

The One Hundred and Ninth Convention of the Diocese of Northwestern Pennsylvania

November 6-7, 2020

Convention Minutes

The Diocese of Northwestern Pennsylvania's 110th Convention was held jointly with the 183rd Convention of the Diocese of Western New York. Given the COVID-19 pandemic, our Convention was conducted via the online Zoom platform.

Convention opened on Friday evening, November 6, with a Service of Reconciliation sponsored by the Commission to Dismantle Racism and Discrimination. The Rev. Lester Mackenzie was the guest preacher.

The Rt. Rev. Dr. Sean Rowe opened convention at 9:30 AM on November 7, 2020. The first session was held via Zoom webinar to focus on presentations and information shared for the edification and godly encouragement of both dioceses of our partnership. Bishop Rowe welcomed everyone to Convention. He then offered a land acknowledgement, recognizing that the land we are on was originally the land of the indigenous people of this area, and recognizing the colonialism and oppression of Native peoples and grieving particularly the violence and injustice committed against Native children in the name of Christianity at the Thomas Indian School on the Cattaraugus Seneca Reservation.

The Convention offered Morning Worship. The Reverend Cathy Dempsey-Sims preached from Luke's account of the resurrection appearance to those on the road to Emmaus, connecting it to our partnership's current situation as we are transformed by our work together and the pandemic into something new.

Bishop Rowe recognized Al Price as Canon Architect for his decades of work for the Diocese of Western New York and the Episcopal Church.

Bishop Rowe recognized Canon Martha Ishman as Canon Pastor for her dedication and work for our diocese and the church.

Bishop Rowe made announcements regarding registering for voting for the business sessions of convention.

The Convention received greetings and a message from Presiding Bishop Michael Curry, who grew up in St. Philip's, Buffalo. He thanked us for our "partnership in the Gospel" which is helping the entire Episcopal Church find new ways to follow Jesus of Nazareth and proclaim his Way of Love.

Bishop Sean gave his address:

He shared the story of Ruth and Naomi from the book of Ruth. Scripture says that Ruth clung to Naomi and in that moment Ruth cast her lot to an unknown future. They weren't from the same community or even the same ethnic group. The expected answer was to go back home, but Ruth took a different path. He noted that God challenges us with different opportunities from what we have always done. Ruth says, "Do not press me to leave you or to turn back from following you. Where you go, I will go... Your God will be my God..." They chose the non-traditional answer and would not have fared well if they had decided to go it alone.

2020 has been a tumultuous period, with the pandemic, racial violence including a black man lynched for all to see, and the unavailability of the sacraments. Yet this is a time when we are trying something new. We have often been told to just "make do". Even before all of these tumultuous times, we had decided to try to do something new together. This work will be carried to completion at the coming of Jesus Christ.

When Ruth and Naomi returned, they were met with some skepticism. Ruth gleaned after the harvest to pick up what was left over. The journey did not end there, however.

We too have adapted with on-line platforms, mobilized our communities for new mission, kept people safe, offered PPE's, and demonstrated for what is right. This has been hard work, and has included mistakes and unexpected turns. We are doing it in partnership, however.

In February 2020, we embarked on a journey to create a mission strategy. This has not gone as planned. Drawing on our region's grit and resilience, we have switched gears and have a grid for the future. We have been given our daily bread. We know enough for the next thing.

Part of our strategy was the launch of the Genesee deanery project, as seven congregations decided to partner with each other. They didn't have to, but they decided to do it and it is bearing fruit.

Racial reconciliation is at the core of our partnership mission, and we will hear more about our initiatives in this work during our convention.

We are putting together seed grants for new initiatives and opportunities. There will also be an outreach advisory group to support local efforts to reach out to our communities.

We have been worshipping differently, including having a worship service across the partnership and built a community through it.

There are times when God gives us a glimpse that we are on the edge of something. Then we must choose. Do we go back home? Do we go it alone? Or do we cast our lot together and choose partnership together for a future that we cannot see clearly? Ruth stayed with Naomi and the first part was tough. Eventually, with family loyalty and God's grace, Ruth married Boaz. Ruth becomes King David's grandmother and a forbearer of Jesus. Others generations to come will benefit from the work we are doing. This may seem like a time of uncertainty and darkness, but there are glimpses of new life here. The resurrection is coming and is already here. God is calling us down this path and will bring our work to completion.

The Mission Strategy Advisory Group (MSAG) gave their report. Their purpose is to explore the potential for ministry in our regions. They are also a laboratory for ministry as we try new things on. MSAG has had a variety of iterations this year. They are also tasked with assisting with putting together a diocesan strategic plan. Members were chosen from geographic areas throughout both areas. Craig Dressler offered an overview. The Rev. Jason Shank talked about being a participant. Canon Ruth Woodliff-Stanley provided an outline of MSAG's work, including five areas that were identified as foci. Subgroups were formed to address each area.

The *Service and Outreach* subgroup was led by Clair Wachter and they focused on providing emergency resources and PPE's during this time. The *Pastoral Leadership* report was given by the Rev. Colleen O'Connor. They asked how each congregation can have the pastoral resources it needs to thrive. The Rev. Derrick Fetz reported on *Race Justice*, which is focusing on making race justice an experience for everyone, and they have reached out to work with the Seneca nation. The Rev. Erin Betz-Shank reported on *Formation*, which noted that formation is essential for discipleship, that formation covers many areas, that it requires preparation, and that it is best done in community. The *Formation* subgroup is beginning by focusing on natural communities in our partnership that can be brought together. The final area was *Communications*, which is impacting all we do at this point.

MSAG projects included collaborating to meet needs of the areas of its members, sampled collaborations and partnerships that already exist in our region, the work and energy of the Sacred Ground project, a curated list of formation resources on our partnership website, and an upcoming Warden's Conference on Saturday, February 20, 2021.

The Rev. Twila Smith talked about the next phase of this work. The MSAG group will be working with other leaders and diocesan groups. We will move from short-term projects to long-term planning. An ongoing outreach advisory group will be appointed. The race justice work will fold into the Commission to Dismantle Racism and Discrimination. The formation team's work will fold into the Commission on Ministry and look at all stages of formation. There will be continuing focus on opportunities for partnership and mission, including a new grant program.

The Commission to Dismantle Racism and Discrimination provided their report. The Rev. Matt Lincoln noted that this is not an ad hoc committee, but on-going gospel work.

Bishop Sean asked that delegates immediately click on the link given for the business session that will begin at about 11:30 AM. This initial session closed at 11:07.

Bishop Rowe opened the second joint session at 11:30 AM. Bishop Rowe oriented us as to how we will do business for this convention.

Howard Gondree certified that a quorum was present for the Diocese of Western New York. Adam Trambley certified that a quorum was present for the Diocese of Northwestern Pennsylvania.

Adam Trambley moved the following be given seat and voice in Convention:

1. All lay persons in the Diocese of Western New York not otherwise serving as delegates who are Deputies or Alternate Deputies to General Convention, Trustees of the Diocese, Members of the Standing Committee, Members of the Diocesan Council, Chairs of the Resolution, Nominating and Constitution and Canons Committees;
2. Clergy resident or licensed in the dioceses, but who do not meet requirements for membership in these conventions:
 - Ann Markle
 - Ruth Woodliff-Stanley
3. Lay representatives of Resurrection Church in Hermitage, PA:
 - Jeff Mills
 - Stephanie Wilson

The Hon. Rose Sconiers made a report on changes in clergy since the last convention.

- We ordained four priests: Rebecca Harris, Rosaleen Nogle, and Patricia Lavery, and Kathleen Moore.
- We also welcomed Sarah Rieth and Nick Evancho to our partnership. We had one clergy transfer out of the Diocese: Samuel Colley-Toothaker.

- We lost 4 beloved colleagues to death since the last convention: Gay Walser, Gerald Harris, Susan Scofield, and Peter Bridgeford.
- A moment of silence was held for our departed colleagues.

Bishop Rowe nominated Howard Gondree as Secretary of the Diocese of Western New York. He was elected.

Bishop Rowe made the following appointments: Rose Sconiers as Dispatch of Business for the Diocese of Western New York, Matthew Scott as Dispatch of Business for the Diocese of Northwestern Pennsylvania, Cheryl Fisher as parliamentarian for the Diocese of Western New York, and James Steadman as parliamentarian for the Diocese of Northwestern Pennsylvania.

Diocesan Council of the Diocese of Northwestern Pennsylvania moved the following resolution to allow a convention by electronic means.

Whereas, Article III of the Constitution of the Diocese of Northwestern Pennsylvania provides in Section A.1.a. that there shall be a regular convention of the church in this diocese, to be held annually at a time and place to be fixed by the preceding Annual Convention; and

Whereas, Section A.1.b. of Article III provides that for good and sufficient cause, the time or place of meeting of the Annual Convention may be changed by the ecclesiastical authority; and

Whereas, Article V of the Constitution of the Diocese provides in Section F that it shall be the duty of the Diocesan Council to develop, prosecute, and oversee the mission and ministry of the church in the diocese, to develop a budget or budgets for the work of the diocese, to fulfill all other duties laid upon the Council by the corporate charter, by the Constitution and Canons, or by resolution of Convention, and to make full reports of its work to the Annual Convention that the Diocesan Council shall act on behalf of the Convention when the Convention is not in session; and

Whereas, the Bishop Diocesan, 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, has requested that Diocesan Council adopt this resolution setting forth a special rule of order permitting the 110th Annual Convention of the Diocese to be held as a "Virtual Convention," using electronic communications technology having the capabilities specified in the resolution; and

Whereas, the Diocese is organized as a Pennsylvania Non-Profit Corporation and subject to the provisions of the Pennsylvania Non-Profit Code which provides 15 Pa. C.S. §5704(a) that if a

meeting of members is held by means of the Internet or other electronic communications technology in a fashion pursuant to which the members have the opportunity to read or hear the proceedings substantially concurrently with their occurrence, vote on matters submitted to the members, pose questions to the directors and members of any other body, make appropriate motions and comment on the business of the meeting, the meeting need not be held at a particular geographic location; and

Whereas, the Pennsylvania Non-Profit Code also provides in 15 Pa. C.S. §5708(b) that “the presence or participation, including voting and taking other action, at a meeting of members, or the expression of consent or dissent to corporate action, by a member by conference telephone or other electronic means, including, without limitation, the Internet, shall constitute the presence of, or vote or action by, or consent or dissent of the member for the purposes of this subpart.”

NOW THEREFORE, BE IT RESOLVED THAT: 1. Diocesan Council concurs with the determination of the Bishop Diocesan that the plans for the 110th Annual Convention be based on holding the meeting as a “Virtual Convention,” and approves the adoption of a special rule of order to permit the Virtual Convention to be held, using electronic communications technology having the capabilities specified in this resolution.

2. The 110th Annual Convention may be held by means of the Internet or other electronic communications technology in a fashion pursuant to which Clergy and Lay Deputies, wherever they may be physically located, have the opportunity to read or hear the proceedings substantially concurrently with their occurrence, 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 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 for the purposes of the 110th Annual Convention. 6. The agenda for the 110th 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, including use of the specific procedures and technology to be identified and recommended in accordance with this resolution, to hold the 110th Annual Convention Approved this 20th day of October, 2020, at a meeting of Diocesan Council duly convened and conducted pursuant to Diocesan Canon V, Sections D and F.

Chancellor James Steadman offered an explanation. The resolution passed.

A resolution was moved and seconded for the Diocese of Western New York to hold a convention by electronic means. Chancellor Cheryl Fisher offered an explanation. The resolution passed.

The Rev. Matthew Scott moved the following Rules of Order for an electronic convention:

1. Quorum

A. The presence of a quorum shall be established by the Bishop or his designee's review of the names of the lay delegates and their Parishes who have logged in electronically, and of the clergy who have logged in electronically. Instructions on how to log in to a Zoom meeting can be found here. When prompted to enter your name, please identify yourself by first and last name, parish, and order (e.g.: Jane Smith - Trinity, Faketown - Lay).

The Bishop or his designee shall determine that all who have logged in are lay delegates eligible to vote in convention pursuant to Title I, Canon 1, Section 2, of the Canons and clergy entitled to vote in Convention pursuant to Article V of the Constitution and Title I, Canon 1, Section 1 of the Canons of the Diocese of Northwestern Pennsylvania and Article III of the Constitution and Canon 2, Sections 1-7 of the Canons of the Diocese of Western New York.

The Bishop or his designee shall announce whether a quorum has been established. The continued presence of a quorum shall be determined by the online list of participating eligible clergy and eligible delegates, hereafter both referred to as "delegates".

B. Delegates shall identify themselves upon signing into the communications platform, by ensuring their username information is correct (e.g.: Jane Smith - Trinity, Faketown - Lay), and shall maintain Internet and audio access throughout the Convention whenever present, but shall sign out upon any departure before adjournment by clicking "Leave meeting" on their screens.

2. Technical requirements & decorum

A. Each delegate is responsible for his or her audio and Internet connections; no action shall be invalidated on the grounds that the loss of, or poor quality of, a delegate's individual connection prevented participation.

B. In order to maintain decorum, all participants of the meeting will be muted by default. Participants will only unmute when called upon by the Bishop or his designee.

C. The chat function on Zoom will be active. The chat feature (including private chat) should be reserved for convention related inquiries. The convention will be recorded and that includes all content in the chat feature (including private chat).

D. In order to maintain decorum, please remember that, though we are participating in convention remotely, it is still business of the church. Clothing and backgrounds should be appropriate for a church convention setting.

3. Recognition of a delegate to speak: To seek recognition to speak, a delegate shall utilize the “Raise Hand” function. The Bishop or his designee shall recognize the delegate by audibly repeating the delegate’s name and inviting the delegate to speak, thus assigning the floor to the delegate. Delegates will be called upon in the order in which they raised their hands.

4. Amendments & Motions

A. All amendments will be recorded and displayed to the convention by the Bishop’s designee, and identified by the name of the delegate who offered the amendment, parish (if any), along with a number corresponding to how many written amendments the member has so far posted during the meeting (e.g.: “Smith – Trinity, Faketown - 3).

B. All resolutions, including any amendments proposed by Convention, will be displayed on a screen visible to all voting delegates. The resolutions shall remain visible to all delegates until final action has been taken by the Convention on the resolutions.

C. Recognition for making and speaking to motions shall follow the procedure outlined in Section 3.

5. Voting

Voting for open offices will take place through ElectionBuddy. Only delegates are permitted to cast a vote. The judge of election, as designated by the Bishop, will share the results of each ballot with the Bishop. No member of the Dioceses of Northwestern Pennsylvania or Western New York, including Bishop or staff, will be able to view how an individual delegate voted. The Bishop or his designee shall announce the voting results by voice and by display of votes on screen. For uncontested elections, a motion to elect by acclamation may be made. Recognition for making such a motions shall follow the procedure outlined in Section 3. If a motion to elect by acclamation is made, Delegates will be prompted to select “yay” or “nay” on their screens and submit their selection. The event moderator will then inform the Bishop or his designee of the results of the acclamation. The Bishop or his designee will then announce the results to the convention. This method will be used for any motion that can be accepted or rejected through acclamation.

These Rules of Order were passed for both dioceses.

Secretary Adam Trambley made a report on resolutions for the Diocese of Northwestern Pennsylvania and called for additional resolutions.

Secretary Howard Gondree made a report on resolutions for the Diocese of Western New York and called for additional resolutions.

Bishop Rowe noted that all reports have been filed.

Bishop Rowe moved the Consent Calendar.

The Consent Calendar was passed (see Appendix A).

The Rev. Matthew Scott moved Resolution NY-E/PA-E, on Framing the Journey to a Beloved Community, in both Conventions.

Hon. Rose Sconiers spoke to this resolution which proposes a series of conversations using adaptive action processes between now and 2022. Workshops on adaptive change will be held, congregations will be asked to appoint liaisons to the Commission to Dismantle Racism and Discrimination, and then hold adaptive conversations themselves. The resolution passed unanimously in both dioceses (see Appendix B).

The Rev. Matthew Scott moved Resolution NY-F/PA-F for both dioceses.

Gabrie'l Atkinson, President Elect of our Union of Black Episcopalians chapter, spoke to this resolution on the visibility of the Union of Black Episcopalians (UBE). This resolution gives the UBE a permanent place at Convention and links them to the other work we are doing for racial justice in our partnership. She also noted that anti-racism work requires respecting people even when we do not understand them, and this resolution asks that we engage that important work. This resolution passed unanimously in both dioceses (see Appendix B).

Bishop Sean noted that all major networks and the AP have projected that Joseph Biden and Kamala Harris will be the President and Vice-President elect, and offered a prayer for our nation.

The Rev. Matthew Scott moved NY-G/PA-G, which would form a Joint Commission to Dismantle Racism and Discrimination for both dioceses in our partnership, for both conventions.

The Rev. Stacey Fussell spoke to this resolution. The MSAG Race Justice subgroup and the WNY Commission to Dismantle Racism and Discrimination both support this resolution. Rev. Matt Lincoln spoke in support of this resolution on behalf of the current Commission's members. This resolution passed unanimously in both dioceses (see Appendix B). Bishop Rowe thanked all those who have worked so hard on this Commission and on these issues.

Bishop Rowe nominated the following for Joint Commissions of the partnership:

Commission to Dismantle Racism and Discrimination: Matthew Lincoln (chair), Rose Sconiers, Susan Woods, Kim Rossi, Ellen Brauza, Helen Harper, Robert Harvey, Diana Leiker, Leann McConchie, Ann Tillman, Thomas Tripp, Ursuline Bankhead, Michelle Cray, Ann Dutton, Denise Merriweather, Hal Payne, Faith Stewart, Heather Armstrong, Erin Betz-Shank, Martha Chambers, Joseph Croskey, Stacey Fussell, Lisa Layman, Sara Nesbitt, Laura Peretic, and John Ranney

Joint Board of Examining Chaplains: Stacey Fussell, Diana Leiker, Carol Carlson, Luke Fodor, Matthew Scott, and Randi Hicks Rowe

Commission on Ministry: Beth Boron, Karen Gough, Michael Hadaway, William McLean (Chair), Richard Rowe, Kaycee Reib, Larry Scofield, Cathy Smith, Gail Winslow

This Joint Session closed at 12:10 PM and the Convention of Northwestern Pennsylvania stood in recess until 2:30 PM.

Bishop Rowe called our afternoon business session of the Dioceses of Northwestern Pennsylvania to order at 2:30 PM.

The Rev. Mary Lord offered prayer.

Bishop Rowe provided an orientation to using the chat and "raise hand" function for our business today.

Bishop Rowe noted that Jim Ivell, Amy Ivell, and Richard Reib are the judges of elections.

Bishop Rowe went through the nominees for offices for election.

- Cheryl Wild, Jeanne Reib, and Anne Bardol are lay nominations for Diocesan Council
- The Rev. Matthew Scott is the priest nomination for Diocesan Council.

- The Rev. Mary Lord is the deacon nomination for Diocesan Council.
- Donna Billioni is the lay nomination for Standing Committee.
- The Rev. Elizabeth Ivell and the Rev. William Ellis are the clergy nominations for Standing Committee
- Robert Guerrein is the lay nomination to the Constitution and Canons Committee.
- The Rev. Matthew Scott is the clergy nomination to the Constitution and Canons Committee.

Bishop Rowe accepted a motion that was seconded to elect all uncontested nominations to the appropriate office by acclamation. The following were elected.

- *Rev. Matthew Scott as priest on Diocesan Council.*
- *Rev. Mary Lord as the deacon on Diocesan Council.*
- *Donna Billioni as the lay representative for Standing Committee.*
- *Robert Guerrein as the lay representative to the Constitution and Canons Committee.*
- *Rev. Matthew Scott as the clergy representative to the Constitution and Canons Committee.*

The election was held using the Election Buddy platform. The Convention recessed while the vote was taken.

A report on the ballots was received and the following person was elected:

- William Ellis was elected as the clergy representative to Standing Committee.

The first ballot for lay representative to Diocesan Council did not result in an election. 23 votes were needed for election. The first ballot results were:

- Cheryl Wild, 21 votes
- Jeanne Reib, 12 votes
- Anne Bardol, 12 votes

Jeff Mills, Assistant Treasurer moved Resolution PA-A, the budget, on behalf of Diocesan Council.

Mills noted that the budget structure was the same as last years, and that being part of the partnership resulted in significant savings. The resolution passed (see Appendix C).

The Rev. Brian Reid, Chair of the Constitution and Canons Committee, moved Resolution PA-B, Changes to Title V, Canon 4, on behalf of the Constitution and Canons Committee.

Reid noted that following every General Convention, the Diocesan Constitution and Canons Committee is tasked to update our canons in order to keep them in line with changes to churchwide canons. This resolution keeps our canons in line with churchwide canons, allowing but not requiring the House of Bishops to appoint a bishop for us should we desire to do so in the future. He noted that the time to update election canons is when there is no election happening. This change only allows a future option that is unlikely to be invoked.

The Rev. Stacey Fussell moved to postpone this resolution indefinitely. The motion was seconded.

Fussell spoke to the motion, noting that this provision in churchwide canons dates to the early 2000s, and no other diocese in Pennsylvania has updated their canons to allow this, and she has not found other diocesan canons that have made this change. She notes that this resolution talks about the Standing Committee, and the churchwide canons talk about Diocesan Convention. She also feels like this time and Zoom format is not the time to make an unnecessary canonical change.

The motion carried and the matter is postponed indefinitely.

The Rev. Brian Reid, Chair of the Constitution and Canons Committee, moved Resolution PA-C, Regional Disciplinary Board Compact, on behalf of the Constitution and Canons Committee.

Reid noted that in a small diocese it is difficult to have enough people to fill all the slots necessary in our disciplinary process, and the matter is more complicated because everyone knows everyone. Chancellors from six dioceses, Ohio, Southern Ohio, Northwestern Pennsylvania, Western New York, Western Pennsylvania, and West Virginia, have worked out a compact for a regional disciplinary board that will allow these dioceses to work together.

Chancellor Steadman talked about his work in the past trying to form a joint board with the Diocese of Western Pennsylvania but it never came to fruition. More recently, the Chancellor of Ohio approached him and this compact was able to move forward. We now have the capacity to do this work electronically together. He strongly recommends passing this resolution.

The resolution passed (see Appendix B).

The Rev. Brian Reid, Chair of the Constitution and Canons Committee, moved Resolution PA-D, adding a subsection to Title IV, Canon 6, Section A, on behalf of the Constitution and Canons Committee.

Reid explained that this resolution changes our canons to allow us to enter into the compact or to continue the disciplinary board as it is if we do not have an agreement in place.

The resolution passed (see Appendix B).

Jeff Mills, Assistant Treasurer moved Resolution PA-H, on diocesan minimum stipends, on behalf of Diocesan Council.

The resolution passed (see Appendix B).

In lieu of a full financial report, which is available in writing on our website, Bishop Rowe, on behalf of Canon Robert Armstrong, our Diocesan Treasurer noted that our co-mingled trust was over \$25 million, and that over the past 12 years our diocesan endowment has grown by \$5 million while also withdrawing over \$5 million for mission.

A report on the second ballot was held. Cheryl Wild was elected as a lay representative to the Diocesan Council. The results were

- Cheryl Wild, 31 votes
- Jeanne Reib, 6 votes
- Anne Bardol, 7 votes

Bishop Rowe nominated the following for Diocesan offices:

- Secretary: Adam Trambley
- Treasurer: Robert Armstrong (*Asst. Treasurer appointed by Bishop – Jeff Mills*)
- Chancellor: James Steadman
- Credentials [1 cl., 1 l.]: Martha Ishman, Gretchen Tome
- Dispatch [1 or more]: Sean Rowe, James Steadman, Adam Trambley, Matthew Scott, Anne Bardol
- Nominations [3 cl., 3l.]: Standing Committee (less the terms with one year remaining)
- Judges of Elections [3]: James Ivell, Amy Ivell, Richard Reib
- Resolutions [2cl., 2 l.]: Adam Trambley, Matthew Scott, James Steadman, John Downey, Anne Bardol

Those persons are elected.

Bishop Rowe appointed the following to Diocesan offices:

- Historiographer: Bob Guerrein
- Ecumenical Officer: John Downey
- Regional Deans: Mary Norton (NW), Adam Trambley (SW), Bill Ellis (SE), Stacey Fussell (NE)

The Dispatch of Business noted that there was no more business to come before Convention.

Bishop Rowe thanked his staff, especially Kathleen Moore and Vanessa Butler, for all their work behind the scenes for this Convention.

A motion to adjourn was made and it received a second. The bishop blessed the convention and adjourned the convention *sine die*.

Appendix A: Consent Calendar

Resolved, that the 183rd Diocesan Convention of the Diocese of Western New York and the 110th Diocesan Convention of the Diocese of Northwestern Pennsylvania, understanding the effects of the global pandemic on financial and human resources, extend the right to vote to any congregations who have been unable to comply with canonical requirements regarding audits, full share, assessments, or parochial reports.

Be it resolved, that the 183rd Diocesan Convention of the Diocese of Western New York and the 110th Diocesan Convention of the Diocese of Northwestern Pennsylvania express thanks to those who have maintained a prayer vigil throughout the proceedings of these Conventions, especially the Episcopal Church Women and the St. John's, Franklin and Trinity, New Castle chapters of the Daughters of the King.

Be it resolved, that the 183rd Diocesan Convention of the Diocese of Western New York and the 110th Diocesan Convention of the Diocese of Northwestern Pennsylvania express appreciation to the speakers, presenters, and musicians who gave of their time and talents at these Conventions.

Be it resolved, that the 183rd Diocesan Convention of the Diocese of Western New York and the 110th Diocesan Convention of the Diocese of Northwestern Pennsylvania send greetings to the Greater Buffalo Racial Equity Roundtable, and convey its appreciation for their continued work to close racial equity gaps in our region.

Be it resolved, that the 183rd Diocesan Convention of the Diocese of Western New York and the 110th Diocesan Convention of the Diocese of Northwestern Pennsylvania send greetings to Bishop Dwane Brock of the Victory Christian Center of Erie, Pennsylvania, and give thanks for his leadership and collaboration in our shared anti-racism and racial reconciliation work.

Be it resolved, that the 183rd Diocesan Convention of the Diocese of Western New York and the 110th Diocesan Convention of the Diocese of Northwestern Pennsylvania send greetings to the Rev. Gay Jennings, President of the House of Deputies, and convey its appreciation for her decades of service that have made the church's governing structures more open, equitable and inclusive.

Be it resolved, that the 183rd Diocesan Convention of the Diocese of Western New York and the 110th Diocesan Convention of the Diocese of Northwestern Pennsylvania send greetings to the Most Rev. Michael B. Curry, a son of Buffalo, and extend our support for his leadership of the Episcopal Branch of the Jesus Movement and his worldwide witness to The Way of Love.

Resolved, that the 183rd Diocesan Convention of the Diocese of Western New York and the 110th Diocesan Convention of the Diocese of Northwestern Pennsylvania appoints October 22- 23, 2021, at the Bayfront Convention Center, Erie, Pennsylvania, as the time and place for the 184th and 111th Diocesan Conventions.

Appendix B: Resolutions as Passed

Resolution PA-C

Originator: Constitution & Canons Committee

Subject: Regional Disciplinary Board Compact

This Compact is made as of _____, 2020, by and among the Dioceses of Northwestern Pennsylvania, Ohio, Pittsburgh, Southern Ohio, Western New York, and West Virginia ("The Dioceses") which have agreed to maintain a joint Disciplinary Board for the purposes of implementing Title IV of the Canons of The Episcopal Church ("Compact"). This Compact will become effective January 1, 2021.

1. The Regional Disciplinary Board ("RDB") shall consist of thirteen (13) persons, seven (7) of whom are Clergy and six (6) of whom are Laity, and shall constitute a court for purposes of Article IX of the Constitution of The Episcopal Church. Each of The Dioceses shall elect one clergy member and one lay member on the RDB. The thirteenth member, a clergy member, shall be nominated by the RDB and subject to the unanimous approval by the Bishops of The Dioceses. Eventually, each member of the RDB will serve a three-year term, each term to begin on January 1 following appointment or election.

a. During the first year of the Compact, following the election of the President, the twelve members shall draw lots to determine the following classes in such a way that no more than one (1) member from a diocese is a member of the same class, not including the President, who will initially serve a three-year term:

- i. the four members with terms expiring December 31, 2021;
- ii. the four members with terms expiring December 31, 2022; and
- iii. the four members with terms expiring December 31, 2023, in addition to the President.

b. Thereafter, each diocese shall elect or appoint members of the same order as the members whose terms are expiring.

c. No member of the RDB shall be elected to more than two consecutive full terms, nor be re-elected or appointed until one year shall have elapsed following the expiration of the second term.

d. Vacancies on the RDB shall be filled as follows:

i. Upon the determination that a vacancy exists, the President of the Board shall notify the appropriate bishop of the vacancy and request appointment of a replacement member of the same order as the member being replaced.

ii. Replacements shall be appointed and approved in accordance with the canons of the appointing diocese.

iii. The term of any person selected as a replacement member of the RDB shall be until the next annual convention of the appointing diocese, or until his or her successor is elected or appointed.

2. The initial President (a member of one of the Disciplinary Boards in The Dioceses) shall be chosen pursuant to General Canon IV.5.1. On or before January 31 of the year following the conclusion of the initial three-year term of the President of the RDB, the RDB will convene to elect a President by majority vote to serve for the calendar year or until a successor President is elected. If no President is selected by the RDB after sixty (60) days, the then-current President will serve until a successor is elected by a majority vote of the Bishops of The Dioceses.

3. Other Offices.

a. Each of The Dioceses will make such provision for Church Attorneys, Intake Officers, Advisors, Investigators, Conciliators, and other persons acting under Title IV as it may choose ("Procedural Participants"), and will notify the other Dioceses and President of the RDB of the names and contact information of the persons designated for those offices.

b. Each of The Dioceses will also make available the names and terms of engagement of such of the Procedural Participants as may be available to The Dioceses for those services.

c. Procedural Participants shall serve with respect to matters arising in their diocese in which Procedural Participants have been appointed or elected, except in matters of a Complaint that involves more than one diocese, in which case the affected bishops shall determine which Procedural Participants shall be involved.

4. Conduct of Cases

a. For any proceeding referred to a Reference Panel, the President will promptly select from the RDB, a Conference Panel and a Hearing Panel, and shall designate a president of each Panel, as appropriate.

b. For each proceeding, the Reference Panel will consist of the Intake Officer for the diocese of canonical residence of the Respondent, the President of the RDB, and the bishop of that diocese.

c. In addition to the provisions of Canon IV.19.14 of Title IV, the integrity of the RDB shall be maintained by permitting the Church Attorney or a Respondent to challenge a member of the RDB or Panel appointed for a proceeding on grounds of conflict of interest or undue bias. The remaining members of the RDB shall determine whether a challenge is relevant and factually supported in accordance with Canon IV.19.15 of Title IV.

5. The RDB shall use reasonable efforts to conduct its business using electronic means, including video conferences. When it is necessary to incur expense for RDB business, members of the RDB

shall make every effort to minimize such expense. With the exception of legal fees incurred by the Respondent, expenses incurred by the Procedural Participants for a particular disciplinary matter shall be borne by the diocese exercising jurisdiction. In situations involving more than one diocesan member of the Compact, the bishops of the affected dioceses shall agree on venue and expense allocation, subject to Canon IV.19.5. Administrative expenses of the RDB shall be shared equally by The Dioceses. In accordance with Canon IV.19.30, all administrative requirements following the conclusion of a matter shall be the responsibility of the diocese exercising jurisdiction.

6. The Dioceses shall maintain this Compact until one or more of The Dioceses provides written notice of no less than one year to the bishops of all of The Dioceses that it wishes to terminate its participation in the Compact. If any proceeding has been commenced and is still ongoing as of the termination date, this Compact shall remain in effect solely with respect to such proceedings until the final disposition thereof.

7. Any amendment to this Compact must be in writing and signed by the bishops of each of The Dioceses and be concurred in by the Conventions of each of The Dioceses in the manner prescribed by the canons of the concurring diocese and will be effective not earlier than the first day of the year following the year in which the ratification of the amendment shall have been approved by all of The Dioceses.

8. In the event that any provision of this Compact is in conflict with or inconsistent in any way with Title IV of the Constitution and Canons of The Episcopal Church, the provisions of Title IV shall prevail.

Diocese of Northwestern Pennsylvania

By: _____

The Rt. Rev. Sean Rowe

Diocese of Ohio

By: _____

The Rt. Rev. Mark Hollingsworth, Jr.

Diocese of Pittsburgh

By: _____

The Rt. Rev. Dorsey W. W. McConnell

Diocese of Southern Ohio

By: _____

The Rt. Rev. Thomas E. Breidenthal

Diocese of Western New York

By: _____

The Rt. Rev. Sean Rowe

Diocese of West Virginia

By: _____

The Rt. Rev. W. Michie Klusmeyer

Resolution PA-D

Originator: Constitution & Canons Committee

Subject: Adding a Subsection to Title IV, Canon 6, Section A

Resolved, that a subsection ii, be added to Title IV, Canon 6, Section A, as follows: ii. Should this Diocese enter into any written agreement with one or more other dioceses to share Disciplinary Boards, as provided for in the National Canons, then that written agreement will be appended to these canons and, to the extent it varies any of the following provisions of this Canon, it shall have the full force and effect of this canon; but to the extent any of the provisions of this Canon are not varied by the aforesaid agreement, OR should there be no such agreement, then the Disciplinary Board of this Diocese shall be governed by the remainder of this Canon.

Rationale.

Should we enter into any agreement with other dioceses to share disciplinary resources, we would need to change this canon in several places to conform to such agreement. But what if a proposed agreement is adopted by us and canonical changes made but the other diocese(s) do not agree. What would our disciplinary process be then? And what about items not dealt with in any such agreement? This proposal provides that when we enter any such agreement then the terms of that agreement will become part of our canons and any items not dealt with in the agreement will be as in our current canon. Obviously, if an agreement is not entered into or is later dissolved our current canons would be in effect in their entirety. The Constitution & Canons Committee recommends adoption. Since this resolution would amend the Canons a two-thirds vote of the Members of Convention present is required to adopt the amendment.

Resolution PA - E

Originator: Commission to Dismantle Racism and Discrimination

Subject: Framing the Journey to Beloved Community

Whereas, the Episcopal Diocese Commission to Dismantle Racism and Discrimination (CDRD) was established to: (1) promote greater understanding, training and practice to dismantle racism; and (2) further reconciliation and justice both by laity and clergy within the church and community; and

Whereas, the CDRD intends to assist congregations in building capacity to implement the practices of telling the truth, proclaiming the dream, practicing the way of love and repairing the breach, which are the practices that will help us fulfill the church's long term commitment to racial healing, reconciliation and justice; therefore be it

Resolved, That congregations in the Episcopal Dioceses of Western New York and Northwestern Pennsylvania shall organize by 2022 a series of conversations to promote the spiritual and structural change required for racial justice and reconciliation and be it further

Resolved, That congregations be encouraged to structure these conversations using resources that will be provided on the diocesan website in early 2021 by the Mission Strategy Racial Justice Working Group and the adaptive change process and be it further

Resolved, that congregations be encouraged to collaborate in holding these conversations and be it further

Resolved, that each congregation or collaborative group of congregations designate one (1) or two (2) members as Racial Reconciliation Liaisons to work with the CDRD; and be it further

Resolved, That each congregation or collaborative group of congregations under the leadership of its Racial Reconciliation Liaisons organize this work and report any findings/recommendations to CDRD not later than thirty (30) days prior to the 2022 Diocesan Convention.

Resolution PA – F

Originator: Bishop James Theodore Holly Chapter of the Union of Black Episcopalians

Subject: The Visibility of the Union of Black Episcopalians

Be it Resolved, that starting in 2021, members of the James Theodore Holly Chapter of the Union of Black Episcopalians (Bishop Holly Chapter) will have a permanent seat and voice at the Annual Joint Convention of the Episcopal Dioceses of Northwestern Pennsylvania and Western New York (Episcopal Partnership; and be it further

Resolved, that the Bishop Holly Chapter will work collaboratively with the Commission to Dismantle Racism and Discrimination to bring visibility to the struggles of black Episcopalians both within the Episcopal Church and in America – joining with the Commission in its effort to recruit Northwestern Pennsylvania congregations into the work of social justice; and be it further

Resolved, that the Bishop Holly Chapter will work with the Episcopal Partnership to highlight the history, mission and activism of the Union of Black Episcopalians; and be it further

Resolved, that the Bishop Holly Chapter will be considered as representative of Black Episcopalians in both Western New York and Northwestern Pennsylvania. To that end, the leadership of the Bishop Holly Chapter will network and collaborate with organizations serving the needs of Black, Indigenous and other people of color communities in Northwestern Pennsylvania to provide workshops and other events; and be it further

Resolved, that the Episcopal Partnership as well as individual congregations support the outreach work being done and being planned in communities of color through increased infrastructure, funding, meeting space and pastoral presence; and be it further

Resolved, that the Episcopal Partnership as well as individual congregations utilize the Bishop Holly Chapter as a resource for the recruitment, hiring, mentoring and retention of talented and diverse lay leaders and clergy and that the Bishop Holly Chapter will actively engage the Episcopal Partnership in its efforts to recruit new Episcopalians of Color in the region; and be it further

Resolved, that the Episcopal Partnership as well as individual congregations support Historically Black Colleges and Universities (HBCU's), especially Voorhees College and St. Augustine's University, the two remaining Historically Black Episcopal Institutions of Higher Education, and support and mentor young African Americans who are called into leadership as deacons and clergy; and be it further

Resolved, that the Episcopal Partnership put resources behind attracting more diverse clergy to the region.

Resolution PA - G

Originator: Mission Strategy Advisory Group Race Justice Team/ the Episcopal Diocese of Western New York Commission to Dismantle Racism and Discrimination

Subject: Forming a Joint Commission to Dismantle Racism and Discrimination

Whereas, the Episcopal Dioceses of Northwestern Pennsylvania and Western New York voted by an overwhelming margin to begin an experiment for the sake of the gospel by entering into a Partnership focused on creating new opportunities for mission; and

Whereas; we understand mission to include the ministry of reconciliation, which is spiritual practice of seeking loving, liberating and life-giving relationship with God and one another, and striving to heal and transform injustice and brokenness in ourselves, our communities, institutions and society; and

Whereas; the Diocese of Western New York's Commission to Dismantle Racism and Discrimination has been ably engaged in this work in their diocese and welcomes extending their ministry and membership to include the Diocese of Northwestern Pennsylvania; be it

Resolved, that the current Diocese of Western New York Commission to Dismantle Racism and Discrimination become the Joint Commission to Dismantle Racism and Discrimination of the Dioceses of Western New York and Northwestern Pennsylvania; and be it further

Resolved, that the Bishop appoint members of both the Dioceses of Western New York and Northwestern Pennsylvania to the expanded Commission to Dismantle Racism and Discrimination; and be it further

Resolved, that the Conventions of the Dioceses of Western New York and Northwestern Pennsylvania commit to supporting the Commission's mission and goals "to promote greater understanding, training and practice of dismantling racism and furthering reconciliation and justice, both by laity and clergy within the Church."

Resolution PA – H

Originator: Diocesan Council

Parish/Mission: N/A

Subject: 2021 Minimum Stipend and Allowances for Parochial Clergy

Be it resolved, that pursuant to Canon X, each member of the clergy serving in the Diocese in a full time pastoral ministry or other stipendiary ministry as approved by the Bishop, shall receive a minimum annual cash stipend according to the following scale:

Years of Ordained Service as of January 1, 2021:

Less than two (2) years	\$39,037
Two to four (2 to 4) years	\$43,557
Four to Six (4 to 6) years	\$48,862
Six to Eight (6 to 8) years	\$52,055
Eight (8) years or more	\$55,246

The above figures represent an **actual** one and three tenths percent (1.3%) increase over the 2020 figures.

Resolved, that each cure shall provide for its clergy, whether full time or part time, a paid vacation of four weeks (including Sundays) each year; and be it further

Resolved, that when a federal holiday falls on the regular day off of a cleric or on a major Feast Day, that the clergyperson be encouraged to take another day that week as the day off. The federal holidays are: New Year's Day; Martin Luther King, Jr. Day; President's Day; Memorial Day; Independence

Day; Labor Day; Columbus Day; Veterans' Day; Thanksgiving Day; and Christmas Day; and be it further

Resolved, that clergy shall also receive an amount equal to at least one-half of their self-employment tax, fully paid premium for the Church Pension Fund, life insurance of \$25,000, and group health insurance coverage for the clergyperson and family; and be it further

Resolved, that each cure shall provide for its resident full-time clergy a reimbursement allowance for ordinary and necessary business and professional expense incurred on behalf of the cure; further that a reimbursement allowance worksheet is used by congregations, in establishing a fair value amount for these expenses. Ordinary and necessary expenses shall include, but not be limited to: the use of personal automobile, overnight travel including lodging and meals, books and subscriptions, vestments, and professional dues. Clergy will be reimbursed monthly for the professional use of their automobiles at the current IRS rate plus tolls and parking based upon monthly written record submitted to the treasurer of the congregation by the clergy. Reimbursement for the other expenses shall be pre-approved by the Vestry/Bishop's Committee and paid upon receipts submitted to the treasurer of the congregation; and be it further

Resolved, that any congregation that is financially unable to meet these minimum stipends and allowances shall, by February 1st of each year, consult with the Bishop. This consultation shall include consideration of total clergy support, thus providing the congregation with some flexibility in structuring the overall clergy support package. This consultation may also include the phasing in over a maximum of three years of the minimum annual stipend; and be it further

Resolved, that each cure shall provide use of a suitable rectory, with utilities, except for personal toll calls; or else an adequate housing allowance. Where a clergyperson lives in a rectory, an adequate Equity Allowance shall be provided in the form of a tax sheltered annuity or other similar investments; and be it further

Resolved, that each cure shall encourage its Rector/Vicar to seek some kind of continuing education each year, and to that end shall provide a continuing education allowance of not less than \$1,500 and two weeks paid continuing education leave. If any portion thereof be unused, this money shall be deposited in a continuing education interest-bearing account for future use and up to six weeks leave may be accrued for use as a continuing education leave. In the event the cleric changes cures, the balance of funds in this account shall be retained for the use of the clergy of the cure and not diverted for any other purpose.

Appendix C: Budget

Episcopal Diocese of Northwestern Pennsylvania Summarized Proposed 2021 Budget

As of October 16, 2020

Accounts	2019 Actual	2020 Budget	2021 Proposed
Revenue			
Total Assessments	674,353	667,137	686,995
Trust Group A - Budget Operations	78,273	180,494	154,072
Trust Group A - Sub Account #179	0	0	0
Total Revenue	752,626	847,631	841,067
Operating Expenses			
<u>Personnel</u>			
Salaries	222,129	243,095	282,725
Housing Allowances	96,000	96,000	53,560
SECA & FICA	41,380	35,334	35,136
Pensions	51,222	50,929	52,204
Medical / Life Insurance	73,816	69,696	62,000
Staff Conferencing & Networking	0	0	Moved to Program
Worker's Compensation	1,627	2,500	2,300
Total Personnel	486,174	497,554	487,925
<u>Diocesan Center Expenses</u>			
Maintenance & Supplies	23,974	30,000	30,000
Utilities	5,840	7,100	7,100
Property Taxes	1,884	3,000	3,000
Insurance	15,090	16,000	15,000
Staff Travel	48,674	40,000	40,000
Automobile Purchase	0	45,000	0
Telephone & Network Support	15,628	13,600	17,300
Office Operating Expenses	18,857	24,100	25,300
Diocesan Convention	20,047	12,000	15,000
Professional Expenses	18,448	20,000	20,000
Total Diocesan Center Expenses	168,442	210,800	172,700
<u>Church-Wide Relations</u>			
National Church Apportionment	112,393	124,277	124,142
Conferences & Convention	5,841	15,000	56,300
Total National & International Relations	118,234	139,277	180,442
Total Operating Expense	772,850	847,631	841,067

Episcopal Diocese of Northwestern Pennsylvania

Summarized Proposed 2021 Budget - Program & Transition

As of August 26, 2020

Accounts	2019 Actual	2020 Budget	2021 Proposed
Revenues - Trust Group A			
Operating Funds	219,194	0	178,300
Sub-Account #179	0	244,267	0
Sub-Account #198			70,000
Total Revenues	219,194	244,267	248,300

Expenses - Program

Total Retiree's Benefits & Support	20,605	24,900	21,400
Youth & Young Adult Commission	17,239	25,000	25,000
Leadership Development	75,926	25,000	50,000
Aspirants Retreat	4,256	6,000	6,000
Racial Reconciliation	0	0	10,000
Diocesan Ministry Support	992	1,000	1,000
Total Comprehensive Mission Strategy	98,413	57,000	92,000
Total Ecumenical Relations	19,178	18,200	17,300
Total Program Expenses	138,196	100,100	130,700

Expenses - Transition

<u>Consultants</u>			
Communications	3,183	30,000	30,000
Congregational Vitality	27,138	27,059	18,070
Integration	9,511	25,000	0
Strategic Change	21,913	47,108	27,530
Other Consultants	23,314	0	27,000
Travel Expenses	13,154	15,000	15,000
Total Transition Expenses	98,213	144,167	117,600

Total Program & Transition Expense	236,409	244,267	248,300
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