



**THE EPISCOPAL DIOCESE OF PENNSYLVANIA**  
**DIOCESAN COUNCIL**  
**Saturday, September 8, 2012**  
**Church of the Holy Trinity, Lansdale**

**MINUTES**

Attendance (arranged by Deanery)

Rt. Rev. Charles Bennison

Brandywine: Martha Thomae, Rev. Jon Sorenson

Bucks: Rev. Ernest Curtin, Doug Fonte, Emily Wolf

Delaware: Rev. Michael Knight, Janet Ross

Merion: Rev. Jane Cornman, George Vosburgh

Montgomery: Elise Bowers, Joe Madison, Rev. Marek Zabriskie

Pennypack: Rev. Jonathan Clodfelter, Peter Datos

Schuylkill: Debora Brown

Southwark: Rev. Joy Segal, Jeanette Woehr, Paul Yaros

Valley Forge: Beverly Loftus

Wissahickon: Rev. Elliot Waters, Patricia Smith

Guests: Rob Rogers, Rev. Ledlie Laughlin, Mary Kohart

1. Call to Order Bishop Bennison  
Bishop Bennison called the meeting to order at 9:07AM and led us in prayer.
2. Scripture Reflection (*5 minutes*) TBD  
The Rev. Jane Cornman led the scripture reflection.
3. Opening of the meeting (*10 minutes*) Bishop Bennison
  - a. Welcome and Introductions  
Elise Bowers welcomed us and gave a brief history of the Church of the Holy Trinity.
  - b. Adoption of the agenda  
A motion was made by Doug Fonte and seconded by Martha Thomae to adopt the agenda. Motion passed.
  - c. Recognition of Visitors
4. Minutes of the June 16, 2012 meeting of Diocesan Council (*5 minutes*) Ms. Jeanette Woehr, Secretary  
A motion was made by Doug Fonte and seconded by George Vosburgh to accept the minutes of the June 16, 2012 Diocesan Council meeting. Motion passed.
5. Bishop's Report (*35 minutes*) Bishop Bennison  
Highlights in the Diocese since we last met on June 16 include:

**Church House:** The death of our beloved colleague and co-worker, Karen Bach, at age 61, on June 28, was to all of us on the Diocesan Staff a grievous blow that was softened both by our Resurrection Hope powerfully expressed in the Requiem Eucharist at the Cathedral on July 21, and by the way in which we all pulled together to assume responsibility for the work Karen was doing, especially in preparation for Diocesan Convention.



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**Diocesan Staff:** Karen's death, together with Jakki Wallace's and Glenn Colliver's retirements at the Diocesan Convention, occasioned for the Standing Committee and me the need to study, in conjunction with the present staff, restructuring that portion of the staff supported by the Episcopate Budget. That study is a work in progress. I will report to you its results once we have finished it.

**Diocesan History:** *This far by Faith: Tradition and Change in the Episcopal Diocese of Pennsylvania* was published in early July, in time for me at the General Convention to distribute copies to all bishops of the church – such as Barry Howe, Mark Andrus, Barbara Harris, Gerrie Wolf, Mary Glasspool, Greg Brewer – who have at one time served as priests in our diocese. Copies were mailed to every parish for its library, and are being distributed by hand to all clergy of the diocese and all members of diocesan governance bodies. I will have a copy of the book for each member of Council at this meeting.

Mark your calendar now and join the ten chapter authors – David Contosta, the book's editor, Charles Cashdollar, Marie Conn, William W. Cutler III, Deborah Mathias Gough, Ann Greene, Sheldon Hackney, Emma J. Lapsansky-Werner, William Pencak, and Thomas F. Rzeznik – in celebrating this milestone at a Service of Evensong according to the rite originally used by Pennsylvania Episcopalians in Christ Church, 20 North American Street, Philadelphia, on **Sunday, October 7 at 5:00 p.m.**, with the Rt. Rev. R. William Franklin, the Bishop of Western New York and an eminent church historian, preaching, followed by a gala reception.

You are urged, too, to join Bishop Franklin and the authors for either of two identical forums on our diocese' history – the first on **Sunday, October 7, at 3:00-4:40 p.m.**, and the second on **Monday, October 8, 10:00-11:30 a.m.** (preceded by continental breakfast available at 9:00 a.m.) in the Dell Auditorium of the National Museum of Jewish American History, 101 South Independence Mall, Philadelphia. To reserve a seat at the forums, contact J.D. Lafrance at [jdlafrance@diopa.org](mailto:jdlafrance@diopa.org) by **no later than Friday, October 5.**

In addition, we have arranged for the Bishop White House at 309 Walnut Street to be open on **Sunday, October 7, 1:00-2:30 p.m.**, so that those attending the celebration that day may first have the opportunity to tour the home of the first Bishop of Pennsylvania (1787-1836) and first Presiding Bishop of the Episcopal Church (1789, 1795-1836).

Each of the ten chapter authors will be preaching or speaking at a church in each of the ten deaneries on **Sunday morning, October 7.** Our clergy have been encouraged to invite them – especially the five who live locally – to come to their churches on other dates in order speak or preach or launch the use of *This Far by Faith* in a parish book reading group. Should you need help in making such arrangements, contact Dr. William Cutler, Diocesan Historiographer and Chair of the Committee on Diocesan History, at [wcutler@temple.edu](mailto:wcutler@temple.edu) Our diocese owes a deep debt of gratitude to the late Rev. Dr. Jean Mather, Diocesan Historiographer, her predecessor, Dr. Sheldon Hackney, Dr. David Contosta, Commission member and editor, and the other Commission members – Glenn Colliver, David Contosta, William Cutler, James Duffy, Ann Greene, Clark Groome, Margaret Landis, Jefferson Moak, Richard Schneider, Daniel Stevick, Arthur Sudler and Helen White – for initiating and shepherding the book project to completion.



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**Personnel Manual and Gift Acceptance Policy:** Rob Rogers has worked long and hard drafting both of these documents, which are now in the hands of the Chancellor for review.

**Property Matters:** Sean McCauley has been extremely busy all summer moving forward our sales of three vacant church properties formerly occupied by St. Augustine's Church of the Covenant, St. Peter's, Germantown, and St. John's Lansdowne. We expect all three sales to close imminently. We are also busy showing two other properties formerly used by St. Mary's, Warwick, and St. John's, Third and Reed, to prospective buyers.

**Interest Income to the Program Budget:** The Standing Committee consented to my request to commit \$926,561 in interest income for the 2013 Program Budget.

**Episcopal Succession:** The Rev. Ledlie Laughlin, President of the Standing Committee, has informed me that the process the Committee has envisioned wherewith it will assess the readiness of the Diocese regarding the election of its next bishop will conclude around March, 2013. Therefore, I will not be calling for the election of a Coadjutor at this next Convention.

**Wapiti:** On August 14, Alan Lindsay, President, Wapiti Land Company, signed an Exclusive Representation Agreement with Prudential Fox and Roach to list the property for \$7.5 million. Expenses for taxes, maintenance, and insurance are being paid from the Property Fund.

**Transitions:** This summer the following clergy retired or moved to new ministries out of the Diocese: Whitney Altopp (St. Thomas, Whitmarsh), Randy Callender (Grace and the Incarnation, Philadelphia), Alexander (Sandy) Graham (Incarnation Holy Sacrament, Drexel Hill), James Littrell (St. Mary's, Hamilton Village), Carlos Santos-Rivera (La Iglesia de Cristo y San Ambrosio), Robert Smith (Good Shepherd, East Falls),

The following new clergy began new ministries: Jose Diaz Martinez (La Iglesia de Cristo y San Ambrosio), Michael Giansiracusa (St. Mary's, Ardmore), Timothy Griffin (All Saints', Rhawnhurst), Bradley Hauff (All Saint's, Torresdale), Jon Richardson (Good Shepherd, East Falls), Robin Smith (St. Philip's, Oreland), Jill Wikel (St. John's, Glen Mills).

Among those we commended to eternal life in the hands of Almighty God were the Rev. Scott Harvin, Rev. Robert Lorenz, the Rev. Jean Mather, and Donaleen Penny, widow of the late Rev. Wilfred Penny.

**Clergy Day, Tuesday, September 11:** The theme for the day – “Eleven after 9/11: How the Context for Our Ministries has Changed” – arises from my sense that September 11, 2001 increasingly looks to have been an historic watershed in many people's understanding of, and attitude toward, religion, spirituality, and the church. Our speaker, Simon Critchley, the Hans Jonas Professor of Philosophy at the New School for Social Research in New York, represents in a highly articulate way the change that is taking place. Our Liturgical Commission, chaired by the Rev. Kenneth Bullock, has prepared three beautiful services from the Daily Prayers of the Hours authorized at this summer's General Convention. The schedule is:

8:00 a.m. Coffee and pastry available for those arriving early at Wapiti

9:30 a.m. Song and Prayer led by the Diocesan Liturgical Commission

9:45 a.m. Simon Critchley: “Wilde Christianity”

11:00 a.m. Break



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11:15 a.m. Simon Critchley: “St. Paul and the Nature of Faith”  
12:30 p.m. Noon Prayer and Lunch  
1:30 p.m. Simon Critchley: “9/11 and the Problem of Violence”  
2:45 p.m. Song and Prayer led by the Diocesan Liturgical Commission  
3:00 p.m. Depart

**City Camp:** This summer City Camp experienced growth in a number of ways. The training program for counseling staff was greatly enhanced and the week of training included opportunities for: First Aid & CPR training/refreshers, Review of *Safe Church Guidelines*, Childhood Development, Teaching Techniques, Behavioral Management, and personal faith and vocational exploration. The program employed 16 individuals between the ages of 15 & 26. The program explored the logistics of offering a second day camp location and the knowledge learned will be valuable for future expansion.

The program did however see an overall decrease in participation. The highly structured Camp St. James program served 56 students for 4 weeks. This is down from 86 the previous year across the same 4 week period. The program dropped the youngest age group and looked for a commitment for attendance across the total 4 week period. The program took a large step in curriculum enhancement especially in the area of Math & Reading. Campers were assessed at the beginning of camp and the end and all students saw increases in their Reading & Math scores. The overnight program served 62 participants down from 120 the previous year.

2013 will see an increase in the number of overnight campers as, contracts for youth groups are already being prepared for 4 parish youth groups.

**Camp Arrowhead:** The Diocese provided 21 individual campers with financial assistance to attend Camp Arrowhead during the summer of 2012. The total amount given was \$9,169.50. This is down from the \$10,087.25 provided last year for 21 campers.

**General Convention:** Many of you know from a letter I sent out in July that from my perspective the 77th General Convention was an outstanding meeting. The worship and music were inspiring, our Presiding Bishop was powerful in her presiding and preaching, and the vast amount of important legislation we adopted effectively and prudentially will benefit the Church tremendously.

In Indianapolis, three of our own were elected to important posts in the Church – the Rev. Peter Vanderveen of Redeemer, Bryn Mawr, to the Board of Examining Chaplains, Gordon Fowler of St. Mary’s, Wayne, to the Church Pension Fund Board, and the Rev. Edward Shiley of Redeemer, Springfield, as President of the National Network of Episcopal Clergy Associations.

Here are the highlights and an overview of the actions and activities of the General Convention as summarized by the Episcopal News Service:

- We welcomed guests, visitors and ecumenical partners from throughout the Anglican Communion and the world.
- General Convention approved the \$111,516,032 budget for 2013-2015. The budget is based on the Five Marks of Mission.



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- The Rev. Gay Clark Jennings of Ohio was elected President of the House of Deputies. Byron Rushing of Massachusetts was elected Vice President of the House of Deputies.
- Anglican Covenant: General Convention affirmed the commitment to building relationships across the Anglican Communion, especially through the Continuing Indaba program, but declined to take a position on the Anglican Covenant.
- Eight bishops received approvals to their consent process: Atlanta, New Hampshire, Pittsburgh, Rhode Island, Texas (Suffragan), Virginia (Suffragan), Western Louisiana, and Western Massachusetts. Related, General Convention approved a change in rules so elections held close to General Convention no longer need to go to General Convention for the consent process.
- Israel-Palestine: General Convention supported a resolution on positive investment in the Palestinian territories. Bishops agreed to postpone indefinitely the conversation on corporate engagement.
- Bishops rejected several resolutions attempting to postpone implementation of the Episcopal Church Medical Trust.
- Executive Council elections: The House of Deputies elected seven lay and two clergy members: Lay members elected for six-year terms are: Joseph S. Ferrell of North Carolina, Anita P. George of Mississippi, Fredrica Harris Thompsett of Massachusetts, Karen Ann Longenecker of the Rio Grande, Nancy Wonderlich Koonce of Idaho, and John Johnson of Washington (DC). Lay person Elizabeth L. Anderson of Connecticut was elected for three years. Clergy members elected for six-year terms were the Rev. Susan B. Snook of Arizona and the Rev. James B. Simons of Pittsburgh.
- A030: establishes how clergy who want to leave the Episcopal Church for another part of the Anglican Communion can do so without renouncing their Holy Orders
- A033 and C049 enact a series of revisions to Title IV, the clergy discipline canons, to fix some errors while maintaining the underlying principles of the canons
- A036: commends the 11-year relationship of full communion with the ELCA and asks the Lutheran-Episcopal Coordinating Committee to address areas where Episcopal and Lutheran practices differ, especially who can preside at Holy Communion and the role of deacons.
- A049: a denominational response to same-sex blessings. The approved liturgy is for provisional use. The diocesan bishop has to grant approval for use in his/her diocese even in those states where same-sex marriage has been legislated. It is effective first Sunday in Advent 2012 (December 2).
- A050: authorizes a task force to study marriage.
- A054: new rites and prayers for pastoral responses to people caring for animals, including the death of a pet



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- A102, the first reading of an amendment to the constitution that would help dioceses that want to merge with another diocese or divide itself into two dioceses to do so without requiring sitting bishops in all dioceses involved.
- A122: Standing Commission on the Structure of the Church should study the current budgeting process and matters of financial oversight and make recommendations to next General Convention
- A158: clarifies the status in the Episcopal Church of pastors in the Evangelical Lutheran Church in America who had been ordained by other pastors and not by bishops.
- A167: creation of an “HIV Welcoming Parish Initiative” to help congregations to become more engaged with people living with HIV/AIDS.
- B009: with the bishop’s permission, use the lectionary in the BCP rather than the Revised Common Lectionary
- B019: affirms positive investment in the Palestinian Territories. It also calls on the church to support “the Jewish, Muslim, and Christian study on peace with justice in the Middle East.”
- B021: amends the canons to provide a mechanism for addressing disagreements in the pastoral relationship between a diocese and its bishop
- B023: solidarity with the poor and indigenous people who bear great burdens because of climate change, with special mention to the Inupiaqs of Kivalina, Alaska
- B026: gives dioceses and parishes an additional three years to provide parity in health insurance cost-sharing between lay and clergy employees. That deadline now is extended until Dec. 31, 2015.
- B028: urges Congress to modernize the nation’s refugee resettlement program
- C029: baptism as the normative entrance into Holy Communion
- C095 Church structure: a special task force of up to 24 to meet in the next two years from all levels of the church on reforms to structure, governance and administration. There will be a special gathering from every diocese to hear what recommendations the task force plans to make to the 78th General Convention. The final report is due by November 2014.
- D016 - Selling “815”: The House of Bishops approved a move away from, but did not authorize the sale of, the Episcopal Church Center headquarters.
- D018: calls on Congress to repeal federal laws, such as the Defense of Marriage Act, that discriminate against same-gender couples who are legally married in the states where that is permitted;



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- D019: Transgender: Support for the transgender community by adding gender expression and identity to two canons that prevent discrimination: the ordination discernment process is open; and guarantees equal place in the life, worship and governance of the church.
- D022: a church-wide response to bullying
- D023: affirms that all Episcopalians are called to be evangelists to help grow the church
- D025: establishes a Development Office to solicit major gifts and other resources
- D049: creates a pilot student loan fund for seminarians who agree to three years in under-served areas of the Episcopal Church.
- D055: urges the government to enact stricter controls on the use of carbon-based fuels
- D059: urges a halt to the Immigration and Custom Enforcement’s practice of detaining people suspected of being in the country illegally without filing any charges against them.
- D066: develops a network of retired Episcopal executives to assist dioceses and parishes, modeled on SCORE
- D067: urges passage by Congress of the DREAM Act
- D069: a “social media challenge” calling upon every congregation to use social media in its current and future forms
- D081: directs the Standing Commission on Ecumenical and Interreligious Relations to initiate dialogue between the Episcopal Church and the Mormon Church in anticipation of General Convention 2015 in Salt Lake City.

In addition, I was pleased to see Convention adopt the resolution put forward by our Diocesan Convention to ask dioceses call their members to use the Bible Challenge and read the entire Bible in a year.

It is important for you to know that in a roll-call vote in the House of Bishops on a “Mind of the House” tally on Resolution B016, “Diocesan Commitments to the General Convention Budget,” I voted “Yes,” making a commitment to do what I can to meet and asking to the General Convention Budget of, not 19%, as previously, but 15% of our total annual diocesan income. I will answer as best I can any questions you may have about this.

For additional information go online to: <http://episcopaldigitalnetwork.com/ens/> or speak with our deputies – the Revs. Frank Allen, Kirk Berlenbach, Rodger Broadley, Ledlie Laughlin, Jane Cosby, Christopher Hart, Jo Ann Jones, Karen Lash – and our alternates – the Rev. Carol Anthony, the Rev. Timothy Safford, and John Canterbury.



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There have been four times in recent General Conventions when a sense of hushed silence, of awe, of *mysterium tremendum*, has descended upon the Church gathered in the House of Deputies and the House of Bishops. It occurred following the votes in 1976 for the ordination of women, in 1997 for the Call to Common Mission with the Evangelical Lutheran Church in America, in 2003 for the consent for the consecration of the Rt. Rev. Gene Robinson as the Bishop of New Hampshire, and this year for the authorization of the provisional use of a Rite for the Blessing of a Same-Sex Covenant beginning Advent I. (Nearer that date, I will send to our clergy instructions about the use of the Rite in the Diocese of Pennsylvania).

The powerful sense of awe at such decisive moments comes through the recognition that we, the Church, a corporate body, have been led by the Holy Spirit in a new, historic direction, even as that same Holy Spirit both assists us individually to become reconciled with the decision and unites us through a respect for each other in our differences.

6. 2013 Program Budget (30 minutes) Ms. Debora Brown & Rev. Michael Knight

**Diocese of Pennsylvania**  
**2013 Program Budget Narrative**  
**(for Council, 8Sep2012)**

1. **The 2013 Program Budget is presented to Convention for your approval.** The budget you have before you has been prepared by the Program Budget Committee on behalf of Diocesan Council. It has been coordinated with the Standing Committee and the Committee on Finance and Property and was approved by Council at their 8 September meeting with Council's recommendation for your adoption.

**Process**

2. **The Budget Process:** We have taken very seriously our responsibility to produce a balanced proposed budget according to the best income forecasts available and allocated those funds to reflect the priorities of the Diocese. This year we have been even more diligent than ever to discuss those priorities with other bodies and leadership from across the Diocese. We heard and responded to a clear call to focus our attention on how we support congregations in their mission to make disciples and equip them to do ministry.
3. **Making Adjustments to Convention's Adopted Budget:** Adjustments can be made by Council, but only downward, unless specifically authorized in advance by Convention. However, the canonical language is unclear when it comes to making those adjustments. In 2012 there was confusion as to how to proceed when we were confronted with a possible significant shortfall in income. Reductions became unnecessary when effective personal follow-up resulted in several significant pledges and pledge increases. We have taken two measures in this budget to address this unclarity. First, we have budgeted income near the top of what we can reasonably expect. Secondly, we are placing language in R-Bud that authorizes Council to make such cuts and reallocations within the Budget as may become necessary should a shortfall occur.
4. **Budget Reformat:** You have the Budget both in the line item form you have been used to for several years and in a new format. The new format adds clarity in two ways. First, many programs generate both revenue and expenses. It is easier to see the actual Net Cost of a program when income, expense and net are displayed together. In other words, a program with large expenditures may actually cost very little because of the income it generates. Second, we have simplified our Budget around the four clusters listed below in Paragraph 8.



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**Income**

5. **The Income side of the budget** comes mostly from three sources.
  - a. One third comes from the pledges of the congregations of the diocese.
  - b. One half comes from Investment Income.
  - c. One eighth comes from participant and other fees generated as part of program operations.
  - d. (Other income accounts for about 1 %.)
6. **Congregational Giving** depends on three factors:
  - a. The degree to which congregational leaders see the budgeted programs as vital and compelling for their congregations to be part of..
  - b. The degree to which congregations are stressed, limiting capacity to respond to shared vision.
  - c. The degree to which congregational leadership is healthy enough for their leadership to actually shape financial priorities.
7. **Investment Income** from Endowment Funds is made available to the program budget based on three factors.
  - a. The overall state of the markets which sets a top limit on Investment Income available.
  - b. The endowment governing documents that provide:
    - i. Who has authority to approve release of funds? The largest portion requires agreement between the Standing Committee and the Bishop.
    - ii. What criteria were set up in each fund for the use of its income? Again, the largest portion is designated "for the mission of the Church."
  - c. **The actual number is a decision reached jointly by Bishop and Standing Committee at PBC's request, but not necessarily at the level requested.**

**Program Expenses**

8. The Expense Side has 4 major Program areas:
  - a. **Direct Support of Congregations.** (DCMM, Program Aid to Redeveloping Congregations, Youth Ministry, Camping, Citi-Camp and Congregational Development support.)
  - b. **Indirect Support of Congregations.** (Campus Ministry and Anti-Racism.)
  - c. **Support of the Larger Church.** (TEC, Province III and Millennium Development Goals.)
  - d. **Diocesan Administration, Finance and Convention.** (What it takes to administer our finances, communications and diocesan life. (That part that is *not* part of the Episcopate Budget.)
  - e. A fifth area, "Pass-Through" items are not really part of the Program Budget, but we show the income and expenditure here for transparency.)

**Budget Decisions and Highlights**

9. Every Budget requires decisions about resources and their allocation. **This budget is no exception. Some specifics follow:**
  - a. **Line 6: Congregational Giving:** We chose to be cautiously optimistic, especially with the positive response from several congregations who made or increased pledges in the summer. We recognize that there are challenges facing every congregation in 2013, especially in the realm of health insurance.
  - b. **Line 30: Pledge to the Episcopal Church.** We increased our pledge as part of the program of increased giving we agreed to in Convention a year ago.
  - c. **Lines 36-44: Mission Churches/Aided Parishes (DCMM):** The DCMM budget covers the costs of clergy leadership in designated DCMM congregations. In every case, these changes represent decisions about deployment.
  - d. **Line 46-60: Congregations Supported by the Diocese.** These grants are intended to be an infusion of cash to multiply parish effectiveness. The PBC Subcommittee on Grants carefully reviewed each request to include goals and prior accomplishments.



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- e. **Lines 67-74: Ministry for Youth: This Budget is making a major investment in expanding Youth Ministry. The Program Budget is picking up responsibility for covering the cost of the Youth Ministry Intern (currently off-budget) and for adding a youth ministry associate.**
- f. **Line 82: Summer Camp. This is scholarship money for DioPA participants in Camp Arrowhead.**
- g. **Line 38: All Souls Church for the Deaf; Lines 107-111: ECS Homecare to Seniors, CORP, Dolphins of Delaware Valley; and Line 119: Servant Year. These are "Pass-throughs" for which the Program Budget receives designated funds and transfers them to the designated recipient.**

**The Program Budget Committee**

10. Thanks go to the Program Budget Committee for their work in making this budget happen:

Deborah Brown, Co-Chair

The Very Rev. F. Michael Knight, Co-Chair

A motion to accept the 2013 Program Budget was made by Elise Bowers and seconded by Martha Thomae. Motion passed.

- 7. **St. Marks, Frankford Sub-Committee Report (20 minutes)** Rev. Joy Segal  
The group will meet again with St. Mark's and report the results in November.  
A motion was made by Rev. Joy Segal and seconded by Paul Yaros for the Committee to report back to the Council in November. Motion carried.
- 8. **Financial Management**
  - a. **Treasurer's Report (15 minutes)** Mr. Norman McClave III, Treasurer

**Diocese of Pennsylvania**  
**Treasurer's Report**  
**For the Period Ended July 2012**

**1. Cash Collections: Assessments and Pledges**

For the year 2012 through the end of July, we collected approximately \$1,411,000 against total Assessments and Pledges of about \$2,268,000, or 62%. For the first seven months of 2012, we are about \$38,000 behind 2011 in terms of cash, when we had collected \$1,449,000, but about the same 62% of (larger) 2011 pledges.

Total Assessments and Pledges for 2012 continue to run less than those for 2011: about \$62,000 less, or about 3%. The shortfall is in the Pledges, which, at \$661,000, are running \$63,000 or 9% behind last year's Pledges of \$724,000 from the same parishes. 24% of the churches in the Diocese have not pledged.

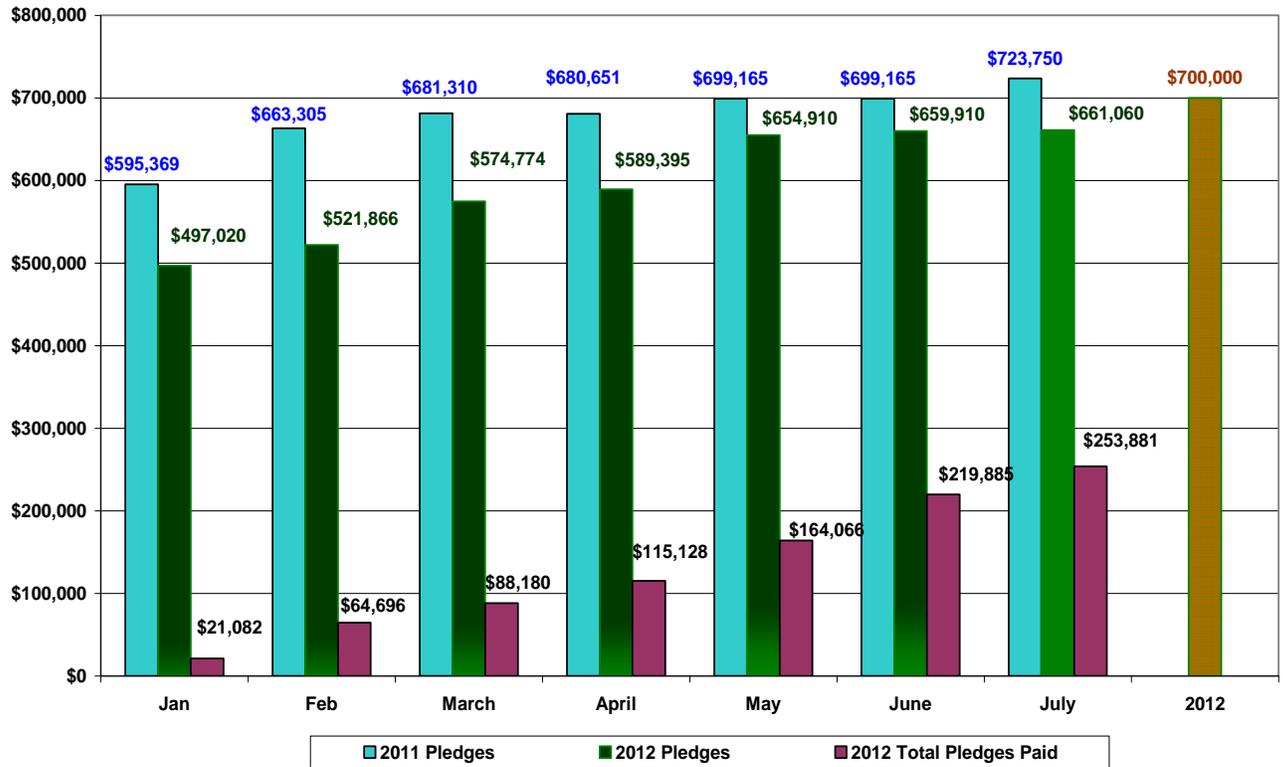
Final pledges are likely to be around \$675,000, still short of the goal of \$700,000 for the Program Budget. With cash collections of Pledges lagging behind last year, we may have to take some other cost saving measures in the 2012 Program Budget to achieve a balanced



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budget performance, or close to one, for 2012.

**Pledges Made and Paid, Year to Date**





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**2. Performance against Budget: the Episcopate Budget**

Episcopate revenue for July of \$121,000 fell short of budget by about \$11,000 due to shortfalls in the collection of assessments. This fell short also the actual for July 2011 by about \$9,000. Expenses at \$93,000 were well below budget, by about \$8,000 and below July 2011, by about \$10,000. Major savings vs. budget were in Bishops' salaries and benefits, archives, Lay Church House Retiree Expense, and New Bishop Search Expense. As the expense savings against budget did not offset the Assessment collection shortfall, the Episcopate showed a net surplus of \$29,000 vs. a budgeted surplus of \$32,000.

For the year to date, the Episcopate is showing a surplus of \$227,000 vs. a budgeted surplus of \$220,000. Again, Assessment Income shortfalls of about \$56,000 are offset by expense reductions of about \$53,000 and Other Income of \$9,000. Year to date, the Episcopate is running well under budget in Bishops' Salaries and Benefits, Legal Expenses, and Lay Retiree Expense, partially offset by increases in Travel/Office Expense and Staff Salaries and Benefits.

To maintain the Diocese's cash position, cash collections of the Episcopate Assessment will have to be improved: through July the cash collections are running about \$14,000 behind last year.

**3. Performance against Budget: the Program Budget**

Program revenue in July was \$301,000, or about \$44,000 under budget, driven by reduced collections from congregational pledges of about \$38,000. Program spending was \$198,000, or \$28,000 over budget. Significant overspends for the month were in Youth Ministry, Finance and Administration.

In addition, and driving the additional expenditures, was an unexpected and unbudgeted expenditure for the Church of the Advocate, for which the Diocese paid over \$20,000 in unpaid bills. This shall be accounted for in the 2012 Program Budget, as a separate line item for Ministry for Congregations - Advocate.

As a result the net surplus of \$103,000 was about \$72,000 less than the budgeted surplus of \$176,000.

Year to date, the Program Budget shows a net deficit of \$38,000 vs. a budgeted surplus of \$51,000, a swing of about \$89,000. Congregational Giving is coming in well below Budget by about \$55,000, and department income (Servant Year and gifts) is well below its budgeted revenue amounts by about \$54,000. Expenses of \$1,158,000 are well below the budget of \$1,185,000, with major underspends in Ministry for Congregations (other than for Advocate), Ministry for Youth, Conventions, and Campus Ministry, , offset somewhat by overspends in



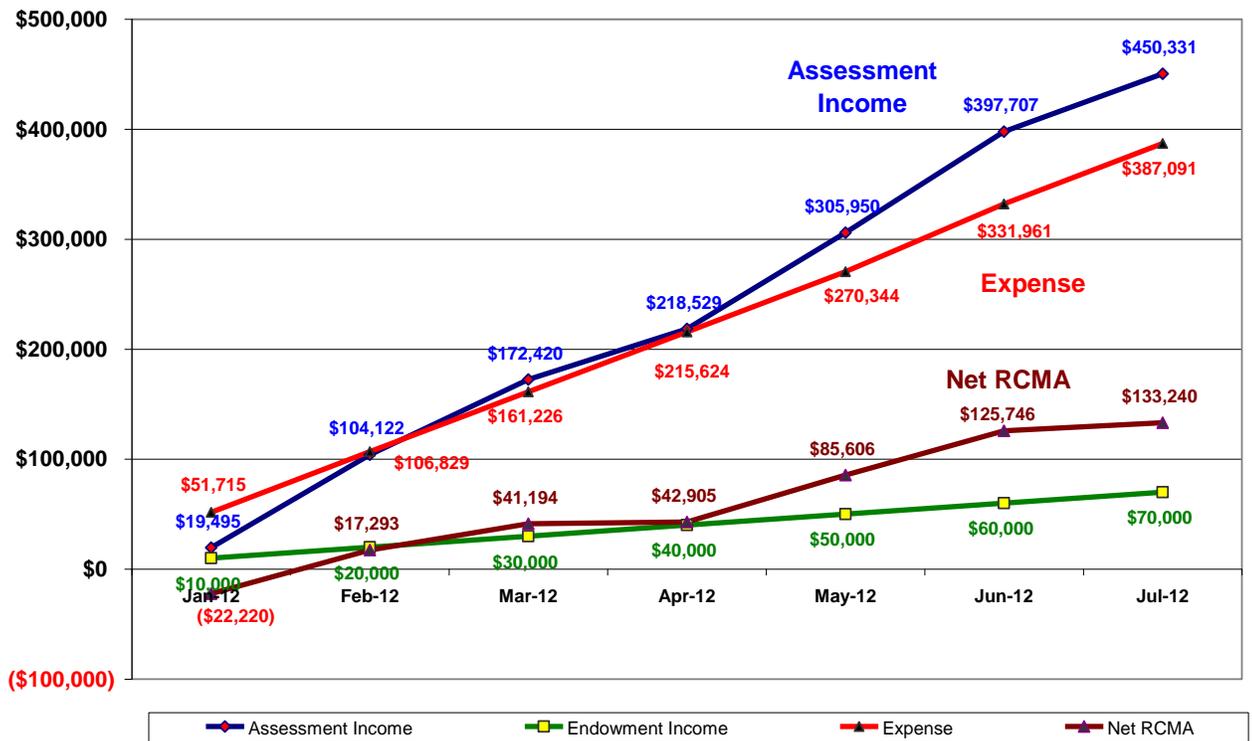
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Congregations Supported by the Diocese and Finance and Administration.

**4. Issues and Concerns: Retired Clergy Medical Assistance**

July continued a positive trend for RCMA: Assessment Income received was strong, and now totals \$450,000 for the seven months. Expenses continued to increase, too, but at a somewhat slower rate, to \$387,000 for the first seven months, about \$26,000 below last year. Accordingly, and with \$70,000 in investment income, the fund showed a surplus at the end of July of \$133,000. This is considerably better than the \$83,000 surplus of a year ago.

RCMA Fund 2012 by Month-End



**5. Issues and Concerns: Program Budget Deficits**

With the increase in pledges received for the 2012 Program Budget earlier this year, we are close to our goal. With a potential gap of perhaps \$30,000 to \$35,000, this shall be closed by expenses at a church without a vicar being \$20,000 less than planned, and by a reimbursement of around \$40,000 by an insurance company of salary expended for a clergy member who was injured and for whom the Diocese continued to pay salary.



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Nevertheless, cash collections are running well behind last year in terms of dollars (\$52,000 behind 2011) and in terms of percent collected (38% this year vs. 42% last year). Increased attention must be paid to collection of pledges to fund the Program Budget and to cover such unexpected expenditures such as for the Church of the Advocate.

**6. Additional Financial Reporting: Wapiti**

To increase the clarity of Diocesan operations, the Finance and Administration group has assumed the regular reporting of the activities of the Wapiti Land Company. The Wapiti Land Company remains under the management of the Church Foundation, which authorizes all activities there and all expenditures to be made. All revenues and approved expenditures are now reported to Finance and Administration, which is producing monthly Statements of Revenue and Expenses, and of Financial Position, using a cash basis accounting methodology. This change is intended to improve the reporting of activities at Wapiti, which is now formally listed for sale.

9. Executive Committee Report (*10 minutes*)

Mr. Paul Yaros

a. Appointment of Nominating Committee for November Meeting Elections

i. Elections to Executive Committee

Rev. Ernest Curtain and Elise Bowers will serve on the Nominations Committee

ii. Elections to Clergy Compensation and Employee Benefits

Many council members have completed their terms. Rev. Jonathan Clodfelter, Rev. Jane Cornman, Rev. Jon Sorenson, Martha Thomae, Rev. Elliott Waters, Emily Wolf, Jeanette Woehr, and Rev. Marek Zabriskie, Rev. Ernie Curtin to be re-elected.

10. Standing Committee Report (*5 minutes*)

Rev. Ledlie Laughlin

Standing Committee has reallocated funds for St. James the Less to support their ministry.

Free Church of St. John approval of \$6,000 for repairs

Consent was given to sell St. John's, Landowne.

Approved use of development personnel manual.

11. Finance and Property Committee (*5 minutes*)

The Rev. Kirk Berlenbach, Chair

Report of Finance and Property to Diocesan Council  
September, 2012

Since Council last met the Committee for Finance and Property has met twice, including a special meeting in July. We would like to highlight the following:

We reviewed the good work of the Program Budget Committee and unanimously endorsed the budget. We hereby recommend its adoption to Council.



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We continued to review and discuss the work of the Financial Review Committee and took questions and feedback from F&P which in turn was taken back to FRC.

We heard two presentations from the Dean Sullivan and the Cathedral Chapter. The second one was a joint session with Standing Committee held in July. While we were impressed by the thoroughness and professionalism of the presentation, we agreed with Standing Committee that an issue with such long ranging ramifications deserved more thorough study. Therefore we appointed Ms. Nora Adelman and Mr. Jack Henn to join Standing Committee's task force. They have continued to meet with the Cathedral Chapter and discuss the matter. Currently we await their recommendation.

We also spent two meetings deliberating over the listing price for Wapiti. At our June meeting a number of members felt it necessary to ask for more detailed information from the WLC. In response Mr. Alan Lindsay compiled a large number of comps and came to our July meeting to present the data and field questions. After more discussion we voted to approve listing the property for a price not less than \$7 million and our resolution followed the language of the ones passed by Council and Standing Committee.

Finally, we continue to look for a clergy person to serve out an unexpired term. In terms of elections at Convention, if everyone who is eligible elects to stand for another term we will then only be short the same clergy person, however, qualified nominees are always welcome and should submit their names to the Nominating Committee. Making sure we have a full slate of nominees is very important for even if the canonical changes proposed by FRC pass, F&P will still gather for a final meeting to elect 6 of its own members to go to the newly formed Finance Committee. Thus members of F&P would still play an important part by either standing for this election or voting in it.

Faithfully Submitted,  
The Reverend Kirk T. Berlenbach, Chair

12. Committee Liaison Reports (*0 minutes*)

*(A brief report should be submitted in writing prior to each meeting, discussion as time permits or as requested)*

- |  |                                       |
|--|---------------------------------------|
| a. Anti-Racism Commission  | Ms. Victoria Sicks                    |
| b. Companion Diocese Committee   | Ms. Martha Thomae                     |
| c. Campus Ministry / LECM Advisory Council   | Dr. Carole Baxter / Rev. Jane Cornman |
| d. Cathedral Chapter   | The Rev. Ernest Curtain               |
| The Cathedral continues to experience a renewed ministry in worship, outreach, education, the arts and feeding the hungry. The development project is proceeding in a measured and deliberate manner consistent with the vision the Chapter has developed. |                                       |
| The Cathedral is developing a new website as well as a Facebook page to broaden communications.  |                                       |
| e. Convention Committee  | Mrs. Jeanette Woehr                   |
| f. Diocesan Consultation Team  | The Rev. Joy Segal & Patrick Connelly |

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**RESOLUTION TO CLARIFY THE DIOCESAN CONSULTATION TEAM'S  
VISION, PURPOSE, AND GOALS**

**RESOLVED:** That this 229<sup>th</sup> Convention authorize the Diocesan Consultation Team (DCT), responsible to the Bishop, in addition to its present function as resource to the governing bodies, to offer to the congregations of the Diocese its resources and expertise, broadened by use of additional volunteer personnel, to assist congregations in the development and fulfillment of our common mission and ministries.

**EXPLANATION:**

At its 228<sup>th</sup> Convention, the Diocese of Pennsylvania adopted resolutions which described the vision, mission, and ministry priorities of the Diocese. Resolution R-14-2011, developed and presented by the Diocesan Mission Planning Commission (DMPC), included the following language: *"Our goal as a Diocese is to develop and provide resources and expertise for leaders and promote best practices, so that our congregational communities will thrive according to their unique size and character"*<sup>1</sup> In its report the DMPC made recommendations regarding Congregational Development as a ministry priority within our diocese.<sup>2</sup>

Among the specific recommendations, the report calls for an expansion of the role and responsibility of the DCT in the "development and training of a large cadre of lay and ordained consultants and ministry partners to assist congregations and clergy in dealing with crises as well as long-term redevelopment efforts"<sup>3</sup>

The proposed resolution seeks to

1. Publicize and support the current work of the DCT, which presently works with congregations referred to it by the Bishop or governing bodies.
2. Authorize the DCT to take the initiative in offering help where it might be needed, rather than wait for assignments from a governing body, always reporting and making recommendations to the Bishop or governing body.
3. Mobilize resources. In light of the present fiscal constraints within the diocese which preclude the funding of a Congregational Development Office, this resolution seeks to utilize the wealth of human resources available to us here in the diocese. The current work of the DCT brings together committed individuals from across the diocese who bring a tremendous amount of experience, talent, passion, and compassion, to provide counsel, guidance, and planning to congregations throughout the diocese. We believe there are more such who would be willing to serve.

We respectfully request the passage of this resolution, which provides the critical organizational framework to serve the congregations and communities of the Diocese, as our congregations, governance bodies, and the Bishop seek together to live out our common vision, mission, and ministry priorities.



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Jeff Moretzsohn and (The Rev.) Joy Segal for the Diocesan  
Consultation Team

g. Diocesan Mission Planning Commission

The Rev. John Sorenson

**Interim Report on the work of the Diocesan Mission Planning Commission (DMPC)**

*A (Draft) Personal Report to Diocesan Council*

CC: Bishop & Standing Committee

John Sorensen, Chair    September 7, 2012

I returned from sabbatical on July 15 and missed participating in the political life of the Diocese from April 15 until my return. I wanted to update fellow council members on the status of the Mission Planning Commission as convention approaches, as I see it, (since we haven't yet held our final, pre-convention meeting). The DMPC was created by Convention almost three years ago, and I will have no recommendation at this convention that this commission continue as a political entity. I do believe that significant portions of our work should continue, and that the implementation of our recommendation that the health of the congregations of the diocese is our primary mission would make our work a success. Personally, I do not want to be one of those clergy who does so much diocesan work that my congregation suffers from inattention, so this is my last Diocesan Council meeting.

**Transforming Congregations Initiative.** The DMPC, in fulfillment of our "helping congregations thrive" mandate, used about \$16,500 of our \$25,000 funding from the 2011 Convention to fund a series of *Transforming Congregations* Workshops. These six workshops, hosted by congregations, led by Eric Law & Associates, produced by Nora Adelman, used the practices of *Kaleidoscope Institute* to train teams from 16 congregations in best practices for congregational health and growth.<sup>1</sup> We planned to produce a second round of workshops (we hoped at an urban location) in 2013, but this funding request was excised from the budget. Given the fact \$16,000 is chicken feed compared to the hundreds of thousands of dollars spent, budgeted and non-budgeted, on propping up dying or unsustainable congregations, I think that this decision to eliminate *Transforming Congregations* is suicidal for our organization. And turning over its teaching to a group of amateur volunteers is not a solution. Put another way, it is extremely cost effective to pay a consultant \$16,000 to help 16 congregations grow, even if only half of them find themselves transformed.

**MissionInsite:** We introduced the diocese to missionInsite.com at the 2011 convention and obtained funding for this demographic and research service for 2012. Thankfully, funding was



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continued for this \$5,500 for 2013. I have notifications of 36 congregations using this service, and the Bishop's Office has made use of it as well for macro and Deanery planning. Thankfully, JD LaFrance in the diocesan office took responsibility for being diocesan "info" for this service.. There are more development tools on the MissionInsite web site than we are using, only waiting an expert to teach them to congregational leadership.

Diocesan Mission. Of course, one of our goals was to define and articulate the mission of the diocese. The Diocesan Convention affirmed that we as a diocese are a "Community of Communities Committed to Christ." Our vision was that as a diocese we learn to see ourselves as united in the Mission of Christ, interconnected and interdependent on each other. While *we* have come to love and respect each other better, even when we don't agree, and much progress has been made, continued conflict between diocesan leadership and the Diocesan Bishop has made the completion of our work impossible at this time. I think that we are better than we were when we started regarding reconciliation, which was also one of our goals.

Wapiti and the "Closed Congregation or Property Fund". One example of this conflict is the standoff over Wapiti. As it currently stands (in my eyes), the Bishop and others see the decision of Diocesan Convention to sell Wapiti, for what in this market is half its value, as financially irresponsible for the diocese, given the possibility of losing half of our investment. This also means that the various groups who are lined up to reap the "benefits" of the Wapiti sale will be hugely disappointed in the result when their favorite funds will not be reimbursed as expected. The Bishop has put his chips on the table by promising to fund the \$150,000+ annual maintenance costs of Wapiti if the Standing Committee and Diocesan Council agree not to sell at this time.

On the other side, the Bishop's offer has not been accepted by either us (Diocesan Council) or the Standing Committee (I was on Sabbatical as this drama unfolded), and it is my understanding that the Standing Committee, seeking a funding source to pay the annual maintenance costs of Wapiti until sold, is using money from the "Property Fund" to cover the annual \$150,000+ Wapiti maintenance cost. This seems reasonable. But there is no expectation or promise that this money from the sale of closed congregations, used to maintain Wapiti, will be repaid - unfair to our parishes.

Closed Congregation or Property Fund to Benefit Congregations. If there is one thing that the members of the Diocesan Mission Planning Commission agreed to (and reaching full consensus among this group's strong-willed members was not easy), it was that the proceeds from the sale of closed congregational property must be kept sacred to the support and development of congregations. So in my opinion, representing the DMPC, using the Property Fund to pay maintenance costs on a non-congregational property is as bad as selling off buildings or spending down endowment principal to keep an operation alive for a few more years. I believe that the



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money from the sale of church properties should only be used to support congregations when those<sup>1</sup> congregations have a business plan to redevelop and thrive, as well as to close those who are unable to redevelop or thrive.

Congregational Support as the Mission of the Diocese. Last April 12, just before I left for Sabbatical, we held a meeting of a cross section of Diocesan leadership, sponsored by the Standing Committee President's leadership group, where I presented the work of the DMPC as a summary of our 2011 report to convention. Nora Adelman and Dennis Lloyd led participants in a guided process to rank the various tasks of the DMPC and see if there was a consensus about what the diocese ought to be concentrating on in its mission. Where is our missionary heart? Our energy? Our need? The conclusion was overwhelming that the most important thing for the diocese to be concentrating on is supporting its congregations with resources that will help them thrive. The Bishop's frequent articulation that 1/3 of our congregations that are in extreme danger of failure makes this missionary conclusion all the more urgent for this diocese at this time.

Diocesan Staff Resource. "Resource" for many people means providing a congregational development staff person. We heard repeatedly from congregations over 2 1/2 years that a diocesan congregational development officer was a top priority. The Bishop didn't see that there would be any program funding available for this staff person, and no monies are included in the current budget. If we continue on this course, and don't find a way to continue to help those congregations who wish to participate in the redevelopment and renewal of their congregational lives, we will continue our steep decline. We should be able transform some failing congregations into thriving parishes.

If not a diocesan staff person, another facility was strongly recommended to organize and provide resources to congregations. The Diocesan Consultation Team (DCT) has drafted a resolution to convention to cover this gap and provide a facility to the diocese for helping congregations redevelop, according to the original DMPC resolution in 2012: *"Our goal as a Diocese is to develop and provide resources and expertise for leaders and promote best practices, so that our congregational communities will thrive according to their unique size and character."*

I believe that this course on the part of the DCT is a wise move when "what ought to happen is not supported by the Bishop, Standing Committee and Diocesan Council, but I think that a volunteer team alone will not be able to provide what this diocese needs to stop the decline and turn around our congregations.

If I was a deal maker, I'd take the bishop up on his \$150,000 Wapiti Maintenance offer, and use the \$150,000 from the property fund that is earmarked for Wapiti Maintenance, and fund a



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Congregational Development and support office for the Diocese of Pennsylvania, allowing the DCT to be part of a larger, professional team ministry.

The Mission of the Diocese. At this time in the life of the diocese, I would go as far as to declare this the "Decade of the Congregation", and declare that "The Mission of the Diocese of Pennsylvania in this decade is to do everything in our power to help our congregations thrive, so that through our congregations we can live and proclaim the Gospel of Jesus Christ and bring others to the knowledge and love of God."

I'm aware that there are many other purposes and missions of this proud diocese, but first things first: without many of the once-thriving congregations that formed and sustain us, the merging or closing of others, and the founding of new congregational ministries, we are nothing but an old name on a sign.

Yours Sincerely,

The Rev. Dr. John T. Sorensen

<sup>1</sup> Nora Adelman's March, 2012 Report:

**Transforming Congregations Workshops Presented by the Diocesan Mission Planning Commission**

Eric Law, Bill Cruse, and Lucky Lynch from the Kaleidoscope Institute are facilitating the six-session series for the Diocese of Pennsylvania. Sixteen teams of around six people each represent seventeen parishes, located from Quakertown to Oxford to Philadelphia (east and west) to Aston. The focus is on leadership in a diverse changing world and being missional and sustainable to connect with today's world.

Monthly sessions focus on Bible Study and respectful communication, being holy and wholly listeners. Engaging the emerging generation and fresh expressions of our churches are among the topics of our dialogues, along with external and internal cultures and our own patterns and myths. We have focused on being authentic, what the church is/is not, what being a Christian is/is not, and the currencies for sustainable ministry (including time/place and relationship). Our emphasis in the third session will be on internal and external networks of connections.

There is energy and enthusiasm and quite a variety of parishes and perspectives represented. In addition to learning from the facilitators, there is a lot of sharing among and between the participating parishes, building bridges for collaborative work and ministries for the future.

The participating parishes are:

All Saints and St. Augustine of Hippo Norristown  
Calvary St. Augustine Philadelphia  
Calvary Rockdale  
Christ Church Pottstown  
Church of the Holy Nativity Wrightstown  
Emmanuel Quakertown  
Emmanuel Resurrection Holmesburg (Philadelphia)  
Epiphany Royersford  
Free Church of St. John Philadelphia  
Gloria Dei Philadelphia



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St. Alban's Newtown Square  
St. Christopher's Oxford  
St. James Aston  
St. Jude and the Nativity Lafayette Hill  
Trinity Ambler  
Trinity Gulph Mills  
h. Financial Review Commission

Mr. Douglas Fonte / Mr. George Vosburgh

**EXPLANATION: Background**

These proposed revisions to the Diocesan Canons are the result of two years of review by the members of the Financial Review Committee, which was charged by the 2010 Convention to "conduct a process of review, discussion and study of the Diocese's financial and property management" and "make recommendations to improve the management of Diocesan finances and property."

Over the past 10 years, the Diocese has been subjected to a series of financial crises, including a significant downturn in annual revenue, an investigation by The Episcopal Church into accusations of mismanagement of endowed funds (though no charges were brought), a special audit of church funds, and the Wapiti land investment. The concerns generated by these issues have resulted, over the past decade, in a series of Convention resolutions that have decentralized and in some cases eliminated authority in the diocese over financial affairs. For example, Diocesan Council is no longer the "Convention between Conventions" with authority to make adjustments to the annual budget, the Finance & Property Committee has been deprived of its authority to approve certain mandatory assessments, and the canons of the Church Foundation have been revised but still do not accurately reflect its actual role in the Diocese.

The Committee members, who either were appointed by the governing bodies of the Diocese or were themselves the principal financial officers of the diocese (and whose names are listed below), met regularly for several months to examine the the history and the present state of the financial affairs in the Diocese and consider various options for improvement. After much discussion, the Committee came to the conclusion that the reforms of the past decade, while valuable in many respects, exposed **two glaring weaknesses in the Diocese's financial systems: (1) the absence of authority over the management of important financial processes; and (2) the absence of checks and balances to insure accountability with respect to the processes. These proposed revisions to the Diocesan Canons are an attempt to remedy these deficiencies.**

**Major Revisions**

The principal changes to the existing financial canons represented in this Resolution are as follows:

- The Finance & Property Committee will be replaced by a Finance Committee consisting of 13 voting members: six persons elected by Convention (three clergy and three lay), the Bishop and a person appointed by the Bishop, two members of Standing Committee (one clergy and one lay), two members of Diocesan Council (one clergy and one lay) and the Treasurer. There will also be two non-voting members: the Canon for Finance and a representative of Church Foundation. The



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Finance Committee will have broad oversight authority over the financial affairs of the Diocese, and its powers and duties will be set forth in detail so that they

will be clear to both members of the Finance Committee and others in the Diocese.

- The Finance Committee will oversee a unified budget process that will merge the episcopate and program budgets into a single budget. While the sources of revenue available to the Diocese (parish pledges, mandatory assessments and investment income) will not change, nor the formula for allocating shares of the assessments among parishes, the preparation of a unified budget under the management of the Finance Committee will help insure that the needs of the Diocese are addressed in a uniform, comprehensive manner. The budget will still be approved annually by Convention, insuring accountability and consistency with the mission and ministries of the Diocese.
- The Finance Committee will have the authority to increase or reduce budgeted expenditures to account for changes in revenue received or expenses incurred, provided it does so in keeping with the mission and ministries of the Diocese. It may also reallocate funds among budgeted expenditures with the approval of the Bishop, Standing Committee and Diocesan Council. Currently, no Diocesan body has this authority, which is a major flaw in the Diocese's system of financial management because actual revenue rarely matches budgeted projections. A body with the authority to decide quickly how to adjust budgeted items under these circumstances is essential to the efficient management of Diocesan funds.
- The Church Foundation's role in managing real and personal property and investment funds delivered in trust to the diocese has been clarified to provide that, as the only incorporated body involved in financial management (the Diocese itself is an unincorporated association), it must both hold title to real and personal property and manage the property and investment funds as a trustee. In addition, the proposed Canon changes will for the first time require Church Foundation to submit its investment policy to the Financial Committee annually for review, and to report investment results quarterly to the governing bodies of the Diocese and annually to Convention. The Committee believes that this sharing of information, which will enhance the transparency of the Diocese's investment portfolio, can be accomplished in a manner consistent with the Church Foundation's role as trustee of Diocesan funds.

**Objectives**



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The Committee believes that the best way to accomplish the twin goals of improving both management and accountability for Diocesan financial matters is to create the Finance Committee as an oversight body with representatives from each governing institution in the Diocese as well as, in approximately equal number, Convention itself. A balance between lay and clergy representation has been preserved. The Finance Committee will represent neutral ground over which the concerns of the represented bodies, as well as of the Diocese as a whole, may be discussed and resolved. Equally importantly, information will be exchanged on a simultaneous basis to all governing bodies, eliminating the present information gap that has bred

distrust and the debilitating inclination by the various financial bodies to act out of self-interest rather than in keeping with the Diocese's mission and ministries. The diversity of parties represented on the Finance Committee should eliminate the possibility that any one governing body could dominate the decision-making and promote consensus in decision-making. Furthermore, in many instances, as required by the Diocesan Canons, the Finance Committee will be required to obtain the approval of the Standing Committee, Bishop, Diocesan Council and/or Church Foundation prior to taking action. It will have to act in concert with the policies established by the leadership bodies of the Diocese.

The Finance Committee will not be a policy-making body. It will seek to implement the mission and ministries of the Diocese and, while not setting the mission and ministry objectives, it may be held accountable to such objectives if they are clearly formulated and expressed.

Finally, the Finance Committee will be expected to work closely with the Nominations Committee to insure that the nominees to be elected by Convention are both qualified to assume the financial responsibilities that will be entrusted to them and representative of the diversity of the Diocese.

**Members of the Committee and Sponsors**

The members of the Financial Review Committee, and the basis for their appointment, are set forth here. Current Committee members who are also members of Convention and thereby entitled to sponsor this resolution are so identified

Rev. Kirk Berlenbach Peter Wilmerding Rev. Frank Allen Rev. Kathy Andonian > Christopher Hart George Vosburgh Douglas Fonte Roberta Barsotti Roberta Torian Christopher Gadsden Alan Lindsay Joseph Suprenak Norman McClave, III Ann Booth-Barbarin Rob Rogers Steve Chawaga

Finance and Property Committee	sponsor
Finance and Property Committee	
Standing Committee	
Standing Committee	sponsor
Standing Committee	sponsor
Diocesan Council	sponsor
Diocesan Council	sponsor



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Church Foundation  
Church Foundation  
Church Foundation  
Church Foundation Executive Director      sponsor  
Diocesan Treasurer  
Diocesan Treasurer                                      sponsor  
Bishop's representative                                sponsor  
Canon for Finance  
Canons Committee (Convenor)

The FRC has virtually completed its commissioned task, having developed new canons to be presented at Convention that will support its recommendations for changes in the financial management of the Diocese. The language of the changes is rather extensive and complex, but clear and comprehensive.

The FRC has expended a great deal of time, energy and thought in creating a revised structure that includes a unified budget with different approval and oversight processes. The result will be a collaborative effort with appropriate representation by all involved governance bodies on a newly created, properly credentialed Finance Committee to be elected by Convention that will oversee all aspects of Diocesan Finances.

This two year effort has achieved a very good result; and while there may be some resistance to change initially (as always), the wisdom of the new structure with its checks and balances is the correct solution to several issues that have developed over time while providing a clear process for fiscal soundness in the future.

Resolution attached at end of minutes.

Council was not aware of 14 page canonical changes. There should be a unified budget. Discussion of the narrative that was read requires more clarification. Concerns were expressed that we should have had the documents presented to us to review prior to this announcement today. There are too many changes regarding this resolution. This is a major change of the Diocese. Make sure lines of authority are clear. There will be a year of transition time.

- i. Liturgy Committee Mr. Barry Norris
- j. Middle East Study Committee Ms. Elise Bowers
- k. Diocesan Council Nominations Committee Ms. Martha Thomae & The Rev. Earnest Curtin
- l. Retired Clergy Medical Insurance Working Group Ms. Elise Bowers / Rev. Elliot Waters
- m. Spiritual Growth The Rev. Jonathan Clodfelter
- n. Stewardship Committee Mr. Peter Datos
- o. Wapiti Sale Committee Ms. Patricia Smith & The Rev. George Master II  
Contract with Prudential for \$7.5 mil. Resolution will be presented to convention. There is no money for program at Wapiti in the budget.
- p. Wapiti Wilderness Retreat Board Ms. Patricia Smith  
There are activities.
- q. Youth Advisory Board The Rev. Jane Cornman



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13. Old business

Most dioceses charge a fee for convention. The \$75 charge would raise \$30,000. Last year Convention cost was \$59,000 and \$40,000 was raised.

A motion was made by Joe Madison with no second to reduce the fee to \$40. Motion failed.

A motion was made by Jon Clodfelter and seconded by Elise Bowers to reduce the Convention fee to \$50. Motion failed. Early next year the cost of convention should be determined with the fee set accordingly.

14. Schedule of next meeting

Mrs. Jeanette Woehr

The next Diocesan Council meeting will be held on November 17, 2012 at The Episcopal Cathedral, Philadelphia at 9:00 am.

15. Reflections (*5 minutes*)

Charles – Recognition of Jeanette

Debora Recognized Michael for hard work on Program Budget.

Jane – plea for use of committee names not initials including reports.

Paul – Glad we are not a corporation but a body of Christ. Will miss those moving off of council. Thanked them for their service and friendship.

Elliot – Refreshing to have scripture reflections

Martha – Last meeting of Council. Commend the progress of DC over the years. Council open and transparent spirit of Christ and love of people.

Elise – We have come a long way Baby.

Debora – Appeal regarding nominations in need for people to run for office for Convention –

Charles – seeing growth in Brandywine

16. Closing Prayer and Adjournment

Bishop Bennison

The meeting was adjourned at 11:46 am.