

## **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 2023 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 2023 budget of \$12,764,263. 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 2023.

#### **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 2023 Budget Income and Disbursement Summary

Budget Line	Description	2020 Budget	2021 Budget	2022 Budget	Proposed 2023 Budget	2022 to 2023 Difference
<b>INCOME FROM APPORTIONED SHARES</b>						
001	Gross Calculated Apportioned Shares (as of September 15)	\$ 13,109,557	\$ 13,584,385	\$ 13,422,063	\$ 13,405,205	\$ -
002	Total Adjustments due to 12.5% Cap & Adjustment Board (as of Sept 15)	\$ (422,157)	\$ (552,565)	\$ (140,862)	\$ (833,497)	\$ 1,137,528
003	Reserve: Projected Bad Debt & Projected Adjustments	\$ (1,250,000)	\$ (2,800,000)	\$ (2,089,668)	\$ (952,140)	\$ 428,035
<b>005</b>	<b>Net Income From Apportioned Shares</b>	<b>\$ 11,406,006</b>	<b>\$ 10,231,820</b>	<b>\$ 11,191,533</b>	<b>\$ 11,619,568</b>	<b>\$ 428,035</b>
<b>INCOME FROM OTHER SOURCES</b>						
006	Total Allocation from the General Endowment & Operational Funds	\$ 891,493	\$ 916,162	\$ 907,230	\$ 1,144,972	\$ 237,742
007	Contribution to General Endowment (25% Cap until 2021, 33% now)	\$ (161,750)	\$ (608,607)	\$ 37,000	\$ -	\$ -
008	Trust Income	\$ 37,000	\$ 37,000	\$ 37,000	\$ 46,000	\$ 9,000
009	Fee Income	\$ 80,000	\$ 80,000	\$ 65,000	\$ 65,000	\$ -
010	Diocesan Convention Fee Income	\$ 75,000	\$ 75,000	\$ 75,000	\$ 90,000	\$ 15,000
<b>011</b>	<b>Net Income From Other Sources</b>	<b>\$ 921,743</b>	<b>\$ 499,555</b>	<b>\$ 1,084,230</b>	<b>\$ 1,345,972</b>	<b>\$ 261,742</b>
<b>012</b>	<b>Contingency (ideally 3% of total income) (1.5% for 2021, 1.55% for 2023) (decrease by \$100,000 2022)</b>	<b>\$ (374,748)</b>	<b>\$ (165,803)</b>	<b>\$ (257,547)</b>	<b>\$ (201,277)</b>	<b>\$ 56,270</b>
<b>013</b>	<b>Total Income</b>	<b>\$ 11,953,001</b>	<b>\$ 10,565,572</b>	<b>\$ 12,018,217</b>	<b>\$ 12,764,263</b>	<b>\$ 746,046</b>
<b>DISBURSEMENTS SUMMARY</b>						
100	Total Assessments to The Episcopal Church	\$ 1,765,500	\$ 1,336,921	\$ 1,554,537	\$ 1,827,902	\$ 273,365
200	Total Convention Expenses	\$ 265,000	\$ 265,000	\$ 380,000	\$ 402,245	\$ 22,245
300	Total Episcopal Function	\$ 853,000	\$ 845,000	\$ 880,000	\$ 1,089,255	\$ 209,255
400	Total Episcopal Support Staff	\$ 1,400,000	\$ 1,350,000	\$ 1,361,000	\$ 1,372,680	\$ 11,680
500	Total Staff Support for Congregations & Diocesan Ministries	\$ 961,000	\$ 984,000	\$ 991,104	\$ 1,072,304	\$ 81,200
600	Total Funding for Strategic/Mission Settings	\$ 2,675,000	\$ 2,232,000	\$ 2,692,000	\$ 2,627,000	\$ (65,000)
700	Total Diocesan Ministries & Outreach	\$ 578,000	\$ 495,900	\$ 529,500	\$ 569,000	\$ 39,500
800	Total Grants & Loans	\$ 619,000	\$ 574,000	\$ 639,000	\$ 439,000	\$ (200,000)
900	Total Diocesan Finance & Operations	\$ 2,120,000	\$ 1,817,000	\$ 1,960,325	\$ 1,997,000	\$ 36,675
910	Total Unallocated Cost for Mission	\$ 579,501	\$ 605,751	\$ 760,751	\$ 849,801	\$ 89,050
950	Capital Expenditures Budget	\$ 60,000	\$ 60,000	\$ 60,000	\$ 40,000	\$ (20,000)
1000	Provision for Salary & Benefit Increase	\$ 77,000	\$ -	\$ 210,000	\$ 478,076	\$ 288,076
<b>1100</b>	<b>Total Disbursements</b>	<b>\$ 11,953,001</b>	<b>\$ 10,565,572</b>	<b>\$ 12,018,217</b>	<b>\$ 12,764,263</b>	<b>\$ 746,046</b>
<b>1200</b>	<b>SURPLUS (DEFICIT)</b>	<b>\$ (0)</b>				

Episcopal Diocese of New York  
Proposed 2023 Budget  
Disbursement Detail

Budget Line	Description	2020 Budget	2021 Budget	2022 Budget	Proposed 2023 Budget	2022 to 2023 Difference
101	Assessment to The Episcopal Church	\$ 1,750,000	\$ 1,321,421	\$ 1,531,763	\$ 1,802,628	\$ 270,865
102	Assessment to Province II	\$ 15,500	\$ 15,500	\$ 22,774	\$ 25,274	\$ 2,500
<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>	<b>\$ 1,827,902</b>	<b>\$ 273,365</b>
201	Reserve for Annual Diocesan Convention	\$ 175,000	\$ 175,000	\$ 175,000	\$ 215,000	\$ 40,000
202	Reserve for Future Episcopal Elections	\$ 50,000	\$ 50,000	\$ 150,000	\$ 200,000	\$ 50,000
202a	Underpayment to Reserve to fund Bishop Coadjutor				\$ (185,255)	
203	Reserve For Curacies for New EDNY Ordinands				\$ 135,000	
204	Reserve for Deputies to General Convention & Provincial Synod	\$ 25,000	\$ 25,000	\$ 40,000	\$ 30,000	\$ (10,000)
205	Reserve for Lambeth Conference (Travel & All Expenses)	\$ 15,000	\$ 15,000	\$ 15,000	\$ 7,500	\$ (7,500)
<b>200</b>	<b>Total Reserve Funds</b>	<b>\$ 265,000</b>	<b>\$ 265,000</b>	<b>\$ 380,000</b>	<b>\$ 402,245</b>	<b>\$ 22,245</b>
301	Bishop of New York	\$ 285,000	\$ 288,000	\$ 288,000	\$ 297,000	\$ 9,000
301a	Bishop Coadjutor (May 2023-March 2024 only)				\$ 185,255	\$ 185,255
302	Bishop Suffragan	\$ 244,000	\$ 248,500	\$ 248,500	\$ 256,000	\$ 7,500
303	Bishop Assistant	\$ 244,000	\$ 248,500	\$ 248,500	\$ 256,000	\$ 7,500
304	Bishops' Shared Travel (Inside and outside diocese, excluding Lambeth)	\$ 50,000	\$ 40,000	\$ 65,000	\$ 65,000	\$ -
305	Bishop of New York Hospitality Expenses	\$ 30,000	\$ 20,000	\$ 30,000	\$ 30,000	\$ -
<b>300</b>	<b>Total Episcopal Function</b>	<b>\$ 853,000</b>	<b>\$ 845,000</b>	<b>\$ 880,000</b>	<b>\$ 1,089,255</b>	<b>\$ 209,255</b>
401	Bishops' Office Expenses (TOTAL)	\$ 530,000	\$ 510,000	\$ 510,000	\$ 510,000	\$ -
402	Canon to the Ordinary (Expenses & Compensation)	\$ 205,000	\$ 205,000	\$ 205,000	\$ 205,000	\$ -
403	Canon for Pastoral Care (Expenses & Compensation)	\$ 180,000	\$ 170,000	\$ 170,000	\$ 176,680	\$ 6,680
404	Canon for Ministry (Expenses & Compensation)	\$ 240,000	\$ 230,000	\$ 230,000	\$ 235,000	\$ 5,000
405	Canon for Transition Ministry (Expenses & Compensation)	\$ 245,000	\$ 235,000	\$ 246,000	\$ 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>	<b>\$ 1,372,680</b>	<b>\$ 11,680</b>
501	Canon for Congregational Vitality & Formation (Expenses & Compensation)	\$ 192,000	\$ 195,000	\$ 198,104	\$ 201,004	\$ 2,900
502	Liaison for Global Mission (Expenses & Compensation)	\$ 161,000	\$ 168,000	\$ 168,000	\$ 168,000	\$ -
503	Director of Diocesan Property Services (Expenses & Compensation)	\$ 173,000	\$ 176,000	\$ 190,000	\$ 247,000	\$ 57,000
504	Mid Hudson Region (Expenses & Compensation)	\$ 115,000	\$ 101,000	\$ 101,000	\$ 101,000	\$ -
505	Public Affairs (Expenses & Compensation)	\$ 210,000	\$ 234,000	\$ 234,000	\$ 250,300	\$ 16,300
506	Archives (Expenses & Compensation)	\$ 110,000	\$ 110,000	\$ 100,000	\$ 105,000	\$ 5,000
<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>	<b>\$ 1,072,304</b>	<b>\$ 81,200</b>

Episcopal Diocese of New York  
Proposed 2023 Budget  
Disbursement Detail

Budget Line	Description	2020 Budget	2021 Budget	2022 Budget	Proposed 2023 Budget	2022 to 2023 Difference
601	Campus Ministry Clergy (Expenses & Compensation)	\$ 475,000	\$ 430,000	\$ 500,000	\$ 430,000	\$ (70,000)
602a	Hispanic Clergy Compensation (see below for 2022)	\$ 475,000	\$ 400,000	\$ -	\$ -	\$ -
602b	Congregations in Strategic Settlements Clergy Compensation (see below for 2022)	\$ 1,100,000	\$ 970,000	\$ -	\$ -	\$ -
603	Bilingual and Intercultural Clergy Support			\$ 857,000	\$ 867,000	\$ 10,000
604	Bronx Mission Clergy Support			\$ 540,000	\$ 584,000	\$ 44,000
605	Curacy Initiative			\$ 140,000	\$ -	\$ (140,000)
606	Area Team Ministry Clergy Support (formerly Regional Pastorate)	\$ 245,000	\$ 182,000	\$ 165,000	\$ 120,000	\$ (45,000)
607	Harlem Clergy Support (formerly Harlem Initiative Clergy Compensation)	\$ 160,000	\$ 108,000	\$ 240,000	\$ 280,000	\$ 40,000
608	Episcopal Futures Co-Payment (2022 through 2025)			\$ 30,000	\$ 150,000	\$ 120,000
609	Church Plants & Revitalization	\$ 220,000	\$ 142,000	\$ 220,000	\$ 196,000	\$ (24,000)
<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>	<b>\$ 2,627,000</b>	<b>\$ (65,000)</b>
701	Congregational Development Commission Programs	\$ 15,000	\$ 15,000	\$ 15,000	\$ 15,000	\$ -
702	Operational Support for Strategic Hispanic Congregation	\$ 25,000	\$ 20,000	\$ 15,000	\$ 15,000	\$ -
703	Multicultural Ministries (New Community)	\$ 25,000	\$ 12,000	\$ 12,000	\$ 23,000	\$ 11,000
704	Christian Formation Commission Programs / Young Adult Ministry	\$ 65,000	\$ 54,000	\$ 67,000	\$ 60,000	\$ (7,000)
705	Social Concerns Commission	\$ 81,000	\$ 72,900	\$ 85,000	\$ 70,000	\$ (15,000)
705a	Reparations Committee/Commission				\$ 48,500	\$ 48,500
706	Ecumenical and Multi-Faith Councils Contribution	\$ 10,500	\$ 10,500	\$ 10,500	\$ 10,500	\$ -
707	Ecumenical & Interfaith Commission	\$ 10,000	\$ 9,000	\$ 10,000	\$ 10,500	\$ 500
708	Global Mission Commission	\$ 52,000	\$ 45,000	\$ 45,000	\$ 41,000	\$ (4,000)
709	Companion Diocese Relationship	\$ 40,000	\$ 40,000	\$ 40,000	\$ 35,000	\$ (5,000)
710	Rural and Migrant Ministry	\$ 50,000	\$ 50,000	\$ 50,000	\$ 50,000	\$ -
711	New York Service & Justice Collaborative (Episcopal Service Corp)	\$ 25,000	\$ 12,500	\$ 25,000	\$ 15,500	\$ (9,500)
712	Episcopal New Yorker	\$ 54,500	\$ 45,000	\$ 45,000	\$ 65,000	\$ 20,000
713	Support for Episcopal Charities	\$ 125,000	\$ 110,000	\$ 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>	<b>\$ 569,000</b>	<b>\$ 39,500</b>
801	Property Support Committee Grants	\$ 425,000	\$ 425,000	\$ 470,000	\$ 270,000	\$ (200,000)
802	First Step Grants	\$ 20,000	\$ 25,000	\$ 25,000	\$ 20,000	\$ (5,000)
803	Next Step Grants	\$ 30,000	\$ -	\$ -	\$ 5,000	\$ 5,000
804	Hispanic Ministries Grants	\$ 60,000	\$ 50,000	\$ 60,000	\$ 55,000	\$ (5,000)
805	Sustainable Development Goal Grants	\$ 84,000	\$ 74,000	\$ 84,000	\$ 89,000	\$ 5,000
<b>800</b>	<b>Total Grants</b>	<b>\$ 619,000</b>	<b>\$ 574,000</b>	<b>\$ 639,000</b>	<b>\$ 439,000</b>	<b>\$ (200,000)</b>

Episcopal Diocese of New York  
Proposed 2023 Budget  
Disbursement Detail

Budget Line	Description	2020 Budget	2021 Budget	2022 Budget	Proposed 2023 Budget	2022 to 2023 Difference
901	Administration (Expenses & Compensation)	\$ 1,595,000	\$ 1,542,000	\$ 1,650,325	\$ 1,200,000	\$ (450,325)
902	Office Services (Expenses & Compensation)	\$ 325,000	\$ 275,000	\$ 310,000	\$ 290,000	\$ (20,000)
903	Office of Director of Operations & Human Resources				\$ 507,000	
904	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>	<b>\$ 1,997,000</b>	<b>\$ 36,675</b>
911	IT Expenses	\$ 175,000	\$ 217,000	\$ 210,000	\$ 291,900	\$ 81,900
912	Diocesan & Parish Websites (Web Management)	\$ 4,500	\$ 5,750	\$ 5,750	\$ 7,900	\$ 2,150
913	Professional Expenses (Legal)	\$ 100,000	\$ 100,000	\$ 135,000	\$ 135,000	\$ -
914	Overhead and Fixed Obligations	\$ 300,000	\$ 253,000	\$ 260,000	\$ 265,000	\$ 5,000
915	Cathedral Cost Sharing and Rent	\$ 1	\$ 1	\$ 1	\$ 1	\$ -
916	Property (EDNY) Management		\$ 30,000	\$ 150,000	\$ 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>\$ 849,801</b>	<b>\$ 89,050</b>
<b>950</b>	<b>Capital Expenditures Budget</b>	<b>\$ 60,000</b>	<b>\$ 60,000</b>	<b>\$ 60,000</b>	<b>\$ 40,000</b>	<b>\$ (20,000)</b>
<b>1000</b>	<b>Provision for Salary &amp; Benefit Increase</b>	<b>\$ 77,000</b>	<b>\$ -</b>	<b>\$ 210,000</b>	<b>\$ 478,076</b>	<b>\$ 268,076</b>
	<b>Grand Total Expenditures</b>	<b>\$11,953,001</b>	<b>\$10,565,572</b>	<b>\$12,018,217</b>	<b>\$12,764,263</b>	<b>\$746,046</b>

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

[ 3 ] Resolved, That the following persons are hereby elected Trustees of the Estate and Property of the Diocesan Convention of New York, for terms expiring 2025: Clark Anderson, Susan K. Jansen, Dulcie T. Mapondera.

**CLARK ANDERSON:**



**Parish:** The Society of the Free Church of St. Mary the Virgin.

**Occupation:** Managing Director, Morgan Stanley; Global Head of Country Risk Management; Head of Climate-Change Risk Management.

**Church Positions:** Chair of Finance Committee, Trustees of the Diocese of Vermont, 2013-2017.

**Education:** M.A. in Public Affairs from the Woodrow Wilson School of Princeton University; B.A. in International Relations from Pomona College.

**SUSAN K. JANSEN:**



**Parish:** Christ's Church. Rye.

**Occupation:** Private Investor.

**Church Positions:** Christ's Church Rye - Vestry Member, Junior and Senior Warden, Confirmation Class Leader, Sunday School Teacher; Episcopal Charities - 2 Term Board Member (6 years); Special Task Force on Responsible Investing - Member (2 years); Diocesan Trustee - 2 Terms (6 years); Diocesan Investment Committee - Member and Chair for 6 years.

**Education:** Smith College – B.A.; The Wharton School at the University of Pennsylvania – M.B.A.

**DULCIE T. MAPONDERA:**



**Parish:** St. Bartholomew's Church in the City of New York.

**Occupation:** Chief, Legal and Compliance Unit, United Nations Joint Staff Pension Fund.

**Church Positions:** Vestry of Emmanuel Church, Geneva, Switzerland (1998 – 2000); vestry of St. Bart's (2010-2016); co-chair Stewardship Committee, St. Bart's (2011-2013). Member rector search committees, Emmanuel, (2000), and St. Bart's (2016). Member of Governance Committee, St. Bart's (2012-2016). Co-chair, Adult Professionals' Group, St. Bart's.

**Education:** LL. B and LL.M – London School of Economics; MBA – Warwick University, UK; Barrister-at-Law, Middle Temple. Education for Ministry, University of the South, Sewanee.

**Establishing a 501(c)(3) Organization to Hold and Administer the Corpus of Funds Received and Identified for Reparations**

**Proposer(s) of Resolution:** Ms. Diane Pollard and Mr. Waddell Stillman

**Parish or Organization(s):** The Reparations Committee of the Social Concerns Commission

**Telephone and Email:** dbpsd4u@aol.com (917) 328-0239 (Pollard);  
waddellstillman@gmail.com (914) 366-6987 (Stillman)

**Title of Resolution:** Resolution Establishing a 501(c)(3) Organization to Hold and Administer the Corpus of Funds Received and Identified for Reparations

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

[ 4 ] Resolved, that the 246th Convention of The Episcopal Diocese of New York (the “Diocese”) authorize the establishment of a new corporation (the “Corporation”) for the purpose of holding the corpus of funds (the “Funds”) received and identified for the purpose of reparations for the enslavement of African Americans and its aftermath; and be it further

[ 5 ] Resolved, that the name of the Corporation be “The Moses Commission of The Episcopal Diocese of New York, Inc.”; and be it further:

[ 6 ] Resolved, that legal title to the Funds be in the name of the Corporation but remain part of the investment portfolio of the Diocese, invested on a commingled basis but accounted for separately and reported to the Corporation no less frequently than quarterly; and be it further

[ 7 ] Resolved, that the Bishop of New York shall serve ex officio as a director on the governing board of the Corporation; and be it further

[ 8 ] Resolved, that the Corporation report regularly, at least annually, and on a half-yearly basis upon request by the Trustees, to the Trustees of the Diocese as to the allocation and distribution of the Funds; and be it further

[ 9 ] Resolved, that the Corporation prepare and deliver an annual report to the Convention of The Episcopal Diocese of New York on the use of the Funds and seek the Convention’s affirmation and approval on the proposed allocation and use of the Funds for the upcoming period before the next Diocesan Convention.

**Explanation:**

In the Bishop’s address at Diocesan Convention in 2019, Bp. Dietsche called for the allocation of \$1.1 million in Diocesan funds to making reparations to African Americans in the Diocese. Convention voiced unanimity of support, and the Trustees followed through with the allocation of the funds. The Diocesan Reparations Committee, in studying optimal criteria for the Reparations Fund, discussed at length many approaches and strategies being pursued by parishes, other dioceses, and similar organizations. It engaged in deep, prayerful deliberations on the importance of this work and unanimously agreed that in order to achieve its mandate a 501(c)(3) organization should be established.

A separate 501(c)(3) will allow for both distributions of funds and serve as a solicitor and recipient of donations from other organizations and individuals who have a like-minded desire to advance this purpose.

The existing Reparations Committee will be newly accountable that the distributions of funds be consistent with Diocesan guidelines, and it will coordinate the reparations work of the Committee with that of the new Corporation. The Corporation will report to the Trustees of the Diocese at least annually and on a half-yearly basis upon request by the Trustees, and to the annual Diocesan Convention as set forth above.

To incorporate the organization and draft and approve required by-laws, legal counsel, ideally on a pro bono basis, will be invited from the Diocese and outside auditors engaged.

**Diocesan-Wide Commemorations  
of Eleanor Roosevelt on Human Rights Day, December 10**

**Proposers of Resolution:**

The Rev. John Beddingfield  
Mr. Doug Belding  
The Rev. Sharon H.C. Clayton  
Mr. Jim Crane  
The Rev. Adrian Dannhauser  
Mr. Barry Knickerbocker  
The Rev. Charles Kramer  
The Rev. Deacon Denise LaVetty  
The Rev. Dr. Nathaniel J. Lee  
The Rev. Canon James Elliott Lindsley  
The Rev. Richard McKeon  
The Rev. Gwyneth MacKenzie Murphy  
The Rev. Canon J. Douglas Ousley  
The Rev. Canon K. Jeanne Person  
The Rev. Masud Ibn Syedullah, TSSF  
The Rev. Margaret Tuttle

Parish or Organization(s):  
Church of the Holy Trinity, Manhattan  
Church of the Incarnation, Manhattan  
Church of the Messiah, Rhinebeck  
The Episcopal Diocese of New York: Bishop's Staff  
St. James Episcopal Church, Hyde Park  
St. Paul's & Trinity Church, Tivoli

Telephone and Email: 646-709-2462; jperson diocesenyc.org

**Title of Resolution:** Diocesan-Wide Commemorations of Eleanor Roosevelt on Human Rights Day, December 10

**Text of Resolution:**

[10] RESOLVED: that the 246th Convention of The Episcopal Diocese of New York authorize, encourage, and support annual local commemorations of Eleanor Roosevelt on Human Rights Day, December 10; and be it further

[11] RESOLVED: that The Episcopal Diocese of New York shall establish a Task Force to provide liturgical guidance for such commemorations, including a Collect, suggested Scripture readings, and creative ways for presenting the Universal Declaration of Human Rights in worship, and to track and evaluate local commemorations; and be it further

[12] RESOLVED: that the Task Force shall lead The Episcopal Diocese of New York in requesting the 81st General Convention of The Episcopal Church, meeting in July 2024, to include and enter Eleanor Roosevelt in the Calendar of the Church year on December 10, Human Rights Day.

### **Explanation**

Eleanor Roosevelt (d. 1962) was a diplomat, activist, and author. She served as the First Lady of the United States (1933 – 1945), then as the country’s first Delegate to a newly formed United Nations.

Roosevelt chaired the UN Commission on Human Rights, whose members found unity under her leadership to draft the Universal Declaration of Human Rights. On December 10, 1948, the General Assembly adopted the Declaration, which set forth fundamental human rights to be universally protected. The Declaration remains today a common standard and is celebrated worldwide on December 10, the United Nations’ Human Rights Day.

Roosevelt was a courageous and tireless advocate for human rights. Her belief in the dignity and equality of all people was rooted in the teachings and example of Jesus Christ. When residing in New York, she regularly worshiped in Episcopal congregations of this diocese.

Why a Task Force?

In July 2022, the General Convention affirmed a process by which new names could be added to the Episcopal Church’s liturgical calendar. A key requirement is for significant local observances. Liturgies commemorating Eleanor Roosevelt and the Universal Declaration of Human Rights have already taken place within the diocese. The Task Force will provide further momentum.

**Proposer(s) of Resolution:** Yvonne O’Neal and The Rev. Paul Feuerstein

**Parish or Organization(s):** Diocesan Task Force on Domestic Violence and Sexual Assault

**Telephone and Email:** (347) 776-8010; yvonne.oneal@gmail.com

**Title of Resolution:** Observing Break The Silence Sunday  
[As Amended]

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

Resolved: that the 246<sup>th</sup> Convention of The Episcopal Diocese of New York affirm General Convention Resolution 2022-C064, Break the Silence Sunday, and calls on churches to observe the Sunday closest to November 25, which is the International Day for the Elimination of Violence against Women; and be it further,

Resolved: that within The Episcopal Diocese of New York there be zero tolerance on violence against all people within our homes, our schools, our communities and the church.

**Explanation:**

Churches throughout Anglican Communion, including The Episcopal Church, take part in the 16 Days Campaign against gender-based violence, which runs annually from November 25 (International Day for the Elimination of Violence against Women) to December 10 (International Human Rights Day). The 16 Days period includes other significant dates, like International Human Rights Defenders Day (November 29), World Aids Day (December 1) and the anniversary of the Montreal Massacre (December 6). We think it appropriate to celebrate Break the Silence Sunday during this period.

Break the Silence Sunday is a resource for churches to actively support survivors of sexual violence, particularly in the context of worship. The goal is three-fold: to help congregations learn about the reality and scope of the problem of sexual violence; to create communities where survivors can share their stories and be received with hope and love; and for congregations to commit themselves to prayerfully consider ways in which they can support survivors, be advocates for change in their communities, and around the world.

## Florence Li Tim-Oi Project

**Proposer(s) of Resolution:** Yvonne O’Neal, Lay Deputy to the 80<sup>th</sup> General Convention  
and Lay Member of the 246<sup>th</sup> Convention of The Episcopal Diocese of New York

**Parish or Organization(s):** Church of the Holy Trinity, Manhattan

**Telephone and Email:** (347) 776-8010; yvonne.oneal@gmail.com

**Title of Resolution:** Florence Li Tim-Oi Project

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

[ 15 ] Resolved, that the 246<sup>th</sup> Convention of The Episcopal Diocese of New York affirm General Convention Resolution 2022-D079, 80th Anniversary Programs Honoring Florence Li Tim-Oi, and calls for the formation of a diocesan advisory group; and be it further,

[ 16 ] Resolved, that this Convention confirm the participation by The Episcopal Diocese of New York in the 80th Anniversary of Blessed Florence Li Tim-Oi’s vocation to the priesthood on January 25, 2024; and be it further,

[ 17 ] Resolved, that this Convention ask the Bishop to create and appoint an advisory group of between three and five members, clergy and/or lay, for planning and coordination with other participating dioceses as well as with Team Beyond at the Episcopal Church Center; and be it further,

[ 18 ] Resolved, that the advisory group shall serve until January 31, 2024, to coincide with Team Beyond at the Episcopal Church Center.

### **Explanation:**

In 2018, [Florence Li Tim-Oi](#) 李添嫻 was made a permanent part of The Episcopal Church’s Calendar of Saints (Lesser Feasts and Fasts: GC 2018-A066). The 80th General Convention adopted resolution D079, 80th Anniversary Programs Honoring Florence Li Tim-Oi. The following outlines the project goals:

1. The Dioceses of California, Los Angeles, and New York will be forming advisory groups to assist in the 80th Anniversary planning programs. We welcome participation from other dioceses. Each diocese will host and develop 2-3 virtual workshops in 2023 using shared resources covering Li Tim-Oi’s discernment, vocation, ministry, and struggles during her lifetime;
2. During 2023, The Presiding Bishop’s staff aka Team Beyond, and the Asia & Pacific Partnership Officer will begin conversations with the Hong Kong Anglican Church (Hong Kong Sheng Kung Hui) about planning an in-person component in Hong Kong and Macau region. The uncertainty will be: 1) the political climate in Asia and 2) any further outbreak of COVID variants during the winter of 2023-24.
3. The in-person pilgrimage will build upon the materials covered in the 2023 virtual workshops. HKSKH cathedrals, All Saints (Dio West Kowloon), Holy Trinity (Dio of Eastern Kowloon) and St. John’s (Dio Hong Kong Island), and the Protestant Chapel in Macau where Li Tim Oi served would be potential sites for visitation and worship.

No diocesan funds would be used for travel.

Reference: [80th Anniversary Programs Honoring Florence Li Tim-Oi](#)

## **Participate in Thursdays in Black**

**Proposer(s) of Resolution:** Yvonne O’Neal and Paul Feuerstein  
**Parish or Organization(s):** Diocesan Task Force on Domestic Violence and Sexual Assault  
**Telephone and Email:** (347) 776-8010; yvonne.oneal@gmail.com  
**Title of Resolution:** Participate in Thursdays in Black

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

[ 19 ] Resolved, that the 246th Convention of The Episcopal Diocese of New York affirms General Convention Resolution 2022-C063, Participate in Thursdays in Black, and encourage members of Congregations and institutions of the Diocese to participate in the Thursdays in Black Campaign of the World Council of Churches, a global movement for a world without rape and violence; and be it further,

[ 20 ] Resolved, that the Diocese of New York continues to work toward increasing awareness, accountability, and action across the Diocese about the alarming degree of gender-based violence in church and society.

### **Explanation:**

Thursdays in Black grew out of the World Council of Churches (WCC) Decade of Churches in Solidarity with Women (1988-1998), in which the stories of rape as a weapon of war, gender injustice, abuse, violence, and many tragedies that grow outward from such violence became all the more visible. But what also became visible was women’s resilience, agency, and personal efforts to resist such violations.

The idea behind Thursdays in Black is to encourage people to wear black clothing on Thursdays as a reminder of the need to act against sexual violence in all its forms. Wear a pin to declare you are part of the global movement resisting attitudes and practices that permit rape and violence. Show your respect for women who are resilient in the face of injustice and violence. Encourage others to join you.

## **Reaching Carbon Neutrality by 2030**

**Proposer(s) of Resolution:** The Rev. Elizabeth G. Maxwell, Co-chair, Creation Care Committee

**Parish or Organization(s):** Creation Care Committee

**Telephone and Email:** (212) 254-8620 egmaxwell@ascensionnyc.org

**Title of Resolution:** Reaching Carbon Neutrality by 2030

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

[ 21 ] Resolved, that the 246th Convention of The Episcopal Diocese of New York commit the Diocese to achieving carbon neutrality in its operations and the work of staff and diocesan bodies by 2030, and be it further

[ 22 ] Resolved, that this Convention urge all parishes of the Diocese to establish and vigorously pursue the same goal, and be it further

[ 23 ] Resolved, that the Convention instruct the Creation Care Committee to work with others across The Episcopal Church to develop and distribute an addendum to the parochial report/parish assessment tool to help parishes measure current emissions, set targets, and develop reduction strategies, and be it further

[ 24 ] Resolved, that each parish in The Episcopal Diocese of New York complete the energy use survey to be circulated at this Convention; and be it further

[ 25 ] Resolved, that the Convention instruct the Creation Care Committee, assisted by the Property Support Office as possible, to develop a plan to help parishes set and accomplish goals for carbon reduction, including educational workshops, consultancy, and funding plans, and be it further

[ 26 ] Resolved, that the Creation Care Committee report to the 247th Diocesan Convention on plans and implementation for reaching carbon neutrality.

### **Explanation:**

This past summer, the 80th General Convention of The Episcopal Church passed Resolution A087, Net Carbon Neutrality by 2030, committing the church to a goal of net carbon neutrality in its operations and the work of staff, standing commissions, interim bodies, and General Convention by 2030, through reducing emissions from travel, energy use, increasing energy efficiency in buildings, and purchasing offsets from investigated, responsible and ethical partners. The resolution also encourages dioceses, churches, and institutions to pursue their own goal of net carbon neutrality by 2030 through similar efforts.

This is an ambitious goal, but this summer has brought ever more catastrophic weather events- drought, fire, killing heat, flooding, and more. As a matter of urgent justice, we must act boldly and imaginatively to mitigate the impact of the climate catastrophe and stop the burning of fossil fuels. Large-scale policy solutions are required, and so is attention to our own sector.

The Diocese of New York is part of a pilot project with the World Resources Institute (WRI) to help religious institutions develop science-based targets and strategies to reduce emissions. Members of the Creation Justice Commission have begun working with WRI, along with others, and will continue to do so. The impetus to add a section on emissions to the parochial report as a tool to understand where we are and plan where we need to go comes from leaders across the church.

## 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

**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 3% increase to the minimum annual stipend for clergy, effective January 1, 2022 and the recommendation was approved at the September 2021 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, subsequent to its meeting held on September 7, 2022, the Diocesan Human Resources Committee reviewed CPI information released on September 13, 2022 and has recommended a 7% increase to the minimum annual stipend for clergy, effective January 1, 2023.

Now, therefore, be it

[ 27 ] Resolved: that the 246th Diocesan Convention approve the recommendation of the Diocesan Human Resources Committee and raise the minimum annual stipend for Clergy for 2023, thereby increasing the minimums in effect for 2022 by 7%, as follows:

Cash stipends:

- 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
  
- Ordained to priesthood less than 3 years: \$50,700 as of January 1, 2023
- Ordained to priesthood more than 3 years but less than 10 years: \$56,350 as of January 1, 2023
- Ordained to priesthood more than 10 years: \$56,850 as of January 1, 2023
- Ordained to priesthood over 15 years: \$64,500 as of January 1, 2023

## **Explanation**

The Clergy Compensation Minimums were increased last on January 1, 2022. The resolution at the 2016 Diocesan Convention called for a review of the minimums each year and an increase based on the CPI. However, after consultation with the Diocese’s employment attorneys and neighboring dioceses, for 2023, the Human Resources Committee recommended, and the Trustees of the Diocese approved, a 7% increase to the minimum annual stipend for priests, which is reflected in the minimums set forth above.

### **Require Antiracism Training for All Diocesan Appointees**

**Proposer of Resolution:** Lauren Reid

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

**Telephone:** (914) 382.2722 lrrmink@gmail.com

**Title of Resolution:** Require Antiracism Training for All Diocesan Appointees

### **Text of Resolution:**

[ 28 ] Resolved, that the 246th Diocesan Convention of The Episcopal Diocese of New York adopt the requirements contained in the resolution adopted by The Episcopal Church in 2000 requiring antiracism training and apply them to all Diocesan appointees, to the extent that such appointees are not otherwise subject to required antiracism training in their other capacities.

- In 1991, The Episcopal Church, at its convention, named racism as a SIN and committed the Church to “repenting the sin of racism and working for its eradication”.  
In 1994, the House of Bishops issued a Pastoral Letter entitled “The Sin of Racism” which affirmed that the work of antiracism and inclusion are “the work of the Gospel”.
- In 2000, The Episcopal Church adopted a resolution which requires all national and diocesan lay leaders and clergy leaders, as well as any person serving on a national commission, committee, agency or board to receive antiracism training.
- In 2019, The Episcopal Diocese of New York passed a resolution requiring antiracism training for anyone running for Diocesan office.
- In 2022, The House of Bishops Theology Committee issued Realizing Beloved Community, a report which states: “We members of The Episcopal Church are people of the book, the story and the parable. In our liturgy, we listen to stories and learn; this is a sacred activity. To listen to the long-unheard stories of our fellow Episcopalians is also a sacred activity.” Our diocesan workshop gives us the opportunity to listen to and share our stories.

## **Approve Revisions to the Lay Compensation Guidelines**

**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:** Approve Revisions to the Lay Compensation Guidelines

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

Whereas, the Human Resources Committee (the “Committee”) of the Trustees of the Episcopal Diocese of New York (the “Trustees”), acting as the Board of Managers of the Diocesan Missionary and Church Extension Society of the Protestant Episcopal Church in the Diocese of New York has submitted for Trustee consideration updated lay compensation guidelines (the “Guidelines”); and

Whereas, the Committee wishes the Trustees to approve the Guidelines, which are attached hereto as Exhibit A.

Now, therefore, be it

[ 29 ] Resolved, that the Guidelines be, and they hereby are, approved, with any such administrative or other minor changes as may be approved by the Chair of the Committee and the Chief of Finance and Operations; and be it further

[ 30 ] Resolved, that the Chief of Finance and Operations or her delegate take such steps as are necessary to post the Guidelines on the Diocesan website and otherwise publish or distribute such Guidelines as the Chief of Finance and Operations, working in conjunction with the Chair of the Committee, deems necessary or appropriate.

### **EXHIBIT A**

Note:

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

#### **Section A. Mandated Compensation, Benefits and Associated Expenses**

Pursuant to the following requirements mandated by Diocesan Convention, each congregation within the Diocese of New York shall provide the following compensation and benefits to each of its lay employees who works 1000 hours or more per year and meets the Internal Revenue Service (IRS) criteria for employees (see Treasury Reg. Sec. 31.3401(6)(b)), provided that no congregation shall employ any person not eligible to work in the United States.

1. Each congregation shall provide each of its lay employees: an annual IRS W-2 statement no later than January 31st of the following year; insurance coverage for New York State (NYS) workers’ compensation, NYS short term disability benefits, unemployment insurance benefits, and NYS paid family leave benefits; and wages and paid time off benefits no less than what is required under federal, state, and local laws.
2. Pension Benefits: Each congregation shall provide each of its lay employees with pension benefits as mandated by General Convention and Diocesan Canons.
3. Life Insurance: Each congregation shall, on behalf of each of its lay employees, pay the premiums for a life insurance policy. The amount of the insurance policy shall be twice the annual salary subject to a maximum payout as set forth in the policy.

4. Health Insurance: Each congregation shall provide all employees scheduled to work 1500 hours or more per year with medical and dental coverage provided by the Denominational Health Plan of The Episcopal Church.

5. Holidays and Personal Days: Each congregation shall provide each of its lay employees a minimum of annual paid holidays in accordance with Diocesan guidelines. Paid holidays and personal days do not accrue and must be used in the year they are earned.

6. Vacation: Each congregation shall provide each of its lay employees who has completed one year of continuous service, a minimum of 10 paid days of vacation per year. Vacation time does not accrue and must be used in the year it is earned. All accrued/unused vacation must be paid out to employees upon the end of employment (regardless of reason) unless the applicable congregation has an established written policy that says otherwise, for example, language to the effect that accrued/unused vacation is forfeited upon the end of employment for any reason or accrued/unused vacation is forfeited upon the end of employment under specific circumstances (with those circumstances laid out: e.g., misconduct, resignation without required notice).

7. Sick Days: Each congregation shall provide each of its lay employees a minimum of one hour of paid sick leave for every 30 hours worked up to a maximum of 40 or 56 hours per year as applicable (40 hours per year where the congregation has less than 100 employees; 56 hours per year where the congregation has 100 or more employees). Any accrued unused paid sick leave must be carried over to the following year, but the congregation may limit an employee's use of sick leave to be no more than the maximum annual accrual amount (40 or 56 hours as applicable). Paid sick leave must be provided and administered in accordance with applicable state and local law.

8. Required Attendance: Each congregation shall compensate its non-exempt lay employees for all required time spent at any meeting, workshop or other function that the lay employee is required to attend; the employee shall be paid for all required time as time worked. All reasonable and necessary costs of attending such meetings, workshops or other functions shall be paid by the congregation.

9. Personal time off without pay: After a lay employee requests personal time off for any of the reasons stated below without pay and provides the congregation with appropriate documentation of the applicable reason for such personal time off without pay, the congregation shall provide such lay employee with personal time off without pay, and any such additional time as may be required by law, as follows:

Reason	Required Time Off
Death of an Immediate Family Member	Minimum 3 days
Family and Medical Leave (FMLA)	Up to 12 workweeks for eligible employees of covered congregations
Jury Duty	As required by state and local law
Military Service	As mandated by Federal Law

or any longer period as may be agreed by the Vestry or other governing body.

“Immediate Family Member” is defined as a spouse, child, parent, sibling, grandparent, parent of spouse, sibling of spouse, and any step-relationship that may exist within these specified relationships.

## **Section B. Items strongly urged by Convention**

Each congregation within the Diocese of New York is strongly urged to provide lay employees with the following compensation and benefits.

1. Whenever possible, vestries are urged to have a Human Resources Committee and have a written Employee Handbook.
2. Communications: All lay employees should be provided with a written position description outlining the duties and expectations of their job. They should also receive an annual review of their performance.
3. Salary increases and Cost of Living Adjustments (COLAs): A cost of living adjustment of 7% shall be made for 2023. This mirrors the 2023 COLA reflected in the Clergy Compensation Minimums and the COLA budgeted for the Bishop's Staff. When performance meets or exceeds expectations, lay employees should also receive an increase in salary and/or benefits. When their performance does not meet expectations, they should be given a fair indication of what they need to do to improve their performance to a satisfactory level.

4. 403b Savings Plans/Tax Deferred Annuities (TDAs): The Internal Revenue Code under Section 403b, allows employees of the Church to reduce their taxable income by deferring a portion of their salary in a qualified savings plan. All lay employees should be provided access to one of these plans. The amount the employee chooses to defer is reduced from their taxable income by entering into a salary reduction agreement and the congregation remits the reduction amount to the custodian of the plan. (Note: the lay employee and the congregation must still pay Social Security and Medicare taxes on the full salary before any deductions.) If a congregation chooses not to provide this to lay employees, the congregation may be obligated to enroll its lay employees in New York's Secure Choice Savings Program.

### **Increase in the Supply Clergy Compensation Rates**

**Proposer of Resolution:** The Rev. Canon Nora Smith

**Parish or Organization:** The Office of Transition Ministry

**Telephone and e-mail:** 917-319-3959; nsmith@dioceseny.org

**Title of the Resolution:** Increase in the Supply Clergy Compensation Rates

#### **Text of the Resolution:**

Resolved [31], that the Diocesan Convention of the Episcopal Diocese of New York authorize the following changes to the minimum Supply Clergy Rates:

- \$225 for one Sunday service and sermon
- \$325 for two Sunday services and sermon
- \$120 for a week-day service
- \$360 for a Funeral, including planning the liturgy and follow-up and graveside service
- \$180 for a graveside service only
- \$475 for a Celebration and Blessing of a Marriage, including 3 preparatory sessions with the couple
- \$225 for Holy Week services of the Eucharist, with sermon
- \$325 for Holy Week services on Maundy Thursday, Good Friday, and Easter Eve/Day.

#### **Explanation:**

There has been no COLA increase in the rate of compensation for clergy supplying in the Diocese since 2021 and the Diocese of New York is not competitive with rates paid by nearby dioceses.

The Office of Transition Ministry proposes that the current rates paid for clergy offering services on a limited, "supply", basis be adjusted to reflect the cost of living increases over the last two years and to become more aligned with regional rates.

## **Resolution: Increase in the Supply Clergy Compensation Rates continued**

The rates are currently as follows:

- \$200 for one Sunday service and sermon
- \$300 for two Sunday services and sermon
- \$110 for a week-day service
- \$330 for a Funeral, including planning the liturgy and follow up
- \$165 for a graveside service

## **Increase in the Supply Clergy Compensation Rates**

Proposer of Resolution: The Rev. Canon Nora Smith  
Parish or Organization: The Office of Transition Ministry  
Telephone and e-mail: 917-319-3959; [nsmith@diocesenyc.org](mailto:nsmith@diocesenyc.org)  
Title of Resolution: Increase in the Supply Clergy Compensation Rates

### **Text of the Resolution:**

**Resolved**, that the Diocesan Convention of the Episcopal Diocese of New York authorize the following changes to the minimum Supply Clergy Rates:

- \$225 for one Sunday service and sermon
- \$325 for two Sunday services and sermon
- \$120 for a week-day service
- \$360 for a Funeral, including planning the liturgy and follow-up and graveside service
- \$180 for a graveside service only
- \$475 for a Celebration and Blessing of a Marriage, including 3 preparatory sessions with the couple
- \$225 for Holy Week services of the Eucharist, with sermon
- \$325 for Holy Week services on Maundy Thursday, Good Friday, and Easter Eve/Day

### **Explanation:**

There has been no COLA increase in the rate of compensation for clergy supplying in the Diocese since 2021 and the Diocese of New York is not competitive with rates paid by nearby dioceses. The Office of Transition Ministry proposes that the current rates paid for clergy offering services on a limited, “supply”, basis be adjusted to reflect cost of living increases over the last two years and to become more aligned with regional rates.

The rates are currently as follows:

- \$200 for one Sunday service and sermon
- \$300 for two Sunday services and sermon
- \$110 for a week-day service
- \$330 for a Funeral, including planning the liturgy and follow up
- \$165 for a graveside service
- \$440 for a Celebration and Blessing of a Marriage, including 3 preparatory sessions with the couple
- \$200 or \$300 for Holy Week services of the Eucharist, with sermon
- \$200 or \$300 for Holy Week services on Good Friday, Maundy Thursday, and Easter