

Annual Reports of the Diocesan Commissions

Chairs of all diocesan-supported commissions, committees and task forces that do not present reports at convention are asked to provide a written report with the following information for ratification by the convention:

1. Mission of the commission
2. Accomplishments of the commission in 2020
3. Goals of the commission for 2021
4. How the work of the commission supports the ministry and mission of the diocese in general
5. Current membership of the commission

Canonical Commissions

Commissions whose make-up, terms and duties are spelled out in the canons of the church

Budget Committee**

Commission on Congregational Life

Commission on Ministry

Convention: Committee on Agenda and Dispatch of Business**

Convention: Committee on Constitution and Canons**

Convention: Credentials Committee**

Convention: Nominations Committee**

Convention: Resolutions Committee**

Diocesan Council

Disciplinary Board

Finance Committee

Standing Committee

Trustees of the Church Foundation

Trustees of the Diocese (William Cooper Procter Memorial Fund)

Non-canonical Commissions

Commissions that are formed and carry out their mission at the direction of the bishop

412 Sycamore Inc.

Advisory Committee on Compensation and Resources

Becoming Beloved Community

Campus Ministry Collective

Episcopal Community Ministries

Episcopal Relief and Development

Faith-in-Life

Latino Ministry

Liturgy and Music

Minority Empowerment Initiative Trust

Procter Board of Directors

Professional Development

Commission on Race (Anti-Racism Training Task Force)

Reparations

Social Justice and Advocacy

Women's Ministries (Episcopal Church Women)

**no report filed*

***report presented at convention*

Canonical Commissions

Commission on Congregational Life

Submitted by the Rev, Kevin Beesley, chair

Please state the mission of your commission

The Mission of CoCL is to assist congregations to be viable Episcopal presences in their respective contexts by:

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

Share the accomplishments of your commission for 2020

Supported multiple emergency grant requests via the diocese during COVID-19. No new grants were awarded due to the pandemic. We awarded several grant renewals that had been previously awarded. CoCL supported 3 new ministries with grant support. They are located in Dayton (New Hope), Cincinnati (El Spiritu Santo), and what will be a developing new start in Columbus.

Share the goals of your commission for 2021

As we continue to work through an unprecedented time in modern life, we hope to assist parishes recover, and begin to engage in evangelism, discipleship, and developing a healthy parish life.

How does the work of this commission support the mission and ministry of the diocese in general?

CoCL is critical in the ministry of the diocese as has been evident this past year. The funding mechanism has allowed multiple local parishes to continue and enhance their work in the community through multi-year grants, emergency grants, and single purpose grants. The funding isn't simply giving finances, but ensuring that rewarded grants are being used to support the missional work of the church. Evangelism, discipleship, ministry development, new communities of faith, and re-starting hopeful parishes are part of our work; all critical to the diocese.

List the members of your commission who were active in 2020 including the year that their term will expire

The Rev. Kevin Beesley, Chair (2020)
Mr. Michael Boyle (2022)
The Rev. David Getreu (2021)
The Rev. Elizabeth Hoster (2022)
Ms. Katrina Mundy (2020)
Ms. Ann Shuff, Treasurer (2021)
Mr. Michael Tigner (2021)
The Rev. Emmanuel Tuyishime (2021)
The Rev. Seth Wymer (2022)

Commission on Ministry

Submitted by Spencer Pugh, chair

Please state the mission of your commission

From Title III, Canon 2, Sec. 2 of the Canons: The Commission shall advise and assist the Bishop: (a) In the implementation of Title III of these Canons. (b) In the determination of present and future opportunities and needs for the ministry of all baptized persons. (c) In the design and oversight of the ongoing process for recruitment, discernment, formation for ministry, and assessment of readiness therefor.

Share the accomplishments of your commission for 2020

In January 2020 we hosted an Explorers Retreat at Procter with 12 participants. At our March meeting, over Zoom, we interviewed nine explorers who felt called to ordained ministry and approved six to move forward with Regional Discernment Committees. We also recommended for ordination to the Diaconate five Candidates. We organized Explorer RDCs and held a four-hour training on May 30 (also using Zoom). In August we sponsored a Grief and Grace workshop, led by Amy Howton and Quanita Roberson, for the CoM members and for all Postulants and transitional Deacons in the DSO formation process. The Commission interviewed two Postulants for Candidacy (via Zoom) and made recommendations to the Standing Committee. We will interview the six explorers in our Dec 2020 meeting (likely via Zoom) and will make recommendations for Postulancy

Share the goals of your commission for 2021

To continue our work to support the Diocese in the selection and formation of ministers, both lay and ordained. We plan to add to our regular meetings an orientation meeting, in early January, for the new Postulants. We are also re-envisioning how we can best support lay ministry discernment in this time of gathering restrictions and Zoom.

How does the work of this commission support the mission and ministry of the diocese in general?

We advise the Bishop on the formation and selection of ministers, both lay and ordained.

List the members of your commission who were active in 2020, including the year that their term will expire

Spencer Pugh, chair	2021 The Rev. Paul Scanlan
	2021 The Rev. Rick Incorvati
2020 Mike Kennedy	2021 Anne Shuff
2020 The Rev. Meribah Mansfield	2021 Hugo Olaiz
2020 The Rev. Eric Miller	2022 The Rev. Allison English
2020 Lindsay Monihen	2022 The Rev. Tom Fehr
2020 The Rev. Phyllis Spiegel	2022 The Rev. Douglas Argue
2020 The Rev. Philip College	2022 Emily Joyce
2021 Dionne Clifton	2022 Chris Nelson
2021 The Rev. William Scrivener	2022 Miriam McKenney

Diocesan Council

Submitted by William Ubbes, Secretary

Please state the mission of your commission

Diocesan Council is the continuing Diocesan Convention throughout the year, and acts as the Vestry of the Diocese. Council is governed by Canon XII of the Diocese of Southern Ohio: "There shall be a Diocesan Council, whose duty it shall be to carry out the program and policies adopted by the Diocesan Convention. The Diocesan Council shall have charge of the coordination, development, and prosecution of the missionary, education and social work of the Church, and of such other work as may be committed to it by the Diocesan Convention."

Share the accomplishments of your commission for 2020

Working through the Program and Ministry Review Committee, the Diocesan Council developed Diocesan Strategic Choices for 2020, building off of the choices for 2019 and aligning with the goals of the Becoming Beloved Community movement. The council reviewed the proposed Diocesan Budget and the activities of the Diocesan commissions in the context of these strategic choices.

The Budget Committee worked closely with congregations and organizations to develop budget requests in preparing the 2021 Diocesan budget. Members of the Budget Committee helped the applicants align their requests with Diocesan priorities and 2021 budget realities. There is a new emphasis on cooperation and sharing of administrative and ministerial resources between the Diocesan office and the Cathedral. The Diocesan Council then reviewed and accepted the proposed 2021 budget for action by the Convention.

Council performed a systemic review of the commissions of the Diocese and their consistency with Diocesan goals and strategic priorities. Members of the Program and Ministry Review Committee did an enormous amount of work reviewing the convention reports of the various organizations and by meeting with members of the organizations to understand how their missions and activities align with the goals and priorities of the Diocese.

Council met several times with members of the Becoming Beloved Community movement to review the progress of the implementation of this vital initiative and to make sure the Becoming Beloved Community movement and the Council were working together to achieve its goals.

Diocesan Council conducted Mission Share Reviews as requested by individual congregations. The meetings were consultative and had as their aim mutual resolution of financial obligations to the diocese.

Council monitored the compliance of the Diocese with resolutions enacted by the Annual and General Conventions

Council worked with the Committee on Dispatch of Business to develop an effective online Convention for 2020. We formed a task force to assist the Committee for Dispatch of Business to reimagine the format for future conventions to make sure the concerns regarding the format of the 2019 Convention were addressed. This task force reviewed the journals from previous Conventions and reviewed what other dioceses are doing.

We performed other reviews and actions as requested by the Bishop

Share the goals of your commission for 2021

Continue with the actions and roles assigned to DC by the Canons, and provide assistance as requested to the Standing Committee and others to help with the Episcopal transition

How does the work of this commission support the mission and ministry of the diocese in general?

The Diocesan Council is a necessary and integral part of the governance of the Diocese as reflected in Canon XII.

List the members of your commission who were active in 2020, including the year that their term will expire

Class of 2020:

Clergy: Sallie Schisler

Joanna Leiserson

Lay: Clifton Flemister

David Thomson

Melissa Shirley

Class of 2021:

Clergy: Bill Bales

Lay: Kathy Jose

Bill Ubbes

Harold Patrick

Class of 2022:

Clergy: William Sangrey

Lay: Patrick Hreachmack

Lissa Barker

Chad Williams

Bishop's 2020 Appointments (1 year)

Lay: Joshua Sherwood

Meghan Western

Barry Feist

Finance Committee

Submitted by Carine de Lange, CFO

Please state the mission of your commission

The Finance Committee oversees the fiscal responsibilities of the diocese as outlined in Canon X. The Finance Committee typically meets quarterly to oversee the spending of the diocesan convention budget.

Nominated by the bishop and elected at convention, the committee consists of ten persons, at least six of whom are laypersons, and report to each Annual session and between sessions to the Diocesan Council, upon all such matters pertaining to the finances of the Diocese as may be assigned.

Share the accomplishments of your commission for 2020

The committee reviewed the Mission Share payments by individual churches and spent a considerable amount of time discussing the collections rate.

One of the most important functions of the committee is to act as the diocesan audit committee. The finance committee is responsible for the hiring of the auditors, reviewing of the audit report, and managing any problems occurring with completing or encountered in performing the audit.

The committee is also responsible for diocesan accounting policies and procedures. This includes the rulings on inclusion/exclusion of questionable items on churches' annual parochial reports.

The Diocesan Finance Committee has met several times this year. We have focused on the budget working to ensure cash flow is maintained, along with expenses especially in light of a pandemic. The committee has taken on the task of revising the audit process to simplify it for parishes. We have developed a three-tier system based on parish expenses that should cut hours off the process in 2021. We have added items to the audit and put into place minimum insurance coverage guidelines.

The Finance Committee is also working to review every audit submitted in 2020 for the 2019 fiscal year. We will be comparing the financials presented to the Parochial Report. We will also be reviewing the recommendations to see if we need to assist parishes with anything.

The Chair of the Finance Committee, the treasurer and the staff liaisons are members of the COVID-19 Financial Aid Tasks Force formed by the Bishop to assist the parishes during the pandemic. This task force also consists of members of Commission on Congregational Life (CoCL), the Trustees of the Church Foundation. The committee provided low interest loans, grants through COCL and grants for outreach through Episcopal Community Ministries (ECM).

Finally, the Finance Committee is preparing a letter to go out to parishes about next year's budget process, providing tips and things to think through.

Share the goals of your commission for 2021

The Committee's goals for 2021 are to continue prudent oversight of Diocese finances and to respond promptly and appropriately to any possible changes due to the pandemic. The Committee also will work with the Interim Bishop, Standing Committee, the diocesan staff, the Trustees of the Diocese and others to help address issues of financially challenged congregations.

In 2021, we hope to create a manual for Treasurers and parish finance committees which contains virtually everything you need to know regarding parish finances. The Committee will also assist with the parish workshops planned. Some of the topics may include, how to budget, how to conduct an annual audit, what procedures and policies should be in place in a finance office etc.

How does the work of this commission support the mission and ministry of the diocese in general?

The Finance Committee supports the ministry and mission of the diocese by ensuring that its ministry and mission can be fulfilled by having the assets to do so. We watch over the finances so that the diocese as a whole can spread the Gospel of Jesus Christ

List the members of your commission who were active in 2020, including the year that their term will expire

Nadya Richardson, Chair

Jeff Baldrige

Bill Forbes

John Harris

Doug Langenfeld

Ernest Thompson

Carolyn Wilmesherr

Dot Yeager

Randy Young

Rob Kranz, Diocesan Treasurer

Rev. David Getreu, Staff Liaison

Carine de Lange, Chief Financial Officer

Standing Committee

Submitted by the Rev. Dr. Ellen Cook, President

Please state the mission of your commission

The Standing Committee serves as the bishop's council of advice. In the everyday life of the diocese, the Standing Committee provides consent for all bishops elected in the Episcopal Church, reviews people for ordination, gives the bishop advice and consent regarding the purchase, sale, and encumbrance of church property, and discusses with the bishop cases of conduct involving clergy. The Standing Committee and the bishop often discuss church initiatives at the national, diocesan, and local levels. The Committee serves as the ecclesiastical authority in a diocese in the absence of a bishop.

Share the accomplishments of your commission for 2020

During the first two months of the year the Standing Committee conducted routine business with Bishop Breidenthal. Beginning in March we began to conduct our meetings online because of the COVID pandemic. In summer Bishop Breidenthal became very ill. He eventually decided to retire effective late November 2020. The Standing Committee has focused its efforts in recent months on learning about ecclesiastical authority, options for covering a bishop's duties during a time of transition, and processes for transition and search for a new bishop. We have been working with the national presiding bishop's office to ensure that the critical steps pertinent to transition, healing, recruitment and election are conducted expeditiously and proactively. This is particularly important in light of the challenges and uncertainties faced by the church community because of the pandemic.

Share the goals of your commission for 2021

Our overarching goal is to enable our diocese to progress as smoothly as possible through the necessary steps to elect our next bishop. This process typically takes one to two years to complete. The first issue to address is coverage of a bishop's duties during the transition period. We also will be working with a transition consultant to develop goals, action steps, and timelines to guide the process of change in the diocese. Clergy and congregations have many questions about our diocese's future in light of the ongoing pandemic and Bishop Breidenthal's unexpected resignation. Consequently, we are committed to communicating regularly and clearly with the diocese regarding present stresses and future changes.

How does the work of this commission support the mission and ministry of the diocese in general?

The Standing Committee plays a crucial role in supporting the bishop during ordinary times and facilitating the work of the diocese during extraordinary times (e.g., illness, resignation) when the Bishop cannot fulfil typical roles and responsibilities.

List the members of your commission who were active in 2020, including the year that their term will expire

The Rev. Dr. Ellen P. Cook, president

Larry Hayes, vice president

Dr. James Allsop

Cathy Bagot

The Rev. Philip DeVaul

The Rev. Scott Gunn

Trustees of the Church Foundation

Submitted by Richard Warren

Please state the mission of your commission

The Church Foundation was created in 1922 as a corporation to hold title to real estate and to manage, control, mortgage, and convey this property under the direction of the "Bishop and Chapter of the Diocese of Southern Ohio." There are five Directors and Richard Warren is the current President.

The Church Foundation receives as its major source of revenue an allotment from the William Cooper Procter Endowment Fund annual income. The main purpose of this income is to award grants to congregations for emergency capital needs.

These grants must adhere to the criteria used for the William Cooper Procter Fund's grants. Church Foundation also:

- (a) Provides mortgages, usually for non-parochial housing, from the Wells Fund.
- (b) Performs long lasting repairs on Diocesan-owned properties.

Share the accomplishments of your commission for 2020

For 2020, Church Foundation was granted \$175,000 for emergency grants to congregations for physical plant needs. Through September 2020, the Church Foundation has given \$329,891 in "emergency" grants to 8 congregations. The Church Foundation had to utilize reserve funds to provide these grants and obtained additional funding through the Trustees of the Diocese out of the closed congregation funds.

The Church Foundation has loans to parishes from the Wells fund. Churches undergo a loan application process similar to a commercial loan application. After successful completion of the loan application, a loan may be granted by the Church Foundation. The Bishop and Standing committee approval are a part of this process. Current outstanding balances on these loans, as of June 30, 2020, are reported below:

Holy Trinity, Kenwood 2019	\$23,293.39
St. Luke's Church, Granville	\$7,458.58
Christ Church, Ironton 2019	\$123,523.31
St. Luke's Church, Granville 2019	\$187,984.51
St Matthews, Westerville 2019	\$147,717.41
	<hr/>
	\$489,977.20

The Church Foundation is also owner of the Procter Center. The Church Foundation has turned over operational responsibility over to the Procter Board. The Church Foundation provide a loan of \$300,000 for critical repairs. Church Foundation also agreed to manage a \$200,000 loan to PCCC for a potential \$200k deficit in the operating budget. The release of these funds are as needed. The Foundation has also provided a \$300,000 loan for their Wetland Project.

The Church Foundation continues to oversee the management of former church buildings as they find new ministry uses. Gabriel's Place, the former St. Michaels and All Angels, is currently being assessed to establish building maintenance and update needs. The Church Foundation contributed substantial resources to maintain the property. The Church Foundation has a lease agreement with Gabriel's Place and most of the facility operations are managed by Gabriel's Place staff but are underwritten by the Church Foundation with moneys from the Wm. Cooper Procter Fund. The

Church Foundation also manages the Latino Ministry Center in Forest Park, Ohio, formerly Holy Spirit Episcopal Church. A strong ministry is taking place in the building and is the location for La Iglesia Episcopal Del Espiritu Santo. The Church Foundation continues to oversee the operations of this building with direct financial support from the Bishop and the Wm. Cooper Procter Fund.

Share the goals of your commission for 2021

The Church Foundation hopes to work more closely with parishes in conducting on-site inspection of buildings to help parishes plan for upcoming capital projects. In addition, Church Foundation will work on providing a list of recommended vendors. At their September meeting the Foundation resolved to change their policy as it relates to payment of grants. For all future grants, the Foundation will make payments direct to the vendors although oversight of the project will remain the responsibility of the parish. In addition, there will be an expectation that the parish will financially contribute towards the project.

How does the work of this commission support the mission and ministry of the diocese in general?

The Church Foundation, an elected body of the diocese, assists parishes in maintaining their buildings by awarding grants primarily for one-time capital projects and/or emergency assistance for facility improvements.

List the members of your commission who were active in 2020, including the year that their term will expire

The Trustees meet quarterly to review grant/loan applications and conduct other Foundation business. Carine de Lange, Operations Executive & CFO is the Corporate Secretary, capably and very competently administers the affairs of Church Foundation. Robert Kranz the diocesan treasurer also serves as Corporate Treasurer of the Church Foundation.

Mr. Richard Warren, President

Mr. John Gustafson, Vice-President

The Rev. Sallie Schisler, Mr. David McKenney, The Rev. Anne Warrington Wilson

The Rev. David Getreu (staff liaison)

Trustees of the Diocese

Submitted by Jon Boss

Please state the mission of your commission

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 4.3% for 2020 and has been set at 4.00% for 2021. The reduction in the draw rate reflects an analysis suggesting that the growth rates experienced in the past ten years will not be experienced in the forthcoming few years. The Draw Rate for 2021 is based on the average value of the WCP portfolio for the 12 Quarters ending with the 1st Quarter, 2020.
- Assessing all other applications for grants, expenditures and loans from the WCP Endowment and the more than seventy (70) 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, 2020 were \$24,346,596 and \$13,400,757. The funds are invested with PNC Bank and subject to the Investment Policy Statements developed and monitored by the Trustees. Currently there are 121 accounts in these two funds with 78 being “Trustee” accounts and 43 accounts invested by 23 congregations, along with the Minority Empowerment Initiatives Trust, the Lawrence Home Association, and the Diocese of Southern Ohio Memorial Scholarship Fund. The more recently received John Chaney, Martha Chaney and Ruth Dawson Lacey endowments were likewise been invested in these two Consolidated Funds.

Share the accomplishments of your commission for 2020

- Initiated our most important activity in partnership with the Commission on Congregational Life (CoCL), the Trustees of the Church Foundation, and Diocesan Council in responding to the financial challenges faced by our congregations during the COVID-19 pandemic. The Trustees approved financial support in the form of \$85,000 in short term, no interest loans to ten congregations while the CoCL and Diocesan Council provided relief in the form of Mission Share adjustments. As of September 30, the Trustees of the Diocese have provided a 50% match (\$12,110) of contributions made to the newly formed Episcopal Community Ministries. We also approved a two-year reduction in the interest rate charged on existing loans to four congregations. We continue to consider other opportunities to provide assistance. In addition, we agreed to suspend the payment of principal on a loan to the Union of Black Episcopalians (UBE) until January 1, 2021, and will consider a further extension should the UBE’s financial challenges continue.

- Provided \$300,000 to Procter Center’s Board of Directors for much needed infrastructure repairs and renovations.
- Responded to Bishop Breidenthal’s call for the Diocese for “a diocesan conversation about reparations” by adopting the following two resolutions:
 1. **Resolve that:** The Bishop and Trustees of the Diocese of Southern Ohio commit to partnering with the newly created Reparations Task Force, our four predominately African-American congregations, our Spanish speaking congregations, the Becoming Beloved Community Task Force, and the Minority Empowerment Initiatives Trust (MEIT) in investing in those empowerment strategies and goals that are consistent with the Baptismal Covenant’s call that we “strive for justice and peace among all people, and respect the dignity of every human being,” and be it
 2. **Further resolved that:** The Bishop and Trustees of the Diocese of Southern Ohio explore with the Reparations Task Force, and the aforementioned stakeholders, the creation of a Diocesan Staff position whose focus would be to increase the vitality of the Black and brown communities of faith while also being an advocate for the engagement by all our congregations in responding to Jesus’ call to “Love our neighbors as ourselves.”
- Continued both the process of rebalancing the WCP and Marjorie Lee (MP Lee) portfolios, and of evaluating and diversifying the investment managers, with special emphasis on evaluating the extent to which managers consider Socially Responsible Investing/Environmental, Social and Governmental (SRI/ESG) factors when making investments. As part of our rebalancing, we added both to the four hedge funds we acquired in April 2019 and replaced an existing hedge fund with one that further diversifies our position in these alternatives to fixed income investments. We ended the advisory and performance reporting relationship Pavilion, a Mercer Company, and are now utilizing PNC to provide a uniform reporting procedure. This change has resulted in lower custody fees and a lower cost for our performance reporting requirements. **The August 30, 2020 “ESG Risk” factor as measured by Sustainalytics is 22.4 where 100 is the greatest risk. “Generally calculated on a sub-industry basis, material ESG risks are the assessment of ESG issues that could potentially affect the economic value of a company or portfolio.” In addition, the equity portion of combined portfolios’ exposure to fossil fuel companies is .18% as of September 2019.**
- Continuing the process of transferring \$500,000 to the Church Foundation designated for capital improvements to the Bishop’s Garden area at Diocesan House to facilitate the establishment of “Sycamore Commons.” Designed to be a shared ministry in coordination with Christ Church Cathedral, the space was dedicated in May 2019.
- Continued the quarterly draws from the Martha S. Chaney, the John Chaney and Ruth Dawson Lacey trusts for the benefit of St. Mary’s Episcopal Church in Hillsboro.

- Quarterly payments of the grants made to Bethany School (\$1,000,000) for the major renovation and expansion of their facilities in Glendale, and to Episcopal Retirement Services' renovation of their Marjorie P. Lee Home (\$250,000) 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 and as their representative on the Board of the Episcopal Retirement Services Foundation. The Rev. George Glazier has served as a Bishop's Appointee on the Center's Board.

Share the goals of your commission for 2021

How does the work of this commission support the mission and ministry of the diocese in general?

List the members of your commission who were active in 2020, including the year that their term will expire

Elected Members:

Jon B. Boss, President – 2021
The Rev. George Glazier – 2020
Mike Krug – 2024
Emily Savors, Vice President – 2022
The Rev. David Pfaff - 2023

Appointed Positions:

Robert "Rob" Kranz - Treasurer
Geri McDaniel – Recording Secretary
Carine de Lange – **Corporate Secretary**

Non-canonical Commissions

412 Sycamore, Inc.

Submitted by John Harris, President/Director

Please state the mission of your commission

412 Sycamore, Incorporated was formed and approved as a not-for-profit corporation on January 24, 1964. The purposes of the corporation are: (1) to provide means and assistance to parishes, missions and other organizations of The Episcopal Church in the Diocese of Southern Ohio for their capital and financial programs; (2) to manage, purchase, sell, and invest in property; and (3) to borrow money, and to make loans to parishes, missions and organizations, secured by mortgages or deed or trust in property and approved by its Board of Directors. Church loans and parochial housing loan proposals are considered by the Directors after a congregation has received the consent of the Standing Committee to encumber the church property with a mortgage. Non-parochial clergy may also apply for housing loans. The day to day affairs of the corporation are administered by the Chief Financial Officer of the Diocese at the direction of the Board.

Share the accomplishments of your commission for 2020

The present 412 Sycamore portfolio, as of June 30, 2020, consists of four loans to congregations for a current balance of \$729,922.06, 6 no interest/1 year Covid19 financial assistance loans to congregations for totaling \$70,000 and one clergy housing mortgages with a current balance of \$438,036.50. 412 Sycamore, Incorporated also manages other Diocesan Trustee loans, including a "Clear Vision" loan for a parish start-up and two loans to assist congregations with debt restructuring. The Trustees of the Diocese also partnered with the Finance Fund Capital Corporation and provided seed money for small business startups. These remaining loans managed by 412 Sycamore Inc. have a collective total balance of \$2,236,978.61. In total 412 Sycamore Inc. manages a loan portfolio of \$3,417,227.17 as of June 30, 2020.

Share the goals of your commission for 2021

The Directors' goals for 2021 are to continue prudent oversight of existing loans and respond promptly and appropriately to requests for any new loans that are made. The Directors also will work with the Bishop, the diocesan staff, the Trustees of the Diocese and others to help address issues of financially challenged congregations.

How does the work of this commission support the mission and ministry of the diocese in general?

We believe we have a solid track record of careful stewardship, responsive to appropriate needs within the Diocese, and of prudent management of loans within the portfolio and other Diocesan Trustee loans managed by 412. We are fortunate to have the support of quality diocesan finance office staff and resources with respect to financial matters, which is essential to our ability to fulfill our mission. We hope to improve our communications and dialogue with the Trustees of the Diocese so we can more clearly understand the direction and approach of the Diocese and better carry out 412 Sycamore Inc.'s role and function. The 412 Sycamore Inc. Directors have discussed seeking a dialogue with the Trustees of the Diocese, particularly around the issue of financially struggling congregations, and how 412 can better be part of a coordinated, thoughtful and consistent approach to such issues. We work with the Church Foundation, as needed, through recognition and referral of issues by Diocesan staff that may have commonality between the two bodies. 412 Sycamore Inc. is principally organized to provide and manage loans to congregations and clergy. A meeting is scheduled for August 2020 for the three entities (412 Sycamore Inc.

Trustees of the Diocese and Church Foundation) to meet and discuss roles and responsibilities and how to better serve congregations. Awareness of those functions is currently provided through a reference to 412 in the Finance page of the Diocesan website. This seems to be the best place for information about 412 to be made electronically available, with follow up questions addressed as necessary by the Chief Financial Officer for the Diocese.

List the members of your commission who were active in 2020, including the year that their term will expire

The Directors meet on an as needed basis and conduct certain business by e-mail. The Code of Regulations for the corporation do not require meeting on an annual basis. Two of the members (Directors), Mr. Dehner and Mr. Kranz, serve by virtue of their office with the Diocese, (Chancellor and Treasurer respectively). The remaining members (Directors), Mr. John Harris (President), Mr. Elliott and Mr. Morton (resigned from board August 2020) serve by appointment. Directors are appointed based on their general understanding of legal and financial disciplines and their technical skill set. This is combined with a sincere desire to serve God in this Diocese with compassion and faith. On behalf of all the Directors, it is a privilege to serve the Diocese in this capacity.

Advisory Committee on Compensation and Resources

Submitted by the Rev. Darren Elin, chair

Please state the mission of your commission

“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.)

Share the accomplishments of your commission for 2020

The Committee fundamentally reviews, updates and then seeks to better communicate available resources, policy statements, benefit plans & rates, as well as related tax information to reflect explored options and best practices to support our congregations and their employees.

Fundamentally each year, we continue to monitor the implementation and compliance of the Denominational Health Plan (DHP), keeping ever aware of the ever-evolving health care debate and its impact on private insurers, thus affecting what is offered through The Episcopal Church Medical Trust (TECMT) which is part of The Church Pension Group (CPG). By our mission, we also offer advice and perspective to the Bishop and Diocesan Council as to any appropriate changes in clergy compensation guidelines and the DHP and Pension Plans for both clergy and lay-employees. Within this mission, we had identified five Project-Areas for 2020:

- 1.) Review, update and better communicate the resources that are available online with regards to personnel, compensation, benefits and tax information; especially considering the benefit of the former Treasurers' and Administrative Leadership Workshops.
- 2.) Investigate the question of parity for how life insurance products are offered to lay and clergy employees. This investigation comprises several key questions: Is how life insurance products offered through the respective lay and clergy pension plans as additional (“bonus”) attribute of the plan, a separate benefit or an entitlement? If life Insurance is considered an additional benefit or entitlement, does the issue of parity exist? If an issue of parity exists we will seek guidance from the Church Pension Group as to a recommendation to how best to address the identified issue?
- 3.) Clarify and provide any further perspectives needed around any Department of Labor updates as to the criteria for exempt/non-exempt classification and/or status of employees and investigating the “unofficial exemption status” that pertains to clergy.
- 4.) Continued changes to healthcare benefits offered through the DHP by The Episcopal Church Medical Trust and recommended product array (options) to the diocese.
- 5.) Our biggest task will be our periodic review (undertaken every several years) as to the Compensation Guideline and format, especially with regard to associates, part-time long-term supply; as well as address any concerns identified through the search, selection and Letter of Agreement process for new hires.

Our normal work continued into March, when all energy and resources rightly were turned to responding to the full effects of the pandemic. While the five project areas are still very much relevant, what emerged as a greater need was the first project area. Given the amount of changes, regulations, guidelines and still fluid nature of the situation related to COVID-19, what, when, where, how and with whom we do our work needs to be reconsidered. In these past several months, we have seen new resources and greater opportunities for collaboration – truly new wine in new wine skins, especially in terms of technology. Building upon this, we felt that a series of smaller webinars and Zoom conversations, rather than a traditional workshop would better

serve the needs of the diocese at this time. Working with the diocesan staff, we began developing a series of speakers and panels, modeled after the Consortium of Endowed Episcopal Parishes (CEEP) Network to share more resources with congregational leaders.

Part of our charge each year is to continue to monitor any changes to healthcare benefits offered through the Denominational Health Plan (DHP) which is administered by TECMT. For the Plan Year of 2021, we are seeing more modest increases than previous years to plan premiums. This is in proportion to the amount in claims paid in previous years (lower costs to our insurer means better rates are able to be passed to the enduser). This means that our average premium increase is ~5.15% (down from ~5.3% last year). The other noticeable change for our enrollees has to do with an additional hearing-aid benefit. TECMT is also continuing additional benefits related to COVID through 2021 that was initiated last spring, including unlimited tele-visits (relating to COVID) through the Employee Assistance Program (EAP), which continues to be administered through Cigna Behavioral Health Services for all clients enrolled with TECMT.

Share the goals of your commission for 2021

Due to the pandemic, some of our work identified for 2020 will move into 2021. This would include the webinars principally, our periodic review (undertaken every several years) as to the Compensation Guideline and format, especially with regard to associates, part-time long-term supply; as well as address any concerns identified through the search, selection and Letters of Agreement process with regard to new hires.

In this next year, we will engage the diocese to explore the possible benefit (or challenge) of adopting a four-tier pricing model, rather than a three-tier to which we are currently using. Our focus will be to explore the benefit of the client vs. any unintended consequence that would result in higher out-of-pocket expense.

How does the work of this commission support the mission and ministry of the diocese in general?

The ACCR's work has and continues to be to support for 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 how we all contribute towards healthy congregations.

List the members of your commission who were active in 2020, including the year that their term will expire

Jon B. Boss
Amy Boyd
The Rev. Darren Elin
Carine de Lange
Sherri Martin
Katrina Mundy
David Thomson
Robert Turley
Angela Byrd
The Rev. Canon Jason Leo

Becoming Beloved Community Leadership Team

Submitted by Amy Howton, Becoming Beloved Community Coordinator

Please state the mission of your commission

Our team mission is to set, communicate, and support the strategic direction for all Becoming Beloved Community DSO efforts as we move toward Becoming Beloved Community throughout the Diocese, consistent with the fundamentals laid out by Jesus for any who would follow him (to love your God and love your neighbor as yourself) and then, to identify, acquire and/or build the necessary infrastructures to effectively facilitate and support those efforts, consistent with the mission of the Church, which is to restore all people to unity with God and each other in Christ.

Vision: Our vision is to be the foundational base of a dynamic movement in transition toward being an integral part of the Church's strategic, operational, and spiritual identity in the 21st century and beyond.

Share the accomplishments of your commission for 2020

This year, the energy among and within this movement continues to grow! Our efforts to build capacity continue, both in terms of systems and infrastructure to support our relationships and spiritual formation so that we might bring forth the healing and justice to our world that is called for.

Outreach: Expanded our outreach into 40/74 congregations, with 86 Becoming Beloved Community ambassadors. See ambassador directory available at dsobeloved.org.

Communications: Bi-weekly newsletters include content generated by congregations across the diocese; redesigned and maintained dsobeloved.org website; launched Sutra as digital platform to support connection and enable resource sharing.

Fundraising: Secured UTO grant, Roanridge, and two TEC Becoming Beloved Community grants (one to support Province V collaborative efforts), complemented by Diocesan funding to support expansion of the Becoming Beloved Community Coordinator position from PT to FTE, support launch of StorySharing Campaign, develop digital toolkit/web presence, extend outreach and relationship into rural and Appalachian communities, and to amplify self-organizing efforts.

Leadership + Strategy: In 2020, we launched a new leadership team; developed a long-term Strategic Plan; identified community-driven "Emerging Opportunities" that shaped the 2020/2021 Action Plan; and launched action teams. Care has been taken to embody the beloved community in our relationships and ways of working together: through invitation; cocreation; listening; practicing and moving through structured cycles of action and reflection. Our "Covenant to Create Braver Spaces" serves as a guide to return us always to our Baptismal vows and the Way of Love as we organize. The Scaffolding was designed to align our actions with the Way of Love, as an accountability measure; it is the foundation of each action team and guides the Justice Circle's action teams.

Ongoing spiritual formation: Since May 22, 2020 we have hosted Becoming Beloved Community Circles every Friday, from 10 - 11:30. These rotate with focus between Way of Love (spiritual) practice and Justice-Making. Current membership is thirty-six; average attendance now is twenty each Friday and growing.

The Justice Circle (currently with thirty-six members) has cultivated self-organizing action teams around the issues of Voter's Rights + Criminal Justice Reform; Movement Building in The Episcopal Church; Interfaith Organizing; Youth Anti-Racism; Creation Care; Peace-Making + Bridge-Building; Symbolic Action; Equitable Housing

Offered Diocesan-wide Formation Opportunities Including:

Learning Journeys for Two Cohorts totaling twenty-nine leaders as a developing community of practice

Circle and zoom training (3.19.20; 104 participants)

Circle practice (3.23.20; 12 participants)

Caregiver Circle (4.16.20; 10 participants)

Grief + Joy Ritual (5.13.20; 14 participants)

Grief + Grace Ritual (w/Quanita Roberson): (5.23.20; 21 participants)

Emerging Church Series; (3-part series in June; 53 registered/29) participated

Grief + Grace Ritual with Commission on Ministry: (August 15; 12 participants)

Emerging Discipleship; (4-part series in October; 10 participants)

Teach-Ins; (3-part series in October; 16 participants) --all video recordings available on dsobeloved.org.

Youth StorySharing Contest + Event: three youth awarded for their story submissions (October 10; 10 attended)

Diocesan-wide Sacred Ground offering (Currently): 45 registered

Launch of StorySharing Campaign (during Convention)

Way of Love Advent Series (forthcoming)

Congregational-based Sacred Ground offerings:

Church of Our Redeemer (35);

Cathedral (20);

St Simon's (22) -- also participating in TEC effort to create curriculum specific to Black Churches

St John's Worthington (13);

Christ Church Glendale (20);

Ascension Holy Trinity, Wyoming (20)

Share the goals of your commission for 2021

Objectives

Establish and maintain leadership status among all Becoming Beloved Community diocesan and parish committees and work groups within the Diocese of Southern Ohio

Establish and maintain a strong and perpetual funding mechanism in support of all Becoming Beloved Community anti-racism and creation care efforts on behalf of the Diocese of Southern Ohio and the communities it serves

Increase diocesan, parish, and community awareness, engagement, participation, and support in and for all DSO Becoming Beloved Community programs, and activities

Meet or exceed annual key metric goals and objectives for the Diocese

Strategies

Position the DSO Becoming Beloved Community Leadership Team to be the consummate content expert and asset owner of all that is proven most effective and efficient in eliminating racism and

optimizing racial justice, racial healing, racial reconciliation and creation care within the Diocese of Southern Ohio

Design and implement a system for sourcing, engaging and successfully closing all appropriate grant making opportunities within the Diocese of Southern Ohio, the Episcopal Church and anywhere outside of those two bodies

Identify, acquire, or design the most effective and efficient racial justice, healing, reconciliation and creation care programs, tools, and/or services for use by all diocesan parishes individually or in conjunction with other parishes and/or allies

Establish and maintain a strong Becoming Beloved Community awareness and positive promotional programming presence within the Diocese and among all diocesan parishes and allies to encourage optimal program, tool, and service use and building higher levels of racial justice, healing, reconciliation and creation care

How does the work of this commission support the mission and ministry of the diocese in general?

2020 has been a difficult one. During a time of grief, uncertainty, and overwhelm, this growing movement of those listening to the call for our Becoming Beloved Community has breathed life into our hearts and minds and bodies, into our congregations, into our diocese. Many report that participation in this work is restorative and hopeful, work and community that helps us remember who we are as beloved children of God. Supporting lay and clergy leaders by offering healing spaces (Grief and Grace rituals), spiritual formation, trainings (Circle and Zoom training), and a sense of deep, authentic connection has been sustaining and transformative as we come together in these difficult times, root ourselves in the life and teachings of Jesus, and find the courage to lean into the Way of Love. A gift of gathering online during this pandemic has meant that congregational and geographic boundaries diminished, enabling those ready to answer the call to do so with easier access. These new and deepening connections are resourcing and growing us in new and powerful ways.

List the members of your commission who were active in 2020, including the year that their term will expire

Larry James, co-convener
Meribah Mansfield; co-convener
Miriam McKenney
Catherine Duffy
Deborah Stokes
Ariel Miller
Rick Incorvati
Amy Howton, Coordinator

Campus Ministry Collective

Submitted by the Rev. Deborah Woolsey, convener

Please state the mission of your commission

We are a collaborative of parishes and interfaith ministries in the Diocese of Southern Ohio serving on or near college or university campuses. We endeavor to be present to the entire campus community: students, faculty, staff, administration, etc. as a listening, sacramental, relational connection to the Episcopal Church through creative means including programming, worship service opportunities, meals, etc.

Share the accomplishments of your commission for 2020

We successfully distributed \$68,000 in grant funds that help support the various campus ministries throughout Southern Ohio. We met 4 times via zoom to support each other, to plan a retreat for students that complies with the changes caused by the pandemic, and to discuss ways to adapt our ministries to the changes caused by COVID=19 so that we can still be present to our campus communities.

Share the goals of your commission for 2021

To distribute a little over \$72,000 in campus ministry grants. To share the stories of our ministry, what we are observing and learning from our communities with the diocese and wider church.

How does the work of this commission support the mission and ministry of the diocese in general?

Campus Ministry is a vital ministry; it's entire focus is to go out into the neighborhood, often being rejected by communities that have negative perceptions of any religious organization. By working together as a collaborative, we are practicing one way to be Beloved Community, supporting each other and challenging each other. Campus Ministry is becoming ways more and more individuals are being introduced to the Episcopal Church.

List the members of your commission who were active in 2020, including the year that their term will expire

The Rev. Alice Connor

the Rev. Karl Stevens

The Rev. Paula Jackson

Ellen O'Shaughnessy

The Rev. Devin Rogers

The Rev. Deborah Woolsey

Episcopal Community Ministries

Submitted by the Rev. Dr. Ellen Cook, committee chair

Please state the mission of your commission

In December 2019 the Episcopal Community Services Foundation (ECSF) was dissolved, in accordance with the Articles of Incorporation, and transferred all remaining assets to the Diocese of Southern Ohio for oversight by the Trustees of the Diocese. Going forward ECSF will be known as Episcopal Community Ministries (ECM).

As was true for ECSF, ECM shall be a major source of grants for congregational ministries working to help our Ohio neighbors overcome diverse life challenges. ECM's budget comes from the generous donations of fellow Episcopalians and an annual draw established by the Trustees of the Diocese from the Blanchard Memorial Endowment Fund. Grants are awarded based on the monies available from these resources, and the Ministries' review of the ministry making the request.

ECM's mission is to inspire and support Episcopalians in Southern Ohio in the living out of our Baptismal Covenant through active, generous, and committed congregations and their outward-looking ministries.

ECM's logo comes from the Miracle of the Loaves and Fishes. Reported in all four Gospels, this story starts with the disciples suggesting Jesus withdraw from a hungry crowd. "There is no need to turn them away," he said. "Give them something to eat yourselves" (Matthew 14:16). They presented a gift from a generous boy and 5,000+ people were nourished from a pocketful of food.

Share the accomplishments of your commission for 2020

By incorporating ECM within the Bishop's office there has been a significant saving in administrative costs. We can now say that every dollar donated to ECM is used towards grant funding. A new ECM website was launched - <https://ecmsouthernohio.org/>.

In March ECM funded 25 different ministries a total of \$47,000. This amount is down from previous years due to a decrease in donations.

The Diocese of Southern Ohio additionally made emergency COVID-19 funds available to outreach ministries through ECM during this crisis. Bishop Breidenthal pledged to match all privately donated funds offered for COVID relief. Six ministries received \$17,220 in emergency funding in April, and another three applications are being processed in September with funds raised during the COVID-19 matching grant campaign.

Share the goals of your commission for 2021

Continue to share stories of the wonderful outreach programs in our Diocese. Encourage donations to ECM in order to increase the amount of grants given to ministries. Incorporate the data management and giving platform using the same software used by the Finance Department for the Diocese, resulting in additional cost savings and efficiency. Identify additional volunteers to serve on the ECM committee.

How does the work of this commission support the mission and ministry of the diocese in general?

Episcopal Community Ministries (ECM) will continue to support and enhance the mission of the diocese through the good and generous work of ministry partners in their communities. We hope to

see an increase in financial support to meet our communities' increased needs as a result of the pandemic.

List the members of your commission who were active in 2020, including the year that their term will expire

The Rev. Dr. Ellen Cook (Chair)

The Rev. Allison English

Rae Fellows

Don Lane

The Rev. Joanna Leiserson

Jane Paraskevopoulos

The Rev. Deborah Woosley

Carine de Lange (Staff Liaison)

Andrea Owens (Staff Support)

Faith-in-Life

Submitted by the Rev. Karl Stevens, chair

Please state the mission of your commission

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 will be 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.

Priority in awarding grants will be given to those conferences, published materials, leadership and meetings that have the broadest reach to members of the diocese and its geographic locale and which align with our diocesan formation objective to encourage intentional formation in communities of faith by creating, developing, and enhancing discipleship resources for people of all ages.

Share the accomplishments of your commission for 2020

Because of COVID-19, we have only had one grant request this year, in support of Parish Health Ministries

Share the goals of your commission for 2021

We assume that once the COVID-19 Pandemic is over, groups that want to hold in-person gatherings will begin applying for grants again.

How does the work of this commission support the mission and ministry of the diocese in general?

Faith-in-Life was established in 1974 as a commission of the diocese to administer an endowment fund set up as a result of the Second Century Campaign of the Diocese of Southern Ohio. The income of the trust has funded many programs and projects through the oversight of the Faith-in-Life commission. Faith in Life grants funded the Hobson Lectures, various Theologians in Residence, many Kenyon Conferences, a variety of formation programs, and grants for laypeople pursuing theological education (e.g. Catechesis of the Good Shepherd and nonviolent conflict resolution) with the understanding that the grant recipients would share what they learned with other congregations.

List the members of your commission who were active in 2020, including the year that their term will expire

The Rev. Karl Stevens
The Rev. Rick Incorvati
Elizabeth Thompson
Doug Pittensbarger

Latino Ministry

Submitted by the Rev. Jane Gerdson, staff liaison

Please state the mission of your commission

Our mission is to foster and support ministry with Latinos in the Diocese of Southern Ohio

Share the accomplishments of your commission for 2020

1. Launch of La Iglesia Episcopal del Espiritu Santo in Forest Park. This growing faith community has about 100+ people involved in the community especially for feast days like La Posada and Dia del los Muertos celebrations. A wide range of pastoral ministries, worship opportunities, as well as a homework club for children, guitar classes, ESL classes and spiritual formation classes for adults. Pre-COVID other offerings as well were available like, a cooking class, exercise classes and other activities, especially on Tuesday/Thursdays in Forest Park. The Rev. Maggie Foote our former Latino Missioner has taken a new position in California and we are working to hire a new person into this role.

2. Ongoing ministry by the Rev. Paula Jackson and Nancy Sullivan through Transformations Ministries in Price Hill and Church of our Savior in Mt. Auburn. Bi-lingual worship and advocacy and outreach ministries serving new immigrants.

3. The Rev. Kevin Beesley has cultivated a community of 25-30 Latinos interested in starting a new faith community in the Gahanna area in north Columbus. We are grateful for his dedication and passion for expanding Latino ministry offerings in the diocese.

4. We also have worked with diocesan staff to become more aware of needs of the Latino community. Staff actually participated in a conversational Spanish class and created a children's festival in Forest Park as a way to build relationships. We also have been working to develop a Spanish language website/landing page for the diocese: <https://iglesiaepiscopaloh.org/> (still in development stages).

5. We have been working to offer training to the diocese and to further expand Latino Ministry in the diocese. We have worked with the Rev. Canon Anthony Guillen, Director of Ethnic Ministries for the Episcopal Church to offer a New Camino retreat for the diocese. The Rev. Canon Anthony Guillen and his associate the Rev. Samuel Borbon met with the Bishop and Diocesan Staff to do a training and overview of best practices and opportunities in Southern Ohio. We planned to offer New Camino to the diocese in the summer or fall of 2020 but have postponed due to COVID-19. We are exploring opportunities for online training for those who might be interested in reaching out to Latino neighbors.

We are grateful for the service of the Rev. Maggie Foote who worked to grow ministry in Forest Park through the planting of La Iglesia Episcopal del Espiritu Santo. We also are grateful for the ongoing work of the Rev. Paula Jackson and Nancy Sullivan with Transformations in Price Hill and for the work of the Rev. Kevin Beesley to build a Latino community in Gahanna and surrounding neighborhoods.

Share the goals of your commission for 2021

We are working to hire a new Latino Missioner for the Diocese and further expand ministries to the Hispanic/Latino Community in other areas of the Diocese.

We are working to find new members for the Latino Ministries Commission.

We are working to offer training and resources to members of the diocese to help reach out and build relationships with Latino/a neighbors.

How does the work of this commission support the mission and ministry of the diocese in general?

The Commission supports the mission of the diocese as defined by Diocesan Council as "a church focused outside our doors, loving and serving Jesus in our beloved communities, in relevant ways, both new and traditional." We strive to reach beyond our existing churches and to build beloved community by loving and serving the Latino communities and neighbors.

List the members of your commission who were active in 2020, including the year that their term will expire

The Commission is being reformed. Active members have included: The Rev. Maggie Foote, the Rev. Paula Jackson, Carlos de Jesus, the Rev. Marshall Wiseman, the Rev. Charles Graves, Janet Mungor, Bob Wilmesherr

Liturgy and Music

Submitted by Marsha Reilly, chair

Please state the mission of your commission

The mission of the commission is to provide educational opportunities and resources for worship to the parishes and to the musicians and worship leaders who serve them.

Share the accomplishments of your commission for 2020

Due to the pandemic we were unable to provide programming this year. The exception to that would be the two virtual choir opportunities offered from the cathedral.

Share the goals of your commission for 2021

We hope to provide both more regional workshops and a diocesan wide musical/liturgical event. We also need to ascertain needs of the various parishes to help inform our discussions

How does the work of this commission support the mission and ministry of the diocese in general?

We support the ongoing liturgical and musical life of the parishes in the areas listed in the Diocesan Strategy report.

List the members of your commission who were active in 2020, including the year that their term will expire

Our members do not have a "class" with an expiration date.

Kevin Wines

Marsha Reilly, chair

Stephan Casurella

Phil Clary

Jennifer Bell

Marti Rideout

The Rev. Jason Prati

Minority Empowerment Initiative Trust

Submitted by Milicent Eason, President

Please state the mission of your commission

This trust is to be administered by the Trustees as hereinafter set forth. The purpose of this Trust is to provide continuing funds beyond purely parochial boundaries and needs for the empowerment of black minority persons and/or to ameliorate minority problems especially within the area served by the Diocese.

Share the accomplishments of your commission for 2020

Each year, the Trustees of this commission, accept scholarship applications from black minorities who need assistance in pursuing a higher education. This year we were able to assist fifteen (15) black minority students in pursuing their goal by awarding a total of \$41,430,00 scholarships to attend accredited schools. This is for the school year 2020 to 2021.

Share the goals of your commission for 2021

The Trustees goals are to continue, with God's help, to provide scholarships to those black minorities who need assistance to attend to college and earn a degree that will aid them in pursuing dreams in taking a place in our society and to help others.

How does the work of this commission support the mission and ministry of the diocese in general?

This Trust was formed because there are so many minorities that need help and to be able to assist them is our ministry of giving to the community. Doing God's work in helping those who are in need.

List the members of your commission who were active in 2020, including the year that their term will expire

Milicent Eason-President
The Rev. Dr. Ben Speare-Hardy- Vice President,
Cynthia Turner – Secretary
Ellie Johnson -Treasurer
Deborah Allsop
Frank Jackson
Judy Battle
George White

Bishop Appointees

Michael Hughes

Mac Howard

Terms expire in 2021 and the election is held at the Annual Meeting.

Procter Board of Directors

Submitted by Amy Boyd, executive director of Procter Center

Please state the mission of your commission

Procter Center 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.

Share the accomplishments of your commission for 2020

Due to COVID-19 Procter was able to serve guests January, February and half of March and then everything shut down. The Bishop made the decision not to hold camp this summer and that was a great disappointment for our campers and staff, and it was the right decision. Our attention turned from guests to the facility. The trustees allocated money to take care of 20 years of deferred maintenance. We asked our summer staff to come back and volunteer to help with some of the projects and they did a great job. This was what was accomplished this year from a facility perspective at Procter: The Chapel was sided with metal, which is a long-term fix, French drains were installed to funnel the water away from the building and rubber stops at the top of the roof were replaced with a permanent fixture. The Bishop Thompson Lodge (Conference Center) had the rotted wood and doors replaced and the entire exterior was painted. The interior received new carpet in all the common areas, paint in all the hallways and conference rooms. New blinds and curtains were installed in the hotel rooms as well as new bed coverings. Bishop Black and Krumm conference rooms received large screen TV's and cameras so that the zoom calls can go both ways. Bishop Hobson Hall has new window coverings and ceiling fans. Blanchard Common's central room was painted, and the exterior power washed along with all the cottages. The corn crib received a new roof the exterior scraped and painted. The shop/water room had an exterior makeover which included repair, paint and a new roof. The gasoline tank area was cleaned up with a new fence and the dumpsters were moved further away from the central area. The Eco Pods were painted inside and out, and the side of the red barn was painted. Last but not least, the red barn has a new white metal roof. The grounds were cared for by a volunteer and they never looked better.

The production from the farm was outstanding. We had 4 college interns that worked on the farm this past summer. Twenty CSA (Community Supported Agriculture) shares were sold. This helps the farm by providing income at the front end of the growing season. The Procter Store in downtown London had a delayed opening from April to May and the Procter Store has done extremely well this year. In our second year, sales are up 120% compared to 2019. Pigs and chickens were raised on the farm this summer much to the delight of the farm interns. The farm team also participated in a farmer's market in downtown Grove City.

Share the goals of your commission for 2021

The Procter Board and Staff continue to focus on the strategic plan that was created in 2019 as a road map for the future. The current goals are:

1. Maximize utilization of the site during the summer, including growth of summer camp
2. Serve local community families and children (based in creation, farm, faith)
3. Integrate vegetable farm with all of the programs and identity
4. Provide year-round adult and family programming

How does the work of this commission support the mission and ministry of the diocese in general?

Procter Center is an integral part of the Diocese. This was a gathering place that was envisioned by Jane Procter, in honor of her husband, William Cooper Procter. Bishop Hobson wrote: "In the future I can see many developments which will make this gift of greater and greater value to the whole program of our Diocese".

- + Here our youth will be trained for more loyal and effective service; here our lay people can meet to plan more adequate programs and to gain greater inspiration for their work;
- + Here we can enlist the interest and service of many persons who now represent the Church's greatest undeveloped resource;
- + Here our clergy can gather and gain knowledge, understanding, and the refreshment of body, mind, and spirit;
- + Here we can develop a more worthy rural program which will enrich the life of the whole Diocese;
- + Here we will have a chance to strengthen the unity and build up the teamwork which has always been the foundation upon which we have depended for our progress and success in every venture.

List the members of your commission who were active in 2020, including the year that their term will expire

Mark Sesler - 1st Vice Chair, Class 2022

Lissa Barker - 2nd Vice Chair, Class of 2021

Jon B Boss - Trustee of the Diocese, Governance Chair, Class 2020

Bill Ubbes - Diocesan Council, Program Chair, Class 2020

Richard Warren - Trustee of the Church Foundation, Class of 2020

The Rev. George Glazier - Trustee of the Diocese, Class of 2020

Anne Brack, Marketing Chair, Class of 2020

John Link, , Class of 2021

The Rev. Bill Bales, Class of 2022

Karen Ingram, Class of 2020

The Rev. Bruce Smith, Class of 2021

Rob Konkol, Class of 2022

Professional Development

Submitted by the Rev. Canon Lee Anne Reat, staff liaison

Please state the mission of your commission

The canons of the church require all ordained clergy to participate in ongoing professional development. The bishop makes funding available to encourage and facilitate continuing formation through grants to priests, deacons, and lay members of diocesan staff.

Share the accomplishments of your commission for 2020

As of October 10, 2020, thirteen (13) grants totaling \$14,636.91 were made. Examples of professional development grants included participation in the "Rooted in Jesus" Christian Formation conference, Episcopal Camps and Conference Centers Annual Conference, Interim Ministry Network training, and participation in a spirituality retreat at the Society of St. John the Evangelist center. Information on applying for grants is posted on the diocesan website.

Share the goals of your commission for 2021

This opportunity has been used by a very small group of individuals. Wider participation in opportunities for professional development is encouraged.

How does the work of this commission support the mission and ministry of the diocese in general?

The diocese will continue to provide resources for training, spiritual growth, and professional development of clergy and diocesan staff. These grants benefit the entire diocese through strengthening the skills and enhancing the competencies needed for discipleship formation, congregational vitality, organizational leadership, and new and emerging ways to share the Good News of Christ.

List the members of your commission who were active in 2020, including the year that their term will expire

The Rev. Canon Lee Anne Reat
Sherri Martin, Administrative Assistant

Commission on Race (Anti-Racism Training Task Force)
Submitted by Debby Stokes-Wayne, chair

Please state the mission of your commission

The mission is to carry out the diocesan resolution to train all lay and ordained leadership of the diocese including professional staff and those appointed to positions of leadership on Commissions, Committees, Task Forces and Boards.

Share the accomplishments of your commission for 2020

COVID-19 happened. All Goals were put on hold for this year. This changed the direction of all programs for the diocese. As with other programs in the diocese we decided to try Zoom. The first training occurred on June 27 where we had over 30 participants. The second training occurred on August 29 with about 40 participants. We are holding a third training on December 12. Again, looking for about the same number of participants. Doing workshops on Zoom has been a good decision for our Commission. This has been an opportunity to reach people within the diocese that have not been able to attend other workshops held at Procter Conference Center.

Share the goals of your commission for 2021

The goal for 2021 is to continue as we are ending in 2020. We plan to offer even more workshops during the next year. However, as the diocese expands on Becoming Beloved Community, the work of the Commission expands to assure that everyone who begins to explore the issue of race and its impact on themselves and their communities will do this with a solid foundation. As stated earlier, the goal of the Commission will be to offer at least five (5) trainings during 2021 and to further collaborate with Becoming Beloved Community. This chair is a member of the Becoming Beloved Leadership Team for the diocese. At the end of the day, it is hoped that the training and the collaboration will help each of us discover our authentic selves and the use of that authenticity in creating a Beloved Community.

How does the work of this commission support the mission and ministry of the diocese in general?

The Commission supports and is a part of the commitment made by this diocese in Becoming a Beloved Community. The Beloved Community represents an attitude, a perspective that is alive to every opportunity for connection across racial, economic, cultural and political divides. It reaches across boundaries rural, urban, north and south. It helps to open our hearts and minds to see beyond our own world to the world that is all around us.

List the members of your commission who were active in 2020, including the year that their term will expire

Ariel Miller

Madeleine Trichel

The Rev. Irene Radcliff

The Rev. Canon Lee Anne Reat

Reparations Task Force

Submitted by Dianne Ebbs, chair

Please state the mission of your commission

Bishop Breidenthal called for the creation of a Reparations Task Force as part of his address to diocesan convention in 2019, the purpose of which would be to engage the diocese initially in a broad exploration of what reparations might look like in Southern Ohio. We have heard the call to be healers and repairers of the breach. We are committed to discern together how reparations can acknowledge harm and how we might listen deeply to our neighbors and churches. We hope to recommend and engage in a variety of initiatives, including rebuilding, making amends, community engagement, and advocacy. These recommendations will be offered to diocesan leaders at the 147th Convention of the Diocese of Southern Ohio.

Share the accomplishments of your commission for 2020

The commission has just been appointed in the last month and will begin to gather and develop a process for listening and discerning the opportunities for reparations in the Diocese.

Share the goals of your commission for 2021

To listen to our churches and neighbors through a process of storytelling and listening circles. We will partner with Becoming Beloved Community Leadership and create new opportunities for engagement.

To make recommendations to diocesan leaders for how to engage in the work of reparations and truth telling.

How does the work of this commission support the mission and ministry of the diocese in general?

This work connects to the over-arching commitment to Becoming Beloved Community by the Diocese of Southern Ohio and calls us to commit in long-lasting justice work. We believe the work of reparations helps us to respond to Christ's call to transcend boundaries, building relationships and seeking transformation of our churches and communities.

List the members of your commission who were active in 2020, including the year that their term will expire

Dianne Ebbs

Larry James

The Rev. Karl Stevens

The Rev. Ben Speare-Hardy

The Honorable Frances McGee

Miriam McKenney

The Rev. Stacey Sands

Catherine Cimer

The Rev. Canon Jane Gerdson, staff liaison

Social Justice and Advocacy

Submitted by the Rev. Canon Lee Anne Reat, staff liaison

Please state the mission of your commission

The Episcopal Church and the Diocese of Southern Ohio are committed to speaking out on matters of social justice. Presiding Bishop Michael Curry articulates our call as Christians to speak the truth to power – the truth of Jesus’ message of justice for all people and for our creation. All topics addressed in diocesan communications are guided by General and Diocesan Convention resolutions. Information from such groups as the Becoming Beloved Community group in this diocese, the Episcopal Public Policy Network, the Hunger Network in Ohio, and Faith in Public Life are used in communications sent out to the diocese.

Share the accomplishments of your commission for 2020

- a. In partnership with the Diocese of Ohio, we held the “GO: Doing Mission with Eyes Wide Open” in February at St. John’s, Worthington. Local and national speakers shared their expertise in global mission, calling the Church to deeper relationships with our sisters and brothers throughout the world.
- b. The primary issues addressed in 2020 were gun violence, racial justice, census participation, and voter engagement. The diocese now has two Episcopal Public Policy Network ambassadors, the Rev. Lee Anne Reat and the Rev. Deniray Mueller. In that role, they participate with other ambassadors from throughout the nation in education and advocacy on matters of social justice.
- c. The diocesan website has been updated with pages on social justice issues with references to applicable resolutions, educational resources, and links to news related to issues.

Share the goals of your commission for 2021

EPPN ambassadors and the social justice liaison from Becoming Beloved Community will continue to utilize diocesan communications vehicles to provide timely information and resources to the diocese. Ambassadors will seek ways to strengthen ties between diocesan and congregational leadership, attempting to identify leaders in each congregation.

List the members of your commission who were active in 2020, including the year that their term will expire

The Rev. Canon Lee Anne Reat

The Rev. Deniray Mueller

Ariel Miller

Women's Ministries/Episcopal Church Women

Submitted by Kathy Mank, president/coordinator

Please state the mission of your commission

To provide resources, education and networking opportunities to the Diocese to promote issues and concerns related to women and children.

National ECW Board Vision Statement: As the eyes, ears, hands, and heart of Christ in the world, we will persist in the work of healing, justice, and peace.

Share the accomplishments of your commission for 2020

We are on Pause as COVID shifted our plans for hosting an in-person Annual Conference this fall at Procter to 2021. Our Book of Remembrance chair received no applications for scholarships from seminarians or those pursuing graduate study in the helping professions. Fourteen memorials from five (5) churches were received which added \$340 to the Trust.

Share the goals of your commission for 2021

Host Annual Conference in the Fall at Procter - Theme: Contemplating Recovery from COVID-19 and Moving Into New Ways of Becoming Beloved Community as it applies to underserved communities especially children.

Prepare Two Delegates to Attend Triennial Meeting in 2021 or 2022 once dates are confirmed

Highlight Book of Remembrance in Diocesan Communications and on New Website

Increase participation in The United Thank Offering's ministry of gratitude - support the Rev. Mary Carson

Educate the Diocese and Clergy about the Church Periodical Club's mission

How does the work of this commission support the mission and ministry of the diocese in general?

The ECW programming keeps the Diocese connected by sharing programs and speakers that address Diocesan community concerns related primarily to women and children – we have addressed opiate addiction, trauma, homelessness, domestic violence, inter-faith engagement, prison reform and re-entry, human trafficking and educational disparity. We have engaged speakers from The Episcopal Church, our congregations, and community organizations in our State. We will continue to host programming that provides tools for community engagement to women in our churches – although anyone interested is welcome to attend. Often the ECW highlights areas of new social concern to move toward transformation in the Diocese.

List the members of your commission who were active in 2020, including the year that their term will expire

All Terms Expire with Triennial Meeting in 2021 or 2022:

Kathy Mank, president,

Deborah Mariner Allsop, vice-president,

Milicent Eason, Member at Large,

Amy Dohn Baird, Book of Remembrance chair,

The Rev. Irene Miller Radcliff, Church Periodical Club coordinator

The Rt. Rev. Thomas E. Breidenthal, ex officio and liaison

Additional reports filed

Education for Ministry (EfM)

Submitted by the Rev. Canon Lee Anne Reat, staff liaison

Please state the mission of your commission

The EfM Program is a four-year adult formation program sponsored by the diocese. It is administered and accredited by the School of Theology at the University of the South, Sewanee, TN with which the diocese has a contract for services and support. The course covers the Old and New Testaments, Church History, and Theology as it focuses on Theology Reflection. Seminar style classes meet once a week with trained mentors to discuss readings, complete exercises, and engage in reflection. Both in-person and online options are available.

Share the accomplishments of your commission for 2020

EfM was difficult in the “Year of the Pandemic” and some groups went on a break until in-person meetings are again possible. Presently there are groups in Cincinnati, Columbus, and Dayton. Unfortunately, we bade farewell to our longtime Diocesan Coordinator, Hawley Todd. We thank Hawley for his many years of service in this administrative role and are grateful that he will continue as a Mentor and Trainer.

Share the goals of your commission for 2021

The hope is that we will get back into in-person sessions soon. The Rev. Lee Anne Reat has assumed Coordinator responsibilities and is actively seeking new mentors and additional EfM sites. The opportunity for a hybrid in-person and online version is being explored.

List the members of your commission who were active in 2020, including the year that their term will expire

The Rev. Stephen Smith, Mentor

Hawley Todd, Mentor

Deborah Johns, Mentor

The Rev. Canon Lee Anne Reat, Coordinator

Chaplain to Retired Clergy and Spouses

Submitted by The Rev. Thomas and Nancye Van Brunt

Please state the mission of your commission

To provide pastoral care and connection to retired clergy, spouses and widows on behalf of the Diocesan Bishop. We have made individual connections to our people about 1500 times in the past year. Chaplains across the country have made connection - well over thirty thousand in the past six months.

Share the accomplishments of your commission for 2020

Share the goals of your commission for 2021

I am hoping that we can add to our client list all Deaconesses who are not included in the rolls of the Church Pension program. Pastoral Care is a major goal of all Church groups.

How does the work of this commission support the mission and ministry of the diocese in general?

List the members of your commission who were active in 2020, including the year that their term will expire

Nancye and the Rev. Thomas Van Brunt
The Revs. Greg and Margaret Sammons
The Revs. Dick and Sally Schisler
The Rev. Ann Warrington Wilson
The Rev. Susan Lehman
The Rev. Top Borden
The Rev. Roger Foote
Ariel Miller
The Rev. Bruce Smith
The Rev. George Glazier
The Rev. Diana Shirley

Bishop Herbert Thompson, Jr. Chapter of the Union of Black Episcopalians (UBE)

Submitted by Dianne Ebbs, president

Please state the mission of your commission

To unify the diverse cultures, concerns and gifts of Black Episcopalians by providing preparation and encouragement for living the Baptismal Covenant and fully participating in the mission and governance of the Episcopal Church.

Share the accomplishments of your commission for 2020

On February 15, 2020, the Bishop Herbert Thompson, Jr. Chapter of the Union of Black Episcopalians convened an ecumenical and historical Annual Absalom Jones Symposium and Service held at Allen Temple AME Church, Cincinnati. This historical ecumenical event was a result of full collaboration and participation of the Third Episcopal District of the AME Church. The recently elected AME Bishop was our preacher for this event.

Attendees and service participants were from Columbus, Dayton and Episcopal and AME churches within the Cincinnati area. This full day event celebrated the relationship and accomplishments of Absalom Jones, first Black Episcopal Priest and Richard Allen, founder of the African Methodist Episcopal Church plus conversation and learning experiences addressing social justice and reconciliation.

Share the goals of your commission for 2021

The Union of Black Episcopalians advocates for the African Diaspora by encouraging the involvement of Black people in the total life of the church on every level and in every way, mission, stewardship, evangelism, education, leadership, governance and politics. The Union is committed to translating these words into Christian action for all Episcopalians and at all levels of the church.

How does the work of this commission support the mission and ministry of the diocese in general?

UBE strives to promote strong lay and ordained leadership in the Episcopal Church and the Anglican Communion. We create a systemic approach of ensuring the Black Congregations and Communities of African descent are sustainable and viable within their vineyards. We are a community of vigilance and action regarding matters of injustice, especially the effects of racism in the Church and society.

List the members of your commission who were active in 2020, including the year that their term will expire

John Harris
Katrina Mundy
Harold Patrick
The Rev. Ben Speare-Hardy
Vanessa Gentry
Frank Carr
Nannette Reynolds
The Rev. Irene Radcliff
Isaiah Hyman

Deborah Stokes
Larry James
Dionne Clifton
Chet Layman
Deborah Allsop
Agnes George
The Rev. John Agbaje
The Rev. Canon Karen Montagno
Dianne Ebbs