

241st Convention

The Episcopal Diocese of New York

**“Welcome the Stranger.
Stand with the Vulnerable**

Calendar of Business

November 11, 2017

Stations of Suffering

Understanding our Stories. Why we walk these stations together.

The people of our country are from all over the Earth. Some left their homes, escaping violence and hunger. Some were stolen away, to face suffering here. Some were here and faced suffering from others. The only Christian language that might bear the weight of these tragedies is “The Stations of the Cross.” “Stations of the Cross” has been used for centuries to mark each ‘Station,’ or Place, of Jesus’ Suffering. Here, the ancient prayers are matched with pictures of our historic tragedies; to bring out a new reality. Maybe if we walk together, we will be able to mourn together, and see the dignity of every human being. When we finish this path, we will tell our stories to each other. Speaking and listening are both sacred. In this way, we will build a Communion of Stories We are neighbors, not resources – one human family.



“THIS FRAGILE EARTH, OUR ISLAND HOME”

Book of Common Prayer – Eucharistic Prayer C

**THE 241st CONVENTION
THE EPISCOPAL DIOCESE OF NEW YORK
CATHEDRAL CHURCH OF ST. JOHN THE DIVINE
NOVEMBER 11, 2017**

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

8:30 am

- Registration begins. Exhibit's booths open.

9:30 am Morning session

- Convention Called to Order
- Opening Prayer
- Establishment of quorum
- Report - Credentials Committee
- Instructions for the day
- Electronic balloting: instructions, voting and report
- Bishop's Address
- Referral of resolutions
- Awards
- Holy Eucharist and Healing Stations

1:00 pm Break for Lunch

2:00 pm Afternoon session

- Convention resumes
- Electronic balloting, instructions and report (2nd ballot)
- Reports
- Vote on Resolutions
- Bishop's Appointments
- Electronic balloting, instructions and report (3rd ballot)
- Commissioning and Dismissal

3:30 pm Convention Adjourns

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

INFORMATION FOR NEWCOMERS

Welcome to the 241st 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 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. If it happens on the day of Convention, the form is at the Credentials Committee table and you will receive assistance there.

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. Invited guests of the Bishops will be seated with the members of 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 assessment 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.

Registration

As you enter the Convention Hall you will be directed to the registration stations. Registration will be a two-step action:

1) At each registration station, you will find electronic registration devices. You will type your last name on the screen and a nametag will print. You will get a color coded nametag holder.

Black lanyards for Clergy Eligible to Vote.

Red lanyards for Lay Delegates Eligible to Vote.

Blue lanyards for Non-Voting.

Place your printed nametag in the plastic holder.

INFORMATION FOR NEWCOMERS Continued

2) If you are Clergy or a Lay Delegate Eligible to Vote, please pick your electronic voting device up and sign in at the next table. Color coded voting devices will be distributed: black lanyards for clergy and red lanyards for lay at their respective stations.

3) NON VOTING CLERGY, ALTERNATES, YOUTH, GUESTS and SPICE participants.

Please go the next table where blue lanyards are found and place your printed nametag in the plastic holder. If you need further assistance members of the staff and the Credentials Committee will be available to help you.

Resolutions and Reports

There will be various resolutions to vote on as well as reports due to convention, which will be presented either verbally or in writing. Witten reports are included in this Calendar of Business.

Open Captioning

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

Sign Language Interpreter and Captioning

There will be Sign Language and Captioning of the business sessions and the Holy Eucharist.

Election Process

If you are a voting delegate, you will get a color coded electronic voting device (black for clergy eligible to vote and red for lay delegates) at the Registration Station and sign in as a voting delegate. Instructions on voting and on how to use the electronic devices will be provided during Convention by the Inspector of Elections.

SPICE Lunch

Following the Holy Eucharist, a lunch for clergy spouses and partners will be hosted by Mrs. Margaret Dietsche in Donegan Hall located at the Diocesan House Building at approximately 12:30 pm.

Evaluation

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

Ushers

Ushers are available to assist you in finding your way to the various segments during convention.

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.

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.

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 11, Sec. 6, of the Diocesan Canons. 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, and Leadership Development; and two committees: Budget/Finance and Congregational Support. Council usually meets five times a year.

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

1. Standing Committee: December 7, 2017
2. Diocesan Council: November 28, 2017
3. Diocesan Trustees: December 7, 2017

INCUMBENTS 2017

Names in italics are those whose terms expire in 2017. Not all positions are nominated by the Nominating Committee or by petition.

STANDING COMMITTEE

Jane Gunnison, Esq., 2017
The Rev. Margaret Sullivan, 2017
Ms. Jeanne T. Kramer, 2018
The Rev. Stephen Gerth, 2018
The Rev. Roy Cole, 2019
Ms. Diane R. Levitt, 2019
Dr. Christine Greenidge, 2020
The Rev. Owen Thompson, 2020

COMMITTEE TO ELECT A BISHOP

The Rev. William Derby, O.G.S., 2017
Ms. Robin Newman, 2017

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. Adam C. Morrow, 2019
Ms. Gayle Robinson, 2019

ELECTED

Ms. Susan Heath, 2017
Ms. Joyce Coppins Mondesire, 2017
Mrs. Carol Williams, 2017
Mr. Michael Lehmann, 2018
The Rev. Jennifer Reddall, 2018
Mr. Michael H. Wood, 2018
James Blair, Esq., 2019
Ms. Abigail Franklin, 2019
John Madden, Esq., 2019

DIOCESAN COUNCIL

EX OFFICIO
The Bishop of New York
The Bishop Suffragan
The Assistant Bishop
The Treasurer of the Diocese
The President of the Episcopal Church Women

APPOINTED BY THE BISHOP

Ms. Kathi Watts Grossman, 2017
Ms. Margaret Kempadoo, 2017

ELECTED

Mr. Anthony Bonilla, 2017
The Rev. Bradley C. Dyche, 2017
Ms. Yvonne O'Neal, 2017
Ms. Marsha Ra, 2017
The Rev. Cynthia Stravers, 2017
The Rev. Margaret Sullivan, 2017
The Rev. Mary Gregorius, 2018
Ms. Elisabeth Jacobs, 2018
Ms. Margaret Moses, 2018
Ms. Claire Newquist, 2018
Mr. Peter Saros, 2018
Ms. Carol Williams, 2018
Mr. Stanley Ackert, 2019
Mr. Stuart Auchincloss, 2019
Ms. Sandy Gadsden, 2019
Ms. Millicent Johnson-James, 2019
Ms. Robin Newman, 2019
The Rev. Samuel Owen, 2019

CLERGY DEPUTIES TO GENERAL CONVENTION AND PROVINCIAL SYNOD 2018

The Rev. Matthew H. Mead
The Rev. Nora K. Smith
The Rev. Theodora Brooks
The Rev. Winnie Varghese

LAY DEPUTIES TO GENERAL CONVENTION AND PROVINCIAL SYNOD 2018

Ms. Yvonne O'Neal
Mr. James Forde, Sr.
Ms. Wendy Cañas
Mr. Michael Wood

CATHEDRAL TRUSTEES

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

EX-OFFICIO

The Rt. Rev. Andrew M.L. Dietsche, Bishop of New York, Chair
The Rt. Rev. Clifton Daniel III, Interim Dean of the Cathedral
The Rev. Margaret (Peggy) Sullivan, President, Standing Committee
Ms. Angie Karna, President, The Cathedral School Board

CLERGY MEMBERS

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

LAY MEMBERS

Mr. J. Frank Brown
Ms. Roberta Connolly
Mr. Constantine Dakolias
Mr. Gary A. Glynn
Mr. John Griffen
Mr. Bruce G. Paulsen
Ms. June Yearwood
Ms. Kathi Watts-Grossman

TRUSTEES EMERITI

Mr. James E. Bacon
Mrs. Edward T. Chase
The Rev. Stephen J. Chinlund
Dr. Frederic P. Herter
The Rev. Edward Johnston
Mr. Henry L. King
Mr. John T. Lane
Dr. Wallace Mathai-Davis
Mrs. Mary Alyce Merow
Mr. Harry Smith
Mrs. Phoebe Stanton
Mr. Murry Stegelmann
Mr. Fred Wibiralske
Mr. E. T. Williams, Jr.

NON-TRUSTEE OFFICERS

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

EPISCOPAL DIOCESE OF NEW YORK 2017 NOMINEES

- A. STANDING COMMITTEE
CLERGY, CLASS OF 2021
ELECT ONE**
The Rev. Charles Kramer
The Rev. Carla Roland-Guzman
- B. STANDING COMMITTEE
LAY, CLASS OF 2021
ELECT ONE**
Mr. Joseph Lipari
Ms. Tina Pinckney
- C. COMMITTEE TO ELECT A BISHOP
CLERGY, CLASS OF 2018
ELECT ONE**
The Rev. Canon William V. Derby
- D. COMMITTEE TO ELECT A BISHOP
LAY, CLASS OF 2018
ELECT ONE**
Ms. Robin Newman
- E. TRUSTEES OF THE DIOCESE
CLASS OF 2020
ELECT THREE**
The Rev. Katharine Flexer
The Rev. Carol D. Gadsden
Ms. Susan Heath
Ms. Sharee A. Melton
- F. DIOCESAN COUNCIL
CLASS OF 2020
ELECT SIX**
The Rev. Audrey Veronica Bailey
The Rev. Luis Barrios
Mr. Anthony Bonilla
Mr. Donald Bookal
Mr. Earl Francis
Ms. Yvonne O’Neal
The Rev. Cynthia Stravers
- G. ALTERNATE DEPUTY
TO GENERAL CONVENTION
AND PROVINCIAL SYNOD
CLERGY, CLASS OF 2018
ELECT FOUR**
The Rev. Nils Chittenden
The Rev. Canon Roy Cole
The Rev. Dr. Pierre Andre Duvert
The Rev. Dr. Kris Lewis-Theerman
The Rev. Michelle Meech
The Rev. Adolfo Moronta
- H. ALTERNATE DEPUTY
TO GENERAL CONVENTION
AND PROVINCIAL SYNOD
LAY, CLASS OF 2018
ELECT FOUR**
Mr. Stuart Auchincloss
Mr. Donald Bookal
Ms. Carla Burns
Ms. Louise Hannibal-Boyce
Brother Luis E. Hernandez Rivas, OSF
Ms. Elisabeth Jacobs
Ms. Millicent Johnson-James
Ms. Diane Pollard

NOMINEE BIOGRAPHIES AND STATEMENTS

THE REV. CHARLES KRAMER

4536 Albany Post Road, Hyde Park, NY 12538



Parish: St. James', Hyde Park

STANDING COMMITTEE (CLERGY)

Occupation: Rector

Church Positions, Present or Past: Dean, Dutchess North Clericus. (2009-2017). Executive Committee, Mid-Hudson Regional Council (2004-2010). Chair, Executive Committee, Mid-Hudson Regional Council (2016-Present). Reparations Committee (2017-Present).

Community Positions, Present or Past: President, Hyde Park Association of Churches; Board of Ethics, Town of Hyde Park; Ethics Committee, Renaissance Rehabilitation Center; District Leadership Team, Hyde Park Central Schools; Columnist, Hudson Valley News.

I look forward to serving on the Standing Committee because it is, in a sense - and by design - the thread that binds the diocese together, giving it balance and continuity. Its primary function as a council of advice, consent, and discipline brings together the work of other diocesan (and national) ministries. I embrace the responsibility of its discernment and disciplinary functions. Even more, I appreciate the historically stabilizing influence of the Standing Committee especially in its role as a council of advice for the bishop in the midst of a rapidly (and necessarily) changing church.

THE REV. CARLA ROLAND-GUZMAN

26 West 84th St., New York, NY 10024



Parish: Saint Matthew and Saint Timothy, Manhattan

STANDING COMMITTEE (CLERGY)

Occupation: Rector

Church Positions, Present or Past: Convention Committee (6 years); Diocese of NY Board of Examining Chaplains (Current); Adjunct Faculty at GTS (Past); Assistant Secretary of Convention (present).

Community Positions, Present or Past: Co-chair of Faith, Family, Equality: The Latinx Roundtable (fefamiliaigualdad.org); Former Board Member of the Cornell University LGBTQ Alumni Association. Member of the President's Council of Cornell Women.

To me it is very simple, to work for the fulfillment of the canonical responsibilities as stipulated in Canon 4 of the Episcopal Church. In fulfilling these responsibilities, I bring to the position my experience as a priest, engineer and management consultant, and canonical knowledge. I would want to help the Standing Committee meet its obligations efficiently, effectively, and in a timely manner; this includes knowing the difference between the roles of various committees when all have decisions to make in the same processes (e.g. ordination process). In the fulfillment of its responsibilities, I believe that the Standing Committee should strive to be a good and reliable source of advice for the Bishop and for congregations.

JOSEPH LIPARI, Esq.
Roberts & Holland LLP Worldwide Plaza
825 Eighth Avenue, 37th Floor, New York, NY 10019-7498

**STANDING COMMITTEE
(LAY)**



Parish: Holy Apostles, Manhattan

Occupation: Attorney

Church Positions, Present or Past: Warden: 1999, 2000, 2001, 2002, 2003, 2010, 2011.
Assistant Treasurer -1995,1996., 1997, 1998 2004. Vestry Member 1997- 1998. 2008-2009
Treasurer 2009, 2010, 2011. 2017.

Community Positions, Present or Past: Board of Directors Catholic Big Sisters and Big Brothers
2001-Present. Treasurer 2001-2004 and 2006-2015. President 2004-2006

My understanding is that the Standing Committee's function is largely to advise the Bishop on matters relating to the governance and operations of the Diocese. I have spent my entire career advising numerous clients on a variety of matters including business transactions, family and other personal matters and issues relating to their charitable endeavors. I have had many years experience on the Vestry of Holy Apostles including over 6 as Warden. I am honored by the opportunity to serve the Diocese.

MS. TINA PINCKNEY
40 Sycamore Avenue, Mount Vernon, NY 10553

**STANDING COMMITTEE
(LAY)**



Parish: St. Margaret's, Longwood, Bronx

Occupation:

Church Positions, Present or Past: Sunday School Teacher, Catechist Teacher, Acolyte, Vestry Member, Lay Eucharistic Minister, Warden, National Secretary of the Girl's Friendly Society, Member of The Children's Advocacy Committee, Lay Member of the Committee to Elect the Suffragan Bishop.

Community Positions, Present or Past: Trabajamos Community Head Start Board Member (5 sites in the Bronx).

My vision as lay member for the ministry of this committee is for having an ongoing positive connection between the Bishop, clergy and laity. For example, my vision is to visit congregations in their church buildings. This way, when we sit down at the table we are able to make positive informed decisions that will build up and support congregations.

THE REV. CANON WILLIAM V. DERBY
14 East 109th Street, New York, NY 10029

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



Parish: St. Edward the Martyr, Manhattan

Occupation: Rector

Church Positions, Present or Past: Rector, St. Thomas', Vancouver, Canada; Interim, St. James' Vancouver, Canada; Rector, St. Michael's and All Angels, Cuernavaca, Mexico; Vicar, Christ Church Cathedral, Montreal, Canada; Chaplain at McGill University.

Community Positions, Present or Past: Spiritual Director, various teaching and administrative roles: Colleagues and Universities.

Discernment of spirit and of individual candidates for ministry and the formation of priestly spirituality is the 30-year context in which I have operated and in a time of doubt and apathy of nation and church, the quality of attentive discipleship and servant leadership are most important.

MS. ROBIN NEWMAN
28 Lake Marie Lane, Bedford Hills, NY 10507

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



Parish: Christ Church Riverdale, Bronx

Occupation: Educational Technologist

Church Positions Present: Postulant for Ordination to the Diaconate, Member of Diocesan Council, Committee to Elect a Bishop, Global Mission Commission, Congregational Growth and Development Committee, Africa Network Committee, and Chairperson of the Carpenter's Kids Steering Committee. As a member of the Global Mission Commission, I sit on a sub-committee that oversees the Sustainable Development Fund Grants. I have served as a Eucharistic Minister, Eucharistic Visitor, and Lay Reader.

Past: At the parish level, I have served as Warden, Vestryperson, member of the Altar Guild, Outreach Committee, and Lay Delegate to Convention.

Community Positions, Present or Past: Serving as a short-term missionary (2008-present) in the Diocese of Central Tanganyika (Tanzania), I continue to be involved with the Carpenter's Kids Program and help provide support for various technology and other projects for DCT. Since 2014, I have participated in several mission trips to Haiti, focusing on digital ministry training for clergy and most recently, have been part of a team from our diocese that, in collaboration with people in Matel (a remote village on the southeastern peninsula) are helping with a self-sustainable project to create a mill and school in their village.

As part of a Children's Storefront School initiative, I helped provide technology training and equipment for families in Harlem. At Horace Mann School, I was an advisor to the Service Learning Team, a group of high school students engaged in curriculum based community service in the Kingsbridge section of the Bronx.

It would be an honor and privilege to have the opportunity to serve our church by participating in the process of selecting a new bishop, should the need arise.

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

**DIOCESAN TRUSTEE
(CLERGY)**



Parish: St. Michael's, Manhattan

Occupation: Rector

Church Positions, Present or Past: Dean of Manhattan Central Clericus, 2015 – present. Co-Leader Family Camp, Diocese of California, 2012-2017. Member, Commission on Ministry, Diocese of El Camino Real, 2011-2014. Member, Commission on Ministry, Diocese of California, 2003-2005. Chair, Department of Youth and Young Adults, Diocese of California, 2004-2005.

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, I know well the pluses and minuses of church buildings and property – as well as the ongoing need for funds to maintain and grow our congregations. How can all of these resources be put in the service of the gospel? What is the need of our neighborhoods for space that is gracious and welcoming to all? How can we put all of what we are stewards of to work in the Jesus movement?

THE REV. CAROL D. GADSDEN
125 Teresa Lane, Mamaroneck, NY 10543

**DIOCESAN TRUSTEE
(CLERGY)**



Parish: St. Thomas's, Mamaroneck

Occupation: Rector

Church Positions Present or Past: Diocesan Facilitator (NY); Commission on Ministry (NY); Regional Ministry Steering Committee (NWK); Ward J. Herbert Property Review Board (NWK); Mission Strategy Committee (NWK); Canons and Constitutions (NWK); Diocesan Liturgical Committee (PA); Clergy Compensation Committee (MA).

Community Positions Present or Past: Board member, The Summit (community issues, Mamaroneck); Board member, At Home on the Sound (Aging in place organization, Mamaroneck); Chaplain, Mamaroneck Fire Department; Municipal Alliance Committee (Sparta, NJ); Inter-faith Committee (Sparta, NJ); Chair and member of the Board, The Burn Foundation (Philadelphia); the National Scald Burn Foundation (New York).

As the rector of a suburban congregation with a multi-building campus and investments in the diocesan endowment, and as a member of a diocesan property committee in a previous diocese, I have both great interest in and experience with oversight and responsible stewardship of our financial and brick and mortar gifts. I believe the voice and vision of non-NYC-centric clergy person in combination with my experience, offers a more balanced perspective to the work of the committee.

MS. SUSAN HEATH
670 West End Avenue, Apt. 8B, NY, NY 10025

**DIOCESAN TRUSTEE
(LAY)**



Parish: St. Peter's Church, Lithgow/Millbrook

Occupation: Retired Program Development Officer, PBS/WNET; Former Managing Editor, Saturday Review Magazine

Church Positions, Present or Past: Vestry Member, Vicar's Liaison for Adult Education; Rector Search Committee; Diocesan Convention Lay Delegate; Eucharistic Minister, Choir Member, Outreach Committee, Bible Study, initiated participation in the Seamen's Church Institute's Christmas at Sea Program; initiated scholarship support of Rural and Migrant Ministry; initiated interfaith discussions of Islam. **Diocese:** Trustee of the Diocese, Finance Committee, Investment Committee; Standing Committee; Committee to Elect a (Suffragan) Bishop; Commission on Ministry, Diocesan Facilitator of Listening Heart's Spiritual Discernment Training; Congregations at the Crossroads Small Groups Facilitator; Episcopal-Muslim Relations Committee; Holy Cross Monastery NYC Associate. *Cursillo.*

Community Positions, Present or Past: Hospice Volunteer, Visiting Nurse Service, NY, NY; Vassar College volunteer; Community Mentor, Harlem Link Charter School; volunteer, My Own Book Fund. Former member of the Advisory Council to the President of YADDO; Former GED Tutor; Former Voting Member of the National Book Critics Circle.

Our Christian life together is nourished and sustained by our faith in Jesus Christ and our living out the Gospel in our parishes and communities throughout our Diocese. Our future relies on the Trustees of the Diocese to provide effective stewardship of our financial resources and real property, so that we continue to thrive as the Body of Christ in the world. Having served on the Standing Committee and as a Trustee of the Diocese, I have become fully engaged in this important work, and would be honored to continue to serve as a Trustee of the Diocese.

MS. SHAREE A. MELTON
2780 University Ave., Apt. 5H, Bronx, NY 10468

**DIOCESAN TRUSTEE
(LAY)**



Parish: St. James', Fordham, Bronx

Occupation: Volunteer Administrator

Church Positions, Present or Past: Warden; Vestry Member for 12 years; IPC Representative and Treasurer for the North Bronx IPC.

Community Positions, Present or Past: Member of Neighborhood Watch.

My vision for this ministry is to help the Diocese in managing its assets and to strengthen the ministry of Jesus Christ through the Diocese and its congregations.

As an Episcopalian and a Bronx native I feel that I am privileged to take part in the nomination process. I will use my leadership abilities and managerial experiences from my employment history in the legal industry to effectively manage Diocesan resources and assist congregations in making wise decisions to strengthen our future while preserving our past.

THE REV. AUDREY VERONICA BAILEY
133 Augustine Road White Plains, NY 10603

**DIOCESAN COUNCIL
(CLERGY)**



Parish: St. Francis & St. Martha's, White Plains

Occupation: Priest-in-Charge

Church Positions, Present or Past: Ordained to the Priesthood on July 27, 1997 in the Diocese of Jamaica and the Cayman Islands and served as an Assistant at St. Matthew's Church, Kingston. Accepted a position in the ECUSA where she served as an Assistant and later as Interim at St. Luke's Church in The Bronx NY.

Presently, Priest-in-Charge at St. Francis and St. Martha's in White Plains. Prior to Ordination in her native Jamaica, Rev. Bailey served the Church in a number of leadership positions. Vestry member; Youth Groups leader and in Christian Education.

Also served the Diocese of Jamaica and Cayman Islands at the highest level, having been a member of the Diocesan Council. Participated in seminars and workshops organized by the Caribbean and Jamaica Conference of Churches.

Community Positions, Present or Past: Member of Jaycees International and the YMCA, volunteering in a number of community endeavors.

The Priestly vocation is one without boundaries: transcending race, gender and culture. I believe that a significant aspect of my call is that of Bridge builder; this is done by means of discipleship i.e., using my God-given gifts and talents in the service of others.

I endeavor at all times to serve by engaging my gifts of Pastoral Care, listening, organizing and willingness to partner with other workers (including the Bishop), to facilitate implementation of the directives of Convention, based on the Canons and policies of the Diocese.

THE REV. LUIS BARRIOS, PhD, STM
13332 129 Street, South Ozone Park, New York, Y 11420

**DIOCESAN COUNCIL
(CLERGY)**



Parish: Holyrood/Santa Cruz, Manhattan

Occupation: Interim Priest and Faculty

Church Positions, Present or Past: St. Ann's Church, Priest-in-Charge (1990-1992); Str. Mary's, Manhattanville Church, Associate Priest (1994-2014); Grace Church, White Plains, Interim Priest (1996); Holyrood Church-Iglesia Santa Cruz, Priest-in-Charge (2017-Present).

Community Positions, Present or Past: A professor of Psychology, Criminal Justice, Latin American & Latina/o Studies, and Ethnic Studies at John Jay College of Criminal Justice-City University of New York. He is also a member of Ph.D. faculties in social/personality psychology at the Graduate Center-City University of New York and a Fellow of the American College of Forensic Examiner Institute-FECFEI. Former prisoner of conscience from the School of the America Watch (SOAW) movement. He is also a Board of Director Member of St. Ann's Corner of Harm reduction and a Consultant to the International Human Rights Association of American Minorities-IHRAAM, United Nations.

Through connection, inclusion and reaffirmation we develop a diocese in the midst of the People, where the holistic liberation of God may transform us all—and the people of God may transform the community—this way our diocese become hospitable and friendly diocese.

THE REV. CYNTHIA STRAVERS
88 Morningside Ave #12B New York, NY 10027

**DIOCESAN COUNCIL
(CLERGY)**



Parish: Heavenly Rest, Manhattan

Occupation: Associate Rector

Church Positions, Present or Past: Associate Rector – Church of the Heavenly Rest, New York, NY. Assistant to the Rector – St. Paul’s on the Green, Norwalk, CT. Director of Lay and Children’s Ministries – St. Luke’s, Kalamazoo, MI

As a relatively new priest in the Diocese of New York, I am eager to serve the wider community and offer myself in whatever way my gifts will add to the mission of God through the ministries of the diocese. I have been involved with Christian Formation programs for children, youth and adults for several decades; Social Concerns are dear to my heart; Congregational and Leadership Development are key to moving forward in our effective partnership in bringing about a new reality of God’s intention for the world. I would be more than happy to participate in any of these committees.

MR. ANTHONY BONILLA
355 E 143rd Street, 16 D, Bronx, NY 10454

**DIOCESAN COUNCIL
(LAY)**



Parish: St. Ann’s, Morrisania, Bronx

Occupation: Clerical staff

Church Positions, Present or Past: Vestry Member and Officer, St. Ann’s Lay Eucharistic Minister; Delegate to Diocesan Convention 2013. Member of Diocesan Council 2015-2017.

Community Positions, Present or Past: Mott Haven Choice Neighborhood Initiative (CNI), Coalition to Save Firehouse Engine 60, Coalition for Educational Justice.

I was blessed to have represented my parish of St Ann’s Church of Morrisania and community of Mott Haven in the Bronx when I had the opportunity to be part of “Why Serve” and “Nuevo Amanecer” in the summer of 2014.

I believe that as a pastoral assistant and Lay Eucharistic minister I have the qualities looking to help the various bodies within the Diocesan Council to administer the needs of my community and enhance the lives of my parish. I hope to teach and learn how to bring people closer to God. Thank you for your support and consideration.

MR. DONALD BOOKAL
3044 Bruner Avenue, Bronx, NY 10469

**DIOCESAN COUNCIL
(LAY)**

Parish: St. Luke's, the Bronx

Occupation: Parish Administrator



Church Positions, Present or Past: Parish Administrator; former director – St. Luke's Senior Community Program; Eucharistic Member (EM) and Eucharistic Visitor (EV); Vice-Chair, Bronx Council; President, St. Luke's Development Fund; St. Luke's Associates L.P.; former-chair, East Bronx, IPC; former Chair Carpenter's Kids Committee.

Community Positions, Present or Past: Member, North Bronx, NAACP; Member, 47th Precinct Community Council.

I have served the Diocese in numerous capacities over many years. If I am elected to the above position, I will continue to serve to the best of my ability to be a part of the team to serve the Diocese and our Bishops.

MR. EARL FRANCIS
74 West 119 Street, New York NY

**DIOCESAN COUNCIL
(LAY)**



Parish: St. Andrew's, Manhattan

Occupation: Personal Assistant

Church Positions, Present or Past: Vestryperson-present, Past Warden, Chair-Stewardship Committee, Head of the Men's Guild, Choir Member, Health Ministry, Past President of Union of Black Episcopalian, Upper Manhattan North Inter Parish Council.

Community Positions, Present or Past: Past Board Member of Antigua Progressive Society and Founding Member of Waddli West, USA.

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. My vision is to get more young people in the church.

MS. YVONNE O'NEAL

6155 98th Street, Apt. 10D, Rego Park, NY 11374



Parish: Holy Trinity, Manhattan

**DIOCESAN COUNCIL
(LAY)**

Occupation: Executive Director,
Caribbean Health Initiatives

Church Positions, Present or Past: Warden, Vestry Member; Deputy to General Convention 2018; Alternate Deputy to General Convention 2015; Diocesan Council (2014-present, 2004-2010); Carpenter’s Kids Steering Committee (2005-present); Diocesan Task Force on Domestic Violence (2013- present); Diocesan Task Force Against Human Trafficking (2015-present); Advisory Council Anglican Communion Office at the UN (2008-2012); Chair, Global Mission Commission (2004-2010); Standing Committee (2001-2004); Chair, Companion Diocese Committee (1995-2004).

Community Positions, Present or Past: Co-Chair, NGO Committee on Sustainable Development-NY; Executive Committee, NGO on the Commission on the Status of Women; NGO Committee on Financing for Development; NGO Committee to Stop Trafficking in Persons (TEC representative); Secretary, New York City for CEDAW (Convention on the Elimination of All Forms of Discrimination against Women); UN Representative for Africa Development Interchange Network; Global Alliance of Artists Against Poverty (GA3P) Board of Directors 2011-present; Cathedral School Board of Trustees 2005-2010; The American College Board of Trustees & Chair, Certification Committee 2001-2004.

It has been a privilege and an honor to have served on Diocesan Council for six years as a Bishop’s appointee and again as an elected member since 2014. We have been reimagining Council based on the Diocesan Strategic Plan. I would be honored to be re-elected to continue this work in carrying out the exciting mission to which our Diocese is called. It is my desire to assist the commissions and committees of Council in any way I can.

THE REV. NILS CHITTENDEN

St. Stephen’s Episcopal Church
50 Bedford Road, Armonk, NY 10504



Parish: St. Stephen’s, Armonk

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

Occupation: Rector

Church Positions, Present or Past: Episcopal Diocese of New York (2015-): Rector, St. Stephen’s, Armonk; Member of Commission for Congregational Development; presented workshop on Hospitality and Welcome. Member of Campus Ministry Committee; Chaired Search Committee for Columbia Chaplain/ Young Adult Missioner for Upper NYC.

National Episcopal Church: member of Lutheran/Episcopal Coordinating Committee (2016-); Young Adult Chaplain to 77th General Convention (Indianapolis). Recipient of the Episcopal Church’s 2015 Distinguished Leadership Award for Young Adult Ministry.

Episcopal Diocese of North Carolina (2010-2015): Chaplain to Episcopal Center at Duke University, Diocesan Young Adult Missioner, Member of the Commission on Ministry, Director of ‘A Movable Feast’ (Mobile Young Adult and Campus Ministry).

Church of England 1995-2010: UK Coordinator, Churches’ Community Work Alliance; Minor Canon of Durham Cathedral; Chaplain, University of Durham; Director of Development, Durham Diocesan Adoption Agency.

Community Positions, Present or Past: In my local community, I am a volunteer at our local food pantry, supervise a Boy Scout Troop and have regularly contributed to local commemorations at our American Legion post. I have served as a board member for numerous non-profits in the UK in community organizing, homelessness and interfaith work. I have worked as a grant assessor for government community development programs in the UK, and served as a mental health chaplain.

First and foremost, I would like to serve at General Convention because I believe our world is longing for God’s inclusive, liberating, life-giving love and I want to assist our church in finding ways to offer that love in ways that speak to people in today’s contexts yet still honor our deep commitment to reasoned discussion, dignified worship and generous servanthood. I have a good grasp of the polity of the Episcopal Church and have attended the last two General Conventions as a visitor. I am organized, articulate and competent in committee work and have a desire to get things done.

THE REV. CANON ROY COLE
1333 Bay Street, Staten Island, NY10305

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



Parish: St. John's, Staten Island

Occupation: Rector

Church Positions, Present or Past: Canon Missioner for the Richmond Episcopal Ministry on Staten Island. Rector, St. John's Episcopal Church, Staten Island. Member, Commission on Ministry. Member, Standing Committee.

Previous Diocesan Service: Ex Officio Board Member, Episcopal Charities; Chair, Advisory Committee, Episcopal Charities, Diocesan Clergy Coach; Dean, Richmond Clericus; Co-Chair, Richmond Interparish Council; Member, Congregational Development Commission; Member, Strategic Planning Advisory Committee.

Community Positions, Present or Past: Human Rights Commission, City of Yonkers. President, Historic Preservation Board, City of Yonkers. Ethics Committee and Institutional Review Board, St. John's Hospital, Yonkers

Out of my long-standing engagement with the diocese, I would strive to clearly and persuasively communicate the needs, perspectives, and priorities of this diocese to the General Convention. My overarching goal is to continue to be dynamically involved in the life, ministry, and mission of the Episcopal Diocese of New York, including the annual Diocesan Convention, so as to deepen my experiential awareness of the great strengths we possess, as well as the ever-evolving challenges we face, individually and as a whole. In this way, your perspectives and values can be clearly heard at General Convention.

THE REV. DR. PIERRE ANDRE H. DUVERT
901 Grace Avenue, Apt. 1, Bronx, NY 10469

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



Parish: St. Luke's, Bronx

Occupation: Rector

Church Positions, Present or Past: Rector of St. Luke's in the Bronx, 2012-present; Rector of the Episcopal Church of the Resurrection, East Elmhurst, Long Island Diocese, 1999-2012; Interim pastor of St. Gabriel's Episcopal Church, Brooklyn, Long Island Diocese 1997-1999; Curate at St. Gabriel's Episcopal Church, Brooklyn, Long Island Diocese, 1995-1997; Vicar of the Haitian Congregation of the Good Samaritan, NY Diocese, 1992-1995.

In the Diocese of New York, I am currently serving on the Board of Episcopal Charities and previously served on the Diocesan Strategic Planning Task Force.

In the Diocese of Long Island, I served as: Vice-President of the board of the Mercer School of Theology, the board of the Queens Congregations United for Action (QCUA), a Pico affiliate that believes that faith congregations can unite to empower their members to transform lives; the board of Episcopal Community Services, the Diocesan Budget department, and the chapter of the Cathedral. QCUA is now known as Faith in Action.

Community Positions, Present or Past: Secretary of the 47th Precinct Clergy Coalition, 2015-Present; Member of the 47th Precinct Clergy Coalition, 2013-Present.

Lately we have been witnessing a rise in intolerance on our society. It has been noted that White supremacists have been emboldened with the election of our new president. While there had been many previous talks about the US being a post racist society especially with the election of our former president, some current events serve as reminders that we have much work to do to transform our society into a place that welcomes everyone. I hope to be an active participant and contributor in discussions towards developing models that will enable us to always be a welcoming church to all God's children.

THE REV. DR. KRIS LEWIS-THEERMAN
360 E. 55th St. 1A, New York, NY 10022

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



Parish: St. Luke's, Katonah

Occupation: Priest in Charge

Church Positions, Present or Past: EDNY: Chair, Commission on Congregational Development Aug 2017-present; member CCD, May 2016 -present; Preaching Fellow, Deep Calls to Deep 2017-2018; Dean, Sawmill Clericus, April 2017-present.

Episcopal Church in CT: Dean Lower Naugatuck Valley Deanery 2011-2014; Deanery representative to ECCT Diocesan Executive Council 2012-2015; Convener of "Closing Churches" project team 2012-2013; Chair of project team for Revision of Diocesan Constitution and Canons March-November, 2013; Chair of project team for Deanery Restructuring 2013; Chair of Diocesan Committee on Faith and Order (successor group to project team on Constitution and Canons and Resolution Committee) 2013-2015; Chair of Task Force for the Reimagining of the Episcopal Church in CT (TREC-CT) 2013-2015; Clergy Alternate 1, CT Deputation to General Convention 2015; Member, Title IV Advisors and Conciliators Group, 2013-2015; Convener, Diocesan Clergy Women's Book Group 2013-2015; Co-convener, Women Clergy Leadership Group 2013-2015.

Community Positions, Present or Past: Member Seymour-Oxford Clergy Association(CT) 2009-2015; President, Seymour Oxford Food Bank Board of Directors 2014-2015; Member Advisory Committee, Loaves & Fishes (Food pantry and outreach ministry) New Haven CT 2012-2015.

Member Advisory Committee, Chapel on the Green (outdoor ministry to the homeless and indigent) New Haven CT 2012-2015; Board member, Network of Episcopal Clergy Associations 2012-2014; Member Connecticut Episcopal Clergy Association 2011-2015.

As a life-long Episcopalian, I care deeply about the workings of the Church, and have actively participated both as a layperson and as a priest. It was my privilege to serve as first Clergy Alternate on the Connecticut Deputation to General Convention in 2015, and I would be honored to reprise that role in the Diocese of NY. We are at a critical juncture in the life of the Church; coming together as a body not only to engage in governance matters but also to share our collective wisdom and support is more important than ever.

THE REV. MICHELLE M. MEECH
207 Albany Ave., Kingston, NY 12401

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



Parish: St. John's, Kingston

Occupation: Rector

Church Positions, Present or Past: Rector, St. John's Episcopal Church in Kingston, NY (2016-present); Ministry Developer, Diocese of Michigan (2012-2016); Leadership Team, Living Stones Partnership (2015-2017); Director, Center for Anglican Learning and Leadership at CDSP (2010- 2012); Associate Priest, St. Alban's Episcopal Church in Albany, CA (2010-2012).

Community Positions, Present or Past: Board Member, Angel Food East in Kingston, NY; Board Member, Boulevard Harambe in Detroit, Michigan.

The Episcopal Church consists largely of family to pastoral sized congregations, places often staffed with less than full time or unpaid clergy. My ministry has been focused on the development of lay and clergy leadership in these congregations, working in rural, suburban, small town, and urban contexts across a variety of geographic areas. For the future of our Church, there is no more important or immediate task than leadership development. This is an alternate position, so I intend to participate in the conversation, offering what I can from my experience, as our delegation participates in the decision-making for our Church.

THE REV. ADOLFO MORONTA
33 Church St White Plains, New York

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



Parish: Grace, White Plains

Occupation: Associate Priest

Church Positions, Present or Past: Past: Member of the Standing Committee 2014-2015 (Diocese of the Dominican Republic); President of the Liturgy and Music Committee 2013-2015; Member of the Communications Committee 2012-2015; Editor of the EPISCOPAX 2014-2015 (main publication of the Dominican Episcopal Church); Member of Micro-Credit Committee 2018-2010; Member of Theological Education Committee 2012-2015; Archdeacon of the Youth 2013-2015.

Present: Associate Priest Grace Episcopal Church, White Plains New York; 2015-2017; Vicar of San Marcos Episcopal Church, Alexandria, Virginia; 2012 to 2015 - Vicar to three congregations in the Dominican Republic; 2011-2012 – Priest-in-Charge of the Latino Congregation (San Marcos) at St. Mark’s Episcopal Church, Alexandria, Virginia; 2010 - Deacon: Iglesia Episcopal San Felipe Apóstol - Santo Domingo, Dominican Republic; and Iglesia Episcopal San Pedro y San Pablo, Santo Domingo, Dominican Republic; 2008-2010 -Pastoral Assistant and Seminarian at eight Dominican congregations.

Community Positions, Present or Past:

From ordination we are called to “work as a pastor, priest, and teacher, together with our bishop and follow presbyters, and to take share in the councils of the Church (BCP p.531)”. As the Episcopal Church continues to be guided and transformed by the Spirit, the ministry of a Deputy has more than ever great responsibilities that will help to bring about positive changes mainly through legislation and the Canons of the Church. Through prayer, discernment, their work, and representation, deputies can help the Church meet the current challenges; build bridges that will allow us to be connected as one so we can effectively carry out our main responsibility entrusted to us, the Great Commission. I am more than pleased to be part of this Diocese and I believe we have something to share with the whole Church.

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

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



Parish: St. Gregory’s, Woodstock

Occupation: Retired Lawyer and Civil Engineer

Church Positions, Present or Past: Currently, member of Building and Grounds Team, Lector and Usher. Previously, warden, member of the vestry and stewardship co-chair. Former Trustee of the Diocese and currently, member of the Real Estate Committee of the Diocese. Currently, Member of Diocesan Council.

Community Positions, Present or Past: Currently, trustee of the Mid-Hudson Library System. Previously, elected trustee of the Woodstock Public Library District; and appointed member of the Woodstock Environmental Commission of the Town of Woodstock.

I see the role of Alternate Delegate to General Convention (or Delegate, for that matter) as bringing to the Episcopal Church a point of view shaped by the Diocese of New York. This does not mean that we have the best ideas, but by bringing our experience to General Convention, we contribute our part in shaping the national church. My experience in the Diocese is as a leader in a small congregation and a member of the Diocesan Council. I serve on the task force of exploring the best way for the Council to support the new Strategic Plan.

MR. DONALD BOOKAL
3044 Bruner Avenue, Bronx, NY 10469

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



Parish: St. Luke's, the Bronx

Occupation: Parish Administrator

Church Positions, Present or Past: Parish Administrator; former director – St. Luke's Senior Community Program; Eucharistic Member and Eucharistic Visitor (EV); Vice-Chair, Bronx Council; President, St. Luke's Development Fund; St. Luke's Associates L.P.; former-chair, East Bronx, IPC; former Chair Carpenter's Kids Committee.

Community Positions, Present or Past: Member, North Bronx, NAACP; Member, 47th Precinct Community Council.

I have served the Diocese in numerous capacities over many years, if I am elected to the above position, I will continue to serve to the best of my ability to be a part of the team to serve the Diocese and our Bishops.

MS. CARLA BURNS
16 Liberty St., Highland Falls, NY 10928

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



Parish: Holy Innocents, Highland Falls

Occupation: Teacher, Retired

Nominated by Petition

A third-generation member of the Church of the Holy Innocents, Carla currently serves there as Food Pantry Co-Director, Sunday School Teacher, Altar Guild member, Outreach Committee Chairperson and as Senior Warden. The Episcopal Church has also given her an opportunity to become involved in one of the major passions of her life, the struggle for social justice for all people. She chairs the Diocesan Anti-Racism Committee, is the Episcopal Church's Province II Anti-Racism Network Leader, and is Secretary of The Episcopal Church's (T.E.C.) Executive Council Committee for Antiracism and Reconciliation. She also serves as Vice President of the Union of Black Episcopalians, New York Chapter.

Church Positions, Present or Past: Senior Warden, Outreach Committee Chairperson, Sunday School Teacher, Altar Guild Member, Diocesan Anti-Racism Committee Chairperson, Province II Antiracism Network Leader, T.E.C.: Executive Council Committee for Antiracism and Reconciliation Secretary

Past: Building and Grounds Committee Chairperson

Community Positions, Present or Past: Holy Innocents Food Pantry, Co-Director, The Center (Highland Falls) H.S. English Regents Tutor, CS 154 (Central Harlem) Library Volunteer.

My vision is that we are all one in Christ, and my mission is to love God with all my being and love others as I love myself.

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

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



Parish: St. Philip's, Harlem, Manhattan

Occupation: Retired Surrogate's Court Clerk

Church Positions, Present or Past: Baptism/Confirmation Coordinator; Lay Eucharistic Minister; Stewardship Committee; Renewal Work Committee; Youth Leader; Warden; Vestry Clerk; Vestry Member; Sunday School Director; Sunday School Teacher; Diocesan Youth Network.

Community Positions, Present or Past: President NY Chapter of Union of Black Episcopalians, Past President Tribune Society, Inc. Courts State of New York; Mentor.

I would be honored to be an Alternate Delegate to General Convention. The present climate of our nation requires us (the church) to be informed, aware and active in the decisions that affect us as a nation and as a faith community. My participation at General Convention would be a beginning to understanding the concerns of the National Church and afford me the opportunity to learn, listen and discern the work of the church and share those concerns within our Diocese.

BROTHER LUIS ENRIQUE HERNANDEZ RIVAS, OSF
264 Route 303. Valley Cottage, NY 10989

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



Parish: St. Bartholomew's Church, White Plains

Occupation: Parish Administrator

Church Positions, Present or Past: Diocese of the Dominican Republic (2013 - 2016) - Youth Minister/LEM - Epiphany Cathedral, SD. Diocese of the Dominican Republic (2015 - 2016)- Diocesan Communications Committee. Diocese of Western Michigan (2016-2017) - Children and Youth Coordinator/ Latino Ministry Coordinator - Saint John's Church, Grand Haven, MI. Diocese of New York (2017 - present) - Pastoral Care Coordinator/ Latino Ministry Coordinator - Saint Bartholomew's Church, White Plains, NY.

Community Positions, Present or Past: Formation leader at Muchach@s con Don Bosco, (children/youth at risk, Dominican Republic). Co-host "The Lakeshore LCBTQ Faith Initiative, Grand Haven, MI.

Our church, like our society, is changing. The models that worked before need to be readjusted or changed altogether to remain energizing our communities. Even though we are declining, I believe that this church is not over. Our way of looking at the Gospel of Jesus Christ and bringing them to life in incarnational communities, our pastoral approach to the human experience, our deeply mystical faith and worship, enlightened by the human reason are still speaking. In a society more and more divided, the Anglican ethos of unity among diversity has a significant role to play.... and I'm just thrilled of being part of this! I'm also honored to be nominated as alternate deputy, I think that I'd have the chance to bring a fresh, passionate, multicultural and multi ethnic experience to the Convention/Synod.

MS. ELISABETH JACOBS
780 Riverside Drive, #10E, New York, NY 10032

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



Parish: Intercession, Manhattan

Occupation: Finance Director

Church Positions, Present or Past: Trustee, Diocesan Council, Warden, Treasurer, and Vestry Member.

Community Positions, Present or Past: Medical Reserve Corp, Girl Scout Leader and Riverside Park Conservancy.

I have served as an alternate for 2012 and 2015 General Conventions. I look forward to the opportunity to serve as a alternate deputy in 2018 and work with the administration and committees which help complete the process. I am excited about the work being done by our Presiding Bishop and his staff and the direction in which TEC is propelling. The work of abolishing poverty, working to end suffering and stopping the desecration of our environment. The Church must be for all people.

MS. MILLICENT JOHNSON-JAMES
545 South Pascack Road, Chestnut Ridge, N Y 10977

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



Parish: St. Paul's, Spring Valley

Occupation: Executive Assistant

Church Positions, Present or Past: Warden; Lay Eucharistic Minister also preparing the schedules; Usher; Choir Member; Currently on Convention Planning Committee; Coordinator for St. Paul's Community Dinner Program; Diocesan Council Member on and off for over six years.

Community Positions, Present or Past: President of the Jamaican Civic and Cultural Association of Rockland- a non-profit organization; President of the Ramapo African Heritage Twinning Committee Member of NAACP Spring Valley Branch; Member of the Martin Luther King Multipurpose Center.

I am deeply honored to be chosen to be one of the nominees for Alternate Lay Deputy to General Convention in 2018 and if elected I will endeavor to serve the Diocese to the best of my ability knowing that whatever I do or say will be done with spiritual confidence and help from God. On this level, I am confident that I can be of tremendous help to the Diocese in a spiritual and committed way.

MS. DIANE POLLARD
301 Cathedral Parkway-4u, New York, NY 10026

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



Parish: Crucifixion

Occupation: Consultant in Human Resources, Healthcare, and Finance

Church Positions, Present or Past: Deputy to General Convention 1979 to 2015, Vestryman Parish of Trinity Church Wallstreet – 1991 – 1999; 2001 through 2008; 2012 through 2014 and Churchwarden 2015 through 2017. Church Pension Fund Trustee – 1988 through 2000 and 2006 - 2018. In the past, Trustee of General Theological Seminary, Cathedral of St. John the Divine, Trustee of the Alban Institute. Board Member – Gathering of Leaders.

As a General Convention Deputy, I have chaired the Program Budget and Finance Committee and the Joint Nominating Committee for the Election of the Presiding. At the 2015, General Convention I was honored to serve as Chair of the Social Justice and U. S. Policy Committee. In the past I have chaired the Social and Urban Committee of the General Convention.

Because of our work, we called on the Church to reimagine the work of reconciliation. This work has resulted in the publication of “Becoming Beloved Community” the new mission of reconciliation which will play a major role in our presiding bishop’s Jesus Movement.

I am currently serving as Chair of the Task Force on Leadership and Compensation of the General Convention.

Community Positions, Present or Past: : I am an active participant in my community and the Manhattan North Inter Parish Council. I am a founding member of St. Mary’s Episcopal AIDS Center and I currently am Chair of the Board of Directors’ St. Mary’s founded over 23 years ago was the first facility in Harlem for HIV-AIDS individuals. I am active in my community and serve on a number of Affordable Housing Committees.

The Episcopal Church has much to contribute on the local, provincial and Churchwide levels, I have been blessed to serve in many different roles and I am energized about the important work of reconciliation proposed by our presiding bishop. In addition, our social justice programs are under attack and the community faces devastating reductions to our outreach services. I would like to be part of the effort to continue to reach out to the underserved communities and to work at the Churchwide level to stop the attack on those in need.

CLERGY INELIGIBLE TO VOTE

Canonically Resident Clergy Inactive within the Boundaries of the Diocese of New York
OR
Clergy ministering within the Diocese of New York but not canonically resident in this Diocese
(LTO Licensed to Officiate)

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

Abernathy, Harrison	Bordador, Noel	Crafton, Barbara
Ackerman, Patricia	Borzumato, Judith	Crawford, Robert
Ampah, O.S.H., Rosina	Bossiere, Jacques	Crawley, Clayton
Anderson, Richard	Bourhill, John	Crothers, John-Michael
Anderson, Carol	Bowers, Thomas	Culhane, Suzanne
Andrews, John	Brathwaite, Percy	Cushman, Mary
Arambulo, Arnulfo	Brooks, Jerry	Cushman, Thomas
Armstrong, Geoffrey	Brown, David	Cutler, Donald
Arnold, Duane	Burnham, Frederic	Dannals, Bob
Askew, Angela	Burns, James	Darves-Bornoz, Derek
Auletta, Kimberlee	Campbell, Jean	de Fontaine-Stratton, James
Austin, Evette	Chambers, Robert	Delaney, Michael
Austin, Ph.D., Victor	Chilton, Bruce	Delgado-Miller, Diego
Bailey-Fischer, Valerie	Chinery, Edwin	Depue, Joanna
Baltus, Barrington	Chinlund, Stephen	Dewey, Jr., Dayton
Bane, Donald	Choate, Jr., Horace	Dias, Krista
Baroody, Roger	Clark, Adelaide	Dingle, John Hausmann
Bartholomew, Adam	Cobden, III, Edward	Duggins, Gordon
Bean, Kevin	Coggi, Lynne	Duncan, Shawn
Beery, William	Collins, Mark	Duncan, Victoria
Benson, Harold	Colwell, Charles	Dunphy, Martha
Bercovici, Hillary	Combs, Leslie	Duraikannu, Yesupatham
Bloomer, Ph.D., Nancy	Conger, George	Edmonds, John
Boatright-Spencer, Angela	Cooper-White, Pamela	Edward, John
Bolle, Stephen	Corney, Richard	Evans, John

Ewart, Craig	Hamblin, M.D., Jeffrey	Johnson, Jr., Fred
Eylers, David	Hamilton, John	Johnson, Ph.D., Johan
Fausak, Frederick	Hamlyn, Robert	Johnston, Edward
Fenton, Douglas	Hare, Ann	Kadel, Andrew Gordon
Ferlo, Roger	Harkins, James	Kanellakis, Theodore
Fernandez, Jose	Harvey, Errol	Kassebaum, John
Foster, Andrew	Hayes, Perren	Kaswarra, George
Foster, Guy	Haynes, Warren	Kearney, James
Fox, Carol	Haynes, Sr., Larry	Kemmler, Richard
Francks, Robert	Healey, Ph.D., Joseph	Kendall, Michael
Frew, Randolph	Heron, James	Keyes, Charles
Fulton, Norman	Herrick, Robert	Kimmey, Jimmye
Fulton, III, Charles	Hesse, Jr., Rayner	King, Jonathan
Gallagher, Gerald	Hewitt, Emily	Knight, Frank
Gallagher, Daniel	Hildesley, Hugh	Kotuby, Janice
Gedrick, III, John	Hill, Renée	Krengel, William
George, Allen	Hitchcock, Jr., Gaylord	Kunhardt III, Philip
George, T.S.S.F., Dominic	Hoag, David	Landers, Greg
Glover, Beth	Hoeltzel, George	Lane, Keith
Glover, J.D., Marsha	Hoke, Stuart	Larom, Jr., Peter
Godley, Robert	Hoopes, O.H.C., David	Lathrop, Brian
Goodness, Donald	Hopper, Edgar	Lee, Clement
Grab, Virginia	Huntington, Francis	LeSeure, Laurence
Greenlaw, William	Jebamani, Gideon	Liew, Richard
Greve, O.H.C., James	Jeske, Richard	Linman, Jonathan
Griffith, David	Johannsen, Carole	Lodwick, James
Groskoph, Elizabeth	Johannson, Johanna-Karen	Lofman, Donald
Groskoph, Ralph	Johnson, William Alexander	Logan, Yvonne
Hakoola, Frank	Johnson, John	Lowe, Jr., Eugene
Haller BSG, Tobias	Johnson, Kent	Lutz, Alison

Maas, Jan	Miller, Thomas	Peterson, Jr., Frank Lon
MacInnis, Elyn	Miller, Charles	Peyton, William
Mallary, Jr., R. DeWitt	Minifie, Charles	Pfaff, Brad
Mallette Stephens, Hershey	Minturn, Sterling	Phelan, Sister Shane
Malloy, Patrick	Montalto, Alfred	Phillips, Richard
Mandeville, Kathleen	Moody, John	Pietsch, Louise
Marchand, Richard	Moore, Allison	Pollard, III, Robert
Margrave, Thomas	Moquete, Rafaela	Powell, Sydney
Martin, Mary	Morelli, John	Powell, Jr., Peter
Martinez, Jose	Morgan, Gregory	Prator, Lloyd
Mathew, Varghese	Morisseau, Robert	Price, Stephen
Matlack, David	Morton, James	Pridemore, Charles
Matthews, Daniel	Muncie, Margaret	Pritchett, Jr., Harry
McCloghrie, Lesley	Munroe, Jim	Reddimalla, Samuel
McCoy, O.H.C., Adam	Nanthicattu, Jacob	Reiners, Diane
McDade, Shelley	Newcombe, David	Relyea, Michael
McDonald, James	Nicoll, Thomas	Reynolds Holmes, Francine
McGinty, William	Noone, Ronald	Rice, Rodney
McKenna, Keith	Northup, Lesley	Richards, Anne
McNeeley, M.D., David	Ogburn, William	Roadman, Betsy Johns
McQuade, Lynne	Orso, Thomas	Roark, III, Hal
McWhorter, Elizabeth	Osgood, John	Rock, Jean Baptiste Kenol
Mead, Andrew	Owen, Jennifer	Rodgers, Stephen M.
Melton, Heather	Pagliari, Lois	Ruschmeyer, Henry C.
Melton, James	Palmer, III, John	Sanborn, Victoria B. M.
Mercer, Thomas	Parker, Gary	Sanon, Jean-Louis Felix
Mesler, Jr., Raymond	Parris, Cheryl	Santiviago, Maria Isabel
Miles, Kristin	Parrish, Jr., Ph.D., Joseph	Savoy, William
Miller, John	Peacock, Caroline	Schacht, Lawrence
Miller, James	Peterson, Ralph	Schaeffer, Susan

Seaborn, Sandra	Temple, Charles	Woods, Stephen
Sekimoto, Samuel	Toomey, Ph.D., David	Wyper, Susan
Selfe-Verrone, Christine	Torres, Julio	Yohannan, Philip
Shepherd, Richard	Trapp, James	
Shriver, Frederick	Tully, William	
Signorelli, Barry	Turczyn, Jeffrey	
Sipple, Peter	Turner, Phillipa	
Slade, BCC, Debra	Turner, Alison	
Slauson, Holley	Tuttle, Margaret	
Smith, Ralph	Tweedy, Jeanette	
Smith, Susannah	Verbeck-Brindle, Carolyn	
Smith, Jr., Richard	Volkman, Jan	
Smith-McGehee, Lionel	Wallace, Charles	
Smith-McGehee, Thomas	Wallace-Williams, Joseph	
Snodgrass, Bowie	Warfel, John	
Solon, Robert	Wayne, David	
Speeks, Mark	Webber, Michael	
Springer, Lloyd	Weglarz, Eileen	
Stafford, Robert	Weitzel, Harvey	
Stallings, "Buddy"	Welch, Patti	
Steele, David	White, Alon	
Stelk, Lincoln	Whitworth, Julia	
Stephens, Ph.D., Esq., Anthony	Wildman, Rachel	
Stewart, Sarah	Wilking, Spencer	
Stowe, Howard	Wilson, SSG, Eugenia	
Strobel, Pamela	Wing, III, Arthur	
Sturtevant, Henry	Winslow, Jr., Dennis	
Sword, O.H.C., Carl	Winsor, Michael	
Szost, Lois	Woodcock, Bruce	
Taylor, Williamson	Woodrum, Paul	

Assessment Budget Report

Financial Update and 2018 Diocesan Budget

MEMORANDUM

Date: September 30, 2017

From: The Rev. Matthew Hoxsie Mead, Chair of the Budget Committee (EDNY)
Mr. William H. Wright II, Chair of the Finance Committee (EDNY)
Sister Faith Margaret, CHS, Treasurer of the Diocese of New York

To: Delegates of the 241st 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, Assistant Bishop
The Rev. Canon Wm. Blake Rider, Canon to the Ordinary
Ms. Esslie W. Hughes, Chief of Finance and Operations
Mr. George Wade, Chancellor

Re: Financial Update and 2018 Diocesan Budget

Dear Delegates of the 241st Convention of the Diocese of New York,

We write to you with a financial update that relates to the ongoing work of the Strategic Plan and the 2018 Budget.

In 2015 Bishop Dietsche formally began a strategic planning process by hiring consultants and forming an Advisory Committee and three Task Forces. Membership on the Task Force on Financial Matters included, among others, Sister Faith Margaret and Ms. Esslie Hughes and was chaired by the Rev. Matthew Mead. The 2016 Convention of the Diocese of New York received and unanimously approved the Strategic Plan report which recommended substantial systemic and canonical improvements.

2016 and 2017 have seen the implementation of many of the recommendations from the Task Force on Financial Matters, including two principal changes. First, the Finance Office of the Diocese has undergone significant transition, including a new Chief of Finance and Operations, a new Controller, and a new Accounting Manager. Second, the Budget Committee and the Finance Committee are now formed so that the Treasurer, Chief of Finance and Operations, and the chair of each committee all serve on both committees. These are significant improvements, and they have allowed the Finance Office and financial committees to begin to create working systems and move toward true financial transparency and accountability. We have made much progress, and the work of the Finance Office has been exemplary, yet our work is not complete.

One result of this commitment to transparency and accountability is that the Budget Committee was unable to submit a budget spreadsheet and detailed narrative to Council and the Trustees by the canonically mandated date of September 2, 2017. The Budget Committee is also unable to provide a budget spreadsheet and detailed narrative for the Calendar of Convention. We are providing this memorandum in the Calendar of Business in

lieu of the budget and accompanying narrative. For reference, the Canon Concerning the Submission of Budget to Convention (17.1) is provided as SCHEDULE A at the end of this Memorandum.

We have two root problems. First, we do not have final 2016 or 2017 numbers yet. Second, what we do have indicates sizable deficits for 2017 and 2018. The Trustees met on September 7 and the Council met on September 12. At each meeting we offered an in-depth update of our progress on the 2018 budget. We intend to present a budget at Convention in accordance with Canon 17.1.4. We believe that the proposed 2018 budget will be balanced by a substantial and unsustainable transfer from cash reserves. We expect and will recommend that the 2018 budget will be materially adjusted by the Trustees in accordance with Canon 17.1.6 to limit the size of that transfer as much as possible.

The members of the Budget Committee and Finance Committee unanimously support this memorandum. The Trustees present on September 7 unanimously support our decision to provide this memorandum in the Calendar of Business in lieu of the budget and accompanying narrative. On September 12 Council voted and unanimously approved our decision to provide this memorandum in the Calendar of Business in lieu of the budget and accompanying narrative. Bishop Dietsche is fully updated on our progress, and he supports our decision to provide this memorandum.

In Christ,

The Rev. Matthew Hoxsie Mead,
Chair of the Budget Committee of the Diocese of New York

Mr. William H. Wright II,
Chair of the Finance Committee of the Diocese of New York

Sister Faith Margaret, CHS,
Treasurer of the Diocese of New York

SCHEDULE A

Canon 17.1: Submission of Budget to Convention

- 1) It shall be the responsibility of the Budget Committee of the Council to prepare the annual Diocesan budget for submission to Convention, and to involve Regional and Interparish bodies in the development of the Diocesan budget in such manner and to such extent as the Council shall deem appropriate.
- 2) 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 Council 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.
- 3) No later than seventy (70) days before annual Convention the Budget Committee shall submit to Council and to the Trustees a draft budget of Diocesan expenditures for the following year with an accompanying narrative. The budget shall be presented at the next meeting of the Council at which members of Trustees are invited to attend and given voice. The Council may approve, reject, or modify the budget or narrative, provided, however, that no budget may be approved in which projected receipts are less than projected expenses. The draft budget approved by the Council shall be the proposed budget.
- 4) The Budget Committee of the Council shall submit to each annual Convention the proposed budget of Diocesan expenditures for the following year with an accompanying narrative. The Convention may approve, reject, or modify the budget, provided, however, that no budget may be approved in which projected receipts are less than projected expenses.
- 5) This budget shall include funds for the support of:
 - a. The Episcopate;
 - b. The Episcopal Church;
 - c. Diocesan administration and program.
- 6) When in the course of their duties in managing the finances of the Diocese, the Trustees determine that the diocesan budget needs to be materially adjusted between Conventions, they shall present the adjustment to the Budget Committee of Council. That Committee shall review the proposed adjustment and present its recommendation thereon to the Council and, unless the Council objects at its next meeting, the adjustment shall take place.

RESOLUTIONS 2017

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

[1] Resolved, That the following persons are hereby elected Trustees of the Estate and Property of the Diocesan Convention of New York, for terms expiring 2020:

HOLLY HUFFMAN MACDONALD



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

Occupation: Managing Director, Chief Investment Strategist

Church Positions: Parent volunteer for “Little Pilgrims” program

Education: Princeton University, BA; Columbia University, MBA

JOHN B. TRAMMELL



Parish: St. James Church, Manhattan

Occupation: Managing Director

Church Positions: Investment Committee Member

Education: DePauw University, BA

MELINDA G. WEIR



Parish: Grace Church, Manhattan

Occupation: Investor

Church Positions: Investment Committee Member

Education: Cornell University, BA; Columbia University, MBA

INDIA NETWORK

Proposer of Resolution(s): The Rev. Michael G. Shafer
Parish or Organization: India Network
Telephone and E-mail: 845-266-4338; jmshafer02@outlook.com
Title of Resolution(s): Resolution Against Caste-and Descent-Based Discrimination 2017

Whereas, the 239th Convention of the Episcopal Diocese of New York adopted Resolutions [4], [5], [6] and [7] with respect to caste-and descent-based discrimination (the “Adopted Resolutions”); and

Whereas, the 241st Convention of the Episcopal Diocese of New York now wishes to send a Memorial with respect to the Adopted Resolutions to the Deputies and Bishops of the Episcopal Church to be assembled at the 79th General Convention:

TEXT OF THE RESOLUTION:

[2] Resolved: that the 241st Convention of the Episcopal Diocese of New York send the following Memorial to the Deputies and Bishops of the Episcopal Church to be assembled at the 79th General Convention:

“Resolved: that the 239th Convention of the Episcopal Diocese of New York condemn the human rights violation of discrimination based on caste and descent wherever it occurs and support its elimination particularly as it occurs within the United States both within and outside the Church; and further

Resolved: that the 239th Convention of the Episcopal Diocese of New York call on congregations in the Diocese of New York to acknowledge the fundamental injustice of caste-and descent-based discrimination, a clear human rights violation; and further

Resolved: that the Episcopal Diocese of New York engage in legislative advocacy and education to raise awareness of the pervasive nature of this human rights violation; and further

Resolved: that the Episcopal Diocese of New York charge the India Network with the preparation of an e-mail document outlining caste-and descent-based discrimination and the atrocities associated with it, such document to be distributed to all Diocesan parishes before the next Convention of the Episcopal Diocese of New York.

Explanation

Many of our sisters and brothers in this Diocese have come to us from India. They bring us personal witness to an issue currently prominent in our news media: Many of God’s children, especially women and bearers of alternative identity and preference, are subjected to horrific violence. Among the victimized are people who have for millennia lived under caste-and descent-based discrimination. These people have chosen the name Dalit for themselves. The Dalit population worldwide is estimated to number more than 260 million people.

Ours is a concern shared increasingly on an interfaith level especially by those in our churches, mosques, and temples who advocate for oppressed minorities everywhere.

Because of our long term relationship with our Christian partners in India, members of the India Network have represented our Diocese at two events in our Nation’s capital in support of the International Commission for Dalit Rights. The first was a march to the White House in the spring of 2014 and the second was an anti -caste-and descent-based conference in March 2015.”

REPARATIONS

Proposer of Resolution: Diane B. Pollard
Parish or Organization: The Reparations Committee of the Episcopal Diocese of New York
Telephone and Email: 917 328-0239; Dbpsd4u@aol.com
Title of Resolution(s): A Call to the Diocese to Commit to a Year of Lamentations

TEXT OF THE RESOLUTION(S):

Whereas, in 2006 Bishop Mark Sisk formed the Reparations Committee of the Episcopal Diocese of New York to address (a) the impact of slavery in the Diocese of New York, whether in the form of Jim Crow laws, segregation, sundown laws, redlining, wholesale imprisonment or voter representation, (b) the Episcopal Church's culpability in slavery, and (c) how to confront the prejudices that still exist and correct the systemic injustices that have continued from the time of slavery to today to harm brothers and sisters in Christ; and

Whereas, two weeks after the murder of nine people as they participated in Bible study at Mother Emmanuel AME Church in Charleston, South Carolina, the General Convention of The Episcopal Church approved Resolution 2015-C019, which provides that "the Presiding Bishop, President of the House of Deputies, Vice President of the House of Bishops and the Vice President of the House of Deputies be charged to lead, direct and be present to assure and account for the Church's work of racial injustice and reconciliation"; and

Whereas, in May 2017, *Becoming Beloved Community: The Episcopal Church's Long-term Commitment to Racial Healing, Reconciliation and Justice* was published in response to Resolution 2015-C019, calling the Church to commit to the long and difficult task of becoming the Beloved Community; and

Whereas, the Reparations Committee of the Episcopal Diocese of New York has been working on a number of the segments of the work of becoming the Beloved Community, starting with a Year of Lamentations;

[3] Resolved: that the 241st Diocesan Convention of the Episcopal Diocese of New York commit to active engagement in a Year of Lamentations beginning January 2018; and further

[4] Resolved: that our efforts center around an ongoing study of our Diocese and the history of the involvement in slavery and its old and new incarnations; and further

[5] Resolved: that the Episcopal Diocese of New York commit to active participation in the long-term efforts of The Episcopal Church to becoming Beloved Community.

Explanation

The work of reparations is part of our Christian mission of reconciliation, which "is about a return to wholeness and right relation with God and one another" (The Rev. Winnie Varghese in *Church Meets World*). Reparations is more than mere monetary compensation; it is confronting the prejudices that still exist and

correcting the systemic injustices that have continued from the time of slavery to today to harm brothers and sisters in Christ.

We believe that the seriousness of the work demands that we start with a Year of Lamentations. The first step in this process is lamenting, because even today, we are diminished by slavery and its old and new incarnations. Even today, some benefit from its lingering power while others suffer. Without recognizing a problem and lamenting it, there can be no repentance, no recognition of the need for justice, no healing, no repair, and ultimately no reconciliation. We lament the suffering caused by this scourge, and we lament the indifference our society and our church have for too long hidden behind.

Lamentation is filled with longing and rage, but mostly it is a cry of grief. And the legacy of slavery has left us so much to grieve. We grieve not only the suffering but the sin itself, for when we fail to see Christ in each other, when we fail to see and respond to injustice and suffering, we remove ourselves from Christ and die a bit in our souls.

Over the course of this year, we will have opportunities to express our lamentation, but we do this always with the awareness that it is a first step toward repentance and reparation.

SUICIDE PREVENTION ADVOCACY AND CLERGY TRAINING

Proposer of Resolution: The Rev. Robert D. Flanagan
Parish or Organization: Christ's Church, Rye
Telephone and E-mail: 914-967-1749; bflanagan@ccrye.org
Title of Resolution(s): Resolution to Propose a Suicide Prevention Advocacy and Clergy Training Resolution to General Convention

Whereas, suicide rates have increased every year for the past decade; and

Whereas, clergy are often in the frontlines of suicide prevention:

TEXT OF THE RESOLUTION(S):

[6] Resolved: that the 241st convention of the Diocese of New York propose the following: resolutions to the 79th General Convention of the Episcopal Church:

[7] Resolved, that the 79th General Convention recognize that clergy are often on the frontlines of suicide prevention; and further

[8] Resolved, that the institutions and diocesan programs that educate Priest and Deacon candidates be requested to offer 4 hours of suicide prevention education, using evidence-based trainings, for its students, and that dioceses offer similar suicide prevention training for their clergy; and further

[9] Resolved, that the General Convention request the Joint Standing Committee on Program, Budget and Finance to consider a budget allocation of \$7,500 for the implementation of this resolution; and further

[10] Resolved, that the General Convention urge local congregations to call on state and federal leaders to develop and implement strategies to increase access to quality mental health, substance abuse, and suicide prevention services.

Explanation

Suicide is the 10th leading cause of death in the United States. Military veterans comprise 18% of all suicides and studies show that members of the LGBT community have an elevated risk. It is estimated over 1.1 million suicide attempts occur each year. Suicide is, however, preventable.

The importance of Priests and Deacons was outlined in a national report from the Surgeon General. It emphasized the need to “provide training on suicide prevention to community groups that have a role in the prevention of suicide and related behaviors. Thousands of first responders, crisis line volunteers, law enforcement professionals, clergy, teachers, school counselors, individuals working in the justice system and/or in law enforcement, and others who are on the frontlines of suicide prevention should be trained on suicide prevention.”

Funding Implications

The typical maximum cost for a four-hour training session for up to 30 participants is \$750. A widely used program is safeTALK (<https://www.livingworks.net/programs>), which meets the NSSP's standards for education programs. The estimated cost to provide one program within each diocese and education institution is \$7,500. The cost would cover fees toward trainers and educational material. Dioceses and educational institutions are encouraged to seek out local chapters of the American Foundation for Suicide Prevention (www.afsp.org) for additional financial support that may be needed in covering fees and materials.

GUN SAFETY SENTENCE

Proposer of Resolution: Ms. Christine Breiner
Parish or Organization: St. Mark's Church in the Bowery
Telephone and E-mail: 212-674-6377; christine.breiner@gmail.com
Title of Resolution: The Gun Safety Sentence

Whereas, the Episcopal Church is in a position to advocate for gun safety in the home in order to reduce the risk of injury and death:

TEXT OF THE RESOLUTION:

[11] Resolved: that the 241st Convention of the Diocese of New York invite churches to add the following sentence to their Sunday bulletins:

Please insure that guns in your home are locked and secured against use by children or those suffering agonizing despair.

Explanation

The American Academy of Pediatrics in 2013 “urged pediatricians to counsel parents who possess guns that safe storage and preventing access to guns reduces injury by as much as 70%, and that the presence of a gun in the home increases the risk for suicide among adolescents.”

In response, several states passed laws forbidding pediatric programs from engaging in such discussions, or lose state funding.

The Episcopal Church is in a position to advocate for gun safety in the home, while respecting the constitutional right to own a gun. A gun safety statement in the Sunday bulletin could accomplish three goals:

1. Increase understanding that gun safety is an issue of public concern.
2. Invite discussions to affirm the Church's voice and leadership on gun safety.
3. Offer gun safety leadership to visitors who read the Sunday bulletin.

RESOLUTION AGAINST HUMAN TRAFFICKING

Proposer of Resolution: The Rev. Adrian Dannhauser

Parish or Organization: The Human Trafficking Task Force of the Social Concerns Committee

Telephone and Email: 212-689-6350; adannhauser@churchoftheincarnation.org

Title of Resolution(s): Encouraging the Use of the Code of Conduct for the Protection of Children from Sexual Exploitation in Travel and Tourism 2017

Whereas, the 240th Convention of the Episcopal Diocese of New York adopted Resolutions [4], [5], [6], [7] and [8] with respect to taking certain actions to protect child victims of human trafficking (the “Adopted Resolutions”); and

Whereas, the 241st Convention of the Episcopal Diocese of New York now wishes to submit a Resolution with respect to the Adopted Resolutions, with conforming changes, to the Deputies and Bishops of the Episcopal Church to be assembled at the 79th General Convention:

TEXT OF THE RESOLUTION:

[12] Resolved: that the 241st Convention of the Episcopal Diocese of New York [send the following Memorial] [submit the following Resolution] to the Deputies and Bishops of the Episcopal Church to be assembled at the 79th General Convention:

Resolved: that the 241st Convention of the Episcopal Diocese of New York submit the following Resolution to the Deputies and Bishops of The Episcopal Church to be assembled at the 79th General Convention: “Resolved: that, consistent with Resolution 2009-A167 of the 76th General Convention of The Episcopal Church, which “calls for the protection of all victims of human trafficking,” the 79th General Convention of The Episcopal Church support the Code of Conduct for the Protection of Children from Sexual Exploitation in Travel and Tourism (“The Code”) adopted by ECPAT (End Child Prostitution and Trafficking); and further

Resolved: that the 79th General Convention of The Episcopal Church encourage programs and ministries of The Episcopal Church to give preference to tourism companies and businesses, including but not limited to hotels, airlines, and travel agents, that have signed The Code when making arrangements for meetings and travel to meetings; and further

Resolved: that the 79th General Convention of the Episcopal Church encourage programs and ministries of The Episcopal Church to make available opportunities for advocacy and education with tourism companies and businesses, including but not limited to hotels, airlines, and travel agents, that have not signed The Code when they are used for arrangement for meetings and travel to meetings; and further Resolved: that the 79th General Convention of The Episcopal Church urge all dioceses, parishes within the dioceses, and members of The Episcopal Church to give preference to tourism companies and businesses, including but not limited to hotels, airlines, and travel

agents, that have signed The Code when traveling and to engage in advocacy with tourism companies and businesses that have not; and further

Resolved: that The Episcopal Church website make available current information on the status of companies that have signed The Code, which can be found at <http://www.thecode.org/who-have-signed/members/>.”

Explanation

The travel and tourism industry is uniquely positioned to address child sex trafficking. For example, 45% of children trafficked for sex in New York City are exploited in hotels. (Ric Curtis, et al., “The Commercial Sexual Exploitation of Children in New York City,” The Center for Court Innovation, NYC, 2008.)

Members of this industry that endorse The Code agree to:

1. Establish a policy and procedures against child sexual exploitation.
2. Train employees in children’s rights, the prevention of sexual exploitation and how to report suspected cases.
3. Include a clause in contracts throughout the value chain stating a common repudiation and zero tolerance policy of child sexual exploitation.
4. Provide information to travelers on children’s rights, the prevention of child sexual exploitation and how to report suspected cases.
5. Support, collaborate, and engage stakeholders in the prevention of child sexual exploitation.
6. Report annually on their implementation of Code related activities.

Nearly 1,300 companies have signed The Code, including Delta Airlines, Hilton Worldwide, and Uber Technologies Inc.

Supporting The Code when arranging meetings and travel to meetings would allow The Episcopal Church to continue its tradition of using its economic power to stand for justice and supporting the human rights of children.

ADOPT CLERGY COMPENSATION GUIDELINES

Proposer of Resolution: Ms. Abigail Franklin, Chair
Parish or Organization: The Human Resources Committee, Diocesan Board of Trustees
Telephone and E-mail: 212-822-7244; abigail_franklin@yahoo.com
Title of Resolution(s): Minimum Clergy Compensation Guidelines

Whereas, the 240th Convention of the Episcopal Diocese of New York adopted a resolution requiring (i) an in-depth review of the Clergy Compensation Minimums and a comparison of such Minimums with the minimums of other dioceses and (ii) a report to be made to the 241st Convention of the Episcopal Diocese of New York; and

Whereas, the Human Resources Committee of the Trustees of the Diocese wishes to propose new clergy compensation guidelines to, and for the approval of, the 241st Convention of the Episcopal Diocese of New York based on such Committee's review.

TEXT OF THE RESOLUTION:

[13] Resolved: that the 241st Convention of the Diocese of New York approve the Clergy Compensation Guidelines attached hereto as Exhibit I.

Explanation

Please refer to Exhibit I.

- Exhibit I -



The
Episcopal Diocese
of New York

Human Resources Committee

Report to the Trustees

In response to this resolution from the 240th Convention of the Episcopal Diocese of New York:

[14] Resolved: that the Clergy Compensation Minimums undergo an in-depth review and comparison with the minimums from other dioceses and a report made to the 241st Convention with Minimum Compensation Guidelines for each of the next three years, 2018, 2019 and 2020.

Section One: Clergy Compensation Task Force

Section Two: Proposed Resolution for New
Clergy Compensation Guidelines

Submitted: August 30, 2017

Human Resources Committee

Wednesday, August 30, 2017

REPORT TO THE TRUSTEES:

Section One: Clergy Compensation Task Force Report

- A task force of six (6) members of the Human Resources Committee was formed and charged with obtaining background information on analogous dioceses as the first step towards updating the Clergy Compensation Guidelines of the Diocese of New York.
- Seven (7) selected dioceses were surveyed by members of the Task Force by phone and email during March and April of this year: Massachusetts, Connecticut, Chicago, Washington (D.C.), Virginia, Pennsylvania and Los Angeles.
- An 8-question questionnaire was used as the basis for the interviews with inquiries centered on minimum clergy compensation guidelines but also asking about health insurance, equity replacement plans and continuing education.
- Results of the interview questions were summarized in the attached spreadsheet and circulated and reviewed by the Human Resources Committee at its May 24th meeting. (The Diocese of New York is included on the summary spreadsheet for comparative purposes.)

Highlights of the Task Force's findings include:

- Note: Although much of the individual clergy compensation package varies by how the compensation is “divided” and is handled in the parish’s letter of call to the priest, required levels of parish participation in addition to cash stipends are mandated and spelled out on each diocese’s website (e.g. SECA payments, pension contributions, housing/utilities, health insurance coverage and premiums).
- Guidelines: All of the seven dioceses surveyed have guidelines for minimum/recommended clergy compensation and all post them on their websites.
- Basis for Determining Minimum Compensation: Some dioceses base their minimum guidelines on years of ordained service; some on the size and income of the parishes; some on average diocesan-wide amounts that they update from time to time.
- Process for Updating Minimum Compensation Guidelines: Most dioceses have some sort of regularly scheduled process to determine needed changes and updates to the minimum guidelines. Los Angeles is the exception (guidelines not updated since 2009), but they plan to re-form a committee to do so soon. Two of the dioceses (Washington and Pennsylvania) have standing committees charged with this annual ongoing task. Other dioceses bring forth proposals at their annual conventions to update the minimums/standards when it is felt needed.

Highlights of the Task Force's findings -- cont'd:

- Health Insurance: The number and type of health insurance plans offered per diocese varies from 3 (Connecticut) to 12 (Los Angeles). All basic plan information is available via their diocesan websites with links to the Medical Trust for further details. In all cases, the parish pays at least the standard baseline plan for the priest and family, and options are available to “buy up” to “richer” plans if desired.
 - Equity Replacement Plans: Clergy can/do participate in CPG’s RSVP plan. Those in church-provided housing are especially encouraged to participate in an equity replacement plan.
 - Continuing Education: All dioceses offer, and some mandate, annual continuing education funding with a few helping to fund sabbaticals as well. (Note: The Diocese of Pennsylvania was noted for its funding resource to which priests can apply annually. This fund can also help cover the cost of supply clergy in the priest’s absence.)
- The Task Force recommends the following as the result of its work, acknowledging that some of this may already be practice but perhaps not canonically inscribed, and suggests that consideration be given to incorporating these 5 points within the appropriate place as Diocesan canon:
 1. The Human Resources Committee of the Diocese of New York should annually review and recommend updates for minimum clergy compensation with special attention to health insurance and pension changes.
 2. Clergy Compensation Guidelines (including the updating of the Minimums as needed) should become part of the annual calendar of business at Diocesan Convention and the HR committee should report to Convention on this subject regardless of whether any changes are recommended.
 3. The Office of Transition Ministry should post any new information resulting from Convention (or when mandated in-between conventions) to the diocesan website including any changes to the Minimum Guidelines.
 4. To be fair to both the priest and the congregation, parishes should consider exploring alternate methods of full compensation, such as sharing a priest/combining with a neighboring parish, in order to be able to at least cover the established minimums and to help move forward in a financially healthy manner.
 5. All priests who are in charge of a congregation should regularly participate in a ministry evaluation/review process. Other parish and associated clergy should have an annual review by the Rector.

Human Resources Committee

Wednesday, August 30, 2017

REPORT TO THE TRUSTEES:

Section Two: Recommendations for New Clergy Compensation Guidelines:

- Acknowledging that the wide geographic and economic diversity of The Episcopal Diocese of New York makes it impossible to come up with a formula that is reasonable for all parishes within its boundaries, The Human Resources Committee of the Diocese of New York recommends the following mandated minimum guidelines to ensure that our Diocese is an attractive and viable place where clergy want to establish, maintain and grow their ministries:

Note: These guidelines are the minimum requirements for each congregation. There is nothing to prevent congregations from providing compensation and benefits higher than those mandated. Indeed, the Trustees' Human Resources Committee is aware that in some circumstances, the minimum requirements may not be adequate. Each congregation is urged to review the guidelines in light of their individual circumstances (without going below the mandated requirements).

Clerics and lay leaders of congregations who are negotiating a compensation package for a newly called priest, or making changes to an existing package, are urged to consult with the diocesan Office of Transition Ministry to ensure that the package is calculated in accordance with these guidelines and with all relevant laws and regulations.

Section A. Mandated Compensation, Benefits and Associated Expenses:

Pursuant to the following requirements mandated by Diocesan Convention, each congregation within the Diocese of New York shall provide the following compensation with benefits to each clergy person who work 20 hours or more per week and meet the Internal Revenue Service (IRS) criteria for employees (see Treasury Reg. Sec. 31.3401(6)(b), provided no congregation shall employ any person not eligible to work in the United States. The following requirements are mandated by convention, and apply to all full time clergy and clergy working 20 hours or more

1. **Annual Stipend:** The annual stipend shall be no less than those amounts listed on the attached Schedule I. Stipend minimums should be figured proportionately for clergy working part time.
All clergy receiving compensation are to be issued a W-2 form for tax purposes.
2. **Housing:** Congregations shall either (a) provide housing or (b) pay a housing allowance, which shall not be less than 50% of the cleric's annual stipend. No congregation shall be excused from providing this benefit (i.e., either (a) housing or (b) a housing allowance of not less than 50% of the cleric's annual stipend) because housing is provided to the cleric from another source. See Schedule III for computation of church-provided housing.

3. **Reimbursement of self-employment Tax Liability:** Each congregation shall reimburse the cleric's self-employment tax liability in the amount of 50%. See Schedule III for computation of self-employment tax reimbursement.
4. **Health Benefits** (Further details and information are available from the Diocesan Benefits Coordinator.) Clergy working 1,000 hours per year or more and are receiving a W-2 are provided Medical and Dental Coverage as follows:
 - Single coverage with an employee contribution of 1% of the premium for the basic plan.
 - Employee + 1 coverage with an employee contribution of 2% of the premium for the basic plan.
 - Family coverage with an employee contribution of 3% of the premium for the basic plan.

Clergy may choose to participate in a plan offered by The Medical Trust other than the basic plan. In the event the other plan's premium exceeds that of the basic plan, the clergy person will be responsible for any excess premium.

Clergy working and paid less than 20 hours per week (less than 1,000 hours per year) may participate in The Episcopal Church Medical Trust at their own expense. Employers are encouraged to assist them with the cost of purchasing health insurance either through the Episcopal Church Medical Trust or on a marketplace exchange.

5. **Parental Leave of Absence:** Congregations shall provide their clergy, both female and male, with a paid leave of absence in conformity to New York State law.
6. **Pension:** Every cleric receiving compensation must be enrolled in the Church Pension Fund and the congregation must accurately report the compensation and pay the pension assessment.
7. **Vacation:** Congregations shall give their clergy one month, including five Sundays, of paid vacation each year. Vacation time does not accrue, and must be used in the year it is earned.
8. **Travel:** The congregation shall provide the cleric with a mileage (plus tolls, etc.) reimbursement, after receiving from the cleric adequate documentation, based on the current IRS figure.

AND

The congregation shall provide the reasonable and necessary costs of transportation for travel for required church business, including trips to the seat of the Diocese, after receiving from the cleric adequate documentation of such costs.

9. **Continuing Education:** Annual time allotted by each congregation to its clergy for continuing education shall not be less than ten days, and expenses shall be a distinct budget line, set at a minimum of \$750. The benefit is to be used only for continuing education (and is not to be used in pursuit of any other purpose or as additional cash stipend). Time not used in one year is not to be carried over; however, money not used in a given year is to be set aside in a special account, and may be used in future years as needed (up to three years), either for continuing education or to help fund the cleric's sabbatical. Any such funds carried forward do not reduce the congregation's obligation to budget \$750 in continuing education funds in each and every year.

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10. **Moving Expenses:** All congregations shall pay a specific dollar amount for the moving expenses of newly called clergy. The exact amount must be negotiated between the congregation and the cleric, and included in the Letter of Call. The Office of Transition Ministry of the Diocese is available for advice on this issue.
 11. **Letter of Call:** Every congregation that calls a cleric must issue a Letter of Call. Templates for Letters of Call are available online and from the Office of Transition Ministry.
 12. **Disability Insurance and Compensation Continuation in the Event of Disability:**
Congregations shall either continue full compensation for up to six months of medically certified disability or they shall indemnify themselves against this exposure by purchasing short-term disability insurance that replaces at least 70% of pension base compensation for a minimum of six months. The Income Replacement Plan offered through the Church Life Insurance Corporation, which replaces 70% of pension base compensation for up to 12 months of disability, is strongly recommended. It is further recommended that payment of the premium be handled so that any benefit collected is non-taxable.

Congregations shall continue medical, dental and pension benefits for up to six months of medically certified disability.

As soon as it appears that a disability will be continuous and total, the cleric should apply to the Church Pension Fund for a disability retirement. While not obligated to continue compensation and benefits after six months of disability, congregations are urged to make a cleric's transition from active to disability retiree as smooth as possible.

Because disability pensions will not fully replace current income, it is strongly recommended that clergy serving congregations consider, as part of their personal financial planning, obtaining long-term disability insurance through an organization such as Church Life.

Section B. Other Items Strongly Urged by Convention:

1. **Stipend Increases:** An annual review of the cleric's total, annual compensation is strongly urged.
2. **Equity Replacement:** When housing is provided, each congregation is strongly urged to offer a plan for equity replacement, which is to be no less than 3% of what the cash housing allowance would be. This amount must be matched by the cleric, and is invested in a 403b tax deferred annuity.
Life Insurance: While the life insurance provided to all active clergy enrolled in the church pension plan meets the minimum requirement, each cleric and congregation should review the adequacy of this coverage.
3. **Surviving Dependent Housing:** Every congregation is strongly urged to provide short term housing of the dependents of a deceased cleric (e.g. 30-90 days).
4. **Sabbatical:** A sabbatical is strongly urged for all clergy since it benefits both them and the congregations they serve. (This is under further study by the Committee and Bishop).
- 5.

SCHEDULE I. CASH STIPENDS:

<i>Ordained to priesthood less than 3 years:</i>	<i>\$44,075 as of 1/1/2018</i>
<i>Ordained to priesthood more than 3 years but less than 10 years:</i>	<i>\$49,098 as of 1/1/2018</i>
<i>Ordained to priesthood more than 10 years:</i>	<i>\$49,610 as of 1/1/2018</i>
<i>Ordained to priesthood more than 15 year(s):</i>	<i>\$56,170 as of 1/1/2018</i>

SCHEDULE II. TRAVEL MILEAGE REIMBURSEMENT

The Diocese uses the guidelines set forth by the Internal Revenue Service (IRS) for reimbursement of travel mileage by Diocesan employees.

SCHEDULE III:

1. Calculation Formula for Total Value of Compensation to be assessed by Church Pension Group:

Note: The following is an extract from The Church Pension Fund Handbook - “*A Guide to the Way the Fund Works for You*”, published and distributed by the Church Pension Fund and available free to all congregations. 800-223-6602.

The Canons (national) require every Church engaging the services of a priest to pay an assessment based on the clergyperson’s compensation. This applies to full-time, part- time, supply or interim work that continues for at least three consecutive months and where the priest receives \$200 or more per month for other than reimbursement of travel expenses.

- **Assessment rate:** The assessment rate is 18% of annual compensation. For pension purposes, Compensation consists of cash stipend, utilities and housing, as defined below.
- **Cash Stipend:** The amount of money paid the priest, including bonuses and any part of the Social Security tax which is reimbursed, but excluding occasional fees and allowances for travel.
- **Utilities:** The allowances paid to the priest to cover the cost of utility bills (such as electricity, fuel, etc.) or an approximation of the annual amount of utility bills, if paid by the congregation.
- **Housing:** If rent-free living quarters are provided, housing is assumed to be equal to 30% of the combined total of cash stipend, plus utilities, plus Social Security, if provided.

If, however, a housing or rental allowance is provided, housing would be the greater of the actual allowance or the assumed 30% figure. If both room and board are provided, housing is assumed to be equal to 40% cash stipend, plus utilities.

If a priest is receiving Compensation from more than one Church unit and one source provides housing, each source is assessed for a share of the housing.

Note: Retroactive changes in compensation may not be made for periods dating back more than two calendar years without the Pension Fund’s Trustees approval, and only if unusual circumstances are found to exist.

2. Social Security/Self Employment Tax

The Department of the Treasury, Internal Revenue Service (IRS) publishes Publication 517 Social Security and Other Information for Members of the Clergy and Religious Workers. This publication can be obtained at no charge by calling 1-800-TAXFORM (1-800-829-3676).

The following is an excerpt from Publication 517:

“To figure ... net earnings from self employment, include in gross income:

- Salaries and fees for your qualified services,
- Offerings you receive for marriages, baptisms, funerals, masses, etc.
- The value of meals and lodging provided to you, your spouse, and your dependents for your employer’s convenience, and
- The fair rental value of a parsonage provided to you (including the cost of utilities that are furnished) and the rental allowance (including an amount for payment of utilities) paid to you.

If a church pays any amount toward your income tax or self-employment tax, other than withholding the amount from your stipend, it is income to you. You must include the amount in your gross income and self-employment income.”

Note: for “Social Security” purposes, clergy are considered “self employed.” For “income tax” purposes, clergy are considered “stipend employees” and should receive a W-2.

Additional Resource:

Church Law & Tax Report: Church & Clergy Tax Guide
Richard R. Hammer, J.D., LL.M., CPA

Published by:

Christian Ministry Resources
PO Box 2301
Matthews, NC 28106
(704) 841-8066
(704) 841-8039 (Fax)

TALLY SHEET

DIOCESE OF NEW YORK ELECTIONS 2017

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

A	STANDING COMMITTEE					
CLERGY CLASS OF 2021 - ELECT ONE						
	TOTAL VALID BALLOTS CAST					
	BALLOTS NECESSARY TO ELECT					
	The Rev. Charles Kramer					
	The Rev. Carla Roland-Guzman					

B	STANDING COMMITTEE					
LAY CLASS OF 2021 - ELECT ONE						
	TOTAL VALID BALLOTS CAST					
	BALLOTS NECESSARY TO ELECT					
	Joseph Lipari, Esq.					
	Ms. Tina Pinckney					

C	COMMITTEE TO ELECT A BISHOP					
CLERGY CLASS OF 2018 - ELECT ONE						
	TOTAL VALID BALLOTS CAST					
	BALLOTS NECESSARY TO ELECT					
	The Rev. Canon William Derby					

D	COMMITTEE TO ELECT A BISHOP					
LAY CLASS OF 2018- ELECT ONE						
	TOTAL VALID BALLOTS CAST					
	BALLOTS NECESSARY TO ELECT					
	Ms. Robin Newman					

TALLY SHEET

DIOCESE OF NEW YORK ELECTIONS 2017 continued

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

E	TRUSTEES OF THE DIOCESE
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CLASS OF 2018 - ELECT THREE

TOTAL VALID BALLOTS CAST					
BALLOTS NECESSARY TO ELECT					

The Rev. Katharine Flexer					
The Rev. Carol Gadsden					
Ms. Susan Heath					
Ms. Sharee Melton					

F	DIOCESAN COUNCIL
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CLASS OF 2020 - ELECT SIX

TOTAL VALID BALLOTS CAST					
BALLOTS NECESSARY TO ELECT					

The Rev. Audrey Bailey					
The Rev. Luis Barrios					
Mr. Anthony Bonilla					
Mr. Donald Bookal					
Mr. Earl Francis					
Ms. Yvonne O'Neal					
The Rev. Cynthia Stravers					

TALLY SHEET

DIOCESE OF NEW YORK ELECTIONS 2017 continued

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

G	ALTERNATE DEPUTIES TO GENERAL CONVENTION & PROVINCIAL SYNOD
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CLERGY CLASS OF 2018 - ELECT FOUR

TOTAL VALID BALLOTS CAST						
BALLOTS NECESSARY TO ELECT						
The Rev. Nils Chittenden						
The Rev. Canon Roy Cole						
The Rev. Dr. Pierre Andre Duvert						
The Rev. Dr. Kris Lewis-Theerman						
The Rev. Michelle Meech						
The Rev. Adolfo Moronta						

H	ALTERNATE DEPUTIES TO GENERAL CONVENTION & PROVINCIAL SYNOD
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LAY CLASS OF 2018 - ELECT FOUR

TOTAL VALID BALLOTS CAST						
BALLOTS NECESSARY TO ELECT						
Mr. Stuart Auchincloss						
Mr. Donald Bookal						
Ms. Carla Burns						
Ms. Louise Hannibal-Boyce						
Brother Luis Hernandez-Rivas, OSF						
Ms. Elisabeth Jacobs						
Ms. Millicent Johnson-James						
Ms. Diane Pollard						

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

Diocesan Investment Trust
1047 Amsterdam Avenue
New York, NY 10025

DIT Report to the 241st Diocesan Convention
November 2017

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 Strategic Solutions 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, 2017, the DIT oversaw \$81.8 million on behalf of more than 212 trusts and entities throughout the Diocese.

Of the \$81.8 million, \$32.4 million (40%) represented various trust accounts (TEP), \$34.5 million (42%) voluntary investments by parishes and institutions throughout the Diocese, and \$14.9 million (18%) was invested on behalf of parishes in the PEMS program.

The DIT Fund year-to-date return as of June 30, 2017, was 8.5%, and the custom blended policy benchmark return was 6.8%. Annualized performance measured from the inception of our relationship with Commonfund (April, 2009) through June 30, 2017 was 8.8%, in line with the custom blended policy benchmark return of 8.3%. These performance figures are net of all fees paid to Commonfund but do not reflect the deduction of DIT administrative expenses of approximately 0.2% (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, 2017 month end, capital entrusted to the DIT was allocated 58.9% to stocks, 21.5% to bonds & cash, and 19.6% 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. Importantly, DIT became a signatory in June 2017, to the United Nations Principles for Responsible Investing (“UN PRI”) and is actively engaged in efforts to deepen the philosophy on sustainable investing in perpetual pools. Commonfund, also a signatory to UN PRI is assisting DIT and other clients and investment managers seeking to integrate ESG factors into their investment portfolios. As of June 30, 2017, DIT’s exposure to securities affiliated with the coal industry was 0.2% of its total portfolio as measured across all asset classes.

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

Established September 27, 1877

Report for Diocesan Convention
Commission on Ecumenical and Interfaith Relations
Diocese of New York
Cathedral of St. John the Divine
November 11, 2017

The Commission on Ecumenical and Interfaith Relations had an active and productive year. Its membership has increased with the addition of the Rev. CK Melton, the Rev. Susan Anderson-Smith, and the Rev. Charles Mayer. The Commission continues in its historic charge of maintaining ongoing communication and conversation with the Roman Catholic Archdiocese of New York, the various groups in the Christian Orthodox community, the United Methodist Church, the Muslim community, the Jewish community, and the New York State Council of Churches.

The Commission's year was highlighted by its February Clergy Education Day "Preaching the Just Word" at the Church of the Heavenly Rest. In that program noted scholars provided to a group of eighty-six Diocesan clergy current theological and biblical insight into the ways Jews and Judaism have been portrayed in the New Testament and in the passion narratives in particular. Speakers for that occasion were the Rev. Dr. Bruce Chilton of Bard College, Dr. Mary C. Boys of Union Theological Seminary, and Rabbi David Sandmel, Ph.D., Director of Interfaith Affairs of the Anti Defamation League. Special thanks for those involved in this highly productive and informative day go to the Rev. Matt Heyd and his staff at Heavenly Rest, Nick Richardson of the Diocese who helped disseminate information about the event, the Rev. Susan Auchincloss and the Rev. Rhonda Rubinson members of the Jewish Christian Dialogue of the Commission who helped plan the event, and Ms. Dana Patton who was of great assistance in the practical implementation of the program.

Other important interfaith engagement was carried out with the Muslim community through the leadership of the Rev. Massud Syedullah. Dr. Nicholas Birns maintains an active conversation with the leadership of the United Methodist Church.

Our Diocesan contact is maintained through Bishop Mary Glasspool whose enthusiasm and learning animate our ongoing life and work.

The Rev. Stephen Holton is the recording secretary for the Commission. His minutes are always up to date and provide a complete record of our activities.

For the next year our plans and hopes include increasing our membership, following up on our February Clergy Education Day with a trip to the Holocaust Museum, developing programs for teaching about our constituent faith groups for local parishes, bringing together local faith groups for shared education and prayer, examining a potential role for the Commission in seminary education, and the establishment of an active linkage with those engaged in Ecumenical and Interreligious Ministries of our National Church.

The Reverend Joe Campo stepped down as Chair of the Commission this year after a period of sure and certain leadership. His stewardship of this office and that of his predecessor the Rev. Dr. Paul Clayton have been exemplary. Their and the Commission members' work demonstrate the dedication of the Diocese of New York to the religious and spiritual life of this great world city and the populations surrounding it.

Submitted by
The Rev. Curtis W. Hart
Chair

Artwork, editing and production by Sara Saavedra since Calendar of Business 2008



Gordon Escaped Slavery 1863.
(Wikipedia)



“Migrant Mother”
- By Dorothea Lange

“I
was
a stranger
and
you
invited
me”

(Matthew: 25:35)



Aylan Kurdi, Middle Eastern Refugee on a Turkish Beach – 2015.
His Father says, “I want the whole world to see.”
– www.bullfax.com



Chief Joseph of The Nez Perce.
(Wikipedia)

“When
a stranger
sojourn with you in your
land,
you shall not do him
wrong.
You shall treat
the stranger
who sojourns
with you as
the native among you,
and you shall love him
as yourself,
for
you are
strangers
in the land of Egypt:
I am the Lord your
God.”

(Leviticus 19:33-34)

“Sacred Stone Camp at Standing Rock, 2016.
- By Tony Webster, Flickr



Latin American migrant farmworker – today.
popularresistance.org



Fence Where Matthew Shepard, A Gay Man, Was Killed – 1998.
(Blogskusp.Org)