



THE DIOCESE OF CENTRAL PENNSYLVANIA

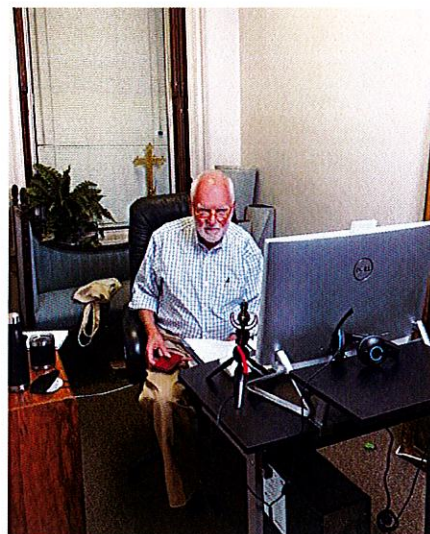
# JOURNAL

## 2021





The Rt. Rev. Audrey Scanlan  
XI Bishop



Thomas Schmidt, Esq.  
Vice Chancellor



Alexis Guszick, Canon for Communications & Events  
Deborah Robelen, Diocesan Registrar  
The Very Rev. Robyn Szoke Coolidge, Dean of the  
Stevenson School for Ministry  
Tyrone Powell, Esq., Secretary of Convention



Convention Zoom Choir



*The*  
**EPISCOPAL CHURCH** *in*  
**CENTRAL PENNSYLVANIA**

# **The Diocese of Central Pennsylvania Episcopal Church**



Journal of Proceedings 2021

of the

**One Hundred Fifty-first Annual Convention**

held online via Zoom  
Harrisburg, Pennsylvania  
October 14, 2021

The 152nd Annual Convention of the Church of the Diocese of Central Pennsylvania will be held on October 14 & 15, 2022 in Manheim, PA

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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 150<sup>th</sup> Convention of the Diocese.

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

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



### **Diocesan Office**

Office: 101 Pine Street, Harrisburg, PA 17101  
Mailing: PO Box 11937, Harrisburg, PA 17108-1937  
(717) 236-5959 or 1-888-236-5959 (toll free within the Diocese) Fax (717) 236-6448

### **OFFICERS OF THE DIOCESE**

Bishop and President  
The Right Reverend Audrey C. Scanlan  
Secretary  
Mr. Tyrone Powell, Esq.  
4701 Great Oak Lane, Harrisburg, PA 17110-3247  
Treasurer  
(Position Open)  
Chancellor  
Mr. Charles G. Banks  
21 Kitzell Drive, Carlisle, PA 17015  
Vice Chancellors  
Mr. Thomas Schmidt, Esq.  
Pepper Hamilton, Ste 200, 100 Market St., Harrisburg, PA  
Registrar  
Ms. Debbie Robelen  
101 Pine Street, Harrisburg, PA 17101

### **CONVENERS AND ASSISTANT CONVENORS OF THE CONVOCATIONS**

#### **ALTOONA**

Ms. Marilyn Pyeatt  
The Rev. John Harwood

#### **HARRISBURG**

Mr. Anthony Alexander  
The Rev. Rebecca Myers

#### **LANCASTER**

Ms. Elaine Austin  
The Rev. Richard Bauer

#### **NORTHERN TIER**

The Rev. Janis Yskamp

#### **SOUTHERN**

The Rev. Grant Ambrose

Ms. Erin Ryan

#### **SUSQUEHANNA**

The Rev. Sarah Weedon

Ms. Sandy Elion

#### **WEST BRANCH**

The Rev. Kyle Murphy

Mr. Brian Hess

## **Elected Committees and Boards**

### **Standing Committee 2020-2021**

Ms. Drew Dorgan, President  
The Rev. Jeffrey Packard, Vice President  
The Rev. Michael Nailor, Secretary  
Mr. Anthony C. Alexander  
The Rev. Cn. Katherine Harrigan  
Ms. Kathy Hettinga  
The Rev. Eric Hillegas  
Ms. Susan Landin  
Ms. Nicolette Norris  
The Rev. Greg Welin  
Mr. John Wolgemuth

### **Council of Trustees 2020-2021**

#### **(ex officio members entitled to vote)**

The Rt. Rev. Audrey Scanlan, Bishop  
Charles Banks, Esq., Chancellor  
Thomas Schmidt, Esq., Vice Chancellor  
Mary Powell, Esq., Vice Chancellor  
Michael Miller, Esq., Vice Chancellor  
Tyrone Powell, Esq., Secretary  
Ms. Drew Dorgan, President Standing Committee  
Ms. Cindy Mohr, President Episcopal Church Women  
Canon Chad Linder, Canon for Finance & Operations  
Ms. Mary Ellen Kilp, Chair Children & Youth Committee

#### **(Standing Committee Appointments - March 2020 for 3 year term)**

Ms. Amy Swiernik (2023)  
Mr. Don Baldwin (2023)

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

Ms. Shannon Berndt (2021)  
Ms. Allison Carnahan (2022)  
Dr. Christina Ford (2023)  
The Rev. James Jenkins (2021)  
Ms. Amanda Knouse (2023)  
Mr Richard Koch (2023)  
Mr. William Rosevear (2022)  
The Very Rev. Dr. Amy Welin (2022)

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

ALTOONA: Ms. Marilyn Pyeatt, The Rev. John Harwood  
HARRISBURG: Mr. Anthony Alexander, The Rev. Rebecca Myers  
LANCASTER: Ms. Elaine Austin, The Rev. Richard Bauer  
NORTHERN TIER: The Rev. Janis Yskamp  
SOUTHERN: The Rev. Grant Ambrose, Mr. Erin Ryan  
SUSQUEHANNA: The Rev. Sarah Weedon, Ms. Sandy Elion  
WEST BRANCH: The Rev. Kyle Murphy, Mr. Brian Hess

**Disciplinary Board**

The Rev. Canon Ken Wagner-Pizza, President (2021)

The Rev. Grant Ambrose (2022)

The Rev. Cn. Nelson Baliira (2022)

The Rev. Richard Bauer (2023)

Mr. Robert Davis, Jr. (2022)

Mr. Robert Sims (2023)

Mr. James Tutak (2023)

**Finance Committee**

*(established by Council of Trustees)*

Mr. Ward C. Linder, ex officio

The Rev. David Peck

The Rev. Herb Sprouse

Mr. David Poch

Mr. Ken Dotson

Mr. John Wogelmuth (Standing Committee representative)

## Parochial Directory

**St. Luke's Episcopal Church, Altoona** (Founded 1851) Altoona Convocation

Address: 806 13th St Altoona, PA 16602-2422

Office Phone: 814-942-1372 Fax: 814-942-0756 Email: [info@stlukesaltoona.org](mailto:info@stlukesaltoona.org)

Lay Pastor: Mr. Kevin Barron

**Calvary Chapel, Beartown** (Founded 1896) Southern Convocation

Church Address: 13318 Mentzer Gap Road Beartown, PA

Mailing Address: P.O. Box B Blue Ridge Summit, PA 17214-0922

Office Phone: 717-794-2229 Fax: Email: [transcal@icloud.com](mailto:transcal@icloud.com)

Lay Pastor: Ms. Donna ("Jody") Barthle

**St. James' Episcopal Church, Bedford** (Founded 1861) Altoona Convocation

Address: 309 S Richard St Bedford, PA 15522

Office Phone: 814-623-8822 Fax: Email: [stjamesbedford@earthlink.net](mailto:stjamesbedford@earthlink.net)

Priest-in-Charge: The Rev. Jeffrey Bassette

**St. John's Episcopal Church, Bellefonte** (Founded 1837) Altoona Convocation

Address: 120 W Lamb St Bellefonte, PA 16823-1609

Office Phone: 814-355-0497 Fax: 814-355-3981 Email: [cvpyles@aol.com](mailto:cvpyles@aol.com)

Rector: The Rev. Carlos De La Torre, Deacon: The Rev. Alex Dyakiw

**Christ Church, Berwick** (Founded 1904) Susquehanna Convocation

Address: 712 E 16th St Berwick, PA 18603-2302

Office Phone: 570-752-6205 Fax: Email: [mekisner@gmail.com](mailto:mekisner@gmail.com)

**St. Paul's Episcopal Church, Bloomsburg** (Founded 1792) Susquehanna Convocation

Church 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](mailto:stpaulbb@verizon.net)

Interim Rector: The Rev. James Robinson Deacon: The Rev. Jim Jenkins

**Church of the Transfiguration, Blue Ridge Summit** (Founded 1892) Southern Conv.

Church 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: [transcal@icloud.com](mailto:transcal@icloud.com)

Lay Pastor: Ms. Donna ("Jody") Barthle

**All Saints' Episcopal Church, Brookland** (Founded 1863) Northern Tier Convocation

Church Address: 1568 Fox Hill Road Ulysses, PA 16948

Mailing Address: P.O. Box 52 Coudersport, PA 16915-0052

Office Phone: 814-274-8391 Fax: Email: [jyskamp@gmail.com](mailto:jyskamp@gmail.com)

**Mount Calvary Episcopal Church, Camp Hill** (Founded 1908) Harrisburg Convocation

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)

Priest in Charge: The Rev. Greg Welin

**St. John's Episcopal Church, Carlisle** (Founded 1751) Harrisburg Convocation

Church 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)

Rector: The Rev. Adam Kradel, Associate Rector: The Rev. Melissa Wilcox



**Trinity Episcopal Church, Chambersburg** (Founded 1870) Harrisburg Convocation  
Address: 58 S 2nd St Chambersburg, PA 17201-2207  
Office Phone: 717-264-6351 Email: [trinityepiscopalchurch@embargmail.com](mailto:trinityepiscopalchurch@embargmail.com)  
Rector: The Rev. Patricia Dickson

**Bangor Episcopal Church, Churchtown** (Founded 1722) Lancaster Convocation  
Address: 2099 Main St Narvon, PA 17555-9521  
Office Phone: 717-445-0253 Email: [canonwfm@comcast.net](mailto:canonwfm@comcast.net)  
Rector: The Rev. Canon Mark Scheneman

**St. Paul's Episcopal Church, Columbia** (Founded 1849) Lancaster Convocation  
Church Address: 340 Locust St Columbia, PA 17512 Mailing Address: P.O. Box 96 Columbia, PA 17512  
Office Phone: 717-684-8496 Email: [stpaulepchurchcolumbia@earthlink.net](mailto:stpaulepchurchcolumbia@earthlink.net)  
Rector: The Rev. J. Patrick Peters

**Christ Episcopal Church, Coudersport** (Founded 1843) Northern Tier Convocation  
Church Address: 601 North Main St. Coudersport, Mailing Address: P.O. Box 52 Coudersport, PA 16915  
Office Phone: 814-274-8391 Email: [jyskamp@gmail.com](mailto:jyskamp@gmail.com)

**Christ Memorial Episcopal Church, Danville** (Founded 1828) Susquehanna Convocation  
Church Address: 120 E. Market St. Danville, Mailing Address: P.O. Box 363 Danville, PA 17821-0363  
Office Phone: 570-275-3903 Fax: Email: [CMECDanville@ptd.net](mailto:CMECDanville@ptd.net)  
Rector: The Rev. Jim Strader-Sasser

**St. John In The Wilderness, Eagles Mere** (Founded 1877) West Branch Convocation  
Church Address: (Summer Chapel) 50 Jones Ave, Eagles Mere, PA 17331  
Primary Contact: Mrs. Caroline Estey-King

**St. James' Episcopal Church, Exchange** (Founded 1848) West Branch Convocation  
Church Address: Route 44 Exchange, Mailing Address: 1261 White Hall Rd Turbotville, PA 17772-9103  
Office Phone: 570-437-2696 Fax: Email: [dculbertsonrector@windstream.net](mailto:dculbertsonrector@windstream.net)  
Primary Contact: Mr. Brad Schuyler, Senior Warden

**Prince Of Peace Episcopal Church, Gettysburg** (Founded 1878) Southern Convocation  
Meeting Address: 20 West High Street Gettysburg, Mailing: P.O. Box 3005 Gettysburg, PA 17325-0005  
Office Phone: 717-334-6463 Fax: 717-334-0908 Email: [secretary@GettysburgEpiscopal.org](mailto:secretary@GettysburgEpiscopal.org)  
Rector: The Rev. Herbert Sprouse

**All Saints' Episcopal Church, Hanover** (Founded 1951) Southern Convocation  
Address: 890 Mccosh St Hanover, PA 17331-1800  
Office Phone: 717-637-5772 Fax: Email: [allsaintsepiscopalhanover@juno.com](mailto:allsaintsepiscopalhanover@juno.com)  
Rector: The Rev. Carenda Baker

**St. Andrew's in the City Episcopal Church, Harrisburg** (Founded 1905) Harrisburg Convocation  
Address: 1854 Market St., Harrisburg 17103, Phone: 717-234-8815  
Primary Contact: Mr. Charles DeBrunner [charliedebrunner@gmail.com](mailto:charliedebrunner@gmail.com)

**St. Andrew's in the Valley Episcopal Church, Harrisburg** Harrisburg Convocation  
Address: 4620 Linglestown Rd Harrisburg, PA 17112  
Office Phone: 717-234-8815 Fax: 717-233-7121 Email: [standrewhbg1@verizon.net](mailto:standrewhbg1@verizon.net)  
Rector: The Rev. Canon Nelson Kuule Baliira

**St. Paul's Episcopal Church, Harrisburg** (Founded 1859) Harrisburg Convocation  
Address: 248 Seneca St Harrisburg, PA 17110-1840  
Office Phone: 717-233-2175 Fax: 717-233-8143 Email: [stpaulsepiscopalchurch@comcast.net](mailto:stpaulsepiscopalchurch@comcast.net)  
Rector: The Rev. Canon Katherine Harrigan

**St. Stephen's Episcopal Cathedral, Harrisburg** (Founded 1826) Harrisburg Conv  
Address: 221 N Front St Harrisburg, PA 17101-1407  
Office Phone: 717-236-4059 Fax: 717-236-0906 Email: [info@ststep.org](mailto:info@ststep.org)  
Acting Dean: The Rev. Amy Welin, Curate: The Rev. Shayna Watson, Deacon: The Rev. Michael Nailor

**Chapel of the Good Shepherd, Hawk Run** (Founded 1885) Altoona Convocation  
Church Address: 270 Whitman Street Hawk Run, Mailing Address: P.O. Box 23 Hawk Run, PA 16840  
Office Phone: 570-433-3823 Fax: Email: [caj.2@verizon.net](mailto:caj.2@verizon.net)  
Rector: The Rev. Clifford Johnston

**All Saints' Episcopal Church, Hershey** (Founded 1938) Harrisburg Convocation  
Address: 310 Elm Ave Hershey, PA 17033  
Office Phone: 717-533-2454 Fax: 717-533-1771 Email: [all-saints@live.com](mailto:all-saints@live.com)  
Interim Rector: The Rev. Canon Stephen Casey, Deacon: The Rev. Hank Morrow

**Holy Trinity Episcopal Church, Hollidaysburg** (Founded 1907) Altoona Convocation  
Address: 315 Jones St Hollidaysburg, PA 16648-2007  
Office Phone: 814-695-7751 Fax: Email: [holyepisc@aol.com](mailto:holyepisc@aol.com)  
Rector: The Rev. Jeanne Jacobson

**St. John's Episcopal Church, Huntingdon** (Founded 1820) Altoona Convocation  
Address: 212 Penn St Huntingdon, PA 16652-1444  
Office Phone: 814-643-4732 Fax: Email: [stjohnspahuntpa@gmail.com](mailto:stjohnspahuntpa@gmail.com)  
Rector: The Rev. Gene Tucker, Deacon: The Rev. Charles Cruikshank

**Trinity Episcopal Church, Jersey Shore** (Founded 1903) West Branch Convocation  
Church Address: 174 Mt Pleasant Ave Jersey Shore, Mailing Address: 176 Mt Pleasant Ave Jersey Shore, PA 17740 Office Phone: 570-398-4007 Fax: Email: [trinityjs@verizon.net](mailto:trinityjs@verizon.net)

**St. Edward's Episcopal Church, Lancaster** (Founded 1981) Lancaster Convocation  
Address: 2453 Harrisburg Pike Lancaster, PA 17601-1719  
Office Phone: 717-898-6276 Fax: 717-898-2480 Email: [stedsoffice@comcast.net](mailto:stedsoffice@comcast.net)  
Rector: The Rev. Richard Bauer

**St. James' Episcopal Church, Lancaster** (Founded 1744) Lancaster Convocation  
Address: 119 N Duke St Lancaster, PA 17602-2815  
Office Phone: 717-397-4858 Fax: 717-397-7548 Email: [office@saintjameslanaster.org](mailto:office@saintjameslanaster.org)  
Rector: The Rev. David Peck, Assoc. Rector: The Rev. Shayna Watson, Asstg Priest: The Rev. Ron Janes

**St. John's Episcopal Church, Lancaster** (Founded 1853) Lancaster Convocation  
Address: 321 W Chestnut St Lancaster, PA 17603-3509  
Office Phone: 717-299-1188 Fax: 717-399-3806 Email: [stjohn@stjohns-lancaster.org](mailto:stjohn@stjohns-lancaster.org)  
Rector: The Rev. Amanda Knouse, Associate: The Rev. Matthew MacDougall

**St. Thomas Episcopal Church, Lancaster** (Founded 1958) Lancaster Convocation  
Address: 301 Saint Thomas Rd Lancaster, PA 17601-4832  
Office Phone: 717-569-3241 Fax: 717-569-9563 Email: [saintthomaschurch@comcast.net](mailto:saintthomaschurch@comcast.net)  
Rector: The Rev. Jennifer Mattson, Deacon: The Ven. Jane Miron, Archdeacon

**St. Andrew's Episcopal Church, Lewisburg** (Founded 1946) Susquehanna Conv  
Address: 255 S Derr Dr Lewisburg, PA 17837-1722  
Office Phone: 570-524-2061 Fax: Email: [standrews@dejazzd.com](mailto:standrews@dejazzd.com)  
Rector: The Rev. Sarah Weedon



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**St. Mark's Episcopal Church, Lewistown** (Founded 1823) Altoona Convocation

Address: 21 S Main St Lewistown, PA 17044-2116

Office Phone: 717-248-8327 Fax: Email: [info@stmark-lewistown.org](mailto:info@stmark-lewistown.org)

Rector: The Rev. John Harwood

**St. Paul's Episcopal Church, Lock Haven** (Founded 1856) West Branch Convocation

Church Address: 112 E Main St Lock Haven, Mailing Address: P.O. Box 206 Lock Haven, PA 17745

Office Phone: 570-748-2440 Fax: Email: [brynnlune@msn.com](mailto:brynnlune@msn.com)

Priest in Charge: The Ven. Canon Daniel Selvage

**St. Paul's Episcopal Church, Manheim** (Founded 1869) Lancaster Convocation

Address: 90 S Charlotte St Manheim, PA 17545-1802

Office Phone: 717-665-6584 Fax: 717-664-7698 Email: [stpaulmhm@dejazzd.com](mailto:stpaulmhm@dejazzd.com)

Interim Priest: The Rev. Barbara Seras

**St. James' Episcopal Church, Mansfield** (Founded 1839) Northern Tier Convocation

Church Address: 18 St. James Street Mansfield, Mailing: 30 E Wellsboro St Mansfield, PA 16933-1121

Office Phone: 570-662-2003 Fax: 570-662-3267 Email: [stjamesmansfield@epix.net](mailto:stjamesmansfield@epix.net)

Rector: The Rev. Rowena MacGregor

**St. John's Episcopal Church, Marietta** (Founded 1849) Lancaster Convocation

Church Address: Chestnut & Market Streets Marietta, Mailing: P.O. Box 98 Marietta, PA 17547-0098

Office Phone: 717-426-3041 Email: [stjohnsmarietta@embarqmail.com](mailto:stjohnsmarietta@embarqmail.com)

Priest in Charge: The Rev. Regina Bautista

**St. Luke's Episcopal Church, Mechanicsburg** (Founded 1880) Harrisburg Convocation

Meeting Address: 8 E Keller St Mechanicsburg, Mailing: 8 E Keller St Mechanicsburg, PA 17055-3826

Office Phone: 717-766-5182 Fax: 717-766-5274 Email: [stlukemech@pa.net](mailto:stlukemech@pa.net)

Interim Rector: The Rev. David Harper, Deacon: The Rev. Eric Henry

**Christ Episcopal Church, Milton** (Founded 1794) Susquehanna Convocation

Address: 21 Upper Market Street Milton, PA 17847

Office Phone: 570-742-8871 Email: [cecmilton@yahoo.com](mailto:cecmilton@yahoo.com)

Rector: The Rev. Robert Van Deusen

**Church of Our Savior, Montoursville** (Founded 1868) West Branch Convocation (GLEAM)

Address: 31 N Loyalsock Ave Montoursville, PA 17754-1703

Office Phone: 570-368-1860 Email: [laurikerr@hotmail.com](mailto:laurikerr@hotmail.com)

Missioner: The Rev. Lauri Kerr

**Resurrection Mission, Mt Carmel** (Founded 2017) Susquehanna Conv

Church Address: Fourth & Maple Streets Mt Carmel, Mailing: P.O. Box 353 Mount Carmel, PA 17851

Office Phone: 570-339-1307 Email: [hapha@verizon.net](mailto:hapha@verizon.net)

Primary Contact: Mr. William Hazzard [williamhazzard@gmail.com](mailto:williamhazzard@gmail.com)

**Hope Episcopal Church, Mount Hope** (Founded 1849) Lancaster Convocation

Address: 2425 Mountain Rd Manheim, PA 17545-8793

Office Phone: 717-665-6311 Email: [hopechurchmanheim@gmail.com](mailto:hopechurchmanheim@gmail.com)

**St. Luke's Episcopal Church, Mount Joy** (Founded 1908) Lancaster Convocation

Address: 209 S. Market St Mount Joy, PA 17552-0146

Office Phone: 717-653-4977 Email: [stlukemountjoy@embarqmail.com](mailto:stlukemountjoy@embarqmail.com)

Priest in Charge: The Rev. Ingrid Andersen

**St. James' Episcopal Church, Muncy** (Founded 1797) West Branch Convocation  
Church Address: 215 S Main Street, Muncy, Mailing Address: P.O. Box 95 Muncy, PA 17756-0095  
Office Phone: 570-546-6470 Email: [stjameschurchmuncy@windstream.net](mailto:stjameschurchmuncy@windstream.net)  
Primary Contact: Mr. Steve Young, Senior Warden

**Nativity & St. Stephen's, Newport & Thompsontown** (Founded 1825) Hbg Conv.  
Church Address: 157 S 2<sup>nd</sup> Street Newport, Mailing Address: 159 S 2<sup>nd</sup> St Newport, PA 17074-1407  
Office Phone: 717-567-6514 717-567-2227 Email: [chnatss@pa.net](mailto:chnatss@pa.net)  
Rector: The Rev. Rebecca Myers

**St. Mark's Episcopal Church, Northumberland** (Founded 1847) Susquehanna Conv.  
Address: 187 King St Northumberland, PA 17857-1653  
Office Phone: 570-473-3220 Email: [stmarknorry@verizon.net](mailto:stmarknorry@verizon.net)  
Rector: The Rev. Robert Van Deusen

**St. Paul's Episcopal Church, Philipsburg** (Founded 1827) Altoona Convocation  
Church Address: 4th & Prequeisle St Philipsburg, Mailing: P.O. Box 170 Philipsburg, PA 16866-0170  
Office Phone: 814-342-3180 814-342-3180  
Primary Contact: Mr. John Small, Sr. Warden

**All Saints' Episcopal Church, Selinsgrove** (Founded 1899) Susquehanna Convocation  
Church Address: 129 N Market St Selinsgrove, Mailing Address: PO Box 119 Selinsgrove, PA 17870  
Office Phone: 570-374-8289 Fax: Email: [allsaints@ptd.net](mailto:allsaints@ptd.net)  
Priest in Charge: The Rev. Canon Paul Donecker

**St. Andrew's Episcopal Church, Shippensburg** (Founded 1903) Harrisburg Conv  
Address: 206 E Burd St Shippensburg, PA 17257-1402  
Office Phone: 717-532-8089 Email: [standrewepiscopal@comcast.net](mailto:standrewepiscopal@comcast.net)  
Rector: The Rev. Barbara Hutchinson

**St. Andrew's Episcopal Church, State College** (Founded 1911) Altoona Convocation  
Address: 208 W Foster Ave State College, PA 16801-4822  
Office Phone: 814-237-7659 Fax: 814-867-7959 Email: [office@standewsc.org](mailto:office@standewsc.org)  
Rector: The Rev. Jeffrey Packard, Deacon: The Rev. Joe DeLauter

**St. Matthew's Episcopal Church, Sunbury** (Founded 1827) Susquehanna Convocation  
Mailing Address: 32 N Front St Sunbury, PA 17801-2140  
Office Phone: 570-286-7002 Email: [stmatthewsunbury@verizon.net](mailto:stmatthewsunbury@verizon.net)  
Rector: The Rev. Robin Jarrell

**St. Andrew's Episcopal Church, Tioga** (Founded 1840) Northern Tier Convocation  
Church Address: Main Street Tioga, PA Mailing Address: P.O. Box 386 Tioga, PA 16946-0386  
Office Phone: 570-662-7600 Email: [flavancher@stny.orr.com](mailto:flavancher@stny.orr.com)  
Primary Contact / Sr. Warden: Fred LaVancher [flavancher@stny.rr.com](mailto:flavancher@stny.rr.com)

**Trinity Episcopal Church, Tyrone** (Founded 1865) Altoona Convocation  
Address: 830 Washington Ave Tyrone, PA 16686-1345  
Office Phone: 814-684-3100 Fax: Email: [revjj2000@yahoo.com](mailto:revjj2000@yahoo.com)  
Deacon: The Rev. Jack Lee Hoffer

**Church of the Good Shepherd, Upper Fairfield** (Founded 1875) West Branch Conv. (GLEAM)  
Address: 827 Good Shepherd Rd Montoursville, PA 17754-7532  
Office Phone: 570-433-3823 Email: [laurikerr@hotmail.com](mailto:laurikerr@hotmail.com)  
Missioner: The Rev. Lauri Kerr



**St. Mary's Episcopal Church, Waynesboro** (Founded 1898) Southern Convocation  
Address: 112 E 2nd St Waynesboro, PA 17268-1603  
Office Phone: 717-762-1930 Fax: 717-762-1930 Email: [office@stmaryswayneboro.org](mailto:office@stmaryswayneboro.org)  
Rector: The Rev. Linda Watkins

**St. Paul's Episcopal Church, Wellsboro** (Founded 1838) Northern Tier Convocation  
Church Address: 29 Charles St Wellsboro, Mailing Address: P.O. Box 701 Wellsboro, PA 16901-0701  
Office Phone: 570-724-4771 Email: [stpauls@ptd.net](mailto:stpauls@ptd.net)  
Interim Rector: The Rev. David Perkins

**St. John's Episcopal Church, Westfield** (Founded 1882) Northern Tier Convocation  
Address: 205 Elm St Westfield, PA 16950-1507  
Office Phone: 814-367-2245 Email: [stjohnswestfield@verizon.net](mailto:stjohnswestfield@verizon.net)  
Primary Contact: Mr. T. James Davis, Sr. Warden [dj\\_davis@verizon.net](mailto:dj_davis@verizon.net)

**All Saints' Episcopal Church, Williamsport** (Founded 1901) West Branch Convocation (GLEAM)  
Address: 1656 Scott St Williamsport, PA 17701-4459  
Office Phone: 570-326-0191 Email: [allsaints@comcast.net](mailto:allsaints@comcast.net)  
Missioner: The Rev. Lauri Kerr

**Christ Episcopal Church, Williamsport** (Founded 1840) West Branch Convocation  
Address: 426 Mulberry St Williamsport, PA 17701-6312  
Office Phone: 570-322-8160 Fax: 570-323-3664 Email:  
Rector: The Rev. Kyle Murphy

**Trinity Episcopal Pro Cathedral, Williamsport** (Founded 1866) W. Branch Conv.  
Address: 844 W 4th St Williamsport, PA 17701-5824  
Office Phone: 570-322-0126 Fax: 570-322-6508 Email: [trinitychurchpa@comcast.net](mailto:trinitychurchpa@comcast.net)  
Rector: The Rev. Canon Kenneth Wagner-Pizza

**St. Andrew's Episcopal Church, York** (Founded 1917) Southern Convocation  
Address: 1502 4th Ave York, PA 17403-2623  
Office Phone: 717-843-3868 Fax: 717-848-1778 Email: [secretary@standrewsyork.org](mailto:secretary@standrewsyork.org)  
Rector: The Rev. Grant Ambrose

**St. John the Baptist Episcopal Church, York** (Founded 1755) Southern Convocation  
Address: 140 N Beaver St York, PA 17403-5324  
Office Phone: 717-848-1862 Fax: 717-854-5102 Email: [yorkjohn@aol.com](mailto:yorkjohn@aol.com)  
Rector: The Rev. Eric Hillegas



**MINUTES**  
**DIOCESE OF CENTRAL PENNSYLVANIA**  
**151<sup>st</sup> Annual Convention**  
**October 14, 2021**  
**Conducted via Zoom Webinar, Harrisburg PA**

**Opening and Welcome:**

At 6:00 pm, the Rt. Reverend Dr. Audrey Scanlan, Bishop of Central Pennsylvania, opened the 151st Annual Convention with a prayer.

The Bishop welcomed Alternates and guests.

**Quorum**

The Secretary confirmed that a quorum was present.

**Call to Order**

The Bishop called the Business Session to order.

**Ratification of Council of Trustees Resolution for Rules of Online Convention**

The Secretary called for a motion to ratify the Council of Trustees Resolution for Rules of Online Convention. (See Appendix I)

**Resolution #1: Rules of Online Convention**

RESOLVED, that this 151st Convention of the Diocese of Central Pennsylvania hereby adopts, as a resolution of this Convention, the Resolution of the Council of Trustees of the Diocese, authorizing this Convention to be held as a "Virtual" meeting using electronic communications technology, which Resolution was adopted by the Council on September 18, 2021, and further RESOLVED, that the said Resolution of Council is hereby ratified and confirmed as a Resolution of this Convention, which shall remain in full force and effect until amended or repealed. Bishop called for a second and a vote on the motion.

The Council of Trustees Resolution was ratified by 100 % of Convention delegates.

**Dispatch of Business**

The Bishop then called for the Secretary to make a motion to approve the Consent Agenda. The Bishop called for a second and a vote on the motion.

The Consent Agenda, which includes the Agenda, Reports to Convention, and the Courtesy Resolution was adopted by 99% of the Convention Delegates.

**Election of Officers of Convention**

100% of Convention Delegates elected the following persons to serve as Canonical officers of Convention until the next annual Convention of the Diocese and until their respective successors are elected:

Treasurer: Thomas Roche  
Secretary: Tyrone Powell, Esq.  
Registrar: Ms. Debbie Robelen

**Appointment of Chancellor**

In accordance with Article III, Section 3 (D) of the Constitution of the Diocese, the Bishop appointed Charles G. Banks, Jr., Esquire as Chancellor of the Diocese, to hold office until the next annual Convention of the Diocese and until his successor is appointed by the Bishop.

**Appointment of Vice Chancellor and Chancellor for Convention**

The Chancellor appointed attorney Thomas Schmidt to serve as Vice Chancellor and Vice Chancellor Schmidt served as Chancellor for the 151st Annual Convention in place of Chancellor Banks.

**Claims of Those Entitled to Voice and Vote**

The Secretary moved, and it was seconded that:

WHEREAS, Reverends Ingrid Andersen, Jeffrey Bassette, Patricia Dickson, Matthew MacDougal, Peter Mwaura, James Rinehart, Howard Kempzell and Barbara Seras are all in the geographic bounds of the Diocese and are engaged in ministry approved by the Bishop of this Diocese, but hold canonical status elsewhere in the Church. And WHEREAS, Ms. Donna Barthle and Mr. Bradley Mattson are serving in the capacity of Lay Persons to parishes in this Diocese, but have not been elected as a Delegate of that parish; and THEREFORE IT IS MOVED that the previously-named priests and lay pastors be granted seat in the 151st Convention of the Diocese of Central Pennsylvania with the privilege of voice and vote.

The resolution was adopted by 98% of Convention Delegates.

### **Explanation of Rules of Order**

The Chancellor read an excerpt from the Convention Rules governing debate on resolutions brought to the floor of the Convention.

### **Announcement of Tellers**

The Secretary identified Debbie Robelen, Diocesan Registrar, as Head Teller and The Very Rev. Robyn Szoke Coolidge as Assistant Teller, who will provide oversight on behalf of the Secretary of the Diocese. The Secretary described the voting procedures.

### **Report of the Nominating Committee**

Amy Swiernick provided the report of the Nominating Committee.

The Nominating Committee unanimously submitted the following names for nomination at the 151st Convention of the Diocese of Central Pennsylvania for the Diocesan positions, boards and/or committees indicated, to hold office for the period set forth in the Canons and until their respective successors are elected and qualify:

Standing Committee Elect 2 Clergy / 2 Laypersons  
Clergy Candidates (4 nominees)  
The Rev. Kevin Barron, Deacon, St. Luke's, Altoona  
The Rev. Ed Erb, St. Paul's, Wellsboro  
The Rev. Jennifer Mattson, St. Thomas, Lancaster  
The Rev. Anjel Scarborough, All Saints, Hershey  
Lay Candidates (1 nominee – uncontested)  
Ms. Laura Gottfried-Letsche, St. Luke's, Altoona (2nd Term)

Council of Trustees Elect 1 Clergy / 2 Laypersons  
Clergy Candidates (3 nominees)  
The Rev. Regina Bautista, St. John's, Marietta  
The Rev. Jan Brown, Deacon, St. Andrew's, York  
The Rev. James Jenkins, Deacon (2nd Term)  
Lay Candidates (2 nominees - uncontested)  
Mr. Miguel Gonzales, Church of the Nativity, Newport / Thompsontown  
Ms. Melanie Graves, St. Mary's, Waynesboro

Disciplinary Board Elect 2 Clergy / 1 Laypersons  
Clergy Candidates (2 nominees - uncontested)  
The Rev. Allison Carnahan, St. Paul's, Bloomsburg  
The Rev. Jeff Packard, St. Andrew's, State College  
Lay Candidates (2 nominees)  
Ms. Karen Stewart, Holy Trinity, Hollidaysburg  
Ms. Sarah Weedon, St. Paul's, Harrisburg

The Bishop called on the Secretary to make a motion to cast one Ballot for the election of all candidates for uncontested offices.

The motion authorizing the Secretary to cast one ballot for the election of all candidates for uncontested offices was approved by Convention Delegates.

The Secretary then directed the Delegates to follow voting procedures as indicated previously and to commence voting for contested offices. He announced that the election results will be presented before the end of Convention.

### **Report of the Resolutions Committee**

98% of Convention delegates approved the following resolution:

#### **Resolution #2: Welcoming Immigrant Families**

RESOLVED, that this Annual Convention of the Episcopal Diocese of Central Pennsylvania recognize our responsibility to welcome resettled immigrant families as new neighbors into our communities.

RESOLVED, that this Convention acknowledge that Episcopalians, the larger body of Christ, and our communities are enhanced by learning about issues facing immigrants, refugees, and asylum-seekers.

RESOLVED, that Diocesan Migration Ministry Resources (local), in cooperation with Episcopal Migration Ministries (national), make available training modules and educational programs about migration and related issues for parishes to utilize at their discretion.

92% of Convention delegates approved the following resolution:

#### **Resolution #3: Encouraging support for the Driving Pennsylvania Forward Coalition**

RESOLVED, Convention of the Episcopal Diocese of Central Pennsylvania that all parishes within the Diocese prayerfully consider participation in and support of the Driving Pennsylvania Forward Coalition by doing any of the following: 1. Writing letters of support for the Coalition's Pennsylvania legislative efforts for people residing in Pennsylvania who are undocumented immigrants; 2. Participating in committees of the Coalition; 3. Making financial donations to the efforts of the Coalition.

### **Finance Committee Report, Clergy Compensation Plan 2022-25 and 2022 Budget**

The Treasurer presented the Finance Committee Report, the Clergy Compensation Plan for 2022-2025 and the 2022 Budget for approval.

Mr. Roche called for a motion to approve the following resolution:

#### **Resolution #4: The Budget Resolution for 151st Convention**

RESOLVED, that the proposed Diocesan budget for the calendar year 2022, as recommended for approval to Convention by the Council of Trustees at its meeting on September 18, 2021, and as presented to this meeting, be and it hereby is adopted and approved by this Convention as the 2022 budget of the Diocese.

97% of Convention Delegates approved the 2022 Budget.

Mr. Roche called for a motion to approve the Clergy Compensation Plan For 2022-2025 as presented.

97% of Convention Delegates approved the Clergy Compensation Plan.

### **Bishop's Address**

The Bishop presented her address to the Convention. (see appendix II)

### **Election Results**

The Secretary announced the following election results:

*Standing Committee* Elect 2 Clergy / 2 Laypersons

Clergy

The Rev. Kevin Barron, Deacon, St. Luke's, Altoona

The Rev. Jennifer Mattson, St. Thomas, Lancaster  
Lay Ms. Laura Gottfried-Letsche, St. Luke's, Altoona (2nd Term)

*Council of Trustees Elect 1 Clergy / 2 Laypersons*

*Clergy*

The Rev. Regina Bautista, St. John's, Marietta

*Lay*

Mr. Miguel Gonzales, Church of the Nativity, Newport / Thompsonstown

Ms. Melanie Graves, St. Mary's, Waynesboro

*Disciplinary Board Elect 2 Clergy / 1 Laypersons*

*Clergy*

The Rev. Allison Carnahan, St. Paul's, Bloomsburg

The Rev. Jeff Packard, St. Andrew's, State College

*Lay:*

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

The successful candidates will assume their elected positions upon the conclusion of the convention.

**Courtesy Resolutions**

The Bishop, on behalf of the Chair of the Courtesy Resolution Committee, the Bishop moved to adopt the Courtesy Resolutions, as set forth in the Convention "packet" (see Appendix III)

After motion duly made and seconded, Convention delegates adopted the Courtesy Resolutions.

**152<sup>nd</sup> Annual Convention**

The Secretary announced that the next Annual Convention is scheduled for October 14-15, 2022, at Spooky Nook, Manheim.

**Adjourn**

The Secretary called for a motion to adjourn the Convention. After motion duly made and seconded, Convention delegates approved the motion to adjourn the Convention.

**Closing**

After a closing prayer, the Bishop dismissed Convention delegates.

## **APPENDIX I - RESOLUTIONS**

### **DIOCESE OF CENTRAL PENNSYLVANIA COUNCIL OF TRUSTEES Resolution to Permit "Virtual" Convention**

WHEREAS, Article III of the Constitution of the Diocese of Central Pennsylvania provides in Section 1 that there shall be a stated Convention of the Church in this Diocese at such time and at such place as shall be fixed by the preceding Convention; and WHEREAS, Section 1(A) of Article III provides that, for any sufficient cause occurring after the designation of the place of the meeting of the Annual Convention, the Ecclesiastical Authority may appoint another time or place, or both, for the meeting of Convention; and WHEREAS, Title I, Canon III(B) of the Diocese provides that the Diocesan Council of Trustees shall "...carry out the program and work..." of Convention when the Convention is not in session; and WHEREAS, the Convention Committee and the Bishop, in light of the COVID-19 pandemic and the risk both to individuals and the public health that have been associated with large, in person assemblies, have requested that the Diocesan Council of Trustees adopt this resolution setting forth a special rule of order permitting Conventions of the Diocese to be held as "Virtual" Conventions, using electronic communications technology having the capabilities specified in the resolution; and WHEREAS, the procedure for conducting the Annual Convention permitted by the resolution is consistent with the requirements for conducting a similar meeting of the members of a Pennsylvania nonprofit corporation provided in Sections 5704(a) and 5708(b) of the Associations Code, 15 Pa. C. S. Sections 5704(a) and 5708(b), Now, Therefore,

BE IT RESOLVED: 1. The Diocesan Council of Trustees concurs with the recommendation of the Convention Committee and the Bishop that the plans for Conventions may be based on holding the meeting as a "Virtual Convention," and approves the adoption of the Provisional Convention Rules of Order for Electronic Meetings as attached to this Resolution as Appendix "A", to permit the Virtual Convention to be held, using electronic communications technology having the capabilities specified in this resolution. 2. That Conventions of this Diocese held hereafter may, at the discretion of the Ecclesiastical Authority, be held by means of the Internet or other electronic communications technology in a fashion pursuant to which Clergy and Lay Delegates, wherever they may be physically located, have the opportunity to read or hear the proceedings substantially concurrently with their occurrence, may vote on matters submitted to the members of Convention, pose questions to the President of Convention and members of any other body, make appropriate motions and comment on the business of the meeting, and express their consent or dissent to any matter presented to Convention for action. 3. The participation by a member of any Convention at a meeting conducted using the technological means specified in paragraph 2, including voting and taking any other action, shall constitute the presence of, or vote or action by, or consent or dissent of the member of Convention. 4. The Agenda for the 151st Annual Convention shall include, as a first order of business, a resolution to approve and ratify this resolution of Diocesan Council as a special rule of order, to include the use of the specific procedures and technology to be identified and recommended in accordance with this resolution, to hold the 151st Annual Convention.

### **APPENDIX "A" TO RESOLUTION OF COUNCIL OF TRUSTEES IMPLEMENTING VIRTUAL CONVENTION DIOCESE OF CENTRAL PENNSYLVANIA**

Provisional Convention Rules of Order for Electronic Meetings 1. General. These Provisional Rules shall go into effect on the convening of a "virtual" Convention of the Diocese, held by electronic means. The regular canonical Rules of Order shall nevertheless apply to any virtual meeting, to the extent not inconsistent with these Provisional Rules. 2. Notice; Login Information. The Diocese shall notify Members of Convention, at least sixty (60) days before each meeting, of the date and the time of a virtual meeting of Convention, and, as soon as possible thereafter, but not later than forty-eight (48) hours before the commencement of such meeting), the URL and codes necessary to connect to the Zoom meeting platform. The Secretary shall also include a copy of, or a link to, these rules. 3. Login time. The Secretary shall schedule Internet meeting service availability to begin at least 30 minutes before the start of each meeting. 4. Signing in and out. Members and alternates shall identify themselves as required to sign into the meeting service, and each member shall maintain individual Internet and audio access throughout the meeting whenever present, but Members shall sign out upon any departure before adjournment. 5.



Quorum calls. The presence of a quorum shall be established by the Secretary based on the count of members who have signed in. Thereafter, the continued presence of a quorum shall be presumed, unless any member demands a quorum count by audible roll call. Such a demand may be made following any vote for which the announced totals add to less than a quorum. 6. Technical requirements and malfunctions. Each member shall be responsible for his or her audio and Internet connections; no action shall be invalidated on the grounds that the loss of, or poor quality of, a member's individual connection prevented participation in the meeting. 7. Forced disconnections. The Chair may cause or direct the disconnection or muting of a member's connection if it is causing undue interference with the meeting. The Chair's decision to do so, which is not subject to appeal, shall be announced during the meeting and recorded in the minutes. 8. Assignment of the floor; Procedural motions. To seek recognition by the Chair, a member shall request recognition by clicking on the designated button on the screen display whereupon the Chair shall recognize requests in the order submitted, except for privileged or incidental motions, as defined in Robert's Rules of Order, and as set forth herein. To introduce a privileged or incidental motion, a Member shall use the text box on the display screen to post the text of the motion in full, along with the Member's name and congregational affiliation, and shall thereafter wait a reasonable time for the Chair's ruling (which shall not be subject to appeal) and instructions before attempting to seek recognition. An audio-only attendee shall press the pound/hashtag button on the Member's phone, and wait for recognition, after which the Member shall state the Member's motion in full, along with the Member's name and parish affiliation. 9. Display of motions. The Secretary shall show, by an on-screen display, the immediately pending question and other relevant pending questions (such as the main motion, or the pertinent part of the main motion, when an amendment to it is immediately pending) and, to the extent feasible, the Secretary, or any assistants appointed by the Secretary for this purpose, shall cause such questions, or any other documents that are currently before the meeting for action or information, to be displayed therein until disposed of. 10. Voting. Votes shall be taken by the voting feature of the Internet meeting service, unless a different method is ordered by the Chair. The Chair's announcement of the voting result during the meeting shall include the percentage of members voting on each side of the question and the percentage, if any, who explicitly respond to acknowledge their presence without casting a vote. Numerical totals will be available after the conclusion of the meeting. Business may also be conducted by unanimous consent, with the Chair announcing the Chair's understanding of such consent, which shall be subject to objection, whereupon another method of voting shall be used. 11. Video display. The Chair, the Secretary, or their respective assistants shall cause a video of the Chair (as well as such other members of the dais as shall be designated by the Chair) to be displayed throughout the meeting, and shall also cause display of the video of the member currently recognized to speak or re

## **RESOLUTION #2: Welcoming Immigrant Families**

RESOLVED, that this Annual Convention of the Episcopal Diocese of Central Pennsylvania recognize our responsibility to welcome resettled immigrant families as new neighbors into our communities.

RESOLVED, that this Convention acknowledge that Episcopalians, the larger body of Christ, and our communities are enhanced by learning about issues facing immigrants, refugees, and asylum-seekers.

RESOLVED, that Diocesan Migration Ministry Resources (local), in cooperation with Episcopal Migration Ministries (national), make available training modules and educational programs about migration and related issues for parishes to utilize at their discretion.

### **EXPLANATION**

The United States remains a beacon of hope to thousands of refugees fleeing oppression around the world. They live in crowded, unsanitary refugee camps for years as they wait for permission to come to America. Immigrant advocate agencies work with state and federal governments to resettle families of immigrants and refugees by helping them adjust to new lives and newfound freedom. Involvement to assist in resettling immigrant families will enrich the lives of givers and recipients.

The Biden administration initially announced it would raise the refugee cap from 15,000 to 62,500 for 2021. President Biden reinforced his goal of 125,000 for the fiscal year that starts in October, but cautioned that number "will still be hard to hit." What is certain is that more immigrant families will become our new neighbors in Central Pennsylvania.

God has blessed the Episcopal Church with varied gifts, such as hospitality, prophetic action, compassion, teaching, exhortation, and generosity. Connected and woven together, with support from Episcopal Migration Ministries, these gifts can strengthen and expand a web of support for welcoming immigrant families into our communities.

**In order to support immigrant advocate agencies in their effort to resettle immigrant families into our communities, a parish may do any of the following:**

- Recognize Monday, June 22, 2022 as 'World Refugee Day' and celebrate it during a sermon or worship by using Matthew 25: 31-40 "I was hungry and you gave me food, I was thirsty and you gave me drink, I was a stranger and you welcomed me."
- Invite staff of immigrant advocate agencies to come speak in person or virtually for an Adult Forum presentation, Sunday school lesson, sermon, or an educational assembly.
- Assemble caring circles of parishioners to build relationships with immigrant families and to provide them with tangible, necessities of life items as needed. By creating a 'Welcome Team' of interested and dedicated parishioners, it will nurture a supportive relationship with a resettled refugee family and break through the cycle of isolation that oftentimes comes with being new to a community. An alternate activity may be to undertake a donation appeal to fill 'Welcome Kits' to give to immigrant advocate agencies for resettled families.

Sponsor: The Rev. Rebecca Myers, Church of the Nativity and St. Stephen Episcopal Church (Newport)

Co-sponsors:

Gerry Garber, St. Stephen's Cathedral (Chairperson of Diocesan Migration Ministry Resources)

Sandra Elion, St. Andrews Episcopal Church (Lewisburg)

Fred and Rosemary Hartman, All Saints Episcopal Church (Hershey)

Joan Horn, All Saints Episcopal Church (Hershey)

David W. Martin, St. John's Episcopal Church (Lancaster)

The Rev. Daphne Messersmith

The Rev. Beth Mollard

Carolyn Patterson, St. Paul's Episcopal Church (Harrisburg)

Sam and Margie Ward, All Saints Episcopal Church (Hershey)

The Rev. Dr. Gregory Welin, Mount Calvary Episcopal Church (Camp Hill)

### **RESOLUTION #3: Encouraging support for the Driving Pennsylvania Forward Coalition**

RESOLVED Convention of the Episcopal Diocese of Central Pennsylvania that all parishes within the Diocese prayerfully consider participation in and support of the Driving Pennsylvania Forward Coalition by doing any of the following:

1. Writing letters of support for the Coalition's Pennsylvania legislative efforts for people residing in Pennsylvania who are undocumented immigrants;
2. Participating in committees of the Coalition;
3. Making financial donations to the efforts of the Coalition.

#### **EXPLANATION:**

Until 2002, anyone residing in Pennsylvania could apply for a PA Driver's License using a Tax Identification number to establish their identity. The law changed to require only a social security number; thus, people residing in Pennsylvania who are undocumented immigrants are no longer able to be licensed to drive in Pennsylvania.

Driving is an essential part of basic mobility that most of us take for granted. We see no risk in getting in our cars and driving to a doctor's appointment, picking up groceries or taking our children to school. Not being able to apply for a driver's license deprives families of this important mobility.

The Driving Pennsylvania Forward Coalition is working to restore the law to allow people to apply for a Driver's license using an Individual Tax Identification Number (ITIN) or other forms of identification, as well as to protect the privacy of all Pennsylvania licensed drivers by prohibiting the sale or transmission of licensure information to outside entities. The law was changed in 2002 and licenses were revoked in 2009.

Allowing residents of Pennsylvania who are undocumented immigrants to apply for a driver's license would lead to safer streets and highways for all of us, as well as more insured drivers, which would reduce auto insurance costs. Expanding driver's licenses would not cost the Commonwealth; rather, it would lead to increased state revenue from both sales taxes on auto-related purchases and driver's license processing fees.

People who are undocumented immigrants are important to the fabric of the Commonwealth of Pennsylvania and necessary to our communities and businesses. They are human beings created in the image of God. Having a driver's license allows people to freely navigate their day-to-day activities and chores, secure employment, and provide for their families. It supports our state's economy by allowing undocumented immigrants to fill jobs for which they have the appropriate skills. Undocumented immigrants make an important contribution to our economy and could make an even greater one if allowed to apply for a driver's license.

Furthermore, this driver's license law change keeps families together. A traffic stop could mean deportation, so without the law change, families constantly live in fear.

Currently, 15 states, including Delaware, Maryland, and New York have similar laws in place.

A research report conducted by the Pennsylvania Budget and Policy Center in September of 2020 provides additional information about this issue and can be accessed here:

<https://drivingpafoward.org/resources/>

Sponsor: The Rev. Rebecca Myers

Co Sponsors: Gerald Garber, II, Chair, Diocesan Migration Ministry Resources:

The Rev. Beth Mollard; David W. Martin

## **APPENDIX II**

### **BISHOP'S ADDRESS TO CONVENTION**

Diocese of Central Pennsylvania  
151<sup>st</sup> Annual Convention  
October 14, 2021

Grace and Peace – in the name of Jesus.

It is good to be together tonight in this cyber-community gathering for our online convention. Thank you to those who joined for the online Open House last night – it was so good to see all those faces from across the diocese on one zoom screen!

This is the second year in which we have opted for a virtual convention as the most practical measure to keep us safe in the time of pandemic. I pray that you and those whom you love are well and will stay healthy. Please know how grateful I am for your faithfulness and patience as we move through this time. We are not through this yet, and our continued vigilance is essential. SO let us continue to love our neighbors, love our unvaccinated children, and love our vulnerable elderly and others: wear a mask, and keep those around us safe.

I want to speak about the life of our diocese and get to the heart of the matter – but first, I would like to spend some time honoring our two staff members who are departing this year: Canon Dan Morrow and Dean Robyn Szoke-Coolidge.

Cannon Morrow came to us in 2016 to be our Canon for Congregational Life and Mission. Having served congregations in Los Angeles, Zurich, Paris, and Portland, Oregon, Dan came to us with lots of experience in parish life and congregational development – served us with sides of philosophy, art, culinary appreciation and Oklahoma-rooted-country-music charm. Dan has been a teacher, pastor, truth teller, and idea man in our diocese. In addition to working on transition ministry, administering Mutual Ministry Reviews, and helping with Congregational Development and Congregational Conflict, Dan helped to create our Bishop out of the Box program the Shaped by Faith project, and our muscle-stretching-sweat-drenched, all-time-best-fun-ever Appalachian Camino. Dan is taking a new position in Munich at Church of the Ascension – he and Teresa will return to Europe next month – a favorite place of theirs – and I know that they will be a gift to their new faith community. Dan has been a gift to us in our life as a diocese – and Dan we wish you the best and send you, Teresa, Miles and Melba off with our love and blessing.

The Very Reverend Robyn Szoke-Coolidge has served on our diocesan staff since 2010, coming during Bishop Baxter's tenure in the role of Canon for Children and Youth Ministry, later adding Congregational Development to her role and, in 2014, taking on responsibilities for the newly named Stevenson School for Ministry, which grew from the School for Christian Studies. Robyn also served for some time as Priest Associate at St. John's, Carlisle, in an earlier position on Presiding Bishop Frank Giswold's team as Staff Officer for Children's Ministries and Adult Formation, and as adjunct faculty at Moravian Theological Seminary. With family roots in the eastern edge of our diocese, Central Pennsylvania has long been home to Robyn and we have benefitted deeply from her ministry.

Robyn is a tireless servant of the Lord. She is creative, tenacious, a networker with connections in so many corners of the wider Church, a teacher, a pastor, and a visionary. And she has more hours in the day than the rest of us, I am convinced. She has worked to build the Stevenson School into an enterprise that now serves seven Episcopal dioceses, has a deep connection with our Lutheran brothers and sisters, a formal partnership with Lancaster Theological Seminary, and a world class faculty. I'm so proud of Robyn and all that she has done to build this vital resource for lay and ordained formation; her energy and drive can't be matched and what she has accomplished is amazing. Robyn, we will miss you – and we pray a happy and healthy retirement for you.

The departure of these two beloved staff members is one signal of the change that is upon us. Change is natural. It is organic, evolutionary, and without it, we would become stagnant, rigid, and unable to meet the challenges of the day. Change is not comfortable, usually, but it is what keeps us alive and thriving.

In these years ahead, I see change for us. The title "bishop" in Greek is the word "episcopae", which means "overseer". The work that I am charged to do is to pastor on the ground while also taking a long view – and then chart a course to the next place that God is calling us.

You have heard my Five Priorities for our diocese in the coming years. One of them ontological, two of the programmatic, and two of them administrative. Briefly, they are:

- Becoming the Beloved Community – this is a continued striving for love and justice that extends to every single individual whom we meet and in every part of our common life. It requires deep and unceasing work to dismantle centuries of racism and injustice in our country. This work with change us at our very core – it is ontological, about our *being* – individually and in community.
- Shaped by Faith and the Stevenson School – these are essential Programs in our diocese that are helping us to grow into our future with vitality and strength.
- The re-design of our financial structure (grants, loans, investments, Fair Share) and the exploration of collaboration with our next-door-Diocese of Bethlehem - these are Administrative priorities that will build our capacity to direct more resources into our parishes – because that is where God's work is done.

And that is the heart of the matter: the Church is one body in Christ. Our diocese is one Body that is made up of 62 parishes serving God's mission in the places where God has planted them. And the work that we do – serving our neighbor, feeding the hungry, clothing the naked, inspiring and caring for those who come with "sin-sick souls," as the hymn says... this work that we do for others *and for our own spiritual health* is fueled by the nourishment that we get at God's table, through Word and Sacrament, and through community. Of all the things that I have heard people say about Church and the Pandemic, it has been how much they have missed each other ... missed their community.

We gather in community, but – HEAR THIS – we gather with a *foundation* that makes all the difference: we gather knowing that **at the root of our existence, the base of our gathering, the origin of our Body is the Body of the one that lived and died for us – Jesus Christ.** St. Paul writes in his first letter to the Corinthians, "When I came to you, brothers and sisters, I did not come proclaiming the mystery of God to you in lofty words or wisdom. For I decided to know nothing among you except Jesus Christ, and him crucified."

Our community, and our efforts at healing the nations, are all exercised in the name of Christ. And, friends, I have a sense of how alive we are in the Spirit of the risen Lord. My visitations in the past few months as we have come back together have been powerful. Praying together, singing together (even under a mask), being together – it brings the living Christ into our midst – the one in whom the power of God has shown forth and in whom we place our hope.

We can do all things because for God – with God – all things are possible – and we have God on our side.

I am humbled to be your chief pastor, grateful for your leadership, and look forward with confidence to our faithful future together.

To God be the glory.

## **APPENDIX III**

### **COURTESY RESOLUTIONS**

#### **The Report of the Committee on Courtesy Resolutions for the 151st Convention of the Diocese of Central Pennsylvania, October 14<sup>th</sup> 2021**

**BE IT RESOLVED** that the 151st Convention of the Diocese of Central Pennsylvania adopt these following courtesy resolutions to be submitted into the record of this 151st Convention:

**On the Right Reverend Audrey and Glenn Scanlan**

**BE IT RESOLVED** that the 151st Convention of the Diocese of Central Pennsylvania express its thanksgiving to The Right Reverend Audrey Scanlan and her husband Glenn for their ministry among us, with our prayers for the blessing of our Lord upon them, their family and their ministry in Jesus' name in our midst, and with special thanksgiving for their latest grandchild: Alice Millay Evanson.

**AND BE IT FURTHER RESOLVED** that the 151<sup>st</sup> Convention of the Diocese of Central Pennsylvania embraces the Bishop's Strategic Priorities shared with this convention and looks forward to pursuing those priorities with her in the years to come.

**On Convention Coordinators Canon Alexis Guszick, and Ms. Faith Neece, with Jason Chmiola**

**BE IT RESOLVED** that the 151st Convention of the Diocese of Central Pennsylvania express its gratitude to Alexis Guszick, Canon for Diocesan Events and Communications, and her assistant, Ms. Faith Neece in planning and coordinating this convention, with special thanks to Mr. Jason Chmiola for his IT support.

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

**BE IT RESOLVED** that the 151st Convention of the Diocese of Central Pennsylvania express its affection and appreciation to The Right Reverend Doctor Nathan D. Baxter and Mary Ellen Baxter in their retirement with our prayers for their abundant health, strength and joy in the years to come.

**The Right Reverend Michael and Betty Creighton**

**BE IT RESOLVED** that the 151st Convention of the Diocese of Central Pennsylvania express its affection and appreciation to The Right Reverend Michael and Betty Creighton in their retirement, with our prayers for their abundant health, strength and joy in the years to come.

**The Right Reverend and Mrs. Charlie and Alice McNutt**

**BE IT RESOLVED** that the 151st Convention of the Diocese of Central Pennsylvania express its affection and appreciation to The Right Reverend Charlie McNutt and Alice McNutt, 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 151st Convention of the Diocese of Central Pennsylvania extend its greeting and thanksgiving to our Presiding Bishop, The Most Reverend Michael B. Curry with our prayers for God's blessing in his ministry among us and for his continued health and wellbeing.

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

**BE IT RESOLVED** that this 151st 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 Clergy Newly Ordained in the Diocese**

**BE IT RESOLVED** that the 151st Convention of the Diocese of Central Pennsylvania congratulate and welcome clergy who have been ordained in the past year, who are:

The Reverend Allison Carnahan, priest, Christ Memorial, Danville and Resurrection Mission,  
Mount Carmel

The Reverend Kevin Barron, deacon, St. Luke's, Altoona

**On Clergy New to the Diocese**

**BE IT RESOLVED** that the 151st Convention of the Diocese of Central Pennsylvania extend its welcome to clergy new in our diocese since the last convention, who are:

The Reverend Edward Erb, St. Paul's, Wellsboro, rector  
The Reverend Denise Muller, retired priest  
The Reverend Anjel Scarborough, All Saints, Hershey, rector  
The Reverend Stuart Scarborough, deacon,

**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 151st 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 2021 Journal of the Diocese more particularly remembering The Reverend Harold Bishop; the Reverend Canon Stephen Casey; the Reverend Richard Harlacher; the Reverend J. Patrick Peters; the Reverend Patrick Strohl, deacon.

RESPECTFULLY SUBMITTED,  
The Reverend Jeffrey A. Packard, chair  
Courtesy Resolutions Committee



## **RESOLUTION ON CHURCH EMPLOYEE COMPENSATION – 2021 TO BE EFFECTIVE JANUARY 1, 2022**

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 allowances 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 Clergy Compensation Committee has been instructed to review compensation and provide information and counsel to congregations, clergy, and the Diocese of compensation matters; therefore, be it

RESOLVED: That the following clergy and lay employee compensation policy be adopted by the Diocese at its 151<sup>st</sup> Convention, to take effect January 1, 2022.

### **A. Clergy Compensation Schedule**

Full-time priests and transitional deacons shall be paid Core Compensation that is at least equal to the Minimums established by the Diocesan Minimum Compensation 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 Core Compensation for 0-4 years, 5-9 years, 10-19 years, and 20-plus years.

Core Compensation is defined as 1) Stipend / Base Salary and 2) Housing Allowance. For illustration purposes, the approved schedule assigns a housing allowance at 30% of the Stipend/Base Salary. Since the housing allowance may vary between parishes or the priest/transitional deacon is provided housing, the sum of Stipend / Base Salary and Housing Allocation must meet or exceed the Total Core Compensation on Table 1.

Social Security Offset is a required component of a clergy's compensation package (unless they do not participate in the Social Security Program) and is calculated at a compounded rate of 7.65%. Per the Church Pension Group, Social Security Offset is included in calculations determining the required pension contribution.

**IMPORTANT:** In addition to the minimums provided by the schedule, the Committee included the Median Compensation Level for all male clergy in the Episcopal Church. This demographic's Median Compensation (Source: Church Pension Group: 2019 Episcopal Clergy Compensation Report published October 2020 – data adjusted for inflation) was selected as the rule of thumb because of their historically higher compensation amounts and the desire for equitable pay across genders and race. Each clergy position in the Diocese is unique. When determining a compensation offer or adjustment, those involved in the decision process should take into account numerous factors including, but not limited to:

- Cost of living in the relevant area
- Advanced Degrees (beyond a M.Div.) and relevant certifications



- Secular professional experience
- Parish's financial vitality
- Clergy's responsibilities and goals
- Applicant pool

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.

The Bishop must approve all clergy Letters of Agreement (LOA) and may, from time to time, authorize an exemption to the minimum compensation requirement for a particular clergy placement. This will only be done in situations the Bishop determines as unique and necessary and must be mutually agreeable to the parish and the employee or prospective employee. Diocesan canons name possible imperilment of a congregation as a result of failing to pay the minimum clergy stipend. (Canon IV Sec 1B)

#### **B. Cost of Living Adjustment**

The Compensation Schedule will be updated annually to reflect any increases in the Cost of Living and insurance rates. The figure used will be the Consumer Price Index for the previous 12 months ending July 31.

#### **C. Social Security Contribution**

As discussed in Section A., the full employer's share of the social security tax is to be paid for clergy, unless they voluntarily do not participate in the Social Security system.

#### **D. Pension**

If you are an ordained Episcopal cleric, you automatically participate in the Clergy Pension Plan if you are compensated, regularly employed, expected to work five or more consecutive months for the same Episcopal employer, and your employer pays *Assessments* to CPF. If your position is expected to last for less than five months, and you have a letter of agreement directing the payment of *Assessments* by your employer for the services that you will provide, you have the option to participate in the Clergy Pension Plan.

#### **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 available to clergy will be \$5,000, including mileage reimbursed at the current rate allowed by the Internal Revenue Service. Such reimbursements are paid with an accountable reimbursement form. Other professional expenses may include, but are not limited to, non-automotive travel (train, bus, etc.); meals and other hospitality; books/journals; curricula; professional publication subscriptions; fees and expenses associated with professional conferences, conventions, retreats, seminars, and workshops; membership dues in professional societies; office supplies; and computer and printer costs (if used more than 50% of the time for professional activities).

#### **F. Continuing Education**

Full-time and part-time clergy receive an allowance of a minimum of \$1,250 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. This minimum is NOT prorated based on part-time status.

#### **G. Clergy Sabbatical**

Cleric and congregation should plan well in advance for sabbatical time, which may be used for continuing education, travel, and refreshment. Typically, clergy receive three months of sabbatical time after five years served. Years of service toward sabbatical may be carried from one parish to another within the diocese only with mutual consent between clergy and congregation stipulated in the Letter of Agreement. Vestries should budget for sabbaticals on an ongoing basis. The Letter of Agreement should address such issues as timing of sabbatical for the mutual convenience of the cleric and congregation.

No more than three months of sabbatical time should be taken in any given year. The diocese expects the cleric will return to the congregation for a minimum of one year following the sabbatical leave. A terminal sabbatical (sabbatical taken at the end

of the cleric's service to that parish) is not permitted, and unused sabbatical time may not be "cashed out." In the case of a priest-in-charge becoming rector, sabbatical time should be counted from the time the original Letter of Agreement was signed.

#### H. 2022 Minimum and Median Clergy Compensation

The 2022 Clergy Compensation Schedule is listed below.

TABLE 1

DIOCESAN CLERGY MINIMUM COMPENSATION TABLE - 2022 - 2024								
FULL-TIME CLERGY								
COMPENSATION ITEM	YEARS ORDAINED							
	2022-24 Minimum	REFERENCE: Median All Male Clergy Rate	2022-24 Minimum	REFERENCE: Median All Male Clergy Rate	2022-24 Minimum	REFERENCE: Median All Male Clergy Rate	2022-24 Minimum	REFERENCE: Median All Male Clergy Rate
	0-4 Years	0-4 Years	5-9 Years	5-9 Years	10-19 Years	10-19 Years	20 Plus Years	20 Plus Years
Stipend / Base Salary	\$40,500	\$50,500	\$48,700	\$60,750	\$56,000	\$70,000	\$64,100	\$79,750
Housing Allowance Allocation (Standard 30%)	\$12,150	\$15,150	\$14,610	\$18,225	\$16,800	\$21,000	\$19,230	\$23,925
Total Core Compensation	\$52,650	\$65,650	\$63,310	\$78,975	\$72,800	\$91,000	\$83,330	\$103,675
Social Security Offset	\$4,361	\$5,438	\$5,244	\$6,542	\$6,031	\$7,538	\$6,903	\$8,588
Total Cost of Compensation	\$57,011	\$71,088	\$68,554	\$85,517	\$78,831	\$98,538	\$90,233	\$112,263
Pension Contribution @ 18%	\$10,262	\$12,796	\$12,340	\$15,393	\$14,189	\$17,737	\$16,242	\$20,207
Professional Expenses	\$5,000	\$5,000	\$5,000	\$5,000	\$5,000	\$5,000	\$5,000	\$5,000
Continuing Education	\$1,250	\$1,250	\$1,250	\$1,250	\$1,250	\$1,250	\$1,250	\$1,250
Est. Workmans Comp.	\$621	\$775	\$747	\$932	\$859	\$1,074	\$984	\$1,224
Total Cost of Employment (NOT INCLUDING MEDICAL INSURANCE)	\$74,145	\$90,909	\$87,891	\$108,092	\$100,129	\$123,599	\$113,708	\$139,944

Source: Median All Male Clergy Compensation rates were derived from the Church Pension Group's 2019 Clergy Compensation Report published in October of 2019. Rates have been adjusted for inflation.)

Additional minimum benefits provided by congregations for clergy include:

Church Pension Fund Premiums – a parish is required to contribute 18% of a clergy's assessable compensation if they are scheduled to work 20 or more hours a week.

Parishes are required to provide worker's compensation insurance at no cost to the employee.



## I. Medical and Dental Insurance

All parishes are required to offer medical coverage to both clergy and lay employees that qualify to participate in the Episcopal Church's Denominational Health Plan (DHP). While the minimum premium coverage by a parish for the employee is listed below, a parish may elect to cover premiums above the minimum, including the full premium. Similar to Core Compensation, medical premium coverage is a attractive incentive that may help secure the right candidate.

Please note that whatever plan offerings and cost sharing a parish negotiates with an employee, the SAME coverage must be offered to all employees eligible to participate in the DHP. There are no exceptions. An eligible employee is an employee who works and is compensated for a minimum of 1,500 hours annually.

The minimum required coverage offered to employees may be either the Anthem BCBS BlueCard PPO 70, requiring parishes cover full premiums for the employee, Plus Spouse/Partner, or Plus Child and/or the Anthem BCBS CDHP-20/HSA covering 100% of the premiums plus monthly contributions (listed in Table 2) into the employee's HSA account.

An employee may select Family coverage under either the PPO 70 or the CDHP-20/HSA. In either case, parishes must pay, at a minimum, 85% of the premium for the Family option in the PPO 70 plan or 85% of the monthly premium plus 85% of the monthly HSA contribution to employee's HSA account.

Parishes may select other plan options offered by the Diocese to clergy and lay employees. When doing so, the parish must, at a minimum, cover the same premium amount as the cost of the Anthem BCBS BlueCard PPO 70 for the chosen category (Single, Plus Sps/Partner, etc.), but may choose to cover some or all of the premiums above that level. It is important to remember that plan offerings and premium coverages MUST be the same for qualifying clergy and lay employees.

The Diocese also offers two types of dental insurance coverage and requires that parishes offer, at a minimum, Basic Dental covering the full monthly premiums for all family insurance configurations.

Below are the 2022 monthly premiums for the various plans offered within our Diocese. These rates are typically adjusted annually by CPG and plan offering are also subject to change.

2022 - DIOCESAN MEDIAL INSURANCE OFFERINGS AND MONTHLY RATES – TABLE 2					
Plan Name	Plan Code	Single	Plus Sps/Partner	Plus Child	Family
Anthem BCBS BlueCard PPO 70	MPP4	\$849	\$1,698	\$1,528	\$2,547
Anthem BCBS CDHP-20/HSA	MHDE	\$788 + \$61 monthly contribution into employee's HSA account	\$1,576 + \$122 monthly contribution into employee's HSA account	\$1,418 + \$110 monthly contribution into employee's HSA account	\$2,364 + \$183 monthly contribution into employee's HSA account
Anthem BCBS BlueCard PPO 90	MPP2	\$1,026	\$2,052	\$1,847	\$3,078
Anthem BCBS BlueCard PPO 100	MPP1	\$1,220	\$2,440	\$2,196	\$3,660
Basic Dental – 50/150	DD50	\$60	\$120	\$108	\$180
Dental & Ortho – 25/75	DD25	\$80	\$160	\$144	\$240

Denominational Health Plan (DHP). The Participating Group understands that the Medical Trust has been authorized by the General Convention of The Episcopal Church to implement the Denominational Health Plan as set forth in General Convention Resolution 2009-A177, 2012-B026 and Title I, Canon 8, of the Canons of The Episcopal Church. Accordingly, the Participating Group agrees to cooperate with the Medical Trust with respect to all matters relating to the implementation of the DHP. The resolution requires that all domestic dioceses, parishes, missions

and other ecclesiastical organizations or bodies subject to the authority of The Episcopal Church enroll clergy and lay Employees who are scheduled to work a minimum of 1,500 hours annually. All groups who are required to participate were to provide healthcare benefits through the Medical Trust no later than January 1, 2013. – Source: CPG

Dioceses must have a group-wide employer cost-sharing policy for medical benefits coverage. The policy must provide that the level of cost-sharing is the same for both eligible clergy and eligible lay employees. An eligible employee is an employee who works and is compensated for a minimum of 1,500 hours annually.

Individual employers within the group can offer a higher level of cost-share, but it must apply equally to clergy and laity. It is the dioceses' responsibility to communicate the policy to their participants. The Plan expects the diocese to enforce its group-wide policies along with the Plan's eligibility and enrollment rules as part of DHP requirements.

#### J. 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 according to Section D of this resolution. The minimum professional expense allotment is prorated by the positions weekly hourly time commitment. The congregation and the ordained person may negotiate for greater reimbursement as part of the total compensation package.

Minimum health insurance coverage requirements remain at full-time levels, provided the employee's part-time status is equal to or exceeds 1,500 hours annually. Clergy persons eligible for Medicare, Tricare, or similar federal or state insurance programs will receive a proportionate share of "medigap" insurance.

Sabbatical leave will be prorated to compensation contracted work time. Vacation time of at least four Sundays a year remains in effect for part-time clergy.

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.

#### K. 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.

#### L. Vocational Deacon Reimbursement

Mileage for church business conducted by vocational deacons is to be reimbursed at the annual rate allowed by the Internal Revenue Service. In addition, a minimum continuing education allowance of \$1,250. Unused amounts for continuing education shall continue to accrue for up to 3 years and may be used for special education projects including a sabbatical. A minimum \$300 professional expense reimbursement is to be provided. These reimbursements are to be reviewed annually by the Diocesan Compensation Committee.

#### M. Retired Clergy Insurance

As part of the benefits offered through Church Pension, retired clergy are offered supplemental insurance for Medicare. The comprehensive supplement included with retired clergy benefits. Two other levels of supplemental coverage are also available at additional cost. Parishes or the



Diocese are not response for covering the cost of supplemental insurance for Medicare. Clergy and lay employees may negotiate this as an option with their parish.

#### N. Lay Employees

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. Lay employees MUST BE compensated at an hourly rate (or salary equivalent) of the higher of the Federal Minimum Wage and the Pennsylvania State Minimum Wage, both currently \$7.25 an hour. It is HIGHLY RECOMMENDED that lay employees are compensated at a rate above this amount. Parishes should research prevailing wages in their particular region for specific positions and offer competitive compensation packages.

The Clergy & Lay Employee Compensation Committee is actively researching specific compensation information for our Diocese. The Committee's intention is to provide modifications to this section of the manual that, if approved, would become effective for 2023.

It is required that lay employees who work one thousand or more hours per year be provided with retirement benefits after one year of service. Parishes are required to contribute 9% of an employee's assessable compensation monthly to eligible employee's defined contribution plan. In addition:

- 1) Those employees twenty-one years old and older and working 1,000 hours may begin a 403b defined contribution plan immediately upon hiring.
- 2) All lay employees working 1,500 hours annually are to be offered health insurance coverage.
- 3) An agreement also should be reached with those employees on life insurance, paid holidays, vacation, and sick leave.
- 4) Worker's compensation insurance premiums must be paid by employer for all employees.
- 5) Further, it is encouraged that short-term disability insurance be obtained for lay employees as well.

#### O. Equal Opportunity Employment

The Episcopal Diocese of Central Pennsylvania and the parishes within it do not and shall not discriminate on the basis of race, color, religion (creed), gender, gender expression, age, national origin (ancestry), disability, marital status, sexual orientation, or military status, in any of its activities or operations. These activities include, but are not limited to, hiring and firing of staff, selection of volunteers and vendors, and provision of services. We are committed to providing an inclusive and welcoming environment for all members of our staff, congregations, volunteers, vendors, and guests.

#### Committee on Clergy Compensation

The Rt. Rev. Audrey C. Scanlan  
Mr. Anthoney Alexander  
The Rev. Herbert Sprouse  
Ms. Drew Dorgan  
The Very Rev. Dr. Amy Welin  
The Rev. Shayna Watson  
The Rev. David Peck  
The Rev. Cn. Kenneth E. Wagner-Pizza  
The Rev. James Strader-Sasser

The Rev. Jennifer Mattson  
The Rev. Canon Daniel Morrow, Canon for  
Congregational Life & Mission  
The Rev. Canon Christopher Streeter, Canon for  
Mission Development & Innovation  
Mr. Chad Linder – Canon for Finance and  
Operations

**DIOCESE OF CENTRAL PENNSYLVANIA**

**BUDGET  
2022**

**Episcopal Diocese of Central Pennsylvania  
2022 Proposed Budget  
Approved by Finance Committee 9-7-2021**

A B C D E F G H I J K L M N O P Q R S T U V W X Y Z														
Proposed 2022 Operating Budget :: Approved by FC 9-7-2021 :: Approved COT 9-18-2021										2021 Budget	2022 Proposed	2022 vs 2021 Budget -\$ Increase / Decrease	2022 vs 2021 - Percent Change	Notes:
Ordinary Income/Expense														
Income														
40050 - Contributions														
40051 - Unrestricted										\$ 5,000	\$ 2,500	(\$2,500)	-50.0%	Does NOT include any SBF contributions.
40052 - Restricted														
40052.3 - SSFM Contributions														
40054 - SSFM Other Contributions										\$ 9,500	\$ 3,000	(\$6,500)	-68.4%	
Total 40052.3 - SSFM Contributions										\$ 9,500	\$ 3,000	(\$6,500)	-68.4%	
Total 40052 - Restricted										\$ 9,900	\$ 3,000	(\$6,900)	-69.7%	
Total 40050 - Contributions										\$ 14,900	\$ 5,500	(\$9,400)	-63.1%	
40100 - General Grants														
40101 - SSFM Grants										\$ 6,000	\$ 18,500	\$12,500	208.3%	
Total 40100 - General Grants										\$ 6,000	\$ 18,500	\$12,500	208.3%	
40200 - Events														
40201 - Annual Convention										\$ 30,000	\$ 15,000	(\$15,000)	-50.0%	
40204 - General Events										\$ 5,000	\$ 2,500	(\$2,500)	-50.0%	
Total 40200 - Events										\$ 35,000	\$ 17,500	(\$17,500)	-50.0%	
40300 - Parish Assessment														
40301 - Fair Share										\$ 1,550,388	\$ 1,176,822	(\$373,566)	-24.1%	
40302 - Prior Year FS										\$ 40,000	\$ 40,000	\$0	0.0%	
Total 40300 - Parish Assessment										\$ 1,590,388	\$ 1,216,822	(\$373,566)	-23.5%	
40400 - Stevenson School of Ministry														
Total 40401 - Tuition										\$ 29,600	\$ 42,500	\$12,900	43.6%	
Total 40400 - Stevenson School of Ministry										\$ 29,600	\$ 42,500	\$12,900	43.6%	
40500 - Children, Youth, Young Adult														
Total 40500 - Children, Youth, Young Adult										\$ 3,500	\$ 3,500	\$0	0.0%	
40600 - Investment Income														
40660 - TOTAL- Investment Income										\$ 402,473	\$ 436,000			Using 5.5% Withdraw Rate
40670 - Interest & Dividend										\$ 3,000	\$ 3,000	\$0	0.0%	
40600 - Investment Income - Other										\$ -	\$ 283,000	\$283,000		Additional Withdrawal from Unrestricted Investments
Total 40600 - Investment Income										\$ 405,473	\$ 722,000	\$316,527	78.1%	
40700 - Special Medical														
40701 - Clergy Med. Ins. Payments										\$ 30,000	\$ 30,000	\$0	0.0%	
40702 - Widow's Corporation										\$ 12,500	\$ 12,500	\$0	0.0%	
Total 40700 - Special Medical										\$ 42,500	\$ 42,500	\$0	0.0%	
40800 - Misc. Income														
Total 40800 - Misc. Income										\$ 2,000	\$ 5,000	\$3,000	150.0%	
Carry-Forward from 2021 - Event Delay										\$ -	\$ 50,000	\$50,000		2021 Convention Carry-Forward to 2022
Total Income										\$ 2,129,361	\$ 2,123,822	(\$5,539)	-0.3%	
Expense														
50100 - Office of the Bishop														
50101 - Arch-Deacon Related										\$ 3,500	\$ 3,500	\$0	0.0%	
50102 - Council / Committee Related										\$ 2,000	\$ 2,000	\$0	0.0%	
50103 - Ministry / Outreach										\$ 5,000	\$ 5,000	\$0	0.0%	
50104 - Professional Development										\$ 3,000	\$ 3,000	\$0	0.0%	
50105 - Registrar										\$ 750	\$ 750	\$0	0.0%	
50107 - Staff Development										\$ 4,000	\$ 2,000	(\$2,000)	-50.0%	
50108 - Conferences / House of Bishops										\$ 6,500	\$ 6,500	\$0	0.0%	
50109 - Travel, Lodging & Entertainment										\$ 8,000	\$ 6,000	(\$2,000)	-25.0%	
50110 - Vehicle										\$ 2,700	\$ 2,700	\$0	0.0%	
50111 - Professional Exp.										\$ -	\$ 750	\$750		
50140 - Ordination Exp.										\$ -	\$ 1,000	\$1,000		
50210 - Bishop - Special Projects										\$ 5,000	\$ 5,000	\$0	0.0%	
502020 * Lambeth											\$ 4,000	\$4,000		
Total 50100 - Office of the Bishop										\$ 40,450	\$ 42,200	\$1,750	4.3%	
50200 - Office of Fin & Oper														
50201 - Finance & Legal														
50201.1 - Accounting Services										\$ 4,000	\$ 4,000	\$0	0.0%	
50201.2 - Audit Services										\$ 15,000	\$ 20,000	\$5,000	33.3%	
50201.3 - Background Checks										\$ 2,500	\$ 1,500	(\$1,000)	-40.0%	
50201.4 - Chancellor Services										\$ 2,500	\$ 3,000	\$500	20.0%	
50201.5 - Bank Fees										\$ 250	\$ 1,000	\$750	300.0%	
50201.6 - Legal Fees										\$ 5,000	\$ 8,000	\$3,000	60.0%	
50201.7 - Tax Due										\$ 800	\$ -	(\$800)	-100.0%	
50201 - Finance & Legal - Other										\$ -	\$ -	\$0		
Total 50201 - Finance & Legal										\$ 30,050	\$ 37,500	\$7,450	24.8%	
50202 - Travel, Lodging, Entertainment										\$ 4,000	\$ 4,000	\$0	0.0%	
50203 - Professional Development										\$ 1,000	\$ 1,000	\$0	0.0%	
50204 - Misc Exp. / Pending Classific										\$ 1,500	\$ 1,500	\$0	0.0%	
50205 - Fundraising Related										\$ 2,500	\$ -	(\$2,500)	-100.0%	
50206 - Professional Exp.										\$ 2,500	\$ 1,500	(\$1,000)	-40.0%	
Total 50200 - Office of Fin & Oper										\$ 41,550	\$ 45,500	\$3,950	9.5%	



Episcopal Diocese of Central Pennsylvania  
2022 Proposed Budget  
Approved by Finance Committee 9-7-2021

S C D I F G H I M R U V W X Y									
Proposed 2022 Operating Budget :: Approved by FC 9-7-2021 :: Approved COT 9-18-2021									
		2021 Budget	2022 Proposed	2022 vs 2021 Budget -\$ Increase / Decrease	2022 vs 2021 - Percent Change	Notes:			
170	50300 · Office of the Dean								
171	50302 · Stevenson School - Core								
172	50303 · Board Development	\$ 500	\$ 500	\$0	0.0%				
173	50304 · Course Dev. & Instruction	\$ 65,000	\$ 72,000	\$7,000	10.8%				
182	Total 50306 · Learning Weekends	\$ 8,000	\$ 8,000	\$0	0.0%				
184	50308 · Tech Subscriptions & Fees	\$ 15,000	\$ 15,000	\$0	0.0%				
185	50310 · Travel, Lodging, & Entertainmen	\$ 5,000	\$ 7,000	\$2,000	40.0%				
187	50311 · SSFM Supplies	\$ 600	\$ 600	\$0	0.0%				
188	50312 · SSFM Marketing	\$ 1,000	\$ 1,000	\$0	0.0%				
189	50313 · SSFM - Other	\$ 1,000	\$ 1,000	\$0	0.0%				
190	50314 · SSFM Contracted Services	\$ 22,000	\$ 18,000	(\$4,000)	-18.2%				
192	Total 50302 · Stevenson School - Core	\$ 118,100	\$ 123,100	\$5,000	4.2%				
200	50360 · Vital & Effective Leadership								
207	Total 50360 · Vital & Effective Leadership	\$ 3,000	\$ 2,500	(\$500)	-16.7%				
208	50370 · C, Y, YA Ministries								
217	50370 · C, Y, YA Ministries - Other	\$ 30,400	\$ 30,400	\$0	0.0%				
218	Total 50370 · C, Y, YA Ministries	\$ 30,400	\$ 30,400	\$0	0.0%	Program in transition.			
219	50380 · Professional Development	\$ 1,000	\$ 1,000	\$0	0.0%				
221	Total 50300 · Office of the Dean	\$ 152,500	\$ 157,000	\$4,500	3.0%				
222	50400 · Office of Con. Life & Mission					Position to be consolidated.			
223	50401 · Congregation L & D								
224	50402 · Programming	\$ 15,000	\$ -	(\$15,000)	-100.0%				
235	Total 50401 · Congregation L & D	\$ 15,000	\$ -	(\$15,000)	-100.0%				
237	50430 · Transitional Ministry								
238	50431 · Dues	\$ 1,200	\$ 1,200	\$0	0.0%				
239	50432 · Conferences								
243	Total 50432 · Conferences	\$ 2,600	\$ -	(\$2,600)	-100.0%				
244	50433 · Job Posting	\$ 600	\$ 600	\$0	0.0%				
245	50436 · Recruiting Expenses	\$ 400	\$ 400	\$0	0.0%				
248	Total 50430 · Transitional Ministry	\$ 4,800	\$ 2,200	(\$2,600)	-54.2%				
249	50450 · Professional Development								
250	50450.1 · Tuition, Fees, Etc.	\$ -	\$ -	\$0					
251	50450.2 · Travel, Lodging, Food	\$ 3,500	\$ -	(\$3,500)	-100.0%				
254	50450 · Professional Development - Other	\$ 6,000	\$ -	(\$6,000)	-100.0%				
255	Total 50450 · Professional Development	\$ 9,500	\$ -	(\$9,500)	-100.0%				
258	50453 · Diocesan Vehicle - Canon	\$ 2,000	\$ 1,000	(\$1,000)	-50.0%				
261	Total 50400 · Office of Con. Life & Mission	\$ 31,300	\$ 3,200	(\$28,100)	-89.8%	Position to be consolidated.			
262	50500 · Communication & Events								
263	50501 · Annual Convention								
270	Total 50501 · Annual Convention	\$ 85,000	\$ 100,000	\$15,000	17.6%	Assuming 2022 Presiding Bishop Visit			
271	50502 · Diocese Conference & Seminars								
278	Total 50502 · Diocese Conference & Seminars	\$ 5,000	\$ 5,000	\$0	0.0%				
279	50503 · Clergy Conference								
286	Total 50503 · Clergy Conference	\$ 21,000	\$ 21,000	\$0	0.0%				
287	50504 · General Events	\$ -	\$ -	\$0					
288	50508 · Ordination	\$ 2,500	\$ -	(\$2,500)					
289	50520.1 · Professional Development	\$ 2,500	\$ 2,500	\$0	0.0%				
290	50520.2 · Professional Expenses	\$ 1,000	\$ 1,000	\$0	0.0%				
291	50520.3 · Travel, Lodging & Entertainment	\$ 2,500	\$ 2,500	\$0	0.0%				
299	50535 · Consultants & Outsources	\$ 5,000	\$ 5,000	\$0	0.0%				
300	50540 · General Printing	\$ 5,000	\$ 5,000	\$0	0.0%				
301	50545 · Marketing Related Items	\$ 1,500	\$ 1,500	\$0	0.0%				
304	Total 50500 · Communication & Events	\$ 131,000	\$ 143,500	\$12,500	9.5%				
305	50600 · Diocese Grants								
306	50605 · Construction Grants	\$ 40,000	\$ 25,000	(\$15,000)	-37.5%				
307	50610 · Bishop Missional Grants	\$ 25,000	\$ 5,000	(\$20,000)	-80.0%				
308	50615 · Parish Operating Grants	\$ 75,000	\$ -	(\$75,000)	-100.0%				
309	50620 · College Outreach	\$ 2,500	\$ 2,500	\$0	0.0%				
312	Total 50600 · Diocese Grants	\$ 142,500	\$ 32,500	(\$110,000)	-77.2%				
313	51000 · Shaped By Faith								
327	Total 51000 · Shaped By Faith	\$ 51,250	\$ -			Considering moving SBF out of operating budget.			
328	51100 · Diocese Expenses								
329	51101 · Archival Expenses	\$ 2,000	\$ 1,000	(\$1,000)	-50.0%				
331	51103 · Council of Churches	\$ 2,500	\$ 2,000	(\$500)	-20.0%				
332	51104 · DFMS Assessment	\$ 275,000	\$ 272,413	(\$2,587)	-0.9%				
335	51107.1 · General Convention Expenses	\$ -	\$ 40,000	\$40,000		To be held in Baltimore, MD			
337	51109 · Province III	\$ 3,000	\$ 3,000	\$0	0.0%				
338	51110 · York Springs Property	\$ 3,000	\$ 3,000	\$0	0.0%				
339	51111 · Liturgy & Music	\$ 500	\$ 500	\$0	0.0%				
341	51114 · Cathedral / Pro-Cathedral	\$ 6,000	\$ 4,000	(\$2,000)	-33.3%				
344	Total 51100 · Diocese Expenses	\$ 292,000	\$ 325,913	\$33,913	11.6%				



Episcopal Diocese of Central Pennsylvania  
2022 Proposed Budget  
Approved by Finance Committee 9-7-2021

	M	F	T	R	S	U	N	W	S	Y
<b>Proposed 2022 Operating Budget :: Approved by FC 9-7-2021 :: Approved COT 9-18-2021</b>										
			2021 Budget	2022 Proposed	2022 vs 2021 Budget -\$ Increase / Decrease		2022 vs 2021 - % Increase / Percent Change		Notes:	
345		51120 · Parish Closure Expenses								
352		Total 51120 · Parish Closure Expenses	\$ -	\$ -						T.B.D.
353		51200 · Diocesan Programs & Ext. Support								
356		51202 · EARS	\$ 10,000	\$ 20,000	\$10,000		100.0%			
357		51203 · Social Justice & Equity	\$ 4,000	\$ 4,000	\$0		0.0%			
359		51206 · Feed My Sheep	\$ 3,000	\$ 3,000	\$0		0.0%			
363		51210 · VOAD	\$ 1,500	\$ 1,500	\$0		0.0%			
364		51211 · Leadership Support	\$ 10,490	\$ -						Considering moving into SBF budget.
367		51214 · Migration Ministry Group	\$ 4,500	\$ 3,000	(\$1,500)		-33.3%			
370		51217 · Evangelism	\$ 8,000	\$ 5,000	(\$3,000)		-37.5%			
371		51218 · Environmental Stewardship	\$ 5,000	\$ 4,000	(\$1,000)		-20.0%			
372		51219 · Seniors & Spirituality	\$ 4,000	\$ 4,000	\$0		0.0%			
375		Total 51200 · Diocesan Programs & Ext. Support	\$ 50,490	\$ 44,500	(\$5,990)		-11.9%			
376		52100 · General Office Expense								
377		52101 · Office Supplies	\$ 5,000	\$ 6,000	\$1,000		20.0%			
378		52102 · Postage	\$ 3,000	\$ 5,000	\$2,000		66.7%			
379		52103 · Diocese Pets	\$ 500	\$ 500	\$0		0.0%			
381		52150 · Technology								
382		52151 · Equipment Leasing	\$ 11,000	\$ 8,000	(\$3,000)		-27.3%			
383		52152 · IT / Telecom Hardware	\$ 7,000	\$ 5,000	(\$2,000)		-28.6%			
384		52153 · IT / Telecom Software	\$ 2,000	\$ 2,000	\$0		0.0%			
386		52155 · IT Help Desk	\$ 7,000	\$ 3,500	(\$3,500)		-50.0%			
387		52156 · Telecom								
393		Total 52156 · Telecom	\$ 13,300	\$ 15,000	\$1,700		12.8%			
394		52157 · Web Site Services	\$ 5,000	\$ 5,000	\$0		0.0%			
395		52158 · IT Online Subscriptions	\$ 20,000	\$ 20,000	\$0		0.0%			
396		52159 · Diocese Database	\$ 10,000	\$ 10,000	\$0		0.0%			
398		Total 52150 · Technology	\$ 75,300	\$ 68,500	(\$6,800)		-9.0%			
400		Total 52100 · General Office Expense	\$ 83,800	\$ 80,000	(\$3,800)		-4.5%			
401		53100 · Building & Grounds								
402		53201 · Grounds	\$ 8,000	\$ 8,000	\$0		0.0%			
403		53202 · Cleaning & Maintenance	\$ 7,500	\$ 7,500	\$0		0.0%			
404		53203 · HVAC	\$ 5,000	\$ 5,000	\$0		0.0%			
405		53204 · Service Contracts	\$ 3,000	\$ 3,000	\$0		0.0%			
406		53205 · Office Furniture	\$ 2,500	\$ 1,500	(\$1,000)		-40.0%			
407		53206 · Major Office Improvements	\$ 10,000	\$ 5,000	(\$5,000)		-50.0%			
408		53207 · B&G Supplies	\$ 1,500	\$ 1,500	\$0		0.0%			
409		53210 · Insurance	\$ 5,000	\$ 25,000	\$20,000		400.0%			Due to increase in properties held due to closures & E.H.
410		53220 · Taxes	\$ 25,000	\$ 25,000	\$0		0.0%			
411		53230 · Utilities								
412		53230.1 · Utilities - Electric	\$ 14,000	\$ 14,000	\$0		0.0%			
413		53230.2 · Utilities - Gas	\$ 3,000	\$ 3,500	\$500		16.7%			
414		53230.3 · Utilities - Sewer / Trash	\$ 1,800	\$ 1,800	\$0		0.0%			
415		53230.4 · Utilities - Water	\$ 2,000	\$ 2,000	\$0		0.0%			
418		Total 53230 · Utilities	\$ 20,800	\$ 21,300	\$500		2.4%			
420		53250 · Episcopal Van	\$ -	\$ 1,500	\$1,500					

## **REPORTS TO CONVENTION**



## THE EPISCOPAL DIOCESE OF CENTRAL PENNSYLVANIA



TO: Annual Convention

FROM: Chad Linder – Canon of Finance & Operations

SUBJECT: Year-End 2020 Financial Results / Treasurer's Report

DATE: September 21, 2021

The Episcopal Diocese of Central PA finished 2020 with better-than-expected results, especially considering the unique challenges brought on by the COVID-19 pandemic. The Diocese was able to quickly react to operational changes such as office closure and technology needs to ensure full functionality.

Net Ordinary Income was (\$60,451) versus a budgeted shortfall of (\$377,426). Income totaled \$2,076,126, \$43,847 below budget. The primary factors in this income shortfall were the elimination of most events due to COVID-19. In addition, Parish Assessment income totaled \$1,371,285 which was 11.75% below budget. The Diocese did receive a \$182,900 Payroll Protection Loan (converted to a grant in 2021) that allowed the Diocese to avoid any staffing cuts or reduction of hours.

Expenses totaled \$2,136,577, which was \$316,976 below budget. Major areas of savings include the Stevenson School where expenses were approximately 72% of budget, Communications with expenses 22% of budget, and Shaped by Faith which was 15% of budget. The reduction in expenses with Communications was primarily the result of a majority of events which either had to be cancelled or conducted remotely. For Shaped by Faith, the savings recognized were the result of having to adjust/extend the timeline for the initiative due to COVID. These expenses are expected to be recognized in both 2021 and 2022.

Grant expenditures for 2020 were approximately 40% of budget. The number of applications and the criteria for awards resulted in fewer disbursements. The Finance Committee anticipates that Operating Grants will eventually be eliminated and replaced with Shaped by Faith oriented support. Construction grants totaled \$15,000 of the \$40,000 allocated but most of the balance of this account will be distributed in the first quarter of 2021.

General office expenses were approximately 32% over budget due to significant increases in technology spending for remote related activities and live streaming. The diocese also had numerous expenditures related to personal protection equipment along with sanitization supplies. Building and grounds was 25% below budget due to utility savings and no expenditures on capital improvements.





## THE EPISCOPAL DIOCESE OF CENTRAL PENNSYLVANIA



Total Diocesan investment assets held by the Episcopal Church Foundation (ECF) was \$10,735,038 as of 12/31/2020. Overall, the total pooled fund's 12/31/2020 valuation was \$27,879,991. The 2020 total return, prior to fees, was 8.86% compared to State Street's Benchmark of 11.57%. The portfolio's 3-year average annual return was 5.87% and 5-year return was 9.69%. State Street's performance in relation to the benchmarks has caused some concern about value added and the Finance Committee will be reviewing potential options.

In summary, the Diocese remains fiscally strong and is prepared for the continued challenges presented by COVID-19.



**The Incorporated Trustees of the  
Episcopal Diocese of Central PA  
Statement of Assets, Liabilities, and Net Assets  
Modified Cash Basis**

**December 31, 2020**

**12/31/2020**

**ASSETS**

**CASH and INVESTMENTS**

Cash	\$606,549
Investments	<u>\$10,735,038</u>

<b>TOTAL ASSETS</b>	<b><u><u>\$11,341,587</u></u></b>
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**LIABILITIES and NET ASSETS**

**LIABILITIES**

Payroll Tax Withholdings	<u>\$13,966</u>
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<b>TOTAL LIABILITIES</b>	<b>\$13,966</b>
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**NET ASSETS**

Without Donor Restrictions	\$10,492,635
With Donor Restrictions	<u>\$862,918</u>

<b>TOTAL NET ASSETS</b>	<b><u>\$11,355,553</u></b>
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<b>TOTAL LIABILITIES and NET ASSETS</b>	<b><u><u>\$11,341,587</u></u></b>
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2020 Unaudited Financial Results

	Jan - Dec 20	Budget	\$ Over Budget	% of Budget
<b>Ordinary Income/Expense</b>				
<b>Income</b>				
40050 · Contributions				
40051 · Unrestricted	621.00	10,500.00	-9,879.00	5.91%
40052 · Restricted				
40052.2 · Operation Understanding	542.00			
40052.3 · SSFM Contributions				
40054 · SSFM Other Contributions	3,315.00	6,000.00	-2,685.00	55.25%
Total 40052.3 · SSFM Contributions	3,315.00	6,000.00	-2,685.00	55.25%
40052.4 · Episcopal Home of Shippensburg	55.00			
40053 · Social Justice & Equity	400.00	500.00	-100.00	80.0%
40055 · Restricted - Other	4,650.00	500.00	4,150.00	930.0%
40052 · Restricted - Other	18,750.00			
Total 40052 · Restricted	27,712.00	7,000.00	20,712.00	395.89%
Total 40050 · Contributions	28,333.00	17,500.00	10,833.00	161.9%
40100 · General Grants				
40101 · SSFM Grants	12,800.00	20,000.00	-7,200.00	64.0%
40100 · General Grants - Other	182,900.00			
Total 40100 · General Grants	195,700.00	20,000.00	175,700.00	978.5%
40200 · Events				
40201 · Annual Convention	0.00	26,000.00	-26,000.00	0.0%
40202 · Annual Golf Outing	0.00	5,000.00	-5,000.00	0.0%
40203 · Sponsorships	0.00	1,500.00	-1,500.00	0.0%
40204 · General Events	2,911.91	12,000.00	-9,088.09	24.27%
Total 40200 · Events	2,911.91	44,500.00	-41,588.09	6.54%
40300 · Parish Assessment				
40301 · Fair Share	1,322,614.86	1,513,933.00	-191,318.14	87.36%
40302 · Prior Year FS	48,670.32	40,000.00	8,670.32	121.68%
Total 40300 · Parish Assessment	1,371,285.18	1,553,933.00	-182,647.82	88.25%
40400 · Stevenson School of Ministry				
40401 · Tuition				
Total 40401 · Tuition	34,792.56	18,525.00	16,267.56	187.81%
40402 · Learning Weekends				
Total 40402 · Learning Weekends	2,277.91	11,340.00	-9,062.09	20.09%
40404 · Other SSFM Event Reg. & Fees	115.00	4,500.00	-4,385.00	2.56%
Total 40400 · Stevenson School of Ministry	37,185.47	34,365.00	2,820.47	108.21%
40500 · Children, Youth, Young Adult				
Total 40500 · Children, Youth, Young Adult	1,727.67	9,700.00	-7,972.33	17.81%
40600 · Investment Income				
40601 · Endowment Income				
40601.1 · General Operating	31,458.00	31,458.00	0.00	100.0%
40601.2 · Episcopal Home	1,887.24	1,887.00	0.24	100.01%
40601.3 · SSFM - General	0.00	0.00	0.00	0.0%
40601.4 · SSFM - Scholarships	17,846.41	5,291.00	12,555.41	337.3%
40601.5 · St. Andrews - Shippensburg	1,887.24	1,887.00	0.24	100.01%
Total 40601 · Endowment Income	53,078.89	40,523.00	12,555.89	130.99%
40620 · Quasi-Endowment Income				
40625 · Bishop Search	0.00	0.00	0.00	0.0%
40626 · College Ministry	2,154.00	2,154.00	0.00	100.0%
40627 · Congregation Development	0.00	0.00	0.00	0.0%
40628 · Construction	22,096.00	22,096.00	0.00	100.0%

# 2020 Unaudited Financial Results

40629 · C,Y, YA Support	28,062.20	28,062.00	0.20	100.0%
40630 · Communications	2,020.00	0.00	2,020.00	100.0%
40631 · Episcopal Church Women	2,960.00	0.00	2,960.00	100.0%
40632 · Episcopal Home	0.00	17,785.00	-17,785.00	0.0%
40633 · General Convention	0.00	0.00	0.00	0.0%
40634 · General Operating	0.00	0.00	0.00	0.0%
40635 · Global Outreach & Mission	35,558.67	35,559.00	-0.33	100.0%
40637 · Lambeth & House of Bishops	0.00	0.00	0.00	0.0%
40638 · Leadership Development	13,460.00	13,460.00	0.00	100.0%
40639 · Missionary & Ministry	105,939.25	105,939.00	0.25	100.0%
40641 · Parish Operating Grants	0.00	0.00	0.00	0.0%
40642 · Social Ministries	27,351.00	27,351.00	0.00	100.0%
40643 · SSFM - Scholarships	0.00	12,555.00	-12,555.00	0.0%
40644 · SSFM General	17,289.90	17,290.00	-0.10	100.0%
40645 · St. Mary's - Mission & Ministry	19,295.91	19,296.00	-0.09	100.0%
40646 · York Springs	0.00	0.00	0.00	0.0%
40647 · Aging, Elderly, Senior	20,785.15	3,000.00	17,785.15	692.84%
40620 · Quasi-Endowment Income - Other	0.00	4,980.00	-4,980.00	0.0%
Total 40620 · Quasi-Endowment Income	296,972.08	309,527.00	-12,554.92	95.94%
40660 · Unrestricted Investment Income	35,826.00	35,826.00	0.00	100.0%
40670 · Interest & Dividend	4,909.44	3,000.00	1,909.44	163.65%
Total 40600 · Investment Income	390,786.41	388,876.00	1,910.41	100.49%
40700 · Special Medical				
40701 · Clergy Med. Ins. Payments	27,380.00	36,600.00	-9,220.00	74.81%
40702 · Widow's Corporation	12,500.00	12,500.00	0.00	100.0%
Total 40700 · Special Medical	39,880.00	49,100.00	-9,220.00	81.22%
40800 · Misc. Income				
Total 40800 · Misc. Income	8,316.63	2,000.00	6,316.63	415.83%
<b>Total Income</b>	<b>2,076,126.27</b>	<b>2,119,974.00</b>	<b>-43,847.73</b>	<b>97.93%</b>
<b>Expense</b>				
50100 · Office of the Bishop				
50101 · Arch-Deacon Related	859.17	3,500.00	-2,640.83	24.55%
50102 · Council / Committee Related	1,593.81	2,500.00	-906.19	63.75%
50103 · Ministry / Outreach	6,953.03	9,000.00	-2,046.97	77.26%
50104 · Professional Development	2,455.99	3,000.00	-544.01	81.87%
50104.1 · Continuing Education	0.00	3,000.00	-3,000.00	0.0%
50105 · Registrar	0.00	750.00	-750.00	0.0%
50107 · Staff Development	777.15	5,000.00	-4,222.85	15.54%
50108 · Conferences / House of Bishops	290.41	6,500.00	-6,209.59	4.47%
50109 · Travel, Lodging & Entertainment	130.42	9,000.00	-8,869.58	1.45%
50110 · Vehicle	1,295.26	3,000.00	-1,704.74	43.18%
50111 · Professional Exp.	15.88			
50140 · Ordination Exp.	3,300.00			
50199 · Misc. / Unclassified	274.40			
50210 · Bishop - Special Projects	1,601.69	8,000.00	-6,398.31	20.02%
Total 50100 · Office of the Bishop	19,547.21	53,250.00	-33,702.79	36.71%
50200 · Office of Fin & Oper				
50201 · Finance & Legal				
50201.1 · Accounting Services	5,184.00	4,000.00	1,184.00	129.6%
50201.2 · Audit Services	19,600.00	12,000.00	7,600.00	163.33%
50201.3 · Background Checks	2,096.00	3,500.00	-1,404.00	59.89%
50201.4 · Chancellor Services	1,948.78	2,500.00	-551.22	77.95%
50201.5 · Bank Fees	1,375.66	1,000.00	375.66	137.57%

# 2020 Unaudited Financial Results

50201.6 · Legal Fees	645.00	5,000.00	-4,355.00	12.9%
50201.7 · Tax Due	0.00	800.00	-800.00	0.0%
50201 · Finance & Legal - Other	800.00			
Total 50201 · Finance & Legal	31,649.44	28,800.00	2,849.44	109.89%
50202 · Travel, Lodging, Entertainment	2,666.07	5,000.00	-2,333.93	53.32%
50203 · Professional Development	1.00	2,500.00	-2,499.00	0.04%
50204 · Misc Exp. / Pending Classific	3,237.05	1,500.00	1,737.05	215.8%
50205 · Fundraising Related	700.00	5,000.00	-4,300.00	14.0%
50206 · Professional Exp.	1,525.85	2,500.00	-974.15	61.03%
Total 50200 · Office of Fin & Oper	39,779.41	45,300.00	-5,520.59	87.81%
50300 · Office of the Dean				
50302 · Stevenson School - Core				
50303 · Board Development	0.00	500.00	-500.00	0.0%
50304 · Course Dev. & Instruction	73,446.90	81,250.00	-7,803.10	90.4%
50306 · Learning Weekends				
Total 50306 · Learning Weekends	7,062.46	28,880.00	-21,817.54	24.46%
50308 · Tech Subscriptions & Fees	20,049.00	17,525.00	2,524.00	114.4%
50309 · Tech / Web Consultant	0.00	0.00	0.00	0.0%
50310 · Travel, Lodging, & Entertainmen	1,501.76	5,000.00	-3,498.24	30.04%
50311 · SSFM Supplies	68.85	750.00	-681.15	9.18%
50312 · SSFM Marketing	250.00	1,500.00	-1,250.00	16.67%
50313 · SSFM - Other	68.85	2,000.00	-1,931.15	3.44%
50314 · SSFM Contracted Services	25,963.68	16,000.00	9,963.68	162.27%
Total 50302 · Stevenson School - Core	128,411.50	153,405.00	-24,993.50	83.71%
50360 · Vital & Effective Leadership				
Total 50360 · Vital & Effective Leadership	1,257.80	2,500.00	-1,242.20	50.31%
50370 · C, Y, YA Ministries				
Total 50370 · C, Y, YA Ministries	13,971.18	40,742.00	-26,770.82	34.29%
50380 · Professional Development	408.22	2,000.00	-1,591.78	20.41%
Total 50300 · Office of the Dean	144,048.70	198,647.00	-54,598.30	72.52%
50400 · Office of Con. Life & Mission				
50401 · Congregation L & D				
50402 · Programming	1,800.00	20,000.00	-18,200.00	9.0%
50401 · Congregation L & D - Other	299.60			
Total 50401 · Congregation L & D	2,099.60	20,000.00	-17,900.40	10.5%
50430 · Transitional Ministry				
50431 · Dues	0.00	1,000.00	-1,000.00	0.0%
50432 · Conferences				
50432.1 · Registration & Event Related	-960.00			
50432.2 · Travel, Lodging, Food	481.59			
50432 · Conferences - Other	0.00	2,000.00	-2,000.00	0.0%
Total 50432 · Conferences	-478.41	2,000.00	-2,478.41	-23.92%
50433 · Job Posting	523.25	800.00	-276.75	65.41%
50435 · Transition Consulting	25.04			
50436 · Recruiting Expenses	449.00	1,000.00	-551.00	44.9%
Total 50430 · Transitional Ministry	518.88	4,800.00	-4,281.12	10.81%
50450 · Professional Development				
Total 50450 · Professional Development	2,325.00	6,000.00	-3,675.00	38.75%
50451 · Travel, Lodging, & Entertainmen	1,303.90	4,000.00	-2,696.10	32.6%
50452 · Misc.	114.02			
50453 · Diocesan Vehicle - Canon	3,065.20	2,500.00	565.20	122.61%
50499 · Misc. / Unclassified	199.84			
Total 50400 · Office of Con. Life & Mission	9,626.44	37,300.00	-27,673.56	25.81%



## 2020 Unaudited Financial Results

<b>50500 · Communication &amp; Events</b>				
50501 · Annual Convention				
Total 50501 · Annual Convention	10,001.80	60,000.00	-49,998.20	16.67%
50502 · Diocese Conference & Seminars	0.00	5,000.00	-5,000.00	0.0%
50503 · Clergy Conference				
50503 · Clergy Conference - Other	0.00	21,000.00	-21,000.00	0.0%
Total 50503 · Clergy Conference	1,070.60	21,000.00	-19,929.40	5.1%
50504 · General Events	4,089.46			
50508 · Ordination	1,350.00			
50520.1 · Professional Development	75.00	2,500.00	-2,425.00	3.0%
50520.2 · Professional Expenses	1,552.73	1,000.00	552.73	155.27%
50520.3 · Travel, Lodging & Entertainment	327.91	2,500.00	-2,172.09	13.12%
50530 · Website				
Total 50530 · Website	1,454.85	16,000.00	-14,545.15	9.09%
50535 · Consultants & Outsources	6,420.00			
50540 · General Printing	0.00	6,000.00	-6,000.00	0.0%
50545 · Marketing Related Items	1,328.00			
50599 · Misc. / Unclassified	1,735.27			
Total 50500 · Communication & Events	29,405.62	114,000.00	-84,594.38	25.79%
<b>50600 · Diocese Grants</b>				
50605 · Construction Grants	7,500.00	40,000.00	-32,500.00	18.75%
50610 · Bishop Missional Grants	4,826.78	25,000.00	-20,173.22	19.31%
50615 · Parish Operating Grants	54,707.94	110,000.00	-55,292.06	49.73%
50620 · College Outreach	0.00	7,500.00	-7,500.00	0.0%
Total 50600 · Diocese Grants	67,034.72	182,500.00	-115,465.28	36.73%
<b>51000 · Shaped By Faith</b>				
51010 · Programming	3,017.25			
51015 · Consultants	200.00			
51020 · Venue & Food	240.00	3,000.00	-2,760.00	8.0%
51025 · Printing & Supplies	1,661.05	10,000.00	-8,338.95	16.61%
51030 · SBF Staff Related Expenses				
51030.1 · Travel, Lodging, Food	3,668.97	8,500.00	-4,831.03	43.16%
51030.2 · Professional Development	96.27			
Total 51030 · SBF Staff Related Expenses	3,765.24	8,500.00	-4,734.76	44.3%
51040 · SSFM Couse Tution	0.00	15,000.00	-15,000.00	0.0%
51050 · SBF Project Funding	0.00	30,000.00	-30,000.00	0.0%
51199 · Misc. / Unclassified	562.50			
Total 51000 · Shaped By Faith	9,446.04	66,500.00	-57,053.96	14.21%
<b>51100 · Diocese Expenses</b>				
51101 · Archival Expenses	16.07	3,000.00	-2,983.93	0.54%
51103 · Council of Churches	0.00	2,500.00	-2,500.00	0.0%
51104 · DFMS Assessment	303,930.96	300,000.00	3,930.96	101.31%
51105 · Ecumenical Interfaith	1,750.00			
51109 · Province III	7,092.00	3,000.00	4,092.00	236.4%
51110 · York Springs Property	0.00	3,000.00	-3,000.00	0.0%
51111 · Liturgy & Music	308.00	500.00	-192.00	61.6%
51112 · Clergy Expense Related	151.53			
51114 · Cathedral / Pro-Cathedral	3,143.00	6,000.00	-2,857.00	52.38%
Total 51100 · Diocese Expenses	316,391.56	318,000.00	-1,608.44	99.49%
<b>51200 · Diocesan Programs &amp; Ext. Suppor</b>				
51202 · EARS	0.00	35,000.00	-35,000.00	0.0%
51203 · Social Justice & Equity	1,310.00	6,000.00	-4,690.00	21.83%
51206 · Feed My Sheep	500.00	3,000.00	-2,500.00	16.67%

# 2020 Unaudited Financial Results

51210 · VOAD	745.00	1,500.00	-755.00	49.67%
51211 · Leadership Support	46,553.74	56,034.00	-9,480.26	83.08%
51212 · Episcopal Home	61,160.79	17,500.00	43,660.79	349.49%
51214 · Migration Ministry Group	0.00	4,500.00	-4,500.00	0.0%
51216 · At the Door	1,249.08			
51217 · Evangelism	0.00	5,000.00	-5,000.00	0.0%
51218 · Environmental Stewardship	0.00	5,000.00	-5,000.00	0.0%
51219 · Seniors & Spirituality	0.00	1,000.00	-1,000.00	0.0%
51220 · C, Y, YA External Support	1,250.00			
<b>Total 51200 · Diocesan Programs &amp; Ext. Support</b>	<b>112,838.61</b>	<b>134,534.00</b>	<b>-21,695.39</b>	<b>83.87%</b>
<b>52100 · General Office Expense</b>				
52101 · Office Supplies	9,056.77	8,000.00	1,056.77	113.21%
52102 · Postage	4,013.82	4,000.00	13.82	100.35%
52103 · Diocese Pets	1,007.05			
<b>52150 · Technology</b>				
52151 · Equipment Leasing	13,567.24	8,000.00	5,567.24	169.59%
52152 · IT / Telecom Hardware	13,610.41	13,000.00	610.41	104.7%
52153 · IT / Telecom Software	2,028.71	2,000.00	28.71	101.44%
52155 · IT Help Desk	8,040.00	7,000.00	1,040.00	114.86%
<b>52156 · Telecom</b>				
52156.1 · Broadband	5,551.41	3,300.00	2,251.41	168.23%
52156.2 · Cellular	7,041.82	6,000.00	1,041.82	117.36%
52156.3 · IP Phone	3,973.01	4,000.00	-26.99	99.33%
<b>Total 52156 · Telecom</b>	<b>16,566.24</b>	<b>13,300.00</b>	<b>3,266.24</b>	<b>124.56%</b>
52157 · Web Site Services	6,000.00	5,000.00	1,000.00	120.0%
52158 · IT Online Subscriptions	29,343.33	14,000.00	15,343.33	209.6%
52159 · Diocese Database	10,000.00	10,000.00	0.00	100.0%
52150 · Technology - Other	-17.97			
<b>Total 52150 · Technology</b>	<b>99,137.96</b>	<b>72,300.00</b>	<b>26,837.96</b>	<b>137.12%</b>
<b>Total 52100 · General Office Expense</b>	<b>113,215.60</b>	<b>84,300.00</b>	<b>28,915.60</b>	<b>134.3%</b>
<b>53100 · Building &amp; Grounds</b>				
53201 · Grounds	1,886.37	6,000.00	-4,113.63	31.44%
53202 · Cleaning & Maintenance	8,569.93	10,000.00	-1,430.07	85.7%
53203 · HVAC	549.78	5,000.00	-4,450.22	11.0%
53204 · Service Contracts	2,332.44	3,000.00	-667.56	77.75%
53205 · Office Furniture	349.68			
53206 · Major Office Improvements	0.00	25,000.00	-25,000.00	0.0%
53207 · B&G Supplies	1,193.54			
53210 · Insurance	20,907.00	8,000.00	12,907.00	261.34%
53220 · Taxes	24,646.46	25,000.00	-353.54	98.59%
<b>53230 · Utilities</b>				
53230.1 · Utilities - Electric	13,595.94	15,000.00	-1,404.06	90.64%
53230.2 · Utilities - Gas	1,900.23	3,000.00	-1,099.77	63.34%
53230.3 · Utilities - Sewer / Trash	1,822.80	1,800.00	22.80	101.27%
53230.4 · Utilities - Water	1,488.52	2,000.00	-511.48	74.43%
<b>Total 53230 · Utilities</b>	<b>18,807.49</b>	<b>21,800.00</b>	<b>-2,992.51</b>	<b>86.27%</b>
53260 · Episcopal Van	154.10			
53100 · Building & Grounds - Other	50.00			
<b>Total 53100 · Building &amp; Grounds</b>	<b>79,446.79</b>	<b>103,800.00</b>	<b>-24,353.21</b>	<b>76.54%</b>
<b>54100 · Wellness &amp; Legacy Medical</b>				
54101 · Clergy Legacy Med. Ins.	71,760.63	80,000.00	-8,239.37	89.7%
54102 · Clergy Wellness Program	12,675.00	11,000.00	1,675.00	115.23%
54102.5 · Clergy Wellness - Mileage	413.50	1,500.00	-1,086.50	27.57%

# 2020 Unaudited Financial Results

54105 · Widow's Corp Direct Clergy Sup	7,372.00			
Total 54100 · Wellness & Legacy Medical	92,221.13	92,500.00	-278.87	99.7%
59900 · Salary & Benefits				
Total 59900 · Salary & Benefits	1,093,774.00	1,055,107.00	38,667.00	103.67%
59920 · Non-Salary - Sycamore	9,800.00	11,662.00	-1,862.00	84.03%
Total Expense	2,136,576.71	2,497,400.00	-360,823.29	85.55%
Net Ordinary Income	-60,450.44	-377,426.00	316,975.56	16.02%

**DIOCESE OF CENTRAL PENNSYLVANIA - INVESTMENT ACCOUNTS**  
**UPDATED 12-31-2020**

Church	Account Name	State Street Acct Title	Account Number	Control	Restriction Type	Purpose	Market Value 12/31/2020
DCPA	Baker Trust, Sarah	Sarah Baker Trust	44003-900-20	Donor Restricted	Endowment	Stevenson School - Scholarships	\$ 63,895
DCPA	Baldwin/James Fund for Seminarians	Baldwin/James Fund for Seminarians	44003-900-01	Donor Restricted	Endowment	Stevenson School - Scholarships	\$ 18,309
DCPA	Darlington Fund, Bishop & Mrs.	Bishop & Mrs. Darlington Fund	44003-900-02	Donor Restricted	Endowment	General Purpose	\$ 34,926
DCPA	Heinz Endowment Fund, Oscar	Oscar Heinz Endowment Fund	44003-900-19	Donor Restricted	Endowment	General Purpose	\$ 637,127
DCPA	Hosfeld Fund, Mr. & Mrs. George	Mr. & Mrs. George Hosfeld	44003-900-18	Donor Restricted	Endowment	1/2 St. Andrews, Shippensburg :: 1/2 Episcopal Home, Shippensburg	\$ 76,981
DCPA	Stevenson Fund, Doris	Doris Stevenson	44003-900-11	Donor Restricted	Endowment	Stevenson School - Scholarships	\$ 31,279
DCPA	York Springs Church	York Springs Church	44003-900-26	Diocesan Restricted	Quasi - Endowment	York Springs	\$ 16,716
DCPA	Bishop Advance Work Fund	Bishop Advance Work Fund	44003-900-03	Diocesan Restricted	Quasi - Endowment	Mission & Ministry - Bishop Determined	\$ 144,970
DCPA	Bishop Search	Bishop Search	44003-900-09	Diocesan Restricted	Quasi - Endowment	Bishop Search	\$ 56,223
DCPA	Called to Grow Communication	Called to Grow Communication	44003-900-27	Diocesan Restricted	Quasi - Endowment	Communications / Technology Related	\$ 43,204
DCPA	Called to Grow Youth	Called to Grow Youth	44003-900-28	Diocesan Restricted	Quasi - Endowment	Children, Youth & Young Adult	\$ 30,906
DCPA	Darlington Fund, Bishop	Bishop Darlington Fund	44003-900-05	Diocesan Restricted	Quasi - Endowment	New Construction / Additions / Repair	\$ 472,149
DCPA	Dean Fund, School of Christian Studies	School of Christian Studies Dean Endowment	44003-900-21	Diocesan Restricted	Quasi - Endowment	Stevenson School - General	\$ 69,087
DCPA	ECW- Book of Remembrance	ECW- Book of Remembrance	44003-900-12	ECW Restricted	Quasi - Endowment	Episcopal Church Women	\$ 38,330
DCPA	Endowment Field Work	Endowment Field Work	44003-900-13	Diocesan Restricted	Quasi - Endowment	Mission & Ministry - Bishop Determined	\$ 1,467,638
DCPA	Episcopal Church Women	Episcopal Church Women	44003-900-14	ECW Restricted	Quasi - Endowment	Episcopal Church Women	\$ 14,060
DCPA	Episcopal Ministry at PSU	Episcopal Ministry at PSU	44003-900-15	Diocesan Restricted	Quasi - Endowment	College Ministry	\$ 46,234
DCPA	General Convention Reserve	General Convention Reserve	44003-900-29	Diocesan Restricted	Quasi - Endowment	Convention	\$ 3,475
DCPA	Hiestand Fund, Bishop	Bishop Hiestand (Loan Fund)	44003-900-07	Diocesan Restricted	Quasi - Endowment	Parish Loan - Property	\$ 2,367,681
DCPA	Honoman Fund, Bishop	Bishop Honoman Fund	44003-900-08	Diocesan Restricted	Quasi - Endowment	Mission & Ministry	\$ 546,453



Church	Account Name	State Street Acct Title	Account Number	Control	Restriction Type	Purpose	Market Value 12/31/2020
DCPA	Lambeth Conference Reserve	Lambeth Conference Reserve	44003-900-31	Diocesan Restricted	Quasi - Endowment	Lambeth & House of Bishops Meetings	\$ 40,526
DCPA	Leadership Endowment Fund	Leadership Endowment Fund	44003-900-17	Diocesan Restricted	Quasi - Endowment	Leadership Development / Cong. Training	\$ 65,583
DCPA	Lloyd Memorial Fund, Kermit L.	Kermit L Lloyd Memorial	44003-900-16	Diocesan Restricted	Quasi - Endowment	Stevenson School - General	\$ 300,982
DCPA	McNutt Fund, Bishop Charlie	Bishop Charlie McNutt Endowment	44003-900-04	Diocesan Restricted	Quasi - Endowment	Domestic & Foreign Missionary Society	\$ 316,219
DCPA	St. Mary's Bastion Fund for Mission and Ministry of the Diocese	St. Mary's Bastion Fund for Mission and Ministry of the	44003-900-22	Diocesan Restricted	Quasi - Endowment	Mission & Ministry - St. Mary's - Finance Committee Determined Grants	\$ 412,174
DCPA	St. Mary's Heather Fund for C, Y & YA	St. Mary's Heather Fund for C, Y & YA	44003-900-23	Diocesan Restricted	Quasi - Endowment	Children, Youth & Young Adult	\$ 124,479
DCPA	St. Mary's Property Fund for SCS Scholarships	St. Mary's Property Fund for SCS Scholarships	44003-900-24	Diocesan Restricted	Quasi - Endowment	Stevenson School - Scholarships	\$ 269,329
DCPA	Stevenson Fund, Bishop Dean	Bishop Dean Stevenson	44003-900-06	Diocesan Restricted	Quasi - Endowment	Social Ministries - Poor & Disadvantaged	\$ 585,144
DCPA	STV Endowment Fund	STV Endowment Fund	44003-900-25	Diocesan Restricted	Quasi - Endowment	2/7 World Outreach :: 2/7 Young Ministry :: 2/7 Among the Aging :: 1/7 Leadership Development - Can be unrestricted now.	\$ 1,557,357
DCPA	Wyatt-Brown Fund, Bishop	Bishop Wyatt-Brown	44003-900-10	Diocesan Restricted	Quasi - Endowment	Mission & Ministry - Bishop Determined	\$ 118,970
DCPA	Incorporated Trustees Fund	Incorporated Trustees Fund	44003-900-30	Unrestricted	Unrestricted	Bishop Determined	\$ 764,630
							\$ 10,735,038



STATE STREET GLOBAL ADVISORS

Charitable Asset Management  
Channel Center Building  
One Iron Street  
Boston, MA 02210

**EPISCOPAL DIOCESE OF CENTRAL  
PENNSYLVANIA**

**Account Number:** XXXX44003

**Statement Date:**

December 31, 2020

**Primary Contact:**

Brad Roberts

Phone, 800-697-2858

**Secondary Contact:**

Josh Anderson

Phone, 800-697-2858

DIOCESE OF CENTRAL PENNSYLVANIA  
ATTN: CHAD LINDER  
PO BOX 1197  
HARRISBURG PA 17108-1937

001715 1/3

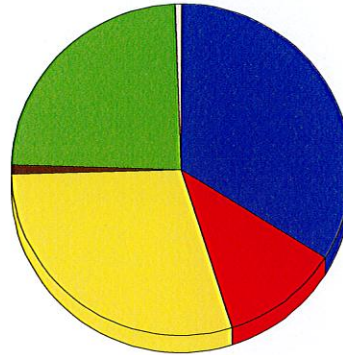


Account Summary	Current Month	Year-to-Date
Beginning Market Value	26,780,718.17	26,465,249.77
Contributions	100.00	437,541.82
Payments and Taxes	(20,117.66)	(1,081,915.30)
Fees	0.00	(122,924.30)
Income Earned	11,731.61	65,037.67
Other Activity	0.00	0.00
Appreciation/(Depreciation)	1,107,559.01	2,117,001.47
Ending Market Value	<b>27,879,991.13</b>	<b>27,879,991.13</b>

-- no inserts --

## Current Asset Allocation

Large Cap Equities	33.9%
Small/ Mid Cap Equities	11.2%
International Equities	29.4%
REIT	1.0%
Fixed Income	23.8%
Cash Equivalents	0.7%
<b>Total</b>	<b>100.0%</b>



## Account Holdings

Units		Income Yield	Book Value	Market Value
216,086.994	DJ-UBS ROLL SELECT COMMODITY INDEX SM - ZVMF CUSIP: 923RKZ907	0.0%	1,383,744.21	1,380,363.72
41,335.346	S & P 500 COMMON TRUST FUND - CM10CTF CUSIP: 783789969	0.0%	4,158,221.86	8,077,133.29
20,015.867	S&P MID CAP LENDING CTF - CMJ7 CUSIP: 78599P993	0.0%	806,699.94	1,439,401.04
38,467.762	SMALL CAP INDEX PLUS CTF - CMY9 CUSIP: 83199Z984	0.0%	1,181,320.07	1,687,619.19
20,805.452	ACTIVE INTL SMALL CAP SL CTF - ZV99 CUSIP: 00599B995	0.0%	876,820.06	1,179,169.80
30,278.722	DAILY ACTIVE EMERGING MKT CTF - ZV96NON CUSIP: 29099F982	0.0%	978,097.98	1,100,540.71
101,887.635	EAFE INDEX CTF - ECTF CUSIP: 269991972	0.0%	2,081,727.54	2,401,797.22
39,042.083	EMERGING MARKETS MSCI NON LENDING FUND - EMFUNL CUSIP: 290924935	0.0%	1,175,415.68	1,402,664.92
107,955.811	INTERNATIONAL ALPHA SELECT CTF - ZVAL CUSIP: 005994918	0.0%	1,688,051.66	2,110,752.02
2,992.619	REIT INDEX CTF - CMT3 CUSIP: 759993934	0.0%	132,676.41	133,701.24
4,183.000	SPDR DOW JONES INTL REAL ESTATE FUND CUSIP: 78463X863	2.9%	160,834.59	142,598.47
83,121.373	INTERMEDIATE CREDIT INDEX CTF - CM1S CUSIP: 45899B542	0.0%	1,298,777.55	1,369,923.35
78,983.282	PASSIVE BOND MARKET SL CTF - CMQ9 CUSIP: 702993916	0.0%	1,248,951.18	1,459,137.15
107,674.218	PASSIVE HIGH YIELD CTF - CM3Y CUSIP: 43299F940	0.0%	1,428,665.55	1,612,744.44
161,262.113	TCW EMERGING MARKETS INCOME FUND I CUSIP: 87234N765	4.0%	1,250,065.43	1,372,340.58
47,763.074	TREASURY INFLATION PROTECTED SECURITIES INDEX CTF FUND - CMY5 CUSIP: 88899D951	0.0%	693,634.66	825,011.58



<b>Account Holdings (continued)</b>
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Units	Income Yield	Book Value	Market Value
INCOME CASH	0.0%	6,744.13	6,744.13
PRINCIPAL CASH	0.0%	178,348.28	178,348.28
<b>TOTAL ACCOUNT</b>	<b>0.2%</b>	<b>20,728,796.78</b>	<b>27,879,991.13</b>

<b>Transaction Detail</b>
---------------------------

**Contributions:**

12/18/2020	CASH RECEIPT #44003-0070-01	100.00
	<b>TOTAL</b>	<b>100.00</b>

**Payments and Taxes:**

12/09/2020	DISBURSEMENT PAID TO THE CHURCH OF THE TRANSFIGURATION CLIENT REQUESTED DISTRIBUTION	(10,000.00)
12/15/2020	DISBURSEMENT PAID TO ST. JAMES EPISCOPAL CHURCH PAID FOR DIOCESE OF CENTRAL PENNSYLVANIA ST. JAMES EXCHANGE	(673.00)
12/15/2020	DISBURSEMENT PAID TO ST. JAMES EPISCOPAL CHURCH PAID FOR DIOCESE OF CENTRAL PENNSYLVANIA PAUL EVALYN/GEORGE VANDINE MEMORIAL FUND	(2,117.00)
12/15/2020	DISBURSEMENT PAID TO CHRIST EPISCOPAL CHURCH PAID FOR DIOCESE OF CENTRAL PENNSYLVANIA	(299.25)
12/15/2020	DISBURSEMENT PAID TO CHRIST EPISCOPAL CHURCH PAID FOR DIOCESE OF CENTRAL PENNSYLVANIA CHRIST CHURCH WILLIAMSPORT FUND	(1,026.94)
12/15/2020	DISBURSEMENT PAID TO CHRIST EPISCOPAL CHURCH PAID FOR DIOCESE OF CENTRAL PENNSYLVANIA CHRIST CHURCH ENDOWMENT FUND	(6,001.47)
	<b>TOTAL</b>	<b>(20,117.66)</b>

**Income Earned:**

12/02/2020	CASH DIVIDEND TCW EMERGING MARKETS INCOME FUND I REC DT: 11/27/2020 PAY DT: 11/30/2020	4,974.69
12/03/2020	CASH DIVIDEND STATE STR INSTL INVT TR US GOVT MMK G REC DT: 12/01/2020 PAY DT: 12/01/2020	12.79
12/21/2020	SECURITIES LENDING INCOME NOVEMBER SEC LENDING CMJ7	7.54
12/21/2020	SECURITIES LENDING INCOME NOVEMBER SEC LENDING CMQ9	0.45



## Transaction Detail (continued)

## Income Earned: (continued)

12/21/2020	SECURITIES LENDING INCOME	52.58
	NOVEMBER SEC LENDING CMY9	
12/21/2020	SECURITIES LENDING INCOME	18.77
	NOVEMBER SEC LENDING ZV99	
12/24/2020	CASH DIVIDEND	956.11
	SPDR DOW JONES INTL REAL ESTATE FUND	
	REC DT: 12/22/2020 PAY DT: 12/24/2020	
12/30/2020	CASH DIVIDEND	5,708.68
	TCW EMERGING MARKETS INCOME FUND I	
	REC DT: 12/28/2020 PAY DT: 12/29/2020	
	<b>TOTAL</b>	<b>11,731.61</b>

## Other Activity:

12/09/2020	TRANSFER TO	(5,049.36)
	TRANSFERRED TO PORTFOLIO 52-044003.2	
	PAID FOR PRINCIPAL TRANSFER	
12/09/2020	TRANSFER FROM	5,049.36
	TRANSFERRED FROM PORTFOLIO 52-044003.1	
	<b>TOTAL</b>	<b>0.00</b>

## Asset Trading:

12/10/2020	PURCHASE SETTLEMENT	(81,074.64)
	9,594.632 SHARES	
	TCW EMERGING MARKETS INCOME FUND I	
	UNITS 9,594.632	
12/11/2020	PURCHASE SETTLEMENT	(101,676.33)
	6,197.509 SHARES	
	INTERMEDIATE CREDIT INDEX CTF - CM1S	
	UNITS 6,197.509	
12/11/2020	PURCHASE SETTLEMENT	(150,071.38)
	3,517.944 SHARES	
	SMALL CAP INDEX PLUS CTF - CMY9	
	UNITS 3,517.944	
12/11/2020	SALE SETTLEMENT	514,708.19
	30,018.965 SHARES	
	TREASURY INFLATION PROTECTED SECURITIES	
	INDEX CTF FUND - CMY5	
	REALIZED GAIN/(LOSS) \$78,760.65	
	UNITS (30,018.965)	
12/15/2020	PURCHASE SETTLEMENT	(221,177.24)
	6,364.996 SHARES	
	EMERGING MARKETS MSCI NON LENDING FUND	
	- EMFUNL	
	UNITS 6,364.996	
	<b>TOTAL</b>	<b>(39,291.40)</b>



STATE STREET GLOBAL ADVISORS

## Important Information About Your Account Statement (Statement Disclosure)

### Our Responsibilities

This Statement is being furnished to you as the owner or beneficiary of the referenced account (or as an agent or designee) pursuant to an agreement with State Street Bank and Trust Company ("State Street", "we" or "us"). We do not assume any liability (expressed or implied) to you by providing this Statement nor do we make any representations or warranties (expressed or implied) concerning the accuracy, completeness or timeliness of the information provided. We have not retained an independent valuation agent and do not assume any liability for asset values reported by us or a third party. Unless otherwise noted, defined terms used in this Statement Disclosure shall have the meaning assigned to them in the agreement with State Street.

### Responsibility to Review Statements

It is important that you read this Statement closely and notify us promptly if you notice anything that you believe or suspect to be inaccurate or suspicious. If you do not notify us of any discrepancies or concerns within ninety (90) days of the Statement date, we will not be liable or responsible for any losses related to matters reflected in the Statement.

To report discrepancies we can be reached at 1-800-635-9001 or such number as we may provide from time to time.

### Third Parties

Some of the information in this Statement may include information provided by third parties, including valuations. Accordingly, valuations reflected on the Statement for certain assets may be different from valuations (including current prices) reported for the same or similar holdings reported to others. We are not liable for losses caused by the errors or discrepancies of third parties.

### Risks

Your investments involve risks for which you are fully responsible. Not all of your investments may be insured. Mutual fund shares, pooled funds and other investments are not guaranteed by, nor obligations of ours, State Street or any of its affiliates and are subject to investment risk, including possible loss of principal. Please note that although money markets funds seek to preserve the value of your investments at \$1 per share, it is possible to lose money by investing in them. Before making any investment decisions in relations to the referenced Account (or any tax planning or reporting) you should seek independent legal, tax, accounting and other professional advice as appropriate in relation to your investments.

### Disclosure


This Account may have held one or more State Street common trust funds or pooled funds during the year. The most recent annual reports of these funds are available in this office. A copy of any relevant report will be sent to you at no cost to you upon your request.

State Street may hold Account assets in shares in money market and other mutual funds from which State Street or an affiliate receives compensation based on a percentage of assets in recognition of performing shareholder servicing functions which such funds would otherwise have to provide themselves. Such compensation shall be in addition too, and will not be offset against or reduced by, the fees received by State Street with respect to the Account.

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# Episcopal Church Foundation Episcopal Diocese of Central PA Performance Metrics Report

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All the information contained in this presentation is as of date indicated unless otherwise noted.

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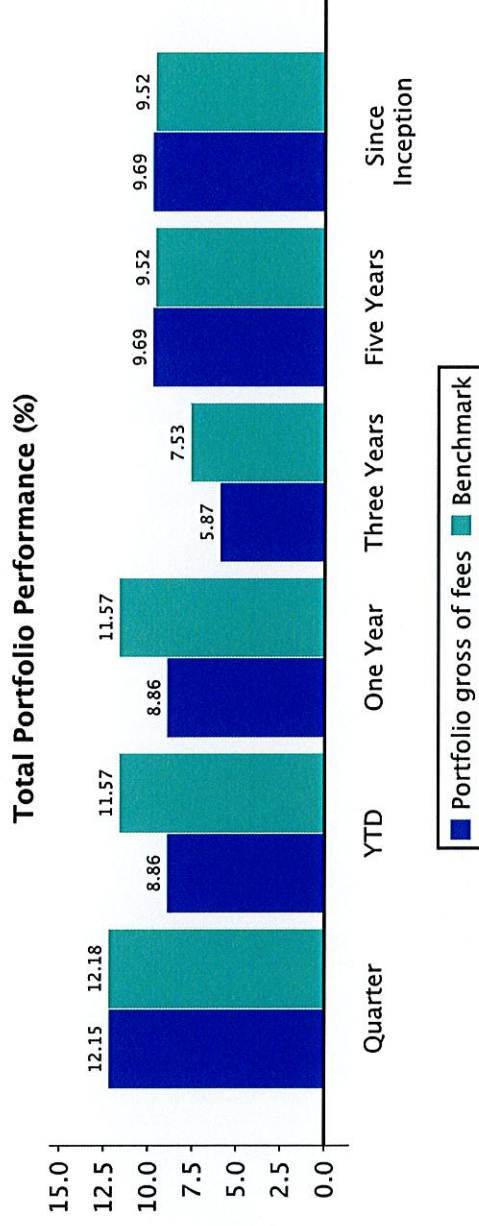
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# Episcopal Diocese of Central PA

December 31, 2020

	Market Value(\$)
Equities	21,055,742
Fixed Income	6,639,157
Cash Equivalents	185,092
<b>Total</b>	<b>27,879,991</b>



Source: First Rate and SSgA, Inception Date: 01/01/2016

Past performance is not a guarantee of future results. Performance returns for periods of less than one year are not annualized. The performance reported is net of mutual fund and ETF fees, but gross of relationship fees. The performance includes the reinvestment of dividends and other corporate earnings and is calculated in US dollars. Allocations, characteristics, and weightings are as of the date indicated, are subject to change, and should not be relied upon as current thereafter. The "Custom Benchmark" is created by SSgA and may be different for different accounts. For additional information regarding these benchmarks please contact your Investment Officer. Index returns are unmanaged and do not reflect the deduction of any fees or expenses. Index returns reflect all items of income, gain and loss and the reinvestment of dividends and other income. The Custom Benchmark is comprised of:

02/01/19 - Present 5% Bloomberg Barclays U.S. High Yld Cust BB/B ex 144A, 15% BCAP AGG, 5% JP Morgan EMBI Global Diversified (Local), 5% Barclays US Treasury Inflation Protected Notes TIPS, 4% S&P EPAC SmallCap - Net Return, 5% Bloomberg Roll Select Commodity Index (USD) (TOT), 2.5% DJ US Select REIT Index, 8% MSCI EMF (Emerging Markets) - Net Return, 23% S & P 500 Tot R, 5% S&P Mid Cap 400, 5% Russell 2000, 2.5% Dow Jones Global ex US Select REITS Index - Net



# Fund and Index Performance

December 31, 2020

Fund Description	Quarter (%)	YTD (%)	1 Year (%)	3 Years (%)	5 Years (%)	10 Years (%)	Since Inception (%)	Date of Inception
<b>US Large Cap</b>								
S&P 500 (R) Indx NL QP CTF (CM10CTF)	12.16	18.34	18.34	14.14	15.19	13.87	10.20	07/31/1989
S&P 500 Index (CM10)	12.15	18.40	18.40	14.18	15.21	13.88	10.20	
<b>US Mid Cap</b>								
S&P Midcap (R) Indx SL CTF (CMJ7)	24.37	13.59	13.59	8.41	12.32	11.50	9.94	03/31/1998
S&P MidCap 400(R)	24.37	13.66	13.66	8.44	12.34	11.51	9.91	
<b>US Small Cap</b>								
Small Cap Indx Plus SL QP CTF (CMY9)	30.71	10.05	10.05	6.07	9.89	10.92	9.15	05/31/2002
Russell 2000(R) Index	31.37	19.96	19.96	10.24	13.25	11.20	9.27	

Source: State Street Global Advisors Performance Team  
The above CTFs are not mutual funds but are unregistered investment vehicles. Past performance is not a guarantee of future results.  
Performance returns for periods of less than one year are not annualized. Index returns are unmanaged and do not reflect the deduction of any fees or expenses.  
Index returns reflect all items of income, gain and loss and the reinvestment of dividends and other income. The performance is calculated in US dollars.

# Fund and Index Performance

December 31, 2020

Fund Description	Quarter (%)	YTD (%)	1 Year (%)	3 Years (%)	5 Years (%)	10 Years (%)	Since Inception (%)	Date of Inception
<b>International Developed</b>								
MSCI EAFE Indx NL CTF (ECTF)	16.04	7.77	7.77	4.25	7.42	5.48	5.14	01/31/1997
MSCI EAFE(R) Index	16.05	7.82	7.82	4.28	7.45	5.51	5.15	
Intl Alpha Select NL QP CTF (ZVAL)	15.00	2.59	2.59	-0.12	4.22	4.26	5.37	06/30/2004
MSCI EAFE(R) Index	16.05	7.82	7.82	4.28	7.45	5.51	5.76	
<b>International Developed Small Cap</b>								
Small Cap Intl Alpha SL CTF (ZV99)	15.00	3.28	3.28	0.58	5.60	7.34	9.39	10/31/1997
S&P EPAC Small Cap(R)	17.97	13.78	13.78	4.65	9.16	7.83	7.68	

Source: State Street Global Advisors Performance Team  
The above CTFs are not mutual funds but are unregistered investment vehicles. Past performance is not a guarantee of future results.  
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Index returns reflect all items of income, gain and loss and the reinvestment of dividends and other income. The performance is calculated in US dollars.



# Fund and Index Performance

December 31, 2020

Fund Description	Quarter (%)	YTD (%)	1 Year (%)	3 Years (%)	5 Years (%)	10 Years (%)	Since Inception (%)	Date of Inception
<b>International Emerging</b>								
MSCI Emg Mkts Indx NL CTF (EMFUNL)	19.60	18.25	18.25	6.09	12.69	3.51	10.72	08/31/2002
MSCI Emerging Markets Index	19.70	18.31	18.31	6.17	12.80	3.63	10.94	
Active Emerging Markets NL QP CTF (ZV96NON)	15.52	7.87	7.87	2.45	10.29	2.40	9.88	08/31/2001
MSCI Emerging Markets Index	19.70	18.31	18.31	6.17	12.80	3.63	10.58	
<b>REIT</b>								
U.S. REIT Indx NL CTF (CMT3)	12.88	-11.19	-11.19	1.54	2.98	7.53	10.05	11/30/1999
Dow Jones U.S. Select REIT Index(SM)	12.92	-11.20	-11.20	1.54	2.99	7.56	10.09	
<b>Commodities</b>								
Bloomberg Roll Select Commodity Indx NL CTF (ZVMF)	9.08	1.49	1.49	-1.70	2.34	N/A	-5.39	11/29/2012
Bloomberg Roll Select Commodity Total Return Index	9.13	1.44	1.44	-1.68	2.45	N/A	-5.23	

Source: State Street Global Advisors Performance Team  
The above CTFs are not mutual funds but are unregistered investment vehicles. Past performance is not a guarantee of future results.  
Performance returns for periods of less than one year are not annualized. Index returns are unmanaged and do not reflect the deduction of any fees or expenses.  
Index returns reflect all items of income, gain and loss and the reinvestment of dividends and other income. The performance is calculated in US dollars.

# Fund and Index Performance

December 31, 2020

Fund Description	Quarter (%)	YTD (%)	1 Year (%)	3 Years (%)	5 Years (%)	10 Years (%)	Since Inception (%)	Date of Inception
<b>Fixed Income</b>								
U.S. Aggregate Bond Indx SL QP CTF (CMQ9)	0.66	7.61	7.61	5.39	4.45	3.83	5.07	09/30/1999
Barclays US Aggregate Index	0.67	7.51	7.51	5.34	4.43	3.84	5.08	
U.S. TIPS Indx NL QP CTF (CMY5)	1.64	10.99	10.99	5.91	5.07	3.80	5.12	04/30/2002
Bloomberg Barclays U.S. Treasury Inflation Protected Securities (TIPS) Index	1.62	10.99	10.99	5.92	5.08	3.81	5.13	
Intermed U.S. Credit Indx NL CTF (CM1S)	1.53	7.28	7.28	5.57	4.80	4.19	5.34	10/31/2000
Bloomberg Barclays U.S. Intermediate Credit Bond Index	1.55	7.08	7.08	5.46	4.74	4.18	5.32	
U.S. High Yield Custom BB/B EX144A Indx NL CTF (CM3Y)	6.54	7.11	7.11	6.46	7.74	6.13	6.14	04/30/2004
Bloomberg Barclays U.S. High Yield Custom BB/B ex. 144A Index	6.29	6.93	6.93	6.41	7.78	6.29	6.56	

Source: State Street Global Advisors Performance Team  
The above CTFs are not mutual funds but are unregistered investment vehicles. Past performance is not a guarantee of future results.  
Performance returns for periods of less than one year are not annualized. Index returns are unmanaged and do not reflect the deduction of any fees or expenses.  
Index returns reflect all items of income, gain and loss and the reinvestment of dividends and other income. The performance is calculated in US dollars.



# Fund and Index Performance

December 31, 2020

Fund Description	Gross Expense Ratio (%)	Quarter (%)	YTD (%)	1 Year (%)	3 Years (%)	5 Years (%)	10 Years (%)	Since Inception (%)	Date of Inception
<b>REIT</b>									
SPDR® Dow Jones International RelEst ETF	0.59	15.54	-9.00	-9.00	0.04	3.01	3.75	0.96	12/15/2006
DJ Gbl Ex US Select RESI NR USD		15.99	-8.98	-8.98	0.16	3.18	4.12	1.35	
<b>Fixed Income</b>									
TCW Emerging Markets Income I	0.85	8.32	5.13	5.13	4.54	7.77	5.46	8.77	06/01/1998
JPM EMBI Global Diversified TR USD		5.80	5.26	5.26	5.05	7.08	6.22	8.40	

Source: Morningstar  
 Performance quoted represents past performance, which is no guarantee of future results. Investment return and principal value will fluctuate, so you may have a gain or loss when shares are sold. Current performance may be higher or lower than that quoted. All results are historical and assume the reinvestment of dividends and capital gains. Visit respective funds website for most recent month-end performance. Shares of the SSGA funds are not insured by the FDIC or by another governmental agency; they are not obligations of the FDIC nor are they deposits or obligations of or guaranteed by State Street Bank and Trust Company. The SSGA funds pay State Street Bank and Trust Company for its services as custodian, transfer agent and shareholder servicing agent and pays SSGA Funds Management, Inc., an affiliate of State Street Bank and Trust Company, for investment advisory services. State Street Global Markets, LLC, Member FINRA, SIPC, is Distributor for all SSGA Funds. Third-party registered products are distributed by third-party broker-dealers. Performance returns for periods of less than one year are not annualized. The gross expense ratio is the fund's total annual operating expenses ratio. It is gross of any fee waivers or expense reimbursements. It can be found in the fund's most recent prospectus. The index returns are unmanaged and do not reflect the deduction of any fees or expenses. The index returns reflect all items of income, gain and loss and the reinvestment of dividends and other income

# Episcopal Diocese of Central PA

## Asset Allocation

### December 31, 2020

Fund Description	% Tactical	% Benchmark
S & P 500 COMMON TRUST FUND - CM10CTF	29.00	23.00
S&P MID CAP LENDING CTF - CMJ7	5.00	5.00
SMALL CAP INDEX PLUS CTF - CMY9	6.00	5.00
EAFE INDEX CTF - ECTF	8.50	7.50
INTERNATIONAL ALPHA SELECT CTF - ZVAL	7.50	7.50
ACTIVE INTL SMALL CAP SL CTF - ZV99	4.00	4.00
EMERGING MARKETS MSCI NON LENDING FUND	5.00	4.00
DAILY ACTIVE EMERGING MKT CTF - ZV96NON	4.00	4.00
REIT INDEX CTF - CMT3	0.50	2.50
SPDR DOW JONES INTL REAL ESTATE FUND	0.50	2.50
DJ-UBS ROLL SELECT COMMODITY INDEX	5.00	5.00
PASSIVE BOND MARKET SL CTF - CMQ9	5.50	15.00
TREASURY INFLATION PROTECTED SECURITIES	3.00	5.00
INTERMEDIATE CREDIT INDEX CTF - CM1S	5.00	0.00
PASSIVE HIGH YIELD CTF - CM3Y	6.00	5.00
TCW EMERGING MARKETS INCOME FUND I	5.00	5.00
STATE STR INSTL INVT TR US GOVT MMK G	0.50	0.00

Source: State Street Global Advisors

## REPORT OF THE ARCHIVIST

Over the course of a year, the Diocesan Archives continued to provide researchers with easy access to historical information. By using the archive classification document, researchers found a variety of carefully organized paper files, newsletters, books, photographs and other materials to enhance their inquiries. The archives grew this year as material arrived from various individuals and parishes.

During this year, St. Paul's Episcopal Church, Harrisburg, PA, dedicated a chapel in honor of St. Augustine's Mission, Harrisburg, PA. The complex history of St. Augustine's included more than one name change and a property relocation. St. Augustine's Mission was established in 1907 and the parish house and rectory were located behind the State Capitol building at 433 North Avenue (the old 8<sup>th</sup> Ward). Named after St. Augustine of Hippo, an African Bishop and church father of the 5<sup>th</sup> century, the church served the local African American community. The church was leveled around 1911 to make room for the Capitol Park extension and was relocated to the corner of 1300 Herr Street, Harrisburg. In 1956, St. Augustine's was closed by Bishop Heistand to attain integration with other Harrisburg churches. The church history that was revealed for this dedication was filed in the archives.

Genealogy requests continued to be a major factor in archive research. Researching closed parish registers for family members, as well as researching the location of a parish dedication plaque were two archive examples. Other types of archive research included the compilation of priests who served in a parish and the exploration of convention resolutions to determine actions of the Diocese. Anti-racism research continued to be an important aspect of the Diocesan Archives.

A request was made by the Columbia Historical Preservation Society regarding an oil painting that was gifted to the Diocese. The Society needed an image of an oil painting of Lloyd Mifflin (poet, painter and sculptor) for an exhibit. Archival research discovered a 1927 newspaper article that was preserved in a Bishop Darlington scrapbook (Bishop of the Harrisburg Diocese). The newspaper article included an image of the painting as well as information about the artist, the presentation, and the details of Bishop Darlington's acceptance of the gift.

Many archival files were given to the Diocesan Archives after the closure of the Episcopal Home in September 2020. The Diocesan Home for the Aged opened in 1927 as a mission of the Episcopal Diocese of Central Pennsylvania. The history of the Home was well documented through photographs of staff, residents, and the Home and through numerous files highlighting minutes, reports, correspondence, blueprints, newspaper articles and historical data. The Home began as a residence for several ladies of the Diocese who were alone and without family and, under the leadership of Executive Director Canon Mary Grace Shearer, the Home experienced an increase of residents and welcomed many building upgrades. Canon Mary Grace Shearer upheld the mission of the Home to care for low-income and aged individuals. The Diocesan Archives welcomed this addition to its collection.

Parish anniversary celebrations provided another reason for archive research. The dedicated committee of researchers at St. John's, Huntingdon, PA, continued to uncover historical data for their 200<sup>th</sup> anniversary celebration. Trinity Episcopal Church, Chambersburg,

PA, also engaged in archival research for the anniversary celebration of Trinity's 150<sup>th</sup> anniversary.

A Shaped By Faith (SBF) webinar series was conducted in the spring of 2021. The "Celebrating Our Common Story" component of SBF was divided into the following webinar categories (1) Gathering Your Oral History, (2) Writing Your Parish History, (3) Creating a Parish Archive, (4) Telling Your Parish's Stories, and (5) Celebrating Our Stories. The Creating a Parish Archive webinar was developed by The Rev. Cn. Chris Streeter, Canon for Mission, Development and Innovation, Carolyn Patterson, Bishop's Assistant, and Debbie Robelen, Diocesan Archivist. This webinar was designed to equip diocesan parishes with the tools to create and maintain a parish archive system. An example of discussion topics included the preservation of records and the identification of records to keep. The webinar is available on the diocesan website ([www.diocesecpa.org](http://www.diocesecpa.org)) along with information about Shaped By Faith. The National Episcopal Historians and Archivists publication "Archives for Congregations, A Practical Guide to Developing a Church Archives" is also available through the Diocese free of charge.

The Pennsylvania State Archives offered a series of webinars in the spring of 2021. These webinars were designed to gather archivists and community groups to share their experiences collecting and preserving their community's stories. The information gathered from the webinars was beneficial to the Diocese and will be used as a tool to shape our own unique history.

The work of the Diocesan Archives is achieved through the support and effort of many individuals. Our Bishop, Audrey Scanlan, provides encouragement and attention to the administration of the archives. Carolyn Patterson's knowledge of the Diocese and her participation in archive management aids in the day to day operation of the archives. The archives also benefit from the support and input provided by Chad Linder, Canon for Finance and Operations. A continued commitment to uphold the integrity of the Diocesan Archives will ensure the preservation of our Diocesan history.

Respectfully submitted,

Deborah A. Robelen, Diocesan Archivist



## REPORT OF THE REGISTRAR

Since the last report of the Registrar to Diocesan Convention, the following persons were ordained in the Diocese of Central Pennsylvania:

1. The Rev. Stacey Catigano, was ordained to the order of vocational deacons in Christ's Holy Catholic Church on September 26, 2020. The ordination was conducted via livestream by The Rt. Rev. Audrey Cady Scanlan, Bishop, Episcopal Diocese of Central Pennsylvania.
2. The Rev. Allison Carnahan was ordained to the order of transitional deacons in Christ's Holy Catholic Church on January 9, 2021. The ordination was conducted via livestream by The Rt. Rev. Audrey Cady Scanlan, Bishop, Episcopal Diocese of Central Pennsylvania. The Rev. Allison Carnahan was ordained as a priest in Christ's Holy Catholic Church on August 21, 2021 at St. Paul's Episcopal Church, Harrisburg, Pennsylvania by The Rt. Rev. Audrey Cady Scanlan, Bishop, Episcopal Diocese of Central Pennsylvania.
3. The Rev. Kevin Barron was ordained to the order of transitional deacons in Christ's Holy Catholic Church on April 24, 2021. The ordination was conducted via livestream by The Rt. Rev. Audrey Cady Scanlan, Bishop, Episcopal Diocese of Central Pennsylvania.

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.

Since the last report of the Registrar to Diocesan Convention, the following persons were admitted as Postulants for Holy Orders in the Diocese of Central Pennsylvania:

1. Martha Ambrose was admitted as a postulant for holy orders on 7/13/2021
2. Kathy Hettinga was admitted as a postulant for holy orders on 6/8/2021
3. Kevin Lowe was admitted as a postulant for holy orders on 12/8/2020
4. Chloe Selles was admitted as a postulant for holy orders on 3/9/2021
5. Ryan Tobin was admitted as a postulant for holy orders on 11/10/2020
6. Jennifer Trenary was admitted as a postulant for holy orders on 11/19/2020
7. Lisa Work was admitted as a postulant for holy orders on 10/13/2020

Since the last report of the Registrar to Diocesan Convention, the following persons were admitted as Candidates for Holy Orders in the Diocese of Central Pennsylvania:

1. Kevin Barron was admitted as a candidate for holy orders on 5/8/2020
2. Allison Carnahan was admitted as a candidate for holy orders on 6/2/2020
3. Ted Christopher was admitted as a candidate for holy orders on 10/6/2020
4. Martha Harris was admitted as a candidate for holy orders on 6/2/2021
5. Bradley Mattson was admitted as a candidate for holy orders on 2/2/2021
6. Alyssa Pasternak-Post was admitted as a candidate for holy orders on 4/7/2020

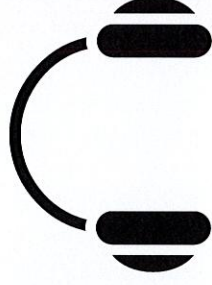
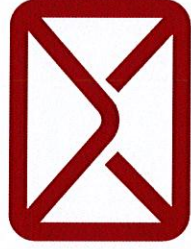
Respectfully submitted,

Deborah A. Robelen, Registrar

EPISCOPAL DIOCESE OF CENTRAL PA

# **Annual Report from the Office of Communications & Events**

OCTOBER 2020 - SEPTEMBER 2021





# Websites

- Canon Alexis Guszick is the diocesan webmaster and designs and maintains the diocesan website, [www.diocesecpa.org](http://www.diocesecpa.org).
- The website continues to grow in the number of visitors. Each year, new SSL certificates are installed for site security, portals are added for customized users, and Canon Guszick continues to track Google analytics and reviews traffic reports and site visitors monthly.
- Canon Guszick worked with The Very Rev. Robyn Szoke-Coolidge, The Rev. Michael Nailor, and a site designer to launch a new website for The Stevenson School for Ministry, <https://diocesecpa.org/stevenson-schoolforministry/>
- New courses for the SSFM are now being taught through LearnDash, an online learning platform.



# A Glimpse at the New SSFM Site



The Stevenson  
School for Ministry

Modules Login

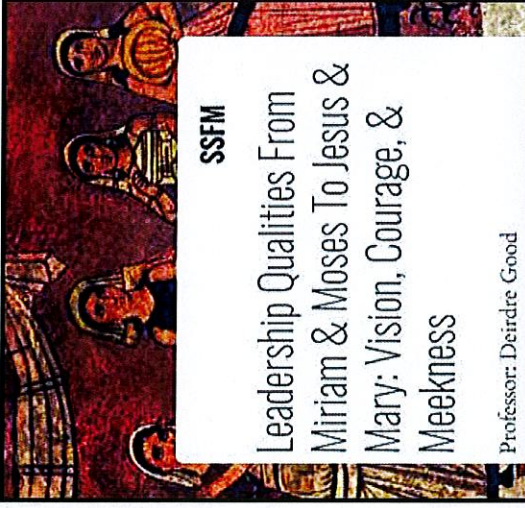
10-Week  
Courses



Menu



## Popular Courses



**SSFM**

Leadership Qualities From  
Miriam & Moses To Jesus &  
Mary: Vision, Courage, &  
Meekness

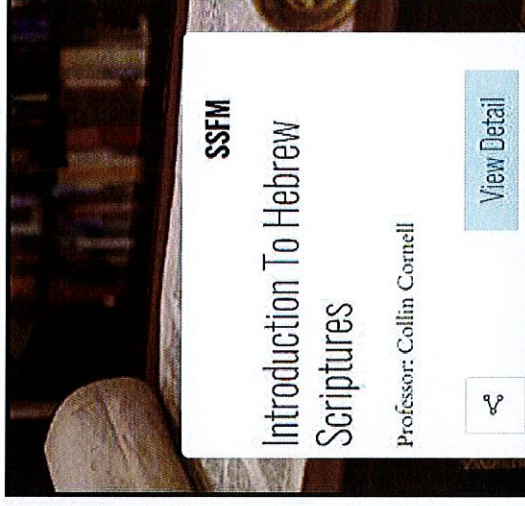
Professor: Deirdre Good



**SSFM**

Anglican Homiletics

Professor: Shawn Strout



**SSFM**

Introduction To Hebrew  
Scriptures

Professor: Collin Cornell



# Email Marketing

- The Diocesan Digest, Videos and Letters from Bishop Scanlan (Pastoral Letters), the Clergy Digest, and the Stevenson School for Ministry Monthly E-News, continue to be delivered monthly, electronically through Constant Contact, the e-mail marketing software.
- The Diocesan Office of Communications and Events also supports the Bishop's Assistant/Manager of Human Resources in distributing timely HR-related information.
- Special messages or promotions are also e-mailed to the diocese and select groups such as parish treasurers, vestry secretaries, wardens, and parish administrators.
- The Diocesan E-mail marketing list has grown to 4,550 contacts.
- Diocesan emails receive an average of a 34% open rate and 13% click rate, both higher than the industry standard.



# Social Media

## The growth of our accounts:

- Our diocesan Facebook page surpassed 2,000 likes and follows.
- Our Instagram account grew from just shy of 500 followers to over 600 followers.
- With a total of 312 videos, our YouTube channel gained 100 new subscribers and received 24.3K views, up 22% from last year.
- A new TikTok account was launched in August, and plans are being made to grow our following there and engage a younger audience.





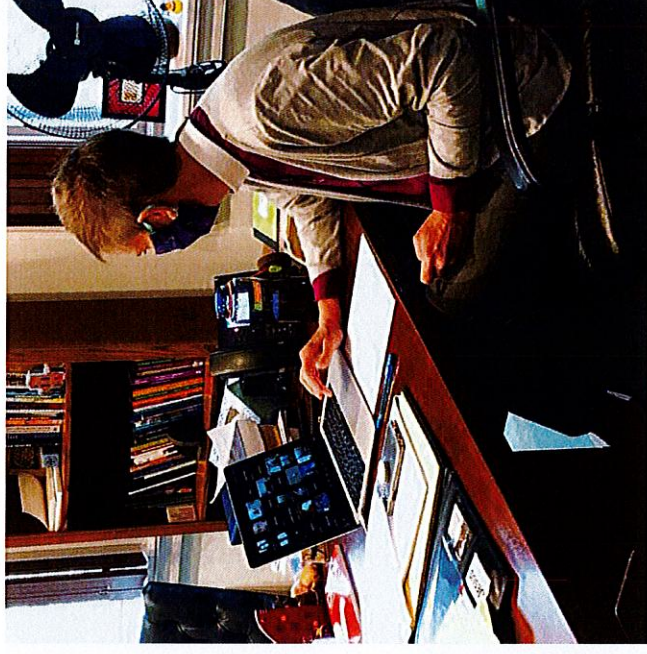
# Social Media Insights

- Faith Neece, assistant to the Canon for Communications and Events, and Canon Guszick conducted two in-depth reports of social media insights. One report focused on the engagement rate of diocesan content, and the other focused on audience demographics.
- The first report found that educational, spiritual, celebratory, humorous, and audience-supplied content (content sent to us by various diocesan members) receives the most engagement.
- The second report found that the majority of our audience on Facebook and YouTube are over 65 years old and female. Our Instagram account has a very different makeup, with the gender ratio being closer to 50/50, and the age distribution also being more even.
- The office for communications continues to develop new ideas for engaging a more diverse audience.
- A social media survey was also conducted and received over 50 responses from members of the diocese.



# Online Convention

- In response to the pandemic, the Office of Communications and Events supported the diocese's first online convention in October of 2020.
- The meeting was held via Zoom webinar and had 225 registrants.
- The diocese's second online convention will be held in October 2021.





# Special Projects

- In October 2020, the office of communications created "virtual pet blessings" via social media as a way to connect members across the diocese and share joy around the Feast of St. Francis.
- In the winter of 2020 and spring of 2021, the diocese created digital Advent and Lenten calendars, shared online and via social media with content provided by diocesan members.
- The office of communications helped support several Shaped by Faith online liturgies throughout the year as well as a live-streamed liturgy to remember the 500,000 lives lost to COVID-19.
- In response to the pandemic, Bishop Scanlan started a weekly video series. The office of communications has supported the creation and publication of the weekly videos, and our social media following has grown immensely in response to them.
- The office of communications supported five online "Conversations about Race" with Bishop Scanlan and special guests held on Facebook Live, which saw record levels of audience engagement.
- The office also supported a series of conversations with the Commission on Ministry about Verna Dozier's book "The Dream of God."



# Special Projects

## Continued

- In response to the pandemic, Canon Guszick and Faith Neece provided parish live streaming consultations and support for parishes to upgrade to the best, most cost-effective equipment, in an effort to live stream weekly services for those who could not attend in person.
- The office of communications provided support to Prison Ministry by providing production services for an Easter video complete with a special Easter Message from Bishop Scanlan.
- For Holy Week, the communications office coordinated and worked on the production of videos for the St. Stephen's Cathedral and the Pro-Cathedral.



# Events

OCTOBER 2020 - OCTOBER 6, 2021

## **Online Diocesan Convention**

- Saturday, October 17, 2020

## **"Pick an Adventure Week"**

- August 5th and 6th, 2021, Camp Mount Luther

## **Clergy Day Online**

- Thursday, April 15, 2021

## **Fall Convocation Meetings Online**

- Thursday, September 30, 2021 - Lancaster & Southern Convocations

## **Spring Convocation Meetings Online**

- Tuesday, June 1, 2021 - Harrisburg & Susquehanna Convocations
- Thursday, June 3, 2021 - NT, WB, and Altoona Convocations
- Tuesday, June 8, 2021 - Lancaster & Southern Convocations

- Tuesday, October 5, 2021 - Harrisburg & Susquehanna Convocations

- Wednesday, October 6, 2021 - NT, WB, and Altoona Convocations

## **Clergy Renewal of Vows Service**

- Tuesday, June 22, 2021, St. Andrews in the Valley, Harrisburg



## **Report of the Canon for Congregational Life & Mission**

This year, like much of last year, is indeed a strange time to file a report. The entire diocesan staff juggled many extra responsibilities as we tried to navigate this bizarre season of "Covid-19" While the harried pace of change, the mountainous learning curve of digitization and the dogged and relentless information overload have become part of the "new reality"...some things haven't changed. Priests still retired or moved on to new ministries, there were still churches in need of help, there were still conflicts in need of transformation. The shaped by faith process still moved on, with a quiet resolve and steely determination. It's good to know that even in these strange times, the good work of the church continues.

It's also strange for me to file this report just a few weeks before I leave Central PA. As most of you know, I will be starting my new ministry as Priest in Charge of Church of the Ascension in Munich, Germany in November. As I prepared this report, I looked back at the previous reports from 2016-2020. I am overwhelmed with gratitude as I reflect back on all that has been. For all the churches that I had the privilege of working with in transition periods, thank you for trusting me and allowing me to help guide your search process. To all the churches that I've walked alongside during difficult times of conflict: Thank you for the hard work you did for healing and reconciliation. To all those who have been parts of the various committees and and commissions that I've worked with: Thank you for all the hours spent on behalf of God's mission in the Church.

I want, however, to say a few extra 'Thank You's' to the diocesan staff as I finish this report.

First, thank you to Bishop Audrey. Thank you for your leadership and your kindness. I have learned a lot working with you and I treasure your friendship. The Diocese of Central PA is blessed to have you. Thank you for the trust you've shown in me and for the freedom you've given me to work out the details of my priestly calling. Thank You!

The colleague I've worked closest with these last couple of years is Canon Chris Streeter. Chris, thank you for your friendship and your humor. Thank you for coming to Central PA and for all you do here. You are a treasured friend and confidant. Your skill, knowledge and candor make you a gift to the church. Thank You!

To Alexis and Faith: Thank you for all you do. You both do your jobs so well. I've always been impressed with your work and the spirit with which it is done. We are a better diocese and Staff because of your ministry. Thank you!

To Chad and Barb: thank you both for your diligent work in the realm of finance. I don't think people really know just how hard you both work. Your professionalism and accuracy help the work of the diocese to prosper. I respect and admire you both so much. Thank you.

To Robyn: Thank you for your faithful leadership in the Stevenson School. You are shining example of what it means to faithfully help in the formation of leaders for the church. Your hard work and dedication are inspiring to me. Not to mention, I've come to know that I can trust you implicitly when I ask for your theological reflection on an issue. Thank you for your faithful leadership.

To Carolyn and Debbie: Thank you for keeping us all sane by keeping our calendars straight! I've enjoyed working with both of you as you offer your service to Christ and the Church. Thank



you, Carolyn, for suggesting office-Cats! We all know that that was a great decision. Debbie, thank you for always being willing to help when a need arises. We are a better diocesan staff because of y'all's hard work. Thank you.

It's been a great five years here in the diocese and I look forward, with great anticipation, to see how God continues to bless this place.

My peace and my prayers are with you,

Dan+

The Rev Canon Dan Morrow  
Canon for Congregational Life and Mission



### ***Shaped by Faith Annual Report Convention 2021***

Since our last Diocesan Convention, we have held 35 regional gatherings of Shaped by Faith teams throughout our Diocese; 32 of these have been held on ZOOM. This has been augmented with many parish team ZOOM sessions; a quick review of my ZOOM account showed 93 meetings over the last year. I am daily grateful for the tenacity and resilience of our team members as we have worked to mold our program around the restrictions and realities of this pandemic. We have been blessed to have several faithful leaders helping "shape the shape" of this initiative:

The Rt. Rev. Audrey Scanlan, *Bishop*

The Rev. Canon Chris Streeter, *Canon for Mission Development & Innovation* The Rev. Canon Dan Morrow, *Canon for Congregational Life & Mission* Canon Chad Linder, *Canon for Finance & Operations*

Amy Swiernik, *Experienced Lay Leader*

Congratulations to our Northern Tier team members; they are the first to complete the intensive work phase of Shaped by Faith! On September 1, 2021, they called a Northern Tier Regional Missioner to provide sacramental care to multiple parishes, and to oversee collaborative mission throughout the region. I am grateful to The Rev. Janis Yskamp for answering this call, and for the energy and excitement she has already brought to this new role. I had the chance to join the first Northern Tier Regional Council meeting last month, and look forward to the new ways ministry and mission are happening in that part of our Diocese. Other projects taking shape include reconfiguration of regions into intentional clusters with shared leadership; the calling of a youth minister with regional, rather than parochial, focus; partnering with a local non-profit; and intentional sharing of programmatic resources.

There is still more work to do, and I look forward to engaging with regions in the coming months, discerning and refining projects and encouraging experimentation, mindful of the myriad of ways we have already broken away from the resisting force of continuing to do things *the way we have always done them around here!*

An array of resources, including congregational development and mission configuration models, have been shared to help shape this work. All of the materials presented, along with multiple videos and webinars, can be found on the Shaped by Faith section of our Diocesan website. Please refer to our website for additional information regarding the shape and scope of our program:

<http://www.diocesecpa.org/shapedbyfaith>

While the intensive work of focusing on Identity and Mission, leading to the Design of a new, regional shape continues, we have been working diligently to ensure that the structure and resources are in place to help implement these projects. At our recent Council of Trustees meeting, I shared our vision for this next phase of our work:



**SHAPED BY FAITH**

## ***Implementation Commission Description (Draft)***

### **PURPOSE**

The Shaped by Faith Implementation Commission supports the ongoing work in our Diocese to increase strength and vitality through regional projects. The Commission will request updates of current projects and review renewal applications for continued funding (annually).

### **COMPOSITION**

The Shaped by Faith Implementation Commission will be comprised of 10 members:

- 1 Leader from each of our seven Diocesan regions (Lay or Clergy)
- 1 Member of COT
- 1 Member of Finance Committee
- Shaped by Faith Program Director (Convenor)

### **PROCESS**

The Commission will meet with representatives from each region at least twice annually:

#### **MEETING #1: PROGRESS SESSION**

The Commission will initiate a progress session with each region approximately six months after a regional project has begun. Goals and metrics will be reviewed and, if needed, amended. A progress summary will be requested from the regional team in advance of this session.

#### **MEETING #2: RENEWAL APPLICATION SESSION**

The Commission will require a renewal application be submitted to secure funding and continue the project. **Grant applications may only seek funding for a 12 month period.** Goals and metrics will be reviewed and, if needed, amended. The Commission will make a funding level recommendation for each project.



We are currently recruiting leaders from each region to help serve on this new Implementation Commission. If you are interested in serving, please reach out to me or any other member of our SbF Leadership team.

Projects will be assessed each year by the Commission to provide feedback and grant funding for continuation. Project leaders will provide reflection on the status of their experiment:



**SHAPED BY FAITH**

## ***Regional Project Implementation Application (Draft)***

### **APPLICANT INFORMATION**

Diocesan Region:

Participating Parishes:

Primary Contact(s):

### **DESCRIPTION OF THE SHAPED BY FAITH PROJECT**

*(Please provide an approximately 300-word response to each question below.)*

1. Please tell us about the project you seek to implement in your region.
2. What does this project hope to achieve?
3. How does this project adhere to our Shaped by Faith Guiding Values (discovery, experimentation, creativity & collaboration)?
4. What goals do you have for the next 12 months? Consider using SMART analysis (*specific, measurable, attainable, relevant, and time-bound*) in your discernment.
5. How will success be measured? What metrics (qualitative and quantitative) might aid you in gauging progress?
6. What, if any, challenges might you encounter as you implement this project?
7. What is the anticipated timeline? What additional funding needs do you anticipate? Please provide a budget for this project.

### **SIGNATURES**

Rector(s) or Priest(s)-in-Charge of collaborating parishes:

Senior Warden(s) of collaborating parishes:

Date:

Our regional work has been supplemented and enhanced with course offerings through our Stevenson School for Ministry. These courses are offered on a voucher system at no cost to Shaped by Faith parish team members. Topics have ranged from Stewardship and Parish Administration to Evangelism and Conflict Transformation. Special thanks to The Very Rev. Robyn Szoke-Coolidge, Dean of the Stevenson School for Ministry for her support of this work. As we begin to shift into the implementation phase of our work, I look forward to working with our new Dean to craft formation offerings that will provide support for our regional experiments.

COVID-19 required the cancellation of a Diocesan-wide in-person event concentrated around sharing our common stories. Instead, we held a series of webinars featuring practitioners from across our Diocese. Special thanks to Carolyn Joy Patterson and Debbie Robelen for their leadership and energy with this component of our Shaped by Faith program. Resources from these webinars can be found on our Diocesan website.

Finally, a note of thanks to you, especially those in our Diocese who held the challenges of this initiative alongside the challenges of pandemic leadership. I have said on several occasions that we knew this work would be hard; we did not know that we would be doing this work while responding to the disruption of COVID-19. Nothing about this year went as planned. At times, I wondered if we should hit the pause button on this program.

Through it all, thanks be to God, we have been blessed with a visionary, faithful and dedicated leader who knew this work was too important to put to the side. Thank you, Bishop Scanlan, for your tireless advocacy of this initiative, and for the love and care you model to our Diocese. It is a blessing to join you in reshaping our beloved community.

Faithfully submitted,

The Rev. Canon Christopher M. Streeter  
*Canon for Mission Development & Innovation*

## Report of the Dean of the Stevenson School for Ministry

**Purpose of The Stevenson School for Ministry:** To support theological education and formation for the leadership needs for the Diocese of Central PA. Leadership formation for lay and ordered ministry continues while expanding our welcome to others such as the Diocese of Maryland and the Diocese of Central New York, most recently. To Offer alternative options for congregations and leadership to engage in formation of God's action in the world using the best of technology.

2021 in the **Trimester Design**, also included a summer term offered out of need for courses:

**Spring Term** February 21- May 2, 2021 76 students enrolled

**Summer Term** June 1<sup>st</sup>- August 10, 2021 72 students enrolled

**Fall Term** August 24-October 30, 2021 83 students enrolled

**Winter Term** November 9, 2020-February 6, 2021

(Winter term break December 23 – January 4)

**Cohort enrollment for 2021-2022 Academic term fall term 2021-Present enrollment** including

LTS Anglican Studies cohort 2021-2022 4 students, 2 from the Diocese of Central PA

SSFM Discernment: 11 students

Certificate for the ministry of deacon: 3 students (2 from Pittsburgh, 1 from Diocese of Bethlehem)

Certificate for the ministry of Priest: 13 students (3 from Diocese of Bethlehem)

Lay Worship Leader 3 Students

Continuing education 25 students

Field Placements 4 students; two are Lay Pastors (for 2019-2020)

Collaborative Mission Center 45 students

### **Anglican Studies Joint Certificate Program with Lancaster Theological Seminary—**

Presently we are engaging with the Lancaster Theological Seminary and Moravian Seminary in the diocese of Bethlehem, for which we will become the Anglican Studies program for both seminaries. We had 3 graduates in May 2021 who received the new Anglican Studies Certificate. Two from CPA, one from Diocese of New Jersey.

### **Collaborative Mission Center for Lay Ministry**

Shaped by Faith formation courses, with vouchers for the Diocese of Central PA for congregations to take courses at no cost that are needed for parish life: New House Church and small group formation and new racial missionary certificate courses. Shaped by Faith Basics formation courses will continue to be offered, including Advent series and Lenten series for congregational use.

### **Participation Episcopal/Lutheran**

	Collaborative Mission Center	Central PA	LSS	Total
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Fall Term 2020	13	4	(17)
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Winter Term 2020 - 2021	31	20	(50)
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Spring 2021	18	4	(22)
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To support and enhance the continuing education needs of clergy and laity, we are launching new certificate programs in specific ministry competency areas such as Leadership in the hybrid church. **Course offerings from the Collaborative Mission Center; LSS and SSFM included:**

**1- Certificate programs for:**

- a. Lay Worship Leader
- b. Lay Preacher
- c. Lay Catechist

**2- Evangelism Certificate will continue in 2021-2022** developed through collaboration with Lower Susquehanna Synod Staff: Deacon Marsha Roscoe and The Rev. Richard Jorgensen, The Rev. Matthew Best and The Rev. Ingrid Andersen.

**A UTO Grant of \$8,600.00 for the year August 2021- August 2022 and The Bonham fund grant was \$3,500.00 for VELI helps us sustain these courses.**

**Events: Learning Weekends includes an Integrative Seminar on Friday and a Webinar opened to all Dioceses and church goes on Saturday.**

- **January 8 and 9:** We offered a webinar and integrative seminar: Releasing our Resilience and Sparking our Imagination led by The Rev. Gina Campbell—53 attending
- **May:** Second webinar with The Rev. Dr. Gina Campbell, "Who Do You Say that I Am? 42 attending
- **August:** Formation for Racial Justice-- Going Deeper & Thinking Theologically; led by The Rev. Kevin Barron and The Rev. Carla Christopher Wilson---52 in attendance for the weekend
- **October 30:** Formation for Racial Justice-- Going Deeper & Thinking Theologically Part II, with keynote speaker The Rev. Dr. Gayle Fisher Stewart and facilitated by The Rev. Kevin Barron and The Rev. Carla Christopher Wilson

**Fall of 2021 updates:**

The Rev. Michael Nailor, who has accepted the interim position as SSFM part time (10 hours per week) Associate Dean for Academic Affairs and has been with us for one year, brings creativity, knowledge of technical systems. Also, to bring our Tech use up to date for our Learning Management Systems and student and faculty use of Technology we invite Ashley Moss who worked to update all our Populi Learning Management System needs and she left for a full-time position in August 2021, we have welcomed Chris Keeney as our Tech Support person, who is updating our new leaning management System, Learn Dash.

**Vital and Effective Leadership Institute for newly ordained and new clergy to the diocese**

We are expanding the Vital and Effective Leadership Institute to foster collaborative learning and missional development for Lutheran-Episcopal and other newly ordained clergy beginning their cure. The Rev. Canon David Lovelace coordinates the VELI program and mentoring through this program. Presently there are 8 participants for this two-year opportunity for continuing education. This colleague and learning cohort are offered at no cost to the clergy.

**SSFM Advisory Board:** We have held three Stevenson School for Ministry Board Meetings, with The Rev. Canon David Lovelace as Chair.

The Stevenson School for Ministry Advisory Board continues to work with a strategic plan developed by an initial task force chaired by The Rev. Canon David Lovelace, that places intentionality upon the need for formational growth in parish life and for financial growth for the school as well as. We focus on four teams: Financial, Marketing, Curriculum and Cross Generational.

This year the Advisory Board continues to support the development of a new volunteer position, Director of Formation in order to integrate spiritual formation throughout all aspects of the life of SSFM. The Board participated in two retreats with the Commission on Ministry, The Standing Committee, The Bishop and Diocesan Staff. The Board is also looking at ways to communicate our "Shaped by Faith Courses" and on boarding all the formation opportunities for SSFM.

The Cross Generational Team will be included in a separate report and is undergoing its own Shaped by Faith process.

Mr. Rob Box, Treasurer for SSFM, has continued to engage us in financial development as he works with the Diocesan finance committee and our Canon for Finance Chad Linder to develop a budget and budget trajectory to stabilize SSFM.

**Financial highlights:**

- Vocational course offerings/expenses have remained relatively consistent for at least 4 years.
- Vocational/ continuing education enrollment is up year over year, by over 15%.
- In 2020, we saw a first-ever 40+% new to SSFM student enrollment increase (becoming the beloved community course); we were able to retain ½ of those students and invite into future opportunities.
- Our learning weekends continues to be free online webinars.
- Additionally, 13% of the new webinar participants registered for at least one (several students have registered for more than one) future class as a paying student (non-voucher or scholarship).
- In the past 3 months, over a dozen Lutheran clergy have inquired about continuing education at the SSFM. Several have already signed up for courses.
- Strong growth by any measure
  - Positively impacting the Diocese,
  - Parishes and
  - Our communities
- Continued growth while holding most expenses fixed will lead to 100% coverage of Direct SSFM expense.

	2017	2018	2019	2020B	2020A	2021B	<b>Growth 2017 - 2020</b>
Classes taken:	122	185	n/a	275	449	400	268%
Courses taught	26	33	36	41	41	41	58%
Avg class size	4.7	5.6		6.7	11.0	9.8	133%
<i>Avg Class size somewhat skewed by CMC classes. Need to continue to grow Vocational class size</i>							
Revenue \$K including vouchers	\$ 60.7	\$ 57.4	\$ 88.9	\$ 105.5	\$ 98.4	\$ 90.3	62%
Direct expenses	\$ 105.8	\$ 108.7	\$ 102.1	\$ 157.9	\$ 130.1	\$ 128.0	23%
Net direct income/(loss)	\$ (45.0)	\$ (51.4)	\$ (13.1)	\$ (52.4)	\$ (31.6)	\$ (37.7)	30%
Percent of direct expenses covered	57%	53%	87%	67%	76%	71%	

#### Future predictions of growth # of students based on past experience

	2022	2025
<b>Diocese of CPA</b>	11	16
<b>LTS</b>	4	5
<b>Diocese of MD</b>	5	6
<b>Diocese of Pittsburgh</b>	2	3
<b>Diocese of Bethlehem</b>	3	3
<b>Diocese of Central NY</b>	2	2
<b>Diocese of The Virgin Islands</b>	5	5
<b>Lay Ministry Certificate Programs</b>	7	10
<b>Continuing Education</b>	8	15
<i>Hedge</i>	-7	15
<b>Total</b>	<b>40</b>	<b>80</b>

#### Fall Term- Winter 2021 Term preparation includes

1. SSFM lectionary podcast series continues to support those who are preaching, teaching, and engaging in formation through study of the lectionary.



2. Collaboration with The Diocese of MD we welcomed 5 new students, Diocese of Central NY 2 new students.
3. SSFM works with Alexis Guszick and Faith Neece as a part of a comprehensive communications and marketing team to brand all new SSFM materials and publicize on social media.

Check out our web page for more information

<https://diocesecpa.org/stevensonschoolforministry/> and we encourage everyone to sign up for a course.

Respectfully Submitted,

The Very Rev. Robyn Szoke-Coolidge, Dean of the Stevenson School for Ministry  
The Rev. Canon David Lovelace, Chair, SSFM Advisory Board

## **Safeguarding God's Children Convention Report 2021**

*Offered through the Stevenson School for Ministry*

**Mission Statement:** Safeguarding God's Children curriculum prepares parishes to prevent sexual misconduct toward children within the context of the Episcopal Church. The Goal is to reach every person with this training within the diocese and congregation, pre-schools and childcare and youth entities that have a home in our parishes and relate to children; including those who are employed or works with and ministers to and with children and youth.

### **Outcomes for 2021**

***Due to Covid-19 we continued to restructure our training requirements for those who have not had face to face training and for those who are in training to teach SGC in their convocations. A hybrid model was developed through use of zoom and online SGC.***

1. Our safe church learning partner, Praesidium, has upgraded to a new training system. Praesidium's Armatus Learn to Protect System, has become Praesidium Academy. Our online administrator for Praesidium Academy, the Rev. Hank Morrow continues to be the contact person for the links to develop user name and password.
2. This upgrade allows for a more robust training experience which will impact our knowledge and awareness of child protection; the modules have been reset, redeveloped, but the Commonwealth of Pennsylvania remains the same and requires all active clergy (including supply), lay employees, vestry members, and volunteers to obtain clearances in order to continue their positions. The law also requires that employees and volunteers be considered mandated reporters of suspected child abuse. All current clergy and employees must be in compliance with these policies, and clearances need to be renewed every 60 months.
3. Training Trainers: 5 new trainers trained predominantly in Harrisburg Convocation and Lancaster Convocation and one for the first time in the Northern Tier . Training Trainers Event are still being done virtually and SGC will continue to mentor new trainers with the hope of establishing trainers in every convocation and eventually every parish.
4. 10 congregations participated in the new hybrid training with one hour of virtual training to go over the policy and procedure manual for the Diocese of Central PA and to be available for questions, with a three module online follow up through SGC online.
5. Encourage parish training to continue to meet administration responsibilities: Copies of the child abuse clearances required of the participants and copies of their certificates of completion are maintained by the individual parishes.
6. Web update with all information including new trainers.

### **The training process as offered now includes:**

1. Collaborative community building around issues of children and youth ministry.
2. Training for all youth leaders and youth leadership for Diocesan Retreats
3. Outreach to smaller parishes and facilitation of collaborative training opportunities.
4. Encouragement for congregations to offer programs for parents.
5. Creation of ongoing communication through the web.
6. Developing an increased community awareness and collective commitment to protect the children of the diocese with zero tolerance.

Respectfully Submitted  
The Very Rev. Robyn Szoke-Coolidge

## **Annual Report of Standing Committee**

2021

For the Convention of the Episcopal Diocese of Central Pennsylvania,  
The Right Reverend Audrey Scanlan, Bishop

The Standing Committee organized itself this year to intentionally cover the 4 areas of responsibility canonically given to it—matters in The Episcopal Church, primarily affirmation or refusal of affirmation for bishops-elect; the Ordination Process; Diocesan Property, and Counsel to the bishop. This clarity of organization is seen in the Standing Committee's current monthly agenda, and also in the appointed representatives from Standing Committee to the Commission on Ministry and Finance Committee, detailed below.

In actions this year, the Standing Committee

- Affirmed candidacy and ordination of 5 people brought forward in the ordination process.
- Affirmed all bishops-elect.
- Received regular updates from John Wolgemuth, Standing Committee's representative to the Finance Committee headed by Chad Linder, the Diocesan Canon for Finance and Operation. John shared information on Fair Share, Budget, and parishes wishing to sell, purchase or encumber property.
- Acted as our bishop's Council of Advice as she shared her involvement in the wider church, her decisions regarding parish configuration and leadership when appropriate, and as she came to us asking for our advice on pastoral issues and especially issues surrounding the COVID-19 pandemic including closing of churches and policies for safe re-opening of churches.
- Initiated Leadership Development Retreats which included members of the Standing Committee, Commission on Ministry, Stevenson School for Ministry, our Bishop and members of her staff. We came together for two retreats this year and planned collaboratively, with the following goals:
  - Focus on the path toward lay licensed leadership.
  - Come to a common understanding of the essential qualities of lay leaders in our diocese and the opportunities for training and learning.
  - Understand and comprehend the implications of the demographics of our diocese regarding clerical leadership and need for more lay licensed leadership.
  - Understand the roles, core competencies, and formation process through the SSFM of lay licensed ministers.

The Standing Committee meets via Zoom on the 1st Tuesday of every month at 1 p.m., lasting 2-3 hours.

Respectfully submitted,  
Drew Dorgan, President of Standing Committee



**The Diocese of Central Pennsylvania  
Commission on Ministry  
Annual Report 10/1/2020 – 9/30/2021**

The Commission on Ministry serves to provide advice and counsel to the Bishop on all matters pertaining to the ordination process. The Commission also assists the Bishop in the formation of those members of our diocese who are called to both lay and ordained ministries.

This year the Commission held a total of 23 interviews with 16 individuals.

The present membership of the Commission includes five priests, one deacon, and five lay persons.

The Commission meetings are held monthly. The Commission also conducts a winter retreat in which all Postulants and Candidates participate. The Vice President of the Commission meets with the Bishop on a regular basis. Members of the Commission serve as “companions” for Postulants and Candidates as they make their way through the ordination process.

This year the Commission joined members of the Standing Committee and the staff of the Stevenson School for Ministry for a series of “Leadership Retreats.” Discussion in these meetings developed the theological framework for lay and ordained ministry, focused on the changing roles of both ordained and lay leaders in today’s church, and developed the processes through which men and women are prepared for these responsibilities. Our conversations resulted in the development of a discernment, formation, and commissioning process for lay licensed ministers per the canons of the Church (Lay Preacher, Lay Catechist, Lay Evangelist, Lay Pastoral Leader, Lay Worship Leader) and the streamlining of the process for ordained leaders.

The following actions were taken by the Bishop since the 2020’s Annual Convention:

Ordained to the Priesthood:  
Allison Carnahan

Ordained to the Diaconate:  
Kevin Barron  
Allison Carnahan

Accepted as Candidates:  
Martha Harris  
Bradley Mattson

Accepted as Postulants:  
Martha Ambrose  
Kathy Hettinga  
Dina Ishler  
Kevin Lowe  
Chloe Selles  
Ryan Tobin  
Jennifer Trenary  
Lisa Work

Respectfully submitted,  
Ms. Mary Novello  
Vice President of the Commission on Ministry

## **Youth Ministry Report 2020-2021**

This past year has been incredibly challenging for our youth not being able to be together. We started having Zoom gatherings but the youth tired of them very quickly because they were "Zoomed Out". I was sending cards and notes to our youth to let them know we were thinking of them.

All events were cancelled that we had planned for 2020 - 2021.

Prov. III planned a pilgrimage Trail to Truth for all Sr. High Youth on October of 2021. This event was cancelled in Sept. due to Covid. We are hoping to reschedule this event for Spring of 2022.

Winter of 2019 we started a task force for Sunday School and Youth Leaders throughout the Diocese. We would meet about every other month. The purpose of these zoom gatherings was to help with the challenges we were all facing with our children and youth and not being together each week for class and church. We supported each other and gave ideas how to keep our children and youth on task while we could not continue to be together. It was a great group of leaders who could support one another during the difficult times this past year.

The Diocese of Central PA youth ministry task force welcomed in August 2021, our facilitator The Rev. Alissabeth Newton, Canon for Congregational Development Diocese of Olympia to begin to live into a Shaped by Faith initiative for diocesan youth ministry in the Diocese of Central PA.

### **Phase I- Conversations with clergy and youth leaders who do not participate in Diocesan Youth Ministry**

18 nonparticipating congregations were invited to respond to the following four questions.

12 congregations responded to the following questions:

1. What do you know about Diocesan Youth programming?
2. What do you feel works or doesn't work for you in terms of Diocesan Youth programs and ministry right now?
3. (Adults Only) What do you need to feel more equipped to minister to and with youth in your congregation?
4. What is the biggest barrier for you, in terms of participation in Diocesan Youth events and programming?

### **Phase II**

Interviews are being held with youth in local congregations who are invited to respond to questions of losses and longings. At this time of Diocesan convention, we have completed 12 interviews with young people from 8 different congregations and are in the process of continuing those interviews.

**Youth Ministry leaders retreat**—led by The Rev. Michael Droege from Vibrant Faith who called us to reflect on what is going on in our ministry with young people. He taught us a common understanding of faith formation that included a focus on youth and their identity development, the role of authority and mission awareness. He also engaged us with three guiding principles of inclusion. As we continue our interviews these guiding principles are helpful.

### **Learnings so far:**

As the task force has interviewed clergy and youth leaders who do not participate in Diocesan

Youth Programs and sought further education through trainings with The Rev. Droege a few learnings are emerging that we believe should shape the future of youth ministry in our diocese. They are:

- **A need to equip and resource congregations to disciple their youth, in addition to (or instead of) providing centralized youth programming.** There are myriad reasons why some congregations do not participate in diocesan youth programming. These range from geographical to economic to practical concerns. However, all those interviewed expressed a desire to know more about how to do their ministry, especially how to help congregants connect with youth directly, and include youth in the life of the congregation.
- **Youth ministry is shifting toward intergenerational approaches in places where youth ministry is successful.** Our work with The Rev. Michael Droege, based in his academic research on what has and is happening in mainline youth ministry as well as what is working now, point us toward finding ways to equip congregations to connect intergenerationally with youth and include them more fully in the life of the congregation. This is very different from models that those of us who grew up in youth ministry programs may be familiar with - models that separate youth from adults in order to provide them with a more specialized experience.
- **A need to clarify communications and build trust across the diocese in the diocese as a resource for developing and supporting local congregations in the discipleship of youth.** This theme surfaced throughout interviews and needs further consideration.
- **Our congregations love youth and long for their presence in our communities.** No one interviewed so far was disinterested in youth. Those communities who do not have youth as a part of their communal life expressed longings to include them. This suggests to us that the issue is equipping our congregations to know how to connect, talk with, understand and include youth in the life of the faith community.
- **This will need funding, creativity, and volunteers.**

### **Next Steps**

The task force will continue to data gather, and begin to put together the scaffolding for a plan to move forward based on these learnings. A possible retreat with The Rev. Canon Alissa Newton is being planned for November, with a goal of dreaming a potential structure for moving our Diocesan Youth programming toward a model that specifically works to equip and resource congregations, as well as providing the programming that feeds the youth who participate. We will know more about their experiences as interviews and data collection with this group continues.



## **Dismantling Racism Report to the 2021 Convention of the Diocese of Central PA**

### **Our Charge:**

The newly formed Anti-Racism Commission of the Diocese of Central Pennsylvania (name changed to Dismantling Racism in the Diocese of Central PA at first meeting) is charged with creating a clear, compassionate, operational and effective strategy for dismantling systemic and institutional racism in our diocese and overseeing its implementation.

The group is asked to:

- Identify and define the problem of racism as it exists in Central Pennsylvania, specifically within our ecclesiastical structure (parishes and programs, diocesan structures and staff)
- Articulate a Vision of the Beloved Community in our local context
- Establish and communicate a series of clear steps to achieve the Vision (including but not limited to: spiritual formation, education, expression of personal and institutional narratives, development of projects and programs, re-working of institutional structures, diocesan-level implementation of policy, program, and funding, etc.)
- Create a plan for implementation with a timeline and budget
- Hold this work in a context of building relationships, engaging in prayerful contemplation, personal commitment, theological and scriptural reflection and faithful hope
- The committee should report quarterly to all who are identified as People of Color. The reporting should occur before the report to the Council of Trustees.

### **Meetings:**

The first introductory meeting was in December 2020 and the commission has met monthly in 2021.

Initial work of subcommittees:

Vision Statement and Mission Statement  
Core Questions to use to gather stories  
Historical Context and History of racism in the diocese  
Demographics of Convocations/Churches

Regrouped after feedback from the Council of Trustees to:

Compile a glossary of terms related to Racism, Anti-Racism, White Supremacy  
Meet with Bishop Audrey Scanlan to discuss how to work together in addressing Racism in the diocese  
and to learn the history of past commissions and what we can do to avoid missteps  
Participate in Lent series with Bishop on Facebook Live broadcast  
Write essays on how and when members began to recognize and address racism in their own lives – to  
be used to know each other better and discern ways the commission can connect to and inform  
members of the churches in DioCPA  
Finalize the Vision Statement, Vision Goals, and Mission Statement for the commission

(see attached)

**Action Items:**

- Preparation of Website page on DioCPA website: Resources and Interviews
- Preparation for interviews with BIPOC to highlight stories of racism in the Diocese for us all to learn from (compensation for mileage and expenses provided; identities may be hidden if requested)
- Presentations at Convocation meetings with follow-up to gauge reactions
- Contact clergy of those congregations that responded "Strongly Agree" to the Parochial Report section on how committed the congregation/Vestry/Clergy are to Anti-Racism activities.
- Demographic data prepared for publication

**Requests:**

Budget of \$25,000

Prayers added to Diocesan Prayer list

## **Annual Report 2021**

### **The Order of the Daughters of the King**

#### **Vision and Mission Statements**

Empowered by the Holy Spirit, the vision of The Order of the Daughters of the King® (DOK) is to know Jesus Christ, to make Him known to others, and to become reflections of God's love throughout the world. The Mission of the DOK is the extension of Christ's Kingdom through Prayer, Service and Evangelism.

#### **Who We Are**

DOK, founded by Margaret J. Franklin at the Church of the Holy Sepulcher in New York City in 1885, is a religious order for women who are communicants of the Episcopal Church, churches in communion with it, or churches in the historic episcopate but not in communion with it. Membership currently includes women in the Anglican, Episcopal, Lutheran (ELCA) and Roman Catholic churches. Members take lifelong vows and dedicate themselves to prayer, service, and evangelism.

For more information about becoming a Daughter or starting a new chapter, please contact Susan Landin, [Landin717@comcast.net](mailto:Landin717@comcast.net).

#### **Central Pennsylvania DOK Diocesan Officers**

President – Linda Hoover, Dame Julian of Norwich Chapter, State College  
1<sup>st</sup> Vice-President – Kristle Evans, Harriet Lane Johnston Chapter, Lancaster  
2<sup>nd</sup> Vice-President – Susan Landin, Harriet Lane Johnston Chapter, Lancaster  
Recording Secretary – Lynne McCabe, Harriet Lane Johnston Chapter, Lancaster  
Treasurer – Alison Vedder, Apostles for Christ Chapter, York  
Corresponding Secretary – Ross Fairweather, Harriet Lane Johnston Chapter, Lancaster

#### **Chapter Presidents**

*Vacant*, Daughters of Glory, Harrisburg  
Susan Steffen, The Peacemakers, Gettysburg  
Jen Trenary and Heather Trenary, co-presidents, Harriet Lane Johnston, Lancaster  
Kelley Paulsen, Dame Julian of Norwich, State College  
Ann Brooks and Susan Leake, co-presidents, Apostles for Christ, York

#### **Websites**

Daughters of the King National: <https://www.doknational.org/>  
Province III: <http://dokproviii.org/>

#### **Ministry Work 2021**

As with many organizations, DOK struggled this year to maintain its membership and its projects due to restrictions created by the COVID-19 pandemic. The five DOK chapters in the diocese and the executive board used various means to remain active and connected: conducting business meetings and prayer meetings via Zoom, organizing outdoor meetings in local parks, meeting within the church building when social distancing could be maintained, and maintaining monthly prayer chains via email.

All chapters in The Episcopal Diocese of Central Pennsylvania (DCPA) continued to support



their parishes by praying for the clergy, staff, and parishioners and by helping as needed. Daughters and chapters also provided support for local parishioners with cards, gifts, and telephone calls. The Peacemakers in Gettysburg and the Apostles for Christ in York did tasks around the empty church such as polishing and cleaning the church, laundering acolyte robes, and joining with the altar guild in caring for the silver and brass on the altar.

The diocesan fall assembly 2020, via Zoom, was beautifully done by The Peacemakers at The Memorial Church of the Prince of Peace, Gettysburg, Pa., and included an original organ composition by Cathy Elkiss, speaker Darcy Maier from Better Angels, and an historical Gettysburg video presentation by Lt. Col. Arthur House.

The Harriet Lane Johnston chapter in Lancaster strengthened itself and its mission by gathering daughters together in small groups for prayer and conversation and by having an outdoor summer gathering. Its prayer list and individual prayer requests through email kept its members bonded and mindful of their own needs as well as those of others. It organized and facilitated the Maundy Thursday - Good Friday watch through the night at St. James, Lancaster. The way the chapter came together to offer the spring assembly on March 20, 2021, with a theme of "Morning of Joy and Hope," was a perfect example of the power of prayer, evangelism, and joy.

The Julian of Norwich chapter in State College has returned to in-person meetings twice monthly after many months of using Zoom. It plans to participate in the Dolls for Haiti project, and it is creating a new chapter banner. Members are reading and discussing *This Tender Land* by William Kent Krueger. An afternoon tea is in the planning stages.

In spite of being without leadership, the Daughters of Glory in Harrisburg have been a support to their parish throughout the pandemic.

The major diocesan service project - assisting organizations working toward stopping human trafficking in central Pennsylvania - was interrupted by COVID-19 restrictions. However, the project was revitalized at the fall assembly via Zoom on Saturday, October 9, 2021, with guest speaker Stacey Springer from Sparrow Place in York, Pa.

The bylaws committee completed a revision to the diocesan DOK bylaws to accommodate electronic meetings and elections and to clarify the nomination and roles of officers.

At the province level, DCPA's own Michele Marini was elected Province III DOK president.

Because the in-person annual Province III spring retreat planned for the Claggett Center in Maryland had to be cancelled, a Zoom retreat took place on Saturday, April 10, 2021, with the theme, "God's Beloved Community of Daughters." The retreat was attended by about 180 women from Province III.

At this time, in addition to local projects, all DOK chapters in Province III are focused on preparations for the international DOK convention to be held in Baltimore, Md., from June 22 to 26, 2022. Province III is hosting the convention which is expected to draw about 500 women from around the world.

Respectfully submitted,  
Linda Hoover, Diocesan President

**Diocese of Central Pennsylvania  
REPORT OF THE DIOCESAN LITURGIST  
Annual Convention 2021**

The Diocesan Liturgist assists the Bishop in the development of liturgical materials for diocesan functions, such as ordinations, the annual Renewal of Vows for clergy, Clergy Conferences and diocesan Conventions.

In the past year, diaconal and priestly ordinations have been the primary focus of the Liturgist's work. Some changes have taken place due to the limitations of the pandemic: The annual Renewal of Vows service took place in June, instead of Holy Week, and there was no annual Clergy Conference again this year, while the diocesan Convention took place via Zoom last year. Other COVID-related changes have also affected the nature of the Diocesan Liturgist's work: Amended forms of the service known as Communion Under Special Circumstances were developed for parishes that were able to offer the Sacrament on a limited basis. Those materials were developed and were made available to the Diocese for the seasons of Advent, Christmas, Epiphany, Lent and Easter. In addition, worship materials were developed for a COVID Memorial Service, which took place at St. Stephen's Cathedral, Harrisburg on February 27<sup>th</sup>.

The process of developing liturgical materials begins with direction concerning the focus and the parameters of the event, which are provided by the Bishop. Drafts of service leaflets are developed and then are refined until they meet with the Bishop's approval. As the process unfolds, coordination with others who are involved in liturgical events takes place: Host congregations, musicians, lectors and preachers are examples of those who are part of the planning process. Ordinations follow a similar process, with the exception that ordinands are asked to state their preferences for some elements of their ordination liturgy. Since the last report, three diaconal and one priestly ordinations have taken place. Usually, the Liturgist serves as Master of Ceremonies and/or as the Bishop's Chaplain for ordinations.

Two planning meetings to make preparations for the Presiding Bishop's visit to the Diocese took place over the summer. That event has been postponed from late October until June, 2022.

Quarterly reports are submitted to the Council of Trustees as part of the work of the Liturgists.

Respectfully submitted,

The Rev. Gene R. Tucker  
Diocesan Liturgist

## **DIOCESAN MIGRATION MINISTRY RESOURCES: 2021 Annual Report**

The DMMR committee met monthly by using Zoom and we discussed migration-related news items, activities of local refugee and immigrant organizations, and ways to educate parishes and people about the administrative process of resettling migrants into our communities. Our primary contact sources for obtaining information included Episcopal Migration Ministries, Church World Service Lancaster, Catholic Charities Harrisburg, Lutheran Immigration and Refugee Service, Pa. Immigration and Refugee Women's Network, Movement of Immigrant Leaders in Pa., and Pa. Immigration and Citizenship Coalition.

The pandemic prevented us from fulfilling our plans to promote a better understanding of the encounters refugees face at the southern border. We planned to offer travel grants for interested parishioners to accompany Borderland Pilgrimage of the Diocese of the Rio Grande contacts and to observe refugee crossings and sheltering. The plans were put on hold.

The committee offered parishioners and their friends three Zoom sessions to discuss the book *'How Dare the Sun Rise: Memoirs of a War Child'* by Sandra Uwiringiyimana. A non-fiction story about a girl from the Democratic Republic of the Congo who tells how she survived a massacre, immigrated to America, and overcame her trauma through art and activism.

We supported a new state legislative initiative for people, regardless of their residential status, to obtain a Pa. driver's license. The campaign, known as *'Driving Pa. Forward'*, promoted having a law to allow people with a Tax Identification Number to once again be eligible for a driver's license, as well as providing assurance that driver's license information will be kept private, unless there is a criminal warrant to access it. A 2021 convention resolution has been presented.

Several members of the committee completed Stephenson School For Ministry courses entitled *'Shaped by Faith: Navigating Immigration'* (two sessions). Highly recommended for everyone.

The Diocese's Communications staff did outstanding work to help us promote World Refugee Day in June by posting daily facts about immigration on DMMR's webpage.

The DMMR committee meets via Zoom (one hour) on the 3<sup>rd</sup> Tuesday of each month at 1 PM. Everyone is welcomed to join us. Receive a Zoom link by contacting Gerry Garber at [phillies75@comcast.net](mailto:phillies75@comcast.net).

Committee members include Gerry Garber, Fred and Rosemary Hartman, Joan Horn, David W. Martin, The Rev. Beth Mollard, Carolyn Patterson, The Rev. Dr. Gregory Welin and Sam Ward. ADVISORY MEMBERS: Sandra Elion, The Rev. Daphne Messersmith and The Rev. Rebecca Myers.

Report Submitted by Gerry Garber (September 2021)



## **Ecumenical/Interfaith Ministries 2020-2021**

We acknowledge with profound sadness the death of the Rev. J. Patrick Peters, late Diocesan Officer of Ecumenical and Interfaith Ministries. May God's faithful servant rise in glory!

The year 2020-2021 was marked by the Covid pandemic. Nearly all in-person gatherings moved online or were cancelled.

The 2020 LARC (Lutheran – Anglican – Roman Catholic) conversation, usually convened in the spring, was postponed to a later date. The LARC leadership/planning group has tried to gather in 2021 without success, due to pandemic stresses. The next LARC Conference will likely be scheduled in winter 2021 or spring 2022.

The Rev. Joseph Seville has agreed to participate with Dean Welin in the ongoing ecumenical conversations with the Christian Communities Gathering in North East Pennsylvania. The discussions for the year to come will consider the care of creation. Participating faith groups will share their resources.

The Episcopal Diocese of Central Pennsylvania has engaged in ecumenical and interfaith prayer with our neighbors across the Commonwealth on several occasions, thanks to the work and invitation of the Rev. Sandra Strauss of the Pennsylvania Council of Churches. Representatives of the Episcopal tradition are always invited to lead prayer.

In winter to spring 2021, we worked with the PA Council of Churches and some of our interfaith colleagues to address the eviction crisis in Harrisburg. A petition demanding action from the General Assembly was signed by ecumenical and interfaith allies across the Commonwealth.

We continue to explore opportunities to collaborate with our Christian and Interfaith neighbors. Currently, we are engaged in conversation with Catholic Charities and the Hadee Mosque (Harrisburg) concerning the possible resettlement of Afghan refugees in the Harrisburg area.

Respectfully submitted  
The Rev. Dr. Amy D Welin

## **Evangelism Committee**

The Committee meets monthly and will soon present a webpage of resources and ideas (<https://diocesecpa.org/evangelism/>). In the next year we will be supplementing it with short videos from clergy and laity, who will share some of their specific practices and innovations. The page will go live after convention.

When the threat of COVID abates (probably late next spring), we will invite Jerusalem Greer to host a day-long evangelism event. Jerusalem is the key evangelism office for the national church and a superb leader of workshops.

John Harwood+  
Chair

**BISHOP'S OFFICIAL ACTS**  
**January 1, 2020 - August 31, 2021**

**Visitations:**

<i>Date</i>	<i>Parish</i>	<i>#Confirmations</i>	<i>#Receptions</i>	<i>#Reaffirmations</i>	
2020					
Jan 5	All Saints, Selinsgrove				
Jan 12	All Saints, Hanover				
Jan 19	All Saints, Hershey	4			
Feb 2	St. Paul's, Harrisburg	4			
Feb 9	St. John's, Lancaster	11	5		
Feb 16	St. Andrew's, Shippensburg	4			
Feb 23	Good Shepherd, Upper Fairfield				
Mar 1	Trinity, Chambersburg	3			
Mar 22	In person visitations suspended due to COVID-19 Pandemic – rescheduled to 2021				
May 31	Transfiguration, Blue Ridge Summit – join service on zoom				
Jun 7	Calvary Chapel, Beartown – join service on zoom				
Jun 28	All Saints, Williamsport – join service on zoom				
Jul 26	Trinity, Williamsport – join service on zoom				
Sep 13	St. John's, Bellefonte – in person visitation	2			
Oct 18	Mount Calvary, Camp Hill – in person visitation	15	6		
Nov 8	St. Andrew's, Shippensburg – pre-recorded sermon for service on zoom				
2021	In person visitations resumed				
Apr 25	St. Thomas, Lancaster	2	6		
May 2	St. Paul's, Wellsboro				
May 9	St. Paul's, Lock Haven				
May 12	(confirmations only) St. Andrew's, State College	1			
May 16	All Saints, Williamsport				
May 16	(confirmations only) St. James, Lancaster	22	9	1	
May	Trinity, Tyrone				



23					
Jun 6	Christ Memorial, Danville	1			
Jun 13	Our Saviour, Montoursville				
Jun 20	St. Stephen's Cathedral, Harrisburg	2	4		
Jun 27	St. John's, Eaglesmere				
Jul 11	Holy Trinity, Hollidaysburg				
Jul 18	Christ Church, Williamsport				
Jul 25	St. Luke's, Mount Joy				
Aug 22	St. James, Lancaster	2			
	<b>TOTALS</b>	<b>73</b>	<b>30</b>	<b>1</b>	

### Transfer of Canonical Residence

<i>Date</i>	<i>Name</i>	<i>From Diocese</i>	<i>To Diocese</i>
1/7/2020	The Rev. Brenda Taylor, Deacon		Central Florida
6/15/2020	The Rev. Richard Bauer	Southwest Florida	
7/17/2020	The Rev. Christopher Pyles		Maryland
8/11/2020	The Rev. Cn. Christopher Streeter	Rochester	
6/24/2021	The Rev. Anjel Scarborough	Maryland	
6/24/2021	The Rev. Stuart Scarborough, Deacon	Maryland	
7/21/2021	The Rev. Rowena MacGregor		Southern Ohio

### License to Officiate in the Diocese of Central Pennsylvania

<i>Date</i>	<i>Name</i>	<i>Diocese of Canonical Residence</i>
1/1/2020	The Rev. Ingrid Andersen	Natal, South Africa
	The Rev. Jeffrey Bassette	ELCA
	The Rev. Patricia Dickson	Virginia
	The Rev. Howard Kempself	Virginia
	The Rev. Robert McKay	NW PA
	The Rev. Glenn Miller	ELCA
	The Rev. Peter Mwaura	Mount Kenya South
	The Rev. Cn. Roberg Schiesler	W. Michigan
	The Rev Barbara Seras	Maryland
	The Rev. Dolores Smith	Bethlehem
	The Rev. Phillip Snyder	Central NY
	The Rev. Melissa Wilcox	Milwaukee
1/1/2021	The Rev. Ingrid Andersen	Natal, South Africa
	The Rev. Jeffrey Bassette	ELCA
	The Rev. Patricia Dickson	Virginia

	The Rev. Thomas Gramley	Rochester
	The Rev. Howard Kempzell	Virginia
	The Rev. Allison St. Louis	Connecticut
	The Rev. Matthey MacDougal	NW PA
	The Rev. Robert McKay	NW PA
	The Rev. Glenn Miller	ELCA
	The Rev. Peter Mwaura	Mount Kenya South
	The Rev. James Rinehart	Bethlehem
	The Rev. Cn. Roberg Schiesler	W. Michigan
	The Rev Barbara Seras	Maryland
	The Rev. Dolores Smith	Bethlehem
	The Rev. Phillip Snyder	Central NY
	The Rev. Melissa Wilcox	Milwaukee

### Recommendation to Standing Committee for Postulants/Candidates/Ordinands

<i>Name</i>	<i>Date Made Postulant</i>	<i>Date Made Candidate</i>	<i>Date Made Ordinand</i>
Martha Ambrose	7/13/2021		
Kevin Barron		5/8/2020	2/2/2021 (transitional dcn)
Allison Carnahan		6/2/2020	12/8/2020 (transitional dcn) 7/6/2021 (priesthood)
Ted Christopher		10/6/2020	
Martha Harris		6/2/2021	
Kathy Hettinga	6/8/2021		
Kevin Lowe	12/8/2020		
Bradley Mattson		2/2/2021	
Alyssa Pasternak-Post		4/7/2020	
Chloe Selles	3/9/2021		
Ryan Tobin	11/10/2020		
Jennifer Trenary	11/19/2020		
Lisa Work	10/13/2020		

**Ordinations** (ordinations were conducted via livestream, with minimal participants in person)

<i>Name</i>	<i>Ordination to Diaconate</i>	<i>Ordination to Priesthood</i>
Stacey Catigano	9/26/2020 (vocational deacon)	
Allison Carnahan	1/9/2021	8/21/2021
Kevin Barron	4/24/2021	

### Re-Marriage Approvals

<i>Date of Approval</i>	<i>Applicant 1</i>	<i>Applicant 2</i>	<i>Clergy</i>	<i>Parish</i>	<i>Date of Marriage</i>
1/15/21	Monica Walton	Ken Howard	Shayna Watson	St. James, Lancaster	1/17/21
3/10/21	Cody Carlson	Madeline Jenkins	William Lutz	St. Andrew's, York	5/22/21
6/3/21	Dawn Cain	Chris Fickes	Rebecca Myers	Nativity, Newport	8/28/21

### Diocesan and Ecumenical

<i>Date</i>	<i>Event</i>	<i>Location</i>
1 <sup>st</sup> Tuesday of each month	Standing Committee meetings	
2 <sup>nd</sup> Tuesday of each month	Commission on Ministry meetings	
Thursdays of every other month	Clergy Council meetings by convocation: wk 1 Altoona, wk 2 Southern & Lancaster, wk 3 Northern Tier & West Branch, wk 4 Susquehanna & Harrisburg	
Monthly in 2020	Episcopal Home Board meetings (until Home was closed)	Shippensburg
Monthly	Finance Committee meetings	Harrisburg
Quarterly	Council of Trustees meeting	In person: All Saints, Selinsgrove or St. Paul's Harrisburg. Online by Zoom during pandemic
2 <sup>nd</sup> Fridays every other month	Host lunch meetings for retired clergy	Online
1/11/2020	COM Retreat	St. Stephen's Cathedral, Harrisburg
1/20/2020	Attend MLK Celebration event hosted by Christian Churches United	First Christian Church (Disciples of Christ) Lemoyne
1/18/2020	Attend Episcopalians Against Racism meeting	Nativity, Newport
1/21/2020	LARC Bishops gathering	Harrisburg
2/6/2020	Attend celebration of partnership of SSFM and Lancaster Theological Seminary, Lancaster	Lancaster
2/8/2020	Council of Trustees Retreat	All Saints, Selinsgrove
2/14 – 2/15/2020	Happening	Camp Mount Luther



2/26/2020	Ash Wednesday "Ashes to Go" & Ash Wednesday service	Harrisburg
2/27-28/2020	Attend Women Clergy Retreat	Bald Eagle State Park
2/29/2020	Absalom Jones Celebration	St. Stephen's Cathedral, Harrisburg
3/21/2020	Host first of regular weekly Zoom meetings with Clergy during pandemic lockdowns	Online
3/27/2020	Broadcast first of weekly Friday Communication videos to Diocese	Online
3/31/2020	Attend gathering of Province III Bishops	Zoom
5/6/2020	Host online Community Prayer Circle for Bishop out of the Box (BOTB)	Online
6/9/2020	Harrisburg Spring Convocation Meeting	All Saints, Hershey
6/10/2020	Lancaster Spring Convocation Meeting	St. Thomas, Lancaster
6/11/2020	Susquehanna Spring Convocation Meeting	St. Paul's, Bloomsburg
6/16/2020	Northern Tier Spring Convocation Meeting	St. James, Mansfield
6/18/2020	Altoona Spring Convocation Meeting	Holy Trinity, Hollidaysburg
6/23/2020	West Branch Spring Convocation Meeting	Christ Church, Williamsport
6/24/2020	Southern Spring Convocation Meeting	All Saints, Hanover
6/26/2020	Officiate at funeral of The Rev. Richard Cohoon	St. Mary's, Waynesboro
7/2,9,16,23	Host online "Faith Seeking Understanding: Honest Conversations About Race" for BOTB	Online
7/6/2020	Host online "Fishbowl" event for Young Adults	Online
7/22,	Host Shaped by Faith Summer Webinars	Online
7/25/2020	Officiate at the funeral of The Rev. Sudheer Tiwari	Elizabethtown
9/9/2020	Harrisburg Fall Convocation meeting	Online
9/10/2020	Altoona Fall Convocation meeting	Online
9/15/2020	Northern Tier Fall Convocation meeting	Online
9/16/2020	Lancaster Fall Convocation meeting	Online
9/17/2020	Southern Convocation meeting	Online
9/19/2020	Officiate at funeral of The Rev. Thomas Joyce	Lancaster
10/6/2020	Susquehanna Fall Convocation meeting	Online
10/7/2020	West Branch Fall Convocation meeting	Online
10/8,15,21	Host online drop in time for BOTB	Online
10/17/2020	Host Annual Diocesan Convention	Online by Zoom
10/24/2020	Attend funeral of the Rev. Derald Stump	
10/26/2020	Attend Province III Synod	Online

10/31/2020	ECW Annual Meeting	
11/7/2020	Host Deacons' Annual Retreat	Online
11/10/2020	Host Open House for clergy and families re: confirmations	Online
11/24/2020	Host Hour of Gratitude	Online
1/18/2021	Attend MLK Celebration hosted by Christian Churches United	Online
1/20/2021	Attend Pennsylvania United for Gun Safety Event	Online
1/23/2021	COM Retreat	Online
1/26, 2/2,9,16	Host Bishop Scanlan's call to the powerful practice of prayer	Online
1/27, 2/3,10	Co-host COM discussion "Where do I fit in the dream of God?"	FaceBook
1/30/2021	Officiate at the funeral of The Rev. Canon Stephen Casey	St. Edward's, Lancaster
2/13/2021	Absalom Jones services & UBE George Love Youth Awards	Online
2/18/2021	Host Clergy Day	Online
3/6/2021	COM-SSFM Discovery Day	Online
3/19/2021	St. Andrew's York Remembrance Service	Online
3/23/2021	LARC Bishops' gathering	Online
3/29/2021	Participate in Deacons' Vigil	Online
3/30/2021	Participate in ecumenical Freedom Seder	Online
4/6 & 5/4/2021	COVID vaccinations	Mechanicsburg
4/15/2021	Clergy Day	Online
4/21/2021	Celebration of New Ministry for The Rev. Rick Bauer	St. Edward's, Lancaster
6/1/2021	Spring Convocation meeting: Harrisburg & Susquehanna	Zoom
6/3/2021	Spring Convocation meeting: NT, WB & Altoona	Zoom
6/8/2021	Spring Convocation meeting: Lancaster & Southern	Zoom
6/9,16,23/2021	Host Deacon Discernment webinars	FB Live
6/14/2021	LARC Bishops gathering	
6/22/2021	Clergy Renewal of Vows	St. Andrew's in the Valley, Harrisburg
6/24/2021	Legacy Society Reception	St. Stephen's Cathedral, Harrisburg
7/10/2021	Officiate at the Funeral of The Rev. James Gardner	St. Andrew's, Lewisburg
8/18/2021	Chair Cathedral Chapter meeting	Zoom
8/27/2021	Preach at SSFM graduation	

**Events out of Diocese**

<i>Date</i>	<i>Event</i>	<i>Location</i>
2/1/2020	Consecration of The Right Rev. Susan Haynes, Southern VA	Williamsburg, VA
3/10-3/15/20	House of Bishops	Camp Allen
6/1-6/5/2020	Attend Living our Vows Residency	Online
6/29-7/2/2020	Attend Office of Pastoral Development meetings	Online
7/26-29/2020	Attend House of Bishops meetings	Online
10/13-14/2020	Attend Standing Committee on Nominations meetings	Online
3/9-3/12/2021	Attend House of Bishops meetings	Online
5/3-5/7/2021	Attend Living our Vows Residency	Online
7/31/2021	Attend the funeral of The Rev. Harold & Mrs. Virginia Bishop	Maryland



## **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 Treasurer of the Diocese of Central Pennsylvania  
PO Box 11937, Harrisburg, PA 17108  
1-717-236-5959**