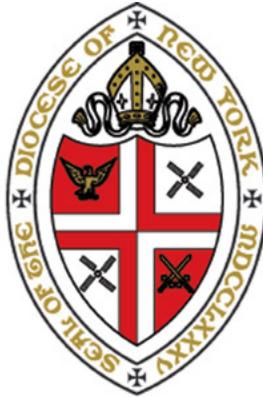


JOURNAL OF THE CONVENTION

The Diocese of New York of the Episcopal Church
Cathedral Church of St. John the Divine, New York
November 11, 2017



THE EPISCOPAL DIOCESE OF NEW YORK

The next meeting of the Convention of the
Episcopal Diocese of New York will take place
on November 9 and 10, 2018
at the Crowne Plaza Hotel in White Plains, New York

241st Convention

The Episcopal Diocese of New York

“Welcome the Stranger. Stand with the Vulnerable”

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

“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)

Artwork, editing and production of Journal by Sara Saavedra

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THE JOURNAL OF CONVENTION

JAMES A. FORDE, SR.: Good morning. We are about to start our convention. Please rise for the Bishop of New York.

BISHOP: The Convention will please come to order. The 2018 Convention will be held on November 9 and 10 at the Crowne Plaza Hotel in White Plains New York.

I call on the Chaplain, the Rev. Loyda Morales, to lead the opening prayer.

THE REV. LOYDA MORALES: Leads Opening Prayer

Good morning to all. Buenos dias a todos. The Lord be with you. El Señor esté contigo.

Eternal God: We thank you for this Diocesan convention where we come together as the Body of Christ. Incline our hearts to be a reflection of your love to all humanity, especially in times of natural disasters. Exodus from war torn country, acts of violence and hatred that affect the deepest fiber of our being.

May we continue serving our multi cultural neighbors and you communities in this Diocese and New York and beyond by welcoming the stranger and building relationships of love, justice and hope. We ask you this, through your Son, Jesus Christ, our Lord.

Amen.

Dios eterno: Te agradecemos por esta convención diocesana donde nos reunimos como el Cuerpo de Cristo. Incline nuestros corazones para ser un reflejo de su amor a toda la humanidad, especialmente en tiempos de desastres naturales. Éxodo del país desgarrado por la guerra, actos de violencia y odio que afectan la fibra más profunda de nuestro ser.

Que podamos continuar sirviendo a nuestros vecinos multiculturales y a las comunidades en esta Diócesis y Nueva York y más allá dando la bienvenida al extraño y desarrollando relaciones de amor, justicia y esperanza. Te lo pedimos a través de tu Hijo Jesucristo, nuestro Señor.

Amén.

CONGREGATION: Amen.

BISHOP: Please be seated. Mr. Secretary, is there a quorum present?

FORDE: Yes, there is.

BISHOP: Having confirmation that we do have a quorum, it is now required of me that I inform you of any parishes which have been declared in default for not being in compliance with Canon 17, sections 6 and 7. This is the canon that requires each parish to be current in the payment of their calculated Apportioned Share. Further, each parish is provided to provide my office with a copy of their audit, parochial report, clergy compensation figures and proof that insurance on parish owned property is in place in order for any parish to be declared in default it would have been necessary for me to present a list to the trustees for their consideration and action. I have not presented such a list for the trustees this year. I have not because the requirements have changed in 2017 and we did not send out sufficient notice to parishes of the requirements regarding proof of insurance coverage. Thus, I would now have to declare every parish in the Diocese in default

(Laughter)

. . . and read everybody out; and then immediately adjourn the Convention.

(Laughter).

I am you sure you can do other things with your day, but some of you drove a long way to get here. Therefore, no parishes have been declared in default and thus every parish is entitled to both vote and voice at this convention. However, this requirement was a specific directive of the Strategic Plan and I will not long ignore it. In 2018 I will be instructing my staff to collect the data as required in Canon 17, Canon 17, Sections 6 and 7, I will give the information to the Trustees and say these parishes are in default, not in compliance with the canon; those parishes will be able to seat and voice at the next convention but not be eligible to vote.

I declare the 241st Convention of the Diocese of New York opened.

I call on James Forde to introduce persons sitting on the dais and outline the Convention schedule and voting procedures.

FORDE: The persons sitting on the dais are Bishop Dietsche, Bishop Shin, Bishop Glasspool, Chancellor George Wade, Treasurer Sister Faith Margaret.

I would like to announce that the following persons will serve as Assistant Secretaries of Convention the Rev. Carla Roland Guzman and Mrs. Kay Grant.

If you have not checked your coat, please do so to free up space.

The restrooms in the Cathedral are located on the north side, to your left. There are additional restrooms in the undercroft.

Let me briefly review the schedule with you. A copy of this schedule is included in the Calendar of Business. As noted on the schedule, the convention times except for the start of registration are subject to change.

After the report of the Committee on Credentials, we will hear from Sanders Davies, Inspector of Elections, who will give the instructions for electronic balloting. Then we will hear Bishop

Dietsche's address, followed by the Resolutions emanating from the Bishop's address.

Next, we will receive instructions on the use of the electronic voting devices and then conduct the first ballot of the day.

At approximately 10:15 a.m we will hear the Credit Union Report, followed by the Episcopal Charities Report. Then we will hear Dean Daniel's Cathedral Report followed by Bishop Shin's Report. We will then hear the results of the first ballot and get instructions for the second ballot.

Then Bishop Dietsche will present the Bishop's Cross Awards. Followed by instructions for Service and Lunch.

At 12 Noon we will celebrate the Holy Eucharist.

We will resume at approximately 2:00 PM and hear Bishop Glasspool's Report followed by the Announcement of New Clergy. Then we will hear the report on the second ballot and get instructions for the third ballot if needed followed by the Report from the Resolutions Committee

At approximately 2:20 PM, we will hear the Assessment Budget Report. Followed by introduction, discussion and voting on the resolutions included in the Calendar of Business. This will be followed by the results of the third ballot if there is one. Then the Bishop will commission those elected and at approximately 4:00 PM Convention adjourns.

If you are a voting delegate, you have received an electronic device for casting your votes. Instructions on how to use this device and how to cast your electronic vote will be given by the Inspector of Elections before proceeding to vote. Please be sure to handle this device with care and keep an eye on your device at all times. If the device is not returned or is damaged, your parish will be charged \$400 per device. You will use the voting device for the election of offices and to vote on the resolutions. There are no voice votes.

We know that many of you will want to speak on the resolutions. Therefore, we propose a time limit of three minutes on one's first comments on a resolution, with a minute for that same person's one-time only additional comments on the same resolution. A warning bell will be sounded when there is still one-half minute to go. Please be respectful of the allotted time.

When you come to the microphone and before you make your statement, please identify yourself by clearly stating your name and congregation.

The Baptistery has been reserved for prayer and meditation.

St. Martin's Chapel is reserved for the Resolutions Committee.

Please remember, all amendments must be handed to the secretary in writing immediately after you have made your motion.

And at the close of Convention, as you leave, please return the nametags holders.

I have a special announcement: In connection with the Theme of this Convention a Chapel of the Stations of Suffering is located in the Nave and in front of it, there are the Stations of Redemption represented by the various diocesan ministries. Please visit the Chapel and Diocesan Ministries Exhibitors' Booths during the breaks.

Finally, I am instructed by the Secretary of General Convention (GC) to inform you of three proposed changes to the Constitutions and Canons of the Episcopal Church. These changes were given their first reading at the 78th General Convention and will be voted on at the 79th General Convention to be held in Austin, Texas in July 2018.

This is for your information only, but if there is any member of this Diocese who objects to these changes being approved by GC, now is the time to bring your concerns to any member of the deputation from this Diocese to GC. I am sure that at one of its regular meeting prior to arrival in Austin, the deputation will review the concerns raised and decide what action could be taken if in agreement with the concerns raised.

A copy of these proposed changes was handed to you at your registrations stations when you picked up your voting device.

BISHOP: Thank you, Jim . I now call on Catherine Skopic to give the report on Credentials.

CATHERINE SKOPIC: Bishop, I am pleased to report to the Convention that there are 181 Clergy Delegates and 197 Lay Delegates seated on the floor of Convention.

BISHOP: Thank you, Catherine.

I ask the Secretary to send greetings from our Convention to the following:

Bishop Michael Curry
The Archbishop of Canterbury
Bishop Sisk, the XV Bishop;
Bishop Grein, the XIV Bishop
Bishop Roskam, the Bishop Suffragan

BISHOP: As is our custom, the Convention Bible is open to the first chapter of John:

“In the beginning was the Word . . .”

The Bible this year is displayed right where Jim Forde is standing. The selection of a Bible is usually done on the counsel of Wayne Kempton, Archivist. The Bible he brought this year is especially of note and interest. I commend it to you. I will say this about it:

In 1928 William Thomas Manning, Bishop of New York asked the Director of the American Church Institute for Negroes to bring this great work of our Church before us once again in the Diocese. Founded in 1906 here in New York by Bishop David Hummell Greer, the ACI was not a single Institution, but rather the union of schools for negroes in the South under the auspices of the Episcopal Church. Bishop Greer felt that as compared with the great need there was disappointment because the church had not responded more generously during his tenure. Bishop Manning meant to address just that.

On March 12, 1928, he engaged Carnegie Hall for a Mass Meeting so that all might hear the story of this great work and be moved to contribute. By all accounts the meeting was a success. As the meeting ended Bishop Manning was presented with an engraved Bible for use at the Cathedral, given by the students of the nine schools represented in this organization “as an Appreciation of the Interest of the Bishop and of the Diocese of New York in Christian Academic, Industrial and Vocational Education and Training for the Negroes of the South.” It is this Bible you see today, its once elaborately engraved cover worn in outward appearance. The names of these nine schools and the dedication remain intact inscribed on the back-side of the cover. The Bible itself, printed in 1903, is the version authorized by the General Convention to contain Marginal Readings authorized by the same.

During the break, go look at it.

The Right Reverend Andrew ML Dietsche Address

Grace to you, and peace, from God our Father and the Lord Jesus Christ. It is a joy to welcome you to this 241st Convention of the Diocese of New York, my fifth as your Bishop, and as always it is a moving and wonderful thing to see our diocese of 200 parishes, from the three very different boroughs of New York City the Bronx, Staten Island and Manhattan to the vast upstate country that runs through the suburbs and exurbs of Westchester and Rockland, through the mountains and forests of Putnam, through the farms and small towns of Dutchess and Orange and Ulster, through the more remote mountain congregations of Sullivan.

And through it all runs the majestic Hudson River, with its long vistas and historic river cities, and the rolling Catskill Mountains full of bears and eagles. And everywhere you will find the Episcopal Church: Keeping the faith, making our witness to the love of God for all people through our Lord Jesus Christ, ministering to the people of God, and continuing to carry the precious light of these blessings down through the generations. Trying. Doing our best. Saying our prayers.

Four days ago, Bishop Mary Glasspool and I returned to New York from visiting the Diocese of Central Tanganyika. This was our first visit. We have in this diocese and our parishes a multitude of amazing mission ventures, but we all know that the most significant mission partnership which the diocese itself has had in a very long time was the Carpenter's Kids program jointly created by Cathy Roskam, our former Bishop Suffragan, and Mdimi Mohogolo, the former Bishop of Central Tanganyika. It moved me deeply to be in Dodoma last week and see a picture of our own dear Cathy next to a picture of Mdimi celebrating this important work. About the time that I was coming on board as bishop, Bishop Mdimi advised us that that program as it existed was coming to the end of its course and it was time to sunset it. Which we did. We asked parishes to honor their existing commitments to the children, but we did not look to establish new links. So shortly after I came into this office Mdimi came to see me and asked me to come to Central Tanganyika. Let's look together at the future. I said I would, but that I would plan that visit to coincide with the celebration of his coming retirement. And then in the providence of God, quite tragically, instead of retiring, Mdimi died. It was one of the great privileges and honors of my life to stand at the great man's grave last week beside their cathedral, and pray my respects.

It was, however, my hope that we would be able to find with the new bishop a path forward to continue our mission partnership. What we had had been so good. And most importantly, through Carpenter's Kids we had built and strengthened important personal relationships between people in the villages of Central Tanganyika and people in the parishes of New York. I felt strongly that those relationships could be the foundation for whatever was next to come. So in 2014 their diocese elected Dickson Chilongani to be the sixth Bishop of Central Tanganyika, and after a bit he found himself in America and came to see me. Over the next couple years we spent three significant meetings together, all of them here in New York, some coinciding with family trips to settle their son Idimi into his studies upstate at Cornell. The final meeting took place here in the Spring, and I asked Bishop Mary now to join me in these conversations,

as she had come aboard now and been given oversight of our missions portfolio. Dickson told us we needed to come and see with our own eyes, and we said yes.

What we had been learning from Dickson over these several years was that his own vision for the diocese had everything to do with sustainability: agricultural and environmental. And all of his first work as bishop has been in support of this. The traditional base crop of the farmer in central Tanzania was millet. It grows well in a semi-arid climate, it provides food for the farmer and a reliable cash crop. However, beginning some decades ago, western agricultural interests came to Tanzania and convinced the farmers to grow corn, or maize, instead. Which they did. I guess everybody likes corn better than millet to eat, and it was a lucrative crop when sold, but it is not sustainable in that area. It requires far too much water, and so the time since then has been one of regular crop failures. Dickson, a farmer himself, has planted demonstration acres in a variety of forms of millet to teach farmers again what their grandfathers knew: how to grow millet, but also now how to employ good conservation principles like no-till farming and drip irrigation. More millet and less corn is key to the bishop's vision of agricultural sustainability for the villages.

His second focus has been on reforestation. On the sides of mountains you see vast swaths of bare land where every tree has been removed, all of it secretly, illegally, and under cover of night. Pretty much everything that can be burned is being cut down and turned into charcoal. One night we returned to Dodoma late and in the dark, and all along the highway we would see shadowy figures emerge from the darkness ahead of us and slip past us like ghosts as we sped by. Men on bicycles and motorcycles, with four, five or six twenty-or-thirty gallon bags of charcoal loaded on their backs and bikes, smuggling them into the city to sell in the markets. One after another after another. But Dickson said that the villagers do not understand the tree-to-cloud connection in the making of rain. They don't know that water moves in a sky-to-ground-to-sky loop and that trees are critical to that. So the rain has stopped. And a semi-arid land is becoming drier. Now Dickson has asked every village to plant 100 trees. Environmental sustainability. I was talking one day with Canon Hilda Kabia, Principal of Msalato Theological College, about a trip she made to America and New York. What most interested you, I asked. Wistfully, wonderingly, she said, "...so many trees." Yes. So many trees, and so few.

And then there was a third piece. Ibihwa Vocational School. Through Carpenter's Kids we gave good primary school educations to over seven

thousand children. Many of them have gone on to secondary school, and many are on their way to university. But there is a large group of students whom we committed to and provided for, but in the end could not get high enough test scores to get into secondary school. For them there was nothing but to return to the villages with no prospects. Ibihwa Vocational School was created to provide good training in skills that have proven market value. For girls there is tailoring, and for boys metal and wood working. And they can point to students who had good foundations through Carpenter's Kids, came through Ibihwa, and now have shops and businesses in Dar es Salaam and Dodoma. Successes. They also provide good theological education in Swahili for the training of lay catechists on whom the church in Tanganyika depends even more than on their clergy. For confirmation education, for weddings and funerals, for pastoral care. Bishop Dickson asked us back in the spring for some help right now for Ibihwa, which we were able to put together.

So when we left for Central Tanganyika it was with a check in hand for the school, and with readiness to see how this very large vision of sustainability could be shaped for our participation. Oh my God what a beautiful country. It combines majestic natural beauty with what may be the best people in the world. And coursing through this natural bounty is the Anglican Church, the Diocese of Central Tanganyika, with 265 parishes and 700,000 people. On our second day in the diocese we were at Ibihwa, and began making the connections. Here was where the children from Carpenter's Kids were moving on into higher training and being equipped to support the future sustainability of their villages. We saw them and met them. Our own mission kids all grown up. The school has a good farm, operating on a shoestring, but using the best modern agricultural principles of environmental conservation. Here the students are trained and educated, and farmers from villages are brought in to be taught and formed, that they may become the teachers of others back home. There was nothing about Ibihwa Vocational School that we didn't love.

Two days later we sat in a round table discussion with church leaders and academics to talk about what a mission program of sustainable development might look like. And we began to see a form of partnership take shape that would definitely include strong New York involvement with Ibihwa, but be really centered on parish-to-village partnerships, growing from the existing Carpenter's Kids friendships, but built now around specific sustainability packages. These packages would include four components: the re-introduction of millet farming – agricultural sustainability. The planting of 100 mango trees – environmental sus-

tainability. The planting of five acres of grape vines – economic sustainability. And the training of farmers in principles of conservation farming.

Bishop Mary and I are convinced that this is the next natural step from Carpenter’s Kids – it is evolution – and represents a broad and far-reaching vision for our own mission purposes and for Tanganyika and its villages. I’ve spent a lot of time this morning talking about this, and there is a reason for that. Following this convention we will be looking to form a steering committee of people who may see a calling or a passion for this work, to come together to work out the model of how this mission partnership might be structured and what would be asked of partner churches. To name it. To give substance to an idea, and then to go to Central Tanganyika in late winter or early spring, with invitations to parishes to commit by summer or fall. We think we can launch this second chapter of Carpenter’s Kids in 2018. God richly blessed Carpenter’s Kids and seven thousand children, and we got blessed too hallelujah. And we believe we’re ready to do that again. Time to get excited about mission.

We are going to have a deficit budget. Don’t get excited about that. In late August I was still on vacation up in the Catskill Mountains and was asked to join a conference call with the chairs of our budget and finance committees and the principals of our business office. And they laid out for me the very bad news that we were facing what appeared at the time to be a crippling deficit for at least two years. I remember that I was hearing projections like “more than a million dollars.” That woke me right up. Over the next hour or two they laid out the background behind the deficit. A big piece of it was not news. There were some financial deficits rolling over into this year that were known and understood. There were also mistakes. I had asked for a twenty thousand dollar line item and everyone had heard it as two hundred thousand dollars. Which I guess maybe I had said, but it sure wasn’t what I meant. That was an easy fix. But beyond that were hundreds of thousands of dollars of deficit spending that we didn’t at that time understand.

We were also aware that our own canons require the publication of the budget so far before the convention that the deadline was looming and we could not possibly meet it. So instead of a budget, Diocesan Council and Diocesan Trustees got letters instead explaining that we weren’t prepared with a budget yet. We hated doing that. But we were absolutely committed to having a budget in your hands before you arrived here today. From that late summer phone call some very hard, difficult and important work was

done by some exceptional people.

And here I want to stop and name them. Father Matthew Mead has chaired our Budget Committee now for a number of years. He is excellent, as you know, from receiving his reports each year at this convention. Mr. Bill Wright, a member of Saint Thomas Church and the Trinity Wall Street Vestry, chairs our Finance Committee. An extraordinarily adept person of wisdom and insight and a rich sense of humor. One of the provisions of the Strategic Plan now has each of them serving on the other's committee, and that partnership and transparency between budget and finance is part of what allowed problems to be seen this year that might not otherwise have been. George Wade has served as Chancellor to three bishops and is our interpreter of the Constitution and Canons of the Episcopal Church. Sister Faith Margaret has been Treasurer of this diocese for some years, and is attentive and scrupulous and when she needs to she holds our feet to the fire. I introduced Esslie Hughes at this convention last year, as our new Chief of Operations and Finance. Since then she has assembled a tremendous team around her. Both the offices of Controller and Accounting Manager had become vacant, and they were filled in the last year by Masiel Jordan and Karin Almquist, respectively, and I would like to introduce them now, if they will rise. And now if all you who I have named will rise and be recognized.

Thank you. In the short time that this team has been working together it has become manifestly clear that we may have a staff in the business office second to none in our history. These are consummate professionals, people of good humor, hard workers, and they love the Church. Over the weeks that followed what I now think of as "the conference call from hell," this group began to dissect the deficit and the underlying problems that created it. I also asked those with oversight of committees and commissions that have budget lines to make every possible reduction in those lines for 2018, and in all places where we can, to continue at 2017 levels. And they did. And then Father Mead went away with a cleaver in one hand and a scalpel in the other, and came back to us with a budget very much like the one you have been given. We still have a deficit. It is not sustainable in the long term, but it is now of a size which we can manage in the short term.

Good new tools and processes put in place following the passage of the Strategic Plan last year have created transparencies that have brought to light problems, some of which are decades and decades old, and which

must now be dealt with, and are feeding this deficit. This is a short term problem, and as much as we don't like it, it is actually good news. We're fixing stuff. I want to add that there is no one to blame, certainly not the good people who have been in these offices before. In a system which is both as very, very old as ours and as very complex, problems, redundancies and blind alleys can make their way into the system and stay hidden there for a very long time. The whole point of the strategic plan was to shine God's big flashlight on the system and see what we could see. We saw dust bunnies between the lines.

This afternoon the budget resolutions will be presented, and there will be opportunity to ask any question you may have about the budget and about the deficit and about the budget cuts which were necessary to get this before you. But when you do, please remember that you are looking at the fruit of an astonishing amount of good and faithful work by people who understand the sacrifices that this budget will mean across our life and program. So I commend it to you. Please pass it, so that we can put it in the hands of the trustees and begin our work of correcting the structures behind this document.

There is something else that must be said. I am not going to belabor it, but it must be said. This deficit is dwarfed by the amount of unpaid apportioned share by churches that are not paying their share at all, or are paying it only partly. Our budget and finance committees have come to the conclusion that they consider our apportioned share formulas to be fair, and comparison with other dioceses of our size and even smaller bear that out. And you did establish these formulas in this very room in convention. Yet ever since I became bishop I have heard nothing but assessment, assessment, assessment. I'm sort of done with that. No other diocese that I have found has the record of nonpayment or of arrearage that we do. Very hard work has been done to reduce this deficit; what remains is a self-inflicted wound.

Last year at convention we unanimously passed the Strategic Plan, and I want to give a report of where we are in implementing the plan. It had been my intention to inaugurate in 2017 a diocesan-wide visioning process as the third phase of the plan, but we have had to move that a bit farther along as we addressed other mandates in that quarter-inch-thick book that we voted on.

I've already referenced the ways in which the Plan has brought new vision and attention to areas of our finances that needed it. The deficit may

be an unintended consequence of the Strategic Plan, but understand that that is absolutely what it is.

One of the most discussed elements of the plan was the new canon regarding vulnerable congregations. In the first year I made the specific decision not to invoke that canon unilaterally. Rather, we waited to see how parishes might respond to the possibilities inherent in the canon. Almost at once the Church of the Mediator in the Northwest Bronx came to us and asked for designation as a vulnerable congregation. The study team was formed and sent in to work with the parish, and ultimately a report and recommendations were sent to me and to my office. This was a wonderful process, received as respectful and loving by the parish, and laying the groundwork for the work to come. That work won't be easy, but we are partners with that church now in a new way, and I think they at least have discovered that they don't need to be afraid to say, "we're vulnerable." Since then another church has come to us and asked for the same intervention. Bwana Asifiwe! Praise Jesus.

There are other churches which clearly qualified as vulnerable congregations where we have begun fruitful partnerships in restructuring for health and sustainability, but without invoking the canon. In the end we were able to get the good conversations and work done without going through the processes dictated by the canon, though interestingly I think it was the existence of the canon that changed the tone of conversation for the better.

In the coming year I will be reaching out quite a bit more intentionally to churches which are chronically unable to pay their Apportioned Share or chronically unable to pay the cost of a priest, to engage the deep conversations about strength and vulnerability. About viability and vitality. About health. And sometimes about life and death. And to ask together the difficult questions that those issues raise.

The substantial work of the Congregations Task Force of the Strategic Plan is way out there in the diocese. Open Doors is in its second printing in a revised edition, and Bishops Shin and Glasspool and I are regularly bringing this into our vestry meetings at visitations. In many ways it is that task force whose work touches most directly on the lives of your churches, and which we use most immediately in our work. The marks of a healthy congregation, both for viability and for vitality, established and articulated by the Strategic Plan, are shaping the outline for our work everywhere. You are going to hear more from Bishop Shin a bit

later about the congregational development component of the Plan and the fruit of it over this last year.

The Plan also required certain structural requirements of the Bishop and Bishop's Staff. In 2017 we have done a tremendous amount of work developing a chart of reporting and accountability for the staff, which includes understandable, transparent lines of supervision and evaluation. Our principal Internal resource for this work has been Chontel Simmons, our Human Resources Director. All job descriptions have been rewritten with employees working together with their supervisors. You asked us to do this. It has taken time. But the fruits of it are excellent, needed and ultimately I believe will be transformative. We are also finalizing an exhaustive Employee Handbook. These structural reforms were the places where the Strategic Plan put immediate demands on me and my staff and we have been happy to comply. And we've been blessed by it. Some of this work will always remain as internal documents, but we intend as soon as we are ready to make this work available as models for parishes as well. And remember that part of Chontel's time is paid by the diocesan budget to make her available to you in your parishes. She herself is a response to an expectation of the Strategic Plan.

Thank you for passing the Plan. A year later it's already making a difference.

A week ago yesterday Bishop Glasspool and I visited the Hombolo Leprosy Hospital in Central Tanganyika, and then went to the nearby village of Zepisa. We were taken into a small rectangular hut and shown to a couple of rows of benches. Before us twenty five people from the village were arrayed in a circle of chairs, facing one another. At one end were five people together behind a low table and on the table was a heavy aluminum box secured with three padlocks. Lister Nyanganyi, Director of Development for the Diocese of Central Tanganyika, came and sat beside Mary and me, and as things began to happen he explained what we were seeing.

At some signal three people got up from their chairs and went to the aluminum box. They are the bearers of the keys, and each of them unlocked their lock and returned to their places. Then one of the five people on the bench, the woman closest to our end, opened the box and removed two bowls, one red and one green. She placed the red bowl to the left of the box and the green bowl to the right. Lister said, "the red bowl is for paying fines and the green bowl for counting." Mary asked, "what kind of things could someone be fined for?" And he said, "being late

for this meeting, for example.” Then she removed a stack of small yellow paper folders. Lister said, “those are the passbooks.” And we understood: this is a finance meeting.

Each passbook has a number on the front, and that number corresponds to where you sit in the circle. Everyone must sit in the same place in the circle every time, with the same person to their left and the same person to their right, and I realized that in a very literal sense, the order of their chair in the circle is their bank account number.

Then an older woman sitting by the green bowl asked for their contributions to the social fund. The social fund provides for grants to those in emergencies. Sickness, or the death of a family member. One by one, in order, around the circle, each person came forward, holding the money for their contribution above their head where it could be seen by everyone, stated the amount of the contribution, and put the money in the green bowl. Then they were given their yellow passbook and returned to their chair. When everyone had made their contribution, the woman who sits by the bowl and the man who sits by her counted the money and announced the amount of the contributions. Last Friday it was 4800 Tasmanian shillings, which is about two dollars and fifty cents. That amount was announced out loud and everyone was expected to hear it and memorize it. That same number will be announced at the beginning of the next meeting. In a mostly non-literate community, this is the equivalent of reconciling the ending and beginning balances on a spread sheet.

There was stone silence in the room for all of this. No babies cried. No chair scraped. The villagers were singularly focused on every step of what was happening, and Mary and I too were riveted by what we were seeing. Bishop Chilongani, seated at the other side of me, and said that even he had never seen this process before.

One of the people behind the table asked if there were any social needs, but there were none that day. So then they went around the circle again, and people came up one at a time to make deposits, or rather, to buy shares in the corporation. He or she would come forward, holding up their money so everyone could see it, and declare out loud how many shares they were buying, and put the money in the green bowl. Then they would turn in their passbook and watch while the woman who had given it to them made the appropriate notations in their passbook. I got to examine one. The inside of the passbook was covered in a grid of boxes. When they bought shares, the woman had a blue rubber stamp shaped like an arrow,

and stamped that in the boxes on the grid once for each share purchased. The person whose passbook I examined had built up twenty shares over time. Four rows of five stamps. When everyone who wanted to buy shares had done so, and all the passbooks were gathered in, the money in the green bowl was counted and it was announced that 90,000 shillings had been deposited. About forty five dollars.

It was asked whether anyone wanted to apply for a loan – generally for farming or for a business – but there weren't any loan applications on that day. So the red bowl and the green bowl, and the red bag of money, and the yellow passbooks and the blue rubber stamp, and their small brown ledger all went back into the silver aluminum box in the sight of everyone, and the three keyholders came forward and locked the box. The box will be taken away by someone in the group, hidden inside something else, and it will be kept at someone's house and no one will know who. And I watched all this, and thought, "I get it. It's a Credit Union."

When it was over Bishop Chilongani asked if I wanted to say anything to the people and I told them that I loved the trust they had in one another, and I loved their willingness to invest in one another and make each other strong. And then I went around the circle and shook everybody's hand. Everybody All Together, Everybody Being One. This is how communities make financial strength together so that people have refuge and help in emergencies, and so that they have access to loans and economic opportunity. It is how people can be brave together, and how we make whole those who have the least.

Several years ago we passed a resolution at this convention to establish a diocesan credit union. And each year since then we have had a report on the progress of that work. Maybe it shouldn't be a surprise but it turns out it's complicated to start a bank. But we've capitalized the Credit Union, and we have obtained the charter, and you will hear a report a bit later this morning.

You will also receive today a colorful brochure about the Credit Union, and a pledge card for committing to future deposits. I remind you that your money in this Credit Union is as protected and as fully federally insured as it would be in any bank, and by our bringing our strength together we have it in our hands to offer those ordinary banking services that most of us take for granted to the poorest people in our diocese. Jesus said, "Where your treasure is, there will your heart be also." What if we

could get our treasure right up next to the Gospel? And do well by doing good? I saw Jesus in the quiet transactions in that room in Zepisa. May we see Jesus in the work we do here today.

I am sorry that Dan Daniel, the Interim Dean of this Cathedral, is not with us today. He has been called away to North Carolina for a family emergency, and I ask your prayers for him and for his family. Let me simply say that after the resignation of Dean Kowalski earlier this year, I asked Dan to come and serve as the Interim until the election of a new dean, which should occur in the coming year. Dan is a person of strength and character, of humor and profound faith, and as the former Bishop of East Carolina and of Pennsylvania, a person of consummate experience. He is my friend and I love him, and I believe he has been received by this cathedral community in exactly that same way.

Though he is not here I do want to thank him for the hospitality of this cathedral in hosting our convention this year, and to thank the clergy of this great church for their assistance in preparing for the holy eucharist. It is always a joy to be home in our mother church for convention.

And may I at this point also recognize the service over thirty nine years and forty conventions of Mr. Sanders Davies as Inspector of Elections. He has overseen our balloting at every convention at least since the end of the seventies, and counted the ballots for the elections of Bishops Grein, Sisk, Dietsche, Roskam and Shin. He has also overseen our transition to electronic voting. He is a wonderful human being too, warm and funny, and a dedicated churchman. Today is his last convention with us, however. So to Sandy I extend the profound thanks of this convention, all our love and respect, and our blessing on the new roads that lie before you. Sandy, will you stand and be recognized.

If you wander the Cathedral Close today you will find an exhibition in the circular patio surrounding the Peace Statue entitled Harvest Without Violence. The exhibition is in partnership with the Coalition of Immokalee Workers, which advocates in Florida for migrant workers even as Rural and Migrant Ministries does here in New York. I am not going to speak at any length about that now, but I commend the exhibition to you so that this convention may receive a resolution, rising from my address, regarding this organization and the workers. That resolution, with accompanying history and explanation, will come to you immediately following this address.

The killing of the nine martyrs in Emmanuel AME Church in Charleston two years ago was so horrible, so upsetting, such an affront to dignity and worth and to God, that it seemed we must be seeing the far reach of racist violence and ugliness in America. It seemed that the upsurge in racial hatred and the obliteration of the lives of black people in America which had been our daily bread month after month after month must have reached its apogee. Still, who was prepared for what we witnessed in Charlottesville this summer? There, in our day, after the long hard history through which we have come as a people and a Church, were the American Nazi Party and the Ku Klux Klan, armed and armored, marching unabashed in a significant American city. “Do you renounce Satan and all the spiritual forces of wickedness that rebel against God?” Something dangerous and plainly evil has been unleashed in America, and it is not clear yet how we are going to pull it back in. At the very least we discover that we are still fighting the Civil War in America. Still fighting the Civil War. As one Southerner, William Faulkner, famously said, “The past is not dead; in fact, it is not even past.”

In the face of these movements the work of the Reparations Committee of the diocese has never been more urgent. Today they will offer a resolution to inaugurate a Year of Lamentation across the churches of New York. You will receive today a calendar of the events that will make up the coming year. Book Readings, Plays and Films, Concerts and Pilgrimages. An extraordinary amount of creative thinking and planning has gone into this, and I commend it to you as strongly as I can. Please do not glance at this and turn aside. Please do not dismiss this as just another program of the diocese in a wide range of choices. Most of the cultural and educational offerings are offered on multiple occasions around the diocese, and all are rich and promising. At the end will come a time of reflection on the learnings that come through the course of the year. The act or work or process of Lamentation is profoundly significant, spiritually, emotionally and intellectually, and is a necessary part of the growth of a mature person, though perhaps we pay it little attention. It requires a long attention span. The beginning of the Book of Lamentations in the Bible has the writer staring down from hillside at the ruins of the destroyed Jerusalem and asking, “Is it nothing to you, all ye that pass by?” And that question demands response. Do you care? What does this mean to you? These nine bodies. This clash of peoples. This eruption of hate. “Is it nothing to you, all ye that pass by?” And the answer we give will demand of us attention paid, and time spent, and lingering, hanging in even when it is painful, and the openness of spirit to allow the deep sorrows that attend human tragedy and human sin to soak through to the place inside where we have the capacity for deep understanding. And

deepest feeling. Where we own it and know it for what it is.

This I think is where and how white people and black people may find the place of meeting. The possibility of understanding, at least the desire to know. Not at first in shared intellectual propositions. That will come. But first in shared sorrow, shared hearts.

There is a paragraph from James Baldwin's *NOTES OF A NATIVE SON* that has been for me a literary and spiritual touchstone for almost four decades. It is this:

It began to seem that one would have to hold in the mind forever two ideas which seemed to be in opposition. The first idea was acceptance, the acceptance, totally without rancor, of life as it is, and men as they are: in the light of this idea, it goes without saying that injustice is a commonplace. But this did not mean that one could be complacent, for the second idea was of equal power: that one must never, in one's own life, accept these injustices as commonplace but must fight them with all one's strength. This fight begins, however, in the heart and it now had been laid to my charge to keep my own heart free of hatred and despair.

It begins in the heart. This Year of Lamentation is heart work, and is the best, most promising possibility for us, across the races and peoples of New York, in these days of madness and fog, to become clear and bright together, that we may by the grace of God become

Everybody All Together, Everybody Being One.

The very first time I addressed you, still as coadjutor, I said that I believed the world urgently needs the church to be the church, and I have repeated that. But never in times as fraught as these. So fraught that it is almost impossible to talk about. Nothing can be said about America in 2017 which will not instantly be filtered through the left or right political lens of the hearer. No one can hear anyone else. No one is trying. We are each in our own bubble, deafened by the voices in our own heads that refuse to shut up. I sat with a vestry one Sunday, and the warden said, "It's so hard, Bishop Dietsche. We have pro-Trump people and anti-Trump people." So I said, "Then stop talking about Trump." Between supporters and opponents of the president there is no place of meeting. Only the widening, deepening maw of division.

Instead, try being the church. Anything and everything that the church, its preachers or its people have to say in the public square, in the body

politic, must be shaped, defined, described and bounded by our reading and understanding of the Gospel of Jesus Christ. And not the other way around. Turn off the television and the internet and social media. They're poison. Reclaim your own mind, and turn to Matthew Chapter 5 and Luke Chapter 6 and begin reading Jesus' great Sermon. "Love your enemies, and pray for those who persecute you." "Do good to those who hate you. Bless those who curse you. Pray for those who abuse you." Read Martin Luther King and Desmond Tutu and Nelson Mandela and Dietrich Bonhoeffer and all those who passed through the fire of persecution and hatred and faced down the Prince of this World and came out the other side to find only the oneness of the human family, and reconciliation and forgiveness. We cannot hate our way to glory; we gotta love, and go through the cross. Preach That.

Preachers preach! Words of grace and power. Words of transformation and righteousness. And so equip your people to go back out into the world as ambassadors of the love of God for every person through our Lord Jesus Christ. Every person.

Finally, as Jesus said to his disciples at the Last Supper, "I still have many things to say to you, but you cannot bear to hear them now." I surrender the floor.

As always, you are my heart, my soul, my self, my love, my people, my diocese. May God equip us for the work he gives us to do, and make us brave and strong and faithful for the opportunities and challenges of the day.

Amen.

CONGREGATION: Amen.

(Applause)

BISHOP: I refer Resolutions 2 to 13 to the Resolutions Committee. Are there any further Resolutions at this time? They must relate to or embody a recommendation made in my Address or be included in a printed report of a committee of Convention or a commission / committee of the Council previously distributed.

Please remember, all motions from the Floor must be handed to the Secretary in writing immediately after you have made your motion.

THE REV. STEPHEN HOLTON: Bishop, Father Stephen Holton from St. James, North Salem and Warrior is the Dream, Harlem. I rise to make a resolution in support of the Imokalee workers boycott of Wendy's res-

taurants spoken of in your address. And I must say, in the spirit of Gospel connection, through the Gospel on the floor and our work in Tanganyika and our work concerns

Title of Resolution: Support the Coalition of Immokalee Workers Boycott of Wendy's Restaurants

WHEREAS, the Coalition of Immokalee Workers, an award-winning farmworker-based human rights organization, has taken on the giants of Big Agriculture and built a new system of labor protection called the Fair Food Program, and

WHEREAS, in five short years since its implementation, the Fair Food Program has prevented modern-day slavery and sexual violence, improved farmworker wages, and guaranteed basic safety protections for workers, and

WHEREAS, the penny-per-pound Fair Food Premium is received annually by approximately 35,000 farmworkers and their families (1), with participating companies having funneled over \$20 million in Fair Food Premiums to improve workers' wages since 2011, and

WHEREAS, 14 major fast food and supermarket chains have signed on to Fair Food, including Taco Bell (Yum Brands), McDonald's, Burger King, Subway, Chipotle, and WalMart, and

WHEREAS, Wendy's has sought to circumvent participation in the Fair Food Program by abandoning Florida to source its tomatoes from Mexico, buying tomatoes from a grower (2) whose labor camps are associated with extreme poverty, violent abuse, substandard housing, child labor and wage theft, and

WHEREAS, The Coalition of Immokalee Workers is leading a nationwide boycott of Wendy's, to pressure the fast-food giant to join its competitors and participate in a worker-led social responsibility system that links corporate accountability with labor justice from farm to table, and

WHEREAS, the National Council of Churches endorsed the Wendy's boycott last month, therefore be it

RESOLVED that the Diocese of New York endorse the Wendy's boycott, and raise our moral voice to call on Wendy's to protect the human rights of farmworkers by joining the Fair Food Program.

HOLTON: This Human rights organization has taken on the giants of big agriculture and built a new system of labor protection called the Fair Food Program; and whereas in five short years since its implementation, the Fair Food Program has prevented modern day slavery and sexual violence, improved father in law worker wages and guaranteed basic safety protections for workers and whereas the penny per pound Fair Food Program is received annually approximately 35,000 farmworkers and their families with participating companies funneled over 26 million in fair food premiums to improve workers' wages since 2011 and whereas 14 major fast food and super market chains have signed on to fair food, including Taco Bell, McDonalds, Burger King, Subway, Chipotle and Walmart; and whereas Wendy's to not join abandoning Florida to source its tomatoes from Mexico, buying from a grower whose camps are associated with extreme poverty, violent abuse, substandard house, child labor and wage theft; and whereas the coalition of Inokalee workers is leading a nationwide boy account of Wendy's to pressure the fast food giant to participate in worker led social responsibility program that links corporate accountability with labor justice from farm to table; and whereas the National Council of Churches endorsed the Wendy's boycott in 2016; therefore: Be it resolved that the 241st convention of the Episcopal Diocese of New York endorse the Wendy's boycott and raise our moral voice to call on Wendy's to protect the human rights of farmworkers you by joining the Fair Food Program. I propose these two reasons. One, remembering as 15 years old, in Virginia, joining Chavez great boycott helping people 3,000 miles away people and then a few months ago. Call the question. Thank you. Will speak later.

BISHOP: Thank you. Is there a second to that resolution?
(Pause)

THE REV. YAMILY BASS-CHOATE: Second.

THE REV. MATTHEW H. MEAD: Bishop, Matthew Mead, , the Parish of Christ the Redeemer, Pelham, Chair of the Budget Committee of the Diocese. I have three resolutions that were distributed at the registration table.

The first: Resolved that the 2018 Apportioned Share budget as presented with the resolution herewith be adopted.

And be it further, Resolved that the Controller shall apportion in accordance with section 1.12 of Canon 17, each congregation's share of the

2018 budget of \$10,678,286. According to Canon 17, section 5, this is to be paid by each congregation in four installments on the 5th day of January, April, July and October 2018.

The third, Resolved that Canon 17, section 1.3 be modified as follows: No later than 50 days before annual Convention, the Budget Committee shall submit to Diocesan Council and 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 will be the proposed budget. I will have more to say about that later.

BISHOP: Thank you, Matt. Is there a second to those proposed resolutions?

DELEGATE: Second.

THE REV. MARTHA OVERALL: Martha Overall, the Priest of Saint Ann's Church, South Bronx. I offer the following resolution in response to the emphasis on environmental stewardship by the Bishop and also in response to the Budget Committee's report, I have the following: Resolved that the \$3,000 budget line for environmental stewardship be restored provided contributions for that purpose in that amount are received by the Diocese by December 31, 2017. And to that end, I now pledge the first hundred dollars.

BISHOP: That is in order, in response to my address. Is there a second to the resolution?

DELEGATE: Second.

BISHOP: Seconded. Thank you. Martha, do you have a written copy of that for the Secretary?

OVERALL: I do.

BISHOP: Thank you. Are there any other motions from the floor? These will be referred to the Committee on Resolutions meeting in St.

Martin's Chapel, immediately following the Eucharist this morning.

All right.

I call on Mr. Sanders Davies to give us instructions to cast the first ballot.

SANDERS DAVIES: Good morning. Now I am going to put you to work. Bishop, thank you for those kind words. So, you all have a device in your hands. We are going to now start using that device. First, make sure, hopefully it already; that there is a little white card that is plugged into the device.

We are going to have a very, very quick trial run. How many, by show of hands, for whom this is the first time they are using these. Raise your hand. Ah ha. If you are sitting next to someone who used it before, ask them but don't show them who you are voting for.

(Laughter)

DOUGLAS DAUB (from Showcore electronic balloting): I am going to make sure that we are okay. So, we are going to have a quick test elect one character as a test to make sure everybody is used to using this device.

We are going to be voting for your favorite Disney character. There is a number next to each. This is the way it will be during balloting. On your device, you have 1, 2 or 3. When you are ready. What I want you to do is identify on your machine the one candidate there is a question here. We have a gadget not working. Make sure your card is in the correct orientation. This is the test. Hopefully, we will get it done before the real voting. Somebody is coming along here with a new gadget. So, I want you to indicate the one that you want to vote for. Then, press the green button.

Has everybody done that except for the one that's being worked on here?

Anybody need more time to vote for your candidate?

(Laughter)

Your favorite character.

You are all set? Let's close that. Everybody understand that? How that worked?

DAVIES: In other words, take the card out? But will that cancel the vote?

If, during the voting, there is a problem with your machine, you could, after your neighbor has finished voting, you could pull your card out of your machine and borrow theirs, just for the next vote.

So, I am going to are we all ready to go vote? Is Doug at his seat?

So, the first office we are going to be voting on is Standing Committee Clergy Class of 2021.

Vote for one person. I have been reminded I haven't given the results (Laughter)

But it's not time to report the results yet. I know. We will report them when it is time to report the results.

(Laughter)

We will vote for one of these two candidates, Charles Kramer and Carla Roland Guzman. So, press number 1 or number 2. Then press Send.

Anybody need more time to do this? We have some sharing of machines. They are all set. So, Doug: Close it.

Now we are going to be voting for Lay member of the Standing Committee, class of 2021 we have two names up on the screen. Oops, not yet.

Joseph Lipari

Tina Pinckney.

Vote for number 1 or number 2.

Then press the green Send button.

It is working. Takes time to get from those run machines all the way over there. We are ready.

The next office is the Committee to Elect a Bishop; this is a Clergy member of the Class of 2018. Vote for one The Rev. Canon William V. Derby. There is only one. I am not telling you who to vote for.

(Laughter)

Has everybody pressed a button and pressed send? We are good.

Next:

Committee to Elect a Bishop, Lay, vote for one of the ones that's up there. Ms. Robin Newman.

Next it gets complicated. Next we will vote for Trustees of the Diocese. There should be four names up there.

Elect Three

Katharine Flexer

Carol D. Gadsden

Susan Heath

Sharee A. Melton

We have to go through this three times. Press the button on for the first candidate of three. Remember, we are voting for three. So, now do the first choice and then press the send button. Anybody need more time for that?

(Pause)

Okay, close that off, Doug.

That is closed off. We are going to vote again. Vote for the next person you want for these offices.

Don't vote for the same one because that vote won't count at all. Everybody voted for the second one you? Anybody need more time? Hearing none, let's close that off. Doug? Okay.

The third and final time the third of your three candidates, hit the number attributable to that person and then press the green send button. Anybody need more time? All right. Close that one off.

Next we will vote for Diocesan Council. Class of 2020. We are going to elect six. Same deal. We are going through this quickly six times. I think you are getting the knack of it. We should be able to go through it pretty quickly.

Out of the seven names listed up there, know in your head who you want to vote for. Let's go ahead and vote for the first of your six candidates. Ready to go, Doug?

Audrey Veronica Bailey

Luis Barrios

Anthony Bonilla

Donald Bookal

Earl Francis

Yvonne O'Neal

Cynthia Stravers.

Hit the button you want to hit, press the green send button. Anybody need more time? One person needs more time. Okay.

Let's close that one off. Doug? Okay. Good. We are going for the second now of six. So, press a number attributable to that person, hit the green send. Anybody need more time for this? One over there. Okay. All done?

(Pause)

A problem? Are you able to trade with your neighbor? Is that done now? Chris? Sorry about it. Technology is wonderful: We can't live with it and we can't live without it. He is coming around with another machine. I think we have done two of these. We have four more to go. Then two more offices.

That was the second one, right? Doug, are you ready? Okay. This is the third of six.

So, pick the third name you want to elect. Hit the green button.

Everybody okay?

We are going to the next candidate, click the green button. Everybody good? I hear some rumblings. Everybody okay?

The fifth out of the six we are trying to elect for this office. Hit that

number and hit the green Send button. Everybody good? Anybody need more time?

(Pause)

Okay, Doug, close that.

Now the final vote or the final candidate for this office: Just pick the final person and hit the green Send button.

Everybody good? Looks to me like everybody's okay.

So, let's close that off.

We are now moving on to Alternate Deputies to General Convention and Provincial Synod, Clergy member, Class of 2018. We have to elect four people out of the six listed up on the screen.

Nils Chittenden

Roy Cole

Pierre Andre Duvert

Kris Lewis Theerman

Michelle Meech

Adolfo Moronta.

We are going to elect four. Identify four names that you want to vote for. We are going to do this four times. So: Identify the first person; hit the number attributable to that first candidate of yours, hit the green Send button.

Are we doing good (Audience responding).

We are open now.

We are open now? Everybody see them on your machine? Hit the one you want and hit the green Send button. Anybody need more time in okay. Doug, are you ready? We will go to the second of four.

He is working on it. He is good. Okay.

This is number two: Vote for the second of four people that we are going to try to elect here. Hit the green Send button when you hit that number.

Everybody good? Need any more time? Okay. Doug, close that one.

We will go to the third. Hold on. It will come up in a second.

Waiting for the man behind the curtain. Are you good? Okay. So we are good. You are now voting for the third candidate of your choice out of this group of six.

Hit the number and the little green Send button. anybody need more time? All good? Sounds like we are good. Okay. Close that one.

Okay, now, the fourth candidate for this office.

Out of the six that are up there on the screen. Hit the number, hit the green Send button.

Everybody pretty good? Anybody need more time? Looks like we are

good. Go ahead and close that one off, Doug and tell me when you are ready for the final offices.

Ready to go. This should be up on your screen. There is a total of eight candidates now listed up on here and we are going to be electing four of them.

We are going through you this four times. So we are now going to vote for the first of your choices on your machine, pick the number that is attributable to them; then hit the little green Send button.

Okay? Everybody pretty good? We are getting good at this.

Okay? Ready, Doug? You ready for the second one?

Are we ready for the second one now? Hit the number for the second person of your choice, hit the green Send button for the Alternate Deputy to the General Convention and Provincial Synod, Lay, Class of 2018 elect four:

Stuart Auchincloss

Donald Bookal

Carla Burns

Louise Hannibal Boyce

Luis E. Hernandez Rivas

Elisabeth Jacobs

Millicent Johnson James

Diane Pollard.

You are voting are to the third of the candidates of the four you want to vote for. Pick the number and press the Send button. anybody need more time?

We are getting good at this. Okay, Doug, close that one.

You good? Okay. So, final one, pick the number next to your fourth candidate or your fourth choice for these offices and then hit the green send button. Anybody need more time? Sounds like we are good.

Doug, you are all okay? Okay. That was the last office, Bishop. I think we are ready to conclude this particular balloting.

BISHOP: Thank you. Thank you, Sandy.

I now call on the Rev. Winnie Varghese to give the report on the Credit Union.

Actually, it looks like it will be The Rev. Jennifer Reddall. I said Winnie, but we are happy to have you, Jennifer.

THE REV. JENNIFER REDDALL: Thank you. So I am here to give the report from the Organizing Committee of the New York Episcopal Federal Union.

At Diocesan Convention in 2004, the Diocese of New York passed a resolution calling for the establishment of a Credit Union to serve those who participate in the ministries of the Diocese. It was not possible to initiate this important work in that time. The Diocesan Convention meeting in 2014 affirmed the 2004 resolution and a Task Force was appointed to explore the possibilities for chartering a Credit Union for the Diocese. That Task Force is now called the Organizing Committee of the New York Episcopal Federal Credit Union.

Since 2014 the Organizing Committee has completed these tasks:

Decision after research to launch the chartering process.

Decision to pursue a federal charter.

Our name has been approved by the national credit union association: The New York Episcopal Federal Credit Union; we have received Pledges for \$500,000 in founding capital from the Bishop of New York and Trinity Church Wall Street.

For which we are extremely grateful.

(Applause)

We have received Approval from the National Credit Union Administration, NCUA, of the field of membership of those participating in the ministries of the Diocese of New York. to be clear, to become a member of the credit union that field of membership includes any member of an Episcopal church in our Diocese; anyone who is receiving services from one of our Episcopal churches. If you have a food pantry or homeless dinner program or after school program, all participants in those ministry industries can become members of the credit union as well. We have approving our initial subscribers and done a survey of prospective themes of the credit union. Launch of campaign for pledges for founding, long term deposits and donations to capital. To clarify what the Bishop said: We have not received our charter but are in the chartering process.

The tasks for 2018 include:

Reporting the results of the prospective members survey to the NCUA as required for the chartering process and going out and soliciting at least \$2 million in founding pledges from institutions and individuals to effectively capitalize the credit union when we do receive our charter. We are now also stepping forward in 2018 to begin to organize and launch the committees required by the NCUA for the next stage of the chartering process.

The Organizing Committee is ready for your help in a new way in 2018. We ask that if you believe you bring expertise to this next stage of work in the areas of administration, public relations, finance, commercial banking, credit union management, or facilitating working groups, that

you sign up at the NYEFCU table in the exhibit area. If you would like representatives of credit union to make a presentation to your vestry or committee of making a contribution of capital or long term do it come see us at our table we have brochures as the Bishop pointed out and pledge cards. We have 5,000 brochures today. If each person could grab a handful, take them back to your parish, we would be grateful we will need all of us to build a financial institution worthy of our legacy as a Diocese. The process will be on the Diocesan website on our page. We will update that regularly now you that we have more to report. I encourage us you to come see us at lunch at table back there. Ask questions. If you would like us to come see your parish, we are starting that process. We would like to give you more information. Thank you so much.
(Applause)

BISHOP: Thank you, Jennifer.
I now call on John Talty, President of Board of Episcopal Charities to give the Episcopal Charities report.

JOHN TALTY: Thank you, Bishop Dietsche, and good morning.
My name is John Talty and it is my privilege to serve as the President of Episcopal Charities Board of Directors. It is a pleasure to be here today to present you, the delegates and guests of this 241st Diocesan Convention, with this report on our 2017 activities.
I am pleased to report that Episcopal Charities continues to operate in ways that are consistent with the mission of the Diocese. As most of you know, Episcopal Charities operates as the designated outreach arm of the Diocese of New York, providing critical funding and operational support to vital parish sponsored programs. Working in partnership with your programs, our collective efforts help to transform lives and strengthen the fabric of your local communities.
Specifically, we fight hunger by supporting programs that will serve 8.5 million meals this year through by the way, that is up 2 million years over last year.
(Applause).

through Parish sponsored food pantries, community kitchens and brown bag programs.
We strengthen communities through skills building programs that offer a path to success for the unemployed, recent immigrants, and formerly incarcerated individuals.
We protect the most vulnerable through health and wellness programs that improve quality of life for senior citizens, the homebound, children with

special needs, and people in recovery.

We create opportunities for the next generation through children's arts, academic enrichment, and summer recreation programs.

All of these programs are designed to expand their horizons in safe, nurturing environments.

During 2017, Episcopal Charities is providing funding and operational support to 100 parish sponsored programs located in all 10 counties in the Diocese.

In the true spirit of outreach, all 100 programs are free of religious content, welcoming one and all. In all, these programs touch the lives of more than 900,000 people in need.

We have also launched a pilot program that promises to add a vital service component to our offerings. That pilot involves Episcopal Charities serving as an inter parish volunteer clearinghouse.

Its aim is to match the specific talents, interests and schedules of volunteers from across the diocese with the human resource needs of outreach programs.

For now, the pilot is focused upon Manhattan and the Bronx, but we're very hopeful that it will prove to be viable and to expand it across the diocese. We have already been surveying programs to learn about the types of volunteers that they need, and we also have begun enlisting volunteers to meet those needs. To learn more about our volunteer initiative... as well as some special volunteer opportunities during Advent... please stop by Episcopal Charities' table here at Convention. You can also find information on our website.

Next, we'd like to ask your assistance... Every two years, Episcopal Charities conducts an organizational review to evaluate our effectiveness. As part of that review, clergy in charge, as well as from staff and volunteer Directors of current grantees, will be receiving a survey by email sometime within the next few weeks. Once you have received it, please respond as quickly as possible. Your feedback will help Episcopal Charities to strengthen its work for the benefit of all in the Diocese of New York.

We at Episcopal Charities are honored to work in concert with all those throughout the Diocese... many of whom are here today... who demonstrate heartfelt concern for our neighbors in need.

I want to express my particular gratitude to the many volunteers and staff members of your parish programs and outreach committees. On behalf of our Board, I also extend thanks to our Bishops, the Diocesan Trustees, our Advisory Committee, the Diocesan staff; and most particularly the mission driven team at Episcopal Charities, whose efforts and spirit are unwavering.

In closing, I'd like to remind everyone that on Monday, December 4, right here in this magnificent Cathedral, we will host our Annual Tribute Dinner. It is our most important fundraiser of the year, with all its proceeds going to support parish outreach programs. We look forward to welcoming more than 600 people that evening, including hundreds of parishioners from throughout the Diocese. We sincerely hope that you will plan to join us.

Thank you very much.

(Applause)

BISHOP: Thank you, John.

I you now invite Canon Patrick Malloy, who will give Dean Daniel's report to this convention.

THE REV. CANON PATRICK MALLOY: Thank you, Bishop. I spoke to Dean Daniel just about an hour ago on the phone at his home in North Carolina. He asked me first of all, to bring you his regrets that he cannot be here today. Secondly, he said that he prepared these comments only because Sara insisted upon having something typed; but if he were here he would be more narrative, tell you stories. If you know Bishop Daniel, you know that is absolutely true. Nonetheless I will read you the comments he prepared.

Dean Daniel wrote: I am thrilled we are all here at such an exciting time for the Cathedral. Our attendance is stable and rising. Income from tourists and visitors increased over the past year, just in time to usher in a yearlong presentation of the 100th anniversary of the laying of the Cathedral cornerstone. This coming year will be a time of vital change and growth. Part of that growth includes turning our dreams for the Cathedral ace North Transept into reality.

We had a vision for the Cathedral in the 20th Century as a house of prayer for all people.

Now it's time to enhance and refine that vision to become a Cathedral for the challenges and opportunities of the 21st century, including renewing and strengthening the bond between Diocese and Cathedral.

I hope you'll join us in this anniversary journey over the next year, both in spirit and in person.

In fact, you can start this weekend. If you haven't yet been outside today to see the mobile museum from the Coalition of Immokalee Workers, I urge you to visit it by the Peace Fountain before you leave. Those of you who do not know, the Peace Fountain is the large sculpture to the south of the Cathedral.

The CIW has pioneered a new way to fight for workers' rights in the agriculture industry, and especially migrant workers. Also, I invite you all to attend a special 4:00 p.m. Evensong this Sunday during which we will induct Jean Toomer into our American Poets Corner.

We are the only Cathedral in our nation that honors American literature. Thank you so much for being here, enjoy the rest of the convention, Dean Daniel writes I hope to see you again soon.

(Applause)

BISHOP: Thank you, Patrick.

It is my pleasure to call on Bishop Allen Shin who will address the Convention.

THE RIGHT REVEREND ALLEN K. SHIN: Thank you Bishop Dietsche.

Bishop Dietsche, Bishop Glasspool, Delegates and guests:

It is my privilege and honor to address the 241st Convention of the Episcopal Diocese of New York. Let me begin by extending my personal welcome to our guest preacher today, Prince Singh of Rochester and his wife, Rosa. He is my mentor in my first three years as Bishop and has been a good friend. I look forward to hearing his words in the Eucharist today. What a privilege to work alongside a group of dedicated colleagues. I would like to thank Bishop Dietsche and Bishop Glasspool for their support and encouragement. It is a privilege to be part of what I consider the best Episcopal team around.

(Applause)

I cannot tell you how relieved I am that they are back safely in one piece from their journey to Tanzania. It has been a rather harrowing and treacherous and stressful ten days

(Laughter)

to oversee this unruly Diocese.

(Laughter)

I also feel privileged to work with the Bishop's dedicated staff. Their hard work is particularly gratifying as we continue into the Strategic Plan adopted at last year's convention. I would like to thank them for their hard work and professionalism and patience with me when I fall short.

Last year through the Strategic Visioning Process, the Convention voted to adapt some revised Canons related to the finance and the congregational life of the Diocese. It was moving to see the revised Canons being voted for unanimous. But the reality of hard work of living into it quickly set in among the Bishop's staff. Actually, this work had already begun in the previous year with the Diocesan Indaba conversations which

strengthened the shared life in the Diocese. And the election of the new Chief of Finance and Operations, Esslie Hughes, set in motion the reexamination and reorganization of the finance and the budget. The budget presented before us today reflects the hard work done by the budget committee and the staff of the finance office this past year, and I commend them for the good work they have done, especially Fr. Matthew Mead and Esslie Hughes and Masiel Jordan, our controller.

Rather than being anxious or too excited about this, I believe we should see this as an opportunity for realistic and hopeful new beginning of the Diocese.

The Rev. Nora Smith was elected as Director of Strategic Programs to oversee a transition. Her job, to evaluate and assess the mission areas where Diocesan resources may be needed and support the clergy in those areas by providing programs, information and consultation.

Currently, nine congregations are supported through the Diocesan budget under this Canon. Some of these congregations will be able to find financial independence while others may need to be supported a while longer as they face continued challenges. The list of the churches supported through this Canon will vary from time to time, as they should. As we live into this canon we will continue to make adjustments and improvements in the Congregational Development Commission.

Canon for Congregational Vitality, the Rev. Canon Altigracia Perez Bullard has been keeping the Congregational Development Commission very busy, connecting and making a difference in many congregations in this Diocese.

Over the past three years, 131 congregations have been touched by the several programs of the Congregational Development Commission.

The Renewal Works, stewardship workshops, Crossroads, Fierce Conversations, Clergy Coaches, La Academia Ecu mica de Liderazgo which is the Latino Lay Leadership Academy, First Step Grants, Next Step Grants and Hispanic Ministry Grants.

I encourage you to invite Canon Perez Bullard to preach or talk about congregation vitality to the members of your church. I warn you, that will be a fierce and passionate conversation because she is really passionate about her work. Christian Formation under chair Michael Bird, the commission in its budget will include Youth Ministry, Summer Youth Conference, Young Adult Ministry and Cursillo. this allows the commission to be more robust and brings formation ministries into mutual accountability and transparency to the Diocesan Council. After a successful acolytes festival last year we organized the Liturgy Festival as requested by the Strategic Visioning process.

But it did not get enough interest, coupled with the low level of registra-

tion and the hurricane disasters on the Caribbean islands, we decided to postpone festival and hold a prayer service for the hurricane victims. Next year we plan a Christian Formation festival which will provide resource and workshops on everything related to formation. The date has been set for October 20.

Put it on your calendar and be in touch with Michael Bird if you are interested in serving on the planning of the event. 2018 Summer Youth Conference is the longest running youth ministry in this Diocese. I would like to thank the lay and clergy leaders in this program for their commitment to this important ministry. I can tell you that this ministry is important to many young people of our congregations for the nurturing and strengthening of their faith and development of their leadership skills. The youth are not the future but the presents of our churches. So I encourage you to send your youth to this conference next summer.

Young adult network under the care of the Rev. Mary Cat Young, the EDNY Young Adult Network has been strong and active. She has continued to nurture strong lay leaders in this ministry who help organize and oversee significant formation and fellowship ministries participating in Habitat for Humanity projects, the annual St. Nicholas Day celebration, Lenten Quiet Day. This ministry is about to get a boost of new energy as well. Canterbury Uptown in January please stop by their table, see what they are doing and encourage the young adults in your congregations to connect with this network last year I reported a transition in the interns program in Saint Mary's Church, Manhattanville. Judith Douglas is its new Executive Director and changed its name to New York Service and Justice Collaborative.

The program has just begun accepting new applications for 2018 2019 academic year with a vision to expand it to six more participants at Trinity Church Morrisania next year. It will be eleven fellows, total. Please stop by their table and pick up the new brochure.

If you have young persons graduating from college in your parish, tell them about this program. This has been a life changing experience for many young people, some of them who are priests sitting right here in this room, in this Diocese.

The new Asian ministry Episcopal Asian Supper Table, EAST, has steadily grown to the membership list of 140, many of whom are not necessarily Episcopalians or even Christians. Their monthly meetings bring together 30 50 people with a guest speaker to pray together and share stories of faith and life experiences as Asian and Asian Americans. The mission of EAST is to celebrate the dignity of Asian and Asian American spirituality and to provide a welcoming space to share stories, seek God, and bridge diverse cultures. I would like to thank its chair: Stephen

Lee and the planning committee members for their good work. Visit its Facebook page, the webpage on our Diocesan website. If you have Asian members in your church please tell them about it and encourage them to be connected to this ministry. We see this as a way of nurturing and strengthening their presence and also a tool of evangelism among Asians in this city, in this Diocese.

The most interesting highlight of this past year for me was the House of Bishops gathering in Fairbanks, Alaska. It was the best House of Bishops gathering in my short Episcopal Lenten tour. The other two Bishops might agree as well that even with a moose head soup, I might add.

(Laughter)

The Bishops were given the opportunity to engage with the frontier mission of the Episcopal Diocese of Alaska. It is a mission field where the harvest is plentiful but laborers are few indeed. We heard the stories of the environmental challenges and the political and economic struggles the Native Alaskan Indians face and deal with on a daily basis. They live a subsistence living by fishing salmon and hunting moose and caribou as their ancestors have done for ten thousand years. Their survival depends on the land and the environment, which makes the environmental care and stewardship their primary concern. What made it a unique experience was the opportunity for some Bishops to visit the native Indian villages by small shuttle planes. I was in a group that visited a small village of Alakaket on Yukon River. The village had been flooded and completely wiped out some years ago due to climate change. The villagers had to move upland to rebuild their homes and their lives. It was humbling to see them rebuild their spirit in such a hostile environment.

It was not only a great learning experience but also a timely opportunity to stand with the vulnerable people of Alaska in the common witness to the stewardship of God's creation. In turn, they welcomed us into their lives with a generous spirit and radical spirit of hospitality. I for one will remember the experience. Welcome the stranger. Stand with the vulnerable is the theme of this convention it should go without saying that this should be at the heart of the mission of the church; but given the current political and social climate it feels critically important to say it out loud and be reminded of the Gospel imperative of this theme.

“Welcome the Stranger. Stand with the Vulnerable.”

Recently we celebrated the Feast of All Saints. The first lectionary reading from the Book of Revelation is St. John the Divine's vision of the heavenly kingdom. “I, John, looked, and there was a great multitude that no one could count, from every nation, from all tribes and peoples and languages, standing before the throne and before the Lamb, robed in white, with palm branches in their hands”.

If we take The Incarnation seriously we cannot avoid the challenge this is making to us: Can this vision of Heavenly kingdom be established here on earth? All Saint's Day I represented the Diocese in a service provided by the New York Synod of the Evangelical Lutheran Church of America it was ecumenical guests represented and participating. The most moving part of the service came at end when before Bishop Rimbo addressed each denominational representative with a renewed commitment to ecumenical dialogue toward Christian unity and the most poignant moment of that came when Bishop Rimbo addressed the representative of the Moravian Church, acknowledging the Lutheran oppression and mistreatment of the Moravians in the past and asking their forgiveness and committing to reconciliation and unity.

There is an important resolution as Bishop Dietsche mentioned, put forth by the Reparations Committee of the Diocese: Calling us to a period of lamentation over the systemic sin of racism and slavery in this nation. This is the first step of repentance in our journey of reconciliation and reparations.

Being transformed by the reconciling power of love of Christ, to practice the radical hospitality of welcoming the stranger. Standing with the vulnerable. Is at the heart of what the church is all about. I yearn for the day when the church on earth may truly be the church of John's vision. May God bless all our churches in this Diocese; and God bless us all to this mission. Thank you very much.

(Applause)

BISHOP: Thank you, Bishop Shin.
I call on the Rev. Elizabeth Maxwell.

THE REV. ELIZABETH MAXWELL: I would like to ask the Rev. Jeffrey Gollhofer to come to the Dais.
Time for your annual evaluation.

MAXWELL: Jeffrey Mark Gollhofer. In every age God, raises up people of vision and courage and sound theological integrity to speak to the most urgent demands of time.

Today, when the world faces the greatest environmental crisis in human history, that person in the Anglican community and the Diocese of New York is Jeffrey Gollhofer, priest, Franciscan and cultural anthropologist. Jeffrey served as the Vicar of St. John's Memorial Church in Ellenville. He is also the Environmental Representative for the Anglican Communion to the United Nations. In that capacity, as one of the principal human resources of the communion, regarding the environment, Jeff con-

ceived of, advocated for and helped facilitate the gathering of Bishops in Capetown, South Africa in 2015 to which this Bishop was a participant where the global consequences of climate change were compared and discussed, studied and debated and from which came the report: The world is our host. That report, formed the foundation for the work of our own task force that led to the Groundbreaking resolutions to this convention two years ago regarding environmentally sustainable investing and environmentally responsible use of our building assets.

We know Jeff's heart is in his small Catskills parish but from there he continues to guide our environmental work and from there advises, counsels his Bishop, the Archbishop of Canterbury, and the global leadership of our union. Fundamentally, Jeff's theology of creation is rooted in his experience of the spiritual pulse of the world around him. He writes: "Trees are sacred and I will tell you why: Think of the trees that we see. They breathe. They take in carbon dioxide while giving us the oxygen we need. They make our lives possible without them, we wouldn't exist. They hold vast amounts of water above ground. Although we don't see it, it's there. In their trunks, branches and leaves. Not only that, people regarded the mythologic cosmic tree as the center of the spiritual universe. Some believe that the souls of children perch on its branches like birds before they are born, while the souls of shamans and Holy Ones return there to shine as guiding lights for humanism the cosmic tree still exists. Every one of us can find it within ourselves."

Therefore, in recognition and gratitude for his witness to the theology of creation, to hope and to the responsibility of stewards, offered to the glory of God, we of this eleventh day of November 2017 in the sixth year of our consecration do award him the Bishop's Cross.

(Applause)

THE REV. JEFFREY GOLLIHER: I must be in trouble. I love this place. When I walked in the door I used to work here. When I walked in the door this morning I remembered. When I heard Bishop Dietsche's address, I remembered a whole lot more. I think I did write those words, that wasn't bad.

(Laughter)

I want to thank you all. We have a lot of work to do in the next few years; so: Let's do it. Thank you.

BISHOP: I call on Johanna Shafer and I invite the Rev. Gideon Jebamani to the Dais.

JOHANNA SHAFER: One of the world's longest oppression of people

is the caste based discrimination against people in India. The untouchable, Dalit. Gideon was born into that world. By the grace of God, he was admitted to an educational hostel and given an education. Today he is the holder of multiple degrees and respected advocate for human rights on two continents. Gideon is the Protestant Chaplain to Greenhaven Prison in Dutchess County. There, one inmate told this Bishop: At first, a lot of the men didn't know what to think of this Indian priest. But he won them over with his love.

Over 30 years ago, while a seminarian in Madurai he and another student organized the city's scavengers, laborers consigned to the daily removal the human waste from the streets and cesspools and they brought a strike. Within three days they brought the city to its knees and won important safeguards for the workers. The scavengers union continues there today with many hundreds of members. A dozen years later Gideon sustained a brutal and systematic beating by enraged mob for which he endured a lengthy hospitalization. For the crime of attempting to build a parish church on land which the church owned, to serve a local Dalit congregation. Gideon's advocacy has not only been for but to the Dalit. Within that community he has been a champion of equality for women, of dignity and worth for the girl child and of recognition of LGBT people. He understands intimately what it means to be an outcast, Untouchable, and makes no peace with oppression wherever he finds it, whether to his own community or within it. Now in America, Gideon has been the organizer of international Dalit conferences in Washington, DC, New York and other cities at which hundreds of Dalits at convention give voice to not only the oppression they endured but the rising threat of discrimination within us, within the Indian Diaspora, caste discrimination within church communities. In recognition and gratitude for his witness to the Gospel imperative of human rights and dignity and for his sacrificial and tireless self offering in service to Dalit liberation, offered to the glory of God, we on the eleventh day of November 2017 in the sixth year of our consecration do award him the Bishop's Cross.

(Applause)

THE REV. GIDEON JEBAMANI: Friends and fellow believers: The honor that has been bestowed over me; I am thinking am I really worthy of it? because there are numerous of God's people silently and unassumingly making a difference in the lives of people who lost their dignity and human rights.

At this time, I want to thank the Bishop, who always emphasized an inclusive community, a community of all people, to live with human dignity and human rights. Also, this gives me an additional responsibility

to restore, especially those Dalits who were by birth and descent denied human rights and dignity. I want to thank all of you for bestowing this honor on me on this occasion. Thank you.
(Applause)

BISHOP: We are mostly finished with the work of the morning. We would be starting the Eucharist right now. Clearly, we are not quite ready for that. I think that those of us who are in that service are going to leave now and vest and prepare and those who will prepare the altar will do the same. While we are gone, The Secretary of Convention will give the instructions for lunch.

Carla Guzman will give instructions for the Eucharist itself. I think we will be ready to begin Eucharist at 12:20; a little late. And I also think we can reconvene on time. 2:00 p.m. coming back, having something a little less than a full hour for lunch. If we can prepare for the Eucharist, Jim and Carla will instruct you at 12:20, 15 minutes from now, we will begin the service. Thank you.

BISHOP: I now call on Jim Forde.

FORDE: After the Holy Eucharist we will have lunch at 1:00 pm. Please listen carefully. Those who are having lunch with Mrs. Margaret Dietsche please go to Donegan Hall where lunch will be served also at 1:00 pm.

For the rest of us, lunch will be laid out in the ambulatory. I ask you all to enter the ambulatory from the northern side of the nave, on your left. Get your lunch, and keep walking around the ambulatory until you exit on the south side, on your right. We need to keep all the traffic going from North to South.

Please do not take any food or drink into any of the chapels or in the choir stalls.

If you are in a wheelchair, please ask a volunteer to get your lunch for you.

As the Bishop says we ask that you reconvene at 2:00 so we could be out of here in a timely manner. Rev. Guzman.

BISHOP: I now call on the Reverend Carla Roland-Guzman to give us instructions for the Service.

THE REV. CARLA ROLAND-GUZMAN: There will be six stations, four up here and two behind the first sections. We ask you to please

enter from the center then return to your seats in the outer aisles. There will be a gluten free station on the south side. Also, if you are not able to come to a station, please inform the usher so that they can inform those distributing communion to bring it to your seat. Also, a reminder: During communion and the rest of the day, everyone is welcome to stop by the Stations of Suffering in the back where there is a Chaplain available. The offering today, as it mentions in your service leaflet is going to be forwarded to Episcopal Relief and Development and designated to be spent in support of recovery efforts in the Caribbean, following this year's hurricanes. As has been mentioned, immediately after worship lunch will be served.

The offering will be forwarded to Episcopal Relief & Development with a designation that it be spent in support of recovery efforts in the Caribbean following this year's hurricanes, and there is a statement in the service leaflet that clarifies this.

Please return to the Convention floor by 1:00 pm when Lunch will be served.

THE 241ST ANNUAL DIOCESAN CONVENTION
SATURDAY, NOVEMBER 11, 2017
***** AFTERNOON SESSION *****

BISHOP: The convention now reconvenes, please take your seats. I call upon Sanders Davies, Inspector of Elections, to give us a report on first ballot.

DAVIES: Very quickly, I want to give you the results of the very first test that we did, there was a tie for second, Mickey and Minnie tied for second and Donald won by a landslide. Now, I will tell you that Donald would not have won, because he didn't have a canonical majority in both houses. But so much for that.

So, I'm going to read you the results of the first ballot.

To elect a clergy member of the Standing Committee, Class of 2021:

Total valid ballots cast: Clergy 204 Lay 184.

The votes were cast as follows.

Kramer: Clergy 73 Lay 87

Roland Guzman: Clergy 131 Lay 97

Mr. Chairman I recommend that you declare candidate Roland Guzman elected.

BISHOP: So, declared.

DAVIES: To elect one lay member of the Standing Committee, Class of 2021

Total valid ballots cast: Clergy 210 Lay 184

Ballots necessary for an election: Clergy 106 Lay 93

Votes were cast as follows:

Lipari: Clergy 87, Lay 82;

Pinckney: Clergy 22, Lay 101.

Mr. Chairman I recommend that you declare candidate Pinckney elected

BISHOP: So, declared.

DAVIES: To elect a Clergy Member of the Committee to Elect a Bishop, Class of 2018

Total valid ballots cast: Clergy 204 Lay 184.

Ballots necessary for an election: Clergy 103 Lay 93.

Votes were cast as follows:

Derby: Clergy 202 Lay 183;

Mr. Chairman I recommend hat you declare candidate Derby elected.

BISHOP: So, declared.

DAVIES: To elect a Lay Member of the Committee to Elect a Bishop, Class of 2018

Total valid ballots cast: Clergy 109 Lay 179.

Ballots necessary for an election: Clergy 105 Lay 90.

Votes were cast as follows:

Newman: Clergy 107, Lay 178.

Mr. Chairman I recommend that you declare candidate Newman elected.

BISHOP: So, declared.

DAVIES: To elect three Trustees of the Diocese, Class of 2018

Total valid ballots cast: Clergy 204 Lay 183.

Ballots necessary for an election: Clergy 103 Lay 92.

Votes were cast as follows:

Flexer: Clergy 156 Lay 155;

Gadsden: Clergy 152 Lay 146.

Heath: Clergy 152 Lay 137.

Melton: Clergy 148 Lay 110.

Mr. Chairman, I recommend that you declare candidates Flexer, Gadsden and Heath elected

BISHOP: So, declared.

DAVIES: To elect six members of Diocesan Council, Class of 2020.

Ballots necessary for election: The votes were cast as follows:

Total valid ballots cast: Clergy 200 Lay 178,

Ballots necessary for election: Clergy 101 Lay 90.

Votes cast as follows:

Bailey: Clergy 184 Lay 160,

Barrios: Clergy 176 Lay 153;

Bonilla: Clergy 173 Lay 155;

Bookal: Clergy 150 Lay 131;

Francis: Clergy 156 Lay 146;

O'Neal: Clergy 193 Lay 166;

Stravers: Clergy 168 Lay 152.

Mr. Chairman, I recommend that you declare candidates, Bailey, Barrios, Bonilla, Francis, O'Neal and Stravers all elected.

BISHOP: So, declared.

DAVIES: To elect four Alternate Deputies to General Convention and Provincial Synod, Clergy Class of 2018.

Total valid ballots cast: Clergy 179 Lay 203.

Ballots necessary for election: Clergy 91 Lay 102.

Votes cast as follows:

Chittenden: Clergy 139, Lay 116;

Cole: Clergy 130, Lay 122;

Duvert: Clergy 143, Lay, 136;

Lewis Theerman: Clergy 134, Lay 117;

Meech: Clergy 138, Lay 132;

Moronta: Clergy 126, Lay 93.

Mr. Chairman I recommend that you declare candidates Chittenden, Cole, Duvert and Meech elected.

BISHOP: So, declared.

DAVIES: To elect four Alternate Deputies to General Convention and Provincial Synod, Lay Class of 2018.

Total valid ballots cast: Clergy 204 Lay 179.

Ballots necessary for election: Clergy 103 Lay 90.

Votes cast as follows:

Auchincloss: Clergy 126, Lay 98;

Bookal: Clergy 61, Lay 52;

Burns: Clergy 133, Lay 120;

Hannibal Boyce: Clergy 90, Lay 64;

Hernandez Rivas: Clergy 125, Lay 121;

Jacobs: Clergy 83, Lay 87;

Johnson James: Clergy 64, Lay 56;

Pollard: Clergy 131, Lay 117.

Mr. Chairman, I recommend that you declare candidates Auchincloss, Burns, Hernandez Rivas and Pollard elected.

BISHOP: So, declared.

DAVIES: And Mr. Chairman, I'm amazed to say that on my last time standing here, we have no second or third ballot.

(Applause).

And I do want to thank you again for those kind words. I think my father told me that, you know, come do this for a year or two, you will have a lot of fun. Thank you.

(Applause).

BISHOP: Thank you, Sandy, words were said earlier today about your legacy over 40 years as inspector of elections. It's actually kind of a moving moment to watch you walk away from that podium for the last time. You have made a place in the life and history of this diocese, and we honor that and we thank you.

(Applause).

BISHOP: I now call on Bishop Mary Glasspool who will address the Convention.

THE RIGHT REVEREND MARY GLASSPOOL: It continues to be such a great honor and privilege to serve alongside all of you in the Diocese of New York. Thank you for that privilege, for which I am deeply grateful, and thank you, my brothers in Christ, Bishops Andy and Allen, for being the incredible bishops and people that you each are. I am both humbled and energized.

One week ago today, Bishop Andy and I were at Mvumi Hospital just outside of Dodoma, Tanzania, to participate in the dedication of new buildings on the complex built by Global Funds coordinated by Bishop

Dickson Chilongani and the Anglican Diocese of Central Tanganyika. Each visitation we made while in Central Tanganyika, followed a pattern that I found instructive and edifying. And let me be quick to say that since the Diocese of Central Tanganyika was celebrating the 90th anniversary of its founding, these visits were made not only by the Bishop Diocesan and guests from different places in the world, but also the Archbishop of Tanzania, and sometimes, even Government officials. The guests would arrive in two or three four-wheel-drive cars, to be greeted by a huge gathering of the community who would be welcoming us. If there were a choir – and most often there was – the welcome was in song and dance. People visibly and physically showed their excitement at our arrival and shouts of “Karibu sana!” (“welcome!”) were plentiful.

The visitors were then asked to go to a designated place to sign the Visitors Book. This was very ceremonial, gathering around a table or in an office, usually sitting by rank with the Archbishop at the head of the table. Then the sharing of the agenda or plan for the day would be made, and explanations given if necessary, by the leaders of the particular institution we were visiting. The agenda was followed by a guided tour of the facilities with commentaries, small speeches, or interviews with students, workers, or inhabitants. There would be more singing and dancing and welcome along the way. Then everyone would gather in a common place, set up in advance, to hear official reports. The bishops would speak words of encouragement to the people, and always, share hopes and plans for the future. There might be some formal gift-giving to the honored guests. The visitation, which could easily last five or six hours, would conclude with a meal and then goodbyes, before traveling back to Dodoma.

These visits seemed to me smaller versions of Diocesan Convention, only without votes and debate! Representatives of the entire community gather, register, and receive an agenda. We take our places in whatever facility, being mindful of the history of our place and time, current progress, and plans for the future. We hear official reports and the bishops of the Church make every effort to be focused and authentic in offering words of thanks and encouragement to people. Our Bishop Diocesan articulates the “big picture” progress: where we have been; where we are now; and challenges us to envision the future into which God is calling us. Our song and dance is a bit more formal, taking place primarily in the central Celebration of the Holy Eucharist. That’s really our celebrative meal. And after reports had been made and prayers offered, the business of the agenda being accomplished, we say a final prayer, receive a final

blessing, and wend our ways home. The order of things might vary, but the basic elements are there: gathering, welcoming, praising and thanking God, appreciating, celebrating, planning, listening, visioning, sharing, praying, consuming, saying farewell, and then returning home to rest and begin again. We are blessed to be in mission partnership with the Diocese of Central Tanganyika.

I have been entrusted with the oversight of several aspects of our life together as a diocese under the broad category of mission. During the past year it has been my privilege to work with the Global Mission Commission, the Global Women’s Fund, the Ecumenical and Interfaith Commission, the Social Concerns Commission, the Anti-Racism Committee, Reparations Committee, the India Network, and the Campus Ministry Committee. While the time allotted to this report does not permit an exhaustive reporting of all that has been accomplished by the dedicated and hard-working people comprising these groups, I do want to say that in every single case, the leadership of these groups has been nothing short of outstanding. Kathi Watts Grossman (Chair of Global Mission), Judi Counts (Chair of Global Women’s Fund), the Rev. Curtis Hart (Chair of Ecumenical and Interfaith), the Rev. Winnie Varghese (Chair of Social Concerns), Carla Burns (Chair of Anti-Racism), Cynthia Copeland and the Rev. Richard Witt (Co-chairs of Reparations), Anne Gorrissen and Johanna Shafer (India Network), and the Rev. Caroline Stacy (Chair of the Campus Ministry Committee), deserve our gratitude, appreciation, and ongoing encouragement. They certainly have mine. Thank you!

That said, I want to briefly point to five specific things, and then wrap it up. The first is an announcement. A Search Committee subcommittee of Campus Ministry, under the excellent leadership of the Rev. Nils Chittenden, has worked very hard over the past year to write a position description, conduct a nation-wide search, do thorough background and reference checks and then extensive interviews, and make a recommendation to the Bishop Diocesan of a person to be appointed Episcopal Chaplain to Columbia and surrounding campuses. The position is written to include ministry as a campus young adult missionary for Harlem, upper Manhattan and the Bronx – yet that’s a mouthful, and we’re calling it “Canterbury North” for short. It is with great joy that I share with you that the Rev. Ryan Kuratko has accepted the call to this position, and will be coming to us early in 2018. Ryan and his wife, the Rev. Lauren Kuratko, have two small children and come to New York from the Diocese of Atlanta, where each has served faithfully for the past five years. Transition details are being worked out, and I hope you will join me and

the Campus Ministry Committee in welcoming Ryan, Lauren, and their family to the Diocese of New York.

Second: this morning you heard Bishop Dietsche refer to the Year of Lamentations put together by the Reparations Committee, and we have passed a resolution committing ourselves as a Diocese, to observe 2018 as such a year. I want to emphasize that this is not just another year of special programming. This is not just our Diocese's official response to the larger Church's call to Become the Beloved Community God wants us to be. This commitment to a Year of Lamentations is an opportunity and an invitation to deep personal transformation beginning with each of us as individuals, but then continuing in our communities, the church, and the world. This is a call, ultimately, to the sustainability of right relationships as the People of God. And it requires hard, honest work as we look unflinchingly at our past, with its deeply embedded dynamics connected to the evils of slavery and injustice.

Many of our young people already get this and are showing the way. Here is a two-minute video clip of the now annual Jonathan Daniels Pilgrimage in which the Diocese of New York participates each August. The clip was put together by Thalia Lucas, who is doing an Intern year with us.

I hope that you can see from this brief video clip, the willingness to learn and to be transformed that our own young people model for us.

Prior to June, 2017, the Ecumenical and Interfaith Commission was most ably led by the Rev. Joe Campo, and we are grateful for his years of networking and leadership in that position. When Joe+ indicated his need to resign for personal reasons, I reached out to the Rev. Curtis Hart, a faithful and hardworking member of the Commission, to take on the Chairmanship, and thankfully, Curt+ said "yes!". You can read his very fine report to the Convention on page 52 of this year's Calendar of Business. Curtis and I meet regularly – mostly to get me entirely on board – and we can look forward to building on the foundations of past work, particularly in the area of educational opportunities and resources for parishes. Related to this Commission, I participate and represent the Diocese on the New York State Council of Churches, whose Executive Director is the Rev. Peter Cook, and the Interfaith Council of New York, ably led by our own the Rev. Chloe Breyer. As the Church's General Convention in Austin, Texas approaches in July of 2018, we will also be paying particular attention to our Church's dialogue around full communion with the United Methodist Church and what possibilities for mission and further work that might present to us all.

The Global Mission Commission recently sponsored the Second Annual Global Mission Fair with the theme: We Will All Be Changed: Mission as Mutual Transformation. The theme says it all, even as those who gathered together at Christ Church, Bronxville on October 14 heard from keynote speakers the Rev. David Copley and the Rev. Paul Gordon-Chandler. The Commission continues to work very hard at carrying out its mandate to teach, support, and grant Sustainable Development Goal grants from the Diocesan monies explicitly set aside for such work.

Closely connected in theme is the Global Women's Fund, which most recently held a fund-raising tea at Ogilvie House with an inspired presentation by the Very Rev. Dr. Kelly Brown Douglas, who is the new Dean of Episcopal Divinity School's current incarnation at Union Theological Seminary. The women and men working with the Global Women's Fund know something about sustainability as we develop one-on-one personal relationships with women and girls around the world seeking to be educated to effect transformation in their homes, families, countries, and their own lives.

The fruits of much of this labor in mission was clearly evident to Bishop Dietsche and me as we were graciously shown the outgrowth of Carpenter's Kids in the Ibihwa Vocational School, the connections with the Global Women's Fund at Msalato Theological College, and the new water tanks at Shamba Darasa – the teaching farm that is connected to Msalato and which received a Diocesan-sponsored UTO Grant for the tanks.

My friends and colleagues: we can learn so much from our relationships with the Diocese of Central Tanganyika which can inform every aspect of the work we do together in Christ anywhere. I close with a brief comparative piece that illustrates some of the many things I learned in one relatively brief visit. We say: There's an interesting looking cow. Let me take a picture of it. They say: There's a cow. Is it for milk? or meat? We say: I need some wine. Where's the nearest liquor store? They say: We need some wine. How do we grow grapes? Let's plant a vineyard! We say: They deal with so much in Tanzania: poverty, disease, lack of education and training. What can we do to help make things better? They say: We deal with a lot. With help, we will make things better. It's time to sing and dance and praise the God who made us all. And to that, I say, Amen!

BISHOP: Thank you, Mary. Mary is also a great traveling companion, a lot of fun, and if one day you discover you are running a fever, she suddenly turns very maternal and comforting. She was great!

I ask that new Diocesan Clergy since last Convention be acknowledged. Please hold your applause until all have been named. Please stand as your name is read and remain standing so we may acknowledge all at the same time.

I call on Canon Blake Rider to read the names.

THE REV. CANON WILLIAM. BLAKE RIDER:

Clergypersons Received from Other Diocese:

Trevor Roosevelt Babb
Leigh Ellen Hall
Garrett Minarik Mettler
Buddelov Adolfo Moronta
Richard James Robyn
Anne Margaret Sawyer
Alejandra Trillos
John David van Dooren
Bishop Dean Elliott Wolfe

Candidates for Holy Orders Ordained Deacons:

Eugene Alphonse Bourquin
Shiane Marlana Lee
Richard Paul Limato
Jacqueline Marie Sanchez-Shabazz
Chisara Rose Alimole

Candidates Ordained Transitional Deacons:

Michael Joseph Horvath
Matthew Daniel Jacobson
Deborah Annette Lee
Mark Daniel Schultz

Transitional Deacons Ordained to the Priesthood:

Michael Joseph Horvath
Matthew Daniel Jacobson
Deborah Annette Lee
Mark Daniel Schultz

BISHOP: I now call on Canon Blake Rider to read the Necrology

RIDER: Clergy Necrology:

Henry Douglas Coleman
Jane Cumming

Bruce Willard Forbes
Deacon Broaddus Johnson, Jr.
Lawrence Andrew Adolph Larson
Deacon Beverly Ruth Neuhaus
Cecil Alvin Scantlebury
Deacon William Bernard Seebeck
Joseph Alfred Wade, Sr.

Lay Members of Religious Orders Necrology
Br. Ronald Haynes, OHC

RIDER: May their souls and the souls of all of the departed by the mercy of God rest in peace. Amen.

BISHOP: I now call on Father Matthew Mead, Chair of the Budget Committee to give us the Report on the Assessment Budget.

THE REV. MATTHEW H. MEAD: Thank you, Bishop Dietsche. The 2018 Budget and Narrative were distributed to Delegates after the Calendar of Convention. You should have received them by email on October 31, and hard copies are available here today. For this presentation I am going to lead you through the Budget Spreadsheet, line by line, but first I need to give you some background on why the budget was delayed, and why the 2018 budget decreases disbursements by about \$500,000 from the 2017 Budget.

We encountered two significant challenges which caused the delay. First, we did not have final numbers for 2016 which meant that projections for 2017 were incomplete. Normally we take the prior year's final numbers, combine them with midyear numbers from the current year, and we can project the rest of the year pretty accurately.

The delay in final numbers can be attributed primarily to two things:

- 1) The three senior staff positions in the Finance Office all turned over in rapid succession. Our new Chief of Finance and Operations started in early 2016, we were without a Controller from July 2016 until February 2017, we were without an Accounting Manager from January 2017 until August 2017, and there was one month where we had neither a Controller nor an Accounting Manager.
- 2) The recommendations for financial upgrades, improved accountability, and greater transparency from the Strategic Plan Task Force on Financial Matters required thorough examination of all of our finances, funds,

and financial systems, and that has taken time.

We have a great team in place, we have done a lot to improve our systems, add more accountability, and bring about greater transparency. Again, that takes time.

We have projections for many lines, but not every line. Because our projections for 2017 are still incomplete we could not enumerate them in the Proposed Budget. When I go through the budget line by line, I will note whether an amount is budgeted based on our working projections for 2017 or whether an amount is budgeted based on the 2017 Budget.

The second significant challenge that we faced was that our working projections indicate sizable deficits for 2017 and 2018.

The 2017 Budget passed last year at Convention included a \$355,000 deficit which was to be covered by a transfer from our cash reserves. Last year, we indicated that transfers of that sort were unsustainable in the long term, but necessary as we began to live into the canonical and systemic changes recommended by the Strategic Plan Advisory Committee and adopted by the 2016 Convention. As 2017 has unfolded the projected deficit has increased to between \$400,000 and \$500,000. This is not sustainable.

Based on our working projections and on the requests from Commissions, Committees, and the Bishop's Staff, our mid August draft of the 2018 budget projected a deficit of about \$1,200,000. Some of the deficit was increased expenses and requests. The bulk of the problem, however, is income.

By mid August 33 congregations had not paid any of their canonically agreed upon and required Apportioned Share for 2017. 59 congregations were paying adjusted Apportioned Shares in 2017.

The Budget Committee believed that presenting a deficit of that sort would be unwise. We also believed that a budget based on numbers which we were not confident were accurate would be less than transparent. In late August we put the brakes on the budget process and immediately informed the Bishop, Diocesan Council, and the Trustees of the two challenges we faced.

Together we determined that the best course of action was to present to

Convention a budget based on the best numbers we had that would temporarily cut back in every area possible without affecting our current employees, contractual obligations, or substantively undermining any of our ministries. We assumed, correctly, that we would not be able to reduce the deficit to a sustainable level. We were able to reduce the deficit from \$1,200,000 to about \$400,000.

The 2018 Proposed Budget is balanced by a substantial and unsustainable transfer from cash reserves. We expect and recommend that the 2018 Budget, once passed by Convention, 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. We envision that the 2019 Budget will have a smaller, but still unsustainable, transfer from cash reserves. We intend to move to a zero deficit budget by 2020.

Based on the report and findings of the Strategic Plan Task Force on Financial Matters that were provided to the 2016 Convention, this reality is not unexpected. 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 move toward more financial transparency and accountability. We have made much progress, and the work of the Finance Office has been exemplary.

I am now going to lead you through the Proposed 2018 Budget spreadsheet. Please look at the spreadsheet that says “Income / Disbursement Summary” at the bottom of the page. I will go line by line through this page.

We have broken Income into several parts for clarity. At the top of the page you will see “Income From Apportioned Shares”. This is where the majority of our income comes from.

Line 001: Gross Calculated Apportioned Shares is the total calculated amount of Apportioned Shares before any adjustment. These project basically flat for 2018. We are concerned, based on available numbers and recent trends, that Gross Calculated Apportioned Shares may remain

flat or even decrease in 2019. Many of our congregations have been reporting decreasing Normal Operating Income for the past few years. This decrease translates into decreased Calculated Apportioned Shares.

Line 002: Total Adjustments due to 12.5% Cap & Adjustment Board is the total amount adjusted through the Adjustment Board and through the 12.5% year over year cap increase. The canonical changes made in 2016 have allowed the Adjustment Board to eliminate the loophole that allowed some congregations a 12.5% maximum annual increase on Apportioned Shares temporarily reduced by the Adjustment Board. In every case that resulted in a congregation's billed Apportioned Share increasing more than \$1000 from 2017 to 2018, the Adjustment Board has offered one of three options. First, congregations with relatively small increases were offered a choice to reach full payment in 2 years or pay in full for 2018. Second, congregations with larger increases were offered a choice to reach full payment in 3 years or pay in full for 2018. Third, congregations with substantial increases were offered a choice to appeal in person to the Adjustment Board or pay in full for 2018. The work of the Adjustment Board has ensured that Line 002 has decreased and will continue to decrease in 2019 and 2020 as formerly adjusted apportioned shares are phased back to normal.

Line 003: CSP Transition Apportioned Share Reductions is the amount paid by CSP congregations in transition. This line is zeroed out for 2018. The amount due from those congregations still in transition is included in Line 001.

Line 004: Projected Unpaid Apportioned Shares. Payment history suggests that a certain amount of Apportioned Shares will be unpaid in 2018. This line includes about \$430,000 of phased in Adjustments that are unlikely to be paid and about \$675,000 from congregations that have paid nothing in 2017 combined these total about \$1,105,000. From a canonical standpoint, there is no reason for Line 004 to exist. From a budget standpoint we have to be honest that a significant number of congregations are either unable or unwilling to pay their Apportioned Share. Line 005: Net Income from Apportioned Shares is projected to increase about \$50,000 from 2017 to 2018.

Line 006: Allocation from the General Endowment is the amount of income from our Unrestricted Investments. It is projected to increase by \$90,000 in 2018.

Line 007: Contribution to General Endowment 25% Cap is the so called Trinity Cap. No one congregation can pay more than 25% of the total disbursements. The Diocese still receives the money, but anything above 25% is transferred from income to the General Endowment. Because our disbursements for 2018 are projected to be significantly lower than 2017, the 25% Cap increases, about \$191,000. Every \$1 we cut from disbursements also means losing \$0.25 from our income. This reality complicates cutting expenses when building a budget. In the long run, the 25% Cap is a very good thing since it builds up the General Endowment and forces the Diocese to rely on all of its congregations, rather than just the largest ones.

Line 008: Trust Income is the amount of income from Trusts generated by two of our congregations for support of the Episcopate. The amount is projected to decrease in 2018 by just under \$10,000.

Line 009: Fee Income is the amount of income from a variety of fees, including but not limited to payroll fees. This amount has not been changed from the 2017 Budget.

Line 010: Diocesan Convention Fee Income is the amount of income from fees for Convention. These are budgeted at the same level as 2017. Since 2016 convention expenses and fees have been set up in such a way that the fees are basically the same regardless of whether Convention is one day or two days.

Line 011: Trinity Grant in Support of Liaison for Global Mission is the amount of income from a Grant from Trinity Church Wall Street to the Diocese that supports half of the position of Liaison for Global Mission.

Line 012: Matching Transfer of Trinity Grant from other funds available to the Bishop is the amount of income from one of the Bishop's Discretionary Funds to support half of the position of Liaison for Global Mission. Matching support for this position from the Bishop's Discretionary Funds was temporary and intended for 2017 only.

Line 013: Total Other Income is projected to be down about \$200,000. This is due mostly to the \$25% Cap, which increased because Disbursements were cut.

Line 014: Contingency is budgeted at \$500,000 which is about 5% of the budget. The Budget Committee routinely budgets in contingency

amounts in past years this has been built into Unpaid/Adjusted Apportioned Shares. We broke it out this year for clarity. In 2017 we built in a \$100,000 contingency which was about 1% and it proved completely inadequate.

Line 015: Total Income, including the contingency, is projected to be down by about \$550,000.

The bottom portion of the Income & Summary page that you are looking at shows Summaries for Disbursements. Details are on the next pages. If you will please turn to the page that has lines 101, 102, 103, and 104 at the top of the page, I will lead you through Disbursements line by line.

Line 101: Assessment to The Episcopal Church
Our Assessment to the National Church has increased by \$44,886.

Line 102 Assessment to Province II
Line 103 Reserve for Deputies to General Convention
Line 104 Reserve for Delegates to Provincial Synod
Line 105 Reserve for Future Episcopal Elections

Line 106 Reserve for Lambeth
These lines remain at 2017 budgeted levels.

Line 201 Bishop of New York
Line 202 Bishop Suffragan
Line 203 Bishop Assistant

These lines remain at levels projected for 2017. Any increases were based on decisions made in 2016 and approved by Convention. All three lines saw normal increases in benefits. The Bishop Assistant line also included salary parity with the Bishop Suffragan.

Line 204 Bishops' Office Expenses (TOTAL)
This line is budgeted based on our working projections for 2017. It seems that we over budgeted for 2017.

Line 205 Reserve for Discretionary Fund Hospitality
This line remains at 2017 budgeted levels.

Line 206 Bishops' Shared Travel
This line is reduced by \$20,000 for 2018.

Line 207 Canon to the Ordinary (Expenses & Compensation)

Line 208 Canon for Pastoral Care (Expenses & Compensation)
Line 302 CSP Coordinator / Director of Strategic Planning (Expenses & Compensation)
Line 303 Canon for Ministry (Expenses & Compensation)
Line 304 Canon for Transition Ministry (Expenses & Compensation)
Line 305 Canon for Congregational Vitality (Expenses & Compensation)
Line 306 Liaison for Global Mission (Expenses & Compensation)
Line 307 Property Support Director (Expenses & Compensation)
Line 308 Mid Region (Expenses & Compensation)
These lines include compensation and all expenses necessary to each office. Each line is budgeted based on our working projections for 2017. There is no line 301. I failed to update the line numbers.

Line 401 CSP Transition Clergy Compensation
This line is decreased per agreements reached in 2016.

Line 402 Harlem Initiative
Line 403 South Bronx Initiative
Line 404 Regional Pastorate Initiative
Line 405 Growth & Transitional Clergy Compensation
These lines are decreased from 2017 budgeted amounts, but each still covers all current contractual commitments.
That phrase “covers all current contractual commitments” is going to come up a few more times in this presentation. It means that the people and positions who are being supported by the diocese in various Strategic Settings around the diocese will continue to be supported at the same levels they are currently supported. There is no additional money budgeted for possible expansion in 2018, and when a line is decreased, what has been cut is the opportunity for possible expansion. As you will see, in some cases the line will decrease, in other cases the line will increase. In all cases nobody new is being hired, nobody is losing their job, and no expansion is planned for 2018.

Line 406 Hispanic Clergy Compensation
This line is increased \$20,000 to cover all current contractual commitments.

Line 407 Congregations in Strategic Settings Clergy Compensation
This line is decreased from the 2017 budget amount, but it still covers all current contractual commitments.

Line 408 Campus Ministry Clergy (Expenses & Compensation)

This line is increased \$71,000 from the 2017 budget amount, but it still covers all current contractual commitments. The major increase is a new position for Canterbury Uptown that was planned for in 2016 and finalized in 2017.

Line 409 Wisdom Year Seminarian for Canterbury Downtown

This is zeroed out for 2018.

Please turn to the final page that begins with line 501.

Line 501 Congregational Development Commission Programs

This line is decreased from \$30,000 to \$10,000.

Line 502 First Step Grants

This line is decreased from \$20,000 to \$10,000.

Line 503 Next Step Grants

This is zeroed out for 2018.

Line 504 Christian Formation Commission Programs / Young Adult Ministry

This line is decreased from \$80,000 to \$70,000.

Line 505 Property Support Committee Grants & Loans

This line is decreased from \$375,000 to \$350,000

Line 506 Hispanic Ministries Grants

This line is decreased from \$75,000 to \$50,000

Line 507 Operational Support for Strategic Hispanic Congregation

This line is budgeted based on our working projections for 2017.

Line 508 Multicultural Ministries (New Community)

This line is decreased from \$15,000 to \$12,500

Line 601 Commission on Ministry Programs

This is zeroed out for 2018.

Line 602 Ecumenical and Multi Faith Councils Contribution

Line 603 Ecumenical & Interfaith Commission

Line 604 Global Mission Commission

These lines remain at 2017 budgeted levels.

Line 605 Sustainable Development Goal Grants

This is zeroed out for 2018. The Episcopal Church has resolved that every diocese move toward providing 0.7 of its disbursements to Sustainable Development Goal Grants. We are moving in the wrong direction, but this is a temporary reduction for 2018.

Line 606 Rural and Migrant Ministry

Line 607 Social Concerns Commission

These lines remain at 2017 budgeted levels.

Line 608 Support for Episcopal Charities

This line is decreased from \$120,000 to \$100,000

Line 701 Cathedral Cost Sharing and Rent

This line remains at 2017 budgeted levels.

Line 702 Office Services (Expenses & Compensation)

Line 703 Administration (Expenses & Compensation)

These lines are budgeted based on our working projections for 2017. There is a decrease of \$275,000 in line 703 Administration (Expenses & Compensation) which is due to overlaps and temporary staff during staff transitions.

Line 704 IT Expenses

This line remains at 2017 budgeted levels.

Line 705 Overhead and Fixed Obligations

This line is budgeted based on our working projections for 2017. There is a temporary increase of \$194,000 which covers increased projections for auditing and severance.

Line 801 Public Affairs & Archives (Expenses & Compensation)

Line 802 Episcopal New Yorker

Line 803 Web Management

These lines are budgeted based on our working projections for 2017.

Line 901 Journal and Directory

Line 902 Diocesan Convention Reserve

Line 903 Council/Convention Meetings

These lines remain at 2017 budgeted levels.

Line 1000 through 1300 are on the summary page of the budget. Please turn back to the page that is labelled "Income/ Disbursement Summary" at the bottom.

Line 1000: Provision for Salary & Benefit Increase

This is budgeted for 2018 to include medical and other benefit increases. The 2017 budget included an increase to cover a 4% cost of living increase for clergy who are not on the Bishop's Staff but are paid by the Diocese of New York and a 2% cost of living increase for all other personnel paid by the budget. The 2018 budget does not include those additional increases.

Line 1100: Total Disbursements are projected to be down about \$500,000.

Line 1200: SURPLUS (DEFICIT):

We are projecting a deficit for 2018 of just under \$400,000.

Line 1300: Transfers from Reserves is the amount required to "balance the budget" if there is a deficit. As noted above, this was budgeted for 2017 at about \$350,000. Current projections put this number at about \$500,000 for 2017. For 2018 this number is budgeted at about \$400,000 since we are canonically required to pass a balanced budget. A transfer of this magnitude is unsustainable.

As noted, we face two problems. First, when building this budget we did not have confidence in 2016 or 2017 numbers. Second, the numbers we do have project sizable deficits for 2017 and 2018. Based on the report and findings of the Strategic Plan Task Force on Financial Matters that were provided to the 2016 Convention, this reality is not unexpected. Our strategic plan has allowed us to take a very close look at our finances and financial systems and make necessary updates.

The Budget Committee and Finance Committee have worked with the Bishop to map out a plan to reduce and contain the deficit for 2018. We anticipate that we will have a truly balanced budget in 2020. We have also taken steps to update our budget process so that we will be working after summer vacations have ended, at a time when more informed decisions can be made about the coming year, and with full midyear financial information.

A quick solution to our 2018 budget problems would have been to eliminate the contingency of \$500,000. Eliminating the contingency would balance the budget on paper, but it would be very unwise there is a parable about that in tomorrow's Gospel and would almost certainly ensure that 2019 becomes about retrenchment rather than strategic growth and planning.

The true solution to our budget problems is addressing Projected Unpaid Apportioned Shares itemized in Line 004. Our assessment/apportioned share model is consistent with the models we find in other dioceses. We believe that it is fair, and, most importantly, it has been approved by Convention, most recently in 2016 and unanimously.

We believe we have built a prudent and transparent budget for 2018. We are confident that we have maintained support for all of our current ministries. We recognize that we are recommending that a number of ministries receive less financial support than previous years. These decisions were not made lightly but in an attempt to support all of our ministries while being mindful that our current income levels cannot support them at the levels we would prefer.

I want to close with a word of thanks. First, thank you to Esslie Hughes, Masiel Jordan, and Karen Almquist, the senior staff members with whom I've spent my summer and autumn. Thanks to all of the members of the Finance Office and Andrew Gary who worked behind the scenes. Thank you also to Sister Faith Margaret, Billy Wright, and George Wade, our Treasurer, Chair of the Finance Committee, and Chancellor, respectively. Thank you especially to all of the members of the Budget and Finance Committees who represent and faithfully serve this great diocese: Wendy Canas, Jennifer Redall, Marsha Ra, Peter Saros, Peggy Sullivan, Matthew Moretz, and Susan Heath. Thank you to Bishop Dietsche who has brought wisdom, pastoral care, and leadership to an unusual budget process. I am personally grateful to you all for your time, expertise, and friendship.

Lastly, thank you to everyone who reached out with questions and concerns over the past few weeks. Your feedback has been invaluable, and I hope that I've been able to clarify some of the questions and concerns that have been floating out there. I invite your questions about any of the lines and changes we have proposed, and I ask that you join us in support of this budget.

(Applause).

BISHOP: Thank you, Matt.

We have three resolutions. Resolutions 1 and 2 Apportioned Share Budget and a 3rd, which is a canonical resolution, I have two budget resolutions then and they are separate from the next resolution. All right. So, you have it in your hands, it's the front page of the chart you were just looking at, budget committee resolutions 1 and 2 were moved and seconded this morning.

Are we voting electronically. There are two typos that you need to, if you have a pen, to cross out, I mentioned one of them before hand, and I did not read the other one on this sheet that says part 7, proposed resolutions, right before that number one resolved, there is an italicized resolved that canon 17.1, I don't know how that got in there. You should cross out and I did not read it so we don't need to resecond it, but you should cross out "resolved that canon 17.1.3 be modified as follows." It's a stray typo.

I'm going to ask the question and see if we have an answer are we prepared to and is our intention to vote elec-tronically on these resolutions? Yes. Okay. Then get out your electronic devices and the first vote will be on resolutions

14 and 15. One for yes, two for no. We can do 1 and 2 together. We will do 3 separately. Vote now.

There we are. Okay. It's open now, 1 for yes, 2 for no. Vote now. You are voting yes for the budget or no for the budget. Are we ready to move to the next resolution? Is everybody finished? Everybody done? Okay. Cut that off.

Close it. It's a slightly different resolution.

Do we want to see if 1 and 2 passed?

I don't know how this works.

Where are the red and green cards? It would be nice for me if we could find out if this pass.

This is a canonical resolution. If it passes unanimously or two thirds in each order, that it will be passed today. If it receives only majority vote, then it is held over for a year. And we do this, go through this exercise again next year. If a non majority supports the yes proposition, it is defeated. Am I clear? Good.

Okay. The third resolution is open. This is the one that gives the budget committee an extra 20 days before it goes to council. It doesn't affect how you receive it.

Let me suggest, do we need to worry about two thirds of each order or is this unanimous?

Okay, as I understand it, the machine is obviously if you are clergy you are clergy, if you are lay, you are lay. We can all vote at the same time. Are we open for resolution 3?

We voted for resolution 3?

Can we get the results of these elections? Yes, close it.

Okay, resolution 1 and 2, 279 votes yes, and 15 votes no, it carries.

(Applause).

That's extraordinarily gratifying because we now go into the second chapter of the hard work on this same budget. Next is the Canonical Resolution also budget related, you are not quite ready to open it? I

understand they need time to give us the results by orders. If it reflects what we have got on the first ballot, it's fine.

Boy, this speedy new high-tech stuff makes my head spin! I still don't know where we are.

Apparently, we have not voted on canonical resolution even though you think you did.

No. You may have voted for this canonical resolution, but it wasn't open. We think we can have a vote for this resolution. If the numbers are as weighted as these are, we don't need to do it by order and we can do it by a simple vote, and then just get the raw numbers like this. Is the resolution open to be able to vote? Yes, there it is.

It passed. Great!

(Applause).

Thank you very much Matt: I call on the Reverend David Carlson yes, Susan.

THE REV. SUSAN FORTUNATO: Bishop, Susan Fortunato, a place of personal privilege I rise to draw attention to the ballot for leadership in our diocese this year and to voice my concern. In a diocese as large and complex as the Diocese of New York, there are many issues I understand to be mindful of. We need to constantly be cultivating new clergy and lay leadership in the diocese. We need to be mindful of the need to make sure there are candidates at every level represent ethnic and gender diversity. In other words, we want our slate of candidates to look like our diocese. We also need our slate of candidates to reflect the geographic diversity of our diocese. When I first came to this diocese in 2001, that was a subject of considerable worry for the Churches in the northern parts of the diocese. I confess that at that time their concerns seemed esoteric to me, but they were addressed by insuring that key committees such as the diocesan council, the standing committee and the trustees would have leadership from each of the three regions of the diocese. For the last 16 years, largely without editorial comment, these seats have been regionally distributed so that one year an election would be between two people from Manhattan, Staten Island and the Bronx. The next year the seat would be between two people from Rockland, Orange and Westchester. This practice insured that leadership from the entire diocese was around the table when decisions were made. A cursory glimpse at the first pages of this year's calendar of business will quickly confirm what I am about to say. There is virtually no clergy leadership from the mid Hudson region on any major decision-making bodies for the diocese for the coming year, not on the diocesan council, not on the trustees, and not on the standing committee. There are a few

lay leaders represented on the trustees and standing committee, and we are grateful for their work. It is not enough to run a person from the mid Hudson region against a person from Manhattan or even from Rockland or Westchester. Those of us who come from several hours away, simply do not have the same opportunities to spend time with our colleagues as do those who live closer to the cathedral. Bishop Dietsche, I ask you if you would consider instructing the leadership development committee in the strongest possible terms to return to its previous practice of regional distribution of the seats on standing committee and on diocesan trustees and to ensure that representation from the mid Hudson is included in future slates for diocesan council. I further ask that the name of the chairperson of the leadership development committee and the membership of that committee be published in future calendars of business for this Convention. Thank you so much for the opportunity to be heard. (Applause).

BISHOP: I am well aware of the geographical barriers of people coming into diocesan leadership for who's who live farther out. When I was a canon pastor I experienced frustration in talking to clergy and lay people in mid-Hudson region, also be in Staten Island. Thank you for that.

Yes, we will bring consideration to that. And the names of people who are on diocesan committees are not private. So we will make sure that those lists are published in the calendar of business as well. Thank you, Susan. We will address it.

I call on the Rev. David Carlson, Chair of the Resolutions Committee to give the Report of the Committee.

Proudly serving the Mid-Hudson, and the Diocese of New York all together.

THE REV. CANON DAVID L. CARLSON: Bishop, as Chair of the Resolutions Committee I present Resolutions 2 to 13 for consideration by convention. The committee has also reviewed resolutions 16 and 17 presented from the floor of Convention based on your address, and the committee reports that these resolutions are in the form appropriate for consideration of Convention. Thank you.

BISHOP: Thank you, David.

As presented by the Resolutions Committee, except for Resolution 1, there is no need for a second for Resolutions 2 to 13. And, of course, one, two and three have been resolved.

We will deal with each of these resolutions as presented.

I remind you of what I hope it has become our custom to refrain from

expressing aloud either pleasure or disappointment at the result of a speaker's comments or the results of a vote.

We may disagree with one another on some matters; in fact, I hope there are matters on which we are not entirely agreed.

Diversity means diverse points of view.

But even if our point of view carries the day, please remember that this is not about winning or losing.

We are about discerning the Spirit through the democratic process. So, please, no applause.

If we would turn to page 31 of the Calendar of Business.

When you speak to resolutions, there is a three minute time limit, and there is a bell warning you when you are running out of time.

(Bell ringing).

All right the first resolution is found on page 32 in the Calendar of Business is the resolution brought by the oh, we have election of trustees of estate and property on page 31, submitted by the trustees of estate and property.

Their election needs to be ratified by this Convention. Does anybody have any discussion?

All in favor of the election of those three people as trustees say aye, (Chorus of yes) Opposed?

So much faster than electronics!

The following persons are hereby elected trustees for terms expiring in 2020. Congratulations Holly Macdonald, John Trammell, Melinda Weir on your election.

Thank you very much.

I reiterate as presented by the resolutions committee there will be no need for a seconding on the following resolutions 2 through 13. We will deal with each of them as presented.

Resolution 2, you will find it on page 32 in the book. The title of the resolution is: Resolutions against Caste-and-Descend-Based Discrimination 2017.

Is there any discussion of this resolution?

THE REV. MICHAEL SHAFER: There is nothing much to this except to refer to General Convention.

BISHOP: Are we ready to vote?

All in favor say aye? (Chorus of ayes) Opposed? It passes.

Okay. Thank you very much.

BISHOP: The next resolution is on reparations, it comes from the reparations committee of the Episcopal Diocese of New York. Resolution 3, 4 and 5 you will find on pages 33-34 in the book.

The title of the resolution is: A Call to the Diocese to Commit to a Year of Lamentations.

Submitted by Diane Pollard. She is at the microphone.

DIANE POLLARD: I rise to urge the support of this resolution which represents an invitation to the diocese to join all of us on the next step in this journey. It is going to be difficult work, but we have never looked the other way when it came to doing difficult work. So I would urge your approval of this resolution. Thank you.

BISHOP: Thank you, Diane. A lot has been said already today about the lamentation. Is there any further discussion of this resolution? Yes, Richard.

THE REV. RICHARD WITT: Richard Witt Rural and Migrant Ministry, co-chair of the reparations committee, just a quick moment of personal privilege. If this resolution does indeed pass, we have clipboards back at our table that allow you to stay in touch with living into this year of lamentations. Thank you.

BISHOP: Any further discussion on the reparations resolution? All in favor?

(Chorus of ayes). Opposed? It passes.

If you are here as a delegate from your parish and you are not in the elected leadership of your parish, please take the responsibility that came with your Church asking you to come to this Convention and return back and bring education and information about the era of lamentation to your Church so we have the widest and broadest possible inclusion of Churches in this next year of study and reflection.

Our next resolution is on suicide prevention, advocacy and clergy training. Bob Flanagan is at the microphone.

THE REV. ROBERT FLANAGAN: As the proposer of this resolution, as the Bishop mentioned before in our first resolution, what this, that one, the India network resolution, we are looking to refer this to gen-

eral Convention. Suicide is one of the leading causes of death in the nation. It's the second leading cause of death for those between 10 and 14. Clergy are often on the front lines of families with suicide crisis, and those who are facing suicidal risk themselves. What this resolution looks to do is referring it to general Convention is to ask general Convention to allocate funds so that evidence based most up to date training programs can be offered to clergy throughout the country. No money is being asked from this body. Money will be asked from general Convention next summer. So, I ask your support?

BISHOP: Any further discussion? All in favor? (Chorus of ayes) Opposed? It passes. Thank you.

Our next resolution is the gun safety sentence resolution, proposed by Christine Breiner of Saint Mark's Church in the Bowery. Christine?

CHRISTINE BREINER: Yes, thank you. So, this resolution, is just an invitation to invite the vestry and the leadership of various congregations to consider putting this sentence in their bull bulletins. Please insure that guns in your home are locked and secured against use by children or by those suffering agonizing despair. I want to make it clear this is an invitation for discussion and to consider putting such a sentence in your bulletins. If you do consider doing this and you do decide to do this please let us know at Saint Mark's. We think that adding such a sentence is a powerful expression of Church leadership, I want to say that the focus of this resolution is on the safety of children and those in despair. Thank you.

BISHOP: Thank you. Yes.

DELEGATE: I have a comment about the wording. I think it's an excellent idea to include such a statement in the bulletin, but I think suffering agonizing disappear is kind of subjective, and I think perhaps the wording could be refined by the vestry or those deciding to include it in their bulletin to maybe something like for inappropriate use or use by persons who are not fit to make judgment.

BISHOP: Are you proposing amendment to the resolution with new wording?

DELEGATE: I'm proposing new wording, but I don't know what the wording should be, I'm suggesting that anyone who wants to include it in their bulletin should perhaps suggest their own wording and if Saint Marks wants to approve it, they could.

BISHOP: We don't have an amendment to the resolution. I would imagine that any Church that wanted to live by the spirit of this and include the sentence in their bulletins but wanted to modify the language of the sentence could do so. There is no copyright on it. Thank you though. I'm reminded to ask you to introduce yourself and your parish when you speak. Yes, sir.

GARRETT METTLER: I'm Garrett Mettler. I serve on the Congregation of Trinity in Fishkill. I speak in support of this resolution with a reservation. The reservation is about the method of engagement of the issue where there are literally lives at stake. Upon first reading, wondered whether a sentence printed in worship but continues was stuff or even advisable. I was a school chaplain and a member of Trinity Church in Newtown, Connecticut at the time of the murders of elementary school children and teachers in Sandy Hook. The shat shattering of lives was devastating beyond words to witness close at hand. In large part motivated by that deep grief, I cocreated a retreat with a long serving priest of this diocese with a deep and wide heart called agents of peace in a time of fare. So, I confess to you my reservation about the difference making potential of the printing of a sentence about safe gun storage at home in our bulletins as an unambiguous statement of the Church and mass about the imperative of protecting life, it is of value. But I urge your support of this resolution in the hope that it will not be only a sentence, but the beginning of engagements of our hearts with one another and our Churches about the intersection between guns, gun use, and gun availability and the Gospel's call to us all to cherish life. If you are concerned that printing the sentence might cause some discomfort among members or be perceived as inappropriately political in Church, I sympathize and ask you to put that concern alongside the pain of grief and loss that invades the lives of all who gun violence has robbed of the option to be on the sidelines of this issue. Let us pass this resolution but not be content with printing a sentence. Instead, using it as an opportunity for a new beginning of protecting our neighbors. Very actually some lives will depend on it. (Applause).

BISHOP: Thank you. Yes, Margo.

MARGARET SHIELDS: Margo Shields, St. John's in the Village, Manhattan. I also speak in favor of this resolution. I would simply like to add a sentence or a clause to it that says please insure that there are no illegal guns in your house. In my private life, I'm a hearing officer at the

N.Y.P.D. license division. Thank you.

BISHOP: Margo, are you moving that?

SHIELDS: Yes, Bishop.

BISHOP: We are moving this as an additional sentence Or clause to be added to the resolution.

“Please insure that there are no illegal weapons in your house.” Is there a second to that resolution, to that amendment? We will vote on the amendment. All in favor?

Opposed?

It passes. The sentence is now amended in the original resolution. Yes.

OLIVETTE TAYLOR WILLS: Hi, I’m Olivette Taylor Wills from Saint Augustine’s in lower Manhattan. My background as far as white collar criminal law as well as my spirituality as a loyal priest in the matter speaking has always been ambiguous to me because is there is a season for everything, as it says in Ecclesiastes, however, I like the additional supplement that they want to make with respect to that sentence about illegal handguns and people taking responsibility, because guns like money is not the root of all evil. It’s the person who is carrying it or who illegally possesses it. So, it is about responsibility and accountability, and that additional supplemental sentence within the newsletter or any publication, I think, would be helpful not only to us as a Church, but certainly to the wider community starting with our government.

BISHOP: Thank you. Is there any further discussion of this resolution? Remember that it is amended to add the words “please ensure that there are no illegal weapons in your home.” All in favor of the resolution, say aye. (Chorus of ayes) Opposed? It passes.

The next resolution is one regarding human trafficking proposed by the Reverend Adrian Dannhauser who is moving to the microphone now.

THE REV. ADRIAN DANNHAUSER: Adrian Danhnhauser, Church of the Incarnation. Passing resolution 12 would refer a set of resolutions to general Convention, and this set is substantially similar to resolution passed at Convention last year. So, I hope some of you will recognize that for those that don’t, these resolutions recognize child sex trafficking as a problem that hotels, airlines, and other members of the travel industry are uniquely positioned to address. Over 1300 travel providers

have done just that by signing the code of conduct for the protection of children from sexual exploitation in travel and tourism. That means they have agreed to train their employees to identify and report potential cases of child sex trafficking witnessed on the job. Such reporting often leads to the arrest of traffickers and the rescue of victims. The resolutions we passed last year encourage members of our diocese to patronize when possible companies who have signed the code or when not possible to advocate for the code. Resolution 12 is about taking this from the diocesan to the national level, encouraging the whole Church to support the code by sending resolutions to general Convention. I have every reason to believe these resolutions will pass at general Convention. I'm Sully talking to the presiding Bishop about them this week. I'll also add that the diocesan task force against human trafficking is developing a ToolKit and other materials that will enable and equip members of the Church to put these resolutions into practice. Thank you.

BISHOP: Thank you, Adrienne. Is there any further discussion of this resolution? All in favor? (Chorus of ayes). Opposed? No. thank you. Our final resolution and then we will turn to the ones made this morning as a response to my address is the one regarding adopting the clergy compensation guidelines, Abigail Franklin who is the chair of the committee that proposed this and she is now at the microphone.

ABIGAIL FRANKLIN: Per the resolution of the 240th Convention that a task force be formed to study clergy compensation and make recommendations at the 241st Convention, I rise to urge your support of the final resolution and if you would please turn to refresh your recollection to page 43. You will see a quick synopsis of the primary conclusions that the task force reached regarding amendments to our process going forward. I'm not going to read them word for word, but as you can see, we recommend the human resources committee of the diocese henceforth conduct an annual review recommending updates for minimum clergy compensation. We also recommend that clergy compensation guidelines should, we hope, become a regular part of the annual calendar of business of this diocese. The office of transition ministry will have responsibility for maintaining any and all new information resulting from Convention on the diocesan website, and we also urge, although we have no power to do more than that, that congregations and parishes should consider exploring alternate methods of null compensation whether sharing a priest, combining with a neighboring parish or any other creative arrangement that may allow them to at least cover the established minimums for clergy. And, finally, we wholeheartedly

endorse as best practices the annual conducting of a mutual ministry review. All of the remaining details are set forth starting on page 44 which includes annual stipend, housing, reimbursement of self employment tax, health benefits, parental leave of absence, pension, vacation, travel, continuing Ed, moving expenses, letter of all, disability insurance, and you can see finally on page 47 the cash stipends. They represent an increase of slightly more than half a percent. Therefore, to take effect January 1, 2018, and to be reviewed in a year.

I urge you to support this resolution. It represents a yearlong effort of data collection, benchmarking deliberation by the clergy compensation task force appointed by the Bishop, and I would like to publicly thank the members of the task force. Thank you.

BISHOP: This task force did work hard on this over many months. Is there additional discussion of the resolution? All in favor? (Chorus of ayes) Opposed? It passes.

We have two resolutions that were made from the floor this morning. The first is made by the reverend Stephen Holton. It was the one that related to the migrant farm workers of Florida who have the exhibit on our property today, and involved the boycott of Wendy's, Stephen is back at the microphone. Go ahead.

THE REV. STEPHEN HOLTON: Thank you, Bishop, this resolution really follows on the human sexuality one as well in terms of encouraging good corporate conscience. I want to draw your attention in particular to the whereas that notes the number of the 14 fast food and Supermarket chain have signed onto the fast food act showing their good conscience. Wendy's alone has not and to say a word about our Episcopal contribution. I want to invoke the name of Caesar Chavez again. I joined Richard Wit on March for farm workers and you do that at your peril because you wind up caring for people you never met before, and while there I met a nun who taught Chavez's kids in kindergarten. I asked her what his secret was, and his secret was to appeal to the humanity of the growers knowing that if they woke up to that, they would do the right thing, and at that time, they did. I used that story in northeastern West Chester to get my conservative town council to not discriminate against the undocumented just as they do not discriminate according to race, creed or color, and when I did that, the town supervisor much more conservative than me, not hard to do, visibly relaxed, and we moved that new resolution through the town board, and finally, the reason I would do it for our sakes, and not just for the sake of the farm workers is to

quote Chavez here in his speech to the Commonwealth club, he says how could we progress as a people, as Latinos even if we lived in the cities while the farm workers were condemned to a life without pride, and I would say how could we progress as a people, as Americans, Christians and human beings, if the farm workers are condemned to a life without pride. He says how could we progress as a people while the farm workers were denied self respect? And I would say how could we as Americans, Christians and human beings, progress as a people while the farm workers were denied self respect. Finally, he says how could our Latino people believe their children could become lawyers and doctors while this injustice was permitted to continue? And I would say how could we as Americans, Christians and human beings, believe that we can progress in the same way. Liberty and justice for them is intimately connected with liberty and justice for all, and I believe when called to conscience, more and more corporations will do the right thing, but it's up to us to do the right thing by passing this resolution thank you very much.

BISHOP: Thank you, Stephen. Richard?

RICHARD WITT: If I may again a quick moment of personal privilege to introduce Oscar Ostoy, a farmworker from Florida who would like to express his gratitude to the diocese.

OSCAR OSTOY: Good evening, everyone! I want to first say thank you to be able to have this opportunity to share with you all.

As a farmworker and as a member of the community of Amocoli where some of the most horrific human rights abuses including sexual harassment and violence for women have occurred for decades.

This is an opportunity to be able to reflect and take action to ensure that we can support movements like the one of the Coalition of Amocoli workers to prevent and eliminate more abuses from happening from agriculture and other low wage industries.

And in order to do that, we need more support from corporate buyers to continue working together with us and join the fair food program which is a worker driven solution, and that is now transforming conditions for thousand and of workers.

Thank you.

(Applause).

BISHOP: Thank you. Is there any further discussion of this resolution? All in favor? (Chorus of ayes). Opposed? It passes.

We have one more resolution. We don't have the text in front of us, can you summarize or read it for us?

OVERALL: Basically, what I'm saying is that I passionately believe that the Episcopal Church should continue to be a leader in environmental issues and that, therefore, I propose a resolution that the \$3,000 line in the budget be restored to the environmental committee provided that by December 31st, 2017, the diocese receive contributions in the amount of \$3,000. I have pledged the further \$100. If 29 more people will do the same, then the budget committee will no longer have to say we are moving in the wrong direction on environmental issues. Today we are saying that we stand with the vulnerable. In this day and age, there is no one more vulnerable right now than this fragile earth, our island home. I ask you to vote for this resolution, please.

BISHOP: Thank you, Martha, that was a good summary and we can vote on that, but we will need the written text of the resolution.

Do we have it?

Martha, if you can come up after the Convention and give it to Jim Forde. Any discussion of that?

Martha, there is a question, what line of the budget are you talking about? Can you come to the microphone?

Martha, if you were to limit your resolution to raising the \$3,000, that would be used for the purposes that you have intended, that would actually pass muster. Because we can't restore anything to the budget. The budget has been passed.

Here is the reason that that doesn't really satisfy me, which is that I believe the Episcopal Diocese of New York should be on record as fully supporting environmental issues. Surely if the money came in the trustees could amend the budget.

What line of the budget are you talking about, Martha? Where are you looking to restore it? Line 605. Somebody has found it.

Martha, at this point we don't have sufficient information to know what is being proposed. We don't have a written copy of the resolution. I have it right here, resolved that the \$3,000 budget line for environmental stewardship be restored provided that contributions for that purpose in that amount are received by the diocese by December 31st, 2017.

There isn't a line item for that in this budget, Martha. I certainly appreciate the spirit behind this. I think I have to rule the resolution out of order.

OVERALL: Bishop, sustainable development goal grant has been proposed by

BISHOP: That's not what the sustainable development goal grants are. as I understand. Liz, did you want to say something.

MAXWELL: I was simply going to ask that if this were to pass, there would be a clear way that people could know what they were doing and how to do it, but actually, I think the environment committee has received its money always through social concerns.

BISHOP: Yes, and social concerns is still funded at the 2017 level. It has not had a reduction.

OVERALL: I apologize for the misunderstanding. I withdraw the resolution.

BISHOP: Thank you. And I encourage the environmental committee to look at the possibility of the kind of fundraising that Martha has proposed going forward. That is the end of our resolutions. I call on the secretary to announce my appointments to Convention committees.

BISHOP: I call on the Secretary to announce my appointments to Convention committees.

FORDE: Convention Planning Committee, Class of 2020

The Rev. Luis Barrios

Ms. Elisabeth Jacob

Resolutions Committee, Class of 2020

The Rev. David Lee Carlson

Credentials Committee, Class of 2018

Ms. Catherine Skopic

Ms. Robin Newman

Incorporation and Admission of Parishes, 2018

The Rev. Stephen Hagerty

Ms. Pamela Soden

BISHOP: Will those who have been elected or appointed please rise? Well, I see a couple of you are still here.

(Laughter).

In the name of God and of this diocese, I commission you as members of the respective bodies to which you have been elected. Let us pray. O Lord, without whom our labor is lost, we beseech you to prosper all of the works in your Church undertaken according to your will. Grant to each person selected for positions in this diocese a pure intention, patient faith, sufficient success on earth, and a blessedness of serving you in heaven through our Lord, Amen.

BISHOP: I am very grateful to you all. In particular I would like to thank Sara Saavedra, Jim Forde, and the Convention Planning Committee for a great deal of work well done. Thank you.

Mr. Secretary, would you please give us your final instructions?

FORDE: Remember to return your electronic devices to the same site where you picked them up. You must sign out that you have returned your device. Please remember to complete the electronic evaluation that will be emailed to you on Monday and return it to the Convention Office.

BISHOP: Dear brothers and sisters, the Convention is adjourned. Will you please stand for a closing prayer?

O God, we ask you to bless the work we have done. Bless the congregations and institutions of this Diocese and all who serve and worship there. Send us home now in safety and in peace that we may rise tomorrow to celebrate the Resurrection of your Son, our Lord in whose name we pray.

Amen.

And the blessing of God Almighty, the Father, the Son, and the Holy Spirit, be with you now and remain with you forever.

Amen.

Home safe!

REPORT OF THE STANDING COMMITTEE OF THE DIOCESE OF NEW YORK

The following information reflects the actions of the Standing Committee of the Diocese of New York during its regular meetings, which occurred between November 4, 2016 and November 11, 2017.

During the term, the Standing Committee gave consent to the following Episcopal elections:

Diocese of Delaware	Diocesan	the Rev. Kevin S. Brown
Diocese of East Tennessee	Diocesan	the Rev. Brian Lee Cole
Diocese of Indianapolis	Diocesan	the Rev. Jennifer Baskerville-Burrows
Diocese of Los Angeles	Coadjutor	the Rev. Canon John Harvey Taylor
Diocese of Puerto Rico	Diocesan	the Rev. Canon Rafael L. Morales
Diocese of San Joaquin	Diocesan	the Right Rev. David C. Rice
Diocese of Spokane	Diocesan	the Rev. Canon Gretchen Mary Rehberg
Diocese of West Texas	Suffragan	the Rev. Jennifer Brooke-Davidson

The Committee Recommended the Following Candidate for ordination to the Transitional Diaconate:

Michael J. Horvath
Matthew D. Jacobson
Deborah A. Lee
Mark D. Schultz.
Br. William (Aidan) Bonner Owen, O.H.C.

The Committee Recommended the Following Candidate for Ordination to Diaconate (Vocational Permanent):

Chisara R. Alimole
Eugene A. Bourquin
Shiane M. Lee
Richard P. Limato
Jacqueline M. B. Sanchez-Shabazz
Kenneth (Ken) C. Citarella
Ann G. Conti
David F. McDonald
Pedro L. Rodriguez
Adeline Smith

The Committee Recommended the Following Transitional Deacons for Ordination to the Priesthood:

Michael Horvath
Matthew Jacobson
Deborah Lee
Mark Schultz

The Committee Recommended the Following Postulants for Admission to Candidacy for Ordination to the Priesthood:

Matthew Buccheri
Margaret McGhee
Br. Aidan Owen
Eleanor Prior
Steven Schunk
Anne Marie Witchger

The Committee Interviewed Five Postulants for approval as candidates for ordination to the priesthood.

William (Bill) Baker
Michael Kurth
Steven Lee
Julia Stroud
Michael Watson

The Committee received five (5) letters of intent regarding real property

All Souls', Manhattan
St. James, Fordham, Bronx
St. Matthew and St. Timothy, Manhattan
St. Michael's Manhattan
Trinity St. Paul's, New Rochelle.

The Committee approved the following property matters:

All Souls', Manhattan. Sell of Property
St. Andrew's, Poughkeepsie. Sell of Property
St. Andrew's, Poughkeepsie. Easement
St. Michael's Manhattan. Long-Term Lease
Trinity, Mt. Vernon. Sell of Property.
Trinity St. Paul's, New Rochelle. Sell of Property.

The Committee Issued a Letter of Support

The Committee Issued a Letter of Support to St. Luke's, Bronx to enter into the New York Land Opportunity Program to obtain technical assistance.

The Committee approved the following requests to withdraw funds from the DIT:

St. Peter's, Westchester Square, Bronx.

St. Thomas', Mamaroneck

Respectfully submitted,

Sara Saavedra

Secretary, Standing Committee

RESOLUTIONS ADOPTED 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, John B. Trammell and Melinda G. Weir.

RESOLUTION AGAINST CASTE-AND DESCENT-BASED DISCRIMINATION Submitted by The Rev. Michael G. Shafer, India Network

[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.

A CALL TO THE DIOCESE TO COMMIT TO A YEAR OF LAMENTATIONS

Submitted by Ms. Diane B. Pollard, The Reparations Committee of the Episcopal Diocese of New York

[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.

RESOLUTION TO PROPOSE A SUICIDE PREVENTION ADVOCACY AND CLERGY TRAINING RESOLUTION TO GENERAL CONVENTION

Submitted by The Rev. Robert D. Flanagan, Christ's Church, Rye

[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 re-quested 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.

Amendment

Submitted by Margaret Shields, St. John in the Village, Manhattan

Add the following clause: *“Please insure that there are no illegal weapons in your house.”*

THE GUN SAFETY SENTENCE

Submitted by Ms. Christine Breiner, St. Mark’s Church in the Bowery

[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.*

ENCOURAGING THE USE OF THE CODE OF CONDUCT FOR THE PROTECTION OF CHILDREN FROM SEXUAL EXPLOITATION IN TRAVEL AND TOURISM

Submitted by The Rev. Adrian Dannhauser, The Human Trafficking Task Force of the Social Concerns Committee

[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 en-

courage 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/>.”

MINIMUM CLERGY COMPENSATION GUIDELINES

Submitted by Ms. Abigail Franklin, Chair, The Human Resources Committee, Diocesan Board of Trustees

[13] Resolved: that the 241st Convention of the Diocese of New York approve the Clergy Compensation Guidelines attached hereto as Exhibit I (Page 40 of the Calendar of Business).

EXHIBIT 1



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 in-

quiries 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.

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.

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.

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.

3. 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.

4. 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).

5. 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).

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-TAX-FORM (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: 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
P0 Box 2301
Matthews, NC 28106
(704) 841-8066
(704) 841-8039 (Fax)

RESOLUTIONS FROM THE FLOOR OF CONVENTION ADOPTED AT THE 241st DIOCESAN CONVENTION

BUDGET COMMITTEE RESOLUTIONS 2018 APPORTIONED SHARE 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

Date: October 30, 2017

From: The Diocese of New York Budget Committee

To: Secretaries and Delegates of the 241st Convention of the Diocese of New York;
The Right Reverend Andrew M L Dietsche, Bishop of New York;
The Right Reverend Allen K. Shin, Bishop Suffragan;
The Right Reverend Mary D. Glasspool, Bishop Assistant

CC: The Rev. Canon Wm. Blake Rider, Canon to the Ordinary;
Ms. Esslie W. Hughes, Chief of Finance and Operations;
Mr. George Wade, Chancellor; Ms. Masiel Jordan, Controller;
Ms. Karin Almquist, Accounting Manager; Bishop's Staff;
Trustees of the Diocese; Council of the Diocese.

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

This Narrative accompanies the 2018 Proposed Budget and is divided into seven parts.

- 1) Background on the 2018 Budget process
- 2) Income for 2018
- 3) Disbursements for 2018
- 4) Below the line transfer from reserves that balances the budget in the event of deficit
- 5) Conclusion
- 6) Committee Organization & Timeline
- 7) Resolutions

Part 1 – Background

As you know, the Budget Committee was unable to include a budget narrative and spreadsheet in the Calendar of Convention. The reasons for this are twofold.

First, we did not have final 2016 numbers. This meant that our projections for 2017 were incomplete. Our projections for 2017 are still incomplete and for that reason we do not enumerate them in the Proposed Budget. Parts 2 and 3 of this memorandum identify changes to lines from the 2017 Budget; where applicable we note that a budgeted change is based on our working projections.

Second, our working projections indicate sizable deficits for 2017 and 2018.

The Proposed Budget included in the 2016 Calendar of Convention projected a deficit of \$280,000. You may recall that the budget presented at Convention included a correction to the Assessment of the National Church. This correction increased the projected deficit for 2017 to about \$355,000. This increase eliminated the \$100,000 contingency built into the original budget.

The \$355,000 deficit was to be covered by a budgeted transfer from our cash reserves. At the time, we indicated that transfers of that sort were unsustainable in the long term, but necessary as we began to live into the canonical and systemic changes recommended by the Strategic Plan Advisory Committee and adopted by the 2016 Convention. As 2017 has unfolded the projected deficit has increased to between \$400,000 and \$500,000.

Based on our working projections and on the requests from Commissions, Committees, and the Bishop's Staff, our mid-August draft of the 2018 budget projected a deficit of about \$1,200,000. Some of the deficit was increased expenses and requests. The bulk of the problem, however, is income.

By mid-August 33 congregations had not paid any of their canonically agreed upon and required Apportioned Share for 2017. 59 congregations were paying adjusted Apportioned Shares in 2017.

The Budget Committee believed that presenting a deficit of that sort would be unwise. We also believed that a budget based on numbers which we were not confident were accurate would be less than transparent. We immediately informed the Bishop, Diocesan Council, and the Trustees. Together we determined that the best course of action was to present to Convention a budget based on the best numbers we had that would temporarily cut back in every area possible without affecting our current employees, contractual obligations, or substantively undermining any of our ministries. We assumed, correctly, that we would not be able to reduce the deficit to a sustainable level. We were able to reduce the deficit from \$1,200,000 to about \$400,000.

The 2018 Proposed Budget is balanced by a substantial and unsustainable transfer from cash reserves. We expect and recommend that the 2018 Budget, once passed by Convention, 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. We envision that the 2019 Budget will have a smaller, but still unsustainable, transfer from cash reserves. We intend to move to a zero-deficit budget by 2020.

Based on the report and findings of the Strategic Plan Task Force on Financial Matters that were provided to the 2016 Convention, this reality is not unexpected. 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 move toward more financial transparency and accountability. We have made much progress, and the work of the Finance Office has been exemplary.

Part 2 – Income

The majority of our income comes from Apportioned Shares.

Line 001: Gross Calculated Apportioned Shares is the total calculated amount of Apportioned Shares before any adjustment. These project basically flat for 2018. We are concerned, based on available numbers and recent trends, that Gross Calculated Apportioned Shares may remain flat or even decrease in 2019. Many of our congregations have been reporting decreasing Normal Operating Income for the past few years. This decrease translates into decreased Calculated Apportioned Shares.

Line 002: Total Adjustments due to 12.5% Cap & Adjustment Board is the total amount adjusted through the Adjustment Board and through the 12.5% year-over-year cap increase. The canonical changes made in 2016 have allowed the Adjustment Board to eliminate the loophole that allowed some congregations a 12.5% maximum annual increase on apportioned shares temporarily reduced by the Adjustment Board. In every case that resulted in a congregation's billed Apportioned Share increasing more than \$1000 from 2017 to 2018, the Adjustment Board has offered one of three options. Congregations with relatively small increases were offered a choice to reach full payment in 2 years or pay in full for 2018. Congregations with larger increases were offered a choice to reach full payment in 3 years or pay in full for 2018. Congregations with substantial increases were offered a choice to appeal in person to the Adjustment Board or pay in full for 2018. The work of the Adjustment Board has ensured that Line 002 has decreased and will continue to decrease in 2019 and 2020 as formerly adjusted apportioned shares are phased back to normal.

Line 003: CSP Transition Apportioned Share Reductions is the amount paid by CSP congregations in transition. This line is zeroed out for 2018. The amount due from those congregations still in transition is included in Line 001.

Line 004: Projected Unpaid Apportioned Shares. Payment history suggests that a certain amount of Apportioned Shares will be unpaid in 2018. This line includes: \$429,485 of phased in Adjustments that are unlikely to be paid and \$674,566 from congregations that have paid nothing in 2017. From a canonical standpoint, there is no reason for Line 004 to exist. From a budget standpoint we have to be honest that a significant number of congregations are either unable or unwilling to pay their Apportioned Share.

Line 005: Net Income from Apportioned Shares is projected to be increase about \$50,000 from 2017 to 2018.

Line 006: Allocation from the General Endowment is the amount of income from our Unrestricted Investments. It is projected to increase by \$90,000 in 2018.

Line 007: Contribution to General Endowment (25% Cap) is the so-called Trinity Cap. No one congregation can pay more than 25% of the total disbursements. The diocese still receives the money,

but anything above 25% is transferred from income to the General Endowment. Because our disbursements for 2018 are projected to be significantly lower than 2017, the 25% Cap increases, about \$191,000. Every \$1 we cut from disbursements also means losing \$0.25 from our income. This reality complicates cutting expenses when building a budget. In the long run, the 25% Cap is a very good thing since it builds up the General Endowment and forces the diocese to rely on all of its congregations, rather than just the largest ones.

Line 008: Trust Income is the amount of income from Trusts generated by two of our congregations for support of the Episcopate. The amount is projected to decrease in 2018 by just under \$10,000.

Line 009: Fee Income is the amount of income from a variety of fees, including but not limited to payroll fees. This amount has not been changed from the 2017 Budget.

Line 010: Diocesan Convention Fee Income is the amount of income from fees for Convention. These are budgeted at the same level as 2017. Since 2016 convention expenses and fees have been set up in such a way that the fees are basically the same regardless of whether Convention is one day or two days.

Line 011: Trinity Grant in Support of Liaison for Global Mission is the amount of income from a Grant from Trinity Church Wall Street to the Diocese that supports half of the position of Liaison for Global Mission.

Line 012: Matching Transfer of Trinity Grant (from other funds available to the Bishop) is the amount of income from one of the Bishop's Discretionary Funds to support half of the position of Liaison for Global Mission. Matching support for this position from the Bishop's Discretionary Funds was temporary and intended for 2017 only.

Line 013: Total Other Income is projected to be down about \$200,000. This is due mostly to the 25% Cap, which increased because Disbursements were cut.

Line 014: Contingency is budgeted at \$500,000 which is about 5% of the budget. The Budget Committee routinely budgets in contingency amounts (in past years this has been built into Unpaid/Adjusted Apportioned Shares. We broke it out this year for clarity. In 2017 we built in a \$100,000 contingency which was about 1% and it proved completely inadequate.

Line 015: Total Income, including the contingency, is projected to be down by about \$550,000.

Part 3 – Disbursements

The Income & Summary page shows Summaries for Disbursements. Details are on the next page(s).

101 Assessment to The Episcopal Church

Our Assessment to the National Church has increased by \$44,886.

102 Assessment to Province II

103 Reserve for Deputies to General Convention

104 Reserve for Delegates to Provincial Synod

105 Reserve for Future Episcopal Elections

106 Reserve for Lambeth

These lines remain at 2017 levels. Line 105: Reserve for Future Episcopal Elections has been depleted and needs to be rebuilt.

201 Bishop of New York

202 Bishop Suffragan

203 Bishop Assistant

These lines remain at levels projected for 2017. Any increases were based on decisions made in 2016 and approved by Convention. All three lines saw normal increases in benefits. The Bishop Assistant line also included salary parity with the Bishop Suffragan.

204 Bishops' Office Expenses (TOTAL)

This line is budgeted based on our working projections. It seems that we overbudgeted for 2017.

205 Reserve for Discretionary Fund-Hospitality

This line remains at 2017 levels.

206 Bishops' Shared Travel

This line is reduced by \$20,000 for 2018

207 Canon to the Ordinary (Expenses & Compensation)

208 Canon for Pastoral Care (Expenses & Compensation)

302 CSP Coordinator / Director of Strategic Planning (Expenses & Compensation)

303 Canon for Ministry (Expenses & Compensation)

304 Canon for Transition Ministry (Expenses & Compensation)

305 Canon for Congregational Vitality (Expenses & Compensation)

306 Liaison for Global Mission (Expenses & Compensation)

307 Property Support Director (Expenses & Compensation)

308 Mid Hudson Region (Expenses & Compensation)

These lines include compensation and all expenses necessary to each office. Each line is budgeted based on our working projections.

401 CSP Transition Clergy Compensation

This line is decreased per agreements reached in 2016.

402 Harlem Initiative

403 South Bronx Initiative

404 Regional Pastorate Initiative

405 Growth & Transitional Clergy Compensation

These lines are decreased from 2017 budgeted amounts, but each still covers all current contractual commitments.

406 Hispanic Clergy Compensation

This line is increased \$20,000 to cover all current contractual commitments.

407 Congregations in Strategic Settings Clergy Compensation

This line is decreased from the 2017 budget amount, but it still covers all current contractual commitments.

408 Campus Ministry Clergy (Expenses & Compensation)

This line is increased \$71,000 from the 2017 budget amount, but it still covers all current contractual commitments. The major increase is a new position for Canterbury Uptown that was planned for in 2016 and finalized in 2017.

409 Wisdom Year Seminarian for Canterbury Downtown

This is zeroed out for 2018.

501 Congregational Development Commission Programs

This line is decreased from \$30,000 to \$10,000.

502 First Step Grants

This line is decreased from \$20,000 to \$10,000.

503 Next Step Grants

This is zeroed out for 2018.

504 Christian Formation Commission Programs / Young Adult Ministry

This line is decreased from \$80,000 to \$70,000.

505 Property Support Committee Grants & Loans

This line is decreased from \$375,000 to \$350,000

506 Hispanic Ministries Grants

This line is decreased from \$75,000 to \$50,000

507 Operational Support for Strategic Hispanic Congregation

This line are budgeted based on our working projections.

508 Multicultural Ministries (New Community)

This line is decreased from \$15,000 to \$12,500

601 Commission on Ministry Programs

This is zeroed out for 2018.

602 Ecumenical and Multi-Faith Councils Contribution

603 Ecumenical & Interfaith Commission

604 Global Mission Commission

These lines are budgeted at 2017 levels.

605 Sustainable Development Goal Grants

This is zeroed out for 2018. The Episcopal Church has resolved that every diocese move toward providing 0.7 of its disbursements to Sustainable Development Goal Grants. We are moving in the wrong direction, but this is a temporary reduction for 2018.

606 Rural and Migrant Ministry

607 Social Concerns Commission

These lines are budgeted at 2017 levels.

608 Support for Episcopal Charities

This line is decreased from \$120,000 to \$100,000

701 Cathedral Cost Sharing and Rent

This line is budgeted at 2017 levels.

702 Office Services (Expenses & Compensation)

703 Administration (Expenses & Compensation)

These lines are budgeted based on our working projections. There is a decrease of \$275,000 in line 703 Administration (Expenses & Compensation) which is due to overlaps during staff transitions.

704 IT Expenses

This line is budgeted at 2017 levels.

705 Overhead and Fixed Obligations

This line is budgeted based on our working projections. There is a temporary increase of \$194,000 which covers increased projections for auditing and severance.

801 Public Affairs & Archives (Expenses & Compensation)

802 Episcopal New Yorker

803 Web Management

These lines are budgeted at 2017 projections.

901 Journal and Directory

902 Diocesan Convention Reserve

903 Council/Convention Meetings

These lines are budgeted at 2017 levels.

Line 1000 through 1300 are on the summary page of the budget.

Line 1000: Provision for Salary & Benefit Increase

This is budgeted to include medical and other benefit increases.

The 2017 budget included an increase to cover a 4% cost of living increase for clergy who are not on the Bishop's Staff but are paid by the Diocese of New York (See Schedule 400) and a 2% cost of living increase for all other personnel paid by the budget. Line 1000 through 1300 are on the summary page of the budget.

1100: Total Disbursements are projected to be down about \$500,000.

1200: SURPLUS (DEFICIT): We are projecting a deficit for 2018 of just under \$400,000.

Part 4 – Below the Line Transfer from Reserves

1300: Transfers from Reserves is the amount required to “balance the budget” if there is a deficit. As noted above, this was budgeted for 2017 at about \$350,000. Current projections put this number at about \$500,000 for 2017. For 2018 this number is budgeted at about \$400,000 since we are canonically required to pass a balanced budget. A transfer of this magnitude is unsustainable.

Part 5 – Conclusion

As noted, we face two problems. First, when building this budget, we did not have confidence in 2016 or 2017 numbers. Second, the numbers we do have project sizable deficits for 2017 and 2018. Based on the report and findings of the Strategic Plan Task Force on Financial Matters that were provided to the 2016 Convention, this reality is not unexpected. Our strategic plan has allowed us to take a very close look at our finances and financial systems and make necessary updates.

The Finance Office has been working to correct the first issue, and in 2018 we will make regular and accurate financial reports to the Trustees. The Budget Committee and Finance Committee have worked with the Bishop to map out a plan to reduce and contain the deficit for 2018. We anticipate that we will have a truly balanced budget in 2020. We have also taken steps to update our budget process so that we will be working after summer vacations have ended, at a time when more informed decisions can be made about the coming year, and with full midyear financial information.

A quick solution to our 2018 budget problems would have been to eliminate the contingency of \$500,000. Eliminating the contingency would balance the budget on paper, but it would be very unwise and would almost certainly ensure that 2019 becomes about retrenchment rather than strategic growth and planning.

The true solution to our budget problems is addressing Projected Unpaid Apportioned Shares itemized in Line 004. Our assessment/apportioned share model is consistent with the models we find in other dioceses. We believe that it is fair, and, most importantly, it has been approved by Convention, most recently in 2016 and unanimously.

We believe we have built a prudent and transparent budget for 2018. We are confident that we have maintained support for all of our current ministries. We recognize that we are recommending that a number of ministries receive less financial support than previ-

ous years. These decisions were not made lightly but, in an attempt, to support all of our ministries while being mindful that our current income levels cannot support them at the levels we would prefer.

We invite your questions about any of the lines and changes we have suggested. We ask that you support this budget. The Bishops and members of the Budget Committee and Finance Committee unanimously support this Budget and Narrative.

In Christ and on behalf of the Budget Committee,

The Rev. Matthew Hoxsie Mead,
Chair of the Budget Committee of the Diocese of New York
matthew@christchurchpelham.org
914-738-5515 (office)
914-471-0260 (cell)

Part 6 – Committee Organization & Timeline

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

The Right Reverend Andrew M. L. Dietsche appointed the following to the 2018 Budget Committee:

The Rev. Matthew Hoxsie Mead, *Chair of the Budget Committee*
Sister Faith Margaret, CHS, *Treasurer of the Diocese of New York*
Ms. Esslie Hughes, *Chief of Finance and Operations*
Mr. William Wright II, *Trustee & Chair of the Finance Committee*
Ms. Wendy Canas, *Trustee*
The Rev. Jennifer Reddall, *Trustee*
Ms. Marsha Ra, *Council*
Mr. Peter Saros, *Council*
The Rev. Margaret Sullivan, *Council*
The Rev. Matthew Moretz

Staff assigned to support the Committee:

Ms. Masiel Jordan, *Controller*

The full Budget Committee met on May 30, June 6, June 28, July 12, July 26, August 9, August 16, August 22, August 30, and October 19. Between meetings the Committee corresponded by email. Additionally, the Chairs of the Budget Committee and Finance Committee, Treasurer, Chief of Finance and Operations, and the Controller meet regularly throughout the year.

On August 22 we determined that we would not be able to present a budget to Council by the canonically mandated date of August 30. The Budget Committee came up with a plan to address this reality. The Chairs of the Budget Committee and Finance Committee, the Treasurer, the Chief of Finance and Operations, the Controller, and the Chancellor met with Bishop Dietsche for extended meetings on August 29 and September 7. The Trustees met on September 7 and Council met on September 12, and a presentation of our finances and the budget was made at each meeting. The Trustees and Council approved of our plan to submit a memorandum in the Calendar of Convention in lieu of a budget spreadsheet. Throughout September and October work continued. The Chairs of the Budget Committee and Finance Committee, the Treasurer, the Chief of Finance and Operations, the Controller, and the Chancellor met again with Bishop Dietsche for extended meetings on October 3 and October 13. The full Committee met again October 19 to finalize and approve the Proposed Budget.

We are very grateful for the time and energy that Ms. Hughes and Ms. Jordan, the staff members who serve on and with the Committee, put in throughout the year. We are also grateful to Bishop Dietsche and Chancellor George Wade for their time and assistance.

Part 7 – Proposed Resolutions by the Budget Committee

We recognize that the Calendar of Convention including all resolutions has already been published. The Bishop has assured us that he will mention the budget in his address at Convention, and so we offer the text of three resolutions we will be submitting at Convention.

BUDGET COMMITTEE RESOLUTIONS 1 AND 2

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

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

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

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

Text of Resolution(s):

[1] Resolved: That the 2018 Apportioned Share Budget presented herewith be adopted; and be it further

[2] Resolved: That the Controller shall apportion in accordance with Sec. 1(12) of Canon 18, each congregation's share of the 2018 budget of \$ 10,678,286. According to Canon 17, Sec. 5, this is to be paid by each congregation in four installments on the fifth day of January, April, July and October 2018.

Commentary on Resolution

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

2018 Proposed Budget Income Disbursement Summary

Budget Line	Description	2017 Budget	2018 Proposed Budget	Variance 2017 & 2018
INCOME FROM APPORTIONED SHARES				
001	Gross Calculated Apportioned Shares	\$ 12,204,000	\$ 12,272,549	\$ 68,549
002	Total Adjustments due to 12.5% Cap & Adjustment Board	\$ (1,447,000)	\$ (1,249,434)	\$ 197,566
003	CSP Transition Apportioned Share Reductions	\$ (57,000)	-	\$ 57,000
004	Projected Unpaid Apportioned Shares	\$ (834,000)	\$ (1,104,150)	\$ (270,150)
005	Net Income From Apportioned Shares	\$ 9,866,000	\$ 9,918,965	\$ 52,965
INCOME FROM OTHER SOURCES				
006	Allocation from the General Endowment	\$ 725,000	\$ 815,000	\$ 90,000
007	Contribution to General Endowment (25% Cap)	\$ (103,125)	\$ (299,541)	\$ (196,416)
008	Trust Income	\$ 106,700	\$ 97,000	\$ (9,700)
009	Fee Income	\$ 97,700	\$ 97,700	-
010	Diocesan Convention Fee Income	\$ 75,000	\$ 75,000	-
011	Trinity Grant in Support of Liaison for Global Mission	\$ 82,700	\$ 82,700	-
012	Matching Transfer of Trinity Grant. (from other funds available to the Bishop)	\$ 82,800	-	\$ (82,800)
013	Net Income From Other Sources	\$ 1,066,775	\$ 867,860	\$ (198,916)
014	Contingency	\$ (100,000)	\$ (500,000)	\$ (400,000)
015	Total Income	\$ 10,832,775	\$ 10,286,825	\$ (545,951)
DISBURSEMENTS SUMMARY				
100	Canonical Requirements of a Diocese in the Episcopal Church	\$ 1,057,500	\$ 1,102,386	\$ 44,886
200	The Episcopate and Support	\$ 1,727,500	\$ 1,733,000	\$ 5,500
300	Staff & Support for Ministries & Congregations	\$ 1,261,500	\$ 1,293,000	\$ 31,500
400	Total Funding for Clergy in Strategic Settings	\$ 2,601,500	\$ 2,304,400	\$ (297,100)
500	Grants & Programs for Congregations	\$ 649,000	\$ 527,500	\$ (121,500)
600	Diocesan Ministry & Outreach Programs	\$ 350,500	\$ 285,500	\$ (65,000)
700	Diocesan Administration	\$ 2,801,000	\$ 2,765,000	\$ (36,000)
800	Communications & Archives	\$ 386,000	\$ 414,500	\$ 28,500
900	Diocesan Convention Costs and Meetings	\$ 178,000	\$ 178,000	-
1000	Provision for Salary & Benefit Increase	\$ 175,000	\$ 75,000	\$ (100,000)
1100	Total Disbursements	\$ 11,187,500	\$ 10,678,286	\$ (509,214)
1200	SURPLUS (DEFICIT)	\$ (354,725)	\$ (391,462)	\$ (36,737)
1300	Transfers from Reserves	\$ 354,725	\$ 391,462	\$ 36,737

Budget Committee Resolutions Continued

Convention of the Diocese of New York of the Protestant Episcopal Church
2018 PROPOSED BUDGET

Budget Line	Description	2017 Budget	2018 Proposed Budget	Variance 2017 & 2018
101	Assessment to The Episcopal Church	\$ 992,000	\$ 1,036,886	\$ 44,886
102	Assessment to Province II	\$ 15,500	\$ 15,500	\$ -
103	Assessment to General Convention	\$ 15,000	\$ 15,000	\$ -
104	Reserve for Delegates to Provincial Synod	\$ 25,000	\$ 25,000	\$ -
105	Reserve for Future Episcopal Elections	\$ -	\$ -	\$ -
106	Reserve for Future Episcopal Elections	\$ 25,000	\$ 25,000	\$ -
100	Total Canonical Requirements of a Diocese in The Episcopal Church	\$ 1,097,500	\$ 1,105,386	\$ 44,886
201	Bishop of New York	\$ 284,000	\$ 284,000	\$ 16,500
202	Bishop Suffragan	\$ 244,000	\$ 244,000	\$ 22,000
203	Bishop Assistant	\$ 222,000	\$ 244,000	\$ 22,000
204	Diocesan Office Expenses (COFA)	\$ 53,000	\$ 53,000	\$ -
205	Reserve for Discretionary Fund Hospitality	\$ 70,000	\$ 480,000	\$ (33,000)
206	Bishops' Shared Travel	\$ 70,000	\$ 50,000	\$ (20,000)
207	Canon for Pastoral Care (Expenses & Compensation)	\$ 225,000	\$ 238,000	\$ 13,000
208	Canon for Pastoral Care (Expenses & Compensation)	\$ 157,000	\$ 157,000	\$ -
209	Total Episcopate & Support	\$ 1,727,500	\$ 1,733,000	\$ 5,500
302	CSP Coordinator / Director of Strategic Planning (Expenses & Compensation)	\$ 164,500	\$ 167,000	\$ 2,500
303	Canon for Ministry (Expenses & Compensation)	\$ 230,000	\$ 235,000	\$ 5,000
304	Canon for Ministry (Expenses & Compensation)	\$ 130,000	\$ 130,000	\$ 5,000
305	Canon for Congregational Vitality (Expenses & Compensation)	\$ 185,500	\$ 180,000	\$ (5,500)
306	Liaison for Global Mission (Expenses & Compensation)	\$ 165,500	\$ 180,000	\$ 14,500
307	Canon for Global Mission (Expenses & Compensation)	\$ 156,500	\$ 154,000	\$ (2,500)
308	Mid Hudson Region (Expenses & Compensation)	\$ 135,000	\$ 154,000	\$ 19,000
309	Total Staff & Support for Ministries & Congregations	\$ 1,281,500	\$ 1,293,000	\$ 31,500
401	CSP Transition Clergy Compensation	\$ 69,000	\$ 39,400	\$ (19,600)
402	Heritem Initiative	\$ 160,000	\$ 145,000	\$ (15,000)
403	Regional Pastorate Initiative	\$ 500,000	\$ 725,000	\$ (25,000)
404	Regional Pastorate Initiative	\$ 981,000	\$ 446,886	\$ (148,114)
405	Growth & Transitional Clergy Compensation	\$ 300,000	\$ -	\$ -
406	Congregations in Strategic Settings Clergy Compensation	\$ 360,000	\$ 440,000	\$ 20,000
407	Campus Ministry Clergy (Expenses & Compensation)	\$ 359,000	\$ 430,000	\$ (71,000)
408	Campus Ministry Clergy (Expenses & Compensation)	\$ 10,000	\$ 10,000	\$ -
409	Strategic Planning	\$ 2,662,500	\$ 2,304,400	\$ (357,100)
400	Total Funding for Clergy in Strategic Settings	\$ 2,662,500	\$ 2,304,400	\$ (357,100)

Disbursement Lines: 100-500

Budget Committee Resolutions Continued

Convention of the Diocese of New York of the Protestant Episcopal Church
2018 PROPOSED BUDGET

Budget Line	Description	2017 Budget	2018 Proposed Budget	Variance 2017 & 2018
501	Congregational Development Commission Programs	\$ 30,000	\$ 10,000	\$ (20,000)
502	First Step Grants	\$ 20,000	\$ 10,000	\$ (10,000)
503	Christian Formation Programs / Young Adult Ministry	\$ 30,000	\$ 70,000	\$ (40,000)
504	Christian Formation Commission Programs / Young Adult Ministry	\$ 375,000	\$ 350,000	\$ (25,000)
505	Property Support Committee Grants & Loans	\$ 75,000	\$ 50,000	\$ (25,000)
506	Hispanic Ministries Grants	\$ 15,000	\$ 12,500	\$ (2,500)
507	Hispanic Ministries Grants - Strategic Hispanic Congregation	\$ 15,000	\$ 12,500	\$ (2,500)
508	Multicultural Ministries (New Community)	\$ 645,000	\$ 527,500	\$ (117,500)
500	Total Grants & Programs For Congregations	\$ -	\$ -	\$ (121,500)
601	Commission on Ministry Programs	\$ 10,000	\$ 10,500	\$ (10,000)
602	Ecumenical and Multi-Faith Councils Contribution	\$ 10,000	\$ 10,000	\$ -
603	Ecumenical & Interfaith Commission	\$ 35,000	\$ 50,000	\$ (15,000)
604	Sustainable Development Goal Grants	\$ 35,000	\$ 50,000	\$ (15,000)
605	Rural and Migrant Ministry	\$ 50,000	\$ 50,000	\$ -
606	Rural and Migrant Ministry	\$ 65,000	\$ 65,000	\$ -
607	Support for Episcopal Charities	\$ 10,000	\$ 10,000	\$ (30,000)
608	Support for Episcopal Charities	\$ 350,500	\$ 285,500	\$ (65,000)
600	Total Diocesan Ministry & Outreach Programs	\$ -	\$ -	\$ (65,000)
701	Cathedral Cost Sharing and Rent	\$ 576,000	\$ 576,000	\$ -
702	Office Services (Expenses & Compensation)	\$ 270,000	\$ 315,000	\$ (45,000)
703	Administration (Expenses & Compensation)	\$ 1,375,000	\$ 1,100,000	\$ (275,000)
704	Overhead and Fixed Obligations	\$ 150,000	\$ 150,000	\$ -
705	Overhead and Fixed Obligations	\$ 450,000	\$ 450,000	\$ (194,000)
700	Total Diocesan Administration	\$ 2,801,000	\$ 2,785,000	\$ (16,000)
801	Public Affairs & Archives (Expenses & Compensation)	\$ 285,000	\$ 313,500	\$ 28,500
802	Episcopal New Yorker	\$ 92,000	\$ 92,000	\$ -
803	Web Management	\$ 9,000	\$ 9,000	\$ -
800	Total Communications & Archives	\$ 386,000	\$ 414,500	\$ 28,500
901	Journal and Directory	\$ 500	\$ 500	\$ -
902	Journal, Convention Reserve	\$ 175,000	\$ 175,000	\$ -
903	Convention Center (C.C.C.)	\$ 175,000	\$ 175,000	\$ -
900	Total Diocesan Convention Costs and Meetings	\$ 350,000	\$ 350,000	\$ -

Disbursement Lines: 100-900

BUDGET COMMITTEE RESOLUTION 3

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

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

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

Title of Resolution(s): Moving the canonical date the Proposed Budget is due to Council.

Text of Resolution(s):

[1] Resolved: that Canon 17 Sec. 1 (3) be modified as follows:

No later than **fifty (50)** ~~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.

Commentary on Resolution

The requirement of seventy days was added to the Canons in 2016 to enshrine what was then current practice. Council and the Trustees traditionally meet at the *start* of September, and the Proposed Budget and Narrative have been made available about two weeks before each meeting occurs.

This year's budget process has highlighted two flaws which have been long-standing challenges. First, the budget is being crafted during August when the Bishops, commission and committee chairs, and senior staff are on vacation. Second, the Finance Office is still finalizing mid-year numbers and full year projections during the bulk of our budget process. By adding an additional 20 days (essentially three weeks) the Finance Office can focus on getting end of year projections throughout August, and the decision-making part of the budget process is placed into September when the Bishops, commission and committee chairs, and senior staff are easily available.

Both Council and Trustees would need to move their September meetings back or add an additional meeting at the end of September or early October to approve and review, respectively, the Proposed Budget. The Calendar of Convention is now distributed electronically 30 days before Convention and so no extra time is needed, as in the past, for printing.

This would give a window of 20 days for the draft budget to be made available to Council and the Trustees, both bodies to meet and for Council to approve the Proposed Budget, and the Budget Committee to finalize the Proposed Budget and deliver it to the Secretary of Convention.

**RESOLUTIONS FROM THE FLOOR OF CONVENTION
ADOPTED - CONTINUED**

**SUPPORT THE COALITION OF IMMOKALEE WORKERS BOYCOTT
OF WENDY'S RESTAURANTS**

Submitted by The Rev. Stephen C. Holton

WHEREAS, the Coalition of Immokalee Workers, an award-winning farmworker-based human rights organization, has taken on the giants of Big Agriculture and built a new system of labor protection called the Fair Food Program, and

WHEREAS, in five short years since its implementation, the Fair Food Program has prevented modern-day slavery and sexual violence, improved farmworker wages, and guaranteed basic safety protections for workers, and

WHEREAS, the penny-per-pound Fair Food Premium is received annually by approximately 35,000 farmworkers and their families (1), with participating companies having funneled over \$20 million in Fair Food Premiums to improve workers' wages since 2011, and

WHEREAS, 14 major fast food and supermarket chains have signed on to Fair Food, including Taco Bell (Yum Brands), McDonald's, Burger King, Subway, Chipotle, and WalMart, and

WHEREAS, Wendy's has sought to circumvent participation in the Fair Food Program by abandoning Florida to source its tomatoes from Mexico, buying tomatoes from a grower (2) whose labor camps are associated with extreme poverty, violent abuse, substandard housing, child labor and wage theft, and

WHEREAS, The Coalition of Immokalee Workers is leading a nationwide boycott of Wendy's, to pressure the fast-food giant to join its competitors and participate in a worker-led social responsibility system that links corporate accountability with labor justice from farm to table, and

WHEREAS, the National Council of Churches endorsed the Wendy's boycott last month, therefore be it

RESOLVED that the Diocese of New York endorse the Wendy's boycott, and raise our moral voice to call on Wendy's to protect the human rights of farmworkers by joining the Fair Food Program.



Jeffrey Mark Gollhofer

In every age, God raises up people of vision and courage and sound theological integrity, to speak to the most urgent demands of the time. Today when the world faces the greatest environmental crisis in human history, that person in the Anglican Communion and the Diocese of New York is Jeffrey Gollhofer. Priest, Franciscan and Cultural Anthropologist, Jeff currently serves as the Vicar of Saint John's Memorial Church in Ellenville. He is also the Environmental Representative for the Anglican Communion to the United Nations.

In that capacity, as one of the principal human resources of the communion regarding the environment, Jeff conceived of, advocated for, and helped facilitate the gathering of bishops in Cape Town, South Africa in 2015, to which this bishop was a participant, where the global consequences of climate change were compared and discussed, studied and debated, and from which came the report *The World is Our Host*. That report formed the foundation for the work of our own task force that led to the groundbreaking resolutions to this convention two years ago regarding environmentally sustainable investing and environmentally responsible use of our building assets. We know that Jeffrey's heart is in his small Catskills parish, but it is from there that he continues to guide our environmental work, and from which he advises and counsels his own bishop, the Archbishop of Canterbury, and the global leadership of our communion.

Fundamentally, Jeff's theology of creation is rooted in his own experience of the spiritual pulse of the world about him. He writes: "Trees are sacred, and I'll tell you why. Think of the trees we see. They breathe. They take in carbon dioxide, while giving us the oxygen we need. They make our lives possible. Without them, we wouldn't exist. They hold vast amounts of water above ground. Although we don't see it, it's there: in their trunks, branches, and leaves. Not only that - people have traditionally regarded the mythological "cosmic tree" as the center of the spiritual universe. Some believe that the souls of children perch on its branches, like birds, before they're born, while the souls of shamans and holy ones return there to shine as guiding lights for humanity. The cosmic tree still exists. Every one of us can find it within ourselves."

Therefore, in recognition and gratitude for his witness to the theology of creation, to hope, and to the responsibility of stewards, offered to the glory of God, we, on this 11th day of November 2017, in the sixth year of our consecration, do award him

The Bishop's Cross


The Right Reverend Andrew M.L. Dietsche
XVI Bishop of New York



Gideon Jebamani

One of the world's longest continuous oppressions of a people is the caste-based discrimination in India against the Untouchable. The Dalit. Gideon Jebamani was born into that world and raised as a field laborer. But by the grace of God he was admitted to an educational hostel and given the chance for an education. Today he is the holder of multiple degrees, and a respected advocate for human rights on two continents. Gideon serves now as the Protestant Chaplain to Greenhaven Prison in Dutchess County. There, one inmate told this bishop, "At first a lot of the men didn't know what to think of this Indian priest. But he won them over with his love."

Over thirty years ago, while a seminarian in Madurai, Gideon and another student organized the city's manual scavengers, those laborers consigned to the daily removal of human waste from the streets and cesspools, and brought a strike. Within three days they brought the city to its knees, and won important safeguards for the workers. The scavengers union continues in Madurai today, with many hundreds of members. A dozen years later, Gideon sustained a brutal and systematic beating by an enraged mob, for which he endured a lengthy hospitalization, for the "crime" of attempting to build a parish church on land which the church owned, to serve a local Dalit congregation.

Gideon's advocacy has not only been for the Dalit but to the Dalit. Within that community he has been a champion of equality for women, of dignity and worth for the girl child, and of recognition of LGBT people. He understands intimately what it means to be an Outcast, Untouchable, and makes no peace with oppression wherever he finds it, whether to his own community or within it. Now, in America, Gideon has been the organizer of international Dalit conferences in Washington DC, New York, and other cities at which hundreds of Dalits gathered in convention have given voice not only to the oppression they have endured, but the rising threat of caste discrimination among us within the Indian diaspora, including the presence of caste discrimination within Christian churches and communities.

Therefore, in recognition and gratitude for his witness to the gospel imperative of human rights and human dignity, and for his sacrificial and tireless self-offering in service to Dalit liberation, offered to the glory of God, we, on this 11th day of November 2017, in the sixth year of our consecration, do award him

The Bishop's Cross



The Right Reverend Andrew M.L. Dietsche
XVI Bishop of New York

TALLY SHEET

DIOCESE OF NEW YORK ELECTIONS 2017

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

A STANDING COMMITTEE									
CLERGY CLASS OF 2021 - ELECT ONE									
TOTAL VALID BALLOTS CAST		210	184						
BALLOTS NECESSARY TO ELECT		106	93						
	The Rev. Charles Kramer	73	54						
	The Rev. Carla Roland-Guzman	121	98						

B STANDING COMMITTEE									
LAY CLASS OF 2021 - ELECT ONE									
TOTAL VALID BALLOTS CAST		210	184						
BALLOTS NECESSARY TO ELECT		106	93						
	Mr. Joseph Lipari	87	82						
	Ms. Tina Pinckney	122	101						

C COMMITTEE TO ELECT A BISHOP									
CLERGY CLASS OF 2018 - ELECT ONE									
TOTAL VALID BALLOTS CAST		210	184						
BALLOTS NECESSARY TO ELECT		106	93						
	The Rev. Canon William V. Derby	202	183						

D COMMITTEE TO ELECT A BISHOP									
LAY CLASS OF 2018 - ELECT ONE									
TOTAL VALID BALLOTS CAST		210	184						
BALLOTS NECESSARY TO ELECT		106	93						
	Ms. Robin Newman	207	178						

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

E TRUSTEES OF THE DIOCESE									
CLASS OF 2019- ELECT THREE									
TOTAL VALID BALLOTS CAST		204	183						
BALLOTS NECESSARY TO ELECT		103	92						
	The Rev. Katharine Flexer	156	155						
	The Rev. Carol D. Gadsden	152	146						
	Ms. Susan Heath	152	137						
	Ms. Sharee A. Melton	148	110						

TALLY SHEET

DIOCESE OF NEW YORK ELECTIONS 2017

continued

F	DIOCESAN COUNCIL	BALLOT 1	BALLOT 2	BALLOT 3
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CLASS OF 2020- ELECT SIX				
TOTAL VALID BALLOTS CAST	200	178		
BALLOTS NECESSARY TO ELECT	101	90		

	184	160		
The Rev. Audrey Veronica Bailey				
The Rev. Luis Barrios	176	153		
Mr. Anthony Bonilla	173	155		
Mr. Donald Bookal	150	131		
Mr. Earl Francis	156	146		
Ms. Yvonne O'Neal	193	166		
The Rev. Cynthia Stravers	168	152		

G	CLERGY ALTERNATE DEPUTIES TO GENERAL CONVENTION & PROVINCIAL SYNOD			
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CLERGY CLASS OF 2018 - ELECT FOUR				
TOTAL VALID BALLOTS CAST	179	203		
BALLOTS NECESSARY TO ELECT	91	102		

	139	116		
The Rev. Nils Chittenden				
The Rev. Canon Roy Cole	130	122		
The Rev. Dr. Pierre Andre Duvert	143	136		
The Rev. Dr. Kris Lewis-Theerman	134	117		
The Rev. Michelle Meech	138	132		
The Rev. Adolfo Moronta	126	93		

H	LAY ALTERNATE DEPUTIES TO GENERAL CONVENTION & PROVINCIAL SYNOD			
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LAY CLASS OF 2018 - ELECT FOUR				
TOTAL VALID BALLOTS CAST	204	179		
BALLOTS NECESSARY TO ELECT	103	90		

	126	98		
Mr. Stuart Auchincloss				
Mr. Donald Bookal	61	52		
Ms. Carla Burns	133	120		
Ms. Louise Hannibal-Boyce	90	64		
Brother Luis E. Hernandez Rivas, OSF	125	121		
Ms. Elisabeth Jacobs	83	87		
Ms. Millicent Johnson-James	64	56		
Ms. Diane Pollard	131	117		

CONVENTION REGISTRATION CLERICAL MEMBERS OF CONVENTION

Clergy members who registered and attended are listed here by alphabetical order.

Alagna, Frank	Cusano, William (Bill)
Albert, Hilario	Danford, Chase
Auchincloss, Anne	Daniels, Joel C.
Auchincloss, Susan Carpenter	Dannhauser, Adrian F.
Avila, Rigoberto	Dauer-Cardasis, Joade Ann
Bailey, Audrey	Dearman, William Benjamin
Barrios, Luis	DeChamplain, Mitties
Barrows, Jennifer	DeHart, Benjamin
Bass-Choate, Yamily	de Leeuw, Gawain F.
Beddingfield, John	Dell, Jake
Bennett, Jr., Bertram	Dennis, Alan
Betts, Ian	Derby, O.G.S., William Vinton
Beveridge, Robin	Diaz, George
Bird, Michael A.	Diaz, Gladys
Blume, Andrew C.	Dodson, Wayne
Bonsteel, Susan L.	Doubleday, William
Brandt, Jr. George	Douglas, Ann
Breyer, Chloe	Duvert, Pierre-Andre
Brooks, Theodora N.	Dyche, Bradley C.
Brown-Lanier, Jennifer E.	Elsberry, Terence
Burks, Tami	Erwin, Jr. James W.
Butler III, Andrew G.	Faulkner, Thomas D.
Calkins, Matthew	Ferguson, Judith
Campo, JoAnne C.	Fisher, Elizabeth B.
Campo, Joseph	Flanagan, Robert
Carlson, David Lee	Fleenor, Ryan
Caulfield, Dorothy	Flexer, Katharine
Chen, Patrick	Ford, Charles Allan
Chittenden, Nils	Fortunato, Susan
Clayton, Jr., Paul B.	Foulke, Mary
Clayton, Sharon H.C.	Fox, Cheryl
Cleghorn, Maxine	Free Jr., Horace
Cole, Roy A.	Fulton, Norman
Coles, Constance	Gadsden, Carol D.
Conway, J. Cooper	Gahler, Robert Edward
Copley, Susan	Galgano, Hollis Holder (Holly)
Cranston, Dale Lawrence	Ganter-Toback, Gail S.

CONVENTION REGISTRATION

CLERICAL MEMBERS OF CONVENTION *Continued*

Clergy members who registered and attended are listed here by alphabetical order.

Garcia, Ruth Anne	Kopren, Kristin C.
Garnsey, Elizabeth	Kowalski, James A.
Gerth, Stephen	Krakowsky, Lisa Posey
Glasspool, Mary	Kramer, Charles
Golliher, Jeffrey	Krengel, William
Gordon, Jay H.	Kunz, Richard
Gomez Cajamarca, Luis Enrique	La Vetty, Denise
Graham, Suzanne Hope	Lawrence, Novella
Grambsch, Mary Frances	Lawrence, Katie
Greene, III, Joseph	Lee, Christine
Gregorius, Mary B.	Lee, Hyacinth
Gross, Daniel	Lewis-Theerman, Kris
Hagerty, Stephen	Liotta, Thomas Mark
Hanley, Elise	Lunden, Carl
Harding, Stephen R.	Lupfer, William
Harriss, Susan C.	Mackintosh, Leigh
Hart, Curtis	Mallonee, Anne
Henry, Karen	Malloy, Patrick
Herrick, Robert	Manning-Lew, Sharon
Heyd, Matthew F.	Massey, Nigel
Hill, Susan Elizabeth	Maxwell, Elizabeth G.
Holton, Stephen Cathcart	Mayer, Charles
Hubbard, Vonnice	McIntyre, Calvin C
Hudson, Aaron	McKeon, Jr., Richard R.
Husson, Brenda	Mead, Matthew H.
Izzo, Joanne	Meech, Michelle
Jackson, Phillip	Meyer, Erika
Jackson, Terry (Allan)	Mitchell, Patricia Sobers
Jacobs, Robert	Morales, Loyda
James, Robin L.	Moretz, Matthew John
Jett, Mary Julia	Morris, David
Johnson, Simeon	Murphy, Gwyneth
Jones, Tyler	Musoke-Lubega, Benjamin
Jones, Christine	Nafuma, Joel
Jones, Teresa (Teri)Crawford	Nunley, Janet
Kahn, Paul S.	Ogle, Albert
Key, Sanford Allen	Oprendek, Matthew

CONVENTION REGISTRATION

CLERICAL MEMBERS OF CONVENTION *Continued*

Clergy members who registered and attended are listed here by alphabetical order.

Ousley, J. Douglas	Smith, Lenore (Nora) K.
Overall, Martha	Sojwal, Ajung
Owen, Sam	Sojwal, Milind
Pearson, Anna S.	St. John, Andrew
Pellaton, Thomas	Stacey, Caroline
Perez-Bullard, Altagracia	Stewart, Sarah
Person, Jeanne	Storm, Astrid Joy
Peters, Yejide	Stravers, Cynthia
Pike, Richard	Sullivan, Margaret
Quin, Alison	Sunderland, Edward
Ramirez, Gerardo	Swain, Storm
Reddall, Jennifer	Swanson, Geraldine A.
Rider, David M.	Syedullah, TSSF, Masud Ibn
Rider, Wm. Blake	Talley, Jennie
Rivera, Luis	Tammearu, Deborah G.
Roadman, Betsy	Taylor, Williamson S.
Roark, III, Harry	Thompson, Owen
Roland Guzmán, Carla E.	Toro, Suzanne F.R.
Ross, Anne Meigs	Townsend, Ph.D., Craig D.
Roundtree, Ella	Treherne-Thomas, Rhoda M.
Rubinson, Rhonda J.	Trillos, Alejandra
Saint-Pierre, Nathanael	Trowbridge, Dustin
Sanders, Lynn Coggins	Turner, Carl
Sanders, Megan	Udochukwu, Benjamin
Saylor, Kristin	Varghese, Winnie
Scheide, Diana	Waring, J. Donald
Schraplau, Frederick	Weiner Tompkins, Rebecca
Scott, Horton	Werdal, Evelyn Paige
Scott-Hamblen, Shane	Mary Grace Williams
Servellon, Maria (Filomena)	Williams, Patrick
Shafer, Michael	Wilson, Claudia M.
Shin, Allen	Wood, Gregg
Simons, Daniel J.	Woodley-Aitchison, Claire
Simmons, Charles	Wright, Matthew
Sirota, Victoria R.	Yagerman, Steven J.
Sloan, Richard D.	Young, Mary Cat
Smith, Jacob A.	Zito, J.D., Robert J. A.
Smith, James Ross	

CONVENTION REGISTRATION
LAY MEMBERS OF CONVENTION

Lay and Youth members who registered and attended are listed here by parish and town.

All Angels', Manhattan
Howard, Michelle
Johnson, Paul

Christ & St. Stephen's, Manhattan
Diamond, Christopher
Hagen, June

All Saints', Briarcliff Manor
Anderson, Rose

Christ Church Riverdale, Bronx
Briggs, William
Kraus, Jo Anne

All Saints', Harrison
Knudson, Phil

Christ Church, Bronxville
Burton, McKenzie

All Saints', Manhattan
Roberts, Dianne

Christ Church, Marlboro
Gilman, Brianna

Ascension & Holy Trinity, West
Park
Avery, Debra

Christ the Redeemer, Pelham
Dean, Alice
Dumas, Marie

Ascension, Manhattan
Rutherford, Kate

Christ Church, Poughkeepsie
Chenette, Jeanmarie
White, Sean

Ascension, Mount Vernon
Bent, Ramond
Clarke, Victor

Christ Church, Ramapo, Suffern
Gannon, John

Ascension, Staten Island
Brown, Beth

Christ's Church, Rye
Filor, Dan
Hogan, Lisa
Smith, Brad
Wilson, Kim

Calvary / St. George's, Manhattan
Goetz, William
Stolzfoos, Lonnie

Cathedral Congregation -
St. Saviour, Manhattan
Dwyer, Timothy
Omulepu, Sonia

Christ Church, Sparkill
Lynch, Peter
Mitchell, Steve

CONVENTION REGISTRATION
LAY MEMBERS OF CONVENTION - Continued

Christ Church, New Brighton, Staten Island Gerney, John	Good Shepherd, Roosevelt Island, Manhattan Hall, Ian
Christ the King, Stone Ridge Blair, James Rogers, Elbert	Grace (West Farms), Bronx Clemetson, Daisy Wallace, Manelva
Christ Church & San Marcos, Tarrytown Waltner, Patty	Grace, Manhattan Rieselbach, Anne
Christ Church, Warwick Carras, Laura O'Keefe, William	Grace, Middletown Barrett, Joseph
Congregation of St. Savior at the CSJD, Manhattan Gale, Kenny Omulepu, Sonia	Grace, Millbrook Calame, Kathryn Garzetta, Evelyn
Crucifixion, Manhattan Edghill, Marilyn	Grace, Monroe Hunter, Francine
Divine Love, Montrose Berbeck, Jessica	Grace, Nyack McDowell, Jeff
Epiphany, Manhattan Bozorth, Louise Swain, Herbert	Grace, Port Jervis Onofry, Robert
Good Shepherd, Bronx Brown-Knox, Etheline Grant, Lorna Larrier, Marlene	Grace / La Gracia, White Plains Reid, Lauren Simon, Walter
Good Shepherd, Manhattan Theerman, Paul	Haitian Congregation of the Good Samaritan, Bronx Isidore, Gisele
	Holy Apostles, Manhattan Campbell, Robert

CONVENTION REGISTRATION
LAY MEMBERS OF CONVENTION - Continued

Holy Communion, Mahopac Harmon, Joe	San Andres, Yonkers Sanzetenea, Clara
Holy Cross, Kingston / Santa Cruz Parochial Mission Guerra, Anselmo	Saint John, Paul & Clement, Mt. Vernon Powell, James
Holy Innocents', Highland Falls Burns, Carla	St. Alban's, Staten Island Jones, Brenda
Holy Nativity, Bronx Talbot, Priscilla	St. Ambrose, Manhattan Kellman, Leiberth
Holy Trinity (Inwood), Manhattan Malm, Cecelia	St. Andrew's, Beacon Brereton, Ronald Milligan, Murray
Holy Trinity, Manhattan du Toit, Christine O'Neal, Yvonne	St. Andrew's, Brewster DeBenedette, Valerie
Holy Trinity, Pawling Ford, John	St. Andrew's, Bronx Rawlins, Roosevelt
Incarnation, Manhattan Ridgeway, Susan	St. Andrew's, Hartsdale Miller, Myrna
Intercession, Manhattan Gibbs, Jr. Romeo	St. Andrew's, Harlem, Manhattan Daley, Juanita
Mediator, Bronx Smith, Dorothy	St. Andrew's, New Paltz Kelly, Catherine
Our Savior, Manhattan Tang, Pamela	St. Andrew's, Staten Island Baltovski, Alexander
Resurrection, Hopewell Junction Benson, Alvin	St. Andrew's, Walden Schoen, Nelson

CONVENTION REGISTRATION
LAY MEMBERS OF CONVENTION - Continued

St. Anne's, Washingtonville Haskew, Chantal	St. Edward the Martyr, Manhattan DaSilva, Gypsy
St. Ann's for the Deaf, Manhattan Innis, Melissa Schafer, Evelyn	St. Esprit (Eglise Francaise), Manhattan Orawski, Philip
St. Ann's, Morrisania, Bronx Bonilla, Anthony Cañas, Wendy	St. Francis & St. Martha's, White Plains Daniels, James Job, Lionel
St. Augustine's, Croton-on-Hudson Gellman, Barbara Seitz, Laura	St. George's, Newburgh Preece, Susan
St. Augustine of Hippo, Manhattan Brown, Susan Peterson-King, Barbara	St. Ignatius of Antioch, Manhattan Christian, Karen
St. Barnabas', Ardsley Wolf, Katherine	St. James' (Fordham), Bronx Greene, George
St. Barnabas', Irvington Grieder, Steve Richardson, Lee	St. James', Callicoon Osbourne, John
St. Bartholomew's, Manhattan Mapondera, Dulcie Martin-Gianino, Lucy	St. James', Goshen Bynum, Val Diaz, Malcolm
St. Bartholomew's, White Plains Betts, Bruce G.	St. James', Hyde Park Connolly-Burkhardt, Meg
St. David's, Bronx Price, Beatrice	St. James', Manhattan Dunham Jr. Wolcott B. Wharton, Campbell
St. Edmond's, Bronx Edwards, Winston Lewis, Phyllis	St. James', North Salem Cikoski, Diane Leicht, Josh

CONVENTION REGISTRATION
LAY MEMBERS OF CONVENTION - Continued

St. James the Less, Scarsdale Winward, Neil Yewer, Dorothy	St. John the Divine (Chapel), Tomkins Cove Johnson, Patricia
St. John's, Cornwall Pembleton, Mary Ellen	St. John's (Getty Square), Yonkers Craft, Carol Longley, Jen
St. John's, Kingston Dangler, Wesley	St. John's (Tuckahoe), Yonkers Keveson, Jackie
St. John's (Fountain Square), Larchmont Ingram, Robin Taleb, Cynthia	St. Joseph's, Bronx Joseph-Simon, Janice
St. John's in te Village, Manhattan Quatrone, Carol	St. Joseph of Arimathea, Elmsford Brown, Barbara
St. John's, Monticello Gottlieb, Susan	St. Luke in the Fields, Manhattan Jenkins, Ben McVey, Robert Wingfield, Garth
St. John's, New City Dow, Kacy	St. Luke's, Bronx Haddo, Marjorie Igle, Clarissa
St. John's, Wilmot, New Rochelle Miller, Lance	St. Luke's, Somers Hansen, Ann
St. John's, Pleasantville Hoadley, Sarah	St. Margaret's (Longwood), Bronx Peterson, Marilyn
St. John's and St. Paul's, South Salem Rueck, Frederick	St. Margaret's, Staatsburg Ewing, Vera Uhlfelder, Ross
St. John's, Staten Island Dean McCrimmon, Edwina	St. Mark's in the Bowery, Manhattan Walters, Roger
St. John's-in-the-Wilderness, Stony Point McCartney, Charles	

**CONVENTION REGISTRATION
LAY MEMBERS OF CONVENTION - Continued**

St. Mary-in-the-Highlands, Cold Spring Colon, Christopher	St. Nicholas on the Hudson, New Hamburg Curran, Paul
St. Mary the Virgin, Manhattan Bruni, J Grace Heffner, Steven	St. Paul's on-the-Hill , Ossining Monroe, Mark
St. Mary's (Manhattanville), Manhattan Brown-Carter, Frederica	St. Paul's, Poughkeepsie Debald, Mark
St. Mary's, Mohegan Lake Smith, Cynthia Ann	St. Paul's, Spring Valley Brown, Donovan Grant McGregor, Lourna
St. Mary's (Castleton), Staten Island Oyelaja, Mark	St. Paul's, Staten Island Murphy, James
St. Mary's, Tuxedo Park Heywood, Anne (Sue) Steinmann, William (Bill)	St. Paul's & Trinity Parish, Tivoli Hegeman, Geraldine
St. Matthew & St. Timothy, Manhattan Kornfield, Carol Perez, Zoila	St. Peter's (Chelsea), Manhattan Gardner, Keith
St. Matthew's, Bedford Eshoo, Tom Hancock, Inness Ketchum, Sim Reeder, Lorraine	St. Peter's (Westchester Square), Bronx Seeley, Cheryl
St. Michael's, Manhattan Moran, Ursula Robinson, Gayle Smith, Michael	St. Peter's, Peekskill Moshier, Eleanor Reid , Barbara
	St. Peter's, Port Chester Garcia, Janet
	St. Philip's, Manhattan Hannibal-Boyce, Louise Wernham, Mabel

**CONVENTION REGISTRATION
LAY MEMBERS OF CONVENTION - Continued**

St. Stephen's (Woodlawn), Bronx Gatjens, Richard	Trinity St. Paul's, New Rochelle Bajulaiye, Ade DiFatta, Jennifer
St. Simeon's, Bronx Hall, Arlene	Trinity Wall Street, Manhattan Edwards, Emory Evenbeck, Scott
St. Stephen's, Armonk Campbell, Douglas	Hall, Roz Pollard, Diane Sikula, Arthur
St. Stephen's, Woodlawn, Bronx Gatjens, Richard	Ward, Susan Trinity, Fishkill Blanks, Steven
St. Stephen's, Pearl River Foote, Eric Kramer, Jeanne	Schappert, Mike Sullivan, Marilyn
St. Thomas', Amenia Union Vance, Anne	Trinity, Ossining Evans, Sally
St. Thomas, Mamaroneck Gassick, Brian	Virgen de Guadalupe Vicente, Dalia
St. Thomas, Manhattan Adelaar, Jesse Isquith, Fred Lewis, Pamela Metzger, Mary	Zion, Dobbs Ferry Ford-Sussman, Mary
Transfiguration, Manhattan Leavitt, Steven	Zion, Wappingers Falls Bendas, Mary Kieffer, Bonnie
Trinity, Morrisania, Bronx Hawkins-Moore, Carol Jennings, Ona	YOUTH DELEGATES St. Matthew's, Bedford Brown, Trip Weigel, Max

CLERGY STIPENDS 2017

Diocesan Canons passed unanimously at the 2016 Diocesan Convention in conjunction with Strategic Planning require that congregations report their clergy compensation for the Journal of Convention

Parish	Parish City	Title	Stipend	Social Sec.	Hous'g	Utilities	Cash Hous'g
All Angels'	Manhattan	Interim Pastor					
All Angels'	Manhattan	Vicar					
All Saints'	Manhattan	Rector	66497.76	6,834.72			
All Souls'	Manhattan	Rector	24,000.00	2,754.00		4,000.00	
Ascension	Manhattan	Rector	90,361.00	9,741.00	Y	8,855.00	
Ascension	Manhattan	Assisting Priest	46,960.00	5,592.00	N		26,013.00
Calvary / St. George's	Manhattan	Rector	93,000.00	7,091.00	Y		
Calvary / St. George's	Manhattan	Associate	52,000.00	3,900.00	Y		
Calvary / St. George's	Manhattan	Priest Associate	45,000.00	3,431.00	Y		
Cathedral Congregation - St. Saviour	Manhattan	Vicar					
Christ & St. Stephen's	Manhattan	Rector	96,553.00	10,073.00	Y	12,000.00	24,000.00
Crucifixion	Manhattan						
Epiphany	Manhattan	Rector	84,567.50	9,588.00	Y	2,376.42	5,000.00
French Church du St Esprit	Manhattan	Rector	84,755.28	7,661.00	Y	23,029.00	
Good Shepherd	Manhattan	Rector	57,218.16				
Good Shepherd	Manhattan	Priest Associate	20,708.40	1,688.64			
Good Shepherd (Roosevelt Island)	Manhattan						
Grace	Manhattan	Rector	139,390.00	12,309.00	Y	24,000.00	5,000.00
Grace	Manhattan	Associate Rector	58,692.00	6,928.00	N		40,000.00
Grace	Manhattan	Assistant Rector	45,000.00	6,120.00	N		35,000.00
Heavenly Rest	Manhattan	Rector	150,000.00	9,429.00	Y	3,060.00	115,000.00
Heavenly Rest	Manhattan	Associate Rector	65,804.00	4,889.00	N	1,800.00	57,453.00
Holy Apostles	Manhattan	Interim Rector	100,445.00		Y		
Holy Trinity	Manhattan	Rector	78,696.62	6,620.40	Y		1,930.32
Holy Trinity (Inwood)	Manhattan	Vicar	49,098.00	6,785.40	Y	6,000.00	
Holyrood	Manhattan	Priest-in-Charge	30,544.80	3,573.42			
Incarnation	Manhattan	Rector					
Intercession	Manhattan	Priest-in-Charge	47,000.00	5,431.50			24,000.00
Intercession	Manhattan	Assistant Priest	10,000.00	1,147.50			5,000.00
Our Savior	Manhattan	Priest-in-Charge					
Resurrection	Manhattan	Rector					
San Pablo	Manhattan						
St. Ambrose	Manhattan	Rector					
St. Andrew's	Manhattan	Priest-in-Charge					
St. Ann's for the Deaf	Manhattan						
St. Augustine's	Manhattan	Priest-in-Charge	32,388.00	340.92			
St. Bartholomew's	Manhattan	Rector					
St. Clement's	Manhattan						
St. Edward the Martyr	Manhattan	Rector	86,440.00	8,601.70	Y		
St. Ignatius of Antioch	Manhattan	Rector	46,800.12	7,020.00			
St. James'	Manhattan	Rector	250,000.00	16,632.00	Y	12,000.00	
St. James'	Manhattan	Associate	68,923.00	10,655.00	N	3,000.00	33,952.00
St. James'	Manhattan	Associate	67,903.00	7,616.00	Y	2,500.00	
St. James'	Manhattan	Fellow	43,000.00	4,200.00	Y	1,500.00	20,386.00

CLERGY STIPENDS 2017 continued

Parish	Parish City	Title	Stipend	Social Sec.	Hous'g	Utilities	Cash Hous'g
St. John's in the Village	Manhattan	Interim	60,000.00	6,579.00	Y		
St. Luke in the Fields	Manhattan	Rector	138,217.02	9,582.70	Y	6,000.00	4,146.51
St. Luke in the Fields	Manhattan	Associate	49,764.19	6,101.96	N		30,000.00
St. Luke in the Fields	Manhattan	Associate	46,640.00	5,709.96	N		28,000.00
St. Luke in the Fields	Manhattan	Curate	16,975.00	2,599.13	N		17,000.00
St. Luke's Church	Manhattan						
St. Mark's Church-in-the-Bowery	Manhattan	Rector	64,867.20	14,223.12			
St. Martin's	Manhattan						
St. Mary the Virgin	Manhattan	Rector	93876.96	12,388.20			
St. Mary the Virgin	Manhattan	Curate	60139.92	5,340.00			
St. Mary's (Manhattanville)	Manhattan	Rector	59,938.80	2,203.01			
St. Matthew & St. Timothy's	Manhattan		69,412.94	6,271.96	N	1,614.00	31,567.80
St. Michael's	Manhattan	Rector	82,750.00	7,095.00	Y	2,000.00	10,000.00
St. Michael's	Manhattan	Associate Rector	41,515.00	5,471.00	N		30,000.00
St. Peter's (Chelsea)	Manhattan	Rector	29925.6	2,710.08	Y		
St. Philip's	Manhattan						
St. Thomas'	Manhattan	Rector	185,658	10,566.00	Y	15,561.00	
St. Thomas'	Manhattan	Associate	70,000	5,355.00	Y	1,000.00	
St. Thomas'	Manhattan	Youth Minister	58,350	4,464.00	Y	1,000.00	
Transfiguration	Manhattan	Associate Rector	18728.88	0.00			
Transfiguration	Manhattan	Rector	96945.6	24,250.08			
Trinity	Manhattan						
Atonement	Bronx						
Christ Church Riverdale	Bronx		67,752.00	12,081.62	Y		
Good Shepherd	Bronx		15697.92	1,543.20			
Grace (City Island)	Bronx						
Grace (West Farms)	Bronx						
Haitian Congregation of the Good	Bronx						
Holy Nativity	Bronx						
Mediator	Bronx	Priest-in-Charge	48,400.00	5,425.38		8,000.00	
San Juan Bautista	Bronx						
St. Andrew's	Bronx	Interim	57,925.00	5,708.81	Y		
St. Ann's	Bronx		56,170.00	4,297.01			28,085.00
St. David's	Bronx		66,170.00	7,593.02			33,085.00
St. Edmund's	Bronx						
St. James' (Fordham)	Bronx						
St. Joseph's	Bronx						
St. Luke's (Williamsbridge)	Bronx	Rector	76,470.00	8,775.00			38,235.00
St. Luke's (Williamsbridge)	Bronx	Assistant	52,530.00	6,027.82			26,265.00
St. Margaret's (Longwood)	Bronx	Vicar	56,170.00	6,445.51			28,085.00
St. Martha's	Bronx						
St. Mary's Ghanaian	Bronx						
St. Paul's	Bronx						
St. Peter's (Westchester Square)	Bronx	Rector	61,573.92	8,276.65			46,617.54
St. Simeon's	Bronx						
St. Stephen's (Woodlawn)	Bronx						
Trinity Church of Morrisania	Bronx						
Ascension	Staten Island						
All Saints'	Staten Island	Priest-in-Charge					
Christ Church New Brighton	Staten Island	Rector	28,069.60	1,885.80			
St. Alban's	Staten Island	Interim					
St. Andrew's	Staten Island	Rector	55,416.00	13,488.00			
St. John's	Staten Island	Canon Missioner	67,500.00	7,158.18		6,000.00	
St. Mary's (Castleton)	Staten Island	Rector	56,291.04	16,192.08			
St. Paul's	Staten Island	Vicar	14,611.20	2,351.28			
St. Simon's	Staten Island						
St. Stephen's	Staten Island						

CLERGY STIPENDS 2017 continued

St. Thomas'	Amenia Union	Vicar	41,775.84	3,646.80			18,750.00
St. John's	Arden						
St. Barnabas'	Ardley						
St. Stephen's	Armork	Rector	62,800.00	6,245.46	N		18,840.00
St. John the Evangelist	Barrytown	Vicar	26,825.04	3,804.96			
St. Andrew's	Beacon	Vicar	16,142.16	3,840.00			
St. Luke's	Beacon						
St. Matthew's	Bedford	Associate Rector	52,115.52	4,018.08	Y		
St. Andrew's	Brewster						
All Saints'	Briarcliff Manor	Rector	34,050.00	5,712.00			
Christ Church	Bronxville	Rector	85,000.00	20,146.90	Y	6,000.00	
Christ Church	Bronxville	Assistant	47,900.00	5,497.00	N		23,950.00
St. James'	Callicon						
St. John's	Monticello						
Grace	Port Jervis						
St. Mary the Virgin	Chappaqua		74,027.04	27,000.00			
St. Mark's	Chelsea-on-Hudson						
St. Paul's	Chester						
St. Mary's in the Highlands	Cold Spring	Rector	33,683.62	6,550.56			
St. John's	Cornwall	Rector	47,900.00	5,500.00	Y		
St. Augustine's	Croton-on-Hudson		28,717.33	4,032.88	Y		
St. Augustine's	Croton-on-Hudson		23,343.84	7,026.72			
Zion	Dobbs Ferry		25,346.40				
LA MESA formerly 'St. James'	Dover Plains						
St. Luke's	Eastchester						
St. John's Memorial	Ellenville		59,811.12	10,800.00			
St. Joseph of Arimathea	Elmsford	Interim	20,306.48	2,601.36			13,697.76
Trinity	Fishkill	Priest-in-Charge	23,214.30	3,650.16			24,500.16
Trinity	Garnerville						
St. Philip's	Garrison						
St. James'	Goshen		59,112.00	5,899.00	Y		
Good Shepherd	Granite Springs		46,638.00	10,150.56			
Good Shepherd	Greenwood Lake						
All Saints'	Harrison	Priest-in-Charge	26,997.60	6,214.80	Y		
St. Andrew's	Hartsdale						
Grace	Hastings-on-Hudson		64,350.96	9,776.16	Y		
Holy Innocents	Hightland Falls		54,800.00	6,494.85	Y		
Resurrection	Hopewell Junction		40,125.60	12,000.00			
St. James'	Hyde Park		52,854.96	11,089.68			
St. Barnabas'	Ivington	Interim	64,867.20	14,223.12			
St. Luke's	Katonah	Priest-in-Charge	22,743.12	7,392.00			
HolyCross Santa Cruz Parochial Mission	Kingston	Priest-in-Charge	\$28,085.00	3,227.75			\$14,042.50
St. John's	Kingston	Rector	47,900.00	5,439.00	Y		
St. John's (Fountain Square)	Larchmont	Rector	47,820.00	3,999.84			
St. John's (Fountain Square)	Larchmont	Curate	24,803.00	3,327.63	Y		
Holy Communion	Malhappac	Priest-in-Charge					
St. Thomas'	Mamaroneck	Rector	56,221.28	5,608.70			
St. Thomas'	Mamaroneck	Associate Rector	48,813.12	7366.0			
Christ Church	Marlboro	Priest-in-Charge					
Grace	Middletown	Interim	54,800.00		Y		
Grace	Millbrook	Rector	57,283.00				28,641.00
St. Peter's (Lithgow)	Millbrook	Vicar					
St. Mary's	Mohegan Lake						
Grace	Monroe						
St. Francis of Assisi	Montgomery	Priest-in-Charge					
St. John's	Monticello	Canon Missioner					
Divine Love	Montrose						
St. Mark's	Mount Kisco	Interim					
Ascension	Mount Vernon	Priest-in-Charge					
SS John, Paul & Clement	Mount Vernon						

CLERGY STIPENDS 2017 continued

Parish	Parish City	Title	Stipend	Social Sec.	Hous'g	Utilities	Cash Hous'g
St. John's	New City						
St. Nicholas on the	New Hamburg	Rector	53,397.60	11,976.00			
St. Andrew's	New Paltz	Priest-in-Charge	48,400.00	5,692.00	Y		
St. John's (Wilmot)	New Rochelle	Rector	40,306.00	4,625.00			20,153.00
St. Simon the Cyre	New Rochelle						
Trinity /St.Paul's	New Rochelle	Priest-in-Charge					
El Buen Pastor	Newburgh						
St. George's	Newburgh		47,900.00	5,496.53			23,950.00
St. James'	North Salem		29,000.00	3,327.75			14,500.00
Grace	Nyack		65,025.00	6,958.33	Y		
St. Paul's-on-the-H	Ossining	Priest-in-Charge					
Trinity	Ossining	Priest-in-Charge	59,621.52	6,113.52			
Trinity	Pawling	Priest-in-Charge					
St. Stephen's	Pearl River	Interim	43,000.00	4,658.85	Y		
St. Peter's	Peekskill	Priest-in-Charge	23,500.00	2,846.00			13,700.00
Christ the Redem	Pelham	Rector	72,826.00	7,560.19	Y		
Regeneration	Pine Plains	Interim					
St. Paul's	Pleasant Valley	Rector	44,064.63	4,780.84	Y		
St. John's	Pleasantville	Rector	50,913.12	12,120.00			
St. Peter's	Port Chester	Associate Priest	43,000.00	4,934.00			21,500.00
St. Peter's	Port Chester	Priest-in-Charge	46,546.50	5,741.00		4,500.00	
Grace	Port Jervis	CnDwr/CatskillRegMn					
Christ Church	Poughkeepsie	Rector	66,273.12				
St. Paul's	Poughkeepsie	Rector	55,660.00	6,386.99			27,830.00
Virgen de Guadalu	Poughkeepsie		46,035.00	3,904.18		5,000.00	
Christ Church	Red Hook	Priest-in-Charge					
Messiah	Rhinebeck		31,032.00				
Christ's Church	Rye	Rector					
Christ's Church	Rye	Curate					
Trinity	Saugerties						
St. Mary's	Scarborough						
St. James the Less	Scarsdale						
St. Luke's	Somers	Priest-in-Charge					
St. Andrew's	South Fallsburg						
St. John's / St. Pau	South Salem	Rector	49,972.56	7,873.61	Y		
Christ Church	Sparkill	Vicar					
St. Paul's	Spring Valley		12,637.00	1,488.31			6,818.00
St. Margaret's	Staatsburg	Vicar	27,432.00	1,475.04			
Christ the King	Stone Ridge	Rector			Y		
Christ the King	Stone Ridge		23,500.00	2,846.00			\$13,700.00
St. John's in the W	Stony Point						
Christ Church of R	Suffern	Rector	54,810.00	6,289.45			27,405.00
Christ Church	Tarrytown	Rector	56,779.00	8,475.00	Y	6,000.00	
St. Paul's & Trinity	Tivoli		37,000.08				
St. John the Divine	Tomkins Cove						
St. Mary's	Tuxedo Park	Interim	60,720.00	6,634.00	Y		
St. Mary's	Tuxedo Park	Rector	61,999.92	11,568			
All Saints'	Valley Cottage						
St. Andrew's	Walden						
Zion	Wappingers Falls	Rector	49,173.00	4,886.28	Y		
Christ Church	Warwick	Assisting Priest	69,434.40	12,504.00			22,037.50
Christ Church	Warwick	Rector	78,176.00	7,816.00	Y		
St. Anne's	Washingtonville	Priest-in-Charge	20,306.48	2,601.36			13,697.76
Ascension & Holy	West Park	Priest-in-Charge	25,782.24	3,055.92	Y		
St. Gregory's	Woodstock	Priest-in-Charge	23,950.00	2,748.00			11,975.00
Grace	White Plains						
La Gracia	White Plains						
St. Bartholomew's	White Plains	Rector	56,800.00	7,328.70	Y		
St. Francis & St. M	White Plains						
Holy Cross	Yonkers						
San Andres	Yonkers						
St. John's (Getty S	Yonkers	Priest-in-Charge	59,621.28	9,600.00			
St. John's (Tuckah	Yonkers						
St. Mark's (Nepera	Yonkers						
St. Paul's	Yonkers						

STATISTICAL TABLES 2016 PAROCHIAL REPORT DATA

Congregation	City	MbrsEnd'15	Incrs(+)	Decrs(-)	MbrsEnd'16	Comm in GS	Comm in GS <16
Diocesan Totals		51,587	1,829	3,345	50,071	23,161	4,456
Total New York Region		26,779	688	1,049	26,418	11,108	1,365
Total Region II		16,814	634	1,616	15,832	8,178	2,197
Total Mid-Hudson Region		7,994	507	680	7,821	3,875	894
New York City							
New York County		20,192	475	458	20,209	7,533	928
All Angels'	New York	547			547		
All Saints'	New York	227			227		
All Souls'	New York	53	1	3	51	47	4
Ascension	New York	191	6	8	189	170	19
Calvary & St. George	New York	605	0	0	605	450	49
Christ & St. Stephens	New York	669	16	15	670	582	32
Crucifixion	New York	145			145		
Epiphany	New York	255	28	36	247	140	56
Good Shepherd	New York	106	2	2	106	60	3
Good Shepherd (Roosevelt Island)	New York	65			65		
Eglise Du St Esprit	New York	156	6	2	160	151	9
Grace	New York	903	44	9	938	459	170
Heavenly Rest	New York	1,866			1,866		
Holy Apostles	New York	172	9	8	173	149	21
Holy Trinity	New York	696	10	30	676	324	5
Holy Trinity (Inwood)	New York	60	3	45	18	18	0
Holyrood	New York	204	0	0	204	204	0
Incarnation	New York	474			474		
Intercession	New York	215	12	5	222	207	15
Our Savior	New York	55	2	3	54	53	1
Resurrection	New York	180	7	6	181	181	0
San Pablo	New York	50			50		
St. Ambrose	New York	105			105		
St. Andrew's	New York	141	6	5	142	126	11
St. Ann's for the Deaf	New York	28	4	6	26	25	1
St. Augustine's	New York	89			89		
St. Bartholomew's	New York	2,077	0	0	2,077	0	0
St. Clement's	New York	54			54		
St. Edward the Martyr	New York						
St. Ignatius of Antioch	New York	265	17	29	253	180	42
St. James'	New York	1,508	108	92	1,524	897	262
St. John's in the Village	New York	188	8	5	191	151	0
St. Luke-in-the-Fields	New York	881	38	25	894	430	75
St. Luke's Chapel	New York	53			53		
St. Mark's-in-the-Bowery	New York	175	19	60	134	80	1
St. Martin's	New York	156	0	10	146	0	0
St. Mary the Virgin	New York	373	0	0	373	0	0
St. Mary', Manhattanville	New York	147			147		
St. Matthew & St. Timothy	New York	343	2	0	345	120	9
St. Michael's	New York	646	50	27	669	415	71
St. Peter's, Chelsea	New York	67	15	0	82	0	0
St. Philip's	New York	200	10	7	203	184	10
St. Saviour	New York	779			779		
St. Thomas'	New York	2,753	52	20	2,785	1,730	62
Transfiguration	New York	300	0	0	300	0	0
Trinity, Wall Street	New York	970			970		

2016 PAROCHIAL REPORT DATA continued

Congregation	City	MbrsEnd'15	Incrs(+)	Decrs(-)	MbrsEnd'16	Comm in GS	Comm in GS <16
Diocesan Totals		51,587	1,829	3,345	50,071	23,161	4,456
Total New York Region		26,779	688	1,049	26,418	11,108	1,365
Total Region II		16,814	634	1,616	15,832	8,178	2,197
Total Mid-Hudson Region		7,994	507	680	7,821	3,875	894
Brox County		5,207	167	519	4,855	2,626	289
Atonement	Bronx	60	0	0	60	44	16
Christ Church Riverdale	Bronx	342	15	7	350	300	50
Good Shepherd	Bronx	311	9	20	300	123	14
Holy Nativity	Bronx	132	1	20	113	69	10
Mediator	Bronx	314			314		
Grace, City Island	Bronx	57			57		
Grace, West Farms	Bronx	122	3	16	109	50	9
Haitian Congregation of the Good Sam	Bronx	119	11	2	128	99	29
Iglesia De San Juan Bautista	Bronx	45			45		
St. Andrew's	Bronx	365	14	1	378	239	20
St. Ann's	Bronx	491			491		
St. David's	Bronx	152			152		
St. Edmund's	Bronx	84	9	1	92	80	8
St. James', Fordham	Bronx	595	6	372	229	150	29
St. Joseph's	Bronx	169	1	2	168	95	15
St. Luke's	Bronx	979	81	60	1,000	950	50
St. Margaret's	Bronx	133			133		
St. Martha's	Bronx	42			42		
St. Mary's Ghanaian	Bronx	56	6	4	58	30	6
St. Paul's	Bronx	94	6	10	90	55	12
St. Peter's, Westchester Sq	Bronx	191	5	3	193	187	6
St. Simeon's	Bronx	105			105		
St. Stephen's, Woodlawn	Bronx	69			69		
Trinity, Morrisania	Bronx	180	0	1	179	155	15
Richmond County		1,380	46	72	1,354	949	148
Christ Church, New Brighton	Staten Island	253	7	7	253	189	64
St. Andrew's	Staten Island	285	17	7	295	236	18
Ascension	Staten Island	133	1	5	129	63	8
St. Alban's	Staten Island	191	6	2	195	161	24
St. John's	Staten Island	238	0	0	238	164	12
St. Mary's, Castleton	Staten Island	125	12	48	89	71	18
St. Paul's	Staten Island	71	3	3	71	65	4
St. Simons	Staten Island	63			63		
St. Stephens	Staten Island	21			21		
Region II							
Putnam County		766	10	3	773	39	19
St. Andrew's	Brewster	96			96		
St. Mary's in the Highlands	Cold Spring	239			239		
St. Philip's	Garrison	329			329		
Holy Communion	Mahopac	102	10	3	109	39	19
Rockland County		2,238	70	50	2,258	1,059	184
Trinity	Garnerville	113			113		
St. John's	New City	245	5	3	247	155	30
Grace	Nyack	853	30	8	875	338	67
St. Stephen's	Pearl River	339	12	3	348	83	30
Christ Church	Sparkill	64			64		
St. Paul's	Spring Valley	249	4	12	241	201	40
St. John's in-the-Wilderness	Stony Point	69			69		
Christ Church, Ramapo	Suffern	185	11	6	190	178	12
St. John the Divine	Tomkins Cove	65	7	3	69	66	1
All Saints'	Valley Cottage	56	1	15	42	38	4

2016 PAROCHIAL REPORT DATA *continued*

Congregation	City	MbrsEnd'15	Incrs(+)	Decrs(-)	MbrsEnd'16	Comm in GS	Comm in GS <16
Diocesan Totals		51,587	1,829	3,345	50,071	23,161	4,456
Total New York Region		26,779	688	1,049	26,418	11,108	1,365
Total Region II		16,814	634	1,616	15,832	8,178	2,197
Total Mid-Hudson Region		7,994	507	680	7,821	3,875	894
Westchester County		13,810	554	1,563	12,801	7,080	1,994
St. Barnabas'	Ardsley	82	1	13	70	62	8
St. Stephens'	Armonk	252	12	6	258	98	27
St. Matthew's	Bedford	1,590	64	9	1,645	1,301	331
All Saints'	Briarcliff Manor	192	4	1	195	129	16
Christ Church	Bronxville	686			686		
St. Mary the Virgin	Chappaqua	389			389		
St. Augustine's	Croton-on-Hudson	285	19	22	282	197	85
Zion	Dobbs Ferry	90	2	10	82	50	9
St. Luke's	Eastchester	30	8	3	35	32	3
Good Shepherd	Granite Springs	181	10	8	183	155	28
All Saints'	Harrison	150	0	3	147	85	9
St. Andrew's	Hartsdale	46	1	1	46	37	9
Grace	Hastings-on-Hudson	239	14	12	241	195	38
St. Barnabas'	Irvington on Hudson	581	24	26	579	448	120
St. Luke's	Katonah	164	0	64	100	82	14
St. John's, Fountain Square	Larchmont	793			793		
St. Thomas'	Mamaroneck	194	37	24	207	136	50
St. Mary's	Mohegan Lake	276	0	26	250	173	77
Divine Love	Montrose	120			120		
St. Mark's	Mount Kisco	215	5	30	190	150	5
Ascension	Mount Vernon	180	5	1	184	181	3
Sts. John, Paul & Clement	Mount Vernon	71			71		
St. Simon the Cyrenian	New Rochelle	91	8	2	97	82	15
St. John's, Wilmot	New Rochelle	103	18	13	108	70	14
Trinity-St. Paul's	New Rochelle	169	1	3	167	154	13
St. James'	North Salem	334	0	0	334	0	0
St. Paul's-on-the-Hill	Ossining	143	4	38	109	80	0
Trinity	Ossining	112	0	1	111	35	9
St. Peter's	Peekskill	183	2	12	173	138	18
Christ the Redeemer	Pelham	633	40	34	639	312	200
St. John's	Pleasantville	272	30	121	181	105	39
St. Peter's	Port Chester	248	41	3	286	61	37
Christ's Church	Rye	2,293	40	951	1,382	862	520
St. James's the Less	Scarsdale	420	79	11	488	361	127
St. Luke's	Somers	201	9	3	207	114	6
St. John's	South Salem	138	6	7	137	106	31
Christ Church	Tarrytown	251	31	28	254	192	21
Grace/La Gracia	White Plains	647	15	5	657	607	50
St. Bartholomew's	White Plains	60	2	2	60	52	8
St. Francis & St. Martha's	White Plains	57	0	12	45	42	3
St. Joseph of Arimathea, Elmsford	White Plains	77	0	0	77	45	7
Holy Cross	Yonkers	55	1	0	56	0	0
San Andres	Yonkers	150	5	50	105	21	22
St. John's, Getty Square	Yonkers	91	15	6	100	75	12
St. John's, Tuckahoe	Yonkers	231	1	2	230	55	10
S. Mark's, Nepera Park	Yonkers	27	0	0	27	0	0
St. Paul's	Yonkers	18			18		

2016 PAROCHIAL REPORT DATA *continued*

Congregation	City	MbrsEnd'15	incrs(+)	Decrs(-)	MbrsEnd'16	Comm in GS	Comm in GS <16
Diocesan Totals		51,587	1,829	3,345	50,071	23,161	4,456
Total New York Region		26,779	688	1,049	26,418	11,108	1,365
Total Region II		16,814	634	1,616	15,832	8,178	2,197
Total Mid-Hudson Region		7,994	507	680	7,821	3,875	894
Mid-Hudson Region							
Dutchess County		4,212	135	237	4,110	2,005	328
St. Thomas'	Amenia	93			93		
St. John's	Barrytown	178	0	0	178	0	0
St. Andrew's	Beacon	71	6	5	72	52	4
St. Luke's	Beacon	74	1	29	46	31	1
St. Mark's	Chelsea	9			9		
La MESA	Dover Plains	30			30		
Trinity	Fishkill	193	1	7	187	77	16
Resurrection	Hopewell Junction	87	0	3	84	60	24
St. James'	Hyde Park	206	4	4	206	151	18
Grace	Millbrook	207	29	24	212	118	24
St. Peter's	Millbrook	362	8	36	334	260	56
St. Nicholas'	New Hamburg	250	13	10	253	185	50
Holy Trinity	Pawling	172	7	1	178	105	18
Regeneration	Pine Plains	39	0	1	38	27	9
St. Paul's	Pleasant Valley	116	9	12	113	83	7
Christ Church	Poughkeepsie	270	30	12	288	229	21
Iglesia de la Virgen de Guadalupe	Poughkeepsie	159	0	59	100	69	31
St. Paul's	Poughkeepsie	183	7	7	183	131	16
Christ Church	Red Hook	130	10	5	135	120	15
Messiah	Rhinebeck	631			631		
St. Margaret's	Staatsburg	71	6	7	70	63	3
St. Paul's and Trinity Parish	Tivoli	37	1	1	37	32	3
Zion	Wappingers Falls	644	3	14	633	212	12
Orange County		3,471	156	227	3,400	1,598	339
St. John's	Arden	44	0	2	42	35	2
St. Paul's	Chester	99	8	14	93	55	19
St. John's	Cornwall	207	4	5	206	144	40
St. James'	Goshen	532	23	26	529	300	80
Good Shepherd	Greenwood Lake	31	0	1	30	27	3
Holy Innocents	Highland Falls	186	30	10	206	100	20
Grace	Middletown	396	4	1	399	218	39
Grace	Monroe	60	2	20	42	32	10
St. Francis of Assissi	Montgomery	22	2	2	22	15	1
St. Thomas'	New Windsor	103			103		
Mision El Buen Pastor	Newburgh	47	30	20	57	35	20
St. George's	Newburgh	165	13	15	163	123	22
Grace	Port Jervis	121	10	6	125	99	17
St. Mary's	Tuxedo Park	425	25	75	375	315	36
St. Andrew's	Walden	155	5	30	130	100	30
Christ Church	Warwick	700			700		
St. Anne's	Washingtonville	178			178		
Sullivan County		95	0	0	95	56	11
St. James'	Callicoon	18			18		
St. John's	Monticello	65	0	0	65	45	10
St. Andrew's	South Fallsburg	12	0	0	12	11	1
Ulster County		1,269	66	251	1,084	693	137
Ascension & Holy Trinity	West Park	71	13	5	79	76	3
Christ	Marlboro	123	10	15	118	56	29
Christ the King	Stone Ridge	192	23	16	199	161	20
Holy Cross	Kingston	278	4	160	122	98	24
St. Andrew's	New Paltz	145	9	12	142	112	30
St. Gregory's	Woodstock	78			78		
St. John's Memorial	Ellenville	123			123		
St. John's	Kingston	221	7	38	190	161	29
Trinity	Saugerties	38	0	5	33	29	2

2016 PAROCHIAL REPORT DATA *continued*

Congregation	City	Other Mbrs	AvgSunAtten	WkdayAtten	EasterAttend	SatSunEuch	WkdayEuch	PrivateEuch
Diocesan Totals		2,037	11,640	426	29,386	13,362	5,135	3,776
Total New York Region		1,203	6,160	200	16,880	4,472	3,437	1,926
Total Region II		392	3,443	10	8,429	6,133	958	842
Total Mid-Hudson Region		442	2,037	216	4,077	2,757	740	1,008
New York City								
New York County		1,112	4,214	200	12,719	3,300	3,024	808
All Angels'	New York							
All Saints'	New York							
All Souls'	New York	0	46	0	94	0	46	0
Ascension	New York	40	113	0	451	158	224	32
Calvary & St. George	New York	0	302	200	501	156	0	0
Christ & St. Stephens	New York	46	118	0	406	99	52	14
Crucifixion	New York							
Epiphany	New York	10	118	0	329	163	3	68
Good Shepherd	New York	0	40	0	79	0	0	15
Good Shepherd (Roosevelt Island)	New York							
Eglise Du St Esprit	New York	6	75	0	102	41	45	0
Grace	New York	237	374	0	1,751	126	55	4
Heavenly Rest	New York							
Holy Apostles	New York	60	77	0	193	80	65	40
Holy Trinity	New York	65	123	0	372	161	31	39
Holy Trinity (Inwood)	New York	32	22	0	68	50	0	0
Holyrood	New York	0	80	0	233	120	0	0
Incarnation	New York							
Intercession	New York	0	159	0	134	159	40	72
Our Savior	New York	0	40	0	60	53	21	29
Resurrection	New York	20	54	0	238	102	239	0
San Pablo	New York							
St. Ambrose	New York							
St. Andrew's	New York	0	78	0	243	52	3	50
St. Ann's for the Deaf	New York	19	12	0	13	50	2	0
St. Augustine's	New York							
St. Bartholomew's	New York	0	0	0	0	205	205	8
St. Clement's	New York							
St. Edward the Martyr	New York							
St. Ignatius of Antioch	New York	6	99	0	284	176	65	65
St. James'	New York	322	493	0	1,704	232	84	114
St. John's in the Village	New York	10	51	0	88	104	58	16
St. Luke-in-the-Fields	New York	100	225	0	696	144	276	31
St. Luke's Chapel	New York							
St. Mark's-in-the-Bowery	New York	0	67	0	172	56	5	3
St. Martin's	New York	0	95	0	80	0	9	0
St. Mary the Virgin	New York	0	214	0	609	208	350	33
St. Mary', Manhattanville	New York							
St. Matthew & St. Timothy	New York	5	63	0	149	144	35	11
St. Michael's	New York	27	199	0	499	156	93	46
St. Peter's, Chelsea	New York	0	45	0	133	101	6	9
St. Philip's	New York	3	110	0	209	53	4	0
St. Saviour	New York							
St. Thomas'	New York	104	637	0	2,646	151	801	64
Transfiguration	New York	0	85	0	183	0	207	45
Trinity, Wall Street	New York							

2016 PAROCHIAL REPORT DATA continued

Congregation	City	Other Mbrs	AvgSundayAtte	Weekday_Atte	EasterAttend	SatSunEuch	WeekdayEuch	PrivateEuch
Diocesan Totals		2,037	11,640	426	29,386	13,362	5,135	3,776
Total New York Region		1,203	6,160	200	16,880	4,472	3,437	1,926
Total Region II		392	3,443	10	8,429	6,133	958	842
Total Mid-Hudson Region		442	2,037	216	4,077	2,757	740	1,008
Brox County		58	1,499	0	3,213	740	232	556
Atonement	Bronx	0	49	0	77	52	2	25
Christ Church Riverdale	Bronx	13	125	0	319	0	40	0
Good Shepherd	Bronx	0	98	0	377	86	11	55
Holy Nativity	Bronx	3	45	0	80	52	60	10
Mediator	Bronx							
Grace, City Island	Bronx							
Grace, West Farms	Bronx	3	59	0	138	58	0	3
Haitian Congregation of the Good Samaritan	Bronx	10	67	0	107	64	0	0
Iglesia De San Juan Bautista	Bronx							
St. Andrew's	Bronx	0	165	0	334	100	11	18
St. Ann's	Bronx							
St. David's	Bronx							
St. Edmund's	Bronx	0	67	0	125	62	3	10
St. James', Fordham	Bronx	0	88	0	220	52	8	0
St. Joseph's	Bronx	0	61	0	95	51	3	8
St. Luke's	Bronx	0	486	0	1,045	109	74	357
St. Margaret's	Bronx							
St. Martha's	Bronx							
St. Mary's Ghanaian	Bronx	7	28	0	30	0	0	0
St. Paul's	Bronx	8	50	0	89	52	12	20
St. Peter's, Westchester Sq	Bronx	6	46	0	75	2	4	50
St. Simeon's	Bronx							
St. Stephen's, Woodlawn	Bronx							
Trinity, Morrisania	Bronx	8	65	0	102	0	4	0
Richmond County		33	447	0	948	432	181	562
Christ Church, New Brighton	Staten Island	8	109	0	235	103	43	29
St. Andrew's	Staten Island	20	79	0	151	51	16	26
Ascension	Staten Island	1	21	0	93	87	14	55
St. Alban's	Staten Island	4	60	0	146	90	52	20
St. John's	Staten Island	0	80	0	143	0	0	419
St. Mary's, Castleton	Staten Island	0	56	0	109	50	52	4
St. Paul's	Staten Island	0	42	0	71	51	4	9
St. Simons	Staten Island							
St. Stephens	Staten Island							
Region II								
Putnam County		9	44	0	103	108	6	10
St. Andrew's	Brewster							
St. Mary's in the Highlands	Cold Spring							
St. Philip's	Garrison							
Holy Communion	Mahopac	9	44	0	103	108	6	10
Rockland County		40	508	10	1,285	2,984	261	96
Trinity	Garnerville							
St. John's	New City	16	64	0	134	51	9	12
Grace	Nyack	15	187	0	589	143	14	28
St. Stephen's	Pearl River	3	66	0	182	89	21	11
Christ Church	Sparkill							
St. Paul's	Spring Valley	6	69	0	165	67	4	22
St. John's in-the-Wilderness	Stony Point							
Christ Church, Ramapo	Suffern	0	48	0	96	2,494	202	9
St. John the Divine	Tomkins Cove	0	36	0	72	53	8	14
All Saints'	Valley Cottage	0	38	10	47	87	3	0

2016 PAROCHIAL REPORT DATA continued

Congregation	City	Other Mbrs	AvgSunAtten	WkdayAtten	EasterAttend	SatSunEuch	WkdayEuch	PrivateEuch
Diocesan Totals		2,037	11,640	426	29,386	13,362	5,135	3,776
Total New York Region		1,203	6,160	200	16,880	4,472	3,437	1,926
Total Region II		392	3,443	10	8,429	6,133	958	842
Total Mid-Hudson Region		442	2,037	216	4,077	2,757	740	1,008
Westchester County		343	2,891	0	7,041	3,041	691	736
St. Barnabas'	Ardley	0	36	0	70	52	37	0
St. Stephens'	Armonk	3	46	0	81	77	3	11
St. Matthew's	Bedford	13	148	0	500	110	41	15
All Saints'	Briarcliff Manor	56	47	0	111	109	8	0
Christ Church	Bronville							
St. Mary the Virgin	Chappaqua							
St. Augustine's	Croton-on-Hudson	17	87	0	170	96	6	5
Zion	Dobbs Ferry	8	25	0	65	52	9	9
St. Luke's	Eastchester	0	21	0	52	0	0	18
Good Shepherd	Granite Springs	0	77	0	194	104	12	18
All Saints'	Harrison	1	30	0	72	51	5	4
St. Andrew's	Hartsdale	15	29	0	79	53	4	71
Grace	Hastings-on-Hudson	8	76	0	183	90	11	1
St. Barnabas'	Irvington on Hudson	9	110	0	268	96	25	24
St. Luke's	Katonah	2	39	0	85	87	6	16
St. John's, Fountain Square	Larchmont							
St. Thomas'	Mamaroneck	4	102	0	180	106	56	15
St. Mary's	Mohegan Lake	4	81	0	168	114	16	56
Divine Love	Montrose							
St. Mark's	Mount Kisco	5	102	0	182	0	0	21
Ascension	Mount Vernon	0	76	0	140	82	3	13
Sts. John, Paul & Clement	Mount Vernon							
St. Simon the Cyrenian	New Rochelle	0	61	0	195	53	0	20
St. John's, Wilmot	New Rochelle	2	36	0	85	50	5	7
Trinity-St. Paul's	New Rochelle	0	102	0	149	103	55	3
St. James'	North Salem	0	36	0	0	0	0	0
St. Paul's-on-the-Hill	Ossining	6	46	0	60	48	4	0
Trinity	Ossining	0	30	0	80	29	5	0
St. Peter's	Peekskill	0	63	0	140	95	4	31
Christ the Redeemer	Pelham	0	173	0	381	123	54	50
St. John's	Pleasantville	1	65	0	181	122	4	7
St. Peter's	Port Chester	60	95	0	344	107	17	17
Christ's Church	Rye	0	165	0	666	94	52	5
St. Jame's the Less	Scarsdale	0	130	0	392	104	52	20
St. Luke's	Somers	10	45	0	141	53	4	4
St. John's	South Salem	6	68	0	147	94	2	29
Christ Church	Tarrytown	0	108	0	197	123	15	20
Grace/La Gracia	White Plains	0	212	0	596	145	93	200
St. Bartholomew's	White Plains	54	48	0	154	90	20	3
St. Francis & St. Martha's	White Plains	0	39	0	69	36	2	0
St. Joseph of Arimathea, Elmsford	White Plains	0	30	0	69	24	3	2
Holy Cross	Yonkers	0	32	0	48	0	0	0
San Andres	Yonkers	14	62	0	60	55	0	3
St. John's, Getty Square	Yonkers	45	61	0	158	103	51	7
St. John's, Tuckahoe	Yonkers	0	40	0	99	52	4	1
S. Mark's, Nepera Park	Yonkers	0	12	0	30	59	3	10
St. Paul's	Yonkers							

2016 PAROCHIAL REPORT DATA continued

Congregation	City	Other Mbrs	AvgSunAtten	WkdayAtten	EasterAtten	SatSunEuch	WkdayEuch	PrivateEuch
Diocesan Totals		2,037	11,640	426	29,386	13,362	5,135	3,776
Total New York Region		1,203	6,160	200	16,880	4,472	3,437	1,926
Total Region II		392	3,443	10	8,429	6,133	958	842
Total Mid-Hudson Region		442	2,037	216	4,077	2,757	740	1,008
Mid-Hudson Region								
Dutchess County		111	1,068	0	2,257	1,378	246	294
St. Thomas'	Amenia							
St. John's	Barrytown	0	30	0	54	35	0	0
St. Andrew's	Beacon	0	35	0	53	52	7	3
St. Luke's	Beacon	0	28	0	56	54	3	0
St. Mark's	Chelsea							
La MESA	Dover Plains							
Trinity	Fishkill	0	33	0	163	99	2	36
Resurrection	Hopewell Junction	26	54	0	99	50	25	1
St. James'	Hyde Park	17	94	0	203	110	13	52
Grace	Millbrook	32	86	0	196	103	49	29
St. Peter's	Millbrook	0	69	0	177	68	0	0
St. Nicholas'	New Hamburg	0	74	0	178	107	2	5
Holy Trinity	Pawling	5	44	0	76	68	5	1
Regeneration	Pine Plains	8	18	0	37	44	4	1
St. Paul's	Pleasant Valley	1	43	0	81	90	10	0
Christ Church	Poughkeepsie	4	116	0	168	106	6	36
Iglesia Virgen de Guadalupe	Poughkeepsie	0	69	0	169	0	0	5
St. Paul's	Poughkeepsie	3	67	0	192	101	53	0
Christ Church	Red Hook	0	56	0	107	81	5	18
Messiah	Rhinebeck							
St. Margaret's	Staatsburg	2	32	0	46	54	3	0
St. Paul's and Trinity Parish	Tivoli	5	33	0	51	53	6	87
Zion	Wappingers Falls	8	87	0	151	103	53	20
Orange County		102	720	0	1,530	1,064	273	488
St. John's	Arden	7	40	0	40	2	1	0
St. Paul's	Chester	0	31	0	63	0	3	2
St. John's	Cornwall	0	78	0	245	130	8	74
St. James'	Goshen	9	126	0	360	101	65	110
Good Shepherd	Greenwood Lake	1	10	0	23	51	2	0
Holy Innocents	Highland Falls	3	50	0	77	152	17	28
Grace	Middletown	11	78	0	122	102	46	76
Grace	Monroe	1	15	0	30	47	0	0
St. Francis of Assissi	Montgomery	0	14	0	32	52	0	0
St. Thomas'	New Windsor							
Mision El Buen Pastor	Newburgh	0	52	0	58	52	6	15
St. George's	Newburgh	16	62	0	131	95	58	36
Grace	Port Jervis	9	34	0	84	99	22	24
St. Mary's	Tuxedo Park	45	85	0	165	132	45	108
St. Andrew's	Walden	0	45	0	100	49	0	15
Christ Church	Warwick							
St. Anne's	Washingtonville							
Sullivan County		13	33	0	74	99	5	10
St. James'	Callicoon							
St. John's	Monticello	10	25	0	65	51	5	10
St. Andrew's	South Fallsburg	3	8	0	9	48	0	0
Ulster County		23	342	7	627	538	156	224
Ascension & Holy Trinity	West Park	0	26	0	49	0	5	7
Christ	Marlboro	0	34	0	65	48	4	110
Christ the King	Stone Ridge	18	84	0	151	114	55	54
Holy Cross	Kingston	0	65	0	115	96	9	28
St. Andrew's	New Paltz	0	36	0	63	90	12	0
St. Gregory's	Woodstock							
St. John's Memorial	Ellenville							
St. John's	Kingston	5	63	0	139	88	28	24
Trinity	Saugerties	0	34	7	45	102	43	1

2016 PAROCHIAL REPORT DATA *continued*

Congregation	City	SunOffices	WkdyOffices	Marriages	Burials	Bapt >=16	Bapt <16	Conf >=16	Confirm <16
Diocesan Totals		980	6,728	411	724	279	726	319	501
Total New York Region		525	4,857	108	232	41	232	63	62
Total Region II		172	1,315	55	157	16	160	25	166
Total Mid-Hudson Region		283	556	248	335	222	334	231	273
New York City									
New York County		470	4,367	87	140	30	154	53	39
All Angels'	New York								
All Saints'	New York								
All Souls'	New York	0	0	0	4	1	4	0	0
Ascension	New York	0	36	5	4	0	3	1	0
Calvary & St. George	New York	52	0	8	8	2	4	2	0
Christ & St. Stephens	New York	0	72	2	5	1	7	0	0
Crucifixion	New York								
Epiphany	New York	7	1	1	4	0	7	2	1
Good Shepherd	New York	0	188	0	1	0	1	0	0
Good Shepherd (Roosevelt Island)	New York								
Eglise Du St Esprit	New York	11	176	1	2	0	1	0	0
Grace	New York	36	67	11	3	9	30	9	2
Heavenly Rest	New York								
Holy Apostles	New York	0	81	0	1	0	2	1	2
Holy Trinity	New York	0	192	3	8	0	4	0	0
Holy Trinity (Inwood)	New York	2	0	0	0	1	0	1	0
Holyrood	New York	0	45	0	0	0	0	0	0
Incarnation	New York								
Intercession	New York	0	283	1	5	1	8	5	2
Our Savior	New York	0	97	0	6	2	0	0	0
Resurrection	New York	0	0	2	0	0	3	0	0
San Pablo	New York								
St. Ambrose	New York								
St. Andrew's	New York	0	0	0	6	0	6	2	8
St. Ann's for the Deaf	New York	0	0	0	0	0	0	0	0
St. Augustine's	New York								
St. Bartholomew's	New York	4	305	12	9	0	0	0	0
St. Clement's	New York								
St. Edward the Martyr	New York								
St. Ignatius of Antioch	New York	2	23	2	1	1	1	1	0
St. James'	New York	16	190	10	23	2	29	4	11
St. John's in the Village	New York	0	265	2	1	0	0	0	0
St. Luke-in-the-Fields	New York	3	14	3	3	1	14	3	0
St. Luke's Chapel	New York								
St. Mark's-in-the-Bowery	New York	0	61	3	1	0	0	1	0
St. Martin's	New York	52	192	0	7	0	3	0	0
St. Mary the Virgin	New York	152	794	1	2	0	0	0	0
St. Mary', Manhattanville	New York								
St. Matthew & St. Timothy	New York	0	10	0	2	0	2	0	0
St. Michael's	New York	0	282	3	10	2	2	10	1
St. Peter's, Chelsea	New York	48	6	5	4	0	0	0	0
St. Philip's	New York	1	2	0	9	0	8	0	2
St. Saviour	New York								
St. Thomas'	New York	32	470	5	6	6	11	7	10
Transfiguration	New York	52	515	7	5	1	4	4	0
Trinity, Wall Street	New York								

2016 PAROCHIAL REPORT DATA *continued*

Congregation	City	SunOffices	WkdyOffices	Marriages	Burials	Bapt >=16	Bapt <16	Conf >=16	Confirm <16
Diocesan Totals		980	6,728	411	724	279	726	319	501
Total New York Region		525	4,857	108	232	41	232	63	62
Total Region II		172	1,315	55	157	16	160	25	166
Total Mid-Hudson Region		283	556	248	335	222	334	231	273
Brox County		4	156	12	58	8	49	4	13
Atonement	Bronx	0	0	1	1	0	0	0	0
Christ Church Riverdale	Bronx	0	4	0	5	2	5	0	0
Good Shepherd	Bronx	0	0	3	8	0	9	2	6
Holy Nativity	Bronx	0	52	1	2	0	1	0	0
Mediator	Bronx								
Grace, City Island	Bronx								
Grace, West Farms	Bronx	0	0	0	2	0	1	0	0
Haitian Congregation of the Good Samaritan	Bronx	0	87	1	2	0	4	0	2
Iglesia De San Juan Bautista	Bronx								
St. Andrew's	Bronx	0	0	0	1	1	9	0	0
St. Ann's	Bronx								
St. David's	Bronx								
St. Edmund's	Bronx	0	3	1	1	0	2	0	0
St. James', Fordham	Bronx	0	0	1	3	0	6	0	0
St. Joseph's	Bronx	1	0	1	1	0	1	0	0
St. Luke's	Bronx	0	5	2	26	1	3	2	5
St. Margaret's	Bronx								
St. Martha's	Bronx								
St. Mary's Ghanaian	Bronx	0	0	0	0	4	0	0	0
St. Paul's	Bronx	2	5	1	2	0	0	0	0
St. Peter's, Westchester Sq	Bronx	1	0	0	2	0	0	0	0
St. Simeon's	Bronx								
St. Stephen's, Woodlawn	Bronx								
Trinity, Morrisania	Bronx	0	0	0	2	0	8	0	0
Richmond County		51	334	9	34	3	29	6	10
Christ Church, New Brighton	Staten Islan	45	246	1	7	1	2	2	2
St. Andrew's	Staten Islan	0	0	3	9	1	9	2	1
Ascension	Staten Islan	2	36	2	5	0	1	0	0
St. Alban's	Staten Islan	2	0	0	3	0	5	1	5
St. John's	Staten Islan	0	0	2	3	0	6	1	2
St. Mary's, Castleton	Staten Islan	0	52	1	6	1	5	0	0
St. Paul's	Staten Islan	2	0	0	1	0	1	0	0
St. Simons	Staten Island								
St. Stephens	Staten Island								
Region II									
Putnam County		0	0	0	4	0	3	0	6
St. Andrew's	Brewster								
St. Mary's in the Highlands	Cold Spring								
St. Philip's	Garrison								
Holy Communion	Mahopac	0	0	0	4	0	3	0	6
Rockland County		12	147	7	19	5	17	0	15
Trinity	Garnerville								
St. John's	New City	4	71	1	5	2	3	0	0
Grace	Nyack	7	16	3	8	3	4	0	15
St. Stephen's	Pearl River	0	59	0	4	0	1	0	0
Christ Church	Sparkill								
St. Paul's	Spring Valle	0	0	1	0	0	4	0	0
St. John's in-the-Wilderness	Stony Point								
Christ Church, Ramapo	Suffern	0	0	0	0	0	2	0	0
St. John the Divine	Tomkins Co	1	1	2	2	0	3	0	0
All Saints'	Valley Cotta	0	0	0	0	0	0	0	0

2016 PAROCHIAL REPORT DATA continued

Congregation	City	SunOffices	WkdyOffices	Marriages	Burials	Bapt >=16	Bapt <16	Conf >=16	Confirm <16
Diocesan Totals		980	6,728	411	724	279	726	319	501
Total New York Region		525	4,857	108	232	41	232	63	62
Total Region II		172	1,315	55	157	16	160	25	166
Total Mid-Hudson Region		283	556	248	335	222	334	231	273
Westchester County		160	1,168	48	134	11	140	25	145
St. Barnabas'	Ardley	0	0	0	0	0	0	0	0
St. Stephens'	Armonk	2	250	0	4	0	2	1	11
St. Matthew's	Bedford	46	6	9	9	0	25	1	14
All Saints'	Briarcliff Manor	0	61	0	0	0	1	0	0
Christ Church	Bronxville								
St. Mary the Virgin	Chappaqua								
St. Augustine's	Croton-on-Hudson	0	28	0	10	0	4	0	0
Zion	Dobbs Ferry	0	31	0	4	0	0	0	0
St. Luke's	Eastchester	0	0	0	1	0	0	0	0
Good Shepherd	Granite Springs	1	47	1	2	0	1	0	6
All Saints'	Harrison	0	0	0	1	0	0	0	5
St. Andrew's	Hartsdale	0	2	0	1	0	0	3	1
Grace	Hastings-on-Hudson	2	2	0	3	0	4	0	7
St. Barnabas'	Irvington on Hudson	2	6	1	3	1	7	2	4
St. Luke's	Katonah	2	44	0	1	0	0	0	0
St. John's, Fountain Square	Larchmont								
St. Thomas'	Mamaroneck	0	0	4	3	0	9	0	0
St. Mary's	Mohegan Lake	3	52	2	6	1	8	0	0
Divine Love	Montrose								
St. Mark's	Mount Kisco	2	0	4	9	0	7	0	0
Ascension	Mount Vernon	0	0	0	1	0	4	0	0
Sts. John, Paul & Clement	Mount Vernon								
St. Simon the Cyrenian	New Rochelle	0	6	1	2	0	8	0	6
St. John's, Wilmot	New Rochelle	2	1	0	1	0	2	0	0
Trinity-St. Paul's	New Rochelle	0	46	0	5	0	1	0	0
St. James'	North Salem	0	0	0	0	0	0	0	0
St. Paul's-on-the-Hill	Ossining	0	0	0	4	0	1	0	0
Trinity	Ossining	21	0	0	1	0	0	1	0
St. Peter's	Peekskill	0	14	0	12	0	2	0	0
Christ the Redeemer	Pelham	0	82	2	12	0	3	0	7
St. John's	Pleasantville	0	1	0	4	0	4	0	8
St. Peter's	Port Chester	0	1	4	4	4	15	8	11
Christ's Church	Rye	8	23	6	6	1	8	1	41
St. Jame's the Less	Scarsdale	0	0	3	4	1	7	4	8
St. Luke's	Somers	0	0	1	2	0	1	0	5
St. John's	South Salem	3	31	2	3	0	1	0	3
Christ Church	Tarrytown	8	250	3	2	1	7	1	2
Grace/La Gracia	White Plains	0	0	0	0	0	6	0	4
St. Bartholomew's	White Plains	0	118	1	2	0	1	0	0
St. Francis & St. Martha's	White Plains	0	50	1	3	0	0	0	0
St. Joseph of Arimathea, Elmsford	White Plains	29	0	0	1	0	0	0	0
Holy Cross	Yonkers	0	0	0	0	0	0	1	0
San Andres	Yonkers	27	12	0	1	0	0	0	0
St. John's, Getty Square	Yonkers	0	1	3	5	2	0	2	0
St. John's, Tuckahoe	Yonkers	0	0	0	2	0	1	0	0
S. Mark's, Nepera Park	Yonkers	2	3	0	0	0	0	0	2
St. Paul's	Yonkers								

2016 PAROCHIAL REPORT DATA continued

Congregation	City	SunOffices	WkdyOffices	Marriages	Burials	Bapt >=16	Bapt <16	Conf >=16	Confirm <16
Diocesan Totals		980	6,728	411	724	279	726	319	501
Total New York Region		525	4,857	108	232	41	232	63	62
Total Region II		172	1,315	55	157	16	160	25	166
Total Mid-Hudson Region		283	556	248	335	222	334	231	273
Mid-Hudson Region									
Dutchess County		51	200	18	76	3	52	9	35
St. Thomas'	Amenia								
St. John's	Barrytown	17	0	0	1	1	0	0	0
St. Andrew's	Beacon	0	0	0	0	0	1	0	0
St. Luke's	Beacon	0	0	1	3	0	2	0	0
St. Mark's	Chelsea								
La MESA	Dover Plains								
Trinity	Fishkill	0	2	0	2	0	1	0	0
Resurrection	Hopewell Junction	4	18	0	3	0	2	0	0
St. James'	Hyde Park	0	0	3	21	0	1	1	0
Grace	Millbrook	0	41	4	4	1	6	0	0
St. Peter's	Millbrook	0	0	2	6	0	2	1	7
St. Nicholas'	New Hamburg	2	19	1	3	0	9	0	0
Holy Trinity	Pawling	12	0	1	4	0	1	0	0
Regeneration	Pine Plains	7	0	0	1	0	0	0	6
St. Paul's	Pleasant Valley	1	53	1	2	1	3	0	0
Christ Church	Poughkeepsie	0	14	1	8	0	2	2	2
Iglesia Virgen de Guadalupe	Poughkeepsie	0	32	1	0	0	9	1	12
St. Paul's	Poughkeepsie	0	17	0	4	0	2	0	0
Christ Church	Red Hook	6	3	1	2	0	7	1	4
Messiah	Rhinebeck								
St. Margaret's	Staatsburg	0	0	0	1	0	1	0	0
St. Paul's and Trinity Parish	Tivoli	0	1	0	1	0	0	1	2
Zion	Wappingers Falls	2	0	2	10	0	3	2	2
Orange County		16	140	13	43	3	64	6	16
St. John's	Arden	0	0	0	2	0	0	0	0
St. Paul's	Chester	5	0	0	2	1	2	0	3
St. John's	Cornwall	2	0	2	3	0	4	0	0
St. James'	Goshen	2	2	1	5	1	10	2	5
Good Shepherd	Greenwood Lake	2	0	0	1	0	0	0	0
Holy Innocents	Highland Falls	1	0	4	1	0	4	0	0
Grace	Middletown	0	16	1	3	0	4	0	0
Grace	Monroe	0	0	0	0	0	6	0	0
St. Francis of Assissi	Montgomery	0	0	0	0	0	1	0	0
St. Thomas'	New Windsor								
Mision El Buen Pastor	Newburgh	0	34	0	0	0	9	4	4
St. George's	Newburgh	1	70	1	3	0	2	0	0
Grace	Port Jervis	0	0	0	2	0	6	0	0
St. Mary's	Tuxedo Park	0	18	3	17	1	10	0	4
St. Andrew's	Walden	3	0	1	4	0	6	0	0
Christ Church	Warwick								
St. Anne's	Washingtonville								
Sullivan County		0	0	1	0	0	2	0	6
St. James'	Callicoon								
St. John's	Monticello	0	0	1	0	0	2	0	6
St. Andrew's	South Fallsburg	0	0	0	0	0	0	0	0
Ulster County		48	62	6	15	3	14	4	0
Ascension & Holy Trinity	West Park	38	1	3	3	1	1	0	0
Christ	Marlboro	3	0	0	1	0	2	0	0
Christ the King	Stone Ridge	3	53	2	5	0	3	0	0
Holy Cross	Kingston	0	0	0	0	0	1	4	0
St. Andrew's	New Paltz	2	6	1	2	1	4	0	0
St. Gregory's	Woodstock								
St. John's Memorial	Ellenville								
St. John's	Kingston	0	2	0	3	1	3	0	0
Trinity	Saugerties	2	0	0	1	0	0	0	0

2016 PAROCHIAL REPORT DATA *continued*

Congregation	City	Received	ChurchSchools	Adult Ed	Pledge Cards	Amt Pledged	Plate & Pledge
Diocesan Totals		347	3,142	308	9,426	22,516,301	27,112,867
Total New York Region		62	1,185	34	5,023	12,080,781	15,170,226
Total Region II		48	1,313	34	2,683	7,559,745	8,664,012
Total Mid-Hudson Region		237	644	240	1,720	2,875,775	3,278,629
New York City							
New York County		29	788	24	3,574	9,897,971	12,360,016
All Angels'	New York						
All Saints'	New York				19	36,802	46,545
All Souls'	New York	0	5	0	21	35,648	87,579
Ascension	New York	1	20	1	117	338,413	359,766
Calvary & St. George	New York	0	34	1	129	507,158	582,348
Christ & St. Stephens	New York	0	27	1	83	254,274	318,919
Crucifixion	New York						
Epiphany	New York	2	0	1	95	224,680	229,106
Good Shepherd	New York	0	0	1	26	95,470	143,149
Good Shepherd (Roosevelt Island)	New York						
Eglise Du St Esprit	New York	0	0	1	36	31,977	66,910
Grace	New York	2	52	1	272	1,081,607	1,064,778
Heavenly Rest	New York						
Holy Apostles	New York	4	7	1	65	158,673	197,507
Holy Trinity	New York	0	4	1	93	268,092	334,853
Holy Trinity (Inwood)	New York	0	0	1	24	39,218	41,108
Holyrood	New York	0	10	0	25	29,798	43,200
Incarnation	New York						
Intercession	New York	3	0	1	72	87,796	116,305
Our Savior	New York	0	3	1			86,448
Resurrection	New York	0	0	1	31	68,170	93,192
San Pablo	New York						
St. Ambrose	New York						
St. Andrew's	New York	0	29	0	122	135,000	216,901
St. Ann's for the Deaf	New York	0	18	1	1	245	1,540
St. Augustine's	New York						
St. Bartholomew's	New York	0	0	0	363	1,205,672	2,715,154
St. Clement's	New York						
St. Edward the Martyr	New York						
St. Ignatius of Antioch	New York	0	26	1	82	179,982	228,646
St. James'	New York	1	400	1	540	2,417,000	2,260,835
St. John's in the Village	New York	0	0	0	54	103,591	124,680
St. Luke-in-the-Fields	New York	4	38	1	160	399,933	484,853
St. Luke's Chapel	New York						
St. Mark's-in-the-Bowery	New York	1	0	0	54	81,759	107,033
St. Martin's	New York	0	0	0	72	107,000	110,380
St. Mary the Virgin	New York	0	0	1			
St. Mary', Manhattanville	New York						
St. Matthew & St. Timothy	New York	0	6	1	58	71,432	70,017
St. Michael's	New York	4	68	1	188	417,322	514,497
St. Peter's, Chelsea	New York	1	0	1	20	12,234	5,573
St. Philip's	New York	0	9	1	61	172,972	285,724
St. Saviour	New York						
St. Thomas'	New York	6	32	1	602	1,135,689	1,200,672
Transfiguration	New York	0	0	1	89	200,364	221,798
Trinity, Wall Street	New York						

2016 PAROCHIAL REPORT DATA continued

Congregation	City	Received	ChurchSchools	Adult Ed	Pledge Cards	Amt Pledged	Plate & Pledge
Diocesan Totals		347	3,142	308	9,426	22,516,301	27,112,867
Total New York Region		62	1,185	34	5,023	12,080,781	15,170,226
Total Region II		48	1,313	34	2,683	7,559,745	8,664,012
Total Mid-Hudson Region		237	644	240	1,720	2,875,775	3,278,629
Brox County		25	286	7	1,124	1,590,353	2,035,599
Atonement	Bronx	16	0	0			
Christ Church Riverdale	Bronx	7	22	0	112	243,480	253,352
Good Shepherd	Bronx	0	20	0	160	164,060	178,808
Holy Nativity	Bronx	0	15	0	30	40,125	39,306
Mediator	Bronx						
Grace, City Island	Bronx						
Grace, West Farms	Bronx	0	15	0	45	43,000	53,404
Haitian Congregation of the Good Samaritan	Bronx	1	24	1	33	29,350	46,778
Iglesia De San Juan Bautista	Bronx						
St. Andrew's	Bronx	0	47	0	85	137,724	186,996
St. Ann's	Bronx						
St. David's	Bronx						
St. Edmund's	Bronx	0	15	1	70	58,850	66,011
St. James', Fordham	Bronx	0	10	1	45	62,963	80,158
St. Joseph's	Bronx	0	19	0	85	68,704	76,101
St. Luke's	Bronx	1	70	1	302	564,001	847,439
St. Margaret's	Bronx						
St. Martha's	Bronx						
St. Mary's Ghanaian	Bronx	0	0	1	30	5,000	6,434
St. Paul's	Bronx	0	3	1	65	60,000	45,942
St. Peter's, Westchester Sq	Bronx	0	6	1	37	47,960	76,819
St. Simeon's	Bronx						
St. Stephen's, Woodlawn	Bronx						
Trinity, Morrisania	Bronx	0	20	0	25	65,136	78,051
Richmond County		8	111	3	325	592,457	774,611
Christ Church, New Brighton	Staten Island	0	46	1	87	153,949	156,077
St. Andrew's	Staten Island	4	20	0	74	159,664	253,902
Ascension	Staten Island	0	3	0	29	69,236	90,721
St. Alban's	Staten Island	3	20	0	46	58,890	77,791
St. John's	Staten Island	1	14	0	41	47,684	56,700
St. Mary's, Castleton	Staten Island	0	4	1	23	44,794	70,608
St. Paul's	Staten Island	0	4	1	25	58,240	68,812
St. Simons	Staten Island						
St. Stephens	Staten Island						
Region II							
Putnam County		0	12	1	36	72,112	79,473
St. Andrew's	Brewster						
St. Mary's in the Highlands	Cold Spring						
St. Philip's	Garrison						
Holy Communion	Mahopac	0	12	1	36	72,112	79,473
Rockland County		7	191	3	401	800,487	886,396
Trinity	Garnerville						
St. John's	New City	0	27	0	68	129,800	136,813
Grace	Nyack	7	85	1	177	332,722	360,704
St. Stephen's	Pearl River	0	20	1	54	116,864	127,645
Christ Church	Sparkill						
St. Paul's	Spring Valley	0	40	0	45	110,856	119,218
St. John's in-the-Wilderness	Stony Point						
Christ Church, Ramapo	Suffern	0	10	1	24	66,000	74,695
St. John the Divine	Tomkins Cove	0	0	0	22	29,455	44,067
All Saints'	Valley Cottage	0	9	0	11	14,790	23,254

2016 PAROCHIAL REPORT DATA continued

Congregation	City	Received	ChurchSchools	Adult Ed	Pledge Cards	Amt Pledged	Plate & Pledge
Diocesan Totals		347	3,142	308	9,426	22,516,301	27,112,867
Total New York Region		62	1,185	34	5,023	12,080,781	15,170,226
Total Region II		48	1,313	34	2,683	7,559,745	8,664,012
Total Mid-Hudson Region		237	644	240	1,720	2,875,775	3,278,629
Westchester County		41	1,110	30	2,246	6,687,146	7,698,143
St. Barnabas'	Ardsley	2	1	1	23	67,400	129,680
St. Stephens'	Armonk	3	26	1	24	101,339	102,828
St. Matthew's	Bedford	2	84	1	231	740,038	877,359
All Saints'	Briarcliff Manor	0	3	1	47	231,739	251,274
Christ Church	Bronxville						
St. Mary the Virgin	Chappaqua						
St. Augustine's	Croton-on-Hudson	0	59	1	61	138,310	169,086
Zion	Dobbs Ferry	2	4	1	25	38,500	54,472
St. Luke's	Eastchester	0	0	1	15	50,597	57,081
Good Shepherd	Granite Springs	1	27	1	60	152,904	164,647
All Saints'	Harrison	0	0	0	41	70,709	80,634
St. Andrew's	Hartsdale	0	10	0	35	40,496	44,369
Grace	Hastings-on-Huds	1	18	1	54	165,673	190,996
St. Barnabas'	Irvington on Huds	5	65	1	97	401,024	378,800
St. Luke's	Katonah	0	6	1	39	100,460	133,499
St. John's, Fountain Square	Larchmont						
St. Thomas'	Mamaroneck	0	48	1	59	155,413	227,173
St. Mary's	Mohegan lake	0	60	1	64	147,956	162,377
Divine Love	Montrose						
St. Mark's	Mount Kisco	0	0	1	61	183,428	236,778
Ascension	Mount Vernon	0	5	1	51	95,102	131,531
Sts. John, Paul & Clement	Mount Vernon						
St. Simon the Cyrenian	New Rochelle	6	15	1	48	109,268	100,634
St. John's, Wilmot	New Rochelle	2	6	1	29	55,742	59,875
Trinity-St. Paul's	New Rochelle	0	13	1	57	115,765	209,599
St. James'	North Salem	0	0	0	39	111,697	120,268
St. Paul's-on-the-Hill	Ossining	0	8	1	41	107,588	111,297
Trinity	Ossining	0	0	1	35	68,000	77,181
St. Peter's	Peekskill	0	5	0	54	89,884	111,372
Christ the Redeemer	Pelham	2	23	1	128	356,210	377,131
St. John's	Pleasantville	1	18	1	45	118,638	202,654
St. Peter's	Port Chester	3	30	1	42	42,312	41,647
Christ's Church	Rye	1	115	1	228	1,059,274	1,107,410
St. Jame's the Less	Scarsdale	0	70	1	105	425,000	467,853
St. Luke's	Somers	3	5	0	49	114,000	110,041
St. John's	South Salem	0	280	1	54	183,535	203,995
Christ Church	Tarrytown	2	16	1	83	210,234	219,264
Grace/La Gracia	White Plains	1	45	1		330,000	331,301
St. Bartholomew's	White Plains	0	5	0	41	74,084	108,663
St. Francis & St. Martha's	White Plains	0	3	1	21	58,980	69,391
St. Joseph of Arimathea, Elmsford	White Plains	0	0	0	16	29,386	48,007
Holy Cross	Yonkers	0	9	0	33	28,000	36,922
San Andres	Yonkers	0	5	0	21	12,000	40,500
St. John's, Getty Square	Yonkers	2	12	1	46	33,827	61,602
St. John's, Tuckahoe	Yonkers	0	11	0	35	58,874	65,265
S. Mark's, Nepera Park	Yonkers	2	0	0	9	13,760	23,687
St. Paul's	Yonkers						

2016 PAROCHIAL REPORT DATA continued

Congregation	City	Received	ChurchSchools	Adult Ed	Pledge Cards	Amt Pledged	Plate & Pledge
Diocesan Totals		347	3,142	308	9,426	22,516,301	27,112,867
Total New York Region		62	1,185	34	5,023	12,080,781	15,170,226
Total Region II		48	1,313	34	2,683	7,559,745	8,664,012
Total Mid-Hudson Region		237	644	240	1,720	2,875,775	3,278,629
Mid-Hudson Region							
Dutchess County		11	295	14	984	1,791,888	2,039,902
St. Thomas'	Amenia						
St. John's	Barrytown	0	5	1	40	58,864	61,960
St. Andrew's	Beacon	0	4	1	20	55,000	69,356
St. Luke's	Beacon	0	0	1	20	40,000	33,796
St. Mark's	Chelsea						
La MESA	Dover Plains						
Trinity	Fishkill	1	8	0	51	134,235	191,492
Resurrection	Hopewell Junction	0	18	0	34	93,866	103,094
St. James'	Hyde Park	2	13	1	117	114,898	161,550
Grace	Millbrook	0	35	1	75	166,158	178,485
St. Peter's	Millbrook	1	64	1	138	202,545	220,431
St. Nicholas'	New Hamburg	0	55	1	59	137,143	142,259
Holy Trinity	Pawling	0	8	0	31	64,640	65,043
Regeneration	Pine Plains	0	4	1	13	23,860	30,956
St. Paul's	Pleasant Valley	0	3	1	49	86,257	97,682
Christ Church	Poughkeepsie	0	16	1	83	235,000	273,822
Iglesia Virgen de Guadalupe	Poughkeepsie	6	11	1			
St. Paul's	Poughkeepsie	0	16	1	73	76,977	77,721
Christ Church	Red Hook	0	20	0	29	36,466	49,446
Messiah	Rhinebeck						
St. Margaret's	Staatsburg	0	0	0	30	57,530	54,768
St. Paul's and Trinity Parish	Tivoli	1	3	1	27	31,849	38,509
Zion	Wappingers Falls	0	12	1	95	176,600	189,532
Orange County		10	133	8	498	1,064,795	1,207,282
St. John's	Arden	0	0	0			679
St. Paul's	Chester	2	13	0	23	52,165	45,513
St. John's	Cornwall	0	18	1	71	167,023	188,221
St. James'	Goshen	3	30	1	99	201,145	213,319
Good Shepherd	Greenwood Lake	0	0	0	12	8,944	9,429
Holy Innocents	Highland Falls	0	13	1	40	88,182	95,005
Grace	Middletown	0	15	1	51	98,986	123,137
Grace	Monroe	0	4	0	10	9,440	11,633
St. Francis of Assissi	Montgomery	0	0	0		10,200	9,568
St. Thomas'	New Windsor						
Mision El Buen Pastor	Newburgh	2	0	0			7,970
St. George's	Newburgh	0	13	1	59	143,685	156,423
Grace	Port Jervis	0	5	1	27	45,940	59,269
St. Mary's	Tuxedo Park	3	22	1	73	183,761	221,845
St. Andrew's	Walden	0	0	1	33	55,324	65,271
Christ Church	Warwick						
St. Anne's	Washingtonville						
Sullivan County		0	0	2	22	18,876	31,229
St. James'	Callicoon						
St. John's	Monticello	0	0	1	17	6,876	14,556
St. Andrew's	South Fallsburg	0	0	1	5	12,000.00	16,673.00
Ulster County		5	94	5	279	498,216	520,669
Ascension & Holy Trinity	West Park	0	0	0	25	35,208	40,320
Christ	Marlboro	0	10	0	23	30,130	28,792
Christ the King	Stone Ridge	0	24	1	77	174,793	181,481
Holy Cross	Kingston	2	24	1	31	53,500	61,024
St. Andrew's	New Paltz	1	19	1	44	65,515	70,454
St. Gregory's	Woodstock						
St. John's Memorial	Ellenville						
St. John's	Kingston	2	17	1	53	94,297	93,938
Trinity	Saugerties	0	0	1	26	44,773	44,660

2016 PAROCHIAL REPORT DATA continued

Congregation	City	Op. Inc. from Invest.	Other Income	Requests	Normal Operating Income	Assist From Diocese	Operating Revenue
Diocesan Totals		14,879,638	11,904,566	459,590	54,356,013	110,114	54,465,911
Total New York Region		12,444,731	8,584,973	199,307	36,399,237	63,757	36,462,994
Total Region II		1,588,978	2,646,947	156,543	13,056,480	21,141	13,077,621
Total Mid-Hudson Region		845,929	672,646	103,740	4,900,296	25,216	4,925,296
New York City							
New York County		12,005,159	7,554,648	199,307	32,119,130	61,393	32,180,523
All Angels'	New York				0		0
All Saints'	New York	295,000	79,225		420,770		420,770
All Souls'	New York	17,044	38,746		143,369	23,245	166,614
Ascension	New York	665,898	56,796		1,082,460		1,082,460
Calvary & St. George	New York	70,000			652,348		652,348
Christ & St. Stephens	New York	143,300	133,852		596,071		596,071
Crucifixion	New York				0		0
Epiphany	New York	150,637	32,971	5,000	417,714	2,398	420,112
Good Shepherd	New York	72,536	61,549		277,234		277,234
Good Shepherd (Roosevelt Island)	New York				0		0
Eglise Du St Esprit	New York		396,000		462,910		462,910
Grace	New York	267,286	104,434	8,071	1,444,569		1,444,569
Heavenly Rest	New York				0		0
Holy Apostles	New York	87,714	200,566		485,787		485,787
Holy Trinity	New York		276,234		611,087		611,087
Holy Trinity (Inwood)	New York	1,062	65,902		108,072		108,072
Holyrood	New York	6,222	61,285	100	110,807		110,807
Incarnation	New York				0		0
Intercession	New York	6,994	354,884	45,227	523,410		523,410
Our Savior	New York		10,919		97,367		97,367
Resurrection	New York	352,000	231,359		676,551		676,551
San Pablo	New York				0		0
St. Ambrose	New York				0		0
St. Andrew's	New York		14,344		231,245		231,245
St. Ann's for the Deaf	New York	31,417	98		33,055	24,700	57,755
St. Augustine's	New York				0		0
St. Bartholomew's	New York		2,495,436		5,210,590		5,210,590
St. Clement's	New York				0		0
St. Edward the Martyr	New York						
St. Ignatius of Antioch	New York		87,980		316,626		316,626
St. James'	New York	1,565,730	391,175	122,585	4,340,325		4,340,325
St. John's in the Village	New York	119,400	5,712		249,792		249,792
St. Luke-in-the-Fields	New York	1,520,133	99,981		2,104,967		2,104,967
St. Luke's Chapel	New York				0		0
St. Mark's-in-the-Bowery	New York		233,562		340,595		340,595
St. Martin's	New York	25,000	17,700	18,324	171,404		171,404
St. Mary the Virgin	New York				0		0
St. Mary', Manhattanville	New York				0		0
St. Matthew & St. Timothy	New York	213,110	100,940		384,067	11,050	395,117
St. Michael's	New York	313,853	480,361		1,308,711		1,308,711
St. Peter's, Chelsea	New York	7,573	237,838		250,984		250,984
St. Philip's	New York	2,452	299,085		587,261		587,261
St. Saviour	New York				0		0
St. Thomas'	New York	6,070,798	127,721		7,399,191		7,399,191
Transfiguration	New York		857,993		1,079,791		1,079,791
Trinity, Wall Street	New York				0		0

2016 PAROCHIAL REPORT DATA continued

Congregation	City	Op. Inc. from Invest.	Other Income	Bequests	Normal Operating Inco	AssistFromDio	Operating Revenue
Diocesan Totals		14,879,638	11,904,566	459,590	54,356,013	110,114	54,465,911
Total New York Region		12,444,731	8,584,973	199,307	36,399,237	63,757	36,462,994
Total Region II		1,588,978	2,646,947	156,543	13,056,480	21,141	13,077,621
Total Mid-Hudson Region		845,929	672,646	103,740	4,900,296	25,216	4,925,296
Brox County		111,708	775,263	0	2,922,570	2,364	2,924,934
Atonement	Bronx				0		0
Christ Church Riverdale	Bronx	4,875	40,602		298,829		298,829
Good Shepherd	Bronx		24,874		203,682		203,682
Holy Nativity	Bronx	600	99,300		139,206		139,206
Mediator	Bronx				0		0
Grace, City Island	Bronx				0		0
Grace, West Farms	Bronx		32,789		86,193	2,364	88,557
Haitian Congregation of the Good Samaritan	Bronx		1,605		48,383		48,383
Iglesia De San Juan Bautista	Bronx				0		0
St. Andrew's	Bronx	10,000	127,737		324,733		324,733
St. Ann's	Bronx				0		0
St. David's	Bronx				0		0
St. Edmund's	Bronx		87,687		153,698		153,698
St. James', Fordham	Bronx	19,338	3,875		103,371		103,371
St. Joseph's	Bronx		4,499		80,600		80,600
St. Luke's	Bronx		60,706		908,145		908,145
St. Margaret's	Bronx				0		0
St. Martha's	Bronx				0		0
St. Mary's Ghanaian	Bronx				6,434		6,434
St. Paul's	Bronx		184,567		230,509		230,509
St. Peter's, Westchester Sq	Bronx	76,895	96,675		250,389		250,389
St. Simeon's	Bronx				0		0
St. Stephen's, Woodlawn	Bronx				0		0
Trinity, Morrisania	Bronx		10,347		88,398		88,398
Richmond County		327,864	255,062	0	1,357,537	0	1,357,537
Christ Church, New Brighton	Staten Islan	141,550	5,969		303,596		303,596
St. Andrew's	Staten Islan	16,242			270,144		270,144
Ascension	Staten Islan	1,227	47,075		139,023		139,023
St. Alban's	Staten Islan	586	61,853		140,230		140,230
St. John's	Staten Islan	20,000	93,855		170,555		170,555
St. Mary's, Castleton	Staten Islan	148,040	5,593		224,241		224,241
St. Paul's	Staten Islan	219	40,717		109,748		109,748
St. Simons	Staten Islan				0		0
St. Stephens	Staten Islan				0		0
Region II							
Putnam County		0	21,553	0	101,026	0	101,026
St. Andrew's	Brewster				0		0
St. Mary's in the Highlands	Cold Spring				0		0
St. Philip's	Garrison				0		0
Holy Communion	Mahopac		21,553		101,026		101,026
Rockland County		23,786	160,726	15,000	1,085,908	0	1,085,908
Trinity	Garnerville				0		0
St. John's	New City				136,813		136,813
Grace	Nyack	16,004	50,492	15,000	442,200		442,200
St. Stephen's	Pearl River		2,287		129,932		129,932
Christ Church	Sparkill				0		0
St. Paul's	Spring Valle	7,578	6,447		133,243		133,243
St. John's in-the-Wilderness	Stony Point				0		0
Christ Church, Ramapo	Suffern		85,070		159,765		159,765
St. John the Divine	Tomkins Cove		769		44,836		44,836
All Saints'	Valley Cotta	204	15,661		39,119		39,119

2016 PAROCHIAL REPORT DATA *continued*

Congregation	City	Op. Inc. from Invest.	Other Income	Requests	Normal Operating Inc	AssistFromDio	Operating Revenue
Diocesan Totals		14,879,638	11,904,566	459,590	54,356,013	110,114	54,465,911
Total New York Region		12,444,731	8,584,973	199,307	36,399,237	63,757	36,462,994
Total Region II		1,588,978	2,646,947	156,543	13,056,480	21,141	13,077,621
Total Mid-Hudson Region		845,929	672,646	103,740	4,900,296	25,216	4,925,296
Westchester County		1,565,192	2,464,668	141,543	11,869,546	21,141	11,890,687
St. Barnabas'	Ardley	550			130,230		130,230
St. Stephens'	Armonk	11,679	36,734		151,241		151,241
St. Matthew's	Bedford	70,025	195,989		1,143,373		1,143,373
All Saints'	Briarcliff Manor	24,794	94,879		370,947		370,947
Christ Church	Bronxville				0		0
St. Mary the Virgin	Chappaqua				0		0
St. Augustine's	Croton-on-Hudson	6,650	37,564		213,300		213,300
Zion	Dobbs Ferry	58	56,428	2,795	113,753		113,753
St. Luke's	Eastchester	9,000	20,358	1,798	88,237		88,237
Good Shepherd	Granite Springs	8,145	35,946	26,764	235,502		235,502
All Saints'	Harrison	41,283	115,154	1,385	238,456		238,456
St. Andrew's	Hartsdale		63,817		108,186		108,186
Grace	Hastings-on-Hudson		21,171		212,167		212,167
St. Barnabas'	Irvington-on-Hudson		55,515	1,000	435,315		435,315
St. Luke's	Katonah	27,475	10,749		171,723		171,723
St. John's, Fountain Square	Larchmont				0		0
St. Thomas'	Mamaroneck	258,132	54,908		540,213		540,213
St. Mary's	Mohegan Lake	4,040	33,437		199,854	1,232	201,086
Divine Love	Montrose				0		0
St. Mark's	Mount Kisco	47,392	16,153	6,050	306,373		306,373
Ascension	Mount Vernon	8,314	86,296		226,141		226,141
Sts. John, Paul & Clement	Mount Vernon				0		0
St. Simon the Cyrenian	New Rochelle	1,670	43,456	2,000	147,760		147,760
St. John's, Wilmot	New Rochelle	372	160,471		220,718		220,718
Trinity-St. Paul's	New Rochelle		16,533		226,132		226,132
St. James'	North Salem	80,856	30,027		231,151		231,151
St. Paul's-on-the-Hill	Ossining	26,554	31,146		168,997		168,997
Trinity	Ossining	160,256	14,017		251,454		251,454
St. Peter's	Peekskill	13,809	29,850	2,438	157,469		157,469
Christ the Redeemer	Pelham	158,178	51,628		586,937		586,937
St. John's	Pleasantville				202,654		202,654
St. Peter's	Port Chester	3,244	197,426		242,317		242,317
Christ's Church	Rye	87,354	810		1,195,574		1,195,574
St. James the Less	Scarsdale	218,606	39,930		726,389		726,389
St. Luke's	Somers	1,601	69,714	92,674	274,030		274,030
St. John's	South Salem		88,491		292,486		292,486
Christ Church	Tarrytown	24,743	43,411		287,418	14,000	301,418
Grace/La Gracia	White Plains	65,710			397,011		397,011
St. Bartholomew's	White Plains	252	190,019	1,739	300,673		300,673
St. Francis & St. Martha's	White Plains		15,697		85,088		85,088
St. Joseph of Arimathea, Elmsford	White Plains	145,578	15,551	2,900	212,036		212,036
Holy Cross	Yonkers		6,616		43,538		43,538
San Andres	Yonkers	14,892	10,000		65,392		65,392
St. John's, Getty Square	Yonkers	33,980	253,340		348,922	5,909	354,831
St. John's, Tuckahoe	Yonkers		95,880		161,145		161,145
S. Mark's, Nepera Park	Yonkers	10,000	125,557		159,244		159,244
St. Paul's	Yonkers				0		0

2016 PAROCHIAL REPORT DATA continued

Congregation	City	Op. Inc. from Invest.	Other Income	Bequests	Normal Operating Income	Assist From Diocese	Operating Revenue
Diocesan Totals		14,879,638	11,904,566	459,590	54,356,013	110,114	54,465,911
Total New York Region		12,444,731	8,584,973	199,307	36,399,237	63,757	36,462,994
Total Region II		1,588,978	2,646,947	156,543	13,056,480	21,141	13,077,621
Total Mid-Hudson Region		845,929	672,646	103,740	4,900,296	25,216	4,925,296
Mid-Hudson Region							
Dutchess County		437,640	467,914	0	2,945,456	0	2,945,456
St. Thomas'	Amenia				0		0
St. John's	Barrytown	10,000	36,155		108,115		108,115
St. Andrew's	Beacon		14,864		84,220		84,220
St. Luke's	Beacon	57,493	13,420		104,709		104,709
St. Mark's	Chelsea				0		0
La MESA	Dover Plains				0		0
Trinity	Fishkill	102,084	18,084		311,660		311,660
Resurrection	Hopewell Junction		14,953		118,047		118,047
St. James'	Hyde Park	76,771	67,745		306,066		306,066
Grace	Millbrook	41,107	121,504		341,096		341,096
St. Peter's	Millbrook	52,890	23,532		296,853		296,853
St. Nicholas'	New Hamburg		6,256		148,515		148,515
Holy Trinity	Pawling	795	9,609		75,447		75,447
Regeneration	Pine Plains		19,872		50,828		50,828
St. Paul's	Pleasant Valley		6,773		104,455		104,455
Christ Church	Poughkeepsie	63,934	4,789		342,545		342,545
Iglesia Virgen de Guadalupe	Poughkeepsie				0		0
St. Paul's	Poughkeepsie		11,000		88,721		88,721
Christ Church	Red Hook	11,521	30,978		91,945		91,945
Messiah	Rhinebeck				0		0
St. Margaret's	Staatsburg				54,768		54,768
St. Paul's and Trinity Parish	Tivoli	16,630	43,098		98,237		98,237
Zion	Wappingers Falls	4,415	25,282		219,229		219,229
Orange County		384,369	197,434	102,324	1,891,409	25,000	1,916,409
St. John's	Arden		8,000		8,679		8,679
St. Paul's	Chester	3,105	3,410		52,028		52,028
St. John's	Cornwall		4,451		192,672		192,672
St. James'	Goshen		1,270		214,589		214,589
Good Shepherd	Greenwood Lake		23,456		32,885		32,885
Holy Innocents	Highland Falls	2,480	47,526	17,729	162,740	25,000	187,740
Grace	Middletown	142,305	11,020	8,525	284,987		284,987
Grace	Monroe	13,481	11,124		36,238		36,238
St. Francis of Assissi	Montgomery	3,008	6,600		19,176		19,176
St. Thomas'	New Windsor				0		0
Mision El Buen Pastor	Newburgh			76,070	84,040		84,040
St. George's	Newburgh	46,000	46,881		249,304		249,304
Grace	Port Jervis				59,269		59,269
St. Mary's	Tuxedo Park	126,990	12,035		360,870		360,870
St. Andrew's	Walden	47,000	21,661		133,932		133,932
Christ Church	Warwick				0		0
St. Anne's	Washingtonville				0		0
Sullivan County		23,704	7,082	1,200	63,215	0	63,215
St. James'	Callicoon				0		0
St. John's	Monticello	23,704	4,988	1,200	44,448		44,448
St. Andrew's	South Fallsburg		2,094.00		18,767.00		18,767.00
Ulster County		114,514	83,169	0	718,352	12,205	730,557
Ascension & Holy Trinity	West Park	8,937	11,324		60,581	12,205	72,786
Christ	Marlboro		12,411		41,203		41,203
Christ the King	Stone Ridge	5,734	23,200		210,415		210,415
Holy Cross	Kingston	16,760	13,943		91,727		91,727
St. Andrew's	New Paltz		7,245		77,699		77,699
St. Gregory's	Woodstock				0		0
St. John's Memorial	Ellenville				0		0
St. John's	Kingston	64,985	10,889		169,812		169,812
Trinity	Saugerties	18,098	4,157		66,915		66,915

2016 PAROCHIAL REPORT DATA continued

Congregation	City	Capital Funds	AddstoEndowment	OutreachMissionR	TransmittalRevel	NonOperatingRever	TotalRevenues
Diocesan Totals		6,910,358	5,369,302	9,660,589	1,116,127	23,055,728	77,521,423
Total New York Region		3,940,391	2,996,295	8,244,677	861,754	16,043,117	52,506,111
Total Region II		2,389,653	1,355,051	697,875	162,689	4,605,268	17,682,889
Total Mid-Hudson Region		580,314	1,017,956	718,037	91,684	2,407,343	7,332,423
New York City							
New York County		3,663,435	2,794,787	8,090,319	844,831	15,393,372	47,573,895
All Angels'	New York					0	0
All Saints'	New York			13,912		13,912	434,682
All Souls'	New York					0	166,614
Ascension	New York	59,933		2,800	97,409	160,142	1,242,602
Calvary & St. George	New York		1,000,000			1,000,000	1,652,348
Christ & St. Stephens	New York	114,112	179,299	56,872	2,447	352,730	948,801
Crucifixion	New York					0	0
Epiphany	New York			1,237,077	37,442	1,274,519	1,694,631
Good Shepherd	New York	14,830				14,830	292,064
Good Shepherd (Roosevelt Island)	New York					0	0
Eglise Du St Esprit	New York		16,000			16,000	478,910
Grace	New York	71,940		904,106	110,059	1,086,105	2,530,674
Heavenly Rest	New York					0	0
Holy Apostles	New York			2,809,943		2,809,943	3,295,730
Holy Trinity	New York	56,488	31,100	22,856	9,850	120,294	731,381
Holy Trinity (Inwood)	New York			3,675	330	4,005	112,077
Holyrood	New York		7,524	44,045		51,569	162,376
Incarnation	New York					0	0
Intercession	New York					0	523,410
Our Savior	New York	18,000		806,789		824,789	922,156
Resurrection	New York	18,570				18,570	695,121
San Pablo	New York					0	0
St. Ambrose	New York					0	0
St. Andrew's	New York	93,865		212	86	94,163	325,408
St. Ann's for the Deaf	New York		2,847	14,644		17,491	75,246
St. Augustine's	New York					0	0
St. Bartholomew's	New York	1,002,066	145,000	156,523		1,303,589	6,514,179
St. Clement's	New York					0	0
St. Edward the Martyr	New York						
St. Ignatius of Antioch	New York	103,554	4,848	4,708	1,525	114,635	431,261
St. James'	New York	233,333		565,934	8,000	807,267	5,147,592
St. John's in the Village	New York	35,000		123,166	1,610	159,776	409,568
St. Luke-in-the-Fields	New York	831,022	910,451	1,139,632		2,881,105	4,986,072
St. Luke's Chapel	New York					0	0
St. Mark's-in-the-Bowery	New York	90,727		5,000		95,727	436,322
St. Martin's	New York	45,815				45,815	217,219
St. Mary the Virgin	New York					0	0
St. Mary', Manhattanville	New York					0	0
St. Matthew & St. Timothy	New York	32,642		15,380	1,328	49,350	444,467
St. Michael's	New York			69,195	6,475	75,670	1,384,381
St. Peter's, Chelsea	New York	59,300	55,136	24,734		139,170	390,154
St. Philip's	New York				30,444	30,444	617,705
St. Saviour	New York					0	0
St. Thomas'	New York	782,238	442,582	15,004	530,483	1,770,307	9,169,498
Transfiguration	New York			54,112	7,343	61,455	1,141,246
Trinity, Wall Street	New York					0	0

2016 PAROCHIAL REPORT DATA continued

Congregation	City	Capital Funds	AddstoEndowment	OutreachMissionRe	TransmittalRe	NonOperatingReve	TotalRevenues
Diocesan Totals		6,910,358	5,369,302	9,660,589	1,116,127	23,055,728	77,521,423
Total New York Region		3,940,391	2,996,295	8,244,677	861,754	16,043,117	52,506,111
Total Region II		2,389,653	1,355,051	697,875	162,689	4,605,268	17,682,889
Total Mid-Hudson Region		580,314	1,017,956	718,037	91,684	2,407,343	7,332,423
Brox County		158,983	47,754	120,540	12,577	339,854	3,264,788
Atonement	Bronx					0	0
Christ Church Riverdale	Bronx	127,070	41,281	13,438	1,340	183,129	481,958
Good Shepherd	Bronx	5,000			3,151	8,151	211,833
Holy Nativity	Bronx			3,674	397	4,071	143,277
Mediator	Bronx					0	0
Grace, City Island	Bronx					0	0
Grace, West Farms	Bronx	4,088		17,388		21,476	110,033
Haitian Congregation of the Good Samaritan	Bronx	5,450	1,085	26,572	582	33,689	82,072
Iglesia De San Juan Bautista	Bronx					0	0
St. Andrew's	Bronx			5,263	2,962	8,225	332,958
St. Ann's	Bronx					0	0
St. David's	Bronx					0	0
St. Edmund's	Bronx		4,888	10,958		15,846	169,544
St. James', Fordham	Bronx	12,275		3,985		16,260	119,631
St. Joseph's	Bronx		500	1,170	4,145	5,815	86,415
St. Luke's	Bronx					0	908,145
St. Margaret's	Bronx					0	0
St. Martha's	Bronx					0	0
St. Mary's Ghanaian	Bronx					0	6,434
St. Paul's	Bronx	5,100		2,364		7,464	237,973
St. Peter's, Westchester Sq.	Bronx			29,528		29,528	279,917
St. Simeon's	Bronx					0	0
St. Stephen's, Woodlawn	Bronx					0	0
Trinity, Morrisania	Bronx			6,200		6,200	94,598
		Capital Funds	AddstoEndowment	OutreachMissionRe	TransmittalRe	NonOperatingReve	TotalRevenues
Richmond County		117,973	153,754	33,818	4,346	309,891	1,667,428
Christ Church, New Brighton	Staten Island	9,129	68,197	29,320		106,646	410,242
St. Andrew's	Staten Island	72,324	17,204	1,505		91,033	361,177
Ascension	Staten Island		59,898	853	465	61,216	200,239
St. Alban's	Staten Island	25,270				25,270	165,500
St. John's	Staten Island					0	170,555
St. Mary's, Castleton	Staten Island	11,250	8,455	2,140	3,881	25,726	249,967
St. Paul's	Staten Island					0	109,748
St. Simons	Staten Island					0	0
St. Stephens	Staten Island					0	0
Region II							
Putnam County		0	0	0	505	505	101,531
St. Andrew's	Brewster					0	0
St. Mary's in the Highlands	Cold Spring					0	0
St. Philip's	Garrison					0	0
Holy Communion	Mahopac				505	505	101,531
Rockland County		136,215	82,387	114,122	36,842	369,566	1,455,474
Trinity	Garnerville					0	0
St. John's	New City	49,409	2,387	7,981	14,982	74,759	211,572
Grace	Nyack	39,044		48,568	18,102	105,714	547,914
St. Stephen's	Pearl River			5,065		5,065	134,997
Christ Church	Sparkill					0	0
St. Paul's	Spring Valley	3,309	20,000	840	360	24,509	157,752
St. John's in-the-Wilderness	Stony Point					0	0
Christ Church, Ramapo	Suffern	5,341		50,968	743	57,052	216,817
St. John the Divine	Tomkins Cove	25,547	60,000	700	100	86,347	131,183
All Saints'	Valley Cottage	13,565			2,555	16,120	55,239

2016 PAROCHIAL REPORT DATA continued

Congregation	City	Capital Funds	AddstoEndowment	OutreachMissionRe	TransmittalReven	NonOperatingReven	TotalRevenues
Diocesan Totals		6,910,358	5,369,302	9,660,589	1,116,127	23,055,728	77,521,423
Total New York Region		3,940,391	2,996,295	8,244,677	861,754	16,043,117	52,506,111
Total Region II		2,389,653	1,355,051	697,875	162,689	4,605,268	17,682,889
Total Mid-Hudson Region		580,314	1,017,956	718,037	91,684	2,407,343	7,332,423
Westchester County		2,253,438	1,272,664	583,753	125,342	4,235,197	16,125,884
St. Barnabas'	Ardsey				4,680	4,680	134,910
St. Stephens'	Armonk	166,208			2,813	169,021	320,262
St. Matthew's	Bedford	1,187,016	370,000			1,557,016	2,700,389
All Saints'	Briarcliff Manor					0	370,947
Christ Church	Bronxville					0	0
St. Mary the Virgin	Chappaqua					0	0
St. Augustine's	Croton-on-Hudson	30,589	2,156	6,310	3,251	42,306	255,606
Zion	Dobbs Ferry	12,172		310	3,189	15,671	129,424
St. Luke's	Eastchester	1,500		5,492		6,992	95,229
Good Shepherd	Granite Springs	5,397		8,876	16,345	30,618	266,120
All Saints'	Harrison	29,154				29,154	267,610
St. Andrew's	Hartsdale	2,130			100	2,230	110,416
Grace	Hastings-on-Hudson				25,424	25,424	237,591
St. Barnabas'	Irvington on Hudson	12,182	550	54,742		67,474	502,789
St. Luke's	Katonah	8,400			11,218	19,618	191,341
St. John's, Fountain Square	Larchmont					0	0
St. Thomas'	Mamaroneck	141,588		5,300	37,916	184,804	725,017
St. Mary's	Mohegan Lake	88,271		8,150	367	96,788	297,874
Divine Love	Montrose					0	0
St. Mark's	Mount Kisco	19,535	36,170	15,000		70,705	377,078
Ascension	Mount Vernon	56,821		5,290	1,360	63,471	289,612
Sts. John, Paul & Clement	Mount Vernon					0	0
St. Simon the Cyrenian	New Rochelle			1,073		1,073	148,833
St. John's, Wilmot	New Rochelle	35,379		508	2,630	38,517	259,235
Trinity-St. Paul's	New Rochelle					0	226,132
St. James'	North Salem					0	231,151
St. Paul's-on-the-Hill	Ossining	13,970	1,930	15,592	1,796	33,288	202,285
Trinity	Ossining	12,819	620	875		14,314	265,768
St. Peter's	Peekskill	63,180	305,894	600	2,397	372,071	529,540
Christ the Redeemer	Pelham	41,925	23,853	3,930		69,708	656,645
St. John's	Pleasantville	210,072		20,405		230,477	433,131
St. Peter's	Port Chester	140		157,663		157,803	400,120
Christ's Church	Rye			5,000		5,000	1,200,574
St. Jame's the Less	Scarsdale					0	726,389
St. Luke's	Somers	55,500				55,500	329,530
St. John's	South Salem		71,088	1,755	2,933	75,776	368,262
Christ Church	Tarrytown	19,990			6,373	26,363	327,781
Grace/La Gracia	White Plains			129,852		129,852	526,863
St. Bartholomew's	White Plains					0	300,673
St. Francis & St. Martha's	White Plains				413	413	85,501
St. Joseph of Arimathea, Elmsford	White Plains	9,500		500		10,000	222,036
Holy Cross	Yonkers					0	43,538
San Andres	Yonkers		10,700	133,800		144,500	209,892
St. John's, Getty Square	Yonkers	30,000	449,703		2,137	481,840	836,671
St. John's, Tuckahoe	Yonkers			2,730		2,730	163,875
S. Mark's, Nepera Park	Yonkers					0	159,244
St. Paul's	Yonkers					0	0

2016 PAROCHIAL REPORT DATA continued

Congregation	City	Capital Funds	AddstoEndowment	OutreachMissionR	TransmittalReve	NonOperatingReve	TotalRevenues
Diocesan Totals		6,910,358	5,369,302	9,660,589	1,116,127	23,055,728	77,521,423
Total New York Region		3,940,391	2,996,295	8,244,677	861,754	16,043,117	52,506,111
Total Region II		2,389,653	1,355,051	697,875	162,689	4,605,268	17,682,889
Total Mid-Hudson Region		580,314	1,017,956	718,037	91,684	2,407,343	7,332,423
Mid-Hudson Region							
Dutchess County		393,523	545,358	320,424	49,249	1,308,554	4,254,010
St. Thomas'	Amenia					0	0
St. John's	Barrytown				3,075	3,075	111,190
St. Andrew's	Beacon	500		10,701	817	12,018	96,238
St. Luke's	Beacon			1,414		1,414	106,123
St. Mark's	Chelsea					0	0
La MESA	Dover Plains					0	0
Trinity	Fishkill	18,151		1,758		19,909	331,569
Resurrection	Hopewell Junction	1,500	90		50	1,640	119,687
St. James'	Hyde Park		50,071		2,966	53,037	359,103
Grace	Millbrook	45,376	7,500	148,527	9,833	211,236	552,332
St. Peter's	Millbrook	33,795		23,142	17,637	74,574	371,427
St. Nicholas'	New Hamburg	110,819		5,095		115,914	264,429
Holy Trinity	Pawling		3,096		32	3,128	78,575
Regeneration	Pine Plains	3,300			1,350	4,650	55,478
St. Paul's	Pleasant Valley	21,407			4,170	25,577	130,032
Christ Church	Poughkeepsie	106,504	20,715	81,186	3,325	211,730	554,275
Iglesia Virgen de Guadalupe	Poughkeepsie					0	0
St. Paul's	Poughkeepsie	13,659	252,038	16,632	312	282,641	371,362
Christ Church	Red Hook	16,261		1,241		17,502	109,447
Messiah	Rhinebeck					0	0
St. Margaret's	Staatsburg			3,813		3,813	58,581
St. Paul's and Trinity Parish	Tivoli	21,396	100		1,532	23,028	121,265
Zion	Wappingers Falls	855	211,748	26,915	4,150	243,668	462,897
Orange County		186,575	472,382	341,586	42,106	1,042,649	2,959,058
St. John's	Arden					0	8,679
St. Paul's	Chester	6,372		9,804	480	16,656	68,684
St. John's	Cornwall	34,326			1,778	36,104	228,776
St. James'	Goshen	12,290	9,015		559	21,864	236,453
Good Shepherd	Greenwood Lake					0	32,885
Holy Innocents	Highland Falls			7,656		7,656	195,396
Grace	Middletown		213,684	176,714	358	390,756	675,743
Grace	Monroe	8,000				8,000	44,238
St. Francis of Assissi	Montgomery	5,000		623		5,623	24,799
St. Thomas'	New Windsor					0	0
Mision El Buen Pastor	Newburgh		120,000			120,000	204,040
St. George's	Newburgh	77,822	4,683	66,838	1,745	151,088	400,392
Grace	Port Jervis	1,500		12,350		13,850	73,119
St. Mary's	Tuxedo Park	26,380	125,000	65,506	37,186	254,072	614,942
St. Andrew's	Walden	14,885		2,095		16,980	150,912
Christ Church	Warwick					0	0
St. Anne's	Washingtonville					0	0
Sullivan County		0	0	55,811	113	55,924	119,139
St. James'	Callicoon					0	0
St. John's	Monticello			47,575	113	47,688	92,136
St. Andrew's	South Fallsburg			8,236.00		8,236.00	27,003.00
Ulster County		17,853	7,585	26,984	14,111	66,533	797,090
Ascension & Holy Trinity	West Park	7,453		12,372		19,825	92,611
Christ	Marlboro					0	41,203
Christ the King	Stone Ridge	10,000		14,612	465	25,077	235,492
Holy Cross	Kingston					0	91,727
St. Andrew's	New Paltz					0	77,699
St. Gregory's	Woodstock					0	0
St. John's Memorial	Ellenville					0	0
St. John's	Kingston				13,646	13,646	183,458
Trinity	Saugerties	400	7,585			7,985	74,900

2016 PAROCHIAL REPORT DATA continued

Congregation	City	To Diocese	Outreach	Other Expenses	Operating Expense	Improvements	MsnOutreachExpense	SeminaryCont
Diocesan Totals		5,892,176	1,144,132	50,521,471	57,557,347	23,368,689	8,057,222	157,951
Total New York Region		4,285,167	657,925	33,809,288	38,752,380	20,138,109	6,840,621	157,125
Total Region II		1,190,101	393,638	12,545,443	14,129,182	2,526,785	571,232	0
Total Mid-Hudson Region		416,908	92,569	4,166,740	4,675,785	703,795	645,369	826
New York City								
New York County		3,934,839	530,965	29,774,552	34,240,356	19,962,637	6,685,616	64,580
All Angels'	New York				0			
All Saints'	New York	48,775	40,580	331,415	420,770	20,353	31,639	
All Souls'	New York	12,722		151,156	163,878	900		
Ascension	New York	133,191	3,200	1,035,746	1,172,137	10,056	2,800	
Calvary & St. George	New York	58,328		895,128	953,456	120,000		
Christ & St. Stephens	New York	88,300		497,408	585,708	47,916	75,122	
Crucifixion	New York				0			
Epiphany	New York	27,165	2,200	601,724	631,089		1,093,197	
Good Shepherd	New York	6,000	1,096	284,019	291,115	10,498		
Good Shepherd (Roosevelt Island)	New York				0			
Eglise Du St Esprit	New York	34,436	22,000	422,693	479,129	125,025	6,000	
Grace	New York	255,178		1,752,532	2,007,710	176,742	859,264	
Heavenly Rest	New York				0			
Holy Apostles	New York	55,304		909,750	965,054	51,273	2,497,318	
Holy Trinity	New York	118,486	700	706,303	825,489	171,503	22,954	
Holy Trinity (Inwood)	New York			107,763	107,763			
Holyrood	New York	7,536	28,929	127,251	163,716		31,659	
Incarnation	New York				0			
Intercession	New York		2,150	443,598	445,748	11,773	10,793	
Our Savior	New York	16,000	1,069	215,025	232,094	32,500	714,293	
Resurrection	New York		1,895	748,464	750,359	146,789		
San Pablo	New York				0			
St. Ambrose	New York				0			
St. Andrew's	New York	5,500	1,300	215,990	222,790	11,664		
St. Ann's for the Deaf	New York	1,126	600	23,138	24,864			
St. Augustine's	New York				0			
St. Bartholomew's	New York	300,000		4,634,242	4,934,242	1,160,622	170,871	2,500
St. Clement's	New York				0			
St. Edward the Martyr	New York							
St. Ignatius of Antioch	New York	29,656		418,339	447,995	92,254	8,373	
St. James'	New York	770,767	77,776	3,491,782	4,340,325	684,202	496,645	
St. John's in the Village	New York	25,203	9,727	194,528	229,458		36,237	60
St. Luke-in-the-Fields	New York	277,273		1,827,694	2,104,967	831,022	398,602	15,520
St. Luke's Chapel	New York				0			
St. Mark's-in-the-Bowery	New York	12,248	3,761	327,941	343,950	62,824		
St. Martin's	New York	6,000	791	225,295	232,086			
St. Mary the Virgin	New York				0			
St. Mary', Manhattanville	New York				0			
St. Matthew & St. Timothy	New York	38,830	2,000	270,717	311,547	10,756	16,836	500
St. Michael's	New York	158,203	10,503	1,354,724	1,523,430	406,669	75,345	1,000
St. Peter's, Chelsea	New York	20,854	5,000	223,807	249,661	113,155	27,488	
St. Philip's	New York	8,108	187,281	379,996	575,385		30,786	
St. Saviour	New York				0			
St. Thomas'	New York	1,303,178	63,922	6,032,090	7,399,190	15,295,269	34,302	45,000
Transfiguration	New York	116,472	64,485	924,294	1,105,251	368,872	45,092	
Trinity, Wall Street	New York				0			

2016 PAROCHIAL REPORT DATA continued

Congregation	City	To Diocese	Outreach	Other Expenses	Operating Expense	Improvements	MsnOutreachExp	SeminaryCont
Diocesan Totals		5,892,176	1,144,132	50,521,471	57,557,347	23,368,689	8,057,222	157,951
Total New York Region		4,285,167	657,925	33,809,288	38,752,380	20,138,109	6,840,621	157,125
Total Region II		1,190,101	393,638	12,545,443	14,129,182	2,526,785	571,232	0
Total Mid-Hudson Region		416,908	92,569	4,166,740	4,675,785	703,795	645,369	826
Brox County		240,006	120,069	2,704,862	3,064,937	108,526	81,913	495
Atonement	Bronx				0			
Christ Church Riverdale	Bronx	31,481		289,125	320,606	56,610	11,400	
Good Shepherd	Bronx	22,943	1,200	202,551	226,694	3,000	1,275	
Holy Nativity	Bronx	11,320	7,745	98,500	117,565	21,230	5,125	
Mediator	Bronx				0			
Grace, City Island	Bronx				0			
Grace, West Farms	Bronx			81,135	81,135	4,088	23,076	
Italian Congregation of the Good Samaritan	Bronx	14,800		37,398	52,198		26,572	200
Iglesia De San Juan Bautista	Bronx				0			
St. Andrew's	Bronx	31,913	8,296	287,405	327,614		7,103	
St. Ann's	Bronx				0			
St. David's	Bronx				0			
St. Edmund's	Bronx	6,027	10,958	147,135	164,120		2,100	295
St. James', Fordham	Bronx	19,965		106,948	126,913	12,275	1,052	
St. Joseph's	Bronx		1,530	71,343	72,873			
St. Luke's	Bronx	90,974	70,186	746,985	908,145			
St. Margaret's	Bronx				0			
St. Martha's	Bronx				0			
St. Mary's Ghanaian	Bronx				0		2,060	
St. Paul's	Bronx	583		204,597	205,180	11,323	2,150	
St. Peter's, Westchester Sq	Bronx	2,000	13,954	317,789	333,743			
St. Simeon's	Bronx				0			
St. Stephen's, Woodlawn	Bronx				0			
Trinity, Morrisania	Bronx	8,000	6,200	113,951	128,151			
Richmond County		110,322	6,891	1,329,874	1,447,087	66,946	73,092	92,050
Christ Church, New Brighton	Staten Island	25,991		293,399	319,390	9,299	48,154	91,550
St. Andrew's	Staten Island	31,970	2,286	259,396	293,652	2,495	20,650	
Ascension	Staten Island	9,820	2,858	120,920	133,598			
St. Alban's	Staten Island	12,843		172,770	185,613	18,300		
St. John's	Staten Island	7,000		168,954	175,954			
St. Mary's, Castleton	Staten Island	12,948	1,747	215,191	229,886	33,265	4,288	500
St. Paul's	Staten Island	9,750		99,244	108,994	3,587		
St. Simons	Staten Island				0			
St. Stephens	Staten Island				0			
Region II								
Putnam County		7,215	1,980	121,924	131,119	0	0	0
St. Andrew's	Brewster				0			
St. Mary's in the Highlands	Cold Spring				0			
St. Philip's	Garrison				0			
Holy Communion	Mahopac	7,215	1,980	121,924	131,119			
Rockland County		73,714	7,998	1,085,060	1,166,772	184,586	101,829	0
Trinity	Garnerville				0			
St. John's	New City	12,500	2,350	152,237	167,087	100,574	7,366	
Grace	Nyack	51,728	3,025	429,127	483,880	27,819	38,010	
St. Stephen's	Pearl River	5,040	669	157,581	163,290		3,496	
Christ Church	Sparkill				0			
St. Paul's	Spring Valley		1,254	99,525	100,779	36,000	740	
St. John's in-the-Wilderness	Stony Point				0			
Christ Church, Ramapo	Suffern	1,266		164,093	165,359	893	51,517	
St. John the Divine	Tomkins Cove	1,722	700	48,473	50,895	19,300	700	
All Saints'	Valley Cottage	1,458		34,024	35,482			

2016 PAROCHIAL REPORT DATA continued

Congregation	City	To Diocese	Outreach	Other Expenses	Operating Expenses	Improvements	MsnOutreachExp	SeminaryCont
Diocesan Totals		5,892,176	1,144,132	50,521,471	57,557,347	23,368,689	8,057,222	157,951
Total New York Region		4,285,167	657,925	33,809,288	38,752,380	20,138,109	6,840,621	157,125
Total Region II		1,190,101	393,638	12,545,443	14,129,182	2,526,785	571,232	0
Total Mid-Hudson Region		416,908	92,569	4,166,740	4,675,785	703,795	645,369	826
Westchester County		1,109,172	383,660	11,338,459	12,831,291	2,342,199	469,403	0
St. Barnabas'	Ardley					0		
St. Stephens'	Armonk	8,458	35,139	219,198	262,795	239,110		
St. Matthew's	Bedford	191,783	19,903	1,052,394	1,264,080	54,786	170,000	
All Saints'	Briarcliff Manor	3,620	15,813	350,010	369,443			
Christ Church	Bronxville					0		
St. Mary the Virgin	Chappaqua					0		
St. Augustine's	Croton-on-Hudson	18,312	1,696	197,575	217,583	26,341	3,956	
Zion	Dobbs Ferry	19,527		106,771	126,298	13,360	363	
St. Luke's	Eastchester	7,112	5,840	75,569	88,521	6,458		
Good Shepherd	Granite Springs	13,747	1,000	194,522	209,269	37,233	21,862	
All Saints'	Harrison	12,226	400	205,165	217,791	20,312		
St. Andrew's	Hartsdale	19,033		77,124	96,157			
Grace	Hastings-on-Hudson	15,875	1,813	190,603	208,291			
St. Barnabas'	Invington on Hudson	70,664	3,339	473,179	547,182	182,544	5,731	
St. Luke's	Katonah	14,503		157,221	171,724	8,692		
St. John's, Fountain Square	Larchmont					0		
St. Thomas'	Mamaroneck	40,986	25,791	697,240	764,017	141,588	5,390	
St. Mary's	Mohegan Lake	8,086		206,726	214,812	238,834	6,742	
Divine Love	Montrose					0		
St. Mark's	Mount Kisco	17,500	12,670	404,689	434,859	40,902	15,000	
Ascension	Mount Vernon			198,541	198,541	82,710	4,665	
Sts. John, Paul & Clement	Mount Vernon					0		
St. Simon the Cyrenian	New Rochelle	7,256		124,238	131,494		2,060	
St. John's, Wilmont	New Rochelle	8,082	1,525	172,106	181,713	38,204	593	
Trinity-St. Paul's	New Rochelle	23,066	76	198,676	221,818			
St. James'	North Salem	10,000		176,597	186,597	62,018		
St. Paul's-on-the-Hill	Ossining	6,328	1,633	161,799	169,760	29,463	10,076	
Trinity	Ossining	20,630	526	206,987	228,143	56,848	1,453	
St. Peter's	Peekskill	5,979	900	152,778	159,657	150,128	623	
Christ the Redeemer	Pelham	76,069	11,088	526,023	613,180	50,238		
St. John's	Pleasantville	15,515	6,537	213,078	235,130	210,072	5,339	
St. Peter's	Port Chester	36,000		347,693	383,693	24,483	80,108	
Christ's Church	Rye	178,754	9,500	1,098,502	1,286,756	194,409		
St. Jame's the Less	Scarsdale	112,541	15,073	797,253	924,867			
St. Luke's	Somers	21,519	4,503	213,766	239,788	54,447		
St. John's	South Salem	33,539		298,448	331,987		1,642	
Christ Church	Tarrytown	24,314	4,236	292,866	321,416	85,586		
Grace/La Gracia	White Plains	28,648	197,394	312,725	538,767			
St. Bartholomew's	White Plains	1,622	2,200	241,833	245,655			
St. Francis & St. Martha's	White Plains			85,844	85,844			
St. Joseph of Arimathea, Elmsford	White Plains	8,979		187,020	195,999	9,500		
Holy Cross	Yonkers			41,787	41,787			
San Andres	Yonkers	11,000		3,000	14,000	7,000	133,800	
St. John's, Getty Square	Yonkers	15,000	1,650	357,882	374,532	275,433		
St. John's, Tuckahoe	Yonkers	1,899	3,120	153,519	158,538	1,500		
S. Mark's, Nepera Park	Yonkers	1,000	295	167,512	168,807			
St. Paul's	Yonkers					0		

2016 PAROCHIAL REPORT DATA continued

Congregation	City	To Diocese	Outreach	Other Expenses	Operating Expen	Improvements	MsnOutreachExp	SeminaryCont
Diocesan Totals		5,892,176	1,144,132	50,521,471	57,557,347	23,368,689	8,057,222	157,951
Total New York Region		4,285,167	657,925	33,809,288	38,752,380	20,138,109	6,840,621	157,125
Total Region II		1,190,101	393,638	12,545,443	14,129,182	2,526,785	571,232	0
Total Mid-Hudson Region		416,908	92,569	4,166,740	4,675,785	703,795	645,369	826
Mid-Hudson Region								
Dutchess County		203,083	70,137	2,513,056	2,786,276	449,471	258,546	210
St. Thomas'	Amenia				0			
St. John's	Barrytown	6,094	2,800	89,237	98,131	5,447		
St. Andrew's	Beacon	30,185		60,309	90,494	3,000	17,824	
St. Luke's	Beacon	8,320		113,289	121,609		1,636	
St. Mark's	Chelsea				0			
La MESA	Dover Plains				0			
Trinity	Fishkill	23,419	8,421	148,436	180,276	64,700		
Resurrection	Hopewell Junction	11,240		100,002	111,242	1,935		
St. James'	Hyde Park	7,593	2,755	258,489	268,837		12,603	200
Grace	Millbrook	35,363		319,026	354,389	59,071	138,715	
St. Peter's	Millbrook	29,517	23,204	262,159	314,880	33,543	32	
St. Nicholas'	New Hamburg	3,811	5,257	120,467	129,535	121,099	64	
Holy Trinity	Pawling	7,197	1,897	69,281	78,375	6,320	360	
Regeneration	Pine Plains	2,765	2,370	41,326	46,461	3,988		
St. Paul's	Pleasant Valley	6,533	704	129,066	136,303	12,201		
Christ Church	Poughkeepsie	13,750	2,685	353,187	369,622	81,530	69,592	
Iglesia Virgen de Guadalupe	Poughkeepsie				0			
St. Paul's	Poughkeepsie		16,144	52,616	68,760	17,695		
Christ Church	Red Hook	6,425	1,241	96,171	103,837	16,261	1,241	
Messiah	Rhinebeck				0			
St. Margaret's	Staatsburg	2,458			2,458	4,093	3,778	
St. Paul's and Trinity Parish	Tivoli	7,147	2,359	82,332	91,838	18,156		10
Zion	Wappingers Falls	1,266	300	217,663	219,229	432	12,701	
Orange County		198,012	22,116	1,602,707	1,822,835	248,480	330,434	400
St. John's	Arden	613		8,273	8,886			
St. Paul's	Chester	2,963	188	44,396	47,547	6,580	1,335	
St. John's	Cornwall	16,088	2,450	169,197	187,735	2,629		
St. James'	Goshen	22,508	3,195	184,570	210,273	104,579	1,100	400
Good Shepherd	Greenwood Lake	1,101	490	31,294	32,885			
Holy Innocents	Highland Falls	8,134	1,412	179,770	189,316		2,757	
Grace	Middletown	28,694	3,838	256,679	289,211	1,607	176,714	
Grace	Monroe	1,627	165	34,445	36,237	12,798		
St. Francis of Assissi	Montgomery				0			
St. Thomas'	New Windsor				0			
Mision El Buen Pastor	Newburgh			55,633	55,633			
St. George's	Newburgh	8,485	600	239,663	248,748	27,847	72,243	
Grace	Port Jervis	21,404		32,693	54,097	10,520	10,679	
St. Mary's	Tuxedo Park	45,001	9,778	321,827	376,606	34,822	65,506	
St. Andrew's	Walden	41,394		44,267	85,661	47,098	100	
Christ Church	Warwick				0			
St. Anne's	Washingtonville				0			
Sullivan County		15,597	100	50,761	66,458	5,628	56,173	0
St. James'	Callicoon				0			
St. John's	Monticello	8,171		42,472	50,643	1,508	49,471	
St. Andrew's	South Fallsburg	7,426.00	100	8,289.00	15,815.00	4,120.00	6,702.00	
Ulster County		57,595	11,247	683,115	751,957	30,021	23,678	0
Ascension & Holy Trinity	West Park	5,907	369	62,170	68,446	13,382	8,797	
Christ	Marlboro	600		45,668	46,268			
Christ the King	Stone Ridge	20,391	2,726	204,886	228,003	11,606	14,881	
Holy Cross	Kingston	7,515		98,361	105,876			
St. Andrew's	New Paltz	4,963		74,618	79,581	140		
St. Gregory's	Woodstock				0			
St. John's Memorial	Ellenville				0			
St. John's	Kingston	16,119	6,102	154,673	176,894	2,893		
Trinity	Saugerties	2,700	1,450	42,739	46,889	2,000		

2016 PAROCHIAL REPORT DATA *continued*

Congregation	City	TransmittalExpe	NonOperatingExpe	Total Expenses	Total Cash	Total Investment
Diocesan Totals		1,184,484	32,767,698	90,324,829	30,959,800	334,215,408
Total New York Region		796,616	27,932,471	66,684,851	19,764,951	260,614,115
Total Region II		182,908	3,280,925	17,410,107	9,213,752	53,993,011
Total Mid-Hudson Region		204,960	1,554,302	6,229,871	1,981,097	19,608,282
New York City						
New York County		773,977	27,486,810	61,727,166	17,666,066	251,811,596
All Angels'	New York		0	0		
All Saints'	New York		51,992	472,762	7,814	4,240,287
All Souls'	New York		900	164,778	14,846	462,010
Ascension	New York	97,409	110,265	1,282,402	174,787	11,857,268
Calvary & St. George	New York		120,000	1,073,456	300,000	3,000,000
Christ & St. Stephens	New York	2,447	125,485	711,193	504,522	561,211
Crucifixion	New York		0	0		
Epiphany	New York	37,442	1,130,639	1,761,728	116,628	3,577,487
Good Shepherd	New York		10,498	301,613	19,271	755,800
Good Shepherd (Roosevelt Island)	New York		0	0		
Eglise Du St Esprit	New York		131,025	610,154	103,033	2,402,208
Grace	New York	110,059	1,146,065	3,153,775	289,853	11,299,376
Heavenly Rest	New York		0	0		
Holy Apostles	New York		2,548,591	3,513,645	1,565,988	3,606,601
Holy Trinity	New York	595	195,052	1,020,541	151,503	3,478,693
Holy Trinity (Inwood)	New York	330	330	108,093	39,385	37,150
Holyrood	New York		31,659	195,375	35,594	306,768
Incarnation	New York		0	0		
Intercession	New York	1,156	23,722	469,470	261,394	136,010
Our Savior	New York		746,793	978,887	30,753	280,542
Resurrection	New York		146,789	897,148	38,118	1,157,606
San Pablo	New York		0	0		
St. Ambrose	New York		0	0		
St. Andrew's	New York	150	11,814	234,604	143,455	
St. Ann's for the Deaf	New York	12,615	12,615	37,479	101,301	1,003,046
St. Augustine's	New York		0	0		
St. Bartholomew's	New York		1,333,993	6,268,235	6,508,157	6,468,818
St. Clement's	New York		0	0		
St. Edward the Martyr	New York					
St. Ignatius of Antioch	New York	1,525	102,152	550,147	220,203	1,057,030
St. James'	New York	8,000	1,188,847	5,529,172	1,123,390	26,653,418
St. John's in the Village	New York	165	36,462	265,920	86,505	4,584,905
St. Luke-in-the-Fields	New York		1,245,144	3,350,111	195,732	22,654,331
St. Luke's Chapel	New York		0	0		
St. Mark's-in-the-Bowery	New York		62,824	406,774	213,812	139,993
St. Martin's	New York		0	232,086	20,854	82,481
St. Mary the Virgin	New York		0	0		
St. Mary', Manhattanville	New York		0	0		
St. Matthew & St. Timothy	New York	4,155	32,247	343,794	110,644	2,240,775
St. Michael's	New York	6,475	489,489	2,012,919	195,561	3,046,596
St. Peter's, Chelsea	New York		140,643	390,304	34,534	404,657
St. Philip's	New York		30,786	606,171	807,127	247,874
St. Saviour	New York		0	0		
St. Thomas'	New York	484,239	15,858,810	23,258,000	4,196,543	125,505,401
Transfiguration	New York	7,215	421,179	1,526,430	54,759	10,563,254
Trinity, Wall Street	New York		0	0		

2016 PAROCHIAL REPORT DATA continued

Congregation	City	TransmittalExp	NonOperatingExp	Total Expenses	Total Cash	Total Investment
Diocesan Totals		1,184,484	32,767,698	90,324,829	30,959,800	334,215,408
Total New York Region		796,616	27,932,471	66,684,851	19,764,951	260,614,115
Total Region II		182,908	3,280,925	17,410,107	9,213,752	53,993,011
Total Mid-Hudson Region		204,960	1,554,302	6,229,871	1,981,097	19,608,282
Brox County		18,605	209,539	3,274,476	975,747	1,948,588
Atonement	Bronx		0	0		
Christ Church Riverdale	Bronx	1,000	69,010	389,616	90,567	142,786
Good Shepherd	Bronx	3,876	8,151	234,845	78,950	
Holy Nativity	Bronx	985	27,340	144,905	280,646	101,560
Mediator	Bronx		0	0		
Grace, City Island	Bronx		0	0		
Grace, West Farms	Bronx		27,164	108,299	9,747	4,578
Haitian Congregation of the Good Samaritan	Bronx		26,772	78,970	700	42,100
Iglesia De San Juan Bautista	Bronx		0	0		
St. Andrew's	Bronx	2,962	10,065	337,679	29,368	123,916
St. Ann's	Bronx		0	0		
St. David's	Bronx		0	0		
St. Edmund's	Bronx	750	3,145	167,265	99,228	95,132
St. James', Fordham	Bronx		13,327	140,240	19,430	509,674
St. Joseph's	Bronx	4,145	4,145	77,018	56,435	80,178
St. Luke's	Bronx	4,887	4,887	913,032	246,618	544,120
St. Margaret's	Bronx		0	0		
St. Martha's	Bronx		0	0		
St. Mary's Ghanaian	Bronx		2,060	2,060	13,432	
St. Paul's	Bronx		13,473	218,653	34,622	1,828
St. Peter's, Westchester Sq	Bronx		0	333,743	6,994	296,235
St. Simeon's	Bronx		0	0		
St. Stephen's, Woodlawn	Bronx		0	0		
Trinity, Morrisania	Bronx		0	128,151	9,010	6,481
Richmond County		4,034	236,122	1,683,209	1,123,138	6,853,931
Christ Church, New Brighton	Staten Island		149,003	468,393	83,438	1,569,406
St. Andrew's	Staten Island		23,145	316,797	344,206	811,010
Ascension	Staten Island	665	665	134,263	99,213	84,804
St. Alban's	Staten Island		18,300	203,913	140,130	312,188
St. John's	Staten Island		0	175,954	51,918	72,285
St. Mary's, Castleton	Staten Island	3,369	41,422	271,308	338,529	4,000,000
St. Paul's	Staten Island		3,587	112,581	65,704	4,238
St. Simons	Staten Island		0	0		
St. Stephens	Staten Island		0	0		
Region II						
Putnam County		1,980	1,980	133,099	12,634	11,888
St. Andrew's	Brewster		0	0		
St. Mary's in the Highlands	Cold Spring		0	0		
St. Philip's	Garrison		0	0		
Holy Communion	Mahopac	1,980	1,980	133,099	12,634	11,888
Rockland County		24,055	310,470	1,477,242	1,101,907	3,054,023
Trinity	Garnerville		0	0		
St. John's	New City	2,700	110,640	277,727	515,035	357,097
Grace	Nyack	18,102	83,931	567,811	167,638	1,420,489
St. Stephen's	Pearl River		3,496	166,786	35,626	
Christ Church	Sparkill		0	0		
St. Paul's	Spring Valley	360	37,100	137,879	137,653	625,848
St. John's in-the-Wilderness	Stony Point		0	0		
Christ Church, Ramapo	Suffern	238	52,648	218,007	72,325	117,368
St. John the Divine	Tomkins Cove	100	20,100	70,995	100,237	526,569
All Saints'	Valley Cottage	2,555	2,555	38,037	73,393	6,652

2016 PAROCHIAL REPORT DATA *continued*

Congregation	City	TransmittalExper	NonOperatingExper	Total Expenses	Total Cash	Total Investment
Diocesan Totals		1,184,484	32,767,698	90,324,829	30,959,800	334,215,408
Total New York Region		796,616	27,932,471	66,684,851	19,764,951	260,614,115
Total Region II		182,908	3,280,925	17,410,107	9,213,752	53,993,011
Total Mid-Hudson Region		204,960	1,554,302	6,229,871	1,981,097	19,608,282
Westchester County		156,873	2,968,475	15,799,766	8,099,211	50,927,100
St. Barnabas'	Ardley	4,680	4,680	4,680	123,541	17,580
St. Stephens'	Armonk	2,813	241,923	504,718	32,698	812,931
St. Matthew's	Bedford		224,786	1,488,866	1,967,999	18,642,929
All Saints'	Briarcliff Manor		0	369,443	43,966	198,227
Christ Church	Bronxville		0	0		
St. Mary the Virgin	Chappaqua		0	0		
St. Augustine's	Croton-on-Hudson	3,251	33,548	251,131	77,161	160,923
Zion	Dobbs Ferry	2,499	16,222	142,520	29,840	1,500
St. Luke's	Eastchester		6,458	94,979	24,143	160,738
Good Shepherd	Granite Springs	18,127	77,222	286,491	53,503	230,384
All Saints'	Harrison		20,312	238,103	61,885	607,647
St. Andrew's	Hartsdale		0	96,157	114,513	107,734
Grace	Hastings-on-Hudson	25,201	25,201	233,492	71,283	814,541
St. Barnabas'	Irvington on Hudson		188,275	735,457	376,995	1,578,965
St. Luke's	Katonah	10,158	18,850	190,574	31,126	597,361
St. John's, Fountain Square	Larchmont		0	0		
St. Thomas'	Mamaroneck	38,758	185,736	949,753	75,311	4,146,505
St. Mary's	Mohegan Lake	30,317	275,893	490,705	40,849	318,558
Divine Love	Montrose		0	0		
St. Mark's	Mount Kisco		55,902	490,761	118,921	
Ascension	Mount Vernon	808	88,183	286,724	84,490	372,855
Sts. John, Paul & Clement	Mount Vernon		0	0		
St. Simon the Cyrenian	New Rochelle		2,060	133,554	22,869	21,862
St. John's, Wilmot	New Rochelle	2,753	41,550	223,263	128,808	15,454
Trinity-St. Paul's	New Rochelle		0	221,818	105,391	235,127
St. James'	North Salem		62,018	248,615	1,586,481	876,822
St. Paul's-on-the-Hill	Ossining	1,401	40,940	210,700	44,046	637,190
Trinity	Ossining		58,301	286,444	88,911	2,252,015
St. Peter's	Peekskill	1,376	152,127	311,784	123,102	3,609,305
Christ the Redeemer	Pelham	2,875	53,113	666,293	37,404	3,284,240
St. John's	Pleasantville		215,411	450,541	23,197	48,527
St. Peter's	Port Chester		104,591	488,284	445,146	447,828
Christ's Church	Rye		194,409	1,481,165	623,412	2,359,871
St. Jame's the Less	Scarsdale		0	924,867	462,218	4,539,115
St. Luke's	Somers		54,447	294,235	70,889	50,468
St. John's	South Salem	2,933	4,575	336,562	69,117	255,151
Christ Church	Tarrytown	6,373	91,959	413,375	196,536	202,212
Grace/La Gracia	White Plains		0	538,767	68,016	1,239,464
St. Bartholomew's	White Plains		0	245,655	55,153	4,209
St. Francis & St. Martha's	White Plains	413	413	86,257	44,034	
St. Joseph of Arimathea, Elmsford	White Plains		9,500	205,499	19,902	270,298
Holy Cross	Yonkers		0	41,787	3,780	10,317
San Andres	Yonkers		140,800	154,800	74,000	42,000
St. John's, Getty Square	Yonkers	2,137	277,570	652,102	305,730	1,105,970
St. John's, Tuckahoe	Yonkers		1,500	160,038	27,076	258,458
S. Mark's, Nepera Park	Yonkers		0	168,807	145,769	391,819
St. Paul's	Yonkers		0	0		

2016 PAROCHIAL REPORT DATA continued

Congregation	City	TransmittalExpe	NonOperatingExpe	Total Expenses	Total Cash	Total Investment
Diocesan Totals		1,184,484	32,767,698	90,324,829	30,959,800	334,215,408
Total New York Region		796,616	27,932,471	66,684,851	19,764,951	260,614,115
Total Region II		182,908	3,280,925	17,410,107	9,213,752	53,993,011
Total Mid-Hudson Region		204,960	1,554,302	6,229,871	1,981,097	19,608,282
Mid-Hudson Region						
Dutchess County		47,310	755,537	3,541,813	1,220,384	9,679,608
St. Thomas'	Amenia		0	0		
St. John's	Barrytown	95	5,542	103,673	56,483	450,107
St. Andrew's	Beacon	817	21,641	112,135	20,234	124,667
St. Luke's	Beacon		1,636	123,245	4,339	212,316
St. Mark's	Chelsea		0	0		
La MESA	Dover Plains		0	0		
Trinity	Fishkill		64,700	244,976	106,908	470,175
Resurrection	Hopewell Junction		1,935	113,177	85,590	207,551
St. James'	Hyde Park	4,009	16,812	285,649	54,632	1,757,386
Grace	Millbrook	9,750	207,536	561,925	127,697	533,475
St. Peter's	Millbrook	17,832	51,407	366,287	100,045	1,374,175
St. Nicholas'	New Hamburg		121,163	250,698	92,593	70,036
Holy Trinity	Pawling		6,680	85,055	100,925	350,621
Regeneration	Pine Plains	1,350	5,338	51,799	46,544	84,426
St. Paul's	Pleasant Valley	4,128	16,329	152,632	125,210	441,925
Christ Church	Poughkeepsie	3,325	154,447	524,069	101,297	938,859
Iglesia Virgen de Guadalupe	Poughkeepsie		0	0		
St. Paul's	Poughkeepsie	312	18,007	86,767	28,193	451,260
Christ Church	Red Hook		17,502	121,339	11,362	327,290
Messiah	Rhinebeck		0	0		
St. Margaret's	Staatsburg		7,871	10,329	22,123	126,268
St. Paul's and Trinity Parish	Tivoli	1,542	19,708	111,546	92,448	871,962
Zion	Wappingers Falls	4,150	17,283	236,512	43,761	887,109
Orange County		156,634	735,948	2,558,783	731,757	9,833,279
St. John's	Arden		0	8,886	1,862	168,087
St. Paul's	Chester	1,417	9,332	56,879	44,776	293,722
St. John's	Cornwall	1,778	4,407	192,142	65,302	201,080
St. James'	Goshen	559	106,638	316,911	102,786	520,882
Good Shepherd	Greenwood Lake		0	32,885	39,288	306,778
Holy Innocents	Highland Falls		2,757	192,073	16,124	14,587
Grace	Middletown		178,321	467,532	196,023	2,992,181
Grace	Monroe		12,798	49,035	21,339	11,748
St. Francis of Assissi	Montgomery		0	0	12,000	113,000
St. Thomas'	New Windsor		0	0		
Mision El Buen Pastor	Newburgh	120,445	120,445	176,078	69,978	703,404
St. George's	Newburgh	2,045	102,135	350,883	50,050	1,170,203
Grace	Port Jervis		21,199	75,296	41,342	197,186
St. Mary's	Tuxedo Park	30,390	130,718	507,324	4,940	2,780,757
St. Andrew's	Walden		47,198	132,859	65,947	359,664
Christ Church	Warwick		0	0		
St. Anne's	Washingtonville		0	0		
Sullivan County		800	62,601	129,059	28,740	95,179
St. James'	Callicoon		0	0		
St. John's	Monticello	800	51,779	102,422	2,766	95,179
St. Andrew's	South Fallsburg		10,822.00	26,637.00	25,974.00	
Ulster County		17,150	70,849	822,806	279,195	2,304,746
Ascension & Holy Trinity	West Park		22,179	90,625	7,330	253,397
Christ	Marlboro		0	46,268	23,925	196,983
Christ the King	Stone Ridge	3,125	29,612	257,615	15,543	404,673
Holy Cross	Kingston		0	105,876	30,478	133,125
St. Andrew's	New Paltz		140	79,721	53,354	15,702
St. Gregory's	Woodstock		0	0		
St. John's Memorial	Ellenville		0	0		
St. John's	Kingston	14,025	16,918	193,812	92,690	969,462
Trinity	Saugerties		2,000	48,889	55,875	331,404

**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

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**The Episcopal Diocese
of New York**

Journal of Convention 2017