

# 245th DIOCESAN CONVENTION

## THE EPISCOPAL DIOCESE OF NEW YORK



**“Your Faith Has Made You Whole.”** *(Luke: 17:19b:)*

### CALENDAR OF BUSINESS

**November 13, 2021**

# 245th DIOCESAN CONVENTION

## THE EPISCOPAL DIOCESE OF NEW YORK



*Kintsugi is the Japanese art of putting broken ceramic pieces back together with gold — built on the idea that in embracing flaws and imperfections, you can create an even stronger, more beautiful piece of art.*

**“Your Faith Has Made You Whole.”** *(Luke: 17:19b:)*

### CALENDAR OF BUSINESS

### November 13, 2021

**THE 245th CONVENTION  
THE EPISCOPAL DIOCESE OF NEW YORK  
NOVEMBER 13, 2021  
Cathedral of St John the Divine, New York City**

**Theme: “Your Faith Has Made You Whole.” (Luke: 17:19b:)**

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

**Draft Schedule of Convention: Subject to change based on COVID-19 guidelines and community impact**

Saturday, November 13, 2021

- 8:00 a.m.      Check-in of Pre-Registered Delegates
- 9:00 a.m.      Convention Called to Order  
Opening Prayer  
Report - Credentials Committee  
Establishing a quorum  
Report of Resolutions Committee (Council Resolution) Voting  
on Council Resolution  
Bishop Dietsche Opens Convention  
Instructions for the day by Secretary of Convention  
The Rt. Rev. Andrew M L Dietsche’s Address  
Resolutions originating from the Bishop’s Address
- 11:00 a.m.      Break
- 11:15 a.m.      Holy Eucharist  
Celebrant: The Rt. Rev. Andrew ML Dietsche's  
Preacher: Dr. Nell Braxton Gibson
- 12:30 p.m.      Lunch (No noonday prayer needed)
- 1:15 p.m.      Convention reconvenes  
Bishop's Awards  
Reading of the Necrology  
New Clergy Announcement  
Reception of New Congregations  
Report on the election of officers to the Diocesan Committees  
The Rt. Rev. Allen K. Shin Address/Report to Convention  
Small Groups  
Episcopal Charities Report  
The Rt. Rev. Mary D. Glasspool Address/Report to Convention  
Remaining business
- 3:30 p.m.      Adjournment

**Note: All times and order of business are subject to change on the day of the convention**

## INFORMATION FOR NEWCOMERS

Welcome to the 245th Convention of the Episcopal Diocese of New York.

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

### **Members of Convention**

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

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

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

### **Calendar of Business**

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

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

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

Voting delegates attending in-person will check-in at the registration stations to receive their nametags and other convention materials, if any.

Proof of vaccinations is required as well as wearing masks.

Non-voting participants will receive a link to join the Convention virtually.

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

## **INFORMATION FOR NEWCOMERS CONTINUED**

### **Resolutions and Reports**

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

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

### **Open Captioning**

There will be closed captioning for the deaf and hard of hearing during the Convention business sessions.

### **Sign Language Interpreters**

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

### **Simultaneous translation**

There will be simultaneous translation from English into Spanish.

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

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

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

All voting will be performed in 4 consecutive days prior to convention.

First day: First ballot to vote on Election of Officers

Second day: Second ballot to vote on Election of Officers

Third day: Third ballot -if any- to vote on Election of Officers

Fourth day: To vote on Resolutions

You will receive an email message to the same email address you used to register for convention.

### **Evaluation**

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

## **OFFICE DESCRIPTIONS**

### **THE STANDING COMMITTEE**

Term: Four years, one term

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

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

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

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

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

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

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

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

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

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

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

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

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

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

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

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

## **OFFICE DESCRIPTIONS CONTINUED**

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

## **DIOCESAN COUNCIL**

Term: three years

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

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

Standing Committee: December 2, 2021.

Diocesan Council: November 30, 2021.

Diocesan Trustees: December 9, 2021.



# INCUMBENTS 2021

Please note that some offices also have members appointed by the Bishop in addition to those elected at the various Diocesan Conventions. Names in italics are those whose terms expire in 2021.

## STANDING COMMITTEE

*Class of 2021*

*The Rev. Matthew Calkins*

*Ms. Tina Pinckney*

*Class of 2022*

The Rev. Judith Ferguson

Ms. Carol Williams

*Class of 2023*

Ms. Mary Hendricks

The Rev. Sam Owen

*Class of 2024*

The Rev. John Zahl

Ms. Yvonne O'Neal

## COMMITTEE TO ELECT A BISHOP

*Class of 2021*

*The Rev. Elise Hanley*

*Ms. Millicent Johnson*

## TRUSTEES OF THE DIOCESE

*Ex Officio*

The Bishop of New York

The Treasurer of the Diocese

The Chancellor

The Chief of Finance and Operations

## APPOINTED BY THE BISHOP

*Class of 2021*

*Ms. Gayle F. Robinson*

*Mr. Douglas Schimmel*

*Mr. John Trammell*

*Class of 2022*

Ms. Wendy Cañas

Mr. Robert L. Cummings

Ms. Susan K. Jansen

The Rev. Jennie Talley

*Class of 2023*

Mr. Gavin F. Leckie

## ELECTED

*Class of 2021*

*The Rev. Dr. Pierre Andre Duvert*

*Mr. Michael Lehman*

*Ms. Sharee A. Melton*

*Class of 2022*

The Rev. Dr. Gawain F. de Leeuw

Ms. Sue Monroe

The Rev. Margaret (Peggy) Sullivan

*Class of 2023*

Ms. Mary E. Farley

The Rev. Katharine Flexer

The Rev. Richard R. McKeon, Jr.

## DIOCESAN COUNCIL

*Ex Officio*

The Bishop of New York

The Bishop Suffragan

The Assistant Bishop

The Treasurer of the Diocese

The President of the Episcopal Church

Women

## ELECTED

*Class of 2021*

*The Rev. Mary Gregorius*

*The Rev. Anne Sawyer*

*Ms. Shirley Nelson*

*Mr. Peter Saros*

*Class of 2022*

Mr. Stuart Auchincloss

The Rev. Deacon Dorothee Caulfield

The Rev. N. Chase Danford

Ms. Sandy Gadsden-McAllister

Ms. Louise Hannibal-Boyce

The Rev. Kyle Martindale

*Class of 2023*

Mr. Earl K. D. Francis

The Rev. Lisa Mason

The Rev. Allison Moore

Ms. Pamela Mosley

The Rev. Meredith Ward

The Rev. Victor Sarrazin

## DEPUTIES TO GC 2021 and PROVINCIAL SYNOD CLERGY

The Rev. Susan Fortunato

The Rev. Theodora N. Brooks

The Rev. Matthew Hoxsie Mead

The Rev. Michelle M. Meech

LAY

Ms. Carla Burns

Mr. James Forde Sr.

Ms. Yvonne O'Neal

Ms. Wendy Cañas

## ALTERNATES TO GC 2021 and PROVINCIAL SYNOD CLERGY

The Rev. Deacon Pedro Rodríguez, Jr.

The Rev. Maria Filomena Servellón

The Rev. Astrid Storm

The Rev. Matthew Wright

LAY

Ms. Diane B. Pollard

Ms. Lauren Reid

Mr. Tivaun Cooper

Mr. Stuart Auchincloss

## CATHEDRAL TRUSTEES

Mr. Frank Brown, President and Chair of the Executive Committee

Mr. David Gordon, Treasurer

Ms. Mary Jane Brock, Secretary

*Ex Officio*

The Rt. Rev. Andrew ML Dietsche, Bishop of New York, Chair

The Rt. Rev. Clifton Daniel III, Dean of the Cathedral

The Rev. Dr. Matthew Calkins, President, Standing Committee

Ms. Katie Conway, President,

The Cathedral School Board

## CLERGY MEMBERS

The Rev. Nigel Masse

The Rev. Dan Matthews

The Rev. Richard McKeon

## LAY MEMBERS

Ms. Roberta Connolly

Mr. Peter Gevalt

Mr. John Griffen

Ms. Angie Karna

Mr. Bruce G. Paulsen

Ms. Jennifer Potter

Ms. Kathi Watts-Grossman

## TRUSTEES EMERITI

Mr. James E. Bacon

Mrs. Edward T. Chase

The Rev. Edward Johnston

Mr. John T. Lane

Dr. Wallace Mathai-Davis

Mr. Harry Smith

Mrs. Phoebe Stanton

Mr. Fred Wibiralske

Mr. E. T. Williams, Jr.

## DEAN EMERITUS

The Very Rev. James A. Kowalski, D.

Min.(2002-2017)

## NON-TRUSTEE OFFICERS

Mr. Michael Edwards,

*Chief Financial Officer*

Laura Fois Bosley,

*Assistant Secretary*



# EPISCOPAL DIOCESE OF NEW YORK 2021 NOMINEES

- A. STANDING COMMITTEE CLERGY, CLASS OF 2025  
ELECT ONE**  
The Rev. Richard Datos-Robyn  
The Rev. Dr. Janice Kotuby
- B. STANDING COMMITTEE LAY, CLASS OF 2025  
ELECT ONE**  
Ms. Carla Burns  
Mr. Jody Hansen
- C. COMMITTEE TO ELECT A BISHOP CLERGY, CLASS OF 2022  
ELECT ONE**  
The Rev. Lauren Kuratko  
The Rev. Michelle Meech
- D. COMMITTEE TO ELECT A BISHOP LAY, CLASS OF 2022  
ELECT ONE**  
Mr. Nicholas Gordon
- E. TRUSTEES OF THE DIOCESE CLASS OF 2024  
ELECT THREE**  
The Rev. Dr. Matthew H. Calkins  
The Rev. Dr. Pierre-Andre H. Duvert  
The Rev. Mary Gregorius  
Canon Michael McPherson  
The Rev. Matthew Hoxsie Mead  
Mr. Peter Saros  
The Rev. Richard Witt, Jr.
- F. DIOCESAN COUNCIL CLASS OF 2024  
ELECT SIX**  
Mr. Mark Arnowitz  
The Rev. Deacon Christobal (Chris) Colon  
The Rev. Amanda Eiman  
The Rev. Deacon Wilson Estil  
Mr. Eric Foote  
The Rev. Julie Hoplamazian  
The Rev. Deacon Shiane Lee  
The Rev. Nathanael Saint-Pierre  
The Rev. AJ Stack  
Mr. Lucas Thorpe  
The Rev. Michael Watson

# NOMINEE BIOGRAPHIES AND STATEMENTS

**THE REV. RICHARD DATOS-ROBYN**  
**P. O. Box 15, Tuxedo Park, NY 10987**

**STANDING COMMITTEE**  
**(CLERGY)**



**Parish:** St. Mary's, Tuxedo Park

**Occupation:** Rector

**Church Positions, Present or Past:** Present--Chair, Mid-Hudson Regional Executive Committee. Present--Dean, Episcopal Community of Central Orange/Delaware Catskill Episcopal Ministry. Past--Vice-Chair, Diocesan Council; Commission on Ministry, Diocese of Pennsylvania.

**Community Positions, Present or Past:** Vice-President, Tuxedo Park Garden Club; Board Member, Tuxedo Park Tree Advisory Board. Past--Board Member, Philadelphia Protestant Home; Board Member, Episcopal Community Services (Philadelphia). Present--Board Member, Sloatsburg Food Pantry.

*My vision of service on the Standing Committee is to assist the Bishop and other members in carrying out the mission of the entire diocese, as well as being a strong representative and advocate for the Mid-Hudson region. Scripture tells us that there are many gifts, but the same spirit. I believe my gifts will be an asset to the Standing Committee, and if elected, pledge to serve faithfully and to the best of my ability.*

**THE REV. DR. JANICE KOTUBY**  
**182 Rt. 376, Hopewell Junction, NY 12533**

**STANDING COMMITTEE**  
**(CLERGY)**



**Parish:** Resurrection, Hopewell Junction

**Occupation:** Rector

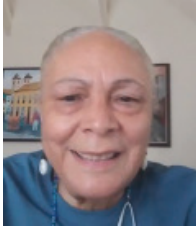
**Church Positions, Present or Past:** Diocese of Utah: Standing Committee; Commission on Ministry; Ministry of the Laity, Subcommittee of the Commission on Ministry; Day of Discovery: planner, organizer leader, Commission on Ministry; EFM Mentor. St. John's, Logan, Utah: Vestry, Junior Warden and Senior Warden.

**Community Positions, Present or Past:**

*With the decreasing membership in the church, parish property (use, disposition) needs to be considered truthfully for the present time and for 100 years from now. Working with ordination candidates to see if they are so called by God and are aware of what it means and how clergy will function in the near future is very important. Careful consideration of Bishop elections in other dioceses ensure the future of the Episcopal Church throughout the Church.*

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

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



**Parish:** Holy Innocents, Highland Falls

**Occupation:** Retired Teacher

**Church Positions, Present or Past:** A third-generation member of the Church of the Holy Innocents, Carla currently serves there as Warden and Food Pantry Co-Director. The Episcopal Church has also given her an opportunity to become involved in one of the major passions of her life, the struggle for social justice for all people. She chairs the Diocesan Antiracism Committee and serves on the Executive Committee of the Antiracist Coalition of Faith, Spiritual and Ethical Communities. In the past, she has served as the Province II Antiracism Network Leader and on The Episcopal Church Executive Council Committee for Antiracism and Reconciliation. She has also served as Vice-President of the Union of Black Episcopalians, New York Chapter.

Church Positions, Present or Past: Senior Warden, Sunday School Teacher, Altar Guild Member and Food Pantry Co-Director, Episcopal Charities Advisory Committee member.

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

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

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



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

**Occupation:** Silvercrest Asset Management

**Church Positions, Present or Past:** St. Barnabas in Irvington where he served eight years as warden. He now serves the Diocese as a Trustee of the Investment Trust and chairs that group's Environmental Sustainability and Governance (ESG) Committee.

Previously served the Episcopal Diocese of New York for 12 years as a member of the Congregational Support Plan and for five years on the Finance and Audit Committee of the Trustees.

**Community Positions, Present or Past:** Outside of church, Jody is a board member of the Saint Faith's House Foundation, a non-profit that supports programs for at-risk and disadvantaged young people in New York. Jody is president of the Friends of the Irvington Town Hall Theater, a non-profit group that raises money for performances, programing, and building improvements. Previous experience includes being Board Member and Treasurer for the ARC of Connecticut, a provider of educational programming for adults with Intellectual and Developmental Disabilities (ID/D)

*Listen to our parishes. The answers to many questions may be found in the small voices of our Diocese, particularly those serving the most needy in our communities.*

**THE REV. LAUREN KURATKO**  
78 Main Street, Hastings-On-Hudson, NY 10706

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



**Parish:** Grace Church, Hastings on Hudson

**Occupation:** Rector

**Church Positions, Present or Past:** Virginia Theological Seminary, Co- Chair of Class Stewards, 2005 to present. Westchester Hudson South (Diocese of New York), Dean of Clericus, 2020 to present. North Atlanta Convocation (Diocese of Atlanta), Dean of Clericus, 2017-2019. Bishop's Search Committee, (Diocese of Northwest Texas) 2007-2008.

**Community Positions Present or Past:** Contributing Writer to GrowChristians.org (Forward Movement's online community for parenting and Christian formation), 2018 to present. Spiritual Director, trained through Shalem Spiritual Guidance Program, 2017 to present.

*My gifts as a spiritual director, my welcoming personality, and my ability to speak the truth in difficult situations are all gifts I bring, along with experience serving on bishop searches in other dioceses. I see this committee as one centered in discernment, connecting the gifts of New York with those of potential candidates. I have experience listening to fellow priests discerning God's call to them and helping them locate where the Spirit is moving. I am thrilled to be a rector here, and I hope to offer these gifts to the wider diocese.*

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

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



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

**Occupation:** Rector

**Church Positions, Present or Past:** Rector, St. John's Episcopal Church, Kingston NY; Dean, Ulster Clericus; Member, Mid-Hudson Board of Managers; Alternate Deputy, Diocese of New York, 79th General Convention of the Episcopal Church; Ministry Developer, Episcopal Diocese of Michigan, Detroit MI; Leadership Team, Living Stones Partnership; Director, Center for Anglican Learning & Leadership (CALL), Church Divinity School of the Pacific, Berkeley CA; Assisting Priest, St. Alban's Episcopal Church, Albany CA.

**Community Positions, Present or Past:** Past-president and current member, Kingston Inter-faith Council, Kingston NY; Board Member, Angel Food East, Kingston NY; Board Member, BLVD Harambee, Detroit MI.

*Discernment is one of the most important tasks we have as Christians, especially as a community. It's not easy to practice the renunciation of our own needs and desires, assumptions and opinions so that we may clearly hear how we are called to move collectively and fulfill God's desire for us. The Committee to Elect a Bishop needs voices from all across the diocese, not to lobby for self-interest, but to prayerfully and courageously bear witness to the fullness of who we are and who we are called to become. I'm humbled to be nominated from the Mid-Hudson Region.*

**MR. NICHOLAS GORDON**  
**102 Bedford St., Apt. 1, New York, NY 10014**

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



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

**Occupation:** Student and Office Assistant

**Church Positions, Present or Past:** Julia Chester Emery Internship with the United Thank Offering and the Presiding Bishop's Staff for Racial Justice and Creation Care, Misison Associate for Episcopal Futures, Communications Assistant and Student Leader at Canterbury Downtown (Downtown Manhattan Campus Ministry), Vestry Member at St. John's in the Village, Grocery Delivery Program, Grant Coordinator and Altar Guild member for St. John's in the Village, Intern at Ascension Outreach (Outreach Ministry of Church of the Ascension), Young Adult Leader with EDNY Young Adult Network.

**Other Positions, Present or Past:** Student Leader with NYU Global Spiritual Life Center, Member of the Multifaith Advisory Council at NYU, Intern and Volunteer at Ascension Outreach Food Pantry, and Student Organizer with NYS Poor People's Campaign.

*Bishops serve an essential role in carrying out the misison of our diocese in the world as well as supporting all of us in our own ministry contexts within our communities. If I were asked to serve on this committee in the event of a bishop's election, I would commit myself to helping our diocese elect a new bishop that speaks to the myriad contexts that we all experience in this incredibly diverse diocese. I would be particularly committed to ensuring that I listen to and advocate for marginalized voices in our diocese whether that be in age, geography, race, among others.*

**THE REV. DR. MATTHEW H. CALKINS**  
**3328 Franklin Ave., Millbrook, NY 12545**

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



**Parish:** Grace, Millbrook

**Occupation:** Rector

**Church Positions Present:** Diocese of New York: Rector of Grace Church, Millbrook (2014 to present); President, Standing Committee (through October 2021); currently Member, Creation Care Committee; Member, Board of Episcopal Futures; in prior years, Member of Mid-Hudson Regional Council; Member, Commission on Congregational Vitality; Before coming to New York, I served the church in various positions in the Diocese of Connecticut, including Member and President of Standing Committee; Member, Companion Relationship Committee; Member, Task Force for Reimagining Church in Connecticut (TREK CT)

**Community Positions, Present or Past:** Currently President, Church Alliance Housing Inc. (senior affordable housing complex); Vice-President, Board of Trustees, Millbrook Library; Member, Ethics Board, Village of Millbrook.

*The Trustees have the responsibility to ensure that the financial assets of the diocese are responsibly invested, and real property assets maintained and improved, or, if necessary and prudent, sold. My experience in church governance at congregational, regional and diocesan levels has convinced me that careful oversight is important and necessary and I am happy to help. Even more, I believe the future of the church depends on strategic mission development, and I look forward to being part of that process as a Trustee.*

**THE REV. DR. PIERRE-ANDRE H. DUVERT**  
2901 Grace Ave., Apt #1, Bronx, NY 10469

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



**Parish:** St. Luke's, Bronx

**Occupation:** Rector

**Church Positions, Present or Past:** In December 2012, Fr. Duvert was elected the Rector of St. Luke Episcopal Church. Prior to coming to St. Luke, he was the Rector of the Church of the Resurrection, East Elmhurst, NY for over thirteen years. He also served curate at St. Gabriel's, Brooklyn, and P.I.C. of the Haitian Congregation of the Good Samaritan.

**Community Positions Present or Past:** In his commitment to the church in serving his community, over the last year, Fr. Duvert partnered with the Bronx District Attorney, Darcel Clark and the NYPD in hosting a Gun Buyback Event at St. Luke church that yielded the removal of 136 guns from neighborhoods of Northeast Bronx. Additionally, he partnered with the State of New York to host COVID and antibody testing, and COVID vaccine Clinics at St. Luke Episcopal Church.

In 2015, he started the First Annual Police Recognition Day, which serves as St. Luke's expression of gratitude for the work of Police officers in the Bronx communities. a vehicle to bridge the gap between the police and the Bronx community. He is also an active member of the 47th Precinct Clergy Coalition. At the Diocesan Level, Fr. Duvert is a member of the Board of Episcopal Charities, where his work is significant in supporting organizations and entities to transform the lives of over 1 million people in need each year. He currently serves as trustee of the Diocese.

*I will feel blessed and privileged to serve another term as a trustee of the Diocese.*

**THE REV. MARY GREGORIUS**  
8 Sunnyside Avenue, Pleasantville, NY 10570

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



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

**Occupation:** Rector

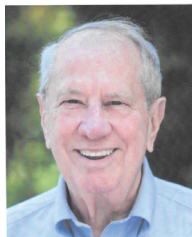
**Church Positions Present or Past:** 1996-1997, Westchester Medical Center, Chaplain Training 1998-1999 Trinity Episcopal, Fishkill, Deacon, developed Pastoral Care Team; 1998-2005 Christ Episcopal Church, Poughkeepsie, Deacon, developed Pastoral Care Team, reorganized Mission Outreach to be more in line with parish energy; 1999-2001, Deacon Committee under The Rt. Rev. Mark Sisk, developed training protocol options for Diocesan consideration; 2001-2002, Chaplain, WTC Disaster site; 2005-2006, Westchester Medical Center, Chaplain training; 2007-2009, General Theological Seminary, Deacon/Seminarian, St. John's in the Village, Pastoral Care, Liturgy; 2009-2012, St. Margaret's, Staatsburg, Pastoral Care, Adult Ed, Liturgy; 2009-2015, Episcopal Charities Advisory Board member; 2010-2011; Westchester Medical Center, Chaplain Residency; 2015-2021 Diocesan Council, Leadership Development Commission; 2014-present, Clergy Critical Needs Committee; 2012-present, St. John's Episcopal Church, Pleasantville, Rector.

**Community Positions Past and Present:** 1999-2003, Director Poughkeepsie Boys Choir; 1998-2005, Episcopal Chaplain, Vassar Brothers Hospital, Poughkeepsie, St. Francis Hospital, Poughkeepsie; 2003-2004 formed a team to build the business case for Vassar Brothers Hospital to establish a Pastoral Care Department; 2012-present Pleasantville Clergy Association, have been coordinator since 2018; 2013-present, Pleasantville Better Business Bureau.

*The Diocesan Trustees "manage the real and personal property and endowment funds, in order to enhance and further the mission of the Diocese as it is determined by Convention and Council." The service I have offered in the past has prepared me to serve the Diocese in this new capacity as one of the Diocesan Trustees. Thank you for considering cast a vote in my favor.*



**CANON MICHAEL J. MCPHERSON**  
**315 West 86th Street, 11C, New York, NY 10024**



**Parish:** Christ & St. Stephen's, Manhattan

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

**Occupation:** Retired

**Church Positions, Present or Past:** Chief Administrative Officer, Episcopal Diocese of New York, 1988-2002. (Returned at Bishop Dietsche's request in 2016 for two years to search for a permanent replacement).

Secretary: Diocesan Trustees; Episcopal Charities Board; Chair, the Bell Home; Secretary, Episcopal Housing Corporation.

**Community Positions, Present or Past:** Cherry Grove Community Association; Fire Island Association; Cherry Grove Property Owners Association; AA General Service Trustee; Fire Commissioner - Cherry Grove Fire District; Coop-Board, 315 West 86th Street.

*Before Bishop Grein, the Diocesan Council was responsible for everything: the mission of the Diocese, Diocesan finances, and property. Bishop Grein wanted Council to take care of the Diocesan mission, and Trustees to handle Diocesan money and property (his proposal was initially defeated by Diocesan Convention but passed the following year). I believe I bring a different perspective for this position having previously served on its Staff. I also believe that an important objective for me would be to prepare for my successor. And it would be an honor for me to serve the Diocese in any way.*

**THE REV. MATTHEW HOXSIE MEAD**  
**1415 Pelhamdale Avenue, Pelham, NY, 10803**



**Parish:** Christ the Redeemer, Pelham

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

**Occupation:** Rector

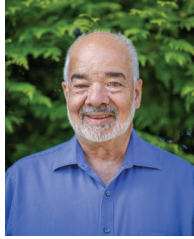
**Church Positions, Present or Past:** Episcopal Church: Deputy to General Convention (2021/2022; 2018; Alt. 2015); Chair of the General Convention Legislative Committee for Stewardship & Socially Responsible Investing (2021/2022); Secretary of Task Force on Liturgy & Prayer Book Revision (2018-2021) and Chair of the Task Force Subcommittee on Communications (2018-2021); Assistant Secretary of Legislative 13 (Prayer Book Revision & Marriage) at General Convention (2018). Diocese of New York: Chair of the Budget Committee (2013-Present); Member of the Finance Committee (2017-Present) Chair of the Task Force on Financial Matters for EDNY Strategic Plan (2015-2016); Commission on Ministry (2009-Present); COM Discernment Committee Trainer (2014-Present); Dean of Westchester Sawmill Clericus (2012-2015); Diocesan Council (2007-Present); Congregational Support Plan Committee (2007-2016); Ecumenical Committee (2009-2016); Committee To Elect A Bishop (2010-2011); Hispanic Grant Committee (2008-2010). Parish Experience: Rector of the Parish of Christ the Redeemer, Pelham (2015-Present); Rector of the Church of the Good Shepherd, Granite Springs (2009-2015); Curate of the Church of Saint Mary the Virgin, Times Square (2004-2009).

**Community Positions, Present or Past:** Husband and father; Hearts and Homes for Refugees (Team convener/sponsor 2018-Present); Chair of the Pelham Interfaith Council (Chair 2020-Present; Member 2015-2019); Prospect Hill Elementary School PTA (Chair of the Dads Club 2016-2019); Yorktown Interfaith Council (2009-2015); Community Partner with the Community Center of Northern Westchester (2013-2015); Charter Executive for Boy Scout Troop 376 (2011-2015).

*I have a clear understanding of the finances, structures, and challenges of diocese. I have served in three congregations in our diocese and on numerous committees in our diocese and TEC. I serve as chair of the diocesan Budget Committee and chaired the Task Force for Financial Matters for the diocesan Strategic Plan. I also serve as one of our Deputies to General Convention and Chair of TEC Legislative Committee for Stewardship & Socially Responsible Investing. The Trustees manage the real and personal property and endowment funds of our diocese, and I believe my experience is a good fit for this ministry.*

**MR. PETER C SAROS, M Div.**  
**P. O . Box 960 Hamptons Bay, NY 11046**

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



**Parish:** St. Margaret's, Bronx

**Occupation:** Congregational  
Consultant

**Church Positions, Present or Past:** Development, Stewardship and Church Growth Consultant (over 30 years consulting with nearly 200 congregations, Episcopal, Lutheran, congregational, in 13 dioceses). Consulting on a Church Re-Purposing Project, St. John's Church, Waterbury, CT. Special Projects Administrator in team Ministry St. David's, St. Simeon's, San Juan Bautista, Bronx. Past Chair, South Bronx Inter-Parish Council; Past Vice and Present Interim, Bronx Council, served multiple times on Diocesan Council and Budget Committee, past Chair, Diocesan Leadership Commission; past Chair, Diocesan Aid Commission, Program Committee. Past Chair, Church and City Conference; Past Board Member, Episcopal Urban Caucus; Past Administrator, Church of the Incarnation, Jersey City; Member of American Board of St. Martin's in the Fields, London, England; Past Executive Director, Bronx Youth Ministry.

**Community Positions, Present or Past:** Past Executive Director, Hamptons Bay Youth Council; Peconic Community Council, Maureen's Heaven (a project recruiting congregations into overnight housing of homeless individuals), including providing support services (Episcopal, Lutheran, Congregational, Roman Catholic, Baptist, Methodist, Presbyterian). Treasurer, Long Island Organizing Network; participant, South Bronx churches (Ecumenical Community Organizing for Justice; Community Developments and Housing).

*It is my hope that with my years of experience in parish development, diocesan involvements, especially on Diocesan finances, I can be a resource on the board of Trustees to find additional ways to support the Ministry and Mission Outreach of our congregations. Urban, Suburban and Rural. In doing so, support the Trustees in protecting the resources of the Diocese. We are blessed in this Diocese with more resources than most other Dioceses and have the gift of nearly 200 congregations of various races, languages, small to large in size and serving a large geographical area. Our ministry as followers of Christ changes the lives not only of our members, but the communities we serve.*

**THE REV. RICHARD WITT, JR.**  
**16 Lawrence Rd, Accord NY 12404**

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



**Parish:** Rural Migrant Ministry

**Occupation:** Director, Rural &  
Migrant Ministry, Inc.

**Church Positions, Present or Past:** Associate Priest, St John's Monticello, NY. Priest in Charge, Grace! Lyons, NY. Protestant Chaplain, Vassar College, NY. Associate for Community Ministry, Christ Church, Poughkeepsie, NY. Associate Rector, Parish of the Epiphany, Winchester, MA, Assistant to the Executive Director & Coordinator of the Burgess Urban Fund, Episcopal City Mission, Boston, MA.

**Community Positions, Present or Past:** Consultant, Oficina Hispano, Jamaica Plain, MA Counselor, Cambridge House DARE Inc, Cambridge, MA Community Sociologist, Greater Boston Legal Services, Roxbury, MA.

*I believe in the importance of ensuring that the diverse array of voices of the Diocese are heard and incorporated in the work and stewardship of the Trustees. This is especially true during this period when finances are a core issue facing our congregations and the Diocese. We need to find creative avenues in order to live fully into our mission. As co-chair of the Reparations Committee, I am also committed to the full implementation of the Reparations Fund and the Emerging Diocesan Credit Union.*

**MR. MARK ARNOWITZ**  
**3 Brook Road, Hewitt, NJ 07421**

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



**Parish:** Christ Church, Warwick

**Occupation:** Educator

**Church Positions, Present or Past:** Vestry Member 2011-2014; Junior Warden, 2018-2022; Usher 2011-present; Chalice/ Reader 2018-present; Member of Church Band, 2018- present.

**Community Positions, Present or Past:** Saturday Morning Breakfast Team, 2011-present; Youth Education 2011-present; Mission Team to Costa Rica, 2013; Youth Mission Team to Philadelphia, 2014; Teen Youth Group Leader, 2015-2016; Summer Camp Instructor, 2012-2018; Church Garden Design, 2019.

*Street-corner churches need to be heard! Migrant ministries need to be counted in. Men, women, Native Americans, persons of color, LGBTQ communities, every brother, every sister, let's come together. Share your stories, your needs, hopes and dreams. I will be here to listen and act on your behalf, but I am one person. This door swings both ways. Whoever gets elected do everything in your power to share your lives with the greater Episcopal Diocese. Together we are one!*

**THE REV. DEACON CRISTOBAL (CHRIS) COLON**  
**1185 North Avenue, Beacon, NY 12508**

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



**Parish:** El Buen Pastor/ Good Shepherd, Newburgh

**Occupation:** Biologist

**Church Positions, Present or Past:** Deacon at El Buen Pastor/ Good Shepherd, Newburgh.

**Community Positions, Present or Past:** Certified tutor for Literary Connections. Beacon LGBTQ member.

*My vision is to work towards the goals and aspirations of the membership of the Episcopal Church in America as expressed at its diocesan convention. Our method of church governance depends on the guidance of the total membership, which includes its bishops, clergy, and laity. It is important to fulfill the mission of the church in the world, both on a diocesan and national levels in order to grow as a church and fulfill what is ultimately the expression of our baptismal covenant. I am excited to the possibility to be able to support and facilitate the work of those who have accepted roles in groups at the parish level who are working toward fulfilling the goals and aspirations of the total church membership as determined by convention, lending my talents as a resource, a champion, a cheer-leader and a peacemaker.*

**THE REV. AMANDA EIMAN**  
**P. O. Box 158 Garrison, NY 10524**

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



**Parish:** St. Philip's, Garrison

**Occupation:** Rector

**Church Positions, Present or Past:** The Rev. Amanda Eiman has served as rector of St. Philip's Church in the Highlands in Garrison, since January 2020. Before moving to the Diocese of NY, she served churches in Pennsylvania, Kansas, and Virginia. Her diocesan involvement in the Diocese of Pennsylvania included being the Chair of the Commission on Ministry, a member of the 2016 bishop search committee, and a nominating committee member. In the Diocese of Kansas, she was a member of the Commission on Ministry. She is blessed to be with the people of St. Philip's in Garrison and in the Diocese of New York.

**THE REV. DEACON WILSON ESTIL**  
**547 Troy Avenue Brooklyn NY 11203**

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



**Parish:** Haitian Congregation of the Good Samaritan, Bronx

**Occupation:** Teacher (DOE)

**Church Positions, Present or Past:** Lay Eucharistic Minister, Lay Preacher, Lay Reader. Present: Deacon. Past: Chair, Men Association, Stewardship Committee, Vestry member.

**Community Positions, Present or Past:** Working as co-chair of Group Good Samaritan of Brooklyn. This is a Haitian worship and prayer group. We address the needs of the Haitian community and we offer house to house prayer on Saturday. Prayers are now conducted via Zoom.

*I have been a member of The Haitian Good Samaritan Church for more than three decades. I am currently serving as a Deacon alongside Rev. Sam Owen. I thank God for God's blessings, and for giving me the opportunity to serve the Community and the church, despite the difficult time we are facing. As someone once said " Thankful people focus less on the pillows they lack and more on the privileges they have." It is my desire to use the gifts that God gave me to work as a member of the Diocesan Council. My faith in God and the commitment to do his work will give the necessary strength to participate and contribute in moving the Diocesan Council forward.*

**MR. ERIC FOOTE**  
**73 Oldert Drive, Pearl River NY 10965**

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



**Parish:** St. Stephen's, Pearl River

**Occupation:** Engineer

**Church Positions, Present or Past:** Present: Warden, Finance Committee, Buildings and Grounds Committee. Technology Commission, Lector, Eucharistic Minister. Past: Vestry Member, Vestry Clerk, Outreach Committee, Sunday School Instructor, Vacation Bible School Instructor.

**Community Positions, Present or Past:** Present: Pearl River School District Facility safety committee. Past: College President's Admiral's Scholarship Dinner Committee, College Alumni College Night representative. Cub Scout Den Leader, Boy Scout Assistant Troop Leader.

*I believe that the work of the Diocesan Council is very important to the life of the Diocese of New York. All aspects of the life in the Diocese can be enhanced with proper management of the financial resources available to the individual congregations, programs, ministries, but must be tempered with the realization that the Diocese is a very diverse organizations in terms of urban, suburban and rural locations, languages and cultures. The make-up of the Diocesan Council should reflect this wonderful diversity.*



**THE REV. JULIE HOPLAMAZIAN**  
443 1st Street, Apt. 1L, Brooklyn, NY 11215

**DIOCESAN COUNCIL  
(CLERGY)**



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

**Occupation:** Associate Rector

**Church Positions, Present or Past:** Associate Rector, St. Michael's, NY; Rector, Church of St. Luke & St. Matthew, Brooklyn, NY; Associate Rector, Grace Church Brooklyn Heights, Brooklyn, NY; Pastoral Associate, Christ Church, Oyster Bay, NY; Director of College Ministry, Diocese of the Armenian Church, New York, NY; Founder, Faith on Pointe: a ministry at the intersection of ballet and theology.

**Community Positions, Present or Past:** Co-President, Brooklyn Heights Interfaith Clergy Association; Board Member, Camp DeWolfe; Board Member, Young Clergy Women International; Board Member, Ekklesia Contemporary Ballet.

*The pandemic has shown us just how important the role of Diocesan Council is: to encourage and support the people of the diocese, in their efforts to carry out the mission of the church. Diocesan Council provides structural, institutional support for the necessary work of the church to exercise the ministry of Jesus Christ. Overseeing and coordinating the response to and implementation of resolutions relating to the mission and program of the Diocese is important work. To me, mission and program is at the heart of the life of the church.*

**THE REV. DEACON SHIANE MARLENE LEE**  
171 Pearsall Drive, #5E, Mt. Vernon, N.Y. 10552

**DIOCESAN COUNCIL  
(CLERGY)**



**Parish:** St. Mary's, Chappaqua

**Occupation:** Social worker,  
Psychotherapist, Chaplain

**Church Positions, Present or Past:** Deacon at St. Mary the Virgin in Chappaqua, New York. Responsible for Bible study, confirmation class preparation. Lenten Programs, Altar Guild training, feeding the homeless.

**Community Positions, Present or Past:** Director at the Guidance Center of Westchester, New York Substance Abuse Program for adults and adolescents. Responsible for managing the clinical and administrative adults and adolescent substance abuse program. Increase the census, outreach, audits, building community relations, along with parole, probation and faith base organization relationships, and prepare and manage program budgets.

*I have always been involved as a social activist, keeping my finger on the pulse of what is happening in my community, in this case what is happening in our diocese. I would make sure to be a part of this team, to assist the New York Diocese with up-to-date challenges going on in our Diocese, and to work diligently as a team player to catch up and stay ahead of the challenges that are taking place in our diocese today. Our plate is full, and one of my strengths, is that I am not afraid of hard work, and multiple challenges. I have learned that dedication, structure, empowerment, and prayer are a fantastic combination to repair and resolve the numerous challenges we have before us.*



**THE REV. NATHANAEL SAINT PIERRE**  
**575 Grand Street E2005, New York, NY 10002**

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



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

**Occupation:** Rector

**Church Positions, Present or Past:** The Reverend Nathanael Saint-Pierre is a seasoned Episcopal priest who is passionate about Prophetic Preaching, Social Justice, Liturgy, Mission, the Transformative Power of Jesus Christ and the Way of Love. He loves teaching and has the desire to develop a prophetic voice that provides hope to the marginalized. He welcomes to Christ all people regardless of their gender, political views, sexual orientation, race, and ethnicity. He serves as Rector at St. Augustine's Episcopal Church, Manhattan.

Achieved a Doctor of Ministry in Homiletics at Bexley Seabury Seminary, Chicago, IL. He completed a degree in computer science in Montreal Canada and is a self-proclaimed digital missionary. Utilizing his skills and experience to link theology and technology, he provides IT support and training at home and abroad. He is a graduate of the Seminaire de Theologie Eglise Episcopale d'Haiti.

In addition to his role as a priest, Father Nat is an entrepreneur, an automobile mechanic, a radio and TV host, and a journalist.

At-Large Board Member of Union of Black Episcopalians (UBE), representing the Association of Episcopal Haitian Clergy Living Abroad (AEHCLA).

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

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



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

**Occupation:** Rector

**Church Positions, Present or Past:** Priest-in-Charge, St. Thomas Amenia Union (02/2020 – Present); Priest-in-Charge, St. Peter's Episcopal Church, Gallipolis, OH (07/2015 – 02/2020); Priest Missioner, Christ Episcopal Church, Ironton, OH (07/2015 – 06/2018); Facilitator & Coach, Hope. Partnership for Missional Transformation, Indianapolis, IN (02/2018 – 6/2020); Council Member, Diocesan Council in Diocese of Southern Ohio (2017 – 2020); Commissioner, Commission on Congregational Life in Diocese of Southern Ohio (2016 – 2019); Trustee, Episcopal Community Services Foundation in Diocese of Southern Ohio (2012); Member, Episcopal Appalachian Ministries, Kingsport, TN (2009-2012).

**Community Positions, Present or Past:** Board member, Rotary Club of Millbrook, NY; Board Member, Foundation for Community Health (Sharon, CT); Board Member Dutchess County Interfaith Council, Poughkeepsie, NY.

*One of the most important vibrant Jesus focused church is its ability to adapt and evolve overtime. In my experience as a coach with congregations that are working to become more missionally focused, the support they receive from their diocese as they venture into new and sometimes -scary territory! - it is often what makes the biggest difference. Diocesan Council is one very important way to assist local ministries in their discernment and growth since it is uniquely positioned in the diocesan structure to provide guidance and support as parishes discern God's call on their future.*

**MR. LUCAS THORPE**  
**173 Montrose Ave Apt 2F, Brooklyn, NY 11206**

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



**Parish:** Heavenly Rest, Manhattan

**Occupation:** Director of Technology & Program Organizer, Coordinator for Arts and Mission Rentals

**Church Positions, Present or Past:** Program Organizer 2018-2020, Director of Technology and Online Production: Coordinator of Arts and Missions Rentals 2020-2021, Lay Eucharist Minister, Church of the Holy Apostles, Brooklyn NY, 2016-2017, Education for Ministry, Mentor 2017-2019. Small Groups Leader, 2020-2021.

**Community Positions, Present or Past:** Director of Operations, Interior Design Department, Arts Administration, School of Visual Arts, 2011-2018, Volunteer Masbia Soup Kitchen 2016-2018, Board Member, Camera Club of New York 2008-2011.

*The role of the Council is critical to the successful implementation of the ministries throughout the Diocese. Budgets represent financial support for strategic priorities. In this time of COVID, I am acutely aware of the importance of resource allocation and consideration for Parish and ministry support. I believe it is essential to invest in youth, social and racial justice ministries, congregational care and development balanced with good stewardship. Thank you for considering my candidacy. I am grateful for the opportunity to serve.*

**THE REV. MICHAEL WATSON**  
**331 Route 100, Somers, NY 10589**

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



**Parish:** Saint Luke's Somers

**Occupation:** Rector

**Church Positions, Present or Past:** Vestry, All Saints' Episcopal Church, Weatherford, TX (2001-2003); Parishioner and Mission Co-ordinator, Grace Episcopal Church Manhattan (2006-2013); Seminarian, St. Luke's Episcopal Church, Katonah; 2012-2015; Ministry Assistant, St. Paul's Episcopal Church, Riverside, CT (2016-2017); Ministry Assistant, and following that, Deacon—St. Mark's Episcopal Church, Mt. Kisco, 2017-2018; currently Priest-in-Charge, St. Luke's Episcopal Church, Somers, NY (2018-present).

**Community Positions, Present or Past:** Briefing Attorney, U.S. District Court, El Paso, Texas (1976-78) Trial Lawyer and various offices in legal societies (1978-2007); Adjunct Professor of Law, Texas Wesleyan University School of Law (2003-2006); Community Relations Board, Somers Police Department (current).

*I would like to participate in helping congregations as they strive to grow, both spiritually and in numbers; to co-ordinate missionary aspects of congregational life; to be involved in issues of social concern and social change activities and advocacy; to assist congregations in developing programs to encourage lay leadership in the areas of mission work, food security programs; to work with leaders of small congregations in ways that encourage growth and visibility in their own communities.*

## CLERGY INELIGIBLE TO VOTE

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

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

Abernathy, Harrison	Batson, Stephen	Campo, JoAnne
Ackaah, Vincent Abisi	Bean, Kevin	Carlson, David Cartier,
Ackerman, Patricia	Beery, William	Fred Chalmers, Glenn
Albert, Hilario	Bennett, Jr, Bertram	Chambers, Robert
Ampah, O.S.H., Rosina	Bennett, Ryan	Clarke, John David
Ancona, Andrew	Bennison, Jr., Charles	Cobden, III, Edward
Anderson, Carol	Bercovici, Hillary	Coggi, Lynn
Anderson, Richard	Berkowe, Kathleen	Coleman, Fred G.
Andrews, John	Betts, Ian R.	Colwell, Charles
Arambulo, Arnulfo	Blauvelt, Charles	Combs, Leslie
Armstrong, Geoffrey	Bloomer, Nancy	Conger, George
Arnold, Duane	Boatright-Spencer, Angela	Conway, J. Cooper
Ashcraft, Brandon	Bodie, Park	Copley, Susan
Angela Auchincloss,	Bolle, Stephen	Crafton, Barbara
Anne Auletta,	Bordador, Noel	Cromey, Edwin
Kimberlee Austin,	Borzumato, Judith	Cushman, Mary
Evette Ballentine, Lucia	Bourhill, John	Cushman, Thomas
Baltus, D. Barrington	Bowers, Thomas	Danford, N. Chase
Baroody, Roger Barrie,	Boyton, Caroline	Daniels, Paul
Bartholomew, Adam	Brewer, M.D. Anne	Darves-Bornoz, Derek
	Burke-Lewis, Mabel	
	Burns, James Lee	

de Fontaine-Stratton, James	Free, Horace	Haller BSG, Tobias
DeLashmutt, Michael	Fulton, III, Charles	Hamblin, M.D., Jeffrey
DeLellis, Catherine	Fulton, Norman	Hamlyn, Robert
Derby, OGS, William	Gadsden, Carol	Hare, Anne
Desueza, Edmond	Galgano, Hollis (Holly)	Harkins, James
Dewey, Jr., Dayton	Gallagher, Daniel	Harrington, Lynn
Diaz, Gladys	Gallagher, Gerald	Harvey, Errol
Diaz, George	Garcia, Ruth Ann	Hayes, Perren
Draesel, Jr., Herbert	Garnsey, Elizabeth	Haynes, Sr., Larry
Dresser, Deborah	Gatch, Milton	Healey, Ph.D., Joseph
Dulfer, John	Geer, Francis	Hellman, Gary
Edmonds, John	George, Allen	Henry, Karen E. J.
Elsberry, Terence	George, T.S.S.F., Dominic	Heron, James
Engleby, Michael	Glover, Beth	Herrick, Robert
Ewart, Craig	Glover, J.D., Marsha	Hewitt, Emily
Fausak, Frederick	Godley, Robert	Hildesley, Hugh
Fenton, Douglas	Goodness, Donald	Hill, Renée
Ferlo, Roger	Gore, Gina	Hoag, David
Fernandez, Jose	Grab, Virginia	Hoeltzel, George
Flanagan, Robert	Graham, Suzanne Hope	Huntington, Francis
Fleenor, Ryan	Greene, III., Joseph	Jebamani, Gideon
Foster, Andrew	Greenlaw, William	Johannson, Johanna-Karen
Fox, Carol	Gressle, Richard L.	Johnson, Jr., Fred
Francks, Robert	Griffith, David	Johnson, Johan
	Groskoph, Elizabeth	Kanellakis, Theodore

Kassebaum, John	Lowe, Jr., Eugene	Mercer, Thomas
Kaswarra, George	Lutz, Alison	Mesler, Raymond
Kemmler, Richard	Maas, Jan	Meyer, Erika
Kendall, Michael	MacInnis, Elyn	Miller, John
Keyes, Charles	Mackintosh, Leigh	Miller, Megan
Kim, Kyrie	Magdalene, Deborah	Miller, Thomas
Kimme, Jimmie	Mallary, Jr., R. DeWitt	Minifie, Charles
Knight, Frank	Mandeville, Kathleen	Minturn, Sterling
Kowalski, James A.	Marchand, Richard	Moody, John
Krauss, Harry Edward	Martin, Mary	Moquete, Clemencia
Krengel, William	Martinez, Mario	Morales, Frank
Kunhardt III, Philip	Mason, Joel Clark	Morehouse, Timothy
Kunz, Richard	Mathew, Varghese	Morton, III, James
Lamazares, Gabriel	Matlack, David	Muncie, Margaret
Lamkin, Melissa	McCloghrie, Lesley	Munroe, Jim
Landers, Greg	McCoy, OHC, Adam	Musoke-Lubega, Benjamin
Lane, Keith	McDonald, James	Nanthicattu, Jacob
Larom, Jr., Ricahrd (Peter)	McGhee, Margaret	Nestlehutt, Mark
Lathrop, Brian	McIntyre, Calvin C.	Newcombe, David
Lawrence, Jimmy	McKenna, Keith	Nicoll, Thomas
Lesh, Ryan	McNeeley, M.D., David	Norgren, William
Lewis-Theerman, Kristine (Kris)	McPherson, Clair	Northup, Lesley
Lindsley, James Elliott	McQuade, Lynne	Obiechefu, Ifeanyi
Lodwick, James	McWhorter, Elizabeth	Ogle, Albert
Logan, Yvonne	Mead, Andrew	O'Hara, Helen

Osgood, John	Rice, Rodney	Stelk, Lincoln
Pace, James Conlin	Roadman, Betsy	Stephens, Ph.D., Esq., Anthony
Palmer, III, John	Rock, Jean Baptiste	Stout-Kopp, Ronnie
Parris, Cheryl	Rodgers, Stephen M.	Stowe, Howard
Payne-Carter, Gloria	Ros, Salvador	Strobel, Pamela
Peacock, Caroline	Ruschmeyer, Henry C.	Sturtevant, Henry
Perez-Bullard, Altagracia	Rutledge, Fleming	Suero, Richard
Peters, Yejide	Sanders, Lynn	Swain, Storm
Peterson, Ralph	Sanon, Jean-Louis Felix	Sword, OHC, Carl
Peterson, Jr., Frank (Pete)	Savoy, William	Szczerba, Jr., Thomas
Pfaff, Brad	Schacht, Lawrence	Szost, Lois
Phelan, Sister Shane	Schaeffer, Susan	Tammearu, Deborah
Phillips, Richard	Schmidt, John	Temple, Charles
Pike, Thomas	Selfe-Verrone, Christine	Thompson, Owen
Pollard, III, Robert	Shepherd, William	Thompson, Peter
Powell, Jr., Peter	Signorelli, Barry	Thorsen, Heidi
Powell, Sydney	Simons, Daniel	Toomey, Ph.D., David
Prator, Lloyd	Slade, BCC, Debra	Torres, Julio
Price, Stephen	Smith, Ralph	Townsend, Ph.D., Craig
Pridemore, Charles	Smith, Susannah	Trapp, James
Pritchett, Jr., Harry	Smith-McGehee, Lionel	Treherne-Thomas, Rhoda
Reinhard, Kathryn	Smith-McGehee, Thomas	Trever, Stephen
Relya, Michael	Speeks, Mark	Tully, William
Remppel, Paulette	Stafford, Robert	Turczyn, Jeffrey
Reynolds Holmes, Francine	Stallings, "Buddy"	Turner, Alison



Turner, Phillipa

Tuttle, Margaret

Tweedy, Jeanette

Varghese, Winnie Verbeck-

Brindle, Carolyn

Wachner, Emily

Wallace, Sean

Warfel, John

Webber, Michael

Weglarz, Eileen

Weiner Tompkins, Rebecca

White, Alon

Wilson, SSG, Eugenia

Wing, III, Arthur

Winslow, Jr., Dennis

Winsor, Michael

Wood, Sarah Anne

Woodcock, Bruce

Woods, Stephen

Wright, Robert

Yohannan, Philip

Zacker, John

Zito, Robert

# RESOLUTIONS 2021

## RESOLUTION REGARDING A HYBRID DIOCESAN CONVENTION

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

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

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

**Title of Resolution:** Approving a Hybrid Diocesan Convention

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

Whereas, by unanimous written consent, the Council of The Episcopal Diocese of New York adopted the resolutions set forth below to evidence its position regarding a hybrid convention of the Diocese to be held on November 13, 2021, and

Whereas, the Council of The Episcopal Diocese of New York wishes to refer the resolutions set forth below to the 245th Convention of The Episcopal Diocese of New York and desires that the 245th Convention of The Episcopal Diocese of New York adopt such resolutions.

### TEXT OF THE RESOLUTION(S):

Resolved: that the 245th Convention of The Episcopal Diocese of New York adopt the resolutions adopted by the Council of The Episcopal Diocese of New York by unanimous written consent, reflecting its position concerning a hybrid Diocesan Convention, as set forth below, with the further clarification that the term “Diocesan Convention” or “Convention” as used in these resolutions include the worship service associated therewith under Article V of the Constitution of The Episcopal Diocese of New York, any roll-out meetings held before November 13, 2021 and any voting that relates to Diocesan Convention (whether such voting occurs before, on or after such date), in each case that relate to content normally reserved for in-person Diocesan Conventions.

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

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

Whereas, The Episcopal Diocese of New York (the “Diocese”) will hold its annual convention and, if applicable, may hold special conventions (each, a “Convention”) in calendar years 2021-2025, inclusive; and

Whereas, the COVID-19 pandemic had resulted in social distancing and displacement of clergy and laity located throughout the Diocese, resulting in a virtual Convention in November 2020; and

Whereas, the Bishop and management of the Diocese, with the input of parish leaders, acknowledge that certain efficiencies were realized in 2020 by holding (1) the worship service associated with the November 2020 Diocesan Convention and required under Article V of the Constitution of the Diocese and (2) any roll-out meetings relating to the November 2020 Diocesan Convention, in each case before November 7, 2020, the formal 2020 Diocesan Convention date, and in each case relating to content normally reserved for in-person Diocesan Conventions; and

Whereas, the Bishop and the management of the Diocese believe that it would be in the best interest of the Diocese to have the flexibility to host in-person, virtual or hybrid in-person/virtual Conventions during the calendar years 2021-2025, inclusive, whether annual or special; and

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

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

NOW, THEREFORE, BE IT

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

RESOLVED: That the Conventions to be held in calendar years 2021-2025, inclusive, be held virtually, in-person or some combination thereof, as the Bishop may determine, notwithstanding any provision of Robert’s Rules of Order to the contrary; and be it further

RESOLVED: That the term “Convention” as used in these resolutions, be deemed to include the worship service associated with each applicable Diocesan Convention under Article V of the Constitution of the Diocese or otherwise and any roll-out meetings held before the applicable formal Convention date that relate to content normally reserved for in-person Conventions, whether annual or special; and be it further

RESOLVED: That it is the position of the Diocese that the term “ballot”, as used in the Canons of the Diocese, includes electronic voting procedures as well as the utilization of physical ballots in connection with any action to be taken at a Convention, whether on the applicable formal Convention date or prior thereto, and whether annual or special; and be it further

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

RESOLVED: That the foregoing resolutions be applied only to the Conventions, whether annual or special, occurring during the calendar years 2021-2025, inclusive.”

### **Explanation**

Please refer to the recitals contained in the Resolutions of the Council of The Episcopal Diocese of New York adopted by unanimous written consent.

**Episcopal Diocese of New York  
Narrative Budget for 2022**

Date: September 29, 2021

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

To: Convention of the Diocese of New York

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

The Budget Narrative is divided into three parts:

- 1) Executive Summary of the Narrative Budget
- 2) Committee & Members
- 3) Resolutions of the Budget Committee

**Executive Summary**

The 2022 budget fully funds the mission of the Diocese of New York. The 2022 budget addresses the missional priorities of our diocese in 2022 and funds all normal staff, congregational, and ministry support, programming, and grants.

Last year, when we crafted the 2021 budget, we faced two major challenges. The first was the likelihood that many of our congregations would have trouble paying their normal apportioned shares. With the assistance of the Adjustment Board, we were able to plan for and budget significant apportioned share relief. Our second challenge was not knowing when and how pandemic related restrictions on in-person activities would wind down. The 2021 budget assumed limited or no in-person activities and travel for the majority of the year. The 2021 budget also temporarily deferred and cut where possible. Essentially that meant reducing the budget by about \$1.5M down from a normal year.

Our assumptions for 2021 were accurate: More than 90 congregations asked for and received adjustments of up to 25% for at least one quarter of 2021; and though it has been a bit slower than many hoped, in-person restrictions continue to be modified and lifted, most of our churches are open, and, though we are still not back to normal, many ministries and programs have resumed.

The 2022 budget assumes lesser forms of the same challenges. We now have the benefit of seeing which congregations requested adjustments and can therefore project more accurately what our income will be. We also know that many ministries and programs that were on hiatus have resumed or plan to resume in the near future, either in-person or online. For 2022 we have

budgeted for improved-but-still-lower-than-normal apportioned share income, and we have budgeted for the full return of all diocesan ministries, programs, and congregational support.

The Adjustment Board does not plan on offering a blanket adjustment for every congregation as was done in 2020, nor do they plan to offer the nearly-blanket-apply-and-automatically-receive adjustment as was done in 2021. For 2022 any congregation that seeks an adjustment may appeal to the Adjustment Board and our budget assumes a number of congregations will seek adjustments.

An astute reader will perceive that we must have an income gap. Actually, our diocese has an income throttle – a canonical cap (Canon 17.3.4) that states: If the Apportioned Share of any Congregation shall exceed 25% of the total budget of Diocesan expenditures in any one budget year, the excess shall be applied to the Diocesan General Endowment Fund.

The cap is designed to do two things: 1) Ensure that no single congregation supports the bulk of the operating budget; and 2) grow the endowment by transferring the portion of any congregation's apportioned share that exceeds the set percentage of 25% of the total budget to the endowment. The intent was to limit occasional, excessive spending by transferring excess income to the endowment. Until 2016 the diocese rarely hit the cap, but we have hit it every year since 2016. Also, the endowment has been growing in other ways, such as when the diocese sells real estate and by the fact that we do not ever overdraw our endowment. The financial realities of the past few years have warped the original intent as the cap has become a throttle that depresses spending on mission and depletes our cash reserves so that the endowment can grow in a way that was not intended when the cap was established.

Balancing the budget for 2022 with the 25% cap in place requires cutting an addition \$600K in ministry and congregational support from the budget, all so that we can transfer money to the endowment. Last year's Budget Committee dealt with the same issue and recommended that the cap be examined and possibly modified in 2021. The Budget Committee is confident that the cap is going to present an increasing problem with our budget over the next several years (at least) if it remains at 25%. We recommend increasing it to 33% which would maintain the spirit of the cap, provide us with relief for 2022 and beyond, and give our diocese a few years to determine if the cap should be further modified.

Accordingly, the Budget Committee has proposed a resolution to Convention to change the cap defined by Canon 17.3.4 of the Diocesan Canons from 25% to 33%. A canonical change requires either the unanimous approval of Convention or a vote by orders (clergy and lay) with each order approving the change by 2/3 majority. Assuming this canonical change is made, we can unthrottle our income and fully fund the mission of the diocese in 2022 and beyond.

The budget spreadsheet includes the 2020 Budget, the 2021 Budget, and the 2022 Proposed Budget – for the purposes of comparison, it is helpful to assume that the 2020 Budget is a “normal year”. Below are highlights of income and disbursements.

## **Income Highlights**

Income from Apportioned Shares is projected for 2022 to be down from a normal year (see 2020) due to projected adjustments and non/under payment. Our projection for 2022 is based on looking at every congregation's current and recent payment patterns, including the many congregations that received adjustments of up to 25% in 2022. Overall, we project about \$2.09M in Projected Bad Debt (aka Underpayment) & Projected Adjustments (Line 004). This is in addition to more than \$140K in already agreed upon adjustments for 2021 (Line 002). This totals \$2.23M in adjustments or unpaid apportioned shares. For context, this falls somewhere between 2020 (a normal year) and 2021 (not a normal year). Net income from Apportioned Shares (Line 005) is projected to be \$11.19M which remains below a normal year.

Income from other sources is \$1.08M (Line 011), which is more than a normal year. This increase is due to the (assumed) canonical modification to Canon 17.3.4, increasing the cap from 25% to 33%, which will zero out the reduction seen in past years in Line 007. As we did in 2020 we have also budgeted a Contingency of 3% (Line 012) of our total income.

Total Income (Line 013) is projected to be \$11.9M which is in line with a normal year. We are as confident as we can be, based on what we know and the research we have done, that we are being neither overly conservative nor overly optimistic with our income projections.

## **Disbursement Highlights**

In 2020 the Episcopal Church granted permission for any diocese to defer payments and invited appeals for 2020 and 2021. We requested a reduction of 25% of our 2021 Assessment to the Episcopal Church and deferred payment pending appeal – thus the 2021 Budget (Line 101) shows ONLY 75% of the full 2021 TEC Assessment. Our appeal was not granted, and we will pay our full Assessment for 2021 by year's end. Our Assessment to the Episcopal Church (Line 101) decreased by \$231K for 2022. The 2022 TEC Assessment is based on 2020 operating income, which was lower than the 2019 operating income. Our Assessment to Province II (Line 102) increased by about \$7K due to a change in the formula agreed upon by Province II.

Our reserve funding Deputies to General Convention and Provincial Synod (Line 203) is increased by \$15K to cover a depleted reserve after last General Convention.

Bishops' Shared Travel (Line 304) is increased to cover additional costs associated with General Convention. Bishop's Hospitality (Line 305) expenses are restored to normal.

Episcopal Support Staff (Section 400) and Staff Supporting Congregations and Diocesan Ministries (Section 500) are funded at normal levels.

All Strategic/Mission Settings (Section 600) supported by the diocese are funded at normal levels. Several lines were reorganized and renamed for clarity – lines 602a and 602b were split into other lines in Section 600. A new line Curacy Initiative (Line 605) will be overseen by the Transition Ministry Office and designated to help Priests newly ordained by the Diocese of New York



find curacies within our diocese. The line Episcopal Futures (Line 608) is broken out from Church Plants & Revitalization (Line 609), and represents the diocese's second, annual copayment to this program that is primarily funded by grants from The Lilly Endowment and Trinity Wall Street – over five years we receive \$1.1M in grants and contribute \$500K.

Diocesan Ministries and Outreach (Section 700) are funded at levels requested, or restored to normal 2020 levels, or kept flat from 2021. Social Concerns (Line 705) was increased from 2021 levels by \$12.1K to fund a request from the Reparations Committee for the annual Absalom Jones celebration.

Property Support Grants (Line 801) were increased by \$45K. Next Step Grants (Line 803) were not restored as the scope of the new line Curacy Initiative (Line 605) overlaps with the intent of these grants.

Administration (Line 901) includes the Finance, Operations, and Human Resources staff, as well as regular office and professional expenses. The Budget Committee intends to break this line up into smaller parts in 2022 for more clarity – we ran out of time in 2021. The Finance Committee will find an alternate funding source for Special Finance Committee Projects (Line 903).

Total Unallocated Cost for Mission (Section 910) was split from Diocesan Finance and Operations (Section 900). These Unallocated Costs for Mission affect many areas across the diocesan budget and should be understood as a shared cost of the entire diocese. Professional Expenses (Line 913) is increased to cover anticipated attorney's fees related to the Child Victims Act. Cathedral Cost Sharing & Rent (Line 915) remains at \$1 per a five-year agreement between the cathedral and the diocese. This agreement takes into account the unique relationship between the cathedral and the diocese which includes: 1) the cathedral's apportioned share which is calculated on the operating income of the Congregation of Saint Saviour and 2) the Diocese of New York utilizes a number of buildings owned and maintained by the Cathedral of St. John the Divine, including office and meeting spaces as well as a residence for Bishop Dietsche.

Property Management (Line 916) is increased to cover the maintenance and management costs of the various properties owned and maintained by the diocese – these properties include some “closed” church properties that cannot be sold and/or can be replanted.

The budget includes a Provision for Salary & Benefit Increase (Line 1000) for all personnel paid by the diocesan budget: 3% Salary and 5% Health Insurance / Medical increase. These cost-of-living increases are in line with the recommendations of the Human Resources Committee.

### **Summary**

The assumed modification of Canon 17.3.4 allows us to propose a balanced budget that addresses the missional priorities of our diocese in 2022 and funds all normal staff, congregational, and ministry support, programming, and grants.

On a personal note, it is an honor to serve as Chair of the Budget Committee, and I am happy to present a budget that is driven by our shared commitment to mission in 2022. I am grateful for the support and oversight of Bishop Dietsche, his staff, in particular Esslie Hughes and Karin Almquist, our Treasurer Sr. Faith Margaret, CHS, John Trammell who is chair of the Finance Committee, and for the members of the Budget Committee.

The Budget Committee recommends approval of the 2022 Proposed Budget. The Proposed Budget was approved by Council on September 28, 2021.

Respectfully submitted,

The Rev. Matthew Hoxsie Mead  
Chair of the Budget Committee

### **Committee Organization & Members**

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

#### **Chair & ex officio members**

**The Rev. Matthew H. Mead**  
Christ the Redeemer, Pelham  
CHAIR, BUDGET COMMITTEE  
Council, ex officio  
matthew@christchurchpelham.org

**Sr. Faith Margaret, C.H.S.**  
Community of the Holy Spirit, Manhattan  
Treasurer  
Ex officio on Budget Committee

Esslie W. Hughes  
Chief of Finance and Operations  
Ex officio on Budget Committee

John B. Trammell  
St. James’, Manhattan  
Chair, Finance Committee  
Trustee, Class of 2021 (1st term)  
President, Diocesan Investment Trust

#### **Members of Council**

**Earl K. D. Francis**  
St. Andrew’s (Harlem), Manhattan  
Leadership Development Committee  
Council, Class of 2023 (2nd term)

**The Rev. Kyle Martindale**  
St. Stephen’s, Pearl River  
Christian Formation Chair  
Council, Class of 2023

**The Rev. Lisa Mason**  
St. John’s, Larchmont  
Finance Committee  
Council, Class of 2023

**Peter Saros**  
Church-without-Walls, Bronx  
Council, Class of 2021 (2nd term)

## **Members of the Trustees**

### **Robert Cummings**

St. Matthew's, Bedford  
Co-Chair, Adjustment Board  
Trustee, Class of 2022 (2nd term)

### **Susan Jansen**

Christ's Church Rye  
Chair, Investment Committee  
Trustee, Class of 2022 (2nd term)

### **Gavin Leckie**

Christ the Redeemer, Pelham  
Diocesan Investment Trust Chair  
Trustee, Class of 2023 (1st term)

### **Douglas Schimmel**

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

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

St. Andrew's, Walden and  
St. Francis of Assisi, Montgomery (retired)  
Chair, Property Support Committee.  
Trustee, Class of 2022 (1st term)

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

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

### **John B. Trammell**

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

## **Chancellor & Staff Liaisons**

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

St. Bartholomew's, Manhattan  
Chancellor

### **Karin M. Almquist**

Controller  
Ex officio on Budget Committee

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

Canon for Congregational Vitality and  
Formation  
Staff Liaison

### **Chontel L. Simmons**

Director of Human Resources  
Staff Liaison

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

Canon for Transition Ministry  
Staff Liaison

## **Resolutions from the Budget Committee**

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

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

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

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

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

#### **Text of Resolution(s):**

[ 1 ] Resolved: That the 2022 Apportioned Share Budget presented herewith be adopted; and be it further

[ 2 ] Resolved: That the Chief of Finance and Operations shall apportion in accordance with Sec. 2 and Sec. 3 of Canon 17, each congregation's share of the 2022 budget of \$11,918,217. 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 2022.

#### **Commentary on Resolution**

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

Episcopal Diocese of New York  
Proposed 2022 Budget  
Income and Disbursement Summary

Episcopal Diocese of New York Proposed 2022 Budget Income and Disbursement Summary				
Budget Line	Description	2020 Budget	2021 Budget	Proposed 2022 Budget
<b>INCOME FROM APPORTIONED SHARES</b>				
001	Gross Calculated Apportioned Shares (as of August 31)	\$ 13,109,557	\$ 13,584,385	\$ 13,422,053
002	Total Adjustments due to 12.5% Cap & Adjustment Board (as of Aug.31)	\$ (422,157)	\$ (552,565)	\$ (140,862)
003	CSP Transition Apportioned Share Reductions	\$ (31,394)	\$ -	\$ -
004	Reserve: Projected Bad Debt & Projected Adjustments	\$ (1,250,000)	\$ (2,800,000)	\$ (2,089,668)
005	<b>Net Income From Apportioned Shares</b>	<b>\$ 11,406,006</b>	<b>\$ 10,231,820</b>	<b>\$ 11,191,533</b>
<b>INCOME FROM OTHER SOURCES</b>				
006	Total Allocation from the General Endowment	\$ 891,493	\$ 916,162	\$ 907,230
007	Contribution to General Endowment (25% Cap)	\$ (161,750)	\$ (608,607)	\$ -
008	Trust Income	\$ 37,000	\$ 37,000	\$ 37,000
009	Fee Income	\$ 80,000	\$ 80,000	\$ 65,000
010	Diocesan Convention Fee Income	\$ 75,000	\$ 75,000	\$ 75,000
011	<b>Net Income From Other Sources</b>	<b>\$ 921,743</b>	<b>\$ 499,555</b>	<b>\$ 1,084,230</b>
012	<b>Contingency (3% of total income) (1.5% for 2021)</b>	<b>\$ (374,748)</b>	<b>\$ (165,803)</b>	<b>\$ (357,547)</b>
013	<b>Total Income</b>	<b>\$ 11,953,001</b>	<b>\$ 10,565,572</b>	<b>\$ 11,918,217</b>
<b>DISBURSEMENTS SUMMARY</b>				
100	Total Assessments to The Episcopal Church	\$ 1,765,500	\$ 1,336,921	\$ 1,554,537
200	Total Convention Expenses	\$ 265,000	\$ 265,000	\$ 280,000
300	Total Episcopal Function	\$ 853,000	\$ 845,000	\$ 880,000
400	Total Episcopal Support Staff	\$ 1,400,000	\$ 1,350,000	\$ 1,361,000
500	Total Staff Support for Congregations & Diocesan Ministries	\$ 961,000	\$ 984,000	\$ 991,104
600	Total Funding for Strategic/Mission Settings	\$ 2,675,000	\$ 2,232,000	\$ 2,692,000
700	Total Diocesan Ministries & Outreach	\$ 578,000	\$ 495,900	\$ 529,500
800	Total Grants & Loans	\$ 619,000	\$ 574,000	\$ 639,000
900	Total Diocesan Finance & Operations	\$ 2,120,000	\$ 1,817,000	\$ 1,960,325
910	Total Unallocated Cost for Mission	\$ 579,501	\$ 605,751	\$ 760,751
950	Capital Expenditures Budget	\$ 60,000	\$ 60,000	\$ 60,000
1000	Provision for Salary & Benefit Increase (See narrative re: Medical)	\$ 77,000	\$ -	\$ 210,000.00
1100	<b>Total Disbursements</b>	<b>\$ 11,953,001</b>	<b>\$ 10,565,572</b>	<b>\$ 11,918,217</b>
1200	<b>SURPLUS (DEFICIT)</b>	<b>\$ (0)</b>	<b>\$ (0)</b>	<b>\$ (0)</b>

Episcopal Diocese of New York  
Proposed 2022 Budget  
Disbursement Detail

Episcopal Diocese of New York  
Proposed 2022 Budget  
Disbursement Detail

Budget Line	Description	2020 Budget	2021 Budget	Proposed 2022 Budget
101	Assessment to The Episcopal Church	\$ 1,750,000	\$ 1,321,421	\$ 1,531,763
102	Assessment to Province II	\$ 15,500	\$ 15,500	\$ 22,774
<b>100</b>	<b>Total Assessments to The Episcopal Church</b>	<b>\$ 1,765,500</b>	<b>\$ 1,336,921</b>	<b>\$ 1,554,537</b>
201	Reserve for Annual Diocesan Convention	\$ 175,000	\$ 175,000	\$ 175,000
202	Reserve for Future Episcopal Elections	\$ 50,000	\$ 50,000	\$ 50,000
203	Reserve for Deputies to General Convention & Provincial Synod	\$ 25,000	\$ 25,000	\$ 40,000
204	Reserve for Lambeth Conference (Travel & All Expenses)	\$ 15,000	\$ 15,000	\$ 15,000
<b>200</b>	<b>Total Reserve Funds</b>	<b>\$ 265,000</b>	<b>\$ 265,000</b>	<b>\$ 280,000</b>
301	Bishop of New York	\$ 285,000	\$ 288,000	\$ 288,000
302	Bishop Suffragan	\$ 244,000	\$ 248,500	\$ 248,500
303	Bishop Assistant	\$ 244,000	\$ 248,500	\$ 248,500
304	Bishops' Shared Travel (inside and outside diocese, excluding Lambeth)	\$ 50,000	\$ 40,000	\$ 65,000
305	Bishop of New York Hospitality Expenses	\$ 30,000	\$ 20,000	\$ 30,000
<b>300</b>	<b>Total Episcopal Function</b>	<b>\$ 853,000</b>	<b>\$ 845,000</b>	<b>\$ 880,000</b>
401	Bishops' Office Expenses (TOTAL)	\$ 530,000	\$ 510,000	\$ 510,000
402	Canon to the Ordinary (Expenses & Compensation)	\$ 205,000	\$ 205,000	\$ 205,000
403	Canon for Pastoral Care (Expenses & Compensation)	\$ 180,000	\$ 170,000	\$ 170,000
404	Canon for Ministry (Expenses & Compensation)	\$ 240,000	\$ 230,000	\$ 230,000
405	Canon for Transition Ministry (Expenses & Compensation)	\$ 245,000	\$ 235,000	\$ 246,000
<b>400</b>	<b>Total Episcopal Support Staff</b>	<b>\$ 1,400,000</b>	<b>\$ 1,350,000</b>	<b>\$ 1,361,000</b>
501	Canon for Congregational Vitality & Formation (Expenses & Compensation)	\$ 192,000	\$ 195,000	\$ 198,104
502	Liaison for Global Mission (Expenses & Compensation)	\$ 161,000	\$ 168,000	\$ 168,000
503	Director of Diocesan Property Services (Expenses & Compensation)	\$ 173,000	\$ 176,000	\$ 190,000
504	Mid Hudson Region (Expenses & Compensation)	\$ 115,000	\$ 101,000	\$ 101,000
505	Public Affairs (Expenses & Compensation)	\$ 210,000	\$ 234,000	\$ 234,000
506	Archives (Expenses & Compensation)	\$ 110,000	\$ 110,000	\$ 100,000
<b>500</b>	<b>Total Staff Support for Congregations &amp; Diocesan Ministries</b>	<b>\$ 961,000</b>	<b>\$ 984,000</b>	<b>\$ 991,104</b>

Episcopal Diocese of New York  
Proposed 2022 Budget  
Disbursement Detail

Episcopal Diocese of New York  
Proposed 2022 Budget  
Disbursement Detail

Budget Line	Description	2020 Budget	2021 Budget	Proposed 2022 Budget
601	Campus Ministry Clergy (Expenses & Compensation)	\$ 475,000	\$ 430,000	\$ 500,000
602a	Hispanic Clergy Compensation (see below for 2022)	\$ 475,000	\$ 400,000	\$ -
602b	Congregations in Strategic Settings Clergy Compensation (see below for 2022)	\$ 1,100,000	\$ 970,000	\$ -
603	Bilingual and Intercultural Clergy Support			\$ 857,000
604	Bronx Mission Clergy Support			\$ 540,000
605	Curacy Initiative			\$ 140,000
606	Area Team Ministry Clergy Support (formerly Regional Pastorale)	\$ 245,000	\$ 182,000	\$ 165,000
607	Harlem Clergy Support (formerly Harlem Initiative Clergy Compensation)	\$ 160,000	\$ 108,000	\$ 240,000
608	Episcopal Futures Co-Payment (2022 through 2025)			\$ 30,000
609	Church Plants & Revitalization (& Episcopal Futures in 2021)	\$ 220,000	\$ 142,000	\$ 220,000
<b>600</b>	<b>Total Funding for Strategic/Mission Settings</b>	<b>\$ 2,675,000</b>	<b>\$ 2,232,000</b>	<b>\$ 2,692,000</b>
701	Congregational Development Commission Programs	\$ 15,000	\$ 15,000	\$ 15,000
702	Operational Support for Strategic Hispanic Congregation	\$ 25,000	\$ 20,000	\$ 15,000
703	Multicultural Ministries (New Community)	\$ 25,000	\$ 12,000	\$ 12,000
704	Christian Formation Commission Programs / Young Adult Ministry	\$ 65,000	\$ 54,000	\$ 67,000
705	Social Concerns Commission	\$ 81,000	\$ 72,900	\$ 85,000
706	Ecumenical and Multi-Faith Councils Contribution	\$ 10,500	\$ 10,500	\$ 10,500
707	Ecumenical & Interfaith Commission	\$ 10,000	\$ 9,000	\$ 10,000
708	Global Mission Commission	\$ 52,000	\$ 45,000	\$ 45,000
709	Companion Diocese Relationship	\$ 40,000	\$ 40,000	\$ 40,000
710	Rural and Migrant Ministry	\$ 50,000	\$ 50,000	\$ 50,000
711	New York Service & Justice Collaborative (Episcopal Service Corp)	\$ 25,000	\$ 12,500	\$ 25,000
712	Episcopal New Yorker	\$ 54,500	\$ 45,000	\$ 45,000
713	Support for Episcopal Charities	\$ 125,000	\$ 110,000	\$ 110,000
<b>700</b>	<b>Total Diocesan Ministries &amp; Outreach</b>	<b>\$ 578,000</b>	<b>\$ 495,900</b>	<b>\$ 529,500</b>



Episcopal Diocese of New York  
Proposed 2022 Budget  
Disbursement Detail

Episcopal Diocese of New York  
Proposed 2022 Budget  
Disbursement Detail

Budget Line	Description	2020 Budget	2021 Budget	Proposed 2022 Budget
801	Property Support Committee Grants	\$ 425,000	\$ 425,000	\$ 470,000
802	First Step Grants	\$ 20,000	\$ 25,000	\$ 25,000
803	Next Step Grants	\$ 30,000	\$ -	\$ -
804	Hispanic Ministries Grants	\$ 60,000	\$ 50,000	\$ 60,000
805	Sustainable Development Goal Grants	\$ 84,000	\$ 74,000	\$ 84,000
<b>800</b>	<b>Total Grants</b>	<b>\$ 619,000</b>	<b>\$ 574,000</b>	<b>\$ 639,000</b>
901	Administration (Expenses & Compensation)	\$ 1,595,000	\$ 1,542,000	\$ 1,650,325
902	Office Services (Expenses & Compensation)	\$ 325,000	\$ 275,000	\$ 310,000
903	Special Finance Committee Projects	\$ 200,000	\$ -	\$ -
<b>900</b>	<b>Total Diocesan Finance &amp; Operations</b>	<b>\$ 2,120,000</b>	<b>\$ 1,817,000</b>	<b>\$ 1,960,325</b>
911	IT Expenses	\$ 175,000	\$ 217,000	\$ 210,000
912	Diocesan & Parish Websites (Web Management)	\$ 4,500	\$ 5,750	\$ 5,750
913	Professional Expenses (Legal, Audit, etc.)	\$ 100,000	\$ 100,000	\$ 135,000
914	Overhead and Fixed Obligations	\$ 300,000	\$ 253,000	\$ 260,000
915	Cathedral Cost Sharing and Rent	\$ 1	\$ 1	\$ 1
916	Property (EDNY) Management	\$ -	\$ 30,000	\$ 150,000
<b>910</b>	<b>Total Unallocated Cost for Mission</b>	<b>\$ 579,501</b>	<b>\$ 605,751</b>	<b>\$ 760,751</b>
<b>950</b>	<b>Capital Expenditures Budget</b>	<b>\$ 60,000</b>	<b>\$ 60,000</b>	<b>\$ 60,000</b>
<b>1000</b>	<b>Provision for Salary &amp; Benefit Increase (See narrative re: Medical)</b>	<b>\$ 77,000</b>	<b>\$ -</b>	<b>\$ 210,000</b>
	<b>Grand Total Expenditures</b>	<b>\$11,953,001</b>	<b>\$10,565,572</b>	<b>\$11,918,217</b>

## **MODIFICATION OF DIOCESAN CANON 17.3.4**

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

**Parish or Organization:** Budget Committee of the Council of the Diocese

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

**Title of Resolution:** Modification of Diocesan Canon 17.3.4

Whereas, Canon 17.3.4 of the Canons of The Episcopal Diocese of the New York provides that if “the Apportioned Share of any Congregation shall exceed 25% of the total budget of Diocesan expenditures in any one budget year, the excess shall be applied to the Diocesan General Endowment Fund”; and

Whereas, the Budget Committee of the Council of the Diocese has approved a recommendation to the 245th Convention of The Episcopal Diocese of New York to modify such Diocesan Canon by deleting the reference to “25%” in the second line thereof and substituting “33%” in lieu thereof.

### **Text of the Resolution(s):**

Resolved: that the 245th Convention of The Episcopal Diocese of New York amend Section 3.4 of Canon 17 of the Canons of The Episcopal Diocese of New York to read in its entirety as follows:

“If the Apportioned Share of any Congregation shall exceed 33% of the total budget of Diocesan expenditures in any one budget year, the excess shall be applied to the Diocesan General Endowment Fund.”

### **Explanation:**

The Budget Committee of the Council of the Diocese has determined that it is in the best interests of the Diocese to increase the cap provided in Canon 17.3.4 of the Diocesan Canons from 25% to 33%.

The cap is designed to do two things: 1) Ensure that no single congregation supports the bulk of the operating budget; and 2) grow the endowment by transferring the portion of any congregation’s apportioned share that exceeds the set percentage of 25% of the total budget to the endowment. The intent was to limit excessive spending by transferring excess income to the endowment. The financial realities of the past few years have warped this original intent as the cap has become a weight that depresses spending on mission and depletes our cash reserves so that the endowment can grow.

An in-depth explanation for this proposed change is included in the Budget Narrative.

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

Resolved, That the following persons are hereby elected Trustees of the Estate and Property of the Diocesan Convention of New York, for terms expiring 2024: Matthew R. Ailey, Jody Hansen, Monica C. Spencer and Kevin Widmaier.

**MATTHEW R. AILEY**



**Parish:** St. Thomas Church, Fifth Avenue

**Occupation:** Founder & Managing Partner Genrock Capital Management LP

**Church Positions:** Investment Committee Member St Thomas Fifth Avenue 2017 to present; Episcopal Charities Finance, Communications and Tribute Dinner Committees 2017 to present.

**Education:** B.A.- Major in Government; Secondary concentration in Economics, Dartmouth College, Hanover, NH.

**JODY HANSEN**



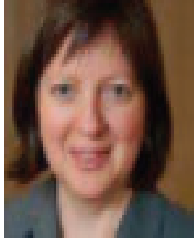
**Parish:** St. Barnabas, Irvington

**Occupation:** Partner-Silvercrest Asset Management

**Church Positions:** Former Warden with past leadership posts in Christian Education, stewardship and finance - St. Barnabas, Irvington; previously served the Episcopal Diocese of New York as a member of the Congregational Support Plan, Finance and Audit Committee of the Trustees.

**Education:** MBA – Wharton Graduate School at the University of Pennsylvania with dual majors in Finance and Decision Science; BA – Yale University with combined studies in English Literature and Biochemistry.

**MONICA C. SPENCER**



**Parish:** St. James', Manhattan

**Occupation:** 2006 to 2021 Senior Portfolio Manager - Andrew W. Mellon Foundation

**Church Positions:** Investment Committee Member, St James Church, Manhattan; Served on the Children's and Family Ministries Committee.

**Education:** BA in English language and literature from Yale College and an MBA from the Darden Graduate School of Business Administration at the University of Virginia, where she was a Shermet scholar.

**KEVIN WIDMAIER:**



**Parish:** Christ the Redeemer, Pelham

**Occupation:** Director, BBR Partners

**Church Positions:** Endowment Investment Committee

**Education:** BS, Georgia Institute of Technology and MBA, Duke University

## **Resolution to Establish the Annual Celebration of the Life and Witness of Absalom Jones**

**Proposer(s) of Resolution:** Carla Burns and Louise Hannibal-Boyce

**Parish or Organization(s):** Anti-Racism Committee of The Episcopal Diocese of NY  
Union of Black Episcopalians, Diocese of NY Chapter

**Telephone and Email:** (917) 647-3109 lousebh@aol.com

**Title of Resolution:** Establish the Annual Celebration of the Life and Witness of Absalom Jones

### **Text of the Resolution(s):**

Resolved: that the 245th Convention of The Episcopal Diocese of New York acknowledge, affirm and celebrate the life and ministry of Absalom Jones; and be it further,

Resolved: that, embracing the values and example of Absalom Jones, The Episcopal Diocese of New York commit to the annual diocesan celebration in the month of February of his life in the form of a diocesan-wide service of thanksgiving for his ministry.

### **Explanation:**

In 1995 at the 219th Convention of our diocese we approved a resolution that we “actively support, through its leadership, its organizations, its clergy, and parish laity, in each and every diocese proclamation designating the month of February 1996 as Absalom Jones Month with appropriate programs and media announcements to celebrate the 250th year of the birth of Absalom Jones”

Since that time our diocese in collaboration with many other like-minded organizations has sponsored a Celebration of the Life and Witness of Absalom Jones. The purpose of this resolution is to call for and memorialize this annual commemoration of his ministry.

## **Resolution Concerning the Inclusion of Bishop Barbara Harris to the Calendar of the Church**

**Proposer(s) of Resolution:** Matthew Hoxsie Mead, Rector, Christ Church Pelham and Clerical Deputy to the 80th General Convention

**Parish or Organization(s):** Christ Church Pelham

**Telephone and Email:** (914) 738-5515 matthew@christchurchpelham.org

**Title of Resolution:** Request to include the name of Barbara Clementine Harris, Bishop, to the Calendar of the Church

### **Text of the Resolution(s):**

Resolved: that Barbara Clementine Harris, Bishop, be included and entered into the Calendar of the Church year, to be celebrated on March 13.

### **Explanation:**

Barbara C. Harris (1930 – 2020) became the first woman to be ordained a bishop in the worldwide Anglican Communion on February 11, 1989. Her years of episcopal leadership were filled with traveling and witnessing, preaching, and teaching and administering the sacraments. A gifted storyteller known for her quick wit and raspy-voiced delivery, she was also a spirited and sought-after preacher of hymn-laced, Gospel-grounded sermons, and an outspoken advocate for, in her words, “the least, the lost and the left out.” With great grace, she worked tirelessly serving the people of The Episcopal Diocese of Massachusetts as their suffragan bishop for 13 years, until her retirement in 2002.

After her retirement, she served from 2003 until early 2007 as an assisting bishop in the Diocese of Washington (D.C.). She continued to volunteer and preach at the Cathedral Church of St. Paul in Boston during her retirement, even while continuing to be in demand worldwide as a preacher.

Barbara Clementine Harris died on March 13, 2020, at Care Dimensions Hospice House in Lincoln following a hospitalization in Boston, faithfully attended throughout by close friends, and upheld by the prayers of many. She was 89.



## REPARATIONS

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

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

**Telephone and Email:** (917) 328-0239 Dbpsd4u@aol.com

**Title of Resolution:** Continuing the work and vision of The Episcopal Diocese of New York

### **Text of the Resolution(s):**

WHEREAS The Episcopal Diocese of New York in answer to a mandate from the 2006 General Convention officially began to engage in a variety of activities designed to study and address the impact of slavery in The Episcopal Diocese of New York and

WHEREAS because of the engagement in this in-depth and challenging work many of our congregations have unearthed the depth and seriousness of our sins of slavery, oppression, and racism and

WHEREAS because of the discovery of these revelations we congratulate many of our congregations as they continue to engage in the demanding work of further admitting their responsibility for slavery and its aftermath, therefore be it,

Resolved: that the congregations, members, and related organizations of The Episcopal Diocese of New York call for a racial audit of the diocese, with the results of the audit to be used as one of the criteria to determine the focus for expenditure of the 2019 Diocesan Reparations Fund of 1.1 million dollars, which, as of June 30, 2021, has appreciated to \$1.102 million dollars; and be it further,

Resolved: that our congregations, members, and related organizations acknowledge that this Pilgrimage of memory and confession has forced us to begin the journey towards becoming a beloved community; a lifelong journey that we promise to continue to pass down to our future generations; and be it further

Resolved: that The Episcopal Diocese of New York direct the 80th General Convention meeting in Baltimore, MD in July 2022 to establish a task force that will create training modules on the topic of slavery and reparations, for use by the whole Church in the training of children and adults as they are prepared for the sacrament of Confirmation.

**Explanation:**

Since 2005 our diocese has engaged in a variety of opportunities with the objective of working towards disclosing our complicity in the slave trade and its aftermath. These efforts have resulted in unearthing truths related to the history of some of our congregations and organizations, a process which is on-going.

As the Reparations Committee continues its mission, it has found that a number of our congregations are doing serious and substantive work in addressing their histories. Others are at the very beginning of doing this work, and some are deciding whether they wish to engage in it. Wherever they may be on the continuum, it is vital for this important work to continue. Therefore we are requesting the General Convention to authorize the creation of modules on the topic of slavery and reparations to be used by the whole church in the training of children and adults as they are prepared for the sacrament of Confirmation.

In response to resolutions of the 2015 General Convention challenging us to learn more about our Church, the General Convention authorized a racial audit. The audit collected data from a sampling of three dioceses from each province (our diocese was not one selected for participation) along with a sampling of specifically identified people Racial Justice Audit Report\_ENG (episcopalchurch.org). The Reparations Committee feels that an audit of this diocese will provide results that enable us to develop criteria for the expenditure of our reparations fund. Results will also provide insight into the way we view and work with our diverse diocesan community.

<https://www.episcopalnewsservice.org/pressreleases/episcopal-church-releases-racial-justice-audit-of-leaders/>

## **Resolution Addressing the Four Values of Reparations**

**Proposer of Resolution:** Cynthia Copeland and Richard Witt

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

**Telephone and Email:** (845) 706-0536 rcyrilwitt@aol.com

**Title of Resolution:** The Four Values of Reparations

WHEREAS The Episcopal Diocese of New York has committed to the study of, and action in response to, its involvement in enslavement and its legacy; and

WHEREAS The Episcopal Diocese of New York has begun to create and implement a fund of reparations.

### **Text of the Resolution(s):**

Resolved: that the members of The Episcopal Diocese of New York adopt the following four values in our study and actions as we seek to engage in reparations: Truth, Justice, Integrity, Transformation

### **Explanation:**

At the 2019 annual convention of The Episcopal Diocese of New York, the members of the Diocese's Reparations Committee were tasked with making recommendations for a sustainable program to distribute its committed Reparations Fund. This is an outcome of our years-long Diocesan-wide exploration and study of the legacy of the Transatlantic Slave Trade and its aftermath.

We have determined that in order to appropriately make these recommendations, we first needed to establish a set of values by which we will work.

We take as our foundation Christ's command to love. The summary of the law Christ gives is to love God and love our neighbor as ourselves. John, in his first epistle commends us to "love one another, for love is of God, and everyone who loves is born of God and knows God." Our presiding bishop has told us "If it is not about love, then it's not about God."

Building upon this foundation, we have identified the four values of the Resolution necessary for the work of reparations.

(Here is a link that offers a statement that explains the genesis of the Four Values as part of our process: <https://dioceseny.org?wpdmdl=70773> )

## **Resolution Regarding Gender Identity and Expression**

**Proposer(s) of Resolution:** The Rev. Elise A. Hanley

**Parish or Organization(s):** Church of the Epiphany

**Telephone and Email:** (917).604.1910 Hanley@epiphanync.org

**Title of Resolution:** Resolution Regarding Gender Identity and Expression

**Text of the Resolution(s):**

Resolved: that The Episcopal Diocese of New York recognize that the “gender identity and expression” parts of the non-discrimination Canons of the Episcopal Church refer to transgender, non-binary, and/or gender diverse people; and be it further

Resolved: that the 245th Convention of The Episcopal Diocese of New York affirm that the non-discrimination Canons of The Episcopal Church include “gender identity and expression” as a protected category for access to discernment process for all orders of lay and ordained ministry (Title III, Canon 1, Sec. 2); and be it further

Resolved: that the 245th Convention of The Episcopal Diocese of New York affirm that “[n]o one shall be denied rights, status or access to an equal place in the life, worship, governance, or employment of this Church” due to “gender identity and expression” (Title I, Canon 1, Sec. 5); and be it further

Resolved: that the 245th Convention of The Episcopal Diocese of New York affirm that non-binary as well as binary identified people are included in the phrase “gender identity and expression.”

**Explanation:**

The phrases “gender identity and expression” or “gender identity or gender expression,” when used in the Canons of The Episcopal Church, are intended to include transgender, non-binary, and other gender diverse individuals and their fair, free, and equal access to all parts of our congregational life together as the Body of Christ.

## Addressing Recognition of our Trans and Non-Binary Siblings

**Proposer(s) of Resolution:** The Rev. Elise A. Hanley

**Parish or Organization(s):** Church of the Epiphany

**Telephone and Email:** (917).604.1910 Hanley@epiphanync.org

**Title of Resolution:** Addressing Recognition of our Trans and Non-Binary Siblings

### **Text of the Resolution(s):**

Resolved: that: The Episcopal Diocese of New York recognize that trans/non-binary children, youth, and adults are a part of our Diocese and deserve accommodations for full inclusion; and be it further

Resolved: that the 245th Convention of The Episcopal Diocese of New York support legislative, educational, pastoral, liturgical, and broader communal efforts that seek to end the pattern of violence against transgender people in general and transgender women in particular, calling attention especially to the rising violence against transgender women of color and gender non-conforming people; and be it further

Resolved: that the 245th Convention of The Episcopal Diocese of New York urge parishes to remove barriers to full participation in congregational life by making their gender-specific facilities and activities fully accessible to all, regardless of gender identity and expression; and be it further

Resolved: that the 245th Convention of The Episcopal Diocese of New York affirm the following guiding principles for the inclusion of transgender and non-binary people in their parishes, missions, schools and camps:

Guiding Principles for the Inclusion of Transgender and Non-Binary People in Dioceses, Parishes, Missions, Schools and Camps:

We believe that all people are created in the image of God and that all people are beloved children of God. Because this is true,

1. We will protect the rights and respect the dignity of transgender and non-binary persons, refusing to reject, judge, abuse, belittle or in any way dehumanize them.
2. We will engage the complex realities for transgender and non-binary persons in our churches, schools, and camps, and not yield to the temptation to ignore those realities.
3. We will recognize and accept our responsibility to protect the privacy of transgender and non-binary persons.
4. We will make decisions about how to support transgender and non-binary minors in our schools and camps in sensitive and appropriate communication with their parents.

5. We will provide a safe environment for transgender and non-binary persons, for those who support them, and for those who do not understand our commitment to these principles.
6. We will stay flexible in response to the complex and changing ramifications of this work by being open to relevant stories, to emerging information, and to the movement of the Holy Spirit.

**Explanation:**

The second and third resolutions are derived from Resolution C022, passed at the 79th General Convention of the Episcopal Church in 2018 while the fourth resolution and guidelines are derived from Resolution C054, also passed in 2018.

Resolution 2018-C022 called on dioceses to prayerfully consider passing similar resolutions locally, yet only four dioceses of the Episcopal Church passed resolutions on these topics between 2018 and 2020 (The Episcopal Church in Connecticut, The Episcopal Diocese of Newark, The Episcopal Diocese of Washington, and The Episcopal Diocese of Chicago). This does not send a positive message of love, support, and inclusion to our trans/non-binary siblings in our own diocese and across the Episcopal Church.

**Addressing Antisemitic, Anti-Jewish, and/or Supersessionist Interpretations of our Lectionaries**

**Proposer(s) of Resolution:** Curtis Hart

**Parish or Organization(s):** Ecumenical and Interfaith Commission of the Diocese of New York

**Telephone and Email:** (347) 752 7421, [cuh9001@med.cornell.edu](mailto:cuh9001@med.cornell.edu)

**Title of Resolution:** Resolution Addressing Antisemitic, Anti-Jewish, and/or Supersessionist Interpretations of our Lectionaries

**Text of the Resolution(s):**

Resolved: that The Episcopal Diocese of New York submit the following resolution to the 80th General Convention:

“Resolution addressing Antisemitic, Anti-Jewish, and/or Supersessionist Interpretations of our Lectionaries

Resolved, The House of \_\_\_\_\_ concurring, that the 80th General Convention direct the Standing Commission on Liturgy and Music to identify lections in the Revised Common Lectionary and all other lectionaries authorized for use in The Episcopal Church that contain language that has been interpreted as antisemitic, anti-Jewish, or supersessionist and report its findings to the 81st General Convention, and be it further



Resolved, that the report of the Standing Commission on Liturgy and Music to the 81st General Convention:

- 1) Provide one or more optional, alternate lection or lections for any lection containing language that has been interpreted as antisemitic, anti-Jewish, or supersessionist and/or
- 2) Recommend a specific authorized Biblical Translation for any lection that has been interpreted as antisemitic, anti-Jewish, or supersessionist so that the lection is less likely to be heard and interpreted as antisemitic, anti-Jewish, or supersessionist, and/or
- 3) Provide pastoral guidance and commentary on the lection that can be made available whenever the lection is read publicly in worship, and/or
- 4) Approach the Consultation on Common Texts for a report on the current status of any planned revisions they are considering, and to advocate for the above considerations to inform closely those revisions to the lectionary and be it further

Resolved, that The Episcopal Church advocate that other denominations using the Revised Common Lectionary consider taking similar action.

#### Explanation

The Episcopal Church recognizes that the lections from Holy Scripture for certain Sundays or Holy Days contain language that has been interpreted as antisemitic, anti-Jewish, or supersessionist (2006-C001, 2009-A089, 2012-A058, 2015-A062, etc.). This resolution builds on those acts of Convention in practical ways and avoids suppressing difficult passages of Holy Scripture, selectively (re)translating the authorized versions of the Bible, or undermining our commitment to use an ecumenical lectionary. This resolution also recognizes that antisemitism is a modern concept that would not have been present in the 1st and 2nd centuries CE. The focus here is on subsequent interpretations and the misuse of these texts for defamatory purposes.

The resolution directs the Standing Commission on Liturgy and Music to study all lectionaries authorized for use in the Episcopal Church, including the Revised Common Lectionary, and identify and report any lections that have been interpreted as antisemitic, anti-Jewish, or supersessionist.

The Standing Commission on Liturgy and Music is also directed to accompany each lection determined to have been interpreted as antisemitic, anti-Jewish, or supersessionist with at least one of three pastoral and practical recommendations:

- 1) There are numerous examples in our lectionary where two or more options are provided for a given Lesson or Gospel. In addition to the original lection, the Standing Commission on Liturgy and Music could provide an alternate passage of Scripture and/or could offer the option of skipping certain verses or parts of verses. Especially on Holy Days that center on a certain event, it is essential that the event is recounted (i.e. some text of the Passion needs to be read on Good Friday). It is likewise essential that the meaning and intent of the passage is not changed. The Flood narrative at the Easter Vigil is both an example of how this second approach can be successful, but also

illustrative that it is an impractical option for congregations reading directly from the Bible and current liturgical books. The intent here is to avoid suppressing any text that may be difficult but is also foundational (i.e. suppressing any portion of any of the Passion Narratives is not realistic). Adding an option allows for individual worshipping communities to choose which passage makes the most sense in their own context.

2) The Standing Commission on Liturgy and Music could also direct that a certain translation of the Bible that is authorized for use in the Episcopal Church should be used when possible. The example of the Tobit lection at Marriage shows how this method of avoiding certain translations in certain contexts can be successful. The intent here is to avoid at all costs any “in-house” editing of any existing, scholarly translations.

3) Whether or not the above options are possible, it is important the Standing Commission on Liturgy and Music provide some pastoral commentary on any lection that has been interpreted as antisemitic, anti-Jewish, or supersessionist, as well as any pairing of sections that create a dynamic of supersessionism simply by their juxtaposition in the same service. This commentary could be published in the worship leaflet, read from the pulpit, or provided in some other way to the worshipping community so that, when the text is read in public worship, it can be understood and heard in a pastorally sensitive way.

Once this important work has been done, the Episcopal Church should recommend it to other denominations using the Revised Common Lectionary and advocate that they consider taking similar action. Adding options or recommending specific Bible Translations, maintains the ecumenical goals of adopting and using the Revised Common Lectionary, but also recognizes that the Revised Common Lectionary, like the Common Lectionary before it, could use some revision.

Other dioceses, including the Diocese of Washington

([https://www.edow.org/files/4216/1203/5827/APPROVED\\_4\\_Addressing\\_Antisemitic\\_Impact\\_of\\_Readings.pdf](https://www.edow.org/files/4216/1203/5827/APPROVED_4_Addressing_Antisemitic_Impact_of_Readings.pdf)), have already approved similar resolutions going to General Convention. We think this resolution addresses these issues in a more comprehensive and practical way.

Definitions:

Antisemitic — A) A certain perception of Jews, which may be expressed as hatred towards Jews. Rhetorical and physical manifestations of antisemitism are directed toward Jewish or non-Jewish individuals and/or their property, toward Jewish community institutions and religious facilities.” - from the International Holocaust Remembrance Alliance. B) The belief or behavior hostile to Jews just because they are Jewish. It may take the form of religious teachings that proclaim the inferiority of Jews, for instance, or political efforts to isolate, oppress, or otherwise injure them. It may also include prejudiced or stereotyped views about Jews.” — from the Anti-Defamation League. C) A persistent latent structure of hostile beliefs towards Jews as a collectivity manifested in individuals as attitudes, and in culture as myth, ideology, folklore, and imagery, and in actions — social or legal discrimination, political mobilization against Jews, and collective or state violence — which results in and/or is designed to distance, displace, or destroy Jews as Jews.” From sociologist Helen Fein (*italics in the original*), *Dimensions of Antisemitism: Attitudes, Collective Accusations, and Actions*,” in Helen Fein, ed., *The Persisting: Sociological Perspectives and Social Contexts of Modern Antisemitism* (Berlin and New York: De Gruyter, 1987), p.67.

Anti-Jewish — “Opposition to or hostility to Judaism.” from Merriam-Webster dictionary.

supersessionist — A) “implying that Christians (the people of the new covenant”) have re-placed Jews (the people of the old covenant”) as the people of God.” — from <https://www.catholicculture.org/culture/library/view.cfm?recnum=9168>. B) What, then, is supersessionism? The word designates the traditional Christian belief that the covenant between God and the People of Israel, established through the mediation of Moses at Mount Sinai, has been replaced or superseded by the New Covenant of Jesus Christ. This implies that the Mosaic covenant, with its ritual and dietary requirements, Sabbath observance, etc., is no longer valid for the Jewish people, since God’s revealed will is for Jews, as well as all Gentiles, to enter into the New Covenant by means of baptism and faith in Jesus as the promised Messiah.” From: “The Liturgy and Supersessionism” by Rev. Brian W. Harrison, O.S., M.A., S.T.D. in *Homiletic and Pastoral Review*, Ignatius Press, June 2009.”

**Explanation:**

Please refer to the resolution to be submitted to the 80th General Convention for an explanation.

**Minimum Clergy Compensation**

**Proposer of Resolution:** The Rev. Katharine G. Flexer for the Human Resources Committee

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

**Telephone and E-mail:** (408) 364-6524 [kflexer@saintmichaelschurch.org](mailto:kflexer@saintmichaelschurch.org)

**Title of Resolution:** **Minimum Clergy Compensation**

**Text of Resolution:**

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

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

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

Whereas, in light of financial uncertainties arising from the COVID-19 pandemic, the Diocesan Human Resources Committee recommended in 2020 that there be no increase to the minimum annual stipend for clergy for the fiscal year beginning January 1, 2021; and

Whereas, at its meeting held on September 1, 2021, the Diocesan Human Resources Committee has recommended a 3% increase to the minimum annual stipend for clergy, effective January 1, 2022.

Now, therefore, be it

Resolved: that the 245th Diocesan Convention approve the recommendation of the Diocesan Human Resources Committee and raise the minimum annual stipend for Clergy for 2022, thereby increasing the minimums in effect for 2021 by 3%, as follows:

Cash stipends:

- Ordained to priesthood less than 3 years: \$46,000 as of January 1, 2020
- Ordained to priesthood more than 3 years but less than 10 years: \$51,100 as of January 1, 2020
- Ordained to priesthood more than 10 years: \$51,600 as of January 1, 2020
- Ordained to priesthood over 15 years: \$58,500 as of January 1, 2020
  
- Ordained to priesthood less than 3 years: \$47,400 as of January 1, 2022
- Ordained to priesthood more than 3 years but less than 10 years: \$52,650 as of January 1, 2022
- Ordained to priesthood more than 10 years: \$53,150 as of January 1, 2022
- Ordained to priesthood over 15 years: \$60,250 as of January 1, 2022

### **Explanation**

The Clergy Compensation Minimums were increased last on January 1, 2020. The resolution at the 2016 Diocesan Convention called for a review of the minimums each year and an increase based on the CPI. Given the financial stresses and other uncertainties created by the COVID-19 pandemic, the Human Resources Committee recommended, and the Trustees of the Diocese approved, not increasing the minimums for 2021. However, for 2022, the Human Resources Committee recommended, and the Trustees of the Diocese approved, a 3% increase to the minimum annual stipend for priests, which is reflected in the minimums set forth above.

# TALLY SHEET

## DIOCESE OF NEW YORK ELECTIONS 2021

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

<b>A</b>	<b>STANDING COMMITTEE</b>
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**CLERGY CLASS OF 2025 - ELECT ONE**

TOTAL VALID BALLOTS CAST					
BALLOTS NECESSARY TO ELECT					
	The Rev. Richard Datos-Robyn				
	The Rev. Dr. Janice Kotuby				

<b>B</b>	<b>STANDING COMMITTEE</b>
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**LAY CLASS OF 2025 - ELECT ONE**

TOTAL VALID BALLOTS CAST					
BALLOTS NECESSARY TO ELECT					
	Ms. Carla Burns				
	Mr. Burnett (Jody) Hansen				

<b>C</b>	<b>COMMITTEE TO ELECT A BISHOP</b>
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**CLERGY CLASS OF 2022 - ELECT ONE**

TOTAL VALID BALLOTS CAST					
BALLOTS NECESSARY TO ELECT					
	The Rev. Lauren Kuratko				
	The Rev. Michelle Meech				

<b>D</b>	<b>COMMITTEE TO ELECT A BISHOP</b>
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**LAY CLASS OF 2022 - ELECT ONE**

TOTAL VALID BALLOTS CAST					
BALLOTS NECESSARY TO ELECT					
	Mr. Nicholas Gordon				

# TALLY SHEET

## DIOCESE OF NEW YORK ELECTIONS 2021 *Continued*

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

<b>E</b>	<b>TRUSTEES OF THE DIOCESE</b>
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**CLASS OF 2024- ELECT THREE**

TOTAL VALID BALLOTS CAST					
BALLOTS NECESSARY TO ELECT					
The Rev. Dr. Matthew H. Calkins					
The Rev. Dr. Pierre-Andre H. Duvert					
The Rev. Mary Gregorius					
Canon Michael McPherson					
The Rev. Matthew H. Mead					
Mr. Peter Saros					
The Rev. Richard Witt, Jr.					

<b>F</b>	<b>DIOCESAN COUNCIL</b>
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**CLASS OF 2024 - ELECT SIX**

TOTAL VALID BALLOTS CAST					
BALLOTS NECESSARY TO ELECT					
Mr. Mark Arnowitz					
The Rev. Deacon Cristobal (Chris) Colon					
The Rev. Amanda Eiman					
The Rev. Deacon Wilson Estil					
Mr. Eric Foote					
The Rev. Julie Hoplamazian					
The Rev. Deacon Shiane Lee					
The Rev. Nathanael Saint-Pierre					
The Rev. AJ Stack					
Mr. Lucas Thorpe					
The Rev. Mike Watson					





# The Episcopal Diocese of New York

**DIOCESAN INVESTMENT COMMITTEE**

**SEPTEMBER 2021**

## **2021 Report to Convention**

In 2020, the Investment Committee reported on progress in keeping with the 2015 Resolution that called for the Diocese to develop a Community Investment Program and Apply Ethical Standards in the Management of Church Investment Assets. This year we are pleased to report the following progress towards these goals along with activities to protect and manage the portfolio:

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

At the end of 2020, approximately 79% of the Brown Brothers Harriman portfolio was invested with ESG tilts including individual stocks, equity mutual funds, equity private funds, and individual bonds. In addition, 68% of invested assets were invested in strategies managed by UN PRI signatories.

### **2. Community Investment Program**

In 2019, the Diocese made a 2-year loan to Business Center For New Americans (“BCNA”), a community development financial institution, focused on creating paths to self-sufficiency for immigrants and refugees, in part, through micro-lending. In June of 2021, BCNA (which has changed its name to Accompany Capital) repaid the loan and the Investment Committee continues to work with BCNA to increase and extend our commitment.

The Committee continues with investing in RBC Access Capital, which is a distinct investment pool focused on positively impacting communities. We are targeting the counties of Westchester, Putnam, Dutchess, Ulster, Rockland, Sullivan and Orange, as well as the boroughs of Staten Island, Manhattan and the Bronx.

### **3. Proxy**

In early 2021, the proxy voting process was completed. And our proxy votes follow the Executive Council Committee of Corporate Social Responsibility proxy voting guidelines.

### **4. Investment Results continue to outpace the Draw**

In 2020 the consolidated portfolio returned 9.1%, comfortably exceeding the approved Investment Draw of 4.5%. Our portfolio continues to be over-weighted to equities and modestly underweight alternatives, fixed income and cash. For the five years ended December 31, 2020, our portfolio has returned 8.3% on average, again comfortably in excess of our Draw. These gains have been achieved while continuing to remain within the investment guidelines outline in our Investment Policy Statement.

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

Diocesan Investment Trust  
1047 Amsterdam Avenue  
New York, NY 10025

To: All DIT Shareholders

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 accordance with its mandate the TEP engaged Commonfund in April 2009, to assist the Trustees in providing prudent, institutional grade investment management services with respect to the DIT. As of June 30, 2021, more than 253 trusts and entities throughout the Diocese held shares in the DIT. The market value of the DIT Investments on June 30, 2021 was \$101.2 million. Of this sum \$42.4 million (42%) represented various trust accounts (TEP), \$35.7 million (35%) consisted of voluntary investments by parishes and institutions throughout the Diocese, and \$23.0 million (23%) was invested on behalf of parishes in the PEMS program. As of June 30, 2021, investors subscribed nearly \$5.6 million for new shares in the DIT Fund and redeemed \$5.7 million to satisfy various operating and other needs, including automated quarterly distributions under the PEMS program of approximately \$280,000.00. For the one-year period ending June 30, The DIT Fund portfolio was up 25.2%, underperforming its policy benchmark\* by 1.5 percentage points. Annualized performance measured from the inception of our relationship with Commonfund (April 2009) through June 30, 2021 was +9.1%, outperforming the policy benchmark\* return of +9.0%. These performance figures are net of all fees paid to Commonfund, but do not reflect the deduction of DIT administrative expenses of approximately 0.27% (annualized), which include the cost of processing redemption and subscription requests, custody, an annual audit, and the salary of our executive director. As we close out the year ending June 30, 2021, overall markets appear generally healthy. Global equity markets are near all-time highs (MSCI All Country World Index +39.3% and the S&P 500 +40.8% for the year), corporate and high-yield spreads are approaching historic lows, and after a bout of volatility in the first quarter of 2021, Government bond markets have held steady. Backing up valuations are accelerating corporate earnings and expansionary U.S. fiscal policy. The Endowment for the year, though posting a strong absolute return of 25.2%, underperformed its policy benchmark\* by 1.5 percentage points. The main source of the underperformance came from within the Global Equity Fund, the DIT’s largest investment at 56.3% of the portfolio. Narrowness in leadership within equity markets toward the latter half of 2020 made it a difficult environment for quantitative active managers to outperform, while fundamental strategies tended to do a better job navigating the volatile equity markets. However, recent performance has improved – as through the first 6 months of 2021, the Global Equity Fund managed to outperform the MSCI All Country World Index by 40 basis points, as fundamental stock pickers and strategies like low volatility (that were challenged in 2020) managed to post positive relative returns. Within fixed income markets, questions surrounding the nature of more recent inflationary spikes have been met by the Federal Reserve signaling their intent to keep interest rates low likely through the end of 2022. The DIT’s fixed income portfolio returned +2.4% for the one-year period ended June 2021, with relative outperformance in the core bond portfolio of 2.1%. Alternative investments had a challenging year, (+17.7% versus 23.2% for the weighted alternatives composite\*\*), as an allocation to natural resources equities experienced performance in line with its benchmark (+46%), while the hedge fund strategies, despite providing an uncorrelated source of return in excess of traditional fixed income to the portfolio, could not keep pace with its benchmark given the intentionally low equity-market beta exposure.

As of June 30, 2021, the DIT had 1.7% of its endowment portfolio invested in a diversified portfolio of private capital programs, including private equity and venture capital, compared to a strategic policy target of 10%. The private capital program is implemented through primary commitments to third-party managers, secondary investments, and selective direct co-investments, and is designed to be highly diversified by manager, strategy, and across vintage years. Additional commitments to future private capital programs will build towards the 10% policy target over multiple vintage years. While still relatively young, these programs are off to a good start, with early performances showing strong relative out-performance compared to public equity markets. On a fiscal-year-to-date basis through June 30, 2021 the DIT's private capital portfolio returned 42.4% versus the benchmark MSCI ACWI return of 12.3% (see note 1). Investment allocation was managed within limits prescribed by the Trustees. As of June 30, 2021, capital entrusted to the DIT was allocated 57.8% to public equities, 1.7% to private capital, 21.3% to traditional fixed income, 3% to private credit, and 16.2% to alternative assets (primarily hedge funds).

In 2015, the Diocesan Convention passed a resolution asking the TEP and other governing bodies within the Diocese to manage their assets in accordance with socially and environmentally responsible principles. In accordance with the resolution, the TEP endeavors to include Environmental, Social and Governance ("ESG") considerations into the management of the endowment portfolio with the understanding that such considerations align with the Principles for Responsible Investment ("PRI").

**\*Policy Benchmark:**

5/1/2009 to 6/30/2013 17.0% S&P500 Index; 15.0% Russell 3000; 12.5% Bloomberg Barclays US Aggregate Bond Index; 12.5% HFRI Equity Hedge Index; 10.0% MSCI World ex U.S.; 5.0% MSCI EMF Net; 5.0% 3 Month T-bill; 5.0% Bloomberg Commodity Index; 5.0% Absolute 11%; 5.0% HFRI FOF Conservative Index; 3.0% Russell 2000; 3.0% FTSE World Govt. Bond Index; 2.0% Bloomberg Barclays US Inflation-Linked Index

7/1/2013 to 9/30/2017 55.0% MSCI AC World Index Net; 17.5% HFRI FOF Composite Index; 12.5% Bloomberg Barclays US Aggregate Bond Index; 5.0% 3 Month T-bill; 5.0% Bloomberg Commodity Index; 3.0% FTSE World Govt. Bond Index; 2.0% Bloomberg Barclays US Inflation-Linked Index

10/1/2017 to 3/31/2020 58.0% MSCI AC World Index Net; 20.0% Bloomberg Barclays US Aggregate Bond Index; 12.0% HFRI FOF Conservative Index; 5.0% 3 Month T-bill; 5.0% S&P Global Large Midcap Commodity and Resources Index

4/1/2020 to 6/30/2021 58.0% MSCI AC World Index Net; 15.0% Bloomberg Barclays US Aggregate Bond Index; 12.0% HFRI FOF Conservative Index; 5.0% ICE BofA Merrill Lynch (ML) Hi-Yld Master; 5.0% 3 Month T-bill; 5.0% S&P Global Large Midcap Commodity

**\*\*Weighted Alternatives Composite:**

5/1/2009 to 6/30/2013 45.5% HFRI Equity Hedge Index; 18.2% Bloomberg Commodity Index; 18.2% Absolute 11%; 18.2% HFRI FOF Conservative Index

7/1/2013 to 9/30/2017 77.8% HFRI FOF Composite Index; 22.2% Bloomberg Commodity Index

10/1/2017 to 6/30/2021 70.6% HFRI FOF Conservative Index; 29.4% S&P Global Large Midcap Commodity and Resources Index

Note 1: private capital performance is valued with a lag of approximately 3 months. As of June 30, 2021 the private capital performance did not yet have a 12-month performance figure.

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The  
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of New York