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**THE DIOCESE OF CENTRAL PENNSYLVANIA**

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# **JOURNAL 2013**



YOUR BISHOP INVITES YOU TO JOIN IN THE DIOCESAN FELLOWSHIP OF PRAYER. THE ORDER IS FOUND IN THE DIOCESAN CALENDAR

FOLLOWING ARE SOME SUGGESTED PRAYERS

**For the Human Family**

O God, you made us in your own image and redeemed us through Jesus your Son; Look with compassion on the whole human family; take away the arrogance and hatred which infect our hearts; break down the walls that separate us; unite us in bonds of Love; and work through our struggle and confusion to accomplish your purposes on earth; that, in your good time, all nations and races may serve you in harmony around your heavenly throne through Jesus Christ our Lord. Amen.

**For Clergy and People**

Almighty and everlasting God, from whom cometh every good and perfect gift; Send down upon our bishops, and other clergy and upon the congregations committed to their charge, the healthful Spirit of thy grace; and, that they may truly please thee, pour upon them the continual dew of thy blessing. Grant this, O Lord, for the honor of our Advocate and Mediator, Jesus Christ. Amen.

**For the Diocese**

O God, by your grace you have called us in this Diocese to a goodly fellowship of faith. Bless our bishops and other clergy, and all our people. Grant that your Word may be truly preached and truly heard, your Sacraments faithfully administered and faithfully received. By your Spirit, fashion our lives according to the example of your Son, and grant that we may show the power of your love to all among whom we live; through Jesus Christ our Lord. Amen.

**For the Parish**

Almighty and everliving God, ruler of all things in heaven and earth, hear our prayers for this parish family. Strengthen the faithful, arouse the careless, and restore the penitent. Grant us all things necessary for our common life, and bring us all to be of one heart and mind within your holy church; through Jesus Christ our Lord. Amen.

**Prayers for Evangelism**

To be used when two or more members gather for any Christian purpose.

Almighty God, by your grace you have given us new life in Jesus Christ, and by your Spirit you have called us to proclaim his Name throughout the nations: Awaken in us such a love for you and for your world that in this Decade of Evangelism we may so boldly proclaim Jesus Christ by word and deed that all people may come to know him as Savior and follow him as Lord; to the glory of your Name. Amen.

Almighty God, you have called your Church to preach the gospel to all nations, and you have taught us to seek and serve Christ in all people: Strengthen and inspire the congregations of this church as we continue in this the Decade of Evangelism. Help us to recognize the prompting of the Spirit in those who do not now profess the Name of your Christ and, by our words and deeds, to encourage them in their pilgrimage; that they may find the joy and peace of knowing Jesus Christ, their Lord and ours; who lives and reigns with you and the Holy Spirit, now and forever. Amen.

**Conversation and Reflection on Those Living in Poverty**

The Diocese of Central Pennsylvania, in accordance with the direction of General Convention, call upon the Diocese and its parishes to begin each meeting for the coming year with the question, "How will what we are doing here affect or involve those living in poverty?"

**The Diocese of  
Central Pennsylvania  
Episcopal Church**



Journal of Proceedings 2013

of the

**One Hundred Forty Third Annual Convention**

held at

The Ramada Inn & Conference Center  
State College, Pennsylvania

**Hosts**

The Lancaster Convocation

The 144<sup>th</sup> Annual Convention of the Church of the Diocese of Central  
Pennsylvania will be held June 13 & 14, 2014

**143<sup>rd</sup> Annual Diocesan Convention  
The Ramada Inn and Conference Center  
State College, Pennsylvania  
June 7 & 8, 2013**



The Rt. Rev. Nathan Baxter delivers his address to the 143<sup>rd</sup> Diocesan Convention



The Rev. Canon Robyn Szoke Coolidge updates delegates on the progress of the School of Christian Studies Pilot Program



Hospitality from the hosting Lancaster Convocation



Pondering the day's events – Bp. Baxter & Chaplain Bp. Sean Rowe (Diocese of Northwestern Pennsylvania)



Diocesan youth delegates at lunch with Bishop Baxter



Clergy Spouses' Luncheon with Mrs. Mary Ellen Baxter



Marielle Donohue accepts a Spirit of the Diocese Award For her dedication to diocesan youth ministries



Archdeacon for Deacons, The Ven. Mary Martha (Molly) Solbak accepts the Bishop's Distinguished Life Long Service Award from Bishop Baxter





Mr. Ron Markle (Trinity Church, Jersey Shore) accepts a Spirit of the Diocese Award from Bishop Baxter



The Rev. Deacon Nancy Rementer reads the Gospel during the closing Eucharist



The closing Eucharist with the clergy of the Lancaster Convocation

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**I, Tyrone Powell, Esquire, Secretary of the Convention of the Diocese of Central Pennsylvania, do hereby certify this to be the Journal of the Proceedings and the Minutes of the 143rd Convention of the Diocese.**

**Dated :** \_\_\_\_\_

**(signed) :** \_\_\_\_\_  
**Tyrone Powell, Esquire**

**Sworn & subscribed before me, a notary public, this \_\_\_\_\_ day of \_\_\_\_\_, 20\_\_\_\_.**

**OFFICERS OF THE DIOCESE**

Diocesan Office  
101 Pine Street  
PO Box 11937, Harrisburg PA 17108-1937  
(717) 236-5959  
or 1-888-236-5959 (toll free within the Diocese)  
Fax (717) 236-6448

Bishop and President  
The Right Reverend Nathan D. Baxter, D.Min., S.T.D.,D.H.L.,D.D.

Secretary  
Mr. Tyrone Powell, Esq.  
4701 Great Oak Lane, Harrisburg, PA 17110-3247

Treasurer  
Mr. John Small  
221 Kathy Street, Philipsburg, PA 16866-2955

Treasurer Emeritus  
Mr. Charles H. Fromer, CFP  
PO Box 12053, Harrisburg, PA 17108

Chancellor  
Mrs. Barbara McLemore, Esq.  
323 North 27<sup>th</sup> Street, Camp Hill, PA 17011-3629

Vice Chancellor  
Mr. Charles G. Banks  
21 Kitzell Drive, Carlisle, PA 17015

## **CONVENERS OF THE CONVOCATIONS**

### **ALTOONA**

Mrs. Mary Amato  
The Rev. Cliff Johnston

### **HARRISBURG**

The Rev. Pat Strohl, Deacon  
Ms. Jo Mitchell

### **LANCASTER**

The Rev. Jonathan Currier  
Mrs. Judy Donnelly

### **NORTHERN TIER**

The Rev. Janis Yskamp  
Mrs. Joan Berresford

### **SOUTHERN**

The Rev. Linda Watkins  
Mr. Don Peiffer

### **SUSQUEHANNA**

The Rev. Mary Kisner  
Mr. John Shirley

### **WEST BRANCH**

The Rev. Lauri Kerr  
Ms. Cindy McNeil

## **Elected Committees and Boards**

### **Standing Committee**

The Rt. Rev. Nathan D. Baxter, ex officio  
The Rev. Cn. Stephen C. Casey, President, 2013  
Dr. Samuel Ward, Vice President, 2013  
The Rev. Patrick A. Collins, 2013  
Ms. Mary Ann Dellinger, 2013  
The Rev. Cn. Gregory P. Hinton, 2014  
Dr. Bruce H. Johnson, 2014  
The Rev. Thomas Reeder, 2014  
Dr. Sanford Schwartz, Secretary, 2014  
Mr. Bill Berresford, 2015  
The Rev. Jane Miron, 2015  
The Rev. David Robinson, 2015  
Mr. John Stevenson, 2015

### **Council of Trustees**

#### **(Members entitled to vote)**

The Rt. Rev. Dr. Nathan D. Baxter, Bishop  
The Rev. Canon Theodore Babcock, Canon to the Ordinary  
Mrs. Barbara McLemore, Esq., Chancellor  
Mr. Charles Banks, Esq., Vice Chancellor  
Mr. Tyrone Powell, Esq., Secretary  
Mr. John Small, Treasurer  
Mr. Charles Fromer, CFP, Treasurer Emeritus  
The Rev. Canon David Zwifka, Registrar  
The Rev. Canon Stephen C. Casey, President of the Standing Committee  
Mrs. Shirley Wagner, President of the Episcopal Church Women

#### **(Elected by Diocesan Convention)**

Dr. Thomas Gemmill, 2013  
The Rev. William Lawbaugh, 2013  
The Rev. David W. Peck, 2014  
Mr. John Stevenson, 2014  
The Rev. Jennifer Looker, 2015  
Mrs. Bonnie Chambers, 2015

#### **(Elected by Convocation)**

Altoona: Mrs. Mary Amato  
The Rev. Cliff Johnston  
Harrisburg: The Rev. Pat Strohl, Deacon  
Ms. Jo Mitchell  
Lancaster: Ms. Judy Donnelly  
The Rev. Jonathan Currier  
Northern Tier: The Rev. Janis Yskamp  
Mrs. Joan Berresford  
Southern: The Rev. Linda Watkins  
Mr. Don Peiffer  
Susquehanna: Mr. John Shirley  
The Rev. Mary Kisner  
West Branch: The Rev. Lauri Kerr  
Ms. Cindy McNeil

**DISCIPLINARY BOARD**

The Ven. Cn. Andrew France, 2013  
The Rev. Joseph F. McNamara, 2013  
Ms. Cindy Loue Franke, 2013  
Mr. Richard Bushman, 2014  
The Rev. Mark Peter Harer, 2014  
The Rev. Rowena Gibbons, 2014  
The Rev. Veronica Chappell, 2015  
Mrs. Caroline Hoffer, Esq., 2015  
Ms. Jo Mitchell, 2015  
Mr. Burke McLemore, Esq., (Appointed Church Attorney)

**FINANCE COMMITTEE**

(established by Council of Trustees)  
Chair: Mr. John Small  
The Rt. Rev. Dr. Nathan Baxter, ex officio  
Mrs. Barbara McLemore, Esq., ex officio  
The Rev. Canon Theodore Babcock, ex officio  
The Rev. Canon David Zwifka, ex officio  
Mr. John Pomeroy  
Mr. David Mertz  
Mr. Tyrone Powell, Esq.  
Ms. Betty McLaughlin  
Ms. Monica Coffey  
Mrs. Bonnie Chambers  
Mr. Charles Fromer, CFP, Treasurer Emeritus

## PAROCHIAL DIRECTORY

St. Luke's Episcopal Church, Altoona (Founded 1851) Altoona Convocation  
Meeting Address: 806 13th St Altoona, PA 16602-2422  
Mailing Address: 806 13th St Altoona, PA 16602-2422  
Office Phone: 814-942-1372 Fax: 814-942-0756 Email: info@stlukesaltoona.org  
Primary Contact: Mr. Ron Cook

Calvary Chapel, Beartown (Founded 1896) Southern Convocation  
Meeting Address: 13318 Mentzer Gap Road Beartown, PA  
Mailing Address: P.O. Box B Blue Ridge Summit, PA 17214-0922  
Office Phone: 717-794-2229 Email: transfigurationandcalvary@gmail.com  
Primary Contact: The Rev. Canon John McDowell, Jr.  
Rector; The Rev. Canon John McDowell, Jr.  
Sr. Warden: Mr. Keith Carr

St. James' Episcopal Church, Bedford (Founded 1861) Altoona Convocation  
Meeting Address: 309 S Richard St Bedford, PA 15522  
Mailing Address: 309 S Richard St Bedford, PA 15522  
Office Phone: 814-623-8822 Email: stjamesbedford@earthlink.net  
Primary Contact: The Rev. Dr. Howard White, Jr.  
Priest in Charge: The Rev. Dr. Howard White, Jr.  
Sr. Warden: Mrs. Nancy Carroll

St. John's Episcopal Church, Bellefonte (Founded 1837) Altoona Convocation  
Meeting Address: 120 W Lamb St Bellefonte, PA 16823-1609  
Mailing Address: 120 W Lamb St Bellefonte, PA 16823-1609  
Office Phone: 814-355-0497 Fax: 814-355-3981 Email: cvpyles@aol.com  
Primary Contact: The Rev. Chris Pyles  
Rector: The Rev. Chris Pyles  
Sr. Warden: Mr. Larry Roberson

Christ Church, Berwick (Founded 1904) Susquehanna Convocation  
Meeting Address: 712 E 16th St Berwick, PA 18603-2302  
Mailing Address: 712 E 16th St Berwick, PA 18603-2302  
Office Phone: 570-752-6205 Email: mekisner@gmail.com  
Primary Contact: The Rev. Mary Kisner  
Rector: The Rev. Mary Kisner  
Sr. Warden: Mrs. Phyllis Gegwich

St. Paul's Episcopal Church, Bloomsburg (Founded 1792) Susquehanna Convocation  
Meeting Address: 101 Main Street (at Iron) Bloomsburg, PA 17815  
Mailing Address: P.O. Box 764 Bloomsburg, PA 17815-0764  
Office Phone: 570-784-3316 Fax: 570-784-7502 Email: stpaulbb@verizon.net  
Primary Contact: The Rev. David Bateman  
Interim Rector: The Rev. David Bateman  
Sr. Warden: Ms. Elaine Pongratz



Church of the Transfiguration, Blue Ridge Summit (Founded 1892) Southern Convocation  
Meeting Address: 13646 Summit Avenue Blue Ridge Summit, PA 17214  
Mailing Address: P.O. Box B Blue Ridge Summit, PA 17214-0922  
Office Phone: 717-794-2229 Fax: 717-794-1401 Email: [transfigurationandcalvary@gmail.com](mailto:transfigurationandcalvary@gmail.com)  
Primary Contact: The Rev. Canon John McDowell, Jr.  
Priest in Charge: The Rev. Canon John McDowell, Jr.  
Sr. Warden: Mr. Tim Crilley

All Saints' Episcopal Church, Brookland (Founded 1863) Northern Tier Convocation  
Meeting Address: Fox Hill Road Ulysses, PA 16948  
Mailing Address: P.O. Box 52 Coudersport, PA 16915-0052  
Office Phone: 814-274-8391 Email: [jyskamp@gmail.com](mailto:jyskamp@gmail.com)  
Primary Contact: The Rev. Janis Yskamp  
Rector: The Rev. Janis Yskamp  
Sr. Warden: Dr. Stephen Sampson

Mount Calvary Episcopal Church, Camp Hill (Founded 1908) Harrisburg Convocation  
Meeting Address: 125 N 25th St Camp Hill, PA 17011-3609  
Mailing Address: 125 N 25th St Camp Hill, PA 17011-3609  
Office Phone: 717-737-9834 Fax: 717-737-3764 Email: [mtcalvary@mtcp.org](mailto:mtcalvary@mtcp.org)  
Primary Contact: The Rev. Duncan Johnston  
Rector: The Rev. Duncan Johnston  
Sr. Warden: Mrs. Elizabeth Steck

St. John's Episcopal Church, Carlisle (Founded 1751) Harrisburg Convocation  
Meeting Address: 1-A Hanover St Carlisle, PA 17013  
Mailing Address: P.O. Box 612 Carlisle, PA 17013-0612  
Office Phone: 717-243-4220 Fax: 717-243-7745 Email: [info@stjohnscarlisle.org](mailto:info@stjohnscarlisle.org)  
Primary Contact: The Rev. Canon Mark Scheneman  
Rector: The Rev. Canon Mark Scheneman  
Sr. Warden: Mr. Terry Neiles

Trinity Episcopal Church, Chambersburg (Founded 1870) Harrisburg Convocation  
Meeting Address: 58 S 2nd St Chambersburg, PA 17201-2207  
Mailing Address: 58 S 2nd St Chambersburg, PA 17201-2207  
Office Phone: 717-264-6351 Email: [trinityepiscopalchurch@embarqmail.com](mailto:trinityepiscopalchurch@embarqmail.com)  
Primary Contact: The Rev. Patrick Pierce  
Rector: The Rev. Patrick Pierce  
Sr. Warden: Duane Bidlack

Bangor Episcopal Church, Churchtown (Founded 1722) Lancaster Convocation  
Meeting Address: 2099 Main St Narvon, PA 17555-9521  
Mailing Address: 2099 Main St Narvon, PA 17555-9521  
Office Phone: 717-445-0253  
Primary Contact: The Rev. Canon William Murphey  
Rector: The Rev. Canon William Murphey  
Sr. Warden: Mr. Robert J. Brown

St. Gabriel's Episcopal Church, Coles Creek (Founded 1793) Susquehanna Convocation  
Meeting Address: Route 487 Benton, PA 17814  
Mailing Address: P.O. Box 347 Benton, PA 17814-0347  
Office Phone: 570-752-6205 Email: virginia+@epix.net  
Primary Contact: Mr. William Victory  
Sr. Warden: Samuel Ganshaw

St. Paul's Episcopal Church, Columbia (Founded 1849) Lancaster Convocation  
Meeting Address: 340 Locust St Columbia, PA 17512  
Mailing Address: P.O. Box 96 Columbia, PA 17512-0096  
Office Phone: 717-684-8496 Email: stpaulepchcolumbia@earthlink.net  
Primary Contact: The Rev. J. Patrick Peters  
Rector: The Rev. J. Patrick Peters  
Sr. Warden: Mr. Leon Machan

Christ Episcopal Church, Coudersport (Founded 1843) Northern Tier Convocation  
Meeting Address: 601 North Main Coudersport, PA 16915  
Mailing Address: P.O. Box 52 Coudersport, PA 16915-0052  
Office Phone: 814-274-8391 Fax: Email: jyskamp@gmail.com  
Primary Contact: The Rev. Janis Yskamp  
Rector: The Rev. Janis Yskamp  
Sr. Warden: Hon. John Leete

Christ Memorial Episcopal Church, Danville (Founded 1828) Susquehanna Convocation  
Meeting Address: Corner Of East Market and Pine Danville, PA 17821  
Mailing Address: P.O. Box 363 Danville, PA 17821-0363  
Office Phone: 570-275-3903 Email: CMECdanville@comcast.net  
Primary Contact: The Rev. Nancy Shank  
Rector: The Rev. Nancy Shank  
Sr. Warden: Mr. Kenneth Altenbach

St. John In The Wilderness, EaglesMere (Founded 1877) West Branch Convocation  
Meeting Address: (Summer Chapel) Eagles Mere, PA 17331  
Mailing Address: c/o Mrs. Caroline Estey King 260 W. Hartwell Lane Philadelphia, PA 19118  
Office Phone: 215-242-2945 Email: esteyking@aol.com  
Primary Contact: Mrs. Caroline Estey-King  
Sr. Warden: Mrs. Caroline Estey-King

St. James' Episcopal Church, Exchange (Founded 1848) West Branch Convocation  
Meeting Address: Route 44 Exchange, PA  
Mailing Address: 1261 White Hall Rd Turbotville, PA 17772-9103  
Office Phone: 570-437-2696 Fax: Email: dculbertsonrector@windstream.net  
Primary Contact: The Rev. David Culbertson  
Rector: The Rev. David Culbertson  
Sr. Warden: Mr. Walter Hubickey

Prince Of Peace Episcopal Church, Gettysburg (Founded 1878) Southern Convocation  
Meeting Address: 20 West High Street Gettysburg, PA 17325-0005  
Mailing Address: P.O. Box 3005 Gettysburg, PA 17325-0005  
Office Phone: 717-334-6463 Fax: 717-334-0908 Email: Secretary@GettysburgEpiscopal.org  
Interim Rector: The Rev. Dr. Stephen Harris  
Sr. Warden: Mr. Robert Gough

All Saints' Episcopal Church, Hanover (Founded 1951) Southern Convocation  
Meeting Address: 890 McCosh St Hanover, PA 17331-1800  
Mailing Address: 890 McCosh St Hanover, PA 17331-1800  
Office Phone: 717-637-5772 Email: allsaintsepiscopalhanover@juno.com  
Primary Contact: The Rev. Douglas Smith  
Rector: The Rev. Douglas Smith  
Sr. Warden: Mr. John Gilpin

St. Andrew's Episcopal Church, Harrisburg (Founded 1905) Harrisburg Convocation  
Meeting Address: St. Andrew's in the Valley 4620 Linglestown Rd Harrisburg, PA 17112  
Mailing Address: 4620 Linglestown Rd Harrisburg, PA 17112  
Office Phone: 717-234-8815 Fax: 717-233-7121 Email: standrewhbg1@verizon.net  
Primary Contact: The Rev. William Alford  
Rector: The Rev. William Alford  
Sr. Warden: Aaron Lichtenwalner

St. Paul's Episcopal Church, Harrisburg (Founded 1859) Harrisburg Convocation  
Meeting Address: 248 Seneca St Harrisburg, PA 17110-1840  
Mailing Address: 248 Seneca St Harrisburg, PA 17110-1840  
Office Phone: 717-233-2175 Fax: 717-233-8143 Email: stpaulsepiscopalchurch@comcast.net  
Primary Contact: The Rev. Canon Katherine Harrigan  
Rector: The Rev. Canon Katherine Harrigan  
Sr. Warden: Ms. Sarah Weedon

St. Stephen's Episcopal Cathedral, Harrisburg (Founded 1826) Harrisburg Convocation  
Meeting Address: 221 N Front St Harrisburg, PA 17101-1407  
Mailing Address: 221 N Front St Harrisburg, PA 17101-1407  
Office Phone: 717-236-4059 Fax: 717-236-0906 Email: info@ststep.org  
Primary Contact: The Very Rev. Churchill Pinder  
Dean: The Very Rev. Churchill Pinder  
Sr. Warden: Mrs. Deborah Reed-McHugh

Chapel of the Good Shepherd, Hawk Run (Founded 1885) Altoona Convocation  
Meeting Address: 270 Whitman Street Hawk Run, PA 16840  
Mailing Address: P.O. Box 23 Hawk Run, PA 16840-0023  
Office Phone: 570-433-3823 Fax: Email: cjtoo@yahoo.com  
Primary Contact: The Rev. Clifford Johnston  
Priest in Charge: The Rev. Clifford Johnston  
Sr. Warden: Mr. Leonard Coval

All Saints' Episcopal Church, Hershey (Founded 1938) Harrisburg Convocation  
Meeting Address: 310 Elm Ave Hershey, PA 17033  
Mailing Address: 310 Elm Ave Hershey, PA 17033  
Office Phone: 717-533-2454 Fax: 717-533-1771 Email: all-saints@live.com  
Primary Contact: The Rev. Susan Claytor  
Rector: The Rev. Susan Claytor  
Sr. Warden: Bonnie Chambers

Holy Trinity Episcopal Church, Hollidaysburg (Founded 1907) Altoona Convocation  
Meeting Address: 315 Jones Street Hollidaysburg, PA 16648  
Mailing Address: 315 Jones St Hollidaysburg, PA 16648-2007  
Office Phone: 814-695-7751 Email: holyepisc@aol.com  
Primary Contact: The Rev. Jeanne Jacobson  
Rector: The Rev. Jeanne Jacobson  
Sr. Warden: Mrs. Amy Rothrauff

St. John's Episcopal Church, Huntingdon (Founded 1820) Altoona Convocation  
Meeting Address: 212 Penn St Huntingdon, PA 16652-1444  
Mailing Address: 212 Penn St Huntingdon, PA 16652-1444  
Office Phone: 814-643-4732 Email: stjohshuntingdon@verizon.net  
Primary Contact: The Rev. Dolores Calhoun  
Sr. Warden: Mrs. Sandy Rudy

Trinity Episcopal Church, Jersey Shore (Founded 1903) West Branch Convocation  
Meeting Address: 174 Mount Pleasant Ave Jersey Shore, PA 17740  
Mailing Address: 176 Mount Pleasant Avenue Jersey Shore, PA 17740  
Office Phone: 570-398-4007 Email: trinityjs@verizon.net  
Primary Contact: The Rev. Veronica Chappell  
Rector: The Rev. Veronica Chappell  
Sr. Warden: Mrs. Mary Markle

St. Edward's Episcopal Church, Lancaster (Founded 1981) Lancaster Convocation  
Meeting Address: 2453 Harrisburg Pike Lancaster, PA 17601-1719  
Mailing Address: 2453 Harrisburg Pike Lancaster, PA 17601-1719  
Office Phone: 717-898-6276 Fax: 717-898-2480 Email: stedsoffice@comcast.net  
Primary Contact: The Rev. Canon Stephen Casey  
Rector The Rev. Canon Stephen Casey  
Sr. Warden Gretchen White

St. James' Episcopal Church, Lancaster (Founded 1744) Lancaster Convocation  
Meeting Address: 119 N Duke St Lancaster, PA 17602-2815  
Mailing Address: 119 N Duke St Lancaster, PA 17602-2815  
Office Phone: 717-397-4858 Fax: 717-397-7548 Email: office@saintjameslanaster.org  
Primary Contact: The Rev. David Peck  
Rector The Rev. David Peck  
Sr. Warden Mr. Joseph Wetzell

St. John's Episcopal Church, Lancaster (Founded 1853) Lancaster Convocation  
Meeting Address: 321 W Chestnut St Lancaster, PA 17603-3509  
Mailing Address: 321 W Chestnut St Lancaster, PA 17603-3509  
Office Phone: 717-299-1188 Fax: 717-399-3806 Email: stjoh@stjohns-lancaster.org

Primary Contact: The Rev. John Morris  
Rector: The Rev. John Morris  
Sr. Warden: Mrs. Cynthia H. Minnich

St. Thomas Episcopal Church, Lancaster (Founded 1958) Lancaster Convocation  
Meeting Address: 301 Saint Thomas Rd Lancaster, PA 17601-4832  
Mailing Address: 301 Saint Thomas Rd Lancaster, PA 17601-4832  
Office Phone: 717-569-3241 Fax: 717-569-9563 Email: saintthomaschurch@comcast.net  
Primary Contact: The Rev. Jonathan Currier  
Rector: The Rev. Jonathan Currier  
Sr. Warden: Ms. Elaine Austin

St. Andrew's Episcopal Church, Lewisburg (Founded 1946) Susquehanna Convocation  
Meeting Address: 255 S Derr Dr Lewisburg, PA 17837-1722  
Mailing Address: 255 S Derr Dr Lewisburg, PA 17837-1722  
Office Phone: 570-524-2061 Email: standrews@dejazzd.com  
Primary Contact: The Rev. Peter Harer  
Rector: The Rev. Peter Harer  
Sr. Warden: Mrs. Sue Ellen Spotts

St. Mark's Episcopal Church, Lewistown (Founded 1823) Altoona Convocation  
Meeting Address: 21 S Main St Lewistown, PA 17044-2116  
Mailing Address: 21 S Main St Lewistown, PA 17044-2116  
Office Phone: 717-248-8327 Email: info@stmark-lewistown.org  
Primary Contact: The Rev. Cn. Dr David Zwifka  
Rector: The Rev. Cn. Dr David Zwifka  
Sr. Warden: Mr. Blair P. Hannon

St. Paul's Episcopal Church, Lock Haven (Founded 1856) West Branch Convocation  
Meeting Address: 112 E Main St Lock Haven, PA 17745  
Mailing Address: P.O. Box 206 Lock Haven, PA 17745-0206  
Office Phone: 570-748-2440 Email: brynnlune@msn.com  
Primary Contact: The Ven. Canon Daniel Selvage  
Priest in Charge: The Ven. Canon Daniel Selvage  
Sr. Warden: Mr. Frank L. Hedges

St. Paul's Episcopal Church, Manheim (Founded 1869) Lancaster Convocation  
Meeting Address: 90 S Charlotte St Manheim, PA 17545-1802  
Mailing Address: 90 S Charlotte St Manheim, PA 17545-1802  
Office Phone: 717-665-6584 Fax: 717-664-7698 Email: stpaulmhm@dejazzd.com  
Primary Contact: The Rev. Sudheer Tiwari  
Priest in Charge: The Rev. Sudheer Tiwari  
Sr. Warden: Mrs. Joyce Engle

St. James' Episcopal Church, Mansfield (Founded 1839) Northern Tier Convocation  
Meeting Address: 18 St. James' Street Mansfield, PA 16933  
Mailing Address: 30 E Wellsboro St Mansfield, PA 16933-1121  
Office Phone: 570-662-2003 Fax: 570-662-3267 Email: stjamesmansfield@epix.net  
Primary Contact: The Rev. Rowena Gibbons  
Rector: The Rev. Rowena Gibbons  
Sr. Warden: Mr. William Berresford

St. John's Episcopal Church, Marietta (Founded 1849) Lancaster Convocation  
Meeting Address: Chestnut & Market Streets Marietta, PA 17547  
Mailing Address: P.O. Box 98 Marietta, PA 17547-0098  
Office Phone: 717-426-3041 Email: stjohsmarietta@embarqmail.com  
Primary Contact: The Rev. Nelson Kuule Baliira  
Priest in Charge: The Rev. Nelson Kuule Baliira  
Sr. Warden: Mr. Harold Kulman

St. Luke's Episcopal Church, Mechanicsburg (Founded 1880) Harrisburg Convocation  
Meeting Address: 8 E Keller St Mechanicsburg, PA 17055-3826  
Mailing Address: 8 E Keller St Mechanicsburg, PA 17055-3826  
Office Phone: 717-766-5182 Fax: 717-766-5274 Email: stlukemech@pa.net  
Primary Contact:  
Sr. Warden: Mr. Konrad Crist

Christ Episcopal Church, Milton (Founded 1794) Susquehanna Convocation  
Meeting Address: 21 Upper Market St Milton, PA 17847-1225  
Mailing Address: 21 Upper Market Street Milton, PA 17847  
Office Phone: 570-523-7642 Email: cecmilton@yahoo.com  
Primary Contact: The Rev. Robert Van Deusen  
Rector :The Rev. Robert Van Deusen  
Sr. Warden: Phil Gajda

Church of Our Savior, Montoursville (Founded 1868) West Branch Convocation  
Meeting Address: 31 N Loyalsock Ave Montoursville, PA 17754-1703  
Mailing Address: 31 N Loyalsock Ave Montoursville, PA 17754-1703  
Office Phone: 570-368-1860  
Primary Contact: The Rev. Lauri Kerr  
Missioner: The Rev. Lauri Kerr  
Sr. Warden: Mrs. Susan Lyon-McConnell

St. Stephen's Episcopal Church, Mt Carmel (Founded 1874) Susquehanna Convocation  
Meeting Address: Fourth & Maple Streets Mt Carmel, PA 17851  
Mailing Address: P.O. Box 353 Mount Carmel, PA 17851-0353  
Office Phone: 570-339-1307 Email: hapha@verizon.net  
Primary Contact: The Rev. Deacon Richard "Hap" Hazzard  
Sr. Warden: Mr. Donald Phillips, Jr.

Hope Episcopal Church, Mount Hope (Founded 1849) Lancaster Convocation  
Meeting Address: 2425 Mountain Rd Manheim, PA 17545-8793  
Mailing Address: 2425 Mountain Rd Manheim, PA 17545-8793  
Office Phone: 717-665-6311 Email: hopechurchmanheim@gmail.com  
Primary Contact: The Rev. Timothy Small  
Rector: The Rev. Timothy Small  
Sr. Warden: Mr. Stephen Palmer



St. Luke's Episcopal Church, Mount Joy (Founded 1908) Lancaster Convocation  
Meeting Address: 209 S. Market St Mount Joy, PA 17552-0146  
Mailing Address: 209 S. Market St Mount Joy, PA 17552-0146  
Office Phone: 717-653-4977 Email: stlukesmountjoy@embarqmail.com  
Primary Contact: The Rev. Eleanor Hart  
Priest in Charge: The Rev. Eleanor Hart  
Sr. Warden: Mr. Lane Ellis

St. James' Episcopal Church, Muncy (Founded 1797) West Branch Convocation  
Meeting Address: 215 S Main Street Muncy, PA 17756  
Mailing Address: P.O. Box 95 Muncy, PA 17756-0095  
Office Phone: 570-546-6470 Fax: Email: stjameschurchmuncy@windstream.net  
Primary Contact: The Rev. David Culbertson  
Rector: The Rev. David Culbertson  
Sr. Warden: Mr. Walter Hubickey

Nativity & St. Stephen's, Newport & Thompsontown (Founded 1825) Harrisburg Convocation  
Meeting Address: 157 South 2nd Street Newport, PA 17074-1407  
Mailing Address: 159 S 2nd St Newport, PA 17074-1407  
Office Phone: 717-567-6514 Fax: 717-567-2227 Email: chnatss@pa.net  
Primary Contact:  
Sr. Warden Mr. Todd Saner

St. Mark's Episcopal Church, Northumberland (Founded 1847) Susquehanna Conv.  
Meeting Address: 187 King St Northumberland, PA 17857-1653  
Mailing Address: 187 King St Northumberland, PA 17857-1653  
Office Phone: 570-473-3220 Email: stmarknorry@verizon.net  
Primary Contact: The Rev. Robert Van Deusen  
Rector: The Rev. Robert Van Deusen  
Sr. Warden: Mr. Robert Long

St. Paul's Episcopal Church, Philipsburg (Founded 1827) Altoona Convocation  
Meeting Address: 4th & Prequeisle St Philipsburg, PA 16866  
Mailing Address: P.O. Box 170 Philipsburg, PA 16866-0170  
Office Phone: 814-342-3180 Fax: 814-342-3180 Email: deaconwm@hotmail.com  
Primary Contact: The Rev. William Walker  
Sr. Warden: Mr. William Parkes

Trinity Episcopal Church, Renovo (Founded 1875) West Branch Convocation  
Meeting Address: 137 Third Street Renovo, PA 17764  
Mailing Address: P.O. Box 206 Renovo, PA 17764-0206  
Office Phone: 570-923-0571 Fax: 570-923-1060 Email: yewrn@comcast.net  
Primary Contact: The Rev. John Harwood  
Priest in Charge: The Rev. John Harwood  
Sr. Warden: Mrs. Yvonne Woodring

All Saints' Episcopal Church, Selinsgrove (Founded 1899) Susquehanna Convocation  
Meeting Address: 129 N Market St Selinsgrove, PA 17870-1905  
Mailing Address: PO Box 119 Selinsgrove, PA 17870  
Office Phone: 570-374-8289 Email: allsaints@ptd.net  
Primary Contact: The Rev. Paul Donecker

Priest in Charge: The Rev. Paul Donecker  
Sr. Warden: Mrs. Susan Wentzel

Holy Trinity Episcopal Church, Shamokin (Founded 1865) Susquehanna Convocation  
Meeting Address: 150 E Lincoln St Shamokin, PA 17872-5637  
Mailing Address: 150 E Lincoln St Shamokin, PA 17872-5637  
Office Phone: 570-648-6152 Fax: 570-648-7281  
Primary Contact: Mr. Robert Kessler  
Sr. Warden Mr. Robert Kessler

St. Andrew's Episcopal Church, Shippensburg (Founded 1903) Harrisburg Convocation  
Meeting Address: 206 E Burd St Shippensburg, PA 17257-1402  
Mailing Address: 206 E Burd St Shippensburg, PA 17257-1402  
Office Phone: 717-532-8089 Email: standrewepiscopal@comcast.net  
Primary Contact: The Rev. Barbara Hutchinson  
Rector: The Rev. Barbara Hutchinson  
Sr. Warden: Mr. Andy Smeltz

St. Benedict's Southern York Mission (Founded 2003) Southern Convocation  
Meeting Address: 513 N Constitution Ave New Freedom, PA 17349  
Mailing Address: P.O. Box 245 New Freedom, PA 17349-0245  
Office Phone: 717-235-1865 Fax: 717-235-1864 Email: info@stbenedictschurch.org  
Primary Contact: The Rev. Deacon Wanda Kloza  
Sr. Warden: Mr. Jason Lacey

St. Andrew's Episcopal Church, State College (Founded 1911) Altoona Convocation  
Meeting Address: 208 W Foster Ave State College, PA 16801-4822  
Mailing Address: 208 W Foster Ave State College, PA 16801-4822  
Office Phone: 814-237-7659 Fax: 814-867-7959 Email: office@standewsc.org  
Primary Contact: The Rev. Richard Wall  
Rector: The Rev. Richard Wall  
Sr. Warden: Mr. Kevin Barron

St. Matthew's Episcopal Church, Sunbury (Founded 1827) Susquehanna Convocation  
Meeting Address: 32 N Front St Sunbury, PA 17801-2140  
Mailing Address: 32 N Front St Sunbury, PA 17801-2140  
Office Phone: 570-286-7002 Email: stmatthewsunbury@verizon.net  
Primary Contact: The Rev. Robin Jarrell  
Rector: The Rev. Robin Jarrell  
Sr. Warden: Mrs. Elaine Schlegel

St. Andrew's Episcopal Church, Tioga (Founded 1840) Northern Tier Convocation  
Meeting Address: Main Street Tioga, PA 16946  
Mailing Address: P.O. Box 386 Tioga, PA 16946-0386  
Office Phone: 570-662-7600 Email: carolb@ticopa.quik.com  
Primary Contact:  
Sr. Warden: Mr. Jerry Owens

Trinity Episcopal Church, Tyrone (Founded 1865) Altoona Convocation  
Meeting Address: 830 Washington Ave Tyrone, PA 16686-1345  
Mailing Address: 830 Washington Ave Tyrone, PA 16686-1345  
Office Phone: 814-684-3100 Email: revjj2000@yahoo.com  
Primary Contact: The Rev. Jack Lee Hoffer  
Sr. Warden: Mrs. Connie Shaffer

Church of the Good Shepherd, Upper Fairfield (Founded 1875) West Branch Convocation  
Meeting Address: 827 Good Shepherd Rd Montoursville, PA 17754-7532  
Mailing Address: 827 Good Shepherd Rd Montoursville, PA 17754-7532  
Office Phone: 570-433-3823  
Primary Contact: The Rev. Lauri Kerr  
Missioner: The Rev. Lauri Kerr  
Sr. Warden: Ms. Cynthia McNeil

St. Mary's Episcopal Church, Waynesboro (Founded 1898) Southern Convocation  
Meeting Address: 112 E 2nd St Waynesboro, PA 17268-1603  
Mailing Address: 112 E 2nd St Waynesboro, PA 17268-1603  
Office Phone: 717-762-1930 Fax: 717-762-1930 Email: stmwpa@superpa.net  
Primary Contact: The Rev. Linda Watkins  
Rector: The Rev. Linda Watkins  
Sr. Warden: Mr. Richard Rose

St. Paul's Episcopal Church, Wellsboro (Founded 1838) Northern Tier Convocation  
Meeting Address: 29 Charles St Wellsboro, PA 16901  
Mailing Address: P.O. Box 701 Wellsboro, PA 16901-0701  
Office Phone: 570-724-4771 Email: stpauls@ptd.net  
Primary Contact: The Rev. Canon Gregory Hinton  
Rector: The Rev. Canon Gregory Hinton  
Sr. Warden: Mrs. Linda McNeill

St. John's Episcopal Church, Westfield (Founded 1882) Northern Tier Convocation  
Meeting Address: 205 Elm St Westfield, PA 16950-1507  
Mailing Address: 205 Elm St Westfield, PA 16950-1507  
Office Phone: 814-367-2245 Email: stjohwestfield@verizon.net  
Sr. Warden: Mr. T. James Davis

All Saints' Episcopal Church, Williamsport (Founded 1901) West Branch Convocation  
Meeting Address: 1656 Scott St Williamsport, PA 17701-4459  
Mailing Address: 1656 Scott St Williamsport, PA 17701-4459  
Office Phone: 570-326-0191 Email: allsaints@comcast.net  
Primary Contact: The Rev. Lauri Kerr  
Missioner: The Rev. Lauri Kerr  
Sr. Warden: Mr. Charles Featherstone

Christ Episcopal Church, Williamsport (Founded 1840) West Branch Convocation  
Meeting Address: 426 Mulberry St Williamsport, PA 17701-6312  
Mailing Address: 426 Mulberry St Williamsport, PA 17701-6312  
Office Phone: 570-322-8160 Fax: 570-323-3664 Email: fr.tom@christchurchwilliamsport.ws  
Primary Contact: The Rev. Thomas Reeder  
Rector: The Rev. Thomas Reeder  
Sr. Warden: Mr. Smith J. Rudisill

GLEAM 3 Williamsport (Founded 2000) West Branch Convocation  
Meeting Address: 1656 Scott St Williamsport, PA 17701  
Mailing Address: 1656 Scott St Williamsport, PA 17701  
Office Phone: 570-322-1098 Fax: 570-322-1098 Email: gleam3@comcast.net  
Primary Contact: The Rev. Lauri Kerr  
Missioner: The Rev. Lauri Kerr

Trinity Episcopal Pro Cathedral, Williamsport (Founded 1866) West Branch Convocation  
Meeting Address: 844 W 4th St Williamsport, PA 17701-5824  
Mailing Address: 844 W 4th St Williamsport, PA 17701-5824  
Office Phone: 570-322-0126 Fax: 570-322-6508 Email: trinitychurchpa@comcast.net  
Primary Contact: The Rev. Canon Kenneth Wagner-Pizza  
Rector: The Rev. Canon Kenneth Wagner-Pizza  
Sr. Warden: Mr. Gregory Smith

St. Andrew's Episcopal Church, York (Founded 1917) Southern Convocation  
Meeting Address: 1502 4th Ave York, PA 17403-2623  
Mailing Address: 1502 4th Ave York, PA 17403-2623  
Office Phone: 717-843-3868 Fax: 717-848-1778 Email: neita@standrewsyork.org  
Primary Contact: The Rev. David Robson, D. Min.  
Rector: The Rev. David Robson, D. Min.  
Sr. Warden: Philip Blaker

St. John the Baptist Episcopal Church, York (Founded 1755) Southern Convocation  
Meeting Address: 140 N Beaver St York, PA 17403-5324  
Mailing Address: 140 N Beaver St York, PA 17403-5324  
Office Phone: 717-848-1862 Fax: 717-854-5102 Email: yorkjohn@aol.com  
Primary Contact: The Rev. Canon David Lovelace  
Rector: The Rev. Canon David Lovelace  
Sr. Warden: Mrs. Barbara Linder

The Episcopal Campus Ministry, University Park (Founded 1967) Altoona Convocation  
Meeting Address: 214 Eisenhower Chapel Pasquerilla Spiritual Center University Park, PA 16802  
Mailing Address: 214 Eisenhower Chapel Pasquerilla Spiritual Center University Park, PA 16802  
Office Phone: 814-867-3397

**The Diocese of Central Pennsylvania  
143<sup>RD</sup> Annual Convention  
State College, PA**

**Saturday, June 8, 2013  
MINUTES**

The day began with Morning Prayer, led by Convention hosts, the Lancaster Convocation, with reflections provided by Convention Chaplain, The Right Rev. Sean Rowe, Bishop of Northwestern Pennsylvania. The service ended with the symbolic return of the crozier, diocesan seal and Constitution and Canons to Bishop Baxter, signaling the end of his sabbatical.

Bishop Baxter thanked Bishop Rowe for his reflections challenging the Convention. Bishop Baxter announced that Bishop Rowe had declined his Chaplain honorarium and asked that it be given to The Rev. Leslie Doyle scholarship fund for Episcopal campers at Camp Mount Luther. Bishop Baxter will make a matching gift to the fund in honor of the legacy of Mother Leslie in the diocese.

Bishop Baxter welcomed the head table: Chancellor Barbara McLemore, Esq.; Secretary Tyrone Powell, Esq.; Treasurer Mr. John Small; and Dispatch of Business The Ven. Canon Dan Selvage.

The meeting was called to order.

**Dispatch of business:**

- Approval of Agenda: The Ven. Canon Dan Selvage made a motion to adopt the agenda, as presented. The motion was seconded and carried unanimously.
- Approval of Ballot: Canon Selvage noted that the white copy of the ballot in the convention packages is for the first ballot. The yellow copy is only to be used if it is needed for a second ballot. The Ven. Canon Dan Selvage made a motion to adopt ballot as true and accurate. The motion was seconded and passed unanimously

**Establishment of Quorum:** Secretary Powell announced that 210 delegates were certified, registered and in attendance and a quorum had been established.

**Election of Officers of Convention:** Secretary Powell made a motion to have the Secretary of Convention cast one ballot for the election of all the Officers of Convention:

Chancellor – Barbara R. McLemore, Esq.

Treasurer – Mr. John R. Small

Secretary – Tyrone Powell, Esq.

Registrar - The Rev. Canon David Zwifka

Treasurer Emeritus – Mr. Charles Fromer

The motion was seconded and passed unanimously

**Appointment of Vice Chancellor:** Chancellor Barbara McLemore announced the appointment of Charles Banks, Esq. as the Vice Chancellor for the coming year.

**Introduce diocesan staff:** Bishop Baxter introduced the members of the Diocesan staff:

The Rev. Canon Ted Babcock, Canon to the Ordinary

The Rev. Canon Robyn Szoke-Coolidge, Canon for Formation and Children &

Youth Ministries

Canon Linda Arguedas, Canon for Diocesan Events, Programs & Communications

The Rev. Canon David Zwifka, Director of Finance & Diocesan Administration

Canon William Graffius, Deployment Officer

Mrs. Carolyn Patterson, Secretary to the Bishop

Mrs. Debbie Robelen, Receptionist and Archivist

Ms. Barbara Hoffman, Finance Assistant

Mr. John Hoy, IT Consultant

Ms. Lesley Carter, Webmaster/Consultant  
The Venerable Molly Solbak, Archdeacon for Deacons  
The Rev. Canon Kate Harrigan, Canon Liturgist

**Claims of Clergy to Voice and Vote:** The Ven. Canon Dan Selvage made a motion, which was seconded,

**WHEREAS, The Rev. Nelson Kuule Baliira; The Rev. David Bateman; The Rev. Eleanor Hart; The Rev. Canon John McDowell; The Rev. Tom Joyce; The Rev. Barbara Seras** are all in the geographical bounds of the Diocese and are engaged in ministry approved by the Bishop of this Diocese, but hold canonical status elsewhere in the Church;

**THEREFORE IT IS MOVED;** the previously-named priests be granted seat in the 143<sup>rd</sup> Convention of the Diocese of Central Pennsylvania with the privilege of voice and vote.

The Motion passed, unanimously

**Introduction of Inaugural Diocesan Convention Youth Presence:** Bishop Baxter expressed his thanks to Canon Robyn Szoke-Coolidge for her vision and leadership with the youth and The Rev. Patrick Collins for his ministry with the children and youth.

*Lancaster Convocation:*

Kiana Corley, St. Thomas, Lancaster  
Joanie Kilhefner, St. John's, Lancaster  
Luke Runkle, St. Paul's, Columbia

*Harrisburg Convocation:*

Alec Tallman, St. Paul's, Harrisburg

*Altoona Convocation:*

Christina Wesesky, Good Shepherd, Hawk Run

*Northern Tier Convocation:*

Joel Doyle, Christ Church, Coudersport  
Sarah Doyle, Christ Church, Coudersport

The delegation was acknowledged and welcomed with applause.

Bishop Baxter then introduced David Kilp, a youth delegate to Convention, who was duly elected by his congregation. Mr. Kilp was also welcomed with applause.

**Introduction of new clergy:** Bishop Baxter introduced those clergy who have come to our diocese since last year's Convention:

The Rev. Brenda Taylor, Deacon, Assigned to St. Paul's, Harrisburg  
*Ordained to the Transitional Diaconate on Sunday June 2, 2013:*  
The Rev. Regina (Gina) Barrett, Assigned to St. Thomas, Lancaster  
The Rev. Betsy Ivey, Assigned to St. Andrew's, Shippensburg  
The Rev. Elaine Thomas  
The Rev. Rebecca (Becky) Zartman

Bishop Baxter then announced those clergy who had made a move within the diocese in the last year:

The Rev. Fred Miller, Assisting Priest St. Andrew's, State College  
The Rev. Charles Cruikshank, Deacon, St. Andrew's State College  
The Ven. Canon Dan Selvage, Priest in Charge, Lock Haven  
The Rev. Fred Stevenson, Long term supply, St. Stephen's Mt. Carmel and Holy Trinity Shamokin  
The Rev. Patrick Collins, Long term supply, St. Benedict's New Freedom  
The Rev. Dee Calhoun, Supply, St. John's Huntingdon



He acknowledged The Rev. Daphne Messersmith, who will be moving to the Diocese of Western New York later in June to take a call there. He thanked her for her years of service to the Diocese of Central Pennsylvania and wished her well in her new parish.

**Clergy Retirement:** Bishop Baxter acknowledged the retirement of The Rev. Canon Marjorie Menaul, who retired as Rector of St. Paul's, Bloomsburg and who has now moved to Ohio.

**Clergy Necrology:** Bishop Baxter acknowledged the passing of The Rev. Eugene Smith, a retired priest of the diocese, who assisted at St. Thomas, Lancaster.

**Lay Necrology:** Secretary Tyrone Powell called delegates' attention to the list (See Appendix I) of those lay parish, convocational and diocesan leaders who have passed in the past year.

Bishop Baxter called for a moment of silence and offered a prayer for the repose of the souls of these faithful members of our diocese.

Bishop Baxter then called delegates' prayerful attention to The Rev. Ron Lynch, a retired priest of our diocese, who spent many decades in children and youth ministries, and who is now in hospital facing his last days.

**Break:** Convention recessed for a 10 minute break.

**Special Order: Bishop's Address to Convention:** The full text of Bishop Baxter's address can be found in Appendix II.

**Explanation of the Rules of Order for Debate:** Following Bishop Baxter's address, Chancellor Barbara McLemore Explained Rule II, Section 4 Concerning Debate, from the Diocesan Canon and Constitution, regarding the rules for conducting debate during the Diocesan Convention.

**Nominating Committee:** Committee Chair, The Rev. Jennifer Looker presented the report of the Nominations Committee as follows. Nominees were asked to stand when their name was read:

**Standing Committee** Elect 2 Clergy / 2 Laypersons

Clergy

The Rev. Patrick Collins  
The Rev. Barbara Hutchinson  
The Rev. Patrick Pierce  
The Very Rev. Churchill Pinder

Lay

Ms. Sharon Arnold  
Mr. David Morath  
Mr. Samuel Ward  
Ms. Sara Weedon

**Council of Trustees** Elect 1 Clergy / 1 Layperson

Clergy

The Rev. Susan Claytor  
The Rev. Christopher Pyles

Lay

Mr. Tom Gemmill  
Mr. David Miron  
Mr. Terry Walker

**Disciplinary Board** Elect 1 Clergy / 2 Laypersons

Clergy

The Rev. Deacon Loretta Collins

Lay

Mr. Penn Glazier

Mrs. Martha Harris

Rev. Looker thanked Vice Chancellor Chuck Banks, The Rev. Canon Stephen Casey and Canon Linda Aruggedas for their assistance in the work of the committee. She also thanked those in who responded to the call to serve.

**Appointment of Tellers and Voting Instructions:** Secretary Powell announced that Polls will open at noon and the results will be shared at 2:30pm. He reminded delegates that Ballots are in their packets. He asked that they use only the white ballot. In event of tie the yellow ballot will be used for a second count. He asked that ballots only be marked for the vote as any extra markings would be considered a disqualified ballot. He asked that delegates only vote for the number indicated for each order as over-votes will also be deemed disqualified. He confirmed that under-voting (i.e. voting only for one person where two are eligible) will be accepted.

He explained that the Tellers were nominated and chosen prior to convention. He asked the Tellers to report to room 114 at noon to begin counting.

A motion was moved and seconded that the Secretary cast one vote on behalf of convention for the clergy nominated to the Disciplinary Board, as trial two clergy have been nominated for two available seats. The motion passed unanimously

**Commission on Ministry appointments:** Commission on Ministry Vice President, The Rev. Canon Mark Scheneman, announced the appointment to the Commission of The Rev. Mary Kisner (Christ Church, Berwick) and Ms. Sue Ellen Spotts (St. Andrew's, Lewisburg). They have each been appointed to serve a full six year term.

A motion was made and seconded for the concurrence of Convention to the appointments.

Rev. Kisner was asked to stand. Ms. Spotts was not in attendance at convention. There being no further questions, the motion passed unanimously.

**Annual Reports of Ministries:** Secretary Powell made a motion to receive the Annual Reports of the ministries and institutions of the Dioceses, which have been published on the diocesan website and will be published in the Journal of Convention. The motion was seconded and passed unanimously.

**Finance Committee Report:** Finance Committee Chair, Mr. John Small, presented the Finance Committee report to Convention.

He noted that a presentation regarding the budget highlights had been made at the previous evening's preview meeting. Mr. Small would present other issues before the Finance Committee.

The investment trust has had a good year. The Finance Committee sets the overall investment and asset allocation policy in conjunction with advisors and the Bank of New York Mellon (BNY Mellon). The policy seeks to minimize swings in the market. The investments are currently held in eight asset classes (mainly fixed income and large cap asset accounts, with trace amount in six others). There are 125 separate accounts in the investment trust. For the year 2012 the overall return for trust was 9.5%, with a 3 year return of 6.48%. Mr. Small encouraged parishes that, if they are not using the trust currently, to consider those returns.

Mr. Small noted that the 2014 budget gives an increase in the operation grants to parishes. Bishop Darlington grants will continue to be available. These grants were used well in 2012. Heistand loans also continue to be available to parishes for upgrading projects.

Property and casualty insurance claims were minimal in 2012. There were a couple of instances where parishes had to be assisted in difficult claims, but they have been resolved.

The Diocesan House at 101 Pine Street has been listed for sale. Although the commercial property market is depressed, the building continues to be actively marketed while staff and committee members explore options to re-locate.

Mr. Small called for questions from the floor.

Mrs. Dorothy Kapnic, St. Andrew's, Harrisburg, referred to p. 29 of the budget, asking what funds are being used to fund the mission enterprise zones and the new transitional deacons. Mr. Small explained that these are coming from the general operating funds, which can be found on balance sheet. Mrs. Kapnic asked the percentage of the fund being used for these purposes. Bishop Baxter explained that the Finance Committee would need to research to provide her with a specific answer, but he directed her to review the operating fund in the balance sheet.

Bishop Baxter called for a motion to adopt the budget as presented. The motion was made and seconded and passed by a majority vote, with abstention.

The Rev. Bill Alford, St. Andrew's, Harrisburg made an objection, stating that convention was not given adequate opportunity to discuss the budget. Bishop Baxter explained that opportunity was given for questions. There was also opportunity to discuss at convocation meetings and Friday evening, and so ruled that the vote to accept stands.

**Noon Day Prayers** Noon day prayers were led by the clergy of the Lancaster Convocation.

Following prayers, Secretary Powell announced that voting was open and indicated the location of the ballot boxes at the main doors of the room.

**Lunch Break** Bishop Baxter declared the Convention to be in recess for lunch. He asked that delegates return to re-start the business session at 1:15 pm.

**Awards** Following lunch, Bishop Baxter presented the Spirit of the Diocese Awards to:  
Mr. John Small, St. Paul's, Phillipsburg  
Mr. Ronald Markle, Trinity Church, Jersey Shore  
Ms. Marielle Donahue, St. Edward's Lancaster (Youth award)

He then presented the Bishop's Lifetime Award for Distinguished Servant Ministry to:  
The Rev. John Emmert, Retired, St. John's, Lancaster  
The Rev. Canon Gregory Hinton, Rector, St. Paul's, Wellsboro  
The Ven. Canon Daniel L. Selvage, Retired, Priest in Charge St. Paul's, Lock Haven  
The Ven. Mary Martha (Molly) Solbak, Archdeacon for Deacons

The Awardees biographies can be found in Appendix III of the minutes.

**Voting Results** Secretary Powell reported on the voting results:

Standing Committee

*Clergy:*

The Rev. Barbara Hutchinson, St. Andrew's, Shippensburg

The Rev. Patrick Collins

*Laypersons:*

Dr. Samuel Ward, All Saints, Hershey

Ms. Sarah Weedon, St. Paul's, Harrisburg

Council of Trustees

*Clergy:*

The Rev. Susan Claytor, All Saints, Hershey

*Layperson:*  
Mr. David Miron, St. Thomas, Lancaster

Disciplinary Board

*Clergy:*  
The Rev. Loretta Collins, Deacon, St. Mark's, Lewistown  
The Rev. John Harwood, Trinity, Renovo

*Layperson:*  
Mr. Penn Glazier

**Reconsideration of Budget:** Following the report on the voting results, Ms. Tracy Novinger, St. Andrew's, Harrisburg made a motion for reconsideration of the 2014 Diocesan Budget. The motion was seconded and passed with a majority vote.

Ms. Novinger opened the discussion by making a statement from St. Andrew's, Harrisburg about the concerns they have regarding the move to make St. Andrew's congregation in the City of Harrisburg into a mission church and the concern that this move is being rushed. Bishop Baxter intervened in her statement to say that this is not a budget issue and asked if there is a specific question about the budget itself. He asked that she and her delegation consider and then can return with any specific budget questions, in order that those who wish to discuss the budget itself could do so.

Ms. Stephanie Francis, St. Paul's Wellsboro asked about the decision regarding the decrease in funding for the Episcopal Home. She noted from the budget that it appeared to have lost 50% of its diocesan funding and asked how that decision was made.

Bishop Baxter asked Canon Zwifka to speak to the matter. Canon Zwifka noted that the Finance Committee and Council of Trustees have a responsibility to balance all the priorities of the diocese in order to make a working budget. Sometimes the decisions are hard, such as when support to one area must be decreased in order to continue support of other priority areas. This is not a judgment of the worthiness of the ministry. In this case, both the Finance Committee and Council of Trustees agreed that this was an appropriate move. The number in budget for this year was a cut from the previous year, but that was with the understanding that the Home was developing a strategic plan for fundraising. That plan is going forward and they are now engaging in fundraising. Because of concerns expressed at the Council of Trustees regarding support of the Home, a taskforce has been appointed to look at the concerns and needs of the Home. Mr. Tom Gemmill, of St. James, Lancaster, and The Rev. Janis Yskamp, of the Potter County Churches, are co-chairing. A report will be made to the Council of Trustees at their Fall meeting.

Bishop Baxter reiterated that the Home has a strategic plan for the coming five years that they are working on. They are seeking pledges of \$1,000 per year for five years. Bishop Baxter has committed to that and encourages others to also consider supporting this effort. He indicated that people who wish to support the Home should be in touch with Canon Mary Grace Shearer, Executive Director or Deacon Patrick Strohl, Board Treasurer.

Mr. Nick Marouf, St. Andrews Harrisburg, asked where in the budget did the \$25,000 come from for the St. Andrew's Harrisburg mission church effort, St. Benedict's mission church and the mission enterprise zones.

Canon Zwifka noted that in the budget publication provided in packets the mission zones have a note, "pending continuing funding". Each of the funding streams for the mission zones must be approved by the Council of Trustees and Finance Committee. They will each be an ongoing program where benchmarks are set and must be met to obtain further funding. It is a time certain program with 3 years of graduated decline of subsidy available. It is not a permanent budget item.

Mr. Marouf asked for an explanation of the source of the subsidy funds. Canon Zwifka explained the Council of Trustees approved the use of a portion of diocesan investment funds, as per the allowable

guidelines of the funds, which are available to the diocese for operations funds for just such a purpose. There are also funds available in the diocesan investment portfolio that are specified for mission and ministry. The specifics of the funding of the subsidy are complex but have remained faithful to the restrictions on the investment funds and make only minimal use of any unrestricted funds. The money will only be used for the designated line items, i.e. the Transitional Deacons/Curates and the Enterprise Mission Zones. Only the specific expenses will be drawn down and if there is money left over after those expenses, it will not be spent on anything else. Reviews of these projects and the use of the funds will be made during the year to both Finance Committee and the Council of Trustees.

Referring to line items 17200 and 17250, Mrs. Kapnic asked for confirmation if this meant that the project grants are being rolled into the operating grants. Canon Zwifka confirmed that this is the case. Mrs. Kapnic asked for a list of who received grant money this year. Canon Zwifka said that information is on the website, but he can also send it to her. Canon Stephen Casey, who serves on the grants committee, explained the process of the grants. The budget made available \$135,000 for grants, but the committee received requests for \$190,000 in grants. They then sent the applications back with the invitation to reduce their asking. If the amounts then fall within the budgeted amount, the committee honors the full request. If it is higher than what is available, then a sub group reviews the applications and allocates the funding that is available. In the current budget process the original amount was for \$200,000, of which they knew \$20,000 was allocated to project grants. When budget was originally showing a deficit it was evident that it would be necessary to cut the amount available for grants. The grant application procedure will begin again in a few weeks.

A request was made to call for the vote on the motion to accept the budget as presented. The vote passed unanimously.

**Reminder of the Rules of Order** Canon Dan Selvage reminded delegates of the rules of order for debate on the resolutions, specifically the time limit for each comment, the use of the red and green cards to indicate whether the comments were for or against the resolution, and the 20 minutes total time allowed for debate on each resolution.

**Appointment of Chancellor to be Temporary Chair of Convention** Bishop Baxter appointed Chancellor Barbara McLemore to be temporary Chair of Convention, relinquishing the gavel to her for the duration of resolution committee report only.

Chancellor McLemore called for the report of the Resolutions Committee.

**Resolution Committee Report** Committee Chair, Rev. Chappell, read each resolution and the Resolutions Committee moved acceptance of all the resolutions, with the request that the proposer of each resolution speak to that resolution.

The motion was seconded.

**Resolution 2013-001 Clergy Association Membership on Clergy Compensation Subcommittee** (the full resolution can be found at Appendix IV)

RESOLVED: That the Episcopal Clergy Association respectfully recommends that the Bishop consider appointing a member of the Clergy Association, selected by that Association, to the Diocesan Subcommittee on Clergy Compensation.

Clergy compensation subcommittee Chair, The Rev. Canon Ken Wagner-Pizza, noted that this motion was submitted on behalf of the clergy association, which is a group of all the clergy in diocese. He read the full resolution to convention for their consideration.

The Rev. Stephen Harris stood to say he affirms the resolution, but moved that an amendment be made as follows:

“and be it further resolved that this convention affirms that recommendation.”

The motion for amendment was seconded and passed by majority vote.

A motion was made and seconded on the resolution as amended and passed with a majority vote.

**Resolution 2013-002 Church Employee Compensation** (the full resolution can be found in Appendix IV)

RESOLVED: That the following clergy and lay employee compensation policy be adopted by the Diocese, and that the diocesan convention review this policy in 2015, having been advised by the Standing Committee and the Finance Committee Joint Subcommittee on Clergy and Lay Employee Compensation and Benefits.

Rev. Chappell asked the presenting party to speak on behalf of the resolution. The resolution is presented by the Congregational Development Commission who indicated that no instruction is required. Rev. Chappell read the resolution aloud.

The motion was seconded and discussion invited.

Tony Nicholson, St. Marks Lewistown inquired if clergy will vote on the resolution, stating that if they would, he would like to speak against them doing that, since it will involve their salaries. He indicated strong reservations regarding clergy and those being paid by diocese voting for their salary.

The Rev. Chris Pyles, St. Johns Bellefonte, a member of the Congregational Development Commission, explained that they were tasked with reviewing clergy compensation, which was last reviewed in 2011. The procedure they followed was to survey nearby dioceses in an effort to make compensation packages that are in keeping and competitive with other dioceses so we would be in a position to attract clergy to Central Pennsylvania. He asked that it be kept in mind that those parishes most affected are those least likely able to support fulltime priest.

Mr. Tyrone Powell, Convention Secretary, explained that there is already a compensation schedule that has been approved by Convention for years, which indicates the terms of minimum clergy compensation. This resolution is to simply require that parishes default to at least the minimum wage. This resolution is not to vote on clergy salary, but simply puts in place a minimum wage structure.

There being no further comments, the Motion passed with a unanimous vote.

**Resolution 2013-003 Reflection of those living in poverty:** (the full resolution can be found at Appendix IV)

NOW THEREFORE BE IT RESOLVED that the Diocese of Central Pennsylvania, in accordance with the direction of General Convention, call upon the Diocese and its parishes to begin each meeting for the coming year with the question, "How will what we are doing here affect or involve those living in poverty?"

The Rev. Canon Kate Harrigan, St. Paul's, Harrisburg, representing the proposers of this resolution, explained that this resolution had been brought to General Convention by Episcopal deacons and it was absorbed into a larger resolution. At that point, the Episcopal Deacons pulled it out to call it the Deacons' Resolve to pay attention to those living in poverty, so that it would not get lost in the larger resolution that had absorbed it. Their strategy was then to ask dioceses to bring the resolution to their diocesan convention in order to raise awareness of those living in poverty. Several dioceses have voted on their form of this. Her parish of St. Paul's Harrisburg has been following this for their meetings and have found that it has changed their conversations and how they look at what they do as a parish. She noted that the resolution's main intention is to raise awareness.

There being no further comments, the resolution passed with a majority vote.

**Resolution 2013-004 – Gun violence** (The full resolution can be found at Appendix IV)

Be it resolved:

That the Diocese of Central Pennsylvania calls upon our elected officials at both the state and federal level to take immediate action to resolve this crisis by:

- Requiring background checks for all gun purchases and the elimination of any loopholes which allow disturbed individuals and criminals to more easily obtain firearms.
- Provide additional funding to help protect our schools to help keep them safe places of learning.
- Work to strengthen the mental health system and provide greater access for individuals with serious mental health issues.
- Join us in working to better educate the people of our region about mental health issues and work to erase the stigma of seeking care for mental illness.
- Seek to eliminate assault weapons and high capacity magazines which are better suited to warfare than to lawful pursuits like hunting.
- Join us in prayerfully asking God's help in creating a more peaceful and tolerant society where we can live in our homes and walk without fear on our streets.

And since the sisters and brothers who make up the Body of Christ (the Church) are called upon to engage in the spiritual formation of its members;

Be it further resolved that this Convention commission the Peace and Justice Committee to investigate Episcopal Peace Fellowship's Non-Violence training, and engage these and other resources to design non-violence training courses appropriate for all age groups for use in parishes and in Diocesan formation programs to be presented to Diocesan Convention in 2014.

The Rev. Robin Jarrell, St. Matthew's Sunbury, a co-sponsor, explained that they felt a need to address the cluster of symptoms that make up violence in this country. After the massacre at Sandy Hook, they felt compelled to do something and this resolution was a part of that. She conceded that the resolution may be imperfect but assured that it is heartfelt.

A request for further definitions was made regarding: 1- What does the resolve mean by "disturbed" people and 2- what does the resolve mean by "assault weapon"?

Rev. Jarrell explained that they understood "disturbed" to mean anybody who is classified as mentally ill. She understood assault weapons to be any weapon that can fire off repeated rounds to kill. Secretary of Convention Powell suggested that the resolution be limited to automatic weapons, as that is within framework and definition in most laws. He further suggested that mentally ill be defined as someone who has been diagnosed with a mental illness by a licensed psychologist.

The Rev. Susan Claytor moved that the resolution be amended to restructure the phrase: "where we can live in our homes and walk without fear on our streets" to read "live in our homes and walk on our streets without fear" so that the sentence would read grammatically and with greater clarity and effect. The motion to amend was seconded and passed by a majority vote.

The discussion returned to the entire resolution:

The Rev. Beth Mollard proposed a further amendment to the resolution, eliminating the phrase "disturbed individuals" as she saw this as being discriminatory and impossible to enforce.

The amendment was seconded.

The Rev. Stephen Harris spoke in opposition to the amendment. While he agreed that “disturbed individual” is a vague phrase in one sense, in his experience in mental health ministry, he knows that sometimes people are involuntarily committed because they are a danger to themselves and others. He also cited the situation where a protection from abuse order can be made against someone in a violent situation. He prefers to keep the amendment as it is and vote it up or down.

Mr. Alec Tallman, St. Paul’s, Harrisburg and member of the Diocesan Youth delegation, spoke in favor of the amendment to have the “disturbed individual” phrase removed. He noted that the resolution does not state what “disturbed” is defined as, and without having a clear definition, there is no way to properly identify or help those individuals.

The vote was called on the amendment. The voice vote split, and a count was requested. Upon a count, the amendment passed with Ayes: 101 and Nays: 74

Discussion returned to the entire resolution.

Ms. Mary Frey, All Saints Williamsport, spoke in opposition to the resolution, saying that she didn’t think this is a resolution that should be brought up at a church conference.

Mr. Chip Foulsham, St. Paul’s, Lock Haven, noted that the Constitution gives freedom of religion and specifies the separation of church and state. He further noted that the 2<sup>nd</sup> Amendment gives citizens the right to bear arms. He did not think the church should dictate to the state what they should do about gun ownership.

Mr. Burt Myers, St. Andrew’s York, who is employed by the PA Game Commission, spoke to the phrase: “seek to eliminate assault weapons and....” He clarified that in Pennsylvania it is illegal to use automatic and semi-automatic weapons for hunting, so he would like to see a change to language of the resolution to delete the reference to hunting. He called for a Motion for an amendment to read: “Seek to eliminate semi-automatic and automatic assault weapons and high capacity magazines” (thus eliminating language referencing hunting, etc.) The motion was seconded and there being no further comments, passed with a majority.

Discussion returned to the full resolution: Mr. Nick Marouf, St. Andrews Harrisburg noted that he is half in support of the resolution because the ideas expressed are good. However, he suggested eliminating the specific reference to assault weapons because crimes happen with all kinds of weapons. He brought a Motion to amend the resolution to strike the full line “seek to eliminate ....”

The amendment was seconded but did not pass. The 20 minutes of debate time having expired, the Chair called the vote on the resolution, as amended. The voice vote was split and a hand count was requested. The resolution passed with Ayes: 144 and Nays: 49 (The final resolution can be found at Appendix IV).

**Resolution 2013-005 – Non Compliance with Annual Fair Share** (the full resolution can be found at Appendix IV)

Be it therefore resolved that:

- Beginning with the fiscal year 2014, the Treasurer and rector of any parish that does not pledge or pay their Fair Share for the fiscal year 2013 on a timely basis may be asked to meet with the Finance Committee and provide the reasons that the parish is either unwilling or unable to pay. Further, such parish shall provide the Finance Committee with a written 3 to 5-year plan demonstrating a method to come into compliance.
- The Finance Committee shall review such explanation and plans for compliance for reasonableness and make a recommendation to the Council of Trustees with regard to exoneration of such parish from the requirements of the Canons.
- Acceptable reasons for not meeting Fair Share obligations may include, but are not limited to:
  - Cost of capital improvements;



- Cost of starting a new program;
  - Cost of hiring a parish personnel;
  - Efforts that focus on helping the parish to grow.
- The recommendation by the Finance Committee may include the requirement that non-compliant parishes record the unpaid Fair Share amount on its balance sheet as a liability to the Diocese.
  - Failure to meet with the Finance Committee and obtaining approval for non-compliance from the Council of Trustees may result in enforcement of Article III Section 2C of the Constitution of the Diocese of Central Pennsylvania.

The motion was seconded and the Rev. Canon Stephen Casey, a member of the Finance Committee, the proposer of the resolution, spoke to it to say that, as rector of a parish who didn't pay full fair share for a number of years, he likened paying the fair share to pledging in a parish. A rector and vestry can pray about it and persuade and encourage people to pledge, but people will or won't give as they wish. The Diocese is in a similar situation. The difference is that there are canons of the diocese and of national church, which have been agreed to by the lay and clergy of church, which need to pass by resolution. It is simple: diocese needs their share. If diocese was to actually impose the canons in place regarding payment of the fair share, many in attendance today wouldn't be here. Canon Casey was happy to report that his parish completed a five year plan they had worked out with the diocesan office and finance committee, and is now up to compliance.

A point of information was made to clarify the reference to 2013 and 2014 dates. Until 2014 we will not know if fair share was fully paid in 2013. So any potential request for information regarding 2013 would come in 2014. This will then carry forward into oncoming years, the resolution will not need to be brought to each convention.

It was noted that the request to discuss a parish's situation can come from either the diocesan office, finance committee, or the parish. Canon Babcock explained that the idea is that once a parish has pledged their fair share, they are encouraged to call the finance committee to talk. Or when diocese gets their monthly reports they may call parishes who seem to have a hard time. Sometimes a parish might call to say when it can again make full share. The idea of the resolution is to promote dialogue as opposed to imposing restrictions. He reminded parishes that if the diocesan office and finance committee know a parish is having difficulty, they might be able to help.

The Rev. Charlene Leigh Koser, St. Andrews York, asked if the diocese had ever imposed the canons as they stand. Bishop Baxter responded that it had not been done in recent memory as it is seen as too draconian. Rev Leigh Koser wondered if there is any use to the canon.

Bishop Baxter responded that other dioceses have done this. This resolution is being presented in our diocese because there has been push at convention that if people aren't willing to have the conversation and not pay, then it is not seen as fair that they have voice and vote. Parishes who consistently paid their fair share have pressed that we use canon. Finance committee preferred to do it this way instead. Canon Babcock explained that the resolution came about because of concern expressed that the canon is too draconian. Secretary Powell did a study of what dioceses around the country who are doing similar things and Rev. Currier did a study about what methods other diocese are using to get into compliance. This resolution builds on the more conversational and pastoral method that is used.

Ms. Dorothy Kapnic, St Andrew's, Harrisburg, expressed concern that the resolution has a mixture of "may" and "shall" in the language. She moved for an amendment:

- To eliminate the second sentence in bullet point 1;
- To eliminate all of bullet point 3; and
- To eliminate bullet 4 because finance committee doesn't have the right to dictate to parishes how they present their financial statements.

The amendment was seconded and, there being no further discussion of the amendment, the vote was taken and the motion for amendment passed with a majority.

Discussion returned to the resolution itself: Father David Peck inquired if we have the capacity to put up on screen the amended document we will be voting on. We do not have this capability as yet so Rev. Chappell read the amended resolution.

The resolution, as amended, passed by a majority. (The final resolution can be found at Appendix IV)

**Resolution 2013-006 – Voting Rights:** (the full resolution can be found at Appendix IV)

BE IT THEREFORE RESOLVED that this 143rd Convention of the Episcopal Diocese of Central Pennsylvania shall by enactment of this resolution, urge the Gov. of this Commonwealth and all elected representatives to repeal the Voter ID Law, returning the process of registration and voting to pre- 2012 circumstances, recognizing that the Commonwealth has no history of voter impersonation fraud, even at such time as the current Governor was Attorney General for the commonwealth,

AND BE IT FURTHER RESOLVED that this 143rd Convention of the Episcopal Diocese of Central Pennsylvania urge all persons of faith and communities of faith to join in this appeal to restore voting privileges to pre-2012 levels,

AND BE IT FURTHER RESOLVED that this 143rd Convention of the Episcopal Diocese of Central Pennsylvania urge our elected officials to cease any further efforts to restrict voting access and instead consider expanding the franchise opportunities by allowing registration up to and including the day of voting, expanding voting to include days preceding Election Days, including the weekend leading up to Election Days, and an open primary process to allow for greater participation by all registered voters in candidate nomination process.

The motion was seconded and the proposer was asked to speak to it. The proposer, The Rev. Elaine Silverstrim, was unable to attend and The Rev. Tom Reeder to spoke on her behalf.

He noted that questions had been raised whether or not it is appropriate to address a secular issue in a church gathering. However, we are a church who speaks on behalf of justice and those who are marginalized and disenfranchised, so it is appropriate. He asked that as delegates considered their vote, they remember Jonathan Daniels was murdered in 1965 in Alabama when working to register African American voters. It is appropriate to stand up as a church and raise a voice to say when something is immoral.

The Rev. Christian Brady, St. Andrew's State College, spoke in opposition to the resolution. While he has sympathy for intent of resolution, as stated it gets into the detailed minutae of a legislative proposal. It is our job to hold moral mirror up to society. A resolution with more general language to ask the government to be sure all have accessibility to vote is more appropriate. Details of how to implement it are best left to the civil process. He is not offering amendment to the language, but cannot support the resolution as written.

Mr. Tony Hatfield, St. Mark's Lewistown, explained that he is a judge of election at his polling place. They have requested people to show their identification and have had no problems; they automatically bring it out. People are used to showing their IDs.

The Rev. Janis Yskamp, Potter County Churches, noted that while the voter ID card is free and accessible to the majority, it is not to all Pennsylvanians. Many people in Potter and Tioga Counties, and others in that area have no access to public transportation. In those counties voter registration cards are only available at PennDOT offices one day a week and often not a day when transportation is available.

There were many senior citizens who did everything they could to get their cards but were unable to do so.

Mr. Terry Walker, St. John's Carlisle, asked 2 questions: if passed how would the results of the resolution be implemented? How do we urge all elected officials, all people of faith etc? Will it be done with mass mailing letters/ billboards/ads? Secondly, he suggested this is the wrong solution to the problem we are trying to solve. Why don't we instead start a mission to get ID cards for homeless persons and other such persons of need?

Bishop Baxter explained that in the past we have sent letters out electronically to elected officials.

The Rev. Stephen Harris, Prince of Peace, Gettysburg, proposed an amendment to delete the phrase "and an open primary process."

The motion for the amendment was seconded. Fr. Harris explained that the primary system is partisan so parties can elect their own people.

The vote on the amendment passed by a majority.

Discussion returned to the resolution in whole.

Mr. Chip Foulsham, Lock Haven, agreed that this is a secular decision and not for the church to make. He also reiterated the many times we need to show ID cards and do so with no problem.

One last argument in favor of the resolution was made, saying that it is not so easy for seniors to get their voter ID cards because they don't always have their original documents. He cited his elderly mother who did not have an original social security card and, even though she had her Medicare card had her social security number on it, it was not considered acceptable, and she was unable to get a voter card, despite many attempts to do so.

The vote was called on the resolution as amended. Although the resolution appeared to pass, a hand count was requested. The resolution passed with Ayes: 149 and Nays 41. (The final resolution can be found at Appendix IV).

The resolution discussion having concluded, Chancellor McLemore returned the gavel to Bishop Baxter. Bishop Baxter thanked the Chancellor, The Rev. Veronica Chappell and the Resolutions Committee for their good work.

Bishop Baxter went on to quote the Bishop of Durham: "diversity without enmity is a gift of the holy spirit", and thanked the convention delegates for conducting the debate without enmity.

**Break:** The meeting was adjourned for a ten minute break.

**Announcement:** The Rev. Jane Miron announced that delegates may return their green and red cards in the boxes at the exit doors so that they can be re-used next year.

**Committee on the Bishop's Address:** The Rev. Richard Wall, committee chair, presented the committee's report. (The full text of the resolution may be found at Appendix V.) He moved that the report and resolutions be accepted by the Convention, as presented

The motion was seconded and passed unanimously.

**Courtesy Resolutions:** The Rev. Canon Greg Hinton, Chair of the Courtesy Resolutions Committee presented the courtesy resolutions (the full text of the Courtesy Resolutions may be found at Appendix VI). He moved that the resolutions be accepted by Convention, as presented.

The motion was seconded and passed unanimously.

**Appointment of time and date of next Convention:** Canon Dan Selvage announced that the 144<sup>th</sup> Annual Convention of the Diocese of Central Pennsylvania is scheduled for June 13-14, 2014 at the same location.

**Request to review matter of time and date of Convention.** Canon Selvage then sought the concurrence of Convention to ask the Bishop to appoint a task force to review time and date of Convention. The motion was moved, seconded and passed unanimously.

**Destroy Ballots** Secretary Powell moved that, as all nominated positions on the ballots had been duly elected, the ballots should be destroyed. The motion was seconded and passed unanimously.

**Closing Eucharist** Bishop Baxter announced that, after short break to allow alternates and guests to join the delegates, the closing Eucharist would begin.

**Motion to adjourn** There being no further business, a motion was made to adjourn. The motion was seconded and passed unanimously.

**APPENDIX I**

Diocese of Central Pennsylvania  
143<sup>rd</sup> Convention

June 8, 2013, Ramada Conference Center, State College

**NECROLOGY ~ LAY ~**

*We give thanks for the life and witness of those who have served in past conventions as Delegates or Officers, or who have served on Bishops' Commissions and have died since June 2012. Below is a list of names of those to be remembered.*

St. Luke's, Altoona

Barbara Auker  
Judith Lamont  
Martha Mallam

All Saints, Hershey

Richard Fox

St. Edward's, Lancaster

Wayne Kistler Radcliffe

St. John's, Lancaster

Peggy Craige  
Betty Finney  
Richard Youngquist

Hope Church, Mount Hope

Patricia Dissinger

St. Andrew's, Shippensburg

Col. Robert "Bob" Rose

St. Andrew's, State College

John William McKenzie "Mack" Brady

Trinity, Tyrone

Jules Crowell

St. James, Lancaster

Richard Achenbach  
Jeffrey Arnold  
Mary Barlow  
Nancy Bowes  
Claude Bubb, Jr.  
Arline Davidson  
Arthur Dodge, Jr.  
James Gelhard  
Carol Goodyear  
Ellen Groff  
John Holden  
Michael Kyper  
Robert Madden  
Norman Miller  
Ruth Remley  
Mary Reynolds  
Helen Saunders  
Mary Jo Schweizer  
Joyce Smedley  
Howard Stumpf  
Richard Winters  
Dorothea Woods

## APPENDIX II

**The Diocese of Central Pennsylvania  
143<sup>rd</sup> Annual Convention  
State College, PA  
Special Order: Bishop's Address to Convention  
The Right Reverend Nathan D. Baxter**

### **IT'S GOOD TO BE BACK!**

My sabbatical was great in many ways; re-entry has been a bit overwhelming. I received briefings Wednesday and Thursday; officiated at the wedding of former student on Saturday; and on Sunday morning, Mary Ellen and I had a warm and joyous visitation with St. Paul's Church, Columbia. Sunday evening, I had the great privilege of ordaining four persons to the Sacred Order of Deacons. Our Cathedral was packed! Clergy and laity from every Convocation in our diocese were present, as well as many of seminary colleagues and professors of the ordinands. I thank everyone for their attendance and support.

This week, the most urgent pastoral and administrative matters have been attended to; I've played catch-up on the planning of Diocesan Convention, including working on my address. It's been a whirlwind re-entry.

### **BUT, IT'S GOOD TO BE BACK AMONG YOU!**

I return to a diocese that has continued to move forward in my absence. I wish to thank Canon Babcock, my staff and volunteer leaders who ably led the major commissions, committees and councils in my absence. The diocese was in good hands and has advanced since my absence.

Most of all, I wish to thank Bishop David Jones for his extraordinary pastoral presence, wise pastoral and administrative counsel, and spiritual grace throughout the diocese. While I have missed you, and you have said you missed me (smile), it has also been good for the diocese to experience the grace of another bishop of the Church.

Also, a **big thank-you** to the Lancaster Convocation for helping with the planning and hosting of this Convention. Working with diocesan staff, they developed this year's theme; planned the music and liturgies; and invited enough volunteers to participate to ensure warm and effective hospitality.

Finally, a heart-felt thank you to you all, the Diocese of Central Pennsylvania, for granting me this three-month sabbatical. It has been 15 years since my last one – far too long. I was in need of a season of refreshment, renewal and healing.

### **SABBATICAL REPORT**

The goals of the sabbatical were to **Learn, Discern, and Rest.**

**Learn:** There is a part of my vocation that is academic and public. While episcopacy is by nature parochial – one's responsibility to shepherd a local region – I have missed the more academic and public side of my ministry. When planning this sabbatical over a year ago, it was my hope to exercise a bit of that aspect of my vocation unencumbered by other expressions of ministry I also love. There were interests that I wanted to explore – spirituality and preaching, and considering the history and current state of black Episcopalians in our Church. Two seminaries and a publisher offered me opportunities to claim these opportunities.

By the time of my illness in late summer I had already signed the contracts and spent the money! However, the research and writing flowed relatively freely. I appreciated being able to stop, rest and walk as needed while I worked.

The Lutheran Seminary in Philadelphia invited me to be a lecturer in their annual Preaching with Power series. This event is followed by a private dialogue with the faculty and student body. My lecture – on DVD – is available on the seminary's website.

The Virginia Theological Seminary invited me to offer the Martin Luther King, Jr., Lectures. The first lecture was public, and the second was for faculty and students, followed by discussion. The lectures are on the seminary's website in video form and as PDFs. Mary Ellen and I spent the rest of the week relaxing on the campus, taking in library exhibits, and talking with our seminarians. We then visited our daughter and her family who live about 30 minutes away from the seminary before returning home.

Westminster/Knox Press is publishing a new commentary on Gospel of John in its Feasting on the Gospel series to which I contributed two short homiletical articles.

The research, reflecting, writing and discussions truly renewed the "life of the mind" for me.

**Discern.** Many of you know that for many years a Jesuit priest at Wernersville Spiritual Center has been my Spiritual Director. Beloved Fr. Ed is now almost 90 and in poor health. For the last six months I have had a new spiritual director, an Episcopal priest who was formerly a Jesuit. So, the disciplines of Ignatius of Loyola continue to nurture me in this time of discerning the "new normal" for my health in body, mind and spirit.

Mary Ellen and I also found much healing at the local Episcopal congregation in the village of Tunis Mills. We have been attending this lovely little chapel for almost 20 years. All Faith Chapel is a congregation with a history going back to 1720, having begun as a chapel of ease for the mother church in St. Michaels (1692). The Chapel's heritage is also seen in its worship, which alternates between Holy Eucharist and Morning Prayer with sermon. Between 30 and 40 attend each Sunday, which causes the little chapel to look like a packed house. While our visits to the Eastern Shore are usually a week or a long weekend, this extended time was renewing as we had the opportunity to talk with old friends at coffee hour or on walks, many of whom we have known for quite some time. Their remembering us Sunday by Sunday in the Prayers of the People is a gift indeed.

The ministry of the priest there, The Rev. Abigail Nestlehutt, has also been a blessing. Her sermons, her visits and her prayer with us have been healing and revealing. We enjoy the fellowship of this close knit congregation and village.

**Rest.** We really rested while on the Eastern Shore. We love the wildlife – foxes, deer, and so many varieties of birds are all easily visible from the vantage point of our house.

During March and April, we split our time between the cottage and our home in Harrisburg. But the month of May was spent entirely on the Eastern Shore, where we enjoyed day trips to its quaint towns and patronized its seafood restaurants and historic sites, such as the Frederick Douglass Memorial in St. Michaels.

Our grandchildren love visiting us there and they also like the neighbors who let them ride with them on tractors.

Most of all, Mary Ellen and I enjoyed sitting in our rocking chairs reading, watching the birds and deer, and getting reacquainted.

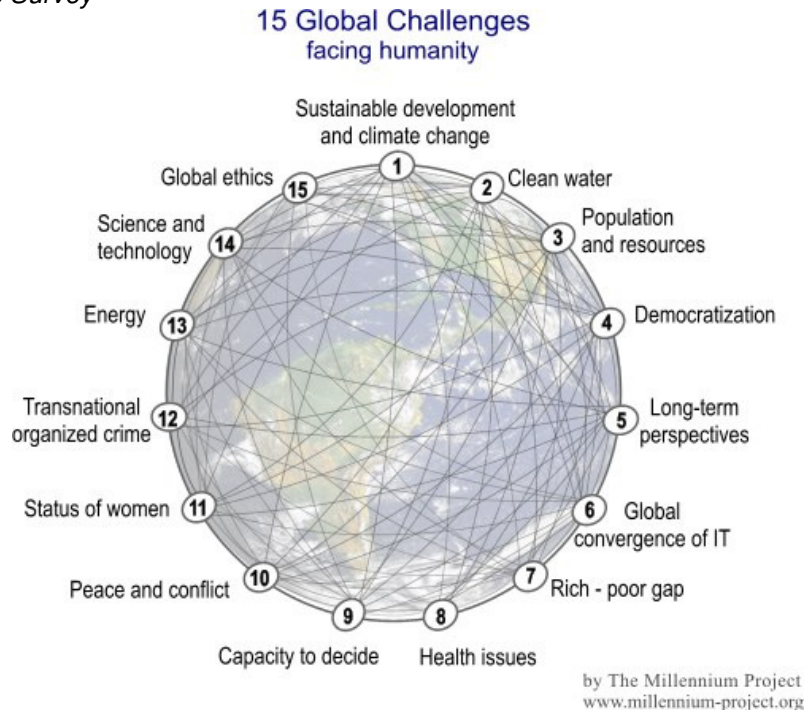
So, I return better in body, mind and spirit than when I left. Energy-wise and endurance-wise, I'm not the man I was a year ago and my recovery clearly continues. Symptoms are better managed as doctors monitor medication. But this sabbatical has borne much fruit and has been a blessing to me. Whatever my "new normal" may be, I am deeply grateful for this gift of time; for your prayers for my health; and for this demonstration of your great love for me and Mary Ellen.

Thank you.

## The Gospel for Tomorrow

Take a look at tomorrow from a demographic perspective.

Global Challenges for Humanity – excerpted from [2009 State of the Future](#), Michael Marien, editor, *Future Survey*



The 15 Global Challenges provide a framework to assess the global and local prospects for humanity. Their description, with a range of views and actions to address each, enriched with regional views and progress assessments, have been updated each year since 1996 and published in the annual *State of the Future*.

The challenges are interdependent: an improvement in one makes it easier to address others; deterioration in one makes it harder to address others. Arguing whether one is more important than another is like arguing that the human nervous system is more important than the respiratory system. These challenges are transnational in nature and trans-institutional in solution. They cannot be addressed by any government or institution acting alone. They require collaborative action among governments, international organizations, corporations, universities, NGOs, and creative individuals.



## Challenges for Pennsylvania

*Issues-PA is an initiative of the Pennsylvania Economy League, Inc.*

(August 2005) The latest U.S. Census Bureau population estimates aren't favorable for Pennsylvania. The increase over last year was just 0.3%, significantly lower than the nationwide increase of about 1%. Pennsylvania's total population has increased only 1% since the 2000 Census, compared to 4.4% nationally.

Will these trends persist? The Census Bureau predicts they will. Between 2000 and 2030, Pennsylvania's projected population increase will be the 6th lowest in the nation. Continued slow growth isn't good, but a closer look at the demographic changes raises even more concern. Consider the following table to see how Pennsylvania compares:

<b>Percent of total population Projections by major age group 2000-2030</b>				
<b>Pennsylvania</b>	<b>2000</b>	<b>2010</b>	<b>2020</b>	<b>2030</b>
Under 18	23.8%	21.8%	21.7%	21.5%
18-64	60.6%	62.6%	59.5%	55.9%
65+	15.6%	15.5%	18.8%	22.6%
<b>United States</b>				
Under 18	25.7%	24.1%	23.9%	23.6%
18-64	61.9%	62.9%	59.8%	56.8%
65+	12.4%	13.0%	16.3%	19.7%

### What do these numbers mean?

- Pennsylvania has a smaller percentage of youth than the country overall. The Census Bureau projects there will be 6% fewer people under 18 years old in Pennsylvania in 2030 than there were in 2000 - about 176,000 less.
- The percentage of working-age people will decrease nationwide, after a mild peak sometime around 2010. For Pennsylvania, that trend translates into 308,000 fewer working-age people in 2030 than in 2000, and a significant drop-off from 2020.
- Decreasing proportions of young and middle-aged people means there will be more older people in Pennsylvania. By 2030, despite minimal overall population growth, expect nearly 1 million more older people than in 2000. The nation is experiencing the same trend of increasing numbers of older persons as baby-boomers age - but not in proportion to total population. In Pennsylvania, the proportion of elderly to the total population will remain greater.

## **So what does an aging population mean for Pennsylvania public policy?**

State and local governments provide services generally not furnished by the private sector but essential to the well-being of our society. The number of people demanding services and the number paying for them are at the heart of many government policy decisions. What are the implications of Pennsylvania's future demographics for the state and local government services?

*Medicaid.* Medicaid, or Medical Assistance as it's called in Pennsylvania, is among the largest and fastest growing programs in the state budget. While the elderly represent only 13% of all state medical assistance recipients, they consume more than a third of all resources. What impact will an increasing number of elderly - as well as higher overall health care costs - have on the already worrisome state Medical Assistance program?

*Education.* Fewer children should translate into smaller school districts and less demand for funding. While the school age population will decline statewide, this won't be the case in every school district. Patterns of uneven decline will create new challenges for distributing state education funding and delivering basic education, particularly in the most rural and urban areas. And in higher education, post-secondary enrollment will increase only 2% between 2000 and 2015. Will policymakers properly adapt Pennsylvania's school finance system to the realities of changing demographics?

*Corrections.* An aging population should mean lower crime rates since the elderly commit fewer crimes than youth and young adults. Will the corrections system offer opportunities for lower-than-inflation growth rates, relieving some of the pressure on the state budget? Or will any potential savings be overcome by other factors such as rising health care costs of its own aging-in-place population?

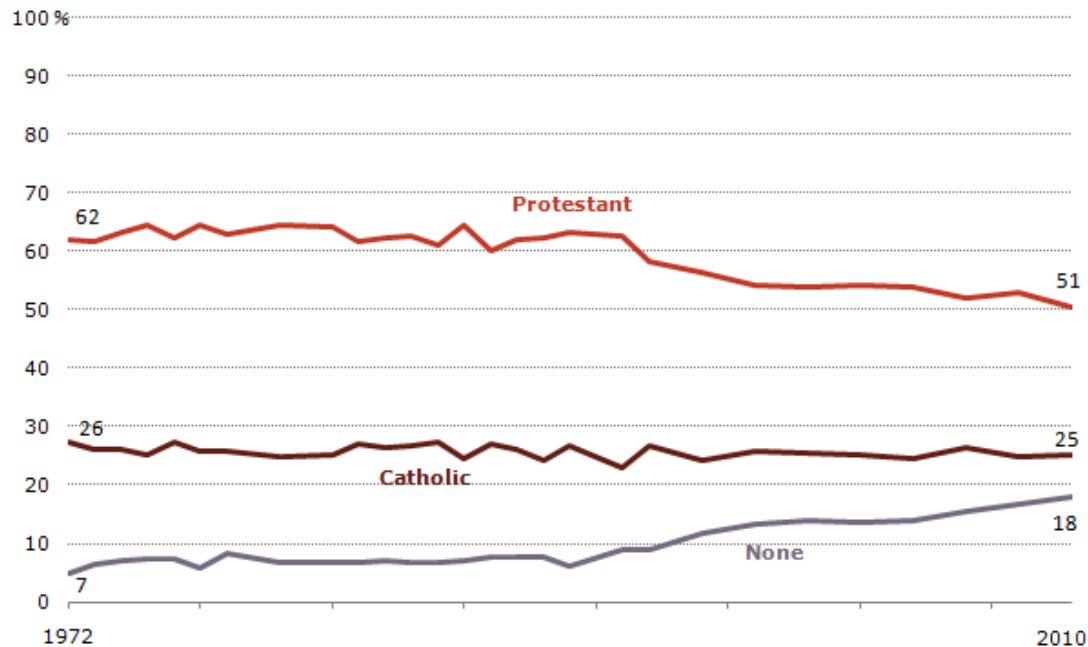
## **TRENDS IN RELIGIOUS AFFILIATION**

While the ranks of the unaffiliated have grown significantly over the past five years, the Protestant share of the population has shrunk. In 2007, 53% of adults in Pew Research Center surveys described themselves as Protestants. In surveys conducted in the first half of 2012, fewer than half of American adults say they are Protestant (48%). This marks the first time in Pew Research Center surveys that the Protestant share of the population has dipped significantly below 50%.

The decline is concentrated among white Protestants, both evangelical and mainline. Currently, 19% of U.S. adults identify themselves as white, born-again or evangelical Protestants, down slightly from 21% in 2007. And 15% of adults describe themselves as white Protestants but say they are not born-again or evangelical Christians, down from 18% in 2007. There has been no change in minority Protestants' share of the population over the past five years.

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## Long-Term Trends in Religious Affiliation



Source: General Social Surveys, 1972-2010. Other religious affiliations and those who did not give an answer are not shown.

PEW RESEARCH CENTER

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These findings represent a continuation of long-term trends. The General Social Surveys (GSS), conducted by the National Opinion Research Center at the University of Chicago for roughly four decades, show that the number of religiously unaffiliated adults remained below 10% from the 1970s through the early 1990s. The percentage of religiously unaffiliated respondents began to rise noticeably in the 1990s and stood at 18% in the 2010 GSS.

The Protestant share of the population, by contrast, has been declining since the early 1990s. In the GSS, about six-in-ten adults identified as Protestants in the 1970s and 1980s. By 2000, however, 54% of GSS respondents were Protestant. And in the 2010 GSS, 51% of respondents identified themselves as Protestants.

The Catholic share of the population has been roughly steady over this period, in part because of immigration from Latin America.

[The United States will be majority-minority nation by 2042. By 2050, the country will be 54 percent minority as the Latino population doubles.]

### What Is Behind the Growth of the Religiously Unaffiliated?

#### *Generational Replacement*

One important factor behind the growth of the religiously unaffiliated is generational replacement, the gradual supplanting of older generations by newer ones. Among the youngest Millennials (those ages 18-22, who were minors in 2007 and thus not eligible to be interviewed in Pew Research Center surveys conducted that year), fully one-third (34%) are religiously unaffiliated, compared with about one-in-ten members of the Silent Generation (9%) and one-in-twenty members of the World War II-era Greatest

Generation (5%). Older Millennials (ages 23-30) also are substantially less likely than prior generations to be religiously affiliated.

But generational replacement is not the only factor at play. Generation Xers and Baby Boomers also have become more religiously unaffiliated in recent years. In 2012, 21% of Gen Xers and 15% of Baby Boomers describe themselves as religiously unaffiliated, up slightly (but by statistically significant margins) from 18% and 12%, respectively, since 2007. The trend lines for earlier generations are essentially flat. Not only are young adults less likely to be affiliated than their elders, but the GSS shows that the percentage of Americans who were raised without an affiliation has been rising gradually, from about 3% in the early 1970s to about 8% in the past decade. However, the overwhelming majority of the “nones” were brought up in a religious tradition.

The new Pew Research Center/Religion & Ethics News Weekly survey finds that about three-quarters of unaffiliated adults were raised with some affiliation (74%).

To be sure, the United States remains a highly religious country – particularly by comparison with other advanced industrial democracies – and some measures of religious commitment in America have held remarkably steady over the years. The number of Americans who currently say religion is very important in their lives (58%), for instance, is little changed since 2007 (61%) and is far higher than in Britain (17%), France (13%), Germany (21%) or Spain (22%).

**However, a significant factor of which we are all increasingly aware is the growth of “The Nones”.**

January 13, 2013 Heidi Glenn interviewed Harvard professor Robert Putnam, who writes about religion. Putnam says, this young generation has been distancing itself from community institutions and from institutions in general.

"They're the same people who are also not joining the Elks Club or the Rotary Club," Putnam tells Greene. "I don't mean to be casting that as a critique of them, but this same younger generation is much less involved in many of the main institutions of our society than previous younger generations were."

The trend, Putnam says, is borne out of rebellion of sorts. "It begins to jump at around 1990," he says. "These were the kids who were coming of age in the America of the culture wars, in the America in which religion publicly became associated with a particular brand of politics, and so I think the single most important reason for the rise of the unknowns is that combination of the younger people moving to the left on social issues and the most visible religious leaders moving to the right on that same issue."

But, “Religion still rules in America,” as Putnam tells Greene. “Even with these recent changes the American religious commitments are incredibly stronger than in most other advanced countries in the world,” Putnam says. “The average American is slightly more religious than the average Iranian, so we are a very religious country even today.”

**Now here is my challenge to us, you and me, the Episcopal Church in Central Pennsylvania.**

Just as Michael Marien, editor, Future Survey, asked the question, Are Pennsylvanians up for the challenge? As your Bishop I ask: “*Are Episcopalians in the Diocese of Central Pennsylvania up for the challenge?*”

I believe we have already begun meeting the Challenge through our inheritance with active institutional ministries:

- Episcopal Home (for Elderly), Shippensburg;
- Episcopal Square (for disabled), Shippensburg;

- Episcopal Commons (low income apartments), Thompsontown;
- Episcopal Gardens: Thompsontown.

Then there is the ongoing work of direct services and education in the Diocese:

- The work of the Operation Understanding (human services grants);
- Mission Grants to local congregations (Congregational Development Commission);
- St. Barnabas Ministry, (joint inner-city children's ministry with Lutherans) at St. Paul's, Harrisburg;
- St. Stephen's School (pre-K—8) at the Cathedral, Harrisburg;
- Trinity Pro-Cathedral's Ex-Offenders Program (Williamsport).

### **MOVING FORWARD AND LIVING THE GOSPEL FOR TOMORROW**

Based on these long time ministries of which we jointly partner there are new commitments developing. Convocation plenary summary reports from our fall 2012/spring 2013 gatherings revealed much about how the people of our diocese seek to embrace God's future and live into the Gospel for tomorrow. Ranked in frequency and emphasis, here is what you said in my absence:

**First theme: Gathering.** Making connections one to another through relationships. How can we be a resource to each other in these extreme times? We deepen and strengthen relationships through convocation gatherings by:

- Listening to each other's stories; enjoying retreat time together; shared formation opportunities
- Intentionally gathering more frequently with a specific mission/purpose to take time to look backward, dream forward, and let the moment lead us into our call.
- Gather as ministry groups, such as youth ministries: camp, conferences, acolytes, choirs; and children's ministries: acolytes, church school, Godly Play
- Commission on music and liturgy
- Intentionally have smaller group gatherings within the convocations between our spring/fall meetings. Includes events such as Clergy Clericuses and Safe Church.

#### **Second Theme: Responding**

Create new opportunities within the convocation that are:

Organic and Spirit-led for mission and for formation, including:

- Worship for the whole convocation – pulpit exchanges, gifts exchanges
- Senior wardens work together
- Development of Convocational enterprise zone ideas
- Youth mission work done collaboratively – RIM, for example.
- Confirmations in convocation format, including preparation

#### **Third Theme: Sent out**

1. Purposeful and intentional communication of Good News stories, "best use of technology" through convocational newsletters/web page/blogs that connect us one to another.
2. Congregations post the name of the university where their senior high school graduates are beginning their college years.
3. Congregational visitation by laity traveling to different congregations throughout the convocation

## **Examples of Diocesan responses to current needs:**

**Peace and Justice:** Gun Control, Environmental Awareness and Action (including clean water and issues related to Marcellus Shale). Recently, letters have been sent to state and federal legislators and educational opportunities offered at local and diocesan levels. Provoked gun disasters in places like Newtown, Connecticut we have begun conversations with elected leaders and our communities.

### **Disaster Relief, Community Outreach:** Hurricanes Katrina and Sandy:

- Youth work mission trip to Diocese of Long Island
- Deacon's (Dioceses of CPA & N.J.) Christmas Project to New Jersey;
- Lancaster Convocation-wide cleaning supply project to New Jersey;
- ECW: Welcome Baskets for persons in New Jersey and New York returning to their homes after Sandy;

### **International ministries in the Diocese:**

- Uganda: Masereka Foundation [ECW and Parishes];
- Sudan: Torit's Diocesan center and lighting,
- San Paulo: Local Parishes leading mission events.

### **Local/Regional Ministries:**

- Mission Fairs: (Including PB's visit) astounding work of local parishes.
- Locally: RIM Churches Work Masses
- Mansfield: Weekly Local Growers Market

## **Another source of discernment regarding "The Gospel for Tomorrow is our recent DIOCESAN EFFECTIVENESS REVIEW:**

- Leadership Development for ordained and lay leaders. There was affirmation for training initiatives such as Warden's Conference, School of Christian Studies, Safe Church, Anti-racism, Clergy Wellness
- Youth (Staff commitment)
- Communication (Parish and community; Diocese and parishes, and Public Media; TEC)
- Evangelism (Enterprise Mission Centers)

The Episcopal Church in Central Pennsylvania is clearly determined to meet the challenge. For it is not just the challenge of circumstance, but it is the Challenge of Jesus for us to live into a vision of the Kingdom of God revealed in the Gospel.

The future will be challenging, but the faith of Jesus Christ and the faithful have always had their greatest witness in challenging times.

Most essential is what we believe about Jesus in such times. Jesus still asks, "Who do you say that I am???" Let's look at the letter to the Hebrews for a response:

Those to whom the author of Hebrews is writing seem to have begun to doubt whether Jesus could really be the Messiah for whom they were waiting, because the Messiah was prophesied in the Old Testament to come as a militant king and destroy the enemies of his people. Jesus, however, came as a mere man who suffered and even died under crucifixion. And although he was seen resurrected, he still left the earth and his people, who now face persecution rather than victory. The letter to the Hebrews addresses this problem by arguing that the Old Testament also foretold that the Messiah would be a priest (although of a different sort than the traditional Levitical priests) and Jesus came to fulfill this role. His role of a king is yet to come, and so those who follow him should be patient and not be surprised that they suffer for now.

Death is not the end, but a beginning! "Not just life, but the way of doing things. If we struggle to keep things as they are then it is our agenda not God's mission which is most important to us. We are

Resurrection people.” (Taken from “Resurrection only works on dead things,” by the Right Rev. Kate Waynick, Bishop of Indianapolis.)

“For the one who sanctifies and those who are sanctified all have one Father. For this reason Jesus is not ashamed to call them brothers and sisters.” – *Hebrews 2:11*

“Therefore, brothers and sisters, holy partners in a heavenly calling, consider that Jesus, the apostle and high priest of our confession, was faithful to the one who appointed him...” – *Hebrews 3:1-2*

**So, we keep ministering and living in the spirit of Christ Jesus, our brother in the service of God’s Kingdom-work on Earth.**

Summarily, we must trust that God still holds us and the world with loving hands: Spiritual hands, but also hands that look strangely human – incarnate hands like yours and mine. Yes, he's got the whole world in his hands. So join me in affirming that God is with us in strength and love; that no matter our successes or failures, He’s Got the Whole World in His Hands.

*He's got the whole world in his hands.  
He's got the sun and the moon in his hands.  
He's got the tiny little baby in his hands.  
He's got you and me brother in his hands.  
Yes, He's got the whole world in his hands.*

## Appendix III

### Diocese of Central Pennsylvania Spirit of the Diocese Awards 2013

**Mr. John Small** – St. Paul's, Philipsburg

John has been the Diocesan Treasurer since 2009. He has served as a member of the Diocesan Finance Committee for several years, including serving as Chair for the past year.

**Mr. Ronald Markle** – Trinity Church, Jersey Shore

Ron is a cradle Episcopalian. He is a transition companion and a member of the Disaster Response Committee. Ron has been a delegate to convention. He is a lay leader and leads Morning Prayer on Sundays that the rector is not available. He also leads Morning Prayer for GLEAM. Truly a dedicated Episcopalian, Ron has lead Bible study for twenty three years.

**Ms. Marielle Donohue** – St. Edward's, Lancaster

Marielle has been an active member of her parish and the diocese for most of her life. She has served as a youth delegate to convention and is a strong leader in the diocesan youth program, participating in diocesan summer camps, Happening and was a diocesan representative to Episcopal Youth Events (EYE).

### Bishop's Lifetime Award for Distinguished Servant Ministry

**The Rev. John Emmert – May 1, 1971**

Currently retired, Father John served as the Rector of St. John's Church, Lancaster 1996-2004. He has quietly assisted several bishops of the diocese with his professional counseling skills. He currently serves on the Diocesan Wellness Committee and as one of the bishop's chaplains to clergy. Prior to coming to CPA, John ministered at several different parishes and ministries in the Dioceses of Southern Virginia and Arkansas since his ordination in 1971.

**The Rev. Canon Gregory Hinton – December 8, 1979**

Canon Hinton has been the Rector of St. Paul's Church, Wellsboro since 1994. Bishop Baxter made him an Honorary Canon of St. Stephen's Cathedral in 2008. Since 2000 he has served as an Examining Chaplain in Scripture. He has served as a Diocesan Judge on the Ecclesiastical Trial Court; President of the Standing Committee; and Convener of the Northern Tier Convocation. He currently serves as Chair for the Anti-Racism Commission; co-chair of the Same Gender Blessing Task Force; and was a member of Diocesan Effectiveness Review. He has served as chair of the Courtesy Resolution Committee for Diocesan Convention for several years. Prior to coming to CPA, Greg served in several parishes in the Diocese of Illinois. He is a board member for two private charities, The Etner and Packer Foundations and is the co-founder of the Good News-Goodtime Band.

**The Ven. Canon Daniel L. Selvage – December 20, 1975**

Canon Selvage has had a busy retirement so far, serving first as Chaplain to the Congregation of St. Francis, University Park and currently as Priest-in-Charge at St. Paul's Church, Lock Haven. Prior to his retirement, Dan was Rector at St. John's Church, Bellefonte. Bishop Baxter made him an Honorary Canon of St. Stephen's Cathedral in 2008. Prior to moving to CPA, Dan was the Archdeacon and Deployment Officer, Administrative Assistant to the Bishop, and in several parishes and ministries in the Diocese of NW PA, who designated him Archdeacon (honoris causa) in 1990.

**The Ven. Mary Martha "Molly" Solbak, Deacon – June 16, 1989**

Molly has served as our Archdeacon for Deacons since 2003. She is currently serving a term on the Commission on Ministry and previously served on the Standing Committee. Now retired, Molly was the Curate at St. James, Lancaster from 1989-2006. She has been a Board member of the School of Christian Studies and the Episcopal Gardens, and is currently on the Episcopal Home Board and the



Commission on Liturgy and Church Music. In the wider church, Molly was the Vice President of the Episcopal Society for Ministry on Aging-Board and is a NAAD lifetime member.

**Appendix IV  
RESOLUTIONS**

**RESOLUTION 001: ON CLERGY COMPENSATION SUBCOMMITTEE**

WHEREAS, it is important for both the health of the diocese that our clergy have healthy lives to enable healthy congregations and a healthy diocese, and

WHEREAS, our diocese has clergy from all backgrounds working at different size parishes and other ministries in locales all across central Pennsylvania, and

WHEREAS, The Episcopal Clergy Association of Central Pennsylvania is the body exists to represent all of the ordained in our diocese; therefore, be it

RESOLVED: That the Episcopal Clergy Association respectfully recommends that the Bishop consider appointing a member of the Clergy Association, selected by that Association, to the Diocesan Subcommittee on Clergy Compensation.

Respectfully submitted,  
The Rev. Canon Ken Wagner-Pizza  
President, The Episcopal Clergy Association of Central Pennsylvania

**RESOLUTION 002: ON CHURCH EMPLOYEE COMPENSATION**

WHEREAS, there is a continuing need to emphasize the importance of an appropriate salary and adequate total compensation for clergy and laity of the diocese; and

WHEREAS, there is a need for total clergy and lay compensation to be appropriate in relationship to other dioceses; and

WHEREAS, Government guidelines instruct the (a) clergy be issued Form W-2 (not form 1099), and (b) professional allowance be separated from stipend and managed according to an Accounts Reimbursable plan with their employer; and

WHEREAS, the Diocese continues to face a continued increase in the number of congregations unable to sustain full time ordained ministry thus necessitating re-examination of how best to compensate ordained leadership at the congregational level; and

WHEREAS, the Subcommittee on Clergy Compensation has been instructed to review compensation annually and provide information and counsel to congregations, clergy, and the Diocese of compensation matters as needed; therefore, be it

RESOLVED: That the following clergy and lay employee compensation policy be adopted by the Diocese, and that the diocesan convention review this policy in 2015, having been advised by the Standing Committee and the Finance Committee Joint Subcommittee on Clergy and Lay Employee Compensation and Benefits.

*Diocese of Central Pennsylvania  
Clergy and Lay Employee Compensation Schedule*

**A. Compensation Schedule**

Full-time priests and transitional deacons shall be paid a salary that is at least equal to the salary established by the Diocesan Minimum Salary Schedule. The schedule provides higher rates of compensation based on the number of years of full-time ministry completed since ordination to the diaconate. Increases will be set in the Minimum Salary Schedule for 0-4 years, 5-9 years, 10-14 years, 15-24 years, and 25-plus years Other factors including relevant advanced degree (beyond the M.Div.) and specific relevant certification should be considered by parishes when setting salaries. Any clergyperson who is not receiving minimum compensation schedule should be considered part time and responsibilities negotiated accordingly. See G.

Lay persons employed full or part time shall be paid a salary that is at least equal to the minimum hourly wage prevalent in their area.

**B. Cost of Living Adjustment**

A Cost of Living Adjustment (COLA) will be made to each step of the Diocesan Yearly Minimum Salary Schedule.

**C. Medical Insurance**

In compliance with the mandate from General Convention, clergy or lay people working 20 or more hours per week must be covered by medical insurance. We offer the following medical plans to employees of our parishes and the diocese through the Medical Trust:

<b>Medical Plan / Monthly Rates 2013</b>	<b>Single</b>	<b>Employee + Spouse</b>	<b>Employee + Child/ren</b>	<b>Family</b>
Empire BCBS High Deductible Health Plan	\$463	\$926	\$833	\$1389
Empire PPO 80/60	\$638	\$1278	\$1150	\$1916
Empire High OptPPO*	\$707	\$1416	\$1275	\$2125

\* As part of the diocesan effort to contain health insurance costs for our parishes in light of the mandates of the Denominational Health Plan reaffirmed by General Convention 2012, the Diocese of Central Pennsylvania has made the **Empire PPO 80/60 the standard offering** for all parish and diocesan employees, including clergy. If an individual was previously enrolled in the Empire HighOpt PPO and wishes to remain so, he or she may do so by making up the difference between the premium for Empire PPO 80/60 and the premium for Empire HighOpt PPO.

The following Cigna dental plan is also offered through the Medical Trust.

<b>Dental Plan / Monthly Rates</b>	<b>Single</b>	<b>Employee + Spouse</b>	<b>Employee + Child/ren</b>	<b>Family</b>
Preventive Dental	\$21	\$37	\$32	\$57

Rates when renegotiated are published each fall.

**D. Social Security Contribution**

The full employer's share of the social security tax is to be paid for all employees.

## E. Professional Expense Reimbursement

Vestries are encouraged to review annually with their clergy the actual expenditures incurred in the practice of ministry and to budget accordingly. The **minimum** professional expense reimbursement will be \$5,000, including travel reimbursed at the current rate allowed by the Internal Revenue Service. Such reimbursements are paid with an accountable reimbursement form.

## G. Continuing Education

Full-time clergy receive an allowance of a minimum of \$750 annually for continuing education. Monies not used for continuing education will be allowed to accumulate up to 3 years, for special education projects, including sabbaticals.

*Sabbatical Leave regulations are as follows:*

It is the policy of the Diocese of Central Pennsylvania that all full-time clergy who have served continuously in this diocesan position or parish for seven years or more are entitled for sabbatical leave of up to three months. Sabbatical leave shall be in addition to vacation. While on sabbatical leave the member of the clergy shall receive full compensation and benefits. The right to request such leave shall recur each additional seven years' tenure.

A sabbatical plan of study is to be submitted to, and approved by, the vestry and the Bishop. Clergy are expected to return to their former position for at least one year following the conclusion of a sabbatical leave. Exceptions to this may only be granted by the Bishop with the concurrence of the vestry(ies) of the congregation(s) in which the clergy person is serving. Clergy shall not be eligible for more than one sabbatical leave in a seven year period, nor shall they be eligible for study leave in the same calendar year in which they take a sabbatical. When available, diocesan financial aid will be given to help with the costs of supply clergy for pastoral duties and the leadership of worship during the time of the sabbatical. The congregation or institution shall pay the cost of compensation and benefits. Clergy are expected to pay for the cost of the sabbatical itself; however efforts will be made to assist members of the clergy to obtain grants or other forms of financial aid.

## 2014 Minimum Clergy Compensation

The minimum clergy compensation schedule is listed below.

Years Ordained as of 1/1/14 Minimum Salary	
0 – 4 .....	\$39,658
5 – 9 .....	\$43,492
10 – 14 .....	\$46,052
15 – 24 .....	\$49,598
25 – plus .....	\$52,233

*Minimum salary guidelines are not meant to be considered in lieu of a merit increase. Every parish should be in dialogue with their clergy concerning evaluating responsibilities, performance and compensation annually.*

Additional minimum benefits provided by congregations for full-time clergy include:

- 1) Housing is to be provided – either **a)** cash allowance or, **b)** provided through a rectory in which case a \$1,100 equity allowance is to be given. This equity allowance is to be reviewed by the compensation committee annually.
- 2) Church Pension Fund Premiums.
- 3) Life insurance coverage of \$100,000 provided by the Church Insurance Company to clergy employed full-time at no extra cost to the congregation.

- 4) Clergy are to be covered by worker's compensation insurance.
- 5) Long-term 25 disability insurance coverage offered through Church Medical Trust is encouraged as well.

#### **H. Part-time clergy**

Based on a full-time week of 44 hours and diocesan standards for years of service, congregations will provide compensation including housing for the work of part-time clergy in proportion to mutually-agreed-upon hours of service.

Professional expenses to be reimbursed proportionately according to Section C of this resolution. The congregation and the ordained person may negotiate for greater reimbursement as part of the total compensation package.

Minimum health insurance coverage proportionate to the hours worked. The congregation and the ordained person may negotiate for greater coverage as part of the total compensation package. Clergy persons eligible for Medicare, CHAMPUS or similar federal or state insurance programs will receive a proportionate share of "medigap" insurance.

Continuing Education and Sabbatical leave proportionate to compensation contracted work time. Vacation time of at least four Sundays a year.

Clergy employed by two or more congregations to make a full-time job shall receive full-time salary and benefits as negotiated by the churches served.

#### **I. Supply Clergy**

The stipend for supply clergy is \$150 for one service and \$175 for two services. Beyond two services a day, the rate is to be negotiated. Mileage is to be reimbursed at the current rate allowed by the Internal Revenue Service.

#### **J. Vocational Deacon Reimbursement**

Mileage for church business conducted by vocational deacons is to be reimbursed at the current rate allowed by the Internal Revenue Service. In addition, a minimum continuing education allowance of \$500 as well as a \$300 professional expense reimbursement is to be provided. These reimbursements are to be reviewed annually by the Diocesan Compensation Committee.

#### **K. Retired Clergy Insurance**

As part of the benefits offered through Church Pension, retired clergy are offered supplemental insurance for Medicare. The comprehensive supplement is now included with retired clergy benefits. Two other levels of supplemental coverage are also available at additional cost. While it is the responsibility of clergy to purchase Medicare supplement for their spouse, the Diocese of Central Pennsylvania has helped retired clergy obtain one of the higher supplemental coverages for themselves. At present the Diocese provides monetary assistance toward this cost for the clergy.

#### **L. Lay Employees**

Recent actions of General Convention have set standards by which all entities within the Episcopal Church are expected to follow with regard to lay employment practices. It is required that lay employees who work one thousand or more hours per year be provided with pension benefits after one year of service. In addition:

- 1) Those employees twenty one years old and older and working 1000 hours may begin a 403b defined contribution plan immediately upon hiring.
- 2) All employees working 1500 hours annually are to be offered health insurance coverage. Each parish may set up its own cost sharing plan. Arrangements for health insurance

should be made through the Diocesan plans. Diocesan guidelines are available on these matters.

3) An agreement also should be reached with those employees on life insurance, paid holidays, vacation and sick leave.

4) Worker's compensation must be paid for all employees.

5) Further, it is encouraged that short-term disability insurance be obtained for lay employees as well.

Submitted by the Congregational Development Commission

### **RESOLUTION 003: CONVERSATION AND REFLECTION ON THOSE LIVING IN POVERTY**

WHEREAS General Convention 2009, Resolution A155, called for the establishment of a program to address domestic poverty and called on The Episcopal Church to "recognize the pressing challenges to those living in poverty and the working poor throughout this nation."

WHEREAS General Convention 2012, resolution A135, affirmed the commitment to poverty alleviation,

WHEREAS The Association for Episcopal Deacons urges our Church to reclaim its purpose as an institution of mission and service, believing that intentional conversation, reflection, and prayer will help us to focus on those who are living in poverty, much as Jesus did in His ministry,

NOW THEREFORE BE IT RESOLVED that the Diocese of Central Pennsylvania, in accordance with the direction of General Convention, call upon the Diocese and its parishes to begin each meeting for the coming year with the question, "How will what we are doing here affect or involve those living in poverty?"

Sponsored by

The Rev. Canon Kate Harrigan, General Convention Deputy and Association of Episcopal Deacons Board Member

Co-Sponsored by

The Rev. Canon David Lovelace, Chair, General Convention Deputation

Co-Sponsored by

The Venerable Molly Solbak, Archdeacon for Deacons

### **RESOLUTION 004: GUN VIOLENCE**

Whereas:

We are a diverse diocese including faithful congregants in both urban and rural settings including many law-abiding and responsible gun owners and recognizing fully that those responsible gun owners are exercising their constitutional rights and are not responsible for recent criminal acts;

And whereas:

We have all – both gun owners and non-gun owners – become increasingly distressed at the wave of violence involving firearms which has cast a pall over many communities and struck down some of the most vulnerable and innocent among us;

Be it resolved:

That the Diocese of Central Pennsylvania calls upon our elected officials at both the state and federal level to take immediate action to resolve this crisis by:

- Requiring background checks for all gun purchases and the elimination of any loopholes which allow disturbed individuals and criminals to more easily obtain firearms.
- Provide additional funding to help protect our schools to help keep them safe places of learning.
- Work to strengthen the mental health system and provide greater access for individuals with serious mental health issues.

- Join us in working to better educate the people of our region about mental health issues and work to erase the stigma of seeking care for mental illness.
- Seek to eliminate assault weapons and high capacity magazines which are better suited to warfare than to lawful pursuits like hunting.
- Join us in prayerfully asking God's help in creating a more peaceful and tolerant society where we can live in our homes and walk without fear on our streets.

And since the sisters and brothers who make up the Body of Christ (the Church) are called upon to engage in the spiritual formation of its members;

Be it further resolved that this Convention commission the Peace and Justice Committee to investigate Episcopal Peace Fellowship's Non-Violence training, and engage these and other resources to design non-violence training courses appropriate for all age groups for use in parishes and in Diocesan formation programs to be presented to Diocesan Convention in 2014.

Respectfully submitted,  
The Rev. Robin Jarrell  
The Rev. Cliff Johnston

***Final Resolution 004, as passed:***

Be it resolved:

That the Diocese of Central Pennsylvania calls upon our elected officials at both the state and federal level to take immediate action to resolve this crisis by:

- Requiring background checks for all gun purchases and the elimination of any loopholes which allow criminals to more easily obtain firearms.
- Provide additional funding to help protect our schools to help keep them safe places of learning.
- Work to strengthen the mental health system and provide greater access for individuals with serious mental health issues.
- Join us in working to better educate the people of our region about mental health issues and work to erase the stigma of seeking care for mental illness.
- Seek to eliminate assault weapons and high capacity magazines.
- Join us in prayerfully asking God's help in creating a more peaceful and tolerant society where we can live in our homes and walk on our streets without fear.

And since the sisters and brothers who make up the Body of Christ (the Church) are called upon to engage in the spiritual formation of its members;

Be it further resolved that this Convention commission the Peace and Justice Committee to investigate Episcopal Peace Fellowship's Non-Violence training, and engage these and other resources to design non-violence training courses appropriate for all age groups for use in parishes and in Diocesan formation programs to be presented to Diocesan Convention in 2014.

**RESOLUTION 005: NON-COMPLIANCE WITH ANNUAL FAIR SHARE PROGRAM**

Whereas, an increasing number of parishes in the Episcopal Diocese of Central Pennsylvania have either been unwilling or unable to pay their annual Fair Share on a timely basis; and

Whereas, the Diocese desires to establish a dialogue and consistent steps and procedures to work with parishes who are unwilling or unable to pay their annual Fair Share in order to recommend to Convention whether to exonerate such parishes and allow representation at Convention.

Be it therefore resolved that:

- Beginning with the fiscal year 2014, the Treasurer and rector of any parish that does not pledge or pay their Fair Share for the fiscal year 2013 on a timely basis may be asked to meet with the Finance Committee and provide the reasons that the parish is either unwilling or unable to pay.

Further, such parish shall provide the Finance Committee with a written 3 to 5 year plan demonstrating a method to come into compliance.

- The Finance Committee shall review such explanation and plans for compliance for reasonableness and make a recommendation to the Council of Trustees with regard to exoneration of such parish from the requirements of the Canons.
- Acceptable reasons for not meeting Fair Share obligations may include, but are not limited to:
  - Cost of capital improvements;
  - Cost of starting a new program;
  - Cost of hiring a parish personnel;
  - Efforts that focus on helping the parish to grow.
- The recommendation by the Finance Committee may include the requirement that non-compliant parishes record the unpaid Fair Share amount on its balance sheet as a liability to the Diocese.
- Failure to meet with the Finance Committee and obtaining approval for non-compliance from the Council of Trustees may result in enforcement of Article III Section 2C of the Constitution of the Diocese of Central Pennsylvania.

Background:

- The Episcopal Diocese of Central Pennsylvania is a communion of 66 interconnected and inter-dependant parishes that are bonded together as a constituent part of The Episcopal Church and governed by the Constitution and Canons of The Episcopal Church and of the Diocese of Central Pennsylvania.
- These parishes are also bonded by faith and affection so that each may build upon the other's strengths and gifts to God's glory.
- The governing body of the Diocese is the Council of Trustees (COT). The COT included the Bishop, Diocesan officers, the President of the Standing committee, representatives of the Episcopal Churchwomen and the Youth Advisory Board, the seven Convocation Convenors and six members elected by General Convention – three clergy and three lay.
- The COT has established a Diocesan Finance Committee. Among the duties of the Finance Committee is to develop and recommend a Fair Share formula to be reviewed/ edited/modified and ultimately approved by the COT.
- The Fair Share formula approved by the COT is discussed with and submitted for approval by The Diocesan Convention. Annual Convention includes lay and ordained people representation from every parish.
- The COT, the Finance Committee and Convention are forums where everyone in the Diocese can have input and such input is sought.
- Although the Fair Share has been overwhelmingly approved each year by the Diocesan Convention, an increasing number of parishes have either not paid their annual Fair Share allocation or have not paid on a timely basis.
- The Constitution and Canons provide that representation at Convention shall be denied to any Parish that fails to pay its Diocesan Fair Share unless exonerated by the Convention.
- The Diocese wants to be in dialogue with each and every parish that is unable or unwilling to pay the Fair Share and to establish a procedure to address this issue on a consistent basis.

Submitted by the Finance Committee of the Diocese of Central Pennsylvania

***Final Resolution 005, as passed:***

Be it therefore resolved that:

- Beginning with the fiscal year 2014, the Treasurer and rector of any parish that does not pledge or pay their Fair Share for the fiscal year 2013 on a timely basis may be asked to meet with the Finance Committee and provide the reasons that the parish is either unwilling or unable to pay.
- The Finance Committee shall review such explanation and plans for compliance for reasonableness and make a recommendation to the Council of Trustees with regard to exoneration of such parish from the requirements of the Canons.



- Failure to meet with the Finance Committee and obtaining approval for non-compliance from the Council of Trustees may result in enforcement of Article III Section 2C of the Constitution of the Diocese of Central Pennsylvania.

### **RESOLUTION 006: VOTING RIGHTS**

WHEREAS we, the citizens of the United States, residing in the Commonwealth of Pennsylvania, have sadly witnessed increasing legislative assaults on the right of all persons aged eighteen (18) and older, to vote,

AND WHEREAS the Voter Id Law enacted in the Commonwealth of Pennsylvania in March or 2012, continues to be disputed, but is nonetheless an enacted law, currently blocked while pending judicial consideration,

AND WHEREAS the free and open expression of religion is guaranteed by the 1<sup>st</sup> Amendment to our Constitution, and the Right to Vote has been expanded and articulated in no less than FOUR amendments to our Constitution, (XV, XIX, XXIV & XXVI),

AND WHEREAS the free and open ability to worship is best protected in the context of a vibrant and open electoral process which encourages all persons to vote who are constitutionally eligible to vote,

BE IT THEREFORE RESOLVED that this 144th Convention of the Episcopal Diocese of Central Pennsylvania shall by enactment of this resolution, urge the Gov. of this Commonwealth and all elected representatives to repeal the Voter ID Law, returning the process of registration and voting to pre- 2012 circumstances, recognizing that the Commonwealth has no history of voter impersonation fraud, even at such time as the current Governor was Attorney General for the commonwealth,

AND BE IT FURTHER RESOLVED that this 144th Convention of the Episcopal Diocese of Central Pennsylvania urge all persons of faith and communities of faith to join in this appeal to restore voting privileges to pre- 2012 levels,

AND BE IT FURTHER RESOLVED that this 144th Convention of the Episcopal Diocese of Central Pennsylvania urge our elected officials to cease any further efforts to restrict voting access and instead consider expanding the franchise opportunities by allowing registration up to and including the day of voting, expanding voting to include days preceding Election Days, including the weekend leading up to Election Days, and an open primary process to allow for greater participation by all registered voters in candidate nomination process.

Respectfully submitted,  
Rev. Elaine M. Silverstrim  
Retired Priest  
Diocese of Central Pennsylvania  
Northern Tier

***Resolution 006, as passed:***

BE IT THEREFORE RESOLVED that this 143rd Convention of the Episcopal Diocese of Central Pennsylvania shall by enactment of this resolution, urge the Gov. of this Commonwealth and all elected representatives to repeal the Voter ID Law, returning the process of registration and voting to pre- 2012 circumstances, recognizing that the Commonwealth has no history of voter impersonation fraud, even at such time as the current Governor was Attorney General for the commonwealth,

AND BE IT FURTHER RESOLVED that this 143rd Convention of the Episcopal Diocese of Central Pennsylvania urge all persons of faith and communities of faith to join in this appeal to restore voting privileges to pre- 2012 levels,

AND BE IT FURTHER RESOLVED that this 143rd Convention of the Episcopal Diocese of Central Pennsylvania urge our elected officials to cease any further efforts to restrict voting access and instead consider expanding the franchise opportunities by allowing registration up to and including the day of voting, expanding voting to include days preceding Election Days, including the weekend leading up to Election Days, to allow for greater participation by all registered voters in candidate nomination process.

## Appendix V

### Report of the Bishop's Address Committee

The Rev. Richard Wall presenting the Report and Resolutions on the Bishop's Address to the 143<sup>rd</sup> Convention of the Diocese of Central Pennsylvania.

**WHEREAS** we are united and led by the Right Reverend Nathan Baxter, whose episcopacy is empowered and fulfilled in the love, support and prayer of the people of his diocese;

**THEREFORE BE IT RESOLVED** that this 143<sup>rd</sup> Convention of the Diocese of Central Pennsylvania embraces, encourages, supports and affirms the leadership and ministry of our Bishop Diocesan as the Chief Missioner of the Diocese; his work with Program Groups and Commissions, churches and individuals; and his ministry of shepherding God's people through present challenges and opportunities and into God's future. We joyfully welcome his return from a season of Sabbatical, and enthusiastically receive his address to this 143<sup>rd</sup> Convention.

**WHEREAS** we live in an age of global transition and challenge;

**THEREFORE BE IT RESOLVED** that we recommit ourselves as a diocese to form an intentional Christian response to global challenges, and claim the responsibilities given to the members of Christ's body to build a world of justice and peace through prayer and action.

**WHEREAS** demographic data clearly demonstrate Pennsylvania's evolving population trends – with particular emphasis on growth in the number of seniors, a decline in youth, and economic implications of the same;

**THEREFORE BE IT RESOLVED** that we will not ignore or resist statistical evidence, but respond strategically to the new challenges God sets before this state and diocese, adapting ourselves appropriately, as the surrounding culture and population evolve.

**WHEREAS** the number of our sisters and brothers without religious affiliation steadily increases, and the Protestant share of the population decreases;

**THEREFORE BE IT RESOLVED** that we carefully study the pastoral and spiritual needs of both the unaffiliated and those without any faith foundation or formation, develop faith communities with intentional invitational ministries to the unchurched, and vigorously commit ourselves to responding to this challenge.

**WHEREAS** every diocese is a single body: a complex, interconnected organism, despite challenges of geography, size and distance;

**THEREFORE BE IT RESOLVED** that we eagerly embrace all efforts to build and strengthen relationships that form our common life, especially by cultivating the role and activity of Convocations, the multitude of ministry and mission possibilities contained therein, and inter-parish cooperation in forming shared visions of service to local communities and populations.

**WHEREAS** God calls us to firmly face the needs and challenges of the Gospel of tomorrow;

**THEREFORE BE IT RESOLVED** that we will respond purposefully, intentionally, and fearlessly to the circumstances and needs of the future. We recommit ourselves to an openness to change, as and when God's call demands. Death will not scare or alarm, but rather enable us to see new opportunities and resurrection, as we trust in our God who delivered Christ through death to new life, and now leads us into His future with love and hope.

The Committee on the Bishop's Address respectfully requests that this 143<sup>rd</sup> Convention accept and adopt these resolutions in response to our Bishop's Address.

## Appendix VI

### Courtesy Resolutions

#### Courtesy Resolutions 2013

#### The Report of the Committee on Courtesy Resolutions for the 143rd Convention of the Diocese of Central Pennsylvania

June 2013

##### Host Convocation

**BE IT RESOLVED** that the 143rd Convention of the Diocese of Central Pennsylvania express its gratitude to the clergy and laity of the **Lancaster Convocation** for the services and for the hospitality they have so graciously provided as hosts of this Convention.

##### Canon Linda Arguedas

**BE IT RESOLVED** that the 143rd Convention of the Diocese of Central Pennsylvania express its gratitude to Canon Linda Arguedas in coordinating the convention with the staff of the Ramada Conference Center, and that the convention express its gratitude to the staff of the conference center for their hospitality during the convention.

##### On Guest Chaplain and Preacher

**BE IT RESOLVED** that the 143rd Convention of the Diocese of Central Pennsylvania express its gratitude to: **The Right Rev. Sean Rowe** for his participation in this convention as Chaplain and preacher at the Convention Eucharist.

##### The Right Reverend Nathan and Mary Ellen Baxter

**BE IT RESOLVED** that the 143rd Convention of the Diocese of Central Pennsylvania express its affection and appreciation to our **Bishop, The Right Reverend Doctor Nathan D. Baxter and to Mary Ellen Baxter** for their vigorous leadership and pastoral ministry in our midst and to the larger Church as we welcome them back from their Sabbatical, with the sincerity of our prayers for their health, strength and joy in their life together and in our diocese.

##### The Right Reverend Michael and Betty Creighton

**BE IT RESOLVED** that the 143rd Convention of the Diocese of Central Pennsylvania express its affection and appreciation to **The Right Reverend Michael and Betty Creighton** in their retirement, wishing them abundant health, strength and joy in the years to come.

##### The Right Reverend Charlie and Alice McNutt

**BE IT RESOLVED** that the 143rd Convention of the Diocese of Central Pennsylvania express its affection and appreciation to **The Right Reverend Charlie McNutt and his wife Alice** who continue to share in the life and ministry of this diocese while in retirement, offering our prayers for abundant health, strength and joy in years to come.

##### On the office of the Presiding Bishop

**BE IT RESOLVED** that this 143rd Convention of the Diocese of Central Pennsylvania extend its greeting and thanksgiving to our Presiding Bishop, **The Most Reverend Katharine Jefferts Schori** with our Prayers for God's blessing in her ministry among us.

##### Greetings extended to the President of the House of Deputies

**BE IT RESOLVED** that this 143<sup>rd</sup> Convention of the Diocese of Central Pennsylvania extend its greeting to The Reverend Gay Clark Jennings, President of the House of Deputies, in thanksgiving for her ministry to the Church and continued prayers for God's blessing in her ministry.

### **On our Companion Diocese relationship with the Diocese of Sao Paulo**

Whereas the Diocese of Central Pennsylvania celebrates and gives thanks to Almighty God for our companion relationship with the Diocese of Sao Paulo, particularly in this season wherein we celebrate the renewal of the companion relationship between the Diocese of Central Pennsylvania and the Diocese of Sao Paulo, **BE IT THEREFORE RESOLVED** that the 143rd Convention of the Diocese of Central Pennsylvania send its greeting to the clergy and the people of the **Diocese of Sao Paulo** conveying our love and prayers for them all in the name of our Lord Jesus Christ and **BE IT FURTHER RESOLVED** that the Diocese of Central Pennsylvania sends its greetings and prayers for their Bishops Retired, **The Right Reverend Hiroshi Ito and The Right Reverend Roger Bird.**

### **On Ecumenical Partnerships**

Thankful to Almighty God for the strides that have been made in ecumenical dialogue, **BE IT RESOLVED** that the 143rd Convention of the Diocese of Central Pennsylvania express its greetings to our Ecumenical Partners, more especially to:

**Bishop Robert Driesen** and the Upper Susquehanna Synod of the ELCA

**Bishop B. Penrose Hoover** and the Lower Susquehanna Synod of the ELCA

**Bishop Jane Allen Middleton**, Bishop of the Central Pennsylvania Conference of the United Methodist Church, and our brothers and sisters in Christ in this Conference

Our brothers and sisters in Jesus Christ our Lord, the clergy and people of the Roman Catholic Diocese of Harrisburg, as they mourn the recent, sudden death of **Bishop Joseph McFadden**,

**The Bishops and people of the Moravian Church in North America**

And to the Pennsylvania Council of Churches, **Gary Harke Executive Director**

offering to all these, our brothers and sisters in Jesus, our prayer with our Lord that we all may be one.

### **Retirements**

The Rev. Canon Marjorie Menaul, Rector of Saint Paul's Bloomsburg

### **New Clergy**

#### **On Clergy New to the Diocese**

**BE IT RESOLVED** that the 143rd Convention of the Diocese of Central Pennsylvania extend its welcome to clergy new in our diocese since the last convention, who are:

The Rev. Brenda Taylor, Deacon, Assigned to St. Paul's, Harrisburg

And those ordained to the Transitional Diaconate on Sunday June 2, 2013:

The Rev. Regina (Gina) Barrett, Assigned to St. Thomas, Lancaster

The Rev. Betsy Ivey, Assigned to St. Andrew's, Shippensburg

The Rev. Elaine Thomas

The Rev. Rebecca (Becky) Zartman

**AND BE IT FURTHER RESOLVED** that this convention extend our prayers for God's blessing in their ministry in Christ's Name among us.

### **Memorial Resolutions**

**BE IT RESOLVED** that the 143rd Convention of the Diocese of Central Pennsylvania remember with thanksgiving those who have served in our diocese and have gone before us into God's nearer presence, more especially those whom we recollected previously today in the reading of the necrology list of the Diocese, and **BE IT FURTHER RESOLVED** that the names of those there recollected today be read into this resolution for publication in the 2013 Journal of the Diocese. More particularly we remember also:

The Reverend Eugene Smith, Retired Honorary Assistant at St. Thomas, Lancaster

RESPECTFULLY SUBMITTED,  
Canon Gregory P. Hinton+, chair  
Courtesy Resolutions Committee

**Bishops Official Acts 2012**

<b>Visitations</b>						
<i>Date</i>	<i>Parish</i>	<i># Confirmations</i>	<i># Receptions</i>	<i>#Reaffirmations</i>	<i># Baptisms</i>	<i>Special</i>
8-Jan	All Saints, Hershey	4				
15-Jan	St. Andrew's, Hbg (City)					
15-Jan	St. Andrew's, Hbg (Valley)					
22-Jan	St. Edwards, Lancaster	4	1			
29-Jan	Trinity, Chambersburg	5		2		McNutt
5-Feb	Mt. Calvary, Camp Hill	9				
19-Feb	St. Paul's, Manheim	1	1	1		
26-Feb	St. John, Bellefonte	8				
4-Mar	All Saints, Hanover					
11-Mar	St. John, Huntingdon					
25-Mar	St. Paul's, Wellsboro	3	2			
22-Apr	St. Thomas Lancaster	2				
6-May	St. John Carlisle	12				
13-May	St John Lancaster	2				
20-May	St. Stephens Cathedral	3	4			
3-Jun	Christ Church Coudersport	4	2			
3-Jun	All Saints Brookland	1	2			
17-Jun	St. James Lancaster	4	3			
24-Jun	St. Johns Westfield					
24-Jun	St Andrews Tioga					
1-Jul	St. Lukes Mt Joy	4			2	
9-Sep	Trinity Williamsport	5				
16-Sep	St. Andrews York					
23-Sep	St. Matthews Sunbury	6				
30-Sep	Trinity Jersey Shore					
7-Oct	St. Andrews Lewisburg	3				
14-Oct	Bangor Churchtown					
21-Oct	St. Lukes Altoona					

24-Oct	GLEAM Churches joint visitation (Church of Our Savior, Montoursville, Church of the Good Shepherd, Upper Fairfield, All Saints Williamsport	1			1
1-Nov	Holy Trinity Shamokin				
1-Nov	St. Stephens Mt Carmel		6		3
4-Nov	St. Andrews State College	10	2		1
11-Nov	St John York	4	1		
18-Nov	Christ Church Williamsport				
2-Dec	Prince of Peace Gettysburg				
9-Dec	St Lukes Mechanicsburg	3	3		1
16-Dec	Nativity, Newport				
23-Dec	St. Pauls Harrisburg				
	<b>TOTALS</b>	<b>98</b>	<b>27</b>	<b>3</b>	<b>8</b>
<b>Letters Dimissory</b>					
<i>Date</i>	<i>Name</i>	<i>From Diocese</i>	<i>To Diocese</i>		
24-Feb	Walther Detweiler	CPA	Hawaii		
2-Oct	Frank W. Hughes	CPA	W. Louisiana		
<b>Declaration of Removal &amp; Renunciation of Ministry</b>					
1/26/2012	Timothy Newcomb				
<b>Celebration of New Ministry/Installation of Rector</b>					
<i>Date</i>	<i>Parish</i>	<i>Name</i>			
17-Apr	Trinity, Renovo	John Harwood			
8-May	Christ Memorial, Danville	Nancy Shank			
15-May	St. Andrews, Shippensburg	Barbara Hutchinson			
<b>License to Officiate in the Dioc. of CPA</b>					
1/13/2012	Harold Bishop				
1/13/2012	Robert Brueckner				



12-Mar	James Mole					
<b>Marriage Approvals</b>						
<i>Date of Approval</i>	<i>Bride</i>	<i>Groom</i>	<i>Clergy</i>	<i>Parish</i>	<i>Date of Marriage</i>	<i>Certificate received</i>
1/3/2012	Marina Williams	Michael Massaqui	David Robson	St. Andrews York	2/4/2012	X
2/9/2012	Jennifer Bailey	Aaron Pridmore	Duncan Johnston	Mt. Calvary, Camp Hill	3/24/2012	
3/20/2012	Ruth Gardner	Keith Flickinger	James Gardner	St. Andrews Lewisburg	6/30/2012	X
4/24/2012	Erin K. Kline	Shawn Holtzapple	David Robson	St. Andrews York	7/7/2012	X
5/2/2012	Dolores Ann Beebe	Michael Lee Smith	Douglas Smith	All Saints Hanover	10/20/2012	X
5/2/2012	Renee Edwards	Robert Dillon	Marjorie Menaul	St Pauls Bloomsburg	6/9/2012	X
5/21/2012	Diane Leslie Whitney	Geoffrey Pryor Butts	Roger P. Butts (Diocese of MD)	(recorded in MD)	5/26/2012	
5/22/2012	Malinda Triller	Kirk Doran	Mark Scheneman	St. Johns, Carlisle	6/30/2012	X
5/22/2012	Camilla Secher	Stephen Liebaugh	David Lovelace	St. John, York	July	
6/20/2012	Julia Kasdorf	Philip Ruth	Richard Wall	St. Andrews State College	1/1/2013	X
7/5/2012	Evelyn Sprinsky	Frank Echols	Ken Wagner-Pizza	Trinity, Williamsport	7/28/2012	
8/2/2012	Dotty Sue Erickson	Anlan Randolph Ott	Barbara Hutchinson	St. Andrews Shippensburg	12/12/2012	
8/10/2012	Elizabeth Auchincloss	Robert Strickler	Barbara Seras	St. James Lancaster	10/6/2012	X
8/10/2012	Rebecca Jo Gephart	Edward Lee Crup	Daphne Messersmith	Nativity, Newport	9/29/2012	X
9/18/2012	Jerrie A. Wakley Deming	Bernard E. Tokarz	Janis Yskamp	All Saints, Coudersport	9/22/2012	X
12/6/2012	Linda D. Weibley-Myers	Daryl L. Stull	David Lovelace	St. John, York	12/1/2012	X
<b>Recommendation to Standing Committee for Postulants / Candidates / Ordinands</b>						

<i>Date</i>	<i>Name</i>	<i>Postulant</i>	<i>Candidate</i>	<i>Ordinand</i>		
26-Jan	Peter Gdula		<input type="checkbox"/>	X (Deacon)		
	Wanda Kloza		<input type="checkbox"/>	X (Deacon)		
	Henry McQueen		<input type="checkbox"/>	X (Deacon)		
26-Apr	Mary Ann Dellinger	X	<input type="checkbox"/>	<input type="checkbox"/>		
	Sarah Ginolfi	X	<input type="checkbox"/>	<input type="checkbox"/>		
	Betsy Ivey	X	<input type="checkbox"/>	<input type="checkbox"/>		
	Katie Pearson	X	<input type="checkbox"/>	<input type="checkbox"/>		
	Loyde Hartley		<input type="checkbox"/>	X (Priest)		
27-Sep	Gina Barrett		X	<input type="checkbox"/>		
	Diana Scheide		X	<input type="checkbox"/>		
	Elaine Thomas		X	<input type="checkbox"/>		
	Rebecca Zartman		X	<input type="checkbox"/>		
<b>Ordinations</b>						
<i>Date</i>	<i>Name</i>	<i>Perm. Deacon</i>	<i>Trans. Deacon</i>	<i>Priest</i>		
22-Apr	Peter Gdula	X		<input type="checkbox"/>		
22-Apr	Wanda Kloza	X	<input type="checkbox"/>			
22-Apr	Henry McQueen		X			
16-Jun	Loyde Hartley		<input type="checkbox"/>	X		
			<input type="checkbox"/>			
<b>EPISCOPAL CONSENTS</b>						
<i>Date of Consent</i>	<i>Name</i>	<i>Diocese</i>	<i>Reason</i>			
Jan-12	Oge Beauvoir	Haiti	Suffragan			
Feb-12	Geralyn Wolf	Rhode Island	Resignation			
18-May	Robert Gepert	W. Michigan	Resignation			
18-May	F. Neff Powell	SW Virginia	Resignation			
9-Nov	Charles Bennison	Pennsylvania	Resignation			
<b>Engagements in other Dioceses</b>						
<i>Date</i>	<i>Event</i>	<i>Diocese</i>				

Feb 11-15	Annual clergy retreat	Barbados, WI				
15-Mar	College for Bishops mentoring training	Texas				
Mar 16-22	House of Bishops, Camp Allen	Texas				
Apr 30-May	Province III Synod	W. Virginia				
21-Jun	Annual Meeting of the Widows' Corporation, Philadelphia	Pennsylvania				
July 2-3	UBE Annual Meeting, Indianapolis					
July 3-13	General Convention, Indianapolis					
Oct 19-20	Consecration of Bishop of Pittsburgh	Pittsburgh				
17-Dec	Funeral of Joseph Albritton, Houston - Celebrant	Texas				
<b>Funerals</b>						
<i>Date</i>	<i>Name</i>	<i>Parish</i>				
31-May	The Rev. Ron Lynch, St. Stephen's Mt. Carmel, Holy Trinity Shamokin	St. Luke's, Lebanon				
<b>Other</b>						
<i>Date</i>	<i>Description</i>	<i>Location</i>				
Continuing	Mentoring of Bishop of WNY for College for Bishop's program					
Jan 10-11	Meeting of all Pennsylvania Bishops	State College				
Jan 19-20	Diocesan Staff Retreat	Hope Church, Mt. Hope				
1/22/2012	LARC Vespers	Cardinal Keeler Center, Harrisburg				
1/26/2012	Commission on Ministry	St. Paul's, Harrisburg				
1/26/2012	Standing Committee meeting	St. Paul's, Harrisburg				
Feb 6-8	Winter Clergy Conference	Harrisburg				

18-Feb	Council of Trustees meeting	St. Mark's, Lewistown				
22-Feb	Ash Wednesday service	St. Stephen's Cathedral, Harrisburg				
3/2/2012	Panelist at St. Stephen's Episcopal Middle School for Black History Month	St. Stephen's School, Harrisburg				
3/30/2012	Lunch with LARC Bishops	Lewisburg				
3/31/2012	Vestry Leaders Conference	Trinity, Williamsport				
1-Apr	Palm Sunday Service	Trinity, Williamsport				
4/3/2012	Renewal of Ordination Vows and Clergy & Spouses luncheon	St. Stephen's Cathedral, Harrisburg				
18-Apr	West Branch/Northern Tier Spring Convocation meeting	St. Paul's, Wellsboro				
19-Apr	Council of Trustees meeting	All Saints Selinsgrove				
19-Apr	Altoona & Susquehanna Spring Convocation meeting	St. Andrew's, Lewisburg				
25-Apr	Lancaster, Southern & Harrisburg Spring Convocation meeting	Prince of Peace, Gettysburg				
25-Apr	Commission on Ministry					
25-Apr	Standing Committee meeting					
4/28/2012	Inauguration of President of Lancaster Theological Seminary - speaker	Lancaster				
19-May	Lancaster Theological Seminary Commencement	Lancaster				
6/2/2012	Special Vestry meeting	St. Luke's, Altoona				
Jun 8-9	Annual Convention	State College				
11-Jun	Bishop's Open Golf Tournament	Gettysburg				
22-Jun	Sr. High X-Teen Camp	Camp Mt. Luther				

27-Jun	Council of Trustees meeting				
13-Sep	Council of Trustees meeting	St. Mark's, Lewistown			
15-Sep	Building Rededication Service	St. Paul's, Manheim			
Sep 21-22	Planning for Tomorrow Conference	Harrisburg			
27-Sep	Commission on Ministry	All Saints Selinsgrove			
9/27/2012	Standing Committee meeting	All Saints Selinsgrove			
9/28/2012	Lunch with LARC Bishops	Harrisburg			
9/29/2012	Deacons Day	St. Stephens Cathedral			
9/29/2012	St. Barnabas Program dinner speaker	Harrisburg			
2-Oct	Deconsecration of a chapel	Christ Church, Milton			
11-Oct	Brethren Housing Association annual dinner speaker	Harrisburg			
10/6/2012	Safe Church Training for all diocesan clergy	Camp Mt. Luther			
10/24/2012	HOB Pastoral Development Committee conference call/mtg	Harrisburg			
Oct 26-27	BACOM	Bethany Retreat Center			
29-Oct	LARC Day of Dialogue	Harrisburg			
3-Nov	Daughters of the King Annual Meeting closing Eucharist, Celebrant	St. Andrew's, State College			
11/10/2012	ECW Annual Meeting and eucharist	St. Andrew's York	Bishop McNutt		
11/11/2012	Host opening dinner of Provincial Anti Racism leaders meeting	Harrisburg			
11/13/2012	St. James, Lancaster building dedication	St. James, Lancaster			
Dec 10-11	PA Religious Leaders annual gathering	State College			
12/14/2012	Host Lunch with LARC Bishops	Harrisburg			

12/24/2012	Christmas Eve Services	St. Stephen's Cathedral, Harrisburg				
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**Report of the Finance Committee  
of the Diocese of Central Pennsylvania  
to the 143<sup>rd</sup> Diocesan Convention**

The Diocesan Finance Committee maintains general supervision of the financial affairs of the Diocese and to act as advisor to the Bishop and the Treasurer in financial matters. It also is responsible for presenting a budget to the Council of Trustees for their approval and then presents this budget to the Annual Diocesan Convention.

The proposed budget for Fiscal Year 2014 is attached to this report. In formulating the proposed budget, the Finance Committee sought to be mindful on the continuing economic challenges facing our parishes. In a slowly recovering economy, all church institutions have had to examine their respective budgets carefully, always being mindful that the ultimate purpose for our financial resources is the proclamation of the Gospel of Christ.

The core of the diocesan budget remains the FairShare contributions made by the parishes of the diocese. The Committee takes note of and is grateful to the number of parishes that strive to meet their full FairShare request. Similarly, the Committee is also aware that special challenges face some of our parishes in both short and long term circumstances. The Committee continues to seek the best way forward in helping parishes to meet their respective needs while encouraging a thriving program of mission and ministry.

To this end, funding opportunities through diocesan grants and loans continue to plan an integral part in the financial support the diocese gives our parishes. As the attached budget narrative indicates, these efforts form a key strategy in strengthening the fabric of the diocesan Church. In particular, the Committee is pleased to report that all parishes have continued to act responsibly in the repayment of their loans from The Bishop Heistand Loan Fund. An increase in allocations for Congregational Development Commission Operating Projects Grants, the funding of four Enterprise Mission Zones, support for graduating seminarians as deacons and curates within the diocese are all key elements in this strategy. Similarly, the Committee has decreased allocations wherever possible to achieve as balanced an approach as possible in this difficult area of decision making.

This being stated, The Finance Committee offers for adoption the following resolution in relation to the budget for Fiscal year 2014:

WHEREAS: The Diocesan Council of Trustees meeting at its meeting in February 2013 evaluated the various requests by commissions and programs to be supported through the 2014 operating budget of the Diocese and at the time discussed and indicated priorities as to which programs to support and at which levels, and

WHEREAS: The Finance Committee has reviewed those priorities as well as the economic climate in which the Diocese currently operates, and has drafted a proposed expense and income budget that reflects the same; now therefore

BE IT RESOLVED: That the budget for Fiscal Year 2014 as is herein reported be approved and adopted by this 143<sup>rd</sup> Diocesan Convention.

BE IT FURTHER RESOLVED: That all parishes of this Diocese be requested in 2014 to accept a pledge of 12% of the first \$40,000 four year average of net operating income, 14% of \$40,001 to \$80,000 four year average of net operating income, and 18% of \$80,001 and above four year average of net operating income as indicated in this report, and

BE IT FURTHER RESOLVED: That all parishes and congregations pay one twelfth of their Fair Share each month.

Respectfully submitted,  
Mr. John Small  
Chair, Finance Committee

# BUDGET REPORT FY 2014



4/18/2013

The Gospel for Tomorrow

The budget proposed in this document reflects the strategic directions undertaken by Diocesan Convention in 2011



# Budget Report

THE GOSPEL FOR TOMORROW

# FY 2014

## INTRODUCTION

The budget proposed in this report reflects a continuing effort to bring the budgeting process into line with two key elements:

1. Reorganization of the diocese to reflect an increased responsiveness to the ever-changing demands of ministry in the 21<sup>st</sup> Century.
2. Implementation of an outcomes based planning process that includes ongoing measurement and effectiveness evaluations for all aspects of diocesan mission and ministry.

One important aspect of this effort is the continuing reorganization of the Chart of Accounts, which attempts to show related revenue and expenditures within the strategic adopted for the mission and ministry of the diocese. In the proposed budget for Fiscal Year 2014 (FY 2014), you will see several changes from the groupings used in previous years. For example, under the Office of Bishop, the costs associated with the Diocesan Office Building at 101 Pine Street in Harrisburg, have been segregated into a new category called “Facilities Expenses.” Until a totally new chart of accounts can be created, current accounts will retain their identification number (e.g. 01-12345) so that comparisons to previous years can be made when necessary.

Some accounts may appear to be “missing” (e.g. Operation Understanding, Episcopal Relief and Development). These accounts are “missing” only in the sense that they are no longer represented in the Operational Budget. In the general accounting scheme, such accounts will now be classified under “Other Income” and “Other Expenses” so they that do not influence the level of Revenue/Expenditure in the budget. This action was taken for all accounts that reflect “money in” and “money out” – that is revenue that is received by the diocese and transmitted to organizations outside the diocese or disbursed by committees within the diocese with no net effect on the operational budget of the diocese.

## EXECUTIVE SUMMARY

As the budget process conforms itself to the strategic directions undertaken by the diocese, several things become clear:

1. Decreasing resources at the parish level have a direct impact upon the capacity of the diocese to provide services above and beyond its core activities.
2. Reflecting the circumstances of the church at the parish level, diocesan commissions and councils must frequently make difficult choices concerning how resources will be allocated in light of desired outcomes.
3. Recognition that the diocese truly subsists in its parishes, the primary strategic question under which its operations are organized and evaluated is: How does this endeavor strengthen the life and ministry of each and every parish?
4. Cultures of mission and ministry throughout the diocese vary widely, highlighting the importance of reinvigorating convocations or creating other lower level groupings that complement the mission and ministry of the parishes.

As a result, the diocesan budget seeks to allocate resources in such manner as to:

1. Provide support and resources for parish based efforts to enhance the mission and ministry of the Church in Central Pennsylvania.
2. Secure a pool of well trained clergy and lay ministers for parishes, especially when traditional models of ministry are no longer possible or desirable.
3. Provide services and programs that assist parishes in areas of ministry when parishes, because of demographic or fiscal resources, may not be able to provide these services themselves.
4. Recognize the interdependence of parishes as a genuine communion that gives rise to the diocese and is represented by the Office of the Bishop and the Bishop's staff.

## **DIOCESAN VISION STATEMENT**

*As described at Convention 2011*

Guided by God's "Sprit of Mission", the people of the Diocese of Central Pennsylvania will step boldly into the world to bring others to Christ's life giving love and hope. This is "Our Covenant of Faith" with God.

### ***Congregational Development***

The diocese is a dedicated communion that is constantly working to discern the Holy Spirit's call to mission by helping each other strengthen and live out our lives as a Christian Community.

### ***Communications***

Using innovative and diverse technologies, the Diocese of Central Pennsylvania will ensure that the Good News of Jesus Christ is communicated to all our people and communities beyond our borders.

### ***Formation of Children and Youth***

We live out our call to mission in ways that nurtures, advocates for and prepares our children, youth and young adults for lifelong formation in church leadership.

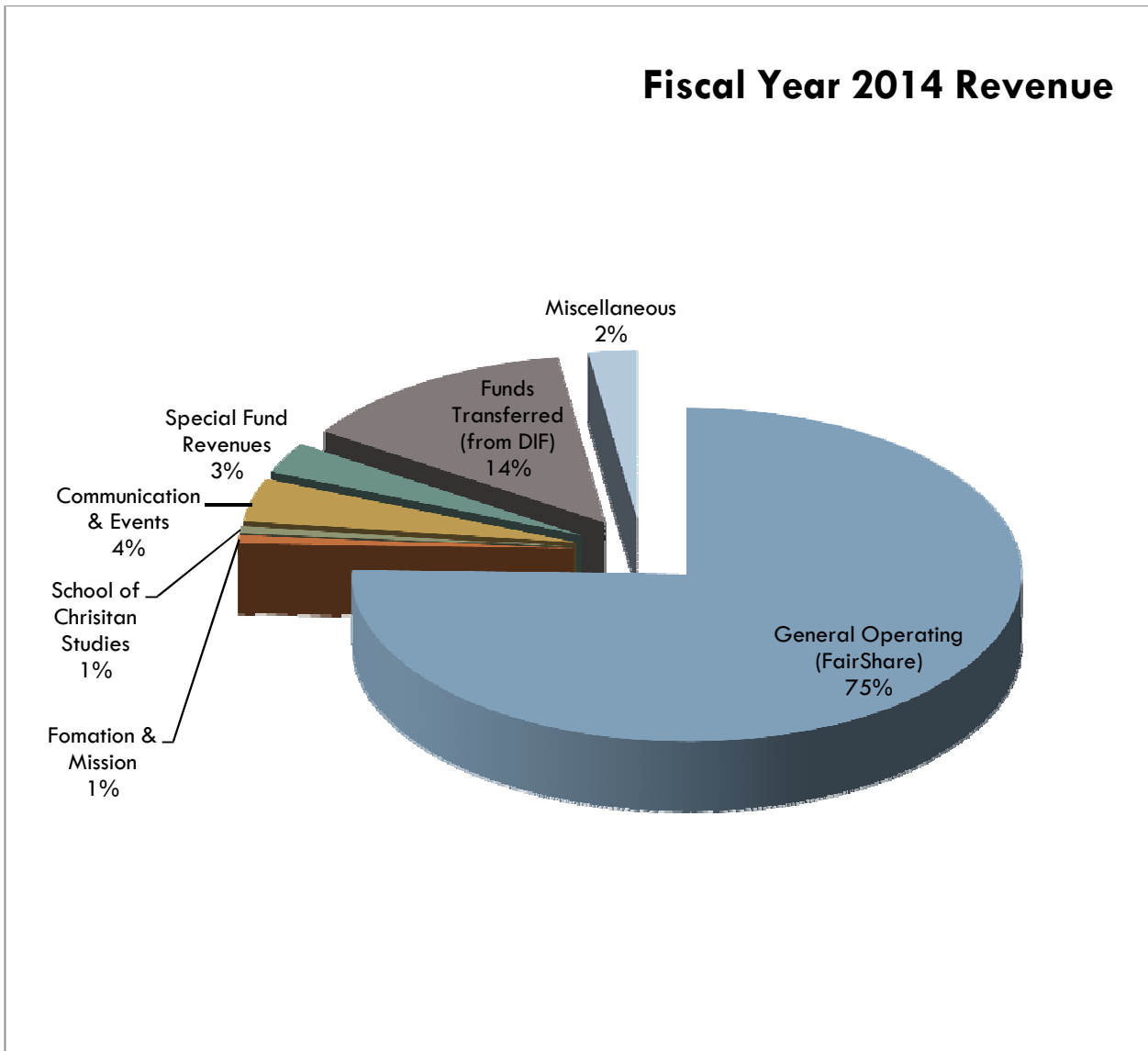
### ***Leadership Formation***

We will provide all people and parishes of the diocese with opportunities to prepare and be formed so live out the Baptismal Covenant in the "Spirit of Mission."

## **PROCESS**

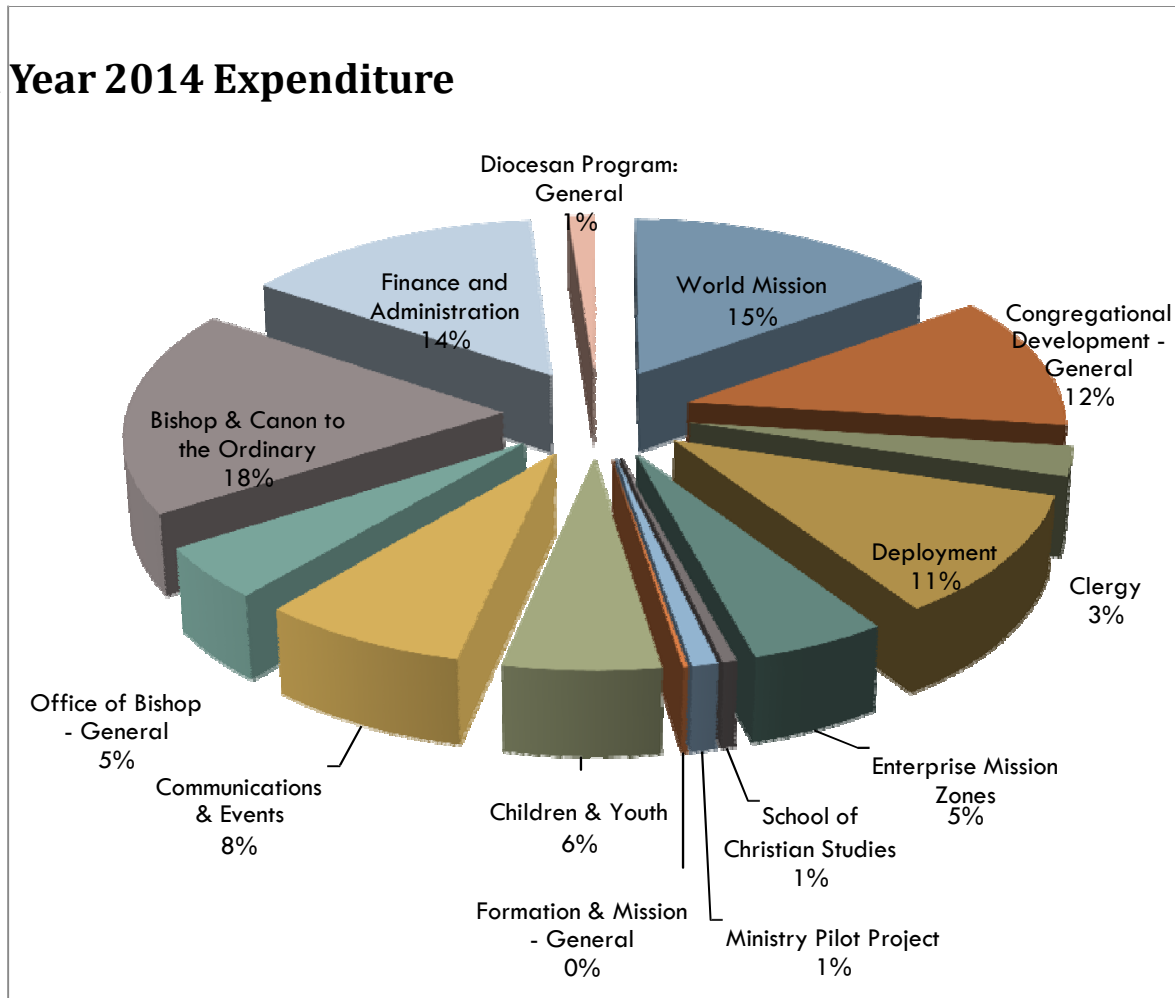
The budget planning process continues to be revised to reflect the key elements noted above. For FY 2014, budget requests were submitted to the relevant commission (e.g., Formation and Mission). Once received, each commission examined and prioritized the requests in light of the strategic directions of the diocese. Each commission shared their findings with the Council of Trustees and the Bishop's Office for consideration in constructing the proposed budget. These findings were collated by the Office of Finance and Diocesan Administration and presented to the Finance Committee. The Finance Committee recommended the proposed budget in its present form to the Council of Trustees for its approval and ultimately the approval of the diocese when gathered in Diocesan Convention on June 8, 2013.

**OVERVIEW**



<b>General Operating (FairShare)</b>	\$	1,397,000
<b>Fomation &amp; Mission</b>	\$	17,250
<b>School of Chrisitan Studies</b>	\$	12,500
<b>Communication &amp; Events</b>	\$	77,500
<b>Special Fund Revenues</b>	\$	55,300
<b>Funds Transferred (from DIF)</b>	\$	250,000
<b>Miscellaneous</b>	\$	42,310
<b>TOTAL</b>	\$	1,851,860

## Fiscal Year 2014 Expenditure



<b>World Mission</b>	\$ 279,480.00
<b>Congregational Development - General</b>	\$ 219,717.00
<b>Clergy</b>	\$ 49,500.00
<b>Deployment</b>	\$ 201,707.00
<b>Enterprise Mission Zones</b>	\$ 95,246.00
<b>School of Christian Studies</b>	\$ 10,000.00
<b>Ministry Pilot Project</b>	\$ 18,000.00
<b>Formation &amp; Mission - General</b>	\$ 3,500.00
<b>Children &amp; Youth</b>	\$ 109,216.00
<b>Communications &amp; Events</b>	\$ 145,879.00
<b>Office of Bishop - General</b>	\$ 86,510.00
<b>Bishop &amp; Canon to the Ordinary</b>	\$ 339,612.00
<b>Finance and Administration</b>	\$ 266,193.00
<b>Diocesan Program: General</b>	\$ 22,500.00
<b>TOTAL</b>	\$ 1,851,860.00

N.B. Total also reflects other expenditures too small to include in graphic representation.

**OPERATING BUDGET - DIOCESE OF CENTRAL PENNSYLVANIA JANUARY 1,  
2014-DECEMBER31, 2014**

Accounts	Actual FY 2012	Annual Budget FY 2013 (Adjusted)	Annual Budget FY 2014 Proposed	NOTES
<b>Revenues</b>				
<b>General Operating Revenue</b>				
01-45100 - Fairshare Current Year	\$ 1,171,524.85	\$ 1,273,504.00	\$ 1,352,000.00	
01-45200 - Fairshare - Prior Year	\$ 430,009.12	\$ 88,500.00	\$ 45,000.00	
<b>Total General Operating Revenue</b>	<b>\$ 1,214,633.97</b>	<b>\$ 1,362,004.00</b>	<b>\$ 1,397,000.00</b>	
<b>Formation &amp; Mission Pgm Revenue</b>				
01-46911 - Children's Ministry Receipts	\$ -	\$ 13,500.00	\$ 7,250.00	Reflects more accurate estimates of actual revenue
01-46912 - Youth Ministry Receipts	\$ 7,706.37	\$ 18,000.00	\$ 10,000.00	
<b>Total Formation &amp; Mission Pgm Revenue</b>	<b>\$ 7,706.33</b>	<b>\$ 31,500.00</b>	<b>\$ 17,250.00</b>	
<b>School of Christian Studies</b>				
01-45700 - School of Christian Studies	\$ 8,884.00	\$ 7,000.00	\$ 12,500.00	
<b>Total School of Christian Studies</b>	<b>\$ 8,884.00</b>	<b>\$ 7,000.00</b>	<b>\$ 12,500.00</b>	
<b>Communication &amp; Events Revenue</b>				
01-46900 - Events: Diocesan Event General	\$ 1,195.00	\$ 5,000.00	\$ 5,000.00	
01-46910 - Events: Clergy Conference	\$ 16,777.94	\$ 12,500.00	\$ 14,500.00	
01-46915 - Events: Spouse of Clergy Conference	\$ -	\$ 0.00	\$ 1,000.00	
01-46920 - Events: Dioc. Convention & Journal	\$ 24,765.72	\$ 45,000.00	\$ 45,000.00	
01-46930 - Events: Conference/Seminars	\$ -	\$ 0.00	\$ 12,000.00	
<b>Total Communication &amp; Events Revenue</b>	<b>\$ 42,738.66</b>	<b>\$ 62,500.00</b>	<b>\$ 77,500.00</b>	
<b>Grants</b>				
01-46600 - Widows Corporation Grant - Wellness	\$ 15,200.00	\$ 17,800.00	\$ 0.00	2 year grant expired in FY 2013
<b>Total Grants</b>	<b>\$ 15,200.00</b>	<b>\$ 17,800.00</b>	<b>\$ 0.00</b>	
<b>Special Fund Revenues</b>				
01-45800 - Bp Honaman New Work Grant	\$ 4,362.41	\$ 8,000.00	\$ 8,000.00	
01-46000 - York Springs Fund	\$ 208.47	\$ 200.00	\$ 200.00	
01-49800 - Oscar Heinz Trust	\$ -	\$ 9,250.00	\$ 9,250.00	
01-50100 - Kermit Lloyd for Seminarians	\$ 300.00	\$ 5,000.00	\$ 5,000.00	

01-50200 - Bishop McNutt World Mission	\$ -	\$ 4,000.00	\$ 4,000.00
01-50300 - Bishop's Advance Work	\$ -	\$ 2,100.00	\$ 2,100.00
<b>Share the Vision Revenue</b>			
01-46100 - STV: World Missions	\$ -	\$ 18,331.00	\$ 6,700.00
01-46200 - STV: Youth & Young Adults	\$ -	\$ 18,331.00	\$ 6,700.00
01-46300 - STV: Among the Aging	\$ -	\$ 18,331.00	\$ 6,700.00
01-46400 - STV: Leadership Development	\$ -	\$ 9,165.00	\$ 3,350.00
<b>Total Share the Vision Revenue</b>		\$ 64,158.00	\$ 23,450.00
<b>Called to Grow Revenue</b>			
01-46660 - CTG Youth		\$ 1,500.00	\$ 1,500.00
01-46670 - CTG Communication	\$ -	\$ 1,800.00	\$ 1,800.00
<b>Total Called to Grow Revenue</b>	\$ -	\$ 3,300.00	\$ 3,300.00
<b>Total Special Fund Revenues</b>	\$ 4,870.88	\$ 96,008.00	\$ 55,300.00
<b>Miscellaneous Revenues</b>			
01-45300 - Investment & Interest	\$ 20,143.94	\$ 8,000.00	\$ 8,000.00
01-45400 - Miscellaneous Income	\$ 50,950.00	\$ 1,500.00	\$ 1,500.00
01-46510 - Fund Transfers-Building	\$ -	\$ 35,000.00	\$ 12,810.00
01-46700 - Heistand Checking Interest	\$ -	\$ 0.00	\$ -
01-49900 - Endowment Field Work	\$ 14,141.36	\$ 20,000.00	\$ 20,000.00
01-50400 - Funds Transferred (from DIF)	\$ -	\$ 250,000.00	\$ 250,000.00
<b>Total Miscellaneous Revenues</b>	\$ 85,235.20	\$ 314,500.00	\$ 292,310.00
<b>Total Revenues</b>	\$ 1,379,169.08	\$ 1,891,312.00	\$ 1,851,860.00
<b>Expenses</b>			
<b>World Mission</b>			
01-15100 - DFMS - World Mission General	\$ 247,146.00	\$ 247,146.00	\$ 258,780.00
01-15200 - DFMS - World Mission STV	\$ -	\$ 0.00	\$ -
01-15300 - Reserve: General Convention	\$ 7,000.00	\$ 12,000.00	\$ 12,000.00
01-15400 - Reserve: Lambeth Convention	\$ -	\$ 1,000.00	\$ 1,000.00
01-15500 - House of Bishops	\$ 1,773.61	\$ 4,000.00	\$ 4,000.00
01-15600 - Province III	\$ 8,495.00	\$ 3,500.00	\$ 3,700.00
<b>Total World Mission</b>	\$ 264,414.61	\$ 267,646.00	\$ 279,480.00
<b>Diocesan Mission &amp; Ministry</b>			
01-17320 - Southern York Mission Subsidy	\$ 38,262.11	\$ 0.00	\$ -
01-17850 - York Springs	\$ 1,000.00	\$ 1,000.00	\$ 1,000.00
01-18650 - Endowment Field Work Expense	\$ -	\$ 0.00	\$ -

Figures for special revenue vary based on market conditions. FY 2013 figures represent 3 years drawn in one year.

Note overall decrease in anticipated revenue.

DFMS-World Mission computed using formula for current triennium (19% of Operating Income).

**Congregational Development**

01-17200 - CD - Operating Grants	\$ 129,000.00	\$ 130,000.00	\$ 160,000.00
01-17350 - CD - Project Grants	\$ 13,478.00	\$ 23,000.00	\$ -
01-17810 - Canon for Development Compensation	\$ 44,072.00	\$ 44,820.00	\$ 45,717.00
01-17820 - Canon for Dev - Pen/Med/CE	\$ 3,892.00	\$ 11,000.00	\$ 11,500.00
01-17830 - Canon for Dev - Prof.Expense	\$ 3,091.00	\$ 2,500.00	\$ 2,500.00
<b>Total Cong Dev General</b>	<b>\$ 193,533.00</b>	<b>\$ 211,320.00</b>	<b>\$ 219,717.00</b>

Special note: All personnel compensation lines reflect a 2.0% raise estimated for COLA in 2014. Actual figures may vary slightly

CD Commission requested this increase and Operating Grants have been merged into 01-17200

**Clergy**

01-21500 - Clergy: STV Leadership Development	\$ 7,000.00	\$ 0.00	\$ -
01-21610 - Clergy Wellness - Program	\$ 4,359.91	\$ 16,000.00	\$ -
01-21611 - Clergy Wellness - Consultants	\$ 10,814.20	\$ 9,600.00	\$ -
01-22100 - Clergy Conference - STV	\$ -	\$ 0.00	\$ -
01-22200 - Clergy - Conference	\$ 22,966.87	\$ 12,000.00	\$ 14,500.00
01-23700 - Clergy: Retired Clergy Insurances	\$ 38,818.40	\$ 34,000.00	\$ 35,000.00
01-24000 - Clergy Welln - Retired Care Gen.	\$ 2,898.40	\$ 0.00	\$ -
<b>Total Clergy</b>	<b>\$ 86,857.78</b>	<b>\$ 71,600.00</b>	<b>\$ 49,500.00</b>

Clergy Wellness budget eliminated by Finance Committee pending outside funding availability.

**Deployment**

01-17400 - Deployment - TranDeac & Curates	\$ -	\$ 150,000.00	\$ 150,000.00
01-17500 - Deployment - Moving/Contingencies	\$ 700.00	\$ 2,000.00	\$ 2,000.00
01-17510 - Deployment - Clergy Transition Exp	\$ 13,893.61	\$ 12,000.00	\$ 7,200.00
01-17550 - Deployment - Program	\$ 11,642.54	\$ 5,000.00	\$ 5,000.00
01-18900 - Deployment - Personnel	\$ 37,070.70	\$ 22,066.00	\$ 22,507.00
01-18920 - Deployment - Pers Pen//Ins/FICA/CE	\$ 471.47	\$ 10,450.00	\$ 11,000.00
01-19600 - Deployment - Professional Expenses	\$ 9,472.63	\$ 5,000.00	\$ 4,000.00
<b>Total Deployment</b>	<b>\$ 73,250.95</b>	<b>\$ 206,516.00</b>	<b>\$ 201,707.00</b>

**Enterprise Mission Zones**

01-17710 - EMZ - Northerntier Initiative	\$ -	\$ 15,510.60	\$ 8,000.00
01-17720 - EMZ - St. Andrew's - State College	\$ -	\$ 22,715.46	\$ 17,000.00
01-17730 - EMZ - St. Andrew's - City Mission	\$ -	\$ 25,002.00	\$ 38,250.00
01-17740 - EMZ - St. Benedict's Mission	\$ -	\$ 37,503.00	\$ 31,996.00
<b>Total Enterprise Mission Zones</b>	<b>\$ -</b>	<b>\$ 100,731.06</b>	<b>\$ 95,246.00</b>

2 EMZs dependent upon continuing availability of funding from Diocesan Investment Fund.

**Total Congregational Development**

<b>School of Christian Studies</b>			
01-22300 - SCS - Administrative	\$ 24,345.80	\$ 5,000.00	\$ 5,000.00
01-22310 - SCS - Personnel	\$ -	\$ 5,000.00	\$ 5,000.00

Congregational Development budget reflect strategic direction to strengthen parishes.

01-22320 - SCS - Curriculum	\$	-	\$	-	\$	\$0.00
<b>Total School of Christian Studies</b>	\$	24,453.38	\$	10,000.00	\$	10,000.00
<b>Ministry Pilot Project</b>						
01-22330 - Pilot - Administrative	\$	-	\$	2,500.00	\$	5,000.00
01-22340 - Pilot - Personnel	\$	-	\$	10,000.00	\$	12,000.00
01-22350 - Pilot - Curriculum	\$	-	\$	2,500.00	\$	1,000.00
<b>Total Ministry Pilot Project</b>	\$	-	\$	15,000.00	\$	18,000.00
<b>Formation &amp; Mission</b>						
<b>General</b>						
01-16350 - Jubilee Officer	\$	-	\$	-	\$	1,000.00
01-18500 - DMHE: PSU Program-General	\$	6,331.15	\$	1,500.00	\$	-
01-20500 - Safe Church Training	\$	-	\$	0.00	\$	1,500.00
01-22800 - Liturgy & Church Music Committee	\$	185.00	\$	1,000.00	\$	1,000.00
<b>Total General</b>			\$	2,500.00	\$	3,500.00
<b>Children &amp; Youth</b>						
01-20600 - Youth: STV Youth	\$	-	\$	0.00	\$	-
01-20700 - Youth Ministry Program	\$	22,396.08	\$	30,000.00	\$	23,000.00
01-20710 - Youth: Young Adult Ministries	\$	-	\$	0.00	\$	5,000.00
01-20750 - Camp Mt. Luther Subsidy	\$	12,000.00	\$	15,000.00	\$	12,000.00
01-20800 - Children's Ministry Program	\$	3,773.00	\$	10,000.00	\$	10,000.00
01-20850 - Canon for Children & Youth	\$	44,071.56	\$	44,820.00	\$	45,716.00
01-20851 - Canon for Child & Youth - Pen/ME/C	\$	3,891.91	\$	11,000.00	\$	11,000.00
01-20852 - Canon for Child & Youth - Min. Exp	\$	1,966.49	\$	2,500.00	\$	2,500.00
<b>Total Children &amp; Youth</b>	\$	88,099.44	\$	113,320.00	\$	109,216.00
<b>Ecumenical Relations</b>						
01-15700 - PA Council of Churches	\$	1,375.00	\$	0.00	\$	-
01-15900 - Ecumenical Committee	\$	265.00	\$	600.00	\$	600.00
<b>Total Ecumenical Relations</b>	\$	1,640.00	\$	600.00	\$	600.00
<b>Total Formation &amp; Mission</b>			\$	116,420.00	\$	113,316.00
<b>Communications</b>						
01-21200 - Communications: Webmaster	\$	10,271.06	\$	15,000.00	\$	15,000.00
01-21400 - Communications Program	\$	13,311.99	\$	21,000.00	\$	18,000.00
01-21410 - Communications - Director Comp.	\$	-	\$	16,068.00	\$	16,390.00
01-21420 - Communications - Dir Prof Exp	\$	1,637.83	\$	3,600.00	\$	3,600.00
01-21430 - Communications - Dir Med/Pen/CE	\$	-	\$	5,660.00	\$	6,000.00

Represents investment in training non-stipendiary priests within the diocese.

PSU now included in 01-17720 (above).

Increase related to implementation of Safe Church strategies.



<b>Total Communications Program</b>	\$ 25,220.88	\$ 61,328.00	\$ 58,990.00
<b>Events</b>			
01-20310 - Events Coordinator - Compensation	\$ -	\$ 16,068.00	\$ 16,389.00
01-20320 - Events Coordinator - Prof Expense	\$ 1,243.59	\$ 2,500.00	\$ 2,500.00
01-20330 - Events Coordinator - Pen/Med/CE	\$ -	\$ 5,660.00	\$ 6,000.00
01-20350 - Events: Conf/Seminars	\$ 1,678.02	\$ -	\$ 12,000.00
01-20400 - Events: Convention & Journal	\$ 26,648.49	\$ 45,000.00	\$ 45,000.00
01-20450 - Events: General	\$ 6,466.50	\$ 2,000.00	\$ 2,000.00
01-22000 - Events: Spouse of Clergy Conference	\$ -	\$ 1,000.00	\$ 1,000.00
01-22700 - Events - Ordination Expenses	\$ 1,035.02	\$ 2,000.00	\$ 2,000.00
<b>Total Events</b>	\$ 37,071.62	\$ 74,228.00	\$ 86,889.00
<b>Total Communications &amp; Events</b>	\$ 62,292.50	\$ 135,556.00	\$ 145,879.00
<b>Total Diocesan Mission &amp; Ministry</b>		\$ 868,143.56	\$ 854,365.00
<b>Office of the Bishop</b>			
<b>Office of Bishop - General</b>			
01-18890 - Archdeacon for Deacons	\$ 1,391.23	\$ 2,500.00	\$ 2,500.00
01-20050 - Bishop Election Reserve	\$ -	\$ 10,000.00	\$ 10,000.00
01-20200 - Episcopal Assistance	\$ 278.31	\$ 3,000.00	\$ 3,000.00
01-20300 - Diocesan Council & Committees	\$ 3,582.81	\$ 2,400.00	\$ 3,200.00
01-22500 - Commission on Ministry	\$ 66.60	\$ 2,000.00	\$ 2,000.00
01-22600 - Candidates for Ministry	\$ 5,325.00	\$ 5,000.00	\$ 5,000.00
<b>Facilities Expenses</b>			
01-19910 - Utilities	\$ 12,156.16	\$ 18,000.00	\$ 18,000.00
01-20020 - Diocesan Office Building	\$ -	\$ -	\$ -
01-20030 - Building Maintenance	\$ 9,392.18	\$ 30,000.00	\$ 30,000.00
01-20150 - Diocesan House Loan Repayment	\$ 23,785.58	\$ 22,800.00	\$ 12,810.00
<b>Total Facilities Expenses</b>	\$ 45,333.92	\$ 70,800.00	\$ 60,810.00
<b>Total Office of Bishop - General</b>	\$ 55,977.87	\$ 95,700.00	\$ 86,510.00
<b>Bishop</b>			
01-18700 - Bishop	\$ 120,108.77	\$ 124,950.00	\$ 127,449.00
01-18720 - Bishop Pen/ME/CE	\$ 34,468.88	\$ 45,475.00	\$ 46,000.00
01-19400 - Bishop Ministry Expense	\$ 21,669.96	\$ 20,000.00	\$ 20,000.00
01-20010 - Diocesan Vehicle	\$ 925.20	\$ -	\$ 1,500.00
<b>Sabbatical Expenses</b>			
01-18710 - Sabbatical - Bishop Compensation	\$ -	\$ 10,222.00	\$ -

A new events account was added with equal, offsetting revenue for a net change of 0. Most events have related revenue to offset expenses.

Diocesan House Loan matures July 2014

Facilities expenses were formerly included under office expenses.

01-18711 - Sabbatical - Housing	\$ -	\$ 2,000.00	\$ -
01-19410 - Sabbatical - Bishop's Prof Expense	\$ -	\$ 4,550.00	\$ -
<b>Total Sabbatical Expenses</b>	\$ -	\$ 16,772.00	\$ -
<b>Total Bishop</b>	\$ 177,172.81	\$ 207,197.00	\$ 194,949.00
<b>Canon to the Ordinary</b>			
01-18800 - Canon to the Ordinary	\$ 92,536.44	\$87,905.00	\$ 89,663.00
01-18820 - Canon to the Ordinary - Pen/ME/CE	\$ 32,468.62	\$34,200.00	\$ 35,000.00
01-19500 - Canon to the Ordinary Ministry Exp	\$ 19,242.70	\$20,000.00	\$ 20,000.00
<b>Total Canon to the Ordinary</b>	\$ 144,247.76	\$142,105.00	\$ 144,663.00
<b>Finance and Administration</b>			
01-19010 - Dir Finance/Admin Compensation	\$ -	\$ 37,706.00	\$ 38,460.00
01-19110 - Dir Finance/Admin Pen/ME/CE	\$ -	\$ 6,787.00	\$ 6,900.00
01-19510 - Dir Fin/Admin Prof Expense 01-	\$ 2,665.51	\$ 2,500.00	\$ 2,500.00
20100 - Line of Credit Repayment 01-23200 -	\$ -	\$ -	\$ -
Diocesan Insurances	\$ 13,457.98	\$ 16,000.00	\$ 16,000.00
01-23300 - Audit	\$ 19,937.69	\$ 17,500.00	\$ 18,000.00
<b>Personnel</b>			
01-19000 - Support Staff Salaries	\$ 143,159.80	\$ 67,238.00	\$ 68,583.00
01-19100 - Support Staff Pensions	\$ 26,782.32	\$ 5,000.00	\$ 7,300.00
01-19200 - Support Staff FICA	\$ 10,653.28	\$ 4,500.00	\$ 4,700.00
01-19300 - Support Staff Insurances	\$ 39,170.50	\$ 25,500.00	\$ 27,500.00
01-21900 - Support Staff Development	\$ 2,302.59	\$ 2,500.00	\$ 2,500.00
<b>Total Personnel</b>	\$ 222,068.49	\$ 104,738.00	\$ 110,583.00
<b>Office</b>			
01-19700 - Office Expenses-General	\$ 1,721.62	\$ -	\$ -
01-19710 - Office Supplies	\$ 1,919.23	\$ 3,800.00	\$ 4,000.00
01-19720 - Equipment Leases	\$ 4,921.30	\$ 5,000.00	\$ 5,000.00
01-19730 - Service Contracts	\$ 21,671.61	\$ 6,000.00	\$ 6,000.00
01-19740 - Telecommunications	\$ 9,931.50	\$ 10,400.00	\$ 11,000.00
01-19741 - IT - Support	\$ 9,381.44	\$ 15,000.00	\$ 15,000.00
01-19750 - Postage	\$ 2,114.40	\$ 1,300.00	\$ 1,500.00
01-19760 - Miscellaneous	\$ 1,343.33	\$ 600.00	\$ 750.00
01-20000 - Office New Equipment	\$ 4,971.93	\$ 7,500.00	\$ 7,500.00
01-20040 - Taxes-Real Estate	\$ 23,240.73	\$ 23,000.00	\$ 23,000.00
<b>Total Office</b>	\$ 81,217.09	\$ 72,600.00	\$ 73,750.00

Service contracts still includes some building maintenance expenses.

New equipment is for upgrades only as needed, mostly for IT (e.g. servers, workstations, software.)

<b>Total Finance and Administration</b>	\$ 339,346.76	\$257,871.00	
	\$ 266,193.00		
<b>Legal</b>			
01-23000 - Registrar Expenses	\$ 204.60	\$ 1,700.00	\$ 1,700.00
01-23100 - Chancellor Expenses	\$ 250.00	\$ 1,500.00	\$ 1,500.00
<b>Total Legal</b>	\$ 454.60	\$ 3,200.00	\$ 3,200.00
<b>Total Office of the Bishop</b>	\$ 717,199.80	\$ 706,073.00	\$ 695,515.00
<b>Diocesan Program: General</b>			
01-23400 - Contingencies	\$ 2,146.01	\$ 5,000.00	\$ 5,000.00
01-24100 - Debt Retirement	\$ -	\$ 0.00	\$ -
<b>Episcopal Home</b>			
01-23600 - Aging-Shippensburg Home General	\$ 35,000.02	\$ 35,000.00	\$ 17,500.00
<b>Total Episcopal Home</b>	\$ 35,000.02	\$ 35,000.00	\$ 17,500.00
<b>Total Diocesan Program: General</b>	\$ 37,146.03	\$ 40,000.00	\$ 22,500.00
<b>Total Expenses</b>	\$ 1,594,665.97	\$ 1,881,862.56	
	\$ 1,851,860.00		
<b>Net Total</b>	\$ (215,469.89)	\$ 9,449.44	
	\$ -		

**Bishop's Staff  
Annual Report to the Council of Trustees  
Year 2012**

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**Appendix**

## Review of the Past Year and the Implementation of the Strategic Plan

Since 2010, the Diocese has worked to refine its vision and strategic plan, and implementing it. There are four key areas - Congregational Development, Communications, Formation of Children and Youth Leadership Formation, and Convocations. These areas identified by the strategic plan are the focus of Diocesan Time/Talent/Treasure so we can increase our effectiveness in proclaiming the radical salvation found only in Jesus Christ.

### Diocesan Mission

*Guided by God's "Spirit of Mission," the people of the Diocese of Central Pennsylvania will step boldly into the world to bring others to Christ's life giving love and hope. This is "Our Covenant of Faith" with God.*

We have had a number of successes in stepping "boldly into the world" during 2012. Using appreciative inquiry, the Diocese has actively supported parishes as they revision their future so they can thrive again.

- Strategic planning support at:
  - St. Mark's, Northumberland and Christ Church, Milton
    - Work completed-- they are now on stronger financial grounds.
  - St. Andrew's in the City
    - Work is almost completed, and they are excited.
  - St. Stephen's, Mount Carmel
    - Work has just begun.
  - Christ Church, Williamsport
    - Work is ongoing and has been wildly successful to date.
  - GLEAM, Williamsport
    - Work is ongoing.
  - St. Benedict's, New Freedom
    - Work is just beginning and they are filled with the spirit.
  - St. Luke's, Altoona
    - A very difficult situation with much conflict.
  - St Andrew's, State College
    - Initial work completed and they are moving thoughtfully forward.
  - St. Paul's, Columbia
    - Work is almost completed

Our help and resources have also been focused upon helping parishes that have moved into a challenging period.

- St. John's, Huntingdon
  - Overcoming the conflict that has grown out of the uncovering of an embezzlement.

Our need is great. Our “Peer to Peer” effort must grow if we are to thrive. We need qualified and motivated lay volunteers to support our Diocesan-wide effort. We need to empower and form lay people to bring them into the process of helping parishes discover ways to prepare for the future. Failure to expand this resource pool diminishes our efforts to bring the gospel throughout the Diocese.

None of this effort would be possible if we don’t weave ourselves together as a Diocese. Only our mutual support and care for each other will make our work possible. Our future lies with each other. We are a communion, bound together by “bonds of affection.”

## **Implementation by Strategic Area**

### **Congregational Development**

#### ***Mission Statement***

*The Diocese is a dedicated communion that is constantly working to discern the Holy Spirit's call to mission by helping each other strengthen and live out our lives as a Christian Community.*

The Congregational Development Commission has been extraordinary, pro-active, and creative implementing the strategic plan and assuming its role in guiding the Diocese to an exciting future. Its statement of purpose reads:

*“The Congregational Development Commission assists the Bishop and other Diocesan leadership in the urgent work of our Diocesan mission. This will be achieved by strengthening the ministries of our Parishes by providing oversight, support and discernment for those areas under our charge, including:*

- *Congregational Projects Grants*
- *Operating Grants*
- *Parish Transformation*
- *Clergy Deployment*
- *Clergy Wellness*
- *Stewardship*
- *Planned Giving*
- *Mission and Evangelism.*

*We believe in the power of the Holy Spirit to move our Diocese and parishes in the direction of transformation and greater vitality.”*

The Congregational Development Commission is identifying parishes in various stages of transformation seeking so they can work with a parish and support its efforts to move into, or continue, in the thrive model. They also are looking at parishes that are thriving and seeking new ways to support them and help them grow.

Commission Members include: The Rev. John Morris – Chair; The Rev. Chris Pyles – Co Chair; The Rev. Patrick Collins; David Morath; Martha Harris; David Poch; The Rev. Jonathon Currier

Staff support: The Rev. Canon Ted Babcock, Canon Bill Graffius, The Rev. Canon Robyn Szoke

Consultant: The Rev. Andy France - retired

During the past year the Congregational Development Commission has taken leadership in a variety of ways.

### **Strengthening Convocations**

With the completion of the Diocesan Effectiveness Review (DER) by the Standing Committee, the commission sought to use it as a guide to answer the questions,

- “What kind of Diocese are we?”
- “Are we a family size Diocese masquerading as a program, or a corporate size Diocese?”

Answering these questions and the other questions that will flow from those answers will guide us to a better understanding of how we relate to each other so we can continue our reorganization and better meet the needs of each parish and of the Diocese as a whole. The Congregation Development Commission assumed this important listening and information gathering task. They visited and facilitated at each fall convocation meeting. The commission members did a lot of listening, and the results are powerful. They found that we desire better relationships. We want to resolve issues as Convocation. Convocations as currently organized may not make sense given cultural and geographic boundaries. See the Congregational Development Commission Report for more details. It is exciting. We are moving and getting better connected and stronger.

### **Developing Peer to Peer Review Process**

The research work done by the Rev. Jonathon Currier and Tyrone Powers on our Fair Share issues discovered that many Dioceses are moving to resolving their “Fair Share” issues not through the Diocesan office but rather by working “Peer to Peer.” This simply means that a collection of people from a variety of parishes may help a struggling parish to identify and resolve its needs. During the past year people have been trained as mediators, others have stepped forward to offer their skills in Appreciative Inquiry, Finance, Parish Companions and Accounting. The next step is to form teams and identify parishes where these resources might enhance and strengthen the parish. Further “Peer to Peer” efforts will link us as a Diocese as relationships are built while working together to solve problems and create opportunities.

Further, the Finance Committee and the Council of Trustees using the research approved a resolution for convention that places the Finance Committee as the arbiter of “Fair Share” through a negotiating process that focuses on investing in the future so we can thrive. This is effectively a “Peer to Peer” process that will bring better understanding and hopefully support to our “Fair Share” process.

### **New Enterprise Zones**

This concept is simply to invest in parishes that have been identified as ones where growth might be obtained by thoughtful investment. The New Enterprise Zones also allow the Diocese to become a “Learning Diocese,” as we study each of the zones and learn from their efforts. We expect mistakes. We expect successes. Each New Enterprise Zone provides the Diocese valuable information on how to go about strengthening our presence in Central Pennsylvania.



*The four parishes identified :*

- Coudersport/Brookland in the Northern Tier – The Rev. Janis Yskamp is the rector. The Rev. Ted Babcock has worked with The Rev. Yskamp and the parish. The Potter County Parish's' goal is to move the rector from half-time to full-time. The rector was half-time and is now 3/4 time with the hope that within 3-5 years, she will be full-time. The area shows great promise for growth.
- St. Andrew's, State College, Altoona – The Rev. Richard Wall is rector. The Rev. Robyn Szoke and Canon Bill Graffius have worked on this New Enterprise Zone. The goal is to bring the Penn State Chaplaincy within the parish and to bring a priest on board who can help the parish culturally move from a program size to a corporate size parish. The Rev. Fred Miller will be filling that position as a retired half-time priest.
- St. Benedict's, New Freedom – No rector; only supply priests. The Rev. Robyn Szoke and Canon Bill Graffius along with David Morath (the Parish Companion) have worked directly with this parish. The goal is to get an energetic priest who is committed to taking this vibrant and very much alive church plant to parish status over the next 5-7 years. The strategy is to share the priest with a nearby parish so a full-time priest can be hired and can provide the energy at both parishes. We hope to have this filled by the first quarter of 2014.
- St. Andrew's in the City – No rector; only supply priest. The Rev. Robyn Szoke and The Rev. Ted Babcock have worked on this New Enterprise Zone. The goal here is to make St. Andrew's in the City a mission church of the Diocese and help them strengthen our presence in the city of Harrisburg. This parish is excited and moving forward quickly. We expect to begin to look for their half-time rector by the summer of 2013.

Each zone offers the Diocese a variety of opportunities to learn how to grow our faith in different geographic, cultural, and ethnic areas. The Congregational Development Commission is charged with overseeing and evaluating each of these New Enterprise Zones.

Clear outcomes based evaluation will be used for each New Enterprise Zone. See *Appendix* for the one to be used with Coudersport/Brookland. The outcomes are negotiated with the vestry and will be used to evaluate each zone. The idea is to commit to the zone for three years, and if they achieve their agreed-upon goals, then they will receive another two years of investment. Part of the learning will be are the goals "realistic" or do they need adjustment? When we come up short, we will ask the question "why?" and seek to understand what happened. Conversely, if a goal is wildly exceeded, then the same question will be asked. The Commission will share these findings with the Diocese.

### **Congregational Development Grant Committee**

Has taken a stronger, more directed look at parishes and has also moved to outcomes based evaluation. They have asked that their budget be increased to \$200,000 for 2014 so parishes can leave their starvation diets and begin to invest in their future. See *Committee report*. Also see *Project Grants report*.

### **Seminarian Investments**

Bishop Baxter has decided that we as a Diocese need to invest in and retain those who we have raised up for the priesthood. We will try to retain two of our seminarians for 2014. They too will be on an outcomes based program for two years while we invest in them and the parish in which they do their curacy.

### **Clergy Wellness**

The Diocese has been able to secure financing for a two-year pilot clergy wellness program from the Widows Corporation. The Pilot Financing has been exhausted so the Congregational Development Commission requested continued financing for 2013 and 2014, and it was approved by Finance and the Council of Trustees. It awaits Convention approval. This program was headed by The Rev. Canon Ed Messersmith and The Rev. John Emmert. They are looking for new leadership and have prepared a new model that seems to be a bit more organic than the initial model. Those who participated in the three retreats and follow-on session have found the program to be rejuvenating and valuable. It is critical that we invest in the spiritual, physical and emotional health of our clergy, active and retired.

### **Work Led by The Rev. Canon Robyn Szoke**

Congregational Development work done includes supporting and facilitating congregations to discern their next mission steps. During 2012, the following congregations have engaged in the Appreciative Inquiry Process that is used and shared in the Diocese of Central Pennsylvania. In some instances the whole congregation was involved.

1. Christ Church, Milton
2. St. Mark's, Northumberland
3. St. Mary's, Waynesboro
4. St. Andrew's in the City, Harrisburg
5. Christ Church, Williamsport
6. Trinity, Williamsport
7. St. Paul's, Columbia
8. St. Luke's, Altoona
9. GLEAM3 only All Saints, Williamsport
10. St. Benedicts, New Freedom
11. St. Mark's, Lewistown
12. St. John's, Huntingdon
13. Holy Trinity, Hollidaysburg

Outcomes for each congregation include the following in addition to their own strategic steps:

1. Discernment of vision and values and hopes and dreams becomes measurable goals for each congregation.
2. Strengthening mission organization by engaging the gifts of the congregation around 3-5 selected areas.
3. Clarity of direction leads to leadership training and development.
4. Spirit and energy and passion of congregation are observable and engaged.

Next steps for the Congregational Development Commission:

1. Hold an Appreciative Inquiry Training for facilitators in the Diocese to train at least 8 to 10 more facilitators.

2. Develop Convocation AI leadership as a resource for congregations and their planning.
3. Invite folks for an Appreciative Inquiry process retreat for all the congregations and facilitators

### **Ministry Formation Task Group**

The Pilot Program recommended by this group was tried for the last 12 months, and it was decided, as to be expected in any Pilot, that we were not going in the right direction nor with the urgency required to fill a desperate need in the Diocese for bi-vocation part-time and non-stipendiary priests. So with all the “learnings” from our first effort, we are rapidly moving forward as quickly as possible with a course correction. The follow-on effort is headed by The Rev. Robyn Szoke. Classes will begin March 2013, and Lay Leadership classes will begin in the Fall of 2013. Again this is a pilot. There will be mistakes. We will go in a wrong direction occasionally, but the new Advisory Board has been charged by our Bishop to insure that the Pilot continues to move forward and evolve so we can successfully form new priests, deacons and lay leaders for our Diocese.

Other Congregational Development Commission work includes deployment staffed by Canon Bill Graffius. He focuses on:

- Identifying priests who can fill our rector full- and part-time needs; our priest in charge needs, our interim priest/rector needs, and our supply priest needs.
- Revising Letters of Agreement (LOAs) to reflect the changing economics and social dynamics in the Diocese as well as the Diocesan direction.
- Working to enrich the Mutual Ministry Review process (MMR). Bill Graffius and Robyn Szoke have been sent for one week’s training on Appreciative Inquiry, and they plan to bring that process to improve and strengthen the current MMR process.
- Helping to resolve disputes or conflicts in parishes.
- Preparing lay people to be Parish Companions so they can work with parishes in transition. Current parish Companions include David Morath, Ron Markle and Kevin Fry.

The Congregational Development Commission and Deployment are also working to develop a healthier deployment process for both the parish and the priests involved in the process.

## Communications

### ***Mission Statement***

*Using innovative and diverse technologies, the Diocese of Central Pennsylvania will ensure that the Good News of Jesus Christ is communicated to all our people and communities beyond our borders.*

The Communications Committee, under the guidance of Canon Linda Arguedas, has made an incredible impact in the Diocese of CPA. Not only have they dramatically reduced costs, they have worked to find new and innovative ways to communicate our “Good News,” not only to ourselves but also to the world around us. The Commission has also implemented many new ways of communication to save clergy and lay people valued time and money.

### **Results**

Linda Arguedas, Lesley Carter, and John Hoy have done an incredible job of moving the Diocese toward new more effective methods of communications. *See Communications Report*

- Diocesan website: [www.diocesecpa.org](http://www.diocesecpa.org)
- News from the Pews (Quarterly newsletter of Diocesan happenings)
- Views from the Pews (Monthly video of Parish Ministries happening in the Diocese)
- Information - Vertical response email for Diocesan Digest (now weekly)
- Videos/YouTube/Twitter/Facebook/Photobucket
- Live streams:
  - 2012 Diocesan Convention from Bucknell University
  - Christmas Eve and Easter Services from St. Mark's, Lewistown
- Pod casts
- Teachings by a variety of theologians
- Skype
- Adobe Connect
- On-line Event Registration of all events

## Formation and Mission Commission

The Formation and Mission Commission has been active during the past year helping the Diocese to insure that we form and prepare people of all ages for mission and leadership.

### ***Purpose Statement for the Formation and Mission Commission***

*The Formation Commission is to assist the Bishop and other Diocesan leadership in the work of strengthening the Christian formation of our communities by providing oversight, support and strategic planning for those areas under our charge including:*

- *Life-long formation*
  - *children*
  - *youth*
  - *young adults*
  - *adults*
- *Liturgy and Music*
- *Anti-Racism*
- *Safe Guarding God's children/people*

We live out our call to mission in ways that nurture and prepare all ages for life-long formation in Christian leadership. To that end the Commission is:

- Identifying parishes with models of formation that focus on mission/leadership and the desire to thrive.
- Discovering ways to provide Diocesan opportunities for leadership formation that resource parish leadership and mission.
- Evaluating new models of Christian formation in the church and offering them as resource ideas for parish life.

### **Making our Churches Safe for All**

The Commission successfully worked with Diocesan staff to put on an all out effort to get every active priest and deacon in the Diocese trained in Safe Church practices – “Safe Guarding God’s Children and People.” Only two priests failed to comply by attending the Diocesan training or the supplemental training. But even they achieved compliance before the 12/31/12 date.

This is a success the Diocese can be very proud of. There may have been some grouching about the “mandatory” nature of the training, but by our own canon law and those of the national church make it mandatory and we are finally as a Diocese in full compliance. This is an important step forward for all of us as we seek to be obedient to God’s desires for all of us.

As we move toward making our churches as safe as possible, we will offer Anti-Racism and Diversity training the first weekend in October 2013. Then during the first Saturday of October 2014, we will offer a training that helps us to insure our church finances are in compliance with Federal and State laws and how to prevent fraud. We will also offer training on how to review your parish buildings to see if they are safe for all.

Commission Members include: The Rev. Fred Miller, Chair; The Rev. Richard Wall, Co-Chair; The Rev. Duncan Johnston; Mrs. Becky Wagner Pizza; Ms. Patti Woolworth

Staff support: The Rev. Canon Ted Babcock, The Rev. Canon Robyn Szoke, Canon Bill Graffius, Canon Linda Arguedas

## Formation of Children and Youth and Young Adults

### ***Mission Statement***

*We live out our call to mission in ways that nurtures, advocates for and prepares our children, youth and young adults for life-long formation in church leadership.*

- Development of a new children's committee who presently have oversight:
  - BASIC (children's camp at Camp Mount Luther)
  - Resource ideas for children's ministries
  - Leadership development for teachers/formation leaders, 17 parishes now using Godly Play
  
- Development of a new youth committee who presently have oversight:
  - X-Teen conferences—that include leadership development and mission work
  - Summer Camp, partnering with Camp Mount Luther Staff to develop a Lutheran Episcopal Camp experience
  - Happening #6, 55 attended
  - Middle School retreat/events
  - Province III events with CPA youth in leadership
  - Diocesan Convention Youth Presence
  
- Development of a new youth council who presently staff:
  - Happening
  - Diocesan Convention - youth presence criteria and discernment
  - Province III events
  - Leaders for Middle School retreats
  
- Development of new young adult ministry who presently are:
  - Developing an Episcopal Young Adult Facebook page
  - Leadership development for Vocare, a young adult formation revival weekend
  - Staff leadership for our summer camp programs and mission opportunities

## Leadership Formation

### ***Mission Statement***

*We will provide all people and parishes of the Diocese with opportunities to prepare and be formed to live out the Baptismal Covenant in the "Spirit of Mission."*

New Vision Statement to be developed during formation and mission retreat.

To begin to define our work, we are looking at the ways to connect an ever-changing culture with the call to be in Christian mission using an "ancient...future" model that focuses on spirituality along with institutional identity. The hope is to discover how the parish educational structures along with worship and reflection opportunities prepare leadership call to live out the Baptismal Covenant. We will first take a look in the Diocese of Central Pennsylvania:

- How Leadership is formed in community
- Marks of effective leadership: Best Practices
- Confusion about leadership roles in the midst of transition
- Who are effective lay leaders and how do they lead?
- And how are they formed?

We will then work to collaborate and design opportunities and communicate findings to the Diocese.



## Convocations

As a result of the DER and the Congregational Development Commission work, the implementation of a Convocational Strategy will be important during the next year. There is a clear desire to have authority and budget monies pushed down to the local level so the Convocation can better support its parishes. There is a desire in some cases to change Convocation boundaries. The proposed changes will disrupt existing relationships and systems, but will help to form new bonds. There are real cultural issues to deal with as Convocation lines are re-drawn. To implement this grass roots strategy effectively and affectively, a significant change in Convocation ethos is needed. If the Convocation is to be a focal point of budget money and its distribution to parishes, the Convocations will have to meet more than twice a year. There will have to be real lines of accountability from the parishes to the Convocation and the Convocations to the Council of Trustees.

This is a complex change and it must be done thoughtfully and intentionally with the Diocese as a whole involved in the discussion.

### **Title IV Issues**

During the past year, five Title IV issues were brought to the Diocese's attention. All occurred in the early to mid 2000's. Two have been full investigated and closed. One has been referred out to another Diocese, and two are still under investigation. We should all celebrate the fact that Bishop Nathan Baxter has a "Zero Tolerance" policy and every accusation will be investigated and properly brought to closure. These issues take a lot of time and effort and are a huge emotional drag for all involved.

### **Financial Misconduct**

During the past year, the Rev. Patrick Collins was accused of misusing his discretionary fund. It was reviewed immediately by The Rev. Canon David Zwifka, who found no evidence of any misuse of the discretionary fund. Rumors of a missing \$500 continued, so The Rev. Patrick Collins and the new treasurer were asked to assemble the church financial records. They were reviewed by the Canon to the Ordinary who detected a clear pattern of fraud. At that point Church Insurance was notified and a claim filed. York Investigating, working for Church Insurance, did a forensic audit and determined that about \$19,000 had been taken. All but \$850 was paid in the claim to the church. The alleged perpetrator, the former senior warden and treasurer, has been arrested and arraigned.

### **Diocesan Real Estate**

Diocesan House:

The Diocesan house is for sale. There have been no "real" offers in this very poor market.

Lykens:

There have been no offers on this property. We are looking to sell/give away the organ, pews and other furniture and then take the buildings down and give the town the lot to get the expense off the books.

## Conclusion

We have been led throughout this year by a deep faith that God is calling us out of our old ways of being church into a new life; a life that is filled with a journey that will bring all of us closer to God. It is a journey that begins with a belief that God is calling us into new life; that we are not called to remain where we are or as we are. It is a journey that is characterized by carefully listening to the spirit. It is a journey of radical transformation. It is a journey guided by and filled with God's love.

God's grace that flows through Jesus Christ reinforces us so we can step "boldly into the world." As we seek new relationships with each other our relationship with Jesus as Lord and Savior strengthens and grows. As we seek to deepen our knowledge of Jesus we will be guided into the future. Our confidence is strengthened as we hear Jesus' call individually and collectively. Because God loved us first our response must be to follow Jesus and his disciples going into the world proclaiming God's radical salvation to all.

## **Appendix**

### **Process for preparing and investing in an enterprise area**

1. The Diocese having identified the Potter County Episcopal Congregations, as parishes with real opportunities to provide the Diocese models of new growth through evangelism and mission, the Diocese and the Vestries of the Parishes of All Saints Brookland and Christ Church, Coudersport, and the Rector make the following agreement.
2. The Diocese will support the Parishes through financial assistance allowing for the promotion of Rector to a 3/4 position. The Parishes will pursue areas of growth in mission and ministry detailed below.
3. Together the Parishes, Rector and the Diocese have discerned their needs and outcomes these areas of growth as follows:
  - a. One-year goals
  - b. Two-year goals
  - c. Three-year goals
  - d. Appraisal of overall effort at year three to decide how to go forward or terminate the enterprise.
  - e. Years four and five to be determined based on appraisal by Council of Trustees, Finance Committee and Commission for Congregational Development.
4. The Rector and Diocese will support parish leadership as they shape the strategy, plan and outcomes to meet their identified needs for each of the years and their goals.
  - a. Help Parishes determine the importance of each goal.
  - b. Encourage Parishes to come up with additional actionable and measurable goals.
5. The Rector and the Diocese with the Parish leadership will monitor the progress as the investment is made and make mid-course adjustments. In addition, **there will be an annual review of the progress of enterprise area. The review will be done by the Finance Committee and the Council of Trustees with the Congregational Development Commission advising. Ongoing reviews (at least quarterly) are the responsibility of the Congregational Development Commission who will provide a written report to the Finance Committee and the Council of Trustees.**

### **Key Outcomes**

1. Increase of individual involvement in the mission and ministry of the Parishes.
2. Obtain clear focus of the mission and ministry of each Parish.
3. Expand fundraising to support increased revenue needed
4. Increase of outreach to community
5. Increase of parish and community use of Parish facilities

## Process for Preparing and Investing in an Enterprise Area

There will be an annual review of the progress of the Potter County Churches enterprise area. The review will be done by the Finance Committee and the Council of Trustees with the Congregational Development Commission advising. Ongoing reviews (at least quarterly) are the responsibility of the Congregational Development Commission who will provide a written report to the Finance Committee and the Council of Trustees.

### Key Outcomes

Key areas to determine effectiveness of enterprise area investment – Financial Outcomes (weighting 20%) Formation Outcomes (weighting 40%) Mission (weighting 40%)

#### Financial Outcomes

*(Weight in evolution process .20)*

Over the first three years the parishes will work to pay the full grant that allows the Rev. Janis Yskamp to be 3/4 time. This will be a three-year declining balance grant from the Diocese. If that is successful the LOA will be renegotiated with the goal to make the Rev. Janis Yskamp full time with another grant from the Diocese. This grant will also be a three-year declining balance grant from the Diocese.

<b>Diocesan Grant</b>	<u>Year 1</u> <b>\$15,000</b>	<u>Year 2</u> <b>\$10,000</b>	<u>Year 3</u> <b>\$5,000</b>
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If an enterprise area parish is unable to meet the agreed upon goals in three years, a two-year extension may be negotiated if other Formation and Mission goals are obtained.

#### Formation Outcomes.

##### Development of Lay and Clergy leaders

*(Weight in evaluation process .40)*

(Rankings: 1 lowest priority      10 highest priority)

##### Clergy

##### Priority for years

<u>1</u>	<u>2</u>	<u>3</u>
2	3	5

Over the first three years it is hoped that at least one person from either congregation will be raised up by the parish for either deaconate or priestly formation process. (They may be trained locally or through the seminary process) It is expected that all parish leaders will receive the Safe Church training and keep their training current

## Development of the following Lay Leaders

Priority for years

1      2      3

It is expected that over the three-year period the Lay Leadership will be developed in the following areas:

**Pastoral Leader** is a lay person authorized to exercise pastoral or administrative responsibility in a congregation under special circumstances, as defined by the Bishop.

Not relevant

- 1- Pastoral Leader
  - a. 6 months
    - i. Workshops
      1. Morning prayer
      2. Pastoral care
      3. Scriptural reflections
      4. Administrative responsibilities
        - a. Bookkeeping
        - b. Church records
        - c. Church maintenance
  - b. preparation certified by COM
  - c. commissioned by Bishop
    - i. Blue stole
    - ii. Commission for a two year period
      1. renewable for one year

It is expected that all parish leaders will receive the Safe Church training and keep their training current.

*Other areas recognized by Canon law*

	<b>Priority for years</b>		
	<b><u>1</u></b>	<b><u>2</u></b>	<b><u>3</u></b>
<p><b>Worship Leader</b> is a lay person who regularly leads public worship under the direction of the Member of the Clergy or other leader exercising oversight of the congregation or other community of faith. It is expected that all parish leaders will receive the Safe Church training and keep their training current.</p>	10	10	10
<p><b>Preacher</b> is a lay person authorized to preach. Persons so            1 authorized shall only preach in congregations under the direction of the Member of the Clergy or other leader exercising oversight of the congregation or other community of faith. It is expected that all parish leaders will receive the Safe Church training and keep their training current.</p>		1	1
<p><b>Eucharistic Minister</b> is a lay person authorized to administer the Consecrated Elements at a Celebration of Holy Eucharist. A Eucharistic Minister should normally act under the direction of a Deacon, if any, or otherwise, the Member of the Clergy or other leader exercising oversight of the congregation or other community of faith. It is expected that all parish leaders will receive the Safe Church training and keep their training current.</p>	10	10	10
<p><b>Eucharistic Visitor</b> is a lay person authorized to take the Consecrated Elements in a timely manner following a Celebration of Holy Eucharist to members of the congregation who, by reason of illness or infirmity, were unable to be present at the Celebration. A Eucharistic Visitor should normally act under the direction of a Deacon, if any, or otherwise, the Member of the Clergy or other leader exercising oversight of the congregation or other community of faith. It is expected that all parish leaders will receive the Safe Church training and keep their training current.</p>	10	10	10
<p><b>Catechist</b> is a lay person authorized to prepare persons for Baptism, Confirmation, Reception, and the Reaffirmation of Baptismal Vows, and shall function under the direction of the Member of the Clergy or other leader exercising oversight of the congregation or other community of faith. It is expected that all parish leaders will receive the Safe Church training and keep their training current</p>	2	2	4

**Additional Lay Functions recognized by the Diocese of Central PA**

**Business Manager**

Not relevant

Must be licensed and certified by the Diocese. The business manager is a person who is prepared to oversee the running of the parish including all financial transactions, the preparation of all financial statements, the maintenance of parish records – correspondence, baptisms, marriages, funerals, membership rolls--as well as the care of the physical plant.

- Bookkeeping
- Accounting
- Financial record keeping
- Church record keeping
- Filing
- New technology
- Use of Computers to facilitate business manager function
- Word/Word Perfect
- Excel
- Database management
- ACS – Quicken other?
- Building maintenance
- Building audit
- Bidding
- Contracts

It is expected that all parish leaders will receive the Safe Church training and keep their training current

**Teachers**

10 10 10

Must be licensed and certified by the diocese. Teachers are trained to lead children, youth, young adults and other adults of all ages through a process of life time spiritual formation. They must be trained to lead one or more Diocesan approved programs such as “Godly Play,” “Journey to Adulthood,” as well as be certified in “Safe Church” activities.

**Safe Church Training**

10 10 10

Use National Church program. It is expected that all parish leaders will receive the Safe Church training and keep their training current.

**Anti-racism Training** *asked for Diversity training*

9 9 9

Use National Church program. It is expected that all parish leaders will receive the Safe Church training and keep their training current.

**Pastoral care ministers** *interested in PTSD training to help vets*

6 8 10

Must be licensed and certified by the Diocese. Use Stephens Ministry or Community of Hope Models for preparation and certification? It is expected that all parish leaders will receive the Safe Church training and keep their training current.

<b>Evangelists and Newcomer leaders</b>	8	8	8
8 Prepare parish leaders to be Evangelists and to bring others to Christ while preparing other parishioners to receive the newcomers and welcome them into the parish. It is expected that all parish leaders will receive the Safe Church training and keep their training current.			
<b>Recover Lost Parishioners</b>	8	8	8
Identify and go to talk with parishioners who no longer go to the Potter County Parishes			
<b>Communications</b>			
Increase awareness of the Potter County Churches	9	10	10
a. Advertising			
b. Parish newsletter			
c. Website enhanced			
d. Sunday Bulletin			
e. TV coverage of events			
Improve internal communications	9	10	10
a. Parish newsletter			
b. Website enhanced			
c. Sunday Bulletin			

**Mission**

*(Weight in evaluation process .40)*

	<b>Priority for years</b>		
	<b><u>1</u></b>	<b><u>2</u></b>	<b><u>3</u></b>
1. Develop outward reaching program to bring others to Christ.	8	8	8
2. Bible Studies open to all including the community	7	7	7
a. EFM			
b. Vacation Bible Study			
c. Others?			
d. Adult Education Program on Sunday			
i. DVD based programs			
e. Youth and Children Educational Program			
i. Godly Play			
ii. J2A			
3. Identify and serve local community needs at the church.	9	9	9
a. Insure that the church and the love of Christ are evident in all that is done with the community.			
i. Social needs			
1. Day Care			
2. ESL			
3. AA			
4. NA			
5. Al-Anon			
6. The Vets – Vietnam and current			
ii. Spiritual			
1. promote quiet days			
2. build a labyrinth			



- 3. teach Benedictine or other forms of spirituality
- iii. Cultural
  - 1. provide a place for local musicians
    - a. performances
    - b. coffee house
    - c. local theater
    - d. art show
    - e. others?
- iv. Justice
  - 1. food bank
  - 2. clothing bank
  - 3. women issues
  - 4. housing
  - 5. education
  - 6. after school programs

**Note on importance ratings:**

Highest	(10-8)	it must be completed
High	(7-5)	should be done by year 3 or at least significant movement has been made
Medium	(5-3)	would like to have it done by year 3 but and a "have to."
Low	(3-1)	if all others are done it becomes important

## 2012 Report of the Standing Committee

Article IV of the Constitution and Canons of The Episcopal Church require that “in every Diocese a Standing Committee shall be elected by the Convention.” The responsibilities of the Standing Committee are very broad and involve every aspect of the church. The Standing Committee functions as the “Bishop’s Council of Advice,” and in the absence of a Bishop is the ecclesiastical authority in the Diocese. A Bishop’s election cannot be confirmed without the consent of the majority of the Standing Committees in the Episcopal Church, nor can a Deacon or Priest be ordained without the consent of the Standing Committee. In matters of property, the consent of the Standing Committee is required before any church property can be bought or sold.

At its first meeting after the Diocesan Convention of 2012, the Standing Committee voted to appoint a vice-president. This was to assist in the transition to Lay presidency as approved by Convention.

During the course of the year, on behalf of the Diocese of Central Pennsylvania, the Standing Committee has approved for candidacy and ordination to Holy Orders Elaine Thomas, Diane Scheide, Becky Zartman, Betsy Marker, Regina Barrett, and Henry McQueen.

On behalf of the parishes in the Diocese, the Standing Committee, in conjunction with the Canon to the Ordinary and the Finance Committee, has approved financial loans for development of Church property for All Saints, Hershey, St. James, Mansfield, and St. James, Lancaster.

In the wider Church, the Standing Committee has consented to the election of William Jay Lambert, Bishop of the Diocese of Eau Claire, and Anne Hodges-Copple as Bishop Suffragan of the Diocese of North Carolina. The Standing Committee also granted consent to the election of a Bishop Suffragan for the Diocese of New York.

The President and Vice-President of the Standing Committee acted as a Council of Advice to the Bishop in his considerations of a Bishop-in-Residence for the Diocese during his Sabbatical.

Finally, the Standing Committee, in concert with the Bishop, released to the Diocese the Diocesan Effectiveness Review. This process, as set out in the Bishop’s Letter of Agreement, was begun when the Rev. Linda Watkins was President of the Standing Committee and continued during the tenure of the Rev. Daphne Messersmith. It is appropriate that the President acknowledge the leadership of these past presidents as well as that of Martha Harris, member of the Standing Committee, who chaired the DER task force.

Respectfully submitted,

The Rev. Canon Stephen C. Casey  
President

Annual Report  
Commission on Ministry  
The Diocese of Central Pennsylvania

The Commission on Ministry is responsible by canon for acting as a council of advice to the Bishop on matters relating to ordination, as well as the support of formation for both lay and ordained ministry. The process for discernment of vocation, formation and preparation for ordination, and final recommendation of candidates for ordination is laid out in great detail in the diocesan Total Ministry Handbook. This handbook is available on the diocesan Web site, "Ministry Guide for Clergy": [http://s3.amazonaws.com/dfc\\_attachments/public/documents/3161051/ministryguide.pdf](http://s3.amazonaws.com/dfc_attachments/public/documents/3161051/ministryguide.pdf) The Commission is currently in the process of reviewing the handbook.

After a decade of outstanding leadership, the Rev. Canon David Lovelace, Vice President of the Commission (the Bishop is President, by canon), 'retired' from this ministry. His shoes were so 'big' that the bishop decided to appoint two priests, the Rev. Canons Paul Donecker and Mark Scheneman to lead the Commission as Vice Presidents, and share the related responsibilities. Canon Donecker oversees the BACOM Conference (Bishop's Advisory Committee on Ministry) which now anticipates conducting two annual events for those discerning a call to ordained ministry. He will also be working with clergy ordained in other denominations who seek ordination in the Episcopal Church. Canon Scheneman chairs the COM meetings and working with the Bishop's Executive Secretary, Carolyn Patterson, overseeing the canonical process for ordination.

The Commission also has been asked to help support the development of the new diocesan School of Christian Studies programs for formation of local clergy and certified lay ministries.

During 2012, the Commission took the following canonical actions:

Recommendation for Ordination to the Diaconate: Henry McQueen, Wanda Kloza, Peter Gdula

Recommendation for Postulancy: Sarah Ginolfi, Katie Pearson, Betsy Ivey, MaryAnn Dellinger

Recommendation for Ordination to Priesthood: Loyde Hartley

Recommendation for Candidacy for Ordination: Rebecca Zartman, Elaine Thomas, Regina Barrett, Diana Scheide

The Bishop made the following appointments to COM at June 2012 Convention: The Rev. Canon Paul Donecker (full term), Janis Leftridge (full term), Troy Thompson (completing an unexpired term to 2016).

Respectfully submitted,

The Rev. Canon Paul Donecker and the Rev. Canon Mark Scheneman, Vice Presidents

## 2012 Report of the Formation Commission

### Members of the Commission:

Fred Miller, Chair  
Richard Wall  
Becky Pizza  
Patty Woolworth  
Duncan Johnston  
Robyn Szoke, Diocesan staff resource support

### Our Work:

We met seven times in 2012. We continued our exploration of our purpose and mission. We joined together with the Congregational Development Commission for a retreat at Holy Cross in New York to find our spiritual center and discover ways to work together. Each member has taken responsibility for an area of ministry. We presently are responsible for the following Committees for which we have oversight:

Life-long formation  
1. children\*  
2. youth\*  
3. young adults\*  
4. adults  
Partners in mission  
Liturgy and Music\*  
Safe Guarding God's children/people

\*Presently serving with funds from the Diocesan budget and sub-reports.

We now look forward to interviewing in person the various committees committed to our care and reporting the Christian witness of our Diocese to the world. In addition to supporting the committees:

1. We will seek model parishes to mentor other parishes looking to strengthen their witness to the community.
2. We will support formation development in the convocation gatherings.
3. We will support the formational development of the pilot program for non-stipendiary priests and the Lay Assistants.

We have also developed a life-long formation charter which we intend to invite congregations to integrate into their commitment to education and formation ministry.

### The Work of the Commission

**Purpose:** *Oversees Diocesan formation and preparation of all ages for mission and leadership. (3-24-11)*

### Purpose Statement (draft) for the Formation and Mission Commission

*"The Formation Commission is to assist the Bishop and other Diocesan leadership in the work of strengthening the Christian formation of our communities by providing oversight, support and strategic planning for those areas under our charge including:*

*We believe our immediate work is to help committees over which we have oversight be re-formed where needed, supported as necessary and to learn about their work and mission. As we participate and journey with the committees, we need to keep a clear understanding of our use of language of formation and ministry and leadership work.*

*We need to establish a criteria for choosing a committee to work with, develop a time line and prioritize. Our first choice is to look at the requirements and committees for Safeguarding God's Children and People.*

## 2012 Report of the Committee for Children's Ministry

Goals and objectives are found in the Children Charter for the Church.

In 2012, the Committee's significant events were as follows:

### **BASIC** (Brothers and Sisters in Christ)

This is our annual week-long camp ministry for children, and it takes place during the first week of August. Children who have completed 3<sup>rd</sup> grade through having completed 8<sup>th</sup> grade are encouraged to participate in this event. This program is held at Camp Mount Luther and is a shared ministry that lives into "Called to Common Mission." The goals of the program are to provide our children with opportunities to explore and grow their faith in a setting that is different from their home congregations. From CML 2012 report of camping for summer 2012.

Seventeen churches sent a total of 41 campers:

<b>CENTRAL PENNSYLVANIA DIOCESE (ECUSA)</b>		
All Saints	Williamsport	2
Christ	Coudersport	2
Christ	Williamsport	1
St. Andrew	Lewisburg	2
St. Andrew in the Valley	Harrisburg	1
St. Andrew	Shippensburg	4
St. Andrew	State College	7
St. Edwards	Lancaster	1
St. John	Carlisle	1
St. John	Huntingdon	3
St. John	Lancaster	4
St. John the Baptist	York	1
St. Paul	Bloomsburg	2
St. Paul	Harrisburg	1
St. Paul	Wellsboro	3
St. Stephen	Harrisburg	2
Trinity	Williamsport	4
	<b>TOTAL</b>	<b>41</b>

**BASIC** - We celebrate our partnership between Camp Mount Luther, the Upper Susquehanna Synod of the Evangelical Lutheran Church in America, and the Episcopal Diocese of Central Pennsylvania.

**Godly Play Enrichment Training Session** was held on the evening of June 15 and all day Saturday, June 16, 2012 at St. Andrew's, Shippensburg, PA. Nine Godly Play storytellers from four congregations attended for enrichment training.

**Commuter Core Training by Godly Play Foundation** - Module 1 was held on December 1, 2012 at St. Andrew's, State College. The Diocese provided Scholarships for 1/3 of the participants' tuition. Twelve participants from four congregations attended.

**The Life-Long Formation** event scheduled for December 8 at St. James, Lancaster, to host keynote speakers Roger Nishoika and Deidre Good, included an all-day program for children. Unfortunately the event was postponed due to low registration, but the Children's Committee worked together planning for the event. The planning time was a significant achievement in cooperation.

**Children's Committee Members:**

Robin Bagby, Chair, Dee Calhoun, Patrick Collins, Ginny Cooper, Melanie Gurgiolo, Chad Hershberger, Lisa Kruse, Jill Lowe, Alma Rooney, Tina Shank, and Robyn Szoke.

## 2012 Report of the Youth Committee

The Youth of the Diocese of Central Pennsylvania did some outstanding formation work in the year 2012. At the same time, we also experienced some challenges and setbacks that revealed the need for continual growth, discernment and communications within our program and ministries.

**Happening.** This is a youth-designed and youth-led spiritual retreat, renewal and revival weekend. The adult leaders serve as mentors to a core leadership group. This group of youth elects their 'rector' who then calls her/his staff to other roles and positions of leadership. These youth choose a theme, complete with a central biblical verse, and then design a weekend around that theme. The youth prepare a series of 12 talks that they give to other youth in the Diocese at the Happening Retreat. This year Happening was moved to Camp Mount Luther. While Happening took place in the early part of the year, youth had been preparing for the event since the fall of 2011 with a series of retreat weekends.

**Middle School Lenten Retreat.** This event is led by adults, but older high school students (juniors and seniors who are active in the youth program) are invited to 'return' and be on staff. This provides a time for leadership development and training for the older youth and a time of introduction for the middle school students. The retreat, which takes place at Camp Mount Luther, began with the singing of the Exsultet and a procession. During the rest of the weekend, youth saw a movie, made rosaries and explored their faith through a small service project to the camp.

The passing of a resolution designed to allow a youth presence at Diocesan convention was a very successful moment for our youth and the program. The desire for this came when youth who attended EYE 2011 spoke with their new friends and learned that other Dioceses have an official youth presence at their conventions. The youth wanted to bring this back to our Diocese so that their voices and concerns could be heard by the larger church.

**X-Teen.** This event took place at Camp Mount Luther beginning on Father's Day. Youth who attended Episcopal Youth Event in 2011 had requested that a service component be added to the program in 2012. In order to make this dream a reality, the youth leaders began discussions with parishes in GLEAM and the Williamsport area. The youth attended a 'traditional' camp setting, complete with one night of 'sleeping under the stars' from Sunday until Friday afternoon. On Friday, the youth were able to spend time with Bishop Baxter and Bishop Dreisen from the Upper Susquehanna Synod of the Evangelical Lutheran Church in America, prior to departing for Williamsport. While in Williamsport they worked in several church buildings, in houses and in various projects around the area. We were blessed with the gracious hospitality of All Saints', Williamsport and Christ Church, Williamsport, who allowed our youth and their leaders to stay in and work on their parish properties during this event. We also want to extend our sincere thanks to Church of the Good Shepherd, Montoursville, and Church of our Savior, Montoursville, for opening their hearts and churches to our youth. The youth of the program were so moved and inspired by their service work that they have requested to continue this service component and have even requested that the service trip in 2013 be to a region impacted by Hurricane Sandy.

**Brothers and Sisters In Christ (BASIC).** This week-long camping program took place at Camp Mount Luther during the end of July and the beginning of August. It is a crossover event because middle school students are encouraged to participate as campers, and because older high school students (juniors and seniors who are active in the youth program) are invited to serve on staff as interns for the week. This year we looked at some of the themes of God and faith in Dr. Seuss stories.

**Internship program at Camp Mount Luther.** While we encourage our youth to attend BASIC as intern staff, any youth who attends a previous week of camp is allowed to apply for a second week as an intern. Our youth are beginning to take advantage of some of the benefits of our partnership with the Lutherans.

The summer of 2012 also saw four young adults serve on the paid summer staff at Camp Mount Luther. This was the second summer in a row for these individuals, and they have opened the door for other

youth to pursue continuing leadership development and faith development. It is our hope that youth who graduated in 2012 will consider applying for staff positions at Camp Mount Luther in 2013 and beyond.

Once the summer was complete, the youth who had been elected to lead Happening #6 began to meet. This occurred in a series of 3 weekend-long retreats throughout the Diocese. We want to thank St. Andrew's, Lewisburg, Christ Church, Williamsport, and St. John's, Lancaster, for your hospitality in warmly welcoming and hosting us during those different weekends.

We met our first difficult moment during the fall. At the request of youth, we had scheduled our Fall X-Teen event with the theme of discernment. We were excited by this theme and had arranged for 'guest speakers' to come and present the ideas of vocation and discernment to the youth. What we didn't plan on was an impact of national, state and local politics on our program. Many school districts across our Diocese have now begun charging youth and their families for the privilege of participating in extra-curricular activities such as athletics and music. Because of this, the school districts have lengthened the season or time of these activities. November had previously been a 'safe' time to plan for youth events, but that changed this year. We discovered that while our youth are very interested in the topic of discernment, they were not able to participate because of school-based activities. We are re-evaluating the situation and have adjusted our schedule of activities for 2013.

## **CHALLENGES**

Because of the cancellation of Fall X-Teen, we quickly put together an alternative event. We want to thank St. Andrew's, State College, for being such warm and gracious hosts on such short notice. During this gathering we explored Advent and quietly waiting for the Lord.

The second challenge for us came again in the fall. We had planned on a large gathering to welcome Dr. Rodger Nishioka, a well-known and respected authority in the area of youth ministry and studies. Youth of our Diocese were introduced to Dr. Nishioka at EYE 2011 when he was a keynote speaker. His honesty and sincerity touched our youth and they wanted to bring him and his passion to our Diocese. The event was scheduled for early December, but was postponed due to a lack of registrations. As a committee, we have learned two important lessons:

1. We need to continue to reach out to our young people and their families – we advertised the event in the Diocesan Digest and on the website, but we failed to get our message out to many families who did not know about Dr. Nishioka or about the event itself.
2. While it seemed like a good idea initially, scheduling events during Advent is problematic. With the schools increasing the length of time for their activities, what once was a quiet time is now busier than ever.

Moving into 2013 sees our program continuing to grow in exciting ways. We are encouraged to see our youth grow in their faith and grow to become leaders in our church.

Respectfully submitted,

The Rev. Patrick A. Collins  
Chair, Youth Committee



## YOUNG ADULT MINISTRY

The young adults of the Diocese of Central Pennsylvania commit ourselves to create a safe place for community, self-discovery, and finding identity for people in the Diocese between the ages of 18 and 32. We commit ourselves to create a place where young adults can find their spirituality as they grow into a new part of their lives and to address the need for mission and social justice in our Diocese and the world through young adult mission.

### ***Activities (Objectives) and Short-term Outcomes/Goals***

#### **Year 1:**

**Activity:** Identify the young adults in the Diocese by contacting all of the parishes and colleges and universities in the Diocese. Contact by both electronic means and visitation.

**Outcome:** We have been in contact with a variety of parishes and academic institutions and have gained the interest of potentially 5 more Young Adults. This initiative (Activity) will always need to be ongoing.

**Activity:** To have members trained to run a Vocare event.

**Outcome:** Two members are willing and able to attend Vocare training this spring (2013) and one more member is able to attend at the beginning of summer (2013).

**Activity:** To explore ways in which we can do mission and ministry.

**Outcome:** This activity continues to be ongoing. We are attempting to discover ways in which we can reach the young adult community and, in particular, what ministry we hunger for – both what needs to be ministered to us and how we can play a role in that ministry

#### **Year 2**

**Activity:** To gather the young adults identified in year one together.

**Outcome:** We had our first meeting in September 2012 and our second meeting in January of 2013. Our first meeting only had three attendees, plus two clergy, but we anticipate some more attendees at the January meeting. The lack of attendance does not necessarily indicate a lack of enthusiasm or interest; it merely involves schedule conflicts, usually regarding previously scheduled events or individuals away at university.

**Activity:** To plan and organize a Vocare event, potentially during fall of 2013; possibly around the time of the Presiding Bishop's schedule visit, in the fall of 2013.

**Outcome:** We currently have no outcomes for this activity.

**Activity:** To explore the five marks of mission in all that we do, working them into our events yearly.

**Outcome:** We, young adults of the Diocese of Central PA, by virtue of our baptismal covenant and conscious awareness, are attempting, with each meeting, to discover ways in which we can make the 5 Marks of Mission manifest, and, by virtue of that discernment, are inherently beginning to live into them through the process. This will always be an ongoing activity.

### **Results of Past/Ongoing Work**

**Past/Ongoing Activities:** Our Past/Ongoing activities include: continuing expansion of the Young Adult Ministry, by discerning what ministries and missions are needed to meet the needs, and encourage involvement on a parochial, Diocesan, and national level, of the young adults within our Diocese.

**Outcomes/Results:** We have seen encouraging results, as, over the past four months, three additional young adults have expressed interest in this ministry; some at a leadership level and some at an involvement level.

## **2012 Report of the Commission on Congregational Development**

Reformed by Bishop Baxter in 2011, the Congregation Development Commission began in 2012 to live into our purpose statement, "To assist the Bishop and the Diocese of Central Pennsylvania in the urgent work of mission."

The Commission provides direction and support for four specific diocesan ministries: Project Grants, Mary Amato, chair; Operating Grants, The Revs. Stephen Casey and Andy France, chairs; Clergy Wellness, The Revs. John Emmert and Ed Messersmith, chairs; and Church Deployment, William Graffius, chair. Their summary reports are as follows.

### Project Grants

The Project Grants Groups meeting three times each year to award Project Grants. These grants are targeted for new initiatives in congregational development or enrichment. Funds for such matters as expansion of facilities, modifications to comply with statutory mandates, etc., are available from other sources.

This year, we awarded grants to a dozen congregations totaling \$17,775.00.

As we are challenged more and more to respond to the needs of the communities in which our churches have a presence and seek to witness Christ's love for all, there is a continuing need for financial resources to develop creative programs. Project Grants are another way of living out our Diocesan and commission statements. We encourage you to apply for a Project Grant.

### Operating Grants

Grants are available for time-limited, specific mission and ministry expenses of congregations within the Diocese of Central Pennsylvania. Of particular interest are mission and ministries that engage new partners in cooperative efforts, leverage new resources that can be used to increase a congregation's capacity, and undertake activities that hold promise to make a lasting, significant impact.

The grant application process is overseen by The Ven. Cn. Andy France and The Rev. Cn. Stephen Casey with Task Force Members Mr. David Poch, Ms. Christy Lassiter, Mr. Bruce Johnson and The Rev. John Hoover.

The amount of the Operating Grants approved and to be given in 2013 totals \$126,300.00 shared among sixteen congregation of the Diocese.

### Clergy Wellness

The Wellness Initiative was designed to be a two year pilot ministry. Having started the Wellness Initiative in the late fall of 2011, the pilot program will conclude by the end of 2013.

One focus of the Wellness Initiative has been directed toward the retired clergy of the Diocese. This model was designed on a "chaplaincy" model. Two clergy, the Reverend Dee Calhoun and the Reverend John McDowell, were asked be in touch with retired clergy, either by phone, in person, or by email in order to assess their needs and well-being. Each "chaplain" was assigned a region (north or south) of the diocese.

The other focus of the Wellness Initiative was directed toward active clergy of the Diocese. This model was not designed as a "chaplaincy". The design for Wellness Initiative toward active clergy was based on monthly, small-group retreats.

Clergy were invited to participate in a series of day-long retreats that encouraged and promoted continued spiritual formation, biblical and theological reflection, case studies, the examination of family systems theory, and the principles of Anam Cara, that is, “we cannot serve in ministry alone and expect to survive”. Our belief was and still is that only by nurturing strong professional, interpersonal, spiritual friendships with other clergy will we be able to maintain a sense of wellness and faithfulness in our ministries.

The Wellness Initiative to active clergy was not a mandated program. As the program began, all clergy were invited by the Bishop to participate and those interested signed on.

As this pilot comes to a close, we are in the process of formulating a new model for promoting wellness among the clergy of the diocese. The Congregational Development Committee will provide direction with regard to the way this new model is developed and implemented.

We thank the Reverend Canon Ed Messersmith and the Reverend Dr. John Emmert for facilitating the Wellness Pilot directed toward active clergy. Canon Messersmith will be concluding his participation in this ministry as of October, 2013. Dr. Emmert may be continuing his involvement.

We also thank the Reverend Dee Calhoun and the Reverend John McDowell for serving as chaplains to our retired clergy. Their fine and supportive ministry will continue.

And finally, we thank our Bishop, the Right Reverend Dr. Nathan Baxter, the Reverend Canon Ted Babcock, and the Widows and Orphans Corporation for their vision, encouraging support, and spiritual guidance.

#### Clergy Deployment

The Office of Congregational Development has experienced a very busy year as several Parishes have started the “search” to call a new Priest and several others as they moved from full-time clergy to a clergy of a part-time status. The Parish Companion program is in process of revisions to incorporate necessary and new processes to accommodate the shifting paradigm resulting in staffing less than full-time Parishes and a Mission. Parish Companion volunteers have met to help lead this transition by designing a newly revised Parish Companion informational and training program, and to help identify those interested in becoming a Parish Companion. A new initiative in seeking the assistance of Parish leadership in problem mitigation of and for neighboring Parishes has likewise been tested with, so far, favorable results. Diocesan staff meet, at minimum weekly, internally, and monthly as part of the Diocesan Congregational Commission.

In addition to monthly meetings at Church of the Nativity, Newport, and two-day long planning retreats, the Commission facilitated dialogue gatherings at the seven fall Convocation Meetings. In the coming year we will be working in close conjunction with the Commission on Formation and Mission.

The Rev. Jonathan Currier, Ms. Martha Harris, Mr. David Morath, Mr. David Poch,  
The Rev. Christopher Pyles, The Rev. John W. Morris, Chair

## 2012 Report of the Communications Committee

Communications throughout the Diocese of Central Pennsylvania continued to make significant strides this year. We continue to work with the team which includes Ms. Lesley Carter, the Diocesan webmaster (part time,) and Linda Arguedas as the staff liaison. Added to the committee this year was Ms. Alexis Dabich, St. Stephen's Cathedral, and Mr. John Xanthopolus, St. Mark's, Lewistown. Technical assistance is supplied by Mr. John Hoy, Diocesan consultant.

The committee continues to move the Diocese forward to better communicate the good news by:

- Improving communications within the leadership of the Diocese and individual parishes.
- Providing communications support and technical assistance for parishes.
- Improving the connection between individual church members and the Diocese.
- Increasing the visibility of the Diocese and the Episcopal Church in Central Pennsylvania.

Throughout this year, we've worked to streamline our communications processes and improve their effectiveness. Here are some of the highlights of that effort:

- Diocesan Digest and Bishop's Message
  - The Digest and Bishop's Message continue to be delivered electronically through an online distribution service -- Vertical Response. One ongoing issue is the collection of all Diocesan parishioners' email addresses.
- Views from the Pews and News from the Pews
  - This video series and the quarterly newsletter help highlight the good works taking place throughout the Diocese in a friendly, easy-to-access format. These tools are designed not only to give visibility to effective efforts from parishes, but to provide inspiration for others throughout the Diocese and to spread best practices.
- Improvements in Diocesan Website
  - The website of the Diocese is undergoing a new look. Thanks to the hard work of our webmaster, the new site will go live at Convention 2013.
- School of Christian Studies
  - Diocesan webmaster, Lesley A. Carter, developed online discussion areas for use by the School of Christian Studies and other groups.  
  
A diocesan-wide Lenten study utilized this discussion area, with seven students participating from around the diocese.
- Diocesan Website
  - Diocesan webmaster, Lesley Carter, began work in early 2013 on the new website design and setup for the diocese. In addition to implementing a new look and feel, various components of the diocesan website experience (e.g., the aforementioned discussion forums, capacity for greater integration with other systems used by the

diocese) will be rolled into the same site as opposed to living on multiple sites. Completion of the site is anticipated by late May 2013

- Seasonal Podcasts
  - Seasonal podcasts continue and this year we added a Lenten blog, hosted by webmaster, Lesley Carter.
- Skype and Adobe Connect
  - The use of Skype continues with individuals on a one-on-one basis. With the introduction of Adobe Connect last year, we find this platform much more useful and user friendly for larger go-to-meetings.
- Introduction of Adobe Connect for Online Meetings
  - Where a more robust platform including features like file sharing and collaborative editing is needed, we now have a system allowing participants to see and hear each other and to share presentation information. We expect this system to allow for more effective and frequent committee meetings while significantly reducing travel costs.
- Streaming of Services
  - Live streaming of the Annual Convention continues, bringing the business of convention to all members of the Diocese. St. Mark's Episcopal Church, Lewistown, continues to livestream their Christmas Eve and Easter services, bringing the love of Christ to those who are unable to attend in person and reaching out to those who do not yet know us.
- ACS Communication Seminar and Workshop
  - In July, John Hoy and I attended a four-day training in West Virginia given by ACS Technologies Group. This course is designed to give the attendee basic knowledge about the ACS People Module. The training provides hands-on exercises on how to customize user system settings.
  - I attended a one-day Communications workshop in Wilkes-Barre on "Communicating Across the Generations." This workshop focused on how to move forward with all the latest in media communications while not leaving behind any people in the pews.
- Traditional media presence
  - We have had some good placements in the traditional media this year and we are working -- with a very small staff -- to enhance and grow that effort in the coming year.

Linda Arguedas  
Canon for Diocesan Programs, Events and Communications

## 2012 Committee on Ecumenical Affairs

The Diocesan Ecumenical Affairs Committee is charged with the responsibility of promoting the unity of the Church for which our Savior Jesus Christ prayed. As a Diocese, as well as through various local council of Churches, we work, pray and explore with fellow Christians ways in which that unity may be more fully realized among us. A part of our witness as a Diocese comes through the work of the Pennsylvania Council of Churches, the L.A.R.C. covenant which we share in with our Lutheran and Roman Catholic brothers and sisters in Christ as well as through various ecumenical efforts in college work in several of the college campuses in central Pennsylvania. Earlier in 2013 we had another very successful L.A.R.C. day of dialogue with the theme: *Engaging the Word of God Ecumenically: Inside Vatican II by one who was there and the effects of Dei Verbum on ministry then and now*. For this day we were privileged to have as our speaker Dr. Martin Marty who provided a very entertaining and enlightening personal account of the Council. In addition, we as a Diocese have continued our support of the various ministries sponsored through the Pennsylvania State Council of Churches. We are also active in our participation with the local ecumenical commissions of the Lower Susquehanna Synod of the Evangelical Lutheran Church in America and the Roman Catholic Diocese of Harrisburg.

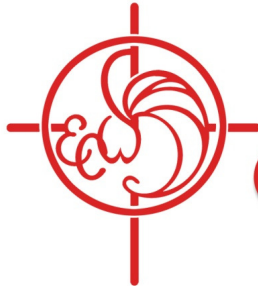
The ever expanding Table of Our Lord provides us all with an ever growing opportunity to demonstrate to the world the nature of our faith in which we all are one in Christ. A noted ecumenist has observed, "The deepening of communion among our churches is not a linear process." The unity that develops "is the work of the Holy Spirit, and in the Holy Spirit's own time."

In our increasingly pluralistic society, we also find ourselves encountering people practicing other religions. And as a result of the last General Convention all parishes will be asked to participate in a survey examining our engagement with other major religions. When this survey becomes available, we encourage everyone to take the time and fill it in so that we might have a more complete picture of how aware we are of this diversity and how it is that we engage with others in our increasingly diverse world.

As always, your Diocesan Committee on Ecumenical Affairs attempts to help us all discern the workings of the Holy Spirit among us all.

Respectfully submitted,

The Rev. Joseph Y. Seville  
Chair



# The Episcopal Church Women

Diocese of Central Pennsylvania, Province III  
Annual Report Spring 2013

It has been a busy year for the Episcopal Women of the Diocese of Central Pennsylvania! Every woman in the Diocese is a member of the ECW regardless of whether or not the parish has an 'official' ECW Chapter, and every woman continues to be welcomed and encouraged to participate in any and all activities, boards, and committees. Here is a tally of events and missions during the past year:

The 47<sup>th</sup> Triennial Meeting of the Episcopal Church Women in conjunction with General Convention was held in Indianapolis, Indiana, July 5-11. Our delegation consisted of Cindy Mohr, Michele Koons, Bonnie Chambers, Shirley Wagner and alternate Wilma Johnson. The Distinguished Woman from our Diocese was Wilma Johnson. Wilma was honored at a special ceremony with the Bishops from around the country. Two important resolutions were approved that put our National ECW Board in complete compliance with IRS rules. As the ECW falls under the umbrella of the National Episcopal Church, all future board members must be approved by the Presiding Bishop and Executive Council. The UTO now has a National Board under the same guidelines.

As the Triennial's Unified Gift, the national ECW Board elected to partner with Episcopal Relief and Development's Nets for Life. The Central PA Board gave a donation of \$120.00 to purchase 10 nets. The Triennial Community Connection Program was the Bishop John P. Craine House in Indianapolis. This facility houses non-violent women felons with children as an alternative sentencing setting. We purchased a child's car seat as our gift and participated in a 3K run/walk to raise funds for the facility. A check for \$100.00 was presented at the UTO Ingathering Eucharist.

The Church Periodical Club met in Indianapolis just prior to Triennial. Cindy Mohr attended the meeting as the representative from our Diocese. The National Book Fund granted over \$20,000 for U.S. and foreign seminarians, prison ministries and others. Thank you to all who contributed donations or sponsored aid in granting funds for the National Book Fund, Miles of Pennies, and the Operational Fund.

The 107<sup>th</sup> ECW Annual Meeting was held at St. Andrew's Episcopal Church in York, on November 10, 2012, featuring an **Honored Women Luncheon**. Every parish in the Dioceses of Central Pennsylvania was invited to recognize a woman in their parish who has made a significant contribution to their Parish and/or community. We received 11 nominations. These are women from all walks of life who have been steadfast in their faith and have been willing to share that faith in a myriad of ways. You will find all of these women selflessly serve Jesus Christ by being a part of multiple ministries in their parishes and communities, and their service is an inspiration to us all. The Honored Women of 2012 include: Edna Ruth Douglas – St. Andrew's, York; Margaret Ward – All Saints, Hershey; Edna Kelly (Deceased) – St. John's, Marietta; Mary Slezosky – All Saints, Hanover; Virginia Thomas, L.E.M. – St. Gabriel's, Benton; Cynthia Minnich - St. John's, Lancaster; Mary Stevenson – Prince of Peace, Gettysburg; Bev Euculano - St. Paul's, Columbia; Geraldine Earhart - St. Paul's, Manheim; Suzanne Beamer – Church of the Nativity & St. Stephen, Newport; Carol Snell – St. Andrew's, York;

During the business meeting, ECW members voted to give a \$1,000 donation to ERD for the "Sandy Relief Fund". An additional \$425.00 was added from a special offering taken during Eucharist.

Book of Remembrance - A Memorial Service was held during the Eucharist at the Annual Meeting. The Book of Remembrance, as a project, was conceived in 1940 by Mrs. Robert T. McCutcheon.

- + The Book of Remembrance is a magnificent memorial book in which are listed the names of the faithful departed women by parishes and mission.
- + Any devoted churchwoman of the Diocese who has been connected with some phase of the church's work can be so honored.
- + The Book is kept at St. Stephens Cathedral and names are read at the Annual ECW Gathering. All parishes are encouraged to submit names to honor their women.



Sisters in Christ remembered in 2012 are: Eleanor Adams, Doris Shackley Burns, Shelia Lois Chiteji, Margaret Ellen Trew Cline, Reba Elizabeth Corsa, Cynthia Diane Wheeler Dague, Virginia Bail Davis, Martha S. Devine, Jane Rebecca Elliot, Bernice Elizabeth Hall, Genevieve (Jeanie) Kierzkowski, Eloise (Eve) Marass, Madelyn Wortz McGeney, Mary Grace Clarke Morgan, Helen Hastings Neal, Cora (Corie) Parson, Marie M Recard, Anne Elizabeth Scott, Harriet Marie Shackley, Marjorie E. Smith, Frances Swope, Jean Symington, The Rev. Bonnie L. VanDelinder, Wendy Elizabeth VanDyke, Frances Walter, Louise Nappier Weaver, Hilda Ermine Wetzler, Marion Gregory Wolf, Dr. Betty Finney, Emma Horne, Kathleen Bair, Lillian Maxwell, Mary Lancaster, Mary Behling, Mary Ellen O'Conner, Eleanor B. Schlosser, Josephine G. Long, Joanne Brown Zink, Lorraine Heisey.

The United Thank Offering – is an important missionary arm of the ECW - a program by which a connection is made between giving thanks and giving money, united praying and sharing of God's blessings in our lives. Every penny collected goes to mission work through the process of grants. Our Diocese did not submit a grant application for 2013.

Lenten Retreat – The 31<sup>st</sup> Lenten retreat was held at Camp Hebron in Halifax March 21-23, 2012. Fourteen participants attended "A Banner of Faith" presented by The Rev. Rowenna Gibbon and The Rev. Charlene Leigh-Koser. Participants enjoyed a time of quiet meditation, learning, fellowship, and shared thoughts about a variety of readings, including "In the Sanctuary of Women" by Jan L. Richardson.

A continuing challenge for the Lenten Retreat has been declining attendance due mostly to the midweek timing. Efforts to schedule the retreat on a weekend at Camp Hebron were unsuccessful. In 2013, a Day of Prayer replaced the retreat at Camp Hebron.

Cape May Retreat – In September 2012 the Episcopal Church Women's Cape May Retreat was entitled "Having a Mary Heart in a Martha World". The program was presented by Rev. Canon Robyn Szoke. Robyn encouraged all women to come and celebrate our ministry as laywomen in the Body of Christ. Through stories, meditations, activities and sharing each woman explored Mary and Martha in depth - realizing how we are both women at different times of our lives and even at different times of the day. Martha and Mary exist in harmony and have important roles in our lives. The highlight of the weekend, as always, is the Saturday Morning Eucharist on the beach. Sunday morning we attend the Episcopal Church of the Advent.

A Mission Objective – All groups of ECW throughout the Diocese were encouraged to support the St. Barnabas Project in Harrisburg, to expand their program for at risk children after school and during the summer while their parents are at work. This program has gone through a re-organization and the Lutheran and Episcopal churches are no longer involved with the program. The Board is exploring other possibilities for a mission project.

Lenten Day of Prayer – All women of the Diocese were invited to participate in a day of quiet meditation, learning, reflecting and fellowship at St. Andrew's, Lewisburg March 9, 2013. This was the first of what we hope will be an annual event. The program "Lessons from Women of the Bible" was presented by The Rev. Susan Claytor, Rector of All Saints Church, Hershey. The day was sponsored by the Episcopal Church Women and Daughters of the King, Diocese of Central PA.

There are so many women within the Diocese who are full of wisdom, faith, compassion and mission. We pray God will bless the work of our ECW in mission and ministry. "Help us to pray fervently, labor diligently and give liberally to make known the power of your love given through your son Jesus. Let us not forget the lessons from the past nor fear the challenges of the future."

In Christ's Service,

Shirley Wagner, ECW President (717) 653-6783  
Diocese of Central Pennsylvania, [srw2052@centurylink.net](mailto:srw2052@centurylink.net)

## 2012 Commission on Liturgy and Music

In consultation with the Bishop, the Commission on Liturgy and Music supports the congregations, clergy, and musicians of the diocese by offering programs for continuing education, by providing access to the wide variety of liturgical and musical resources available, and by supporting standards of liturgical excellence for diocesan events and diocesan licensed ministries

Thus, the Commission is responsible for providing opportunities, education, and consultation in the areas of liturgy and church music for the Diocese of Central Pennsylvania. Attendance at a National or Regional conference provides opportunities for growth.

Among its activities, the Commission is involved with Diocesan Liturgies, provides training for Lay Eucharistic Visitors, teaches the courses in Liturgics for the School of Christian Studies, presents programs for growth and involvement in liturgy and music.

### Activities in 2012

- Eucharistic Visitor Trainings: The Commission provides the mandated diocesan training sessions for those who will serve as Eucharistic Visitors. There are several trainers who conduct the training around the diocese under the supervision of the Archdeacon for Deacons.
- Diocesan Liturgies: The Commission works with the bishop on liturgical design and coordination, producing bulletins, coordinating music, and providing oversight. Liturgies this year included:
  - Renewal of Vows
  - Diocesan Convention
  - Ordination Services
  - Clergy Conference Worship

### Activities planned and projected:

- Regional workshops for licensed lay ministry.
- Workshop for musicians
- Continued training for Eucharistic Visitors
- Continued involvement with Diocesan Liturgies
- Continued design of Liturgics offering in the School of Christian Studies for continued quality improvement.

The Rev. Canon Kate Harrigan  
Chair, Commission on Liturgy and Church Music

## **2012 Report on the School of Christian Studies**

### **Pilot Program for Non-Stipendiary, Bi-Vocational Priests and Lay Assistants**

The congregational need for more locally trained, Bi-Vocational Priests and Lay Assistants in the Diocese of Central Pennsylvania is increasing. An initial task force was directed to study and develop a strategic vision for the diocese in terms of formational leadership. Therefore the Diocese of CPA is in the process of developing two pilot programs that will operate as a part of the School of Christian Studies; one program will address the need for the formation of Non-Stipendiary, Bi-Vocational Priests and the other for Lay Assistants. Each program emphasizes the need for life long formation and education. Twenty-eight students were contacted, gathered and invited with the excellent result of five students enrolled in the non-stipendiary priest track for the spring semester 2013.

The result of the work during 2012 is that we have also recruited outstanding faculty this spring semester—The Rev. Dr. Duncan Johnston, teaching, *Anglican Approaches to the Study of Scripture*; and The Rev. Canon David Zwifka, teaching, *One Leg of the Stool: The Sacred Scriptures: The Old Testament in a Pastoral Context*.

The development of the pilot programs as a part of the School of Christian Studies during 2012 has brought us to a different place than we had at first envisioned. Presently the programs are being resourced and guided by the Bishop's Advisory Board, along with Bishop Nathan Baxter. Members include: Chair, The Rev. Canon David Lovelace, The Rev. Canon Dr. Mark Scheneman and The Rev. Canon Paul Donecker, co- chairs of the Commission on Ministry; Ms. Janis Leftridge, representative of the Council of Trustees; Dr. Sam Ward, representative of the Standing Committee; The Rev. Jonathan Currier, Congregational Development Commission, and The Rev. Fred Miller, Formation Commission and The Rev. Cliff Johnston, Chapel of the Good Shepherd, Hawk Run. Diocesan staff include: The Rev. Canon Dr. Ted Babcock, and The Rev. Canon Robyn Szoke-Coolidge. The next 18 months will be a "Beta" testing period for the programs as we continue to seek excellence in formation, discernment process, and educational standards.

Respectfully Submitted,  
The Rev. Canon David Lovelace, Chair, Bishop's Advisory Board  
The Rev. Canon Robyn Szoke, Director, Diocesan SCS Pilot Program

### **2012 Report on the Diaconate Formation Program**

The Diaconate Formation Program in the School of Christian Studies continues to strive for excellence in formation, in the programs offered, and in living into "Engaging the Diaconal of All Believers." Our program is oriented to Life-long Learning, Leadership Development, Theological Reflection, Spiritual Practice and Ongoing Discernment. During a time of transition in the School of Christian Studies, the Diaconate Formation Program has continued to thrive and succeed in offering the quality of its program.

Several essential aspects are taken into account, particularly:

- The required canons of The Episcopal Church
- The requirements of the Diocese of Central Pennsylvania
- Principles Common to Quality Diaconal Formation Programs

The following were accomplished in 2012:

- Academic Course: Scripture
- Academic Course: History
- Discernment Course: Participation of those discerning a call to the diaconate in "Exploring Your Ministry", the diocesan course in discernment for all seeking Holy Orders and a deeper understanding how who and what God is calling them to be and to do.

- Attendance by the Director of the Diaconate Formation Program with the Archdeacon for Deacons at the annual Formation Conference of the Association of Episcopal Deacons
- A Workshop for clergy and those in discernment entitled, “Working with the Deacon in the Parish”

The Rev. Canon Kate Harrigan  
Director, Diaconate Formation Program, The School of Christian Studies

## **2012 Report of OPERATION UNDERSTANDING**

The Operation Understanding Committee provides funding for church-based outreach ministries within the borders of our diocese. Operation Understanding gives seed money for start-up ministries as well as funding to sustain successful existing programs. Priority is still given to new ministries. In 2012, Operation Understanding awarded grants to 8 churches for outreach programs in their communities. Several of these churches received grants for more than one ministry.

In 2012, the OU Committee met 3 times. In those meetings, it reviewed and evaluated grant applications, awarded funding, reviewed progress reports, and discussed the award that will be presented at the Diocesan Convention. This award will be given to the church with the most creative new ministry that reaches a vast number of disenfranchised persons.

Operation Understanding's highest priority is providing adequate support to parishes that (1) feed the hungry directly or through food bank programs; (2) offer heating assistance programs; (3) provide programs and education for at-risk children; and (4) offer housing assistance and clothing. We believe that this kind of mission is among the most important ministries to which we as Christians here in Central Pennsylvania are called.

John Corey and Nancy Forgang  
Co-chairpersons

## **2012 Report of the Peace and Justice Commission**

The Peace and Justice Commission is a Diocesan group of clergy and laypeople dedicated to informing the Bishop and our local parishes concerning ALL social justice and Gospel issues. We understand that peace cannot exist without justice, and are committed to helping one another live into the Gospel by fully engaging in creative non-violence. In the past, we have served as a research and “fact-finding” team, supplying Bishop Baxter with “talking points” and information on fracking (Marcellus Shale) and environmental consequences. Most recently, we have been gathering information in order to craft various letters to government officials and op-ed pieces for use in local media on the issue of gun violence.

The Peace and Justice Commission has put forward a Diocesan Resolution for consideration at the forthcoming convention in June and is planning a series of “peacemaking” retreats and workshops for the coming year.

Respectfully submitted,

The Rev'd Robin Jarrell  
The Rev'd Cliff Johnson  
Co-Chairs

## 2012 Report of the Registrar

### 1. Ordinations

Since the last report of the Registrar to Diocesan Convention, the following persons were ordained in the Diocese of Central Pennsylvania:

1. The Reverend Loyde H. Hartley, Deacon, was ordained as a priest in Christ's Holy Catholic Church on June 16, 2012 at St. James Episcopal Church, Lancaster, Pennsylvania by the Right Reverend Nathan D. Baxter, D.Min., STD, DHL, DD, Bishop, Episcopal Diocese of Central Pennsylvania.
2. The Reverend Jadon Dean Hartsuff, Deacon, was ordained as a priest in Christ's Holy Catholic Church on January 13, 2013 at St. James Episcopal Church, Lancaster, Pennsylvania by the Right Reverend Nathan D. Baxter, D.Min., STD, DHL, DD, Bishop, Episcopal Diocese of Central Pennsylvania, on behalf of the Diocese of Los Angeles.

The ordination certificates, including the Oath of Conformity, have been submitted and filed in the Record of Ordinations for the Diocese of Central Pennsylvania that is kept at the Office of the Bishop, 101 Pine Street, Harrisburg, Pennsylvania.

Worship bulletins used at the ordination ceremonies were submitted for safekeeping in the Archives of the diocese.

### 2. Other activities

A budget request for Fiscal Year 2014 was made in the amount of \$1700 to cover expenses associated with the Office of the Registrar and the Archives of the diocese (joint request).

Respectfully submitted,  
The Rev'd Canon David A. Zwifka, JCD, MA(Theo)  
*Registrar*

## 2012 Report of the Archivist

The Diocesan Archives have benefited from many years of careful collection and organization. In my first year of service, I have undertaken to uphold the high standards of our Diocesan Archivist Emerita, Mrs. Jennifer Railing, by focusing on the preservation and care of the archive holdings.

As the archive collection expands, the fascinating story of our spiritual life in Central Pennsylvania continues to grow into a clearer and richer history. In 2012, many additions to the collection have added to that history. Several boxes of personal items belonging to Bishop James Darlington (Diocesan Bishop from 1905 to 1930) are currently being processed. The records of Christ Church, Lykens, and St. Mary's, Williamsport, are undergoing a page-by-page examination for filing and future research purposes. Several boxes of Diocesan administrative records have been received from St. Stephen's Cathedral, Harrisburg, and are being integrated into the archive system. The Diocese continues to receive requests for information on closed parishes in various locations, Nickel Mines for instance, and for baptismal and confirmation data. Service leaflets and newspaper articles continue to be archived as received. A short descriptive guide to the collection and a detailed classification system are being created to aid in archival research.

By paying a visit to the Diocese of Maryland Archivist, Mary Klein, and by attending a two-day Pennsylvania Historical and Museum Commission archive workshop, I have increased my understanding and appreciation for the importance of archival recordkeeping.

My sincere thanks is extended to Bishop Baxter for his continued interest in and encouragement of all archival activities, to my Diocesan staff colleagues for their trustworthy guidance and reliable help, and to my predecessor, Mrs. Jennifer Railing, for her treasured work in our archives.

Respectfully submitted,  
Debbie Robelen



**THE EPISCOPAL DIOCESE  
OF CENTRAL  
PENNSYLVANIA**

FINANCIAL STATEMENTS YEAR

ENDED DECEMBER 31, 2012

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## INDEPENDENT AUDITOR'S REPORT

*The Episcopal Diocese of  
Central Pennsylvania  
Harrisburg, Pennsylvania*

We have audited the accompanying combined financial statements of The Episcopal Diocese of Central Pennsylvania and the Incorporated Trustees of the Diocese of Central Pennsylvania (nonprofit organizations), which comprise the combined statement of assets, liabilities and fund balances-modified cash basis of as of December 31, 2012 and the related combined statement of revenues, expenses and changes in fund balances - modified cash basis for the year then ended, and the related notes to the financial statements.

### Management's Responsibility for the Financial Statements

Management is responsible for the preparation and fair presentation of these financial statements in accordance with the modified cash basis of accounting described in the notes to the financial statement; this includes determining that the modified cash basis of accounting is acceptable basis for the preparation of the financial statements in the circumstances. Management is also responsible for the design, implementation, and maintenance of internal control relevant to the preparation and fair presentation of financial statements that are free from material misstatement, whether due to fraud or error.

### Auditor's Responsibility

Our responsibility is to express an opinion on these financial statements based on our audit. We conducted our audit in accordance with auditing standards generally accepted in the United States of America. Those standards require that we plan and perform the audit to obtain reasonable assurance about whether the financial statements are free of material misstatement.

An audit involves performing procedures to obtain audit evidence about the amounts and disclosures in the financial statements. The procedures selected depend on the auditor's judgment, including the assessment of the risks of material misstatement of the financial statements, whether due to fraud or error. In making those risk assessments, the auditor considers internal control relevant to the organization's preparation and fair presentation of the financial statements in order to design audit procedures that are appropriate in the circumstances, but not for the purpose of expressing an opinion on the effectiveness of the organization's internal control. Accordingly, we express no such opinion. An audit also includes evaluating the appropriateness of accounting policies used and the reasonableness of significant accounting estimates made by management, as well as evaluating the overall presentation of the financial statements.

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We believe that the audit evidence we have obtained is sufficient and appropriate to provide a basis for our qualified audit opinion.

#### Basis for Qualified Opinion

As more fully described in the significant accounting policies and nature of activities footnote to the financial statements, The Episcopal Diocese of Central Pennsylvania and the Incorporated Trustees of the Diocese of Central Pennsylvania has not classified the difference between its assets and liabilities as unrestricted, temporarily restricted, and permanently restricted net assets based on the existence or absence of donor-imposed restrictions. In addition, The Episcopal Diocese of Central Pennsylvania has not reported the changes in each of those classes of net assets in the combined statement of revenues, expenses and changes in fund balances - modified cash basis and has not disclosed information about expenses reported by their functional classifications in the combined statement of revenues, expenses and changes in fund balances - modified cash basis or the notes to the financial statements. Presentation of such information is required by the modified cash basis of accounting. The effects on the financial statements of that departure from those accounting principles are not reasonably determinable.

#### Qualified Opinion

In our opinion, except for the effects of the matter discussed in the preceding paragraph, the combined financial statements referred to above present fairly, in all material respects, the combined assets, liabilities and fund balances-modified cash basis of The Episcopal Diocese of Central Pennsylvania and the Incorporated Trustees of the Diocese of Central Pennsylvania as of December 31, 2012, and its combined revenues, expenses and changes in fund balances - modified cash basis for the year then ended in accordance with modified cash basis of accounting as described in the notes to the financial statements.

#### Basis of Accounting

We draw attention to the significant accounting policies and nature of activities footnote to the financial statements, which describe the basis of accounting. The financial statements were prepared on the modified cash basis of accounting, which is a basis of accounting other than accounting principles generally accepted in the United States of America. Our opinion is not modified with respect to that matter.

  
GREENAWALT & COMPANY, P.C.

May 9, 2013

Mechanicsburg, Pennsylvania

THE EPISCOPAL DIOCESE OF CENTRAL PENNSYLVANIA  
 COMBINED STATEMENT OF ASSETS,  
 LIABILITIES AND FUND BALANCES - MODIFIED  
 CASH BASIS DECEMBER 31, 2012

ASSETS

Cash and investments

Diocese of Central Pennsylvania - checking account	\$	271,045
Diocese of Central Pennsylvania - certificates of deposit		51,617
Bishop Heistand Fund - money market		156,427
Episcopal Church Women - checking and money market accounts		19,277
Episcopal Church Women - certificate of deposit		2,051
St. Benedicts - checking account		9,682
Discretionary Funds - checking accounts		46,997
Petty cash		200
Investments - Incorporated Trustees		<u>17,740,140</u>
 Total assets	 \$	 <u>18,297,436</u>

LIABILITIES AND FUND BALANCES

Liabilities

Payroll tax withholdings	\$	<u>2,960</u>
--------------------------	----	--------------

Fund balances

Unrestricted		255,491
Restricted		
Diocese	\$ 7,018,308	
Incorporated Trustees	<u>582,327</u>	7,600,635
Custodial accounts		<u>10,438,350</u>
 Total fund balances		 <u>18,294,476</u>
 Total liabilities and fund balances	 \$	 <u>18,297,436</u>

The accompanying notes are an integral part of these financial statements.

THE EPISCOPAL DIOCESE OF CENTRAL PENNSYLVANIA  
 COMBINED STATEMENT OF REVENUES, EXPENSES  
 AND CHANGES IN FUND BALANCES - MODIFIED CASH  
 BASIS YEAR ENDED DECEMBER 31, 2012

	Unrestricted Funds	Restricted Funds	Custodial Accounts	Total
<b>Revenues</b>				
Fair share pledges	\$ 1,214,534	\$	\$	\$ 1,214,534
Investment income	3,999	136,707	196,418	337,124
Contributions	58,668	56,271	544,471	659,410
Program fees	10,079	2,500		12,579
Grant income	16,000	12,000		28,000
Principal repayments		78,654		78,654
Proceeds from outside trusts		264,394		264,394
Unrealized/realized gains		520,653	752,589	1,273,242
Conferences/seminars/camps	49,250			49,250
Miscellaneous income		5,913		5,913
	<u>1,352,530</u>	<u>1,077,092</u>	<u>1,493,478</u>	<u>3,923,100</u>
<b>Expenses</b>				
World Mission	296,746			296,746
Diocesan Mission	589,486	79,211		668,697
Office of the Bishop	755,717	13,196		768,913
Diocesan Programs	41,634			41,634
Parish trust distributions			700,816	700,816
Grant returned				
Loans disbursed		12,500		12,500
Offerings		1,825		1,825
Accrued parish /Diocese distribution		1,830	1,982	3,812
Parish bequests		264,394		264,394
	<u>1,683,583</u>	<u>372,956</u>	<u>702,798</u>	<u>2,759,337</u>
Changes in fund balances	(331,053)	704,136	790,680	1,163,763
<b>Other changes in fund balances</b>				
Transfers between funds	21,761	(21,761)		
Fund balance, beginning	<u>564,783</u>	<u>6,918,260</u>	<u>9,647,670</u>	<u>17,130,713</u>
Fund balance, ending	<u>\$ 255,491</u>	<u>\$ 7,600,635</u>	<u>\$ 10,438,350</u>	<u>\$ 18,294,476</u>

The accompanying notes are an integral part of these financial statements.

# THE EPISCOPAL DIOCESE OF CENTRAL PENNSYLVANIA

## NOTES TO FINANCIAL STATEMENTS DECEMBER 31, 2012

### **SIGNIFICANT ACCOUNTING POLICIES AND NATURE OF ACTIVITIES**

#### **Nature of activities**

The Episcopal Diocese of Central Pennsylvania (Diocese) is a constituent of the Episcopal Church, known as the Protestant Episcopal Church in the United States of America. The Diocese is a nonprofit organization and is dedicated to establishing, developing and promoting all aspects of church ministry within the sixty-six parishes of Central Pennsylvania. The Diocese is supported primarily through fair share pledges from each of the parishes.

#### **Basis of accounting**

The accompanying combined financial statements have been prepared on the modified cash basis of accounting. This basis differs from generally accepted accounting principles primarily because revenues and expenses are recorded when received rather than when earned or incurred, with the exception of investments which are carried at fair market value and the related appreciation or depreciation is recognized in the current period and accounted for as a revenue or expense. In addition, investment income and fourth quarter distributions by the Trust are recognized when earned or incurred, respectively. Payroll tax withholdings are reported as a liability based on wages paid in the current year.

#### **Principles of combining**

The combined financial statements include the accounts of The Episcopal Diocese of Central Pennsylvania and the Incorporated Trustees of the Diocese of Central Pennsylvania (Incorporated Trustees). The Incorporated Trustees is a related entity which acts as a trustee for the Diocese and its parishes by investing funds on their behalf. These funds are pooled and managed by the trust department of BNY Mellon, which also maintains separate accounts for each depositor. All material interorganization transactions have been eliminated.

#### **Fund balances**

In order to ensure the observance of limitations and restrictions placed on the use of the resources available to the Diocese, the accounts of the Diocese are maintained in accordance with the principles of "fund accounting". That is the procedure by which resources for various purposes are classified for accounting and reporting purposes into funds that are in accordance with the activities or objectives specified. Separate accounts are maintained for each fund. Accordingly, all financial transactions have been recorded and reported by fund group. Definition of the funds used by the Diocese are:

Unrestricted fund - amounts currently available for use in the Diocese ministries.

Restricted funds - amounts designated to be used for a specific purpose or donor restricted.

Custodial accounts - Diocese parish funds pooled for investment purposes. These are not assets of the Diocese.



THE EPISCOPAL DIOCESE OF CENTRAL PENNSYLVANIA  
NOTES TO FINANCIAL STATEMENTS (Cont'd.)  
DECEMBER 31, 2012

**SIGNIFICANT ACCOUNTING POLICIES AND NATURE OF ACTIVITIES (Cont'd.)**

**Fund balances (Cont'd.)**

The Organization has not implemented FASB ASC 958 which requires the Organization to classify the differences between its assets and liabilities and changes in net assets as unrestricted, temporarily restricted, and permanently restricted net assets based on existence or absence of donor-imposed restrictions. In addition, the Organization has not disclosed information about expenses reported by their functional classifications in the combined statement of revenues, expenses and changes in fund balances - modified cash basis.

**Property and equipment**

The cost or value of property and equipment are expensed in the year purchased. In addition, real estate used or located in certain parishes is generally titled in the name of the Diocese of Central Pennsylvania. These properties are maintained and used by the respective parishes.

**Investments - Incorporated Trustees**

Investments are reported at fair value. Trust accounts maintained by the Incorporated Trustees include investments of the Diocese, the Incorporated Trustees, and custodial funds for any of the sixty-six parishes. The funds are pooled to maximize earnings. Participation and income allocations are based on the market value of the investments held at the quarterly distribution dates. Income for each calendar quarter is allocated on the basis of percentages of participation as of the last day of the quarter. Trust participation terminations are made at market value. The investment balances include investment income earned but not received and includes reductions for fourth quarter distributions paid in the following year.

**Income taxes**

The Diocese is statutorily exempt from federal income taxes under the Internal Revenue Code.

**Subsequent events**

The Diocese has evaluated subsequent events through May 9, 2013, the date which the financial statements were available to be issued. It is management's opinion that there were no subsequent events which require additional disclosure in the notes to the financial statements.

THE EPISCOPAL DIOCESE OF CENTRAL PENNSYLVANIA  
NOTES TO FINANCIAL STATEMENTS (Cont'd.)  
DECEMBER 31, 2012

INVESTMENTS - INCORPORATED TRUSTEES

At December 31, 2012, the market value totaled \$ 17,740,140. The amount of unrealized/realized gains was

\$ 1,273,242. Investment earnings totaling \$ 332,533 are shown net of bank fees totaling \$ 112,465. The composition of investments at year end is as follows:

	<u>Cost</u>	<u>Fair Value</u>
Cash and cash equivalents	\$ 355,732	\$ 355,732
Fixed income bond and security funds	6,699,914	7,204,806
Equities		
Energ	171,502	191,662
Materials	132,834	105,496
Industrials	239,610	259,178
Consumer discretionary	283,231	301,952
Consumer staples	308,123	344,702
Healthcare	176,179	194,115
Financials	180,833	203,778
Information technology	112,377	128,809
Telecommunications services	73,747	85,458
Utilities	232,038	235,771
Other	234,698	222,970
U.S. Large CAP	4,277,752	4,886,382
U.S. Mid CAP	524,097	671,671
U.S. Small CAP	377,614	405,615
Developed international	731,188	714,234
Emerging markets	798,237	732,752
Other equity	84,118	87,571
Managed futures	500,000	<u>407,486</u>
	<u>\$ 16,493,824</u>	<u>\$ 17,740,140</u>

The trust funds of the incorporated Trustees are held by the Trust Department of BNY Mellon. The Trust Department handles the administration of the assets, including allocation of quarterly income to the fund participants.

THE EPISCOPAL DIOCESE OF CENTRAL PENNSYLVANIA  
 NOTES TO FINANCIAL STATEMENTS (Cont'd.)  
 DECEMBER 31, 2012

FAIR VALUE MEASUREMENTS

Fair value accounting standards provide the framework for measuring fair value. That framework provides a fair value hierarchy that prioritizes the inputs to valuation methods used to measure fair value. This hierarchy consists of three broad levels: Level 1 inputs consist of unadjusted quoted prices in active markets for identical assets or liabilities and have the highest priority; Level 2 inputs consist of observable inputs other than quoted prices for identical assets; and Level 3 inputs have the lowest priority to unobservable inputs.

The Diocese uses the following valuation techniques to measure fair value of assets on a recurring basis. There have been no changes in the methodologies used at December 31, 2012.

Cash and cash equivalents - The carrying amount approximates fair value because of the short-term nature of these investments.

Equities, fixed income bond and security funds and managed futures - Fair value was based on quoted market prices for the identical securities.

The preceding methods may produce a fair value calculation that may not be indicative of net realizable value or reflective of future fair values. Furthermore, although the Diocese believes its valuation methods are appropriate and consistent with other market participants, the use of different methodologies or assumptions to determine the fair value of certain financial instruments could result in a different fair value measurement at the reporting date.

The following table sets forth by level, within the fair value hierarchy, the Diocese's assets at fair value on a recurring basis as of December 31, 2012.

	<u>Total</u>	<u>Level 1</u>	<u>Level 2</u>	Level 3
Cash and cash equivalents	\$ 355,732	\$ 355,732	\$	\$
Fixed income bond and security funds	7,204,806	7,204,806		
Equities				
Energy	191,662	191,662		
Materials	105,496	105,496		
Industrials	259,178	259,178		
Consumer discretionary	301,952	301,952		
Consumer staples	344,702	344,702		
Healthcare	194,115	194,115		
Financials	203,778	203,778		

THE EPISCOPAL DIOCESE OF CENTRAL PENNSYLVANIA  
NOTES TO FINANCIAL STATEMENTS (Cont'd.)  
DECEMBER 31, 2012

**FAIR VALUE MEASUREMENTS (Cont'd.)**

	<u>Total</u>	<u>Level 1</u>	<u>Level 2</u>	<u>Level 3</u>
Equities (Cont'd.)				
Information technology	\$ 128,809	\$ 128,809	\$	\$
Telecommunications services	85,458	85,458		
Utilities	235,771	235,771		
Other	222,970	222,970		
U.S. Large CAP	4,886,382	4,886,382		
U.S. Mid CAP	671,671	671,671		
U.S. Small GAP	405,615	405,615		
Developed international	714,234	714,234		
Emerging markets	732,752	732,752		
Other equity	87,571	87,571		
Managed futures	<u>407,486</u>	<u>407,486</u>	<u>                    </u>	
	<u>\$ 17,740,140</u>	<u>\$ 17,740,140</u>	<u>\$</u>	<u>\$</u>

**Changes in fair value levels**

The availability of observable market data is monitored to assess the appropriate classification of financial instruments within the fair value hierarchy. Changes in economic conditions or model-based valuation techniques may require the transfer of financial instruments from one fair value level to another. In such instances, the transfer is reported at the beginning of the reporting period.

We evaluated the significance of transfers (if any) between levels based upon the nature of the financial instrument and size of the transfer relative to total net assets. For the year ended December 31, 2012, there were no significant transfers in or out of levels 1, 2 or 3.

**CONTINGENCIES**

Certain parishes of the Diocese have entered into loans which have been co-signed by the Bishop of the Diocese. In the event of default, the Diocese may be obligated to pay the unpaid portion of the defaulted obligations. The outstanding balance of such loans at December 31, 2012 was approximately \$ 1,193,928.

The Diocese has an unsecured line-of-credit with Metro Bank in the amount of \$150,000. Interest is payable monthly at the New York prime rate. Principal is due on demand. At year end there was no outstanding balance.

THE EPISCOPAL DIOCESE OF CENTRAL PENNSYLVANIA  
NOTES TO FINANCIAL STATEMENTS (Cont'd.)  
DECEMBER 31, 2012

**CONTINGENCIES (Cont'd.)**

The Diocese has a line-of-credit with Mid-Penn Bank in the amount of \$ 150,000. Interest is payable monthly based on the prime rate as quoted in the Wall Street Journal. Principal is due on demand. The line-of-credit is secured by inventory, chattel paper, accounts, equipment and general intangibles. At year-end there was no outstanding balance.

In 1999, the Diocese purchased their office building. The Diocese borrowed \$ 200,000 from Citizens Bank to finance the purchase. The loan is secured by a mortgage on the Diocese office building and is payable in 173 installments of \$ 1,830 per month. Interest of 6.67% is included in the monthly payment. The loan balance at December 31, 2012 was \$ 32,858.

The Diocese provides the cost of a health insurance supplement policy to its retired clergy for life. For 2012, the monthly premium per clergy totaled approximately \$ 100 a month. The total paid for the year was \$ 38, 129.

**JOINT VENTURE**

In accordance with an agreement entered into in May 1993 and amended in May 2004 between the Lower Susquehanna Synod of the Evangelical Lutheran Church in America and the Diocese of Central Pennsylvania, a joint venture was created to form the St. Barnabas Center for Ministry. The Diocese paid \$ 12,000 in 2012 to support the St. Barnabas Center.

**PENSION PLAN**

The Church Pension Fund (The Fund) is a corporate body chartered in 1914 by the Legislature of the State of New York. Its incorporators and their successors are broadly authorized, as Trustees of the Fund, to establish and administer the clergy pension system of the Episcopal Church, including pensions, insurance, annuities, accident, health and other programs. The clergy and lay staff of the Diocese of Central Pennsylvania participate in this Fund.

The Fund was established by the General Convention of the Episcopal Church; it and its affiliates are official agencies of The Episcopal Church for these purposes and operate under the Canons of The Episcopal Church. The Fund began its operations on March 1, 1917. All operations are governed by The Fund's Board of Trustees, who are elected by the General Convention, or by a subsidiary Board consisting predominantly of Fund Trustees or subsidiary boards. The Fund's Clergy Plan and the Lay Employees Plan are defined-benefit pension plans whose assets are pooled for the benefit of all participants. It and other plans sponsored by The Fund and its affiliates are recognized as exempt from Federal income and certain other taxes; as Church plans, they are also exempt from the Employee Retirement Income Security Act of 1974 and, therefore, not subject to Pension Benefit Guaranty Corporation requirements.

THE EPISCOPAL DIOCESE OF CENTRAL PENNSYLVANIA  
 NOTES TO FINANCIAL STATEMENTS (Cont'd.)  
 DECEMBER 31, 2012

**PENSION PLAN (Cont'd.)**

As of March 31, 2012, the actuarial present value of the accumulated plan benefits are: Vested benefits for:

Benefits for retired participants and their dependents	\$ 3,979,332
Benefits for participants not yet retired and their dependents	2,280,556
Nonvested benefits	<u>\$ 6,494,482</u>
Actuarial present value of accumulated plan benefits	<u>\$ 6,494,482</u>
Net assets available for pension benefits after amount designated for assessment deficiency	\$ 6,942,202
Actuarial present value of accumulated plan benefits	<u>6,454,482</u>
Surplus (deficit)	<u>\$ 487,720</u>

The Fund levies assessments at the rate of 18% of participants' compensation (which includes salaries, housing and utility allowances and other cash compensation). For 2012, the qualifying compensation was approximately \$ 376,500 and the current assessment paid was \$ 67,775.

The Diocese's lay staff are provided pension coverage through the Church Life Insurance Corporation. The Diocese contributes 9% of the employees' annual salary to annuities maintained by the Church Life Insurance Corporation. The employees may elect through salary reduction to defer additional amounts. For 2012, the qualifying compensation was approximately \$ 83,396 and the assessment paid was \$ 208.

**OPERATING LEASES**

The Diocese leased certain office equipment under leases with varying terms through 2012. In 2012, they obtained a copier lease and service agreement with a term through May 2017. At December 31, 2012, the minimum rental payments under noncancellable leases with a term in excess of one year were as follows:

2013	\$ 4,165
2014	4,165
2015	4,165
2016	4,165
2017	1,388

Total lease expense for the year ended December 31, 2012 totaled \$ 5,687.

THE EPISCOPAL DIOCESE OF CENTRAL PENNSYLVANIA  
NOTES TO FINANCIAL STATEMENTS (Cont'd.)  
DECEMBER 31, 2012

**RELATED PARTIES**

The Diocese loaned to the Bishop of the Diocese \$ 75,000 to purchase a personal residence. The loan is unsecured and interest free. The loan is payable upon the sale of the premises, or within six months of retirement or in relinquishment of his duties as Bishop.

**CONCENTRATIONS**

The Diocese revenues for the Missionary Budget Fund include amounts received from the sixty-six parishes within its Central Pennsylvania diocese. The Fair Share revenues represent 90% of the total revenues for the Missionary Budget Fund. The continuation of Diocese operations is usually assumed in financial accounting in the absence of evidence to the contrary. The Diocese is subject to the uncertainty as to the amounts of future support.

The Diocese maintains its cash balances in two financial institutions. Accounts are insured by the Federal Deposit Insurance Corporation up to \$ 250,000. At December 31, 2012, the Diocese's uninsured balances totaled approximately \$ 246,922.

## **SUPPLEMENTAL INFORMATION**





# Greenawalt & Company, P.C.

CERTIFIED PUBLIC ACCOUNTANTS

Since 1955

James E. Lyons  
Deborah J. Kelly  
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Howard R. Greenawalt  
Creedon R. Hoffman

## INDEPENDENT AUDITOR'S REPORT ON SUPPLEMENTAL INFORMATION

**The Episcopal Diocese  
of Central Pennsylvania  
Harrisburg,  
Pennsylvania**

We have audited the combined financial statements of The Episcopal Diocese of Central Pennsylvania and the Incorporated Trustees of the Diocese of Central Pennsylvania as of and for the year ended December 31, 2012, and have issued our report thereon dated May 9, 2013, which contained a qualified opinion on those financial statements. Our audit was performed for the purpose of forming an opinion on the combined financial statements taken as a whole. The schedules of the Missionary Budget Fund - Budget Comparison - Modified Cash Basis; 2012 Fair Share Receipts; Additional Income - Parishes of the Diocese; Schedule of Revenues, Expenses and Changes in Fund Balances - Modified Cash Basis - By Fund and Trust Fund Participation are presented for purposes of additional analysis and are not a required part of the combined financial statements. Such information is the responsibility of management and was derived from and relates directly to the underlying accounting and other records used to prepare the financial statements. The information has been subjected to the auditing procedures applied in the audit of the combined financial statements and certain additional procedures, including comparing and reconciling such information directly to the underlying accounting and other records used to prepare the financial statements or to the financial statements themselves, and other additional procedures in accordance with auditing standards generally accepted in the United States of America. In our opinion, the information is fairly stated in all material respects in relation to the combined financial statements as a whole.

*Greenawalt & Company, P.C.*  
GREENAWALT & COMPANY, P.C.

May 9, 2013  
Mechanicsburg, Pennsylvania

THE EPISCOPAL DIOCESE OF CENTRAL PENNSYLVANIA  
MISSIONARY BUDGET FUND - BUDGET COMPARISON -  
MODIFIED CASH  
BASIS DECEMBER 31,  
2012

	Budget	Actual
Revenues		
From churches		
For unpaid 2011 pledges	\$ 50,000	\$ 43,707
For 2012 fair share payments	1,340,530	1,170,827
Interest on investments	8,000	3,999
Grant income	19,800	16,000
Operation Understanding		
Easter Ingathering	15,000	6,877
School of Christian		
Studies Books and	8,000	8,884
Transfer in - Sharing the Vision	45,000	
Transfer in - Endowment/Fieldwork Fund	25,000	14,141
Transfer in - Bishop Advance Work Fund	20,000	
Transfer in-OU Bishop Stevenson Fund	16,000	7,993
Transfer in - York Springs	200	208
Transfer in - Kermit Lloyd for Seminarians	5,000	
Transfer in - Bishop McNutt World Mission	10,000	
Transfer in - Bishop Honoman New Work Grant	8,000	8,194
Transfer in - Building	35,000	
Transfer in-Other funds	10,000	8,812
Diocesan Events	5,000	1,195
Called to Grow Communication	10,000	
Called to Grow Youth	8,000	
Clergy Conference	12,000	16,778
Conferences/Seminars/Camps	1,500	
Children's Ministry	35,000	7,706
Diocesan Convention and Journal	32,000	24,766
Contributions	51,791	51,791
Total revenue	1,719,030	1,391,878
Expenses		
	<b>World Mission</b>	
National and World Mission	247,146	247,146
Reserve: General Convention	12,000	
General Convention Expense		39,331
Reserve: Lambeth Conference	1,000	
House of Bishops	4,000	1,774
Province of Washington	3,500	8,495
Companion Dioceses	2,000	

(Continued)

See independent auditor's report on supplemental information.

THE EPISCOPAL DIOCESE OF CENTRAL PENNSYLVANIA  
MISSIONARY BUDGET FUND - BUDGET COMPARISON  
- MODIFIED CASH BASIS (Cont'd.)  
DECEMBER 31 2012

	Budget	Actual
Expenses (Cont'd.)		
<b><i>Diocesan Mission and Ministry</i></b>		
Diocesan Mission and Ministry		
Southern York Mission	\$	\$ 38,262
St. Barnabas Center	12,000	12,000
York Springs	1,000	1,000
Congregational Development		
Grants: Operating	130,000	129,000
Grants: Project Grants	23,000	13,479
Grants: Capital Improvement Grants	10,000	10,000
Canon for Development-compensation	37,501	44,071
Canon for Development-benefits	4,850	3,892
Canon For Development-professional expenses	2,500	3,091
Deployment		
Transitional Deacons and Assistants	10,000	
Deployment-moving/contingencies	2,000	700
Deployment-clergy transition		13,894
Deployment-program	7,000	11,642
Deployment-stipend	46,439	37,071
Deployment-benefits	10,929	471
Deployment-professional expenses	7,500	9,473
Clergy		
Clergy leadership development		7,000
Clergy wellness program	8,600	4,360
Clergy wellness consultants	11,200	11,414
Clergy conference	12,000	22,967
Formation and mission		
CSM: program general	400	
Adult continuing education		1,500
Liturgy and Church Music Commission	1,000	185
Children and Youth		
Youth ministry program	58,325	22,396
Camp Mount Luther subsidy	12,000	12,000
Children's ministry program	21,000	3,773
Canon for Children and Youth-stipend and housing	37,501	44,072
Canon for Children and Youth-benefits	4,851	3,892
Canon for Children and Youth-ministry expense	2,500	1,966
Ecumenical Relations		
PA Council of Churches	5,000	1,375
Ecumenical Committee	600	265
Communications		
Communications-Webmaster	7,500	10,271
Communications program	26,000	13,312
Communications-dir. professional expense		1,638

(Continued)

See independent auditor's report on supplemental information.

THE EPISCOPAL DIOCESE OF CENTRAL PENNSYLVANIA  
MISSIONARY BUDGET FUND - BUDGET COMPARISON  
- MODIFIED CASH BASIS (Cont'd.)  
DECEMBER 31 2012

	Budget	Actual
Expenses		
(Cont'd.)		
Events		
Events coordinator-professional expense	\$	\$ 1,244
Conference/seminars	2,000	1,678
Convention journal	34,000	26,648
Diocesan events-general	5,000	6,466
Spouse of clergy conference	1,000	
Ordination expenses	2,000	1,035
School of Christian Studies		
ConEd.-laity-general	1,500	34
SGS-administrative	14,000	24,346
SGS-curriculum		107
Convocations		
OU-grants-Bishop Stevenson Fund	16,000	4,635
OU-grants-Easter Ingathering	15,000	6,750
DMHE-PSU program-general	6,160	6,331
DMHE-PSU Chaplain stipend	23,653	15,498
DMHE-PSU benefits	9,000	4,280
	<b>Office of the Bishop</b>	
Office of the Bishop		
Bishop election reserve	10,000	
Episcopal assistance	3,000	278
Diocesan council and committees	2,000	3,583
Commission on Ministry	2,000	67
Candidates for Ministry	4,500	5,325
Aging-retired insurances	34,000	38,129
Bishop		
Stipend and housing	121,311	116,379
Benefits	41,058	38,198
Ministry expense	15,000	21,670
Diocesan vehicle		961
Canon to the Ordinary		
Stipend and housing	85,345	92,536
Benefits	33,313	32,469
Archdeacon for Deacons	2,500	1,391
Ministry expense	19,500	19,243
Finance and Administration		
Director of Finance professional expense		2,666
New building loan repayment	22,800	23,786
Diocesan insurances	16,000	13,458
Audit	17,000	19,938

(Continued)

See independent auditor's report on supplemental information.

THE EPISCOPAL DIOCESE OF CENTRAL PENNSYLVANIA  
MISSIONARY BUDGET FUND - BUDGET COMPARISON  
- MODIFIED CASH BASIS (Cont'd.)  
DECEMBER 31 2012

	Budget	Actual
Expenses		
(Cont'd.)		
Personnel	\$ 132,888	\$ 143,160
Support staff pension	22,000	26,782
Support staff social security		10,653
Support staff insurance	48,000	39,171
Continuing education-staff development	5,000	2,303
Office		
Office expense	36,000	1,722
Office supplies		1,919
Equipment leases		6,390
Service contracts		20,203
Telecommunications		9,932
IT-support		9,381
Postage		2,114
Miscellaneous		1,096
Utilities	20,000	12,156
Office new equipment	5,000	4,972
New building	15,000	
Building maintenance	20,000	9,992
Taxes-real estate	23,000	23,241
Legal		
Registrar expenses	1,700	205
Chancellor expenses	1,500	250
<b>Diocesan Program</b>		
General		
Contingencies	5,000	2,146
Miscellaneous		700
Aging		
Shippensburg Home-general	35,000	35,000
Pastoral care-general	6,200	3,788
<b>Fund Transfers out</b>	1,717,770	17,587
Total expenses	1,717,770	1,701,170
Excess of revenues over (under) expenses		(309,292)
Fund balance, beginning		564,783
Fund balance, ending		\$ 255,491

See independent auditor's report on supplemental information.

THE EPISCOPAL DIOCESE OF CENTRAL PENNSYLVANIA  
2012 FAIR SHARE RECEIPTS  
DECEMBER 31, 2012

<u>Community. Parish</u>	2012 Fair Share Acceptances	Revenue Received 1/1/12 - 12/31/12	Revenue Received 1/1/12 - 1/31/13
Altoona, St. Luke's	\$ 5,700	\$	\$
Beartown, Calvary Chapel	2,249	1,687	2,249
Bedford, St. James'	9,200	9,200	9,200
Bellefonte, St. John's	29,146	26,717	29,146
Benton, St. Gabriel	1,000	916	1,000
Berwick, Christ Church	13,638	13,638	13,638
Bloomsburg, St. Paul's	9,000	9,000	9,000
Blue Ridge Summit, Transfiguration	10,110	9,210	10,110
Brookland, All Saints	4,189	4,189	4,189
Camp Hill, Mount Calvary	62,166	56,980	62,160
Carlisle, St. John's	69,410	60,155	60,155
Chambersburg, Trinity	10,000	9,167	10,000
Churchtown, Bangor	10,740	9,845	10,740
Columbia, St. Paul's	28,192	7,600	9,100
Coudersport, Christ Church	8,183	8,183	8,183
Danville, Christ Church	19,474	19,474	19,474
Eagles Mere, St. John's in the Wilderness	1,000	1,000	1,000
Exchange, St. James'	1,200	1,200	1,200
Gettysburg, Prince of Peace	39,404	39,408	39,408
Hanover, All Saints'	14,400	14,400	14,400
Harrisburg, St. Andrews'	31,025	25,854	28,440
Harrisburg, St. Paul's	21,828	20,009	21,828
Harrisburg, St. Stephen's	77,691	71,217	77,691
Hawk Run, Good Shepherd	3,756	3,443	3,756
Hershey, All Saints'	37,827	37,827	37,827
Hollidaysburg, Holy Trinity	8,460	7,755	7,755
Huntingdon, St. John's	10,800		
Jersey Shore, Trinity	9,292	9,292	9,292
Lancaster, St. James'	143,700	131,764	143,742
Lancaster, St. John's	50,000	18,667	18,667
Lancaster, St. Thomas'	28,800	27,500	30,000
Lancaster, St. Edward's	30,000	27,500	30,000
Lewisburg, St. Andrew's	20,142	20,142	20,142
Lewistown, St. Mark's	13,156	13,033	15,639
Lock Haven, St. Paul's	4,500	7,936	7,936
Manheim, St. Paul's	5,000	5,000	5,000
Mansfield, St. James'	10,890	10,890	10,890
Marietta, St. John's	7,222	6,610	6,610

(Continued)

See independent auditor's report on supplemental information.

THE EPISCOPAL DIOCESE OF CENTRAL PENNSYLVANIA  
2012 FAIR SHARE RECEIPTS (Cont'd.)  
DECEMBER 31, 2012

<u>Community. Parish (Cont'd.)</u>	2012 Fair Share Acceptances	Revenue Received 1/1/12 - 12/31/12	Revenue Received 1/1/12 - 1/31/13
Mechanicsburg, St. Luke's	\$ 21,500	\$ 19,708	\$ 21,500
Milton, Christ Church	2,733	3,333	3,333
Montoursville, Our Savior	4,892	4,896	4,896
Mount Carmel, St. Stephen's	3,409	3,420	3,420
Mount Hope, Hope Church	8,204	6,153	6,153
Mount Joy, St. Luke's	13,978	13,978	13,978
Muncy, St. James'	6,000	6,000	6,000
Newport, Nativity/Thompsontown, St. Stephen's	35,829	35,829	35,829
New Freedom. St. Benedicts	35,829		
Northumberland, St. Mark's	9,503	4,752	4,752
Philipsburg, St. Paul's	14,040	14,040	14,040
Renovo, Trinity	4,858	4,858	4,858
Selinsgrove, All Saints'	8,000	4,000	4,000
Shamokin, Holy Trinity	4,200		
Shippensburg, St. Andrew's	35,000	35,000	35,000
State College, St. Andrew's	64,000	58,674	64,000
Sunbury, St. Matthew's	16,920	12,690	12,690
Tioga, St. Andrew's	1,100	1,100	1,100
Tyrone, Trinity	2,941	2,942	2,942
Upper Fairfield, Good Shepard	2,148	2,099	2,099
Waynesboro, St. Mary's	19,853	19,853	19,853
Wellsboro, St. Paul's'	20,400	18,700	18,700
Westfield, St. John's	1,644	1,507	1,644
Williamsport, All Saints'	7,343	4,955	6,179
Williamsport, Christ Church	25,000	30,000	30,000
Williamsport, Trinity	26,000	23,837	26,004
York, St. Andrew's	38,500	20,000	27,000
York, St. John the Baptist	<u>78,650</u>	<u>72,095</u>	<u>78,650</u>
Total	<u>\$ 1,374,964</u>	<u>\$ 1,170,827</u>	<u>\$ 1,238,187</u>

See independent auditor's report on supplemental information.

THE EPISCOPAL DIOCESE OF CENTRAL PENNSYLVANIA  
ADDITIONAL INCOME - PARISHES OF THE DIOCESE  
DECEMBER 31, 2012

Emergency Relief - general	\$ 9,316
Episcopal Home - Shippensburg	210
Good Friday	400
Miscellaneous	508
United Thank Offerin	<u>2,235</u>
	\$ 12,669

See independent auditor's report on supplemental information.



THE EPISCOPAL DIOCESE OF CENTRAL PENNSYLVANIA  
SCHEDULE OF REVENUES, EXPENSES AND CHANGES IN FUND BALANCES -  
MODIFIED CASH BASIS - BY FUND  
DECEMBER 31, 2012

	Unrestricted				
	Missionary Budget Fund	Discretionary Funds	Bishop and Mrs. Darlington Memorial Fund	Bishop Darlington Fund	Bishop Heistand Fund
Beginning balance					
DCPA 1/1/12	\$ 564,783	\$ 45,091	\$	\$ (8,406)	\$ 89,845
Incorporated Trustees 1/1/12			24,511	376,040	1,107,026
<b>Total 1/1/12</b>	<b>564,783</b>	<b>45,091</b>	<b>24,511</b>	<b>367,634</b>	<b>1,196,871</b>
<b>Revenues</b>					
Fair Share Pledges	1,214,534				
Investment income	3,999	158	500	7,672	23,015
Contributions	58,668	8,098			
Program fees	10,079				
Grant income	16,000				
Principal repayments					78,654
Proceeds from outside trusts					
Unrealized/realized gains/(losses)			1,907	29,264	86,151
Conferences/seminars/camps	49,250				
Miscellaneous income					
<b>Total revenues</b>	<b>1,352,530</b>	<b>8,256</b>	<b>2,407</b>	<b>36,936</b>	<b>187,820</b>
<b>Expenses</b>					
World Mission	296,746				
Diocesan Mission	589,486	6,350		25,862	
Office of the Bishop	755,717				
Diocesan programs	41,634				
Parish trust distributions					
Grant returned					
Loans disbursed					12,500
Offerings					
Accrued parish/Diocese distribution					
Parish bequests					
<b>Total expenses</b>	<b>1,683,583</b>	<b>6,350</b>	<b></b>	<b>25,862</b>	<b>12,500</b>
Changes in fund balances	(331,053)	1,906	2,407	11,074	175,320
<b>Other changes in fund balances</b>					
Transfers between funds	21,761				
<b>Ending balance</b>					
DCPA 12/31/12	255,491	46,997		(34,268)	156,427
Incorporated Trustees 12/31/12			26,918	412,976	1,215,764
<b>Total 12/31/12</b>	<b>\$ 255,491</b>	<b>\$ 46,997</b>	<b>\$ 26,918</b>	<b>\$ 378,708</b>	<b>\$ 1,372,191</b>

(Continued)

See independent auditor's report on supplemental information.

	Restricted				
Bishop Honoman Endowment Fund	Bishop Wyatt-Brown Fund	Bishop Stevenson Fund	Doris Stephenson Fund	Oscar Heinz Endowment	Widows Corp Wellness Fund
\$ 424,994	\$ 83,805	\$ 404,241	\$ 19,799	\$ 457,075	\$ 28,925
424,994	83,805	404,241	19,799	457,075	28,925
8,611	1,710	8,190	404	9,261	1,675
32,987	6,522	31,376	1,541	35,476	
41,598	8,232	39,566	1,945	44,737	1,675
417		197		448	
417		197		448	
41,181	8,232	39,369	1,945	44,289	1,675
(8,194)		(7,993)		(8,812)	
457,981	92,037	435,617	21,744	492,552	30,600
\$ 457,981	\$ 92,037	\$ 435,617	\$ 21,744	\$ 492,552	\$ 30,600

THE EPISCOPAL DIOCESE OF CENTRAL PENNSYLVANIA  
SCHEDULE OF REVENUES, EXPENSES AND CHANGES IN FUND BALANCES -  
MODIFIED CASH BASIS - BY FUND (Cont'd.)  
DECEMBER 31, 2012

	Reserve - General Convention Fund	Reserve - Lambeth Conference Fund	Emergency Needs Fund	Disaster Response	Diocesan Medical/Life Insurance
Beginning balance					
DCPA 1/1/12	\$	\$	\$ 1,601	\$ 3,545	\$
Incorporated Trustees 1/1/12	40,085	19,560			50,083
Total 1/1/12	40,085	19,560	1,601	3,545	50,083
Revenues					
Fair Share Pledges					
Investment income	923	399			1,022
Contributions				2,500	220
Program fees					
Grant income					
Principal repayments					
Proceeds from outside trusts					
Unrealized/realized gains/(losses)	4,315	1,522			3,897
Conferences/seminars/camps					
Miscellaneous income					
Sale and liquidation proceeds					
Total revenues	5,238	1,921		2,500	5,139
Expenses					
World Mission					
Diocesan Mission					
Office of the Bishop					
Diocesan Programs					
Parish trust distributions					
Grant returned					
Loan disbursed					
Offerings					
Accrued parish/Diocese distribution					
Parish bequests					
Total expenses					
Changes in fund balances	5,238	1,921		2,500	5,139
Other changes in fund balances					
Transfers between funds	7,000				
Ending balance					
DCPA 12/31/12			1,601	6,045	220
Incorporated Trustees 12/31/12	52,323	21			55,002
Total 12/31/12	\$ 45,323	\$ 21,481	\$ 1,601	\$ 6,045	\$ 55,222

(Continued)

See independent auditor's report on supplemental information.

Restricted						
Bishop Search	Deckard/ Bechtel Trust Fund	Grubb/ Thompson Trust	Sharing the Vision Inc. Trustees	Designated Offering Transmittal	Episcopal Church Women	ECW Book of Remembrance
\$ 10,097	\$	\$	\$ 11,118,609	\$ 816	\$ 13,719 9,369	\$ 347 28,259
10,097			11,118,609	816	23,088	28,606
206			22,824	12,669	196 11,101	573
786	261,910	2,484	87,052		727 5,913	2,193
992	261,910	2,484	109,876	12,669	17,937	2,766
				12,161	8,196	
	261,910	2,484			1,825 9	28
	261,910			12,161	10,030	28
992			109,876	508	7,907	2,738
					544	(544)
11,089			1,228,485	1,324	21,443 10,096	347 30,453
\$ 11,089			\$ 1,228,485	\$ 1,324	\$ 31,539	\$ 30,800

THE EPISCOPAL DIOCESE OF CENTRAL PENNSYLVANIA  
SCHEDULE OF REVENUES, EXPENSES AND CHANGES IN FUND BALANCES -  
MODIFIED CASH BASIS - BY FUND (Cont'd.)  
DECEMBER 31, 2012

					York Springs Church Fund
Beginning balance					
DCPA 1/1/12	\$	\$	\$	\$	\$
Incorporated Trustees 1/1/12	<u>224,265</u>	<u>104,613</u>	<u>11,492</u>	733,501	<u>10,813</u>
Total 1/1/12	<u>224,265</u>	<u>104,613</u>	<u>11,492</u>	<u>733,501</u>	<u>10,813</u>
Revenues					
Fair Share Pledges					
Investment income	4,576	2,135	234	14,861	219
Contributions					
Program fees					
Grant income					
Principal repayments					
Proceeds from outside trusts					
Unrealized/realized gains	17,453	8,141	894	56,932	839
Conferences/seminars/camps					
Miscellaneous income					
Total revenues	<u>22,029</u>	<u>10,276</u>	<u>1,128</u>	<u>71,793</u>	<u>1,058</u>
Expenses					
World Mission					
Diocesan Mission					
Office of the Bishop					
Diocesan Programs					
Parish trust distributions					
Grant returned					
Loans disbursed					
Offerings					
Accrued parish/Diocese distribution				720	11
Parish bequests					
Total expenses				<u>720</u>	<u>11</u>
Changes in fund balances	22,029	10,276	1,128	71,073	1,047
Other changes in fund balances					
Transfers between funds				(14,141)	(208)
Ending balance					
DCPA 12/31/12					
Incorporated Trustees 12/31/12	<u>246,294</u>	<u>114,889</u>	<u>12,620</u>	<u>790,433</u>	<u>11,652</u>
Total 12/31/12	<u>\$ 246,294</u>	<u>\$ 114,889</u>	<u>\$ 12,620</u>	<u>\$ 790,433</u>	<u>\$ 11,652</u>

(Continued)

See independent auditor's report on supplemental information.

Restricted						
Sarah Baker Trust Fund	Incorporated General	Leadership Endowment	Kermit L. Lloyd Memorial	Bishop Charlie McNutt Endowment	John Baldwin James Fund for Seminarians	G4 Celebration
\$ 38,386	\$ 530,243	\$ 41,567	\$ 222 204,397	\$ 200,615	\$ 11,589	\$ 20,405
<u>38,386</u>	<u>530,243</u>	<u>41,567</u>	<u>204,619</u>	<u>200,615</u>	<u>11,589</u>	<u>20,405</u>
783	10,819	848	4,170	4,093	237	416
2,987	41,265	3,235	15,907	15,612	902	1,588
<u>3,770</u>	<u>52,084</u>	<u>4,083</u>	<u>20,077</u>	<u>19,705</u>	<u>1,139</u>	<u>2,004</u>
3,770	52,084	4,083	20,077	19,705	1,139	2,004
42,156	582,327	45,650	222 224,474	220,320	12,728	22,409
<u>\$ 42,156</u>	<u>\$ 582,327</u>	<u>\$ 45,650</u>	<u>\$ 224,696</u>	<u>\$ 220,320</u>	<u>\$ 12,728</u>	<u>\$ 22,409</u>

THE EPISCOPAL DIOCESE OF CENTRAL PENNSYLVANIA  
SCHEDULE OF REVENUES, EXPENSES AND CHANGES IN FUND BALANCES -  
MODIFIED CASH BASIS - BY FUND (Cont'd.)  
DECEMBER 31, 2012

	Diocesan Vehicle	Called to Grow Communi- cation	101 Pine St. Endowment	Called to Grow Youth	Closed Parish Funds
Beginning balance					
DCPA 1/1/12	\$	\$	\$	\$	\$ 55,751
Incorporated Trustees 1/1/12	21,257	28,844	253,087	20,634	3,152
<b>Total 1/1/12</b>	<b>21,257</b>	<b>28,844</b>	<b>253,087</b>	<b>20,634</b>	<b>58,903</b>
<b>Revenues</b>					
Fair Share Pledges					
Investment income	434	588	5,164	421	65
Contributions					
Program fees					
Grant income					
Principal repayments					
Proceeds from outside trusts					
Unrealized/realized gains	1,654	2,245	19,696	1,606	245
Conferences/seminars/camps					
Miscellaneous income					
<b>Total revenues</b>	<b>2,088</b>	<b>2,833</b>	<b>24,860</b>	<b>2,027</b>	<b>310</b>
<b>Expenses</b>					
World Mission					
Diocesan Mission					10,587
Office of the Bishop					
Diocesan Programs					
Parish trust distributions					
Grant returned					
Loans disbursed					
Offerings					
Accrued parish/Diocese distribution					
Parish bequests					
<b>Total expenses and transfers</b>					<b>10,587</b>
Changes in fund balances	2,088	2,833	24,860	2,027	(10,277)
<b>Other changes in fund balances</b>					
Transfers between funds					10,587
<b>Ending balance</b>					
DCPA 12/31/12					55,751
Incorporated Trustees 12/31/12	23,345	31,677	277,947	22,661	3,462
<b>Total 12/31/12</b>	<b>\$ 23,345</b>	<b>\$ 31,677</b>	<b>\$ 277,947</b>	<b>\$ 22,661</b>	<b>\$ 59,213</b>

(Continued)

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Restricted						
SCS Dean Endowment	Diocesan Gardens	Training Program	Risk Management Program	St. Mary's Williamsport	Southern York	Total Restricted Funds
\$ 48,014	\$ 611	\$ 39	\$ 1,264	\$ 2,537	\$ 1,926	\$ 237,833
48,014	611	39	1,264	2,537	1,926	6,680,427
980						136,707
					20,008	56,271
			2,500			2,500
					12,000	12,000
						78,654
						264,394
3,736						520,653
						5,913
4,716			2,500		32,008	1,077,092
					24,251	79,211
			5,000			13,196
						12,500
						1,825
						1,830
						264,394
			5,000		24,251	372,956
4,716			(2,500)		7,757	704,136
						(21,761)
52,730	611	39	(1,236)	2,537	9,683	298,343
						7,302,292
\$ 52,730	\$ 611	\$ 39	\$ (1,236)	\$ 2,537	\$ 9,683	\$ 7,600,635



THE EPISCOPAL DIOCESE OF CENTRAL PENNSYLVANIA  
SCHEDULE OF REVENUES, EXPENSES AND CHANGES IN FUND BALANCES -  
MODIFIED CASH BASIS - BY FUND (Cont'd.)  
DECEMBER 31, 2012

	<u>Custodial Accounts</u>	<u>Total All Funds</u>
Beginning balance		
DCPA 1/1/12	\$ 502	\$ 803,118
Incorporated Trustees 1/1/12	<u>9,647,168</u>	<u>16,327,595</u>
<hr/>		
Total 1/1/12	<u>9,647,670</u>	<u>17,130,713</u>
<hr/>		
Revenues		
Fair Share Pledges		1,214,53
Investment income	196,418	337,
Contributions	544,471	659,410
Program fees		12,579
Grant income		28,000
Principal repayments		78,654
Proceeds from outside trusts		264,394
Unrealized/realized gains	752,589	1,273,24
Conferences/seminars/camps		49,250
Miscellaneous income		
Total revenues	<u>1,493,478</u>	<u>3,923,100</u>
Expenses		
World Mission		296,746
Diocesan Mission		668,697
Office of the Bishop		768,913
Diocesan Programs		41,634
Parish trust distributions	700,816	700,816
Grant returned		
Loans disbursed		12,500
Offerings		1,825
Accrued parish distribution	1,982	3,812
Parish bequests		264,394
Total expenses	<u>702,798</u>	<u>2,759,337</u>
Changes in fund balances	790,680	1,163,763
Other changes in fund balances		
Transfers between funds		
Ending balance		
DCPA 12/31/11	502	554,33
Incorporated Trustees 12/31/11	<u>10,437,848</u>	<u>17,740,14</u>
Total 12/31/11	<u>\$ 10,438,350</u>	<u>\$ 18,294,476</u>

See independent auditor's report on supplemental information.

THE EPISCOPAL DIOCESE OF CENTRAL PENNSYLVANIA  
INCORPORATED TRUSTEES TRUST FUND PARTICIPATION  
DECEMBER 31, 2012

	Market Value 12/31/12	Undistributed Income 12/31/12	Total
			Distributable Income 2012
Bedford, St. James'	\$ 102,445	\$ 337	\$ 1,874
Bloomsburg, St. Paul's	6,034	40	113
Blue Ridge Summit, Church of the Transfiguration			
Investment Fund	321,765		6,020
Alter Guild	11,133		177
Fleck Memorial	45,119		841
Memorial Gifts	4,320		104
ECW Investment Fund	8,029		26
Brookland, All Saints'	65,593	434	1,233
Columbia, St. Paul's	155,081	1,025	2,916
Coudersport, Christ Church	98,783	653	1,857
Rev. Leslie K. Doyle Endowment Fund	8,850		164
Danville, Christ Church			
General Trust	44,677	295	840
Ackerman - Driscoll Fund	26,848		499
Marie Kisner Fund	970	6	18
Richard Wesner Memorial Fund	18,897		351
Conrad Estate	184,750	1,221	3,455
Eagles Mere, St. John's in the Wilderness	233,113		4,403
Episcopal Home at Shippensburg			
General	1,115,771		21,604
Resident Assistance Fund	109,755		2,039
Episcopal Square/Episcopal Gardens	73,492		1,365
Mr. & Mrs. George Hosfeld Fund - 50%	30,815	204	580
Episcopal Ministry - P.S.U.	35,308		656
Exchange, St James'			
General Trust	69,727	461	1,311
Paul Evalyn/George Vandine Memorial Fund	152,165	1,006	2,861
Gettysburg, Prince of Peace			
Operating	117,173	774	2,203
Investment	135,385		2,515
Buehler Foundation	9,377	62	176
Wetz.er Fund	287,455		5,390
Rector's Housing Fund	35,124		643
Endowment Fund	1,848,755		32,086
John M and Mary Stevenson Endow Fund	31,719		589
Hanover, All Saints			
Endowment Fund	43,419	287	816

(Continued)

See independent auditor's report on supplemental information.

THE EPISCOPAL DIOCESE OF CENTRAL PENNSYLVANIA  
 INCORPORATED TRUSTEES TRUST FUND PARTICIPATION (Cont'd.)  
 DECEMBER 31, 2012

	Market Value	Undistributed Income Distributable	Total
	12/31/12	12/31/12	Income
	<u>2012</u>		
Harrisburg, St. Paul's	\$ 117,795	\$	\$ 2,188
Harrisburg, St. Stephen's			
General Trust	310,664	2,053	5,936
Patricia Cameron Fund	47,430	314	892
Malcolm McDowell Fund	9,301		9,300
Hawk Run, Good Shepherd	5,215	34	98
Hershey, All Saints'	113,229	748	2,297
Hungtindon, St. John's	92,711	613	1,820
Jersey Shore, Trinity	17,390	115	327
Lawrenceville, St. John's	14,212		269
Lewisburg, St. Andrew's			
Living Endowment	108,508	717	2,039
Property Endowment	42,883	283	806
Outreach Endowment	50,934	337	958
Lewistown, St. Mark's	417,417	2,759	7,848
Ulrich Outreach	30,094	199	566
Lock Haven, St. Paul's	3,750		70
Manheim, St. Paul's	131,159	867	2,466
Mansfield, St. James'			
General Trust	1,743	12	224
Vicar's Discretionary	2,570	17	330
Ladies Auxiliary	603	4	78
Elizabeth Over Trust	7,290	48	937
St. Luke's Bloss	532	4	68
Marietta, St. John's	219,022		4,097
Mechanicsburg, St. Luke's	268,625		4,991
Mount Hope, Hope Church	108,959		1,717
Muncy, St. James'	11,141	74	209
Narvon, Bangor Church	52,438		974
Newport, Nativity/St. Stephen's Thompsontown	69,704		1,295
Kyle Weller Scholarship Fund	23,849		438
Parkinson	16,645		309
Episcopal Commons, Inc.	43,931		816
Webster Greenleaf Van Ormer			
Brubaker Memorial Trust	19,022		353
Northumberland, St. Mark's	64,629	427	1,215
Philipsburg, St. Paul's	35,297		656
Housing Fund	161,088		3,038

(Continued)

See independent auditor's report on supplemental information.

THE EPISCOPAL DIOCESE OF CENTRAL PENNSYLVANIA  
 INCORPORATED TRUSTEES TRUST FUND PARTICIPATION (Cont'd.)  
 DECEMBER 31, 2012

	Market Value	Undistributed Income Distributable	Total
	<u>12/31/12</u>	<u>12/31/12</u>	<u>Income</u>
	<u>2012</u>		
Renovo, Trinity			
General Trust	\$ 60,681	\$ 401	\$ 1,141
Lam Account	17,449	112	312
Selinsgrove, All Saints	16,150	107	2,130
Shippensburg, St. Andrew's			
Phillips Fund	195,039		3,688
Future maintenance	1,629		30
Continuing maintenance	124,345		2,310
Mr. & Mrs. George Hosfeld Fund - 50%	30,814	203	579
State College, St.			
Andrew's General	159,526		2,615
Helen Chelius Altar Guild	53,950		1,017
Rectory Fund	87,757		1,630
Carter Fund	142,081		3,018
Behr Fund	10,720		203
K. Palmer Outreach	63,071		957
Breneman Fund	192,034		3,425
Tioga, St. Andrew's	32,653		631
Tyrone, Trinity			
General	26,501	175	498
Organist	19,940	132	375
Upper Fairfield, Good Shepard	26,457	175	497
Waynesboro, St. Mary's Endowment Fund	145,651	963	2,738
Westfield, St. John's			
General Fund	7,914	52	149
Holcomb Trust	20,098	133	378
Williamsport, All Saints'	152,185	1,006	152,178
Williamsport, Christ Church			
Munson Fund	59,954		1,125
Endowment Fund	355,934		6,684
Altar Guild	17,148	113	322
Williamsport, St. Mary's			
Bastian Memorial Fund	281,351		5,227
James Heether Memorial Fund	<u>85,189</u>		<u>1,583</u>
Total - Churches, Home, Etc.	<u>10,437,848</u>	<u>20,002</u>	<u>354,790</u>

(Continued)

See independent auditor's report on supplemental information.

THE EPISCOPAL DIOCESE OF CENTRAL PENNSYLVANIA  
 INCORPORATED TRUSTEES TRUST FUND PARTICIPATION (Cont'd.)  
 DECEMBER 31, 2012

	Market	Undistributed	Total Value
Diocese			
Special Housing	\$ 12,620	\$	\$ 234
Endowment Field Work Fund	790,433	5,225	5,225
Bishop Darlington Fund	412,977		7,672
Bp. & Mrs. Darlington Fund	26,918		500
Bishop Wyatt - Brown Fund	92,037		1,710
Episcopal Church Women	10,096	67	190
ECW-Book of Remembrance	30,453	201	30,453
York Springs Church Fund	11,652	77	219
Bp. Dean T. Stevenson Fund	435,617	2,879	8,190
Doris Q. Stevenson Fund	21,744		404
Sharing the Vision Fund	1,228,485		22,823
Sarah Baker Trust Fund	42,157		783
Bishop Heistand Fund	1,215,764		22,587
Bishop Honoman Fund	457,981	3,027	8,611
Kermit L. Lloyd Memorial	224,474		4,170
Bishop Charlie McNutt Endowment	220,320		4,093
Leadership Endowment Fund	45,650		848
G4 Celebration	22,409		416
John Baldwin Vocational Fund	12,728		236
School of Christian Studies Dean Endowment	52,730		980
General Convention Reserve	52,323		923
Lambeth Conference Reserve	21,481		399
Diocesan Vehicle	23,345		434
New Mission Fund	246,294		4,576
New Building Fund	277,947		5,164
Called to Grow Youth	22,660		421
Called to Grow Communication	31,677		589
Bishop Advance Work Fund	114,889		2,134
Oscar Heinz Endowment Fund	492,551	3,256	9,261
Medical Insurance Fund	55,002		1,022
Closed Parishes Fund	3,462		64
Bishop Search	11,089		206
	6,719,965	14,732	145,537
Total - Other than Incorporated Trustees			
Incorporated Trustees			
General Account	582,327		10,819
	\$ 17,740,140	\$ 34,734	\$511,146

See independent auditor's report on supplemental information.

## Vital Statistics

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Parish	Members Last Year	Communicants	Others In Congregation	Sunday Attendance	Saturday Sunday Eucharists
All Saints (Hanover)	191	207	15	87	52
All Saints (Hershey)	405	413	75	138	118
All Saints (Selinsgrove)	85	59	5	28	61
All Saints (Ulysses)	56	57	5	27	43
All Saints (Williamsport)	71	70	6	37	0
Bangor (Narvon)	101	103	0	40	53
Calvary (Beartown)	83	80	0	22	52
Christ (Berwick)	126	128	9	34	52
Christ (Coudersport)	83	83	0	29	43
Christ (Danville)	105	80	4	34	83
Christ (Milton)	42	43	8	22	46
Christ (Williamsport)	109	0	0	0	0
Good Shepherd (Hawk Run)	51	41	1	21	54
Good Shepherd (Montoursville)	14	14	0	10	22
Holy Trinity (Hollidaysburg)	111	111	0	36	0
Holy Trinity (Shamokin)	109	0	0	0	0
Hope (Manheim)	85	67	12	46	53
Mt Calvary (Camp Hill)	492	520	0	201	105
Nativity-St Stephen (New port)	145	148	0	51	51
Our Saviour (Montoursville)	55	41	0	15	42
Prince of Peace (Gettysburg)	338	191	34	118	104
St Andrew (State College)	892	758	80	307	218
St Andrew (York)	347	240	70	122	103
St Andrews (Harrisburg)	262	277	7	91	156
St Andrews (Lewisburg)	238	147	31	89	105
St Andrews (Shippensburg)	248	263	9	103	106
St Andrews, Tioga (Tioga)	49	0	0	0	0
St Benedicts York County (New Freedom)	57	65	0	33	56
St Edward (Lancaster)	372	338	0	131	125
St Gabriel (Benton)	19	15	0	11	17
St James (Bedford)	52	52	2	30	53
St James (Lancaster)	1,037	1,035	253	230	158
St James (Mansfield)	59	47	27	38	54
St James (Muncy)	57	49	6	36	52
St James (Turbotville)	15	15	2	12	40
St John (Bellefonte)	235	118	7	77	92
St John (Huntingdon)	95	90	4	57	101
St John (Lancaster)	380	0	501	198	108
St John (Marietta)	64	63	11	38	52

	Diocese				
St John (Westfield)	39	38	0	13	16
St John (York)	471	376	47	170	107
St Johns (Carlisle)	710	504	0	260	151
St Luke (Altoona)	111	88	0	55	95
St Luke (Mechanicsburg)	365	338	17	116	106
St Lukes (Mount Joy)	158	160	0	67	53
St Mark (Lewistown)	145	85	4	50	48
St Mark (Northumberland)	77	37	3	23	44
St Marys (Waynesboro)	138	112	15	67	108
St Matthew (Sunbury)	254	265	10	60	3
St Paul (Columbia)	106	99	10	83	154
St Paul (Harrisburg)	247	185	15	68	54
St Paul (Lock Haven)	45	34	6	13	34
St Paul (Manheim)	90	92	5	35	70
St Paul (Philipsburg)	263	89	3	53	51
St Pauls (Bloomsburg)	138	89	27	66	97
St Pauls (Wellsboro)	266	259	10	82	146
St Stephens (Harrisburg)	607	609	0	173	107
St Stephens (Mount Carmel)	56	29	1	16	52
St Thomas (Lancaster)	330	326	0	107	0
Transfiguration (Blue Ridge Summit)	116	101	9	31	54
Trinity (Chambersburg)	225	143	31	68	160
Trinity (Jersey Shore)	64	66	9	23	49
Trinity (Renovo)	27	22	0	14	52
Trinity (Tyrone)	97	69	10	31	55
Trinity (Williamsport)	363	272	13	112	107

Diocese of Central

Financial Statistics of Congregations and Missions

Year in parentheses is last year of filing if not 2012

City	Congregation	REVENUE			EXPENSE			
		Plate & Pledge Income	Operating Revenue	Total Revenue	Operating Expense	To the Diocese	Outreach & Development	Total Expense
Altoona	St Luke Episcopal Church	95,028	195,656	283,012	203,713	28,555	0	203,713
Beartown	Calvary Chapel	17,814	18,214	19,672	20,547	2,249	932	22,005
Bedford	St James Episcopal Church	55,086	83,830	93,041	58,014	9,200	15,000	74,225
Bellefonte	St Johns Episcopal Church	123,800	190,674	208,168	179,559	29,146	37,933	215,277
Benton	St Gabriel Episcopal Church	4,182	15,787	55,212	11,266	1,000	2,674	14,145
Berwick	Christ Episcopal Church	73,622	92,739	112,230	108,751	13,638	14,853	124,267
Bloomsburg	St Pauls Episcopal Church	95,666	123,816	147,443	143,479	9,000	6,284	153,563
Blue Ridge Summit	Church of the Transfiguration	42,597	59,449	72,672	64,875	10,110	7,797	72,672
Camp Hill	Mount Calvary Church	333,255	351,095	447,992	355,589	62,160	84,627	430,952
Carlisle	St Johns Episcopal Church	397,158	407,888	446,405	487,069	72,881	28,885	497,127
Chambersburg	Trinity Episcopal Church	95,458	136,622	141,094	193,377	13,079	1,815	195,886
Columbia	St Pauls Episcopal Church	102,140	187,794	202,240	187,571	7,400	14,107	202,083
Coudersport	Christ Episcopal Church	39,523	48,041	48,041	61,758	7,501	42	63,335
Danville	Christ Memorial Episcopal Church	15,363	125,416	125,416	125,416	17,851	10,095	125,416
Gettysburg	Prince of Peace Memorial Church	239,221	268,763	522,382	254,091	39,408	60,372	323,863
Hanover	All Saints Church	114,369	128,511	128,511	137,275	14,400	6,738	139,250
Harrisburg	St Andrews Episcopal Church	115,445	219,190	223,718	216,431	28,439	10,462	223,718
Harrisburg	St Pauls Episcopal Church	115,774	134,770	176,770	115,999	21,828	47,691	163,690
Harrisburg	St Stephens Cathedral	491,704	557,926	582,945	559,214	97,691	173	559,322
Hawk Run	Chapel of the Good Shepherd	22,100	43,775	44,295	43,619	3,443	5,655	46,800
Hershey	All Saints Episcopal Church	270,566	270,566	377,679	268,720	37,827	52,526	316,576
Hollidaysburg	Church of the Holy Trinity	47,693	66,693	66,693	75,324	8,460	4,275	78,749
Huntingdon	St Johns Church	92,412	113,336	116,472	134,128	0	449	137,713
Jersey Shore	Trinity Episcopal Church	40,770	75,371	76,667	76,667	9,292	10,173	85,402
Lancaster	St Edward Episcopal Church	224,586	244,784	244,784	254,133	30,000	0	254,133
Lancaster	St James Episcopal Church	833,129	1,060,205	2,672,956	1,202,602	143,742	2,213,037	3,404,218
Lancaster	St Johns Episcopal Church	419,486	506,613	672,583	498,822	22,833	136,356	630,968
Lancaster	St Thomas Episcopal Church	261,599	280,573	353,322	287,664	30,000	25,729	309,139



Diocese of Central

Financial Statistics of Congregations and Missions

Year in parentheses is last year of filing if not 2012

City	Congregation	REVENUE			EXPENSE			
		Plate & Pledge Income	Operating Revenue	Total Revenue	Operating Expense	To the Diocese	Outreach & Development	Total Expense
Lewisburg	St Andrews Episcopal Church	192,351	195,108	216,964	184,751	20,142	33,006	216,607
Lewistown	St Marks Episcopal Church	66,211	116,197	153,546	98,877	15,637	67,232	167,432
Lock Haven	St Pauls Church	26,467	39,924	55,125	43,134	8,657	13,386	56,235
Manheim	Hope Episcopal Church	59,602	66,235	189,595	97,496	8,204	63,848	150,798
Manheim	St Pauls Episcopal Church	33,676	43,156	62,571	58,831	5,000	13,754	72,585
Mansfield	St James Episcopal Church	69,442	160,764	170,226	134,656	10,890	28,000	165,992
Marietta	St Johns Church	36,420	59,467	61,272	59,018	7,211	964	59,982
Mechanicsburg	St Lukes Episcopal Church	225,360	261,189	287,609	241,252	21,500	8,332	257,520
Milton	Christ Episcopal Church	10,092	22,272	22,272	49,086	3,333	3,888	52,974
Montoursville	Church of Our Saviour	26,448	48,113	48,113	48,113	4,896	0	48,113
Montoursville	Church of the Good Shepherd	12,809	13,503	13,503	11,684	2,099	510	12,153
Mount Carmel	St Stephens Church	9,694	24,810	56,239	30,408	3,135	26,800	57,208
Mount Joy	St Lukes Episcopal Church	79,416	89,737	129,878	89,893	13,978	36,195	127,638
Muncy	St James Episcopal Church	75,321	86,626	86,626	85,561	6,000	1,590	87,111
Narvon	Bangor Episcopal Church	79,083	88,815	88,815	69,589	10,740	12,451	75,416
New Freedom	St Benedicts Episcopal Church	20,336	28,751	28,751	0	0	0	0
Newport	Church of the Nativity-St Stephen	82,491	280,809	297,722	226,153	35,829	22,148	232,715
Northumberland	St Mark Episcopal Church	52,725	66,019	71,964	88,549	4,752	6,275	88,549
Philipsburg	St Pauls Church	61,509	83,801	83,801	76,841	14,040	1,555	76,991
Renovo	Trinity Episcopal Church	12,670	44,869	50,619	47,573	4,858	25,759	71,819
Selinsgrove	All Saints Episcopal Church	26,182	89,243	103,220	102,817	8,080	3,623	106,756
Shamokin	Holy Trinity Episcopal Church (2010)	22,100	72,682	73,682	73,490	3,200	1,465	73,490
Shippensburg	St Andrews Episcopal Church	154,789	168,287	189,148	202,802	35,000	2,007	215,393
State College	St Andrews Church	469,572	540,099	661,118	511,629	64,000	130,321	637,252
Sunbury	St Matthews Episcopal Church	87,727	96,998	127,580	101,564	16,920	27,716	129,280
Tioga	St Andrews Episcopal Church (2010)	10,650	30,373	30,373	30,125	510	1,380	30,969
Turbotville	St James Episcopal Church	9,204	22,534	22,579	24,226	1,200	3,640	26,901
Tyrone	Trinity Episcopal Church	51,959	52,601	61,526	33,153	2,942	24,246	56,653

City	Congregation	Plate & Pledge Income	Operating Revenue	Total Revenue	Operating Expense	To the Diocese	Outreach & Development	Total Expense
Ulysses	All Saints Church	31,837	43,568	49,380	44,504	4,189	0	44,504
Waynesboro	St Marys Episcopal Church	110,592	135,377	149,867	134,164	19,853	1,155	136,869
Wellsboro	St Pauls Episcopal Church	80,898	179,610	224,834	181,373	20,400	29,755	229,994
Westfield	St Johns Church	9,211	12,059	13,251	13,808	1,644	17,440	31,223
Williamsport	All Saints Memorial Church	11,515	26,765	39,115	46,573	20,244	4,938	50,212
Williamsport	Christ Episcopal Church	173,677	217,964	223,017	210,255	30,000	1,962	212,865
Williamsport	Trinity Episcopal Church	208,818	268,656	285,123	269,189	26,004	29,429	301,149
York	St Andrews Episcopal Church	216,282	244,617	244,617	226,000	30,000	19,000	245,000
York	St John The Baptist Episcopal Church	425,407	545,929	575,345	539,308	78,650	68,285	591,481
Total		8,112,089	10,575,624	13,911,401	10,812,118	1,334,870	3,530,735	14,266,036

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## Bequest Form

The attention of the members of the Church of the Diocese of Central Pennsylvania is called to the desirability of provision for work of the Church in their will. Forms of bequest for the Parish, the Diocese and the National Church are submitted for their use.

### Form of Bequest

I, \_\_\_\_\_, give the bequest to Rector, Wardens and Vestry of \_\_\_\_\_, in the Diocese of Central Pennsylvania, \_\_\_\_\_% of my estate to be used for general church purposes.

(The testator may designate the object of their bequest if they so desire.)

### Form of Bequest

I, \_\_\_\_\_, give the bequest to the Council of Trustees of the Episcopal Diocese of Harrisburg a.k.a. The Episcopal Diocese of Central Pennsylvania \_\_\_\_\_% of my estate to be used for general diocesan purposes.

(The testator may designate the object of their bequest if they so desire.)

### Form of Bequest

I, \_\_\_\_\_, give and bequest to the Domestic and Foreign Missionary Society of the Episcopal Church in the United States of America \_\_\_\_\_% of my estate to be used for its corporate purposes.

(The testator may designate the object of their bequest if they so desire.)

**To discuss the matter of a bequest, please contact:**

**The Chancellor of the Diocese, Barbara McLemore, Esq., PO Box 11937, Harrisburg, PA 17108; or the Planned Giving Officer, PO Box 11937, Harrisburg, PA 17108 (1-888-236-5959)**



