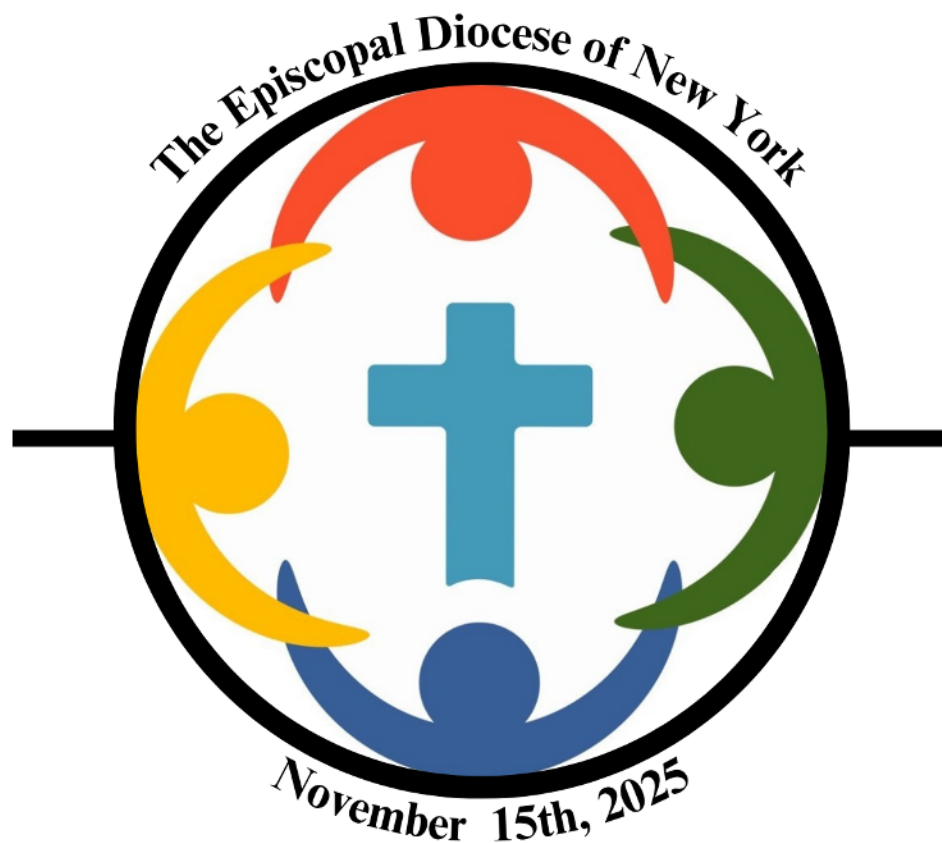


249th Diocesan Convention



We Gather Together

**THE 249th CONVENTION
THE EPISCOPAL DIOCESE OF NEW YORK
NOVEMBER 15, 2025
Cathedral Church of St. John the Divine
We Gather Together**

Saturday, November 15, 2025

- 8:00 a.m. Check-In Registration Kiosks Open
- 9:00 a.m. Convention called to order
Report of the Credentials Committee
Establishing a quorum
Bishop Heyd opens convention
- 9:15 a.m. Holy Eucharist
Homily: The Rt. Rev Allen K. Shin
- 10:30 a.m. Break
- 10:45 a.m. Instructions for the day by The Rev. Julia Offinger, Secretary of Convention
Instructions for voting by The Rev. Kevin Veitinger, Inspector of Elections
First Election on Diocesan Offices and Committees
Report of the Canons Committee
Cathedral Welcome, Dean Winnie Varghese
The Rt. Rev. Matthew F. Heyd's Address
- 12:00 p.m. Lunch
- The cathedral gift shop is open, feel free to browse and enjoy.
Also, please take time to enjoy the exhibits hall.*
- 1:00 p.m. Convention reconvenes
Report on the election of officers to Diocesan Committees
Second Vote Diocesan Offices and Committees
Bishop's Cross Awards
New clergy announcement
Reading of the Necrology
Reading of Parish Necrology
New congregation or community announcement
Report on the election of officers to Diocesan Committees
Voting on canonical resolutions
First Vote on non-canonical Resolutions
Report of the resolutions Committee (Resolutions from the Floor)
Voting on remaining resolutions
Remaining Business
- 4:30p.m. Adjournment

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

INFORMATION FOR NEWCOMERS

Welcome to the 249th Convention of the Episcopal Diocese of New York.

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

Members of Convention

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

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

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

Convention App

A mobile app is used at the Diocesan Convention. This app is available for download now - upon receipt of the Calendar of Business. Please scan the QR code below to download the app. You can also search for the event app in your device’s app store, search for Cvent Events. Once downloaded, enter 249th Annual Diocesan Convention to find our event.



This is an important step towards going paperless to comply with the resolutions concerning ‘Creation Care’ and the protection of the environment.

Live Convention Zoom Meetings in October

2026 Diocean Budget and Common Mission Share

- October 22nd, 2025
- November 5th, 2025

Links to register for these live zoom meetings can be found on the convention website.

Convention Information Videos

- Meet the Candidates for Diocesan Offices
- Resolutions

These videos can be found on the convention website.

Convention business session

The Convention business, including voting on resolutions and elections, as well as our shared community work of worship, learning, conversation and more, will take place in person on Saturday, November 15th.

Registration-Check-in and receiving your nametag

All attendees must check-in to receive their nametags and other convention materials, if any.

Resolutions and Reports

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

There are reports due to convention, they may be presented verbally at convention or in writing and included in this Calendar of Business.

For amendments and resolutions from the floor please visit the new resolutions table. Please refer to the floorplan on the convention app.

Accessibility for the Deaf and Hard of Hearing

There will be American Sign Language Interpreters and open captioning for the convention. These services will be offered in a specific seating section at convention. Please refer to the floorplan on the convention app.

Simultaneous translation

There will be simultaneous translation from English into Spanish at the convention. Devices are available at the check-in area.

Voting on Election of Diocesan Officers and Resolutions

Electronic voting will be used for electing offices and resolutions. Canonical resolutions are voted by order - Clergy Order and Lay Order. Non-canonical resolutions are not voted by order. All voting will be performed in-person during the Convention day.

Voting ID codes will be printed on the backside of each registered, eligible attendee's badge. Attendees who register late will need to receive their voting code on-site on the day of convention.

Evaluation

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

DIOCESAN OFFICES TO BE ELECTED AT THIS 249th DIOCESAN CONVENTION

OFFICE DESCRIPTIONS

THE STANDING COMMITTEE

Term: Four years, one term

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

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

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

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

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

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

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

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

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

COMMITTEE TO ELECT A BISHOP

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

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

TRUSTEE OF THE DIOCESE OF NEW YORK

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

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

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

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

DIOCESAN COUNCIL

Term: three years

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

DISCIPLINARY BOARD

Term: Three years

The Disciplinary Board consists of seven members, four clergy members and three lay members (each to serve for a term of three years), which must act when the disciplinary canons require the convening of a panel, board, or other body to consider or adjudicate allegations of misconduct against a member of the clergy or laity. Understandably, nominations for this office should be made within the context of the demands of Title IV, and with a view to identifying individuals who possess the special skills required by the challenges and burdens of the position. Following the election, the Bishop selects one member to serve as President for the term. This position is not nominated by petition.

DEPUTIES AND ALTERNATES TO GENERAL CONVENTION AND DELEGATES TO PROVINCIAL SYNOD

Term: Elected for service at the triennial General Convention; Deputies elected two years before, and Alternates one year before meeting of General Convention; no elections the year of General Convention. The General Convention of the Episcopal Church meets every three years, normally for 10 days. It is comprised of the House of Bishops and the House of Deputies, which each sit separately. Either House may originate and propose legislation, but all acts of General Convention must be adopted and authenticated by both Houses.

Four Clerical Deputies and four Lay Deputies comprise the deputation. Four Clerical and four Lay Alternates are also elected. All Deputies are expected to be able to be present at the meeting of the General Convention for its duration. Alternates have also customarily attended the General Convention. Some of the most important work of the General Convention happens in its closing hours. There are also preparatory deputation meetings in advance of the General Convention.

Deputies are also delegates to Provincial Synod, which meets prior to General Convention as a pre-convention orientation. Responsibilities of Delegates include attendance at the Synod meeting and sometimes membership on a committee of the Province. Meetings are held in a different diocese each year. The diocese pays all travel expenses. Synod elects two of the members of the National Church's Executive Council.

INCUMBENTS 2025

Please note that some offices also have members appointed by the Bishop in addition to those elected at the various Diocesan Conventions. Names in italics are those whose terms expire in 2025.

STANDING COMMITTEE

Class of 2025

Carla Burns

The Rev. Janice Kotuby

Class of 2026

Mr. Stuart Auchincloss

The Rev. Dr. Mary Foulke

Class of 2027

Ms. Nell Gibson

The Rev. Katherine Malin

Class of 2028

The Rev. Steven Lee

Ms. Kris Ishibashi

COMMITTEE TO ELECT A BISHOP

Class of 2025

The Rev. Hyacinth Lee

Ms. Millicent Johnson

TRUSTEES OF THE

DIOCESE

Ex Officio

The Bishop of New York

The Bishop Coadjutor

The Treasurer of the Diocese

The Chancellor

The Chief of Finance and
Operations

APPOINTED BY THE

BISHOP

Mr. Robert L. Cummings

Mr. Gavin F. Leckie

*Ms. Holly H. MacDonald (Resigned) | Replaced by:
Stephen King*

The Rev. Kristin K. Miles

Ms. Gayle F. Robinson

Mr. Douglas Schimmel

Mr. John Trammell

Diana Wheeler, Esq.

ELECTED

Class of 2025

The Rev. Dr. Gawain de Leeuw

The Rev. Margaret Sullivan

Ms. Sandy Gadsen-McAllister

Class of 2026

The Rev. Richard R. McKeon, Jr The Rev. Alison
Quin

Ms. Mary E. Farley

Class of 2027

The Rev. Matt Hoxsie Mead

Carol L. O'Neale

The Rev. Richard Witt

DIOCESAN COUNCIL

Ex Officio

The Bishop of New York

The Bishop Suffragan

The Assistant Bishop

The Treasurer of the Diocese

The President of Ep Ch Women

The Rev. Lisa Mason, *Co-chair*

Budget Committee

Ms. Daisy Calderon, *Co-chair; Budget Committee*

The Rev. Curtis Hart, *Ecumenical & Interreligious*

Mr. Patrik Kidd, *Chair;*

Global Mission

The Rev. Allison Moore,

Social Concerns

Mr. Douglass Hatcher, *Co-chair*

Leadership Development

The Rev. Cheryl Parris, *Co-chair;*

Leadership Development

The Rev. Richard Witt, *Co-chair*

Reparations

INCUMBENTS 2025

APPOINTED BY THE BISHOP

Ms. Yaniris Urbaez
The Rev. Kirstin Swanson

ELECTED

Class of 2025

The Rev. Tami L. Burks
Deacon Dorothee R. Caulfield
The Rev. Amber Carswell
The Rev. Kyle T. Martindale
The Rev. Anne Marie Witchger
Ms. Louise Hannibal-Boyce

Class of 2026

The Rev. Christopher Lee
The Rev. Meredith Kadet Sanderson
The Rev. Meredith Ward
Mr. Jorge Caraballo
Ms. Christy Miller
Ms. Tina Pinckney

Class of 2027

The Rev. Deacon Marcia Callendar
The Rev. Nathanael Saint-Pierre
The Rev. AJ Stack
The Rev. Kevin Veitinger
Ms. Judith Douglas
Mr. Earl Francis

DISCIPLINARY BOARD

Class of 2025

The Rev. Deborah A. Lee
The Rev. Canon Diana S. Scheide
Ms. Carol Williams
Ms. Amelia V. Anderson
The Rev. Matthew Welsch
The Rev. Dn. David F. McDonald
Mr. Earl Francis

CLERGY DEPUTIES TO THE 81st GENERAL CONVENTION

Class of 2024

The Rev. Theodora (Teddy) Brooks
The Rev. Susan Fortunato
The Rev. Deacon Pedro Rodriguez, Jr.
The Rev. Katharine (Kate) G. Flexer

LAY DEPUTIES TO THE 81st GENERAL CON- VENTION

Class of 2024

Ms. Yvonne O'Neal
Ms. Diane Pollard
Ms. Wendy Cañas
Mr. Tivaun Cooper

EPISCOPAL DIOCESE OF NEW YORK 2025 NOMINEES

**A. STANDING COMMITTEE
CLERGY, CLASS OF 2029
ELECT ONE**
The Rev Dr. Andrew C. Blume
The Rev. Dorothée R. Caulfield
The Rev. Kyle T. Martindale
The Rev Lisa Mason
The Rev. Yejide Peters Pietersen
The Rev. Meredith Kadet Sanderson

**B. STANDING COMMITTEE
LAY, CLASS OF 2029
ELECT ONE**
Ms. Amelia (Mimi) V. Anderson
Mr. David Andryc
Mr. Peter Saros
Ms. Carol Williams

**C. COMMITTEE TO ELECT A BISHOP
CLERGY, CLASS OF 2026
ELECT ONE**
The Rev. Margarette Dimanche
The Rev. Harry (Hank) Tuell

**D. COMMITTEE TO ELECT A BISHOP
LAY, CLASS OF 2026
ELECT ONE**
Ms. Lucy Kuemmerle

**E. TRUSTEES OF THE DIOCESE
CLASS OF 2028
ELECT THREE**
The Rev. Deacon Holly Galgano
Mr. William (Bill) Haffner
Ms. Lorna Lewis
Ms. Sandy Mcallister
The Rev. Ben Nnaji

**F. DIOCESAN COUNCIL
CLASS OF 2028
ELECT SIX**
Ms. Angel Bookal
Mr. Joe Chavez Carey
Mr. Michael Cudney
Ms. Alexandra (Allie) Dorn
Mr. William (Bill) Haffner
The Rev. Mary Mccarthy
Ms. Vivian Murray
Ms. Emily Nevill
The Rev. Jorge Ortiz
The Rev. Deacon Dave Barr
The Rev. Anne Marie Witchger

**G. DISCIPLINARY BOARD
CLASS OF 2028
ELECT SIX**
The Rev. William (Bill) Baker
The Rev. Deacon Dorothée R. Caulfield
Mr. Earl Francis
The Rev. Deborah Lee
The Rev. Victor Sarrazin
Ms. Carol Williams

**H. CLERGY DEPUTIES TO THE 82nd
GENERAL CONVENTION, CLASS
OF 2027
ELECT FOUR**
The Rev. Deacon Marcia Blaize Callender
The Rev. Theodora N. Brooks
The Rev. Nicole R. Hanley
The Rev. Kyle T. Martindale
The Rev. Lisa Mason
The Rev. Kirstin Swanson
The Rev. Deacon Pam Tang
The Rev. Anne Marie Witchger

EPISCOPAL DIOCESE OF NEW YORK 2025 NOMINEES

**I. LAY DEPUTIES TO THE 82nd
GENERAL CONVENTION, CLASS
OF 2027**

ELECT FOUR

Mr. Tivaun Cooper

Ms. Yvonne O’Neal

Ms. Diane Pollard

Ms. Lauren Reid

Ms. Kyoko Mary Toyama

NOMINEE BIOGRAPHIES AND STATEMENTS

THE REV DR ANDREW C. BLUME
160 West 95th Street, Apt. 8B, New York, NY 10025

**STANDING COMMITTEE
(CLERGY)**



Parish: The Church of Saint Ignatius of Antioch

Occupation: Rector

Church Positions, Present or Past:

Current: Rector, The Church of Saint Ignatius of Antioch, Manhattan (since 2007); Member of the Commission on Ministry (in addition to regular duties participate in formation mentoring and academic assessment) (since 2009).

Past: Assistant, Saint Andrew's Framingham, MA; Assistant, Church of the Advent, Boston; various committees and commissions in the Diocese of Massachusetts. In the Diocese of New York: Campus Ministry Committee; Deacons Committee; Ecumenical Commission (Anglican-Roman Catholic Dialogue). Advisory Board Member and Chair, Episcopal Campus Ministry at Columbia University (2007-2015).

Community Positions, Present or Past:

Various board and committee work with academic and arts organisations.

Over the eighteen years I have served as rector, I have seen that the stewardship of property and vocational discernment and formation are two of the most important foundations of the ministry we do together. I am excited about the role the Standing Committee plays in the ordination process and to bring to bear my store of experience in this area. I am also honoured at the prospect of working with the bishop and my colleagues on the Committee's other canonical responsibilities, especially the thorny challenges presented by the treasure that comprises our architectural heritage and other real estate holdings.

THE REV. DEACON DOROTHÉE R. CAULFIELD
33 E. Timmerman St. Dolgeville NY 13329

**STANDING COMMITTEE
(CLERGY)**



Parish: St. Gregory's, Woodstock

Occupation: Spiritual Director & Deacon

Church Positions, Present or Past: Before ordination I served my church as an altar guild member then director, Sunday school teacher, Youth Group leader and Vestry member in charge of ministry. Following my ordination in May 2006, within my parishes I have served as a coordinator of outreach, mentoring EfM, led and participated in numerous intergenerational mission trips, coordinated LEM/LEV trainings, and chaired a discernment committee. I presently co-mentor an online EfM group, and I am the assistant coordinator for the Guild for Spiritual Guidance's Apprenticeship Program. In the broader diocese I have been a member of the bishop's committee for Deacons, and I have served on the Social Concerns Commission for Prison Ministry. I have proudly served as your elected member of the Diocesan Council for the past two terms. I have also served as the Deputy Elections Inspector as well as Inspector of Elections.

Community Positions, Present or Past: In the community I have been a parent advocate in my local school system, a hospice volunteer, and an on-call ER/CCU chaplain, I presently serve as a board member and volunteer with the Ossining Prison Ministry, Inc. which serves Sing Sing prison. I am a board member of The Guild for Spiritual Direction and the Co-director of their Graduate Guild. I am a Spiritual Director meeting with directees in private practice.

If elected to serve on the Standing Committee of our Diocese, I would be honored to bring my skills as a trained listener and discerner to the role. I understand the importance of a person who is thoughtful and introspective as an advisor to our bishop, dealing with the many different aspects of our diocesan life together.

THE REV. KYLE MARTINDALE
31 Croton Ave., Mount Kisco, NY 10549

STANDING COMMITTEE
(CLERGY)



Parish: St. Mark's Church-Mount Kisco

Occupation: Priest

Church Positions, Present or Past: Priest: St. Mark's in Mount Kisco, NY; St. Stephen's in Pearl River, NY; All Saints in Omaha, NE. Committees/Commissions: 2019 Member & Clerk-Diocesan Council; 2021 Chair-Christian Formation Commission 2021 Member-Budget Committee; 2025 Dean-Sawmill Clericus; 2018 Dean-Omaha, NE Clericus, Chaperone to Episcopal Youth Event 2023 from NY & 2017 from NE

Community Positions, Present or Past: Member- President's Advisory Council-Northern Westchester Hospital. Chair-Northern Westchester Interfaith Council; Community Advocate and Faith Leader: The ONE Campaign

My vision is to serve the Standing Committee by helping to advise the Bishop and other bodies of the diocese in the work of overseeing our aspirants, postulants, and candidates for Holy Orders, participating in the investigation of clergy misconduct, and examining the consent of episcopal elections throughout the Episcopal Church. I believe my years of service on Diocesan Council, as both member and Clerk, and as Chair of Formation, prepare me for continued leadership in this way, and my various community leadership work make me a good candidate to serve in this role.

THE REV. LISA MASON
47 Beach Avenue

STANDING COMMITTEE
(CLERGY)



Parish: St. John's Larchmont

Occupation: Episcopal Priest

Church Positions, Present or Past: current: Rector of St. John's Larchmont, Chair of the Diocesan Budget Committee, Diocesan Finance Committee, Diocesan Council, Dean of Sound Shore Clericus, Development Chair of the Board of Trustees for the Seminary of the Southwest, Past President of the Standing Committee of the Diocese of West Texas, alternate to General Convention from EDNY to General Convention 2024, Deputy to General Convention from Diocese of West Texas 2012, 2015, and 2018.

Community Positions, Present or Past: Present: Board member of Local Summit, At Home on the Sound, and active in Interfaith Relations Past: Battle of Flowers and Junior League, San Antonio

I believe that being part of the larger church is very important to be aware of the context of the Episcopal Church at large. To learn, discuss, and vote on resolutions that put policy, commitments and action into practice is critical to the health and life of the Episcopal Church in the world. As a second vocation priest, I bring the perspectives of a longtime lay leader as well as a priest to the table from two dioceses.

THE REV. YEJIDE PETERS PIETERSEN
409 Prospect Street, New Haven, CT 06511

STANDING COMMITTEE
(CLERGY)



Parish: Berkeley Divinity School at Yale

Occupation: Priest

Church Positions, Present or Past:

Associate Dean and Director of Formation, Berkeley Divinity School at Yale
St. Chad's with St. Mary's and St. Alkmund's, Diocese of Lichfield, Church of England (2019-2021),
All Saints', Briarcliff Manor, Rector (2010-2019)
Diocese of New York's Commission on Ministry (2011-2019)
Executive Council Committee on the Status of Women (2010-2015)
Dean of Clericus, Westchester Hudson North (2015-2018)
Taskforce on Socially and Environmentally Responsible Investing (2015-2018)

Community Positions, Present or Past:

Forward Movement, Board Member (2015-2020)
Rural and Migrant Ministries, Board Member (2012-2018)

Attending our diocese's Zoom Morning Prayer reminds me of the depth, diversity, and brilliance of our diocese. At our best, we exemplify unity in diversity. If elected, I would serve as a member of our bishop's council of advice, and as a discernment partner and support for our parishes and people on the other. I would do all in my power to support our diocese in proclaiming and living the Gospel. We must make decisions that honor the church of today, while laying a foundation for a future we cannot see: 50, 75, 100 years from now.

THE REV. MEREDITH KADET SANDERSON
4526 Albany Post Road, Hyde Park, NY 12538

STANDING COMMITTEE
(CLERGY)



Parish: St. James', Hyde Park

Occupation: Clergy

Church Positions, Present or Past: Rector, St. James', Hyde Park (current member). Diocesan Council, Diocese of New York (current member). Ordination Task Force, Diocese of New York (past, 2023-2025). Chief of Staff & Director of Communications, Diocese of Central New York (past, up to 2022)

Community Positions, Present or Past:

Member, Hyde Park NY Rotary Club

The ministry of the Diocese of New York is a sign of hope right now. It's an honor to be nominated to support our shared ministry by serving on the Standing Committee. The heart of the Standing Committee ministry is faithful discernment. We have clear diocesan mission priorities to guide us in making thoughtful decisions about property stewardship, raising up ordained leaders, and repairing relationships by ensuring accountability in clergy discipline. If elected, I will participate fully and prayerfully in this work of discernment.

MS. AMELIA (MIMI) V. ANDERSON
155 East 93rd Street, #6C, New York, NY 10128

STANDING COMMITTEE
(LAY)



Parish: St. Mark's in-the-Bowery; Église Française du St. Esprit

Occupation: Retired (executive assistant)

Church Positions, Present or Past: Member of Planning Committee at St. Mark's for property improvement and renovation; Lead the newly-formed Care Team at St. Mark's; member of a parish discernment committee; member of EAST (East Asian Supper Table); former member of the Commission on Ministry on which I worked on the sub-committee to write the Listening Hearts manual; member of the Ordination Task Force; Just completed an active term on the Disciplinary Board; chaired a parish discernment committee in 2019.

Community Positions, Present or Past: Past President of the Snarks, Ltd. (a theatre group) – negotiated space contracts and coordinated special projects and fund-raising events for same; Past Council Member and former member of the DEI Committee for the Episcopal Actors Guild; former partner of an Interior Design firm that worked on several civic, residential and company spaces

The Standing Committee, in its role as advisor to the Bishop, must be ever-mindful of what is right and fair for the vast majority of members of the diocese. It can fulfill all of its responsibilities of recommending aspirants, overseeing investigations on instances of clergy misconduct and working with all parties involved in the disposal of church property through prayerful discernment, sensitivity and careful review. I believe that my relational approach to communication and outcome-focused mind would be of benefit to the Committee and the Diocese.

MR. DAVID ANDRYC
156 E. 79th St., Apt. 4A, New York, NY 10075

STANDING COMMITTEE
(LAY)



Parish: St. Matthew's Church – Bedford; St. James' Church – Manhattan

Occupation: Investment management

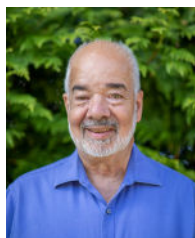
Church Positions, Present or Past: St. Matthew's Church – Co-Chair, Bedell Committee; Chair of Search Committee for Director of Music; substitute organist. St. James' Church – Vestry member (1996-99, 2013-19); Treasurer; Chair of Search Committee for Director of Music; member, Search Committee for 16th Rector; volunteer choir member; Lay Eucharistic Minister

Community Positions, Present or Past: Resurrection Episcopal Day School – former board member; Clarion Music Society – former board member; Human Rights Watch – former member, New York Committee

My experience – professionally, in church ministries and in other not-for-profit settings – will allow me to contribute to the mission of the Standing Committee. I will work diligently to support the Bishop and his colleagues in the renewal of the church and the Diocese of New York. I will also support those who are in the discernment process for ordained ministry and fulfill the other canonical responsibilities for Standing Committee members. Always in the name of Jesus, in a spirit of prayer, and with profound gratitude to God for the church that my family and I love.

MR. PETER SAROS
POB 960, Hampton Bays NY 11946

STANDING COMMITTEE
(LAY)



Parish: St. Margaret's Church, Longwood, Bronx

Occupation: Church Consultant & Real Estate

Church Positions, Present or Past: Member, Diocesan Council & Budget Committee, Past Chair & Present Member of the Diocesan Leadership Commission, Vice-Chair of the Bronx Council, Past Chair of the South Bronx IPC, Member of the Bronx Collaborative Planning Group. On the staff and Property Development Team of All Saint's Church, a consolidation of St. David's, St. Edmund's and St. Simeon's, Bronx. I have a Masters of Divinity from General Theological Seminary.

Community Positions, Present or Past: Board Member of Pathways to Youth, Past Executive Director of Bronx Youth Ministry.

I am a Parish Development, Stewardship and Church Growth Consultant and have consulted with over 200 congregations in 12 dioceses. In the city, I worked with twenty-five some congregations in Youth and Community Outreach. On the staff and the Property Development Team of All Saint's Church, Bronx, and being a Real Estate Broker, I should be most effective by serving on the Standing Committee in its many roles, such as working with the Bishop in supporting congregations in their ministry and using effectively their real estate. Also being a resource for stewardship of diocesan properties.

MS. CAROL WILLIAMS
40 Orchard Street, Spring Valley NY 10977

STANDING COMMITTEE
(LAY)



Parish: St Paul's Episcopal Church

Occupation: Retired

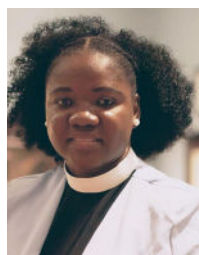
Church Positions, Present or Past: Stewardship Chair/Committee member, Lay reader, Worship committee, Eucharistic minister, Eucharistic visitor, Rockland Deanery, Rockland Collaboration of Churches, Diocesan Council, Trustee, Standing Committee, President of Disciplinary Board.

Community Positions, Present or Past: Spring Valley NAACP/Martin Luther King Center Food Pantry, St. Paul's Church, Jamaican Civic and Cultural Association of Rockland, Global Prayer Call welcome leader, Diocesan Morning Prayer.

My vision for the Standing Committee is based on the committee's specific roles: serving as a trusted council to the Bishop, consenting to the ordination of deacons and priests, and providing an opportunity for discernment for the good of the Diocese. Having served on this Committee before and having knowledge and experience, makes me suitable for this position. My passion has always been to serve, not only at that parish level, but to serve the broader Diocesan community. I end with, "Here I am Lord, send me."

THE REV. MARGARETTE DIMANCHE
44017 Matilda Avenue Bronx New York 10470

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



Parish: The Church of Good Shepherd

Occupation: Priest in Charge

Church Positions Present: Priest in charge of Saint Sacrament church in Haiti.
Priest in Charge of the Church of Good Shepherd, Bronx NY

Community Positions, Present or Past: Member of the Diocesan Council, member of Moses Commission

My vision for this committee is to uphold the highest standards of integrity, prayerful discernment, and inclusivity throughout the selection process. I am committed to ensuring that our process reflects the core values of our faith community. I envision a transparent and collaborative, where every voice is heard and respected. I will strive to foster unity, encourage open dialogue, and seek God's guidance at every step.

THE REV. HARRY (HANK) TUELL
1333 Bay Street, Staten Island, NY 10305

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



Parish: St. John's Church, Staten Island

Occupation: Priest

Church Positions, Present or Past: Current: Rector-St. John's Church, Dean-Richmond County (Staten Island), Chair of the Administrative Authority for All. Saints Church - Staten Island, Chair LGBTQ Concerns Committee, Member -Sanctuary Diocese Committee. Previous -Priest in Charge -St. John's Church, Staten Island, Associate for Community Life - St. Matthew's Episcopal Church, Chandler, AZ.

Community Positions, Present or Past: Board Member of Matthew's Crossing Food Pantry.

Although we do not anticipate electing a new Bishop in the near future, faithful participation in the life of our church calls us to be prepared. I believe my experience, commitment, and love for the Episcopal Church equips me to serve on the Bishop Election Committee with prayerful discernment, integrity, and care. Should the need arise in our diocese, I am ready and willing to offer my gifts in service to ensure that our next bishop is chosen through a process grounded in faith, transparency, and the guidance of the Holy Spirit.

MS. LUCY KUEMMERLE
440 Riverside Drive, apt 43, NY NY 10027

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



Parish: St Ignatius of Antioch, NYC

Occupation: Retired NYC Brd of
Ed Teacher

Church Positions, Present or Past: I have served on vestry 4 separate terms, Chair of Outreach, and served on self-study prior to choice of one Rector and search committee for the next. Founder of our soup kitchen 1984, active in parish AIDS ministry in the '80's, organized parish Christmas gifts to shelter children 1985-2015, and participated with parish through the Diocese in sister relationship with township in S Africa during apartheid and following, and in aiding church in New Orleans after Katrina. I've been on 2 parish discernment committees for candidates for ordination and served at the altar until 2020. Currently, with Deacon Paul Kahn we make certain that people who are ill or home-bound or who need company for a medical visit are helped. I am a licensed lay reader both at Mass and as officiant at zoom evening prayer. Licensed Eucharistic visitor, soup kitchen volunteer, and usher. – Associate of the Community of the Holy Spirit since 1985.

Community Positions, Present or Past: Member of Broadway democrats, visitor to hospital detox programs, garden volunteer. Past: volunteered in shelters, volunteered at St Paul's chapel at Ground Zero.

I love belonging to the broader church and never miss a chance to go to the Cathedral to greet a new Bishop, say farewell to a retiring one, for ordinations, a visit from Bishop Tutu or an Archbishop. Before Bishop Sisk was elected, the candidates held informal questioning sessions in the Cathedral House, and I was impressed by – and interested in – the broader sense they each had of the individual parish and its priest and how that served something larger than the parish itself. Bishop Heyd has made information about the inclusion in the Diocese available in a new way which has enhanced that sense of belonging. I can't say that I have any idea what I could contribute if I were to serve on this committee, except to bring a great appreciation to the table.

THE REV. DEACON HOLLY GALGANO
720 Milton Road, Rye, New York. 105080

DIOCESAN TRUSTEE
(CLERGY)



Parish: All Saints' Church Harrison

Occupation: Clergy

Church Positions, Present or Past: Deacon, All Saints' Church, Harrison: 2015 - present; Member, 1990 - present; Vestry: Jr. Warden, Chair-Buildings & Grounds, Worship, Lay Eucharistic Minister. St. Peter's Church, Portchester: Deacon, 2017 - 2020; Committees - Vestry, Outreach, Worship, Fundraising. Trinity St Paul's Church, New Rochelle: - Deacon 2007 - 2012; Committees - Vestry, Welcome, Worship, Outreach. Christ's Church, Rye: Deacon - Supply Deacon, Yoga Teacher, Community Outreach, Interfaith Liaison, Women's Group. Diocesan Committees: EDNY Anti-Racism Committee, Sound Shore Clericus, Deacon's Committee. Women's Pilgrimages - Heart of the Holy Land, founder 2013 - 2022 - Led journeys to Israel, Palestine and Jordan

Community Positions, Present or Past: Wainwright House, Rye. Board of Directors; Committees - Programs, Fundraising, Finance. Garden Club of America - NY State Zone Representative for Conservation and Legislation. Little Garden Club of Rye - President, First VP, Member; Committees - Communication, Fundraising, Conservation. PTA Harrison Schools, President, VP - Louis M Klein Middle School Committees - Fundraising, Community Outreach

As Trustee to EDNY, my responsibility would be to oversee the stewardship of diocesan resources, financial, physical and spiritual, to ensure the faithful management of its mission and ministry. I would serve as a wise steward along bishops, clergy and laity to ensure resources are managed well, to assist and support churches to focus on their ministries and development of our beloved communities, and to help shape wise, long-term, strategic investment of our precious resources ... By the grace and with the help of God.

MR. WILLIAM (BILL) HAFFNER
7 Mulberry Court Rye Brook, New York 10573

DIOCESAN TRUSTEE
(LAY)



Parish: St. James the Less Scarsdale

Occupation: Retired Banker

Church Positions, Present or Past: Senior Warden, Junior Warden, Co-Chair of our 2024 Capital Campaign, Finance Committee, Accounting Committee, Investment Committee which oversees our endowment, Building and Grounds Committee, confirmation class teacher, and church photographer. My family has been members of St. James the Less for over 21 years. As Warden I navigated the parish through the Covid years including adding safety protocols, online service options, applying for two PPP loans that were both forgiven, improving our financial controls and transparency, and repaying our debt. I also have assisted in the management of our campus which includes a portfolio of four properties and a graveyard which is still active. As Co-Chair of our recent Capital Campaign that coincided with our 175th anniversary, I helped raise over \$2 million for improvements to our campus.

Community Positions, Present or Past: I have lived in the area (NYC and Westchester) for over 33 years. I am currently retired from a career in investment banking which began with my working for Morgan Stanley and more recently as a Senior Managing Director for GE Capital where I managed a team that provided acquisition financing alternatives for the larger private equity firms. I enjoy spending time with my family including my wife of 32 years and my three sons, and I was a constant support of them on the sidelines of their sporting activities from soccer to swimming. I am active in the Westchester parent and alumni club for Washington University in St. Louis (APAP) and I have mentored students and interviewed prospective students for many years. And of course, St. James the Less is an important part of my life and contributing to our community.

I am passionate about our church and helping it thrive along with our broader diocesan community. My understanding is that an important part of the role and responsibilities of a trustee include the oversight of our property portfolio and general finances. I am familiar with the challenges of running St. James the Less which includes a 175 year old church, four properties and an active graveyard. Indeed a Rector can spend a significant amount of their time on property related issues. How can we help these parishes more efficiently manage these property challenges and opportunities? Some parishes are struggling financially yet are property rich. Is there a way to optimize the broader property portfolio of the diocese to financially strengthen more of these local parishes? Indeed, in Westchester alone I believe there are currently over 25 parishes, many which are in close proximity to each other, with different levels of activity and financial resources but all of which own their church property as well as many owning rectories and other homes/buildings.

MS. LORNA LEWIS
135 E. Hartsdale Avenue, Unit 2A, Hartsdale, NY
10530

DIOCESAN TRUSTEE
(LAY)



Parish: Church of the Ascension, Mount Vernon

Occupation: Global Director, Financial Accounting and Reporting

Church Positions, Present or Past: Senior Warden, Vestry Member, Church School Superintendent, Finance Co-Chair, Lay Eucharistic Minister, Lector, Auditor — Diocese of New York, Outreach Committee Chair

Community Positions, Present or Past: Board Member — All Islands Association. Board Member — Mount Vernon Gospel Knights

This ministry can ensure a vibrant, active and responsive mission for the future of the Episcopal Church in New York through decisions that are reflective of the current needs and anticipation of future expectations of congregations.

MS. SANDY MCALLISTER
15 Nelson Avenue, Ossining, NY 10562-5716

DIOCESAN TRUSTEE
(LAY)



Parish: Grace Church / La Gracia White Plains

Occupation: Retired

Church Positions, Present or Past: Sr. Warden (2 terms), Jr. Warden (2 terms), Finance Committee, Counter, Stewardship Chair, Personnel Committee, Chair of Pastoral Care Committee (Eucharistic Visitor), Eucharistic Minister, Acolyte and Altar Guild and Search Committees. Served on Diocesan Council and currently participating on the Leadership Development Committee and a Trustee of the Diocese.

Community Positions, Present or Past: National Association of Negro Business and Professional Women's Association, Ossining NAACP, Poll Worker and other Committees in the Ossining Community

In support of the Mission Priorities of the Diocese of NY to: Elevate, Equip, Imagine, Re-visit and Repair and to ensure The Mission is carried out throughout the Diocese of NY.

THE REV. BEN NNAJI
4078 Grace Avenue, Bronx, NY 10466

DIOCESAN TRUSTEE
(CLERGY)



Parish: All Saints' Episcopal Church,
Bronx

Occupation: Clergy: Priest-in-
Charge

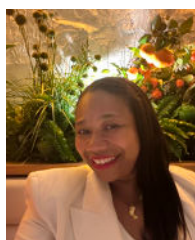
Church Positions, Present or Past: Dean of the South Bronx, Clericus; Co-Chair, Clergy Critical Needs and Wellness Committee; Member, Diocese of New York Global Mission Fund; Member, the Bronx Council of Churches; Member of the South Bronx Inter-Parish Council.

Community Positions, Present or Past: President and CEO, Ubnlinks Foundation; Chief Executive Officer, Our Multiverse, Corp New York and Our Multiverse Integrated Limited, Nigeria; Member, Tri-State Urban Revitalization Project Management; Member, Bricks and Mortals Faith Faith-Based Real Estate Coalition; Certified School Counselor, New York State; Former Bronx Community Board 5 member.

In times like these, as people of hope and faith, being open to the prompting of the Holy Spirit, we come together to find a way forward to revitalize the diocesan mission strategy that leads to a healthy, thriving congregation. With over two decades as an ordained priest who has served in Africa, Europe, and North America in urban, suburban, and rural parishes, my business background, not-for-profit boards, and community involvement, I bring invaluable experience that will be helpful to this Diocese in the next three years.

MS. ANGEL BOOKAL
3044 Bruner Avenue, Bronx, NY 10469

DIOCESAN COUNCIL
(LAY)



Parish: St. Luke's (Bronx)

Occupation: Administrator /
Assistant Principal

Church Positions, Present or Past: I currently serve in the following capacities: Girls' Friendly Society Branch Advisor, St. Luke's Assistant Treasurer, Sunday School Adult Member, Lay Reader, Global Outreach Committee

Community Positions, Present or Past: I have just completed a three year term as The Girls' Friendly Society USA Vice President. Prior to that I have served on the GFS USA Board as the Treasurer and a Director. Most recently, I collaborated with seven dioceses across the country as the GFS National Assembly Chairperson to plan and coordinate our triennial conference in preparation for our World Conference. Additionally, I am a NCNW member, St. Luke's Housing Board Member and I now serve on the superintendent's AI Principal Advisory Committee.

I am willing and able to answer God's call to love and serve my Church, my neighbor and the community at large. I advocate for the children of New York and I enjoy working with organizations to better the lives of every community at home and abroad.

MR. JOE CHAVEZ CAREY
38 Maple Ave, Goshen, NY 10990

DIOCESAN COUNCIL
(LAY)



Parish: Christ Church Warwick

Occupation: Family Doctor

Church Positions) Present or Past: Vestry Member 2024-present. Clerk of Vestry 2024-present. Sunday School teacher 2020-present. Men's Group Coordinator 2020-present. Music Ministry 2020-present. Eucharistic minister 2023-present. Lay reader 2022-2023

Community Positions, Present or Past: Den Leader, Cub scouts 2019-2024; Committee Chair Scouts BSA 2024 - present. Rec Soccer and Basketball Coach 2023-present

The Diocesan Council acts as the vestry for the diocese. I'm very excited to be considered for this role because I enjoy working with others in a group setting to solve problems. I also feel that I can help represent my area of the diocese, which is in the northwestern part of the diocese. I have been an active and committed member of our vestry for the last two years serving as the clerk. I'm also very active in our church and the community.

MICHAEL CUDNEY
55 Park Terrace East, B83, New York, NY 10034

DIOCESAN COUNCIL
(CLERGY)



Parish: St. Luke in the Fields, Manhattan

Occupation: Retired, Music Management

Church Positions, Present or Past: At St. Luke in the Fields: Warden; Finance Committee; Capital Campaign Committee; Co-coordinator for Liturgical Guilds scheduling and training; Member, Rector's Advisory Council; Acolyte; Eucharistic Minister. Currently serve as Secretary, Episcopal Connections (formerly The Church Club of New York); Member, Diocese of New York LGBTQ+ Concerns Committee.

This is a time of great challenge and great opportunity for our diocese. I see the Diocese of New York acting as a beacon of the Gospel to those within our communities, and in the wider world. Our new initiative, #OneSingleAct, is an example of what diocesan leadership can accomplish. As a member of Diocesan Council, I hope to bring my experience as a leader of a thriving urban congregation with successful programming, outreach and ministry in our neighborhood and beyond. I would be honored to have the opportunity to work with our gifted lay and clergy leaders throughout the diocese to meet the challenges and opportunities in the years ahead. Thank you for considering my candidacy.

MS. ALEXANDRA (ALLIE) DORN
425 Summit Ave, Apt 822, Jersey City NJ 07306

**DIOCESAN COUNCIL
(LAY)**



Parish: St. Bartholomew's Church

Occupation: Cybersecurity Consultant

Church Positions, Present or Past: St. Bartholomew's - 20s/30s community member, connects group leader (present). St. George episcopal, san antonio, tx - acolyte (2005-2008). St. Mark's episcopal, san antonio, tx - choir, acolyte, youth group, lector (2008-2019)

Community Positions, Present or Past: Inner-city scholarship fund volunteer/ mentor (2022-2024), isaca member (2021-2023). Young adult network steering committee (present)

My vision is to help the Church grow as a welcoming, inclusive community where all people—especially young adults—feel seen, supported, and inspired to engage more deeply with their faith. Through Christian Formation, Congregational Development, and Social Affairs, I hope to amplify young voices, build bridges across generations, and strengthen parish life. I'm passionate about sharing the Episcopal Church's message of love and belonging with the broader community and helping others find their place within it. I aim to serve with compassion, creativity, and a commitment to spiritual growth and connection.

MR. WILLIAM (BILL) HAFFNER
7 Mulberry Court Rye Brook, New York 10573

**DIOCESAN COUNCIL
(LAY)**



Parish: St. James the Less Scarsdale

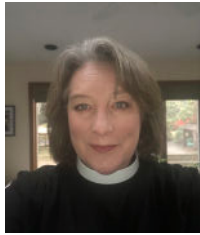
Occupation: Retired Banker

Church Positions, Present or Past: Senior Warden, Junior Warden, Co-Chair of our 2024 Capital Campaign, Finance Committee, Accounting Committee, Investment Committee which oversees our endowment, Building and Grounds Committee, confirmation class teacher, and church photographer. My family has been members of St. James the Less for over 21 years. As Warden I navigated the parish through the Covid years including adding safety protocols, online service options, applying for two PPP loans that were both forgiven, improving our financial controls and transparency, and repaying our debt. I also have assisted in the management of our campus which includes a portfolio of four properties and a graveyard which is still active. As Co-Chair of our recent Capital Campaign that coincided with our 175th anniversary, I helped raise over \$2 million for improvements to our campus.

Community Positions, Present or Past: I have lived in the area (NYC and Westchester) for over 33 years. I am currently retired from a career in investment banking which began with my working for Morgan Stanley and more recently as a Senior Managing Director for GE Capital where I managed a team that provided acquisition financing alternatives for the larger private equity firms. I enjoy spending time with my family including my wife of 32 years and my three sons, and I was a constant support of them on the sidelines of their sporting activities from soccer to swimming. I am active in the Westchester parent and alumni club for Washington University in St. Louis (APAP) and I have mentored students and interviewed prospective students for many years. And of course, St. James the Less is an important part of my life and contributing to our community.

I am passionate about our church and helping it thrive along with our broader diocesan community. The Diocesan Council works with the Bishop to oversee the mission and programs of the church. As warden at St. James the Less I was involved in all facets of running our 175 year old parish. I was also involved in attracting new members, our social media presence, mission and outreach and special events throughout the year. I took a particular interest in our finances and was involved in our annual appeal and I was co-chair of our recent capital campaign which included a discernment period before launching. These experiences would help me to contribute as a member of the Diocesan Council, if elected.

THE REV. MARY MCCARTHY
12 Brookview Drive, Carmel, New York 10512



Parish: St. Luke's Somers

DIOCESAN COUNCIL
(CLERGY)

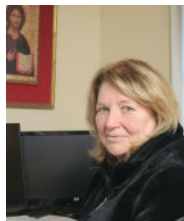
Occupation: Priest

Church Positions, Present or Past: St. Luke's Somers-Priest-in-Charge, Dec 2023 - present. Christ's Church Rye- Curate - Sept 2022 - June 2023. Christ's Church Rye-Director of Christian Formation -August 2015 -August 2022

Community Positions, Present or Past:Town of Somers Community Council; Volunteer - Meals on Main Street.

I would welcome the opportunity to serve on Diocesan Council. I have a particular affinity for the areas of Christian Formation, Congregational Life and Outreach, as those are ministries in which I have worked extensively both in my time as Priest-in-Charge at St. Luke's Somers as well as Christ's Church Rye, serving first as Director of Christian Formation for children, youth, and adults, before being called as Curate. I am eager to support the work of individual parishes as we strive to offer safe harbor, community, sanctuary, education, and outreach, while proclaiming the welcoming love of Christ for all people.

MS. VIVIAN MURRAY
252 Fingerboard Road, Staten Island, NY 10305



Parish: St. John's Church, Staten Island

DIOCESAN COUNCIL
(LAY)

Occupation: House Manager for Clergy of St. Joseph by the Sea High-School

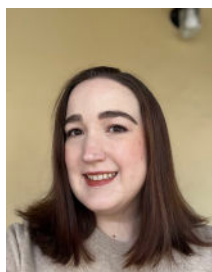
Church Positions, Present or Past: Currently Sr. Warden, previously Warden and Vestry Member. I have chaired two search committees at St John's as we searched for a Priest-in-Charge during COVID) via Zoom. and for the previous Rector in 2008. Previously Chairperson of The Stewardship and Fundraising Committees of St. John's. Along with my then Priest-in-Charge we explored housing Asylum Seekers at our Parish Hall located in our 84-Apartment Affordable Senior Housing Building on our grounds. Organized and continue to manage St. John's Food Pantry. Chairperson of the Richmond Inter-Patish Council for 4 years, A member of the Bishop's Committee for the CF&O Search, Co-Chair of a working Group of the Mission Review Task Force and currently a member of the EDNY Bishop's Diaconate Committee,

Community Positions, Present or Past: In the 1970's I was a Camp Fire Girl Group Leader, also Past President of the Richmond Choral Society

My vision for service on Diocesan Council is to strengthen our common mission by encouraging participation, advocating for resources in times of need, and lifting up ministries that welcome all and care for one another. Through CCD and other learning opportunities, we are given tools and education that empower congregations, and I hope to help extend that empowerment across the Diocese, Leadership is faithful presence- supporting congregations, fostering growth and resilience, and remaining faithful to Gospel action. As a Council member, I pray my gifts will help support the growth, development, and unity of our Diocese.

MS. EMILY NEVILL
91 High Avenue, Apt. B. Nyack, NY 10960

**DIOCESAN COUNCIL
(LAY)**



Parish: Grace, Nyack

Occupation: Librarian

Church Positions, Present or Past: Diocese of New York: Mission Resource Taskforce member (2024-2025). Grace Church: Senior warden/Finance committee chair (2024-), Junior warden (2022-2024), Vestry member (2010-2013, 2020-2022), Search committee member (2021-2022), Adult spiritual formation committee member, Lay eucharistic minister.

My vision for serving on Diocesan Council is to help our Diocese to become “more faithful, healthy, and effective” as we continue the work on our Mission Priorities and beyond. My approach to church work is formed by my profession as a librarian—my job is not to know all the answers, but to know how to find out. If elected, I would bring this spirit of curiosity and discernment to Diocesan Council.

THE REV. JORGE ORTIZ
76 Trinity Place

**DIOCESAN COUNCIL
(CLERGY)**



Parish: Trinity Church Manhattan

Occupation: Priest and Associate Director

Church Positions, Present or Past: Priest and Associate Director, Community Engagement.

Support the Diocesan Bishop in overseeing, organizing, and strategizing the mission and vision of the ministry of the Diocese, as well as the implementation of Diocesan and General Convention resolutions. Promote organic communications and coordination of work and projects between Standing Committees of the Council, Diocesan Bishops, Regional Canons, and Congregations to develop the Diocesan Mission Priorities in the upcoming years. Be an ambassador of the mission and program of the Diocese.

THE REV. DEACON DAVE BARR
115 Prusakowski Blvd Parlin, New Jersey 08859

DIOCESAN COUNCIL
(CLERGY)



Parish: Staten Island Interparish Council

Occupation: Retired NYPD
Sergeant

Church Positions, Present or Past: My vision for serving on the diocesan council is to support and strengthen the diocesan mission through prayerful discernment, collaborative leadership, and faithful service. I hope to bring my knowledge, past experiences, and deep commitment to the Church to help guide decisions and unity across our diocese.

Community Positions, Present or Past: Volunteer for Lifestyles for the Disabled.

THE REV. ANNE MARIE WITCHGER
131 E. 10th St. New York, NY 10003

DIOCESAN COUNCIL
(CLERGY)



Parish: St. Mark's Church in-the-Bowery

Occupation: Priest

Church Positions, Present or Past: Rector, St. Mark's Church in-the-Bowery. Chaplain St. Hilda's and St. Hugh's School, Associate Rector, Church of the Heavenly Rest,

Community Positions, Present or Past: Diocesan Council, Budget Committee, Public Witness/Sanctuary Task Force, Congregational Development Commission

I care deeply about the health of the diocese and the future of our church. I have been grateful for the opportunity to serve a first term on Diocesan Council and would be honored to serve again. Diocesan Council is the mission branch of the governing bodies. I hope Diocesan Council can be accessible and forward-thinking, and that it would continue to align our diocesan resources with the mission priorities of our local communities.

THE REV. WILLIAM (BILL) BAKER
10 W Elizabeth Street, Tarrytown, NY 10591

DISCIPLINARY BOARD
(CLERGY)



Parish: Christ Church San Marcos, Tarrytown

Occupation: Rector

Church Positions, Present or Past: Priest in Charge, Church of the Ascension (2018-2021), Member, Commission on Ministry. (2023-Present), Convention Planning Committee (2018, 2022, 2024), Member, Diocesan Task Force on Domestic Violence and Sexual Assault (2023-Present) I have also done a lot more as a lay person, but I will not put that on here.

Community Positions, Present or Past: Convener, Rivertowns Clergy Association (2022-Present)

As humans we all make mistakes. I believe my job on the Disciplinary Committee consists of listening to those who have been hurt and those who are accused of hurting someone else and work towards healing. I am a good listener and an empathetic person. I will use these gifts to hopefully resolve conflicts and offer healing.

THE REV. DEACON DOROTHÉE R. CAULFIELD
33 E. Timmerman St. Dolgeville NY 13329

DISCIPLINARY BOARD
(CLERGY)



Parish: St. Gregory's, Woodstock

Occupation: Spiritual Director & Deacon

Church Positions, Present or Past: Before ordination I served my church as an altar guild member then director, Sunday school teacher, Youth Group leader and Vestry member in charge of ministry. Following my ordination in May 2006, within my parishes I have served as a coordinator of outreach, mentoring EfM, led and participated in numerous intergenerational mission trips, coordinated LEM/LEV trainings, and chaired a discernment committee. I presently co-mentor an online EfM group, and I am the assistant coordinator for the Guild for Spiritual Guidance's Apprenticeship Program. In the broader diocese I have been a member of the bishop's committee for Deacons, and I have served on the Social Concerns Commission for Prison Ministry. I have proudly served as your elected member of the Diocesan Council for the past two terms. I have also served as the Deputy Elections Inspector as well as Inspector of Elections.

Community Positions, Present or Past: In the community I have been a parent advocate in my local school system, a hospice volunteer, and an on-call ER/CCU chaplain, I presently serve as a board member and volunteer with the Ossining Prison Ministry, Inc. which serves Sing Sing prison. I am a board member of The Guild for Spiritual Direction and the Co-director of their Graduate Guild. I am a Spiritual Director meeting with directees in private practice.

If elected to serve on the Disciplinary Board of our Diocese, I would be honored to bring my skills as a trained listener and discernor to the role. I understand the importance of a fair and just examination of both facts and emotions, which will help guide me and the board in navigating difficult situations with care and integrity.

MR. EARL FRANCIS
74 W 119 St. New York, N.Y. 10026

DISCIPLINARY BOARD
(LAY)



Parish: St. Andrew's Episcopal Church

Occupation: Conference Planning

Church Positions, Present or Past: Present: Warden of Vestry, Chair of Stewardship Committee, President of Men's Guild, Choir Member. Past: Member of the Vestry; Journal Committee Member; Harlem Youth Ministry and Beyond (HYIB) Member

Community Positions, Present or Past: Present Positions: Diocesan Office Council member of: Budget Committee, Leadership Committee, Anti-racism Committee and Absalom Jones Committee. Past Positions: Antigua and Barbuda Progressive Society Board Member; Member of Wadadli West USA Inc.; Diocese of New York Chapter UBE President, Delegate/Alternate Delegate at Diocese Conventions.

My vision is to be fully committed to carrying out the functions and compliance of this committee. My extensive past and present positions as a leader and committee member involve working and communicating well with others and making proper decisions based on the facts presented. I feel this is imperative to this position especially when making decisions related to misconduct. Additionally, I feel that respect, honesty, integrity, and safety are essential to the effective operations of the diocese and our mission in spreading God's Word. I am dedicated to upholding and enforcing the standards to this regard.

THE REV. DEBORAH LEE
50 Guion Place; #5H; New Rochelle, NY 10801

DISCIPLINARY BOARD
(CLERGY)



Parish: N/A; Supply clergy

Occupation: Spiritual Director & Priest

Church Positions, Present or Past: Priest in charge—St. Paul's, Chester. Assistant Priest—Christ Church, Warwick. Associate Rector—St. Bartholomew's, Manhattan. Seminarian Intern—Calvary St. George, Manhattan; Church of the Intercession, Manhattan. Program Manager for Pastoral Care & Community—Trinity Wall Street

Community Positions, Present or Past: Currently serve on Disciplinary Board (2022-2025) Bishop's Committee on the Diaconate. Spiritual Advisor for Cursillo. Mentor with NYC iMentor Program; various parish community ministries. Board member of CorpsAfrica (non-profit)

My vision of the ministry of the Diocesan Disciplinary Board is based in deep listening to the Holy Spirit for guidance as we hear the testimony of those who feel unjustly treated. Additionally, one must possess an attitude of humility in working with the Board to collaboratively discern fair and unbiased decisions that serve the best interests of all involved, bearing in mind the repercussions of the situation within the community and the vulnerability of the clergy or lay person. In my training as a mental health therapist, spiritual director, and as a priest I take seriously the mandate of confidentiality when hearing controversial information and can handle the responsibility of being entrusted with sensitive details.

THE REV. VICTOR SARRAZIN
12 Depot St. Middletown, NY. 10940

DISCIPLINARY BOARD
(CLERGY)



Parish: Grace, Middletown

Occupation: Rector

Church Positions, Present or Past: Past, in the Episcopal Diocese of Arizona: Rector St Stephen's parish; member of Diocesan Council; member of Disciplinary Board; committee member, Native American Ministries. Past, in the Episcopal Diocese of New York: Member of Diocesan Council; Member of Mid-Hudson Council/ Board of Managers. Present, in the Episcopal Diocese of New York: Rector, Grace Church in Middletown; member, Guild of Saint Margaret Advisory Board.

Community Positions, Present or Past: Past, Chair of Veteran Services Coordinating Committee, Sierra Vista AZ. Present, President of the Greater Middletown Interfaith Council; Member of the Middletown Warming Station Coordinating Council.

From experience, I know that the work of the Disciplinary Board calls forth from its members both a deep and unwavering commitment to justice, and a deep and gentle pastoral presence. I am prepared to bring these gifts to the service of the Episcopal Diocese of New York.

MS. CAROL WILLIAMS
40 Orchard Street, Spring Valley NY 10977

DISCIPLINARY BOARD
(LAY)



Parish: St Paul's Episcopal Church

Occupation: Retired

Church Positions, Present or Past: Stewardship Chair/Committee member, Lay reader, Worship committee, Eucharistic minister, Eucharistic visitor, Rockland Deanery, Rockland Collaboration of Churches, Diocesan Council, Trustee, Standing Committee, President of Disciplinary Board.

Community Positions, Present or Past: Spring Valley NAACP/Martin Luther King Center Food Pantry, St. Paul's Church, Jamaican Civic and Cultural Association of Rockland, Global Prayer Call welcome leader, Diocesan Morning Prayer.

I've been serving on the Disciplinary Board for the past three years. My continued vision for the Board is to continue fostering accountability integrity and healing within the community by listening, reconciliation and restoration, and balancing those against Canon Law/Title 4 to ensure that the process is fair, transparent and respectful. as we protect the rights of the parties involved with consistent prayer, I will ask God to cover all of us throughout this spiritual journey with that I asked for support to serve once more, thank you.

**THE REV. DEACON MARCIA BLAIZE
CALLENDER**
406 East 184th Street Bronx New York, 10458

CLERGY DEPUTY
**82ND GENERAL CONVENTION AND
PROVINCIAL SYNOD**



Parish: Saint Michael's Church, New York, NY

Occupation: Associate Director

Church Positions, Present or Past: Present at Saint Michael's: Reverend Deacon, Co-Chair Reparations Committee, Saturday Kitchen, Youth Program. Past at Christ Church Riverdale: Sunday School Teacher to Co-Director, Eucharistic Minister, Two (2) Term Vestry Member, Two (2) Term Warden

Community Positions, Present or Past: Chaplain NYU Langone, Committee for Children with Special Needs/Early Intervention Program, Associate Director of Community Partnership and Engagement, ELLIS School Partnership Consultant, Policy Development for Head Start Programs in Crisis, Lead Facilitator Anti-Racism/Bias Early Childhood Educators

Our world is getting smaller as the needs of the people are increasing. In these days and times, we are all called to be more aware of what is happening and how what is happening is having an impact on our most vulnerable members in our community. I believe the role of the Clerical Deputy is a vital part of the vision and mission of the Diocese locally and nationally, more than ever to nurture our children, empower God's people and resurrect our communities locally and nationally in our collective service and purpose.

THE REV. THEODORA N. BROOKS
5 Truman Avenue, Yonkers, NY 10703

CLERGY DEPUTY
**82ND GENERAL CONVENTION AND
PROVINCIAL SYNOD**



Parish: St. Margaret's Episcopal Church, Longwood

Occupation: Priest in Charge

Church Positions, Present or Past: Present: Member, Executive Council (Clergy Provincial Member - Province 2). Member, Provincial Council (Province 2). Chair, South Bronx Inter Parish Council. Member, Bronx Leadership Team. Past: Chair, Committee to Elect a Bishop Deputy to General Convention and Delegate to Provincial Synod. Chair, Commission on Ministry

Community Positions, Present or Past: Board Chair, Banana Kelly Community Improvement Association. Board Member, Roots and Branches. Board Member, Coalition of Concerned Legal Professionals. Member, Friends of Cuttington.

I love our Church and God's call upon us to be active participants in the world around us! Our Baptismal Covenant reminds us that the Good News of God's love is shared through our words and actions. If elected I will add my voice and support the work and witness of our Church as we fight for justice and life-giving peace; respect the dignity of ALL people, acknowledging the pain of those who feel excluded and unheard; and protect this fragile earth. With God's help all of us can make a difference and I ask for your support.

THE REV. NICOLE R. HANLEY
13 Walnut St., Walden, NY 12586

CLERGY DEPUTY
82ND GENERAL CONVENTION AND
PROVINCIAL SYNOD



Parish: St. Andrew's in Walden and St. Francis of Assisi in Montgomery

Occupation: Clergy

Church Positions, Present or Past: Rector of St. Andrew's in Walden and St. Francis of Assisi Church in Montgomery. Member of the Episcopal-Jewish Dialogue Committee on the Commission on Ecumenical and Interreligious Relations. Member of the Mid-Hudson Regional Executive Committee. Member of Diocesan Council. Member of Website Advisory Committee. Alternate Deputy to General Convention Class of 2024. Member of the Budget Committee in 2024. Member of the Ivfission Review Taskforce 2024

Community Positions, Present or Past: Member of the Walden Interfaith Clergy Group. Professed member of the Society of St. Francis (TSSF), Fellowship Bridge for TSSF, and elected member of Chapter of TSSF. Clergy Volunteer at Garnet Medical Center in Middletown. Chaplain to the Veterans of the Community Rally Point in Walden

If elected I would represent the vision and voices of the more rural parts of our Diocese from the perspective of two parishes working in collaborative ministry. The experience of working with parishes that are mixed politically and socially gives experience in navigating tricky issues where deep listening and thoughtful engagement are needed. Moreover, my life as a Third Order Franciscan directs my focus on matters of peace and justice, which often rose to the forefront in discussion at the 2024 General Convention that I attended as a Clergy Alternate Deputy.

THE REV. KYLE MARTINDALE
31 Croton Ave., Mount Kisco, NY 10549

CLERGY DEPUTY
82ND GENERAL CONVENTION AND
PROVINCIAL SYNOD



Parish: St. Mark's Church-Mount Kisco

Occupation: Priest

Church Positions, Present or Past: Priest: St. Mark's in Mount Kisco, NY; St. Stephen's in Pearl River, NY; All Saints in Omaha, NE. Committees/Commissions: 2019 Member & Clerk-Diocesan Council; 2021 Chair-Christian Formation Commission 2021 Member-Budget Committee; 2025 Dean-Sawmill Clericus; 2018 Dean-Omaha, NE Clericus, Chaperone to Episcopal Youth Event 2023 from NY & 2017 from NE

Community Positions, Present or Past: Member- President's Advisory Council-Northern Westchester Hospital. Chair-Northern Westchester Interfaith Council; Community Advocate and Faith Leader: The ONE Campaign

I believe myself a good candidate as a deputy to General Convention as our delegation works together with our bishops to prepare for the General Convention, engage in the committees of both our Synod and the Convention, and prayerfully represent and advocate for the people of God in our diocese and in all the world. Both my work engaging in difficult conversations around both growth and change in nearly ten years as a parish priest, my broad community work and engagement, and my background in Political Science make me a good candidate for what our church needs in this moment.

THE REV. LISA MASON
47 Beach Avenue

CLERGY DEPUTY
82ND GENERAL CONVENTION AND
PROVINCIAL SYNOD



Parish: St. John's Larchmont

Occupation: Episcopal Priest

Church Positions, Present or Past: current: Rector of St. John's Larchmont, Chair of the Diocesan Budget Committee, Diocesan Finance Committee, Diocesan Council, Dean of Sound Shore Clericus, Development Chair of the Board of Trustees for the Seminary of the Southwest, Past President of the Standing Committee of the Diocese of West Texas, alternate to General Convention from EDNY to General Convention 2024, Deputy to General Convention from Diocese of West Texas 2012, 2015, and 2018.

Community Positions, Present or Past: Present: Board member of Local Summit, At Home on the Sound, and active in Interfaith Relations Past: Battle of Flowers and Junior League, San Antonio

I believe that being part of the larger church is very important to be aware of the context of the Episcopal Church at large. To learn, discuss, and vote on resolutions that put policy, commitments and action into practice is critical to the health and life of the Episcopal Church in the world. As a second vocation priest, I bring the perspectives of a longtime lay leader as well as a priest to the table from two dioceses.

THE REV. KIRSTIN SWANSON
249 Van Pelt Ave; Staten Island, NY 10303

CLERGY DEPUTY
82ND GENERAL CONVENTION AND
PROVINCIAL SYNOD



Parish: The Episcopal Church on Staten Island

Occupation: Priest

Church Positions, Present or Past: Currently Serving on Diocesan Council. Currently serving as Staten Island Missioner. Clergy Alternate Delegate to General Convention 2024. Member, Subcommittee for Regional Gatherings; Seminary Intern and Transitional Deacon at St. John's Church, Staten Island (2022-3), Seminary Intern at St. Peter's Chelsea (2021-2). Founding Member, Pauli Murray Collective at The General Theological Seminary (2020-23), Student Council Member, The General Theological Seminary (2021-23). Warden, Christ Church New Brighton Staten Island (2014-16). Vestry Member, Christ Church New Brighton, Staten Island (2013-16). Vestry Member, St. Philip's Church, Brooklyn, NY (2006-8)

Community Positions, Present or Past: Director of Development, Friends of Alice Austen House, Staten Island, NY (2018-2020). Director of Development, Snug Harbor Cultural Center and Botanical Garden (2015-2017). Currently Board Member for Illuminart Productions, Staten Island, NY (2024 – present).

Representing the Diocese of New York at General Convention is a weighty responsibility for lay and clergy delegates, and one that I would approach with careful deliberation. I look forward to the chance to listen to the people of the diocese of New York in this role, and to bring their perspectives to General Convention should delegates find themselves unable to serve. My vision for this position is to be an engaged, active, listener; a participant in deliberations about the business of General Convention, and an advocate for the values our diocese holds dear.

THE REV. DEACON PAM TANG
1738 Gerritsen Avenue, Brooklyn, NY 11229

CLERGY DEPUTY
82ND GENERAL CONVENTION AND
PROVINCIAL SYNOD



Parish: Church of the Holy Trinity, Manhattan

Occupation: n/a

Church Positions, Present or Past: Deacon, Church of the Holy Trinity, Manhattan 2022-Present. DNY Episcopal Asiamerica Ministries, Chair 2024 – Present / EAST Planning Team Member - Present. Interim Asiamerica Missioner, The Episcopal Church 2023 – 2024. Program Director, Mission Graphics / Office Manager, Episcopal Church of Our Savior, - 2023. Commission on Ministry 2023 – present / Recruitment Committee Co-chair. Imagining Ordination Task Force Co-chair 2023 - 2024. Global Mission Commission, Member 2018 - 2023. Mission Fair Chair 2019, 2020. SDG Grants Committee Chair 2021 - 2023. Transition Team for the Bishop Coadjutor Elect, Secretary 2023

Community Positions, Present or Past: Girl Scout Leader, all levels, Troop 3197, Manhattan

As an officer of The Episcopal Church, I ran the Ethnic Ministries booth at the last General Convention. There I met many of the delegates and saw the passion and dedication they had for this position. I want to be one of them now. I saw firsthand how resolutions make a difference and guide the direction of the Episcopal Church. I want to have a hand in bringing the needs of the Diocese of New York to the attention of the Episcopal Church.

THE REV. ANNE MARIE WITCHGER
131 E. 10th St. New York, NY 10003

CLERGY DEPUTY
82ND GENERAL CONVENTION AND
PROVINCIAL SYNOD



Parish: St. Mark's Church in-the-Bowery

Occupation: Priest

Church Positions, Present or Past: Rector, St. Mark's Church in-the-Bowery. Chaplain St. Hilda's and St. Hugh's School, Associate Rector, Church of the Heavenly Rest,

Community Positions, Present or Past: Diocesan Council, Budget Committee, Public Witness/Sanctuary Task Force, Congregational Development Commission

I'm so proud of all that the Diocese of New York has done in recent years. I'm grateful for the opportunity to be considered to serve as a representative of the diocese to our wider church. I would approach the role with a spirit of learning, openness, faithfulness, and care.

MR. TIVAUN COOPER
315 Decatur Street, Brooklyn NY 11233

LAY DEPUTY
82ND GENERAL CONVENTION AND
PROVINCIAL SYNOD



Parish: St. Bart's NYC

Occupation: HR Specialist/Labor
Relations Associate

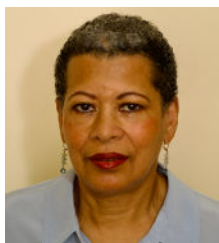
Church Positions, Present or Past: Alternate Deputy, Deputy to General Convention, Co-Chair of LGBT Concerns, Member Of Diocesan Absalom Jones Planning Committee, Member of Executive Council – Board of Directors of The Episcopal Church, Beloved Community Grant Reviewer, Vice-President of UBE NY Chapter, Co-Convenor of The Black Deputies to General Convention, Member of the Joint Standing Committee for Governance, Operations of The Episcopal Church, Member of The Joint Nominating Committee for the Election of a Presiding Bishop, Board Member of The Episcopal Consultation. Verger, Acolyte and LEM

Community Positions, Present or Past: Senior Advisor for Events, Conference and Travel Logistics at SUNY Student Assembly, Networking Chair – Court Appoint Special Advocate NYC Associate Board, Member of The Heritage of Pride NYC – March Committee.

My vision for serving as a Deputy to General Convention is to help strengthen the governance of the Episcopal Church in ways that are accountable, transparent, and future-focused. I believe this ministry is about listening to diverse perspectives, addressing systemic challenges, and shaping policies that will support a more inclusive, sustainable, and mission-driven Church. As a Deputy, I bring both my professional expertise and my commitment to collaborative leadership, ensuring that our work together makes a lasting impact on this generation and the next.

MS. YVONNE O'NEAL
1655 East 54th Street, Brooklyn, NY 11234

LAY DEPUTY
82ND GENERAL CONVENTION AND
PROVINCIAL SYNOD



Parish: Holy Trinity, Manhattan

Occupation: Social Justice Advocate &
Retired Financial Consultant

Church Positions, Present or Past: TEC Lay Representative to Anglican Consultative Council (ACC 19, 20, 21); Trustee, Church Pension Group 2018-30 (chair Audit Committee); Task force on Domestic Violence and Sexual Assault since inception 2013; Task Force Against Human Trafficking since inception 2015; Lay Eucharistic Minister; Cathedral Verger; Lay Deputy/Deputation Chair to 79th, 80th, & 81st General Convention (secretary Legislative Committee 13 – Commissions and Committees GC80, vice-chair Legislative Committee 04 – World Mission GC81); Lay Representative to Province II Council 2018-24; Committee to Elect a Bishop 2021-22; Standing Committee 2020-24, 2001-04; Diocesan Council 2014-20, 2004-10; Carpenter's Kids Steering Committee 2005-17; Advisory Council of the Anglican Communion Office at the United Nations 2008-12; Chair Global Mission Commission – then known as Congregational Life for Mission Commission 2004-10; Chair Companion Diocese Committee 1995-2004; former Warden/Vestry member over the years.

Community Positions, Present or Past: Stand With Iraqi Christians Board of Directors since 2024; Representative to the United Nations for Africa Development Interchange Network since 2013 (leadership positions on various Non-Governmental Organizations committees); Church Club of New York Board of Trustees 2018-2024 (vice-president 2020-24); Canterbury Volunteer Lambeth Conference 2022; The Cathedral School of St John the Divine Board of Trustees 2005-10 (secretary 2007- 10); The American College Board of Trustees 2001-2004 (chair Certification Committee).

GC82 meets at a pivotal time for TEC, our nation, and the world. We gather as people of faith in an era marked by deep division, economic uncertainty, climate crisis, and the ongoing wounds of racial injustice and gender-based violence. Yet, we also gather in hope — hope grounded in the Gospel call to be agents of reconciliation, justice, and renewal. As a Lay Deputy, I will work to ensure our Church is bold in mission, prophetic in voice, and steadfast in love. We must reimagine our mission to meet today's urgent needs; confront injustice in all its forms, from racial inequity to climate crisis; and build bridges across divides to strengthen our common life. I bring a commitment to deep listening, courageous action, and collaborative leadership. Together, we can be the Church the world needs now — rooted in Christ, renewed in purpose, and alive with hope.

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



Parish: Church of the Heavenly Rest

Occupation: Financial Planning
and Accounting Retired

Church Positions, Present or Past: I am presently a member of the vestry of the Church of the Heavenly Rest. In the past I have served as a trustee of the Cathedral of St. John the Divine; of the Diocese of New York; vestryman and warden of Trinity Wall Street. I currently am a member of the Reparations Commission of the Diocesan and on the Moses Commission. At a Churchwide level, I am a member of the Steering Committee of the Episcopal Coalition for Racial Equity and Justice, where I serve as the treasurer, I am a member of the board of the Episcopal Urban Caucus. I currently serve as a volunteer working with the Harlem Congregations as well as other diocesan mission areas where our work of retooling and repurposing congregations for mission and stewardship is a priority. I am passionate and committed to the work of anti-racism, inclusion and reconciliation. I am energized by the new directions of our diocese.

Community Positions, Present or Past: I am active in the Harlem Community, and I am a board member of the Frederick Douglass Business Association. I was formerly the founder and board president of the St. Mary's Episcopal AIDS Center.

I have served as a Deputy at the General Convention many times and have acted as chairperson of numerous committees and commissions, primarily those who seek racial justice and inclusion. Our Church and our world are at the crossroads - where it seems like the mandate of our Christian beliefs are being both discounted and challenged; however, committed siblings continue the work we are called to do, the work of inclusion, support of our siblings, brothers, and sisters, and any others who face exclusion only because they are different. The General Convention is the source of legislation that if approved serves as the foundation of our Church mandates. It is the source of the work of our several dioceses. We in the Diocese of New York have been a leader and proposer of many resolutions in the past; if elected Lay Deputy, it would be my honor and privilege to continue this work.

MS. LAUREN REID
36 Greenridge Ave. #102 White Plains, NY 10605



Parish: Grace/ La Gracia, White Plains

LAY DEPUTY
82ND GENERAL CONVENTION AND
PROVINCIAL SYNOD

Occupation: Teacher

Church Positions, Present or Past: J2A/ Youth Group Coordinator, Grace/ La Gracia, Acolyte Coordinator, Grace/ La Gracia, Vestry, Grace La Gracia, Vestry, St, Barnabas, Ardsley. Co-Chair, Diocesan Anti Racism Committee Staff, Diocese of New York Summer Youth Conference. Region II Youth Ministries, Diocesan Youth Ministries Committee Member/ Chair, Christian Education and Formation, Acolyte Festival Committee Member

Community Positions, Present or Past: Intermediate Vice President, Yorktown Congress of Teachers, Accommodations and Leave Specialist, Yorktown Congress of Teachers. Membership Chair, Golden Apple Chorus of Sweet Adelines International, Secretary, Golden Apple Chorus of Sweet Adelines International

I hope that in the role of Lay Deputy that I am able to provide a connection and effective line of communication between our Diocese and the National Church. I especially hope to act as an effective voice and advocate in matters concerning People of Color and issues regarding Anti Racism, as well as Youth Ministry.

MS. KYOKO MARY TOYAMA
70 LaSalle Street, #10C, New York, NY 10027

LAY DEPUTY
82ND GENERAL CONVENTION AND
PROVINCIAL SYNOD



Parish: Congregation of St. Savior

Occupation: College Professor

Church Positions, Present or Past: Lay Alternate Deputy to General Convention 2024 (Kentucky); Altar Guild Member at the Cathedral of St. John the Divine (2000 – present; Coordinator 2005-2023); The Friends of the Cathedral (formerly known as The Layman’s Club at the Cathedral Church of St. John the Divine / Board member (2016-present); Diocese of New York Episcopal Asian Ministry Committee / Planning member (2010 – 2016; 2024-present) and Episcopal Asia Supper Table (EAST) Steering Committee (2016-present); Metropolitan Japanese Ministry (MJM) in the Episcopal Diocese of New York / President and Executive Board member (2014-present; President, 2023-present); Anti-Racism Task Force (1980s); Holy Trinity Inwood (vestry member, choir member & organist in 1980s); Absalom Jones Celebration Committee (2016- present); Commission of Ministry (COM) in the diocese of NY (2008-2023); Ordination Task Force member in the diocese of NY (2023-2024); Episcopal Asia Ministry (EAM National Church) – Japanese Convocation Secretary (1990 – 1994) and Co-convener (2022-present). Leader of the Young Adult Ministry in the Diocese of New York (1986-1990) and in the Diocese of Tokyo, NSKK (1976-1980).

Community Positions, Present or Past: Asian/Asian American Research Institute (CUNY) board member (1990- 2015); Japanese Mental Health Association of New York (member); Japanese American Social Services Inc. (JASSI)- Community program planning committee member (2015-2019); New York Taiko Aikokai (NYTAK) and Teachers College Taiko Society of Columbia University, founding director and instructor (2002-present).

My vision for serving as Lay Deputy to the General Convention, building on my experience as an Alternate Deputy in 2024, is guided by a deep commitment to strengthening the spiritual life and well-being of New York’s diverse community—whose richness reflects the breadth of our Church. Through active ministry at the local, national, and international levels (in Japan, the United Kingdom, and the United States), I have gained a broad perspective on how faith unites and inspires. I seek to serve as a strong and thoughtful voice for both lay members and clergy, fostering connection, renewal, and vitality within our ever-evolving Church.

CLERGY INELIGIBLE TO VOTE

According to our records the clergy listed below are either licensed to officiate but are not canonically resident in the Diocese of New York or are canonically resident in the Diocese of New York but have not served sacramentally within the past year. Please note: if you have reason to believe a name on this list appears in error please advise the Secretary of Convention immediately.

Abernathy, W. Harrison (Harry)	Cobden, III Edward	Gressle, Richard
Ackerman, Patricia (Patti)	Coggi, Lynne	Griffith, David
Ampah, O.S.H. Rosina	Cole, Roy	Groskoph, Elizabeth
Anderson, Carol	Colwell, Charles	Haller, Tobias
Anderson, Richard	Combs, Leslie	Hanley, Elise
Arambulo, Arnulfo	Cooper-White, Pamela	Hare, Ann
Armstrong, Geoffrey	Courtright, Andrew (Drew)	Harrington, Lynn
Arnold, Duane	Crawley, Clayton	Harvey, Errol
Auletta, Kimberlee	Cromeey, Edwin	Haynes, Sr. Larry
Ballantine, Lucia	Cushman, Mary	Healey, Joseph
Barnum, Ellen (Elena)	Cushman, Thomas	Hellman, Gary
Baroody, Roger	DeLellis, Catherine	Henry, Karen
Barrios, Ph.D., STM Luis	Derby, William	Heron, James
Bartholomew, Adam	Desueza, Edmond	Hewitt, Emily
Bean, Kevin	Diaz, George	Hildesley, C. Hugh
Beckles, William	Doubleday, William	Hill, Renée
Beery, William	Dreisbach, Christopher	Hoag, David
Bender, David	Dresser, Deborah	Hummell, Mark
Bennett, Jr. Bertram	Dulfer, John	Huntington, Francis
Bennett, Ryan	Edmonds, John	Husson, Brenda
Bercovici, Hillary	Elsberry, Terence	Jebamani, Gideon
Berkowe, Kathleen	Engleby, Matthew	Jett, Mary
Betts, Ian	Evans, John	Johannsen, Carole
Blauvelt, Charles	Ewart, Craig	Johannson, Johanna-Karen
Bodie, Park	Faulkner, Thomas	Johnson, Jr. Fred
Bogino, Eva	Fenton, G. Douglas	Johnson, Ph.D. Johan
Bolle, Stephen	Ferlo, Roger	Kanellakis, Theodore
Bonsteel, Susan	Flexer, Katharine (Kate)	Kassebaum, John
Borzumato, Judith	Fox, Carol	Kaswarra, George
Boynton, Caroline	Francks, Robert	Kater, Jr. John
Brewer, M.D. Anne	Free, Horace	Kemmler, Richard
Burke Lewis, Mabel	Fulton, III Charles	Kendall, Michael
Burns, James	Fulton, Norman	Kerbel, Jarrett
Cameron, Euan	Gahler, Robert	Keucher, Gerald (Jerry)
Campo, JoAnne	Gallagher, Daniel	Kim, Kyrie
Carlson, David	Gallagher, Gerald	Knight, Frank
Carpenter, Stacey	Garnsey, Elizabeth	Kotuby, Janice (Jan)
Carter, Emily	George, T.S.S.F.C. Dominic	Kowalski, James
Chalmers, Glenn	Gerth, Stephen	Krauss, Harry
Chambers, Robert	Glover, J.D. Marsha	Krengel, William
Cheney, Brian	Godley, Robert	Kunhardt, III Philip
Chilton, Bruce	Goodness, Donald	Kunz, Richard
Chisholm, Alan	Graham, Suzanne	Landers, Greg
Chittenden, Nils	Greene, III Joseph	Lane, Keith
Cleghorn, Maxine	Greenlaw, William	Larom, Jr. Richard U. (Peter)

Lathrop, Brian
 Lawrence, Catherine
 Lee, Nathaniel
 Lee, Terence
 Lee-Pae, Juyoung (Prisca)
 Lesh, Ryan
 Lewis-Theerman, Kristina (Kris)
 Lindsley, D.D. James
 Liotta, Thomas
 Logan, Yvonne
 Lowe, Jr. Eugene
 Lutz, Alison (Ali)
 Maas, Jan
 MacInnis, Elyn
 Mackintosh, Leigh
 Magdalene, Deborah
 Mallary, Jr. R. DeWitt
 Mallonee, Anne
 Marchand, R. Richard
 Martin, Mary
 Martinez, Mario
 Mason, Joel
 Mathew, Varghese
 McCloghrie, K. Lesley
 McCoy, Adam
 McDonald, James
 McGhee, Margaret
 McGinty, William
 McIntyre, Calvin
 McKenna, Keith
 McQuade, Lynne
 McWhorter, Elizabeth
 Mead, Andrew
 Mercer, Thomas
 Miller, E. Charles
 Miller, John
 Miller, Megan
 Minifie, Charles
 Moody, John
 Moquete, Clemencia
 Morris, David
 Mukhwana-Nafuma, Joel
 Muncie, Margaret
 Nanthicattu, Jacob
 Neumark, Heidi
 Newcombe, David
 Nicoll, Thomas
 Northup, Lesley
 Nyein, Zack
 Ogle, Albert
 O'Hara, Ellen
 Palmer, III John

Parris, Cheryl
 Payne-Carter, Gloria
 Peacock, Caroline
 Perez-Bullard, Altagracia
 Perris, John
 Peterson, Jr. Frank (Pete)
 Pfaff, Brad
 Phelan, Shane
 Phillips, Richard
 Pierson, Robert
 Pietsch, Louise
 Pike, Richard (Rik)
 Powell, Jr. Peter
 Powell, Sydney
 Prator, Lloyd
 Pridemore, Charles
 Quevedo-Bosch, Juan
 Reiners, Diane
 Relyea, Michael
 Rempel, Paulette
 Reynolds Holmes, Francine
 Rider, David
 Rivera-Rivera, Luis
 Roadman, Betsy
 Rock, Jean Baptiste
 Rodgers, Stephen
 Ross, A. Meigs
 Ruschmeyer, Henry
 Rutledge, Fleming
 Sanders, Lynn
 Santiviago, María
 Sawyer, Anne
 Schaeffer, Susan
 Scherck, Steven
 Seguin, Jean-Pierre
 Servellon, Maria
 Setzer, Stephen
 Signorelli, Barry
 Simpson, Jacob
 Sirota, Victoria
 Smith, Susannah
 Smith-McGehee, Lionel
 Smith-McGehee, Thomas
 Speeks, Mark
 Spellers, Stephanie
 Stafford, Robert
 Stallings, Floyd (Buddy)
 Stravers, Cynthia
 Strobel, Pamela
 Sturtevant, Henry
 Sunderland, LCSW Edward
 Swain, Storm

Swanson, Geraldine
 Szost, Lois
 Tammearu, Deborah
 Taylor, George
 Temple, Charles
 Thatamanil, John
 Toomey, Ph.D. David
 Torres, Julio
 Trapp, James
 Tully, William
 Turczyn, Jeffrey
 Turner, Alison
 Turner, Philippa
 Tweedy, Jeannette
 Verbeck-Brindle, Carolyn
 Verrone, Christine
 Wachner, Emily
 Warfel, John
 Webber, Michael
 Weglarz, Eileen
 Wegman, Jay
 Weiner Tompkins, Rebecca
 Williams, II John
 Wilson, SSG Eugenia
 Winslow, Jr. K. Dennis
 Winsor, J. Michael
 Wood, Joseph
 Wood, Sarah
 Woodcock, Bruce
 Woods, Stephen
 Yagerman, Steven
 Yohannan, Philip
 Zacker, John
 Zefting, Harlowe
 Zorawick, Joseph



State of the Diocese & 2026 Budget Narrative

Bishop's Submission

October 3, 2025

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Budget Overview

Together, we are reweaving our pastoral fabric around our local communities.

Last year, we set Mission Priorities together that focus on our congregations, chaplaincies, and schools.

This year, we are moving to a new financial model that supports both local mission and the shared mission of the Diocese.

The Council has affirmed priorities of clergy support, property support, and fund development for the 2026 budget:

- We are increasing direct clergy support including creation of a \$100,000 *clergy vocational development fund* in the 2026 diocesan budget to support for the first time professional needs.
- For clergy support, we are also broadening support for regional collaborations by creating a Harlem Missioner position.
- For property support, we are increasing on-the-ground help for local property needs including additional staff for education and assessment and *doubling property grants* for congregations. We are also creating a database to track information to aid local property assessment.
- We are launching a planned giving campaign to benefit local congregations.

The 2026 budget recommendation incorporates the recommendations and reforms of the Mission Resource Task Force, including the adoption of the *Common Mission Share*.

- The Common Mission Share creates a fair, equitable, and sustainable model for congregational contributions to diocesan mission.
- The practical impact means that, while the overall level of congregational contributions remain stable, the amount of unpaid contributions is expected to drop from \$2.7 million to \$650,000.
- This stability means there's an additional \$1.3 million available for the 2026 diocesan budget.

We are also moving towards a broader revenue model—more resources from endowed funds and outside funding raising for both key budget items and for local mission support.

We have received a \$1 million grant from the Lilly Endowment to expand the College for Congregational Development and to translate its resources into Spanish.

We are creating a high-functioning, responsive diocesan structure.

We are also solidifying basic operations while keeping overall headcount steady. The former “director of operations” position will become an in-house legal counsel to work with the chancellor & vice-chancellors to coordinate legal needs— particularly property support.

We’re recommending a 1.25% overall increase towards operations coordinating staff costs to support better responsiveness to local needs and stronger operations.

Expenses for bishops continues to drop— 39% over the last two years— while support for congregations has increased by 165% in the same period.

We continue to increase the transparency of our finances.

For the first time we break out the administrative expenses into individual line items.

For the second year we share uses of the funds under the bishop’s discretion that support diocesan operations (\$1.1 million for 2026). A complete breakdown can be found in appendix 2.

The State of the Diocese

The earliest Christians proclaimed that God abides with us always.

It's the language of the Gospel of John and the faith of the epistles. It's absolutely the story of Pentecost. The Spirit has been poured out on all flesh.

We remember what God has done for us in times past. And right now— today! — we embody the resurrection of Jesus Christ through the presence of the Holy Spirit. *Hope does not disappoint us, because God's love has been poured into our hearts through the Holy Spirit that has been given to us.*

Over two thousand years Christian communities have always changed. Our experience of a living God crosses all our languages and through each of our neighborhoods. *The Holy Spirit moves at ground level*— and we believe the Spirit moves across the whole world and not just within church walls. The world always needs a bold, expansive proclamation of God's love that reaches everyone— especially those most vulnerable.

That's true today. Our narrative is renewal of the church for the healing of the world.

But that's not the story we often tell.

There have been dramatic shifts in average Sunday attendance overall across The Episcopal Church and mainline denominations. Aggregate pledge and plate numbers continue to rise but the financial situation of individual congregations becomes more difficult every year.

The numbers are real. But the narrative of church decline is lazy— and it's wrong. Overall numbers don't tell the story or reflect the flourishing of the Spirit across our communities.

Our lives in Christ have always been— and will always be— life, death, and resurrection.

Some congregations are closing. We've deconsecrated 5 communities this year. Two additional congregations have closed in the last two years. One will close this fall. Another ended its ministry this summer in anticipation of a potential merger.

Other congregations are finding new life in greater collaboration or mergers. There have been two regional collaborations launched over the last several years.

And, congregations in every region of the Diocese are growing on Sunday mornings and throughout the week. This summer, over two days, we installed two new clergy-in-charge at congregations that hadn't previously been able to afford full-time clergy.

Most congregations are different on Sunday mornings than they were a decade ago— or, 50 years ago. Many have expanded their ministries through the week. Many communities extend

their reach online far beyond New York. Leadership is broader and more diverse now than a generation ago.

- The 1950's "Church Growth Movement" that counted *Average Sunday Attendance* reflected a theology we don't share about "saving souls"—counting heads. It believed the best expression of church was homogeneous.
- The lives of our congregations extend across seven days. We've counted only a fraction of our ministries and then declared decline without observing the contours.
- *Average Weekly Engagement* is a much better measure than Sunday mornings for missional vibrancy. *Average Sunday Attendance* doesn't include our schools or chaplaincies at all.
- Even with growth, for all congregations, the distance between missional vibrancy and financial sustainability continues to widen.
- In particular, increased costs for property and clergy health care pose difficulties.
- We also know that while people always seek God, the practice of spiritual life has changed and will continue to change. It will require us to equip lay and clergy leaders with different tools for a different landscape.

Our theology celebrates formation for people of faith that extends over a lifetime— and communities of faith that extend over many lifetimes. Through grace we believe in human dignity and human potential. We build Incarnational and sacramental communities of safety, belonging, and freedom.

This season will be defined by our renewal and by our participation in God's healing.

Key Interventions: 5-Year Mission Priorities

How?

In 2024, we set 5-year Mission Priorities by listening to each other. These priorities represent the *key interventions* that can care for clergy, support local communities, and proclaim the Gospel.

- 1) **Elevate:** *Our Congregations, Chaplaincies and Schools*
Big idea: Reorienting our diocese around our local communities.
- 2) **Equip:** *Our People*
Big Idea: Clergy & lay leaders who are resourced, connected and confident to lead their communities
- 3) **Imagine:** *New Financial Models that are clear, strategic, and equitable*
Big Idea: Revise revenue model for diocese to reflect changed reality & new opportunities for revenue.
- 4) **Re-envision:** *how we steward our property*
Big Idea: Develop & resource a clear, mission-focused vision for property across the diocese.
- 5) **Repair:** *Our relationships with people and the earth*
Big Idea: Participate in the healing of the world within our local communities and beyond through the lens of reparations.

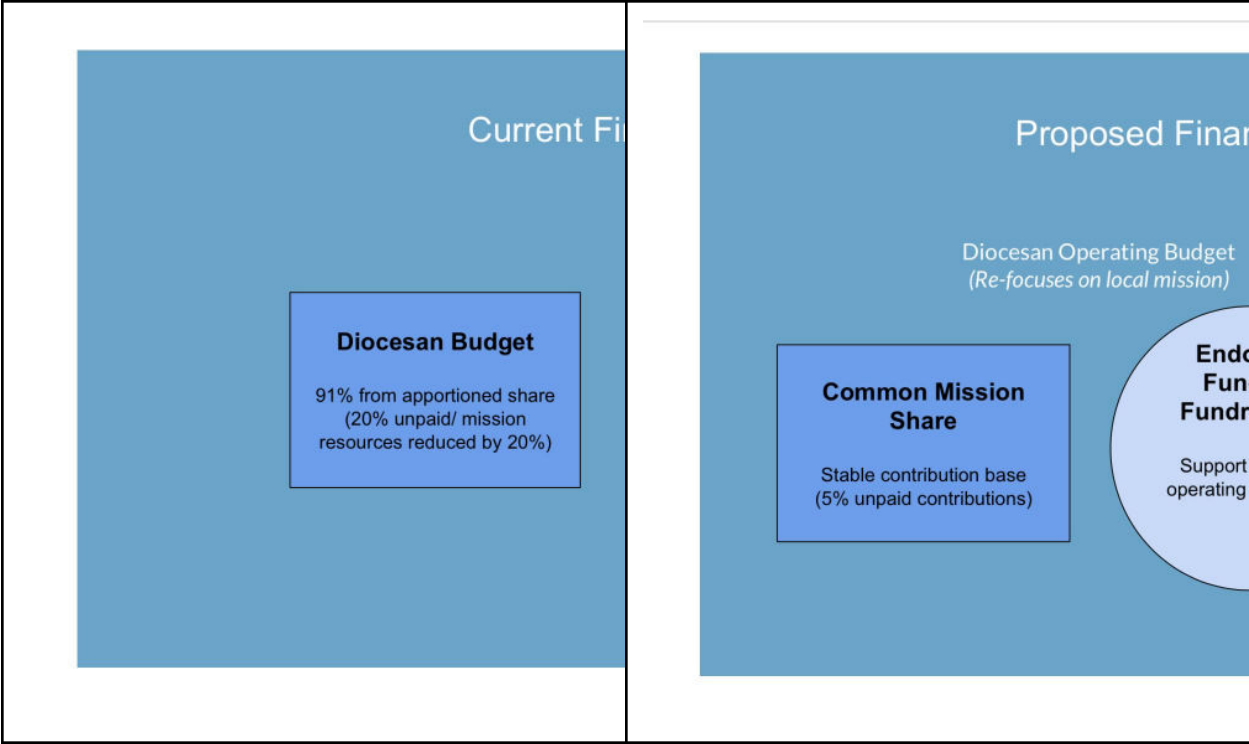
Imagining a new Financial Model

Imagining a new financial model is one of our Mission Priorities.

Over the last year a Mission Resource Task Force listened to our local communities and researched practices from across The Episcopal Church. This summer, the Task Force made recommendations to broaden our sources of revenue and shift from an apportioned share model to a *common mission share* that is fair, equitable, and sustainable across our congregations.

The goal isn't supporting the diocesan *budget* but to support diocesan *mission*.

- The current model depends on the diocesan operating budget to support mission— 91% of revenue comes from apportioned share funding and the largest expenses line in the budget (\$2.7 million in 2025) comes from unpaid congregational contribution, significantly reducing our resources for mission.
- The proposed reform (1) stabilizes contributions from congregations at a sustainable level, reducing unpaid congregational contributions (2) thus stabilizing the basic operating budget, and (3) focuses on funding outside of congregational contributions for the diocesan budget and for local ministry.
- We have adopted practices of transparency for our endowed funds policies that focus on local communities when we sell property from closed congregations.



2025 Budget Priorities: What happened this year.

- **Elevate our local communities.**

Budget priorities increasingly emphasized congregations: funding for episcopal functions decreased by 40% over two years, while direct congregational support increased by 165%. Staff were restructured for local responsiveness without increasing headcount.

- **Elevate our local communities.**

New regional canon positions (3 of 4 filled), expanded renewal and clergy-support grants, stronger clericus dean networks, and new mission collaborations (Rockland Collaborative) all extended diocesan support closer to parishes. Responsiveness to parish inquiries has improved.

- **Equipping Lay & Clergy Leaders**

Two hundred and forty clergy and lay leaders from ninety-seven congregations have participated in College for Congregational Development training.

- **Equipping Lay & Clergy Leaders**

A canon for formation (with a reparations/anti-racism/creation care mandate) is being hired; a new Director of Advancement & Community Connections is in place; networks for treasurers, stewardship, and property are forming; A redesigned diocesan website and appointment of an Archdeacon for deacons further strengthen formation and support.

- **Re-Envisioning Property & Financial Models**

Property staffing was extended with discretionary funds (with permanent funding planned for 2026), property grants continue, and longer-term policy development is underway. A Revenue Model Task Force has proposed strategies for diversifying diocesan and parish funding streams, with Learning Communities supporting congregations in this work.

A fully annotated accounting of 2025 budget priorities and results is included in appendix A.

Policy Priorities outside of the Diocesan Operating Budget:

We also committed to the following policy priorities outside the operating budget:

- *Property development:* We committed to develop long-term policies and capacity to support local mission. The Trustees and Standing Committee have adopted a policy dedicating property sales from closed properties to local mission— along with 1% for the reparations fund.
- *Clergy Critical Needs:* We committed to broaden support for basic clergy needs. Clergy Critical Needs is launching a Wellness Initiative for basic wellness needs; from the separate Bedell Fund we've piloted support for clergy sabbaticals.
- *Sexual Abuse Audit:* We committed to tell the truth about our history of abuse and to develop policies to keep our people and communities safe. We've launched the sexual abuse audit with the outside support of Guidepost Solutions, to report in the fall/ winter of 2025.
- *Anti-Racism & Reparations:* We have committed to be good stewards of our commitment to repair— and the resources devoted to reparations. We have commissioned the initial leadership for the Moses Commission to report on use of the \$1.1 million reparations fund, created by convention in 2018. Trustees of the Diocese also authorized forgiveness of property loans to communities of color.
- *Revenue Model:* We committed to re-structure our finances. The 2026 operating budget incorporates the reforms and recommendations of the Mission Resource Task Force.

Surprises: Developing Parallel Capacity

We're learning constantly.

We've carried out commitments made in last year's budget process. There have also been surprises.

To respond, we've developed *parallel capacity* in two areas requiring a significant resource commitment without losing focus on the core mission of caring for clergy, supporting local communities, and proclaiming the Gospel.

Vulnerable Congregations.

We are relentlessly engaging with our local communities—including those that are in trouble and that have experienced difficulty for some time. It's become apparent that we need to commit significant resources to support congregations in transition.

- *Canon 28:* This canon was established through the 2016 strategic plan for congregations in strategic settings. This year we worked with the Standing Committee to invoke for the first time for St. James Church in Callicoon, which had effectively ended its mission as a worshipping community but continues important ministries in Sullivan County for recovery and support of transgender siblings. Through rental income, these ministries will be self-supporting.
- *Canon 29:* This canon was established through the 2016 strategic plan for “imperiled” congregations. Over the previous decade, the canon had been invoked twice. This year we worked with the Standing Committee to bring five additional congregations under Canon 29 supervision, which begins with the wardens and vestry being replaced by an Administrative Authority appointed by the bishop diocesan.
- *Fiscal Management of Trustee-Managed Funds:* Three development projects— St. James Fordham, St. Martin's & St. Luke's, and Church of the Mediator in the Bronx— have required significant loans in anticipation of repayment from property development/ sale proceeds. Trustees of the Diocese have now drawn a firm line under any additional diocesan endowment investment in these projects and we are working pastorally and logistically to bring each to a next, sustainable stage of ministry.
- *Canon for Vulnerable Congregations:* Using funding from The Episcopal Fund, we have named a part-time canon for vulnerable congregations to coordinate engagement with Canon 28 and Canon 29 congregations.

Sanctuary & Immigration

Convention last fall declared that we are a “sanctuary diocese.” Over the last nine months we have worked to build capacity in

- *Resources for congregations:* We have provided resources to support congregations’ role as sanctuary, including Know Your Rights trainings.
- *Public Witness through Community Organizing:* Participated in weekly Multi-Faith Monday gatherings as well as developing accompaniment initiative for persons appearing in immigration court.
- *Public Witness through legal action:* Participated in interfaith lawsuits seeking to protect faith communities as “sensitive sites” for immigration.
- *Vice-Chancellor for Immigration & Refugees:* Named a volunteer vice-chancellor to provide resources and advice for congregations.

In the coming weeks, we will create both a “sanctuary legal fund” to support immigration legal needs and appoint a Public Witness Task Force.

2026 Budget & Mission Priorities: What will happen next year.

We are focused on the diocesan *mission*, not just the diocesan *budget*.

Our communities have done amazing things this year with the commitments in the 2025 budget that the Budget Committee recommended.

In June, the Diocesan Council affirmed three priorities for the 2026 diocesan budget:

- Clergy support.
- Property support.
- Fund development/ local planned giving campaign support.

We continue to listen for where support is needed most.

Council approved these as budget priorities because this is what we're hearing from our local communities. The priorities for 2026 continue to carry out the intentions of the mission priorities.

We're shifting our financial model beyond congregational contributions and to increase local funding that doesn't pass through the diocesan budget but supports clergy and congregations directly. Our priorities will reflect both what happens in the diocesan budget and how we increase resources locally.

We have also begun expanding outside resources for local mission, including applying for a \$1 million grant from the Lilly Endowment to expand the College for Congregational Development and to translate it into Spanish.

We have detailed the budget & mission implications below.

2026 Priority— Clergy Support: Recommended for 2026

- We want to offer support that honors clergy vocations and that make clergy lives easier.
- This support includes professional development, sabbaticals, pensions, health care, and moving costs for new clergy.
- We are recommending a new *clergy vocational development fund*.
- Funds for these initiatives will come from the diocesan operating budget as well as existing and new endowed funds.
- We also want to expand funding for regional collaborations — particularly a missioner for a new collaboration in Harlem.

What the reformed financial model means for clergy support

We'll identify clergy support from all possible sources: (1) within the Diocesan budget, (2) from outside fundraising that supports the diocesan budget, and (3) from endowed funds that directly support deacons and priests.

- We fully or partially support 27 *mission-supported clergy* stipends principally in Harlem, the Bronx, and Sullivan County for our shared commitment to the historic mission of the Diocese to maintain an effective church presence in poor communities. This support comprises 20% of the 2025 diocesan operating budget.
- We are re-structuring diocesan staff to be *local*— by the end of 2025, we will have called four regional canons to provide additional pastoral support for clergy. This support comprises 11% of the diocesan operating budget— a 50% increase over 2024, with a corresponding reduction in funding for bishops.
- The endowed *Clergy Critical Needs Fund* (\$178,000) is broadening its guidelines and support for clergy. Last year, it provided an additional \$100,000 to clergy for needs clergy identified through the *Grace Initiative*. This year, CCN will launch an ongoing *Wellness Initiative* to provide support for retreats, spiritual direction, and other needs. This support is local and doesn't impact the diocesan budget.
- The *Bedell Fund*— gifted to the Diocese in 1996 by St. Matthew's Bedford and used for the first time this year for clergy otherwise unable to take sabbaticals— has \$300,000 for clergy sabbaticals that we will recommend be slowly replenished by annual contributions through the operating budget (recommended additional \$20,000 annually). This support is local and doesn't impact the diocesan budget.

- The *Board of Managers Pension Fund* has accumulated \$1.6 million in unspent funds that we are recommending the Trustees of the Diocese convert to an endowed fund that can provide \$50,000 annually in pension relief to clergy/ congregations. This support is local and doesn't impact the diocesan budget.
- We are beginning work on an endowed fund that can help *underwrite clergy health care*. We have informed the Standing Committee and the Trustees of the Diocese that we intend to sell the property for St. Peter's / San Pedro in Portchester to (1) endow a new congregation and (2) launch an endowed fund supporting clergy health care. This support would be local and wouldn't impact the diocesan budget.
- There are other endowed funds under the bishop's discretion used for pastoral support for clergy— including pastoral needs not covered under the Clergy Critical Needs Fund and professional development opportunities. This support is local and doesn't impact the diocesan budget.

Missioners & Area Collaborations

We are experiencing renewal across the Diocese through emerging regional collaborations. Staten Island and Rockland County have launched collaborations; after two years of collaboration Harlem congregations will launch a collaboration in 2026.

- These collaborations serve as one path towards elevating our local communities— the first of our Mission Priorities.
- Each regional collaboration is different because each corresponds to local context and resources.

Generally, we are helping with staffing for a shared missioner and asking local communities to support program. Clergy costs can be offset by current/ new endowments and by local contributions where possible.

For 2026, we are recommending the addition of a missioner for Harlem. We are also evaluating ongoing incremental costs needed for Staten Island and Rockland County.

Draft Diocesan Budget Recommendations for 2026

1. *What makes clergy life easier?* We are recommending creating a new *Clergy Vocational Development Fund* by re-focusing the First Step (line 802) / Next Step (line 803) / Congregational Renewal (807) grants on areas that would most make clergy lives easier. Current funding: \$65,000. Recommended funding: \$100,000. Net change: \$35,000.
2. *Sabbaticals:* In 2025, we provided pilot support between \$5,000 and \$10,000 support for five clergy sabbaticals from \$300,000 spend-down Bedell Fund. For 2026, sustain

support for clergy sabbaticals through gradually replenishing fund. Current funding: none from operating budget. Recommended funding: \$20,000. Net change: \$20,000.

3. *Clergy Moves*: In 2025, we provided pilot support from funds under the bishops' discretion for 2 clergy moves. For 2026, create fund for clergy/ congregations unable to support transition moves by providing up to \$10,000 for up to six clergy moves, with diocesan budget/ congregation sharing costs 50/50. Current funding: none from operating budget. Recommended funding: \$60,000. Net change: \$60,000.
4. *Harlem Missioner*: Congregations have engaged in two years of facilitated conversations leading to greater collaboration. For 2026, create a new missioner position to enable further collaboration. Current funding: new role. Recommended funding: \$120,000. Net change: \$120,000.

2026 Priority— Property Support: Recommended for 2026

- Property support will continue to be a local commitment with support from diocesan resources.
- We will provide education and connections on property issues for local communities through staff resources.
- We want to *double property grants* with the eventual goal of increasing to \$1 million annually.
- We want to create a central database with information about congregations — including property specifics— that can help with property assessment.
- We want to increase support for local maintenance requests through additional staff support.
- We want to increase support for both property development and sales through dedicated staff support.
- We need to increase overall support for property-related legal issues.
- We need to move (1) staff funding into the diocesan operating budget and (2) current property grants into a new revenue source from accumulated endowed funds that aren't sustainable long-term.
- If we are able to move staff support into the diocesan operating budget, then we will dedicate annual proceeds from a fund under the bishop's discretion to special / unforeseen projects.

What the reformed model means for property support

Property support will come from: (1) within the Diocesan budget and (2) from endowed funds under the bishop's discretion. Over time, we will propose that additional revenue come from property transactions.

- The most important impact of the new model is increased revenue for mission from more stable congregational contributions. *It will be our recommendation that the majority of this additional mission revenue support congregational property needs.*
- The second impact is the potential of increased support for property from air rights sales by congregations. In 2018 diocesan convention re-affirmed that 10% of all air rights sales be contributed to the diocese. Trustees of the Diocese have dedicated these funds to property support through a "repair and restoration fund." With the possibility of

additional air rights sales/ contributions to the Diocese, it is our recommendation this separate fund be folded into property support grants to sustain (and eventually, increase) overall grant levels.

Charting Congregational Property Needs



Over the last six months we've listened to the “constellation” of local property needs that we've experienced.

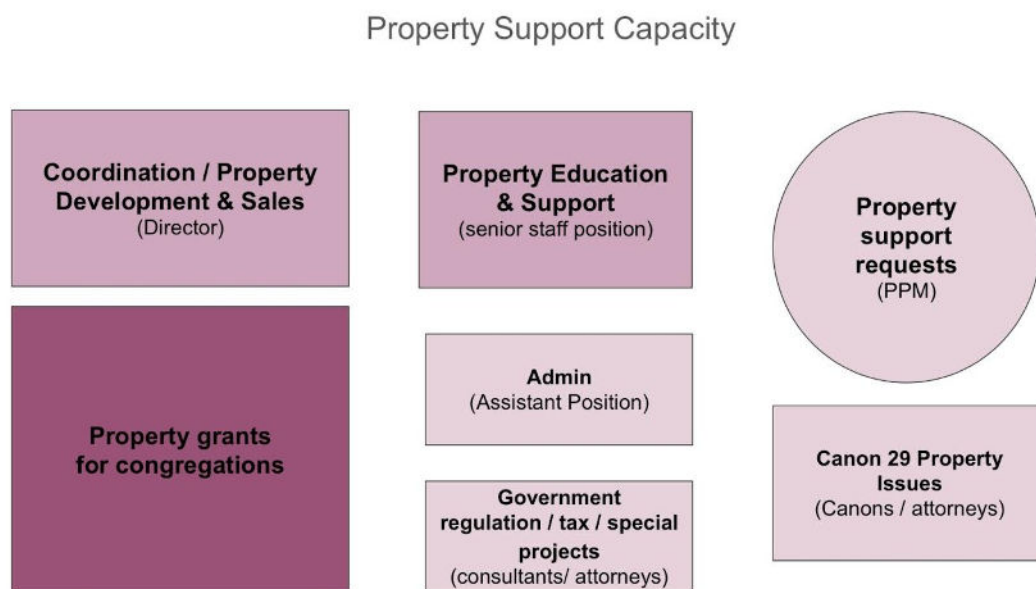
This constellation helps guide how we build capacity to respond. In conversations with David Brown, who directed property support for the Archdiocese of New York, he gave the advice to begin with activity and systems that can guide staffing.

Here's the current situation:

- Currently, the diocesan operating budget includes full funding for the *director of property support* and partial funding for an *administrative assistant*. The SS Peter & Paul Fund (an endowed discretionary fund) supports the remainder of the funding for the administrative assistant. This fund's annual proceeds cannot sustain this level of funding— current support is drawn from accumulated funds that are being spent down.
- Currently, property grants are funded from the Cornerstone Fund and the St. Luke the Beloved Physician Fund. The annual proceeds from these two funds can sustain only 50% of the current level of grants.
- This year we have charted legal expenses. Significant volunteer support from the chancellor and vice-chancellor are complemented by funds for outside counsel. Property needs require the majority of diocesan legal support. Funding currently comes from the operating budget as well as from the Real Estate Reserve Fund in anticipation of repayment from property sales. We are in the process of hiring an in-house senior counsel (replacing the director of operations position) that will be funded through the diocesan operating budget. While this position won't necessarily reduce overall legal

expenses, the senior counsel will work with the chancellor/ vice chancellors to coordinate legal support.

Overall Property Support Structure



This structure will need to be sequenced over several years.

- *Staff structure*: (1) director (2) senior position for property education & support (3) fellow for local property support/ property grants (4) administrative assistant.
- *Affiliated Support*: (1) Parish Property Management to coordinate property support requests and (2) other additional consulting support for regulation / tax as needed.
- *Legal support*: In-house counsel, chancellors, outside counsel coordinated across projects.
- *Database*: Gather congregational data to provide basis for assessment.
- *Grants*: Funding for local property projects.

Draft Diocesan Budget & Overall Funding Recommendations for 2026

1. *Increase property grants to \$800,000 with the goal of increasing to \$1 million grants annually.* Current grant level is \$451,000 annually from the Cornerstone Fund and St.

Luke's the Beloved Physician Fund, funds under the bishop's discretion. Recommendation for 2026 is (1) \$250,000 from the annual proceeds from Cornerstone/ St. Luke's the Beloved Physician (2) \$204,000 from the diocesan operating budget (3) \$157,000 by converting current Repair/ Restoration Fund and property loan fund to endowment supporting overall grants totaling (4) \$192,000 from accumulated proceeds of the St. Luke's the Beloved Physician in anticipation of phasing out/ replacing with new air rights proceeds in 2027.

2. *Increase Property Staffing:* Add senior position supporting local property needs. Current funding: none. Recommended funding: \$150,000. Net change: \$150,000.
3. *Increase on the ground support for basic requests.* Add additional support for Parish Property Management to respond to congregational needs. Current funding: \$150,000. Recommended funding: \$150,000. Net change: none.
4. *Transfer Administrative Assistant:* Current funding comes from SS Peter & Paul Fund, which is not sustainable. Current funding: \$63,881. Recommended funding: \$132,645. Net change: \$68,764.
5. *Increase budgeted support for outside legal funding.* Set legal support at \$300,000 for 2026.
6. *Use The Episcopal Fund for database creation.* Devote \$100,000 from The Episcopal Fund for one-time cost of database creation.
7. *Use SS Peter & Paul Fund for special / unforeseen projects:* Devote \$85,000 in annual proceeds to tax / regulatory / special projects relating to congregations— over the next several years, especially Canon 29 parishes.

2026 Priority— Fund Development Support: Excerpted from the *Report of the Mission Resource Task Force*

The Diocese is launching a set of initiatives designed to strengthen financial sustainability across every level of our community. From establishing inclusive planned giving programs and engaging major donors, to securing foundation grants, launching grassroots monthly giving, and monetizing underutilized property where practical, these initiatives will expand our capacity to steward what we have and prepare faithfully for what lies ahead.

These efforts will be implemented sequentially over time. The first two years will focus on property development, and partnering with parishes for planned giving. In year three, we will begin developing a foundation giving strategy, with grant applications limited to diocesan programs that directly benefit parishes, such as the College for Congregational Development, the Moses Commission, and the New York Episcopal Federal Credit Union. In year three, building on the success of our planned and monthly giving campaigns, we will launch a major donor campaign focused on diocesan initiatives that strengthen parish life and expand community impact. At the same time, we will build a monthly giving program.

A key part of this strategy is building trust and collaboration with parishes. We recognize that one of the greatest obstacles to unified fundraising is the perception that the Diocesan fundraising priorities may conflict with congregational fundraising. These initiatives are not designed to compete with local efforts, but to create shared, parish-informed pathways of generosity that uplift every part of the Church.

Initiative 1: Planned Giving (Year 1)

- National data from CCS Fundraising shows that planned giving is one of the most effective strategies for securing transformational gifts—often in the 5- to 7-figure range—that are not possible through annual campaigns alone. With Baby Boomers holding over half of the nation’s \$140 trillion in wealth, and Gen X and Millennials set to inherit the majority of it by 2045, nonprofits are expected to receive nearly \$12 trillion in legacy gifts over the coming decades.
- Successful institutions foster a culture of planned giving that engages donors early, offers multiple giving vehicles (such as bequests, trusts, and retirement account designations), and integrates legacy giving into pastoral care and spiritual formation.
- Across the Diocese, many parishes—especially smaller or historically under-resourced ones—lack the infrastructure or confidence to promote planned giving. Larger parishes may hesitate to collaborate with the Diocese due to concerns about donor overlap. We must seek opportunities to close these gaps to build long-term financial health across the diocese and its parishes, chaplaincies, and schools.

- An ongoing diocesan-led campaign, designed in true partnership with parishes, will address these challenges through a shared model: 75% of each legacy gift will support the donor's home parish, while 25% will strengthen diocesan-wide initiatives. This equitable approach builds trust and encourages participation across all congregations.
- The campaign will offer recognition through the Legacy of Light Circle, which recognizes all planned givers, regardless of gift size, affirming that every legacy matters. Inspired by Matthew 5:14–16, it evokes imagery of witness, illumination, and hope.
- This initiative will be introduced as one of the Diocese's earliest fundraising priorities, forming a foundation for broader philanthropic engagement in later phases.

Initiative 2: Property Development Revenue (Years 1 and 2)

- Successful diocesan property development efforts nationwide are grounded in values-based planning that prioritizes ministry, equity, and long-term community impact over short-term financial gain.
- Early and consistent engagement with clergy, lay leaders, and community stakeholders fosters trust, ensuring that development efforts are grounded in the local context and reflect the parish's identity.
- Clear, fair, and consistent revenue-sharing policies reduce conflict and promote long-term collaboration between parishes and the Diocese.
 - Collaborating with legal, real estate, and nonprofit experts allows dioceses to explore leasing, adaptive reuse, and socially responsible development without overextending internal capacity.
- Many dioceses are shifting from property sales to long-term leasing, nonprofit partnerships, and adaptive reuse as sustainable models for generating mission-driven income.
- Create a comprehensive inventory and assessment of underutilized properties to identify viable opportunities for mission-focused development and leasing.
- Strengthen the internal Diocesan Property team's ability to guide, advise, and coordinate local development initiatives through targeted training and advisory support.
- Establish Diocese-wide property development policies that provide a

consistent framework for parishes, while allowing for flexibility in their contextual application.

- Educate and support clergy and vestries in envisioning property as a tool for mission, not just maintenance, thereby fostering a proactive development culture.
- Continue to nurture existing and establish new relationships with nonprofit developers, community groups, and mission-aligned real estate partners to explore opportunities to support mission activities.
- Establish a Diocese-wide framework in which revenue from leased or repurposed parish spaces is shared between the parish and the Diocese, with the understanding that our focus will always be local

Solidifying Operational Support

We are solidifying basic operations to support our local communities.

Through this year Trustees of the Diocese and staff have investigated how to better manage legal support, particularly property support.

Legal expenses are paid both from the diocesan budget and from the “real estate reserve fund” in anticipation of repayment from property sales or development. The expenses weren’t coordinated and proved hard to track. We are budgeting for both a staff attorney and expenses for outside counsel. The chancellor and vice-chancellors serve on a volunteer basis.

- *In-House Counsel (line 913b):* With the recommendation of the chancellor and the co-chair of the Trustee Human Resources committee we have launched a search for an in-house counsel. This position will replace the currently unfilled “director of operations” position for a net increase of \$25,000 annually.
- *Legal Support (line 913a):* We are tracking legal expenses for outside counsel. These focus on real estate transactions. The number has not been effectively tracked in prior years. For 2026, we are recommending \$300,000.

We are also reinforcing local resources in communications and clergy benefits:

- *Connections Coordinator:* We are making this position full-time with current staff to coordinate the new website and diocesan emails. The increase is \$139,000.
- *Benefits manager:* We are making this position full-time with current staff to coordinate clergy benefits. The net increase is \$47,000 because of the shift of the staff from partial coverage from the convention budget.

Appendix 1: 2025 Budget Priorities

Here's what we said that we'd do:

1. *Elevate our congregations.*

- a. Restructured diocesan staff to be closer to congregations by creating *four regional canon positions*. Three of four regional canons have been appointed with the fourth expected by year's end.
- b. Expanded congregational renewal / redevelopment grants (new line 806) with input and oversight from a new Congregational Development Commission. The grants expanded— but will be refocused on clergy professional development in 2026.
- c. Created a new grants program/ supports for new clergy in charge and their wardens (new line. 807). This support came through staff connections and the focused wardens' conference rather than additional budget support.
- d. Provided support for clericus deans' connection and care of congregations (new line 808).
- e. Provided additional support for congregational collaborations — including a new Rockland mission area that are supported with additional support included through grants funding and through additional use of endowed funds outside the operating budget.
- f. Increased responsiveness to congregational inquiries from the diocesan staff.

2. Equip our lay and clergy leaders.

- a. Creating a *canon for formation* position that supports both lay and clergy formation as (1) our responsibility for clergy formation increases as theological education changes (2) there's increased need for spiritual formation support at the congregational level. The canon will have particular responsibilities for a focus on reparations in our formation— both anti-racism and creation care. Interviews are underway for the position with an appointment expected this fall.
- b. Created a *director of community connections* position to oversee fund development and communications. Internal communications will focus on connecting congregations/ networks/ curating resources that congregations need. External communications will focus on sharing our stories and our values. Director appointed in January.

- c. Develop formation resources for congregations by season with input and oversight from the Faith Formation Commission with a focus on anti-racism, creation care, and reparations. Still in progress.
 - d. Continue networks for treasurers and stewardship chairs; develop new networks to support (1) legal issues (2) property education (3) new funding streams with input and oversight from the new Congregational Development Commission. There have been twelve learning community groups meeting regularly over the last year.
 - e. Develop a long-term spiritual formation focus on anti-racism that extends beyond the initial 2-day training with direction from a new Task Force. Awaits the appointment of a new canon for formation.
 - f. Name an Archdeacon to support deacons across the Diocese and develop a plan to support formation and ordination of 10 permanent deacons annually by 2028. Archdeacon appointed and beginning outreach.
 - g. Fully utilize the endowed Clergy Critical Needs Fund (proceeds equaling \$178,000 annually) to provide care for deacons and priests. Clergy Wellness Initiative announced in September.
 - h. Develop a sabbatical program for clergy from congregations unable to sponsor respite time. Pilot program begun this year; next year additional funds will be included in the operating budget
 - i. Redesign the diocesan website to focus on sharing our faith and values to the world and providing resources for our local communities. New website launched on Labor Day.
3. Re-Envision Stewardship of our property.
- a. Extended 2024 commitments to additional property support staffing funded through discretionary funds. These positions will move into the operating budget for 2026.
 - b. Continue current support for property grants through a declining balance fund from the bishop's discretionary funds. We anticipate increasing grants through a mix of endowed and operating budget funds in 2026.
 - c. Continue current support for additional property staffing (right now, Parish Property Management) in 2025 through the St. Peter & Paul Fund, one of the bishop's discretionary funds. New funding will need to be phased in 2026 and in place by 2027.

- d. Developing longer-term property policies and support structure will be a focus of governance and staff work in 2025.
 - e. Under “equip,” we will create a network of support for property education.
 - f. Under “repair,” we will develop plans to support the greening of our buildings.
4. Re-Imagine our Financial model.
- a. We have launched a Revenue Model Task Force to look at the overall revenue model and diversity of funding sources for diocesan mission. The Task Force made recommendations in June 2025 for report to Convention this fall.
 - b. We are recommending development of a network for supporting congregational diversify funding streams. Learning Communities are supporting this work.
5. Repairing our relationships with the earth and each other.
- a. This priority will be engaged as a reparations lens into other priorities with a focus on how creation care, anti-racism, and economic justice are woven into the policy fabric and how local communities integrate into their common life.
 - b. Creating a canon for lay and clergy formation position that has special responsibility for engaging reparations— anti-racism and creation care— into our formation for clergy and congregations. Canon appointed this fall.
 - c. Developing policy supports for greening buildings through our property work. Need to address in 2026 and beyond.
 - d. Developing long-term focus on spiritual formation for anti-racism through a new Task Force.
 - e. Provide support for congregations to join the new Episcopal Credit Union so that 50% of congregations in our diocese are members. Credit Union re-launched in September.
 - f. Commissions enacted through the Social Concerns Committee and other commissions in the 700 budget lines, including work with reparations, LGBTQ+, ecumenical relationships, congregational life, Christian formation, domestic violence, creation care, etc., will continue to be funded at approximately the same level as the prior year in order to accommodate the greater budget’s movement toward the mission priorities.

Appendix 2: Major Activities Supported by Discretionary Funds Outside of the Diocesan Operating Budget

There are endowed funds that come under the auspices of the Diocese of New York. Some are held by the Diocese for use at the discretion of congregations; others for regions like Harlem, the Bronx, or Mid-Hudson; others are held for agencies like Episcopal Charities.

Some funds are disbursed at the discretion of the bishop of New York. It's my long-term stewardship value to not invade the principal, to use the annual proceeds of the funds for the mission we share, and to utilize any accumulated proceeds for strategic projects. The trustees serve as the accountability body for the funds. I will report to them about use.

We also wanted to share the funds under the bishop's discretion that impact ongoing mission/operating functions:

- *Board of Managers Pension Fund:* The endowed fund supports clergy pensions and has proceeds of \$179,000 annually.
- *Cornerstone Fund:* The endowed fund supports property maintenance and has proceeds of \$84,000 annually. It helps fund property grants administered by the Trustees' property support committee. For 2026, we recommend returning to spending only the proceeds towards property funds to make property grants sustainable over time.
- *Keystone Fund:* The endowed fund supports property maintenance and has proceeds of \$112,000 annually. It helps fund property grants administered by the Trustees' property support committee.
- *St Peter & St. Paul Fund:* The endowed fund supports maintenance and support of missions and has proceeds of \$87,000 annually. For 2026, we are recommending the proceeds support special projects or unexpected expenses for local property needs.
- *Clergy Critical Needs Fund/ Bell Home Fund:* This collection of funds supports clergy care and has proceeds of \$178,000 annually. The proceeds are being used for the Clergy Critical Needs grants. Beginning this fall, the Clergy Critical Needs Committee has launched a *Wellness Initiative* from accumulated proceeds to support clergy wellness. A percentage of these funds are available at the bishop's discretion and are being used for clergy pastoral care that falls outside of the CCN guidelines.
- *Bedell Fund:* This 1996 non-endowed gift from St. Matthew's in Bedford is dedicated to clergy continuing education and totals \$330,000. This year we have piloted sabbatical support for five priests. We are recommending beginning contributions to the fund to gradually replenish beginning in 2026.

- *Religion & Learning Fund*: This fund provides scholarships for students in seminary and has proceeds of \$45,000 annually. The funds are used to support diocesan students preparing for the priesthood.
- *New York Training School*: By 1991 Trustee resolution this fund supports diaconal training and has proceeds of \$46,000 annually. The funds are used to subsidize the deacons' formation program and the stipend of its director. Accumulated proceeds are now being used to expand outreach to increase the number of deacons in the Diocese.
- *Taylor Fund*: The endowed fund supports diocesan gathering and has proceeds of \$142,000 annually. It supports the deacons' and priests' conferences, the Holy Tuesday luncheon, and Spice gatherings.
- *St. Thomas Fund*: The endowed fund is unrestricted and has proceeds of \$70,000 annually. In the past it had funded sabbaticals for bishops. We've used it to underwrite our outside public relations firm, which for the past year has been Berlin Rosen.
- *St. James Fund*: The endowed fund is restricted for support of the episcopacy and has proceeds of \$48,000 annually. These funds will fund bishops' hospitality, eliminating the need to fund through the operating budget.

Additional Funds for use for one-time discretionary support outside of operating:

Here's a bullet-point list of the **fund names and their 2024 annual draw amounts** from your document :

- *The Episcopal Fund*: Annual proceeds are \$114,170. This fund is the largest of the bishop's discretionary funds. This year, we have used both the proceeds and the accumulated reserve for the sexual abuse audit and the development of a new diocesan website. Next year, we will use the proceeds to develop the new congregational property database.
- *Liberty Loomis Fund*: Annual proceeds are \$1,629
- *Bishop of New York Fund*: Annual proceeds are \$1,739
- *Moritz & Josephine Berg Fund*: Annual proceeds are \$39,067. We use the annual proceeds to support diocesan partners— Episcopal Charities, Interfaith Center of New York, Rural & Migrant Ministry, and The Seamen's Church Institute.

- *The Eduard Fund*: Annual Proceeds are \$20,736. This year the fund supported Juneteenth celebrations at the Cathedral.
- *Hobart Fund*: Annual proceeds are \$2,989. This fund is used to support the annual Hobart Lecture.
- *Talcott Fund*: Annual proceeds are \$12,216. This year the fund supported the Commission on Ministry and production of a Lenten devotional.
- *Michel Fund*: Annual proceeds are \$1,165. This year the fund supported expenses for #OneSingleAct.
- *Percy Hance*: Annual proceeds are \$13,814. These funds support Harlem and the South Bronx. This year, we repaid consulting costs for property development at All Saints in the South Bronx and supported a summer youth camp in Harlem.
- *Stephen F. Temmmer*: Annual proceeds are \$5,645. This year the fund supported immigration assistance for persons in the Diocese.
- *Bishop Sisk's Child Fund*: Annual proceeds are \$5,399. This year the fund supported the MLK Scholarship Fund in the Bronx.
- *Clerical Aid Trust*: Annual proceeds are \$4,644
- *Edward S. Burtis Jr Fund* – Bishop of New York: Annual proceeds are \$7,672
- *Zerega Special Fund*: Annual proceeds are \$8,000.

BUDGET COMMITTEE RESOLUTIONS 1 AND 2

Proposer of Resolution: The Rev. Lisa Mason, Co-Chair of the Budget Committee

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

E-mail: revlisa@stjohnslarchmont.org

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

Text of Resolution(s):

RESOLVED; hat the 2026 Common Mission Share of Budget presented herewith be adopted; and be it further;

RESOLVED that the Interim Chief of Finance and Operations shall apportion in accordance with Section 2 and 3 of Canon 17, each congregation's share of the 2026 budget of \$13,898.340

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 2026.

Commentary on Resolution

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

Episcopal Diocese of New York
Proposed 2026 Budget
Income and Disbursement Summary

Budget Line	Description	Budget 2024	Budget 2025	Proposed Budget 2026
INCOME FROM APPORTIONED SHARES				
001	Gross Calculated Apportioned Shares	13,810,754	13,921,736	13,167,461
002	Total Adjustments due to 12.5% Cap & Adjustment Board	(1,530,800)	(997,664)	-
003	Reserve Projected Bad Debt and Projected Adjustments	(643,041)	(1,708,087)	(650,000)
004	Net Income from Apportioned Shares	11,636,913	11,215,985	12,517,461
INCOME FROM OTHER SOURCES				
005	Total Allocation from the General Endowment & Operational Funds	1,299,572	1,414,148	1,559,519
006	Contribution to General Endowment (33% Cap)	-	-	-
007	Trust Income	50,000	-	-
008	Fee Income	77,639	-	-
009	Diocesan Convention Fee Income	104,350	103,500	105,000
010	Net Income From Other Sources	1,531,561	1,517,648	1,664,519
011	Contingency (ideally 3% of total income)	(365,651)	(191,000)	(283,640)
012	Total Income	12,802,823	12,542,633	13,898,340
DISBURSEMENTS SUMMARY				
100	Total Assessments to The Episcopal Church	2,076,727	1,896,444	1,862,202
200	Total Reserve Funds	472,236	534,500	612,750
300	Total Episcopal Function	973,747	769,662	638,381
400	Total Episcopal Support Staff	1,366,080	719,139	781,130
500	Total Staff Support for Congregations & Diocesan Ministries	1,067,784	1,557,090	2,686,464
600	Total Funding for Strategic/Mission Settings	2,665,208	2,735,820	2,665,398

700	Total Diocesan Ministries & Outreach	566,500	590,660	593,875
800	Total Grants	189,000	229,391	662,000
900	Total Diocesan Finance & Operations	2,550,443	2,764,035	2,877,340
910	Total Unallocated Cost for Mission	622,551	695,892	483,800
950	Capital Expenditures Budget	52,547	50,000	35,000
1000	Provision for Salary & Benefit Increase	200,000	-	-
1100	Total Disbursements	12,802,823	12,542,633	13,898,340
1200	SURPLUS (DEFICIT)	-	-	-

Episcopal Diocese of New York
Proposed 2026 Budget
Income and Disbursement Summary

Budget Line	Description	Budget 2024	Budget 2025	Proposed Budget 2026
101	Assessment to The Episcopal Church	2,050,007	1,868,036	1,833,643
102	Assessment to Province II	26,720	28,408	28,559
100	Total Assessments to The Episcopal Church	2,076,727	1,896,444	1,862,202
201	Reserve for Annual Diocesan Convention	217,670	275,000	275,000
202	Reserve for Future Episcopal Elections	200,000	150,000	150,000
203	Reserve for Curacies for New EDNY Ordinands	50,000	72,000	150,250
204	Reserve for Deputies to General Convention & Provincial Synod	30,000	30,000	30,000
205	Reserve for Lambeth Conference (travel & all expenses)	7,500	7,500	7,500
205	Diocesan Council Meetings	-	-	-
200	Total Reserve Funds	505,170	534,500	612,750
301	Bishop of New York - Compensation	317,807	308,202	308,479
302	Bishop Suffragan - Compensation	274,003	283,971	294,902
303	Bishop Assistant	274,003	142,488	-
304	Bishops' Shared Travel (inside and outside diocese, excluding Lambeth)	45,000	35,001	35,000
305	Bishop of NY Hospitality Expenses	30,000	-	-
306	Diocesan Council/Trustees/Standing Committee meetings	-	-	-
300	Total Episcopal Function	940,813	769,662	638,381
401	Bishops' Office - Compensation	445,662	452,286	353,421
401a	Bishops' Office - Expenses			97,127
402	Canon to the Ordinary - Compensation	218,611	266,853	268,099
402a	Canon to the Ordinary - Compensation (1 PT Staff) & Expenses			62,483
400	Total Episcopal Support Staff	664,273	719,139	781,130

Episcopal Diocese of New York
Proposed 2026 Budget
Income and Disbursement Summary

Budget Line	Description	Budget 2024	Budget 2025	Proposed Budget 2026
503	Director of Diocesan Property Services - Compensation	295,500	306,294	232,039
503a	Diocesan Property Services - Expenses	-	-	161,500
503b	Property Services - Staff Compensation	-	-	304,502
506	Canon for Lay & Clergy Formation - Compensation & Travel	-	230,961	227,356
507	(4) Regional Canons-Mid Hudson West/Mid Hudson East/ Westchester/NYC	-	520,125	828,253
508	Director of Advancement and Community Connections - Compensation	-	205,992	185,865
508a	Advancement and Community Connections - Expenses	-	-	197,792
508b	Advancement and Community Connections - Staff Compensation	-	-	257,935
509	Governing Bodies - Trustees, Councils, Committees	-	12,000	12,000
510	Diocesan/Cathedral Liturgies	-	24,000	36,000
511	Program Coordinating Staff - Compensation	-	139,020	232,672
511a	Program Coordinating Staff - Expenses	-	-	10,550
512	Archives (Expenses & Compensation)	-	-	-
500	Total Staff Support for Congregations & Diocesan Ministries	295,500	1,438,392	2,686,464
601	Campus Ministry Clergy (Expenses & Compensation)	453,919	-	562,239
601a	Campus Ministry - General	-	67,700	-
601b	Campus Ministry-Columbia	-	198,928	-
601c	Campus Ministry-NYU	-	173,131	-
601d	Campus Ministry-New Paltz	-	96,048	-
602a	Hispanic Clergy Compensation	-	-	-
602b	Congregations in Strategic Settings Clergy Compensation	-	-	-
603	Bi-Lingual and Intercultural Clergy Support	791,458	578,925	578,949
604	Bronx Mission Clergy Support	663,457	794,745	768,745

605	Curacy Initiative	-	-	-	-
606	Area Team Ministry Clergy Support (formerly Harlem Initiative Clergy Compensation)	293,458	321,183	230,867	-
607	Harlem Clergy Support	138,458	110,000	365,250	-
608	South Bronx Initiative	-	-	-	-
609	Episcopal Futures Co-Payment (2022 through 2025)	150,000	150,000	-	-
610	Church Plants and Revitalization	174,458	245,160	159,348	-
600	Total Funding for Strategic/Mission Settings	2,665,208	2,735,820	2,665,398	2,665,398
701	Congregational Development Commission Programs	15,000	20,000	23,000	-
702	Operational Support for Strategic Hispanic Congregation	15,000	20,000	20,000	-
703	New York Episcopal Asiamerica Ministries	23,000	23,000	28,000	-
704	Christian Formation Commission Programs/Young Adult Ministry	60,000	70,000	77,000	-
705	Social Concerns Commission	70,000	-	-	-
705a	Social Concerns - General	-	9,360	9,360	-
705b	Social Concerns - LGBTQ+	-	8,000	9,500	-
705c	Social Concerns - Creation Care	-	15,000	15,000	-
705d	Social Concerns - Antiracism	-	20,000	33,615	-
705e	Social Concerns - Domestic Violence	-	7,000	7,000	-
706a	Reparations Committee/Commission	81,500	96,750	38,000	-
706b	Moses Commission	-	-	43,750	-
707a	Ecumenical and Multi-Faith Councils Contribution	10,500	10,500	10,500	-
707b	Ecumenical & Interfaith Commission	10,500	11,050	13,050	-
707c	Absalom Jones	-	25,000	26,100	-
708	Global Mission Commission	41,000	40,000	40,000	-
709	Companion Diocese Relationship	35,000	35,000	35,000	-
710	Rural and Migrant Ministry	50,000	55,000	65,000	-
711	New York Service & Justice Collaborative (Episcopal Service Corp)	-	-	-	-
712	Episcopal New Yorker	55,000	25,000	-	-
713	Support for Episcopal Charities	100,000	100,000	100,000	-
700	Total Diocesan Ministries & Outreach	566,500	590,660	593,875	593,875

Episcopal Diocese of New York
Proposed 2026 Budget
Income and Disbursement Summary

Budget Line	Description	Budget 2024	Budget 2025	Proposed Budget 2026
801	Property Support Committee Grants	-	-	204,000
802	First Step Grants	30,000	30,000	-
803	Next Step Grants	5,000	-	-
804	Hispanic Ministries Grants	65,000	65,000	65,000
804	Clergy Development/Wardens Support Grant	-	2,391	115,000
805	Sustainable Development Goal Grants	89,000	89,000	89,000
807	Congregational Renewal Grants (includes Next Steps Grants)	-	35,000	-
808	Deans Support	-	8,000	9,000
809	Clergy Vocational Development	-	-	100,000
810	Clergy Transition Costs	-	-	60,000
811	Sabbatical Support	80	-	20,000
800	Total Grants	189,080	229,391	662,000
901	Administration - Staff Compensation	1,300,241	1,385,697	627,742
901a	Administration - Expenses	-	-	214,550
901b	Administration - Compensation (CF&O)	-	-	261,597
901c	Administration - Compensation (Controller)	-	-	183,153
902	Office of Director of Operations & HR/Staff - Compensation	530,601	617,394	396,788
902a	Office of Director of Operations & HR/Staff - Expenses	-	-	167,200
902b	In House Legal Counsel - Compensation	-	-	264,700
903	Office Services - Compensation	325,481	340,596	227,088
903a	Office Services - Expenses	-	-	132,085
904	Archives (Expenses & Compensation)	112,000	101,478	109,912
905	IT Expenses	282,120	318,870	292,525

906	Special Finance Committee Projects	-	-	-
900	Total Diocesan Finance, Operations, & Human Resources	2,550,443	2,764,035	2,877,340
912	Diocesan & Parish Websites (Web Management)	12,900	12,900	12,900
913	Professional Expenses - Audit	174,000	206,300	60,000
913a	Professional Expenses - Legal	-	-	300,000
914	Overhead and Fixed Obligations	260,650	301,692	110,900
915	Cathedral Cost Sharing and Rent	1	-	-
916	Property (EDNY) Management	150,000	150,000	-
917	Social Media Consultant	25,000	25,000	-
910	Total Unallocated Cost for Mission	622,551	695,892	483,800
950	Capital Expenditure Budget	52,547	50,000	35,000
1000	Provision for Salary & Benefit Increase	200,000	-	-
	Grand Total Expenditures	11,328,812	12,423,935	13,898,340

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

[4] Resolved, That the following persons are hereby elected Trustees of the Estate and Property of the Diocesan Convention of New York, for terms expiring 2028:

BRANDON BETHA:



Parish: Christ Church, Pelham

Occupation: Co-Founder and Partner Aterian Investment Partners

Church Positions: Endowment Committee (10+ years), active support of annual pledge drives, musical and children's programming.

Education: A.B. from Harvard University; M.B.A. from Kellogg School of Management at Northwestern.

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.

GAYLE ROBINSON:



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

Occupation: Chief Operating Officer

Church Positions: Warden St. Michael's Church; Diocesan Trustee - 2 Terms (6 years); Diocesan Investment Committee - Chair for 2 years; Trinity Church Wall Street Vestry Member

Education: Barnard College - B.A.; Columbia Business School - M.B.A.

RESOLUTIONS 2025 Continued

Minimum Clergy Compensation

Proposer of Resolution: The Rev. Richard McKeon and Diana Wheeler

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

Telephone and Email: McKeon: (914) 426-8009 and corgirm@aol.com; Wheeler: (201) 401-4761 and didipeter@gmail.com

Title of Resolution: Minimum Clergy Compensation

Text of Resolution:

RESOLVED, that the 249th Diocesan Convention of the Episcopal Diocese of New York approve a 3.2% increase in the minimum annual stipend for clergy, effective January 1, 2026, over the amounts approved at the 248th Diocesan Convention of the Episcopal Diocese of New York as follows:

Cash stipends:

Ordained to priesthood less than 3 years: \$55,239.37 as of January 1, 2026

Ordained to priesthood more than 3 years but less than 10 years: \$61,395.24 as of January 1, 2026

Ordained to priesthood more than 10 years but less than 15 years: \$61,940.01 as of January 1, 2026

Ordained to priesthood over 15 years: \$70,274.94 as of January 1, 2026

Explanation:

At its meeting on August 27, 2025, the Diocesan Human Resources Committee recommended a 3.2% increase to the minimum annual stipend for clergy, effective January 1, 2026, based upon its review of the Consumer Price Index (CPI). The Trustees of the Diocese approved this recommendation on September 22, 2025.

RESOLUTIONS 2025 Continued

Reinstating The Reverend Samuel Shoemaker in Lesser Feasts and Fast

Proposer of Resolution: The Reverend Jacob Andrew Smith

Parish or Organization: The Parish of Calvary-St. George's in the City of New York

Telephone & Email: 646-723-4174, jacob.smith@calstg.org

Title of Resolution: Reinstating The Reverend Samuel Shoemaker in Lesser Feasts and Fast

RESOLVED, that the Episcopal Diocese of New York petition the Standing Commission on Liturgy and Music (SCLM) of The Episcopal Church to reinstate The Rev. Samuel Shoemaker in Lesser Feasts and Fasts, in recognition of his profound impact on spiritual renewal, evangelism, and recovery ministry within the Episcopal Church and beyond; and be it further

RESOLVED, that this Diocese commend The Rev. Samuel Shoemaker's work in bridging Christian faith with practical spiritual transformation, particularly through his influence on the Oxford Group, the formation of Alcoholics Anonymous, and the revival of lay ministry in the Church; and be it further

RESOLVED, that the Diocese of New York submit this resolution to General Convention for consideration by the Standing Commission on Liturgy and Music, encouraging the wider Church to restore Shoemaker's commemoration and recognize his legacy in renewing Christian witness in the modern era.

Explanation

The Rev. Samuel Moor Shoemaker (1893–1963) was a son of the Episcopal Diocese of Maryland and is buried at St. Thomas Parish, Garrison Forest. He served as rector of Calvary Episcopal Church in New York, and later, rector of Calvary Church in Pittsburgh. He was instrumental in revitalizing spiritual life within the Episcopal Church through his leadership in the Faith at Work movement, his deep involvement in the Oxford Group, and his critical role in shaping the principles of Alcoholics Anonymous (AA)—particularly the emphasis on confession, surrender to God, and spiritual awakening.

Shoemaker's theological and pastoral contributions significantly influenced 12-Step spirituality, which has helped millions worldwide find healing and recovery. His call to personal transformation, lay leadership, and evangelism continues to inspire contemporary Christian ministry.

Despite being previously included in Lesser Feasts and Fasts, Shoemaker was removed in later revisions. Given his enduring influence on Christian Spirituality, recovery movements, and renewal ministries, this resolution seeks to reinstate him as a commemorated figure in the liturgical calendar of the Episcopal Church.

By supporting this resolution, the Diocese of New York reaffirms its own historic connection to Shoemaker's legacy and calls on the wider Church to recognize his contributions as a model of evangelical witness, pastoral care, and transformative Christian discipleship.

CANONICAL RESOLUTIONS

Amendments to Canons 17 and 29 to Implement the Common Mission Share Financial Model

Proposer of Resolution: The Rt. Rev. Allen K. Shin

Parish or Organization: The Committee on Canons

Telephone: (212) 316-7484

Email Address: bpshin@diocesenyc.org

Title of Resolution: Amendments to Canons 17 and 29 to Implement the Common Mission Share Financial Model

Text of Resolution:

RESOLVED, that Canons 17 and 29 of the Episcopal Diocese of New York be amended as set forth in Exhibit A to this resolution.

Explanation:

The proposed amendments to diocesan Canons 17 and 29 will implement the Common Mission Share (“CMS”) financial model as proposed by the diocesan Mission Resource Task Force in its report of June 6, 2025.

The CMS financial model replaces the Apportioned Share financial model that is set forth in existing diocesan Canons 17 and 29.

The Committee on Canons has unanimously recommended that Convention adopt the proposed amendments, and the text of such amendments are set forth in Exhibit A to this resolution.

EXHIBIT A

CANON 17. FUNDING PROGRAM OF THE DIOCESE

Section 1. Submission of Budget to Convention:

- (1) It shall be the responsibility of the Budget Committee of the Council of the Diocese to prepare the annual Diocesan budget for submission to each Annual Convention, and to involve ~~Regional and Interparish Councils~~ diocesan staff, committees, commissions, and others in the development of the Diocesan budget in such manner and to such extent as the Council of the Diocese shall deem appropriate.
- (2) The Budget Committee shall consist of: a Chair of this Committee appointed by the Bishop, the Treasurer of the Diocese (ex-officio), the Chief of Finance and Operations of the Diocese (ex-officio), the Chair of the Finance Committee of the Trustees (ex-officio), three (3) members of the Council of the Diocese appointed by the Bishop, two (2) members of the Trustees appointed by the Bishop, and others as appointed annually by the Bishop to this Committee.
- (3) No later than fifty (50) days before each Annual Convention, the Budget Committee shall submit to the Council of the Diocese and to the Trustees a draft budget of Diocesan expenditures for the following year with an accompanying narrative. The budget shall be presented at the next meeting of the Council of the Diocese at which members of Trustees are invited to attend and given voice. The Council of the Diocese may approve, reject, or modify the budget or narrative; provided, however, that no budget may be approved in which projected receipts are less than projected expenses. The draft budget approved by the Council of the Diocese shall be the proposed budget.
- (4) The Budget Committee of the Diocese shall submit to each Annual Convention the proposed budget of Diocesan expenditures for the following year with an accompanying narrative. The Convention may approve, reject, or modify the budget; provided, however, that no budget may be approved in which projected receipts are less than projected expenses.
- (5) This budget shall include funds for the support of:
 - a. The Episcopate;
 - b. The Episcopal Church;
 - c. Diocesan administration and program.
- (6) When in the course of their duties in managing the finances of the Diocese, the Trustees determine that the Diocesan budget needs to be materially adjusted between Annual Conventions, they shall present the adjustment to the Budget Committee of the Diocese. The Budget Committee shall review the proposed

adjustment and present its recommendation thereon to the Council of the Diocese and, unless the Council of the Diocese objects at its next meeting, the adjustment shall take place.

Section 2. Congregation's Apportioned Share Definitions:

- (1) "Congregation" is defined as any Congregation in union with the Diocese of New York, including a Congregation that is a Congregation in a Strategic Setting or a Vulnerable Congregation in union with the Diocese of New York.
 - (2) "Common Mission Share" is defined as the contribution from every Congregation that is calculated by the formula in Section 3 herein that maintains funding for the diocesan budget and is based on information in each congregation's Parochial Report or other financial statements.
 - (3) "Church Non-Capital Expenses" is defined in the same manner that the term is defined from time to time in the Parochial Report. Church Non-Capital Expenses includes but is not limited to: all ministry, outreach, and programming expenses; all stipends, salaries and benefits; all office expenses and building maintenance expenses; all utilities and insurance expenses; disbursements, donations, and grants to individuals, other Congregations, or any other organization, including capital grants benefitting other Congregations or organizations; expenses for schools, cemeteries, and other entities that are owned and operated by the Congregation; diocesan assessments/apportionment (i.e., Common Mission Share contributions); and any other expense incurred to operate the Congregation or its ministries or grants for any purpose given by the Congregation. The Chief of Finance and Operations shall append 'Guidelines and Answers to Frequently Asked Questions for Calculating Church Non-Capital Expenses' to the January Common Mission Share Statement sent to every Congregation.
 - (4) "Average Church Non-Capital Expenses" is defined as the average amount of Church Non-Capital Expenses as certified by any Congregation on its Parochial Report in the two immediately preceding years.
 - a. For 2026 the Average Church Non-Capital Expenses are taken solely from the 2024 Parochial Report because Church Non-Capital Expenses were not reported prior to 2024.
- ~~(2) After the annual Diocesan budget has been approved by Convention, the Chief of Finance and Operations shall compute the share (hereinafter referred to as the "Apportioned Share") to be paid by each Congregation, in accordance with the formula set forth in Section 3 hereof, and shall give notice to each Congregation thereof within thirty (30) days after the budget is adopted. Within sixty (60) days of receipt, each Congregation shall certify to the Chief of Finance and Operations of the Diocese that the Diocesan budget and its Apportioned Share for the year in~~

~~question has been submitted for review to its Vestry, trustees, Advisory Board or other governing body, as the case may be.~~

Section 3. ~~Apportionment Formula~~Common Mission Share:

- ~~(1) The Chief of Finance and Operations shall compute the Common Mission Share of each Congregation by applying the following formula:~~

 - ~~a. 1% of Average Church Non-Capital Expenses up to and including \$250,000, plus~~
 - ~~b. 5.75% of Average Church Non-Capital Expenses above \$250,000.~~
- ~~(2) Should the Chief of Finance and Operations be unable to compute the Common Mission Share for any Congregation because that Congregation failed to submit and certify Church Non-Capital Expenses in its Parochial Report(s), the Chief of Finance and Operations shall compute the highest possible Common Mission Share for that Congregation using either of the following remedies:~~

 - ~~a. Determine that Congregation's Church Non-Capital Expenses based on information from any available financial statements, audits, or Parochial Reports. The Chief of Finance and Operations shall then calculate that Congregation's Average Church Non-Capital Expenses with an additional 5% penalty fee; or~~
 - ~~b. Compute a Common Mission Share that is 105% of that Congregation's most recent Common Mission Share or Apportioned Share.~~
- ~~(3) The Chief of Finance and Operations shall compute the Common Mission Share to be paid by each Congregation, in accordance with the formula set forth in this section, and shall give notice to each Congregation thereof within thirty (30) days of the conclusion of the annual Convention of the Diocese. Within sixty (60) days of receipt, each Congregation shall acknowledge receipt and voice any objection to the computation of the Congregation's Common Mission Share to the Chief of Finance and Operations of the Diocese.~~
- ~~(1) "Normal Operating Income" is defined in the same manner as that term is defined from time to time in the Instructions for The Episcopal Church Parochial Report as set forth in the Manual of Business Methods in Church Affairs (the "Manual") as published by The Episcopal Church, or any successor publication. It includes all funds, from whatever source, that are used for the general operation of a Congregation, including payment of the Congregation's Apportioned Share, compensation of clergy and lay staff, operation and insurance of buildings, altar supplies, and administrative expenses. Sources of operating income include contributions from individuals, contributions from organizations within the Congregation, income from the Congregation's trusts or foundations or amounts drawn from a Congregation's invested funds, whether income, principal, or a~~

~~percentage takeout; space use income (net of direct costs of providing space); and excess revenues available for general operations derived from the Congregation's schools, cemeteries, or other enterprises. This Canon shall be deemed amended automatically, without the need for further action by the Convention, whenever the definition of Normal Operating Income, or the sources from which such income is derived, shall be changed in the Manual or in any successor publication, so as to bring the terms of this Canon into conformity therewith.~~

- ~~(2) The Chief of Finance and Operations shall compute the apportioned share of each Congregation by computing the average Normal Operating Income for the two latest years as reported by the Congregation on the Parochial Report. The Chief of Finance and Operations shall apply the following formula to the average Normal Operating Income:~~

~~4% of income from \$1 to \$50,000, plus
10% of income from \$50,000 to \$200,000, plus
15% of income from \$200,000 to \$500,000, plus
20% of all income above \$500,000.~~

~~The Trustees shall be authorized from time to time to increase the dollar amounts that divide the brackets in the foregoing formula to take into account inflation in the cost of the major items making up the budgets of Congregations in the Diocese of New York.~~

- ~~(3) No Congregation's computed Apportioned Share for any year shall increase by more than 12.5% over its computed Apportioned Share for the immediately preceding year, in each case as computed in accordance with the immediately preceding subsection, without reference to any adjustment or appeal, unless the Bishop and Trustees specifically authorize a larger increase.~~
- ~~(4) 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.~~

Section 4. Adjustment and Appeal Procedure:

- (1) Any Congregation may appeal to the Adjustment Board for a reduction in or deferral of payment to a future year of part or all of its Apportioned-Common Mission Share for any year in accordance with the guidelines established by the Adjustment Board and approved by the Trustees.
- (2) The Adjustment Board, which shall be a committee of the Trustees consisting of not fewer than seven members appointed by the Bishop, shall conduct all adjustment hearings and may affirm, temporarily reduce, or defer payment of part or all of the Apportioned-Common Mission Share payable for any year by any Congregation requesting a hearing. The Adjustment Board shall inform each

Congregation requesting a hearing of its decision within a reasonable time after such hearing.

- (3) Any Congregation may appeal the decision of the Adjustment Board to the Trustees, which may affirm or modify any decision of the Adjustment Board. Appeals to the Trustees must be made within 30 days after receipt by such Congregation of the decision of the Adjustment Board.

Section 5. Payments and Reporting:

- (1) Each Congregation's ~~Apportioned~~ Common Mission Share for a year shall be paid in four equal installments, no later than the fifth days of January, April, July and October, and it shall be the duty of the Chief of Finance and Operations to attend to the collection thereof.
- (2) Payments made after the fifth days of January, April, July and October shall be deemed by the Chief of Finance and Operations to be late.

~~Section 6. Incentives:~~

- ~~(1) A Congregation that has no Apportioned Share arrearage may apply for grants that are funded by the Budget.~~
- ~~(3)~~ It shall be the duty of the Chief of Finance and Operations to report quarterly to the Bishop, the Trustees, and the Council of the Diocese, all Congregations that have not paid in full any payment required by this Section 5.
- ~~(4)~~ The Chief of Finance and Operations shall produce a list which the Secretary of Convention shall publish in the Calendar of Convention. The list shall include each Congregation of the Diocese and:
 - a. whether or not such Congregation has filed an audit (certified or alternative, as applicable) for the preceding year;
 - b. whether or not such Congregation has filed a Parochial Report as required by the Canons of General Convention for the preceding year;
 - c. whether or not such Congregation has submitted stipend information for the Journal of Convention~~;~~
 - d. whether or not such Congregation has provided evidence that proper insurance is in place covering all parish property and activities;
 - e. such Congregation's ~~Apportioned~~ Common Mission Share for the preceding and current year as calculated by Section 3;

- f. any adjustment of such Congregation's ~~AppORTioned-Common Mission~~ Share made by the Adjustment Board;
- g. whether or not such Congregation's ~~AppORTioned-Common Mission~~ Share or adjusted AppORTioned Share payments are current;
- h. whether such Congregation is a Congregation In Default In ~~AppORTioned Common Mission~~ Share as specified by Section 7.

Section 67. Congregation In Default In ~~AppORTioned-Common Mission~~ Share:

- (1) Prior to each Annual Convention, the Chief of Finance and Operations shall notify the Bishop of any Congregation that does not satisfy any of the conditions listed in clauses a-d below, noting that the Congregation may be designated as a Congregation In Default In ~~AppORTioned-Common Mission~~ Share. The Bishop, with the concurrence of the Trustees of the Diocese, may then designate the Congregation as a Congregation In Default In ~~AppORTioned-Common Mission~~ Share and shall communicate such designation to the Chancellor. No Congregation shall be designated as a Congregation In Default In ~~AppORTioned Common Mission~~ Share, and no Congregation designated as a Congregation In Default In ~~AppORTioned-Common Mission~~ Share shall remain a Congregation In Default in ~~AppORTioned-Common Mission~~ Share, if the Congregation satisfies any of the following conditions:
 - a. The Congregation is current in the payment of its ~~AppORTioned-Common Mission~~ Share through all but the most recently due quarterly installment, or
 - b. The Congregation has a completed application pending with the Adjustment Board, is actively participating in the Adjustment Board process by meeting with its members and representatives of the Diocese as requested by the Adjustment Board, and is making payments on account of its ~~AppORTioned-Common Mission~~ Share in a minimum amount specified by the Adjustment Board for Congregations that have applications pending, or
 - c. If the Adjustment Board has made its decision and the Congregation has chosen to appeal the decision, the Congregation has a completed appeal pending with the Trustees, or
 - d. If the Adjustment Board has made its decision on the application that, after any appeal to and any modification by the Trustees, is final and no longer subject to appeal, the Congregation is current in its payment of all its ~~AppORTioned-Common Mission~~ Share as it may have been adjusted through all but the most recently due installment and is in compliance with any conditions imposed by the Adjustment Board or the Trustees in

approving any adjustment, which conditions may include participation in programs organized by the Diocese to help a Congregation address problems in the Congregation.

- (2) When a Congregation has been designated as a Congregation In Default In ~~Apportioned~~ Common Mission Share, the following remedies ~~are shall be~~ applied:
- a. The Chancellor shall inform the Annual Convention that the Congregation is a Congregation In Default In ~~Apportioned~~ Common Mission Share;
 - b. The lay delegates from a Congregation In Default In ~~Apportioned~~ Common Mission Share shall be denied any vote in Convention (whether Annual or Special);
 - c. The Rector or Priest-in-Charge of the Congregation In Default In ~~Apportioned~~ Common Mission Share shall be denied a vote in Convention (whether Annual or Special);
 - d. As provided in Canon 29.3.7, the Congregation In Default In ~~Apportioned~~ Common Mission Share may be designated a Vulnerable Congregation in accordance with Canon 29.

* * *

CANON 29. AIDED INTERVENTION FOR VULNERABLE CONGREGATIONS

Section 1. Support for Congregations: The Bishop shall make available to the Congregations of the Diocese a system of support, resources, and mutual accountability to encourage and enable the development of their life and ministry.

Section 2. Mutual Accountability: Every Congregation is responsible to live within a system of support and mutual accountability that links its life and ministry with that of the Bishop and with those of other Congregations in the Diocese. In addition to the system of support referred to in Section 1, above, this Canon sets out a process for aided intervention to help Congregations that are or may be vulnerable, as described in Sections 3 and 5, below.

Section 3. Designation as a Vulnerable Congregation: A Congregation (other than a Congregation in a Strategic Setting) may be designated a Vulnerable Congregation under Section 5, below, when one or more of the following conditions exists:

- (1) The Congregation employs a member of the clergy under ecclesiastical discipline or process; permits a church edifice to be used for purposes incompatible with its

consecration; or pursues any persistent course inconsistent with the doctrine, discipline or worship of The Episcopal Church.

- (2) The Congregation refuses or neglects to assemble and elect a Vestry as provided in these Canons; or neglects to send delegates to any Annual Convention of this Diocese.
- (3) The Congregation does not search for and elect clerical leadership after a reasonable period of time.
- (4) The Congregation does not comply with the provisions of Canon 26 in that it is not compensating its clergy with at least the minimum stipends and allowances set forth in the Compensation Guidelines of the Diocese of New York most recently adopted by the Convention of the Diocese; or does not pay canonically required pension assessments for its clergy and eligible lay employees; or does not maintain adequate insurance as determined by the Trustees.
- (5) The Congregation does not file timely reports including financial statements or a Parochial Report as required by these Canons or the Canons of the General Convention on an annual basis.
- (6) Financial reports or other financial data reveal invasion of the principal portion of endowment funds or other evidence of financial instability sufficient, in the judgment of the Bishop or Standing Committee, to warrant action under this Canon.
- (7) The Congregation has been designated a Congregation In Default In ~~Apportioned~~ Common Mission Share, according to Canon 17.~~67~~.
- (8) There is attempted or effected alienation or encumbrance of the real property of the Congregation without the consent of the Bishop and a majority of the members of the Standing Committee.
- (9) There exists any other condition that would render the Congregation liable to action under the Constitution and Canons of the Diocese.

Section 4. Determining the Need for Aided Intervention: A process to determine the need for aided intervention may be initiated in any of the following ways:

- (1) The Rector or Priest-in-Charge, or the Vestry or other governing body by a majority vote, may invite the pastoral intervention of the Bishop who may appoint a committee of three persons to confirm and aid in the amelioration of the condition(s), and to report to the Bishop and Standing Committee thereon.

- (2) On the Bishop's own initiative, the Bishop may appoint a committee of three persons to confirm and aid in the amelioration of the condition(s), and to report to the Bishop and Standing Committee thereon.
- (3) The Standing Committee may, by a majority vote, request the Bishop to appoint a committee of three persons to confirm and aid in the amelioration of the condition(s) and to report to the Bishop and Standing Committee thereon.

Section 5. Declaration of Vulnerable Congregation Status: In the event that the committee appointed under Section 4 confirms that any of the conditions detailed in Section 3 above in fact exists and is unlikely to be sufficiently ameliorated within a reasonable period of time, the Bishop, with the consent of a majority of the Standing Committee, may declare the Congregation to be a Vulnerable Congregation, and require one or more of the following measures:

- (1) Appointment by the Bishop of three or more communicants from within the Diocese of New York to govern the affairs of the Congregation as the Administrative Authority during the pendency of these conditions, and notwithstanding any other provisions for such governance; or the Bishop may call for the election of a new Vestry or other governing body;
- (3) Conveyance of title to all real property to the Trustees of the Diocese, who shall hold the same in trust during the pendency of these conditions; and
- (3) Such other measures as the Bishop, with the concurrence of the majority of the Standing Committee, shall determine.

Section 6. Removal of Designation: The Bishop, with the advice and consent of a majority of the members of the Standing Committee, may remove a Congregation's designation as a Vulnerable Congregation, thereby terminating any actions or restrictions imposed upon it under this Canon during the period of time it was deemed a Vulnerable Congregation, to the end that thereafter the revitalized Congregation may continue its life and ministry as an integral part of the Diocese.

Section 7. End of Existence of a Vulnerable Congregation: When, in the judgment of the Bishop, and with the advice and consent of a majority of the members of the Standing Committee, a Vulnerable Congregation has either completed its mission or exhausted its resources, the Bishop may end the existence of the Vulnerable Congregation, and its property and other assets shall be transferred to the Trustees of the Diocese. The Vulnerable Congregation shall receive notification of such action by the Bishop including the right to appear before the Bishop and Standing Committee. The Diocese will take appropriate steps to conclude the affairs of the Vulnerable Congregation. The people and clergy of the affected Congregation shall be assisted in continuing their lives in faith in the Diocese.

TALLY SHEET

DIOCESE OF NEW YORK ELECTIONS 2025

A	STANDING COMMITTEE	BALLOT	1	BALLOT	2	BALLOT	3
	CLERGY CLASS OF 2029- ELECT ONE	Clergy	Lay	Clergy	Lay	Clergy	Lay
	TOTAL VALID BALLOTS CAST						
	BALLOTS NECESSARY TO ELECT						
	The Rev Dr. Andrew C. Blume						
	The Rev. Dorothée R. Caulfield						
	The Rev. Kyle T. Martindale						
	The Rev Lisa Mason						
	The Rev. Yejide Peters Pietersen						
	The Rev. Meredith Kadet Sanderson						
B	STANDING COMMITTEE	BALLOT	1	BALLOT	2	BALLOT	3
	LAY CLASS OF 2029 - ELECT ONE	Clergy	Lay	Clergy	Lay	Clergy	Lay
	TOTAL VALID BALLOTS CAST						
	BALLOTS NECESSARY TO ELECT						
	Ms. Amelia (Mimi) V. Anderson						
	Mr. David Andryc						
	Mr. Peter Saros						
	Ms. Carol Williams						
C	COMMITTEE TO ELECT A BISHOP	BALLOT	1	BALLOT	2	BALLOT	3
	CLERGY CLASS OF 2026 - ELECT ONE	Clergy	Lay	Clergy	Lay	Clergy	Lay
	TOTAL VALID BALLOTS CAST						
	BALLOTS NECESSARY TO ELECT						
	The Rev. Margarette Dimanche						
	The Rev. Harry (Hank) Tuell						
D	COMMITTEE TO ELECT A BISHOP	BALLOT	1	BALLOT	2	BALLOT	3
	LAY CLASS OF 2026 - ELECT ONE	Clergy	Lay	Clergy	Lay	Clergy	Lay
	TOTAL VALID BALLOTS CAST						
	BALLOTS NECESSARY TO ELECT						
	Ms. Lucy Kuemmerle						

TALLY SHEET

DIOCESE OF NEW YORK ELECTIONS 2025

E	TRUSTEES OF THE DIOCESE	BALLOT	1	BALLOT	2	BALLOT	3
CLASS OF 2028- ELECT THREE		Clergy	Lay	Clergy	Lay	Clergy	Lay
TOTAL VALID BALLOTS CAST							
BALLOTS NECESSARY TO ELECT							
	The Rev. Deacon Holly Galgano						
	Mr. William (Bill) Haffner						
	Ms. Lorna Lewis						
	Ms. Sandy Mcallister						
	The Rev. Ben Nnaji						
F	DIOCESAN COUNCIL	BALLOT	1	BALLOT	2	BALLOT	3
CLASS OF 2028 - ELECT SIX		Clergy	Lay	Clergy	Lay	Clergy	Lay
TOTAL VALID BALLOTS CAST							
BALLOTS NECESSARY TO ELECT							
	Ms. Angel Bookal						
	Mr. Joe Chavez Carey						
	Mr. Michael Cudney						
	Ms. Alexandra (Allie) Dorn						
	Mr. William (Bill) Haffner						
	The Rev. Mary Mccarthy						
	Ms. Vivian Murray						
	Ms. Emily Nevill						
	The Rev. Jorge Ortiz						
	The Rev. Deacon Dave Barr						
	The Rev. Anne Marie Witchger						
G	DISCIPLINARY BOARD	BALLOT	1	BALLOT	2	BALLOT	3
CLASS OF 2028 - ELECT SIX		Clergy	Lay	Clergy	Lay	Clergy	Lay
TOTAL VALID BALLOTS CAST							
BALLOTS NECESSARY TO ELECT							
	The Rev. William (Bill) Baker						
	The Rev. Deacon Dorothee R. Caulfield						
	Mr. Earl Francis						
	The Rev. Deborah Lee						
	The Rev. Victor Sarrazin						
	Ms. Carol Williams						

TALLY SHEET

DIOCESE OF NEW YORK ELECTIONS 2025

H	CLERGY DEPUTIES TO THE 82nd GENERAL CONVENTION	BALLOT	1	BALLOT	2	BALLOT	3
CLERGY CLASS OF 2027 - ELECT FOUR		Clergy	Lay	Clergy	Lay	Clergy	Lay
TOTAL VALID BALLOTS CAST							
BALLOTS NECESSARY TO ELECT							
	The Rev. Deacon Marcia Blaize Callender						
	The Rev. Theodora N. Brooks						
	The Rev. Nicole R. Hanley						
	The Rev. Kyle T. Martindale						
	The Rev. Lisa Mason						
	The Rev. Kirstin Swanson						
	The Rev. Deacon Pam Tang						
	The Rev. Anne Marie Witchger						
I	LAY DEPUTIES TO THE 82nd GENERAL CONVENTION	BALLOT	1	BALLOT	2	BALLOT	3
LAY CLASS OF 2027 - ELECT FOUR		Clergy	Lay	Clergy	Lay	Clergy	Lay
TOTAL VALID BALLOTS CAST							
BALLOTS NECESSARY TO ELECT							
	Mr. Tivaun Cooper						
	Ms. Yvonne O'NNeal						
	Ms. Diane Pollard						
	Ms. Lauren Reid						
	Ms. Kyoko Mary Toyama						

Reports to the 248th Annual Diocesan Convention

THE TRUSTEES OF THE ESTATE AND PROPERTY OF THE DIOCESAN CONVENTION OF NEW YORK Diocesan Investment Trust

1047 Amsterdam Avenue
New York, NY 10025

To All DIT Shareholders:

The Diocesan Investment Trust, or DIT, was established in 1943 by the Trustees of the Estate and Property of the Diocesan Convention of New York (“TEP”) to provide investments for the TEP and other entities within the Diocese. In 2005 the DIT established the Parish Endowment Management Service, or “PEMS”, to assist parishes with the management of their long-term assets. The TEP was established by Diocesan Convention in 1877 and acts as trustee to more than one-hundred trusts; beneficiaries include individual congregations and related entities throughout the Diocese.

In accordance with its mandate, the DIT engaged Partners Capital Investment Group (Partners) in August 2023 to assist the Trustees in providing prudent, institutional-grade investment-management and endowment services to the TEP, parishes and other institutions within the Episcopal Diocese of New York. As of June 30, 2025, DIT oversaw \$149.5 million on behalf of more than 270 trusts and entities throughout the Diocese.

Of the \$149.5 million, \$44.6 million (29.8%) represented various trust accounts (TEP), \$82.1 million (54.9%) voluntary investments by parishes and institutions throughout the Diocese, and \$22.8 million (15.3%) was invested on behalf of parishes in the PEMS program. During the year, investors subscribed to nearly \$2.1 million for new shares in the DIT Fund and redeemed \$3.7 million to satisfy various operating and other needs, including automated quarterly distributions under the PEMS program of approximately \$400,300.

In calendar year 2025 through June, the DIT Fund returned 4.6%¹, lagging the policy benchmark return of 6.8%. Annualized performance for the trailing 10-year period through June 30, 2025, was 6.9%, slightly behind the policy benchmark return of 7.1%. These performance figures are net of all fees paid to the Fund’s OCIO firms (Commonfund through September 30th, 2023, and Partners Capital thereafter), but do not reflect the deduction of DIT administrative expenses of approximately 0.22% (annualized), which include the cost of processing redemption and subscription requests, custody, an annual audit, and the salary of our executive director.

This report follows the same performance methodology used in the monthly positions and investment reports, which relies on actual reported net asset values rather than manager estimates. This approach results in some returns being lagged, meaning they may reflect activity from the previous month. Under normal circumstances, the impact of this lag is minimal over time. However, due to this year’s market volatility and sharp month-over-month movements, particularly in equities, there is a significant discrepancy. Specifically, on an unlagged basis, the portfolio returned 6.0% in CY 2025 through June versus the policy benchmark return of 6.8%.

In the first half of 2025, markets were shaped by shifting trade policy, resilient economic growth, and evolving expectations for Federal Reserve action. Equities endured volatility as new tariff measures weighed on sentiment early in the year, but strong corporate earnings and easing fears of a sharp slowdown helped stocks rebound to record highs by June. Meanwhile, bonds benefited from moderating inflation data and signs of cooling global tensions, which drove Treasury yields lower and supported broad gains across fixed income. Overall, the macro backdrop was defined by the push-and-pull between policy uncertainty and underlying economic strength, with markets adjusting to both trade headwinds and the prospect of a slower but still durable U.S. expansion.

Against this backdrop, Global Equities rose +10.0% in 2025 through June, as measured by the MSCI All Country World Index. Gains were boosted by a rally in mega cap tech giants in Q2. Government bonds posted strong returns, with the Barclays 5–10 Year US Treasury index rising +5.3% as coupon income offset rate-driven price swings. In contrast, high-yield (or “junk”) bonds returned +4.1%, buoyed by solid fundamentals and narrow spreads.

As of June 30, 2025, capital entrusted to the DIT was allocated 54% to public equities (across long-only and hedged strategies), 16% to cash / fixed income, 12% to absolute return hedge fund strategies, and 6% to credit. Private investments, across Private Debt, Property and Private Equity, represented 11% of the total portfolio’s assets relative to the 30% target to private investments. As of June 30, 2025, the portfolio risk is tightly managed to the equity-like risk target of 65%.

In 2015, the Diocesan Convention passed a resolution asking the TEP and other governing bodies within the Diocese to review investment management practices considering the church’s faith and mission, including social and environmental responsibilities. In accordance with the resolution, the TEP reviewed its policies and endeavors to include Sustainable investing considerations to the management of the endowment portfolio with the understanding that such considerations align with the Principles for Responsible Investment (“PRI”). The DIT has been a signatory of the Principles for Responsible Investment since 2017.

At Convention 2024, Resolutions 10 to 14: Application of the DFMS No-Buy list to Diocesan Investments and Resolutions 15 to 19: Investment in companies participating in Occupation and Human Rights Violations were passed directing the Diocese to not buy or to divest securities of certain companies, if owned. Since that time, the DIT has been in consultation with the Diocesan Investment Committee on how best the Diocese can fulfill the requirements of these Resolutions.

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

¹ Performance reflects methodology used to calculate the monthly NAV which reports the portfolio values as of the 10th business day of each month and therefore might not reflect actual “in period” (January 2025 – June 2025) performance.

Established September 27, 1877