

## **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

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| 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>    |

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Disbursement Detail

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|-------------|--|---------------------|---------------------|----------------------|
| 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 Pastorate)              | \$ 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

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| 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

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**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.