

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 2022
3. Goals of the commission for 2023
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: Agenda and Dispatch of Business*

Convention: Constitution and Canons*

Convention: Credentials*

Convention: Nominations*

Convention: Resolutions*

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

Campus Ministry Collective

Creation Care and Environmental Justice Task Force

Episcopal Community Ministries

Faith-in-Life

Latino Ministry***

Minority Empowerment Initiative Trust***

Procter Board of Directors***

Reparations Task Force

Women's Ministries (Episcopal Church Women)***

**report presented at convention*

***no report filed as of 11/17/22*

Canonical Commissions

Commission on Congregational Life

Submitted by the Rev. Seth Wymer, Chair

Please state the mission of your commission

The Commission on Congregational Life is responsible for developing and implementing a mission strategy for the diocese. The commission is charged with encouraging, supporting, evaluating, and seeking opportunities for development and growth of all fellowships, missions, and parishes of the diocese.

Share the accomplishments of your commission for 2022

We have awarded almost \$250,000.00 in grant monies to congregations in the diocese. These grants have been used to help pay utility bills and clergy salaries to new and exciting ministries that reach out into our communities and share the Gospel message of Jesus Christ. Two highlights are the grant that was awarded to Christ Church, Dayton, for a ministry that reaches out to young families with a family-friendly Eucharist and a meal and conversation after. The other highlight is a grant given to Calvary, Clifton, for The Brood - a group of foster and adoptive parents who have gathered to talk about their shared experience through their various processes - a number of whom have found their new church family because of this ministry.

Share the goals of your commission for 2023

We will continue the work of aiding in funding of new ministries in our diocese, helping congregations who have made the difficult decision to close, aid church planters and Missioners in developing new Episcopal communities, and sponsor a diocesan wide event aimed at revitalizing parishes post-Covid with the keynote speaker being Dr. Tom Rainer.

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

As Diocesan Council and the Bishop set the vision for the Diocese, CoCL aids congregations (who choose to) to help them live into that vision whether that is through grant funding, expertise or making connections between congregations.

List the members of your commission who were active in 2022 including the year that their term will expire

2022

The Rev. Seth Wymer, Chair
Michael Boyle
Mtr. Elizabeth Hoster

2023

Robin Holland

2024

The Rev. Peter Homeyer
Wendell Mulford
Anne Shuff (Treasurer)
Michael Tignor
The Rev. Ann Marie Winters

Commission on Ministry

Submitted by Spencer Pugh, Chair

Please state the mission of your commission

The work of the CoM is mandated by the Canons of The Episcopal Church. The CoM works on the selection and formation of those called to ordained ministry, to assist in the discernment of those called to lay ministry, and to advise the Bishop about all of these ministry-related activities.

Share the accomplishments of your commission for 2022

Explorers' Retreat - Jan 2022 - conducted by Zoom - 14 Explorers participated

Spring Meeting - March 2022 - 9 Explorers advanced to Regional Discernment Committees (RDCs)

May 2022 - RDC training - 9 RDCs - our largest number ever

Oct 2022 - Candidacy and Ordination interviews - 5 Postulants interviewed for Candidacy

Nov 2022 - TBD - Explorer Information Session (for Explorers who want to attend the Jan 2023 Retreat) - Sat Nov 12 by Zoom

Dec 2022 - TBD - Expect to interview 9 Explorers and make recommendations to the Bishop for Postulancy

Share the goals of your commission for 2023

To continue the work of the Commission in helping discern and form those who feel called to ordained ministry.

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

The Commission on Ministry supports the mission and ministry of the Diocese by helping discern and form those who feel called to be priests and deacons.

List the members of your commission who were active in 2022, including the year that their term will expire

Spencer Pugh, Chair

Class of 2022

The Rev. Allison English

The Rev. Tom Fehr

The Rev. Douglas Argue

Emily Joyce

Chris Nelson

Jermaine Carew

Class of 2023

Robin Holland

Lauren Cuff Faller

The Rev. Eric Miller

Anne Cappelletti

The Rev. Phyllis Spiegel

The Rev. Jason Oden

Class of 2024

The Rev. Paul Scanlan

Anne Shuff

Barbara Bass

The Rev. Jed Dearing

The Rev. Stacey Sands

The Rev. Jason Prati

Diocesan Council

Submitted by: Melissa Shirley, Recording Secretary

Please state the mission of your commission

According to DSO Canon XII, "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 2022

The effects of COVID are still seen around the diocese, and this impacted our meeting structure but not our accomplishments. We held two of our meetings fully remotely via Zoom, and two of our meetings in person (with hybrid capacity for those unable to travel) at Procter. Trinity, Capitol Square (Columbus) and St. George's (Dayton) graciously hosted additional Council meetings. We enjoyed the opportunity to explore the diocese and see more of the facilities and hope to continue to meet in different locations around the diocese in the future.

Each year, congregations are required to submit three important documents (Parochial Report, Annual Report, and Audit) as well as to remain current on their Mission Share payments. The Diocesan Canons specifies that congregations that do not comply are to be denied voice and vote at annual conventions. With the election of a Diocesan Bishop on the horizon, Council decided that it was unwilling to risk not having all our congregations able to vote. We instituted a "Congregational Contacts" team who volunteered to contact parish administrators and treasurers, making sure that they were aware of deadlines and had any necessary supporting resources. We were supported in this endeavor by the work of the Systemic Review Committee, which reviewed the available trainings, webinars, and other resources available on the diocesan website to make sure that they were accessible.

One of the roles of Council is to support the work of the Budget Committee by approving the Mission Share budget prior to ratification by Diocesan Convention. This year, Bishop Smith asked the Budget Committee to move to a "Zero-Based Budget" process, whereby each budget request is considered annually rather than assumed to be continued from past practice. This has identified some areas for the budget proposal process to be streamlined.

It also uncovered some additional consequences. For example, apportioning 0.7% of our mission share budget to support the United Nations Sustainable Development Goals was not proposed in time to be included in the 2023 budget. While Council agreed that supporting the SDGs is an important aspect of our outreach, the money was not in the budget. We were able to resolve the issue by asking the finance office to look for funds that could be repurposed and are working with the sponsors of the SDG funding resolution to submit their proposal in time to be considered for the 2024 budget. We are aided in this effort by Bishop Smith's offer to use his discretionary funds to support this outreach.

Diocesan Council also worked with Bishop Smith and Canon Getreu to provide feedback on a Facilities Stewardship program that will enable congregations to have an appraisal of the

deferred maintenance that may be needed on their buildings. It is the intent of this program to provide congregations with tools to make informed decisions about building maintenance and upkeep.

The Creation Care and Environmental Justice Task Force has been operating for over a year. Due to the major projects and initiatives that it supports, it became evident that there is ongoing need for this committee, so we approved it to have Non-Canonical Commission status.

The Steering Committee has made a commitment to transparency and improved communication. To support this goal, we developed streamlined procedures for preparing effective meeting agendas and ensuring that our work is carried out in an orderly manner. This includes the formalization of an on-boarding process to assist incoming Council members become familiar with the procedures and language of our work. With only 6 meetings each year, it has been helpful to have new members ready to fully engage at the first meeting of their terms.

Share the goals of your commission for 2023

Our goals for 2023 fit into three categories:

1. Continuing to strengthen internal functioning and establish norms of committee work in community with one another. This past year, the Steering Committee made an explicit commitment to itself to work on transparency and communication. In 2023, we plan to extend this work by developing a shared idea of the preparation we expect from one another as well as the ways in which we will handle discussion and dissent. A large measure of this work will be accomplished at an overnight retreat in February 2023.
2. Right-sizing commissions and task forces not required by canon. As Diocesan priorities and congregational needs emerge and change, Council needs to respond with appropriate resources. Time and expertise are resources that we have within the membership of the Diocese. Sometimes, in the life of an organization, we inherit committees and procedures that no longer serve a purpose or whose role has shifted. We plan to work with the non-canonical commissions and task forces to ensure that their missions are clear and that they have appropriate composition to do the work they need to undertake.
3. Outreach to all congregations. With an Episcopal election on the horizon, it is even more essential that every congregation is welcomed at Convention with voice and vote. Diocesan canons require compliance with certain benchmarks in order for lay representation to have voice and vote. In 2023, we plan to expand our goal of contacting lay leaders from all congregations to make sure that they understand their canonical requirements and to provide any necessary assistance or direct them to online resources that already exist on the Diocesan website.

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

The work of Diocesan Council is articulated in Canon XII. Diocesan Council serves to make decisions about the mission and ministries of the Diocese between Diocesan Conventions.

List the members of your commission who were active in 2022, including the year that their term will expire

The Rt. Rev. Wayne Smith

Lissa Barker 2022

The Rev. Top Borden 2022

Lynne Colcombe 2022

James Davis 2022

The Rev. Warren Huestis 2022 (replacing the Rev. Deborah Woolsey)

Spencer Izor 2022 (replacing Suzan Waller)

Patrick Hreachmack 2022

The Rev. William Sangrey 2022

Anna Settle (resigned February 2022)

Nancy Talley 2022 (replacing Anna Settle)

Suzan Waller (resigned July 2022)

The Rev. Alice Connor 2023

Kathy Mank 2023

Melissa Shirley 2023

David Thomson 2023

The Rev. Deborah Woolsey. (resigned March 2022)

Ericka Hall 2024

Larry James 2024

The Rev. Peter Homeyer 2024

The Rev. Bruce Smith 2024

Katherine Wagner 2024

Robert C. Kranz, treasurer

Finance Committee

Submitted by Nadya Richardson, chair

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 budget.

Share the accomplishments of your commission for 2022

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 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 rulings on inclusion/exclusion of questionable items on churches' annual parochial reports.

Share the goals of your commission for 2023

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 2022, including the year that their term will expire

Jeff Balridge
John Harris
Doug Langenfeld
Nadya W. Richardson
Eddie de Lagarde
Carolyn Wilmesherr
Dot Yeager
Randy Young

Standing Committee

Submitted by Dr. James Allsop, Vice 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 candidates for ordination, gives the bishop advice and consents to 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 2022

We have worked with Bishop Provisional Smith to help the Diocese of Southern Ohio move to a stronger place of healing. We have identified the members of the Nominating Committee who will conduct the search for the next Diocesan Bishop of Southern Ohio. Aligned to the guidelines for the search process for an Episcopal Diocesan Bishop, we have identified the internal and external resources that should enable the Diocese to have a successful search. In 2023 will commission the Transition Committee. In addition, we have worked diligently to deepen our understanding of all the Diocese. Also, within the last year we have addressed the concerns and issues that have been brought to us by members of churches in the DSO in forthright manner.

Share the goals of your commission for 2023

Continue to coordinate the Search process for the next Diocesan Bishop. Work in the appropriate manner with the Nominating Committee and provide them support and pray as they embark on this important task. Continue to serve as the bishop's council of advice. Review candidates for ordination. Review requested real estate transactions. Review any cases of alleged clergy misconduct. Review and provide consent for all bishops newly elected in the Episcopal Church.

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 and facilitating the work of the diocese during times of transition.

List the members of your commission who were active in 2022, including the year that their term will expire

2022 Dr. James Allsop, Vice President

2022 The Rev. Dr. Ellen Cook

2023 Mr. Barry Feist

2023 The Rev. Canon Scott Gunn, President

2024 Dr. Lissa Barker

2024 The Rev. David Kendall-Sperry, Secretary

Trustees of the Church Foundation

Submitted by John Gustafson, President

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 John Gustafson 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 from the Wells Fund.
- (b) Performs long lasting repairs on Diocesan-owned properties.

Share the accomplishments of your commission for 2022

For 2022, Church Foundation was granted \$175,000 for emergency grants to congregations for physical plant needs.

October 2021-September 2022, the Church Foundation has given \$541,196 in “emergency” grants to 9 congregations.

December 2021 Meeting

- a. Kenwood \$23,549

Total in December 2021 = \$23,549

January – September 2022

- a. Hillsboro \$82,686
- b. Advent, Cinc \$135,283
- c. Worthington \$45,000
- d. Trinity, Cols \$33,979
- e. Fairborn \$22,100
- f. Ironton \$20,000
- g. Urbana \$35,000
- h. Grace, Cinc \$41,000
- i. Delaware \$102,599

Total in 2022 = \$517,647

The Church Foundation had to utilize all reserve funds to provide these grants.

In addition, \$137,995 has been paid out for Creation Care Energy Efficiency Grants:

St Patrick's, Dublin \$10,000
St Peter's, Delaware \$10,000
St Patrick's, Lebanon \$4,732
All Saints, Washington Court House \$10,000
Trinity, Troy \$10,000
All Saints, New Albany \$10,000
Good Shepherd, Athens \$4,650
St. Stephen's, Columbus \$10,000
St Francis, Springboro \$10,000
Ascension & Holy Trinity, Wyoming \$8,613
St Edward's, Whitehall \$10,000
St George's, Dayton \$10,000
Trinity, Columbus \$10,000
Advent, Cincinnati \$10,000
All Saints, Pleasant Ridge \$10,000

These grants are sponsored by the Trustees of the Diocese funded by the William Cooper Procter Fund.

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 balance on these loans, as of June 30, 2022, are reported below:

Holy Trinity, Kenwood 2019 \$17,617.01
St. Luke's Church, Granville Paid in full 12/30/21
Christ Church, Ironton 2019 \$106,482.36
St. Luke's Church, Granville 2019 \$140,990.71
St. Matthew's, Westerville 2019 \$86,334.53
Total through June 2022 \$351,424.61

New Loans in 2022

St. Barnabas, Montgomery 2022 \$240,184.66 (Began August 2022)
Holy Trinity, Kenwood 2022 \$23,549 (Began August 2022)
St John's, Worthington 2022 \$45,000 (Began September 2022)
Total New Loans \$308,733.66

Total Loans Outstanding 9/22 \$660,158.27

The Church Foundation continues to oversee the management of former church buildings and cemeteries. The St. Matthew Cemetery was turned over to the township trustees in October 2022. We no longer have this liability. Gabriel's Place, the nonprofit that operated out of the former St. Michaels and All Angels property, and St. Andrew's Church in Dayton are both in contract to be sold following their due diligence period.

The Church Foundation also manages the Latino Ministry Center in Forest Park, Ohio, formerly Holy Spirit Episcopal Church.

Share the goals of your commission for 2023

To continue to marshal our very limited resources to maximize benefits and the physical and financial health of our properties across the congregations of the DSO. We aspire to be true long-term partners with our congregations and their many historic and meaningful properties as best we can.

We will continue to show no favoritism or bias in our decisions and hope that congregations in the DSO understand that because of our limited resources, every request is met with serious introspection, honest debate and thoughtful questions leading to what are almost always difficult final decisions.

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 2022, including the year that their term will expire

John Gustafson, President (2022)

The Rev. Canon Sallie Schisler, Vice President (2023) 285-4090

David McKenney (2024)

The Rev. Anne Warrington Wilson (2025)

Harold Patrick (2026)

Trustees of the Diocese

Submitted by Jon Boss, President

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 Provisional in the use of the William Cooper Procter (WCP) Endowment; e.g., the annual WCP Budget. This includes reducing the “draw rate” from 4.00% to 3.75% for 2023. That reduction reflects both the significant gains in the past three (3) years, and our analysis that the growth rates experienced during those 12 (twelve) Quarters will not be experienced in the forthcoming few years. 2023’s draw rate is based on the average value of the WCP portfolio for the 12 Quarters ending with the 1st Quarter, 2022.
- Assessing all other applications for grants, expenditures and loans from the WCP Endowment and the more than sixty (60) 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, 2022 were \$28,065,273.00 and \$14,249,617.00. These totals reflect a loss of 17.09% for the Consolidated Growth Fund and a loss of 8.75% for the Consolidated Income Fund over the trailing one-year period. The Consolidated Growth Fund trailed its benchmark by 1.21%; the Consolidated Income Fund exceeded its benchmark by 0.02%. The funds are invested with PNC Bank and subject to the Investment Policy Statements developed and monitored annually by the Trustees. Currently there are 98 accounts in these two funds with 61 being “Trustee” accounts and 37 accounts invested by 21 congregations, along with the Minority Empowerment Initiatives Trust (MEIT), the Lawrence Home Association, and the Diocese of Southern Ohio Memorial Scholarship Fund. As of August 31, 2022, the total assets of the 98 accounts invested in the Funds was \$46,249,024.00, including cash.

Share the accomplishments of your commission for 2022

- Continued the partnership initiative begun in 2020 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. Through September 2022, the Trustees transferred an additional \$70,785.00 for the COVID-19 related grants made to 5 (5) congregations. Three (3) congregations also have taken advantage of the interest-free loans. These loans range from \$2,500.00 to \$10,000.00.
- Continued and expanded the deadline to June 30, 2023 for energy efficiency measures in partnership with the Creation Care & Environmental Justice Task Force. Each congregation can apply for a \$10,000.00 grant to improve the energy efficiency of their parish. They may also apply for a \$10,000.00 interest-free loan repayable over five (5) years. Fifteen (15) congregations have applied for and been awarded

the \$10,000.00 grants as of September 30, 2022 totaling \$137,995.00. One (1) congregation has been awarded a \$10,000.00 interest-free loan.

- Reinforced the commitment we made in the summer of 2020 to support Bishop Breidenthal's call to the Diocese for "a diocesan conversation about reparations" by approving in September Bishop Smith's request to commit up to \$200,000.00 a year beginning January 1, 2023 for the compensation and activities of the soon to be named Black Missioner, and the continuing work of the Reparations Task Force. This action is consistent with our two (2) 2020 resolutions as shown below:

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".

- Managed the equity portfolios of the WCP, MP Lee, and Consolidated Growth Funds consistent with the Episcopal Church Executive Council Corporate Social Responsibility Committee's (CSRC) directives for socially responsible investments. PNC employs varied approaches in the selection of managers to meet this directive, including the exclusion of stocks as defined by the CSRC, and the inclusion of managers who integrate ESG factors and risks into their investment process. As of August 31, 2022, the composite ESG Risk Score of companies' exposures to and management of material ESG risks as measured by Sustainalytics, is 20.6, where 100 represents the greatest risk. This represents a 1.8-point improvement over the prior year two years. The combined portfolios' exposure to fossil fuel companies which generate at least 50% of their revenue from fossil fuel products and services is less than 4%. Importantly, the total carbon emissions generated by the companies in the portfolio is only 30% of that of the investment portfolio's benchmark.
- 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 (\$1,000,000.00) for the major renovation and expansion of their facilities in Glendale, and to Episcopal Retirement Services' renovation of their Marjorie P. Lee Home (\$250,000.00) in Cincinnati's Hyde Park neighborhood. The last of these payments will be made in the 4th Quarter of 2022.

- 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.

List the members of your commission who were active in 2022, including the year that their term will expire

Jon B. Boss, President – 2024

Emily Savors, Vice President – 2022

The Rev. David Pfaff - 2023

The Rev. Jack Koepke – 2025

Nadya Richardson - 2026

Appointed Positions:

Robert “Rob” Kranz. - Treasurer

Andrea Owens – Recording Secretary

Christine Perme – Corporate Secretary

Non-canonical Commissions

412 Sycamore, Inc.

Submitted by the Rev. Canon David Getreu

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.

Share the accomplishments of your commission for 2022

We have successfully moved all loans under the name of 412 Sycamore Inc. to the Church Foundation of the Diocese of Southern Ohio. The corporation will be formally dissolved at the end of the year 2022.

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.”

Share the accomplishments of your commission for 2022

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 six Project-Areas for 2022:

- 1.) Undertake our Periodic Review of guidelines resources related to the Denominational Health Plan (DHP).
- 2.) Support the Payroll & Benefits Audit undertaken by the Diocese in 2022. Along with this was our continued research from the denomination and Church Pension Group (CPG) as to the question of parity for how life insurance products are offered to lay and clergy employees, as well as health insurance subsidies for retired lay professionals.
- 3.) With the call of a new Canon for Transition & Deployment, we began to undertake our periodic review of the Compensation Guidelines and format, especially with more attention 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 clergy new hires.
- 4.) We were also asked to look at the best practices around the topic of Guidelines for clergy sabbatical leaves – what it is (and what it is not), as well as guidelines for supporting these leaves, working with the Office of Transitional Ministry.
- 5.) 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 Treasures’ and Administrative Leadership Workshops and what has been well received through developing webinars.
- 6.) Finally, ever mindful of the costs vs. services offered, we continue to monitor changes to healthcare benefits offered through the DHP by Episcopal Medical Trust and recommended product array options.

Given the amount of staff transition, changes, and the still fluid nature of the situation related to COVID-19, what, when, where, how and with whom we do our work has shifted from meeting in-person to fully remote, utilizing Zoom. The result has been greater participation and efficiency of resources without sacrificing the opportunity to exchange thoughts and ideas. This has led to rethinking the particularities of how we best present resources for the diocese. Utilizing new resources offered via the website and a series of smaller webinars from the Finance Office and Zoom conversations better serve the needs of the diocese at this time.

Part 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 The Episcopal Church Medical Trust (TECMT) of the Church Pension Group (CPG). For the Plan Year of 2023, we are seeing more modest increases than previous years to plan premiums, just as we did last year. 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 end-user). This means that our average premium increase is ~2.68% (down from ~4.68% last year and almost half of the denominational average of ~5.5%). The fundamental reasons why we are seeing our group enjoy a significantly more modest increase than the rest of the diocese in the DHP can be attributable to our changing pool of enrolled employees and the type of utilization by employees and their families. This said, TECMT undertook a major analysis of cost and market standards.

Part of the analysis revealed to CPG that costs adjustments are warranted for several deductible levels and claim benefits related to prescription benefits. The high deductible plans: Anthem Blue Cross Blue Shield Consumer-Directed-High-Deductible-Plan-15 (CDHP-15) and the Cigna counterpart, Cigna Open Access CDHP-15 will see a higher deductible level for the first time in five years.

The other significant change will be claims and co-insurance related to prescription benefits. The level of benefit contrasted to co-pay was seen as a major cost concern to CPG and rather than further increased premiums, we are seeing the benefit levels change on the consumer (subscriber) end. This change will affect generic, as well as preferred brand-name, certain antihistamines, and specialty medications. Such a change really affects subscribers in the traditional PPO plans, while the design of the CDHPs would fall under the deductible coverage design. For our diocesan group, this means the change affects roughly 1/3 of our total enrolled households. This is the first significant change in over five years.

It should also be noted that The Episcopal Church Medical Trust is also continuing additional benefits related to COVID through 2023, including unlimited televisits (relating to COVID) through the Employee Assistance Program (EAP), which continues to be administered through Cigna Behavioral Health Services for all clients enrolled with The Episcopal Church Medical Trust.

Share the goals of your commission for 2023

In this time of transition, some of our work identified for 2022 will move into 2023. This would include the Compensation Guidelines and supporting the Offices of Finance and Transitions & Deployment.

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 2022, including the year that their term will expire:

Jon Boss
Amy Boyd
Lori Crenshaw
The Rev. Darren Elin
Katrina Mundy
Christine Perme,
The Rev. Bruce Smith
The Rev. Canon Michael Spencer
David Thomson
Robert Turley

Campus Ministry Collective

Submitted by the Rev. Deborah Woolsey, Convener

Please state the mission of your commission

To be a uniquely Episcopal presence to university and college campuses in Southeastern Ohio.

Share the accomplishments of your commission for 2022

- Invited college students to in person retreat weekend in the fall.
- Shared \$70,000 in grants to support the ministries of parish based and campus-based ministries in the diocese.
- Met regularly to support and learn from each other.
- Represent the diocese at Province V Campus Ministry meetings and share information with campus ministers

Share the goals of your commission for 2023

- To continue to support and learn from each other.
- To continue to be present to college and university campuses in the diocese.
- To communicate the unique perspectives of college and universities and what campus ministers are observing and learning from them.
- To share grant money with campus ministries in the diocese.
- To continue to participate in Prov. V Campus Ministry meetings and share information with campus ministers in the diocese.

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

We are present to an often under supported age group i.e., adults in their early 20s and academic professionals. We provide inclusive, safe places on campuses, especially for LBGTQIA+ individuals. Our ministries are creative, often embodying the values and practices of Becoming Beloved Community, and we support each other instead of competing with one another.

List the members of your commission who were active in 2022, including the year that their term will expire

The Rev. Deborah Woolsey
The Rev. Alice Connor
The Rev. Paula Jackson
The Rev. Karl Stevens
Dr. Ellen O'Shaughnessy
Ginny Starkey

(Membership is granted to everyone who submits and is given a campus ministry grant for the year.)

Creation Care and Environmental Justice Task Force

Submitted by the Rev. Craig Foster, Co-convenor

Please state the mission of your commission

Offer formation activities across the diocese to help people grow in their understanding of creation care and environmental justice as part of our expression of Christian faith;
Coordinate diocesan financial resources to grant funding to parishes who wish to improve energy efficiency in their buildings, launch creation care ministries, sponsor formation/ education opportunities and advocacy opportunities and other innovative ideas that may come forward;

Propose plans for consideration by the Trustees of the diocese to establish a widespread, accessible and sustainable program by which participating parishes could transition their energy source from polluting sources to clean, renewable sources;

Empower and support for creation care ministry teams and encourage them to consider land use, local food production, waste reduction, creation-based worship experiences, and other ministry concepts;

Partner with other diocesan ministry teams to align activity in the areas of racial reconciliation, strategic planning, formation, advocacy, StorySharing, and others

Share the accomplishments of your commission for 2022

- Offered and sponsored creation-inclusive formation activities and eco-catechesis across the diocese to help people grow in their understanding of creation care and environmental justice as part of our expression of Christian faith
- Developed and administered the Energy Efficiency Grant Program which, to date, has awarded \$190,000 in grants to parishes wishing to improve efficiency in their buildings
- Embarked on a liturgy and formation project, in partnership with Faith in Life/Formation and the Center for Deep Green Faith to develop seasonal creation centered liturgical and formation resources (this project is in its second phase of several and will continue, at minimum, through Summer 2023)
- Supported parishes wishing to form and grow Creation Care ministries
- Proposing resolutions to Convention (2022) to encourage environmentally friendly practices and alignment with General Convention Resolutions
- Supported creation and justice-focused bills in the Ohio Legislature

(The Task Force was named a commission of the diocese by Diocesan Council on October 8, 2022.)

Share the goals of your commission for 2023

- Expand the library of liturgical and formation offerings, assist parishes in their usage, and make them available across the wider church

- Continue to offer formation activities and, budget permitting, offer more frequent events.
- Continue to pursue the goal of renewable energy for diocesan properties, especially in light of changing tax credit laws
- Continue to empower and support for creation care ministry teams and encourage them to consider alternative land use, local food production, waste reduction, creation-based worship experiences, and other ministry concepts;
- Continue to partner with other diocesan ministry teams to align activity in the areas of racial reconciliation, strategic planning, formation, advocacy, StorySharing, and others.

List the members of your commission who were active in 2022, including the year that their term will expire

As a new Commission we have yet to establish terms.

Catherine Duffy Co-Convener

The Rev. Craig Foster Co-Convener

Ariel Miller

Dana Carlson

The Rev. Warren Huestis

David Thomson

William Ubbes

Episcopal Community Ministries

Submitted by the Rev. Dr. Ellen Cook, chair

Please state the mission of your commission

Episcopal Community Ministries (ECM) is a major source of grants for the Diocese of Southern Ohio (DSO) congregational outreach ministries. As stated in the charter, "It is ECM's mission to inspire and support each other in the living out of our Baptismal Covenant through active, generous and committed congregations and their outward looking ministries."

Each grant awarded is administered by the recipient church. ECM funds small community ministries designed and run by local Episcopalians who see first-hand the needs of their neighbors. These local outreach ministries are in the best position to assess and respond to their community's needs. The ministries who apply for ECM grants are adhering to our theological mandate to "do justice, love mercy and walk humbly with God." (Micah 6:8). A parish may need financial assistance to meet spiraling needs in their beleaguered communities, or to jump start a growing program dealing with newly recognized issues. Grants are awarded for programs addressing:

- food & food security
- emergency assistance
- housing
- youth at risk rehabilitation & education
- education & life skills
- social justice to affirm the dignity of every person

Projects that address a vital need and systemic issues in their community are prioritized, as are projects that best empower neighbors to get the resources and services necessary to overcome their situation. To qualify for an ECM grant, the outreach ministry must demonstrate congregational commitment through direct financial support and active participation by church members translating Faith into Action.

Fellowship is an essential component. When awarding grants, the ECM Committee looks to see how the ministry incorporates "love of neighbor as we are loved" through compassion, grace, mercy, and justice, "respecting the dignity of every person."

Share the accomplishments of your commission for 2022

ECM continues to reduce overhead expenses, so every single dollar contributed by donors goes directly to an outreach ministry assisting people in need. Giving campaigns were simplified and digital communication was emphasized to further reduce costs. The ECM website was migrated to the DSO website, streamlining communications, and underscoring the fact that ECM is an integral part of the Diocese of Southern Ohio.

The ECM Committee met in February to review applications and awarded \$70,000 to twenty outreach ministries across the Diocese. Every ministry that applied was awarded assistance.

- All Saints, New Albany: Garden of All Saints \$6,000
- Christ Church, Dayton: City Heart \$6,000
- Christ Church, Springfield: Springfield Peace Camp \$2,500
- Christ Church, Springfield: Children's Defense Fund Freedom School \$2,500
- Epiphany, Nelsonville: Feeding Ministry \$2,500
- Good Samaritan, Amelia: Food Pantry \$2,500
- Grace Church, Cincinnati: Food Ministry \$6,000
- Grace Church, Cincinnati: Summer Camp Reading \$2,000
- Holy Trinity, Oxford: Community Dinner \$2,500
- Our Saviour, Cincinnati: Food Ministry \$5,000
- Our Saviour, Cincinnati: Transformations CDC \$6,000
- St. John's, Columbus: Nourishing Earth, Body & Soul \$6,000
- St. Patrick's, Dublin: CATCH Freedom \$4,500
- St. Paul's, Logan: Feeding & Clothing \$1,000
- St. Peter's, Gallipolis: Loaves & Fishes \$1,500
- St. Simon of Cyrene, Lincoln Heights: Summer Camp Reading \$3,000
- St. Stephen's, Columbus: Neighborhood Services, Inc. \$6,000
- Trinity, Columbus: In the Garden \$3,000
- Trinity, Columbus: State IDs for Homeless and Returning Citizens \$1,000
- Trinity, Troy: Torrence Medical Funding \$2,000

The Committee met in August to review the mission and discuss moving forward. Attending members asserted that they embrace the existing logo and would like to keep it. The decision was made to quote Bishop Blanchard's favorite Bible verse, Matthew 25:31-40 on stationery headers.

The Committee also affirmed that active congregational volunteerism in outreach ministry, as championed by Bishop Blanchard and Bishop Thompson, is a critical component for successful applications. Endorsement of a third-party organization is not enough to qualify for ECM funds – church members must be engaged and working cooperatively with the shared ministry, and the church must also help support the ministry financially.

Share the goals of your commission for 2023

- Encourage additional outreach ministries in the Diocese to apply for grants. The perception is that the same ministries are funded year after year. The reality is that the same ministries apply every year.
- Identify additional volunteers to serve on ECM committee, looking for diversity of experience, geographic area, and ethnicity. Expand the committee from 7 to 9 members.
- Enlist diocesan leadership (other commission committees) in support of ECM.
- Increase the amount of grant money available to our ministries. We hope to see an increase in financial support to meet our communities' increased needs in these times of escalating financial stress
- Reach out to foundations for grant opportunities.

- Continue to address diocesan confusion about ECM identity and purpose and enhance interest in ECM's mission to fund DSO outreach ministries. Strategies include:
 - Continue to contribute material to diocesan publications.
 - Work with ECM committee on ways to better articulate mission and future direction.
 - Work with Canticle, the DSO communications consultant to heighten visibility of ECM-funded ministries, telling the story of neighbors helping neighbors.

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

ECM continues to support and enhance the mission of the diocese through the good and generous work of ministry partners in their communities.

List the members of your commission who were active in 2022, including the year that their term will expire

The Rev. Dr. Ellen Cook
The Rev. Allison English
Don Lane
Rae Fellows
The Rev. Joanna Leiserson
Jane Paraskevopoulos
The Rev. Deborah Woosley

Faith-in-Life

Submitted by the Rev. Jason Oden, Chair

Please state the mission of your commission

To foster and support faith formation among the laity and to support the ministry of the laity as described in the Catechism of the Book of Common Prayer (p. 855).

Share the accomplishments of your commission for 2022

The Faith in Life committee funded four significant projects organized by four different parishes in the diocese: Grace, College Hill; St. Barnabas, Montgomery; All Saints, New Albany; and St. Stephen's, Columbus.

- Grace's project has been delayed but will extend into 2023. This is a joint project between Kids 4 Peace to gather members of the community around conversations on race, racism, and implicit bias. The project's objective goes beyond training to focus on building trust and relationships among neighbors. \$8,000 was granted to Grace. Funds will cover the cost of food, marketing, staffing, and expert facilitators.
- St. Barnabas' Courage 2 Connect 8-session learning journey employed a "Purpose to Practice" curriculum designed to help the Parish to align and organize their people, their values, their work structure and their purpose behind their Becoming Beloved Community movement. \$5,180 was granted to St. Barnabas. Funds covered facilitation costs, including facilitator and meals.
- All Saints' project was an extension of the joint project between the Creation Care and Environmental Justice Commission and The Center for Deep Green Faith described below. It was a dynamic workshop event to form disciples of Jesus Christ who live out good news for ALL creation and helped participants understand how to apply a theology of creation care in their daily lives and practices. \$2,500 was granted to All Saints. Funds covered speaker fees for Dr. Collin Cornell and the Rev. Jerry Cappel.
- St. Stephen's offered a one-day event that invited three authors and thinkers—Kristen Radtke, Angus Fletcher, and Amaha Sellassie—to lead a workshop on how to combat loneliness and to lean into the community of friends, family, and neighbors that surround each person. This event was a part of a greater collaborative effort by St. Stephen's and their community to build Beloved Community, new relationships, and understanding. \$8,000 was awarded to St. Stephen's. Funds went towards speaker fees.

This year, the Faith in Life (FIL) committee was involved in two projects of its own. One project involved hosting Rabbi Hanan Schlesinger of Roots/Shorashim/Judur, a grassroots movement of understanding, nonviolence, and transformation among Israelis and Palestinians, for a hybrid event in March. Prior to the event, the members of the 2022 Holy Land Pilgrimage—most of them diocesan clergy and lay leaders—spent half a day with the leaders of Roots during their time in the West Bank. Since Rabbi Schlesinger was on tour in the US during their visit, Faith in Life funded his speaker fee to speak to them and to the diocese at large about the work of Roots. Unfortunately, the attendance was low at the

event itself in March, but he was able to speak to our diocesan pilgrims and add to what they had learned while in the Holy Land. \$3500 went to Rabbi Schlesinger's fees. His speaker fees are a part of his fund-raising efforts to expand and strengthen the work of Roots in the West Bank. The Second project is a multi-year joint project between the Creation Care and Environmental Justice Commission (CCEJ) and the Center for Deep Green Faith (CDGF). Beyond merely funding the project, committee members are involved in the production and creation of vestry devotionals, formation materials, and liturgical supplements. See the CCEJ's report for more information on the project. Approximately \$7,000 has been spent on this year's activity. The funds have covered transportation and meal costs for Dr. Collin Cornell and The Rev. Jerry Cappel from The Center for Deep Green Faith, production costs for Vestry devotionals, promotional materials, and upcoming Advent and Epiphany formation and liturgical materials. The total cost of the multi-year project will be approximately \$35,000.

Finally, the committee extended its live-streaming grants deadline to help a few more parishes install live-streaming equipment: St. Francis, Springboro, received \$5,000; Epiphany, Urbana, received \$3,000; St. Peter's, Delaware, received \$8,650.

Between the four parish projects, the joint FIL, CCEJ, and CDGF project, and the three live-streaming grants, the Faith in Life committee distributed approximately \$51,000 in 2022.

Share the goals of your commission for 2023

- Significant funding of Becoming Beloved Community related work—carried out by diocesan staff, contractors, and lay leaders and clergy—in the diocese: progress on the Creation Care project and other joint projects with the Creation Care and Environmental Justice Commission; expanding centers of practice and centered discipleship circles; StorySharing (and collecting) events throughout the diocese; expansion of Learning Journeys and leadership development, evangelism workshops, and parish creation care/environmental justice projects.
- Broader distribution of modest grants (\$250 - \$1,000) individuals to cover the costs of continuing formation classes, workshops, and conferences; spiritual direction training, and pilgrimages (local and international)
- Broader distribution of parish grants (\$1,500 - \$3,000) to support lay formation and lay ministry in the local parish and community, especially conversations and workshops around Episcopal identity, mission, and Beloved Community.
- Some funding for Peace and Reconciliation events and experiences that promote education on understanding, nonviolence, and transformation for individuals and neighborhoods.

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

The Commission supports the overall mission and ministry of the diocese by carrying out its related mission.

Reparations Task Force

Submitted by Dianne Ebbs, Co-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. The task force was subsequently created. 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 are recommending and engaging in a variety of initiatives, including rebuilding, making amends, community engagement and advocacy.

Share the accomplishments of your commission for 2022

The task force set up an action team, headed by Judge Tyrone Yates and representatives of the historic Black congregations. The group developed a Gap Analysis and a job description for the Black Missioner position. These documents were submitted to Canon Johanssen and Bishop Smith. A search for candidates has been initiated by the diocese and the position will be filled by the end of the year.

The Reparations Task Force has also been asked to initiate a Parish History Project. Bishop Smith has asked each congregation to write a history to include what its role was in different areas such as slavery, reconstruction, and Jim Crow laws. Newer parishes may be able to report on what they experienced more recently during segregation, housing discrimination, and white flight. This information can be useful for conversations and a component of our diocese's upcoming (2025) Sesquicentennial celebrations. Members of the Task Force helped the bishop and staff to initiate a steering committee to launch this three-year process of research and celebration.

Share the goals of your commission for 2023

Work with the Chief of Staff and Canon for Formation to:

1. Continue work on the Parish History Project and seek ways to make it more feasible.
2. Advise the new Black Missioner providing with advice and resources.
3. Maintain liaison into the Sesquicentennial Steering Committee.

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

The 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 relationship and seeking transformation of our churches and communities.

List the members of your commission who were active in 2022, including the year that their term will expire

Dianne Ebbs, Co-Chair
The Rev. Karl Stevens, Co-Chair
Judy Battle
Frank Carr
Dionne Clifton
Venessa Gentry
Lei San Liggins
Pamela Mack
The Rev. Christopher Slane
The Hon. Tyrone Yates
The Rev. Canon John Johanssen, Diocesan Liaison

Consultants

John Harris
Michael Maloney
Jeff Dey

Other Reports Filed

Province V Executive Board

Submitted by: Edward Lasseigne, diocesan representative

Province V is a network of 14 Midwestern dioceses of the Episcopal Church. Southern Ohio is a member diocese of Province V. Each diocese gives an apportionment to the province to support ministries and networking opportunities.

The purpose of Province V is to “Connect, network, and support.” Getting involved at the provincial level can add a new perspective on your Episcopal experience. I detail some of the ways to get involved below, but you can learn more by visiting the Province V home page and by signing up for the monthly provincial newsletter at the bottom of the following webpage:

<https://www.provincev.org>

Big Provincial Gathering (BPG) – April 2022

As many of you experienced, we had a great gathering in South Bend in April! Almost 200 people were able to experience the vibrancy of our province at the Big Provincial Gathering and Synod. While our keynote speaker, the Rev. Gay Clark Jennings, was unable to attend in person, she sent along her speech and Canon Jane Cislucyis presented it to the gathering. The main business sessions and worship were live streamed and recorded. The Synod included the business of passing several resolutions and the provincial budget, and “commercials” from each of the various networks and affiliated organizations. There were several pre-event trainings that were offered. A variety of workshops were offered by the networks. Sponsors ensured that we were able to offer the program at a discounted price for everyone.

Upcoming events

2023 – There will be a variety of online webinars and events offered. Some networks are exploring the idea of gathering in person for special trainings or events. Watch the newsletter and website for information.

2024 – The next Big Provincial Gathering (BPG), along with the next provincial Synod, happens in 2024! Be on the lookout for news updates as the big event draws closer.

Province V Leadership

<https://www.provincev.org/exboard.html>

The Province V Executive Board meets monthly via Zoom to share resources from our dioceses and hear about and help develop provincial events and programming.

Networks

<https://www.provincev.org/networks.html>

Our networks, each centered on a particular ministry, continue to expand to serve leaders across the province. Most networks meet online monthly. Networks are open to anyone who'd like to connect to others with similar interests. If you have an idea for a new network, please contact Heather Barta, the Coordinator of Province V.

Leadership Coaching Project

<https://www.provincev.org/lcp.html>

Coaches are available to work with you on your goals and challenges. All coaches are available to any person interested in working on ministerial or personal goals. All coaches will give a complimentary “introductory” meeting so that you can get to know each other and ask questions about coaching with them. Rural Area Ministry Specialists are available at a reduced rate to leaders in rural areas.

Contact Edward Lasseigne for more information about the Province V Board at lasseigne@hotmail.com or 614-962-3312.