Convention Budget

The Budget Committee, led by Bradley Strum, developed a comprehensive budget that is consistent with the direction and staffing, as well as the reduced Mission Share. This was a transparent and spirit-filled process.

Ministry Architects Diocesan Listening Sessions and Mission Implementation

Council has been reviewing and giving input to the work as it continues and will be part of the December retreat with the stakeholders.

Reparations Task Force

The Council agrees that the task force’s purpose continues to develop and seeks support for meaningful opportunities to repair the breach that systemic racism has caused. Represents via representatives on the Creation Care and Environmental Task Force, Becoming Beloved Community commission, Convention Resolutions Oversight, Dispatch of Business, Program and Ministry Review, Systemic Review, and Procter Center.

Congregational Contacts Initiative Continues

Each year, congregations are required to submit three important documents (Parochial Report, Annual Report, and Audit) as well as to remain current on their Mission Share payments. The diocesan canons specify that congregations that do not comply are to be denied voice and vote at annual conventions. Katherine Wagner, 2nd Vice President, managed the Congregational Contacts work where all Diocesan Council members were assigned congregations/parishes to encourage compliance with canonical deadlines and to provide an awareness of diocesan programs and resources that could assist them in ministry. All congregations had complied with the canonical requirements prior to the electing convention. The council voted by poll to grant seat, voice, and vote for the handful of congregations that struggled to meet hard and fast canonical deadlines but met the requirements prior to the convention.

Regarding our diocesan funding and how funds were deployed

The funding for this commission covers operating costs at Procter for our meetings there.

Regarding our charge for wide representation in ministry

The Diocesan Council spent time identifying the roles needed for 2025 for election and

appointment and has been presenting names to the bishop and Nominating Committee. Members will be elected at convention and appointments. It is essential that the appointments will include a variety of factors including: geography, race, ethnicity, gender, sexuality, and age to make sure that the concerns and experiences are represented on council.

Regarding our goals for 2025 and our connection to the emerging mission and vision of the diocese

The 2025 goals are to be dedicated to the work coming out of the December 2024 stakeholder retreat to bring the mission of the diocese to life.

Our 2024 members

The Rt. Rev. Kristin White, President

Class of 2024

Barry Feist - Holy Trinity, Kenwood
Ericka Hall - St. Philip, Columbus
The Rev. Peter Homeyer - Christ Church, Dayton
Larry James - St. Barnabas, Montgomery
The Rev. Bruce Smith - St. Mark's, Columbus
Nancy Sullivan - Our Saviour, Cincinnati
Katherine Wagner - St. Mark's, Dayton

Class of 2025

The Rev. Pamela Fairley - St. Barnabas, Montgomery
Spencer Izor - St. Paul's, Oakwood
Joshua Sherwood - St. Peter's, Gallipolis
Nancy Talley - All Saints, New Albany

Class of 2026

Anne Brack - Ascension and Holy Trinity, Wyoming
The Rev. Jason Emerson - St. Patrick's, Dublin
The Rev. Warren Huestis - All Saints, Washington Court House
Kathy Mank - St. Barnabas, Montgomery

Ex-Officio

The Rev Darren Elin - St. Thomas, Terrace Park (Systemic Review Advisor)
Nadya Richardson - St. Philip, Columbus (Diocesan Treasurer)

Bishop's One-Year Appointees, Class of 2024

The Rev. Top Borden - St. Simon of Cyrene, Lincoln Heights
Dagny Gelormo - St. Luke's, Granville
Kyle Vath - Christ Church Cathedral

Staff Liaisons

The Rev. Canon Jodi Baron - Canon to the Ordinary
Andrea Owens - Administrative Assistant

THE FINANCE COMMITTEE

Respectfully submitted by Nadya Richardson (St. John's, Columbus), Diocesan Treasurer

Regarding our mission and work

The Finance Committee oversees the fiscal responsibilities of the diocese as outlined in Canon X. The Finance Committee typically meets quarterly to oversee the actual spending versus the diocesan budget.

Regarding our diocesan funding and how funds were deployed

The Finance Committee does not receive funds.

Regarding our charge for wide representation in ministry

As long as I have been Chair, we have been racially and gender mixed. While this is politically correct, it has never been an issue. In fact, I have not even thought about it until this question.

Regarding our goals for 2025 and our connection to the emerging mission and vision of the diocese

Goals of the Financial Committee are to assist smaller parishes and missions with financial management and reporting. The Finance Committee is in the process of developing financial policies and procedures with a focus on the smaller churches. If requested, members have volunteered to assist, in person, with implementation. We continue to foster trust with transparency.

Our 2024 members

Jeff Baldrige - St Francis, Springboro

Cynthia Bronson - St Philip, Columbus

Clifton Flemister - St. Matthew, Westerville

John Harris - St Simon of Cyrene, Lincoln Heights

Patrick Hreachmack - St Mark, Columbus

Nadya W. Richardson- St. Philip, Columbus (Chair, Diocesan Treasurer)

Bill Ubbes - St Patrick, Lebanon

Carolyn Wilmesherr - Christ Church, Glendale

Dot Yeager - St Mark, Columbus

Randy Young - St Paul, Dayton

Staff Liaisons

The Rt. Rev. Kristin Uffelman White - Bishop

The Rev. Canon Jodi Baron - Canon to the Ordinary

Andrea Owens - Administrative Assistant

THE STANDING COMMITTEE

Respectfully submitted by the Rev. David Kendall-Sperry (St. Peter's, Delaware), President

Regarding our mission and work

The Standing Committee serves as the bishop's council of advice in the everyday life of

the diocese. It considers consents for all bishops elected in the Episcopal Church, including those bishops received into the Episcopal Church from the Anglican Communion and other denominations in full communion with the Episcopal Church. It reviews candidates for ordination, gives the bishop advice and consent for the purchase, sale, and encumbrance of church property, and provides the bishop with recommendations for dissolutions or proposed clergy disciplinary actions when called for. The committee and the bishop often discuss church initiatives at the Episcopal Church, diocesan, province, and local levels.

Meetings Between Conventions 2024

Since the Diocesan Convention last year, the Standing Committee has met about 18 times. Most of the meetings were held on Zoom.

Accomplishments in 2024

The committee took up a pledge to support the bishop in consultations and in prayer. We had a glorious ordination ceremony for the bishop in February of 2024. In addition, we will work to help the bishop have a smooth transition into this new role. The committee reviewed requested real estate transactions. We reviewed and considered consent for all newly elected bishops in the Episcopal Church.

Regarding our diocesan funding and how funds were deployed

Funding is for the few in person meetings we will have with the bishop, the CoM, and Diocesan Council.

Regarding our charge for wide representation in ministry

Elected by Diocesan Convention. Continue to promote available positions by communicating clear responsibilities and authority, and by recruiting.

Regarding our goals for 2025 and our connection to the emerging mission and vision of the diocese

We will continue to support the bishop in consultations and in prayer. In addition, we will continue to work to help the bishop have a smooth transition in implementing any staff changes and implementing programs and process to meet the mission of the diocese. We expect to complete a Mutual Ministry Review with the bishop and set up a schedule for regular ongoing Mutual Ministry Reviews. The committee will review requested real estate transactions, and other canonically required work. We will review and consider consent for all newly elected bishops in The Episcopal Church.

Our 2024 members

The Rev. Canon Meredith Day Hearn* - formerly All Saints, Pleasant Ridge, 2026

Dr. Elizabeth Barker (Vice President) - St. Patrick's, Dublin, 2024

The Rev. David Kendall-Sperry - St. Peter's, Delaware, 2024 (President)

Dr. James Allsop - St. Simon of Cyrene, Lincoln Heights, 2025

The Rev. Jed Dearing - Trinity, Capitol Square, 2025

Ms. Emily Ross - St. Peter's Delaware, 2026 (Secretary)

**Due to the Rev. Meredith Day Hearn's new role on the bishop's staff, she has resigned her position on the Standing Committee as of November 13th, 2024. That position is open for election at the diocesan convention for the remainder of the term for two years.*

TRUSTEES OF THE DIOCESE

Respectfully submitted by Jon Boss (Ascension & Holy Trinity, Wyoming), President

Regarding our mission and work

The Trustees exist as an entity within the Diocese of Southern Ohio to receive and invest funds given to the diocese as endowments. The Trustees carry out those responsibilities by:

- Advising and concurring with the bishop diocesan in the use of the William Cooper Procter (WCP) Endowment; e.g., the annual WCP Budget. This includes annually establishing the “draw rate”, which for 2025 will be 3.75%. The rate reflects our analysis that the growth rates experienced recently during the 12 (twelve) Quarters ending March 31 each year cannot assume to be continuing, It also reflects that our experience of the past five (5) years is that there will be unique needs, such as during the COVID epidemic, and our response to the work of the Creation Care and Environmental Stewardship Commission’s work on energy efficiency opportunities. The recent Facility Assessment Reviews have made us aware of the significant differed maintenance challenges that will need to be addressed in the near future. The actual rate may well exceed 4%. Thus, the 3.75% rate for the WCP Budget supported activities provides a cushion that should not impact the long-range health of the WCP Memorial Fund.
- Providing congregations and related organizations the opportunity to invest in the Consolidated Funds. The Consolidated Growth and Consolidated Income Funds were merged into a single balanced fund, the Consolidated Growth and Income Fund (Fund), in April 2024. The fund’s balance as of August 31, 2024 was \$51,409,592. The merged fund returned 17.8% for the trailing year. The funds are invested with PNC Bank and subject to the Investment Policy Statement developed and monitored annually by the Trustees. Currently there are 89 total accounts in the fund, representing the investments of 19 congregations, the Minority Empowerment Initiatives Trust (MEIT), the Lawrence Home Association, the Diocese of Southern Ohio Memorial Scholarship Fund, as well as assets of the Trustees of the Diocese.

Activity and Accomplishments

- Reinforced the commitment we made in the summer of 2020 to support Bishop Breidenthal’s call to the diocese for “a diocesan conversation about reparations” by approving in September Bishop Smith’s request to commit up to \$200,000.00 a year beginning January 1, 2023 for the compensation and activities of the soon to be named Missioner for Black Ministries, and the continuing work of the Reparations Task Force. In 2023 we added the provision that any portion of these monies that are not spent in a calendar year, will be held in reserve for use in future years. These actions are consistent with our two (2) 2020 resolutions as shown below:
 1. Resolve that: The Bishop and Trustees of the Diocese of Southern Ohio commit to partnering with the newly created Reparations Task Force, our four predominately African-American congregations, our Spanish speaking congregations, the Becoming Beloved Community Task Force, and the Minority Empowerment Initiatives Trust (MEIT) in investing in those empowerment strategies and goals that are consistent with the Baptismal Covenant’s call that we “strive for justice and peace among all people, and respect the dignity of every human being,” and be it
 2. Further resolved that: The bishop and Trustees of the Diocese of Southern Ohio

explore with the Reparations Task Force, and the aforementioned stakeholders, the creation of a diocesan staff position whose focus would be to increase the vitality of the Black and brown communities of faith while also being an advocate for the engagement by all our congregations in responding to Jesus' call to "Love our neighbors as ourselves".

- Managed the equity portfolios of the WCP, Marjorie P. Lee (MPLee) and Consolidated Growth Funds consistent with the Episcopal Church Executive Council Corporate Social Responsibility Committee's (CSRC) directives for socially responsible investments. PNC employs varied approaches in the selection of managers to meet this directive, including the exclusion of stocks as defined by the CSRC, and the inclusion of managers who integrate Environmental, Social & Governance (ESG) factors and risks into their investment process.
 - As of August 31, 2023, the composite ESG Risk Score of companies' exposures to and management of material ESG risks as measured by Sustainalytics, is 21.0, where 100 represents the greatest risk. This represents a 1.4-point improvement over the prior three (3) years, and indicates the level of material unmanaged ESG risk has been reduced.
 - The exposure to fossil fuel companies which generate at least 10% of their revenue from fossil fuel products and services is less 1.3, relative to the portfolio's benchmark of 5.0%. Importantly, the total carbon emissions generated by the companies in the portfolio is 2.8 million tons, or 49% of the total carbon emissions generated by the companies in the benchmark.
- Continued the quarterly draws from the Martha S. Chaney, the John N. Chaney and Ruth Dawson Lacey trusts for the benefit of St. Mary's Episcopal Church in Hillsboro.
- Re-appointed Jon Boss to represent the Trustees on Procter Center's Board of Directors and as their representative on the Board of the Episcopal Retirement Services Foundation.

Regarding our diocesan funding and how funds were deployed

n/a

Regarding our charge for wide representation in ministry

Trustees are elected by the Diocesan Convention. That process is supported by the work of the Nominating Committee who carry this charge.

Regarding our goals for 2025 and our connection to the emerging mission and vision of the diocese

A "Facility Condition Assessment" has been underway to determine the extent of deferred maintenance challenges in our seventy-one (71) congregations. As of the date of this report, and with the assessments completed, the "Immediate Needs" amount to \$14,805,011.00. The current projection of costs over the next 10-15 years is \$34,971,420.00. At the same time, the Creation Care and Environmental Justice Commission has identified the potential investment of up to an additional \$525,000.00 for solar installations.

Our 2024 members

Jon B. Boss - Ascension and Holy Trinity, Wyoming (President), 2024

Patricia Hassel - Redeemer, Hyde Park, 2027

The Rev. Jack Koepke - St. Mark's, Dayton (Vice President), 2025

The Rev. David Pfaff* - Christ Church, Glendale, 2024

The Hon. Tyrone Yates - St. Andrew's, Evanston, 2026

* David was appointed by the Trustees to fulfill the Rev. Derrick Fetz's unexpired term until the 150th Convention, and has submitted his nomination to complete the term.

Ex-Officio

Nadya Richardson - St. Philip's, Columbus (Diocesan Treasurer)

Sara Beegle - Executive Assistant to the Bishop

Andrea Owens - Administrative Assistant

Other Reporting Bodies and Roles

CREATION CARE AND ENVIRONMENTAL JUSTICE

Respectfully submitted by the Revs. Catherine Duffy and Craig Foster, Co-Chairs

Regarding our mission and work

The Creation Care and Environmental Justice Commission (CCEJ) entered our third year with enthusiasm and projects on our table. We appreciate the interest we see throughout the diocese and the support we are receiving.

Formation

CCEJ continued supporting structure for Megan Suttman and Jacob Taylor, two committed and skilled creation care leaders in the Cincinnati area, in implementing a CoCL Grant funding a program called Catechism of Place. The year-long program worked directly with parishes to assess their call to creation care ministry and how that call can come to life with their existing assets. The parishes engaged more directly with their land were encouraged to develop relationships between the congregations and the creation around their parishes. Megan and Jacob eventually, we hope to engage all congregations in this deep analysis and engagement with creation care ministry. The specific activities included:

St Barnabas, Mon

- Jan/Feb 2024 Helped plan and implement a Lenten series which was based in creation care
- March 2024 Seed starting and Terra Divina contemplative program
- Winter/Spring 2024 Met with Mother Jane several times and groundskeeper to discuss land use at St Barnabas and met with Beloved Community group several times to discuss integrating creation care into their work
- Spring/summer 2024 implemented three week program Intro to ecotheology

Church of the Advent, Cincinnati

- Winter 2024 implemented three week program Intro to ecotheology
- April- October 2024 implemented a 6 month Catechism of Place workshop series

Church of St Edward, Whitehall

- Spring/ Summer 2024 planning and consulting with senior warden
- August 2024 implemented Intro to Ecotheology and Terra Divina

Publications by Catechism of Place

- March 2024 Seeing in the Dark and Eco-Lent Companion by Megan and Jacob
- November 2024 Magnificat by various contributors
- October 2024 Rewilding by Tess Dankoski

The Catechism of Place program is included in the draft 150th Convention budget where we will expand to additional congregations throughout the diocese.

Liturgy

We requested and received endorsement from Bishop White for parishes to use the Season of Creation Celebration Guide for Episcopal Parishes from September 1, 2024 to October 4, 2024 (<https://seasonofcreation.org>). We are listed on The Episcopal church Creation Care website as one of the 40 diocese which endorsed the Celebration Guide. We received many anecdotal reports from parishes that used the creation inclusive liturgical options in their worship during the Season of Creation.

Advocacy

Commission member Ariel Miller included frequent updates on environmental policy as part of her weekly public policy post for the diocesan e-news. The top challenges include gerrymandering (which contributes to policies favoring fossil fuels and undermining renewable energy) and corruption, which continues despite the conviction of former House Speaker Larry Householder this spring in the massive federal bribery and racketeering case over HB 6. In addition, we have reported on SB 83, which has passed the Senate, and which specifically listed climate change as a divisive issue on which it would inhibit faculty in public universities from taking a point of view in class.

Kyle Vath proposed to Diocesan Council that the diocese issue a statement supporting the passage of Issue 1 and the Council agreed.

Solar and Energy Efficiency

Having completed the Energy Efficiency grant program in 2023, we began to set a vision of supporting the installation of solar photovoltaic (PV) systems on parishes. In August 2023, the Commission made a proposal to the Trustees of the Diocese to fund a second, slightly different grant program. This request was for grants of varying sizes to fund small-scale ministries up to funding solar panels for qualifying churches. We have met with the Trustees of the diocese this year await final approval of this program.

Procter Center

This year, we co-sponsored the Farm to Forest Retreat at Procter Center. This was a very successful second year for the retreat and more information can be found through Procter Center.

Communication and Connection

The CCEJ continues to work on bringing together all those across the diocese who work in the area of Creation Care ministry. We are in discernment about how to make our activities known across the diocese and how to leverage social media and/or our web page to draw others into our work.

Regarding our diocesan funding and how funds were deployed

No Response

Regarding our charge for wide representation in ministry

No Response

Regarding our goals for 2025 and our connection to the emerging mission and vision of the diocese

No Response

Our 2024 members

Dana Carlson - Good Shepherd, Athens

The Rev. Catherine Duffy - St. Patrick's, Dublin (Co-Chair)

The Rev. Craig Foster - St. Stephen's, Columbus (Co-Chair)

The Rev. Warren Huestis - All Saints, Washington Court House

Ariel Miller - Ascension and Holy Trinity, Wyoming

Megan Suttman - Advent, Walnut Hills

Jacob Taylor - Advent, Walnut Hills

David Thomson - Christ Church Cathedral

Bill Ubbes - Holy Trinity, Oxford and St. Patrick's, Lebanon

Kyle Vath - Advent, Walnut Hills

Ken Wright - Christ Church, Glendale and St. Simon of Cyrene, Lincoln Heights

With staff support from

Jerusalem Greer - Procter Center

Danielle Vogel - Procter Center

ECUMENICAL AND INTERFAITH OFFICER

Respectfully submitted by the Rev. Melanie Slane (bishop's staff)

Regarding our mission and work

Each Diocesan Bishop in the Episcopal Church appoints an EDEIO to serve as their representative to Ecumenical and Interfaith engagement initiatives throughout their Diocese. There are varying levels of engagement in this field nationwide by both Bishops and EDEIOs either by necessity or affinity. In most Diocese, the EDEIO also serves as proxy board member on local boards for organizations committed to cross-denominational and interreligious engagement. Dio. S. Ohio has emerged as a leader in this field, serving on national organizing bodies and state-level ecumenical councils.

The mission of the EDEIO is to increase engagement beyond religious barriers that separate The Body of Christ and to be in loving partnership with our siblings of other faith traditions in areas which we believe benefit all people in our communities.

In 2024, three main organizations served as partners for this work:

1. The Ohio Council of Churches, on which our EDEIO serves as Vice President. Their main initiatives this year were: Abolishing the Death Penalty in Ohio, Anti-Gun Violence Initiatives, Honesty for Ohio Education and Fair Legislative Maps, and Combating Racism and White Christian Nationalism.

2024 Diocesan Budget-51220 OCC \$18,100 and Travel Expenses of \$500

2. EquaSion (The Interfaith Council of Cincinnati)

The most visible sign of the work of EquaSion in the annual Cincinnati Festival of Faiths. The festival is an interfaith gathering of thousands of people from around the state committed to celebrating religious diversity and learning from one another. Several members of Dio. S. Ohio Churches serve on the Planning Committee and all Church members were encouraged to attend via e-connections.

**An Annual Appeal of \$10,000 (WCP Grants by Bishop) has been transferred to a request of the 2025 budget as a mark of our ongoing support for interfaith engagement done through EquaSion. In addition to the Festival of Faiths, Episcopalians in our Diocese serve as leaders in this organization with their other branches of organizing, including: A Mighty Stream: An Interfaith Community of Sacred Activists for Racial Justice, and Faith Communities Go Green: An Environmental Stewardship partner of Green Umbrella.*

3. MARCC (Metropolitan Area Religious Coalition of Cincinnati). MARCC's social concern priorities for 2024 were: Affordable Housing and Community Violence Prevention. They also continue to be the leaders in our community issuing MARCC ID Cards that help undocumented residents, people experiencing homelessness, and those recently released from prison obtain photo ID cards that are a legally valid form of identification within the city of Cincinnati. MARCC hired a new Executive Director in 2024 and are currently undergoing strategic planning for their future as an organization.

2024 Diocesan Budget-51220 MARCC \$33,000.

Regarding our diocesan funding and how funds were deployed

Included in initial response.

Regarding our charge for wide representation in ministry

Given that the EDEIO is a single person, rather than a commission, increased visibility of the work and increased partnership is desired for the growth and thriving of this ministry in 2025. There have been occasions of increased partnership with Churches in the Columbus area in the past two years, but there is a strong desire to increase conversation and collaboration on ecumenical and interfaith engagement in smaller towns throughout our diocese where most of this work has been happening on an organic level for years. Procter Center has also been a great partner in hosting an Ohio Council of Churches Board Meeting and is opening itself to conversations about Ecumenical Summer Camp for the 2026 season.

Regarding our goals for 2025 and our connection to the emerging mission and vision of the diocese

Goals for the EDEIO in 2025 include:

- Increased visibility and collaboration among all Dio S. Ohio communities
- The formation of an official commission to carry out the good work of ecumenical and interfaith engagement
- Continued and increased financial support of not-for-profit organizations partnering with us in this work.

Our 2024 members

N/A

EPISCOPAL CHURCH WOMEN

Respectfully submitted by Kathy Mank (St. Barnabas, Montgomery), President

Regarding our mission and work

The Diocesan Women's Ministries/Episcopal Church Women Board is the only organization that elevates the status of women.

Women's Ministries/ECW educates and advocates for gender equality through advancing educational opportunities, the right to own property, equal monetary compensation, access to health care and women's reproductive rights, and protection from violence which is a root cause of homelessness for women and children. The board also promotes the United Thank Offering's ministry of gratitude and innovative grants and the Book of Remembrance Scholarship Fund which primarily supports the education of diocesan women attending seminary. Finally, the board provides a network for diocesan women to share ministries and support one another.

Women's Ministries/Diocesan ECW have updated their outdated bylaws to operate more effectively with a circular model of leadership. The process of approval will require bishop support and the counsel of the chancellor.

The Diocesan ECW hosted one ministry minute in late 2023 and hoped to continue offering more brief webinar like moments with the assistance of the formation department in 2024.

Our Diocesan ECW honored Bonnie John from Trinity Newark as the diocese's Distinguished Woman at Triennial Meeting 2024. Bonnie was selected following a nomination process.

We were a resource to ECW's reforming such as St. Philip, Columbus.

We were a resource through our contacts with the Church Periodical Club and helped PIMIL send children's books to Liberia.

We served as a screening committee for a United Thank Offering food insecurity grant submitted in January.

We granted two ECW Book of Remembrance scholarships to two seminarians and updated the physical book with calligraphy. While we are working on an electronic version of the book, the Book of Remembrance's sacredness is enhanced with recorded memorials.

Our coordinator is serving in her last year as Province V ECW president and has forged connections with the women's ministries of the Diocese of Ohio by attending their meetings at Bellwether. The seed is planted for collaboration within Ohio.

Regarding our diocesan funding and how funds were deployed

The Women's Ministries/Diocesan ECW receives no funds from the diocesan budget.

Regarding our charge for wide representation in ministry

The most active ECW's meet in our four historically black churches. Maintaining contact with leaders of ECW and women's ministry groups including DOK will keep the invitation for

leadership open.

Regarding our goals for 2025 and our connection to the emerging mission and vision of the diocese

Combine efforts with TEC, the Anglican Communion and Mother's Union to promote gender justice including reducing gender based violence - utilize webinars and a summit meeting.

Informational webinars regarding the UN Commission on the Status of Women meeting in March 2025 - support TEC's efforts and consider sending a young adult from our diocese to observe the meeting with TEC's delegation.

Invite new leadership and revise bylaws.

Maintain the Diocesan ECW Book of Remembrance - inscribe the names gathered in 2024 into the book - cycle through a new application process with new diocesan software, Fluxx.

Share about Church Periodical Club as a resource for seminary books and children's books for ministry applications

Invite DOK to co-host a women's retreat - work with Diocese of Ohio women.

Our 2024 members

Cristina Cogar - St. Peter's, Gallipolis

Sherry Gillespie - St. James, Zanesville

Kathy Mank - St. Barnabas, Montgomery (President)

Sandra Mead - Trinity, Newark

Sr. Jacqueline Marie - Community of the Transfiguration, Glendale

EPISCOPAL COMMUNITY MINISTRIES

Respectfully submitted by Spencer Izor (St. Paul's, Oakwood), Chair

Regarding our mission and work

Episcopal Community Ministries (ECM) is a major source of grants for the Diocese of Southern Ohio (DSO) congregational outreach ministries. Churches in our diocese are encouraged to apply for ministries that meet human need in their local communities. The purpose of these grants is to empower congregations to put their faith into action by expressing their Baptismal Covenant through hands-on volunteer commitments to serving their neighbors in need. The ministries awarded ECM grants are adhering to our theological mandate to "do justice, love mercy and walk humbly with God." (Micah 6:8).

ECM is funded by proceeds from the Blanchard Foundation and direct donations from individuals, congregations, and foundations. On occasion, special grants such as the Covid Emergency Grant (2021 matching grant) and the Food Insecurity Grant (2023), the Bishop donated money from the Bishop's Discretionary Fund. Diocesan funds do not support ECM.

ECM FUNDS HOPE:

- hope that our neighbors in need feel nourished, both physically and spiritually, by the

love and compassion of local church volunteers who are putting their faith into action

- hope that our volunteers feel inspired and emboldened collaborating with other churches, community groups and non-profit organizations, believing that they can address both immediate needs and systemic problems
- hope that no matter how dire problems may seem, our congregations have faith that there are solutions to these problems, inspiring and supporting each other in the living out of our Baptismal Covenant through active, generous, and committed service
- hope that our congregations feel valued and recognized by the DSO for the inspirational work they do in their communities
- hope that our donors feel that they can make a significant difference supporting outreach ministries

Regarding our diocesan funding and how funds were deployed

In 2024 the ECM Committee awarded \$63,750 in February and \$48,00 in July. An additional \$6,000 will be held to disburse to 2 ministries for 2025.

February 2024:

Advent, Cincinnati
Free Fridge
\$750
Food Ministry

Good Samaritan, Amelia
Food Pantry & Clothing Closet
\$2,500
Food Ministry & Clothing Ministry

Advent, Cincinnati
Good News Garden
\$3,000
Community Garden

Good Shepherd, Athens
Sharing Cabinet & 1st Wed. Lunch
\$2,500
Food Ministry & Student Outreach

Advent, Cincinnati
Open Door Pantry & Cafe
\$3,000
Food Ministry + Services

Grace, Cincinnati
Community Dinner & Pantry
\$5,000
Food & Fellowship Ministry

All Saints, New Albany
Garden for All
\$2500
Community Garden

Our Saviour, Cincinnati
Food Ministries
\$5,000
Food Ministry, 3 pantries weekly

All Saints, Pleasant Ridge
Summer Saints
\$5,000
Learning Support

Our Saviour, Cincinnati
Transformations
\$5,000
Immigrant Services & Learning Support

Epiphany, Nelsonville
Community Dinner, Blessing Box, Sack Lunches,
Clothing
\$3,000
Food & Fellowship Ministry & Clothing Ministry

St. John, Columbus
Nourishing Earth, Body & Soul (NEBS)
\$5,000
Food & Fellowship Ministry,
Homeless Support

St. Mark, Columbus
Appalachian Ministry
\$5,000
Clothing, personal care, infant layette, school supplies

St. Patrick, Dublin
CATCH Freedom
\$3,000
Trafficked Women Recovery Support /Supplies Fellowship

St. Paul, Logan
Feeding & Clothing Ministry
\$5,000
Food Ministry & Clothing Ministry

Summer 2024:

Advent, Cincinnati
Good News Garden
\$4,000
Community Garden - Moving garden to church grounds & expanding

Advent, Cincinnati
Walnut Hills Free Fridge
\$2,500
Food Ministry - Enlarging blessing box

Advent, Cincinnati
Open Door Pantry & Cafe
\$3,000
Food & Fellowship Ministry + Services

All Saints, New Albany
Garden for All, Thompson Rd Expansion
\$2,500
Community Garden - expanding program

Christ Church, Dayton
CityHeart
\$4,000
Emergency Services, Homeless Support Services

Christ Church Cathedral, Cincinnati
Queen City Street Choir
\$5,000
Music Ministry, Food & Fellowship Ministry, Homeless Support Services

St. Peter, Gallipolis
Loaves & Fishes
\$1,500
Food & Fellowship Ministry
Community Dinner & Blessing Box

Trinity, Columbus
In the Garden
\$5,000
Food & Fellowship Ministry, Homeless Support

Trinity, Troy
Torrence Medical Fund
\$2,500
Community Medical Needs

Grace, Cincinnati
Our Beloved Kids
\$5,000
Youth at Risk Food & Fellowship Ministry
Student Support & Mentoring

Grace, Pomeroy
Steve Story Shoe Voucher Ministry
\$3,500
Youth at Risk - Shoes & School Supplies

St. Anne, West Chester
Spencer's Laundry Ministry
\$3,600
Social Support Service & Fellowship

St. Edward of Whitehall, Columbus
Community Ministry
\$2,000
Blessing Box, Community Library & Garden

St. John, Worthington
Friendship Dinner Ministry
\$3,000
Food & Fellowship

St. Mary, Hillsboro
Soup's On
\$2,500
Food & Fellowship

St. Stephen, Columbus
Neighborhood Services
\$3,000
Food Ministry - Pantry

Trinity, London
CATCH Freedom
\$3,000
Trafficked Women Recovery Support

Two summer programs unable to run as planned. The committee voted to put aside 2024 funds to be disbursed in June 2025 pending confirmation that the programs are running.

St. Philip, Columbus
Community Youth Outreach Summer
Reading Readiness
\$3,000
Youth at Risk, Learning Support

St. Philip, Columbus
Community Youth Outreach Life Skills, Budgets
and Food
\$3,000
Youth at Risk, Learning Support

Regarding our charge for wide representation in ministry

It is a continuing struggle to recruit ethnically and geographically diverse members, but we are making progress. In previous years, when meetings were held at the Diocesan house, the committee was Cincinnati-centric. It has been easier to recruit volunteers now that meetings are held on zoom. Our committee members are from the following congregations:

Calvary, Cincinnati
Christ Church, Dayton
Christ Church, Ironton & All Saints, Portsmouth (clergy at 2 churches)
Epiphany, Nelsonville
St. John, Lancaster, St. Paul, Chillicothe, St. Paul, Logan, St Philip, Circleville (clergy at 4 churches)
St. John, Worthington
St. Margaret, Trotwood
St. Paul, Oakwood
St. Stephen, Columbus

Missions and parishes are represented; urban, suburban and rural churches are represented; large congregations and small congregations are represented.

Regarding our goals for 2025 and our connection to the emerging mission and vision of the diocese

ECM and its members will continue to lean into their baptismal covenant and support the emerging mission and vision of the diocese by abundantly equipping parishes and ministries with the resources needed to support flourishing congregations.

LAWRENCE HOME AND CLERGY DAUGHTERS

Respectfully submitted by Deborah Allsop, Chair

Regarding our mission and work

The Lawrence Home Association, founded in 1896, under the will of philanthropist Eleanor Earnshaw, was started to “provide a Christian home for self-supporting, young women on limited means, the most important aim being to help them elevate their standard of life.” To this day, the Lawrence Home Association provides opportunities through educational

grants for minority women and clergy daughters. In addition, the Lawrence Home Association provides grants to three non-profit agencies who seek to provide opportunities for women to become self sufficient.

Regarding our diocesan funding and how funds were deployed

The funding for the Lawrence Home Association comes from three different sources Earnshaw Bequest Distribution Account ending x1091, Earnshaw Bequest Distribution Account ending x1326 and William Cooper Procter Fund Account ending x1326.

The total income from these funds is approximately 4% of the interest approximately \$100,000 annually.

Regarding our charge for wide representation in ministry

The representative of the Lawrence Home Association includes eight women who are from the following churches:

Christ Church Cathedral, Cincinnati
St. Philip's, Columbus
St. Simon of Cyrene, Lincoln Heights
St. Barnabas, Montgomery
Our Savior, Mechanicsburg
All Saints, Pleasant Ridge
St. Margaret's, Trotwood

There are five African American Women and three Caucasian Women.

Regarding our goals for 2025 and our connection to the emerging mission and vision of the diocese

The goals for the commission for 2025 are:

1. Provide opportunities through grants for young women of limited means to pursue post secondary education;
2. Provide opportunities through grants for young women of limited means to elevate their standard of life through programs of agencies designed to provide the needed services.

The goals of the Lawrence Home Association support the emerging mission and vision of the DSO in that its goals are aligned with the DSO in that we are working toward uplifting marginalized women and providing them with opportunities through education and program services to increase their self-sufficiency.

Our 2024 members

Deborah Allsop - St Simon of Cyrene, Lincoln Heights
Dianne Ebbs - Christ Church Cathedral, Cincinnati
Jamie Fetz - Our Saviour, Mechanicsburg
Ericka Hall - St Philip, Columbus
Barbara Hudson-Banner - St Margaret, Dayton
Katrina Mundy - St Andrew, Evanston
Margo Rapp - St Barnabas, Montgomery
Dorothy Powell - All Saints, Pleasant Ridge

Staff liaison

Sarah Beegle - Executive Assistant to the Bishop

MISSION SHARE OVERSIGHT

Respectfully submitted by the Rev. Peter Homeyer (Christ Church, Dayton), Chair

Regarding our mission and work

2024 was an active year for Mission Share Oversight. There were a series of generous, open-handed choices made regarding mission share for the current and previous year. At the same time, there are a series of process items which remain open and challenging.

In May of 2024 a vote was requested of Diocesan Council by Bishop White related to a surplus in the 2023 Diocesan budget. This request was to return a portion of that surplus as a credit to congregations, "in proportion to which congregations contributed". This amount totaled roughly \$450,000. This electronic vote was reported as carrying 13 in favor to 2 opposed and credits were issued. Although, the results of this resolution by Diocesan Council were not recorded in the next meeting minutes.

At the June meeting of Diocesan Council, a number of issues related to Mission Share were brought forward for action. The first motion eliminated the true-up process for mission share at the end of each year. This motion carried and goes into effect for budget year 2025. The second motion offered Diocesan Council a series of options for recalculating the Mission Share formula. After consideration, the option adopted by Council provided an across the board, 15% discount for all congregations, while continuing to use, for now, the existing 2024 formula. This change is intended for only one year, while a working group studies, and presents, a new formula to Council in the coming year. No known members of Mission Share Oversight were included in the process pieces presented to Diocesan Council on either of these matters.

Finally, some of the process pieces related to this work require attention. Both the recording of Diocesan Council actions taken electronically between meetings, and the coordination between Diocesan staff, Diocesan Council, and the Diocesan finance office for specific Mission Share reviews experienced slips this past year.

Regarding our diocesan funding and how funds were deployed

n/a

Regarding our charge for wide representation in ministry

As Mission Share Oversight is a function of Diocesan Council, careful attention to the diversity of membership of that body would be the best way to ensure wide representation.

Regarding our goals for 2025 and our connection to the emerging mission and vision of the diocese

Mission Share Oversight will be engaged in the Diocesan Council's review, and action, around creating a new formula for mission share in 2025. In addition, process pieces, related to the creation, presentation, and follow through of work which should include Mission Share Oversight will need attention in the coming year.

Our 2024 members

The Rev. Peter Homeyer - Christ Church, Dayton (Chair)

The Rev. Theophilis Borden - St. Simon of Cyrene, Lincoln Heights

Nadya Richardson - St. Philip, Columbus

The Rev. Canon Jodi Baron - bishop's staff
Susan Byrnside - bishop's staff
Andrea Owens - bishop's staff

PROCTER BOARD OF ADVISORS

Respectfully submitted by Jerusalem Greer, ex-officio member and co-executive director

Regarding our mission and work

As a ministry of the Episcopal Diocese of Southern Ohio, the mission of Procter Center is to embody and teach creation care, spiritual development, belonging, and hospitality as we work to become Beloved Community together.

In 2024 Procter the board supported the Procter staff as they worked to live into our mission in the following ways:

- Hosted Summer Camp, a DSO supported formation ministry that worked to embody and teach all of our core values to all 235 campers. Two board members served as formation leaders at camp.
- Hosted original programming, including Farm to Forest Creation Leaders Retreat, Bake Pray Rest- A Camp for DSO Formation Leaders, Kids Garden Club, Rogation Celebration Day, Epiphany Celebration, "Foraging for Advent" Advent Event, Fall Youth Retreat, and Seeding Day
- Hosted DSO theological formation and restoration gatherings, including Clergy Camp, Deacon School, Lay Preacher Training, Beloved Community, and Safe Church Training
- Hosted DSO leadership meetings, including CoL, CoM, Council, the listening and working groups around the new DSO mission
- Hosted non-DSO groups such as Madison Christian School, Artistic Sisters, Ohio Council of Churches board, and Good News Baptist
- Launched the Community Supported Agriculture program with new DSO churches, sold farm goods at the Grove City Farmers Market, building relationships within that community
- Developed new faith & land programming for all ages through Farm Camp and Camp WILD.
- Continued to grow the Procter Farm and Procter Teaching Gardens in order to serve more locally grown produce and protein in the Procter kitchen, for our CSA program and at the market.

Regarding our diocesan funding and how funds were deployed

In 2024 Procter received funds from the following DSO sources:

- The William Cooper Procter endowment (which stipulates that a share is to always come to Procter to support the care of Procter. The amount given has remained static for several years.)
- In 2024, Procter was not in the DSO budget as part of Mission Share. However, the Council released Mission Funds later in the year to support Procter's continued efforts to address all deferred maintenance.

- Procter received a Faith and Life grant for the Farm to Forest retreat.
- The Bishop sponsored local leaders to attend Bake Pray Rest.

Regarding our charge for wide representation in ministry

Procter has a wide variety of ages and orders on our Advisory Board and hopes to add a youth representative in the near future. Our growth edges remain in the areas of race and geography. We believe our 2025 appointments will help us grow in both of these areas.

Regarding our goals for 2025 and our connection to the emerging mission and vision of the diocese

Procter’s Goals for 2025 include:

- Continue to build and stabilize Procter as a spiritual center for formation and community for the dioceses.
- Continue to work to align Procter farm, summer camp, and retreat programs with our mission and values.
- Continue to build and stabilize original programming that aligns with our mission.
- Work to create stability and sustainability across each department.
- Begin work on expanding safe and welcoming lodging options for individuals, groups, and families that align with our mission.
- Empower Procter Board of Advisors with a clear mandate for supporting Procter’s mission as a ministry of DSO.
- Work to more closely align DSO funding sources with the role of Procter as the spiritual and formation center of the dioceses.

Our 2024 members

- The Rt. Rev. Kristin Uffelman White (Chair)
- Jon Boss - Ascension and Holy Trinity, Wyoming (Liaison from the Diocesan Trustees)
- David McKenney - Calvary, Clifton (Liaison from the Church Foundation Trustees)
- The Rev. Bruce Smith - St. Mark’s, Columbus (Liaison from the Diocesan Council)
- Annika Russo - St. Patrick’s, Dublin
- The Rev. Warren Huestis - All Saints, Washington Court House
- Lissa Barker - St. Patrick’s, Dublin
- Jodie Emerson - St. Patrick’s, Dublin
- The Rev. Derrick Fetz - now bishop’s staff
- Tym House - Redeemer, Hyde Park
- Spencer Izor - St. Paul’s, Oakwood

With staff support from

- Jersusalem Greer - co-executive director
- Nathan Greer - co-executive director
- Robin Kimbler - operations director

REPARATIONS TASK FORCE

Respectfully submitted by the Rev. Karl Stevens (St. Stephen's, Columbus), Co-Chair

Regarding our mission and work

For the Diocese of Southern Ohio, reparations is a discipline of repentance and repair following the way of Jesus, that reckons with historical and continuing wrongs against people based on their group identity. This requires a habit of assessing the harms we participate in, lamenting these offenses, changing our practices individual and institutional and surrendering substantial financial resources to heal what can be repaired and move toward mutual joy as beloved community which we undertake with God's help. We will begin this work considering and addressing the harms against the Black community in this place.

In the past year, we have worked with the bishop's office to establish the staff position of missioner for Black ministries. The missioner will work with the strong lay leadership in our Historically Black Parishes (HBPs) to advocate for full-time rectorships and financial growth through increased contributions, engagement in social enterprise, and regional, local, and church-wide grant opportunities and resources. We have worked with the DSO 150th committee in the ongoing creation of a diocesan history that is told from the perspective of parishes and community organizations, making sure that the story of race relations in the diocese has a prominent place in that history. We have been hearing the stories of the reparations work that is already going on in our parishes, and are working to bring those stories to the attention of the whole diocese.

Regarding our diocesan funding and how funds were deployed

The budget for the missioner for Black ministries position has been part of our funding request in 2023, 2024, and 2025. The search for the position was put on hold until Bishop White began her episcopacy. It is ongoing now, and we hope that the hiring of the missioner will take place before the end of the year.

Additionally, in the past we paid consultants to help us in our work. We have discontinued that practice. In the coming year we have request budget funds to support four meetings at Procter (one per quarter) and educational opportunities. We hope, by the end of 2025, to be ready to make a substantial ask from the diocese, not to pay for task force work, but to begin the process of paying reparations.

Regarding our charge for wide representation in ministry

Black members of the diocese have made it clear that reparations is the work of white people, but five of them have agreed to continue to help with this work so that task force as a whole can benefit from their advice. Of the fourteen taskforce members, nine are white and five are Black.

Regarding our goals for 2025 and our connection to the emerging mission and vision of the diocese

We recognize that our work requires endurance, as it is the hard work of system change and commitment building. Our current efforts focus on two objectives for 2025. We seek transparency when it comes to diocesan wealth so that we can gain a clear understanding of the resources that are available for reparations. We work to build relationships with the Black community, seeking advice from individuals and organizations as we create a plan for

reparations. Arriving at the shape that reparations will take will require much conversation and consultation. Diocesan efforts that are currently meant to support our Historically Black Churches, the position of missioner for Black ministries, and the Black members of our diocesan community only account for 1.5% of our estimate of diocesan wealth. The recommended amount for churches and dioceses to pay in reparations, based on the current wealth gap, is 14.7%. As a diocese, we have a lot of work to do.

Our 2024 members

Dianne Ebbs - Christ Church Cathedral (Co-Chair)
The Rev. Olivia Hamilton - Calvary, Clifton
Emily Joyce - Christ Church, Dayton
Dr. Kelsey Logan - Calvary, Clifton
The Rev. Karen Montagno - Grace, College Hill
The Rev. Melanie Slane - Redeemer, Hyde Park (now bishop's staff)
Jeff Dey - Church of our Savior, Cincinnati
The Hon. Tyrone K Yates - St. Andrew's, Evanston
Miriam McKenney - bishop's staff
The Rev. Karl Stevens - St. Stephen's, Columbus (Co-Chair)
The Rev. Jason Oden - Indian Hill Church
Larry James - St. Barnabas, Montgomery
The Rev. Canon Jodi Baron - bishop's staff
Debby Stokes-Wayne - St. Philip, Columbus

SUSTAINABLE DEVELOPMENT GOALS GRANTS

Respectfully submitted by the Rev. David Kendall-Sperry (St. Peter's, Delaware), Chair

Regarding our mission and work

General Convention Resolution 2015-A021 the 141st Convention of the Diocese of Southern Ohio passed resolutions R2015-01 and R2019-02, directing the diocese to continue support of the United Nations Sustainable Development Goals (SDGs) at a minimum of 0.7% of the diocesan Mission Share assessment to fund SDG mission grants for the calendar years 2017-2022.

During those years the diocese has supported SDG grants to organizations with missions throughout the world, as the SDGs are having a significant impact on eradicating disease and poverty worldwide. In consideration of Resolution B026 of the 79th General Convention of the Episcopal Church, the 148th Convention of the Diocese of Southern Ohio directed the diocese to continue to support the SDGs at a minimum of 0.7% of the diocesan Mission Share assessment for the calendar years 2024, 2025, and 2026. SDG grants fund world mission programs which address the SDGs and build long-term relationships among partners, with emphasis on leadership development and sustainability.

Visit [GlobalGoals.org](https://www.GlobalGoals.org) for more information about the Sustainable Development Goals.

Meetings Between Conventions 2024

The committee met to organize the updating of materials and integration into the new

diocesan Fluxx system that manages grants, as well as to review the Grant Applications and process requests for grants. The meetings were held on Zoom.

Accomplishments in 2024

Four applications have been received by the end of October 2024 and are yet to be processed this calendar year. Proposals received are:

- Head and Neck Outreach, Uganda, Ascension & Holy Trinity, Wyoming.
- Infinite Chance English Program, Guatemala, St. Patrick's, Lebanon.
- Partners in Ministry in Liberia (PIMIL), Liberia, St. Matthew's, Westerville.
- Caring Response Madagascar Foundation, Madagascar, Ascension & Holy Trinity, Wyoming.

We have received inquiries from Director Caroline Kleinfox of the United Nations Foundation, seeking information about our support of the Sustainable Development Goals and the people and programs we've been supporting through the diocesan SDG grants. Her department in the U.N. Foundation promotes the Sustainable Development Goals efforts in the United States of America.

Diocesan Assistance has been provided by: Ms. Kristi Reynolds, Ms. Andrea Owens, Ms. Sarah Beegle, The Rev. Canon Jodi Baron, The Rt. Rev. Kristin Uffelman White

Regarding our diocesan funding and how funds were deployed

Included in the mission of the committee.

Regarding our charge for wide representation in ministry

The committee is open to volunteers from the members of the diocese. The various communications from the committee will highlight the ministry and encourage others to participate.

Regarding our goals for 2025 and our connection to the emerging mission and vision of the diocese

The committee plans to coordinate with the Canon for Communications to promote both grant awards and their resulting follow-up reports, as well as seek applications from the parishes and missions of the diocese by promoting awareness of the diocese's support of this United Nations program through this diocesan resolution.

Our 2024 members

Dr. Elizabeth Barker - St. Patrick's, Dublin

Dr. Anita Dohn - Trinity, Hamilton

Mr. Clifton Flemister - St. Matthew's, Westerville

The Rev. David Kendall-Sperry - St. Peter's, Delaware (Chair)

Ms. Ariel Miller - Ascension and Holy Trinity, Wyoming

MISSION IMPLEMENTATION TEAM

Respectfully submitted by Spencer Izor (St. Paul's, Dayton), Chair

Regarding our mission and work

The Vision Implementation Team oversees the 18-month process of implementing the vision and addressing recommendations outlined in the diocesan-wide assessment and vision summit with Ministry Architects. The team serves as a non-anxious presence in this time period; addresses the immediate pressure points facing the diocese; affirms a consensus for the direction of the diocese; works on accomplishing goals and implementing the mission statement and values; and helps create any infrastructure needed to support all of this work.

Since May 2024, the Vision Implementation Team has:

- Started to address all pressure points listed in the assessment report.
- Effectively worked and will continue to work with the diocesan staff and local leaders to find creative solutions.
- Prioritized the team's task list
- Completed tasks related to the creation of long-term stability for diocesan ministries.
- Supported staff and other ministry leaders in recruiting necessary volunteers for all initiatives.
- Communicated regularly with the diocesan staff and larger diocese about the vision process and accomplishments over the next 18 months.
- Attended weekly check-ins (10-15 minutes), potentially via email once momentum is built.
- Attended monthly meetings (approximately 45-60 minutes).
- Worked through assigned tasks between meetings

Regarding our diocesan funding and how funds were deployed

To my knowledge, we don't have any funding, beyond that which was paid to partner with Ministry Architects. But, the team doesn't have their own budget, if this is what the question is asking.

Regarding our charge for wide representation in ministry

The Mission Implementation Team was strategically formed by diocesan leadership to be representative of the demographics of the diocese. The composition of the team has taken into account characteristics such as geography, race, and generational life stages, and should a member need to step away from the team, leadership would seek to find someone new who holds experiences and perspective that aren't otherwise represented, so the team continues to be reflect the demographics of the diocese.

Regarding our goals for 2025 and our connection to the emerging mission and vision of the diocese

The Mission Implementation Team 2025 goals for the Diocese of Southern Ohio are to:

1. Serve as the task-accomplishing team for the implementation process outlined in the May 2024 Ministry Architects assessment report.
2. Create systems and infrastructure to ensure the long-term growth and effectiveness of the diocese.
3. Identify and prioritizes additional infrastructural tasks as they arise.
4. Ensure that the diocese clearly and compellingly communicates its priorities and

programs, especially to diocesan leadership and individual churches.

5. Provide creative troubleshooting and support when obstacles to the renovation process arise.

Our 2024 members

The Rev. Canon Jodi Baron - Bishop's Staff: Canon to the Ordinary

Canon Katie Forsyth - Bishop's Staff: Canon for Communications

The Rev. Phil Hooper - St. Anne's, West Chester

Spencer Izor - St. Paul's, Oakwood (Chair)

Kristin LeMay - Good Shepherd, Athens

Miriam McKenney - Bishop's Staff: Missioner for Beloved Community

Consultants

Sean Williams - Project Manager, Ministry Architects

Renée Wilson - Lead Consultant, Ministry Architects

TASKFORCE ON REGIONAL STRUCTURES

Respectfully submitted by the Rev. Vicki Zust (St. Mark's, Columbus), Chair

Regarding our mission and work

We were asked by the bishop to explore ways in which the Diocese of Southern Ohio might create regional structures to enhance the connections between and among the congregations, clergy and people of the diocese. We have engaged in gathering opinions and information from a wide variety of people, including a survey, conversations at clergy day and diocesan convention, and targeted interviews. We anticipate making a recommendation to the bishop by the beginning of Lent.

Regarding our diocesan funding and how funds were deployed

N/A; this commission is not funded.

Regarding our charge for wide representation in ministry

We have been intentional about soliciting opinions and ideas from a widely representative population of the Diocese.

Regarding our goals for 2025 and our connection to the emerging mission and vision of the diocese

We anticipate reporting to the Bishop and concluding our work by the beginning of Lent 2025.

Our 2024 members

Carol Allen - Christ Church, Ironton

Jon Boss - Ascension & Holy Trinity, Wyoming

The Rev. Mary Carson - St. James, Westwood

Ericka Clifton - St. Philip, Columbus

Lauren Cuff Faller - St. Christopher's, Fairborn

The Rev. Benjamin Speare-Hardy - St. Margaret's, Trotwood

Wendel Mulford - St. Paul's, Chillicothe

The Very Rev. Owen Thompson - Christ Church Cathedral

The Rev. William Sangrey - St. George's, Dayton
The Rev. Gene Sheppard - St. Luke's, Marietta
The Rev. Vicki Zust - St. Mark's, Columbus (Chair)

Appendix F: Summary of the Presentation of Trustees of the Diocese William Cooper Procter Memorial Fund

Canon Jon Boss, President of the Trustees of the Diocese

This is the 2024 report of the Trustees of the Diocese, and I'm making this report in my role as President. As of before this session began, because we've elected a new member, on the 14th of December my successor will be named. We have some work to do in between.

Who are the Trustees of the diocese?

The Trustees of the Diocese are myself from Ascension Holy Trinity, Wyoming, the Rev. Jack Koepke in Dayton, the Hon. Tyrone Yates, St. Andrew's, Evanston, Patricia Hassel, Church of the Redeemer, Hyde Park, and the Rev. David Pfaff, Christ Church, Glendale.

What are the funds

In the past, when I made this report, I have talked about how the Procter funds are used, and how much is each of those funds used for the priorities of the diocese. I recognized through the listening sessions we had earlier this year, when I talked about the total amount that the Trustees are responsible for, I had inadvertently left the impression that all of those funds were available to use for a variety of different reasons. They are not available necessarily for everything we'd like to have, nor would the fact that some of those funds are funds which are invested on behalf of single congregations. So I'm going to take you through the various funds and what they were as of August 31, 2024.

- The William Cooper Procter Fund. Valued at \$76,185,902
- Marjorie P. Lee Fund, \$28,828,501. This was left by Mr. Lee in response to his wife's desire to help little old ladies that were being evicted from their residences. He provided the funds to develop and build the Marjorie P. Lee Home on Shaw Avenue in Cincinnati, Ohio. The funds are only for that facility, and for those people.
- The Charlotte E Procter Fund, funds the bishop diocesan's salary, \$9,551,030
- Mary E. Johnson Fund is the Bishop's discretionary fund, \$9,984,157. Mary Johnson was the niece of William Cooper Procter. In addition to giving money to our diocese, she gave over \$5 million to domestic and foreign Missionary Society, otherwise known as the Episcopal Church.
- The "30" Funds provide support for the Convention budget, \$8,079,587
- Property Sales Account, for "Congregational Life" projects, 1,547,493
- The Wells Fund, for Church Foundation grants & loans \$470,973
- Supplemental pension, retired bishop diocesan \$1,861,781
- The Hobson Fund, for Faith and life projects, \$2,623,845
- The Bishop Blanchard Fund, originally established to support the Episcopal Community Services Foundation, now Episcopal Community Ministries grants, \$1,650,244
- Lawrence Home Association, for Lawrence Home grants, \$2,639,076

- The Chaney/Lacy Trusts, funds that were given by the generosity of John and Martha Lacey and Ruth Lacey for the work of St Mary's, Hillsboro, \$2,400,539. The trustees oversee that and make grants from that and draw from each year.
- Minority Empowerment Initiative Trust, \$1,622,030 for scholarships.
- The Krout and Bishop Thompson funds are funds that are used to help with scholarships and other projects, \$603,239
- Other funds for a variety of things \$2,952,987 some of those are very small.
- For the total, as of the end of August, was \$151,001,384

What is William Cooper Procter fund?

Mr. Procter established this trust fund to provide for innovative activities which are beyond the day to day operations of the church. He never intended this money to be a savings account that we could dip into to support all the activities we're supporting today. So that's a priority question that the bishop and Trustees need to approach. Going forward, a portion of those funds established by the Trustees are granted by the Bishop Diocesan to organizations and activities that are consistent with the four criteria as determined by the trust request. The portion is established by a draw rate, which is 3.8% currently, and includes funding for the Reparations Task Force and the Black Ministries.

What do we mean by the annual "draw rate"?

The percentage of value of the fund that the bishop will have available for grants each year – that percentage set by the Trustees is applied to the average value of the fund taken over the last 12 quarters to avoid big changes in the income for which the bishop has to work. It's a more predictable stream of income than depending on interest and dividends, as we were required to do in the past. Our goal is to further reduce the rate to 3.5% as soon as possible, and we encourage congregations to consider a similar process.

Now, the reason we're doing this is that we know that the bishop and trustees will be called on each year to spend more money to support more activities, and at times, we've gotten as far as as high as 5%, that's not sustainable. What is sustainable is more like a little over 4%, and you can bet your life that the bishop and trustees will be called upon next year to spend some of those for special projects, as we are looking at a \$14 million-plus deferred maintenance bill coming up very shortly.

What are the responsibilities of the Bishop and Trustees?

The responsibility of the Bishop and Trustees are as follows: invest in managing the money and select the investment advisor. The trustees do not select individual managers or individual funds right now. We work with PNC to do that. We establish an investment policy, and that's what the investment counselor is responsible for doing with us. We set the draw rate, and we collaborate with the bishop on expenditures, ensuring they meet the trust criteria. The Bishop Diocesan makes grant decisions and prepares an annual budget, determines the allocation among the four William Cooper Procter criteria, and monitors the funded projects.

The four criteria are (see box on p. 96 for full list of criteria)

- Giving of relief to those in need
- Building up the quality of the clergy in the diocese

- Development of parishes and support in return for support of the bishop and the Church's program
- For the advance work of the church's program, part of which is spent in use for projects outside the diocese.

2024 Investment results as of August 31, 2024

- William Cooper Procter fund, \$76,185,902. That was a positive 17.7% return in trailing 12 months.
- Marjorie P. Lee fund, \$28,828,501. A positive 17.6% return on trailing 12 months.
- Consolidated Growth and Income Fund, \$52,002,922. A positive 17.8% return for the trailing 12 months.

Some of the selected activities that the Trustees continue to support

- Continuing our commitment to Bishop Breidenthal's call for a diocesan conversation about reparations; to partner to partner with the Reparations Task Force
 - Invest in empowerment strategies, consistent with a baptismal call that we strive for justice and peace among all people and respect the dignity of every human being
 - Explore the creation of a staff position focused on increasing the vitality of our predominantly Black and brown communities of faith and advocate for all to respond to Jesus' call to love our neighbors as ourselves.
 - We have committed \$200,000 a year for four years and supported these two Trustee resolutions. Monies not spent in any fiscal year will be available in future years.

General Convention Resolutions

- The past four general conventions urged dioceses and congregations of the Episcopal Church to become more aware of the impact of fossil fuels on our climate.
- Our exposure to fossil fuel entities that generate at least 10% of the revenues from fossil fuel products and service is less than 1.3% relative to the portfolio's benchmark of 5% the total carbon emissions generated by portfolio firms is what 49% of the carbon emissions generated by the benchmark service,
- Consistent with the executive Council's current guidelines, we are making no further direct purchases of fossil fuels.

Remember the Church in your plans

Those of you who have been here before know where I'm going: On page 445, of the Book of Common Prayer says,

The Minister of the congregation is directed to instruct the people from time to time about the duty of Christian parents to make prudent provisions for the well being of their families and of all purposes to make persons to make wills while they are in health, arranging for

the disposal of their temporal goods, not neglecting if they are able to leave requests for religious and charitable uses.

Have you remembered the Episcopal Church in your plans?

The William Cooper Procter Memorial Fund

Through a trust fund established by William Cooper Procter, the Diocese of Southern Ohio has an opportunity to reach out in areas of special ministry, providing “support for innovative activities which go beyond the day to day operations of the church.” The Procter Fund earnings are allocated annually by the bishop and Trustees of the Diocese, subject to program evaluation, in four distinct areas of activity following the four criteria as determined by the terms of the bequest.

The Four Criteria

1. “The giving of relief to those in trouble and need, especially where there would be an opportunity for restoring physical, mental or spiritual well being.”
2. “The building up of the quality of the clergy in the Diocese by perpetuation of the plans for grants to supplement salaries in churches where there is real promise for the future.”
3. “The development of a more widespread sense of responsibility in the parishes and missions of the Diocese for the support of the missionary work of the Church. Grants should be made on the same such basis as was used in connection with the refinancing fund given by Mr. Procter in 1933: aid is given to certain churches in time of emergency in return for an agreement pledging those churches to adequate support of the Church’s program.”
4. “The use of grants to take advantage of unusual opportunities for advance work in the Church as distinct from the regular running expenses covered by the budget. The responsibility for the maintenance of the regular work must be borne by the rank and file of its membership, but opportunity should be offered to support any experiments which would afford a chance to take a step forward. The essential unity of the Church’s work requires that there should be no geographical limitations upon these grants so long as the purposes of the fund, as described above, are expressed in the use of this income. Part of the annual income from this fund shall be used for the work of the Church outside of the Diocese of Southern Ohio.”

Appendix G: Summary of the Treasurer's Report to Convention

Diocesan Treasurer Nadya Richardson was unable to give a report in person at convention due to illness. The following is a summary of her report.

Diocesan Treasurer's Responsibilities

- Appointed by the Bishop annually at Convention
- Responsible for all of the financial aspects of the Diocese
- Serves as Corporate Treasurer for
- Trustees of the Diocese
- Church Foundation of the Diocese of Southern Ohio
- Procter Camp & Conference Center
- Provides leadership and advice to the CFO and Finance Office
- Works with the Diocesan Council, Finance Committee & Budget Committee overseeing the Diocesan Budget

Reporting on Diocesan Audit

An annual audit is required by Canon to be completed annually by a CPA firm. The 2023 audit was completed by Clark Schaefer and Hackett. There were no findings

Summary of Financial Operations of the Diocese

The 2024 Consolidated Budget is \$5,917,865. This amount includes the William Cooper Procter Fund Budget and Other Funds.

These five entities comprise the financials of the diocese:

- DSO Convention Budget
- Diocesan Trustees (WCP Budget & Other Funds)
- Church Foundation of DSO
- Procter Camp & Conference Center
- Bishop's Discretionary Fund

Each has its own record keeping and where applicable, a budget

Church Foundation

Governing Board of five trustees elected by convention. Receives annual funding from the Bishop through the Wm. Cooper Procter Fund - \$300,000

- \$200,000 is set aside to fund church facility grants
- \$100,000 is for expenses related to properties owned by Church Foundation

Trustees of the Diocese

Governing Board of five trustees elected by convention. See the Trustees' Report in Appendix F (pg. 94)

- Oversee \$107,733,057 in investments from the diocese
- Oversee \$28,768,351 for other entities (ie., MP Lee Fund)

Bishop's Discretionary Fund

Governed by Bishop Diocesan; budget varies based on annual needs

- Funded by endowed gifts to the Bishop
- Used primarily for clergy assistance, professional development and outreach

Procter Camp and Conference Center

Governing board of 13 members and the Bishop Diocesan. Currently operating at a loss.

- Direct funding from WCP Fund - \$387,395
- Farm Acreage Lease - \$339,900
- Total passive income - \$727,295 includes farming, conferences, meetings summer camp and youth programs

The 2025 Budget

The 2025 Consolidated Budget

Background

The “convention budget” is the portion of the diocesan operating budget that is funded primarily by Mission Share payments. This is the budget that is approved by Diocesan Council for presentation at the diocesan convention for ratification by the delegates. The convention budget is but one source of funds used to support the missions and ministries of the Episcopal Diocese of Southern Ohio.

In addition to the convention budget, the diocesan missions and ministries are funded by the William Cooper Procter Fund (“WCP Fund” or “WCP”), and by many funds that comprise the “Other Funds” category. The Other Funds include both designated and non-designated funds.

The largest single designated fund is the WCP Fund. The earnings from the WCP are allocated annually by the bishop and trustees of the diocese. These funds can be used only if the use meets one of the four criteria specified in the donor’s bequest.

The consolidated budget is the sum of the convention budget, distributions from the WCP Fund and distributions from the Other Funds. In the spirit of transparency, we present the budgets of all three funding sources the diocese expects to deploy in 2025, even though the delegates only control the convention budget.

The 2025 Consolidated Budget: Executive Summary

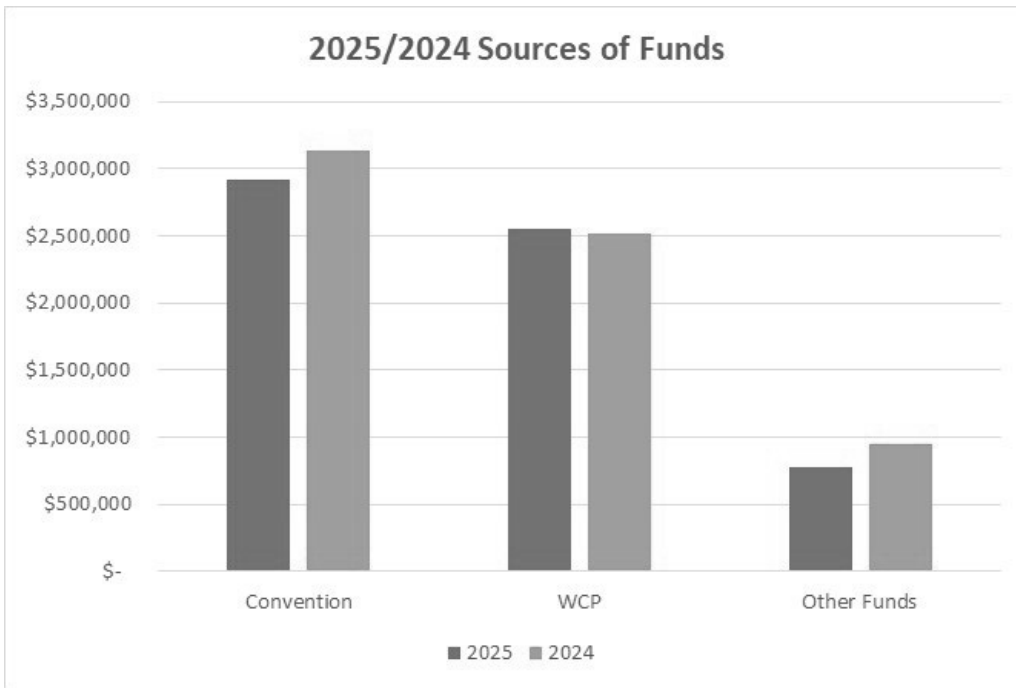
Sources of Funds

The Budget Committee is presenting a balanced budget for 2025. Total expected revenue for the consolidated budget in 2025 is \$6,240,267, or \$364,493 less than in 2024. The Diocesan Council approved a reduction in Mission Share payments that will result in a \$315,091 decrease in expected Mission Share income for the convention budget.

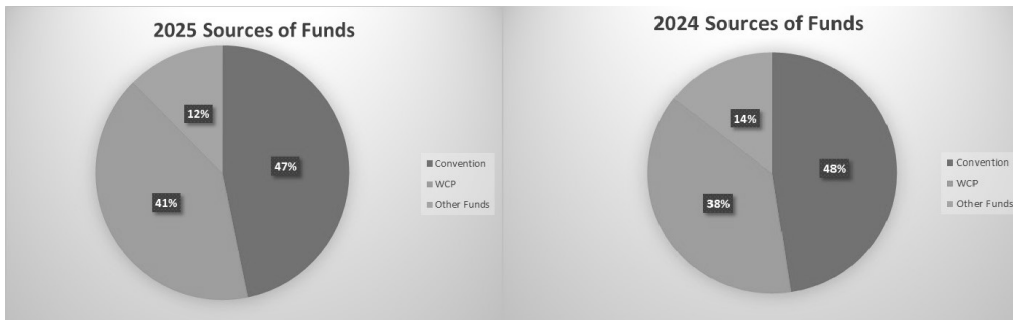
The distribution from the WCP Fund of \$2,547,583 is pursuant to the trustees’ instructions and includes \$650,000 of pass-through payments to Procter Camp & Conference Center and the Church Foundation.

Distributions from the Other Funds category are estimated at \$774,386. These are designated and non-designated funds. The sources and uses of these Other Funds are color coded in the budget to show the match between a funding source and its intended use. The largest of these Other Funds is the Charlotte Elizabeth Procter Fund (“CEP Fund” or “CEP”). The CEP pays for all the bishop’s expenses except for pension.

The following graph compares the sources of funds in the 2025 and 2024 consolidated budgets.



In 2025, slightly more than half of the consolidated revenue comes from the WCP and Other Funds, like the sources of revenue in the 2024 budget. The 2025 consolidated operating budget income, less the transfers to Procter Camp and the Church Foundation is estimated at \$5,540,267.



Uses of Funds

The Diocese of Southern Ohio is engaged in an exciting transition. We have discerned, as a diocese, the missions we are called to pursue and how best to support those ministries. This means a beginning for innovative programs, a continuation and maturation of the missions of other programs, and the sunsetting of some programs whose work is done.

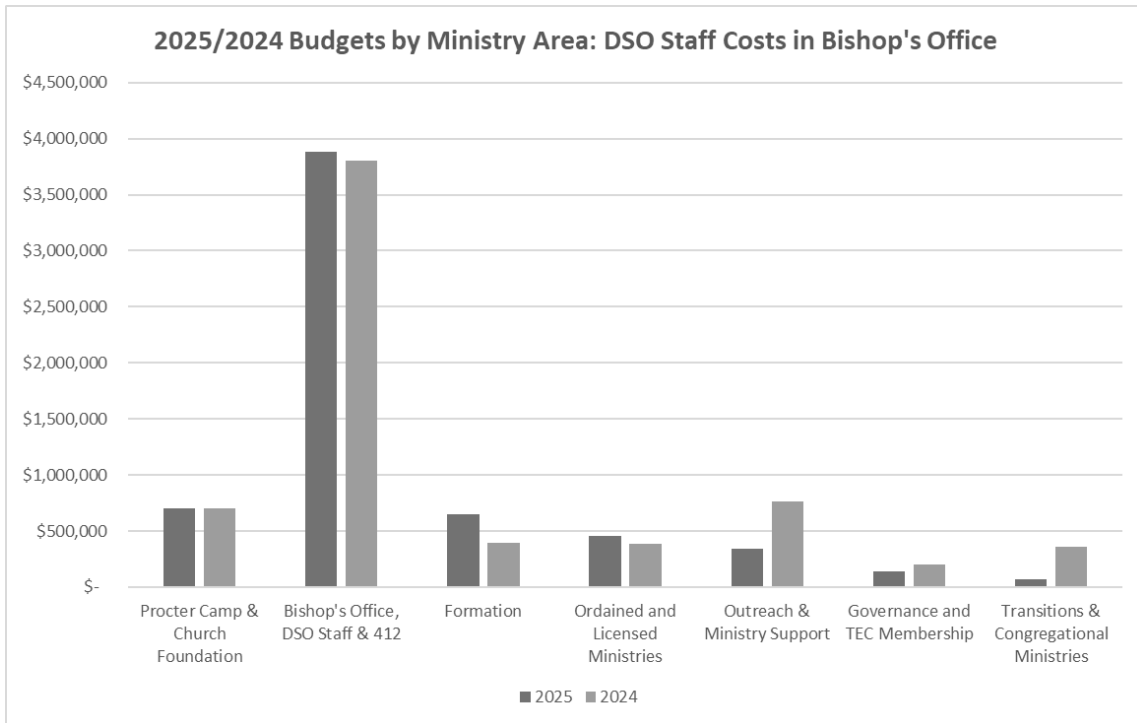
The Budget Committee added a new process this year to encourage members of the diocese to propose new ministries. The Committee received requests for three new ministries and all three will receive funding in the 2025 budget. These new ministries are:

- LGBTQ+ programming for rural parishes
- College for Congregational Development
- Clergy Gatherings

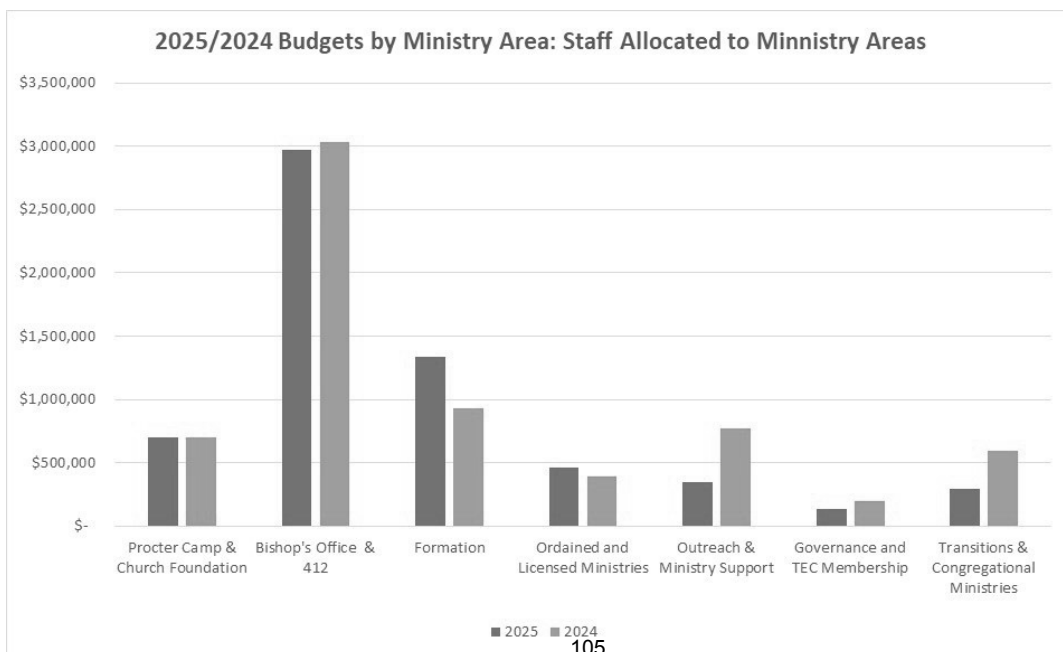
The 2025 consolidated budget allocates:

- More capital to formation and ordained and licensed ministry
- Less to outreach and ministry, governance and The Episcopal Church, as well as transitions and congregational ministries.

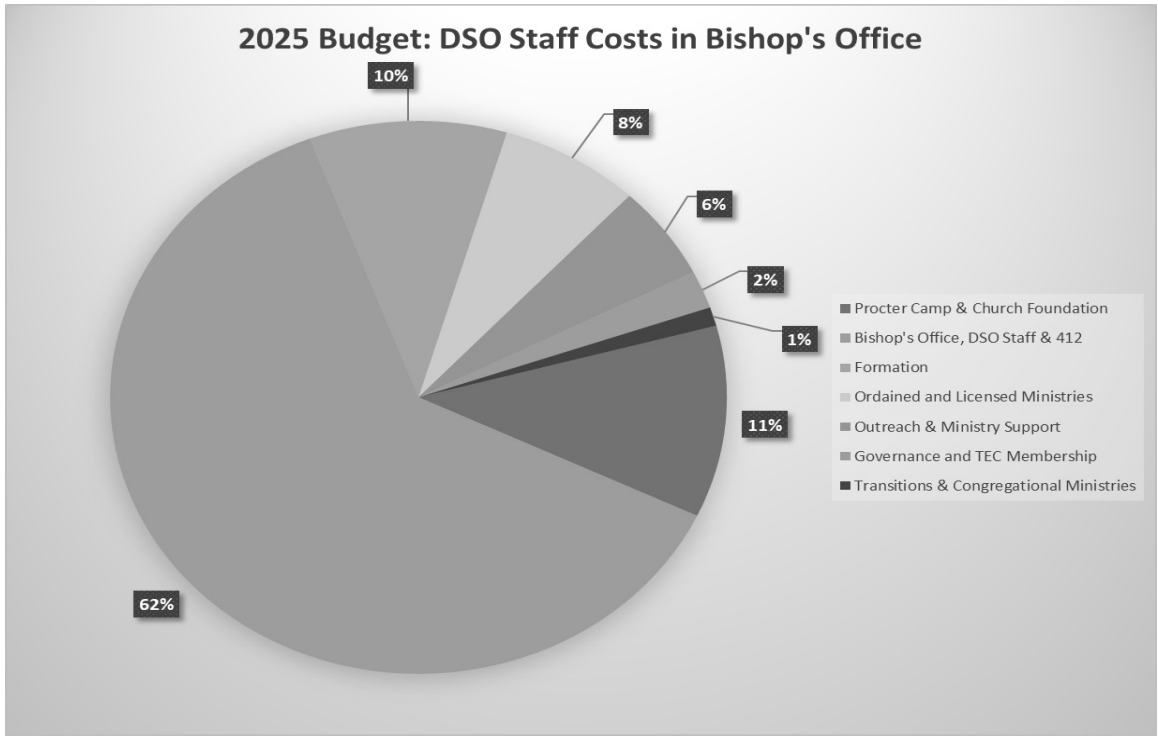
We revised the presentation of the consolidated budget to incorporate the personnel costs associated with diocesan staff into Budget Group 1: Bishop’s Office, DSO Staff, and 412 (“Bishop’s Office”) and compared it to the 2024 consolidated budget.



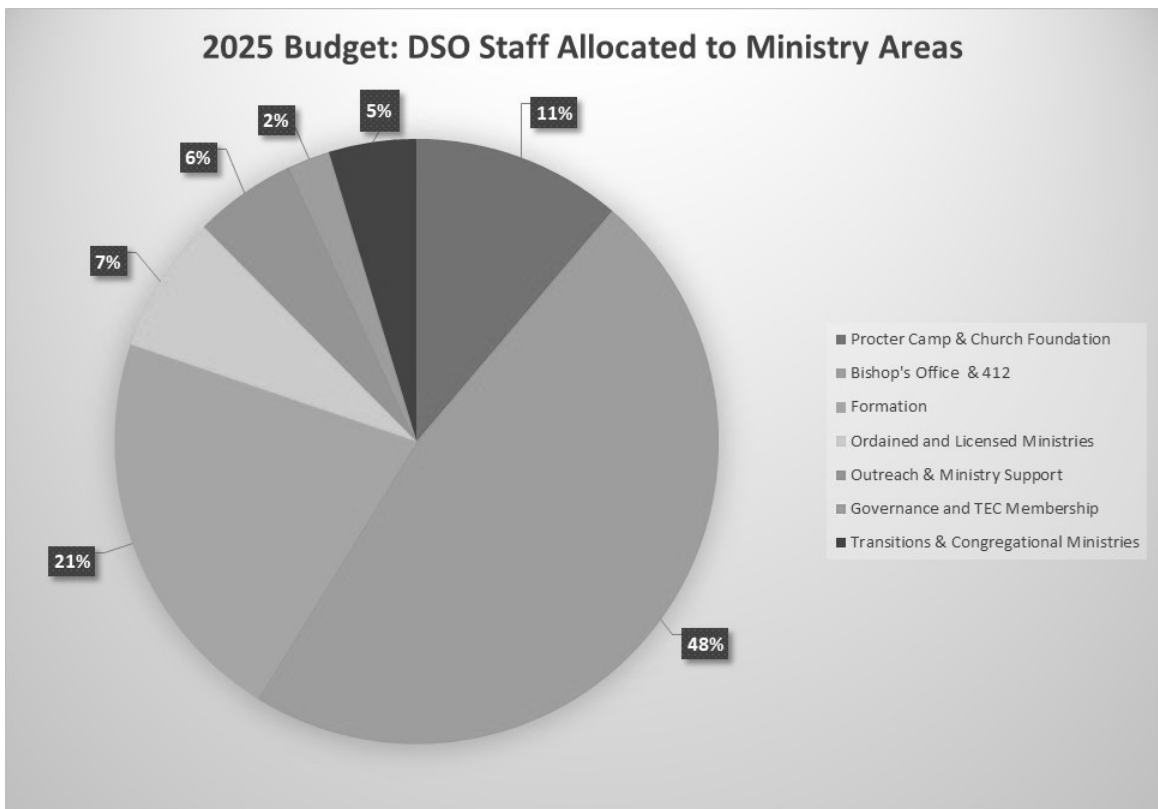
The following graph compares the resource allocations in the 2025 consolidated budget to the 2024 consolidated budget with the DSO staff compensation included in their respective ministries.



The following two graphs show the percentage of total expenditure by budget group for the 2025 consolidated budget. In the first graph, DSO staff costs are incorporated into the Bishop's Office, which constitute 62% of the uses of funds.



This second graph is the traditional view, where staff is associated with their respective ministry centers, and the Bishop's Office comprises 48% of the uses of funds.



The William Cooper Procter Fund

The allocation from the WCP for 2025 is \$2,547,583. The following is an explanation of the four criteria, and how the funds will be used in 2025 to meet those criteria.

Criterion #1

“The giving of relief to those in trouble and need, especially where there would be an opportunity for restoring physical, mental or spiritual wellbeing.”

This criterion is exemplified by the funding the following ministries:

- Procter Camp and Conference Center – support in the amount of \$350,000
- Church Foundation - support in the amount of \$300,000.

Criterion #2

“Building the quality of the clergy in the diocese by the perpetuation of a plan for grants to supplement salaries and churches where there is a real promise for the future.”

This criterion is exemplified by funding the following ministries:

- Formation
 - » Education / Licensed Ministry – \$8,250 to support education and training
 - » Diaconal School – \$47,127 to support the education of future deacons.
- Ordained / Licensed Ministries
 - » Commission on Ministry - \$55,159 to support the screening process for potential seminarians
 - » Deacon and Priests Programs - \$30,635 to support clergy gatherings
 - » Ordinations - \$3,100 to support the newly instituted pre-ordination retreat with the bishop
 - » New Clergy Program and Placement – \$305,804 of financial support for the newly placed clergy.

Criterion #3

“Developing a more widespread sense of responsibility in the parishes and missions of the diocese for the support of the missionary work of the church.”

This criterion is exemplified by funding the following ministries:

- Bishop’s Office
 - » Reparations Task Force - \$184,740 funding of the Black Missioner position
 - » Formation Staff - \$203,504 to operate the Formation Office
 - » Becoming Beloved Community Staff- \$114,594 to support the compensation of the BBC staff
 - » Campus Ministry Staff - \$29,026 to support compensation and travel expenses
 - » Family Formation and Youth Staff - \$137,579 in compensation support
 - » 412 Sycamore - \$88,449 to support building maintenance
 - » Organizational/Institutional - \$25,000 for the audit expenses associated with the investments of the diocese.
- Formation
 - » Formation Office - \$12,724 in support for education and meeting expenses
 - » Becoming Beloved Community - \$48,000 for education and learning
- Governance & TEC
 - » Creation Care - \$27,500 to support Catechism of Place

Criterion #4

“To use grants to take advantage of unusual opportunities for advance work in the church’s program as distinct from the regular running expenses covered by the (convention) budget.” This criterion is exemplified by funding the following ministries:

- Formation
 - » New Episcopal Communities - \$57,700 in compensation support
 - » New Episcopal Communities - \$180,805 for congregational new starts and restarts
 - » College for Congregational Development - \$60,000 for the inaugural program
 - » Campus Ministry - \$154,940 in grants to support programs in Cincinnati, Columbus, Dayton, and Southeastern Ohio
 - » Family Formation and Youth - \$38,600 to support education, pilgrimages, and fellowship expenses
- Outreach and Ministry Support
 - » Grants to DSO churches - \$29,897 in support
 - » Ecumenical Partners - \$54,450 in support for partner organizations.
- Governance & TEC Membership
 - » Creation Care - \$27,500 in support of Catechism of Place

The \$2,547,583 distributed from the WCP Fund in 2025, will be used to fund a total of:

- \$650,000 under Criterion #1
- \$450,075 under Criterion #2
- \$843,616 under Criterion #3
- \$603,892 under Criterion #4.

2025 Consolidated Budget Detail: Uses of Funds

(To be read in conjunction with the consolidated budget line items)

BUDGET GROUP 1: DSO Operations, Bishop’s Office & DSO Staff

Total estimated expenditure for Budget Group 1 in the 2025 budget is \$3,882,887, or \$79,908 increase over the 2024 budget.

1-10 Bishop’s Office

- Bishop’s expenses will be offset by payments from the CEP Fund.

1-12 Bishop’s Support Staff

- Compensation increases for all the bishop’s staff members are calculated at 3.0% above the 2024 levels with a 3.1% increase in health insurance costs.

1-16 Bishop’s Office Communications

- Compensation reflects the hiring of the new canon for communications.
- New Ministry Request: \$17,500 for LGBTQ+ events in rural parish locations. The cathedral is contributing \$5,000. The Committee agreed to fund \$5,000: where approximately 1/3 is funded by the convention budget, 1/3 by the cathedral and the remaining to be funded by local parishes.

1-20 Bishop’s Office Finance

- Compensation increases for all the bishop’s staff members are calculated at 3.0% above the 2024 levels with a 3.1% increase in health insurance costs.

1-22 DSO Operations 412

- Repair and maintenance costs are split between the convention budget and the WCP Fund.

1-24 DSO Organizations/Institutions

- The Episcopal Church Pledge is \$440,000.
- Expense reduction of \$213,540 is from the elimination of the extraordinary costs associated with the 2024 bishop selection process.

1-26 DSO Operations Sesquicentennial

- Funded from the release of FIL excess funding of \$68,000.

1-28 DSO Operations Reparatons Task Force

- Paid from WCP – criterion #3

DSO Staffing Consolidation into Budget Group 1

- 2-30 Formation Office
- 2-32 BBC
- 2-34 Campus Ministry
- 2-44 Family Formation & Youth
- 2-48 NEC
- 6-91 Transitions Office

BUDGET GROUP 2: Formation

The total estimated expenditure for formation in the 2025 budget is \$646,282, or a \$252,903 increase over the 2024 budget.

2-29 College for Congregational Development

- New ministry request by the bishop.
- WCP Funding – criterion #4.

2-32 Becoming Beloved Community

- Increased activities planned for 2025 estimated at \$48,000.
- WCP Funding – criterion #3.

2-34 Campus Ministry

- Detailing the amounts for Cincinnati, Columbus, SE Ohio, and Dayton.
- Increased funding of \$94,940, funded by WCP criterion #4.

2-40 Diaconal School

- Increased costs of \$23,377 are a function of an increase in the number of students.
- Funding from WCP – criterion #2.

2-46 Faith in Life

- Speaker fees are reduced from the \$100,000 ask to \$58,161 to match funding available from FIL endowment distribution of \$88,761.

2-48 New Episcopal Communities

- \$160,100 approved for NEC, which represents 6.6% of our estimated mission share income for 2025 and an increase of \$70,339 from 2024.
- Using Other Funds to offset some of the costs.

BUDGET GROUP 3: Ordained / Licensed Ministries

The expected expenditures for ordained and licensed ministries in the 2025 budget is \$459,348 or a \$72,944 increase over the 2024 budget.

3-50 Commission on Ministry

- Using a combination of Mission Share and WCP to fund discernment for new clergy, using WCP criterion #2.
- Increased funding of \$32,445 to address the diocesan clergy shortage.

3-52 Deacons & Priests Programs

- New Ministry Request: bishop's request for clergy gatherings around the diocese.
- Funded by WCP criterion #2.
- Increased funding request for the community of deacons.
- A total funding increase of \$34,151 over the prior year.

3-54 Ordination Ceremonies

- New Ministry Request: bishop's pre-ordination retreat funded by WCP criterion #2.

3-56 New Clergy Program & Placement

- DSO funding the compensation of new clergy placed in parishes. This funding is offset by expected contributions of 25% of the total compensation from each of the new clergy's respective parishes.
- A total funding increase of \$11,908 over the prior year.

BUDGET GROUP 4: Outreach & Ministry Support

The total estimated expenditure for Outreach and Ministry Support in the 2025 budget is \$345,600, or a reduction of \$422,050 from the 2024 budget.

4-60 Grants /Outreach via WCP

- No additional allocations/grants from the WCP Fund made by the bishop.
- Funding for the CCD and clergy gatherings satisfies this item.

4-62 ECM

- Budgeted expenditures are equal to the funding from Other Funds including Blanchard Fund, and ECM donations from individuals, institutions, and churches.

4-64 COCL

- \$177,000 grants are for the continuation of existing grants only.
- WCP used to help fund existing grants under #4 Advance parish programs & mission development.
- Money is not available in the budget to make additional grants in 2025.
- The COCL program mission will be reviewed in 2025.

4-66 Ecumenical Partners

- \$10,300 increase is primarily due to funding the Festival of Faiths.

4-72 Missioners

- The current program is ending on 12/31/24, and costs will decrease by \$227,000.

BUDGET GROUP 5: Governance and TEC Membership

The total estimated expenditure for governance and Episcopal Church membership in the 2025 budget is \$136,960, or a \$62,063 decrease from the 2024 budget.

5-82 General Convention & Lambeth

- There is no allocation in the budget for general convention.
- \$18,000 is allocated from CEP as a reserve for the next Lambeth Conference.
- The net effect is a cost reduction of \$27,000.

5-88 Diocesan Council

- Resolution on SDG Grant, 2% of MS budget for church plants/ restarts, is accomplished in 2-48 NEC (approximately 6.6% of MS budget).
- Resolution for New Hope: Funding for New Hope is ending on 12/31/24. IEES is transferred to NEC 2-48.
- The above-referenced changes produce a \$36,591 budget reduction for 2025

BUDGET GROUP 6: Transitions & Congregational Ministries

The total estimated expenditure for transitions and congregational ministries in the 2025 budget is \$69,190, or a decrease of \$286,135 from the 2024 budget.

6-94 Latino Ministry

- Funded from a release from the IEES Designated Fund.
- IEES staffing is moved to NEC and reduces the costs in Budget Group 6 by \$167,560.

6-96 New Hope Mission

- Funding for this program ends 12/31/2024, producing a cost savings of \$115,435.

6-98 Parish Support

- There is a modest increase of \$5,000 from the prior year.

Summary

The 2025 Convention, WCP, and Other Funds budgets are all in balance, pursuant to canon requirements. The 2025 consolidated budget represents a \$364,493 reduction from the prior year.

Respectfully submitted,
Bradley E Sturm, CAIA, Budget Committee Chair

2025 Budget Committee

Ms. Ann Brack, 2026

The Rev. Jean Cotting, 2024

Mr. Clifton Flemister, 2024

Ms. Ericka Hall, 2024

Ms. Carol Herrick, 2026

The Rev. Warren Huestis, 2024

Mr. Larry James, 2024

Ms. Nancy Talley, 2025

Ms. Dot Yeager, 2024

The Rt. Rev. Kristin White, Bishop ex-officio

The Rev. Canon Jodi Baron, Canon to the Ordinary, Staff liaison

Ms. Nadya Richardson, Diocesan Treasurer

Mr. Jon Boss, Chair of Trustees, ex-officio

Ms. Andrea Owens, Staff Support



Total Income for DSO Programs

	2025 Convention	2025 WCP	2025 Other Funds	2025 Consolidated Budget	Percent of Total	Consolidated Budget Dollar Change 2025/2024	2024 Consolidated Budget
1-24-32100 Mission Share Formula Estimate (at 100%)	\$ 2,438,286			\$ 2,438,286	39.1%	\$ (315,091)	\$2,753,377
1-24-32105 Reserve Fund				\$ -		\$ -	\$0
1-24-33600 Misc. Income	\$ -		\$ 2,535	\$ 2,535	0.0%	\$ 35	\$2,500
1-24-33600-4 Misc. Income:						\$ -	
1-24-34100 WCP Annual Draw Rate 3.75%		\$ 2,347,583		\$ 2,347,583	37.6%	\$ 29,549	\$2,318,034
1-24-34200 Endowment Distributions - (consol endow)	\$ 272,557			\$ 272,557	4.4%	\$ 18,759	\$253,798
1-24-34250 Distribution-Held Away Funds			\$ 21,880	\$ 21,880	0.4%	\$ 16,880	\$ 5,000
1-24-34300 CEP Annual Distrib for Bishop Salary			\$ 354,460	\$ 354,460	5.7%	\$ 123,979	\$230,481
1-24-34310 Bishop Residence Fund Annual Distribution			\$ 9,000	\$ 9,000	0.1%	\$ -	\$9,000
1-24-35100 Donations - Unrestricted	\$ 5,000			\$ 5,000	0.1%	\$ 2,500	\$2,500
1-24-36100 Interest - Checking Account	\$ 164,055			\$ 164,055	2.6%	\$ 68,055	\$96,000
1-28-34100 WCP Distribution/Xfer RTF		\$ 200,000		\$ 200,000	3.2%	\$ -	\$200,000
1-22-33500 Rent Income - Sycamore St	\$ 24,000			\$ 24,000	0.4%	\$ -	\$24,000
2-36-33120 Lay Preaching Program Income	\$ -		\$ 3,000	\$ 3,000	0.3%	\$ (500)	\$500
2-40-33100 School for Diaconal Formation Income	\$ 14,400			\$ 14,400	0.3%	\$ 11,400	\$6,000
2-46-34210 Faith in Life Endowment Distribution	\$ -		\$ 88,761	\$ 88,761	1.4%	\$ 5,666	\$83,095
Release from FIL Designated Fund			\$ 68,000	\$ 68,000	1.1%	\$ 18,000	\$50,000
4-62-34200 Endow Distribution from Blanchard Fund			\$ 55,650	\$ 55,650	0.9%	\$ 3,806	\$51,844
4-62-35100 Donations from Individuals-ECM			\$ 24,000	\$ 24,000	0.4%	\$ -	\$24,000
4-62-35110 Donations from Institutions-ECM			\$ 11,000	\$ 11,000	0.2%	\$ -	\$11,000
4-62-35120 Donations from Ep. Churches-ECM			\$ 7,000	\$ 7,000	0.1%	\$ (755)	\$7,755
Release from Designated Fund - ECM			\$ -	\$ -		\$ (24,901)	\$24,901
Release from DIO Expense Inv Account(1334)			\$ 5,000	\$ 5,000	0.1%	\$ -	\$5,000
Release from Bishop Selection/Ordination/Installation Fund			\$ -	\$ -		\$ (225,000)	\$225,000
Release from General Convention Designated Fd			\$ -	\$ -		\$ (45,000)	\$45,000
4-72-35110 Release from Missioner fund			\$ -	\$ -		\$ (77,000)	\$77,000
6-94-35100 Donations - Individuals			\$ -	\$ -		\$ -	\$0
6-94-35110 Release from IEES Designated Fund			\$ 100,000	\$ 100,000	1.6%	\$ 25,100	\$74,900
6-96-34320 Leffler Distribution for NHC			\$ 1,500	\$ 1,500	0.0%	\$ 25	\$1,475
6-96-35100 Donations - Individuals-NHC			\$ 22,000	\$ 22,000	0.4%	\$ -	\$22,000
6-96-36100 Interest - Checking Account-NHC			\$ 600	\$ 600	0.0%	\$ -	\$600
Total DSO Income	\$ 2,918,298	\$ 2,547,583	\$ 774,386	\$ 6,240,267	100%	\$ (364,493)	\$6,604,760

Pass Through Ministries - Transfers to Diocesan

Procter Camp & Conference Center	\$ 50,000	\$ 350,000		\$ 400,000		\$ -	\$400,000
Church Foundation		\$ 300,000		\$ 300,000		\$ -	\$300,000
Total for Pass Through Ministries	\$ 50,000	\$ 650,000	\$ -	\$ 700,000		\$ -	\$700,000

Total Income for Programs/Operations

	\$ 2,868,298	\$ 1,897,583	\$ 774,386	\$ 5,540,267	89%	\$ (364,493)	\$5,904,760
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	2025 Convention	2025 WCP	2025 Other Funds	2025 Consolidated Budget	Percent of Total	Consolidated Budget Dollar Change 2025/2024	2024 Consolidated Budget
Expenses of the Diocese							
Budget Group: 1 DSO Operations/Bishop's Office							
Ministry Center: 10 Bishop							
50110 Salary-Bishop			\$ 226,630.00	\$ 226,630		\$ (2,504)	\$229,134
50150 Health & Dental Insurance			\$ 32,280.00	\$ 32,280		\$ 958	\$31,322
50160 HSA Contributions			\$ 2,860.00	\$ 2,860		\$ (1,140)	\$4,000
50170 Life and Disability Insurance			\$ 460.00	\$ 460		\$ 154	\$306
50180 Residence Fund earnings pd to Bishop			\$ 9,000.00	\$ 9,000		\$ -	\$9,000
50190 Pension/Retirement Contributions by DSO	\$ 40,793		\$ -	\$ 40,793		\$ 1,193	\$39,600
50250 Prof. Develop-training, books, courses	\$ -		\$ 10,200.00	\$ 10,200		\$ 9,200	\$1,000
50260 Lodging - Travel	\$ -		\$ 4,600.00	\$ 4,600		\$ 3,600	\$1,000
50270 Meals - travel exp	\$ -		\$ 4,000.00	\$ 4,000		\$ 3,000	\$1,000
50280 Transportation, Mileage - Travel exp	\$ -		\$ 22,300.00	\$ 22,300		\$ 7,300	\$15,000
51250 Hospitality & Staff Meetings	\$ -		\$ 900.00	\$ 900		\$ (3,100)	\$4,000
51360 Office supplies	\$ -		\$ 1,000.00	\$ 1,000		\$ 1,000	\$0
51365 Office of the Episcopate	\$ -		\$ 4,200.00	\$ 4,200		\$ (800)	\$5,000
51370 Pastoral Expenses	\$ -		\$ 26,490.00	\$ 26,490		\$ 8,490	\$18,000
51460 Cell phone reimbursement	\$ -		\$ 540.00	\$ 540		\$ -	\$540
Total Bishop	\$ 40,793	\$ -	\$ 345,460	\$ 386,253		\$ 27,351	\$358,902
Budget Group: 1 DSO Operations/Bishop's Office							
Ministry Center: 12 Bishop's Support, Exec Asst & Front Office							
50110 Salaries & Wages	\$ 427,116		\$ -	\$ 427,116		\$ 12,440	\$414,676
50130 FICA taxes pd by Employer	\$ 17,130		\$ -	\$ 17,130		\$ 499	\$16,631
50150 Health & Dental Insurance	\$ 58,383		\$ -	\$ 58,383		\$ 1,755	\$56,628
50160 HSA Contributions	\$ 8,240		\$ -	\$ 8,240		\$ 240	\$8,000
50170 Life and Disability Insurance	\$ 1,431		\$ -	\$ 1,431		\$ 42	\$1,389
50190 Pension/Retirement Contributions by DSO	\$ 33,177		\$ -	\$ 33,177		\$ 966	\$32,211
50250 Prof. Develop-training, books, courses	\$ 1,000		\$ -	\$ 1,000		\$ -	\$1,000
50260 Lodging - Travel	\$ 1,000		\$ -	\$ 1,000		\$ -	\$1,000
50270 Meals - travel exp	\$ 1,500		\$ -	\$ 1,500		\$ -	\$1,500
50280 Transportation, Mileage - Travel exp	\$ 12,800		\$ -	\$ 12,800		\$ -	\$12,800
51210 Dues & Subscriptions	\$ 350		\$ -	\$ 350		\$ -	\$350
51360 Office supplies	\$ 300		\$ -	\$ 300		\$ -	\$300
51390 Postage & Shipping	\$ 100		\$ -	\$ 100		\$ -	\$100
51460 Cell phone reimbursement	\$ 540		\$ -	\$ 540		\$ -	\$540
Total Bishop's Support, Exec Asst, & Front Office	\$ 563,068	\$ -	\$ -	\$ 563,068		\$ 15,943	\$547,125
Budget Group: 1 DSO Operations/Bishop's Office							
Ministry Center: 14 Operations & HR							
51105 Archives	\$ 1,000		\$ -	\$ 1,000		\$ -	\$1,000
51180 Copier Equipment/Lease	\$ 5,000		\$ -	\$ 5,000		\$ -	\$5,000



	2025 Convention	2025 WCP	2025 Other Funds	2025 Consolidated Budget	Percent of Total	Consolidated Budget Dollar Change 2025/2024	2024 Consolidated Budget
51250 Hospitality & Fellowship, Staff apprec.	\$ 2,000			\$ 2,000		\$ 1,000	\$1,000
51260 HR Services/Consulting	\$ 5,000			\$ 5,000		\$ -	\$5,000
51360 Office supplies	\$ 3,000			\$ 3,000		\$ -	\$3,000
51390 Postage & Shipping	\$ 1,000			\$ 1,000		\$ -	\$1,000
51460 Telecom & Internet	\$ 14,000			\$ 14,000		\$ 6,000	\$8,000
Total Operations	\$ 31,000	\$ -	\$ -	\$ 31,000		\$ 7,000	\$24,000

Budget Group: 1 DSO Operations/Bishop's Office
Ministry Center: 16 Communications


50250 Prof Devel-Training, books, courses	\$ 3,500			\$ 3,500			
50260 Lodging - Travel	\$ 12,500			\$ 12,500			
50270 Meals - travel exp	\$ 5,000			\$ 5,000			
50280 Transportation, Mileage - Travel exp	\$ 5,000			\$ 5,000			
Total Compensation	\$ 237,706	\$ -	\$ -	\$ 237,706		\$ 40,143	\$197,563
51100 Advertising	\$ 500			\$ 500		\$ 300	\$200
51170 Computer HW & SW, online access	\$ 5,000			\$ 5,000		\$ 4,000	\$1,000
51210 Dues & Subscriptions	\$ 450			\$ 450		\$ 200	\$250
51330 Marketing & Community Engagement	\$ 25,000			\$ 25,000		\$ 11,500	\$13,500
51330-1 LGBTQ+ Programming Ministry Event	\$ 5,000			\$ 5,000		\$ 5,000	\$0
51350 Minor Equipment under \$ 5000, furnishings	\$ 5,000			\$ 5,000		\$ 4,500	\$500
51360 Office supplies	\$ 500			\$ 500		\$ -	\$500
51390 Postage & Shipping	\$ 10,000			\$ 10,000		\$ 1,100	\$8,900
51400 Printing & Publications	\$ 21,000			\$ 21,000		\$ (1,500)	\$22,500
51460 Cell phone reimbursement	\$ 1,500			\$ 1,500		\$ 960	\$540
51490 Websites, Live Streams & Online Presence	\$ 3,600			\$ 3,600		\$ 775	\$2,825
Total Communications	\$ 315,256	\$ -	\$ -	\$ 315,256		\$ 66,978	\$248,278

Budget Group: 1 DSO Operations/Bishop's Office
Ministry Center: 18 IT & Systems

51170 Computer HW & SW	\$ 20,555			\$ 20,555		\$ (15,395)	\$35,950
51170-200 Computer HW & SW pd from WCP				\$ -		\$ -	\$0
51290 IT Consulting & Outsourced Services	\$ 51,000			\$ 51,000		\$ 1,000	\$50,000
51290-200 IT Consulting/Outsourced Svc alloc to WCP				\$ -		\$ -	\$0
Total IT & Systems	\$ 71,555	\$ -	\$ -	\$ 71,555		\$ (14,395)	\$85,950

Budget Group: 1 DSO Operations/Bishop's Office
Ministry Center: 20 Finance

50110 Salaries & Wages	\$ 407,422			\$ 407,422		\$ 11,867	\$395,555
50130 FICA taxes pd by Employer	\$ 22,397			\$ 22,397		\$ 652	\$21,745
50150 Health & Dental Insurance	\$ 53,076			\$ 53,076		\$ 1,596	\$51,480
50160 HSA Contribution - byrnside?	\$ 8,240			\$ 8,240		\$ 240	\$8,000
50170 Life & Disability Insurance	\$ 1,785			\$ 1,785		\$ 52	\$1,733
50190 Pension/Retirement Contributions by DSO	\$ 48,138			\$ 48,138		\$ 1,402	\$46,736
50250 Prof Devel-Training, books, courses	\$ 1,500			\$ 1,500		\$ -	\$1,500
50270 Meals - travel exp	\$ 500			\$ 500		\$ -	\$500
50280 Transportation, Mileage - Travel exp	\$ 10,000			\$ 10,000		\$ -	\$10,000

 Diocese of Southern Ohio		2025 Convention	2025 WCP	2025 Other Funds	2025 Consolidated Budget	Percent of Total	Consolidated Budget Dollar Change 2025/2024	2024 Consolidated Budget
51170 HW & SW - Shelby Next Qtrly Fees	\$ 22,000				\$ 22,000		\$ 1,000	\$21,000
51360 Office supplies	\$ 750				750		-	\$750
51380 Payroll Processing/Benefits Admin exp	\$ 4,000				4,000		-	\$4,000
51390 Postage & Shipping	\$ 150				150		50	\$100
51460 Cell phone reimbursement	\$ -				-		(\$540)	\$540
Total Finance	\$ 579,958	\$ -	\$ -	\$ -	\$ 579,958		\$ 16,319	\$563,639

Budget Group: 1 DSO Operations/Bishop's Office								
Ministry Center: 22 Facility @ 412 Sycamore								
50120 Facilities Assistant	\$ 20,000				\$ 20,000		\$ (10,000)	\$30,000
50280 Transportation - Mileage	\$ 5,000				5,000		-	\$5,000
51250 Kitchen & Coffee supplies	\$ 700				700		-	\$700
51350 Minor Equipment \$ 5000	\$ 500				500		-	\$500
52200 Cleaning & Custodial	\$ 5,000				5,000		-	\$5,000
52210 Insurance - Liability & Property	\$ 19,500				19,500		2,500	\$17,000
52215 Landscaping & Grounds Maintenance	\$ 1,000				1,000		(500)	\$1,500
52218 Leased/Rented Equipment	\$ 500				500		-	\$500
52230 Repairs & Maintenance	\$ 25,000	\$ 88,449			\$ 113,449		\$ 949	\$112,500
52235 Security/Monitoring	\$ 4,000				4,000		3,000	\$1,000
52240 Utilities	\$ 19,000				19,000		-	\$19,000
52250 Water/Sewer Service	\$ 3,500				3,500		200	\$3,300
52255 Waste Removal/Trash Pickup	\$ 1,300				1,300		100	\$1,200
52275 St. Paul's Chapel - Repairs & Maint	\$ 250				250		-	\$250
Total Facility	\$ 105,250	\$ 88,449	\$ -	\$ -	\$ 193,699		\$ (3,751)	\$197,450

Budget Group: 1 DSO Operations/Bishop's Office								
Ministry Center: 24 Organization/Institution								
50300 Retiree Insurance Expense	\$ 33,000				\$ 33,000		-	\$33,000
51110 Audit & Actuarial Expense	\$ 25,000				25,000		500	\$24,500
51110-200 Audit exp paid alloc to Investments/WCP	\$ 25,000				25,000		5,000	\$20,000
51130 Bank Service Fees	\$ 13,200				13,200		-	\$13,200
51132 Bishop Selection/Ordination/Installation	\$ -			\$ -	-		(225,000)	\$225,000
51135 Shelby Processing/PNC Credit Card Expenses	\$ 25,000				25,000		6,000	\$19,000
51140 Chancellor/Treasurer's Office	\$ 5,000				5,000		1,750	\$3,250
51250 Meeting Exp - Trustee Meetings	\$ 1,000				1,000		-	\$1,000
51300 Legal Services	\$ 8,000				8,000		(2,000)	\$10,000
51355 National Church Pledge	\$ 440,000				440,000		1,418	\$438,582
51458 Standing Committee expenses	\$ 792				792		(1,208)	\$2,000
Total Institution	\$ 550,992	\$ 25,000	\$ -	\$ -	\$ 575,992		\$ (213,540)	\$789,532

Budget Group: 1 DSO Operations/Bishop's Office								
Ministry Center: 26 Sesquicentennial								
50120 Consultants / Contractors	\$ -				\$ -		-	\$0
51330 Marketing & Promotion	\$ -		\$ 3,000		\$ 3,000		(17,000)	\$20,000
51250 Hospitality	\$ -		\$ 15,000		\$ 15,000		15,000	\$0
51490 Website & Online Presence	\$ -		\$ 40,000		\$ 40,000		40,000	\$0
51491 Speaker Fees	\$ -		\$ 10,000		\$ 10,000		10,000	\$0

Diocese of Southern Ohio		2025 Convention	2025 WCP	2025 Other Funds	2025 Consolidated Budget	Percent of Total	Consolidated Budget Dollar Change 2025/2024	2024 Consolidated Budget
		\$	\$	\$	\$		\$	\$
Total Sesquicentennial		\$ -	\$ -	\$ 68,000	\$ 68,000		\$ 48,000	\$ 20,000

Budget Group: 1 DSO Operations/Bishop's Office
Ministry Center: 28 Reparations Task Force

50110 Salary & Wages		\$ 135,840			\$ 135,840		\$ -	\$ 135,840
50120 Consultants & Contract Labor		\$ -			\$ -		\$ (15,000)	\$ 15,000
50200 Relocation Costs		\$ 8,000			\$ 8,000		\$ -	\$ 8,000
50205 Task Force Expenses-other, not consultants		\$ 5,740			\$ 5,740		\$ (260)	\$ 6,000
50280 Pastoral & Travel Expense		\$ 35,160			\$ 35,160		\$ -	\$ 35,160
Total Reparations Task Force		\$ -	\$ 184,740	\$ -	\$ 184,740		\$ (15,260)	\$ 200,000

Budget Group: 2 Formation Staff
Ministry Center: 30 Formation Office

50110 Salaries & Wages		\$ 154,684			\$ 154,684		\$ 4,505	\$ 150,179
50110-200 Formation Team alloc to WCP					\$ -		\$ -	\$ 0
50130 FICA Taxes pd by Employer		\$ 3,101			\$ 3,101		\$ 90	\$ 3,011
50140 SECA reimb - Clergy					\$ -		\$ -	\$ 0
50150 Health & Dental Insurance		\$ 10,615			\$ 10,615		\$ 319	\$ 10,296
50160 HSA Contribution		\$ 2,060			\$ 2,060		\$ 60	\$ 2,000
50170 Life and Disability Insurance		\$ 589			\$ 589		\$ 17	\$ 572
50190 Pension/Retirement Contributions by DSO		\$ 24,354			\$ 24,354		\$ 709	\$ 23,645
50230 Staff Meetings & Fellowship Expense		\$ 300			\$ 300		\$ (1,200)	\$ 1,500
50250 Prof Develop- training, books, courses		\$ 1,000			\$ 1,000		\$ -	\$ 1,000
50260 Lodging - Travel		\$ 1,500			\$ 1,500		\$ (500)	\$ 2,000
50270 Meals - travel exp		\$ 300			\$ 300		\$ (700)	\$ 1,000
50280 Transportation, Mileage - Travel exp		\$ 5,000			\$ 5,000		\$ (3,000)	\$ 8,000
Total Staff Compensation		\$ -	\$ 203,504	\$ -	\$ 203,504		\$ 301	\$ 203,203

Budget Group: 2 Formation Staff
Ministry Center: 32 Becoming Beloved Community

50110 Salaries & Wages		\$ 21,206	\$ 114,594		\$ 135,800			\$ 0
50120 Contract Labor		\$ 20,000			\$ 20,000			\$ 0
50120-200 Contractor exp alloc to WCP					\$ -			\$ 0
50120-201 Contract Labor from FIL Draw					\$ -			\$ 0
50130 FICA Taxes pd by Employer					\$ -			\$ 0
50170 Life and Disability Insurance					\$ -			\$ 0
50190 Pension/Retirement Contributions by DSO					\$ -			\$ 0
50230 Staff Meetings & Fellowship					\$ -			\$ 0
50250 Prof Develop - training, books, course		\$ 400	\$ 600		\$ 1,000			\$ 0
50260 Lodging - Travel		\$ 2,000			\$ 2,000			\$ 0
50270 Meals		\$ 600			\$ 600			\$ 0
50280 Transportation/Mileage - Travel exp		\$ 1,500			\$ 1,500			\$ 0
Total Staff Compensation		\$ 45,706	\$ 114,594	\$ 600	\$ 160,900		\$ 25,090	\$ 135,810

Budget Group: 2 Formation Staff
Ministry Center: 34 Campus Ministry

50110 Salaries & Wages		\$ 21,206	\$ 114,594		\$ 135,800			\$ 0
50120 Contract Labor		\$ 20,000			\$ 20,000			\$ 0
50120-200 Contractor exp alloc to WCP					\$ -			\$ 0
50120-201 Contract Labor from FIL Draw					\$ -			\$ 0
50130 FICA Taxes pd by Employer					\$ -			\$ 0
50170 Life and Disability Insurance					\$ -			\$ 0
50190 Pension/Retirement Contributions by DSO					\$ -			\$ 0
50230 Staff Meetings & Fellowship					\$ -			\$ 0
50250 Prof Develop - training, books, course		\$ 400	\$ 600		\$ 1,000			\$ 0
50260 Lodging - Travel		\$ 2,000			\$ 2,000			\$ 0
50270 Meals		\$ 600			\$ 600			\$ 0
50280 Transportation/Mileage - Travel exp		\$ 1,500			\$ 1,500			\$ 0
Total Staff Compensation		\$ 45,706	\$ 114,594	\$ 600	\$ 160,900		\$ 25,090	\$ 135,810



	2025 Convention	2025 WCP	2025 Other Funds	2025 Consolidated Budget	Percent of Total	Consolidated Budget Dollar Change 2025/2024	2024 Consolidated Budget
50110 Salaries & Wages		\$ 20,000		\$ 20,000		\$ 20,000	\$0
50190 Pension/Retirement Contributions by DSO	\$ -	\$ 3,600		\$ 3,600		\$ 3,600	\$0
50220 Workers Compensation Insurance	\$ -	\$ 26		\$ 26		\$ 26	\$0
50230 Staff Meetings & Fellowship Expense	\$ -	\$ 200		\$ 200		\$ 200	\$0
50250 Prof. Devel.-Training, books, courses	\$ -	\$ 1,000		\$ 1,000		\$ 1,000	\$0
50260 Lodging / Travel	\$ -	\$ 500		\$ 500		\$ 500	\$0
50270 Meals	\$ -	\$ 200		\$ 200		\$ 200	\$0
50280 Mileage / Travel	\$ -	\$ 3,500		\$ 3,500		\$ 3,500	\$0
Total Staff Compensation	\$ -	\$ 29,026	\$ -	\$ 29,026		\$ 29,026	\$ -

Budget Group: 2 Formation Staff							
Ministry Center: 44 Family Formation & Youth							
50110 Salaries & Wages		\$ 110,198		\$ 110,198		\$ 3,210	\$106,988
50120 Contract and Temporary Labor							
50130 FICA taxes paid by Employer		\$ 5,372		\$ 5,372		\$ 156	\$5,216
50140 SECA reimb - Clergy							\$0
50150 Health & Dental Insurance							\$0
50160 HSA Contribution							\$0
50170 Life and Disability Insurance		\$ 517		\$ 517		\$ 15	\$502
50190 Pension/Retirement Contributions by DSO		\$ 13,792		\$ 13,792		\$ 402	\$13,390
50220 Workers Compensation Insurance							\$0
50250 Prof Develop- training, books, courses		\$ 750		\$ 750		\$ (750)	\$1,500
50260 Lodging Travel		\$ 1,200		\$ 1,200		\$ -	\$1,200
50270 Meals		\$ 450		\$ 450		\$ -	\$450
50280 Transportation/Mileage - Travel Exp		\$ 5,300		\$ 5,300		\$ (890)	\$6,190
Total Staff Compensation	\$ -	\$ 137,579	\$ -	\$ 137,579		\$ 2,143	\$ 135,436

Budget Group: 2 Formation Staff							
Ministry Center: 48 New Episcopal Communities							
50110 Salaries & Wages		\$ 50,000	\$ 100,000	\$ 150,000		\$ 100,115	\$49,885
50250 Prof Dev - training, books, courses		\$ 1,000		\$ 1,000		\$ -	\$1,000
50260 Lodging - Travel		\$ 500		\$ 500		\$ 100	\$400
50270 Meals - travel exp		\$ 200		\$ 200		\$ -	\$200
50280 Transportation, Mileage - Travel exp		\$ 6,000		\$ 6,000		\$ (600)	\$6,600
Total Staff Compensation	\$ -	\$ 57,700	\$ 100,000	\$ 157,700.00		\$ 99,615	\$ 58,085

Budget Group: 6 Congregational Ministries Staff							
Ministry Center: 91 Transitions Office							
50110 Salaries & Wages	\$ 166,729			\$ 166,729		\$ 4,856	\$161,873
50130 FICA taxes paid by Employer	\$ 5,810			\$ 5,810		\$ 169	\$5,641
50150 Health & Dental Insurance	\$ 21,230			\$ 21,230		\$ 638	\$20,592
50160 HSA Contribution	\$ 4,120			\$ 4,120		\$ 120	\$4,000
50170 Life and Disability Insurance	\$ 691			\$ 691		\$ 20	\$671
50190 Pension/Retirement Contributions by DSO	\$ 23,476			\$ 23,476		\$ 684	\$22,792
50220 Workers Comp. Insurance						\$ -	\$0
50250 Prof Develop-Training, books, courses						\$ (1,000)	\$1,000

Diocese of Southern Ohio		2025 Convention	2025 WCP	2025 Other Funds	2025 Consolidated Budget	Percent of Total	Consolidated Budget Dollar Change 2025/2024	2024 Consolidated Budget
50260 Lodging - Travel	\$ -				\$ -		\$ (1,500)	\$1,500
50270 Meals - travel exp	\$ 100				\$ 100		\$ (1,400)	\$1,500
50280 Transportation, Mileage - Travel exp	\$ 2,500				\$ 2,500		\$ (13,500)	\$16,000
Total Staff Compensation	\$ 224,657	\$ -	\$ -	\$ -	\$ 224,657		\$ (10,912)	\$ 235,569

Totals for 1 DSO Operations/Bishop's Office & DSO Staff	\$ 2,528,235	\$ 840,592	\$ 514,060	\$ 3,882,887	70%	\$ 79,908	\$ 3,802,979
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Budget Group: 2 Formation Ministry Center: 30 Formation Office								
51160 Courses & Education Expense		\$ 3,000			\$ 3,000		\$ 3,000	\$0
51210 Dues & Subscriptions		\$ 144			\$ 144		\$ -	\$144
51250 Hospitality, Fellowship, Meetings		\$ 1,000			\$ 1,000		\$ 1,000	\$0
51330 Marketing & Promotion		\$ 1,500			\$ 1,500		\$ 1,500	\$0
51335 Peace & Reconciliation Events		\$ -			\$ -		\$ -	\$0
51335-1 Peace & Reconciliation Events -		\$ -			\$ -		\$ -	\$0
51360 Office supplies		\$ 500			\$ 500		\$ 500	\$0
51390 Postage & Shipping		\$ 500			\$ 500		\$ 500	\$0
51400 Printing & Publications		\$ -			\$ -		\$ -	\$0
51442 Safe Church Training & Tracking		\$ 5,000			\$ 5,000		\$ 5,000	\$0
51460 Cell Phone Reimbursement		\$ 1,080			\$ 1,080		\$ -	\$1,080
Total Formation	\$ -	\$ 12,724	\$ -	\$ -	\$ 12,724		\$ 11,500	\$ 1,224

Budget Group: 2 Formation Ministry Center: 29 College for Congregational Development								
50260 Lodging		\$ 16,000			\$ 16,000		\$ 16,000	
50270 Meals		\$ 14,000			\$ 14,000		\$ 14,000	
51455 Conference Room		\$ 2,000			\$ 2,000		\$ 2,000	
50120 Consultants		\$ 16,000			\$ 16,000		\$ 16,000	
50280 Travel		\$ 8,000			\$ 8,000		\$ 8,000	
51250 Educational Materials		\$ 4,000			\$ 4,000		\$ 4,000	
Total College for Congregational Development	\$ -	\$ 60,000	\$ -	\$ -	\$ 60,000		\$ 60,000	

Budget Group: 2 Formation Ministry Center: 32 Becoming Beloved Community								
51100 Reimagining Process 2.0		\$ -			\$ -		\$ -	\$0
51290 IT Consulting (Videographer)		\$ -			\$ -		\$ -	\$0
51330 (Intensive Learning)		\$ 40,000			\$ 40,000		\$ 40,000	\$0
51450 Story Sharing		\$ -			\$ -		\$ -	\$0
51455 Collaborative Leadership Formation		\$ -			\$ -		\$ -	\$0
51460 DONT USE see 51455		\$ -			\$ -		\$ -	\$0
51490 Absalom Jones Symposium		\$ 8,000			\$ 8,000		\$ 8,000	\$0
Total Becoming Beloved Community	\$ -	\$ 48,000	\$ -	\$ -	\$ 48,000		\$ 48,000	\$ -



	2025 Convention	2025 WCP	2025 Other Funds	2025 Consolidated Budget	Percent of Total	Consolidated Budget Dollar Change 2025/2024	2024 Consolidated Budget
Budget Group: 2 Formation							
Ministry Center: 34 Campus Ministry							
51230-1 Grants within Diocese - Cincinnati		\$ 52,800		\$ 52,800		\$ (7,200)	\$60,000
51230-2 Grants within Diocese - Columbus		\$ 50,000		\$ 50,000		\$ 50,000	
51230-3 Grants within Diocese - SE Campus Ministry		\$ 25,000		\$ 25,000		\$ 25,000	
51230-4 Grants within Diocese - Dayton		\$ 20,000		\$ 20,000		\$ 20,000	
51250 Staff Meetings & Fellowship Expense		\$ 1,000		\$ 1,000		\$ 1,000	\$0
51450 - Speakers /Events/Education		\$ 2,000		\$ 2,000		\$ 2,000	\$0
51460 Retreats, Workshops, phones		\$ 4,140		\$ 4,140		\$ 4,140	\$0
Total Campus Ministry	\$ -	\$ 154,940	\$ -	\$ 154,940		\$ 94,940	\$ 60,000
Budget Group: 2 Formation							
Ministry Center: 36 Education/Licensed Ministry							
50120-200 Contract Labor - Licensing Ministry	\$ -	\$ -		\$ -		\$ (3,600)	\$3,600
51160 EFM Program Fee		\$ 2,750		\$ 2,750		\$ -	\$2,750
51360 Administration		\$ -		\$ -		\$ (2,400)	\$2,400
51480 EFM Tuition Support & Scholarships		\$ 500		\$ 500		\$ (1,000)	\$1,500
51490 Licensed Ministry Training		\$ 5,000		\$ 5,000		\$ (500)	\$5,500
51490-1 Lay Preaching - FIL		\$ -		\$ -		\$ -	\$0
Total Education & Licensed Ministries	\$0	\$8,250	\$0	\$8,250		\$ (7,500)	\$15,750
Budget Group: 2 Formation							
Ministry Center: 40 Diaconal School							
50120 Contract Labor - Instructors	\$ -	\$ 18,662		\$ 18,662		\$ 7,462	\$11,200
50260 Lodging		\$ -		\$ -		\$ (9,635)	\$9,635
51160 Classes and Education Expense		\$ -	\$ 2,800	\$ 2,800		\$ (3,155)	\$5,955
51160-1 Classes and Education Expense -		\$ -	\$ -	\$ -		\$ -	\$0
50280 Travel Mileage for Instructors		\$ 1,700	\$ 240	\$ 1,940		\$ 1,940	\$0
51445 School for Diaconal Formation		\$ 26,765		\$ 26,765		\$ 26,765	\$0
Total Diaconal School	\$ -	\$ 47,127	\$ 3,040	\$ 50,167		\$ 23,377	\$26,790
Budget Group: 2 Formation							
Ministry Center: 44 Family Formation & Youth							
50290 Catering & Food for Events		\$ 3,000		\$ 3,000		\$ (6,000)	\$6,000
51160 Courses & Education Expenses		\$ 600		\$ 600		\$ (5,000)	\$8,000
51210 Dues & Subscriptions		\$ 1,920		\$ 1,920		\$ -	\$600
51250 Fellowship/Meetings-Youth/Young Adult Min.		\$ 15,000		\$ 15,000		\$ (11,080)	\$13,000
51335 Mission Trips - Pilgrimage		\$ 240		\$ 240		\$ 12,000	\$3,000
51360 Office supplies		\$ 600		\$ 600		\$ -	\$240
51390 Postage & Shipping		\$ 1,500		\$ 1,500		\$ (1,200)	\$1,800
51400 Printing & Publications		\$ 11,700		\$ 11,700		\$ 1,000	\$500
51450 Speakers/Events/Workshops		\$ 540		\$ 540		\$ 7,031	\$4,669
51460 Telecom/Cell Phone		\$ 1,000		\$ 1,000		\$ (270)	\$810
51490 Online Presence & Ads		\$ 2,500		\$ 2,500		\$ (1,400)	\$2,400
51520 Youth Engagement/YEDI		\$ -		\$ -		\$ -	\$2,500

Diocese of Southern Ohio		2025 Convention	2025 WCP	2025 Other Funds	2025 Consolidated Budget	Percent of Total	Consolidated Budget Dollar Change 2025/2024	2024 Consolidated Budget
Total Family & Youth Formation		\$ -	\$ 38,600	\$ -	\$ 38,600		\$ (4,919)	\$ 43,519

Budget Group: 2 Formation								
Ministry Center: 46 Faith In Life (FIL)								
FIL Events					\$ -		\$ (30,000)	\$ 30,000
Small Grants					\$ -		\$ (13,000)	\$ 13,000
Large Project Grants					\$ -		\$ (40,000)	\$ 40,000
Additional Formation Projects					\$ -		\$ (48,595)	\$ 48,595
51130 Bank fees/analysis charges					\$ -		\$ -	\$ 0
51230 Grants to DSO churches & affiliates			\$ 30,000	\$ 30,000	\$ 30,000		\$ 30,000	\$ 0
51231 Grant-Licensed Preacher/Evangelist Cohort					\$ -		\$ -	\$ 0
51232 Live Stream Grants from Designated Fund					\$ -		\$ -	\$ 0
51233 Licensed Ministry Grants					\$ -		\$ -	\$ 0
51450 Speaker Fees/Events/Education	\$ -		\$ 58,161	\$ 58,161	\$ 58,161		\$ 58,161	\$ 0
51250 Fellowship/Meetings			\$ 600	\$ 600	\$ 600		\$ 600	\$ 0
Total Faith In Life		\$ -	\$ 88,761	\$ 88,761	\$ 88,761		\$ (42,834)	\$ 131,595

Budget Group: 2 Formation								
Ministry Center: 48 New Episcopal Communities								
50120 Consultants & Contract Labor		\$ 15,000			\$ 15,000		\$ (5,000)	\$ 20,000
50150 Health & Dental Insurance					\$ -		\$ -	\$ 0
50160 HSA Contribution					\$ -		\$ -	\$ 0
50170 Life and Disability Insurance					\$ -		\$ -	\$ 0
50190 Pension/Retirement Contributions by DSO					\$ -		\$ -	\$ 0
50230 Hospitality, Fellowship & Meetings			\$ 200	\$ 200	\$ 200		\$ (1,800)	\$ 2,000
51400 Printing & Publications		\$ 1,500		\$ 1,500	\$ 1,500		\$ 1,500	\$ 0
51390 Postage & Shipping		\$ 500		\$ 500	\$ 500		\$ 500	\$ 0
51250 Hospitality, Fellowship, Meetings		\$ 1,500		\$ 1,500	\$ 1,500		\$ 1,500	\$ 600
51360 Office Supplies		\$ 500		\$ 500	\$ 500		\$ (100)	\$ 600
51455 Space Rental			\$ -	\$ -	\$ -		\$ (900)	\$ 900
51460 Cell Phone Reimbursement			\$ 540	\$ 540	\$ 540		\$ -	\$ 540
51450 Retreats/Workshops/Projects			\$ 5,000	\$ 5,000	\$ 5,000		\$ (5,415)	\$ 10,415
51220 New Episcopal Community Grants		\$ 156,065	\$ 4,035	\$ 160,100	\$ 160,100		\$ 80,054	\$ 80,046
Total New Episcopal Communities		\$ -	\$ 180,805	\$ 4,035	\$ 184,840		\$ 70,339	\$ 114,501
Totals for 2 Formation		\$ -	\$ 550,446	\$ 95,836	\$ 646,282	12%	\$ 252,903	\$ 393,379

Budget Group: 3 Ordained/Licensed Ministries								
Ministry Center: 50 Commission on Ministry								
50120 Contract Chaplain to Seminarians & mileage		\$ 119	\$ 1,119	\$ -	\$ 1,238		\$ (2,762)	\$ 4,000
50280 Travel exp - Seminarians / Chaplains		\$ 10,500		\$ -	\$ 10,500		\$ 6,000	\$ 4,500
51120 Background Checks		\$ 2,660	\$ 2,660	\$ -	\$ 5,320		\$ 3,945	\$ 1,375
51160 Courses, Education, Testing				\$ -	\$ -		\$ (500)	\$ 500
51250 Hospitality & Fellowship		\$ 25,130	\$ 25,130	\$ -	\$ 25,130		\$ 8,762	\$ 16,368
51260 HR Services Psychological Eval		\$ 26,250	\$ 26,250	\$ -	\$ 26,250		\$ 17,000	\$ 9,250



	2025 Convention	2025 WCP	2025 Other Funds	2025 Consolidated Budget	Percent of Total	Consolidated Budget Dollar Change 2025/2024	2024 Consolidated Budget
51390 Office Expense	\$ 500		\$ -	\$ 500		\$ -	\$500
Total Commission on Ministry	\$ 13,779	\$ 55,159	\$ -	\$ 68,938		\$ 32,445	\$ 36,493

Budget Group: 3 Ordained/Licensed Ministries
Ministry Center: 52 Deacon & Priests Programs

51260 Clergy Gatherings-Lodging		\$ 13,000		\$ 13,000		\$ 13,000	
50270 Clergy Gatherings-Food		\$ 13,635		\$ 13,635		\$ 13,635	
51260 Clergy Gatherings- Travel		\$ 4,000		\$ 4,000		\$ 4,000	
51248 Community of Deacons	\$ 21,516			\$ 21,516		\$ 8,516	\$13,000
51248-1 Community of Deacons -						\$ -	\$0
51250 Fresh Start - Meetings	\$ 5,000			\$ 5,000		\$ (5,000)	\$10,000
51480 Clergy Formation						\$ -	\$0
Total Deacons & Priests Programs	\$ 26,516	\$ 30,635	\$ -	\$ 57,151		\$ 34,151	\$ 23,000

Budget Group: 3 Ordained/Licensed Ministries
Ministry Center: 54 Ordination Ceremonies

51250 Hospitality & Fellowship	\$ 3,400			\$ 3,400		\$ (5,900)	\$9,300
51290 IT Consulting & Outsourced Services	\$ 450			\$ 450		\$ (750)	\$1,200
51400 Printing	\$ 500			\$ 500		\$ (440)	\$940
51500 Worship Expenses	\$ 180			\$ 180		\$ (4,620)	\$4,800
51230 Pre-ordination retreat	\$ -	\$ 3,100		\$ 3,100		\$ 3,100	
51110 Cathedral Staff	\$ 1,200			\$ 1,200		\$ 1,200	
51450 Honoraria	\$ 600			\$ 600		\$ 600	
51280 Parking	\$ 800			\$ 800		\$ 800	
51120 Photographer	\$ 500			\$ 500		\$ 500	
Total Ordinations Exp	\$ 7,630	\$ 3,100	\$ -	\$ 10,730		\$ (5,510)	\$16,240

Budget Group: 3 Ordained/Licensed Ministries
Ministry Center: 56 New Clergy Program & Placement

50110 Salary & Wages		\$ 278,235		\$ 278,235		\$ 8,104	\$270,131
50110-1 Salary & Wages -						\$ -	\$0
50120 Contract Labor-Mentors		\$ 3,000		\$ 3,000		\$ (4,000)	\$7,000
50125 Financial Support for Clergy at Parishes		\$ (100,935)		\$ (100,935)		\$ 4,065	-\$105,000
50140 SECA reimb to Clergy						\$ -	\$0
50150 Health & Dental Insurance		\$ 87,867		\$ 87,867		\$ 2,642	\$85,225
50160 HSA Contribution						\$ -	\$0
50170 Life and Disability Insurance						\$ -	\$0
50190 Pension/Retirement Contributions by DSO		\$ 37,636		\$ 37,636		\$ 1,096	\$36,540
50220 Workers Compensation Insurance						\$ -	\$0
51250 New Clergy Meetings						\$ -	\$0
51260 HR Services/Consulting						\$ -	\$0
Total New Clergy Program & Placement	\$ -	\$ 305,804	\$ -	\$ 305,804		\$ 11,908	\$293,896

Budget Group: 3 Ordained/Licensed Ministries
Ministry Center: 58 Retired Clergy

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	2025 Convention	2025 WCP	2025 Other Funds	2025 Consolidated Budget	Percent of Total	Consolidated Budget Dollar Change 2025/2024	2024 Consolidated Budget
50120 Contract Labor- Chaplains & mileage	\$ 12,000			\$ 12,000		\$ (750)	\$12,750
51250 Hospitality & Fellowship	\$ 4,725			\$ 4,725		\$ 700	\$4,025
Total Retired Clergy	\$ 16,725	\$ -	\$ -	\$ 16,725		\$ (50)	\$16,775
Totals for 3 Ordained/Licensed Ministries	\$ 64,650	\$ 394,698	\$ -	\$ 459,348	8%	\$ 72,944	\$386,404

Budget Group: 4 Outreach & Ministry Support
Ministry Center: 60 Grants/Outreach via WCP

50125 Allocated labor - Secretarial Support			\$ 5,000	\$ 5,000		\$ -	\$5,000
51218 Finance Fund Payments to WCP						\$ (25,000)	\$25,000
51220 WCP Grants by Bishop	\$ -					\$ (87,000)	\$87,000
51400 Latino Ministry see 6-94						\$ -	\$0
Total Grants/Outreach via WCP	\$ -	\$ -	\$ 5,000	\$ 5,000		\$ (112,000)	\$117,000

Budget Group: 4 Outreach & Ministry Support
Ministry Center: 62 E C M

50125 Allocated/Shared Labor			\$ 15,000	\$ 15,000		\$ -	\$15,000
51135 Credit Card Processing Expenses			\$ 1,000	\$ 1,000		\$ -	\$1,000
51230 Grants to DSO churches & affiliates			\$ 80,950	\$ 80,950		\$ (19,050)	\$100,000
51390 Postage & Shipping			\$ 500	\$ 500		\$ -	\$500
51400 Printing & Publications			\$ 200	\$ 200		\$ (2,800)	\$3,000
Total ECM	\$ -	\$ -	\$ 97,650	\$ 97,650		\$ (21,850)	\$119,500

Budget Group: 4 Outreach & Ministry Support
Ministry Center: 64 Commission on Congregational Life

51230 Grants to DSO churches & affiliates	\$ 147,103	\$ 29,897		\$ 177,000		\$ 52,000	\$125,000
51230-200 COCL grants alloc to WCP	\$ -	\$ -		\$ -		\$ (125,000)	\$125,000
51250 Worship & Fellowship Meetings	\$ 1,500	\$ -		\$ 1,500		\$ 1,500	\$0
51450 Church Ministry Workshop						\$ -	\$0
51450-200 Church Ministry Workshop						\$ -	\$0
Total COCL	\$ 148,603	\$ 29,897	\$ -	\$ 178,500		\$ (71,500)	\$250,000

Budget Group: 4 Outreach & Ministry Support
Ministry Center: 66 Ecumenical Partners

51220 MARCC and Ohio Council of Churches MARCC @ \$22K & OCC @ \$30K		\$ 52,000		\$ 52,000		\$ 900	\$51,100
TEC EDEIO Network (PB ask)		\$ 350		\$ 350		\$ 350	\$0
EquaSiOn - Festival of Faiths - ERIC		\$ -	\$ 10,000	\$ 10,000		\$ 10,000	\$0
Travel to OCC - ERIC		\$ 2,100		\$ 2,100		\$ 1,600	\$500
National Workshop on Christian Unity - ERIC						\$ (1,550)	\$1,550
51440 Relationships & Support (Sycamore Commons)						\$ (1,000)	\$1,000
Total Ecumenical Partners	\$ -	\$ 54,450	\$ 10,000	\$ 64,450		\$ 10,300	\$54,150



	2025 Convention	2025 WCP	2025 Other Funds	2025 Consolidated Budget	Percent of Total	Consolidated Budget Dollar Change 2025/2024	2024 Consolidated Budget
Budget Group: 4 Outreach & Ministry Support							
Ministry Center: 72 Missioners							
50110 Salaries & Wages	\$ -		\$ -	\$ -		\$ (87,722)	\$87,722
50110-1 Salaries & Wages - designated fund	\$ -		\$ -	\$ -		\$ (57,000)	\$57,000
50125 Financial support for Clergy at Parishes	\$ -		\$ -	\$ -		\$ (62,278)	\$62,278
50280 Transportation, Mileage - Travel exp	\$ -		\$ -	\$ -		\$ (20,000)	\$20,000
Total Missioner Costs	\$ -	\$ -	\$ -	\$ -		\$ (227,000)	\$227,000
Totals for 4 Outreach & Ministry Support	\$ 148,603	\$ 84,347	\$ 112,650	\$ 345,600	6%	\$ (422,050)	\$767,650

Budget Group: 5 Governance & TEC Membership							
Ministry Center: 80 Provincial Synod							
50250 Prof Devel/Conference fees	\$ -		\$ -	\$ -		\$ (100)	\$100
50260 Lodging - Travel exp	\$ -		\$ -	\$ -		\$ (1,000)	\$1,000
50280 Transportation/Mileage-Travel exp	\$ -		\$ -	\$ -		\$ (2,000)	\$2,000
51210 Dues & Assessments	\$ 9,400		\$ -	\$ 9,400		\$ 628	\$8,772
Total Provincial Synod	\$ 9,400	\$ -	\$ -	\$ 9,400		\$ (2,472)	\$11,872

Budget Group: 5 Governance & TEC Membership							
Ministry Center: 82 General Convention & Lambeth -							
50250 Prof Devel/Conference Fees	\$ -		\$ -	\$ -		\$ (8,000)	\$8,000
50252 Gen Convention Set aside to Designated	\$ -		\$ -	\$ -		\$ -	
50260 Lodging - Travel exp	\$ -		\$ -	\$ -		\$ (15,000)	\$15,000
50270 Meals - Travel exp	\$ -		\$ -	\$ -		\$ (7,000)	\$7,000
50280 Transportation/Mileage - Travel Exp.	\$ -		\$ -	\$ -		\$ (15,000)	\$15,000
51295 Lambeth expenses - all	\$ -		\$ 18,000	\$ 18,000		\$ 18,000	
Total Governance/TEC	\$ -	\$ -	\$ 18,000	\$ 18,000		\$ (27,000)	\$45,000

Budget Group: 5 Governance & TEC Membership							
Ministry Center: 86 Diocesan Convention (Annual)							
50260 Lodging - Travel exp	\$ 6,000		\$ -	\$ 6,000		\$ (6,000)	\$12,000
50270 Meals - Travel exp	\$ 36,000		\$ -	\$ 36,000		\$ 16,000	\$20,000
50280 Transportation/Mileage - Travel Exp.	\$ 2,000		\$ -	\$ 2,000		\$ (8,000)	\$10,000
51290 IT Consulting & Outsourced Services	\$ 8,000		\$ -	\$ 8,000		\$ -	\$8,000
51360 Supplies/Misc for Convention	\$ 5,000		\$ -	\$ 5,000		\$ 5,000	\$0
51400 Printing & Publications	\$ 1,000		\$ -	\$ 1,000		\$ (3,000)	\$4,000
51455 Space/Room Rental	\$ -		\$ -	\$ -		\$ -	
Total DSO Convention	\$ 58,000	\$ -	\$ -	\$ 58,000		\$ 4,000	\$54,000

Budget Group: 5 Governance & TEC Membership							
Ministry Center: 88 Diocesan Council							
50260 Lodging - Travel exp (retreat)	\$ 2,600		\$ -	\$ 2,600		\$ 100	\$2,500
50270 Meals - Travel exp (retreat)	\$ 1,798		\$ -	\$ 1,798		\$ 565	\$1,233



	2025 Convention	2025 WCP	2025 Other Funds	2025 Consolidated Budget	Percent of Total	Consolidated Budget Dollar Change 2025/2024	2024 Consolidated Budget
51200 Creation Care	\$ -	\$ 27,500		\$ 27,500		\$ 22,500	\$5,000
51200-1 Creation Care - FIL	\$ -			\$ -		\$ -	\$0
51250 Hospitality & Fellowshipship. Mtg supplies	\$ 2,765			\$ 2,765		\$ (2,185)	\$4,950
51610 DC Resolution -Sustainable Devel. Grant SIDG	\$ 16,897			\$ 16,897		\$ (2,409)	\$19,306
51620 DC Resolution - New Church Starts	\$ -			\$ -		\$ (45,000)	\$45,000
51622 DC Res-New Church Starts for New Hope	\$ -			\$ -		\$ (10,162)	\$10,162
Total Diocesan Council	\$ 24,060	\$ 27,500	\$ -	\$ 51,560		\$ (36,591)	\$88,151

Totals for 5 Governance & TEC Membership	\$ 91,460	\$ 27,500	\$ 18,000	\$ 136,960	2%	\$ (62,063)	\$199,023
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Budget Group: 6 Congregational Ministries
Ministry Center: 91 Transitions Office

50120 Contract Labor - Transitions consultant	\$ 10,000			\$ 10,000		\$ (5,000)	\$15,000
51100 Advertising	\$ 2,000			\$ 2,000		\$ -	\$2,000
51120 Background Checks	\$ 3,000			\$ 3,000		\$ -	\$3,000
51170 Computer HW & SW, online access	\$ 700			\$ 700		\$ -	\$700
51210 Dues & Subscriptions	\$ 1,000			\$ 1,000		\$ (3,200)	\$4,200
51250 Hospitality/Clergy Fellowship	\$ 500			\$ 500		\$ 500	\$0
51360 Office supplies	\$ 500			\$ 500		\$ (200)	\$700
51390 Postage & Shipping	\$ 300			\$ 300		\$ 300	\$0
51460 Cell phone reimbursement	\$ -			\$ -		\$ (540)	\$540
Total Transitions Admin & Office	\$ 18,000	\$ -	\$ -	\$ 18,000		\$ (8,140)	\$ 26,140

Budget Group: 6 Congregational Ministries
Ministry Center: 94 Latino Ministry

50230 Staff Meetings & Fellowship Expense			\$ 200	\$ 200		\$ 200	\$0
50250 Prof Devel-Training, books, courses			\$ 1,000	\$ 1,000		\$ 1,000	\$0
50260 Lodging - Travel			\$ 400	\$ 400		\$ 400	\$0
50270 Meals			\$ 200	\$ 200		\$ 200	\$0
50280 Transportation, Mileage - Travel exp			\$ 2,000	\$ 2,000		\$ 2,000	\$0
Total Compensation			\$ -	\$ -		\$ (141,500)	\$141,500
Latino Ministry Task Force			\$ -	\$ -		\$ (5,000)	\$5,000
51130 Bank fees/analysis charges			\$ -	\$ -		\$ -	\$0
51160 Education / outreach			\$ -	\$ -		\$ -	\$0
51160-2 Education/Outreach			\$ 15,000	\$ 15,000		\$ -	\$15,000
51165 Outreach Food Pantry@IEES			\$ 13,000	\$ 13,000		\$ 13,000	\$0
51170 Computer HW & SW			\$ -	\$ -		\$ (1,000)	\$1,000
51180 Copier Equipment/Lease			\$ -	\$ -		\$ (3,000)	\$3,000
51210 Other Administrative			\$ -	\$ -		\$ -	\$0
51250 Hospitality & Fellowshipship			\$ -	\$ -		\$ -	\$0
51290 IT Consulting & Outsourced Services			\$ -	\$ -		\$ -	\$0
51300 Licenses/Permits			\$ -	\$ -		\$ (500)	\$500
51330 Marketing & Promotion	\$ -		\$ 1,500	\$ 1,500		\$ 1,500	\$0
51340 Music and Musicians			\$ -	\$ -		\$ -	\$0
51350 Minor Equipment under \$ 500			\$ -	\$ -		\$ -	\$0

Diocese of Southern Ohio		2025 Convention	2025 WCP	2025 Other Funds	2025 Consolidated Budget	Percent of Total	Consolidated Budget Dollar Change 2025/2024	2024 Consolidated Budget
	51360 Office supplies				\$ -		\$ (1,500)	\$1,500
	51390 Worship Supplies				\$ -		\$ (1,000)	\$1,000
	51400 Printing & Publications				\$ -		\$ -	\$0
	51460 Telecom & Internet	\$ -		\$ 540	\$ 540		\$ (1,460)	\$2,000
	51500 Alarm System				\$ -		\$ -	\$0
	52200 Cleaning & Custodial				\$ -		\$ (6,000)	\$6,000
	52215 Landscaping & Grounds Maintenance				\$ -		\$ (6,000)	\$6,000
	52230 Repairs & Maintenance				\$ -		\$ (5,000)	\$5,000
	52240 Utilities				\$ -		\$ (10,000)	\$10,000
	52250 Water/Sewer Service				\$ -		\$ (2,700)	\$2,700
	52255 Waste Removal/Trash Pickup				\$ -		\$ (1,200)	\$1,200
	Total Latino Ministry Exp	\$ -	\$ -	\$ 33,840	\$ 33,840		\$ (167,560)	\$201,400

Budget Group: 6 Congregational Ministries								
Ministry Center: 96 New Hope (mission)								
		\$0	\$0	\$0	\$0		\$ (115,435)	\$115,435
Total New Hope Total exp								

Budget Group: 6 Congregational Ministries								
Ministry Center: 98 Parish Support								
	51110 Audit, Tax & Finance Services	\$ 8,000			\$ 8,000		\$ 2,000	\$6,000
	51110-200 Parish Fin support alloc to WCP				\$ -		\$ (2,000)	\$2,000
	51210 Membership- The Epis Network of Stewardship	\$ 1,500			\$ 1,500		\$ -	\$1,500
	51260 HR Services/Consulting	\$ 1,250			\$ 1,250		\$ -	\$1,250
	51260-200 HR support-parishes- alloc to WCP				\$ -		\$ -	\$0
	51290- IT Consulting & Outsourced Services	\$ 4,000			\$ 4,000		\$ 4,000	\$0
	51300 Legal Services				\$ -		\$ -	\$0
	51330 Community Engagement Grants	\$ 1,000			\$ 1,000		\$ 1,000	\$0
	51450 Speakers/Retreats/Education				\$ -		\$ -	\$0
	51460 Retreats/Lectures/Educ. Workshops offered				\$ -		\$ -	\$0
	51460-200 Workshops alloc to WCP				\$ -		\$ -	\$0
	51490 Websites & Online Presence	\$ 1,600			\$ 1,600		\$ -	\$1,600
	52230 Parish building assessments				\$ -		\$ -	\$0
	52230-200 Parish bldg assessments alloc to WCP				\$ -		\$ -	\$0
	Total Direct Support Parish Exp	\$ 17,350	\$ -	\$ -	\$ 17,350		\$ 5,000	\$12,350

Totals for 6 Transitions & Congregational Ministries		\$ 35,350	\$ -	\$ 33,840	\$ 69,190	1%	\$ (286,135)	\$355,325
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Totals for Operating Expenses		\$ 2,868,298	\$ 1,897,583	\$ 774,386	\$ 5,540,267	100%	\$ (364,493)	\$5,904,760
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Surplus/(Deficit)		\$ 0	\$ 0	\$ 0	\$ 0			\$0
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Diocese of Southern Ohio

Financial Statistics of Congregations and Missions

Year in parentheses is last year of filing if not 2023

City	Congregation	REVENUE			EXPENSE			
		Plate & Pledge Income	Operating Revenue	Total Revenue	Operating Expense	To the Diocese	Outreach & Development	Total Expense
Amelia	Church of the Good Samaritan	40,359	50,359	54,059	43,707	0	7,000	45,707
Athens	Church of the Good Shepherd	105,742	154,963	199,012	182,078	24,359	49,494	227,363
Cambridge	St. Johns Episcopal Church	2,226	22,497	22,497	31,308	986	0	31,308
Chillicothe	St. Pauls Episcopal Church	90,683	90,683	160,684	114,715	4,452	321	114,836
Cincinnati	All Saints Episcopal Church	101,347	224,087	235,004	229,438	14,347	43,383	287,856
Cincinnati	Calvary Episcopal Church	269,580	770,348	1,129,554	786,509	106,059	147,772	1,055,993
Cincinnati	Christ Church (Glendale)	472,224	726,755	822,933	767,184	99,300	70,367	837,508
Cincinnati	Christ Church Cathedral	482,076	4,297,713	6,565,665	4,583,839	530,123	2,448,029	6,473,084
Cincinnati	Church of Our Saviour	132,918	173,103	208,686	216,649	14,288	33,519	250,168
Cincinnati	Church of the Advent	68,389	276,447	494,814	260,317	28,363	247,710	510,527
Cincinnati	Church of the Redeemer	1,291,622	1,922,569	2,035,934	1,858,104	275,686	437,577	2,127,357
Cincinnati	Grace Episcopal Church	55,115	99,786	108,964	113,178	3,693	22,532	118,048
Cincinnati	Holy Trinity Episcopal Church	5,965	48,515	58,515	58,233	2,689	6,485	64,618
Cincinnati	Indian Hill Church	429,152	617,631	972,885	673,880	37,201	424,656	1,080,424
Cincinnati	St. Andrews Episcopal Church	161,928	166,928	168,028	163,589	9,498	9,921	164,735
Cincinnati	St. James Episcopal Church	155,686	276,321	309,323	277,990	36,746	29,833	311,810
Cincinnati	St. Simon of Cyrene Episcopal	147,368	164,105	178,793	151,725	12,334	89,843	232,306
Cincinnati	St. Timothy's Episcopal Church	670,835	699,278	811,740	711,036	88,087	54,628	760,819
Cireleville	St. Philips Episcopal Church	142,993	193,112	247,700	197,873	16,512	15,328	219,583
Columbus	St. Albans Church (Bexley)	312,020	320,204	417,962	282,964	40,162	109,976	436,183
Columbus	St. Edwards Church (Whitehall)	44,515	46,857	80,786	55,434	1,887	26,813	81,762
Columbus	St. James Episcopal Church	118,488	177,130	178,499	176,270	14,747	2,680	177,414
Columbus	St. Johns Episcopal Church	105,572	140,572	149,922	170,506	11,180	6,151	176,657
Columbus	St. Marks Church (Upper Arlington)	561,732	561,732	679,993	561,732	69,000	56,367	606,398
Columbus	St. Philips Episcopal Church	268,173	268,173	285,195	208,505	29,151	27,681	236,186
Columbus	St. Stephens Episcopal Church	165,945	395,632	536,513	360,557	32,338	84,262	439,632
Columbus	Trinity Episcopal Church	310,813	507,249	591,158	510,120	58,022	170,109	710,920
Dayton	Christ Episcopal Church	282,745	544,392	561,341	487,628	65,660	40,087	513,929
Dayton	St. Georges Episcopal Church	658,123	670,892	712,440	713,388	88,603	21,346	742,483

Diocese of Southern Ohio

Financial Statistics of Congregations and Missions

Year in parentheses is last year of filing if not 2023

City	Congregation	REVENUE			EXPENSE			
		Plate & Pledge Income	Operating Revenue	Total Revenue	Operating Expense	To the Diocese	Outreach & Development	Total Expense
Dayton	St Marks Episcopal Church	145,161	161,578	171,362	115,966	13,710	7,675	123,704
Delaware	St Peters Episcopal Church	116,737	284,697	300,460	318,052	20,121	52,206	368,052
Dublin	St Patrieks Episcopal Church	488,160	496,274	517,069	549,601	84,523	10,112	569,796
Fairborn	St Christophers Church	122,228	134,241	139,185	115,368	9,807	2,000	120,312
Gallipolis	St Peters Episcopal Church	38,737	60,753	71,755	61,321	3,700	9,597	71,305
Granville	St Lukes Episcopal Church	220,538	238,143	462,946	237,503	16,473	80,130	436,484
Greenville	St Pauls Episcopal Church	54,479	61,093	63,318	47,235	3,831	6,614	53,160
Hamilton	Trinity Episcopal Church	120,139	158,860	251,573	183,432	16,375	13,019	196,519
Hillsboro	St Marys Episcopal Church	24,385	242,760	332,960	92,740	2,140	100,300	182,940
Ironton	Christ Episcopal Church	79,178	79,213	84,371	92,866	5,039	1,019	93,366
Lancaster	St Johns Episcopal Church	151,006	178,929	192,029	166,186	18,501	6,997	173,183
Lebanon	St Patrieks Church	161,582	247,020	297,192	254,541	21,155	23,322	270,962
Logan	St Pauls Episcopal Church	39,681	47,699	59,818	46,619	2,238	21,765	67,884
London	Trinity Episcopal Church	90,104	99,337	104,437	106,251	6,792	1,584	107,835
Marietta	St Lukes Episcopal Church	72,889	88,610	89,902	110,352	1,547	3,988	111,457
McArthur	Trinity Church	11,995	11,995	41,995	5,839	541	30,000	35,839
Mechanicsburg	Church of Our Saviour	25,455	31,592	39,095	37,985	940	9,171	47,371
Middletown	Church of the Ascension	82,524	95,531	104,546	116,844	8,362	0	120,044
Montgomery	St Barnabas Church	547,757	560,995	857,853	575,281	77,033	130,926	690,115
Nelsonville	Church of the Epiphany	12,526	24,568	28,091	24,691	418	4,486	29,978
New Albany	All Saints Episcopal Church	445,641	470,205	652,187	431,456	57,177	182,147	650,193
Newark	Trinity Episcopal Church	77,326	117,287	140,208	125,675	10,475	29,369	143,823
Oakwood	St Pauls Church Episcopal	374,025	610,934	684,114	610,235	75,546	33,354	640,149
Oxford	Holy Trinity Episcopal Church	255,737	280,540	362,302	288,145	25,789	88,008	379,653
Pickerington	St Andrews Episcopal Church	171,981	182,058	194,972	187,824	15,117	32,025	221,508
Piqua	St James Episcopal Church	31,244	63,007	74,712	68,211	4,667	17,996	86,127
Pomeroy	Grace Episcopal Church	38,936	63,506	63,506	52,710	2,052	11,725	56,650
Portsmouth	All Saints Episcopal Church	131,551	141,411	183,284	141,483	9,335	49,226	193,468
Springboro	St Francis Episcopal Church	75,450	86,362	104,284	88,571	4,324	19,696	109,420

Diocese of Southern Ohio

Financial Statistics of Congregations and Missions

Year in parentheses is last year of filing if not 2023

		REVENUE			EXPENSE			
City	Congregation	Plate & Pledge Income	Operating Revenue	Total Revenue	Operating Expense	To the Diocese	Outreach & Development	Total Expense
Springfield	Christ Church Episcopal	149,099	372,425	389,422	372,424	39,711	71,422	427,846
Terrace Park	St Thomas Episcopal Church	679,944	807,071	1,229,407	932,900	93,961	1,190,553	2,112,838
Trotwood	St Margarets Episcopal Church	222,565	260,000	311,822	309,622	19,034	132,946	403,923
Troy	Trinity Episcopal Church	114,185	222,043	350,134	219,456	17,052	183,365	400,756
Urbana	Church of the Epiphany	58,131	61,572	63,665	63,630	3,283	29,925	90,536
Washington Court Ho	All Saints Lutheran Episcopal Church	50,868	85,166	85,822	40,648	4,245	4,584	48,794
Waynesville	St Marys Episcopal Church	26,532	26,532	56,532	28,686	1,878	620	29,306
West Chester	St Anne Episcopal Church	493,049	496,230	496,230	475,572	68,699	13,180	475,572
Westerville	St Matthews Episcopal Church	104,352	118,005	153,237	109,041	2,000	15,935	140,260
Worthington	St Johns Episcopal Church	562,892	722,279	980,671	760,611	103,336	243,592	991,008
Wyoming	Ascension and Holy Trinity	415,773	447,261	499,239	436,593	50,845	27,786	462,569
Xenia	Christ Episcopal Church	70,146	154,394	187,290	176,522	7,256	8,711	180,064
Zanesville	St James Episcopal Church	138,562	284,893	331,471	297,832	31,064	93,897	392,219
Total		14,947,584	23,985,102	30,783,067	24,424,976	2,675,565	7,678,843	31,542,602

Diocese of Southern Ohio

Vital Statistics of Congregations and Missions

Year in parentheses is last year of filing if not 2023

— BAPTISMS —

City	Congregation	Active Members	Communicants in Good Standing	Others Active	Average Sunday Attendance	Sunday Eucharists	16 yrs and Older	Under 16 Years	Confirmed or Received
Amelia	Church of the Good Samaritan	23	22	0	14	38	3	0	0
Athens	Church of the Good Shepherd	99	34	0	27	0	1	1	0
Cambridge	St Johns Episcopal Church	24	24	0	11	0	0	1	0
Chillicothe	St Pauls Episcopal Church	64	64	0	28	0	0	0	0
Cincinnati	All Saints Episcopal Church	147	139	0	53	52	0	5	12
Cincinnati	Calvary Episcopal Church	436	436	0	93	149	0	3	0
Cincinnati	Christ Church (Glendale)	469	311	0	124	157	0	0	0
Cincinnati	Christ Church Cathedral	583	583	0	246	143	2	7	2
Cincinnati	Church of Our Saviour	98	98	0	41	47	0	0	0
Cincinnati	Church of the Advent	64	64	0	47	98	1	1	3
Cincinnati	Church of the Redeemer	804	507	0	228	51	0	15	7
Cincinnati	Grace Episcopal Church	52	51	0	14	0	0	0	0
Cincinnati	Holy Trinity Episcopal Church	11	8	0	7	0	0	0	0
Cincinnati	Indian Hill Church	216	124	0	65	45	0	1	14
Cincinnati	St Andrews Episcopal Church	102	86	0	35	0	0	2	0
Cincinnati	St James Episcopal Church	142	139	0	46	3	0	1	0
Cincinnati	St Simon of Cyrene Episcopal	56	56	0	29	0	0	0	0
Cincinnati	St Timothy's Episcopal Church	801	510	0	185	0	5	0	0
Cireleville	St Philips Episcopal Church	129	129	0	63	16	1	1	2
Columbus	St Albans Church (Bexley)	340	165	0	64	0	0	0	1
Columbus	St Edwards Church (Whitehall)	27	24	0	20	40	0	0	0
Columbus	St James Episcopal Church	120	120	0	50	99	0	3	3
Columbus	St Johns Episcopal Church	31	31	0	39	0	0	5	1
Columbus	St Marks Church (Upper Arlington)	844	295	0	137	52	0	6	0
Columbus	St Philips Episcopal Church	156	102	0	62	0	0	0	0
Columbus	St Stephens Episcopal Church	177	177	0	73	106	0	3	4
Columbus	Trinity Episcopal Church	260	237	0	104	0	2	1	8
Dayton	Christ Episcopal Church	184	184	0	73	101	0	1	2
Dayton	St Georges Episcopal Church	608	514	0	186	108	0	3	14
Dayton	St Marks Episcopal Church	63	54	0	43	54	1	0	1
Delaware	St Peters Episcopal Church	103	94	0	43	0	1	3	0
Dublin	St Patricks Episcopal Church	584	584	0	154	71	0	6	0
Fairborn	St Christophers Church	98	81	0	48	54	0	2	0
Gallipolis	St Peters Episcopal Church	47	30	0	15	35	0	0	1

Diocese of Southern Ohio

Vital Statistics of Congregations and Missions

Year in parentheses is last year of filing if not 2023

— BAPTISMS —

City	Congregation	Active Members	Communicants in Good Standing	Others Active	Average Sunday Attendance	Sunday Eucharists	16 yrs and Older	Under 16 Years	Confirmed or Received
Granville	St Lukes Episcopal Church	135	119	0	41	12	0	0	0
Greenville	St Pauls Episcopal Church	39	36	0	21	30	0	0	1
Hamilton	Trinity Episcopal Church	124	89	0	34	78	0	0	0
Hillsboro	St Marys Episcopal Church	49	30	0	26	0	0	0	1
Ironton	Christ Episcopal Church	82	59	0	32	51	0	0	2
Lancaster	St Johns Episcopal Church	78	78	0	42	22	0	0	0
Lebanon	St Patricks Church	202	130	0	62	43	1	0	0
Logan	St Pauls Episcopal Church	22	22	0	14	45	0	0	4
London	Trinity Episcopal Church	50	50	0	22	53	1	0	2
Marietta	St Lukes Episcopal Church	64	64	0	37	87	2	1	3
McArthur	Trinity Church	5	3	0	5	29	0	0	0
Mechanicsburg	Church of Our Saviour	78	54	0	34	0	4	3	2
Middletown	Church of the Ascension	140	59	0	24	0	0	0	0
Montgomery	St Barnabas Church	503	451	0	177	50	0	8	17
Nelsonville	Church of the Epiphany	11	10	0	10	21	0	0	0
New Albany	All Saints Episcopal Church	688	192	0	130	51	4	0	0
Newark	Trinity Episcopal Church	76	76	0	33	0	0	1	0
Oakwood	St Pauls Church Episcopal	331	136	0	59	36	0	0	0
Oxford	Holy Trinity Episcopal Church	155	120	0	51	2	1	0	0
Pickerington	St Andrews Episcopal Church	224	224	0	60	55	0	0	9
Piqua	St James Episcopal Church	36	36	0	21	18	0	0	0
Pomeroy	Grace Episcopal Church	39	15	0	12	0	0	2	0
Portsmouth	All Saints Episcopal Church	140	119	0	39	0	1	0	2
Springboro	St Francis Episcopal Church	57	57	0	23	0	0	2	0
Springfield	Christ Church Episcopal	125	79	0	32	52	0	0	2
Terrace Park	St Thomas Episcopal Church	1,556	1,431	0	204	87	1	4	0
Trotwood	St Margarets Episcopal Church	189	189	0	58	51	2	0	7
Troy	Trinity Episcopal Church	81	62	0	39	2,045	2	0	2
Urbana	Church of the Epiphany	52	52	0	34	54	2	0	3
Washington Court Ho	All Saints Lutheran Episcopal Church	48	29	0	16	0	0	0	0
Waynesville	St Marys Episcopal Church	17	17	0	11	49	0	0	0
West Chester	St Anne Episcopal Church	388	388	0	135	34	0	3	4
Westerville	St Matthews Episcopal Church	120	118	0	43	52	0	1	8
Worthington	St Johns Episcopal Church	464	353	0	145	53	0	8	11

Diocese of Southern Ohio

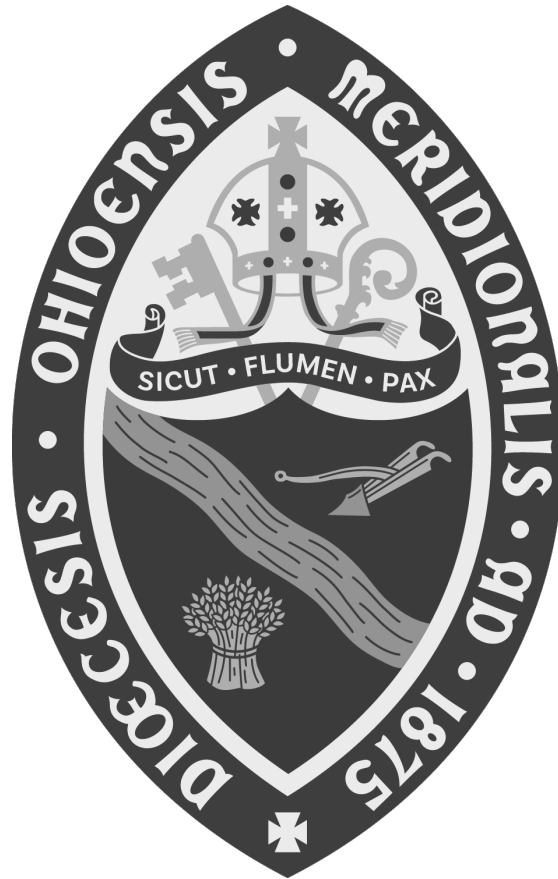
Vital Statistics of Congregations and Missions

Year in parentheses is last year of filing if not 2023

— BAPTISMS —

City	Congregation	Active Members	Communicants in Good Standing	Others Active	Average Sunday Attendance	Sunday Eucharists	16 yrs and Older	Under 16 Years	Confirmed or Received
Wyoming	Ascension and Holy Trinity	319	318	0	101	53	0	5	0
Xenia	Christ Episcopal Church	98	66	0	25	52	0	0	0
Zanesville	St. James Episcopal Church	67	67	0	48	126	2	6	0
Total		14,814	11,475	0	4,367	4,910	40	115	155

The Constitution and Canons of the Episcopal Church in the
Diocese of Southern Ohio



2024

Constitution of the Episcopal Church in Southern Ohio

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Article I

Acceding to the General Convention

This Diocese shall be known as the Diocese of Southern Ohio and, as now constituted, embraces territorially all that part of the State of Ohio lying south of the northern boundary of the counties of Belmont, Guernsey, Muskingum, Licking, Delaware, Franklin, Madison, Champaign, Miami and Darke; and, as a constituent part of the Protestant Episcopal Church in the United States of America, it agrees to be bound by and exist under the Constitution and Canons of that Church, and acknowledges their authority accordingly.

Article II

The Election and Authority of a Bishop

Section 1. The election of a Bishop, of a Bishop Coadjutor or a Suffragan Bishop, for this Diocese shall be made at an Annual session of the Convention, or at a Special session called for that purpose, provided not fewer than sixty days before the time of such Annual or Special meeting a notice be sent in writing by the Secretary of the Standing Committee to every Episcopal Clerical member of the Convention and to every Congregation canonically in union with this Diocese.

The election shall be by concurrent vote of the Episcopal Clergy and Laity, voting by Orders, a majority in each Order on the same ballot being necessary to an election.

Section 2. The Bishop is the Ecclesiastical Authority of this Diocese, except as otherwise provided.

Section 3. There may be a Bishop Coadjutor as provided in the Canons of the General Convention, whom the Bishop, in case of absence or indisposition, may designate as the Ecclesiastical Authority of this Diocese.

Section 4. There may be a Suffragan Bishop in accordance with the Canons of the General Convention, whom the Bishop, or Bishop Coadjutor, in case of their absence or indisposition, may designate as the Ecclesiastical Authority of the Diocese. Upon the death or during the disability or absence of a Bishop (and in the event that there is no Bishop Coadjutor) and upon vote of the Convention, a Bishop suffragan of the Diocese may be placed in charge of the Diocese and become temporarily the Ecclesiastical Authority thereof until such time as a new Bishop shall be chosen and consecrated. "Absence" of a Bishop shall include any period of time following the effective date of resignation of a Bishop (in the event that there is no Bishop Coadjutor) and before the election and consecration of a new Bishop.

Section 5. The Bishop is the Chief Pastor of the Diocese and may officiate in the offices of the Church within any Congregation or elsewhere in this Diocese. The Bishop Coadjutor and the Suffragan Bishop, if there be such, shall have similar right to officiate.

Section 6. The Bishop is the Ordinary of all religious or benevolent organizations of the Church within this Diocese, and as such may attend and preside at any of their meetings, and has appellate jurisdiction over their proceedings, as far as is consistent with the law of the State.

Section 7. Whenever the Bishop shall issue a Pastoral Letter and so requests, it shall be the duty of every Minister in charge of a Congregation to read it to that Congregation on some

occasion of public worship on a Lord's Day, not later than one month after it has been received. The Minister in charge may also cause copies of the same to be distributed to the members of that Congregation.

Section 8. All controversies between the Rectors of two or more Congregations, or between a Congregation or its Vestry and its Rector, or between persons adversely claiming to be Vestry members of a Congregation, shall be referred to the Ecclesiastical Authority for adjudication.

Article III

The Annual Sessions of the Convention and Quorum

Section 1. There shall be a Convention of the Church in the Diocese which shall be the chief governing body of the Diocese and which shall hold at least one session each year. The Annual session of the said Convention shall be convened on the second Friday in November, or at a time to be set by the Bishop of the Diocese, with the advice and consent of the Standing Committee, unless otherwise ordered by a previous Annual session of the Convention, or as provided in Section 2 of this Article.

Section 2. For any sufficient cause, occurring after the designation of the place of the session, the Ecclesiastical Authority may change the time and place of such session.

Section 3. Notice of the meeting of the Convention shall be given as provided in the Canons.

Section 4. The presence of the Bishop, or the Bishop Coadjutor, or the Suffragan Bishop, if there be a Bishop, or a Bishop Coadjutor, or a Suffragan Bishop, and thirty of the Clergy entitled to seats in the Convention, and of Delegates from one-third of the Congregations in canonical union with this Diocese, taken together, shall be necessary for the transaction of business, but a smaller number may adjourn from day to day. In the event that both the Bishop and Bishop Coadjutor, if there be one, are prevented by illness, or other emergency, from attending the Convention, the Standing Committee may so certify to the Convention, and in such a case the presence of the Bishop, or the Bishop Coadjutor, if there be one, shall not be necessary for the transaction of business.

Article IV

The President of the Convention

The Bishop, or at the Bishop's request, the Bishop Coadjutor shall be President of and preside in the Convention, and shall open it, or cause it to be opened with prayer. If there be no Bishop present, the Convention shall be called to order by the Secretary, and shall elect a President from among its voting members.

Article V

The Secretary of the Convention

The Secretary of the Convention shall be appointed by the Bishop, subject to the approval of the Convention. The Secretary's duties shall be as set forth in the Canons. The Secretary may appoint any necessary Assistant Secretaries.

Article VI

Members of the Convention

Section 1. The Convention shall be composed of Clergy and Lay Delegates. The Bishop or Bishops and every Minister of the Diocese canonically resident shall be members of this Convention.

In addition, ordained Ministers of other denominations who, with written permission of the Bishop and the Standing Committee, serve as Pastors in Congregations of this Diocese shall be members of this Convention.

Each Congregation in canonical union with this Diocese shall be entitled to one or more Lay Delegates as specified in the Canons. All Congregations shall be entitled to elect the same number of Alternates as Delegates.

The Lay Members of the Standing Committee, the Lay Members of Diocesan Council, the Lay Deputies to General Convention, the Trustees of the Diocese, the Chancellor of the Diocese, the Treasurer of the Diocese, and the members of the Executive Board of the Episcopal Churchwomen of the Diocese shall be accorded seat and voice, but not vote, at all sessions, Annual and Special, of the Convention.

Section 2. The Clergy and Lay Delegates in Convention shall deliberate in one body and shall vote as such on all questions not otherwise provided for, except when a vote by Orders is called for by eight members. On every question, unless otherwise provided, the votes of the majority of those present and voting, or, if the voting be by Orders, the votes of the majority of those present and voting in each Order shall decide. In such case, the concurrence of both Orders shall be necessary. When a vote by Orders is called for, each Cleric and Lay Delegate shall have one vote.

Article VII

Special Sessions of the Convention

The Bishop or the Bishop Coadjutor shall have power to call Special sessions of the Convention when the Bishop may judge it important for the good of the Church, or when applied to for that purpose by the Standing Committee; and in case of a vacancy in the Episcopate, or the continued absence of the Bishops from the Diocese for six months, the Standing Committee shall have power to call a Special session of the Convention, and shall also do so, if applied to for that purpose by any five Presbyters or Vestries of the Diocese.

Article VIII

The Standing Committee

Section 1. The Standing Committee, which shall be the Council of Advice to the Bishop in charge of the Diocese, shall consist of three Clergy canonically and actually resident in the Diocese and of three lay persons, each of whom is a member in good standing in a Congregation in canonical union with the Diocese. Two members, one Clergy and one a Lay Person, shall be chosen at each Annual session of the Convention for a term of three years. No person may be elected for more than two (2) consecutive full terms. The officers of said

Committee, required by the Canon of the General Convention, shall be elected annually by the Committee at their first meeting after the Diocesan Convention. At all meetings a majority of the members shall constitute a quorum.

It shall be the duty of the Secretary of the Committee to keep a faithful record of all proceedings in a book maintained for that purpose, to preserve the originals of all papers or letters addressed to the Committee, to attest to the Committee's acts, and to deliver to his successor all books and papers which by virtue of his office have been committed to him. The minutes of the Committee, and all papers in its custody or control relative to the Church, shall be subject to the examination of the Bishop and the Convention.

A vacancy occurring in the Committee may be filled by a vote of the remaining members by electing a person to serve until the next Annual session of the Convention of the Diocese, at which time the Convention shall chose a person to fill the unexpired term.

Section 2. when the Diocese is without a Bishop, or in the case of the inability to act of the Bishop and the Bishop Coadjutor, if there be one, and the Suffragan Bishop, if there be one, the Standing Committee shall be the Ecclesiastical Authority for all purposes declared in the Canons of the General Convention and of this Diocese. In the case of the absence from the Diocese of the Bishop and the Bishop Coadjutor, if there be one, and the Suffragan Bishop, if there be one, the Standing Committee, if authorized so to act under the Episcopal hand and seal, shall in like manner be the Ecclesiastical Authority.

Article IX

Election of Deputies to General Convention and Members of Standing Committee

Deputies to General Convention and members of the Standing Committee shall be elected by joint ballot of the Clergy and Laity and a majority of those present and voting shall be required for an election. In case of a failure or omission to elect such Deputies or members of the Standing Committee, the persons last elected shall continue to serve until others are chosen. If, after four (4) ballots, the election of Deputies to General Convention or members of the Standing Committee has not been completed, the positions still vacant may be filled by a plurality vote, if authorized by three-fourths (3/4) of the members of the Convention present and voting. Election by ballot may be dispensed with by a unanimous vote of the Convention. Alternate Deputies shall be elected as provided for in the Canons.

Article X

Suspension or Dissolution of a Congregation

Any congregation may be suspended from the right of representation in the convention, or its connection with the diocese may be wholly dissolved by a vote of two-thirds of each order, whenever the same be deemed conducive to the interests of the Church. Any Congregation which has not paid its full assessment for the preceding calendar year by the earlier of (i) June 30 of any year or by (ii) the seventh day before the scheduled date for the Annual meeting of the Convention in such year, shall, ipso facto, be deprived of Lay representation in that year's Convention unless excused by vote of the Convention.

Article XI

Amending the Constitution

A proposition for amendment shall be laid before an Annual session of the Convention in writing, and, if approved by a majority vote of the Convention, shall lie over until the next Annual session of the Convention; and if then adopted by two-thirds (2/3) of the total vote of the Clergy and Laity voting on the question, the proposed amendment shall become part of the Constitution, effective immediately or at the time specified in the amendment.

The Canons of the Episcopal Church in The Diocese of Southern Ohio

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As Amended and Ratified by the 1976, 1977, 1978, 1981, 1982, 1983, 1984, 1985, 1986, 1987, 1988, 1989, 1990, 1991, 1993, 1994, 1995, 1996, 1997, 1998, 1999, 2000, 2001, 2002, 2003, 2004, 2010, 2020, 2022, and 2024 Diocesan Conventions.

Preliminary Canon

Definition of Terms

Assessment: The annual financial contribution required from a Congregation for the support of the mission and ministry of the Diocese. Alternatively called the “Mission Share.”

Appellate Jurisdiction: relating to appeals; having the power to review the judgment of another tribunal.

Bishop Coadjutor: A Bishop (helper to the Diocesan) with automatic right to succeed when the Diocesan retires or dies. Must be elected. (Sometimes known as the Bishop Elect.)

Bishop Nominating Committee: The Committee described in Canon III.10

Bishop Suffragan: A Bishop, assistant to the Diocesan, who does not have the right of succession. Must be elected.

Canonical: in accordance with the Canons of the Diocese and/or the Episcopal Church. Eg: Clergy canonically resident in the Diocese.

Canonical Certificate: (Letters Dimissory). An official letter, signed by the Bishop, authorizing the transfer of Clergy to another Diocese.

Chapel: A regular group of worshipers who meet in an institutional, recreational, or retreat setting.

Chaplain: May be either ordained or Lay, as is the case in the National Board of Examining Chaplains.

Church (or Episcopal Church): The Protestant Episcopal Church in the United States of America otherwise known as The Episcopal Church.

Clergy: Persons canonically ordained Bishop, Priest, or Deacon in The Episcopal Church.

Congregation: An organized body of believers, in a particular locality, in union with the Convention who worship in accord with the Constitution and Canons of the Episcopal Church and this Diocese. “Congregation” includes within its meaning, “Mission” and “Parish,” unless in the particular context “Mission” or “Parish” is used to denote a particular status.

Congregation not in Good Standing: A Congregation which shall have failed to prepare and submit a Parochial Report, and or secure an annual audit as required by Canon XVI, Section 18.

Convention: The official Annual Meeting of the legislative body of the Diocese, convened to adopt the Budget for the coming year, and to initiate and/or approve recommended programs and policies of the Diocese. Special Conventions may be called for specific purposes (Constitution VII). Members of the Convention are all the Clergy canonically resident in this Diocese together with the duly elected or appointed Lay Delegates from each Congregation in union with this Diocese.

Diocesan: The Bishop of the Diocese. (cf. “Ordinary”).

Diocese: A geographical unit in the Church, always under the supervision of a Bishop, or other Ecclesiastical Authority.

Division, Vote By: Affirmative voters rise to be counted, then Negative voters rise to be counted. Used when voice vote is not conclusive.

Ecclesiastical Authority: Authority relating to the Church, especially a formal and established institution. The Bishop of the Diocese or in the absence of the Bishop, the Bishop Coadjutor if there be one, or the Bishop Suffragan if there be one, or in the absence of all Bishops, the Standing Committee of the Diocese.

Generic Terms: any word or term used in these Canons that has an inherent connotation of gender (i.e. “he”, “Clergyman”, “Layman”) shall be understood to be equally applicable to men and women.

Ipsa facto: by the very nature of the case; by the fact itself.

Journal: The Diocesan Journal, published yearly, containing three parts:

- Annual reports of Diocesan Staff, Committees, Commissions, Task Forces, etc., as well as reports from affiliated organizations and institutions.
- In addition, a Pre-Convention document is published, containing information about the business which will be presented to the Delegates for action at the Convention (Slate of Nominees, Report of the Resolutions Committee, the Budget, etc.)
- The official record, certified by the Secretary and the Bishop, of: The Minutes of the Annual Convention; Clergy listings, Diocesan Officers, Diocesan Statistics; deputies to the General Convention and to the Provincial Synod; and the names of the elected or appointed members of the Committees and Commissions.

Members: All persons who are members of this Church pursuant to the Canons of the Episcopal Church and who are enrolled within a congregation of this Diocese are members of the Episcopal Church within this Diocese.

Mission: A Congregation that has become certified as a Mission pursuant to Canon XVI, Section 16; or a Parish that has been certified as a Mission pursuant to Canon XVI, Section 17 subsections (b) and (c).

Mission Council: Persons elected by a Mission to fulfill the duties specified in Canon XVI.

Mission Share: The annual financial contribution required from a Congregation for the support of the mission and ministry of the Diocese. A Mission Share is an Assessment as that term is used in Article X of the Constitution of the Diocese.

Mission Station: A regular group of worshippers who may or may not seek to become an organized Mission.

Notification of Congregations: in the following order: the Rector, if there be one; the Vicar, if there be one; the Priest or Minister-in-Charge, if there be one; the Senior Warden.

Notification of Vestries: A document or the formal notice of some event, sent to the Senior Warden of a Congregation for presentation to the Vestry.

Orders, Vote by: Clerical and Lay votes counted by different sets of Tellers, and the results reported separately.

Ordinary: The Bishop of the Diocese; a prelate exercising jurisdiction over a specified territory or group. (cf. Diocesan).

Parish: A Congregation that has been certified as a parish pursuant to Canon XVI, Section 17 (a).

Presbyter: An ordained Priest in the Episcopal Church.

Priest-in-Charge: A duly ordained Priest serving in a Congregation by appointment of the Bishop.

Regional Disciplinary Board: The Regional Disciplinary Board established by the Regional Disciplinary Board Compact.

Regional Disciplinary Board Compact: That certain Regional Disciplinary Board Compact, effective as of January 1, 2021, by and among the Dioceses of The Episcopal Church for Northwestern Pennsylvania, Ohio, Pittsburgh, Southern Ohio, Western New York, and West Virginia, to establish and maintain the Regional Disciplinary Board, on the terms and conditions set forth in the Compact, as it may be modified, supplemented, amended and/or restated from time to time in accordance with its terms.

Rector: A duly ordained Priest who has been called by the Vestry of and regularly settled in a Parish.

Secretary of the Diocesan Convention: Fulfills those functions required by Canon and may, at its vote, serve as Secretary of Council. The Secretary is a member of Diocesan Staff but is not necessarily an employee of the Diocese.

Special Sessions, Notice of: Notice to be sent at least sixty days in advance to all Clergy canonically resident in the Diocese and to all Congregations in union with the Diocese. (Constitution, Articles II and VII)

Standing Committee: Council of Advice to the Bishop, Ecclesiastical Authority of the Diocese when the Diocese is without a Bishop. (Constitution, Article VIII and Canon VII.)

Trustees of the Diocese: Officers of the Corporation, which has the same name, charged with the handling of Diocesan funds and property. (Canon XI).

Vestry: Persons elected by a Parish to fulfill the duties specified in Canon XVI.

Vicar: A duly ordained Priest or Deacon, appointed by the Bishop to be in charge of a Mission and who serves at the pleasure of the Bishop.

Viva voce: word of mouth, voice vote.

The Canons of The Diocese of Southern Ohio

Canon I The Seal of the Diocese

Authenticate Official Acts

The Official Seal of the Diocese shall be in accordance with the design described as follows: “Around the rim run the words ‘The Seal of the Diocese of Southern Ohio’, in Latin. In the body are the usual key and crosier, surmounted by a mitre; Beneath, on a scroll, is the legend *Sicut flumen pax*”*. On a shield below, the field is green. Diagonally across it runs a silver stream, representing the river from which both the State and the Diocese take their name. To the lower left of the stream is a golden sheaf, taken from the State coat-of-arms; To the upper right of the stream is a plough in proper color as the emblem of Cincinnati, and the same shall be used to authenticate all official acts of the Bishop or of the Convention.

*Isaiah 48:18 (Vulgate) *Utinam attendisses mandata mea: facta fuisset sicut flumen pax tua, et iustitia tua sicut gurgites maris.* “O that thou hadst hearkened to my commandments! Then had thy peace been as a river, and thy righteousness as the waves of the sea.” (AV)

Canon II List of Clergy of the Diocese

List to be prepared by Ecclesiastical Authority

Section 1. The Ecclesiastical Authority shall prepare, or cause to be prepared, a list of all the Clergy canonically resident in the Diocese with their respective duties and places of residence.

List to be recorded

Section 2. Such list shall be recorded by the Secretary of the Convention.

Record to be kept of canonical certificates

Section 3. The Secretary of the Convention shall record all canonical certificates concerning the election or institution of Ministers; provided, that the same be accompanied by the certificate of the Ecclesiastical Authority that the same person so chosen to any Congregation in this Diocese is a qualified minister of this Church.

Certificate of reception to be recorded.

Section 4. (a) when Letters Dimissory shall have been accepted, the Clergy received shall procure from the Ecclesiastical Authority a certificate that they have been received into the Diocese in compliance with the Canons of the General Convention. Said clergy shall cause such certificate to be delivered to the Secretary of the Convention, who shall record the same.

Ecclesiastical Authority to certify names of Clergy received into the Diocese and Clerical Changes

(b) The Ecclesiastical Authority shall also certify in writing to the Secretary, to be duly recorded, the names of all Clergy who shall, by ordination or in some other mode than as above specified, become canonically resident within the Diocese, to be duly recorded; and shall also certify to the Secretary the names of all Clergy deceased, transferred, deposed, suspended or resigned, in order that such names may, in the first three cases, be stricken from the record; and in the

last two, that a minute of the sentence or fact be made.

List to be entered upon the Journal

(c) A copy of such list shall be given to the Committee on Credentials prior to the opening of the Convention, and shall be entered upon the Journal.

Such record admitted as evidence in all trials, etc.

(d) Such record, or copy thereof, or of such part thereof as may relate to the matter in question, duly attested by the Secretary, and the Seal of the Diocese, shall be admitted in evidence upon all proceedings or trials under any law or Canon in force in this Diocese.

Canon III The Convention

Call of the Convention by a written or printed notice

Section 1. Unless it be otherwise directed by the Convention the mode of giving notice of the meeting of the Convention shall be by printed or written notice, naming the time and place thereof, with the signature of the Secretary, sent by mail to all Clergy canonically resident in the Diocese, and to each Congregation, at least thirty days before the time appointed; the notice of the Special Sessions of the Convention shall be sent as required by Articles II and VII of the Constitution.

Organizing the Convention

Section 2. The Convention shall be organized in accordance with the Constitution and the Rules of Order.

List of Clergy entitled to seats

Section 3. Prior to any session of the Convention of the Diocese, the Ecclesiastical Authority shall prepare, or cause to be prepared, a list of Clergy entitled to seats in the Convention. The Ecclesiastical Authority shall cause such list, or a copy thereof, to be authenticated by the Ecclesiastical Authority and filed with the Secretary not later than the seventh day prior to the date of the session. The Secretary shall record such list.

Clergy serving or residing within the Diocese who are not canonically resident in the Diocese shall be accorded seat and voice, but not vote, at all sessions, Annual and Special, of the Convention.

Lay Delegates and their right to seats

Section 4. (a) Each Congregation that has paid its annual Diocesan Assessments as provided in Article X of the Constitution shall be entitled to seat, voice and vote as follows:

1. Each mission - two lay delegates
2. Each parish - four lay delegates

Lay representation from each congregation shall be selected for the full convention year. No Lay Delegate shall be entitled to a seat in the Convention unless that person be confirmed or received and a member in good standing in the Congregation from which he or she is elected.

Election of Lay Delegates

(b) The time, place and manner of holding an election of Lay Delegates and Alternate Delegates, and the notice for holding the same, shall be fixed by rules or Bylaws made by the Vestries or Mission Councils of Congregations, or by the Lay members of the same duly qualified at a meeting duly convened, provided that such election be held during the first four months of the calendar year. The Delegates so elected shall assume their duties at the next Annual Convention. No member of the Church in this Diocese shall be a voting member of more than one (1) Congregation in this Diocese for the purpose of electing Delegates to the Diocesan Convention.

Controversies in any such election shall be resolved by the Vestry or governing body of that Congregation or Fellowship in consultation with the Chancellor of the Diocese.

Report to the Secretary of the Convention

Section 5. In order to compile the list of Lay and Alternate Delegates for use in the organization of the Convention, it shall be the duty of the Clerk or Secretary of the Congregation to report the names of such Delegates to the Secretary of the Convention immediately after the choices are made.

Convention to decide contested seats

Section 6. No other certificate or evidence of the election of a Lay Delegate as required in Section 4 shall be required, and Lay Delegates duly certified above shall be entitled to seats until further action of the Convention.

Copy of these Sections to be sent

Section 7. A copy of Sections 4, 5, 6 of this Canon shall be transmitted by the Secretary of the Convention to the Rector, Vicar, Priest-in-Charge and Vestry or governing body of every Congregation.

Secretary of the Convention

To give due notice of meeting of Convention

Section 8. (a) In addition to the offices and duties elsewhere specified, it shall be the duty of the Secretary of Convention to give notice of any meeting of the Convention, in a written or printed letter transmitted by mail to all Clergy canonically resident in the Diocese and/or licensed to officiate in the Diocese and to every Congregation at least thirty days before the time appointed. This letter shall contain a notice of the time and place of holding the Convention, a printed copy of Sections 4, 5, 6, and 7 of this Canon relating to the appointment of Lay Delegates, and a form of certificate of their election.

To distribute schedule of unfinished and new business

(b) The Secretary shall have printed and distributed with the notice of the session of the Convention, a schedule of unfinished business and any new business to be presented to the Convention of which previous notice may have been given to the Secretary.

To transmit certain documents to the Diocesan Convention

(c) The Secretary shall have previously printed the reports of Officers and Committees to be presented to the Convention, when copy of such reports shall have been submitted to

the Secretary in time to be included in Part I of the Diocesan Journal in advance of the Pre-Convention meetings. Such printed copies shall, if possible, be sent to each member and member-elect of the Convention.

To notify those elected or appointed

(d) The Secretary shall notify all Officers and Committees of their election or appointment within thirty days after the adjournment of the session of the Convention.

To transmit documents to General Convention

(e) The Secretary shall transmit to every General Convention, in addition to the documents mentioned in the Canons of the General Convention, a signed certificate of the appointment of Clerical and Lay Deputies.

To transmit copies of the Journal

(f) The Secretary shall transmit annually a copy of the Journal of the Diocesan Convention to the Secretary of the House of Deputies of the General Convention and to such Bishops of the Church and Secretaries of the Diocesan Convention or Convocations thereof as may request copies.

Voting by orders in Election of a Bishop and other business

Section 9. (a) In the election of a Bishop, voting by Orders shall be by secret written ballot and shall proceed as set forth in Article II of the Constitution.

(b) In other business, when a vote by Orders is called for by any eight (8) members (representing two (2) or more different Congregations), on any measure proposed for adoption by the Convention, voting will be by Orders. Voting need not be by secret written ballot but will be by any method specified by the President of the Convention.

Bishop Nomination Process and Transition Committee

Section 10. (a) In the election of a Bishop, all candidates for Bishop must be nominated through either: (i) the Bishop Nominating Committee in respect of such election, as described in Section 10(c), or (ii) the petition process, as described in Section 10(d). No nominations for Bishop will be permitted from the floor of an electing convention. All nominees for Bishop are subject to the approval of the Standing Committee, in the discretion of the Standing Committee, whether nominated through the Bishop Nominating Committee or by petition.

(b) All nominees for election as Bishop must, at a minimum, meet the qualifications for Bishop established by the Constitution and Canons of The Episcopal Church and any additional qualifications established by the Standing Committee in advance of the appointment of the Bishop Nominating Committee in respect of such election.

(c) When the need arises to elect a Bishop, the Standing Committee will establish, charge and appoint the members of an ad hoc Bishop Nominating Committee in respect of such election.

(i) The Bishop Nominating Committee will consist of a number of persons determined by the Standing Committee, but not fewer than 12, at least one third of whom are members of the Clergy, including at least one representative from the order of priests and one representative from the order of deacons. In addition, the Bishop Nominating

Committee shall include a non-voting chaplain. The members of the Bishop Nominating Committee will be selected and appointed by the Standing Committee following an application process open to all members of the Clergy and the laity of the Diocese. Members of the Bishop Nominating Committee will serve at the pleasure of the Standing Committee.

(ii) The Bishop Nominating Committee will be responsible for all of the following, in addition to any other matters as may be determined by the Standing Committee: composing the diocesan profile (after soliciting advice from the Clergy and the laity of the Diocese), making the diocesan profile available to potential candidates for the position of Bishop, receiving applications, discerning the candidates for Bishop who are likely to best serve the Diocese, and presenting a slate of qualified candidates for nomination and election at Convention. The Bishop Nominating Committee will provide periodic updates to the Standing Committee.

(iii) The Standing Committee will designate a member of the Bishop Nominating Committee to serve as the chairperson of the Bishop Nominating Committee, with the authority to call, convene and conduct meetings of the Bishop Nominating Committee. The Bishop Nominating Committee may act by a majority of its members at a meeting or by a writing or writings signed by all of its members. Meetings of the Bishop Nominating Committee may be held in person or by means of any communications equipment that allows all persons participating in the meeting to contemporaneously communicate with each other, and participation in any such meeting by means of such communications equipment constitutes presence at the meeting. The Standing Committee may establish other rules, processes and procedures for the governance and the conduct of the affairs of the Bishop Nominating Committee.

(d) When the need arises to elect a Bishop, the Standing Committee also will establish a process for petition nominees for Bishop in respect of such election.

(i) Each petition nominee must be co-nominated by at least (A) a number determined by the Standing Committee, but not fewer than six, of canonically resident Clergy who are, as of the time the completed petition is submitted to the Standing Committee, eligible to vote at the Convention, and (B) a number determined by the Standing Committee, but not fewer than six, of laity who are, as of the time the completed petition is submitted to the Standing Committee, delegates to the Convention and eligible to vote at the Convention. Not more than one of the required minimum number of nominators may be from the same congregation.

(ii) All petition nominees must meet the minimum qualifications for Bishop described in Section 10(b), as determined by the Standing Committee.

(iii) The Standing Committee may require such information from a petition candidate as it determines, including but not limited to, statements of interest, resumes, character references, and written responses to questions posed by the Standing Committee. The Standing Committee may seek the assistance of the Bishop Nominating Committee in the evaluation of any petition nominee.

(iv) An individual who applied through the Bishop Nominating Committee process but was not recommended for nomination by the Bishop Nominating Committee is disqualified from being a petition nominee.

(e) The Standing Committee may establish rules, processes, procedures and timelines for

the nomination of candidates in the election of a Bishop in addition to those set forth in this Section 10 but not inconsistent with the provisions of this Section 10.

(f) The Standing Committee may establish, charge and appoint the members of a transition committee in anticipation of the arrival of a newly elected Bishop.

Canon IV Deputies and Alternate Deputies to the General Convention

Deputies to be chosen

Section 1. At the annual Convention in the second year before each regular meeting of the General Convention, Clergy and Lay persons shall be elected as Deputies to represent the Diocese at the General Convention in the number prescribed by the Constitution of the General Convention.

- (a) Each Clerical Deputy shall be an ordained priest or deacon canonically resident in the Diocese.
- (b) Each Lay Deputy shall be an adult communicant in good standing (as defined in the Canons of the General Convention) of a congregation of the Diocese.
- (c) Deputies shall be elected by joint ballot of the Clergy and Laity, and a majority of those present and voting shall be required for election as required by Article I the Constitution and in accordance with the Rules of Order for the Convention.
- (d) Deputies shall hold office until their successors shall have been elected and qualified except as indicated below.

Alternate Deputies to be chosen

Section 2. After the election of Deputies is completed, the same number of Alternate Deputies shall be elected from each Order in a single separate ballot from among the candidates who were not elected as Deputies. Individuals that withdraw from the election for Deputy after the first ballot for Deputies may be candidates for Alternate Deputy.

- (a) Candidates for Alternate Deputies shall be ranked in the order of the total number of votes that they receive.
- (b) In the single ballot for Alternate Deputies, as to candidates from each Order, voters shall cast no more votes than the number of Alternate Deputies to be elected from each Order.
- (c) A majority vote shall not be required for election of Alternate Deputies.
- (d) Alternate Deputies from each Order shall be elected according to the total number of votes cast for each candidate. Any vacancies occurring among the Deputies, Clerical or Lay, shall be filled by advancing into the list of Deputies the name highest on the list of Alternate Deputies of the same Order, in order of the highest number of votes cast.

Deputies to signify inability to attend

Section 3. If any Deputy be unable to attend, he or she shall notify the Secretary; and in such case, or in the case of vacancy, the Secretary of Convention shall designate from the

list of Alternate Deputies, in the order of their record on the Journal, so many as may be necessary to insure as far as practicable, a full representation of the Diocese.

In the event that sufficient Alternate Deputies are not available, the Diocesan Council shall elect a sufficient number of persons from the appropriate Order to complete the deputation, or if the Bishop determines that is not possible, the Bishop shall appoint such persons from the appropriate Order as the Bishop deems fit to complete the deputation.

Canon V Deputies and Alternate Deputies to the Provincial Synod

Deputies to be appointed by the Bishop

Section 1. (a) At the Annual Session of the Convention, the Bishop shall nominate the appropriate number of Deputies to the Provincial Synod, as recommended by the Synod. These Deputies, with the Bishop, shall represent this Diocese in the Provincial Synod.

These nominations shall be confirmed by the Convention. These Deputies shall continue in office for one year or until their successors are nominated and confirmed.

Qualifications

(b) The Clerical Deputies shall be Presbyters or Deacons, canonically resident in the Diocese, and the Lay Deputies shall be confirmed or received and communicants in good standing in some congregation of the Diocese.

Alternate Deputies

Section 2. The Convention, in like manner, shall confirm the naming of the same number of Alternate Deputies. The names of the Deputies and Alternate Deputies shall be entered upon the Journal.

Vacancies

Section 3. Any vacancies occurring among the Deputies, Clerical or Lay, shall be filled by advancing into the list of Deputies the name highest on the list of Alternate Deputies of the same Order.

Canon VI Officers of the Diocese

Treasurer of the Diocese

Section 1. (a) There shall be a Treasurer of the Diocese, nominated by the Bishop, and elected by the Convention.

To receive and disburse money

(b) It shall be the duty of the Treasurer, or persons designated by the Treasurer, to receive and disburse money collected under the authority of the Convention.

Funds to be deposited

(c) All funds received by the Treasurer shall be deposited in a bank or trust company approved by the Finance Committee. Checks against such funds shall be signed or countersigned by a

person or persons duly authorized by the Finance Committee.

To be bonded

(d) The Treasurer shall be bonded in such amount and by such bonding company as may be approved by the Finance Committee.

Accounts to be rendered

(e) The Treasurer's accounts shall be rendered annually to the Convention and shall be examined by an Auditor appointed by the Finance Committee.

May be removed

(f) The Treasurer may be removed from office at any time by the Standing Committee, acting by and with the advice and consent of the Bishop, for any neglect, misconduct, or incapacity. In the event of such removal, or in case of infirmity, or of death, the Standing Committee may, with the advice and consent of the Bishop, choose a successor who shall hold office, under the same terms as the predecessor, delivering to said successor all monies, credits, accounts, papers and books, until the next Annual session of the Convention when the Convention shall elect a Treasurer.

Chancellor of the Diocese

Bishop may appoint

Section 2. The Bishop, with the approval of the Standing Committee, may appoint a person learned in the law, as Chancellor of the Diocese, who shall be entitled, ex-officio, to a seat and voice in all sessions of the Convention; and to continue in office until death, or resignation, or revocation of appointment by the Bishop. The Chancellor, if an ordained person, must be canonically resident in this Diocese. If a Layperson, such person must be a member in good standing of some Congregation in this Diocese.

Registrar of the Diocese

Section 3. (a) There shall be a Registrar of the Diocese, nominated by the Bishop and elected by the Convention.

(b) The Journals, files, papers, reports, and other documents which, under the Canons or otherwise, shall become the property of this Convention, shall be committed to the keeping of the Registrar.

Shall procure and preserve documents, etc.

(c) It shall be the duty of the Registrar to procure all such Journals, files, papers, reports, copies of charters and acts of incorporation of Churches, and other documents as may be of value in the history of this Diocese; to arrange, label, file, index and otherwise put in order and provide for the safe keeping of the same and all such others as may hereafter come into possession of the Registrar, in some safe and accessible place of deposit; and to hold the same under such regulations and restrictions as the Convention may, from time to time, provide.

To record

(d) It shall be the Registrar's duty also to prepare and to preserve, in a proper Registry book,

a record of the ordination and consecration of the successive Bishops of the Diocese, designating accurately the time and place of the same, with the names of the ordaining and consecrating Bishops, and of the others present and assisting; to record a list of all the Presbyters and Deacons, and the dates of their connection with this Diocese, and to acquire copies of the charters and acts of incorporations of Congregations in the same, with such additional facts as may be worthy of preservation in the archives of this Diocese.

Shall make an annual report

(e) The Registrar shall make a report in writing at each Annual session of the Convention, which report shall be printed in the Journal.

The Historiographer of the Diocese

Bishop may appoint

Section 4. The Bishop, with the approval of the Standing Committee, may appoint a person qualified for the purpose, as Historiographer of the Diocese, whose duty shall be, to keep and preserve in suitable form a record of the important events pertaining to the history of the Diocese, and who shall continue in office until death, or resignation, or revocation of appointment by the Bishop. The Historiographer, if an ordained person, must be canonically resident in this Diocese; if a Layperson, such person must be a member in good standing of some Congregation in this Diocese.

Canon VII The Standing Committee

Shall choose a President and Secretary and record proceedings

Section 1. The Standing Committee shall, at its first meeting, choose a President and Secretary from among its members. The Secretary shall record its proceedings. All papers in the Committee's hands relative to the Diocese, shall be subject to the examination of

the Bishop and of the Convention, and a full report of the Committee's acts shall be made at each Annual session of the Convention. This Canon shall not apply to any proceedings under Canon XVIII, Section 2.

Council of Advice

Section 2. The Standing Committee shall be a Council of Advice to the Bishop. It may be summoned by the Bishop whenever the Bishop shall wish for its advice; and it may meet of its own accord, and agreeable to its own rules, whenever it may be disposed to advise the Bishop.

Canon VIII Diocesan Commission on Ministry

Section 1. There shall be a Diocesan Commission on Ministry whose duties shall be to assist the Bishop as prescribed by the Constitution and Canons of the Episcopal Church.

Section 2. The Commission shall assist the Bishop with regard to the implementation of Canon III.1 of the Episcopal Church, "Of the Ministry of all Baptized Persons:"

(a) In determining present and future opportunities and needs for the ministry of all baptized persons in the Diocese and the world.

(b) In supporting the development, training, utilization and affirmation of the ministry of all baptized persons in the Diocese and in the world.

Section 3. The Commission shall assist the Bishop with regard to the needs for ordained and Lay professional ministries in the Diocese:

(a) In determining present and future needs for ordained and Lay professional ministries in the Diocese.

(b) In recruiting and selecting persons for Holy Orders and in guiding and examining Postulants, Candidates, and Deacons in training for Priesthood.

(c) In providing for the guidance and pastoral care of the Clergy and Lay Persons who are in stipendiary and non-stipendiary positions accountable to the Bishop.

(d) In promoting the continuing education of the Clergy and of Lay Professionals employed by the Church.

Section 4. The Diocesan Commission on Ministry shall consist of no fewer than six and no more than nine clergy and an equal number of lay persons to be appointed by the Bishop for a period of three years. Vacancies in the Diocesan Commission on Ministry

shall be filled for the unexpired terms by appointment by the Bishop of the Diocese. The Chair shall be appointed by and serve at the Bishop's will and pleasure.

Section 5. The Diocesan Commission on Ministry may adopt rules for its work, subject to the approval of the Bishop, provided the same are not inconsistent with the Constitution and Canons of the Episcopal Church in the Diocese of Southern Ohio. These rules may include the appointment of committees from and beyond its membership to assist the Commission in its responsibilities. Ultimate responsibility shall remain with the Commission as a whole to report to the Bishop concerning an applicant's fitness and readiness for admission as a Postulant or Candidate, for ordination to the Diaconate and, if requested by the Bishop, to the Priesthood.

Section 6. The Diocesan Commission on Ministry shall report in writing and without delay the findings concerning each Explorer, Postulant and Candidate before his or her ordination to the Bishop and the Standing Committee. It shall likewise report annually, or more often on request, to the Bishop on the performance of other duties. It shall make such reports as called for under Title III, Canon 1, Section 4, and Title III, Canon 7, Section 4 of the Constitution and Canons of the Episcopal Church and shall transmit a copy of any reports to the Annual Convention of the Diocese.

Canon IX

(This Canon was removed by action of the 124th Annual Convention)

Canon X Finance Committee

Finance Committee Membership and Reporting

Section 1. (a) There shall be a Finance Committee nominated by the Bishop and elected by the Convention at each Annual session of the Convention. The Committee shall consist of ten

persons, at least six of whom shall be laypersons, and shall report to each Annual session and between sessions to the Diocesan Council, upon all such matters pertaining to the finances of the Diocese as may be assigned to it by Canon or referred to it by Convention or Diocesan Council.

Finance Committee Responsibility to oversee financial activity

(b) The Finance Committee shall have the responsibility of overseeing the fiscal responsibility of Diocesan operations. In order to do this it shall:

1. Recommend changes and additions to the Diocesan Accounting Policies and Procedures as it feels desirable.
2. Review the status of all budgets at least bi-monthly, and report same to the Diocesan Council together with any recommendations it may wish to make regarding corrective action which should be taken in case of over expenditure.
3. Arrange for, review and circulate the reports of, and see to the disposition of all recommendations resulting from audits of Diocesan accounts as provided for in Section 4 hereof.
4. Call to the attention of the Bishop and the Diocesan Council (or Convention) any conditions, practices, or actions that it deems to be improper, irresponsible, or not in the best interest of the Diocese.

Authority to borrow

Section 2. In order to enable the Treasurer to meet Diocesan obligations when due, and in anticipation of payments by the Congregations, the Finance Committee shall have the power to authorize the Treasurer to borrow money.

Fiscal year to begin January 1st

Section 3. (a) The fiscal year of the Diocese and of all of the Congregations in the Diocese shall begin on January first, in accordance with the Church's Canon.

(b) Each Congregation in the Diocese shall comply with the audit reports required by Title I Section 7 of the Church's Canons, under procedures established by the Finance Committee.

Accounts to be audited

Section 4. (a) Accounts having to do with the receipt and expenditure or investment of money of all Church organizations shall be audited by the close of the year, in accordance with the Church's Canon.

(b) In this regard, the Diocese may rely on the opinion of an independent auditor or regulatory authority of any duly authorized bank, trust company, or other financial institution having custody of Diocesan securities or other assets.

Canon XI Diocesan Trustees and Property

Election and term of office Five-year term

Section 1. "The Trustees of the Diocese of Southern Ohio" is a corporation, not for profit,

hereinafter referred to as Trustees, duly incorporated under the laws of Ohio. The Board of Trustees of that Corporation, hereinafter referred to as Board of Trustees, shall consist

of five members of the church within this Diocese, no more than two of whom may be members of the clergy. Each Annual Session of the Convention shall elect one trustee, to serve for a term of five years, from and after the first day of December next after election of the Trustee. The Board of Trustees shall fill all vacancies, less than a majority, that may occur in its Board by reason of death, resignation or removal from the Diocese, or in any manner, by electing a Trustee to serve until the next Annual session of the Convention of the Diocese, at which time the Convention shall elect a Trustee to fill the unexpired term.

Shall hold endowment fund and all Diocesan funds and property of defunct Congregations

Section 2. (a) Said Trustees of the Diocese of Southern Ohio shall hold in trust, under the laws of Ohio, and also under any orders of any session of the Convention of the Diocese, any endowment fund, or any property, real or personal, that may be given, bequeathed, devised, or conveyed to it in trust for the use and benefit of the Diocese of Southern Ohio, or for any society, committee, or organization of such Diocese, or for the use and benefit of any Congregation, or society located within the Diocese of Southern Ohio.

(b) Said Trustees of the Diocese of Southern Ohio shall also take possession, on behalf of said Diocese, of any and all property of any Congregation, or society of said Church, within the territory of said Diocese, declared by said Diocesan Convention to be extinct or defunct, so far as the laws of the State do now or may hereafter, give power to said Board of Trustees so to do.

May take in trust Congregation funds or property if desired

Section 3. Said Trustees of the Diocese of Southern Ohio may at any time accept property, real or personal, that shall be given, bequeathed, devised, or conveyed to it to hold in trust for the use and benefit of the Diocese of Southern Ohio, or any society, committee, or Congregation of such Diocese; or for use in any Congregation or society, subject to the jurisdiction of the Convention of said Diocese, and under the Constitution, Canons and jurisdiction of said Church, in said Diocese; provided, that in the case the Congregation or society for whose use the property is so conveyed (while still within the territorial limits of said Diocese), shall be declared extinct or defunct by the Convention of said Diocese, or shall cease to be in recognized union with the said Episcopal Church in said Diocese under its Constitution, Canons, and jurisdiction, said trust property and real estate shall thenceforth be held and administered by said Corporation under the direction of the Convention of said Diocese.

Shall report annually to Convention

Section 4. The Board of Trustees shall report its acts and proceedings to the Convention annually, stating particularly, among other things, all donations or conveyances accepted by it during the preceding year.

May elect a treasurer

Section 5. The Board of Trustees may elect its own treasurer, under rules prescribed by it. It shall, among other things, order and provide for the investment and care of said funds and property. It shall have the power to do all things that may be necessary for the safe and profitable investment and disbursements thereof, and to receive at its convenience, the possession of any and all said funds from any former or other present members of the Board of Trustees of the same. It shall have all powers embraced within the terms of the certificate

of incorporation of the Board of Trustees of the Diocese of Southern Ohio, now on file in the office of the Secretary of the State of Ohio, and under the Statutes of the State of Ohio, and may invest, reinvest, lease, manage, and control all property and funds vested in it for the best interest of said Church in said Diocese, subject to the direction and control of said Convention.

May establish other organizations and/or corporations

Section 6. (a) Under the authority and direction of the Trustees, and with the approval of the Diocesan Convention, other Organizations and/or Corporations may be established to carry out one or more of the powers and duties of the said Trustees.

Specifically, there have been created and now exist the following Corporations pursuant to this Section:

1. The Church Foundation of the Diocese of Southern Ohio, incorporated February 9, 1922 under the laws of Ohio; and
2. 412 Sycamore, Incorporated, incorporated January 24, 1964 under the laws of Ohio.

(b) It is the intent of this Section that any Organization and/or Corporation including the two above named shall have such duties and powers as will facilitate those purposes for which the Trustees (the Corporation) was formed without enlarging or abridging those purposes.

Canon XII The Diocesan Council

Section 1. (a) There shall be a Diocesan Council, whose duty it shall be to carry out the program and policies adopted by the Diocesan Convention. The Diocesan Council shall have charge of the coordination, development, and prosecution of the missionary, education, and social work of the Church, and of such other work as may be committed to it by the Diocesan Convention.

Duties and Powers of Council

(b) The Council shall exercise the powers conferred upon it by Canon, and such further powers as may be designated by the Diocesan Convention, and between sessions of the Diocesan Convention may initiate and develop such new work as it may deem necessary.

(c) The Council shall have the power to expend all sums of money authorized by the Budget approved by the Diocesan Convention, subject to such restrictions as may be imposed by the Diocesan Convention. It shall also have power to under-take such other work approved by the Diocesan Convention, or other work under the jurisdiction of the Council, the need for which may have arisen after the action of the Diocesan Convention, as in the judgment of the Council available income will warrant.

Membership

Section 2. The Diocesan Council shall consist of the Bishop, the Bishop Coadjutor, if there be one, the Bishop Suffragan, if there be one, as ex officio members with voice and vote, and eighteen (18) persons, fifteen (15) of whom shall be elected by the Convention as set forth in Section 3 (a) below, and three (3) of whom shall be appointed by the Bishop as set forth in Section 3 (b) below. To be eligible for election or appointment to Diocesan Council, a person shall have the same qualifications as a person elected as a delegate to Diocesan Convention.

Elected Members

Section 3. (a) The elected members of said Diocesan Council shall be elected, five (5) each year, by the Diocesan Convention, shall serve for three (3) years from the time of their election, and shall be eligible for reelection to not more than one additional consecutive three-year term. There shall be a ratio of one (1) Clergy, canonically resident in this Diocese, to two (2) lay persons, each of whom shall be a member in good standing of a Congregation in the Diocese. The Nominating Committee shall provide a slate of candidates representative with regard to geography, expertise, minority groups, sex, age, and other appropriate considerations.

Appointed Members

(b) The Bishop shall appoint three (3) additional persons qualified as set forth in Section 3 (a) above, within 30 days following the adjournment of the Diocesan Convention to serve until the next Convention. These appointments shall be made so as, in the Bishop's judgment, to cause the council to be more reasonably representative with regard to geography, expertise, minority groups, sex, age, and other appropriate considerations. Such appointed members shall serve no more than three (3) consecutive years.

Presiding Officer, Meetings, Quorum

Section 4. The Bishop, or, in the absence of the Bishop, the Bishop Coadjutor, if there be one, or in the absence of both the Bishop and Bishop Coadjutor, the Bishop Suffragan, if there be one, shall preside at meetings of the Diocesan Council. In the absence of all Bishops, the Vice-Presidents shall preside in order. The Diocesan Council shall meet regularly at least six (6) times per year on its own schedule, and at other times at the call of three (3) members. A quorum to transact business shall consist of a majority of all members, including the ex-officio members, provided at least 15 days notice of the meeting has been given to all members.

Vacancies

Section 5. Vacancies in the Council membership shall be filled within 30 days as follows:

- If the member to be replaced was an appointed member, the Bishop shall make a new appointment.
- If the member to be replaced was an elected member, the replacement shall be chosen by the Diocesan Council, and shall serve only until the next regular election at which time a person shall be elected to complete the term.

Authority to appoint its Officers

Section 6. The Council shall elect from among its members First and Second Vice- Presidents, and shall appoint its own Recording Secretary.

To make report

Section 7. The Diocesan Council shall make a written report, summarizing its actions, to the Diocesan Convention each year, which report shall be printed in the Journal.

Periodic Systemic Review

Section 8. At intervals of no less than three nor more than five years the Diocesan Council shall arrange for a systemic review of the Diocesan organization and operations with the conclusions and recommendations resulting therefrom reported to the Convention for its information and action.

Canon XIII Budgeting Process

Convention duty to establish an Operating Budget

Section 1. It shall be the duty of the Convention to establish an annual Operating Budget (The Budget).

Budget Committee Membership

Section 2. To accomplish this, it shall establish a Budget Committee composed of three (3) elected members of Diocesan Council; three (3) members elected by Convention; three (3) members appointed by the Bishop; and the Bishop, the Diocesan Treasurer, and the Chairman of the Trustees, ex-officio. The Bishop shall designate one of these individuals to serve as Chair. One (1) person from each of the three (3) appointed and elected categories shall be a canonically resident Presbyter, and the others shall be lay persons. The following criteria are recommended for Budget Committee membership:

- (a) working knowledge of budget procedures;
- (b) personal and/or business experience appropriate to this committee;
- (c) some demonstrated experience on Diocesan programs which would reflect direct knowledge of “how the system works;”
- (d) willingness and ability to commit to monthly meetings in addition to Council meetings, and perhaps more in spring/early summer; and
- (e) representation with regard to geography, minority groups, sex, and age.

Steps in Budget Process

Section 3. The Budget Committee shall proceed as follows:

- (a) It shall accept requests for funding for all program and project work.
- (b) In addition, the Finance Officer shall cause funding requirements to be prepared for incorporation in the Budgets. The Finance Officer shall also be responsible for developing the estimated resources.
- (c) The Budget Committee shall adjust the requests and estimates as needed to achieve a balanced budget.
- (d) It shall be the duty of the Budget Committee and Diocesan Council to keep Convention delegates informed about the Budget.
- (e) After the Draft Budget has been approved by the Diocesan Council, and as soon after June 1 as practicable, the Finance Officer shall advise each Congregation, on an informal and tentative basis, the information referred to in subsection (g) below in order that it may plan its Every Member Canvass.
- (f) The Budget thus prepared shall be presented for approval to the Diocesan Convention. Convention may amend the Budget in accordance with the Rules of Order for the Annual Convention. The Convention’s right to amend shall not be limited or diminished by the fact that informal and tentative data have been given to the Congregations in accordance with subsection (e) above.

(g) When approved by the Convention, the Budget shall be reported to each Congregation within one (1) month of the close of the Convention together with that Congregation's required assessment. Such assessments shall be determined on some fixed and uniform plan, based on the ability of each Congregation as shown on its Annual Parochial Report.

(h) Each Congregation shall inform the Diocese on or prior to December 31 in each year of its intention to pay its assessment in respect of such year. If it cannot pay its assigned assessment, the Congregation shall immediately so inform the Finance Office of the Diocese.

(i) In light of the aggregate of all the assessments, the Diocesan Council may adjust the Budget

Assessment Expenses

Section 4. The quota assessed on the Congregations shall provide for the salaries and housing (unless they are specifically endowed) of the Bishop, the Bishop Coadjutor if there be one, and Bishop Suffragan if there be one, and such contingent expenses as are set forth below:

(a) Traveling and other official expenses of the Bishop, Bishop Coadjutor if there be one, and Bishop Suffragan if there be one.

(b) The quota assessed on the Diocese by the General Convention and by the Provincial Council for contingent expenses.

(c) Publishing the Journal of the Convention, and such other documents as may be ordered by the Convention.

(d) The salary of the Secretary of the Convention (the Legislative Officer of the Diocese).

(e) Other administrative expenses including the operation of Diocesan Headquarters, Diocesan Convention, and Diocesan Council.

(f) The sum for the expenses of Clerical and Lay Deputies for attending upon the General Convention and Provincial Synod.

(g) Such other expenses as may be authorized by the Diocesan Convention or Council and listed in the Diocesan Accounting Policies and Procedures.

Other Expenses and Income

Section 5. (a) All other expenses of the Diocese not provided for by the assessment, the Church Foundation Budget, or the William Cooper Procter Fund, including those of any self-supporting, partially self-supporting, or specifically endowed operations, shall be supported entirely from gifts of individuals and Congregations, incidental earnings, and funds from Trusts and Endowments when appropriate according to the terms thereof.

(b) In the case of self-supporting, partially self-supporting, and specifically endowed operations, the Budget shall show the net cost (or income) to the Diocese. The total incomes and expenses shall also be shown.

Remittal of Funds

Section 6. It shall be the duty of the Vestry or Mission Council of each Congregation to provide

for the collection of such sums as shall be needed to meet its assessment. The Vestry or Mission Council shall transmit the same in monthly installments.

Canon XIV Administration of Financial Affairs

Diocesan Accounting Policies and Procedures

Section 1. Diocesan Council (Council) shall be responsible for the preparation, publication, and as is periodically required, revision, of a set of “Diocesan Accounting Policies and Procedures.”

Formation of Policies

Section 2. (a) Council at a regularly called meeting shall adopt and authorize the original set of policies and procedures, and any subsequent revision thereof, with advice of any of the following bodies which may be affected by the policy or policies under consideration: The Finance Committee, The Trustees, The Church Foundation, 412 Sycamore, Inc., and the Congregations of the Diocese of Southern Ohio.

Extent of Policies

(b) The policies shall cover, but not necessarily be limited to the following: expense account approval, commitment authorization, invoice payment, budget over-expenditure authorization, interim and final budget reporting, asset depreciation (replacement reserve) funding and the annual parochial reports.

Duty to Adhere to Policies

Section 3. The Diocese and its affiliates and subordinates shall adhere to the Diocesan Accounting Policies and procedures as established herein.

Canon XV The Commission on Congregational Life

Authority

Section 1. The Bishop has authority over all missionary work within this Diocese. The Bishop shall establish a Commission on Congregational Life (COCL) to assist with the organization and oversight of Missions.

Membership

Section 2. The Commission on Congregational Life shall consist of the Bishop, or the Bishop’s representatives, ex officio and twelve members appointed by the Bishop. At each annual Diocesan Convention, the Bishop shall designate one member to chair the Commission.

Purpose

Section 3. (a) The Commission on Congregational Life shall implement the mission strategy for the Diocese of Southern Ohio subject to the authority of the Bishop and Diocesan Council. In its implementation of the mission strategy COCL shall encourage, support, evaluate, and seek opportunities for the development and growth of all existing Missions and Parishes in the Diocese. COCL is also charged with the development of

new Congregations. The Commission on Congregational Life shall be responsible, under the direction of the Bishop and Diocesan Council, for coordinating the implementation of Canon XVI.

(b) COCL shall make recommendations to the Bishop and Diocesan Council with regard to the founding of new Congregations

(c) COCL shall oversee changes in the status of a Congregation, changes in the designation of a Congregation, and the closing of a Congregation.

(d) The Commission on Congregational Life shall receive and review all requests for funding made by Congregations and shall determine financial support based on appropriate Diocesan budget resources.

(e) The Commission on Congregational Life shall conduct an Annual Review of all Missions.

Canon XVI The Congregations The Vestry/Mission Council

Eligible voters

Section 1. Every Congregation certified as a parish shall have a Vestry and every Congregation certified as a mission shall have a Mission Council.

Section 2. All members of the Church in good standing aged 16 or older shall be eligible to vote for the election of a Vestry or Mission Council and on other Congregational matters, who at the time of voting shall have contributed, by subscription or otherwise, to the support of the Congregation and who shall be entitled to enrollment on the list of members in good standing of the Congregation.

Electing the Vestry or Mission Council

Section 3. Every Congregation of this Diocese shall meet annually, some time between the beginning of Advent and the end of Lent, at a date and time for which public notice shall have been given at least twenty (20) days in advance, for the purpose of electing a Vestry or Mission Council. Such meeting shall be opened with prayer and shall be conducted according to the Rules or Bylaws of each Congregation. If a Congregation be incorporated, the Vestry or Mission Council shall also be the Board of Trustees of the Corporation. The Vestry or Mission Council shall consist of no fewer than five (5) nor more than fifteen (15) members, one of whom shall be Senior Warden and one Junior Warden; and all of whom shall continue in office until successors are chosen. The Vestry or Mission Council may, by a majority vote, elect to its body certain persons in the Congregation, not to exceed two (2) in number, to serve for a period of one (1) year. Such appointed persons may serve for the number of terms determined by the Vestry or Mission Council. The Senior Warden and Junior Warden shall be first elected, in succession, on separate ballots and the remaining members of the Vestry or Mission Council shall be elected on a subsequent separate ballot. Except for the Wardens, a Congregation may elect some of the remaining members of the Vestry or Mission Council for a term of two or more years, provided that no Vestry or Mission Council member shall serve for a period longer than six years without re-election, and that each year some of the Vestry or Mission Council must be elected.

Alternate methods of election

Alternate Method 1

Section 4. (a) Any Congregation of this Diocese, on recommendation of its Vestry or Mission Council, notice of which recommendation shall be given at the same time as notice of the Annual Meeting, may dispense with the direct election of the Senior and Junior Wardens by the members of the Congregation at the Annual Meeting of the Congregation so that, at such Annual Meeting, only members of the Vestry or Mission Council shall be elected. The election of the Senior Warden and Junior Warden shall be deferred until the first meeting of the newly constituted Vestry or Mission Council when said Wardens shall be elected in succession and on separate ballots from and by the members of that Vestry or Mission Council; and members of the Vestry or Mission Council so elected as Wardens shall, if the term of their election to the Vestry or Mission Council permit, serve out their full term after the expiration of their elected term as Senior Warden or Junior Warden.

Alternate Method 2

(b) Notwithstanding the procedure for election of Wardens and Vestry or Mission Council members provided for herein, any Congregation may, by enacting an appropriate regulation, adopt a procedure for the election of Wardens and Vestry or Mission Council members to be accomplished by a single ballot vote to be taken prior to the Annual Meeting. In this event, such ballot is taken following thirty days notice, given in the customary manner, and at such time and place as will enable the eligible voters to cast their ballots before, during, or after regular Church services on two Sundays prior to the Annual Meeting. Further, provision shall be made for inclusion of names on the ballot, in addition to those placed by the Nominating Committee, upon presentation of such names by a petition signed by five eligible voters presented to such Nominating Committee, not less than two weeks prior to the first day of balloting.

Terms of Wardens Office

(c) Notwithstanding any other provision of this Canon XVI, any Congregation may provide by regulation or bylaw that the Senior Warden and the Junior Warden may serve terms of up to three years without re-election.

Presiding Officer

Section 5. The Rector of the Parish, or Vicar of a Mission, if present, shall preside at Congregation meetings, except that he or she may choose to designate a Layperson to preside, or may request the Vestry or Mission Council to elect a Layperson to preside. In the absence of the Rector or Vicar, or that of the Layperson presider, the order of priority for the Presiding Officer shall be ex-officio: 1) The Senior Warden; 2) The Junior Warden; and 3) The Secretary of the Vestry or Mission Council. Should none of the foregoing officers be present, the Congregation Meeting may elect one of its members to preside.

Qualifications of Vestry or Mission Council members and Wardens

Section 6. A baptized person may be elected to and may serve upon the Vestry or Mission Council of a Congregation of which he or she is a member; provided, however, that to be eligible as a Warden, one must be at least twenty-one (21) years of age and a member in good standing; and provided further that a majority of the members of a Vestry or Mission Council must be at least twenty-one (21) years of age.

Duties of Vestry or Mission Council

Section 7. (a) It shall be the duty of the Vestry or Mission Council of the Congregation to take

charge of the property thereof, and, except so far as the Congregation may have adopted some other plan under Section 14 of this Canon with regard to its endowment funds, to regulate all its temporal concerns. But a Vestry or Mission Council may not convey title or mortgage, or encumber the real property of a Congregation, or divert any of its endowments, or in any way alienate any of said property of a Congregation from the use of the Episcopal Church in the Diocese of Southern Ohio, without the previous consent of the Bishop and Standing Committee. It shall be the duty of the Vestry to elect and call a Rector and to provide for his or her maintenance. It shall be the duty of the Vestry or Mission Council to provide for paying all lawful assessments on the Congregation, to keep order in the Church during Divine Services and, in general, to act as helpers to the Rector, Vicar, or Priest-in-Charge in whatever way is appropriate to Laypersons for the furtherance of the Gospel; it being understood always that the spiritual concerns of the Church are under the exclusive direction of the Rector, Vicar, or Priest- in-Charge, in subordination to the Ecclesiastical Authority and Laws of the Diocese.

(b) It shall be the duty of the Vestry or Mission Council of the Congregation to maintain the property thereof and to insure the property at a prudent level for its replacement as determined by the Vestry or Mission Council and as approved by the Bishop and Standing Committee.

Duties of Wardens

Section 8. It shall be the duty of the Wardens, especially to provide the elements for the Lord's Supper, to collect the alms at the administration of the same, to keep and disburse such alms in case the Church is destitute of a Rector, Vicar, or Priest-in-Charge, and while the Church is destitute of a Rector, Vicar, or Priest-in-Charge, to provide for the celebration of public worship, and the instruction of the congregation, by occasional clerical services, or by lay reading, as the circumstances may permit.

Called meetings of the Vestry or Mission Council

Section 9. Meetings of the Vestry or Mission Council may be called by the Rector or Vicar, or in the absence of the Rector or Vicar, by the Senior Warden, and in the absence of both by the Junior Warden. A meeting may be called at the request of two members of the Vestry or Mission Council.

Secretary of the Vestry or Mission Council and duties

Section 10. The Vestry or Mission Council shall elect a Secretary whose duty it shall be to take and record the Minutes of its proceedings, attest the public acts of the Vestry or Mission Council, preserve all records and papers belonging to the Congregation, not otherwise provided for, perform such other duties as shall be legally assigned and faithfully deliver to the Secretary's successor all books and documents in the possession of the Secretary belonging to the Congregation.

Treasurer of the Vestry or Mission Council

Section 11. (a) The Vestry or Mission Council shall elect a Treasurer of the Congregation, whose duty it shall be to receive, disburse and account for the funds of the Congregation. Every Congregation shall comply with the audit requirements of the Church's Canons.

To be bonded

(b) The Treasurer, and the Secretary if necessary, and such other officers who are charged with the handling or custody of funds, shall be bonded according to the requirements of the

Church's Canons.

Vacancies in the Vestry or Mission Council and Extinction of Vestry or Mission Council

Section 12. Vacancies occurring in the Vestry or Mission Council during the year may be filled by the remaining members. If the Vestry or Mission Council should become extinct or incapacitated for action, by the death or resignation of its members, the Bishop may call a special meeting of the Congregation (giving due notice thereof) to elect a Vestry or Mission Council to serve until the Annual Meeting of the Congregation next following; and, if the members of the Congregation shall refuse or neglect to assemble and elect as herein provided, the Bishop, with the advice and consent of the Standing Committee, may appoint three Trustees to take charge of the property and endowment funds of the Congregation, and to exercise the rights and functions of the Vestry or Mission Council until the Congregation shall elect the same.

Congregations incorporated by Special Act excepted

Section 13. Congregations incorporated under the laws of Ohio in force prior to the adoption of the Constitution of 1851 are excepted from any part of the Canons in conflict with the law under which such Congregations were incorporated and are excepted from the provisions of Section 3 of this Canon with respect to the dates on which the Annual Meeting of such Congregations shall be held.

Congregations Endowments and Trust Funds

Endowments.

Section 14. (a) Any Congregation in this Diocese may adopt any plan of Congregation Endowment not inconsistent with the laws of Ohio, or with the Constitution and Canons of this Diocese or of The Episcopal Church.

Trust funds may be placed with Trustees of the Diocese

(b) It shall be the right and privilege of the custodians of all endowment funds, and other trust and permanent funds for Church purposes, so far as is permissible under the terms of the grant or bequest thereof, to advise and cooperate with the Trustees of the Diocese of Southern Ohio, hereinafter termed Trustees, and such custodians may deposit said funds in trust with the said Trustees to be held and administered by the aforesaid Trustees, to be used for the object or objects designated by the terms of the gift or bequest and a full, detailed statement of said fund or funds shall be reported annually to the Diocesan Convention.

Duty of Ordained Ministers

(c) It shall be the duty of Ordained Ministers to instruct their congregations from time to time that endowment funds, and other trust and permanent funds, may be placed directly into the hands of the Trustees of the Diocese of Southern Ohio, a corporation, to be held and administered by said corporation in trust, to be used for the object or objects designated by the terms of the gift or bequest. (See Digest of Canons of General Convention, "On Business Methods in Church Affairs.")

Congregation Designations

Mission Stations and Chapels

Section 15. (a) A regular group of worshippers who may, or may not, seek to become an organized mission may be designated as a Mission Station by the Bishop.

(b) A regular group of worshippers who meet in an institutional, recreational, or retreat setting may be designated a Chapel by the Bishop. There is no expectation that a Chapel will seek to become a new Congregation of the Diocese.

(c) Mission Stations and Chapels are under the jurisdiction and direction of the Bishop.

Establishment of Missions

Section 16. (a) At any time, twenty or more persons aged at least 18 years, at least two of whom shall be aged at least 21 years and members of the Episcopal Church, may petition the Bishop for permission to establish a Mission.

The form of petition shall be as follows:

We, the undersigned, being moved by the Holy Spirit, desire to form a new Congregation. We will live and work to extend Christ's Kingdom, and commit ourselves to conform to the Doctrine, Discipline and Worship of the Episcopal Church. We ask the Bishop for permission to establish a Mission within the Diocese of Southern Ohio. We recognize that we are responsible to provide a place for worship and program, and to provide for such sacramental and pastoral ministry as seems appropriate in consultation with the Bishop.

(b) The Commission on Congregational Life shall review the petition as it applies to the missionary needs of the Diocese, assess the prospects for the establishment of a new Congregation in that location, and report its recommendation to the Bishop. The Commission on Congregational Life shall consult with and seek the support of all Congregations contiguous to the territory of the proposed Mission.

(c) When the Bishop determines that the petitioners are able to provide a place for regular worship, and are willing to be evangelists for Christ, and can provide for sacramental and pastoral ministry, the Bishop shall by letter give provisional permission for the establishment of the Mission until the next annual Convention. The Bishop shall so inform the Commission on Congregational Life and Diocesan Council. The provisional Mission shall be presented for union with Convention at the next session of the annual Convention.

(d) The continuation of the Mission and its continued association with the Diocese shall be reviewed by the Bishop or his appointed representative, and by the Commission on Congregational Life, every other year, in the month preceding the anniversary of the letter of formation.

(e) Any Congregation in union with Convention may petition the Bishop to organize a Parochial Mission following the above guidelines. The Congregation shall satisfy the

Bishop and COCL of its ability to sponsor and financially sustain itself and the Parochial Mission.

Change in Congregation's Designation

Designation as a Parish

Section 17. (a) For Missions presently in union with the Convention, a change of designation

from Mission to Parish shall be made by the Bishop upon recommendation of the Commission on Congregational Life. Criteria for such a change shall be consistent with the following, plus such other factors as the Bishop and Commission on Congregational Life may, from time to time, deem appropriate:

1. Celebration of public worship at least weekly.
2. Maintenance of an adequate level of ordained leadership as approved by the Commission on Congregational Life. Such leadership shall be compensated in accordance with the minimum Diocesan standards.
3. Payment of the Congregation's full annual Diocesan assessment
4. Servicing all legal debts of the Parish.
5. Twenty (20) or more persons aged 18 years or older from at least twenty separate households as members in good standing.

When granted, this designation is provisional until the Commission on Congregational Life submits a resolution to Convention that the Mission be received into union with the Diocesan Convention as a Parish and the Convention approves the resolution by a two-thirds vote of both Orders.

Designation as a Mission

(b) At any time, a change of designation from Parish to Mission may be requested by the Rector and Vestry in order to further the missionary strategy of the Congregation and Diocese. This request will be considered by the Bishop and the Commission on Congregational Life. If approved, the Bishop shall inform the Secretary of the Convention.

(c) For Parishes presently in union with the Convention, a change of designation from Parish to Mission may be made by the Bishop upon recommendation of the Commission on Congregational Life, when at the end of the second consecutive year, a Parish has been unable from its own resources to provide for any one of the following listed below:

1. Celebration of public worship at least weekly.
2. Maintenance of an adequate level of ordained leadership as approved by the Commission on Congregational Life. Such leadership shall be compensated in accordance with the minimum Diocesan standards.
3. Payment of the Congregation's full annual Diocesan assessment
4. Servicing all legal debts of the Parish.
5. At least twenty (20) persons aged 18 years or older from at least twenty separate households as members in good standing.

The change in a Congregation's designation shall take effect upon the Bishop's approval of the recommendation from the Commission on Congregational Life. Criteria for such a change of designation shall be consistent with those listed above plus such other factors as the Bishop, and the Commission on Congregational Life may, from time to time, deem appropriate.

Congregations in Good Standing

Section 18. (a) Any Congregation will be considered to be in Good Standing by meeting the following criteria:

1. The Congregation employs Clergy who are licensed in the Diocese; uses church buildings and grounds for purposes consistent with its consecration; and follows a course consistent with the doctrine, discipline, and worship of this Church.

2. The Congregation annually elects and regularly assembles a Vestry or Mission Council; annually sends representatives to the Annual Convention of this Diocese; pays its full Diocesan assessment for the preceding calendar year by June 30 of any year or by one week before the scheduled meeting of the Convention if that precedes June 30.
3. The Congregation has been diligent in its search for and election of a Rector, or has accepted the Bishop's appointment of a Vicar, or, in the case of a recognized Area and Cooperative Ministry, diligent in searching for and calling a Priest
4. The Congregation maintains adequate insurance to protect the Congregation's capital assets
5. The Congregation makes timely reports and prepares and submits to the Bishop or Ecclesiastical Authority the Parochial Report for the year ending December 31 preceding, on or before March 1 of each year.
6. The Congregation secures an annual audit of all accounts of the Congregation for the year ending December 31 preceding, under procedures authorized by the Finance Committee of the Diocese and reports such audit on or before September 1 of each year.
7. The Congregation recognizes the Bishop as Chief Pastor of the Diocese.
8. The Congregation shows evidence of financial stability, including protection for the principal portion of endowment funds from persistent invasion and by encumbering property only with the previous consent of the Bishop and Standing Committee.

(b) Should a Congregation fail to comply with Section 18 (a. 2), Section 18 (a. 5), and Section 18 (a. 6), that Congregation shall be denied Lay representation at that year's Diocesan Convention.

Congregations at Risk

Designation of a Congregation at Risk

Section 19. Purpose (a) This Section is intended to address the exceptional case of a Congregation whose continued viability as a self-sustaining entity appears in jeopardy, such that a degree of episcopate intervention or oversight is needed as a means of restoring health to the Congregation. It is not intended to detract from the traditional right and responsibility of Parishes in the Episcopal Church to govern themselves. In those cases where an inquiry is initiated, and where a Congregation at Risk is declared, it shall be the duty and obligation of all parties to work and pray toward the resolution of such problems in a climate of respect and charity in order to accomplish the speedy end or substantial amelioration of the conditions that led to the inquiry or to the declaration of the Congregation at Risk, and to restore the Congregation to spiritual and temporal health.

Conditions Leading to Determination of a Congregation at Risk

(b) No declaration of a Congregation at Risk may be made except upon a finding, following inquiry, that one or more of the following conditions exist in the Congregation:

1. The failure of a Congregation for two years or more, to be financially self-supporting. It shall not constitute a failure to be financially self-supporting that the Congregation shall have received funding from the Diocese, so long as the Congregation is self-supporting with such funding.
2. The failure for at least two years to elect a Vestry or Mission Council or to search diligently for and elect a Rector or accept the Bishop's appointment of a Vicar or, in the case of a recognized Area and Cooperative Ministry, to diligently search for and call a Priest.

3. The failure to pay the minimum Clergy compensation as required by Diocesan standards; or the failure for two years to pay such compensation from funds other than those provided by Diocesan assistance; or the failure to make timely payment of the premium under the Clergy pension system, or of the premium for any other obligatory insurance for the Clergy.
4. The refusal or willful failure to arrange for representation of the Congregation at an Annual Convention of the Diocese.
5. The failure or neglect to make canonically required reports, including the annual Parochial Report to the Bishop, or to pay Diocesan assessments.
6. Persistent and significant instability or decline in the financial or temporal condition of the Congregation, as evidenced by, for example, substantial invasion of the principal portion of endowment or trust funds, to such a degree that, in the judgment of the Bishop and the Standing Committee, the long-term viability of the Congregation is in jeopardy.
7. Persistent failure or neglect to conform to the business methods in church affairs required by the Constitution and Canons of the Episcopal Church or of the Diocese, including those requirements relating to the bonding of treasurers or other custodians of funds, proper record keeping, proper maintenance of books of account, an annual audit, and the maintenance of adequate insurance.
8. The purchase, use, or conveyance of property of the Congregation, or the incurring of debt, other than in conformity with the Constitution and Canons of the Episcopal Church and of the Diocese, except where such non-conformity was inadvertent and resulted in no substantial prejudice to the property or temporal interests of the Congregation.

Inquiry for Purposes of Restoration of Congregational Health

(c) An inquiry by the Ecclesiastical Authority leading to a declaration of a Congregation at Risk under this Canon may be initiated by one of the following ways:

1. The Bishop, believing that one or more of the conditions in Section 19 (b) may exist, may initiate such inquiry;
2. The Standing Committee, believing that one or more of the conditions in Section 19 (b) may exist, may petition the Bishop to initiate such inquiry; or if the Standing Committee is the Ecclesiastical Authority, it may initiate such inquiry by unanimous vote;
3. The Rector or Vicar or Priest serving a recognized Area and Cooperative Ministry, or both Wardens, or a majority of the Vestry, believing that one or more of the conditions in Section 19 (b) may exist, may petition the Ecclesiastical

Authority to initiate such inquiry

(d) Upon proper initiation as provided in (c) above, the Ecclesiastical Authority may, itself or acting through its designates, conduct such inquiry into the condition of the Congregation. The Rector, Vicar, or Priest in Charge and Vestry or Mission Council of the Congregation which is the subject of such inquiry shall cooperate in an inquiry under the Canon, including providing to the inquiring entity, upon request, full and accurate information on the state of the Congregation and its affairs. Failure to reasonably cooperate shall be sufficient to permit a declaration that the Congregation is a Congregation at Risk.

(e) Upon a finding that the Congregation is a Congregation at Risk, one or more of the following measures to strive to restore the health of the Congregation may be had, in the discretion of

the Ecclesiastical Authority:

1. Arrange for pastoral discussions to be held between the Bishop and/or the Bishop's representatives and the Rector or Vicar and Vestry or Mission Council of the Congregation to seek amelioration of the conditions that inhibit the health, mission, and ministry of the Congregation.
2. A plan for the Congregation to cure the conditions, which led to the declaration of a Congregation at Risk, agreed to by the Congregation within 30 days, and implemented thereafter in accordance with its terms.
3. Appointment by the Bishop of five or more adult Trustees to take charge of the property of the Congregation and exercise the rights and functions of a Vestry or Mission Council, during the pendency of these conditions. Said Trustees may or may not be from the Congregation.
4. In the case of a Parish, designation of a Priest in Charge during the pendency of these conditions; said Priest may or may not be the incumbent.
5. Conveyance of title of all real property to the Trustees of the Diocese, who shall hold the same in trust during the pendency of these conditions.
6. Such other measures, during the pendency of these conditions, as the Bishop, with the concurrence of the Standing Committee, shall determine (or as determined by the Standing Committee acting unanimously, if it is the Ecclesiastical Authority).

(f) In accordance with Canon XVI, Section 19 (b. 2), when any Congregation shall continue to fail to elect a Vestry or Mission Council, the Bishop, with the advice and consent of the Standing Committee as provided for in Canon XVI, Section 12, may appoint three trustees to take charge of the property of the Congregation and exercise the rights and functions of a Vestry or Mission Council, until the Congregation shall have elected a Vestry or Mission Council under the provisions of this Canon.

Of Area and Cooperative Ministries

Section 20. (a) Whenever two or more Congregations wish to share resources to provide ministry to a geographic area of the Diocese, or in conjunction with a geographic area of a neighboring diocese, they shall draft a Covenant in consultation with the Commission on Congregational Life and the Bishop or the Bishop's appointed representative(s).

(b) The Covenant shall contain, at least:

1. The method of selection of the leadership that will be shared by the Area Ministry, including ordained clergy and licensed lay ministries;
2. The method of financing the Area Ministry including the shared lay and ordained leadership;
3. The method by which the Area Ministry governing body is chosen;
4. The responsibilities of the Area Ministry governing body and the Wardens and Vestry and/or Mission Council of each of the member Congregations, and;
5. The method by which individual Congregations may associate with or disassociate from the Area Ministry.

The Covenant shall be approved by a two-thirds majority vote by each Vestry or Mission Council of the individual Congregations and shall be subject to the approval of the Commission on Congregational Life and the Bishop.

(c) Any Congregation in the Diocese entering into a cooperative ministry with a congregation in an adjacent Diocese, or with an ecumenical or interfaith congregation involving building use or

other shared resources including personnel in this Diocese, shall be obliged to conform to the provisions of subsections (a) and (b) of this Section. Said Covenant must be reviewed by the Chancellor and is subject to the approval of the Commission on Congregational Life and the Bishop. This requirement does not include agreements to rent buildings.

(d) Any such Covenants shall be subject to all provisions of the Constitution and Canons of the Episcopal Church and this Diocese.

Vacant Clergy Positions in Congregations

Section 21. (a) Whenever a Rector's position in a Parish becomes vacant, or about to become vacant, the Wardens or other proper officials of the Parish shall notify the Bishop forthwith.

Vestry to provide compensation

(b) It shall be the duty of the Vestry of a Parish with no Rector to provide for the compensation of any Priest-in-Charge who may be appointed by the Bishop for the maintenance of temporary religious services therein.

To meet with the Bishop to consider nominations

(c) Within 30 days after being informed of such vacancy, the Bishop shall meet with a committee of the electing body of the Parish to consider the requirements of the position to be filled. If the position to be filled is that of an Assistant Rector, the Rector shall act as the committee of the electing body, and shall submit recommendations to the Vestry after having consulted with the Bishop regarding such recommendations.

The Committee and the Bishop may propose for nomination the name or names of clergy at this or any other time until the vacancy is filled. As soon as possible, but no longer than 60 days thereafter, at a second such meeting the Bishop and the committee shall consider all proposed nominees until agreement has been reached on one or more names to submit to the electing body for action, or until it becomes apparent that no agreement can be reached. If additional nominations are requested by the electing body or if an election is declined by the clergy designated, the procedures set forth above shall be repeated until an election has been completed. If the committee and the Bishop cannot agree on clergy to nominate to the electing body, and if the committee and the Bishop have consulted not less than three times attempting to reach such agreement, the nominations of both parties shall be submitted to the electing body for its consideration, and the electing body may then elect any one of such nominees.

Written notice of election to the Bishop

(d) A written notice of the election of a Rector or of an Assistant Rector, signed by the Wardens, together with any contractual agreements concluded between the Parish and the New Rector or Assistant Rector, shall be sent to the Bishop or other Ecclesiastical Authority of the Diocese. If the Bishop or the Ecclesiastical Authority shall be satisfied that the persons elected is a duly qualified member of the Clergy, and that he or she has accepted the office, the notice together with any contractual agreements shall be sent to the Secretary of the Diocesan Convention, who shall record them. Such record shall be sufficient evidence to the Bishop or the Ecclesiastical Authority of the relation between the Clergy and the Congregation.

Congregations No Longer in Union

Closing Congregations

Section 22. The Bishop, upon recommendation of the Commission on Congregational Life and with the concurrence of the Standing Committee, may declare “unable to continue,” a Mission or Parish, whether incorporated or not, which is in union with the Convention. Such a declaration shall be based upon a finding that continued Diocesan financial support for such a Mission or Parish is unlikely substantially to foster the spread of Christ’s Kingdom. Criteria for such a finding shall include, but not be limited to:

- Establishment of a reasonable certainty that the Congregation’s stated mission can no longer be accomplished; and
- The Congregation includes no more than twenty separate household units currently pledging to its annual operating budget.

When such a declaration has been made, the Bishop shall cause to be negotiated a contract of closure which shall provide for the liquidation of the Congregation’s capital assets and their reallocation, in accordance with Canon XI, Section 2 (b) by the Trustees as follows:

- Any unpaid Assessments and/or Parish Pledges remaining on the Diocesan books
- All other liquidated assets to other Congregational Life projects

Such a contract of closure shall be submitted to the Standing Committee upon whose approval the contract of closure shall constitute a recommendation to Convention that Convention rescind the admission of such Congregation into union with the Convention. Upon the acceptance of that recommendation by a vote of two-thirds of each Order of the Convention, such union shall be dissolved, and the contract of closure shall become effective.

Differences between Rectors and their Parishes

Rector not to resign without Vestry consent, nor to be removed against Rector’s will

Section 23. Except upon mandatory resignation by reason of age, a Rector may not resign as Rector of a parish without the consent of its Vestry, nor may any Rector canonically or lawfully elected and in charge of a Parish be removed therefrom by the Vestry against the Rector’s will, except as hereinafter provided.

Notice to Ecclesiastical Authority

Section 24. If for any urgent reason a Rector or Vestry desires a dissolution of the pastoral relation, and the parties cannot agree, either party may give notice in writing to the Ecclesiastical Authority of the Diocese. Whenever the Standing Committee is the Ecclesiastical Authority of the Diocese, it shall request the Bishop of another Diocese to perform the duties of the Bishop under this Canon.

Bishop to mediate

Section 25. Within sixty days of receipt of the written notice, the Bishop, as chief pastor of the Diocese, shall mediate the differences between Rector and Vestry in every informal way which the Bishop deems proper and may appoint a committee of at least one Presbyter and one Lay Person, none of whom may be members of the Parish involved, to make a report to the Bishop.

Mode of settling differences

Section 26. If the differences between the parties are not resolved after completion of the

mediation, the Bishop shall proceed as follows:

(a) The Bishop shall give notice to the Rector and Vestry that a godly judgment will be rendered in the matter after consultation with the Standing Committee and that either party has the right within ten days to request in writing an opportunity to confer with the Standing Committee before it consults with the Bishop.

(b) If a timely request is made, the President of the Standing Committee shall set a date for the conference that shall be held within thirty days.

(c) At the conference each party shall be entitled to have representation and to present its position fully.

(d) Within thirty days after the conference or after the Bishop's notice if no conference is requested, the Bishop shall confer with and receive the recommendation of the Standing Committee; thereafter, the Bishop, as final arbiter and judge, shall render a godly judgment.

(e) Upon the request of either party the Bishop shall explain the reasons for the judgment. If the explanation is in writing, copies shall be delivered to both parties.

(f) If the pastoral relation is to be continued, the Bishop shall require the parties to agree on definitions of responsibilities and accountability for the Rector and the Vestry.

(g) If the relation is to be dissolved:

1. The Bishop shall direct the Secretary of the Convention to record the dissolution.
2. The judgment shall include such terms and conditions including financial settlements as shall seem to the Bishop just and compassionate.

Supportive services by the Bishop

In event of failure or refusal to comply

Section 27. In either event the Bishop shall offer appropriate supportive services to the Priest and the Parish.

Section 28. In the event of the failure or refusal of either party to comply with the terms of the judgment, the Bishop may impose such penalties as may be set forth in the Constitution and Canons of the Diocese; and in default of any provisions for such penalties therein, the Bishop may act as follows:

(a) In the case of a Rector, suspend the Rector from the exercise of the priestly office until the Priest shall comply with the judgment.

(b) In the case of a Vestry, invoke any available sanctions, including recommending to the Convention of the Diocese that the Parish be placed under the supervision of the Bishop as a Mission until it has complied with the judgment.

Time may be extended

Section 29. For cause, the Bishop may extend the time periods specified in this Canon, provided that all be done to expedite these proceedings. All parties shall be notified in writing of the length of any extension.

Statements not discoverable or admissible

Section 30. (a) Statements made during the course of proceedings under this Canon are not discoverable nor admissible in any proceedings under Title IV provided that this does not require the exclusion of evidence in any proceeding under the Canons which is otherwise discoverable and admissible.

(b) In the course of proceedings under this Canon, if the Vestry makes a charge against the Rector that could give rise to a disciplinary proceeding under Canon IV.1, all proceedings under this Canon shall be suspended until the charge has been resolved or withdrawn.

Canon XVII Miscellaneous Provisions Registers and Annual Reports

All Clergy to keep a Register

Section 1 (a) According to the Canons of the General Convention, each and all Clergy of this Church shall keep a Register of Baptisms, Confirmations, Communicants, Marriages and Burials, within his or her Cure, agreeable to such rules as may be provided by the Constitution of the Diocese where his or her Cure lies.

This Register to contain certain particulars

(b) The Register shall specify the name, place and date of birth of each person baptized, with the names of the parents and sponsors; the names of parties married; the names of persons buried, and also the time when each rite was performed.

The Register to be carefully preserved

(c) The Clergy shall make these entries in a book to be provided for that purpose, belonging to the Vestry or Mission Council of each Congregation. The book shall be the Congregation Register and shall be preserved by the Vestry or Mission Council as a part of the records of the Congregation.

A list of Members in Good Standing to be kept

(d) The list of members in good standing shall embrace all within the Clergy's Cure, as nearly as can be ascertained. The Clergy shall also keep a list of all of the families and adult persons within the Cure as far as practicable, and also an accurate list of the persons confirmed from time to time by the Bishop.

Annual Reports of Congregations

(e) It shall be the duty of each Congregation in union with the Diocese to render to the Bishop of the Diocese, or if there be no Bishop, to the Ecclesiastical Authority, an Annual Report (Parochial Report) on the form provided by the Episcopal Church.

Equal Opportunity, Fair Employment and Non-Discrimination

(f) No one shall be denied rights, status or employment in this Diocese based upon race, sex, age (40 and over), color or national origin, nor because of non-disqualifying physical, mental or medical disability.

Extraparochial Clergy Reports

Section 2. All Clergy not regularly settled in any Congregation or Church shall report the occasional services performed. If no services were performed, the Clergy shall report the causes or reasons which prevented the same. These reports, or such parts of them as the Bishop shall think fit, may be entered on the Journal of the Convention.

Lay Readers

Lay Readers licensed

To conform to the Church's Canons

Section 3. No one shall be considered as authorized to officiate as a Lay Reader in this Diocese, except in case of particular emergency, without a written License from the Bishop, or in case of a vacancy in the Episcopate, from the Standing Committee; and Lay Readers shall in all cases conform to the provisions of the Church's Canons.

Canon XVIII Ecclesiastical Discipline

Incorporation of Title IV of Episcopal Church Canons

Section 1. Those provisions of Title IV of the Canons of the Episcopal Church which are applicable to the Diocese are hereby incorporated as part of this Canon XVIII. To the extent that any of the provisions of this Canon XVIII are in conflict or inconsistent with the provisions of Title IV, the provisions of Title IV shall govern.

Regional Disciplinary Board Compact

Section 2. The Regional Disciplinary Board Compact is hereby incorporated as part of this Canon XVIII. The Regional Disciplinary Board Compact constitutes an agreement among the dioceses party to it to develop and share resources necessary to implement Title IV of the Canons of the Episcopal Church, within the meaning of Title IV.5.3(i) thereof.

Section 3. Any modification, supplement, amendment, restatement or termination of the Regional Disciplinary Board Compact shall require the approval of the Convention.

Regional Disciplinary Board

Section 4. For so long as the Regional Disciplinary Board Compact remains in effect, the Regional Disciplinary Board shall constitute a Court instituted by the Diocese within the meaning of Article IX of the Constitution of the Episcopal Church, and the Regional Disciplinary Board shall constitute the "Disciplinary Board," within the meaning of Title IV of the Canons of the Episcopal Church, in respect of the Diocese.

Members of the Regional Disciplinary Board Designated by the Diocese

Section 5. As provided in the Regional Disciplinary Board Compact: (a) the Diocese is entitled to elect one clergy member and one lay member of the Regional Disciplinary Board and (b) the Bishops of the dioceses party to the Regional Disciplinary Board Compact are entitled to confirm the thirteenth member of the Regional Disciplinary Board.

Section 6. The Convention is entitled to elect the members of the Regional Disciplinary Board

that the Diocese is entitled to elect. All members of the Regional Disciplinary Board elected by the Diocese shall be knowledgeable in canon law or civil law, or both. All Clergy members of the Regional Disciplinary Board elected by the Diocese shall be canonically resident in the Diocese.

All lay members of the Regional Disciplinary Board elected by the Diocese shall be Members in Good Standing of a Congregation of the Diocese.

Section 7. Vacancies occurring in the members of the Regional Disciplinary

Board that the Diocese is entitled to elect shall be filled by appointment of the Bishop from the same order as the member vacating the Regional Disciplinary Board. Any member appointed by the Bishop to fill such vacancy shall serve until the succeeding annual session of the Convention and until such member's successor is elected or the member's earlier death or resignation.

Church Attorney and other Procedural Participants

Section 8. The Bishop shall appoint one or more attorneys licensed in Ohio to serve as Church Attorney. A Church Attorney may be relieved of that office by unanimous consent of the two members of the Regional Disciplinary Board that the Diocese is entitled to elect. The Bishop shall appoint a lawyer to take the place of a Church Attorney so relieved, subject to the unanimous consent of the two members of the Regional Disciplinary Board that the Diocese is entitled to elect.

Section 9. The Bishop is entitled to appoint such Intake Officers, Advisors, Investigators, Conciliators and other persons acting under Title IV of the Canons of the Episcopal Church as the Bishop may choose (collectively with the Church Attorney, the "Procedural Participants") with respect to matters arising in the Diocese. In matters of a Complaint that involves more than one diocese that is party to the Regional Disciplinary Board Compact, the Bishop is entitled to determine by mutual agreement with the other affected bishops which Procedural Participants shall be involved.

Continuation of Compensation upon Restriction Pursuant to Canon IV. 7

Section 10. (a) In the event a member of the Clergy shall be subject to the provisions of Canon IV.7 of the Episcopal Church, the full compensation due to such member of the Clergy shall continue for the duration of the Pastoral Direction, temporary restriction on ministry, or Administrative Leave ("Restriction"); provided that the period of mandatory full compensation shall not exceed ninety (90) days from the date the Restriction is imposed.

(b) The determination of the amount of compensation to be continued under this Section shall be the same compensation and benefits being paid to or for the benefit of the member of the Clergy immediately prior to the imposition of the Restriction.

(c) Compensation pursuant to this Section shall be paid by the Parish, Mission or other non-parochial entity employing the member of the Clergy at the time the Restriction is imposed.

(d) Only a duly ordained member of the Clergy Restricted by the Bishop who is engaged in full-time, part-time, supply or interim services to a Parish, Mission or other non-parochial entity within the Diocese shall be eligible to receive compensation under this Section.

Section 11. References in this Canon XVIII to the Bishop shall be deemed to mean the Ecclesiastical Authority.

Transition Provisions; Disposition of Pending Matters under Existing Canons

Section 12. Notwithstanding anything to the contrary in this Canon XVIII, the language of Canon XVIII as in effect immediately prior to January 1, 2021 shall continue to apply to any matter which is the subject of an intake report referred by the Intake Officer to the Reference Panel prior to January 1, 2021 (a “Pending Matter”), as if such language had not been amended by the amendments adopted at the 2020 Diocesan Convention. Without limiting the generality of the foregoing, the Disciplinary Board as constituted under such prior language shall be deemed to be the “Disciplinary Board,” within the meaning of Title IV of the Canons of the Episcopal Church, in respect of the Diocese with respect to any Pending Matter, and neither the Regional Disciplinary Board Compact nor the Regional Disciplinary Board shall apply to any Pending Matter.

Canon XIX Canons, Repealed or Amended

Repealing Clause

Section 1. The repeal of a Canon that itself repealed a prior Canon or portion of the Canon, does not revive the prior Canon or portion thereof.

Changes to be certified

Section 2. The Secretary, with the Chair of the Committee on Constitution and Canons, shall at the close of each session of the Convention certify the amending or enacting language as passed in the Canons. The Secretary shall print the same in the Journal.

How Canons may be amended

Section 3. The Canons may be amended, or new Canons may be enacted, at the Annual session of the Convention, by a vote of the majority of the Convention.

No existing Canon shall be changed, and no new Canon shall be enacted, unless such change or enactment shall have been referred to and reported upon by the Committee on Constitution and Canons.

Amended Canon to take effect

Section 4. All changes in the Canons shall take effect immediately following the close of the annual session of the Convention at which they are adopted, unless another specific time is included in and passed as part of the amendment or enactment.