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
          Opening prayer
          Establishment of quorum
          Instructions for the day
          Preliminaries
          Introduction of Theme
          The Right Rev. Andrew ML Dietsche Address
          Referral of Resolutions

10:30 a.m. Break with activity
          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

12:30 p.m. Break for lunch with activities
          Activities: Podcasts, video clips, reports form diocesan groups

1:30 p.m. Report of the Resolutions Committee Part II
          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

CATHEDRAL TRUSTEES

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

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.

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

NON-TRUSTEE OFFICERS

Mr. Michael Edwards,
Chief Financial Officer
Laura Fois Bosley,
Assistant Secretary
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 Dilley
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
NOMINEE BIOGRAPHIES AND STATEMENTS

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

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

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. YVONNE O’NEAL
1655 East 54th Street, Brooklyn, NY 11234

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.

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Parish: Epiphany, Manhattan

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, verger, 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.

OTHER 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.

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

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

Parish: Messiah, Rhinebeck

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.


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.

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

Parish: St. Michael’s, Manhattan

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

Parish: St. John’s in the Village, Manhattan

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.

DIOCESAN TRUSTEE (LAY)

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

Parish: St. Matthew’s, Bedford

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’s, 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.

DIOCESAN TRUSTEE (LAY)
Parish: Saint Thomas’, Manhattan  

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; 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  

Parish: St. Barnabas’, Irvington  


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

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.

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MS. DEBORAH BELDING  
13 Calner Place Hyde Park NY 12538

Parish: St. James’, Hyde Park

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.
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

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.
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  
Parish: St. John’s, Larchmont  
Occupation: Rector  

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

Parish: Heavenly Rest, Manhattan  

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

Parish: St Andrew’s, New Paltz  


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

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

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 Soup Kitchen 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  
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 Appalachian Ministries, Kingsport, TN (2009-2012).

Occupation: Priest-in-Charge

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  
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).

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

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.
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.


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

Parish: St. Philips in the Highlands, Garrison

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

Parish: St. John’s, Larchmont


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

Parish: St. John’s, Cornwall
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

Parish: St. Augustine’s, Croton-on-Hudson
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

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 varies 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

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

Parish: Virgen de Guadalupe, Poughkeepsie  
Occupation: Priest-in-Charge

Church Positions, Present or Past:  

Community Positions, Present or Past:  

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

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

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

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
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/Presentor: Lev Shalem Institute, Woodstock Jewish Congregation (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
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 serves 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. Previsouly 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

Parish: St. Bartholomew’s, Manhattan

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

Parish: Trinity, Wall Street, Manhattan

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  

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  

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  

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

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  

Parish: Crucifixion (Harlem), Manhattan  

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.
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.
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
Ackerman, Patricia
Albert, Hilario
Ampah, O.S.H., Rosina
Anderson, Carol
Anderson-Smith, Susan
Arambulo, Arulfo
Armstrong, Geoffrey
Arnold, Duane
Ashcraft, Brandon
Askew, Angela
Auchincloss, Anne
Auletta, Kimberlee
Austin, Evette
Ballentine, Lucia
Baroody, Roger
Bartholomew, Adam
Bean, Kevin
Beery, William
Bennett, Ryan
Bennison, Jr., Charles
Bercovici, Hillary
Berkowe, Kathleen
Betts, Ian R.
Bloomer, Ph.D., Nancy
Boatright-Spencer, Angela
Bodie, Park
Bordador, Noel
Borzumato, Judith
Bourhill, John
Bowers, Thomas
Boyton, Caroline
Brady-Close, Jane
Brewer, Anne
Burns, James Lee
Campbell-Dixon, Rafael
Cartier, Fred
Chalmers, Glenn
Chambers, Robert
Chisholm, Alan
Clarke, John David
Coleman, Fred G.
Colwell, Charles
Combs, Leslie
Conger, George
Crafton, Richard
Crothers, John-Michael
Cushman, Mary
Cushman, Thomas
Cutler, Donald
Davidson, Donald
de Fontaine-Stratton, James
DeLellis, Catherine
Derby, OGS, William
Dewey, Jr., Dayton
Diaz, Gladys
Dingle, John Hausmann
Doubleday, William
Dresser, Deborah
Duggins, Gordon
Edmonds, John
Elsberry, Terence
Faulkner, Thomas
Fausak, Frederick
Fenton, Douglas
Ferlo, Roger
Fleenor, Ryan
Foster, Andrew
Foster, Guy
Fox, Carol
Fox, Cheryl
Francks, Robert
Frew, Randolph
Fulton, III, Charles
Gallagher, Gerald
Gallagher, Daniel
Garcia, Ruth Ann
Garnsey, Elizabeth
Geer, Francis
George, Allen
George, T.S.S.F., Dominic
Glover, Beth
Glover, J.D., Marsha
Godley, Robert
Goodness, Donald
Gore, Gina
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<thead>
<tr>
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<th>Name</th>
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<td>Grab, Virginia</td>
<td>Kanellakis, Theodore</td>
<td>Marchand, Richard</td>
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<td>Graham, Suzanne Hope</td>
<td>Kassebaum, John</td>
<td>Margrave, Thomas</td>
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<td>Greene, Ill., Joseph</td>
<td>Kaswarra, George</td>
<td>Martinez, Mario</td>
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<td>Greenlaw, William</td>
<td>Kemmler, Richard</td>
<td>Mason, Joel Clark</td>
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<td>Gressle, Richard L.</td>
<td>Keyes, Charles</td>
<td>Mathew, Varghese</td>
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<td>Groskoph, Elizabeth</td>
<td>Kimmey, Jimmye</td>
<td>McCloghrie, Lesley</td>
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<td>Groskoph, Ralph</td>
<td>King, James</td>
<td>McCloy, OHC, Adam</td>
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<td>Gross, Daniel</td>
<td>Knight, Frank</td>
<td>McDonald, James</td>
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<td>Hagerty, Stephen</td>
<td>Kowalski, James A.</td>
<td>McGhee, Margaret</td>
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<td>Haller BSG, Tobias</td>
<td>Krauss, Harry Edward</td>
<td>McGinty, William</td>
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<td>Hamblin, M.D., Jeffrey</td>
<td>Krengel, William</td>
<td>McIntyre, Calvin C.</td>
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<td>Hamlyn, Robert</td>
<td>Kunhardt III, Philip</td>
<td>McKenna, Keith</td>
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<td>Hare, Anne</td>
<td>Kunz, Richard</td>
<td>McNeeley, M.D., David</td>
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<td>Harvey, Errol</td>
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<td>McPherson, Clair</td>
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<td>Hayes, Perren</td>
<td>Lamazares, Gabriel</td>
<td>McQuade, Lynne</td>
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<td>Haynes, Sr., Larry</td>
<td>Lamkin, Melissa</td>
<td>McWhorter, Elizabeth</td>
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<td>Healey, Ph.D., Joseph</td>
<td>Landers, Greg</td>
<td>Mead, Andrew</td>
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<td>Hellman, Gary</td>
<td>Lane, Keith</td>
<td>Mercer, Thomas</td>
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<td>Henry, Karen E. J.</td>
<td>Larom, Jr., Richard (Peter)</td>
<td>Meyer, Erika</td>
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<td>Herrick, Robert</td>
<td>Lee, Clement</td>
<td>Miller, Thomas</td>
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<td>Hewitt, Emily</td>
<td>Lesh, Ryan</td>
<td>Minifie, Charles</td>
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<td>Hildesley, Hugh</td>
<td>Lewis, Mabel</td>
<td>Minturn, Sterling</td>
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<tr>
<td>Hill, Renée</td>
<td>Lewis-Theerman, Kristine (Kris)</td>
<td>Montalto, Alfred</td>
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<td>Hoag, David</td>
<td>Lindsley, James Elliott</td>
<td>Moody, John</td>
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<td>Hoke, Stuart</td>
<td>Lodwick, James</td>
<td>Morales, Loyda</td>
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<tr>
<td>Holtkamp, Patrick</td>
<td>Logan, Yvonne</td>
<td>Moroney, Kevin</td>
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<tr>
<td>Huntington, Francis</td>
<td>Lowe, Jr., Eugene</td>
<td>Muncie, Margaret</td>
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<tr>
<td>Izzo, Joanne</td>
<td>Lutz, Alison</td>
<td>Munroe, Jim</td>
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<tr>
<td>Jebamani, Gideon</td>
<td>Maas, Jan</td>
<td>Nanthicattu, Jacob</td>
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<tr>
<td>Johannsen, Carole</td>
<td>MacInnis, Elyn</td>
<td>Nestlehurst, Mark</td>
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<tr>
<td>Johannsson, Johanna-Karen</td>
<td>Mackintosh, Leigh</td>
<td>Newcombe, David</td>
</tr>
<tr>
<td>Johnson, Jr., Fred</td>
<td>Mallary, Jr., R.</td>
<td>Nicoll, Thomas</td>
</tr>
<tr>
<td>Jones, Christine (Chris)</td>
<td>Mandeville, Kathleen</td>
<td>Norgren, William</td>
</tr>
</tbody>
</table>
Northup, Lesley
Obiechefu, Ifeanyi
Ogle, Albert
Osgood, John
Pace, James Conlin
Palmer, III, John
Parris, Cheryl
Payne-Carter, Gloria
Peacock, Caroline
Perez-Bullard, Altagracia
Peters, Yejide
Peterson, Ralph
Peterson, Jr., Frank Lon
Pfaff, Brad
Phelan, Sister Shane
Phillips, Richard
Pike, Thomas
Pollard, III, Robert
Powell, Jr., Peter
Prator, Lloyd
Price, Stephen
Pridemore, Charles
Prior, Eleanor
Pritchett, Jr., Harry
Rader, Kyle
Reddimala, Samuel
Reiners, Diane
Relya, Michael
Remppel, Paulette
Rice, Rodney
Roadman, Betsy
Rodgers, Stephen M.
Ros, Salvador
Ruschkemeyer, Henry C.
Rutledge, Fleming
Sanon, Jean-Louis Felix
Savoy, William
Schacht, Lawrence
Schaeffer, Susan
Schmidt, John
Schmidt, Wayne
Schnitzer, William L.
Selfe-Verrone, Christine
Setzer, Stephen
Signorelli, Barry
Slade, BCC, Debra
Slauson, Holley
Smith, Ralph
Smith, Susannah
Smith-McGehee, Lionel
Smith-McGehee, Thomas
Speeks, Mark
Spencer, Adam
Sserwadda, Emmanuel
Stafford, Robert
Stallings, “Buddy”
Stelk, Lincoln
Stephens, Ph.D., Esq., Anthony
Stout-Kopp, Ronnie
Stowe, Howard
Strobel, Pamela
Swain, Storm
Sword, OHC, Carl
Szczesna, Jr., Thomas
Szost, Lois
Tammearu, Deborah
Temple, Charles
Thompson, Peter
Toomey, Ph.D., David
Torres, Julio
Trever, Stephen
Trowbridge, Dustin
Tully, William
Turczyn, Jeffrey
Turner, Alison
Turner, Phillipa
Tuttle, Margaret
Tweedy, Jeanette
Verbeck-Brindle, Carolyn
Volkman, Jan
Wachner, Emily
Webber, Michael
Weglarz, Eileen
Weiner Tompkins, Rebecca
White, Alon
Williams, Patrick
Wilson, SSG, Eugenia
Winslow, Jr., Dennis
Winsor, Michael
Wood, Sarah Anne
Woodcock, Bruce
Woods, Stephen
Wright, Robert
Yohannan, Philip
Zacker, John
Zito, Robert
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@dioceseny.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


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.
## Proposed 2021 Budget Income and Disbursement Summary

<table>
<thead>
<tr>
<th>Description</th>
<th>2021 Budget</th>
<th>2020 Revised</th>
<th>2020 Budget</th>
</tr>
</thead>
<tbody>
<tr>
<td>Total Income</td>
<td>$11,933,007</td>
<td>$11,772,000</td>
<td>$12,045,000</td>
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<tr>
<td>Total Disbursements</td>
<td>$11,933,007</td>
<td>$11,772,000</td>
<td>$12,045,000</td>
</tr>
<tr>
<td>Surplus (Deficit)</td>
<td>$0</td>
<td>$0</td>
<td>$0</td>
</tr>
</tbody>
</table>

**Detail**

- **Episcopal Church**
  - **Proposed 2021 Budget**
    - $11,933,007
  - **2020 Revised**
    - $11,772,000
  - **2020 Budget**
    - $12,045,000

Other Sources:

- **Total Income from Other Sources**
  - $11,933,007
  - **Reinvestment of Earned Income**
    - $11,933,007
  - **Earnings on Investments**
    - $0

- **Total Disbursements**
  - $11,933,007
  - **Total Disbursements Due to CHQ**
    - $11,933,007

**Note:** The surplus or deficit represents the difference between total income and total disbursements.
<table>
<thead>
<tr>
<th>Item Description</th>
<th>2022 Budget</th>
<th>2021 Budget</th>
<th>2020 Budget</th>
</tr>
</thead>
<tbody>
<tr>
<td>Total Fundings &amp; Strategic Mission Settings</td>
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<td>$600,000</td>
<td>$600,000</td>
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<tr>
<td>Episcopal College</td>
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<tr>
<td>General Church Compensation</td>
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<td>Episcopal Church Compensation</td>
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<td>Center for Church Ministry Compensation</td>
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<td>Canon for the Diocese</td>
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<td>Bishop's Assistant</td>
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<td>Benefits</td>
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<td>Total Other Expenses</td>
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<td>Episcopal Church Commission</td>
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<td>Episcopal Diocesan Commission</td>
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<td>Total Episcopal Church Compensation</td>
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Note: The table above represents the proposed budget disbursement detail for the Episcopal Diocese of New York for the fiscal year 2021.
<table>
<thead>
<tr>
<th>Budget Line</th>
<th>Description</th>
<th>2020 Budget</th>
<th>2020 Budget REVISION</th>
<th>2021 Proposed Budget</th>
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<td>Congregational Development Commission Programs</td>
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<td>Operational Support for Strategic Hispanic Congregation</td>
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<td>Companion Diocese Relationship</td>
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<td>710</td>
<td>Rural and Migrant Ministry</td>
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<td>New York Service &amp; Justice Collaborative (Episcopal Service Corp)</td>
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<td>Episcopal New Yorker</td>
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<td>713</td>
<td>Support for Episcopal Charities</td>
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<td>700</td>
<td>Total Diocesan Ministries &amp; Outreach</td>
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<td>Property Support Committee Grants</td>
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<td>802</td>
<td>First Step Grants</td>
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<tr>
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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 materi-
ally 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 adjust-
ments amounted to an across the board 25% reduction in apportioned shares for those congrega-
tions 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’ Elec-
tions, Lambeth) was zeroed out for 2020. Our payment to the Episcopal Church and Property Sup-
port 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 ap-
portioned share for 2020 in full.

In June the Budget Committee for 2021 was formed by Bishop Dietsche. The committee is signifi-
cantly 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 ques-
tions 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 Conven-
tion 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,

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

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.”

<table>
<thead>
<tr>
<th>Chair &amp; ex officio members</th>
<th>Members of Council</th>
</tr>
</thead>
</table>
| **The Rev. Matthew H. Mead**  
Christ the Redeemer, Pelham  
CHAIR, BUDGET COMMITTEE  
Council, ex officio  
matthew@christchurchpelham.org | **The Rev. Luis Barrios**  
Holyrood, Manhattan  
Council, Class of 2020 (1st term)  
plbarrios@holyroodsantacruz.org |
| **Sr. Faith Margaret, C.H.S.**  
Community of the Holy Spirit, Manhattan  
Treasurer  
Ex officio on Budget Committee  
srfmchs@chssisters.org | **The Rev. Michael Bird**  
Christ Church, Bronxville  
Chair, Christian Formation Commission  
Council, Class of 2020 (1st term)  
mbird@ccbny.org |
| **Esslie W. Hughes**  
Chief of Finance and Operations  
Ex officio on Budget Committee  
ehughes@dioceseny.org | **Earl K. D. Francis**  
St. Andrew’s (Harlem), Manhattan  
Council, Class of 2020 (1st term)  
kevindane407@aol.com |
| **Keith Rook**  
St. Bartholomew’s, Manhattan  
Finance Committee Chair  
Ex officio on Budget Committee Trustee, Class of 2020 (1st term)  
krook@wamcoinc.net | **Yvonne O’Neal**  
Holy Trinity (East 88th Street), Manhattan  
Council, Class of 2020 (1st term)  
yvonne.oneal@gmail.com |
| **Peter Saros**  
Church-without-Walls, Bronx  
Council, Class of 2021 (2nd term)  
petersaros@yahoo.com | **The Rev. Winnie Varghese**  
Trinity Wall Street, Manhattan  
Chair, Social Concerns Commission  
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

**Susan Jansen**  
Christ’s Church Rye  
Chair, Investment Committee  
Trustee, Class of 2019 (1st term)  
susankjansen@gmail.com

**Douglas Schimmel**  
Trinity Wall Street, Manhattan  
Trustee, Class of 2021 (1st term)  
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

**The Rev. Jennie Talley**  
St. John’s (Wilmot), New Rochelle  
Co-Chair, Adjustment Board  
Trustee, Class of 2022 (2nd term)  
jennie.talley@gmail.com

**John B. Trammell**  
St. James’, Manhattan  
President, Diocesan Investment Trust  
Trustee, Class of 2021 (1st term)  
john@trammells.com

**Chancellor & Staff Liaisons**

**Alice Yurke, Esq.**  
St. Bartholomew’s, Manhattan  
Chancellor  
alice.yurke@dentons.com

**Karin M. Almquist**  
Controller  
Ex officio on Budget Committee  
kalmquist@dioceseny.org

**The Rev. Canon Victor Conrado**  
Canon for Congregational Vitality and Formation  
Staff Liaison  
vconrado@dioceseny.org

**Chontel L. Simmons**  
Director of Human Resources  
Staff Liaison  
csimmons@dioceseny.org

**The Rev. Lenore (Nora) Smith**  
Canon for Transition Ministry  
Staff Liaison  
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.”
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**TRUSTEES OF THE DIOCESE**

CLASS OF 2023 - ELECT THREE

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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

**DIOCESAN COUNCIL**

CLASS OF 2023 - ELECT SIX

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

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**

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## G ALTERNATE TO GENERAL CONVENTION & PROVINCIAL SYNOD

**CLERGY CLASS OF 2021 - ELECT FOUR**

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<td>The Rev. Jennifer M. Owen</td>
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<td>The Rev. Deacon Pedro Rodriguez, Jr.</td>
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<td>The Rev. Steve Schunk</td>
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<td>The Rev. María Filomena Servellón</td>
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<td>The Rev. Anne Marie Witchger</td>
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<td>The Rev. Matthew Wright</td>
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## H ALTERNATE TO GENERAL CONVENTION & PROVINCIAL SYNOD

**Lay Class of 2021 - Elect Four**

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<td>Mr. Stuart Auchincloss</td>
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<td>Mr. Patrick Bergquist</td>
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<td>Ms. Diane B. Pollard</td>
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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 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 239th 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.
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.

The Bishops Committee for the Diaconate in the Episcopal Diocese of New York report to the 244th Annual Diocesan Convention to be held virtually November 7th, 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 243rd 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.
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