

# 244th DIOCESAN CONVENTION

## THE EPISCOPAL DIOCESE OF NEW YORK



*Behold, I am making all things new! (Revelation 21:5b)*

### CALENDAR OF BUSINESS

November 7 2020

**THE 244th CONVENTION  
THE EPISCOPAL DIOCESE OF NEW YORK  
NOVEMBER 7, 2020**

**Virtual Convention  
Live Streaming from the Cathedral of St John the Divine, New York City**

**Theme: *Behold, I am making all things new!* (Revelation 21:5b)**

*The open Bible, with lighted candle nearby, is a reminder that our deliberations take place in the context of a sacred tradition. Just as was done so long ago in Jerusalem, so now we try to discern our call by the light of God's inspired Word. The Bible is open to the Gospel of John. The Chaplain for this Convention is available throughout the day for prayer and counsel.*

**SCHEDULE OF CONVENTION**

Saturday, November 7, 2020

- |            |   |
|------------|---|
| 8:00 a.m.  | Check-in of Pre-Registered Delegates and Guests   |
| 9:00 a.m.  | Convention called to order<br>Opening prayer<br>Establishment of quorum<br>Instructions for the day<br>Preliminaries<br>Introduction of Theme<br>The Right Rev. Andrew ML Dietsche Address<br>Referral of Resolutions |
| 10:30 a.m. | Break with activity<br>During the break – Discussion in home congregation groups of a chapter in “How to be an Antiracist”  |
| 11:30 a.m. | Report of the Resolutions Committee<br>Report of the Right Rev. Allen K. Shin, Bishop Suffragan   |
| 12:30 p.m. | Break for lunch with activities<br>Activities: Podcasts, video clips, reports form diocesan groups  |
| 1:30 p.m.  | Report of the Resolutions Committee Part II<br>Report of the Right Rev. Mary D. Glasspool, Bishop Assistant   |
| 3:00 p.m.  | Adjournment   |

Note: All times except the opening of registration are subject to change on the day of the convention

## **INFORMATION FOR NEWCOMERS**

Welcome to the 244th Convention of the Episcopal Diocese of New York.

Every year the Bishops, Clergy and elected Lay Delegates of the Diocese gather to pray, listen, discuss and vote on the business of the Diocese.

### **Members of Convention**

The Convention shall consist of the Bishops, Clergy and Lay Delegates and non-voting Youth members of the Diocese. The Clergy who are canonically resident and ministering within the Diocese are eligible to vote, however, those Clergy who are ministering within the Diocese but are not canonically resident, or who are inactive canonically residents are listed as Clergy guests. The numbers of Lay Delegates who are represented from a particular parish are determined by the number of total active communicants-in-good-standing as listed in the latest annual parochial report, for example there will be one Lay Delegate for the first 250 members. The Lay Delegates and Alternates must be registered and certified.

If a parish needs to change its Lay Delegate representation either before or on the day of Convention a “Change in Lay Delegate” form must be filled out. If this occurs before Convention the form is available online.

The three Bishops, the Chancellor of the Diocese, the Secretary of Convention and the Treasurer of the Diocese will sit on the dais during Convention.

### **Calendar of Business**

You will have received your Calendar of Business electronically at your Email address by canonical deadline, which is 30 days prior to the convention. The schedule for Convention, descriptions of each office, along with pictures and biographies of the nominees and a list of the incumbents are included in the Calendar of Business. The Chair of the Budget and Finance Committee will present the Apportioned Share Budget report. There will be resolutions that will be presented, discussed and voted upon. Finally, there is a tally sheet for election results.

During the Convention the Robert’s Rules of Order will be in effect.

### **Convention App**

You will have received an Email with instructions to download the Convention App where you will also find all the information about this Convention. These instructions will have been received at the same Email address you used to register for Convention.

### **Registration-Check-in**

You will receive a link to join the Convention virtually.

The link will be sent to the same Email address you used to register for Convention.

## **INFORMATION FOR NEWCOMERS CONTINUED**

### **Resolutions and Reports**

There will be various resolutions to vote on, most resolutions are included in this Calendar of Business and others will be presented from the Floor of Convention following the Bishop's Address.

There are reports due to convention, which were presented verbally at the Convention Roll-out meetings. Reports presented in writing are included in this Calendar of Business.

### **Open Captioning**

There will be open captioning for the deaf & hard of hearing during the Convention business sessions.

### **Sign Language Interpreters**

There will be Sign Language Interpreters for the business sessions and the Holy Eucharist.

### **Simultaneous translation**

There will be simultaneous translation from English into Spanish.

### **Voting on Election of Officers and Resolutions**

Electronic voting will be used for electing officers to Standing Committee, Committee to Elect a Bishop, Diocesan Council, Diocesan Trustees, Alternate to General Convention and Provincial Synod.

Electronic voting will also be used to vote on resolutions. Canonical resolutions are voted by order - Clergy Order and Lay Order. Non-canonical resolutions are not voted by order.

### **Evaluation**

You are strongly encouraged to complete the electronic evaluation or download it and send us a copy by Email. We want to hear from you.

## **OFFICE DESCRIPTIONS**

### **THE STANDING COMMITTEE**

Term: Four years, one term

The Standing Committee offers advice and counsel to the Bishop, upon request. It has canonical responsibilities listed below. The Standing Committee of this diocese customarily meets monthly on the first Thursday of the month at 4 pm at the diocesan offices on the Cathedral grounds. The Standing Committee has four clerical and four lay members, who each serve a four-year term. When a member has completed a full four-year term he/she must leave the Standing Committee for a minimum of one year. Each annual Convention elects one clerical and one lay member.

In addition to serving as a Council of Advice to the Bishop, the Standing Committee:

Works with the Bishop and Commission on Ministry to examine the qualifications of those seeking ordination, and ensures compliance with the canonical process. Members participate in initial discernment interviews. The Standing Committee approves or disapproves applications for Postulancy and Candidacy, and offers (or withholds) its recommendation for ordination to Diaconate or Priesthood.

Approves or disapproves all parish applications to encumber or dispose of property, according to established guidelines.

Oversees canonical investigations into clergy misconduct and decides whether to issue presentments against clergy who have been charged with violations of canon law.

Preserves all proceedings with regard to the ecclesiastical trial of clergy.

Acts upon a request to consent to elections of all Bishops in this and other dioceses.

In the absence or disability of our Diocesan, Coadjutor, or Suffragan Bishop, acts as the Ecclesiastical Authority of the Diocese.

Reports annually to Convention on its completed official acts (apart from those as a Council of Advice to the Bishop).

### **COMMITTEE TO ELECT A BISHOP**

Term: One year (limit of three consecutive terms, then one year off)

This committee consists of two members elected annually by Convention along with others appointed by the Bishop, Standing Committee, and Diocesan Council. Chancellor or the Vice-Chancellors are ex officio members. The committee establishes the rules and procedures for the nomination and election of the Bishop, Bishop Coadjutor, or Suffragan Bishop, within the guidelines of the Constitution and Canons of the Diocese of New York and the National Canons. The elected members only have responsibilities if an episcopal election is called during their term.

### **TRUSTEE OF THE DIOCESE OF NEW YORK**

Note: Nominations for Trustee are made by the Council of the Diocese or by petition.

Term: Three years; may serve two consecutive full terms, then two years off.

In addition to the Bishop and Treasurer, who are ex officio members, the Trustees of the Diocese include 9 members elected by Convention (3 are elected each year for a 3-year term), and 8 members appointed by the Bishop. The Chancellor and the Chief of Finance and Operations are ex officio members without vote. The duties of the Trustees of the Diocese are enumerated in Canon 14, Sec. 3 of the Diocesan Canons.

## **OFFICE DESCRIPTIONS CONTINUED**

In brief, Trustees hold title to all Diocesan property and act as agent for the Diocese, including receiving referrals from the Property Support Committee for major improvements, new construction and other major capital activities. They also act as the managers of all Diocesan assets, including all financial and real properties.

### **DIOCESAN COUNCIL**

Term: three years

Council consists of 24 members, 18 of whom are elected by Diocesan Convention for three year terms (6 each year). The Bishop appoints the remaining six. The Council acts with the Bishop to oversee the mission and program of the diocese. Council members are appointed to at least one of five commissions: Christian Formation, Congregational Development, Congregational Life, Social Concerns, Leadership Development; and the following committees: Budget/Finance, Congregational Support, and Resolutions Committee. Council usually meets five times a year.

### **DEPUTIES AND ALTERNATES TO GENERAL CONVENTION AND DELEGATES TO PROVINCIAL SYNOD**

Term: Elected for service at the triennial General Convention; Deputies elected two years before, and Alternates one year before meeting of General Convention; no elections the year of General Convention. The General Convention of the Episcopal Church meets every three years, normally for 10 days. It is comprised of the House of Bishops and the House of Deputies, which each sit separately. Either House may originate and propose legislation, but all acts of General Convention must be adopted and authenticated by both Houses. Four Clerical Deputies and four Lay Deputies comprise the deputation. Four Clerical and four Lay Alternates are also elected. All Deputies are expected to be able to be present at the meeting of the General Convention for its duration. Alternates have also customarily attended the General Convention. Some of the most important work of General Convention happens in its closing hours. There are also preparatory deputation meetings in advance of General Convention.

Deputies are also delegates to Provincial Synod, which meets prior to General Convention as a pre-convention orientation. Responsibilities of Delegates include attendance at the Synod meeting and sometimes membership on a committee of the Province. Meetings are held in a different diocese each year. The diocese pays all travel expenses. Synod elects two of the members of the National Church's Executive Committee.

The first scheduled meeting of the following bodies after the election is:

Standing Committee: December 5, 2020

Diocesan Council: December 1, 2020

Diocesan Trustees: December 10, 2020

# INCUMBENTS 2020

Please note that some offices also have members appointed by the Bishop in addition to those elected at the various Diocesan Conventions. Names in italics are those whose terms expire in 2020.

## STANDING COMMITTEE

*Dr. Christine Greenidge, Class of 2020*  
*The Rev. Owen Thompson, Class of 2020*  
The Rev. Matthew Calkins, Class of 2021  
Ms. Tina Pinckney, Class of 2021  
The Rev. Judith Ferguson, Class of 2022  
Ms. Carol Williams, Class of 2022  
Ms. Mary Hendricks, Class of 2023  
The Rev. Sam Owen, Class of 2023

## COMMITTEE TO ELECT A BISHOP

*The Rev. Katharine G. Flexer, 2020*  
*Ms. Paulette Sibert, 2020*

## TRUSTEES OF THE DIOCESE

*Ex Officio*  
The Bishop of New York  
The Treasurer of the Diocese  
The Chancellor  
The Chief of Finance and Operations

## APPOINTED BY THE BISHOP

*Mr. Keith Rook, Class of 2020*  
Ms. Gayle F. Robinson, Class of 2021  
Mr. Douglas Schimmel, Class of 2021  
Mr. John Trammell, Class of 2021  
Ms. Wendy Cañas, Class of 2022  
Mr. Robert L. Cummings, Class of 2022  
Ms. Susan K. Jansen, Class of 2022  
The Rev. Jennie Talley, Class of 2022

## ELECTED

*The Rev. Katharine Flexer, Class of 2020*  
*The Rev. Carol Gadsden, Class of 2020*  
*Ms. Susan Heath, Class of 2020*  
The Rev. Dr. Pierre Andre Duvert, Class of 2021  
Mr. Michael Lehman, Class of 2021  
Ms. Sharee A. Melton, Class of 2021  
The Rev. Dr. Gawain F. de Leeuw, Class of 2022  
Ms. Sue Monroe, Class of 2022  
The Rev. Margaret (Peggy) Sullivan, Class of 2022

## DIOCESAN COUNCIL

*Ex Officio*  
The Bishop of New York  
The Bishop Suffragan  
The Assistant Bishop  
The Treasurer of the Diocese  
The President of the Episcopal Church Women

## APPOINTED BY THE BISHOP

*The Rev. Michael Bird, Class of 2020*  
*The Rev. Winnie Varghese, Class of 2020*

## ELECTED

*The Rev. Audrey Bailey, Class of 2020*  
*The Rev. Luis Barrios, Class of 2020*  
*Mr. Anthony Bonilla, Class of 2020*  
*Mr. Earl Francis, Class of 2020*  
*Ms. Yvonne O'Neal, Class of 2020*  
*The Rev. Cynthia Stravers, Class of 2020*  
The Rev. Mary Gregorius, Class of 2021  
The Rev. Anne Sawyer, Class of 2021  
Ms. Shirley Nelson, Class of 2021  
Mr. Peter Saros, Class of 2021  
Mr. Stuart Auchincloss, Class of 2022  
The Rev. Deacon Dorothee Caulfield, Class of 2022  
The Rev. N. Chase Danford, Class of 2022  
Ms. Sandy Gadsden-McAllister, Class of 2022  
Ms. Louise Hannibal-Boyce, Class of 2022  
The Rev. Kyle Martindale, Class of 2022

## DEPUTIES TO GC 2021 and PROVINCIAL SYNOD

### CLERGY

The Rev. Susan Fortunato  
The Rev. Theodora N. Brooks  
The Rev. Matthew Hoxsie-Mead  
The Rev. Michelle M. Meech

### LAY

Ms. Carla Burns  
Mr. James Forde Sr.  
Ms. Yvonne O'Neal  
Ms. Wendy Cañas

## CATHEDRAL TRUSTEES

Mr. Frank Brown, President and Chair of the Executive Committee  
Mr. David Gordon, Treasurer  
Ms. Mary Jane Brock, Secretary

### *Ex Officio*

The Rt. Rev. Andrew M.L. Dietsche, Bishop of New York, Chair  
The Rt. Rev. Clifton Daniel III, Dean of the Cathedral  
The Rev. Matthew Calkins, President, Standing Committee  
Mr. Bill Bermont, President, The Cathedral School Board

## CLERGY MEMBERS

The Rev. Matt Heyd  
The Rev. Nigel Massey  
The Rev. Dan Matthews  
The Rev. Richard McKeon  
The Rev. Jacob Smith

## LAY MEMBERS

Ms. Roberta Connolly  
Mr. John Griffen  
Mr. Bruce G. Paulsen  
Ms. Kathi Watts-Grossman  
Ms. June Yearwood

## TRUSTEES EMERITI

Mr. James E. Bacon  
Mrs. Edward T. Chase  
The Rev. Edward Johnston  
Mr. John T. Lane  
Dr. Wallace Mathai-Davis  
Mr. Harry Smith  
Mrs. Phoebe Stanton  
Mr. Fred Wibiralske  
Mr. E. T. Williams, Jr.

## DEAN EMERITUS

The Very Rev. James A. Kowalski. D. Min. (2002-2017)

## NON-TRUSTEE OFFICERS

Mr. Michael Edwards,  
Chief Financial Officer  
Laura Fois Bosley,  
Assistant Secretary

# EPISCOPAL DIOCESE OF NEW YORK 2020 NOMINEES

- A. STANDING COMMITTEE  
CLERGY, CLASS OF 2024  
ELECT ONE**  
The Rev. Gareth Clive Evans  
The Rev. John Zahl
- B. STANDING COMMITTEE  
LAY, CLASS OF 2024  
ELECT ONE**  
Ms. Louise Hannibal Boyce  
Ms. Yvonne O’Neal
- C. COMMITTEE TO ELECT A BISHOP  
CLERGY, CLASS OF 2021  
ELECT ONE**  
The Rev. Elise Hanley  
The Rev. Brother Robert (Bob) Pierson
- D. COMMITTEE TO ELECT A BISHOP  
LAY, CLASS OF 2021  
ELECT ONE**  
Ms. Millicent Johnson  
Mr. Stanley Weinberg
- E. TRUSTEES OF THE DIOCESE  
CLASS OF 2023  
ELECT THREE**  
Mr. Gerald Dille  
Ms. Mary Farley  
The Rev. Katharine Flexer  
Mr. Chris Haley  
Mr. Burnett (Jody) Hansen  
Ms. Robin Ingram  
The Rev. Richard McKeon
- F. DIOCESAN COUNCIL  
CLASS OF 2023  
ELECT SIX**  
Mr. Deborah Belding  
Ms. Rita Carver  
Mr. Earl K. D. Francis  
Ms. Catherine J. Lavender  
The Rev. Lisa Mason  
Ms. Kathleen Mills
- G. CLERGY ALTERNATE TO  
GENERAL CONVENTION  
& PROVINCIAL SYNOD  
ELECT FOUR**  
The Rev. William (Bill) Baker  
The Rev. Amanda Eiman  
The Rev. Lisa Mason  
The Rev. Deacon David F. McDonald  
The Rev. Jennifer M. Owen  
The Rev. Deacon Pedro Rodriguez, Jr.  
The Rev. Steve Schunk  
The Rev. Maria Filomena Servellon  
The Rev. Jacob A. Smith  
The Rev. Astrid Storm  
The Rev. Anne Marie Witchger  
The Rev. Matthew Wright
- H. LAY ALTERNATE TO GENERAL  
CONVENTION  
& PROVINCIAL SYNOD  
ELECT FOUR**  
Mr. Stuart Auchincloss  
Mr. Patrick Bergquist  
Mr. Tivaun Cooper  
Mr. Nicholas Gordon  
Mr. J. Michael Hull  
Mr. William B. McKeown  
Ms. Diane B. Pollard  
Ms. Lauren Reid
- The Rev. Allison Moore  
Ms. Pamela Mosley  
The Rev. Victor Sarrazin  
The Rev. AJ Stack  
Ms. Elizabeth Walker  
The Rev. Meredith Ward

# NOMINEE BIOGRAPHIES AND STATEMENTS

**THE REV. GARETH CLIVE EVANS**  
11 North Broadway, Irvington, NY 10533

**STANDING COMMITTEE  
(CLERGY)**



**Parish** St. Barnabas', Irvington

**Occupation:** Rector

**Church Positions, Present or Past:** Presently: Dean, Hudson North Deanery. Previously: Diocese of Massachusetts: Member of Diocesan Council, Diocesan Council Executive Committee, Diocesan Budget Committee and Congregational Grant Committee.

**Community Positions, Present or Past:** Currently: Member of The Community Advisory Board, Irvington, Irvington about Safe Kids (iASK). Previously: Board Member of The Harvard-Kent School Scholarship partnership, Boston, Board Member of the Friends of the Charlestown Navy.

*The experience of serving in a variety of diocesan roles in the Diocese of Massachusetts, including six years on the Budget Committee has given me first hand experience of the vital importance of lay and clergy involvement in diocesan life at the administrative level. My vision is simply: to serve on the Standing Committee as a helpful hand in ensuring that decisions made conform to the canons of the Church and reflect the work of the Holy Spirit in the life of our Diocese.*

**THE REV. JOHN ZAHL**  
382 Cantitoe St., Bedford, NY 10506

**STANDING COMMITTEE  
(CLERGY)**



**Parish:** St. Matthew's, Bedford

**Occupation:** Rector

**Church Positions, Present or Past:** Baptized in the Diocese of NY in 1977, I was ordained in 2007. Before returning to this diocese to serve St. Matthew's, Bedford, I garnered 12 years of invaluable experience, as I helped to rebuild the Diocese of South Carolina, after it weathered a massive split. Following the collapse there, I served on Diocesan Council, Standing Committee, as a Transition Officer, Convener of the Charleston Deanery, and Canon Missioner at Grace Church Cathedral. Seeing a TEC Diocese arise renewed and reconnected to the larger Episcopal was deeply meaningful.

**Community Positions, Present or Past:** I have been actively involved in strengthening bonds of affection between TEC and Alcoholics Anonymous, and have spoken around the country on the history of AA and its roots in The Episcopal Church. Former Board Member of Porter-Gaud School (2014-2018). I am currently a member of the Presidents Council at Northern Westchester Hospital, the Interfaith Council (of Northern Westchester), and a community advocate and leader in Bedford and the surrounding region.

*The Standing Committee plays a crucial role in maintaining the health and vision of the Diocese, by helping to implement the vision of the Bishops, while representing the needs of the entire diocese. Bringing representation from the Northern Westchester region to the center of our Diocesan life is important for the wellbeing of our Diocese as a whole..*

**MS. LOUISE HANNIBAL BOYCE**  
**211-34 45th Drive Bayside, NY 11361**

**STANDING COMMITTEE**  
**(LAY)**



**Parish:** St. Philip's, Harlem, Manhattan

**Occupation:** Retired Surrogate Court Clerk

**Church Positions, Present or Past:** Present - Delegate to Diocesan Convention, Lay Eucharistic Minister, Youth Leader, Secretary of Women's Ministry, Stewardship Committee, and IPC Representative, Youth Leader and Member of Diocesan Council

Past - Warden, Vestry Clerk and Vestry Member, Co- Chair of Renewal Work Committee; Sunday School Teacher, Diocesan Youth Network Member and Search Committee, Chair of 210th year Anniversary Steering Committee.

**Community Positions, Present or Past:** Presently the President of the New York Chapter of Union of Black Episcopalians, and The Tribune Society, Inc. New York State Courts – Presently an Advisor and Past President and Mentor

*I am pleased to accept the nomination to run for Standing Committee. I am willing to accept the responsibility required of this Committee.*

**MS. YVONNE O'NEAL**  
**1655 East 54th Street, Brooklyn, NY 11234**

**STANDING COMMITTEE**  
**(LAY)**



**Parish:** Holy Trinity, Manhattan

**Occupation:** Social Justice Advocate; Retired Financial Consultant

**Church Positions, Present or Past:** Warden, Vestry Member; Church Pension Fund Trustee, elected at 2018 General Convention; Deputy to 2018 and 2021 General Conventions; Lay Representative to Province II Council (2018- present); Alternate Deputy to 2015 General Convention; Cathedral Verger since 2015; Diocesan Council (2014-present, 2004- 2010); Carpenter's Kids Steering Committee (2005-2017); Domestic Violence and Sexual Abuse Task Force (2013-present); Task Force Against Human Trafficking (2015- present); Advisory Council of the Anglican Communion Office at the United Nations (2008-2012); Chair, Global Mission Commission - aka Congregational Life for Mission Commission (2004-2010); Standing Committee (2001-2004); Chair, Companion Diocese Committee (1995-2004); ECW, Secretary, Diocesan Board (1991-1992); Lay Eucharistic Minister.

**Community Positions, Present or Past:** Contributor, One Boat: International Chaplaincy for Covid Times; Executive Committee, The Church Club of New York Trustee, elected 2018 – Vice President since 2020; Executive Committee of NGO CSW (Commission on the Status of Women); NGO Committee on Financing for Development; NGO Committee to Stop Trafficking in Persons (TEC representative); Committee of Religious NGOs; Past Co-Chair, NGO Committee on Sustainable Development-NY; Corresponding Secretary, New York City for CEDAW (Convention on the Elimination of All Forms of Discrimination against Women); UN Representative for Africa Development Interchange Network; Cathedral School Board of Trustees 2005-2010; The American College Board of Trustees & Chair, Certification Committee 2001-2004.

*I discern a call from God to serve as a committed layperson in local, national, and global roles. Having served on the Standing Committee before, I relish performing the duties of this office. The work of the Standing Committee greatly affects the current life of the Diocese as well as helps to shape its future and plays a vital role in what the Episcopal Church will long be after those who serve it are gone. I believe that my own Christian commitment, my long involvement in various facets of Episcopal Church life and my interpersonal skills and relationships, all give me a strong base from which I could make a meaningful contribution to the responsibilities of the Standing Committee, especially in this brave new world of COVID-19.*

**THE REV. ELISE HANLEY**  
**104-60 Queens Blvd., Apt. 3G, Forest Hills, NY 11375**

**COMMITTEE TO ELECT A  
BISHOP (CLERGY)**



**Parish:** Epiphany, Manhattan

**Occupation:** Associate Rector

Present: Associate Rector at the Church of the Epiphany, Manhattan. Past: Associate Rector, Trinity on the Green Episcopal Church, New Haven, CT; Assistant Chaplain, The Episcopal Church at Yale University. Prior to ordination, was a lector, vergier, and Lay Eucharistic Minister at St. Bart's Manhattan; volunteer and Board member of Crossroads Community Services.

*The committee listens for God's call to the Church as we discern new episcopal leadership. We can hear that call in the world, in the broader Church, in the prayerful conversations of the committee, and in the callings and offerings of those candidates the church offers us to consider.*

**THE REV. BROTHER ROBERT (BOB) PIERSON**  
**P O BOX, WEST PARK, NY 12493**

**COMMITTEE TO ELECT A  
BISHOP (CLERGY)**



**Parish:** Ascension & Holy Trinity West Park and Christ Church, Marlboro

**Occupation:** Priest in Charge

**Church Positions, Present or Past:** 1984-2014, Monk/Priest in Roman Catholic Church. 2014 Joined the Episcopal Church and Order of the Holy Cross. 2016 Received as priest in the Diocese of Los Angeles. 2018, Priest in Charge, Ascension & Holy Trinity and Christ Church, Marlboro.

**Other Positions, Present or Past:** 2015-2017, Board member, PFLAG, Santa Barbara, CA.

*The committee to elect a bishop serves an important role when a new bishop is needed in a diocese. They coordinate the process of discerning the profile of what kind of person is being called and plan the process for selecting nominees for the position.*

**MS. MILLICENT JOHNSON**  
**880 Thieriot Ave., Apt 2A, Bronx, NY 10473**

**COMMITTEE TO ELECT A  
BISHOP (LAY)**



**Parish:** St. Paul's, Spring Valley

**Occupation:** Retired

**Church Positions, Present:** Warden, Vestry Member, Eucharistic Minister, Coordinator St Paul's Community Dinner for 12 years, Choir member, assisted with supply priest while without a priest, Church Secretary.

**Community Positions, Present:** President, Jamaican Civic and Cultural Association of Rockland; member of the NAACP; member of the Martin Luther King Multi-Purpose Center.

*I have been a member of Diocesan Council for six years and have always had a tremendous interest in the Diocese and willing to help in whatever capacity I am needed. I am confident that with sincerity and trust and prayerful commitment I can fulfill the task for which I seek to be elected.*

**MR. STANLEY WEINBERG**  
**2 Fifth Avenue, Apt. 12-O, New York, NY 10011**

**COMMITTEE TO ELECT A  
BISHOP (LAY)**



**Parish:** Ascension, Manhattan

**Occupation:** Psychotherapist

**Church Positions, Present or Past:** Presently I serve as a Chalice Bearer, Lector, Head Usher and contributor to our Lenten Devotional. In addition to the above, I previously served for six years on our Vestry, Chaired Ascension's Social Concerns and Action Committee for approximately 10 years and contributed many articles to "Life at Ascension", our monthly newspaper.

**Other Positions, Present or Past:** I am a Fellow and Life Member of many mental health organizations and have presented papers and chaired workshops and panels at numerous professional meetings and conferences. I am a member and supporter of several Civil Rights organizations, notably NAACP, and The Andrew Goodman Foundation, as well as a supporter of many environmental organizations. Member, The Church Club of New York. I am a frequent contributor of articles to The Episcopal New Yorker. .

*I am both honored and humbled to be a candidate to serve on the Committee to Elect a Bishop. Given the awesome responsibilities and mission of our Bishops, I fully understand the deep commitment to our Faith and to our Diocese required of this service. Our Bishops' power to inspire and offer hope is particularly needed in these tumultuous times; not only in our Diocese, but also in the world. Our younger generation, facing a very uncertain future, are greatly in need of the inspiration, hope and strength I received from Bishop Paul Moore Jr. when I was their age.*

**THE REV. KATHARINE FLEXER**  
**225 W 99th Street New, NY 10025**

**DIOCESAN TRUSTEE**  
**(CLERGY)**



**Parish:** St. Michael's, Manhattan

**Occupation:** Rector

**Church Positions Present:** Trustee, Diocese of New York, 2018 to present. Member, Disciplinary Board, Diocese of New York, 2019 to present; Member, Committee to Elect a Bishop, 2019-2020. Member, Diocesan Leadership Commission, 2018 to present. Dean of Manhattan Central Clericus, 2015-2017. Co-Leader, Family Camp, Diocese of New York, 2018-present; Diocese of California, 2012-2017.

**Community Positions, Present or Past:** IAF Community Organizing, San Jose, CA, 2012-2014

*Our properties are a resource and can be a blessing – but many of them are old, enormous, and a struggle to maintain. As a rector of a landmarked Manhattan church with an active cemetery, I know well the pluses and minuses of church buildings and property – as well as the ongoing need for funds to serve and grow our mission as congregations. In this time of pandemic, our property is potentially more in need, but with new demands for how we use it. How can we find a way forward as we continue to serve the gospel?*

**THE REV. RICHARD R. MCKEON, JR.**  
**Church of the Messiah,**  
**PO Box 248, Rhinebeck, NY 12572**

**DIOCESAN TRUSTEE**  
**(CLERGY)**



**Parish:** Messiah, Rhinebeck

**Occupation:** Rector

**Church Positions, Present or Past:** Curate, St. John's, Getty Square, Yonkers, 1985-1988. Priest in Charge Zion, Dobbs Ferry, 1988-2010; Rector, Church of the Messiah, Rhinebeck, NY 2010-present; Bishop Roskam's staff 1996- 2010; Trustee of the Cathedral St John the Divine, 2017-present.

**Community Positions Present or Past:** Chaplain, Andrus School, Yonkers 1988-2010. Friends of Clermont, president 2016-2019.

*Having served on Diocesan Council and being a priest of the Diocese for 35 years. I am aware of important work of the Diocesan trustees. During that time I have served in a variety of parishes, from Urban to suburban to rural, large and small. My vocation as a priest has been informed by a commitment to advocacy and social justice, rooted in my spiritual life. I also understand how complex our Diocese is and the need to represent the Mid-Hudson region, as well as the entire Diocese. All this would inform my ministry as a Diocesan Trustee.*

**MR. GERALD (GERRY) L. DILLEY**  
**140 Lincoln Place, Brooklyn, NY 11217**



**Parish:** St. John's in the Village, Manhattan

**DIOCESAN TRUSTEE**  
**(LAY)**

**Occupation:** Retired international insurance executive/diversity consultant

**Church Positions Present or Past:** At St. John's, I am a member of the Vestry. Lay Reader and Chair of the Parish Discernment Committee. I served on the Parish rector search Committee and as chair of the most recent discernment committee. I am a member of the Church Club of New York. Previously, I served on the Diocese's Social Concerns Committee for AIDS and was founding Board Member of the Episcopal response to AIDS (ERA) as well as a fundraiser and parish team organizer for GMHC, our corporate partner.

**Community Positions Present or Past:** I was VP for Latin America and the Caribbean for an insurance, risk management firm, managing subsidiaries and correspondent relationships in the region; corporate representative for the Council of the Americas; consultant to companies developing strategies to diversify their work forces with Black Americans and Hispanics; consultant to Hispanic organizations on development issues. I published articles on Hispanic employment issues. As a parent of a development disabled son, I have long volunteered with organizations serving learning disabled children and adults in Brooklyn. An avid amateur photographer, my work has been exhibited in NYC and South America and appears in an upcoming exhibit by *Arte Sin Fronteras*.

*With respect to asset management, I am a conservative investor and believe in risk avoidance. I am honored to be considered for Diocesan Trustees, and believe my experience in risk avoidance, diversity issues; fluency in Spanish and knowledge of Hispanic culture would be useful. In these uncertain financial times and dangerous political climate, it is crucial that the Diocese stay its fiscally sound course to ensure that necessary and hard decisions will not adversely impact our primary mission to spread the Gospel and feed His sheep. If elected, I will devote my energy and talents in the best interest of this great and diverse diocese.*

**MS. MARY FARLEY**  
**27 Horseshoe Road, Mt. Kisco, NY 10549**



**Parish:** St. Matthew's, Bedford

**DIOCESAN TRUSTEE**  
**(LAY)**

**Occupation:** Financial Consultant to not-for-profits and small businesses

**Church Positions, Present or Past:** PAST: Vestry, Treasurer, St. Matthew's Bedford; Treasurer, Women of St. Matthew's; church school teacher; youth group leader; co-chair, St. Matthew's, Bicentennial Committee. PRESENT: Chair, St. Matthew', Audit Committee; St. Matthew's, Human Resources Committee and Communications Commission, Vestry Member; Member, Diocesan Assessment Adjustment Board.

**Community Positions, Present or Past:** PAST: Board Member, Mt. Kisco, Child Care Center. PRESENT: Board Treasurer, SPCA of Westchester; President, Bedford Farmers Club; volunteer, Habitat for Humanity of Newburg; president, Hickory Hill Figure Skating Club; docent, Rosen House of Caramoor Center for the Arts; lead class agent & reunion co-chair, Middlebury College.

*Serving on the Adjustment board has given me the privilege of seeing the diversity of people, challenges, circumstance, successes and service represented by the parishes in this Diocese and it has been extremely rewarding. Using my professional background in management of not-for-profits to further, with compassion and prudence the role of the Diocese to support and uplift parishes in their work it would be an honor.*

**MR. CHRIS HALEY**  
1751 2nd Ave., Apt. 12F, New York, NY 10128

**DIOCESAN TRUSTEE**  
**(LAY)**



**Parish:** Saint Thomas', Manhattan

**Occupation:** Nonprofit Leader and Professional Fundraiser

**Church Positions, Present or Past:** Current: Saint Thomas Church, Manhattan: Chair, Search Committee for Chief Advancement Officer; Chair; Institutional Advancement Task Force; Member, Strategic Planning Committee; Member, Annual Appeal Committee; Member, Development Committee; Director, Altar Guild

Past: Saint Mark's Cathedral, Minneapolis, MN: President, Wells Memorial Foundation (the cathedral's philanthropic foundation); Member, Development Committee; Co-Chair, Saint Mark's LGBT Ministry; Co-Chair, Faith in Action Committee; Delegate, Diocesan Convention; Diocesan Representative, Episcopal Relief & Development; Acolyte; Lector; Lay Eucharistic Visitor; Lay Eucharistic Minister; Thurifer. All Saints' Church Atlanta: Member, Grants Committee. Church of Saint Michael & All Angels, Knoxville TN: Member, Parish Council; Delegate to Diocesan Convention; Altar Guild; Lector; Lay Reader; Acolyte. Chair, National Episcopal AIDS Coalition (the church's response to the HIV/AIDS pandemic).

*I consider the work of the Trustees of the Diocese to be a sacred trust. Management of the Diocese's assets, investment policy, and long-term financial goals, and the supervision of all Diocesan funds are of critical importance toward ensuring the sustainability of the Diocese and its ministries. I have centered my entire professional career around ensuring the sustainability of vital programs. It would be an honor to bring my skills and passion for sound fiscal management as a Trustee of the Diocese of New York.*

**MR. BURNETT (JODY) HANSEN**  
2 Jaffray Park, Irvington, NY 10533-1727

**DIOCESAN TRUSTEE**  
**(LAY)**



**Parish:** St. Barnabas', Irvington

**Occupation:** Financial Services

**Church Positions, Present or Past:** Diocese of New York – Congregational Support Plan (2004-2016); Finance and Audit Committee of Trustees (2011-2016); Trustees of the Estate and Property of the Diocese and the Diocesan Investment Trust (present).

St. Barnabas Church - Warden (2000-2004, 2007-2021); Chair of Adult Christian Education (1997-2007); Stewardship Chair (2002-2006); Finance Committee (2016-2021).  
St. James Madison Avenue – Stewardship (1993-1996).

**Community Positions, Present or Past:** St. Faith's House Foundation – board member, grants committee member, and finance-committee member. Irvington Town Hall Theater Commission – Chair (2014-2018), member 2002-2018. Association for Retarded Citizens of Connecticut, Board Member and Treasurer.

*My vision is supporting the bishop and clergy to act with inclusive Christian character and integrity in trying times. The basis of action must be prayerful deliberation of difficult issues to reach sound conclusions that embrace Jesus' compassion and the needs of the Diocese's most vulnerable. I seek to share and collectively learn with the Trustees. In 30 years of lay service to the Episcopal Church, I have volunteered the past 19 in the Diocese of New York. My work with the Congregational Support Plan gave me an enduring respect for our Diocese's diversity and the complicated balance of addressing its many needs.*

**MS. ROBIN INGRAM**  
**16 Stonelea Place, New Rochelle, NY 10801**



**Parish:** St. John's, Larchmont

**DIOCESAN TRUSTEE**  
**(LAY)**

**Occupation:** Retired School Administrator

**Church Positions, Present or Past:** Assistant Action Recorder and Distribution Officer, House of Bishops Secretariat, General Convention (eight conventions). Standing Committee Diocese of New York 2012-2016, Member of Task Force A Governance and Diocesan Structures Strategic Planning Process 2016. (Current) Senior Warden, Choir Member, Eucharistic Minister, Lay Reader, co-leader Youth Group and Confirmation Class. (Previous) Junior Warden, Clerk, Vestry Member, Stewardship Co-Chair, Coordinator of Midnight Run, Nursery Advisory Board Member. (Diocese of Pennsylvania) Member of Diocesan Council, Program and Budget Committee, Chair Diocesan Christian Education Committee, Diocese of Pennsylvania; Wissahickon Deanery Executive Committee, Vestry Member, Warden, Stewardship Co-Chair, Director of Christian Education, Church School Teacher, Newsletter Editor, Christ Church and St. Michael's, Philadelphia; Co-author, Here Am I, Lord, Send Me! An Absalom Jones Intergenerational Curriculum published for General Convention 1997.

**Community Positions, Present or Past:** Trustee, Cedar Crest College 2017 -. Trustee, Summer on the Hill.

*My previous experiences in leadership and service have prepared me to think responsibly and thoughtfully about the planning, practices and finances needed in these challenging times. Balancing current needs and scenarios with long-term envisioning and planning is critical. Volunteering at the national, diocesan and parish levels has enabled me to see the issues faced in a diocese from multiple perspectives; I have witnessed the work of the Holy Spirit in helping faithful persons find solutions to challenging dilemmas and fiduciary issues. I am prepared and ready to support the ministry of the Bishops and the Diocese.*

**MS. DEBORAH BELDING**  
**13 Calner Place Hyde Park NY 12538**



**Parish:** St. James', Hyde Park

**DIOCESAN COUNCIL**  
**(LAY)**

**Occupation:** Owner of The Rug Garden, Program Coordinator Hudson River Housing

**Church Positions, Present or Past:** Outreach Chair 2006-2016; Outreach Member 2016-present; 2-Term Vestry Member.

**Community Positions, Present or Past:** President and founder, Hyde Park Community Garden 2012-present; Board member, Hyde Park Food Pantry, Past Board member, Roosevelt Vanderbilt Historical Association 2015-2017.

*I would like to focus on a mission to see the Diocese more involved with sponsoring community gardens and food pantries. I have been involved with food and security issues here in the Hudson Valley for over 15 years. In light of this pandemic, the need for providing healthy nutritious food have exploded. No one should be hungry in this country and that is especially true here in the beautiful and bountiful Hudson Valley.*

**MS. RITA K. CARVER**  
**1549 St Route, New Lebanon. NY 12125**



**Parish:** St. Paul's, Pleasant Valley

**DIOCESAN COUNCIL**  
**(LAY)**

**Occupation:** Theatrical Lighting Designer, Retired

**Church Positions, Present or Past:** PRESENT: I am in discernment at the parish level with my Vestry support, for the Vocational Diaconate. I serve on the Global Women's Fund of the Episcopal Diocese of New York, a fund of the Diocese that provides scholarships and seminar grants for Anglican women in the developing world. During the Covid-19 pandemic I created a Micro Service on YouTube for my parish so that we might worship together from afar. I then created the protocols for reopening our church buildings. I am also our parish's WebMinister (responsible for website, Facebook and now YouTube as well as "On the Road to Damascus" the weekly newsletter. PAST: I served on the Vestry-twice, have been trained in the Community of Hope as a Lay Chaplain, and served as a Eucharistic Minister.

**Community Positions, Present or Past:** I am a member of the New Lebanon Economic and Business Committee working to revitalize our small town by energizing local businesses and attracting tourists. I am also the Chairperson of the New Lebanon Community Appearance and Design Subcommittee of the NLEBC working diligently to design to rebrand our main commerce area while maintaining its rural character. PAST: I founded Dragon Fly Performing Arts, a 501c3 theater company, and acted as the Artistic Director from 2008-2011 offering acting classes and theater performances. As a member of the local Chamber of Commerce, I was the chairperson of the Apple Harvest Festival from 2008-2010 organizing vendors, entertainment and contests.

*I wish to serve the Mission of the Diocese through Service and Outreach by implementing the Bishop's vision and plans for the future, and hope to do so as a member of the Diocesan Council. What I feel makes the New York Episcopal Diocese unique and wonderful is its commitment to embracing diversity. I would enjoy being an outward and active representative, both in the planning and implementation, as we move forward during these challenging times. Knowing whatever obstacles we may encounter, our commitment to God and community will keep us strong.*

**MR. EARL K.D. FRANCIS**  
**74 West 119th Street, New York, NY**



**Parish:** St. Andrews', Harlem, Manhattan

**DIOCESAN COUNCIL**  
**(LAY)**

**Occupation:** Event Planning

**Church Positions, Present or Past:** Past Warden, Vestry person, Chair of Stewardship, Chair Men's Guild, Choir, member of building and Diocesan Council Budget Committee, Diocesan Council Leadership Committee and Convention Planning Committee.

**Community Positions, Present or Past:** Past Board Member, Antigua and Barbuda Progressive Society, Founding member of Wadadli Wet USA, Inc. Past President Union of Black Episcopalian, members of Caribbean Splash Down.

*I would like to offer my help to the Diocesan Council as a young person who is a cradle Episcopalian and I love to work in the church. Also, my vision is to get more young people in the church.*

**MS. CATHERINE J. LAVENDER, PhD**  
149 Burden Ave., Staten Island, York 10302

**DIOCESAN COUNCIL**  
**(LAY)**



**Parish:** St. Andrews', Staten Island

**Occupation:** Professor, City University of New York (CUNY)

**Church Positions, Present or Past:** Vestry member. Committee memberships: Legacy Committee (chair), Outreach Committee Service: Ambrosian Recital Series Committee, Adult Formation Planning Committee, Altar Guild, Choir.

**Community Positions, Present or Past:** The Greenbelt Conservancy, Staten Island, NY (Recording Secretary and Board Member).

*I wish to join the work of the Diocesan Council's "Social Concerns" and "Christian Formation" Commissions. As Director of the Women's Center at CSI/CUNY, charged with developing students as effective advocates for gender equity and justice, I'm honored to help nurture emerging champions of a kinder, less violent, more inclusive community. This aligns with the missions of these two committees, which develop our congregations' commitments to and ability to address the suffering we see around us – to be, as Saint Teresa urged, God's hands, His arms, and His eyes, to see and heal the hurt and harm in our world.*

**THE REV. LISA MASON**  
47 Beach Avenue, Larchmont, NY 10538

**DIOCESAN COUNCIL**  
**(CLERGY)**



**Parish:** St. John's, Larchmont

**Occupation:** Rector

**Church Positions, Present or Past:** Rector, St. John's, Larchmont, September 12, 2019-present, member of the Finance Committee of the Diocese of New York (appointed), Rector, St. David's, San Antonio, Texas, November 2011-August 2019, Interim Rector, St. David's Jan, 2011-Nov 2011, Assistant Rector, St David's, June 2009-Jan 2011, Diocese of West Texas: Former President of the Standing Committee, served on Commission on Ministry, Camps and Conference Committee, Diocesan Development Committee, Commission on Episcopal Schools, Nominating Committee, Executive Board, New Clergy Orientation, and Christian Education Committee. General Convention: attendee in 2003, Deputy for the Diocese of West Texas, 2012, 2015, 2018. Seminary of the Southwest: Board of Trustees, 2009-2018, and 2020-present, former Chair of the Finance and Investment Committee, and current Chair of the Institutional Advancement Committee, Invite Welcome Connect Advisory Board 2017-present, Gathering of Leaders.

**Community Positions, Present or Past:** Coalition for Community (Larchmont and Mamaroneck), At Home on the Sound Board member. PAST: San Antonio, Texas: The Battle of Flowers Association, Terrell Hills Park Board, and Timely Topics.

*I believe that Diocesan Council is the Program "Arm" of the diocese whereas Executive Council/Board is the "policy" arm; at least that is how this was explained to me by the person who asked me to let my name go forward. I have always enjoyed serving at the diocesan level both as a lay person and as a priest because I feel that the work we can do as a diocese enhances and expands our common life together as congregations. We can learn from one another and be strengthened by that work as well as feel connected as a body of people. The diocese can do ministry, offer formation, mission and ministry opportunities that often a congregation could not do on its own.*

**MS. KATHLEEN MILLS**  
**68 Pacific Street, #2G Brooklyn, NY 11217**

**DIOCESAN COUNCIL**  
**(LAY)**



**Parish:** Heavenly Rest, Manhattan

**Occupation:** PhD Candidate

**Church Positions, Present or Past:** Member, Rector's Forum Planning Committee (adult formation); Mentor for confirmands; Member Next Phase Committee to plan the church's response to the COVID19 pandemic. Member, discernment committee for parishioner potential ordination. Previously Choir member.

**Community Positions, Present or Past:** Previously choir member a Rockefeller Chapel, University of Chicago for four years.

*As a member of Diocesan council and with particular interest in the commission for social concerns and Budget Committee, I hope to advance the mission of the Diocese by acting on behalf of our neighbors throughout New York, Episcopalian and otherwise. I hope to empower congregations to do the same by providing them with necessary resources to their communities. I believe the Episcopal Church has a theological obligation to lead in fight for physical and spiritual well-being of all New Yorkers, especially during times as turbulent as these, and hope to be a part of that leadership.*

**THE REV. ALLISON MOORE**  
**161 Main Street New Paltz, NY 12561**

**DIOCESAN COUNCIL**  
**(CLERGY)**



**Parish:** St Andrew's, New Paltz

**Occupation:** Parish Priest and  
Campus Minister

**Church Positions, Present or Past:** Diocese of New York: Member and Dialogue Facilitator, Anti-Racism Committee, 2015 to present. Member, Reparations Committee 2018 to present. Diocese of Newark: Co-Convener, District 8, 2009 to 2014; Diocesan Council, 2011 to 2015. Chair, Namaste (Anti-Racism Dialogues), 2008 to 2012. Ad hoc organizer of Women's Clergy Workshops, 2006-8. Co-chair, Reparations Task Force, 2005-8. Congregational Development Institute Diocesan Training, 2005-7. ACTS/VIM Board member, 2002-2007, Chair 2006.

**Community Positions, Present or Past:** . Member and sometimes convener of Fort Lee Inter-faith Clergy Council, 1996-2010 Local Assistance Board, Borough of Fort Lee, NJ 1996-2014 Fire Department Chaplain, Fort Lee, NJ 1998-2014.

*In my experience, Diocesan Council praises and nudges and identifies resources for congregations as we seek to make God's love known in our communities. I love to nurture environments where parishioners can grow in faith and leadership through careful listening to each other, God, and their neighborhoods. Conflict and adversity are good but not always fun teachers! I bring experience as long-time rector in the Diocese of Newark and, since 2015, as an interim in two parishes in this diocese. I'm delighted to be back in the Diocese which ordained me.*

**MS. PAMELA MOSLEY**  
**165 East 35th Street, Apt. 5-B, New York, NY 10016**

**DIOCESAN COUNCIL**  
**(LAY)**



**Parish:** Trinity, Wall Street, Manhattan

**Occupation:** Self-employed

**Church Positions, Present or Past: Present:** Pamela has been an active member of Trinity Church since 1983. Since that time, she has served as a lay reader, an acolyte, docent, Sunday school teacher and member of the Christian Education (Worship & Education) Committee; chaired the Liturgy Committee, and was a member and subsequent President of the Congregational Council. Pamela has also served as congregational representative to Trinity's Commercial Property and Management Committee and HR/Planning & Partnership Committee, and Trinity's Strategic Planning Core Team. She served as a congregational representative to the Institutional Support and Budget Committee. Pamela has also served as a member of Trinity's Family Choir, Theater at Trinity, the Lively Arts Committee, the Trinity Ringers Association and has volunteered in The Welcome Center. She also served as a congregational representative to several Diocesan conventions and as a member of the Diocesan Board of Campus Ministry.

**Community Positions, Present or Past:** Pamela is a member of the New York Choral Society, and serves as its volunteer Community Engagement Manager. Pamela has been a sustaining member of the Junior League of Brooklyn.

*My vision of the ministry of the members of Diocesan Council are to serve as stewards, utilizing, managing and growing all of its resources to cultivate links between parishes, and support the people and congregations in this diocese as we work to carry out the mission of the Church.*

**THE REV. VICTOR SARRAZIN**  
**12 Depot Street, Middletown, NY 10940**

**DIOCESAN COUNCIL**  
**(CLERGY)**



**Parish:** Grace, Middletown

**Occupation:** Rector

**Church Positions, Present or Past:** Rector, St. Stephens', Sierra Vista, Episcopal Diocese of Arizona. Diocese of Arizona: Member of Diocesan Council; Member of Native American Program Group; Veterans Ministry Program Group. Member, Spiritual Director of Tucson. Member of Title IV Board, Diocese of Arizona. Rector, Grace Church, Middletown, Episcopal Diocese of New York. Member; Guild St Margaret's SoupKitchen Advisory Board, an outreach ministry of Grace Church; Member of Endowment Committee, Grace Church, Middletown.

**Community Positions, Present or Past:** PAST: Volunteer, Good Shepherd Soup Kitchen, New Orleans; St. Vincent Village New Orleans; Board Member, City of Montebello Gang Diversion Program, Montebello, CA. Member, Save Vets, Sierra Vista, Arizona; Member, Sierra Vista Ecumenical Council; Valor Hospice Ethics Committee, Sierra Vista, AZ. Member, The Pastoral Council Center Advisory Board, an outreach ministry of the G.M.I.C.. Present: Member of the Greater Middletown Interfaith Council, Middletown, NY.

*My view of diocesan leadership ministries is to provide the kind of leadership and resources that will empower the lay leadership and clergy of the diocese to excel in their ministries, both in the church and the community at large. Diocesan Council makes available a broad base of knowledge and experience to this effort.*

**THE REV. AJ STACK**  
**40 Leedsville Rd., Amenia, NY 12501**

**DIOCESAN COUNCIL**  
**(CLERGY)**



**Parish:** St. Thomas', Amenia Union

**Occupation:** Priest-in-Charge

**Church Positions, Present or Past:** Priest-in-Charge, St. Thomas Amenia Union (02/2020 – Present); Priest-in-Charge, St. Peter's Episcopal Church, Gallipolis, OH (07/2015 – 02/2020); Priest Missioner, Christ Episcopal Church, Ironton, OH (07/2015 – 06/2018); Facilitator & Coach, Hope. Partnership for Missional Transformation, Indianapolis, IN (02/2018 – present); Council Member, Diocesan Council in Diocese of Southern Ohio (2017 – 2020); Commissioner, Commission on Congregational Life in Diocese of Southern Ohio (2016 – 2019); Trustee, Episcopal Community Services Foundation in Diocese of Southern Ohio (2012); Member, Episcopal Appalachian Ministries, Kingsport, TN (2009-2012).

**Community Positions, Present or Past:** I arrived in the Diocese of New York in February of this year, two weeks before the full weight of the pandemic was felt. I have not yet joined any community organizations.

*The empowerment of local parishes to live out their ministry in their unique contexts is one of the most important aspects of a future-focused church. I have worked as a coach with congregations throughout the country who are seeking to become more missionally focused, and one consistent characteristic of those who successfully navigate a missional transition is unwavering diocesan support. Diocesan Council is one of the chief ways of supporting those efforts, as it is uniquely positioned in the diocesan structure to provide guidance and encouragement to local parishes and support their continued discernment of God's call on their future.*

**MS. ELIZABETH A WALKER**  
**356 Joys Lane, Hurley, NY 12443**

**DIOCESAN COUNCIL**  
**(LAY)**



**Parish:** St. Gregory's, Woodstock

**Occupation:** Information Technology Manager (Retired) / Sales Assoc. (Part-Time)

**Church Positions, Present or Past:** Christ Church Riverdale, NY: Vestry, Altar Guild, Episcopal Church Women (Director), Ad-hoc Fundraising Committee, Usher, Representative to the Diocesan Convention. Trinity Church, Princeton, NJ: Vestry; Altar Guild, Flower Guild (Chairman), Lector, Chalice bearer, Usher. St. Gregory's Woodstock, NY: Senior Warden/Vestry, Altar Guild (Director), Lay Eucharistic Minister, Sunday School Organizer/ Teacher, Lector, Usher, Indaba Participant in both parish-focused Indaba sessions, Representative to the Diocesan Convention, Mid-Hudson Region Executive Committee (Bishop's Appointee).

**Community Positions, Present or Past:** Literacy Volunteers of America, Woodstock Garden Club (Co-President), Federated Garden Clubs of NYS (Director, District III, and State Board of Directors).

*The Diocesan Council is responsible for encouraging and supporting the people of the diocese as they carry out the mission of the Church. This includes growth in personal faith and the practice of a Christian life and the growth of parishes in membership, in spirituality, and in involvement with social concerns and global mission. The Diocesan Council is ideally suited to bring together the ideas from all of the diocese's wonderfully diverse parishes and to incorporate those ideas into actions that will enable all members of the diocese to carry out the mission of the Church.*

**THE REV. MEREDITH WARD**  
**60 W. 13thSt., #7D, New York, NY 10011**

**DIOCESAN COUNCIL**  
**(CLERGY)**



**Parish:** Ascension, Manhattan

**Occupation:** Priest.  
Art Gallery owner

**Church Positions, Present or Past:** Ordained to the Priesthood at the Diocese of New York on 9/19/2020. Transitional Deacon, The Church of the Ascension, Manhattan (current); Seminarian Intern, St. Ann's Episcopal Church, Bronx (2018-2020); Vestry (2011-16), Rector Search Committee Chair (2013-14), Buildings & Grounds, Stewardship Chair, acolyte; altar guild; food pantry; healing ministry; lay Eucharistic visitor, The Church of the Ascension, Manhattan (2011-18).

**Community Positions, Present or Past:** Board Member, The Art Dealers Associate of America; Vice President (2011-14) and Board Member, Private Art Dealers Association.

*The challenges of this time offer an unprecedented opportunity for re-imagining what it means to be Church. The people of this diocese have risen to these challenges by developing online worship and workshops, adapting in-person worship, and continuing to serve their communities. As we confront a global pandemic and a long-overdue reckoning with racial injustice, we are discerning that God is calling us in new ways. As a member of the Diocesan Council, my ministry would support and encourage the creative work that is already being done and help to coordinate efforts around the diocese to aid congregations in carrying out their mission.*

**THE REV. WILLIAM (BILL) BAKER**  
**1 Kingsley Avenue, Staten Island, NY 10314**

**ALTERNATE TO GENERAL**  
**CONVENTION & PROVINCIAL**  
**SYNOD (CLERGY)**



**Parish:** Ascension, Staten Island

**Occupation:** Priest-in-Charge

**Church Positions, Present or Past:** Diocesan Lay Director, New York Episcopal Cursillo 2008-2015; Treasurer, New York Episcopal Cursillo 2003-2008; Happening Coordinator and Founder, Happening Retreat 2008-2012; Sr. Warden, St. Paul's in Yonkers 2009-2015; Treasurer, St. James', Fordham 2004-2008.

**Community Positions, Present or Past:** Alice Austen House, Board Member 2019-Present; Staten Island Interfaith Council, Board 2018-Present.

*My strongest skills include connecting with other people and networking to share ideas. I enjoy participating in conventions and other large gatherings. It energizes me to meet with people and discuss the challenges of the greater church and learn new techniques to build up our diocese. If you want to send someone who loves the Diocese of New York and will promote our interest while making connections to members throughout the entire church, send me. It would be my honor and privilege to represent all of you and the Diocese of New York as an Alternate at General Convention.*

**THE REV. AMANDA EIMAN**  
**1101 Route 9D – PO Box 454 Garrison NY 10524**

**ALTERNATE TO GENERAL  
CONVENTION & PROVINCIAL  
SYNOD (CLERGY)**



**Parish:** St. Philips in the Highlands, Garrison

**Occupation:** Priest-in-Charge

**Church Positions, Present or Past:** Chair of Diocese of Pennsylvania Commission on Ministry, Member of Bishop Search Committee .

**Community Positions, Present or Past:**

*I am honored to be nominated to represent the Diocese of New York as a clergy person at our General Convention (as an alternate). I consider serving in this way to be part of my sacred responsibility as a priest, and take this responsibility seriously and with joy!*

**THE REV. LISA MASON**  
**47 Beach Avenue, Larchmont, NY 10538**

**ALTERNATE TO GENERAL  
CONVENTION & PROVINCIAL  
SYNOD (CLERGY)**



**Parish:** St. John's, Larchmont

**Occupation:** Rector

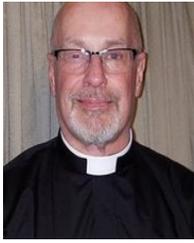
**Church Positions, Present or Past:** Rector, St. John's, Larchmont, September 12, 2019-present, member of the Finance Committee of the Diocese of New York (appointed), Rector, St. David's, San Antonio, Texas, November 2011-August 2019, Interim Rector, St. David's Jan, 2011-Nov 2011, Assistant Rector, St David's, June 2009-Jan 2011, Diocese of West Texas: Former President of the Standing Committee, served on Commission on Ministry, Camps and Conference Committee, Diocesan Development Committee, Commission on Episcopal Schools, Nominating Committee, Executive Board, New Clergy Orientation ,and Christian Education Committee. General Convention: attendee in 2003, Deputy for the Diocese of West Texas, 2012, 2015, 2018. Seminary of the Southwest: Board of Trustees, 2009-2018, and 2020-present, former Chair of the Finance and Investment Committee, and current Chair of the Institutional Advancement Committee, Invite Welcome Connect Advisory Board 2017-present, Gathering of Leaders

**Community Positions, Present or Past:** Coalition for Community (Larchmont and Mamaroneck), At Home on the Sound Board member in San Antonio, Texas: The Battle of Flowers Association, Terrell Hills Park Board, and Timely Topics.

*I believe that one of the great blessings of being in the Episcopal Church is that we are part of something bigger than ourselves. We belong to a church that is part of a diocese, which is part of a province, which is part of The Episcopal Church. How we live, and move and have our being affects someone other than us. General Convention is an outward and visible sign of our common life. I appreciate that I can represent my diocese as we worship, learn, vote, elect and break bread together, even virtually in these current times. Our relationship with God and one another is strengthened when we speak the truth in love, agree to disagree, but yet agree to walk with one another.*

**THE REV. DEACON DAVID F. MCDONALD**  
**32 Alder Drive, New Windsor, N.Y. 12553**

**ALTERNATE TO GENERAL  
CONVENTION & PROVINCIAL  
SYNOD (CLERGY)**



**Parish:** St. John's, Cornwall

**Occupation:** DEACON/ Protection Agent for NYC ACS

**Church Positions, Present or Past:** Deacon, St. John's Church, Cornwall, NY. Served as Deacon at NY Cursillo retreats. Warden. Eucharistic Visitor/Minister. Choir Member.

**Community Positions, Present or Past:** Protection Agent- NYC Administration for Children's Services

*The Delegates/Alternates are to represent all the members of the NY Diocese while offering their unique experience and expertise to the conversation as matters of importance are discussed, debated, and proposed at General Convention. The delegates will be able to voice the concerns or needs of those whose voice has not been heard before at Convention or whose point of view has not been presented by the majority in conversation. I believe, that as a former Law-Enforcement Officer and as a Deacon dedicated to serving people living on the fringe of society, I possess a unique voice to add to the conversation of issues being faced by our Church and Country.*

**THE REV. JENNIFER M. OWEN**  
**14 Piney Point Avenue, Croton-on-Hudson, NY 10520**

**ALTERNATE TO GENERAL  
CONVENTION & PROVINCIAL  
SYNOD (CLERGY)**



**Parish:** St. Augustine's, Croton-on-Hudson

**Occupation:** Priest-in-Charge

**Church Positions, Present or Past:** Rector, St. Augustine's Episcopal Church, Croton-on-Hudson (12/2018-present); Associate to the Rector, Christ Church Greenwich, CT (8/2012-11/2018) Diocese of New York Disciplinary Board, 2020-present.

**Community Positions, Present or Past:** . Member, Board of Directors, Croton Caring Committee, 2020-present.

*It would be an honor to represent this Diocese at General Convention should an alternate be necessary. I have been a part of this Diocese since my Confirmation in 1997. The opportunity to participate in the councils of the Church has always been a great opportunity for me to represent communities I serve while gaining a better understanding of the wider church.*

**THE REV. DEACON PEDRO RODRIGUEZ, JR**  
**385 E. Mosholu Parkway North # 2E, Bronx N.Y. 10467**



**Parish:** St. James', Fordham, Bronx

**ALTERNATE TO GENERAL  
CONVENTION & PROVINCIAL  
SYNOD (CLERGY)**

**Occupation:** Mt. Sinai Hospital Program,  
Manager, NYC

**Church Positions, Present or Past:** Deacon, Class of 2010; Vestry, Liturgical Coordinator; Altar server mentor, and Education for Ministry (EFM) co-mentor.

**Community Positions, Present or Past:** Currently Program Manager at Mt Sinai St. Luke's Hospital, Clinical site supervisor for HIV testing and linkage at Gay Men Health Services. Case Manager for at risk youth and adults providing various supportive services including medical linkage and housing support. USA Army active 4 years, 2 years reserve. NYPD from 1998-2004. Member of Aspira of New York.

*As a Deacon, one of the functions is to hear the concerns of the people and bring them to the church. With what is occurring in our society is happening throughout the country. I envisioned that this is an opportunity for the concerns of all and to be their voice, present their concerns and collectively provide a platform for all voice to be heard. Empowering our church to be the venue where not only for the concerns we are aware, but also the voices that are silenced or are afraid to speak. We must do as Jesus did, and welcome and love everyone looking into their heart, and be their concrete support. We need to raise the volume and speak out about love, acceptance, respect and support. If Christ and the national church.*

**THE REV. STEVE SCHUNK**  
**P O Box 913, Highland, NY 12528**



**Parish:** Regeneration , Pine Plains and  
St. Mary-in-the Highland, Cold Spring

**ALTERNATE TO GENERAL  
CONVENTION & PROVINCIAL  
SYNOD (CLERGY)**

**Occupation:** Priest-in-Charge

**Church Positions, Present or Past:** Priest in Charge, St. Mary-in-the-Highlands, Cold Spring (7/19-current); Priest in Charge, Regeneration Pine Plains (5/19-present); Lay member and chair of the Mid-Hudson Executive Council (1/2010; 1/2011-12/2014). Now clergy member on first term (9/19-current).

*It is both an honor and a privilege to be nominated in service to the larger church in this role, as a first step to understanding and participating in the national governing body.*

**THE REV. MARÍA FILOMENA SERVELLÓN**  
20 Carroll Street, Poughkeepsie, NY 12401

**ALTERNATE TO GENERAL  
CONVENTION & PROVINCIAL  
SYNOD (CLERGY)**



**Parish:** Virgen de Guadalupe, Poughkeepsie

**Occupation:** Priest-in-Charge

**Church Positions, Present or Past:** Associate Priest, Church of the Mediator, 2008. Priest in Charge, San Juan Bautista Episcopal Church (2009-2012). Priest in Charge, Virgen de Guadalupe Episcopal church, Poughkeepsie and Holy Cross/Santa Cruz Episcopal Church 2012 to present.

**Community Positions, Present or Past:** Member, Mid-Hudson Region Executive Committee (2015-2018). Member, Kingston Interfaith Council (KIC) (2016-present). Member, Ulster Immigration Defense Network (UIDN) (2017 to present).

*It is an honor and a privilege for me to be nominated to be a member of the General Convention alternate deputies for the first time after belonging to the Diocese of NY for more than 35 years. This time has been focused on committing myself to the Latinx Ministry, as well as working closely with other minority communities (Black, Asian, LGBTQ+, indigenous, sick people, Immigrants, homeless etc.) I would like to have the opportunity to represent our communities of faith, and help to contribute in some way. I hope to do this by sharing my experiences with them, letting my voice be heard, inspired by prayer and continuous reflection, allowing the direction and guidance of the Holy Spirit, it is my intention to show the love and devotion that I have in my heart towards our people, because I feel that our Latinx and minority communities need and deserve to be represented, listened and served with a great heart, dedication and vocation by the different authorities at all levels.*

**THE REV. JACOB A. SMITH**  
61 Gramercy Park N, Fl 2, New York, NY 10010

**ALTERNATE TO GENERAL  
CONVENTION & PROVINCIAL  
SYNOD (CLERGY)**



**Parish:** Calvary / St. George's, Manhattan

**Occupation:** Rector

**Church Positions, Present or Past:** I have been the rector of Calvary-St. George's since 2017 and prior to that was the Priest-in-Charge for four years. In the diocese I have served in the following capacity: on Diocesan Council serving on the Spiritual Formation Committee (2009-2016), Trustee of St. John the Divine (2016-present), dean of the lower Manhattan Clericus (2016-present), and as member of the Commission on Ministry (2019-present). I also serve as the Vice President of The Bible and Common Prayer Book Society.

**Community Positions, Present or Past:** In the Gramercy Park community I serve as a community leader supporting the Gramercy Park Block Association and the Stuyvesant Park Neighborhood Association.

*I believe there are major issues facing the future of The Episcopal Church, most importantly how do we share and witness to the Gospel in an increasingly post Christian America. I think one of the greatest challenges to the church, is not hostility, but many American's overall increasing indifference to the church. I am running for Alternate to General Convention because I have been inspired by Presiding Bishop Michael Curry's articulation of the Jesus Movement: sharing the love of Jesus with everyone, which in turn heals humanities divisions, specifically regarding racial reconciliation. It is that kind of vision, which places evangelism first and everything else as a fruit of following Jesus that I feel called to serve if I am given the privilege of being elected.*

**THE REV. ASTRID STORM**  
13 Rochambeau Rd, Scarsdale, NY 10583

**ALTERNATE TO GENERAL  
CONVENTION & PROVINCIAL  
SYNOD (CLERGY)**



**Parish:** St. James the Less, Scarsdale

**Occupation:** Rector

**Church Positions, Present or Past:** Previously Vicar then Rector, St. Nicholas on the Hudson, New Hamburg, (2006-2016); Curate, Grace Church, Manhattan, (2004-2006); Curate, St. John's Worthington, Ohio (2001-2004); Currently, Rector, St. James the Less, Scarsdale, NY and Dean of Central Westchester Clericus; Member, Reparations Committee, Diocese of New York. Previous appointments and committees include: Diocesan Assessment Committee, Commission on Ministry, Congregational Vitality, Ecumenical Commission, and Board of the Episcopal New York.

**Community Positions, Present or Past:** Chaplain, New Hamburg, Fire Department; Secretary Harlem Block Association (122 St. and 8th Ave.) Member, Ohians to Stop Executions; Currently, Member of Scarsdale Clergy Interfaith Council; Scarsdale, Drug and Alcohol Task Force.

*A colleague from Southern Dutchess Clericus asked to put my name forward for this position, which in itself was reason enough to run. I stay involved in wider church matters, but mostly in the wings, and my time is due to play a more active role if called to do so. My experience in the Diocese, from urban to rural, to suburban, has given me a good perspective of the needs of churches in different circumstances, and being a native Midwesterner (my career as a priest began in Southern Ohio) adds to this wider view of things. Years of figuring out who I am as an individual, a priest and a Christian, have given me an unintentionally but happily, a wide experience of church and national life, and I hope you will consider these qualifications to elect me.*

**THE REV. ANNE MARIE WITCHGER**  
22 West 99 Street, New York, NY

**ALTERNATE TO GENERAL  
CONVENTION & PROVINCIAL  
SYNOD (CLERGY)**



**Parish:** Heavenly Rest, Manhattan

**Occupation:** Associate Rector and  
Chief of Staff

**Church Positions, Present or Past:** Associate Rector and Chief of Staff at Church of the Heavenly Rest in Manhattan. Serves on Bishop Shin's Task Force for Church Planting as well as the Congregational Development Committee. She attended General Convention as a young adult delegate and then as a leader for the delegation with the Episcopal Peace Fellowship in 2012 and 2015. PAST: Associate Priest, Heavenly Rest, Manhattan.

*We can use this moment as an opportunity to imagine a healthier, stronger, more diverse, and more faithful Episcopal Church—and we can play a role, with God's help, in promoting a more just world. The next few years won't be easy. In addition to navigating a future that is largely uncertain, we need to confront racial inequity and economic divides within our church and beyond. Despite the serious challenges we face, I have deep faith in our possibilities. I would be honored to learn and serve alongside the leaders of our church as we imagine the road ahead.*

**THE REV. MATTHEW WRIGHT**  
**P. O. Box 99 West Park, NY 12493**



**Parish:** St. Gregory's, Woodstock

**ALTERNATE TO GENERAL  
CONVENTION & PROVINCIAL  
SYNOD (CLERGY)**

**Occupation:** Priest-in-Charge

**Church Positions, Present or Past:** Permanent supply priest: St. Andrew's, Poughkeepsie & St. Andrew's, Brewster (2013-present); Guesthouse & Farm Assistant, Alongsider Priest: The Community of the Holy Spirit, Melrose House, Brewster, NY (2012-2014); Priest-in-charge: St. Gregory's, Woodstock (2014-present); Teacher/Retreat Leader: The Contemplative Society & Northeast Wisdom (2015-present); Teacher/Presenter: Lev Shalem Institute, Woodstock Jewish Congregation (2015-present); Guesthouse Communications Assistant: Holy Cross Monastery (2020-present); Secretary and Assistant to the Guardian: The Rivendell Community (2020-present).

**Community Positions, Present or Past:** Woodstock Interfaith Council (2014-present); Board of Directors: The Satyana Institute (2013-present); Board of Directors: Northeast Wisdom, Inc. (2013-present).

*To be a passionate voice for smaller and less affluent parishes that often function with part-time clergy; to explore ways of making ministry in these contexts attractive and possible--including models of community life, bivocational ministry, and alternative models of formation and education for clergy; to stand as a voice for the intersection of prayer and contemplative life with work for social and racial justice; to represent the broad currents of intentional community, monastic, and Rule of Life-based living within the Church; and to promote interspiritual dialogue and understanding across our religious traditions, particularly among Christians, Muslims, and Jews.*

**MR. STUART AUCHINCLOSS**  
**2342 Glasco Turnpike, Woodstock, NY 12498**



**Parish:** St. Gregory's, Woodstock

**ALTERNATE TO GENERAL  
CONVENTION & PROVINCIAL  
SYNOD (LAY)**

**Occupation:** Retired Lawyer and Civil Engineer

**Church Positions, Present or Past:** At present I am completing my first term on the Diocesan Council. I am an Alternate Deputy to General Convention. I am a member of the Building and Grounds Team at St. Gregory's Woodstock. In the past I have served as a Trustee of the Diocese and both Vestry and Warden at St. Gregory's.

**Community Positions, Present or Past:** I am a Trustee of the Mid-Hudson Library System. Previously I was a trustee of the Woodstock Public Library District. I am active in the Sierra Club at the national and state level.

*I attended the last General Convention as an Alternate Lay Delegate. That opened my eyes to the concern that goes into governing and defining the Episcopal Church. I would like to provide my perspective as a member of a small rural church to that process, I am retired and have the time to devote to the process.*

**MR. PATRICK BERGQUIST**  
**3333 Henry Hudson Pkwy, Apt. 7P. Bronx, NY 10463**

**ALTERNATE TO GENERAL  
CONVENTION & PROVINCIAL  
SYNOD (LAY)**



**Parish:** St. Bartholomew's, Manhattan

**Occupation:** Director of Programs, Episcopal Charities

**Church Positions, Present or Past:** Staff positions: Assistant to the Rector for Special Projects (St. Bart's, Manhattan); Minister for Children, Youth and Families (St. Bart's, Manhattan); Director of Programs (Episcopal Charities of the Diocese of New York). Volunteer positions: Lay Eucharistic Minister; Prayer Team; Youth Group Co-Leader; Outreach Committee Chair; Godly Play Storyteller; Adult formation presenter; Reader Vocational position: Novice Brother with the Society of St. John the Evangelist.

**Community Positions, Present or Past:** Overnight shelter volunteer; Food pantry volunteer; Board member – Grafted (LGBTQ+ faith-based Organization).

*The role of a Deputy as well as an Alternate at General Convention is chiefly one of listening and dialogue. It is listening for the movement of the Spirit throughout a diocese and the broader. It is listening to the voices of those you agree with and those you disagree with. It is only after listening that you then engage in discernment through dialogue. Ultimately, the deputy and the alternate are not discerning policy or rubrics but the movement of the Spirit.*

**MR. TIVAUN COOPER**  
**315 Decatur Street, Brooklyn, NY 11233**

**ALTERNATE TO GENERAL  
CONVENTION & PROVINCIAL  
SYNOD (LAY)**



**Parish:** Trinity, Wall Street, Manhattan

**Occupation:** Medical Administrator

**Church Positions, Present or Past:** Verger, Acolyte, Lay Eucharistic Minister, co-chair of Trinity's LGBT Concerns Group, co-chair of The Episcopal Diocese of New York LGBT Concerns Group, member of the Absalom Jones Planning Committee, Episcopal Peace Fellowship Young Adult Delegate to the 2018 General Convention.

**Community Positions, Present or Past:** 2018 Young Adult of the Year nominee, Church Club of New York; former member of NYC Heritage of Pride – The March Committee.

*My appetite was whetted as a Young Adult Delegate of Episcopal Peace Fellowship to General Convention, and I am quite interested in being an Alternate Deputy to General Convention which provides a great opportunity to learn more about the functioning of The Episcopal Church. As we get ready for the 80th General Convention, the church will surely address issues such as racial inequalities and injustice; these are matters that I hold dear to my heart and that ring too close to home. I would be honored and elated to represent our Diocese in the wider church.*

**MR. NICHOLAS GORDON**  
13 East Shore Drive, Princeton, NJ 08540

**ALTERNATE TO GENERAL  
CONVENTION & PROVINCIAL  
SYNOD (LAY)**



**Parish:** St. John's in the Village, Manhattan  
and Canterbury Downtown

**Occupation:** Student

**Church Positions, Present or Past:** Communications Assistant and Student Leader at Canterbury Downtown (Downtown Manhattan Campus Ministry), Vestry Member at St. John's in the Village, Grocery Delivery Program, Grant Coordinator and Altar Guild Member for St. John's in the Village, Intern at Ascension Outreach (Outreach Ministry at the Church of the Ascension), and Young Adult Leader with EDNY Young Adult Network.

**Community Positions, Present or Past:** Student Leader with NYU's Global Spiritual Life Center, member of the Multi-Faith Advisory Council at NYU, and Student Organizer with NYS Poor People's Campaign.

*Ours is a church committed to radical inclusivity. General Convention has an important platform in our church-wide effort to show up for the whole human family in a beautiful Episcopal way. As a young adult and a student involved in our Diocese, I care deeply about this mission for the future of our Diocese and the church at large. I would be honored to be a representative of this work not only as someone who has been a recipient of the fruits of that labor but also as someone who desires to continue doing this work for years to come.*

**MR. J. MICHAEL HULL**  
11 The Boulevard, New Rochelle, NY 10801

**ALTERNATE TO GENERAL  
CONVENTION & PROVINCIAL  
SYNOD (LAY)**



**Parish:** Trinity St. Paul's, New Rochelle

**Occupation:** Supervisor of Adult Probation

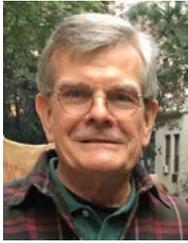
**Church Positions, Present or Past:** Chairman of Buildings and Grounds Committee (Trinity St. Paul's); Section Leader parish choir; Diocesan Anti-racism Committee; Clergy Mentor—Congregational Vitality; SPICE planning committee; Co-coordinator of Jonathan Daniels Pilgrimage.

**Community Positions, Present or Past:** New Rochelle Against Racism; Westchester County Advisory Board for Dept. of Corrections; Diversity Trainer for Court Support Services, State of Connecticut Judicial Dept.

*I am seeking to serve the Diocese of New York as a Lay Deputy to General Convention, in order to participate in the representative governance of the Episcopal Church. I believe that the Spirit speaks through individual believers, as well as the Church's orthodox, institutional, sacramental structures. Our General Convention prayerfully strives to support our coming to know Christ, proclaiming the Gospel, leading others to Jesus, and ministering to all of God's creation. God calls us to find new ways of being the Church in the world. I commit myself to studying the polity issues of how we maintain our parish ministries, as well as be the prophetic voices of God in our wider society.*

**MR. WILLIAM B. MCKEOWN**  
73 Waterside Lane Clinton CT 06413-2142

**ALTERNATE TO GENERAL  
CONVENTION & PROVINCIAL  
SYNOD (LAY)**



**Parish:** Congregation of St Savior of  
The Cathedral Church of St. John the Divine

**Occupation:** Lawyer  
(not in active practice)

**Church Positions, Present or Past:** General Convention: Task Force on Theology of Money, member; and convener, Committee of Theology Investing. Executive Council: Committee on Corporate Social Responsibility, member & unpaid consultant; Economic Justice Loan Committee, chair & member; Investment Committee, member; EDNY: Board of Examining Chaplains, member; Task Force to Organize a Diocesan Credit Union, member; Task Force on Socially and Environmentally Responsible Investing, chair; Strategic Plan Advisory Committee, member, & member Task Force A, structure & canons; SPICE (EDNY clergy spouses), member.

**Community Positions, Present or Past:** Board of Directors, Christianity & Crisis, Inc.; Board of Trustees, Manhattan Country School; Counsel, Community of the Holy Spirit; Counsel, Interfaith Center on Corporate Responsibility; General Counsel, Wildlife Conservation Society (Bronx Zoo & NYC zoos & aquarium, plus field conservation projects in 60 countries)

*In 34 years of lay ministry for TEC and EDNY I have worked for creation care, human rights, racial and economic justice, and investing responsibly. General Convention repeatedly has addressed these concerns, and next GC will be called to do so again. Over the years EDNY has provided leadership to GC on these issues, and my experience prepares me to contribute to that effort. Together the EDNY deputation can help GC ground TEC advocacy, programs and funding more inclusively and consistently in the Church's mission. Serving EDNY as an Alternate seeking those goals would be an honor and a challenge.*

**MS. DIANE B. POLLARD**  
301 Cathedral Parkway – 4U, NY, NY 10026

**ALTERNATE TO GENERAL  
CONVENTION & PROVINCIAL  
SYNOD (LAY)**



**Parish:** Crucifixion (Harlem), Manhattan

**Occupation:** Retired – Investments, Benefits  
and Financial Services

**Church Positions, Present or Past:** I have been privileged to serve on numerous Committees and Boards of the Episcopal Church, I have chaired the Joint Nominating Committee for the Election of the Presiding bishop and the Joint Budget Committee on Program Budget Finance. I have been a deputy to General Convention, and I have served for four terms as a trustee of the Church Pension Fund, I have also served as a vestryman and churchwarden of the Parish of Trinity Church Wall Street. I currently serve as a member of the Reparations Committee of the Diocese of New York and I am currently serving as a member of the Executive Council where I serve as the Assistant Chair of the Finances for Mission Committee.

**Community Positions, Present or Past:** I am a founding director and currently serve as president of the board of St. Mary's AIDS Center a long-term facility, and adult day center. St. Mary's was the first such facility founded in the Harlem community and currently is a leader in these efforts. I am active in the Harlem community in both political and social agencies. I am active in the work of immigration and social justice for all.

*I am passionate about our church and its' mission. At a time when we struggle as a Church, I continue to be hopeful about the gifts and ministry that are open to all of us at various levels. I have concentrated my efforts at the level of social justice, but I also emphasize my efforts at the level of Finance, Employee Benefits and Investments. My current work on the Executive Council has given me the opportunity to work in the vineyard of Becoming the Beloved Community as well as at other efforts of reconciliation. Serving as a Deputy to the General Convention will give me the opportunity to continue my service. I would greatly appreciate your vote.*

**MS. LAUREN REID**  
**11 The Boulevard, New Rochelle, NY 10801**

**ALTERNATE TO GENERAL  
CONVENTION & PROVINCIAL  
SYNOD (LAY)**



**Parish:** Grace/ LaGracia, White Plains

**Occupation:** Teacher

**Church Positions, Present or Past:** J2A/ Youth Group Coordinator, Grace/ La Gracia, Acolyte Coordinator, Grace/ LaGracia, Vestry, Grace LaGracia.

Vestry, St, Barnabas, Ardsley Region II Youth Ministries; Diocesan Youth Ministries Committee Member; Chair, Christian Education and Formation; Acolyte Festival Committee Member, Diocesan Acolyte Festival Committee Member; Staff, Diocese of New York Summer Youth Conference

**Community Positions, Present or Past:** Intermediate Vice President, Yorktown Congress of Teachers, Accommodations and Leave Specialist, Yorktown Congress of Teachers Membership Chair, Golden Apple Chorus of Sweet Adelines International, Secretary, Golden Apple Chorus of Sweet Adelines International.

*It is my hope as an Alternate Delegate that I am able to provide a connection and effective line of communication between our Diocese and the national Church, particularly where the current ministry to, and the future of, the youth of our Diocese are concerned.*

## CLERGY INELIGIBLE TO VOTE

Canonically Resident Clergy Inactive within the Boundaries of the Diocese of New York

OR

Clergy ministering within the Diocese of New York but not canonically resident in this Diocese

(LTO Licensed to Officiate)

*Please note: if you have reason to believe a name on this list appears in error please advise the Secretary of Convention immediately.*

|                           |                             |                           |
|---------------------------|-----------------------------|---------------------------|
| Abernathy, Harrison       | Bourhill, John              | Doubleday, William        |
| Ackerman, Patricia        | Bowers, Thomas              | Dresser, Deborah          |
| Albert, Hilario           | Boyton, Caroline            | Duggins, Gordon           |
| Ampah, O.S.H., Rosina     | Brady-Close, Jane           | Edmonds, John             |
| Anderson, Carol           | Brewer, Anne                | Elsberry, Terence         |
| Anderson-Smith, Susan     | Burns, James Lee            | Faulkner, Thomas          |
| Arambulo, Arnulfo         | Campbell-Dixon, Rafael      | Fausak, Frederick         |
| Armstrong, Geoffrey       | Cartier, Fred               | Fenton, Douglas           |
| Arnold, Duane             | Chalmers, Glenn             | Ferlo, Roger              |
| Ashcraft, Brandon         | Chambers, Robert            | Fleenor, Ryan             |
| Askew, Angela             | Chisholm, Alan              | Foster, Andrew            |
| Auchincloss, Anne         | Clarke, John David          | Foster, Guy               |
| Auletta, Kimberlee        | Coleman, Fred G.            | Fox, Carol                |
| Austin, Evette            | Colwell, Charles            | Fox, Cheryl               |
| Ballentine, Lucia         | Combs, Leslie               | Francks, Robert           |
| Baroody, Roger            | Conger, George              | Frew, Randolph            |
| Bartholomew, Adam         | Corney, Richard             | Fulton, III, Charles      |
| Bean, Kevin               | Crafton, Barbara            | Gallagher, Gerald         |
| Beery, William            | Crothers, John-Michael      | Gallagher, Daniel         |
| Bennett, Ryan             | Cushman, Mary               | Garcia, Ruth Ann          |
| Bennison, Jr., Charles    | Cushman, Thomas             | Garnsey, Elizabeth        |
| Bercovici, Hillary        | Cutler, Donald              | Geer, Francis             |
| Berkowe, Kathleen         | Davidson, Donald            | George, Allen             |
| Betts, Ian R.             | de Fontaine-Stratton, James | George, T.S.S.F., Dominic |
| Bloomer, Ph.D., Nancy     | DeLellis, Catherine         | Glover, Beth              |
| Boatright-Spencer, Angela | Derby, OGS, William         | Glover, J.D., Marsha      |
| Bodie, Park               | Dewey, Jr., Dayton          | Godley, Robert            |
| Bordador, Noel            | Diaz, Gladys                | Goodness, Donald          |
| Borzumato, Judith         | Dingle, John Hausmann       | Gore, Gina                |

|                          |                                 |                       |
|--------------------------|---------------------------------|-----------------------|
| Grab, Virginia           | Kanellakis, Theodore            | Marchand, Richard     |
| Graham, Suzanne Hope     | Kassebaum, John                 | Margrave, Thomas      |
| Greene, III., Joseph     | Kaswarra, George                | Martinez, Mario       |
| Greenlaw, William        | Kemmler, Richard                | Mason, Joel Clark     |
| Gressle, Richard L.      | Keyes, Charles                  | Mathew, Varghese      |
| Groskoph, Elizabeth      | Kimmy, Jimmie                   | McCloghrie, Lesley    |
| Groskoph, Ralph          | King, James                     | McCloy, OHC, Adam     |
| Gross, Daniel            | Knight, Frank                   | McDonald, James       |
| Hagerty, Stephen         | Kowalski, James A.              | McGhee, Margaret      |
| Haller BSG, Tobias       | Krauss, Harry Edward            | McGinty, William      |
| Hamblin, M.D., Jeffrey   | Krengel, William                | McIntyre, Calvin C.   |
| Hamlyn, Robert           | Kunhardt III, Philip            | McKenna, Keith        |
| Hare, Anne               | Kunz, Richard                   | McNeeley, M.D., David |
| Harvey, Errol            | Kurth, Michael                  | McPherson, Clair      |
| Hayes, Perren            | Lamazares, Gabriel              | McQuade, Lynne        |
| Haynes, Sr., Larry       | Lamkin, Melissa                 | McWhorter, Elizabeth  |
| Healey, Ph.D., Joseph    | Landers, Greg                   | Mead, Andrew          |
| Hellman, Gary            | Lane, Keith                     | Mercer, Thomas        |
| Henry, Karen E. J.       | Larom, Jr., Ricahrd (Peter)     | Meyer, Erika          |
| Herrick, Robert          | Lee, Clement                    | Miller, Thomas        |
| Hewitt, Emily            | Lesh, Ryan                      | Minife, Charles       |
| Hildesley, Hugh          | Lewis, Mabel                    | Minturn, Sterling     |
| Hill, Renée              | Lewis-Theerman, Kristine (Kris) | Montalto, Alfred      |
| Hoag, David              | Lindsley, James Elliott         | Moody, John           |
| Hoke, Stuart             | Lodwick, James                  | Morales, Loyda        |
| Holtkamp, Patrick        | Logan, Yvonne                   | Moroney, Kevin        |
| Huntington, Francis      | Lowe, Jr., Eugene               | Muncie, Margaret      |
| Izzo, Joanne             | Lutz, Alison                    | Munroe, Jim           |
| Jebamani, Gideon         | Maas, Jan                       | Nanthicattu, Jacob    |
| Johannsenn, Carole       | MacInnis, Elyn                  | Nestlehutt, Mark      |
| Johannson, Johanna-Karen | Mackintosh, Leigh               | Newcombe, David       |
| Johnson, Jr., Fred       | Mallary, Jr., R.                | Nicoll, Thomas        |
| Jones, Christine (Chris) | Mandeville, Kathleen            | Norgren, William      |

|                           |                                |                          |
|---------------------------|--------------------------------|--------------------------|
| Northup, Lesley           | Ruschmeyer, Henry C.           | Temple, Charles          |
| Obiechefu, Ifeanyi        | Rutledge, Fleming              | Thompson, Peter          |
| Ogle, Albert              | Sanon, Jean-Louis Felix        | Toomey, Ph.D., David     |
| Osgood, John              | Savoy, William                 | Torres, Julio            |
| Pace, James Conlin        | Schacht, Lawrence              | Trever, Stephen          |
| Palmer, III, John         | Schaeffer, Susan               | Trowbridge, Dustin       |
| Parris, Cheryl            | Schmidt, John                  | Tully, William           |
| Payne-Carter, Gloria      | Schmidt, Wayne                 | Turczyn, Jeffrey         |
| Peacock, Caroline         | Schnitzer, William L.          | Turner, Alison           |
| Perez-Bullard, Altagracia | Selfe-Verrone, Christine       | Turner, Phillipa         |
| Peters, Yejide            | Setzer, Stephen                | Tuttle, Margaret         |
| Peterson, Ralph           | Signorelli, Barry              | Tweedy, Jeanette         |
| Peterson, Jr., Frank Lon  | Slade, BCC, Debra              | Verbeck-Brindle, Carolyn |
| Pfaff, Brad               | Slauson, Holley                | Volkman, Jan             |
| Phelan, Sister Shane      | Smith, Ralph                   | Wachner, Emily           |
| Phillips, Richard         | Smith, Susannah                | Webber, Michael          |
| Pike, Thomas              | Smith-McGehee, Lionel          | Weglarz, Eileen          |
| Pollard, III, Robert      | Smith-McGehee, Thomas          | Weiner Tompkins, Rebecca |
| Powell, Jr., Peter        | Speeks, Mark                   | White, Alon              |
| Prator, Lloyd             | Spencer, Adam                  | Williams, Patrick        |
| Price, Stephen            | Sserwadda, Emmanuel            | Wilson, SSG, Eugenia     |
| Pridemore, Charles        | Stafford, Robert               | Winslow, Jr., Dennis     |
| Prior, Eleanor            | Stallings, "Buddy"             | Winsor, Michael          |
| Pritchett, Jr., Harry     | Stelk, Lincoln                 | Wood, Sarah Anne         |
| Rader, Kyle               | Stephens, Ph.D., Esq., Anthony | Woodcock, Bruce          |
| Reddimala, Samuel         | Stout-Kopp, Ronnie             | Woods, Stephen           |
| Reiners, Diane            | Stowe, Howard                  | Wright, Robert           |
| Relya, Michael            | Strobel, Pamela                | Yohannan, Philip         |
| Rempfel, Paulette         | Swain, Storm                   | Zacker, John             |
| Rice, Rodney              | Sword, OHC, Carl               | Zito, Robert             |
| Roadman, Betsy            | Szczerba, Jr., Thomas          |                          |
| Rodgers, Stephen M.       | Szost, Lois                    |                          |
| Ros, Salvador             | Tammearu, Deborah              |                          |

# RESOLUTIONS 2020

## RESOLUTION REGARDING A VIRTUAL DIOCESAN CONVENTION

**Proposer of Resolution:** The Right Rev. Allen K. Shin

**Parish or Organization:** The Council of The Episcopal Diocese of New York

**Telephone and E-mail:** (212) 316-7465; bpshin@diocesenyc.org

**Title of Resolution:** Approving a Virtual Convention

Whereas, Canon 15.2.2. of the Canons of The Episcopal Diocese of a New York provides that “The Council of the Diocese may adopt emergency resolutions, on matters not reserved to the Standing Committee, to express the position of the Diocese between Diocesan Conventions. Such resolutions shall be referred to the next ensuing Diocesan Convention and shall lapse as Diocesan position statements unless adopted by the next ensuing Diocesan Convention”, and

Whereas, on June 16, 2020, the Council of The Episcopal Diocese of New York adopted the resolutions set forth below to evidence its position regarding a virtual convention of the Diocese to be held on November 7, 2020, and

Whereas, the Council of The Episcopal Diocese of New York wishes to refer the resolutions set forth below to the 244th Convention of The Episcopal Diocese of New York and desires that the 244th Convention of The Episcopal Diocese of New York adopt such resolutions.

### TEXT OF THE RESOLUTION(S):

Resolved: that the 244th Convention of The Episcopal Diocese of New York adopt the resolutions adopted by the Council of The Episcopal Diocese of New York on June 16, 2020 reflecting its position concerning a virtual Diocesan Convention, as set forth below, with the further clarification that the term “Diocesan Convention” or “Convention” as used in these resolutions include the worship service associated therewith under Article V of the Constitution of The Episcopal Diocese of New York, any roll-out meetings held before November 7, 2020 and any voting that relates to Diocesan Convention (whether such voting occurs before, on or after such date), in each case that relate to content normally reserved for in-person Diocesan Conventions.

### “RESOLUTIONS OF THE COUNCIL OF THE EPISCOPAL DIOCESE OF NEW YORK

The Council of The Episcopal Diocese of New York (the “Council”) hereby adopts the following resolutions by unanimous written consent on June 16, 2020:

Whereas, The Episcopal Diocese of New York (the “Diocese”) has scheduled its annual convention (the “Convention”) to occur on November 7, 2020; and

Whereas, the COVID-19 pandemic has resulted in social distancing and displacement of clergy and laity located throughout the Diocese and the adoption of safety measures designed to forestall the spread of COVID-19; and

Whereas, the Bishop and management of the Diocese deem it necessary to hold a virtual Convention in lieu of an in-person one; and

Whereas, the Canons of the Diocese provide that delegates at the Convention must be present thereat but do not define the scope of the term “present”; and

Whereas, under Part IV, Canon 15, Section 2.2 of the Canons of the Diocese, the Council “may adopt emergency resolutions, on matters not reserved to the Standing Committee, to express the position of the Diocese between Diocesan Conventions.”

NOW, THEREFORE, BE IT

RESOLVED: That it is the position of the Diocese that the term “present”, as used in the Canons of the Diocese, includes virtual conventions as well as in-person conventions, whether annual or special; and be it further

RESOLVED: That the Convention scheduled for November 7, 2020 be held either virtually or in-person, as the Bishop may determine, notwithstanding any provision of Robert’s Rules of Order to the contrary; and be it further

RESOLVED: That the Bishop or his designee(s) be, and he and they hereby are, authorized to execute and deliver all documents and take any such further action necessary or reasonably required to give effect to the foregoing resolutions; and be it further

RESOLVED: That the foregoing resolutions be applied only to the Convention of November 7, 2020.”

Explanation

Please refer to the recitals contained in the Resolutions of the Council of The Episcopal Diocese of New York dated June 16, 2020.

### **Resolutions from the Budget Committee**

#### **BUDGET COMMITTEE RESOLUTIONS 1 AND 2**

**Proposer of Resolution:** The Rev. Matthew Hoxsie Mead, Chair of the Budget Committee

**Parish or Organization:** Budget Committee of the Diocese of New York

**Telephone and E-mail:** 914-738-5515; matthew@christchurchpelham.org

**Title of Resolution(s):** Adopting the Proposed Budget.

**Text of Resolution(s):**

[ 1 ] Resolved: That the 2021 Apportioned Share Budget presented herewith be adopted; and be it further

[ 2 ] Resolved: That the Chief of Finance and Operations shall apportion in accordance with Sec. 2 and Sec. 3 of Canon 17, each congregation’s share of the 2021 budget of \$10,565,572. According to Canon 17, Sec. 5, this is to be paid by each congregation in four installments on the fifth day of January, April, July and October 2021.

#### **Commentary on Resolution**

These are the standard resolutions that accompany the Proposed Budget in the Calendar of Convention each year.

**Episcopal Diocese of New York  
Proposed 2021 Budget  
Income and Disbursement Summary**

| Budget Line                           | Description   | 2020 Budget    | 2020 Budget REVISION | 2021 Proposed Budget |
|---------------------------------------|---|----------------|----------------------|----------------------|
| <b>INCOME FROM APPORTIONED SHARES</b> |   |                |                      |                      |
| 001                                   | Gross Calculated Apportioned Shares (as of August 31)                   | \$ 13,109,557  | \$ 13,109,557        | \$ 13,584,385        |
| 002                                   | Total Adjustments due to 12.5% Cap & Adjustment Board (as of August 31) | \$ (422,157)   | \$ (422,157)         | \$ (552,565)         |
| 003                                   | CSP Transition Apportioned Share Reductions                             | \$ (31,394)    | \$ (31,394)          | -                    |
| 004a                                  | Emergency CAS Relief (25% granted for 2020)                             | \$ (2,376,502) | \$ (2,376,502)       | 552,000              |
| 004                                   | Reserve: Projected Bad Debt & Projected Adjustments                     | \$ (1,250,000) | \$ (1,250,000)       | \$ (2,800,000)       |
| 005                                   | Net Income From Apportioned Shares                                      | \$ 11,406,006  | \$ 9,029,504         | \$ 10,231,820        |
| <b>INCOME FROM OTHER SOURCES</b>      |   |                |                      |                      |
| 006                                   | Total Allocation from the General Endowment                             | \$ 891,493     | \$ 891,493           | \$ 916,162           |
| 007                                   | Contribution to General Endowment (25% Cap)                             | \$ (161,750)   | \$ (379,825)         | \$ (608,607)         |
| 008                                   | Trust Income  | \$ 37,000      | \$ 37,000            | \$ 37,000            |
| 009                                   | Fee Income  | \$ 80,000      | \$ 80,000            | \$ 80,000            |
| 010                                   | Diocesan Convention Fee Income  | \$ 75,000      | \$ 75,000            | \$ 75,000            |
| 011                                   | Net Income From Other Sources   | \$ 921,743     | \$ 703,668           | \$ 499,555           |
| 012                                   | Contingency (3% of total income) (1.5% for 2021)                        | \$ (374,748)   | \$ (374,748)         | \$ (165,803)         |
| 013                                   | Total Income  | \$ 11,953,001  | \$ 9,358,424         | \$ 10,565,572        |
| <b>DISBURSEMENTS SUMMARY</b>          |   |                |                      |                      |
| 100                                   | Total Assessments to The Episcopal Church                               | \$ 1,765,500   | \$ 1,750,000         | \$ 1,336,921         |
| 200                                   | Total Convention Expenses   | \$ 265,000     | \$ 175,000           | \$ 265,000           |
| 300                                   | Total Episcopal Function  | \$ 853,000     | \$ 828,000           | \$ 845,000           |
| 400                                   | Total Episcopal Support Staff   | \$ 1,400,000   | \$ 1,400,000         | \$ 1,350,000         |
| 500                                   | Total Staff Support for Congregations & Diocesan Ministries             | \$ 961,000     | \$ 961,000           | \$ 984,000           |
| 600                                   | Total Funding for Strategic/Mission Settings                            | \$ 2,675,000   | \$ 2,554,000         | \$ 2,232,000         |
| 700                                   | Total Diocesan Ministries & Outreach                                    | \$ 578,000     | \$ 291,200           | \$ 495,900           |
| 800                                   | Total Grants & Loans  | \$ 619,000     | \$ 485,000           | \$ 574,000           |
| 900                                   | Total Diocesan Finance & Operations                                     | \$ 2,699,501   | \$ 2,499,501         | \$ 2,422,751         |
| 950                                   | Capital Expenditures Budget   | \$ 60,000      | \$ 60,000            | \$ 60,000            |
| 1000                                  | Provision for Salary & Benefit Increase (See narrative re: Medical)     | \$ 77,000,000  | \$ 77,000,000        | -                    |
| 1100                                  | Total Disbursements   | \$ 11,953,001  | \$ 11,080,701        | \$ 10,565,572        |
| 1200                                  | <b>SURPLUS (DEFICIT)</b>  | \$ (0)         | \$ (1,722,277)       | \$ (0)               |

**Episcopal Diocese of New York  
Proposed 2021  
Budget Disbursement Detail**

| Budget Line | Description   | 2020 Budget         | 2020 Budget REVISION | 2021 Proposed Budget |
|-------------|---|---------------------|----------------------|----------------------|
| 101         | Assessment to The Episcopal Church                                      | \$ 1,750,000        | \$ 1,750,000         | \$ 1,321,421         |
| 102         | Assessment to Province II   | \$ 15,500           | \$ -                 | \$ 15,500            |
| <b>100</b>  | <b>Total Assessments to The Episcopal Church</b>                        | <b>\$ 1,765,500</b> | <b>\$ 1,750,000</b>  | <b>\$ 1,336,921</b>  |
| 201         | Reserve for Annual Diocesan Convention                                  | \$ 175,000          | \$ 175,000           | \$ 175,000           |
| 202         | Reserve for Future Episcopal Elections                                  | \$ 50,000           | \$ -                 | \$ 50,000            |
| 203         | Reserve for Deputies to General Convention & Provincial Synod           | \$ 25,000           | \$ -                 | \$ 25,000            |
| 204         | Reserve for Lambeth Conference (Travel & All Expenses)                  | \$ 15,000           | \$ -                 | \$ 15,000            |
| <b>200</b>  | <b>Total Convention Expenses</b>  | <b>\$ 265,000</b>   | <b>\$ 175,000</b>    | <b>\$ 265,000</b>    |
| 301         | Bishop of New York  | \$ 285,000          | \$ 285,000           | \$ 288,000           |
| 302         | Bishop Suffragan  | \$ 244,000          | \$ 244,000           | \$ 248,500           |
| 303         | Bishop Assistant  | \$ 244,000          | \$ 244,000           | \$ 248,500           |
| 304         | Bishops' Shared Travel (inside and outside diocese, excluding Lambeth)  | \$ 50,000           | \$ 25,000            | \$ 40,000            |
| 305         | Bishop of New York Hospitality Expenses                                 | \$ 30,000           | \$ 30,000            | \$ 20,000            |
| <b>300</b>  | <b>Total Episcopal Function</b>   | <b>\$ 853,000</b>   | <b>\$ 828,000</b>    | <b>\$ 845,000</b>    |
| 401         | Bishops' Office Expenses (TOTAL)  | \$ 530,000          | \$ 530,000           | \$ 510,000           |
| 402         | Canon to the Ordinary (Expenses & Compensation)                         | \$ 205,000          | \$ 205,000           | \$ 205,000           |
| 403         | Canon for Pastoral Care (Expenses & Compensation)                       | \$ 180,000          | \$ 180,000           | \$ 170,000           |
| 404         | Canon for Ministry (Expenses & Compensation)                            | \$ 240,000          | \$ 240,000           | \$ 230,000           |
| 405         | Canon for Transition Ministry (Expenses & Compensation)                 | \$ 245,000          | \$ 245,000           | \$ 235,000           |
| <b>400</b>  | <b>Total Episcopal Support Staff</b>                                    | <b>\$ 1,400,000</b> | <b>\$ 1,400,000</b>  | <b>\$ 1,350,000</b>  |
| 501         | Canon for Congregational Vitality & Formation (Expenses & Compensation) | \$ 192,000          | \$ 192,000           | \$ 195,000           |
| 502         | Liaison for Global Mission (Expenses & Compensation)                    | \$ 161,000          | \$ 161,000           | \$ 168,000           |
| 503         | Director of Diocesan Property Services (Expenses & Compensation)        | \$ 173,000          | \$ 173,000           | \$ 176,000           |
| 504         | Mid Hudson Region (Expenses & Compensation)                             | \$ 115,000          | \$ 115,000           | \$ 101,000           |
| 505         | Public Affairs (Expenses & Compensation)                                | \$ 210,000          | \$ 210,000           | \$ 234,000           |
| 506         | Archives (Expenses & Compensation)                                      | \$ 110,000          | \$ 110,000           | \$ 110,000           |
| <b>500</b>  | <b>Total Staff Support for Congregations &amp; Diocesan Ministries</b>  | <b>\$ 961,000</b>   | <b>\$ 961,000</b>    | <b>\$ 984,000</b>    |
| 601         | Campus Ministry Clergy (Expenses & Compensation)                        | \$ 475,000          | \$ 475,000           | \$ 430,000           |
| 602         | Hispanic Clergy Compensation  | \$ 475,000          | \$ 475,000           | \$ 400,000           |
| 603         | Congregations in Strategic Settings Clergy Compensation                 | \$ 1,100,000        | \$ 1,100,000         | \$ 970,000           |
| 604         | Regional Pastorate Initiative Clergy Compensation                       | \$ 245,000          | \$ 245,000           | \$ 182,000           |
| 605         | Harlem Initiative Clergy Compensation                                   | \$ 160,000          | \$ 160,000           | \$ 108,000           |
| 607         | Church Plants & Revitalization  | \$ 220,000          | \$ 99,000            | \$ 142,000           |
| <b>600</b>  | <b>Total Funding for Strategic/Mission Settings</b>                     | <b>\$ 2,675,000</b> | <b>\$ 2,554,000</b>  | <b>\$ 2,232,000</b>  |

Episcopal Diocese of New York  
Proposed 2021 Budget  
Disbursement Detail

| Budget Line | Description  | 2020 Budget         | 2020 Budget REVISION | 2021 Proposed Budget |
|-------------|--|---------------------|----------------------|----------------------|
| 701         | Congregational Development Commission Programs                                 | \$ 15,000           |                      | \$ 15,000            |
| 702         | Operational Support for Strategic Hispanic Congregation                        | \$ 25,000           | \$ 25,000            | \$ 20,000            |
| 703         | Multicultural Ministries (New Community)                                       | \$ 25,000           | \$ 2,000             | \$ 12,000            |
| 704         | Christian Formation Commission Programs / Young Adult Ministry                 | \$ 65,000           | \$ 3,000             | \$ 54,000            |
| 705         | Social Concerns Commission   | \$ 81,000           | \$ 4,000             | \$ 72,900            |
| 706         | Ecumenical and Multi-Faith Councils Contribution                               | \$ 10,500           | \$ -                 | \$ 10,500            |
| 707         | Ecumenical & Interfaith Commission   | \$ 1,700            | \$ 1,700             | \$ 9,000             |
| 708         | Global Mission Commission  | \$ 52,000           | \$ -                 | \$ 45,000            |
| 709         | Companion Diocese Relationship   | \$ 40,000           | \$ 40,000            | \$ 40,000            |
| 710         | Rural and Migrant Ministry   | \$ 50,000           | \$ 50,000            | \$ 50,000            |
| 711         | New York Service & Justice Collaborative (Episcopal Service Corp)              | \$ 25,000           | \$ 25,000            | \$ 12,500            |
| 712         | Episcopal New Yorker   | \$ 54,500           | \$ 15,500            | \$ 45,000            |
| 713         | Support for Episcopal Charities  | \$ 125,000          | \$ 125,000           | \$ 110,000           |
| <b>700</b>  | <b>Total Diocesan Ministries &amp; Outreach</b>                                | <b>\$ 578,000</b>   | <b>\$ 291,200</b>    | <b>\$ 495,900</b>    |
| 801         | Property Support Committee Grants  | \$ 425,000          | \$ 425,000           | \$ 425,000           |
| 802         | First Step Grants  | \$ 20,000           | \$ -                 | \$ 25,000            |
| 803         | Next Step Grants   | \$ 30,000           | \$ -                 | \$ -                 |
| 804         | Hispanic Ministries Grants   | \$ 60,000           | \$ 60,000            | \$ 50,000            |
| 805         | Sustainable Development Goal Grants  | \$ 84,000           | \$ -                 | \$ 74,000            |
| <b>800</b>  | <b>Total Grants</b>  | <b>\$ 619,000</b>   | <b>\$ 485,000</b>    | <b>\$ 574,000</b>    |
| 901         | Administration (Expenses & Compensation)                                       | \$ 1,595,000        | \$ 1,595,000         | \$ 1,542,000         |
| 902         | Office Services (Expenses & Compensation)                                      | \$ 325,000          | \$ 325,000           | \$ 275,000           |
| 903         | IT Expenses  | \$ 175,000          | \$ 175,000           | \$ 217,000           |
| 904         | Special Finance Committee Projects   | \$ 200,000          | \$ -                 | \$ -                 |
| 905         | Diocesan & Parish Websites (Web Management)                                    | \$ 4,500            | \$ 4,500             | \$ 5,750             |
| 906         | Professional Expenses (Legal, Audit, etc.)                                     | \$ 100,000          | \$ 100,000           | \$ 100,000           |
| 907         | Overhead and Fixed Obligations   | \$ 300,000          | \$ 300,000           | \$ 253,000           |
| 908         | Cathedral Cost Sharing and Rent  | \$ 1                | \$ 1                 | \$ 1                 |
| 909         | Property (EDNY) Management   | \$ -                | \$ -                 | \$ 30,000            |
| <b>900</b>  | <b>Total Diocesan Finance &amp; Operations</b>                                 | <b>\$ 2,699,501</b> | <b>\$ 2,499,501</b>  | <b>\$ 2,422,751</b>  |
| <b>950</b>  | <b>Capital Expenditures Budget</b>   | <b>\$ 60,000</b>    | <b>\$ 60,000</b>     | <b>\$ 60,000</b>     |
| <b>1000</b> | <b>Provision for Salary &amp; Benefit Increase (See narrative re: Medical)</b> | <b>\$ 77,000</b>    | <b>\$ 77,000</b>     | <b>\$ -</b>          |
|             | <b>Grand Total Expenditures</b>  | <b>\$11,953,001</b> | <b>\$11,080,701</b>  | <b>\$10,565,572</b>  |

**Episcopal Diocese of New York  
Supplement to the Narrative Budget for 2021**

Date: October 1, 2020

From: The Rev. Matthew Hoxsie Mead, Chair of the Budget Committee

To: Convention of the Diocese of New York

CC: The Right Reverend Andrew M L Dietsche, Bishop of New York;  
The Right Reverend Allen K. Shin, Bishop Suffragan; The Right Reverend Mary D. Glasspool,  
Bishop Assistant; Council of the Diocese; Trustees of the Diocese; Ms. Esslie W. Hughes, Chief of  
Finance and Operations; Sr. Faith Margaret, CHS, Treasurer; Ms. Alice Yurke, Esq., Chancellor;  
Bishop's Senior Staff.

**The Budget Narrative is divided into two parts:**

- 1) Executive Summary of the Narrative Budget**
- 2) Supplement to the Narrative Budget**
  - a. Line by line background on Income for 2021
  - b. Line by line background on Disbursements for 2021
  - c. Committee & Members
  - d. Resolutions of the Budget Committee

**Executive Summary**

**Background**

2020 has been a challenging year due to the Covid-19 Pandemic, the related stoppage/closure of nearly all in-person business and activities (including worship), and the economic downturn associated with closures and stoppages. Unemployment soared and investment markets sunk by nearly 1/3, though those markets have mostly returned to previous levels. On March 15, 2020, all church buildings were ordered closed by the Bishop and all unessential in-person activities were forbidden by the state and diocese. Churches were allowed to reopen on July 1. As of late September, many churches had not yet reopened, and even in those that had, things were still far from normal. From a financial perspective, this has meant that that investment drawdowns were and may still be precarious, that pledged income and rental income are open questions in most congregations, and that most congregations are receiving lower than normal, on-site plate and donations.

On March 20, 2020, the chairs of the diocesan Finance, Budget, and Investment Committees and Adjustment Board held an emergency meeting with the Treasurer, CF&O and Controller to try to determine the financial position of the diocese. The attendees at that meeting along with several other Trustees have continued to meet every or every other Thursday since March 26, 2020, to keep track

of diocesan cash flow, investments, apportioned share income, and spending. It was immediately clear that the 2020 budget passed at the 2019 Diocesan Convention was not sustainable and that we would run out of cash in early 2021 if changes were not made as soon as possible.

Canon 17.1.6 of the Diocese of New York provides a mechanism for the budget to be materially adjusted between Conventions, and following that procedure, the Chairs of the Budget and Finance Committees, CF&O, Controller, and Treasurer, drafted a revised budget that was agreed to by Bishop Dietsche, approved by the Trustees and accepted by Diocesan Council. The adjustments amounted to an across the board 25% reduction in apportioned shares for those congregations who needed it (most did), emergency cuts amounting to nearly \$1,000,000, and temporary freezes or deferrals to numerous lines. We did not reduce any salaries or lay off any employees or staff, but nearly every committee and non-grant program of the diocese was temporarily defunded for 2020, and the budgeted funding of most of our reserves (General Convention, Bishops' Elections, Lambeth) was zeroed out for 2020. Our payment to the Episcopal Church and Property Support Grants (except for emergencies) were temporarily frozen – TEC allowed any diocese to defer payment if needed, and we are currently three months behind on our TEC assessment. All of that left a projected deficit of \$1,700,000 for 2020. Additionally, the diocese applied for and received a PPP loan/grant. The combination of emergency budget adjustments and PPP pushed our cashflow “runway” to the end of 2021. We essentially bought ourselves time to craft a realistic budget for 2021. This would not have been possible unless Trinity Church Wall Street agreed to pay its apportioned share for 2020 in full.

In June the Budget Committee for 2021 was formed by Bishop Dietsche. The committee is significantly larger than it has been in past years. It includes numerous chairs of committees of Diocesan Council, lay and clergy leaders from the different regions of the diocese, and the entire “Thursday Group” which includes chairs and/or representatives from the financial committees of the diocese. Every congregation is unique and has different resources and challenges. Having a larger than usual committee helped us to determine some of the unknowns that seemed to be common questions for our congregations as we look ahead to 2021.

- When will our congregations be able to reopen safely and fully?
- Will rental income return when tenants are able to use church space again?
- What results will stewardship campaigns for 2021 see?
- Will grants and outside support that were relied on in the past be available?
- Will pledge and plate income return to normal levels in 2021?
- Will there be a second round of PPP?
- Will there be a second round of Apportioned Share relief from the Diocese of New York?

The Proposed 2021 Budget falls somewhere between the optimism of the original 2020 Convention Budget and the austerity of the Revised 2020 Budget. Line by line details are available in the Supplement to this Executive Summary. Below are highlights of income and disbursements.

## Income Highlights

Income from Apportioned Shares is projected to be down from normal levels due to projected adjustments and non/under payment. Our projection for 2021 is based on looking at every congregation's current and recent payment patterns, as well as on those congregations (over 100) that helpfully replied to the survey we sent out in August. It is quite obvious that most of our congregations are not yet "back to normal" and many do not expect to be in the immediate future. With that in mind we are working with the Adjustment Board to ensure that there will be Apportioned Share relief for those congregations that need, request, and apply for it. Details of this relief will be provided by the Adjustment Board, but the Projected Adjustments / Unpaid Apportioned Shares (Line 004) includes relief for 2021 for our congregations that will need it. Overall, we project about \$2,800,000 in Projected Adjustments / Unpaid Apportioned Shares. This is in addition to more than \$552,000 in already agreed upon adjustments for 2021 (Line 002). This totals \$3.35M in adjustments or unpaid apportioned shares. For context, in a normal year we would expect somewhere between 1/2 to 1/3 of that total.

Additionally, our overall operating income for 2021 will be reduced by a \$600,000 contribution/transfer to the General Endowment – Recall Canon 17.3.4: "If the Apportioned Share of any Congregation shall exceed 25% of the total budget of Diocesan expenditures in any one budget year, the excess shall be applied to the Diocesan General Endowment Fund." In recent years the 25% Cap has been reached by Trinity Church Wall Street. The 25% Cap exists for at least two important reasons: 1) No one congregation is supporting the bulk of the diocesan budgeted expenditures; 2) The Cap serves as a built-in mechanism to ensure that the endowment grows. The Budget Committee discussed at length whether suspending the "25% Cap" for 2021 was a viable way to easily balance the budget. We decided and voted against that for the following reasons:

- Once that precedent had been set, even if it had been set in an emergency year, it would be more likely to be repeated.
- There were other ways to balance the budget.
- Doing so would require a suspension of the Canons, which in turn would require consent of Convention, and we were not confident Convention would approve suspending that Canon.
- We do not lose the income, in fact, such a large contribution to the general endowment will greatly help the diocese remain sustainable in the long run. Case in point, the endowment draw for 2021 is \$25,000 more than 2020 due to the fact that our endowment has grown over the past few years.

Though we do not recommend or support suspending the 25% Cap for 2021, we do recommend that Trustees examine the language of Canon 17.3.4 to see if a flat 25% is the right percentage for the foreseeable future. There could be other methods or a larger percentage (30%?) that would still ensure no one congregation is supporting the bulk of the diocesan budget and still building up the endowment.

Our Endowment draw is up. We discussed a larger than normal draw and decided against it for many of the same reasons we decided not to suspend the 25% Cap.

The Contingency line has been halved from 3% of income to 1.5% - the number is “rounded” to balance the budget.

We are as confident as we can be, based on what we know and the research we have done, that we are being neither overly conservative nor overly optimistic with our income projections.

### **Disbursement Highlights**

The Diocese of New York granted a 25% Apportioned Share reduction for 2020 to every congregation that needed it, and we anticipate some Apportioned Share relief to be offered by the Adjustment Board for 2021. The Episcopal Church has already granted permission for any diocese to defer payments and invited appeals for 2020 and 2021. Because we have granted needed relief to our congregations, we are optimistic that the Episcopal Church will consider that we too need relief, and so we are appealing our Assessment to the Episcopal Church for 2021 and asking for a one-time reduction of 25%. The Proposed 2021 Budget decreases our calculated assessment to the Episcopal Church for 2021 by 25%. We hope our appeal is granted; if it is not, we have budgeted deferral of one quarter of our Assessment for 2021.

Salaries for all staff and employees paid by the diocese are flat for 2021. Salary reductions and targeted staff cuts were considered and discussed in depth by members of the Budget and Finance Committees and the Bishop of New York. We decided against both for several reasons:

- Salary reductions and the prospect of staff cuts are morale killers, and often create unintended ripple effects such as early and unplanned retirements, unexpected turnover, or set an example for congregations that reducing salaries is the “diocesan” way to balance a tight budget.
- We didn’t need to cut salaries or staff to balance the budget.
- The numbers didn’t add up to all that much money. Heavy salary reductions amounted to only about \$300,000, more targeted reductions amounted to much less.
- Staff cuts don’t save that much money due to potential severance packages, and they are permanent. Because most of our ministry offices are run by one person with minimal support staff, staff cuts essentially end ministries that the diocese is able to offer.

Every line was gone over with a “fine-toothed comb”. Expenses that could be cut were cut. Office expenses and all travel, meals, and meetings expenses (for staff as well as for committees) were budgeted at lower levels in the assumption that there will be online meetings and events for the foreseeable future and certainly for most of 2021.

Some lines that include personnel have been lowered. Not one position has been removed, and no salary has been reduced. In every case, the budget has removed dollars that existed for future expansion for new positions or increasing program spending.

All commissions and programs were budgeted either at the amount they asked or about 90% of what they asked. Those that received their full request trimmed their own budgets in other lines or reduced their request.

Necessary special projects of the finance committee stemming from the strategic plan have been deferred again.

The budget is tight but balanced, which predicts that our cashflow “runway” will not run out in 2021. Our runway calculations include many variables that could change significantly. If the economic outlook for 2021 improves sooner, we expect fewer congregations to seek relief from the Adjustment Board. However, if the economic outlook for 2021 gets worse, then the Trustees may once again have to make a mid-year adjustment.

I am very grateful for the support and oversight of Bishop Dietsche and his staff. I am very grateful for staff of the Finance Office, in particular Esslie Hughes and Karin Almquist, for our Treasurer Sr. Faith Margaret, CHS, for Keith Rook who is chair of the Finance Committee, and for the members of the Budget Committee.

The Budget Committee recommends approval of the 2021 Proposed Budget. The Proposed Budget was approved by Council on September 29 2020.

Respectfully submitted,

A handwritten signature in black ink, appearing to read "Matthew Hoxsie Mead". The signature is fluid and cursive, with a large loop at the end.

The Rev. Matthew Hoxsie Mead  
Chair of the Budget Committee

## Supplement to the Narrative Budget

### Section A: Line by line background on Income for 2021

#### INCOME FROM APPORTIONED SHARES

##### **Line 001: Gross Calculated Apportioned Shares (as of August 31, 2020)**

- **2021 Proposed Budget: \$13,584,385**
- **2020 Revised Budget: \$13,109,557**
- **2020 Budget: \$13,109,557**

This is an increase of \$474,828 over both the 2020 Budget and 2020 Revised Budget.

An Apportioned Share is computed for each congregation (see Canon 17 of the Canons of the Diocese of New York). The following formula is applied to each congregation's average Normal Operating Income (NOI) for the preceding two years:

- 4% of income from \$1 to \$50,000, plus
- 10% of income from \$50,000 to \$200,000, plus
- 15% of income from \$200,000 to \$500,000, plus
- 20% of all income above \$500,000

The sum total of every congregation's computed Apportioned Share prior to any adjustment is shown in the budget as "Gross Calculated Apportioned Shares". The "as of" date takes into account the reality that the Finance Office has not necessarily received every congregation's parochial report which includes NOI for the preceding year. When NOI is missing, the Finance Office assumes a 5% increase in NOI.

##### **Line 002: Total Adjustments due to 12.5% Cap & Adjustment Board (as of August 31, 2020)**

- **2021 Proposed Budget: \$(552,565)**
- **2020 Revised Budget: \$(422,157)**
- **2020 Budget: \$(422,157)**

This line reduces income from Apportioned Shares via one of two canonically approved mechanisms. The 2021 Budget reduction is (\$130,408) larger than both the 2020 Budget and 2020 Revised Budget.

A congregation's computed Apportioned Share for any year normally can increase by no more than 12.5% over its computed Apportioned Share for the immediately preceding year (see Canon 17 of the Canons of the Diocese of New York).

The Adjustment Board, a Committee of the Diocesan Board of Trustees, may reduce or defer a congregation's Apportioned Share for one or more years (see Canon 17 of the Canons of the

Diocese of New York). Any congregation may appeal its Apportioned Shares to the Adjustment Board. The Adjustment Board may affirm, adjust or defer all or a portion of a congregation's Apportioned Shares at a requested hearing. Any congregation may appeal the Adjustment Board's decision to the Trustees. The "as of" date indicates the reality that the Adjustment Board is able to determine adjustments or deferrals for the coming year, even after the budget has been approved. Only known adjustments are shown in this line.

**Line 003: CSP Transition Apportioned Share Reductions**

- **2021 Proposed Budget: \$0**
- **2020 Revised Budget: \$(31,394)**
- **2020 Budget: \$(31,394)**

This line reduced income from Apportioned Shares via the "CSP sunset plan" which was part of the Strategic Plan in 2016 and is the aggregate sum of apportioned shares that are calculated but not billed to some former Congregational Support Plan (CSP) churches during their transitional period. 2020 was the final year of the sunset plan and so there is no reduction for 2021.

**Line 004a: Emergency CAS Relief (25% granted for 2020)**

- **2021 Proposed Budget: \$0**
- **2020 Revised Budget: \$(2,376,502)**
- **2020 Budget: \$0**

This line reduced income from Apportioned Shares for 2020. This line was created for the 2020 Revised Budget to provide emergency financial relief to congregations in the form of a one-time, 25% Apportioned Share reduction for every congregation during the pandemic and related shut-downs and economic downturn. This was possible because Trinity Church Wall Street agreed to pay its apportioned share for 2020 in full. Apportioned Share relief for 2021 will be offered by the Adjustment Board which is the normal canonical mechanism in our diocese, and so for 2021 this line is not budgeted.

**Line 004: Reserve: Bad Debt & Projected Adjustme**

- **2021 Proposed Budget: \$(2,800,000)**
- **2020 Revised Budget: \$(1,250,000)**
- **2020 Budget: \$(1,250,000) nts**

This line reduces income from Apportioned Shares. The 2021 Budget reduction is (\$1,550,000) larger than both the 2020 Budget and 2020 Revised Budget. Because the 2021 Budget does not have a line dedicated to "Emergency CAS Relief" all projected relief that will be offered by the Adjustment Board for 2021 is built into this Line 004.

There was considerable overlap between lines 004a and 004 in the 2020 Revised Budget which means that the aggregate amount of those in the 2020 Revised budget is greater than what we anticipate for 2021.

The Budget Committee (working with members of the Finance Committee, Adjustment Board, Bishop's Office, and Finance Office) determines a realistic amount of bad debt that might occur by projected adjustments or underpayment. This determination is done on a congregation-by-congregation basis and takes into account historical payment trends from the past decade, accumulated arrearages, whether the congregation has been in contact with the Adjustment Board or bishop's office, and realities in the life of the parish. For 2021 we were also able to take account feedback from those congregations (over 100) that helpfully replied to the survey we sent out in August.

Income from Apportioned Shares is projected to be down from normal levels due to projected adjustments and non/under payment. It is quite obvious that most of our congregations are not yet "back to normal" and many do not expect to be in the immediate future. With that in mind we are working with the Adjustment Board to ensure that there will be Apportioned Share relief for those congregations that need, request, and apply for it. Details of this relief will be provided by the Adjustment Board, but the Projected Adjustments / Unpaid Apportioned Shares (Line 004) includes relief for 2021 for our congregations that will need it. Overall, we project about \$2,800,000 in Projected Adjustments / Unpaid Apportioned Shares. This is in addition to more than \$552,000 in already agreed upon adjustments for 2021 (Line 002). This totals \$3.35M in adjustments or unpaid apportioned shares. For context, in a normal year we would expect somewhere between 1/2 to 1/3 of that total.

**Line 005: Net Income from Apportioned Shares**

- **2021 Proposed Budget: \$10,231,820**
- **2020 Revised Budget: \$9,029,504**
- **2020 Budget: \$11,406,006**

Our net income from Apportioned Shares for 2021 is forecast to increase by \$1,202,316 over the 2020 Budget but to decrease by \$(1,174,186) from the 2020 Budget.

Net Income from Apportioned Shares is the aggregate total of Apportioned Shares that we are confident we will receive in the coming year. Historically we "net" somewhere between 80% and 90% of Gross Calculated Apportioned Shares. Heading into 2020 we were confident that we would net about 87%. The pandemic and continued unknowns make forecasting 2021 challenging, but we are confident we will net about 75% of our Apportioned Shares – this percentage is based on known adjustments and detailed projections of likely adjustments and non/underpayment.

## **INCOME FROM OTHER SOURCES**

### **Line 006: Total Allocation from the General Endowment**

- **2021 Proposed Budget: \$916,162**
- **2020 Revised Budget: \$891,493**
- **2020 Budget: \$891,493**

The diocese has a general endowment that funds the budget. A draw down from a portion of these funds, based on the guideline of 4.5% of the 23 quarter rolling average principle, is included in the diocesan budget. The endowment draw down for 2021 will increase by \$24,669 over both the 2020 Budget and 2020 Revised Budget.

### **Line 007: Contribution to General Endowment (25% Cap)**

- **2021 Proposed Budget: \$(608,607)**
- **2020 Revised Budget: \$(379,825)**
- **2020 Budget: \$(161,750)**

This line is either zero or a negative line. The Canons of the Diocese of New York state: “If the Apportioned Share of any Congregation shall exceed 25% of the total budget of Diocesan expenditures in any one budget year, the excess shall be applied to the Diocesan General Endowment Fund.” (Canon 17.3.4). The Apportioned Share of Trinity Church, Wall Street, has from time to time exceeded ¼ of the total budgeted expenditures of the diocese for a given year and will again in 2021. The amount of money in this line is the portion of Trinity’s Assessment which cannot fund the operating budget (thus it is negative) and which is therefore transferred to the General Endowment of the Diocese of New York. Thus, the General Endowment will grow by \$608,607 in 2021.

### **Line 008: Trust Income**

- **2021 Proposed Budget: \$37,000**
- **2020 Revised Budget: \$37,000**
- **2020 Budget: \$37,000**

Trust Income represents income the diocese receives from Trusts set up to fund the Episcopate. The amount is flat for 2021.

Trust income comes from two trusts which are designated to fund the Episcopacy. Income from one of these trusts has been reallocated to fund sabbaticals for our bishops (Note that sabbaticals for bishops are not eligible for Lilly Grants).

**Line 009: Fee Income**

- **2021 Proposed Budget: \$80,000**
- **2020 Revised Budget: \$80,000**
- **2020 Budget: \$80,000**

This is the income from various services provided by the diocese for congregation and other organizations. The amount is flat for 2021.

**Line 010: Diocesan Convention Fee Income**

- **2021 Proposed Budget: \$75,000**
- **2020 Revised Budget: \$75,000**
- **2020 Budget \$75,000**

The Diocese collects fees from congregations to offset the expense of Diocesan Convention. The amount is flat for 2021.

**Line 011: Net Income From Other Sources**

- **2021 Proposed Budget: \$499,555**
- **2020 Revised Budget: \$703,668**
- **2020 Budget \$921,743**

Net income from other sources will be down for 2021 due to the larger than normal contribution to the General Endowment (see Line 007 above).

**Line 012: Contingency (3% of total income) (1.5% for 2021)**

- **2021 Proposed Budget: \$(165,803)**
- **2020 Revised Budget: \$(374,748)**
- **2020 Budget \$(374,748)**

A contingency is built into the budget on the income side. For 2020 the Contingency was 3%. The amount was not adjusted for the 2020 Revised Budget. For 2021 the Contingency was temporarily reduced to 1.5% (and “rounded” up to balance the budget).

**Line 013: Total Income**

- **2021 Proposed Budget: \$10,565,572**
- **2020 Revised Budget: \$9,358,424**
- **2020 Budget: \$11,953,001**

Total income is projected to be \$(1,387,429) less than the 2020 Budget and \$1,207,148 more than the 2020 Revised Budget.

## **Section B: Line by line background on Disbursements for 2021**

### **Line 101: Assessment to The Episcopal Church**

- **2021 Proposed Budget: \$1,321,421**
- **2020 Revised Budget: \$1,750,000**
- **2020 Budget \$1,750,000**

We budgeted our full Assessment to the Episcopal Church in 2020. Because of the pandemic and economic downturn the Episcopal Church has already granted permission for any diocese to defer payments and invited appeals for 2020 and 2021. Because we have granted needed relief to our congregations, we are optimistic that the Episcopal Church will consider that we too need relief, and so we are appealing our Assessment to the Episcopal Church for 2021 and asking for a one-time reduction of 25%. The Proposed 2021 Budget decreases our calculated assessment to the Episcopal Church for 2021 by 25%. We hope our appeal is granted; if it is not, we have budgeted deferral of one quarter of our Assessment for 2021.

As the congregations in the Diocese of New York have canonically agreed to support the Diocese through each congregation's Apportioned Share, so too the Dioceses have agreed to support The Episcopal Church. The Episcopal Church passes a three-year budget at each General Convention and includes a formula for calculating the financial obligation of each diocese for those three years. Each diocese is assigned an Assessment of 15% of its operating budget. The formula is more complicated than a simple percentage: there are exceptions, averages of years, a lag time, and a number of different variables that complicate how each diocese's operating budget is calculated, and the Assessment is the agreed upon percentage of that final calculated amount. The formula operates on a two-year lag. Similar to what our own diocese does with the Adjustment Board, the Episcopal Church offers a mechanism for a diocese to appeal its Assessment.

### **Line 102: Assessment to Province II**

- **2021 Proposed Budget: \$15,500**
- **2020 Revised Budget: \$0**
- **2020 Budget \$15,500**

This line has been budgeted at full levels for 2021. It was cut when the Budget was Revised in 2020.

This line helps cover expenses associated with the work of Province II. The figure is determined by a formula and is approved at Provincial Synod every triennium. The purpose and mission of Province II, the International Atlantic Province, is to foster and support the Church's mission and ministry in a regional coalition of the Dioceses in the States of New York and New Jersey, Haiti, Cuba, the Virgin Islands, and the Convocation of Episcopal Churches in Europe, by providing regular channels and systems of communication, promotion, support, education and fellowship.

**Line 201: Reserve for Annual Diocesan Convention**

- **2021 Proposed Budget: \$175,000**
- **2020 Revised Budget: \$175,000**
- **2020 Budget \$175,000**

This line has been budgeted at full levels for 2021.

The expense line has been set up as a reserve fund so that the Diocese will spend roughly the same amount each year, rather than seeing a major increase every time there is a two-day convention. The reserve funds the expenses associated with Convention such as security, electronic support, and building use. Diocesan Convention Fee income partially offsets the expense of providing Convention and is listed on the Summary Income page of the Budget.

**Line 202: Reserve for Future Episcopal Elections**

- **2021 Proposed Budget: \$50,000**
- **2020 Revised Budget: \$0**
- **2020 Budget \$50,000**

This line has been budgeted at full levels for 2021. It was cut when the Budget was Revised in 2020.

The expenses for Episcopal elections include: expenses for the Committee to Elect; publications; travel, lodging, and meals for candidates; Ordination/Consecration/Seating expenses; travel and lodging expenses for several consecrating bishops; relocation expenses; etc. The reserve must be funded at a level that allows for our diocese to replace a Suffragan or Diocesan Bishop upon retirement/resignation/death or when a Coadjutor is called.

**Line 203: Reserve for Deputies to General Convention & Provincial Synod**

- **2021 Proposed Budget: \$25,000**
- **2020 Revised Budget: \$0**
- **2020 Budget \$25,000**

This line has been budgeted at full levels for 2021. It was cut when the Budget was Revised in 2020.

General Convention and Provincial Synod occur every three years. The diocese funds fees, travel, lodging, and meals for four clergy deputies, two alternate clergy deputies, four lay deputies, and two alternate deputies. Expenses for our Bishops, their spouses, and any staff that accompany them come from Bishops' Shared Travel – separate House of Bishops meetings are less frequent in General Convention years.

**Line 204: Reserve for Lambeth Conference (Travel & All Expenses)**

- **2021 Proposed Budget: \$15,000**
- **2020 Revised Budget: \$0**
- **2020 Budget \$15,000**

This line has been budgeted at full levels for 2021. It was cut when the Budget was Revised in 2020.

Lambeth occurs about every ten years. The diocese funds fees, travel, lodging, and meals for our Bishops and their spouses.

**Line 301: Bishop of New York**

- **2021 Proposed Budget: \$288,000**
- **2020 Revised Budget: \$285,000**
- **2020 Budget \$285,000**

**Lines 302 & 303: Bishop Suffragan & Bishop Assistant**

- **2021 Proposed Budget: \$248,500**
- **2020 Revised Budget: \$244,000**
- **2020 Budget \$244,000**

Line 301-303 have been budgeted flat for 2021. Increases are due to increased medical costs and updated actuals.

These lines cover compensation and all benefits for our Bishops, the Right Reverend Andrew ML Dietsche, the Right Reverend Allen K. Shin, and the Right Reverend Mary D. Glasspool.

**Line 304: Bishops' Shared Travel (inside and outside diocese, excluding Lambeth)**

- **2021 Proposed Budget: \$40,000**
- **2020 Revised Budget: \$25,000**
- **2020 Budget \$50,000**

This line was reduced when the 2020 Budget was Revised. It remains temporarily reduced for 2021 with the expectation that travel will continue to be limited for a portion of 2021.

This line covers all travel, lodging, and meals for our Bishops for all Episcopal function inside and outside the diocese. Everything from metro-cards, mileage, and taxis to House of Bishops meetings and General Convention. Lambeth expenses are not taken from this line.

**Line 305: Bishop of New York Hospitality Expenses**

- **2021 Proposed Budget: \$20,000**
- **2020 Revised Budget: \$30,000**
- **2020 Budget \$30,000**

This line has been temporarily reduced for 2021 with the expectation that in-person activities will continue to be limited for a portion of 2021.

This line allows the Diocesan Bishop to provide hospitality.

**Line 401: Bishops' Office Expenses (TOTAL)**

- **2021 Proposed Budget: \$510,000**
- **2020 Revised Budget: \$530,000**
- **2020 Budget \$530,000**

This line is budgeted for 2021 based on 2021 compensation (kept flat at present amount), 2021 medical expenses and benefits, and 2019 non-compensation expenses (eliminating any one-time expenses).

This line includes the immediate staff support and clerical assistance for the Bishops, the Canon to the Ordinary, and their offices. The offices keep the Bishops' calendar for both Diocesan and extra-diocesan events, handles the registration of confirmands and ordinands, maintains the database that keep track of clergy, parishes and lay leadership, the licensing of lay ministers, among other duties.

**Line 402: Canon to the Ordinary (Expenses & Compensation)**

- **2021 Proposed Budget: \$205,000**
- **2020 Revised Budget: \$205,000**
- **2020 Budget \$205,000**

This line is budgeted for 2021 based on 2021 compensation (kept flat at present amount), 2021 medical expenses and benefits, and 2019 non-compensation expenses (eliminating any one-time expenses).

The Rev. Canon John Perris serves as the Canon to the Ordinary in the Diocese of New York and is a primary assistant to, and a representative of, the Bishop of New York. The Canon to the Ordinary, along with the Suffragan Bishop, the Assistant Bishop, and the Chief of Finance and Operations, serves on the Bishop's Executive Team. The Canon to the Ordinary primarily supervises the work of the office of the Bishop and functions much as a "chief of staff" in the supervision, coordination and assistance of the Bishop's Staff. Expenses for this line include compensation and benefits for the Canon to the Ordinary, travel, and all expenses.

**Line 403: Canon for Pastoral Care (Expenses & Compensation)**

- **2021 Proposed Budget: \$170,000**
- **2020 Revised Budget: \$180,000**
- **2020 Budget \$180,000**

This line is budgeted for 2021 based on 2021 compensation (kept flat at present amount), 2021 medical expenses and benefits, and 2019 non-compensation expenses (eliminating any one-time expenses).

The Rev. Canon K. Jeanne Person serves as Canon for Pastoral Care. The Canon for Pastoral Care serves as the Bishop's first line of contact for pastoral concerns relating to diocesan clergy and their families. Expenses covered by this line include compensation and benefits for the Canon for Pastoral Care, travel, meals and hospitality involving time with clergy, and office expenses.

**Line 404: Canon for Ministry (Expenses & Compensation)**

- **2021 Proposed Budget: \$230,000**
- **2020 Revised Budget: \$240,000**
- **2020 Budget \$240,000**

This line is budgeted for 2021 based on 2021 compensation (kept flat at present amount), 2021 medical expenses and benefits, and 2019 non-compensation expenses (eliminating any one-time expenses).

The Rev. Canon Charles W. Simmons serves as Canon for Ministry. Mr. Alito Orsini serves as Liaison for the Ministry Office and Transition Ministry Office. The Canon for Ministry works with the Bishop and the Commission on Ministry to assure that the selection and formation of future ordained leadership from within the Diocese meet the requirements and needs of the Church. Expenses covered by this line include compensation and benefits for the Canon for Ministry, compensation and benefits for an assistant (shared with the Office for Transition Ministry), travel, workshops, Fresh Start Program for the newly ordained and costs for diocesan Discernment Conferences and Ordinations.

**Line 405: Canon for Transition Ministry (Expenses & Compensation)**

- **2021 Proposed Budget: \$235,000**
- **2020 Revised Budget: \$245,000**
- **2020 Budget \$245,000**

This line is budgeted for 2021 based on 2021 compensation (kept flat at present amount), 2021 medical expenses and benefits, and 2019 non-compensation expenses (eliminating any one-time expenses).

The Rev. Canon Nora Smith serves as the Canon for Transition Ministry. Mr. Alito Orsini serves as Liaison for the Ministry Office and Transition Ministry Office. The Canon for

Transition Ministry assists congregations searching for ordained leadership, helps oversee every search process, and advises clergy seeking placement. Expenses covered by this line include compensation and benefits for the Canon for Transition Ministry, compensation and benefits for an assistant (shared with the Office for Ministry which pays the other half), travel, workshops, and office expenses.

**Line 501: Canon for Congregational Vitality & Formation (Expenses & Compensation)**

- **2021 Proposed Budget: \$195,000**
- **2020 Revised Budget: \$192,000**
- **2020 Budget \$192,000**

This line is budgeted for 2021 based on 2021 compensation (kept flat at present amount), 2021 medical expenses and benefits, and 2019 non-compensation expenses (eliminating any one-time expenses).

The Rev. Canon Victor Conrado serves as Canon for Congregational Vitality & Formation. The Canon for Congregational Vitality & Formation supports congregations through leadership development, skill building and planning and implementation of new ministry models. Expenses covered by this line include compensation and benefits for the Canon for Congregational Vitality & Formation, travel, workshops, and office expenses.

**Line 502: Liaison for Global Mission (Expenses & Compensation)**

- **2021 Proposed Budget: \$168,000**
- **2020 Revised Budget: \$161,000**
- **2020 Budget \$161,000**

This line is budgeted for 2021 based on 2021 compensation (kept flat at present amount), 2021 medical expenses and benefits, and 2019 non-compensation expenses (eliminating any one-time expenses).

The Rev. Yamily Bass-Choate serves as Liaison for Global Mission. The Liaison for Global Mission assists the bishops in oversight of the diocese's global mission connections and relationships. She also works with local communities of the diocese to foster and develop their ministry partnerships at home and abroad. Expenses covered by this line include compensation and benefits for the Liaison for Global Mission, travel, workshops, and office expenses.

**Line 503: Director of Diocesan Property Services (Expenses & Compensation)**

- **2021 Proposed Budget: \$176,000**
- **2020 Revised Budget: \$173,000**
- **2020 Budget \$173,000**

This line is budgeted for 2021 based on 2021 compensation (kept flat at present amount), 2021 medical expenses and benefits, and 2019 non-compensation expenses (eliminating any one-time expenses).

Mr. Egbert Stolk serves as the Director of Diocesan Property Services. The Director formulates, implements, and manages the diocesan Property Support program and oversees real property held by the Board of Managers. Expenses for this line include compensation and benefits for the Director of Diocesan Property Services, office expenses, travel, etc.

**Line 504: Mid Hudson Region (Expenses & Compensation)**

- **2021 Proposed Budget: \$101,000**
- **2020 Revised Budget: \$115,000**
- **2020 Budget \$115,000**

This line is budgeted for 2021 based on 2021 compensation (kept flat at present amount), 2021 medical expenses and benefits, and 2019 non-compensation expenses (eliminating any one-time expenses).

Ms. Val Stelcen, Executive Assistant to the Bishop, serves as the Mid Hudson Regional Office Coordinator. The Mid Hudson Office coordinates the workings of the Region and assists in the day to day life of congregations in the Counties of Orange, Sullivan, Ulster, and Dutchess, which includes over 50 congregations. Expenses for this line include compensation and benefits for the Regional Administrator, office expenses, utilities, travel, meetings, conferences, and programs.

**Line 505: Public Affairs (Expenses & Compensation)**

- **2021 Proposed Budget: \$234,000**
- **2020 Revised Budget: \$210,000**
- **2020 Budget \$210,000**

This line is budgeted for 2021 based on 2021 compensation (kept flat at present amount), 2021 medical expenses and benefits, and 2019 non-compensation expenses (eliminating any one-time expenses).

Mr. Nicholas Richardson serves as Communications Director & Editor, The Episcopal New Yorker. The Public Affairs department is responsible for the vital job of communicating the programs, activities and policies of the diocese both internally and externally using all available media, including the diocesan website, microsites on an as-needed basis, email, Online News, social media,

the Episcopal New Yorker, postal mail, and events. The Communications Director also provides communications advice and practical assistance to the Bishop's Staff, commissions and committees; provides and administers free Internet hosting for parishes and other diocesan organizations; and is responsible for handling all press inquiries that come into the diocesan offices. Expenses covered by this line include compensation, benefits, travel, and office expenses for the Public Affairs office.

**Line 506: Archives (Expenses & Compensation)**

- **2021 Proposed Budget: \$110,000**
- **2020 Revised Budget: \$110,000**
- **2020 Budget \$110,000**

This line is budgeted for 2021 based on 2021 compensation (kept flat at present amount), 2021 medical expenses and benefits, and 2019 non-compensation expenses (eliminating any one-time expenses).

Mr. Wayne Kempton serves as Archivist & Historiographer. The archives contain some 2,000 boxes of historical records, including some records for over 400 congregations and all of the original cathedral records. Sacramental records for about 80 congregations, including the cathedral, can also be found there, as well as the personal papers of our bishops and all manner of diocesan business files; legal documents, deeds, some blueprints, and trust fund materials as well. The diocesan archivist also acts as Registrar with respect to keeping the record of Episcopal Acts, like confirmations, the issuance of lay licenses, etc. The archivist also visits parishes wishing to consult on the care of their collections, and acts as records custodian for those parishes with special storage needs; that is, where their records may be in danger of being lost or not cared for, especially the sacramental records. Expenses covered by this line include compensation, benefits, travel, office, and archive expenses for the Archives office.

**Line 601: Campus Ministry Clergy (Expenses & Compensation)**

- **2021 Proposed Budget: \$430,000**
- **2020 Revised Budget: \$475,000**
- **2020 Budget \$475,000**

This line is budgeted for 2021 based on 2021 compensation (kept flat at present amount), 2021 medical expenses and benefits, and 2019 non-compensation expenses (eliminating any one-time expenses). Overall program expenses which includes a significant amount of in-person hospitality have been temporarily reduced by \$25,000 in the expectation that in-person events will continue to be limited for a portion of 2021. The Campus Ministry Committee will oversee the allocation of reduced program expenses.

The Diocese of New York has chaplains at numerous campuses within the Diocese of New York. The Committee for Campus Ministry supports the work of the current chaplains, advises the bishops regarding Episcopal ministry to students, faculty and staff of various colleges within diocesan

boundaries and serves as a resource about campus ministry for congregations within the diocese. The campuses served include:

- Canterbury Uptown (Columbia/ Barnard Colleges and City College in Harlem and other smaller colleges)
- Canterbury Downtown (Canterbury Club at New York University, New School, Cooper Union, Pace University)
- Cornell University - Weill Medical College
- State University of New York at New Paltz
- United States Military Academy, West Point
- Vassar

Expenses covered by this line provide compensation and benefits for the chaplains and program support.

**Line 602: Hispanic Clergy Compensation**

- **2021 Proposed Budget: \$400,000**
- **2020 Revised Budget: \$475,000**
- **2020 Budget \$475,000**

This line is budgeted for 2021 based on 2021 compensation (kept flat at present amount) and 2021 medical expenses and benefits. The reduction eliminates the possibility of expanding in 2021.

This line funds Hispanic clergy compensation and benefits serving in congregations as determined by the Hispanic Grants Committee, a subcommittee overseen by the Congregational Development Commission, in conversation with the Bishop's Office.

**Line 603: Congregations in Strategic Settings Clergy Compensation**

- **2021 Proposed Budget: \$970,000**
- **2020 Revised Budget: \$1,100,000**
- **2020 Budget \$1,100,000**

This line is budgeted for 2021 based on 2021 compensation (kept flat at present amount) and 2021 medical expenses and benefits. The reduction eliminates the possibility of expanding in 2021.

This line funds clergy compensation and benefits serving congregations that have been designated as Congregations in Strategic Settings.

**Line 604: Regional Pastorate Initiative Clergy Compensation**

- **2021 Proposed Budget: \$182,000**
- **2020 Revised Budget: \$245,000**
- **2020 Budget \$245,000**

This line is budgeted for 2021 based on 2021 compensation (kept flat at present amount) and 2021 medical expenses and benefits. The reduction is based on changes in personnel that occurred before the budget process began.

This line funds clergy compensation and benefits at regional pastorates in the diocese which are overseen by the Bishop's Office. The Regional Pastorate Initiative is part of the Bishop's vision to stabilize and build up the Episcopal Church presence in strategic parts of the diocese.

**Line 605: Harlem Initiative Clergy Compensation**

- **2021 Proposed Budget: \$108,000**
- **2020 Revised Budget: \$160,000**
- **2020 Budget \$160,000**

This line is budgeted for 2021 based on 2021 compensation (kept flat at present amount) and 2021 medical expenses and benefits. The reduction eliminates the possibility of expanding in 2021.

This line funds clergy compensation and benefits at several churches in Harlem. The Bishop's Office oversees how these funds are allocated.

**Line 606: Church Plants & Revitalization**

- **2021 Proposed Budget: \$142,000**
- **2020 Revised Budget: \$99,000**
- **2020 Budget \$220,000**

This line is budgeted for 2021 based on 2021 compensation (kept flat at present amount) and 2021 medical expenses and benefits. The reduction eliminates the possibility of expanding in 2021. Additionally, \$20,000 towards Episcopal Futures has been allocated as requested.

This is a line includes church plant and revitalization initiatives around the diocese, most recently at St. Peter's Chelsea. The line is overseen by Bishop Shin and the new Church Plants & Revitalization Committee and focuses on models of new church development.

**Line 701: Congregational Development Commission Programs**

- **2021 Proposed Budget: \$15,000**
- **2020 Revised Budget: \$0**
- **2020 Budget \$15,000**

This line is budgeted at the amount requested. It was reduced completely in the 2020 budget revision allowing for no additional 2020 spending. Note that the Congregational Development Commission requested a decrease in Next Step Grants (Line 803) which allowed this line to be fully funded.

This line supports the work and programs offered by the Congregational Development Commission.

**Line 702: Operational Support for Strategic Hispanic Congregation**

- **2021 Proposed Budget: \$20,000**
- **2020 Revised Budget: \$25,000**
- **2020 Budget \$25,000**

This line is budgeted based on 2019 and 2020 Actuals.

This line provides funding for certain expenses for one Strategic Hispanic Congregation.

**Line 703: Multicultural Ministries (New Community)**

- **2021 Proposed Budget: \$12,000**
- **2020 Revised Budget: \$2,000**
- **2020 Budget \$25,000**

This line is budgeted based on 2019 Actuals. It was reduced completely in the 2020 budget revision allowing for no additional 2020 spending.

This line covers programs and funding for Asia-America Ministry, Metropolitan Japanese Ministry, and the Korean church plant.

**Line 704: Christian Formation Commission Programs / Young Adult Ministry**

- **2021 Proposed Budget: \$54,000**
- **2020 Revised Budget: \$3,000**
- **2020 Budget \$65,000**

This line is budgeted at 90% of the amount requested. It was reduced completely in the 2020 budget revision allowing for no additional 2020 spending.

This line supports programs offered by the Christian Formation Commission the Youth and Young Adult Ministries of the Diocese, events such as the Acolytes Festival, Youth leaders gatherings, training workshops, and the annual Diocesan Summer Youth Conference at Incarnation Camp through scholarships, camp nurse and transportation.

**Line 705: Social Concerns Commission**

- **2021 Proposed Budget: \$72,900**
- **2020 Revised Budget: \$4,000**
- **2020 Budget \$81,000**

This line is budgeted at 90% of the amount requested. It was reduced completely in the 2020 budget revision allowing for no additional 2020 spending.

The Social Concerns Commission includes membership in national and local organizations that promote important social witness by the diocese. Some of the Social Concerns Commission's areas of focus include children's advocacy, anti-racism conversations, study of reparations for slavery, LGBT concerns, protection of the environment, and domestic violence prevention and awareness. This line funds programs and events offered by the Commission as well as grants provided by the Commission.

**Line 706: Ecumenical and Multi-Faith Councils Contribution**

- **2021 Proposed Budget: \$10,500**
- **2020 Revised Budget: \$0**
- **2020 Budget \$10,500**

This line is budgeted flat for 2021. It was reduced completely in the 2020 budget revision allowing for no additional 2020 spending.

The Episcopal Diocese of New York is by charter a member of both the New York State Council of Churches and the Council of Churches of the City of New York, which include other Protestant and Orthodox churches. The councils engage in ecumenical dialogue on subjects of common concern and then translate that dialogue into engagement with city and state government on important issues of public policy. The New York State Council of Churches has been an important advocate for economic justice, criminal justice, anti-violence initiatives and environmental stewardship, and the Council is the credentialing body for chaplains in NYS correctional facilities and other state institutions.

**Line 707: Ecumenical & Interfaith Commission**

- **2021 Proposed Budget: \$9,000**
- **2020 Revised Budget: \$1,700**
- **2020 Budget \$10,000**

This line is budgeted at 90% of the amount requested. It was reduced completely in the 2020 budget revision allowing for no additional 2020 spending.

The line item supports meetings, discussion, shared liturgies, etc. with ecumenical and interfaith dialogue partners and councils. The funding also covers travel expenses of the Diocesan Ecumenical and Interfaith Officer for participation each spring in the annual meeting of the Episcopal Diocesan Ecumenical and Interfaith Officers (EDEIO). It also pays General Convention mandated dues of \$250 each year from each diocese to EDEIO. The Ecumenical and Interfaith Commission is engaged in fruitful dialogues with the Roman Catholic, United Methodist, and Eastern Orthodox churches, as well as with the Jewish and Muslim faith traditions.

**Line 708: Global Mission Commission**

- **2021 Proposed Budget: \$45,000**
- **2020 Revised Budget: \$0**
- **2020 Budget \$52,000**

This line is budgeted at the amount requested which reduced the 2020 amount. It was reduced completely in the 2020 budget revision allowing for no additional 2020 spending. The Global Mission Commission also oversees Sustainable Development Goal Grants (Line 805).

The mission of the Global Mission Commission of the Episcopal Diocese of New York is to educate, empower and inspire individuals and parishes within the Diocese as we respond to God's call for engagement in mission through relationships and spiritual transformation throughout the Anglican Communion. This line funds programs and events offered by the Commission as well as grants provided by the Commission.

**Line 709: Companion Diocese Relationship**

- **2021 Proposed Budget: \$40,000**
- **2020 Revised Budget: \$40,000**
- **2020 Budget \$40,000**

This line is budgeted flat for 2021.

The Diocese of New York has a companion relationship with the Diocese of Central Tanganyika.

**Line 710: Rural and Migrant Ministry**

- **2021 Proposed Budget: \$50,000**
- **2020 Revised Budget: \$50,000**
- **2020 Budget \$50,000**

This line is budgeted flat for 2021.

Rural and Migrant Ministry is a multi-faith organization founded by the Diocese of New York and serving rural and migrant people in New York State since 1981 through programs of youth empowerment, education, and accompaniment, and legislative reform. In addition to funding support from the Diocese of New York, contributions are made from a variety of religious traditions and represent most regions of the State.

**Line 711: New York Service & Justice Collaborative (Episcopal Service Corps)**

- **2021 Proposed Budget: \$12,500**
- **2020 Revised Budget: \$25,000**
- **2020 Budget \$25,000**

This line is budgeted with a 50% reduction for 2021 as the program is being reduced for the current program year.

This line supports the Episcopal Service Corps in the Diocese of New York. Episcopal Service Corps is a program for young adults, who live in an intentional community at a congregation and work in social justice and community service organizations. The program helps them discern their call to their life's work, and it assists them in developing the skills needed for a life of service.

**Line 712: Episcopal New Yorker**

- **2021 Proposed Budget: \$45,000**
- **2020 Revised Budget: \$15,500**
- **2020 Budget \$54,000**

This line is budgeted with a reduction for 2021 that will ensure we continue to publish four (thinner) issues.

The ENY is the newsprint quarterly edition of Diocesan news. This line includes purchase of paper, printing, distribution, writing and editing of the newspaper.

**Line 713: Support for Episcopal Charities**

- **2021 Proposed Budget: \$110,000**
- **2020 Revised Budget: \$125,000**
- **2020 Budget \$125,000**

This line is budgeted as requested and at 2019 levels.

Episcopal Charities is an independent 501(c)(3) foundation, supporting community outreach programs in partnership with Episcopal congregations throughout the Diocese of New York. Programs are available to all persons in need regardless of faith or church affiliation. Grants are made to the following types of programs: Feeding, Skills Building, Health & Wellness, Children's Arts, Children's Academic Enrichment and Summer Recreation. Financial support from the diocese is essential to soliciting funds from other sources.

**Line 801: Property Support Committee Grants & Loans**

- **2021 Proposed Budget: \$425,000**
- **2020 Revised Budget: \$425,000**
- **2020 Budget \$425,000**

This line is budgeted flat.

Grants are awarded by the Property Support Committee to help fund various buildings projects in parishes and around the diocese. The Property Support Office also administers loans through the Revolving Loan Fund.

**Line 802: First Step Grants**

- **2021 Proposed Budget: \$25,000**
- **2020 Revised Budget: \$0**
- **2020 Budget \$20,000**

This line is increased. The Congregational Development Commission requested reallocation of all Next Step Grants (Line 803) money to allow this line to increase and their program line (Line 701) to be fully restored.

A First Step Grant acts as a catalyst for a congregation that is seriously committed to taking the first substantive steps toward a long-term growth strategy. Funds are awarded to support strategic activities that will result in quantifiable spiritual and numerical growth within congregations. First Step grants are not intended for general operation, on-going program support, or benevolence. Applications are made through the Congregational Development Commission.

**Line 803: Next Step Grants**

- **2021 Proposed Budget: \$0**
- **2020 Revised Budget: \$0**
- **2020 Budget \$30,000**

This line is zeroed out for 2021 at the request of the Congregational Development Commission to allow for an increase in First Step Grants (Line 802) and for their program line (Line 701) be fully restored.

A Next Step Grant (when funded by the budget) is given to support a congregation making the transition from pastoral to program size by providing temporary, partial funding for an assistant clergyperson. Applications are made through the Congregational Development Commission.

**Line 804: Hispanic Ministries Grants**

- **2021 Proposed Budget: \$50,000**
- **2020 Revised Budget: \$60,000**
- **2020 Budget \$60,000**

This line is budgeted at 2019 levels.

The Hispanic Grants Committee, a subcommittee overseen by the Congregational Development Commission, meets to disburse these grants to Spanish-language/cultural congregations within the diocese.

**Line 805: Sustainable Development Goal Grants**

- **2021 Proposed Budget: \$74,000**
- **2020 Revised Budget: \$84,000**
- **2020 Budget \$84,000**

This line is budgeted based on a calculation (0.7 % of the disbursements for 2021). The decrease is due to the fact that our disbursements for 2021 have decreased.

The General Convention recommended in 2015 by resolution that every diocese allocate 0.7% of its annual budget to Sustainable Development Grants. The Global Mission Commission allocates these grants.

**Line 901: Administration (Expenses & Compensation)**

- **2021 Proposed Budget: \$1,542,000**
- **2020 Revised Budget: \$1,595,000**
- **2020 Budget \$1,595,000**

This line is budgeted for 2021 based on 2021 compensation (kept flat at present amount), 2021 medical expenses and benefits, and 2019 non-compensation expenses (eliminating any one-time expenses).

Ms. Esslie Hughes serves as Chief of Finance and Operations. The Chief of Finance and Operations, along with the Suffragan Bishop, the Bishop Assistant, and the Canon to the Ordinary, serves on Bishop Dietsche's Executive Team. This line covers all compensation, benefits, office expenses, travel, and any program expenses of the Administrative Staff, Human Resources Department, and Finance Office overseen by the Chief of Finance and Operations.

**Line 902: Office Services (Expenses & Compensation)**

- **2021 Proposed Budget: \$275,000**
- **2020 Revised Budget: \$325,000**
- **2020 Budget \$325,000**

This line is budgeted for 2021 based on 2021 compensation (kept flat at present amount), 2021 medical expenses and benefits, and 2019 non-compensation expenses (eliminating any one-time expenses).

This line includes the basic expenses of operating the diocesan offices. Expenses for this line include compensation and benefits for the office manager, assistant to the office manager, and mail room worker. This line also covers expenses related to the operation of the diocesan offices, such as office supplies, license and registration, telephone, postage, shipping, computers, parking, security, etc.

**Line 903: IT Expenses**

- **2021 Proposed Budget: \$217,000**
- **2020 Revised Budget: \$175,000**
- **2020 Budget \$175,000**

This line is budgeted for 2021 based on 2021 compensation (kept flat at present amount), 2021

medical expenses and benefits, and 2019 non-compensation expenses (eliminating any one-time expenses).

This line covers our contract for IT services and our IT person.

**Line 904: Special Finance Committee Projects.**

- **2021 Proposed Budget: \$0**
- **2020 Revised Budget: \$0**
- **2020 Budget \$200,000**

This line is deferred (again). It was zeroed out in the 2020 revision and is not budgeted for 2021.

The Finance Committee has been undertaking a variety of special projects recommended by the 2016 Strategic Plan. The projects include updating and implementing policies and procedures around financial matters. The Finance Committee regularly reports to the Bishop and Trustees about the status of these projects.

**Line 905: Diocesan & Parish Websites (Web Management)**

- **2021 Proposed Budget: \$5,750**
- **2020 Revised Budget: \$4,500**
- **2020 Budget \$4,500**

This line is budgeted as requested.

This line covers expenses associated with the hosting, design, updating, and trouble-shooting of the Diocesan website. The diocese also provides free website hosting and email hosting for any congregation that requests either service.

**Line 906: Professional Expenses (Legal, Audit, etc.)**

- **2021 Proposed Budget: \$100,000**
- **2020 Revised Budget: \$100,000**
- **2020 Budget \$100,000**

This line is budgeted as requested.

This line funds the annual audit, any legal expenses outside of the normal duties of the chancellor's office, and other professional expenses.

**Line 907: Overhead and Fixed Obligations**

- **2021 Proposed Budget: \$253,000**
- **2020 Revised Budget: \$300,000**
- **2020 Budget \$300,000**

This line is budgeted as requested and based on cuts where possible.

This line allows for new office furniture purchases, fidelity bond for all diocesan congregations, worker's comp of diocesan employees, unemployment insurance, and retiree health insurance.

**Line 908: Cathedral Cost Sharing and Rent**

- **2021 Proposed Budget: \$1**
- **2020 Revised Budget: \$1**
- **2020 Budget \$1**

The Diocese of New York utilizes a number of buildings owned and maintained by the Cathedral of St. John the Divine, including office and meeting spaces as well as a residence for Bishop Dietsche. The diocese pays the cathedral \$1 per year for the use of the space. The Diocese of New York rents one apartment in Diocesan House and several parking spaces from the Cathedral of St. John the Divine.

**Line 909: Property (EDNY) Management**

- **2021 Proposed Budget: \$30,000**
- **2020 Revised Budget: \$0**
- **2020 Budget \$0**

This is a new line which will allow the diocese to properly budget for the ongoing management of properties owned by the diocese.

**Line 950: Capital Expenditures Budget**

- **2021 Proposed Budget: \$60,000**
- **2020 Revised Budget: \$60,000**
- **2020 Budget \$60,000**

This line funds occasional capital expenditures that are outside the normal operating budget.

**Line 1000: Provision for Salary & Benefit Increase**

- **2021 Proposed Budget: \$0**
- **2020 Revised Budget: \$77,000**
- **2020 Budget \$77,000**

All compensation is budgeted flat with no salary increases and no cost of living increases for 2021. Medical insurance increases built into benefits and compensation for each line.

This line includes forecast cost of living and salary increases for personnel funded by this budget.

## Section C: Committee Organization & Members

According to Canon 17 of the Canons of the Diocese of New York: “The Budget Committee shall consist of: a Chair of this Committee appointed by the Bishop, the Treasurer of the Diocese (ex officio), the Chief of Finance and Operations of the Diocese (ex officio), the Chair of the Finance Committee of the Trustees (ex officio), three (3) members of the Council of the Diocese appointed by the Bishop, two (2) members of the Trustees appointed by the Bishop, and others as appointed annually by the Bishop to this Committee.”

### Chair & ex officio members

#### **The Rev. Matthew H. Mead**

Christ the Redeemer, Pelham  
CHAIR, BUDGET COMMITTEE  
Council, ex officio  
[matthew@christchurchpelham.org](mailto:matthew@christchurchpelham.org)

#### **Sr. Faith Margaret, C.H.S.**

Community of the Holy Spirit, Manhattan  
Treasurer  
Ex officio on Budget Committee  
[srfmchs@chssisters.org](mailto:srfmchs@chssisters.org)

#### **Esslie W. Hughes**

Chief of Finance and Operations  
Ex officio on Budget Committee  
[ehughes@diocesenyc.org](mailto:ehughes@diocesenyc.org)

#### **Keith Rook**

St. Bartholomew's, Manhattan  
Finance Committee Chair  
Ex officio on Budget Committee  
Trustee, Class of 2020 (1st term)  
[krook@wamcoinc.net](mailto:krook@wamcoinc.net)

### Members of Council

#### **The Rev. Luis Barrios**

Holyhood, Manhattan  
Council, Class of 2020 (1st term)  
[plbarrios@holyhoodsantacruz.org](mailto:plbarrios@holyhoodsantacruz.org)

#### **The Rev. Michael Bird**

Christ Church, Bronxville  
Chair, Christian Formation Commission  
Council, Class of 2020 (1st term)  
[mbird@ccbny.org](mailto:mbird@ccbny.org)

#### **Earl K. D. Francis**

St. Andrew's (Harlem), Manhattan  
Council, Class of 2020 (1st term)  
[kevindane407@aol.com](mailto:kevindane407@aol.com)

#### **Yvonne O'Neal**

Holy Trinity (East 88th Street), Manhattan  
Council, Class of 2020 (1st term)  
[yvonne.oneal@gmail.com](mailto:yvonne.oneal@gmail.com)

#### **Peter Saros**

Church-without-Walls, Bronx  
Council, Class of 2021 (2nd term)  
[petersaros@yahoo.com](mailto:petersaros@yahoo.com)

#### **The Rev. Winnie Varghese**

Trinity Wall Street, Manhattan  
Chair, Social Concerns Commission  
[wvarghese@trinitywallstreet.org](mailto:wvarghese@trinitywallstreet.org)

## **Members of the Trustees**

### **Robert Cummings**

St. Matthew's, Bedford  
Co-Chair, Adjustment Board  
Trustee, Class of 2019 (1st term)  
[rcummings@dunbarconsultants.com](mailto:rcummings@dunbarconsultants.com)

### **Susan Jansen**

Christ's Church Rye  
Chair, Investment Committee  
Trustee, Class of 2019 (1st term)  
[susankjansen@gmail.com](mailto:susankjansen@gmail.com)

### **Douglas Schimmel**

Trinity Wall Street, Manhattan  
Trustee, Class of 2021(1st term)  
[doug@serfihllc.com](mailto:doug@serfihllc.com)

### **The Rev. Margaret (Peggy) Sullivan**

St. Andrew's, Walden and  
St. Francis of Assisi, Montgomery  
Trustee, Class of 2022 (1st term)  
[revpeggysullivan@gmail.com](mailto:revpeggysullivan@gmail.com)

### **The Rev. Jennie Talley**

St. John's (Wilmot), New Rochelle  
Co-Chair, Adjustment Board  
Trustee, Class of 2022 (2nd term)  
[jennie.talley@gmail.com](mailto:jennie.talley@gmail.com)

### **John B. Trammell**

St. James', Manhattan  
President, Diocesan Investment Trust  
Trustee, Class of 2021(1st term)  
[john@trammells.com](mailto:john@trammells.com)

## **Chancellor & Staff Liaisons**

### **Alice Yurke, Esq.**

St. Bartholomew's, Manhattan  
Chancellor  
[alice.yurke@dentons.com](mailto:alice.yurke@dentons.com)

### **Karin M. Almquist**

Controller  
Ex officio on Budget Committee  
[kalmquist@dioceseny.org](mailto:kalmquist@dioceseny.org)

### **The Rev. Canon Victor Conrado**

Canon for Congregational Vitality  
and Formation  
Staff Liaison  
[vconrado@dioceseny.org](mailto:vconrado@dioceseny.org)

### **Chontel L. Simmons**

Director of Human Resources  
Staff Liaison  
[csimmons@dioceseny.org](mailto:csimmons@dioceseny.org)

### **The Rev. Lenore (Nora) Smith**

Canon for Transition Ministry  
Staff Liaison  
[nsmith@dioceseny.org](mailto:nsmith@dioceseny.org)

**ELECTION OF TRUSTEES OF ESTATE AND PROPERTY  
SUBMITTED BY THE TRUSTEES OF ESTATE AND PROPERTY**

Resolved, That the following persons are hereby elected Trustees of the Estate and Property of the Diocesan Convention of New York, for terms expiring 2023:

**CONRAD G. BAHLKE:**



**Parish:** Grace Episcopal Church, Manhattan

**Occupation:** Legal Counsel, Asset Management Corporate & Financial Services  
Structured Finance & Derivatives

**Church Positions:** Vestry Member

**Education:** University of Chicago Law School, JD; University of Chicago Booth  
School of Business, MBA; Oberlin College, BA

**HOLLY HUFFMAN MACDONALD:**



**Parish:** St. Saviour at St. John the Divine, Manhattan

**Occupation:** Chief Investment Officer

**Church Positions:** Parent volunteer for “Little Pilgrims” program

**Education:** Princeton University, BA; Columbia University, MBA

## **Remedying the Inequities and Injustices of Racism**

**Proposer of Resolution:** Diane B. Pollard

**Parish or Organization:** Reparations Committee, The Episcopal Diocese of New York

**Telephone and E-mail:** (917) 328-0239; dbpsd4u@aol.com

**Title of Resolution:** Remedying the Inequities and Injustices of Racism

Whereas, the events of 2020 have laid bare and visible the inequities and injustices of treatment between the African-American community and the white communities in this country, and

Whereas, these inequities have been created by the long-term support of beliefs of white supremacy, and

Whereas, these inequities are confirmed by the startling realities of daily life in America for African-Americans and by the racial divide of over 400 years.

### **Text of Resolution:**

Resolved: that the congregations, members, and related organizations of The Episcopal Diocese of New York actively engage in civic and secular activities in their communities and nationally that will eliminate discrimination against Blacks in intent or effect and will support dramatic institutional changes in the structures and laws of this land; and further,

Resolved: that congregations, members, and related organizations of The Episcopal Diocese of New York look within their communities and identify issues that might benefit from church involvement and take action necessary to help eradicate the problems; and further,

Resolved: that congregations, members, and related organizations of The Episcopal Diocese of New York engage in activities in the coming days that will ensure maximum participation in our upcoming national and local elections; and further,

Resolved: that congregations, members, and related organizations of The Episcopal Diocese of New York work toward the maximum participation in the 2020 Census and engage in any other activities that can work toward a more equitable and just form of representation for all citizens.

### **Explanation:**

The Reparations Committee of The Episcopal Diocese of New York has since 2006 engaged in a variety of activities designed to study and address the impact of slavery in our Diocese, in our daily lives and in the lives of our congregations. The scope of our engagement has included the study of various forms of literature and media productions that has served as education into our complicity in these heinous activities. We believe that the time has come for our Bishop and Diocese to commit to more action-focused activities by publicly raising our voices at the local and national levels. We invite our Bishop and Diocese to call out the ingrained atrocities of mass incarceration, poor health care and long-term exploitation of African-Americans, and to engage in conversations and actions that will encourage dramatic and positive institutional changes in the Diocese and the Church. This resolution calls out our Diocese to honor the late Georgia Congressman, John Lewis, to be standard bearers of “Good Trouble” and move us closer toward becoming God’s Beloved Community.

## **Providing Deacons Access to the Benefits of the Church Pension Group**

**Proposer of Resolution:** The Reverend Deacon Kent J. Curtis

**Parish or Organization:** The Bishop's Committee for the Diaconate

**Telephone and E-mail:** 917-470-1509; kcurtis@stjohndivine.org

**Title of Resolution:** Providing Deacons Access to the Benefits of the Church Pension Group

### **Text of Resolution:**

Resolved: that the 244th Convention of the Episcopal Diocese of New York requests each parish with a serving deacon to pay \$25 a month to each of their deacons as remuneration, and that each such parish also make the required contribution to the Church Pension Fund for the benefit of each such deacon.

### **Explanation:**

Deacons in the Episcopal Diocese of New York serve in their parish and in the Diocese as deacons without remuneration. The Church Pension Fund provides resources for clergy and lay employees of churches in the Episcopal Church.

One of the resources is CREDO, a wellness resource, that helps both active and retired clergy pension plan participants by presenting a holistic approach to wellness for mind, body, spirit, and heart. Participants examine and evaluate their health and wellness from the spiritual, vocational, physical and emotional health and financial points of view.

The Church Pension Fund also provides pension and retirement savings plans, health benefits, and educational services. At recent conferences, representatives of the Church Pension Fund have stated that if deacons were paid a nominal amount, the deacons would be eligible for these benefits.

This proposed amendment asks that congregations make such a nominal payment of \$25 a month to deacons, as well as a payment of 18% (\$4.50 for a monthly total of \$29.50) to the Church Pension Fund to enable them to participate in the programs and benefits available through the Church Pension Fund.

## Minimum Clergy Compensation

**Proposer of Resolution:** The Rev. Carol Gadsden for the Human Resources Committee

**Parish or Organization:** Human Resources Committee, Trustees of the Diocese of New York

**Telephone and E-mail:** 914-327-5275; rectorstthomas@gmail.com

**Title of Resolution:** Minimum Clergy Compensation

Whereas, Clergy Compensation Minimums underwent an in-depth review and comparison with the minimums set by other dioceses, and a report was made to the 241st Convention with new Minimum Compensation Guidelines set for 2018 and stipulating that Compensation Guidelines be reviewed annually thereafter; and

Whereas the 242nd Convention of the Diocese of New York adopted the new Minimum Compensation Guidelines for Priests of the Diocese of New York, as prepared by the Human Resources Committee of the Trustees and approved by the Trustees of the Diocese of New York; and

Whereas, the Diocesan Human Resources Committee recommended a 2% increase to the minimum annual stipend for clergy, effective January 1, 2020 and the recommendation was approved at the September 2019 meeting of the Trustees of the Diocese of New York and further approved at the 243rd Convention of the Episcopal Diocese of New York; and

Whereas, in light of financial uncertainties arising from the COVID-19 pandemic, the Diocesan Human Resources Committee has recommended that there be no increase to the minimum annual stipend for clergy for the fiscal year beginning January 1, 2021, and the recommendation was approved at the September 2020 meeting of the Trustees of the Diocese of New York.

### **Text of Resolution:**

Therefore, be it

Resolved: that the 244th Convention of the Episcopal Diocese of New York not raise the minimum annual stipend for Clergy for 2021, thereby maintaining the following minimums that went into effect on January 1, 2020:

Cash stipends:

Ordained to priesthood less than 3 years: \$44,960 as of January 1, 2019

Ordained to priesthood more than 3 years but less than 10 years: \$50,080 as of January 1, 2019

Ordained to priesthood more than 10 years: \$50,600 as of January 1, 2019

Ordained over 15 years: \$57,300 as of January 1, 2019

Ordained to priesthood less than 3 years: \$46,000 as of January 1, 2020

Ordained to priesthood more than 3 years but less than 10 years: \$51,100 as of January 1, 2020

Ordained to priesthood more than 10 years: \$51,600 as of January 1, 2020

Ordained over 15 years: \$58,500 as of January 1, 2020

## **Explanation**

The Clergy Compensation Minimums were increased last on January 1, 2020. The resolution at the 2016 Diocesan Convention called for a review of the minimums each year and an increase based on the CPI. However, given the financial stresses and other uncertainties created by the COVID-19 pandemic, the Human Resources Committee recommended, and the Trustees of the Diocese approved, not increasing the minimums for 2021.

## **CANONICAL RESOLUTION**

### **Modification of Diocesan Canon 12.1**

**Proposer of Resolution:** The Rev. Stephen Gerth

**Parish or Organization:** Canons Committee

**Telephone and E-mail:** 212-869-5830; sgerth@stmvnyc.org

**Title of Resolution:** Modification of Diocesan Canon 12.1

Whereas, Canon 12 of the Canons of the Episcopal Diocese of the New York describes the process by which the Convention of the Diocese elects Deputies and Provisional Deputies to serve as such for Provincial Synod; and

Whereas, the second sentence of Section 1 of such Canon 12 incorrectly refers to “General Convention”, not “Provincial Synod”.

### **Text of Resolution:**

Resolved: that the 244th Convention of the Diocese of New York amend Section 1 of Canon 12 of the Canons of the Episcopal Diocese of New York to read in its entirety as follows:

“The annual Convention of the Diocese in the second year preceding a stated meeting of the Provincial Synod shall elect by ballot four Clergy and four Lay persons to act as Deputies from this Diocese to the Provincial Synod. The annual Convention of the Diocese in the year preceding a stated meeting of the Provincial Synod shall elect by ballot four Clergy and four Lay persons to act as Provisional Deputies from this Diocese to the Provincial Synod. Deputies and Provisional Deputies shall hold their respective offices until their successors are appointed, and shall be Deputies, or Provisional Deputies, to any Provincial Synod which may be held during their continuance in office.”

### **Explanation:**

The current language of the second sentence of Canon 12.1 of the Canons of the Episcopal Diocese of New York reads “The annual Convention of the Diocese in the year preceding a stated meeting of the Provincial Synod shall elect by ballot four Clergy and four Lay persons to act as Provisional Deputies from this Diocese to the General Convention.” The last two words of this sentence are incorrect and should read “Provincial Synod.”

# TALLY SHEET

## DIOCESE OF NEW YORK ELECTIONS 2020

| BALLOT | 1   | BALLOT | 2   | BALLOT | 3   | TOTAL |
|--------|-----|--------|-----|--------|-----|-------|
| CLERGY | LAY | CLERGY | LAY | CLERGY | LAY |       |

|          |                           |
|----------|---------------------------|
| <b>A</b> | <b>STANDING COMMITTEE</b> |
|----------|---------------------------|

|   |                             |  |  |  |  |  |
|---|-----------------------------|--|--|--|--|--|
| <b>CLERGY CLASS OF 2024 - ELECT ONE</b> |                             |  |  |  |  |  |
|   | TOTAL VALID BALLOTS CAST    |  |  |  |  |  |
|   | BALLOTS NECESSARY TO ELECT  |  |  |  |  |  |
|   | The Rev. Gareth Clive Evans |  |  |  |  |  |
|   | The Rev. John Zahl          |  |  |  |  |  |

|          |                           |
|----------|---------------------------|
| <b>B</b> | <b>STANDING COMMITTEE</b> |
|----------|---------------------------|

|                                      |                            |  |  |  |  |  |
|--------------------------------------|----------------------------|--|--|--|--|--|
| <b>LAY CLASS OF 2024 - ELECT ONE</b> |                            |  |  |  |  |  |
|                                      | TOTAL VALID BALLOTS CAST   |  |  |  |  |  |
|                                      | BALLOTS NECESSARY TO ELECT |  |  |  |  |  |
|                                      | Ms. Louise Hannibal Boyce  |  |  |  |  |  |
|                                      | Ms. Yvonne O'Neal          |  |  |  |  |  |

|          |                                    |
|----------|------------------------------------|
| <b>C</b> | <b>COMMITTEE TO ELECT A BISHOP</b> |
|----------|------------------------------------|

|   |                                       |  |  |  |  |  |
|---|---------------------------------------|--|--|--|--|--|
| <b>CLERGY CLASS OF 2021 - ELECT ONE</b> |                                       |  |  |  |  |  |
|   | TOTAL VALID BALLOTS CAST              |  |  |  |  |  |
|   | BALLOTS NECESSARY TO ELECT            |  |  |  |  |  |
|   | The Rev. Elise Hanley                 |  |  |  |  |  |
|   | The Rev. Brother Robert (Bob) Pierson |  |  |  |  |  |

|          |                                    |
|----------|------------------------------------|
| <b>D</b> | <b>COMMITTEE TO ELECT A BISHOP</b> |
|----------|------------------------------------|

|                                     |                            |  |  |  |  |  |
|-------------------------------------|----------------------------|--|--|--|--|--|
| <b>LAY CLASS OF 2021- ELECT ONE</b> |                            |  |  |  |  |  |
|                                     | TOTAL VALID BALLOTS CAST   |  |  |  |  |  |
|                                     | BALLOTS NECESSARY TO ELECT |  |  |  |  |  |
|                                     | Ms. Millicent Johnson      |  |  |  |  |  |
|                                     | Mr. Stanley Weinberg       |  |  |  |  |  |

# TALLY SHEET

## DIOCESE OF NEW YORK ELECTIONS 2020 continued

**BALLOT**      **1**    **BALLOT**      **2**    **BALLOT**      **3**      \_\_\_\_\_  
 CLERGY   LAY      CLERGY   LAY      CLERGY   LAY      TOTAL

|          |                                |
|----------|--------------------------------|
| <b>E</b> | <b>TRUSTEES OF THE DIOCESE</b> |
|----------|--------------------------------|

CLASS OF 2023 - ELECT THREE

|                            |  |  |  |  |  |  |
|----------------------------|--|--|--|--|--|--|
| TOTAL VALID BALLOTS CAST   |  |  |  |  |  |  |
| BALLOTS NECESSARY TO ELECT |  |  |  |  |  |  |

|                           |  |  |  |  |  |  |
|---------------------------|--|--|--|--|--|--|
|                           |  |  |  |  |  |  |
| Mr. Gerald Dilley         |  |  |  |  |  |  |
| Ms. Mary Farley           |  |  |  |  |  |  |
| The Rev. Katharine Flexer |  |  |  |  |  |  |
| Mr. Chris Haley           |  |  |  |  |  |  |
| Mr. Burnett (Jody) Hansen |  |  |  |  |  |  |
| Ms. Robin Ingram          |  |  |  |  |  |  |
| The Rev. Richard McKeon   |  |  |  |  |  |  |

|          |                         |
|----------|-------------------------|
| <b>F</b> | <b>DIOCESAN COUNCIL</b> |
|----------|-------------------------|

CLASS OF 2023 - ELECT SIX

|                            |  |  |  |  |  |  |
|----------------------------|--|--|--|--|--|--|
| TOTAL VALID BALLOTS CAST   |  |  |  |  |  |  |
| BALLOTS NECESSARY TO ELECT |  |  |  |  |  |  |

|                           |  |  |  |  |  |  |
|---------------------------|--|--|--|--|--|--|
|                           |  |  |  |  |  |  |
| Mr. Deborah Belding       |  |  |  |  |  |  |
| Ms. Rita Carver           |  |  |  |  |  |  |
| Mr. Earl K. D. Francis    |  |  |  |  |  |  |
| Ms. Catherine J. Lavender |  |  |  |  |  |  |
| The Rev. Lisa Mason       |  |  |  |  |  |  |
| Ms. Kathleen Mills        |  |  |  |  |  |  |
| The Rev. Allison Moore    |  |  |  |  |  |  |
| Ms. Pamela Mosley         |  |  |  |  |  |  |
| The Rev. Victor Sarrazin  |  |  |  |  |  |  |
| The Rev. AJ Stack         |  |  |  |  |  |  |
| Ms. Elizabeth Walker      |  |  |  |  |  |  |
| The Rev. Meredith Ward    |  |  |  |  |  |  |

# TALLY SHEET

## DIOCESE OF NEW YORK ELECTIONS 2020 continued

**BALLOT 1**    **BALLOT 2**    **BALLOT 3**  
CLERGY LAY    CLERGY LAY    CLERGY LAY    TOTAL

|          |   |
|----------|---|
| <b>G</b> | <b>ALTERNATE TO GENERAL CONVENTION &amp; PROVINCIAL SYNOD</b> |
|----------|---|

**CLERGY CLASS OF 2021 - ELECT FOUR**

|                                      |  |  |  |  |  |  |
|--------------------------------------|--|--|--|--|--|--|
| TOTAL VALID BALLOTS CAST             |  |  |  |  |  |  |
| BALLOTS NECESSARY TO ELECT           |  |  |  |  |  |  |
| The Rev. William (Bill) Baker        |  |  |  |  |  |  |
| The Rev. Amanda Eiman                |  |  |  |  |  |  |
| The Rev. Lisa Mason                  |  |  |  |  |  |  |
| The Rev. Deacon David F. McDonald    |  |  |  |  |  |  |
| The Rev. Jennifer M. Owen            |  |  |  |  |  |  |
| The Rev. Deacon Pedro Rodriguez, Jr. |  |  |  |  |  |  |
| The Rev. Steve Schunk                |  |  |  |  |  |  |
| The Rev. María Filomena Servellón    |  |  |  |  |  |  |
| The Rev. Jacob A. Smith              |  |  |  |  |  |  |
| The Rev. Astrid Storm                |  |  |  |  |  |  |
| The Rev. Anne Marie Witchger         |  |  |  |  |  |  |
| The Rev. Matthew Wright              |  |  |  |  |  |  |

|          |   |
|----------|---|
| <b>H</b> | <b>ALTERNATE TO GENERAL CONVENTION &amp; PROVINCIAL SYNOD</b> |
|----------|---|

**LAY CLASS OF 2021 - ELECT FOUR**

|                            |  |  |  |  |  |  |
|----------------------------|--|--|--|--|--|--|
| TOTAL VALID BALLOTS CAST   |  |  |  |  |  |  |
| BALLOTS NECESSARY TO ELECT |  |  |  |  |  |  |
| Mr. Stuart Auchincloss     |  |  |  |  |  |  |
| Mr. Patrick Bergquist      |  |  |  |  |  |  |
| Mr. Tivaun Cooper          |  |  |  |  |  |  |
| Mr. Nicholas Gordon        |  |  |  |  |  |  |
| Mr. J. Michael Hull        |  |  |  |  |  |  |
| Mr. William B. McKeown     |  |  |  |  |  |  |
| Ms. Diane B. Pollard       |  |  |  |  |  |  |
| Ms. Lauren Reid            |  |  |  |  |  |  |

**Report to Diocesan Convention  
November 2020  
Commission on Ecumenical and Interfaith Relations  
Diocese of New York**

The Commission was active up until the time of the COVID-19 virus when subsequent quarantine measures were enforced throughout the Diocese.

Signal events were as follows:

The November meeting of the Commission was marked by a visit from Mr. Nicholas Anton and Fr. Nicholas Kazarian who are active in the Office of Inter Orthodox Ecumenical Relations of the Greek Orthodox Archdiocese of America. Issues noted where there might be notable cooperation between the Episcopal Church and Greek Orthodox Church were the area of human trafficking and the environment. Mr. Anton and Fr. Kazarian's visit to the Commission marks a renewal of the relationship between the Orthodox community and the Commission of the Ecumenical and Interfaith Relations.

Several other timely issues were discussed including the invitation from Rabbi David Samuel for our members to attend a special national conference sponsored by Anti Defamation League at its December meeting to be held at the Javits Center in New York. The conference's theme was "Never is Now" and had to do with the intensity and spread of anti Semitism throughout the United States. The Rev. Curtis Hart, the Rev. Charles Mayer, Mo. Posey Krakowsky, the Rev. Gerardo Ramirez, and Mo. Susan Auchincloss attended the Conference. They concluded their attendance determined to address even more forcefully issues surrounding anti Semitism in our communities.

The January meeting was focused around a presentation of a film "American Muslim" produced by independent documentary film maker Adam Zucker. The Rev. Margaret Rose of the National Church introduced the Commission to this production. The documentary follows the life of five Muslims and their families at the time of the Muslim ban in early 2017. It produced considerable soul searching and productive discussion among those present. Committee reports were also received that kept the body apprised of the numerous dimensions of its ongoing work.

On February 7 the Commission hosted at Diocesan House a long awaited meeting of Ecumenical representatives from Province 2 for a day long convocation. The featured speaker was the Rt. Rev. William Franklin who addressed the gathering on the topic "Charles Henry Brent: When Churches Disagree." The full record for the day's proceedings were carefully set down by the Rev. Stephen Holton who also served as moderator of the occasion in place of Fr. Hart who was not present due to illness. Past Chairs of the Commission the Rev. Dr. Paul Clayton and the Rev. Joe Campo were invited and took part in the proceedings.

Due to the pandemic all other Commission activities including a scheduled a day long visit to the Center of Jewish History and the Museum of Yeshiva University scheduled for March 13 were unfortunately cancelled. It was also not possible for Fr. Hart to attend the annual meeting of the

Episcopal Diocesan Ecumenical and Interfaith Officers held during the annual proceedings of the Week for Christian Unity that was scheduled to be held in Houston in April but was cancelled due to the COVID 19 outbreak.

It is the Commission's good fortune to continue to receive guidance from the Rt. Rev. Mary Glasspool who remains a steadfast source of advice and wisdom for all its work and deliberations.

The following has taken place since February of 2020:

The Rev. Curtis Hart has been elected Province 2 Coordinator for the Church's Ecumenical and Interfaith Officers for the coming year.

The Commission continues its focus upon anti-Semitism as among its leading concerns.

The Rev. Canon William Derby has resigned from the Commission due to retirement.

Submitted by  
the Rev. Curtis Hart  
Chair, Commission on Ecumenical and Interfaith Relations

Commission members are as follows:

the Rev. Curtis Hart, Chair  
the Rev. Susan Auchincloss  
the Rev. Posey Krakowsky  
the Rev. Rhonda Rubinson  
the Rev. Dr. Charles Mayer  
the Rev. Dr. Robert Flanagan  
the Rev. Susan Anderson-Smith  
the Rev. Stephen Holton  
Nicholas Birns, Ph.D.  
Richard Mammana  
the Rev. Margaret Rose  
the Rev. Gerardo Ramirez  
the Rev. Dr. Chloe Bryant, ex officio  
the Rev. Masud Syedullah, ex officio

**THE TRUSTEES OF THE ESTATE AND PROPERTY  
OF THE DIOCESAN CONVENTION OF NEW YORK**  
*Diocesan Investment Trust*

1047 Amsterdam Avenue  
New York, NY 10025

**DIT Report to the 244th Diocesan Convention  
November 2020**

The Diocesan Investment Trust, or DIT, was established in 1943 by the Trustees of the Estate and Property of the Diocesan Convention of New York (“TEP”) to provide investments for the TEP and other entities within the Diocese. In 2005 the DIT established the Parish Endowment Management Service, or “PEMS”, to assist parishes with the management of their long-term assets. The TEP was established by Diocesan Convention in 1877 and acts as trustee to over one-hundred trusts; beneficiaries include individual congregations and related entities throughout the Diocese.

In accord with its mandate, the DIT engaged the Outsourced CIO Group at Commonfund in April 2009, to assist the Trustees in providing prudent, institutional grade investment management and endowment services to the TEP, parishes and other institutions within the Episcopal Diocese of New York. As of June 30, 2020, the DIT oversaw \$84.8 million on behalf of more than 258 trusts and entities throughout the Diocese.

Of the \$84.8 million, \$35.1 million (41%) represented various trust accounts (TEP), \$33.5 million (40%) voluntary investments by parishes and institutions throughout the Diocese, and \$16.2 million (19%) was invested on behalf parishes in the PEMS program.

The DIT Fund year-to-date return as of June 30, 2020 was -3.7%, and the custom blended policy benchmark return was -3.1%. Annualized performance measured from the inception of our relationship with Commonfund (April 30, 2009) through June 30, 2020 was 7.8%, ahead of the custom blended policy benchmark return of 7.5%. These performance figures are net of all fees paid to Commonfund but do not reflect the deduction of DIT administrative expenses of approximately 0.3% (annualized), which include the cost of processing redemption and subscription requests, custody, an annual audit, and the salary of our executive director.

Investment allocation was managed within limits prescribed by the Trustees. At June 30, 2020 month end, capital entrusted to the DIT was allocated 58.6% to stocks, 0.2% to private capital, 24.6% to bonds, cash, and credit, and 16.6% to liquid alternatives (primarily hedge fund managers).

In light of the resolutions adopted at the 239<sup>th</sup> Convention of the Diocese of New York, the DIT Trustees have begun a substantive review of its investment policies and practices with regards to adopting ethical guidelines for socially and environmentally responsible (ESG) investing. The Trustees working with the Commonfund, a signatory to the Principles for Responsible Investment, is actively engaged in efforts to deepen the thinking around sustainable investing. Commonfund is assisting the DIT and other clients and investment managers seeking to integrate ESG factors into their investment portfolios. As of June 30, 2020, DIT’s exposure to securities affiliated with the coal industry was 0.3% of its total portfolio as measured across all asset classes.

THE TRUSTEES OF THE ESTATE AND PROPERTY  
OF THE DIOCESAN CONVENTION OF NEW YORK

*Established September 27, 1877*



### **2020 Report to Convention**

In 2019, the Investment Committee reported on progress in keeping with the 2015 Resolution that called for the Diocese to develop a Community Investment Program and Apply Ethical Standards in the Management of Church Investment Assets. This year we are pleased to report the following progress towards these goals along with activities to protect and manage the portfolio:

#### **1. Investments with Environmental, Social and Governance screen**

In 2020, the Diocese, working through Church Investment Group, selected Brown Brothers Harriman as our new Outsourced Chief Investment Officer. With this selection, we expect approximately 75% of the directed investment portfolio to be invested with ESG tilts including Growth Equities, Emerging Markets and Fixed Income. This compares with about 60% in 2019.

#### **2. Community Investment Program**

In 2019 the Diocese made a loan to Business Center For New Americans ("BCNA"), a community development financial institution, focused on creating paths to self-sufficiency for immigrants and refugees, in part, through micro-lending.

As a result of COVID-19 related shutdowns, BCNA client businesses were severely impacted. The Committee recommended, and the Trustees approved, a 6-month interest forbearance to allow BCNA time to work with clients without the threat of default.

The Committee continues with investing in RBC Access Capital, which is a distinct investment pool focused on positively impacting communities. We are targeting the counties of Westchester, Putnam, Dutchess, Ulster, Rockland, Sullivan and Orange, as well as the boroughs of Staten Island, Manhattan and the Bronx.

#### **3. Careful monitoring of the portfolio during periods of heightened market volatility.**

The Committee undertook to stress test the portfolio during the spring as COVID-19 spread and financial markets reacted. For the six-months ended June 30, 2020 the portfolio declined 5.9%, having recovered from a decline of 13.3% at the end of March 2020.

## **Report of the Bishop's Committee for the Diaconate of the Diocese of New York**

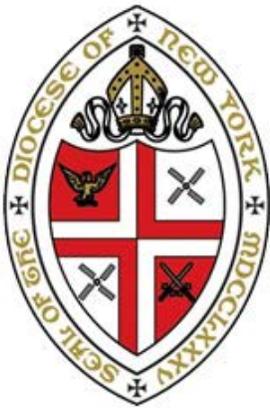
The Bishops Committee for the Diaconate in the Episcopal Diocese of New York report to the 244<sup>th</sup> Annual Diocesan Convention to be held virtually November 7<sup>th</sup>, 2020.

The Right Reverend Andrew ML Dietsche reconstituted the Committee for the Diaconate and announced the formation and members last year when gathered for the 243<sup>rd</sup> Diocesan Convention in November 2019.

The mission of the Bishop's committee for the Diaconate as outlined by Bishop Dietsche:

- (A) to help all members of our Diocese to understand fully the ministry of deacons, especially the ministries of deacons to:
  - (i) bring the needs of the attention of the members of the church, and
  - (ii) encourage all the baptized to show forth the love of God in Christ Jesus through their service in the world
- (B) to support an increase in the number of deacons serving in our Diocese through greater awareness of this vocation and the role of congregations in raising up their members to the diaconate;
- (C) to encourage members of the Diocese to explore together the forms that diaconal ministry may take;
- (D) to serve as a resource to the Diocesan Director Formation and Transition;
- (E) to support and assist the deacons of our Diocese in their professional development and spiritual renewal;
- (F) to aid the planning committee for the annual Conference of Deacons;
- (G) to fortify regional cooperation among the deacons, as well as between the deacons and priests of the Diocese;
- (H) to encourage the deacons of our Diocese to participate fully in Diocesan liturgies and conventions;
- (I) to review periodically the Diocese's written guidelines for the ministry of deacons and to suggest to the Bishop ways to improve those guidelines; and
- (J) to strengthen communication between the deacons and the Bishop of the Diocese.

**Artwork, editing and production by Sara Saavedra since Calendar of Business 2008**



The  
Episcopal Diocese  
of New York