

2018 Annual Reports of the Diocesan Commissions

(Received as of 10/31/18)

Chairs of all diocesan commissions (committees/task forces) who do not present reports at convention were asked to provide the following information for the group for 2018:

1. The mission of the commission
2. Major accomplishments for 2018 and goals for 2019
3. How the work of the commission supports the mission of the Diocese of Southern Ohio
4. Current membership of the commission

Canonical Commissions

Budget
Commission on Congregational Life
Commission on Ministry
Convention: Agenda and Dispatch of Business
Convention: Constitution and Canons
Convention: Credentials
Convention: Nominations
Convention: Resolutions
Diocesan Council
Disciplinary Board
Finance
Standing Committee
Trustees of the Church Foundation
Trustees of the Diocese

Non-Canonical Commissions

412 Sycamore Inc.
Advisory Committee on Compensation and Resources
Affirmative Aging
Appalachian Ministries
Campus Ministry
Clergy & Family Wellness
Council of Deacons
Ecumenical and Interreligious Relations
Episcopal Community Services
Foundation
Episcopal Relief and Development
Faith-in-Life
Latino Ministry
Liturgy & Music
Minority Empowerment Initiative Trust
Parish Health Ministries
Procter Board of Directors
Professional Development
Racism Training Task Force
Social Justice & Public Policy
Women's Ministries/Episcopal Church
Women

Advisory Committee on Compensation and Resources

1. Mission of group

“To advise the Bishop and Diocesan Council (Council) on matters dealing with compensation and employment standards for clergy called to cures and/or offices in the Diocese, and lay employees of the Diocese and its member congregations.” Adopted by Council 9/19/1994 and revised August 2004.

2. 2018 accomplishments/2019 goals

The Committee updated policy statements, benefit plans & rates to reflect explored options and best practices to benefit our congregations and their employees. A primary focus in 2018 continued to be monitoring the implementation of the Denominational Health Plan (DHP) while keeping aware of the ever evolving health care debate and its impact on private insurers, thus affecting what is offered through the Episcopal Medical Trust; as well as updates to the Clergy Pension Plan. For the DHP, The Episcopal Medical Trust has determined that a consolidation of vendors and plans offered will best offer comprehensive care at better price-points. To prepare for this, we offered the new plans voluntarily for 2018 and did communicate for our insurers to prepare as graceful a transition as possible. The plans represent PPOs and 3 options of a high-deductible plan (with HSA). The additional high-deductible plans will mean we can now offer more flexibility for congregations to decide what is the best option for their eligible employees.

Considerable focus and effort was also given to develop a number of new resources for our congregations and other mission agencies of the Diocese. Completion of the Church Pension Group’s (CPG) Institutional and Employee Rosters, which facilitates the ability to provide annual reports on the extent of compliance with respect to the implementation of the DHP and both Clergy and Lay Pension Plans were now completed and we are developing a best practice for their respective ongoing maintenance and updating. The IR/ER are essential, not only from the standpoint of Canons, these are also a fundamental way to reflect who is eligible and receiving benefits that are entitled by the nature and status of their position. We will develop a compliance report that can simply be part of the “Annual reporting system” managed by the Finance Office.

The ACCR also developed two new resources to help with human resource administration:

- New Hire Checklist – This is a two-sided document designed to provide a congregation with what would be most helpful to on-board a new employee. The front side has more to do with orientation, while the back page is more of a H.R. Checklist of all that is needed for the employee and their respective file.
- A Suggested Template for an Employee Handbook and/or Resource Guide – While it was time to update an Employee Handbook for the Diocesan Employees, we have been getting requests about any template to be used by congregations, as well as what might need to be adapted for ancillary agencies, such as Procter Camp & Conference Center. The approach we have taken has to develop a “chassis” in which any given congregation or related agency can adapt what is needed to fit their context, while at the same time make recommendations for what must be contained at a minimum.

All of the above were first presented at last year's Administrative Leadership Day (August 19, 2017) at Procter center, and we had feedback provided on the resources which then was incorporated into revisions which then went for review with two different human resource consultants and then the Chancellor before a final presentation to Council for their adoption (approved on October 6, 2018). These resources will be made available through the diocesan website.

2019's focus will continue to be on monitoring compliance and advising Bishop Breidenthal and Diocesan Council as to any appropriate changes in clergy compensation guidelines and the DHP (especially with the impending consolidation of plans offered) and Pension Plans.

3. Support mission of the diocese

While it is currently unclear where the diocese has currently assessed mission priorities, the ACCR's work has and would be primarily in support for what has been "Mission Priority # 5" the "Stewardship of Resources." Members are aware of their challenge to balance both the stewardship of available financial resources and of the well-being of our clergy and lay employees. The success of the "balancing" of resources by the ACCR also impacts "Mission Priority #1," which is focused on "Healthy Congregations."

4. Members

The Rev. Darren Elin, Chair

Jon B. Boss, Amy Boyd, Carine deLange, the Rev. David Pfaff, the Rev. David Getreu, Katrina Mundy, David Thomson, Robert Turley, David Robinson, Angela Byrd, the Rev. Marshall Wiseman, and the Rev. Canon Lynn Carter-Edmands

Campus Ministry Collaborative

Mission of group

We are a collaborative of ordained ministers and lay leaders serving college/university campuses located throughout the Diocese of Southern Ohio by providing an Episcopal presence on our local campus and/or by participating in interfaith ministry for colleges/universities. Currently we can be found in Cincinnati (University of Cincinnati), Oxford (Miami University), Athens (Ohio University), Columbus (Ohio State and many additional campuses).

2018 accomplishments/2019 goals

The Collaborative received grant requests for campus ministry and distributed those funds as follows:

Trinity Episcopal Church Oxford: \$12,270

St. Stephen's Episcopal Church, Columbus: \$11,540

Episcopal Church of the Good Shepherd, Athens: \$14,000

The Edge House, Cincinnati: \$11,000

Downtowners Interfaith, Columbus: \$11,000

two new ministries:

St. Matthew's, Westerville: \$3,340

Church of our Savior, Cincinnati: \$6,850

Members of Collaborative and students participated in March for Our Lives marches in the month of March protesting gun violence in schools and met via videoconference day of the March for Evening Prayer together.

Planned, organized and executed an annual 2-day retreat for college/university students in the fall.

Participated in Prov. V. spring student retreat near Chicago.

Support mission of the diocese

Three of the parishes in the collaborative (St. Stephen's, Columbus; Holy Trinity, Oxford; Good Shepherd, Athens) were intentionally placed on or near college/university campus by Bishop Hobson to be a continuous uniquely Episcopal presence to those campuses, which they continue to do with faithfulness.

The entire collaborative seeks to bring to their local campuses the love of God in Christ in ways that work best for their context. The members are always learning from each other and their campuses and sharing what they learn with each other and the diocese in our attempt to help build the Beloved Community one day at a time.

The Rev. Deborah Woolsey (Convener)

The Rev. Jarod Talbot

The Rev. Sara Palmer

The Rev. Alice Connor

Dr. Ellen O'Shaughnessy

Sara Tobe

Erin Rasche

Commission on Congregational Life

Mission

The mission of the Commission on Congregational Life is to assist congregations to be viable and sustainable Episcopal presences in their respective context by:

- Helping communicate the Good News of Jesus Christ to all;
- Initiating and encouraging the founding of new congregations/communities of faith;
- Aiding the growth and change of existing congregations and celebrating the life therein; and,
- Assisting in the closing and relocation of congregations as may prove necessary.

While the scope of responsibilities of COCL are described in the Diocesan Canons and are included in the Diocese of Southern Ohio Strategic Plan: Strategy I: Healthy Congregations, today the COCL allocates a significant amount of time, talent, and treasure in re-imagining and re-positioning its diocesan mission and associated services.

The commission meets monthly to review congregational grant applications, forecast futures needs, and remain updated on fluid mission and program related activities across the diocese and broader Episcopal Church.

Grants

During the past few years, The Commission on Congregational Life has established a transformational process to redefine its grant rewarding and relationships with the Diocese of Southern Ohio's missions and parishes. The commission has developed and exercises leadership in supporting congregational and new initiative financial requests using a variety of metrics to evaluate factors for accepting, revising, or rejecting requests for financial support.

COCL considers:

- Congregational mission impact
- Creative and innovative mission strategies
- Means for evaluating program/ministry effectiveness
- Alignment with the Diocese's "Hallmarks of Health"
- Consideration of alternative sources for financial/operational/logistical support

Below is a list of the congregations receiving funding for 2018 in all grant categories:

All Saints, Pleasant Ridge
Christ Church, Ironton
Epiphany, Nelsonville
Grace, Cincinnati
Holy Trinity, Bellaire
Holy Trinity, Kenwood

Northern Miami Valley Episcopal Cluster (NMVEC)

St. Paul's, Logan

St. Andrew's, Dayton

St. Andrew's, Pickerington

St. Andrew's, WCH

St. John's, Columbus

St. Matthew's, Westerville

St. Peter's, Galipolis

Trinity, Newark

A CoCL member is assigned to each grant recipient as a liaison. As those relationships deepen, we are able to discern, suggest and/or provide additional resources to parishes to foster/support their vitality.

Innovating Church

During 2016, COCL began the development of our own website, available through the diocesan website or by using the URL: innovatingchurch.org. That development has continued throughout 2017 and 2018.

Congregational Opportunities

Following the Recasting of Assets program in which 8 parishes participated in 2016-2017, CoCL continues to look for programs that will assist parishes to explore their mission in their individual contexts and encourage their vitality. In 2018 we provided funding for a parish to participate in a "New Beginnings" program offered by Hope Partnership. We continue to explore other congregational development programs offered by various entities throughout the Church.

Transformational Leadership

The COCL is charged with: encouraging, supporting, evaluating, and seeking opportunities for development and growth of all fellowships, missions, and parishes of the Diocese.

The commission focuses on how it can best serve the congregations and communities of faith in the Diocese. COCL is re-imagining its own roles and responsibilities for the 21st Century even as it works with communities throughout the diocese.

We invited the Rev. Michael Smith to lead the Commission on a one-day retreat to consider how we might best serve the Diocese, parishes and communities of faith in the future. We are in the process of finalizing a Strategic Plan that will provide guidance and facilitate that work.

Member Development

Members of the Commission continually seek resources and tools to make us more effective in our work on behalf of the Diocese. This year four members of the Commission attended the Evangelism Matters Conference in Cleveland.

Members of the Commission on Congregational Life (2018)

Cathy Bagot, Co-Chair

The Rev. Alexander Martin, Co-Chair

Jim Heathcote, Treasurer

The Rev. Kevin Beesley

Jon Boss

The Rev. Roger Greene

The Rev. Joseph Kovitch

Katrina Mundy

Jim Murray

The Rev. Eileen O'Reilly

The Rev. AJ Stack

Tammie Vanoss

Hank Wendorf

Janice M. West

The Rev. Jack Koepke, Staff Liaison

The Rev. Jason Leo, Staff Liaison

By the end of the year the Commission had said farewell to important members of the Commission:

- The Rev. Alex Martin accepted a position with a parish in Bay Village, OH (Diocese of Ohio).
- Jan West (former Chair of CoCL) and Hank Wendorf retired from their positions on the Commission.
- The Rev. Canon Jack Koepke retired from his position with the Diocese.

It was difficult to say good-bye to each of these faithful members who brought significant gifts and experiences to the Commission's work. The Rev. Canon Jason Leo has joined as the bishop's appointed staff liaison. We are excited to see whom else God sends to share in this important work!

Commission on Ministry

1. Mission of group

Canonically, the functions of Commissions on Ministry are to assist the bishop "in determining present and future needs for ministry in the diocese" and to assist "in enlisting and selecting persons for Holy Orders." We accomplish these goals in many ways, including Explorers' retreats, interviews, and regional discernment committees. Several times a year, we make recommendations to the bishop and to the Standing Committee. In addition, we are also working to better fulfill our canonical mission to develop, train, and affirm lay ministries.

2. Accomplishments/goals

In 2018

- Explorer's Retreat in February with eight explorers from around our diocese.
- April commission meeting with formal interviews of 10 explorers.
- Regional Discernment Committee (RDC) training workshop with 40 participants.
- Organized and led seven Regional Discernment Committees.
- Held a successful daylong Lay Discernment Workshop "Listening to Our Lives" with 23 participants from around the diocese.
- Formal interviews of explorers seeing to become postulants.

For 2019:

- Continue our work with Explorers' Retreat, formal interviews, and RDC training.
- Evaluate next steps for Lay Discernment.

3. Support mission of diocese

This commission plays a central role in the raising up of new deacons and priests for the Church. We seek new Church leaders who can function as theologians, entrepreneurs, and faith community organizers. As such, the commission's work is key to the mission priorities of the diocese. Currently, we fall short in our canonical role to develop, train, and affirm lay ministries and are open to suggestions on how to improve.

4. Members

Spencer Pugh, chair

Class of 2018

Pat Haug, the Rev. Jason Prati, the Rev. William Scrivener, Jonathan Youngman, the Rev. Rick Incorvati, Dionne Clifton

Class of 2019

The Rev. Jackie Burns, Lauren Cuff Faller, Miriam McKenney, Mike Newman, the Rev. Paul Williams, the Rev. Stacy Salles

Class of 2020

The Rev. Eric Miller, the Rev. Phyllis Spiegel, Mike Kennedy, the Rev. Meribah Mansfield, the Rev. Canon Manoj Zacharia, Lindsay Monihen

Episcopal Relief & Development

1. Mission of group

Episcopal Relief & Development is the compassionate response of the Episcopal Church to human suffering in the world. Hearing God's call to seek and serve Christ in all persons and to respect the dignity of every human being, Episcopal Relief & Development serves to bring together the generosity of Episcopalians and others with the needs of the world.

2. 2018 accomplishments/2019 goals

With support from the Diocese after hurricanes Harvey, Irma, and Maria, the Episcopal Relief and Development has been working diligently with affected communities to return to normal as much as possible. Episcopal Relief and Development is usually in affected areas long after the first responders and other organizations have left.

Apart from disaster relief, Episcopal Relief and Development is heavily involved in education, nutritional programs for women and children, alleviating hunger and poverty in Africa, Asia, Middle East, United States of America, Latin America and the Caribbean.

3. Support mission of the diocese

Our mandate comes from Jesus' words found in Matthew 25 which encourages us to respond positively to the needs of others. Episcopal Relief & Development facilitates healthier, more fulfilling lives in communities struggling with hunger, poverty, disaster and disease by focusing on Women, Children and the climate. We also assist in preparing communities for natural disasters and helping affected communities after natural disasters. Every aspect of the diocesan ministry priorities are supported by the Episcopal Relief and Development.

By working closely with different dioceses, churches and organizations to heal a hurting world, we affect about 3 million people yearly in over 40 different countries. Our success stories are proof that we pray our common prayer, proclaim our common faith, know the common story, drink the common cup and serve the common good.

4. Members

Toks Ogunbadero - Diocesan Coordinator
Jon Boss
Christine Williams
David Boop

Faith in Life

Mission

Faith-in-Life was established as a commission of the diocese to administer an endowment fund that was set-up as a result of the Second Century Campaign of the Diocese of Southern Ohio in 1974. The purpose of Faith-in-Life is to consider major faith and/or ethical questions as they relate to Christians' ability to live their faith day-to-day. To fulfill this purpose Faith-in-Life grants are used to stimulate conferences, produce published materials in printed and digital form, provide expert informed leadership, and subsidize meetings on topics of faith and/or ethics in daily life.

Accomplishments/goals

This year, Faith in Life grants funded:

Arti Gras Equip: Facing the Opioid Crisis Refresh Our Soul Conference Paths: A Spiritual Journey Building Bridges, Strengthening Relationships Racial Encounters - Creating Space for Change

Support mission

The Faith-in-Life Grants are for formation, and that is the primary mission priority that applies to their use and guides their distribution.

Members

The Rev. Karl Stevens, chair

Elizabeth Thompson

The Rev. Rick Incorvati

Doug Pittsenbarger

Liturgy & Music Commission

The commission continues to work toward fulfilling its role of providing educational opportunities for parishes.

In January, we sponsored Jubilate 2018. Our presenters were the Rt. Rev. Dr. Neil Alexander from Sewanee Seminary and Ellen Johnston from the Center for Music and Liturgy at Virginia Theological Seminary. The theme of Jubilate 2018 was the Easter Vigil. There will be another Jubilate conference in spring 2019; please watch for forthcoming details.

This fall various commission members are hosting workshops called “Make a Joyful Noise” at various parishes around the diocese. The focus of these workshops is singing favorite hymns as well as learning some less familiar ones. We are also teaching about music for Morning and Evening Prayer.

The commission has a Facebook page that I would like to encourage everyone to like and join. See Liturgy and Music Commission of the Diocese of Southern Ohio on Facebook.

Submitted by Marsha Reilly, chair

Minority Empowerment Initiative Trust

1. Mission of group

The mission is to focus on post secondary education for Black African Americans. The program affords an opportunity for black youth/adults to move forward economically into the main stream of society.

2. 2018 accomplishments/2019 goals

For the current college year (2018-19), grants were awarded to twenty-six students totaling more than \$70,000. Our goal for the 2019-20 school year is to serve as many recipients as our budget can afford.

3. Support mission of the diocese

The MEIT board feels that our work supports the diocese in that over the years thousands of black youth and adults have been able to improve their quality of life by completing education at a higher level. The mission of the diocese in part is to improve the everyday lives of people etc. spiritually & economically.

4. Members

Ellie O. Johnson, President

Cynthia Kilby

Cynthia Turner

Deborah Allsop

Milicent Eason

Dianne Ebbs

Frank Jackson

George White

The Rev. Ben. Speare-Hardy

The Rev. Charles Wilson

National and World Mission

1. Mission of group

The 141st Convention of the Diocese of Southern Ohio passed a resolution to support the new Sustainable Development Goals adopted in 2015 by the United Nations. The diocese will continue designating .07% of our mission share budget for annual grants to organizations and groups that are affiliated with The Episcopal Church or are working in partnership with a parish, organization or individual in the Diocese of Southern Ohio that is involved in mission that support the SDG's and has been granted 501(c)(3) non-profit status by the Internal Revenue Service. The National & World Mission Commission (N&WMC) was tasked with managing the grant process.

2. 2018 accomplishments/2019 goals

Late 2017, National and World Mission Council received grant requests and distributed grants to the following ministries

El Hogar Ministries \$4000.00
BreadforLife \$4500.00
Partners_in_Ministry_in_Liberia (PIMIL) \$5181.30
Global Needs Fund \$4500.00
Total: 18,181.30

This year, the commission is on target to disburse roughly the same amount in grant to applicants for the 2018 fiscal year.

The goal for 2019 is to disburse the fund early while encouraging more recipients to apply

3. Support mission of the diocese

Since .07 percent of the diocesan budget goes towards the Sustainable Development Goals, which creates a broader range of mission that might be supported by a SDG Grant, the mission and priorities of the Diocese are fully supported.

We invite such organizations and groups to apply for a grant to be awarded for use in 2018. Grants are only awarded for mission work outside of the United States in developing nations.

4. Members

Toks Ogungbadero - Chair
Ann Sabo
Abeoseh Flemister
David Thompson
William Hedley
David Thompson

Procter Center Board of Directors

1. Mission

The Procter Center Board of Directors (hereafter “the Board”) acts to assist in service and governance in accordance with its Bylaws in the stewardship, operations, programing to insure the success of the mission of the Procter Camp and Conference Center, 11235 State Route 38, London, Ohio 43140 (hereafter “Procter”). Procter provides a safe, inviting and spacious rural setting that cultivates spiritual formation, models sustainable living and celebrates God’s love and reconciliation through hospitality, prayer, study, work and play. Procter consists of 200 acre facility which is a part of twelve hundred and fifty acre bequeathed to the Diocese of Southern Ohio by Jane Procter in memory of her husband, William Cooper Procter. Procter also oversees and rents one thousand acres of the estate in contract with a commercial farmer. In concert with the Executive Director, Amy Boyd, the Board is accountable to the Bishop of the Diocese in coordination with the Church Foundation, the Trustees of the Diocese and the Diocesan Council for all aspects of the day-to-day operation and maintenance of Procter. The Board is a “working board” whose responsibilities include oversight and assistance in support of the Executive Director offering counsel and expertise to address the immediate needs and requirements to fulfill the mission of Procter, to set annual goals, fundraising and construct long term strategic plans. Each member of the Board of the Board is assigned to a Board standing committee that oversees and assists specific areas of the operation and programing of Procter.

2. Accomplishments/Goals

Under the remarkable leadership, passion and exercising her asset for detail, Amy Boyd, the Executive Director has helped to expand the use of Procter and better organize the day-to-day operations of Procter with the help of a talented and professional staff supported by seasonal paid-interns and volunteers.

The summer camp under the direction of Andrea Foot, Camp Director, and a relatively new cast of camp counselors, provided creative and unique six summertime sessions. Four Family Camps were highly successful; and the new addition of Sagrada Familia (Spanish/English family camp) has introduced Procter to the Hispanic population! Other sessions offered for the first time include: Camp RISE (for youth that have had a loved one die from drug use), Leadership Training, Youth Camp, 3-9th grades, and Life Guard training. Because of the breakdown of an old pump that drew water for the Procter pool, water activities and recreation was diverted to the lake. This shift was highly successful and enjoyed by the campers, augmented by inflatables, open water swimming and additional boating.

The on-site Procter Farm (aka the Vegetable Garden) under the direction of Bethany McCarty, Procter Farmer, the fields, hoop house and green house have produced abundant crops which have supplied the kitchen with fresh vegetables which decreased the need to order produce from outside vendors. Chickens provide meat and eggs. In addition, hogs have helped to prepare and mix the resting soil acreage for next year’s planting. The garden, chickens and hogs have provided abundant produce and products to sell at local and Columbus area Farmers Markets. There continues to be an increase in the use of

Procter during the week by outside (meaning group affiliations outside the Diocese) for meetings, retreats and workshops.

Please note, Procter is still available free of charge to clergy who like to enjoy one overnight retreat here. The site (the grounds, lake and woods) is still available for parish picnics for free; and Diocesan rates are available for parish and vestry retreats, especially first timers.

Challenges precipitated primarily by the fact that much of Procter's utilities and infrastructure is more than twenty-years old. The Board has been working on list of maintenance, renovation and rehabilitation projects which all will be incorporated into a new long-term strategic plan. This year, Procter completed an energy audit of the entire facility. Many of the recommendations have been completed to upgrade and improve the AC/Heating and lighting. This effort has brought down energy costs offering saving that can be directed toward other demands. Good curb appeal is always important to attract business. The entrance drive and parking areas have been resurfaced and new lines painted. Storms have brought down old trees and limbs which have been either removed. Ten bathrooms in Blanchard Cabin have been renovated and the tubs replaced by showers and all the mattresses are new. The main pump on the septic system and water recycling plant has been repaired. These are a few examples of projects that need to continue in order for Procter to service its mission.

Procter looks forward to initiating planned conservation efforts and grass and wetland plantings around the southern perimeter of the lake which will 1. Help mitigate the impact of runoff from the commercial field and 2. Create bird habitat. Blinking lights are been installed in the reflection pond and the lake to deter geese from landing. This method has been fairly successful.

The Wetlands Restoration Project is progressing with help from funds from the Church Foundation. The project involves approximately 110 acres of wet and prairie restoration and forested wetland and upland enhancement at Procter. The project eventually will create a wetland mitigation bank available to outside developers in Ohio. For example, wetlands mitigation may be required by the NRCS through its Wetland Conservation Compliance provisions introduced in the 1985 Farm Bill. Procter will eventually receive the profits from the sale of Mitigation Credits; also the goals of Procter are realized with this project: sustainability, education and profitability.

3. Supports Mission of the Diocese

Procter serves both the Diocese and the biblical mandate to proclaim the Gospel, not only in words but also in action serving our neighbors. This is a unique facility set within a beautiful natural rural landscape and offers a place for both daytime and overnight retreats (a quiet place), meetings and rooms for all people to use, offering hospitality to serve the common good.

Christ Chapel is a sacred space on campus open for prayer, church celebrations and of course Eucharist and Baptisms (sacraments instituted by Jesus Christ). At Procter, the community, its leadership, staff, volunteers and facilitators are indeed agents, empowered

by the Holy Spirit, who together transform our guests by their actions, hospitality and practices informed by the Gospel.

4. Board Members

The Right Rev. Thomas E. Breidenthal, Chair

The Rev. Frank A. Edmands, 1st Vice Chair

Mark Sesler, 2nd Vice Chair

Amy Baird

The Rev. Bill Bales

Lissa Barker

Jon Boss

The Rev. George Glazier

Karen Ingraham

John Link

Bill Ubbes

The Rev. Judi Wiley

Ex-Officio

The Rev. Canon Lynn Carter-Edmands

Amy Boyd, Executive Director, Procter Center

Robin Kimbler, Recording Secretary

Trustees of the Diocese

Mission

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

- Advising and concurring with the Bishop in the use of the William Cooper Procter (WCP) Endowment; e.g., the annual WCP Budget. This includes setting the “draw rate” which was 4.5% for 2018 and has been set at 4.4% for 2019. The Draw Rate for 2019 is based on the average value of the WCP portfolio for the 12 Quarters ending with the 1st Quarter, 2018.
- Assessing all other applications for grants, expenditures and loans from the WCP Endowment and the more than fifty (50) other funds under their jurisdiction.
- Providing congregations and related organizations the opportunity to invest in either or both the Consolidated Growth and the Consolidated Income funds. The respective balances as of August 31, 2018 were \$26,303,709.96 and \$17,650,235.88. The funds are invested with PNC Bank and subject to the Investment Policy Statements developed and monitored by the Trustees. Currently there are 140 accounts in these two funds with 74 being “Trustee” accounts and 63 accounts invested by 25 congregations, along with the Minority Empowerment Initiatives Trust, the Lawrence Home Association, Episcopal Community Services Foundation, and the Diocese of Southern Ohio Memorial Scholarship Fund.

Activity and Accomplishments: During the past year. . .

- Continued both the process of rebalancing the WCP and Marjorie Lee (MP Lee) portfolios, and of evaluating and diversifying the investment managers. This will result in the addition of another Fixed Income manager in both portfolios. One or more managers will be added in the WCP portfolio as replacements for the Alternative Strategy managers that are liquidating their funds. We will add to our position in two of the three Alternative Strategy funds in the MP Lee portfolio as the third fund continues its liquidation. We will review with PNC Bank their option for such a strategy. Mercer, the investment consulting firm we, Christ Church Cathedral and Episcopal Retirement Services share, will be providing additional options for our consideration.
- Restructured both the Consolidated Income and the Consolidate Growth funds so that the entire portfolios are invested in fixed income and equity assets respectively. Thus when the Diocese or one of the 25 congregations taking advantage of those funds make their allocation decisions, they are truly selecting either fixed or equity assets. Benchmarks were changed to reflect these asset mix changes.
- Continuing the process of transferring \$500,000.00 to the Church Foundation designated for capital improvements to the Bishop’s Garden area at Diocesan House to facilitate the establishment of “Sycamore Commons”, a newly formed shared ministry to be focused there in coordination with Christ Church Cathedral. The construction process is anticipated to be completed by spring 2019.

- Concurred with St. Mary’s, Hillsboro request to withdraw \$50,000.00 from the Martha S. Chaney Endowment in support of expenses related to the preschool being initiated in their newly constructed education and office building, “The Academy.” Continued the quarterly draws from the Martha S. Chaney, the John Chaney and Ruth Dawson Lacey trusts.
- Continued discussions on the most appropriate way to integrate Socially Responsible Investing (SRI), more recently designated as “Environment, Social and Governance” (ESG) investing into our investment decisions. As reported last year, \$5,000,000.00 of the WCP domestic equity portfolio was transferred from PNC Bank to Rockefeller & Co.’s “Global Sustainability and Impact Equity Strategy”. Rockefeller – a signatory to the UN Principles for Responsible Investment (UN PRI) - partners with the Interfaith Center on Corporate Responsibility (ICCR) which is one of the resources used by the Episcopal Church Executive Council with respect to shareholder activism and other social responsible investment issues. An additional \$3,000,000.00 of the Domestic Equity portfolio managed by PNC has been designated for management by Neuberger Berman, also a signatory to the UN PRI. Last year we transferred \$1,000,000.00 of the MP Lee Fixed Income portfolio to Bartlett’s “Core Plan” option that includes a SRI/ESG strategy. We will continue to look for investment opportunities that are consistent with our obligations as stewards of these funds. We’ll also continue to reconfirm that all our other investment managers are likewise adhering to the ICCR (Interfaith Center on Corporate Responsibility) guidelines and those published by The Episcopal Church. Our Investment Policy Statements note that “individual securities purchased for (our funds) will be in compliance with the socially responsible guidelines established by the Executive Council Committee on Corporate Social Responsibility of the Episcopal Church.” Our portfolio managers, therefore, will adjust to any additions to the current “no buy” lists established by the Executive Council.
- Quarterly payments of the grants made last year to Bethany School (\$1,000,000.00) for a major renovation and expansion of their facilities in Glendale, and to Episcopal Retirement Services’ renovation of their Marjorie P. Lee Home (\$250,000.00) in Cincinnati’s Hyde Park neighborhood. Payments are being made on a quarterly basis over five years.
- Re-appointed Jon Boss to represent the Trustees on Procter Center’s Board of Directors. The Rev. George Glazier serves as a Bishop’s Appointee on the Center’s Board.
- Trustees Ellen Zemke and Susan Hickenlooper are stepping down as of November 2018. They have provided invaluable advice as members of the Trustees’ Investment Committee.

Elected Members:

Jon B. Boss, President – 2021
 The Rev. George Glazier – 2020
 Susan Hickenlooper – 2019
 Emily Savors, Vice President – 2022
 Ellen Zemke – 2018

Appointed Positions:

Robert “Rob” Kranz. - Treasurer
 Geri McDaniel – Recording Secretary
 David Robinson – Corporate Secretary

Women's Ministries/Episcopal Church Women

1. Mission of group

To provide resources, education and networking opportunities to the diocese to promote issues and concerns related to women and children. National ECW Vision Statement – Triennial 2018: As the eyes, ears, hands, and heart of Christ in the world, we will persist in the work of healing, justice, and peace.

2. 2018 accomplishments/2019 goals

- a. The 2018 Annual Women's Ministry Conference – Sat. 9/22/18 - Procter Conference Center- "Becoming Beloved Community & Beloved: Healing from Violence Related Trauma" – Speakers: Heidi J. Kim, Staff Office for Racial Reconciliation for The Episcopal Church and the Rev. Mary Laymon, Director, Tikkun Farm, Cincinnati, OH.
- b. Book of Remembrance Scholarships Awards - \$12,000 to three seminarians.
- c. United Thank Offering blue box collection coordination and structure for submission of grant applications to UTO Church-wide Board for consideration – Received a Young Adult grant of \$2,500 awarded to Andrea Foote for Camp RISE (Remember, Inspire, Strengthen, Empower) a Summer Camp at Procter Center for children and youth grieving a relative's death from drug use. Camp Rise, in Southern Ohio, will create a space for young people to grieve a relative's death from drug use. This program will allow participants to experience the joy of unconditional acceptance at summer camp, amongst peers who share their experience. Professional therapists and camp counselors will facilitate healing through art, therapy, nature, community building, and play. Received an Annual Grant of \$31,200 to fund a Becoming Beloved Community Coordinator who will develop 5 – 10 pilot Beloved Community Centers in neighborhoods throughout the Diocese together with church and community members.
- d. Meeting offering to Tikkun Farm.

3. Support mission of the diocese

We are supplying a gap in women's ministry work that is not served by any other commission in the diocese. We have addressed and continue to inform and identify opportunities for combating human trafficking, the injustice of gender inequality, homelessness related to women and children as well as work in prison ministry and interreligious outreach. We support women leaders by helping to fund their education for ordained ministry and the helping professions. We still wish to collaborate with other diocesan commissions/organizations to better fit the mission priorities.

4. Members

Kathy Mank, President
Deborah Allsop, Vice-President
Milicent Eason, United Thank Offering Coordinator
Nancy Schwartz, Communications Chair
Amy Baird, Book of Remembrance Chair
Madeleine Trichel, Secretary
Amy Boyd, Member-at-Large
Irene Radcliff, Church Periodical Club Coordinator
Bishop Thomas E. Breidenthal, ex officio and liaison

**Report to the 144th Convention of the Diocese of Southern Ohio
regarding compliance with R2017-06: Sexual Harassment Policy Review
and Implementation of Specific
Training Programs**

Our diocesan Safe Church policy has been reviewed and a new suggested employee resource guide made available to the diocese by the Advisory Committee on Compensation and Resources (ACCR). Much of this work of the ACCR was done prior to the General Convention of 2018.

The Bishop of Southern Ohio, in response to R2017-06, has initiated the creation of a representative task force to (1) evaluate current sexual harassment policy contained within the Safe Church Training program for effectiveness and (2) develop specific training and listening programs on sexual harassment to raise awareness and encourage appropriate behaviors. The Rev. Canon Lee Anne Reat, Canon for Formation, is the bishop's staff liaison to this developing task force and ongoing project.

Some signers of R2017-06 will serve on the task force; other persons representing a variety of perspectives and experiences who wish to serve on this task force may contact Canon Reat at lareat@diosohio.org to express their interest.

Respectfully submitted,

(The Rev. Canon) Lynn Carter-Edmands,
Canon to the Ordinary
November 3, 2018