

The 243rd Convention

The Episcopal Diocese of New York

*[Pay careful attention, then, to how you walk, not as unwise but
as wise...]*

...Redeeming the Time...



*...[Because the days are evil.]
(Ephesians 5:16)*

Calendar of Business
November 8 and 9, 2019
Westchester Marriott, Tarrytown

THE 243rd CONVENTION
Westchester Marriott Tarrytown New York
THE EPISCOPAL DIOCESE OF NEW YORK
NOVEMBER 8-9, 2019

Theme: “Redeeming the Time” (*Ephesians 5:16*)

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

SCHEDULE OF CONVENTION

Friday, November 8, 2019

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| 11:00 a.m. | Registration open |
| 11:00 a.m. | Orientation for newcomers |
| 12 Noon | Lunch on your own |
| 1:00 p.m. | Convention called to order
Balloting
Plenary session
First Report of Resolutions Committee
Vote on Resolutions |
| 2:00 p.m. | Presentation of the 2020 Budget |
| 2:30p.m. | Reports
A Parish’s response to the resolution Addressing Next Steps after Lamentations (2018), the Rev. Brenda G. Husson, Rector, St. James’, Manhattan
A video Introduction to the Archives of the Diocese of New York, Wayne Kempton
Episcopal Charities, Mr. Peter Keller, President of the Board of Episcopal Charities
Cathedral, The Right Reverend Clifton Daniell, III, Dean of the Cathedral
Deacons’ Report, the Reverend Deacon Denise LaVetty |
| 3:30 p.m. | Break |
| 4:15 p.m. | The Holy Eucharist
Celebrant: The Right Reverend Andrew ML Dietsche
Homilist: The Right Reverend Enrique Treviño Cruz
Chaplain: The Reverend Patrick Cheng, leads Intercessions |
| 5:45 p.m. | Reception. Hors d’oeuvres and cash bar |

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

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Theme: “Redeeming the Time” (*Ephesians 5:16*)

SCHEDULE OF CONVENTION

Saturday, November 9, 2019

Breakfast on your own

- 8:15 a.m. Morning Prayer by Chaplain
8:55 a.m. Convention reconvenes
9:00 am The Right Reverend Andrew ML Dietsche’ s Address
10:00 a.m. Break
10:15 a.m. Report on the First Ballot. Instructions to Cast the Second Ballot
10:30 a.m. Second Report of Resolutions Committee
Vote on Resolutions
10:45 a.m. The Right Reverend Allen K. Shin, Bishop Suffragan, Report
11:00 a.m. Red Altar Presentation
12:15 p.m. Break
12:30 p.m. Lunch Buffet (No noonday prayer needed)
1:15 p.m. Convention reconvenes
Presentation of the Bishop’s Cross Awards
1:45 p.m. Report on the Second Ballot. Instructions to Cast the Third Ballot
2:00 p.m. Third Report of the Resolutions Committee
Vote on Resolutions
3:00 p.m. The Right Reverend Mary D. Glasspool, Bishop Assistant, Report
Remaining business
Bishop’s Appointments
5:00 p.m. Adjournment, Final Prayer and Blessing, Bishop Diocesan

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

INFORMATION FOR NEWCOMERS

Welcome to the 243rd Convention of the Episcopal Diocese of New York.

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

Members of Convention

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

If a parish needs to change its Lay Delegate representation either before or on the day of Convention a "Change in Lay Delegate" form must be filled out. If this occurs before Convention the form is available online. If it happens on the day of Convention, the form is at the Credentials Committee table and you will receive assistance there.

The three Bishops, the Chancellor of the Diocese, the Secretary of Convention and the Treasurer of the Diocese will sit on the dais during Convention. Invited guests of the Bishops will be seated with the members of Convention.

Calendar of Business

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

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

Registration

As you enter the Convention Hall you will be directed to the registration stations. Registration will be a two-step action:

1) At each registration station, you will find electronic registration devices. You will type your last name on the screen and a nametag will print. Place your printed nametag in the plastic holder. You will get a color coded nametag holder.

Black lanyards for Clergy Eligible to Vote.

Red lanyards for Lay Delegates Eligible to Vote.

Blue lanyards for Non-Voting participants.

2) At this station voting delegates will also receive an electronic device for voting on officers and an envelope with green and red cards for voting on resolutions plus the Calendar of Business.

INFORMATION FOR NEWCOMERS CONTINUED

NON VOTING CLERGY, ALTERNATES, YOUTH, GUESTS and SPICE participants.

Please go to the station where blue lanyards are found and place your printed nametag in the plastic holder. If you need further assistance members of the staff and the Credentials Committee will be available to help you. You will also receive a printed copy of the Calendar of Business at this registration station.

Resolutions and Reports

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

There are reports due to convention, which will be presented either verbally or in writing. Written reports are included in this Calendar of Business.

Open Captioning

There will be open captioning for the deaf & hard of hearing during the Convention business sessions.

Sign Language Interpreters

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

Election Process for Electing Officers

Electronic devices will be used for the election of officers.

Devices are "Color Coded":

- Device with black background for Clergy Delegate Eligible to Vote
- Device with red background for Lay Delegate Eligible to Vote

Voting on Resolutions

Red and green cards will be used for voting on resolutions.

Instructions on voting will be provided during Convention by the Inspector of Elections.

Exhibitors Hall

There are Exhibitors booths from Commercial organizations located at the Lobby outside the Grand Ballroom. Exhibitors booths from Non-for-Profit organizations and Diocesan Ministries are located at the Tarrytown Ballroom and Westchester room.

SPICE Lunch

A lunch for clergy spouses and partners will be hosted on Saturday by Mrs. Margaret Dietsche at Dutchess and Rockland Room at approximately 12:30 pm.

Evaluation

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

Ushers

Ushers are available to assist you in finding your way to the various segments during 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.

OFFICE DESCRIPTIONS CONTINUED

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.

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 General Convention happens in its closing hours. There are also preparatory deputation meetings in advance of 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 Committee.

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.

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

Standing Committee: December 5, 2019

Diocesan Council: December 3, 2019

Diocesan Trustees: December 5, 2019

INCUMBENTS 2019

Names in italics are those whose terms expire in 2019. Not all positions are nominated by the Nominating Committee or by petition.

STANDING COMMITTEE

The Rev. Canon Roy Cole, 2019
Ms. Diane R. Levitt, 2019
Dr. Christine Greenidge, 2020
The Rev. Owen Thompson, 2020
The Rev. Matthew Calkins, 2021
Ms. Tina Pinckney, 2021
The Rev. Judith Ferguson, 2022
Ms. Carol Williams, 2022

COMMITTEE TO ELECT A BISHOP

The Rev. Susan Fortunato, 2019
Ms. Gisele Isidore, 2019

TRUSTEES OF THE DIOCESE

Ex Officio
The Bishop of New York
The Treasurer of the Diocese
The Chancellor
The Chief of Finance and Operations

APPOINTED BY THE BISHOP

Ms. Susan K. Jansen, 2019
Mr. Robert L. Cummings, 2019
Ms. Wendy Canas, 2019
The Rev. Jennie Talley, 2019
Mr. Keith Rook, 2020
Ms. Gayle Robinson, 2021
Mr. Douglas E. Schimmel, 2021
Mr. John B. Trammell, 2021

ELECTED

James Blair, Esq., 2019
Ms. Abigail Franklin, 2019
John Madden, Esq., 2019
The Rev. Katharine Flexer, 2020
The Rev. Carol Gadsden, 2020
Ms. Susan Heath, 2020
The Rev. Dr. Pierre Andre Duvert, 2021
Mr. Michael Lehman, 2021
Ms. Sharee A. Melton, 2021

DIOCESAN COUNCIL

Ex Officio
The Bishop of New York
The Bishop Suffragan
The Assistant Bishop
The Treasurer of the Diocese
The President of the Episcopal Church Women

APPOINTED BY THE BISHOP

The Rev. Winnie Varghese, 2019
The Rev. Nigel Massey, 2019

ELECTED

Mr. Stanley Ackert, 2019
Mr. Stuart Auchincloss, 2019
Ms. Sandy Gadsden, 2019
Ms. Millicent Johnson-James, 2019
Ms. Robin Newman, 2019
The Rev. Samuel Owen, 2019
The Rev. Audrey Bailey, 2020
The Rev. Luis Barrios, 2020
Mr. Anthony Bonilla, 2020
Mr. Earl Francis, 2020
Ms. Yvonne O'Neal, 2020
The Rev. Cynthia Stravers, 2020
The Rev. Mary Gregorius, 2021
The Rev. Loyda Morales, 2021
The Rev. Anne Sawyer, 2021
The Rev. Dustin Trowbridge, 2021
Ms. Shirley Nelson, 2021
Mr. Peter Saros, 2021

DISCIPLINARY BOARD

ELECTED

The Rev. Alison Quin, President, 2019
The Rev. Susan Copley, 2019
Evan Davis, Esq., 2019
Judith Volkman, Esq., 2019
Ms. Nell Gibson, 2019
The Rev. Masud Ibn Syedullah, 2019
The Rev. Martha Overall, 2019

CATHEDRAL TRUSTEES

Mr. Bruce Macleod, President and Chair of the Executive Committee
Mr. David Gordon, Treasurer
Ms. Mary Jane Brock, Secretary

Ex Officio

The Rt. Rev. Andrew M.L. Dietsche, Bishop of New York, Chair
The Rt. Rev. Clifton Daniel III, Dean of the Cathedral
The Rev. Matthew Calkins, President, Standing Committee
Mr. Bill Bermont, President, The Cathedral School Board

CLERGY MEMBERS

The Rev. Matt Heyd
The Rev. Nigel Massey
The Rev. Richard McKeon
The Rev. Jacob Smith

LAY MEMBERS

Mr. J. Frank Brown
Ms. Roberta Connolly
Mr. Gary A. Glynn
Mr. John Griffen
Mr. Bruce G. Paulsen
Ms. Kathi Watts-Grossman
Ms. June Yearwood

TRUSTEES EMERITI

Mr. James E. Bacon
Mrs. Edward T. Chase
The Rev. Stephen J. Chinlund
The Rev. Edward Johnston
Mr. John T. Lane
Dr. Wallace Mathai-Davis
Mr. Harry Smith
Mrs. Phoebe Stanton
Mr. Fred Wibiralске
Mr. E. T. Williams, Jr.

DEANS EMERITI

The Very Rev. James A. Kowalski, D. Min. (2002-2017)
The Very Rev. James Parks Morton, D.D. (1972-1997)

NON-TRUSTEE OFFICERS

Mr. Michael Edwards,
Chief Financial Officer
Laura Fois Bosley,
Assistant Secretary

**ELECTION OF THE TREASURER and THE SECRETARY OF CONVENTION OF THE
EPISCOPAL DIOCESE OF NEW YORK**



**CANDIDATE FOR DIOCESAN TREASURER
Class of 2022
SISTER FAITH MARGARET, CHS**

Sister Faith Margaret, CHS, has been a member of the Community of Holy Spirit for 33 years and treasurer of the Diocese since 2004. Sister Faith Margaret is a member of the Community Council (the Community's leadership team) and has served as its treasurer since 1990. In addition to her administrative duties, she is a spiritual director, and a retreat conductor. Prior to joining the Community, she worked as a large group underwriter and as consultant for employee benefits plans. She taught at St. Hilda's & St. Hugh's School for five years and after taking her religious vows in 1989 worked as Financial and Benefit Analyst at the Episcopal Church Medical Trust. Sister Faith Margaret has been a trustee of both St. Hilda's and St. Hugh's School in NYC and the Melrose School in Brewster.



**CANDIDATE FOR SECRETARY OF CONVENTION
Class of 2022
THE REV. MATTHEW HEYD**

The Rev. Matthew Heyd is the rector of Church of the Heavenly Rest, Manhattan. He helped launch Episcopal Charities in 1995 and has served as a member of the Commission on Ministry (2000-2004), Diocesan Council (2001-2006), Chair of the Social Concerns Commission (2001-2006), member of the Standing Committee (2010-2014), and member of the Bishop's Strategic Planning Task Force (2014). In 2005, he accompanied then-Bishop Suffragan Catherine Roskam to Tanzania to explore the initiative that became Carpenter's Kids. Before coming to Heavenly Rest in 2013 he served at Trinity Church, Wall Street.

EPISCOPAL DIOCESE OF NEW YORK 2019 NOMINEES

- A. STANDING COMMITTEE
CLERGY, CLASS OF 2023
ELECT ONE**
The Rev. Dr. Pierre-Andre Duvert
The Rev. Sam Owen
- B. STANDING COMMITTEE
LAY, CLASS OF 2023
ELECT ONE**
Mr. Mark Hansen
Ms. Mary E. Hendricks
Mr. William (Bill) Riggs
- C. COMMITTEE TO ELECT A BISHOP
CLERGY, CLASS OF 2020
ELECT ONE**
The Rev. Katharine G. Flexer
- D. COMMITTEE TO ELECT A BISHOP
LAY, CLASS OF 2020
ELECT ONE**
Mr. Earl Francis
Ms. Paulette Siebert
- E. TRUSTEES OF THE DIOCESE
CLASS OF 2022
ELECT THREE**
The Rev. Dr. Gawain F. deLeeuw
The Rev. Stephen Lee
The Rev. Margaret Sullivan
James Blair, Esq.
Ms. Sue Monroe
Mr. Victor Stanwick
- F. DIOCESAN COUNCIL
CLASS OF 2022
ELECT SIX**
The Rev. Deacon Dorothee R.Caulfield
The Rev. N. Chase Danford
The Rev. Richard J. Datos-Robyn
The Rev. Benjamin Robert DeHart
- G. DISCIPLINARY BOARD
CLASS OF 2022
ELECT SEVEN**
The Rev. Kyle Martindale
The Rev. John F. Williams, II
Mr. Stuart Auchincloss
Ms. Sandy Gadsden-McAllister
Ms. Louise Hannibal-Boyce
Mr. Alexander Lund
- H. CLERGY DEPUTY TO GENERAL
CONVENTION
& PROVINCIAL SYNOD
ELECT FOUR**
The Rev. Katharine G. Flexer
The Rev. Leigh E. Hall
The Rev. Deacon Richard P. Limato, PhD
The Rev. Jennifer M. Owen
The Rev. María Filomena Servellón
Mr. Earl Francis
Ms. Nell Braxton Gibson
Mr. William B. McKeown
Ms. Paulette Siebert
- I. LAY DEPUTY TO GENERAL
CONVENTION
& PROVINCIAL SYNOD
ELECT FOUR**
The Rev. Theodora N. Brooks
The Rev. Nils Chittenden
The Rev. Susan Fortunato
The Rev. Matthew Hoxsie Mead
The Rev. Michelle M. Meech
The Rev. Jacob A. Smith
- Mr. Stuart Auchincloss
Ms. Carla Burns
Ms. Wendy Cañas
Ms. Pat Cose
Mr. James Forde, Sr.
Mr. J. Michael Hull
Mr. William B. McKeown
Ms. Yvonne O’Neal
Ms. Diane B. Pollard

NOMINEE BIOGRAPHIES AND STATEMENTS

THE REV. DR. PIERRE-ANDRE H. DUVERT
777 East 222nd Street, Bronx, NY 10467

**STANDING COMMITTEE
(CLERGY)**



Parish: St. Luke's, Bronx

Occupation: Rector

Church Positions, Present or Past: I have been the rector of St. Luke's Episcopal Church in the Bronx for almost seven years. Prior to joining the ministry of the aforementioned congregation, I served as the rector of the Church of the Resurrection in East Elmhurst, in the Episcopal Diocese of Long Island for over 13 years. During that time, I served as vice-president of the board of trustees of the Mercer School of Theology, on the board of Episcopal Community Services, the diocesan budget department, and the chapter of the Cathedral. In the New York Diocese, I previously served on the diocesan strategic task force. I am currently on the board of Episcopal Charities and a trustee of our diocese.

Community Positions, Present or Past: Previously, I served on the board of Queens Congregation United for Action, a PICO affiliate that believes that faith congregations can unite to empower their members to transform lives, I now serve as the secretary and a member of the 47th Precinct Clergy Coalition and participate on different community-oriented projects.

I did not intend to run for a position at this year's convention. I wanted to focus mostly on the building project on which we are working at St. Luke's. Then a call came. At first, I hesitated. After much reflection, I decided to submit my name, I want to use my gifts to bless the Lord, and to serve Him and his Church. I want to be a part of a ministerial team that sets ambitious goals for the viability and legacy of our diocese. Like Isaiah, I am responding to the saying, "Here am I, send me."

THE REV. SAM OWEN
777 E. 222nd Street, Bronx, NY 10467

**STANDING COMMITTEE
(CLERGY)**



Parish: Haitian Congregation of the Good Samaritan, Bronx **Occupation:** Priest in Charge

Church Positions, Present or Past: Member, Diocesan Council; Member, Global Mission Commission; Member, Leadership Development Commission; Member, Diocesan Budget Committee

Community Positions, Present or Past: Founder and Director, New York Haiti Project.

We are called to continue the diocese's legacy of leadership through faithful service and evangelism. We need to listen to the needs of the parishes in our diocese, and we need to listen to the still small voice of God. The solutions to our problems lie in being faithful to the gospel of Jesus Christ, allowing God to equip us with knowledge of God's will for us and the power to carry it out. The biggest issue facing our society today is racial injustice. Our diocese is uniquely positioned to be on the leading edge of change, just as we have been on other issues in the past.

MR. MARK HANSEN
28 Hampton Road, Scarsdale, NY 10583

STANDING COMMITTEE
(LAY)



Parish: St. James the Less, Scarsdale

Occupation: Software Company
Executive (Megalytic)

Church Positions, Present or Past: Senior Warden (2011), Junior Warden (2010), Search Committee Co-Chair (2015-2016), New Organ Committee Chair (2010-2017), Vestry Member (2005-2007), New member Committee (2002-2004), Sunday School Teacher (2007-2012), Lay Eucharistic Minister (2008-present), currently a member of the Annual Appeal Committee and the Music Guild.

Other Positions, Present or Past: Rural Orphans and Widows AIDS Network (ministry to Uganda – <https://loverowan.org>), Scarsdale Little League Coach, Midnight Run.

I have served the church of St. James the Less, Scarsdale in almost every lay capacity. This service has been one of my life's greatest privileges. I would be honored to continue serving Christ as a member of the Diocesan Standing Committee. I love the Episcopal Church, our inclusiveness, our liturgy, our hymns, our tolerance for questioning and debate, etc. If elected, I would commit myself to understanding God's mission for the committee, the diocese and how I can best serve Him in his role, My vision is simple: That our diocese grow and thrive by doing as Christ commanded: "Go therefore and make disciples of all nations, baptizing them in the name of the Father and of the Son and of the Holy Spirit, teaching them to observe all that I have commanded you."

MS. MARY E. HENDRICKS
44 Tree Line Court, Fishkill, NY 12524

STANDING COMMITTEE
(LAY)



Parish: Trinity, Fishkill

Occupation: Retired Teacher

Church Positions, Present or Past: Diocese of Georgia: Calvary Episcopal Church, Americus; Lector and Eucharistic Minister, Diocese of Springfield: Chapel of St John the Divine, Champaign; Lector, Vestry member. Diocese of New York: Trinity Episcopal Church, Fishkill; Lector and Eucharistic Minister, Sacristan, Trainer of Lectors and Ems, member of Vestry 3 times, Chair of Worship Committee, guided re-building of columbarium retaining wall (\$62,000 project). Coffee hour host. Co-host annual Easter Sunday brunch. Baker of Altar Bread. Past member of finance committee. Stewardship Chair 3 years, Eucharistic Visitor, Licensed Worship Leader, Delegate to diocesan convention multiple years.

Community Positions, Present or Past: Past board member of Mt. Gulian Historic Site. Past member of BSA Troop 41, Glenham, NY Troop Committee, Camp master, Merit badge counselor. Member of the Town of Fishkill Planning Board 9 years. Chair of Town of Fishkill Planning Board 5 years to current (14 years total), New York State Planning Federation, Planning Board Chair of the Year 2018. Retired Family and Consumer Science Teacher, Certified Landscape Designer, professor of Ikenobo Ikebana, Sokaykyo.

Christ calls each of us to do His work in the world. This is my vision of ministry and, though I struggle, I continue through faith to live into my baptismal vows. As a lay member, I will serve with energy and diligence, knowing that the decisions taken affect the diocese at large...the beloved community. My background and experience inform my thinking. Prayer informs my heart, With God's help I will encourage and counsel, serving on the Standing Committee is an honor. I humbly ask for your prayers and thank you for your confidence.

MR. WILLIAM R. (BILL) RIGGS
41 Forbus Street, Poughkeepsie, New York 12601

STANDING COMMITTEE
(LAY)



Parish: Christ Church, Poughkeepsie

Occupation: Retired

Church Positions, Present: Christ Church Poughkeepsie, Member of the Vestry, Co-Chair of Vestry Fellowship Committee, Usher/Greeter, Lector, Counter, Stewardship Committee, Church Camp Volunteer, Chair of Flower Guild, Outreach Committee.

Past: National Church – Member of the Joint Commission on HIV/AIDS for six years, Alternate Lay Deputy General Conventions from Diocese of Washington 1991 and 1994, Founding Board Member and then Executive Director, National Episcopal AIDS Collation (NEAC). Provincial Synod Deputy, Province III.

Community Positions, Present: Rebuilding Dutchess County, Back Packs and More Community Event.

Past: Member of the Democratic State Committees (District of Columbia, Nebraska) Ward III Democratic Chair, D.C., United Way Volunteer, Chair of the United Way.

One of the key responsibilities of the Standing Committee is to approve various stages for people in the process toward ordination. I feel that my experience as a member of four lay committees for seminarian, as well as serving on the rector search committee for two parishes and as serving on the search/nomination committee for a Bishop equips me for that task. The Standing Committee also serves as Council of Advice for the Bishop, and my experience serving in church leadership should be valuable experience.

THE REV. KATHARINE G. FLEXER
225 W 99th Street, New York, NY 10025

COMMITTEE TO ELECT A BISHOP
(CLERGY)



Parish: St. Michael's, Manhattan

Occupation: Rector

Church Positions, Present or Past: Trustee, Diocese of New York, 2018 to present. Member, Leadership Development Commisison, 2018 to present. Dean of Manhattan Central Clericus, 2015-2017. Co-Leader, Family Camp, Diocese of New York, 2018 to present; Diocese of California, 2012-2017. Member, Commission on Ministry, Diocese of El Camino Real, 2011-2014. Member, Commission on Ministry, Diocese of California, 2003-2005.

Other Positions, Present or Past: IAF Community Organizing, San Jose, CA, 2012-2014.

I have worked in discernment with individuals and ministries in various contexts throughout my ministry, and I would be honored to serve with this committee in seeking leadership for our diocese for the future.

MR. EARL FRANCIS
74 West 119th Street New York, NY 10026

COMMITTEE TO ELECT A BISHOP
(LAY)



Parish: St. Andrew's Manhattan

Occupation: Personal Assistant

Church Positions, Present or Past: Past Warden, Past President of Union of Black Episcopalian
Present: Vestry Person, Chair-Stewardship Committee, Chair-Men's Guild, Health Committee,
Choir and Diocesan Council.

Community Positions, Present or Past: Board Members of Antigua Progressive Society,
Present: Founding Members Wadadli West USA Inc.

*I am honor to be asked to run for Committee to Elect a Bishop and I am willing to serve.
It gives me the chance to work with other members from around the diocese.*

MS. PAULETTE SIEBERT

COMMITTEE TO ELECT A BISHOP
(LAY)



Parish: Zion, Wappingers Falls

Occupation: Retired Teacher

Church Positions, Present or Past: Paulette Sibert is a native of Savannah Georgia. However,
she has resided in Dutchess County for over fifty years. She is a retired teacher from the Pough-
keepsie City School District where she taught mathematics for over thirty years.

Ms. Sibert is a member of Zion Episcopal Church in Wappingers Falls, NY, where she serves
as a lay reader, litanist, choir member and treasurer of the St. Margaret of Antioch Chapter of
the Order of the Daughters of the King. Ms. Sibert is currently the Diocesan President of the
D.O.K.

THE REV. DR. GAWAIN F. DE LEEUW
95 Ralph Avenue White Plains, NY 10606



Parish: St. Bartholomew's, White Plains

DIOCESAN TRUSTEE
(CLERGY)

Occupation: Rector

Church Positions Present: Community Positions, Present or Past: Vicar, Anglican Cathedral in Korea, 1996-8; Curate, Grace, White Plains, 1998-2001; Priest-in-Charge/Rector, St. Bartholomew's 2001-present.

Church positions: Previous: Diocesan Committee to Form a Credit Union; Economic Justice; Chaplaincy Committee. Current: Dean of Westchester Central Clericus; New York Service and Justice Collaborative; General Convention Commission on the Theology of Money.

Community Positions, Present or Past: Current Board Member Planned Parenthood Hudson Peconic (since 2012); Housing Action Council of Westchester (2009-); White Plains Meals on Wheels (2010-); Rotary (2002-); President, Westchester United (2011-) Clergy Advisory Board Planned Parenthood Federation of America (2013-). Previous: Duchesne Center for Social Justice @Manhattanville College (2004-2015); Oberlin College Alumni Class President (2001-2006); President, White Plains Religious Leaders (2010-2019).

I believe that the diocese can harness our financial and spiritual tools to create a powerful institution that can rebuild worshipful communities and witness to the kingdom. As a Trustee, I will contribute an understanding of organizational development with 22 years of experience, from cathedral to resource church to 17 years in a risk-taking, innovative small community. By identifying, directing, and shaping our shared resources, I hope we can foster an effective diocese that empowers our the church to become strong agents of praise and action in their contexts.

Together, we will identify how we can invest in a missional church, one that equips congregations to do the work of reconciling us to Christ and to one another.

THE REV. STEVEN LEE
1047 Amsterdam Ave., New York, NY 10025



Parish: Congregation of St. Saviour,
Cathedral of St. John the Divine

DIOCESAN TRUSTEE
(CLERGY)

Occupation: Pastor & Vicar

Church Positions, Present or Past:

Episcopal Relief and Development: Member, Advancement Committee (2017 – present).

Diocese of New York: Co-Chair, Evangelism Subcommittee, Congregational Development Commission (2019 – present); Co-Founder and Chair of the Planning Team, EAST: Episcopal Asian Supper Table (2016-2018). Holyrood Episcopal Church / Iglesia Santa Cruz: Seminarian (2014-2015); Program Director (2015-2016).

Community Positions Present or Past: New York Justice for Our Neighbors: Board Treasurer (2018 – present); Executive Director (2011-2018). New Sanctuary Coalition of New York City: Communications Coordinator (2009-2011).

I am deeply committed to the renewal of the institutional church because I believe that it can be a powerful witness to the Gospel of Jesus Christ. The tangible and intangible assets of the Diocese of New York give us the unique ability to reach a wide range of people with the transforming power of the Gospel. If I have the privilege to be elected a trustee, I would be honored to help further realize this vision in sustainable and creative ways.

THE REV. MARGARET H. SULLIVAN
PO Box 708, Walden, NY 12586

DIOCESAN TRUSTEE
(CLERGY)



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

Occupation: Priest-in-Charge

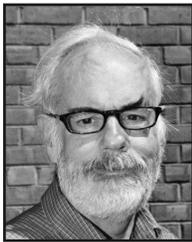
Church Positions Present or Past: Priest-in-Charge St Andrew's, Walden; St. Francis of Assisi, Montgomery NY. Interim Priest, St. Paul's, Woodbury, CT. Assistant Rector, St. James' Glastonbury, CT. Seminarian: St. Mark's Episcopal Church at U. Conn; St. John's Episcopal Church, East Windsor, CT., School Chaplain Suffield Academy, Suffield, CT 1999-2004.

Community Positions Present or Past: Founding Member of Walden Interfaith Council, Chaplain to Walden Police Department, Community Reader at Walden Elementary School, Board member, St. Andrew's Child Care Program, Mid-Hudson Executive Committee, Standing Committee, Adjustment Board, Diocesan Council, Deans' Conference.

Living and working in the Northern part of the Diocese has given me (and the other clergy who serve in Mid-Hudson) a perspective which I believe is needed and valued on Diocesan Committees. If elected to serve as a Diocesan Trustee I will be one voice adding to the whole (or big picture) of the Diocese as it integrates holistically into God's mission. All representative voices provide balance and unity of purpose to strengthen our collective work and serve to unite and strengthen our Christian witness and specifically as our Episcopal identity proclaims justice and peace for all.

JAMES BLAIR, ESQ.
43 Krom Rd, Stone Ridge, NY 12484

DIOCESAN TRUSTEE
(LAY)



Parish: Christ the King, Stone Ridge

Occupation: Retired Attorney

Church Positions, Present or Past: Parish: Stewardship Chair 1990-2009; Vestry 1991-1996, 2015 - : Building Comm. Chair 2011-2014, Choir 1988- , Capital Campaign Chair for Cong. Giving, 2002, Resident Flute Quartet 2011- ; Treasurer 2017-2018; Finance Committee 2016- . Diocese: Stewardship Commission, 1991-1993, Council of the Diocese 1993-2002, 2010-2015, Budget Committee 1994-1996, Congregational Support Plan Committee 2002-2008, Convention Planning Committee 2009-2014, Diocesan Trustee 2017- .

Community Positions, Present or Past: Trustee, Rondout Valley Central School District 2011-2017, Hudson Valley Property Tax Reform Task Force 2004-2010, Legal Advisor Rondout Valley Food Pantry, Inc., 2009-2017, Director and Treasurer, 600 West End Ave. Owners Corp. (70 unit cooperative apartment corporation) 1980-2009, Director and Treasurer, New York Flute Club, Inc. 2002-2006, 2008-2009, Ulster County Community Band, 2009- .

The Trustees safeguard the financial integrity of the diocese following the fiduciary principals incumbent upon corporate directors for the assets in their care while recognizing that their decisions must also be informed by the beliefs upon which our church is founded. A lifetime under the spiritual influence of our church and in the financial world of commercial litigation as well as service on other boards, both large and small and public and private, have stood me in good stead during my current term as trustee and I look forward to serving another term.

MS. SUSAN MONROE
46 Sunset Dr., Ossining NY

DIOCESAN TRUSTEE
(LAY)



Parish: St. Paul's on the Hill, Ossining

Occupation: Adjunct at SUNY Purchase (ret.)

Church Positions, Present or Past: Current Senior Warden (3rd time), Co-Chair Finance Committee, Lay Morning Prayer Leader, Social Justice and Mission Ministry member, Altar Guild, Choir, Hospitality, Vestry.

Community Positions, Present or Past: Co-Founder of A Kids Place, (a before and after school child care program), Board Member of The Ossining Food Pantry, Purchasing Facilitator for the Ossining Food Pantry, delivered for the home bound clients of the Food Pantry served as a member of the Executive Board. President of Torbank Nursery School, officer in the Ossining PTA and Vice President of PTA council, Participant in RiverBuild Mission (part of a shared ministry between four Episcopal Parishes in the area).

A common challenge for parishes in our diocese is the tension between the needs of the physical plant and the overall well-being and mission of a congregation. As senior warden at St. Paul's on-the-Hill in Ossining, I have helped to navigate this. Since 2011 we've built a thriving shared ministry with our sister parish, Trinity Church, Ossining. This was possible because the Diocese helped to support and inform our process.

The key here is that the Diocese had our back. I think it's vital that parishes understand the Diocesan programs and resources available to them.

MR. VICTOR R. STANWICK
134 Franklin Avenue, Staten Island, NY 10301

DIOCESAN TRUSTEE
(LAY)



Parish: Christ Church New Brighton, Staten Island

Occupation: Self-employed carpenter/
contractor

Church Positions, Present or Past: Presently I am chair of the Feeding Committee and I also see to repairs and modifications of the buildings as requested by the Plant & Equipment committee. In the past 27 years I have served as vestryman on several occasions and have served as warden for two separate terms. I have also served on two search committees, the Liturgical committee, and the Spring Fair committee. I am also a Lay Eucharistic Minister and a member of the Diocesan Property Support committee.

Community Positions, Present or Past:

I am indeed honored to have been asked to serve as a Diocesan Trustee. However, I'm afraid that I may be not the most suitable person for this position. I am not someone who is comfortable sitting in meetings, and financial statements and budgets are definitely not my strong points.

I am more of a hands-on type of person who would be better employed as the one who implements the wishes of a committee or group (the position I currently fill at Christ Church New Brighton).

THE REV. DEACON DOROTHÉE R. CAULFIELD
25 Gordon Avenue, Briarcliff Manor, NY 10510-1534

DIOCESAN COUNCIL
(CLERGY)



Parish: Trinity and St. Paul's, Ossining

Occupation: 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 member of the former committee for Deacons, a coordinator of outreach, mentored 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 co-coordinator for the Guild for Spiritual Guidance's Apprenticeship Program. In the broader diocese I have served on the Social Concerns Commission for Prison Ministry.

Community Positions, Present or Past: In the community I have been a parent advocate in my local school system, a hospice volunteer, and on on-call ER/CCU chaplain, I presently serve as the director of the Ossining Prison Ministry, Inc. which serves Sing Sing prison I am also a Spiritual Director meeting with directees outside of prison as well as in.

I would like to bring the call of a deacon to the diocesan level: to discern the needs of the community and to bring those needs to the church and then to take the people of the church out into the community to meet those needs. I am looking to advocate for the diocesan mission to encourage and support the people of the diocese, both inside and outside of our church buildings. I believe it is within our mandate to serve all people.

THE REV. N. CHASE DANFORD
802 Broadway, New York, NY 10003

DIOCESAN COUNCIL
(CLERGY)



Parish: Grace, Manhattan

Occupation: Associate Rector

Church Positions, Present or Past: Grace Church: Associate Rector (2018-present), Assistant Rector for Children, Youth, and Family Ministry (2015-2018); Grace Church School: Adjunct Religion Faculty and Early Childhood Chaplain (2015-present); Search Committee for Canterbury Downtown Chaplain (2019); Diocesan Young Adult Network: Parish Liaison (2015-present), Co-Facilitator of Pilot Young Adult Leadership Fellows program (2016-17); Episcopal Church Executive Council Committee on Corporate Social Responsibility (2012-2018); Diocesan Task Force on Socially and Environmentally Responsible Investment (2014-15); Grace Church, Brooklyn (Long Island): Non-stipendiary Assisting Priest (2014-15); St. John's Church, Larchmont: Curate (2011-2013)

Community Positions, Present or Past: GO Project (educational equity program for NYC students): Board of Directors (2018-present), Program Committee (2018-present); Habitat for Humanity NYC Faith Advisory Board (currently in development); International Rescue Committee: Major Gifts Development Officer (2013-2015); Court-Appointed Special Advocate for Children volunteer, Harris County (2007-08).

From my current parish work with outreach/justice and young adults, as well as past ordained and lay ministry with children, youth, and college students, I know the importance of collaboration between parishes and at the diocesan level. At the congregational level, sometimes we struggle with critical mass for important ministries, but when we come together, we're able to make more of an impact. I look forward to the opportunity to help play a deeper role in coordinating diocesan mission and supporting local congregations and clusters of congregations as they seek and serve Christ in all persons.

THE REV. RICHARD J. DATOS-ROBYN
18 Fox Hill Rd. Tuxedo Park, NY 10987

DIOCESAN COUNCIL
(CLERGY)



Parish: St. Mary's, Tuxedo Park

Occupation: Rector

Church Positions, Present or Past: Rector, St. Mary's Tuxedo Park NY 2017-present. Rector, Trinity Church Oxford, Philadelphia PA 2009-2017. Curate, Church of the Resurrection, Manhattan NY 2007-2009.

Community Positions, Present or Past: Board Member, Sloatsburg Food Pantry 2017-present; Board Member, Episcopal Community Services Philadelphia 2010-2017; Board Member, Philadelphia Protestant Home 2012-2017; Commission on Ministry of PA 2010-2015; Vice-chair, Diocesan Council (Diocese of PA) 2012-2017.

My vision for service on the Diocesan Council is to be a voice for the Mid-Hudson region and to assist our Bishop by being an agent for unity and collegiality across the entire diocese. I believe it is imperative for our parishes to understand that we are all one body, and to have a sense of interconnection and common mission. If elected, I will work diligently to achieve that goal.

THE REV. BENJAMIN ROBERT DEHART
209 E 16th St New York, NY 10003

DIOCESAN COUNCIL
(CLERGY)



Parish: Calvary / St. George's, Manhattan

Occupation: Associate Rector

Church Positions, Present or Past: Campus Chaplain, Carnegie Mellon University, Pittsburgh Curate, St. Thomas Memorial Episcopal Church, Oakmont, PA. Associate Rector, Calvary-St. George's Church, NYC.

Community Positions, Present or Past: Board Member, Stuyvesant Park Neighborhood Association.

I hope to see the Diocese of New York thrive in the years to come. For that to be a reality, we need to have a realistic budget, solid oversight and encouragement of the programs currently funded by the diocese, and a consistent but flexible and gracious interpretation of diocesan policies. Having overseen budgets, programming, and developing and implementing church policy for the past six years, I feel especially fit for this role.

THE REV. KYLE MARTINDALE
82 Ehrhardt Road, Pearl River, NY 10965

DIOCESAN COUNCIL
(CLERGY)



Parish: St. Stephen's, Pearl River

Occupation: Rector

Church Positions, Present or Past: In the Diocese of Nebraska, I served in both planning and as a counselor for our annual summer church camp, organized and chaperoned our youth delegation to the Episcopal Youth Event in Oklahoma in 2017, and served as my local Clericus convener to set our meeting times and agendas. I have also served on vestries as a lay person, an intern and a clergy person

Community Positions, Present or Past: I have served as an officer for nonprofits focused on the care of both widows and orphans, as well as one dedicated to communication, focusing on speech pathology. In my time as the Director of Operations for a multi-site Christian Homeless Mission, I worked with community volunteers and organizations, and was a member of the Lion's Club for Community Engagement, teaching about our program, and supporting their mission of service and providing glasses to those in need. I am currently working towards Rotary International membership and building relationships for community chaplaincy in Rockland County.

To my understanding, ministry on the Diocesan Council means to, first, attend and participate in the Council as it carries out its charge to make sure diocesan and congregational responses to mission and programs of Diocesan Convention and General Convention, as well as report on resolutions and the necessary response following the General Convention every three years. Membership on the Council also includes service on, and to, the varied Commissions and Committees of the Council. Overall, this ministry involves aspects of governance, legislation, visioning, and ministry development on both the diocesan and congregational levels in the Diocese of New York.

THE REV. JOHN F. WILLIAMS, II
860 Wolcott Ave, Beacon NY 12508

DIOCESAN COUNCIL
(CLERGY)



Parish: St Andrew and St Luke's, Beacon

Occupation: Rector

Church Positions, Present or Past: **Present:** Rector, St Andrew and St Luke Episcopal Church, Beacon.

Past Diocesan Positions: Diocesan Standing Committee, Diocesan Council (3 Dioceses), Council Executive Committee, Diocesan Liturgy Committee, Diocesan Finance Committee (2 Dioceses) General Convention Deputy.

Past Parish Positions: Rector, St James Episcopal Church, Midvale UT. Rector, St Stephen's Episcopal Church, Clifton Heights PA. Associate Priest, Philadelphia Episcopal Cathedral, PA. Residential Youth Camp Director, Diocese of PA. Associate Rector, Old Donation Episcopal Church, Virginia Beach, VA.

Community Positions, Present or Past:

As a member of Diocesan Council, I will do my best to help the council encourage and support the people of the diocese as they carry out the mission of the Church. I am particularly interested in helping congregations as they strive to grow in numbers and in their relationship with God and to help us find new ways for congregations to thrive spiritually, financially and physically.

MR. STUART AUCHINCLOSS
2342 Glasco Turnpike, Woodstock, NY12498

DIOCESAN COUNCIL
(LAY)



Parish: St. Gregory's, Woodstock

Occupation: Retired, formerly Lawyer and Civil Engineer

Church Positions, Present or Past: At present I am completing my first term on the Diocesan Council. I am an Alternate Deputy to General Convention. I am a member of the Building and Grounds Team at St. Gregory's Woodstock. In the past I have served as a Trustee of the Diocese and both Vestry and Warden at Gregory's.

Community Positions, Present or Past: I am a Trustee of the Mid-Hudson Library System. Previously I was a trustee of the Woodstock Public Library District. I am active in the Sierra Club at the national and state level.

The Strategic plan adopted in 2016 defined the role of the Council thus: "With the Bishop, to oversee the mission, program and calendar of the diocese." I was first elected to the Council the year that Canon 15 was adopted defining this new role for Council. My main contribution in my first term on the Council was to help create a set of bylaws spelling out how the Council would do its job. Now I would like to contribute to the working out that ministry.

MS. SANDY GADSDEN-MCALLISTER
13 Nelson Avenue, Ossining, NY 10562

DIOCESAN COUNCIL
(LAY)



Parish: Grace / La Gracia, White Plains

Occupation: Retired Customer / Public Relations Officer

Church Positions, Present or Past: Search Committee Chair, Vestry Member; Junior and Senior Warden; Finance Committee Member and Chair; Personnel Committee Member and Chair; Acolyte, Lay Eucharistic Minister; Lay Eucharistic Visitor; Altar Guild Member; Pastoral Committee Chair; Co-Chair on the Church's 180th Anniversary Committee and Capital Campaign; Chair and Co-Chair of Stewardship Committee

Community Positions, Present or Past: President and Member of the Riverside Club, NAN-BPWC, Inc.; Member of Lehman College Paralegal Studies Board; Member of Lower Hudson Valley Council of Administrative Women in Education; Board Member of Project GREENHOPE, Inc.; Member and 1st Vice President of the Ossining NAACP

To assist the Diocese in defining and Promoting its Mission to all parishes throughout the Diocese by using my experience from the secular world and within the parish to Communicate the objectives of the Diocese. To develop a more effective way to communicate between the Diocese and Parishes by using multiple Venues to share information, goals and activities of both entities. Creating avenues where parishes can share how they participated in the implementation of Resolutions that come from both General and Diocesan Conventions. Provide a platform for Parishes to share successes and develop a structure where those successes can be modeled and used by other Parishes.

MS. LOUISE HANNIBAL-BOYCE
211-34 45th Drive, Bayside NY 11361



Parish: St. Phillip's, Harlem, Manhattan

DIOCESAN COUNCIL
(LAY)

Occupation: Retired Surrogate Court Clerk

Church Positions, Present or Past: Present - Delegate to Diocesan Convention, Lay Eucharistic Minister, Youth Leader, Secretary of Women's Ministry, Stewardship Committee, and Chair of 210 year Anniversary Steering Committee, IPC Representative, Bible Study Leader and Youth Leader.

Past - Warden, Vestry Clerk and Vestry Member, Co- Chair of Renewal Work Committee; Sunday School Teacher, Diocesan Youth Network Member and Search Committee.

Community Positions, Present or Past: Presently the President of the New York Chapter of Union of Black Episcopalians, and The Tribune Society, Inc. New York State Courts – Presently an Advisor and Past President and Mentor.

I am pleased to accept the nomination to run for Diocesan Council. I am willing to work together with committee members to make decisions that would benefit our diocese. I also hope as a member of the Council to encourage and support discussion around youth and young adult participation and growth.

MR. ALEXANDER LUND
41 West 86th St, New York, NY 10024



Parish: St. Michael's, Manhattan

DIOCESAN COUNCIL
(LAY)

Occupation: Digital Marketer at Pfizer

Church Positions, Present or Past: Teacher of St. Michael's High School Group, Active Member of the Episcopal Diocese Young Adult Network and Active Member of the Young Adult Group at St. Michael's.

Community Positions, Present or Past: Founded the LGTB spiritual resource site christianandgay.org to connect LGTB+ believers with church community resources. In the process of founding a Spiritual Queers resource group to connect queers from all spectrums with interfaith spirituality.

My vision is to leverage my background, talents and strong desire to build a stronger connection within minority groups such as LGTB+ queers with God, the church and the wider New York diocese for stronger leadership development. My experience of living abroad, growing up in a conservative religious environment and self-identification as a gay man has allowed me to understand unique perspectives and how we can build bridges within the LGTB community as well as other minority groups with Spirituality and the Episcopal Church. The acceptance of the Episcopal Church with the LGTB community is unique and should be shared and built upon.

THE REV. KATHARINE G. FLEXER
225 W 99th Street, New York, NY 10025

DISCIPLINARY BOARD
(CLERGY)



Parish: St. Michael's, Manhattan

Occupation: Rector

Church Positions, Present or Past: Trustee, Diocese of New York, 2018 to present. Member, Leadership Development Commission, 2018 to present. Dean of Manhattan Central Clericus, 2015-2017. Co-Leader, Family Camp, Diocese of New York, 2018 to present; Diocese of California, 2012-2017. Member, Commission on Ministry, Diocese of El Camino Real, 2011-2014. Member, Commission on Ministry, Diocese of California, 2003-2005.

Other Positions, Present or Past: IAF Community Organizing, San Jose, CA, 2012-2014.

Although we hope that conflict can be resolved in direct compassionate conversation, sometimes we have to engage the process to bring truth and healing to individuals and to situations. I know that all of us fall short of God's glory, and yet God offers grace. I would hope to bring to the Disciplinary Board humility, grace, and compassion to all involved, as well as respect for the ministry and authority we are entrusted with.

THE REV. LEIGH E. HALL
119 Creek Rd, Wappingers Falls, NY 12590

DISCIPLINARY BOARD
(CLERGY)



Parish: St. Nicholas on the Hudson, New Hamburg

Occupation: Rector

Church Positions, Present or Past: Member, Mid-Hudson Executive Council. Trainer, Safeguarding God's People; Past Member, Diocesan Council (in the Diocese of Georgia); Former Canon for Youth and Young Adult Ministries (in the Diocese of Georgia).

Community Positions, Present or Past: Chaplain, New Hamburg Fire Department; Chaplain, Hughsonville Fire Department.

The Disciplinary Board must concern itself with healing and reconciliation, among all parties, as its highest priorities. This requires a fine balance between justice and mercy, while demonstrating care and concern for all involved in the Title IV process. My vision of the ministry of the Disciplinary Board is one of listening, thoroughness, and discernment. This ministry is serious and holy work, as the Disciplinary Board holds clergy accountable for the promises made at their baptism and the vows they took at ordination. My hope is that the grace of God would work through our system, as we remain grounded in our faith in the midst of turmoil.

THE REV. DEACON RICHARD P. LIMATO, PhD
515 East 85th Street, Apt. 10A, New York, NY 10028

DISCIPLINARY BOARD
(CLERGY)



Parish: St. Michael's, Manhattan

Occupation: Retired Educator/
Vocational Deacon

Church Positions, Present or Past: Deacon, St. Michael's Church: Liturgical deacon at St. Michael's, Community of Hope International Learning Center Facilitator – training lay ministers for pastoral care, clergy pastoral care presence at St. Michael's weekly Saturday Kitchen Program which feeds hundreds of homeless and food insecure people, Prayer to Go Ministry – facilitate an interfaith prayer or listening ear ministry on the streets with lay ministers, Lay Eucharistic Visitor Coordinator; Pastoral Care ministry at St. Michael's including homebound and hospitalized parishioners, coordinate Bible Study sessions and parish forums with other members of the parish team.

Community Positions, Present or Past: Chaplain Associate, White Plains Hospital, White Plains, New York – As an associate to the hospital's pastoral care department, I provide inter-faith pastoral care visits to all patients I am assigned. Lay Eucharistic Minister and Visitor Trainer for the Episcopal Dioceses of New York Former Elementary School Principal for the Pelham Public Schools, Pelham, New York and Former President of the Pelham Administrators' Association.

As an educator for more than forty years, trained in reflective practice at Fordham University and responsible for the management of children, staff and parents, I have honed skills that are most applicable as a member of a disciplinary board. The ability to be an active, discerning impartial listener helps to ensure that matters are adjudicated in a way that reflects justice and compassion. Additionally, working with families and managing employees, have provided a forum to approach sensitive situations with professionalism, confidentiality and a commitment to restorative justice, not just a rendering of a decision, one that seeks to amend the situation with fairness to all parties involved. A disciplinary committee functioning with these values in mind, a deliberative body capable of impartial listening and analysis, a commitment to justice that is restorative to all involved, and the expertise to carefully discern all issues in light of the Canon's tenets is reflective of my vision for this ministry.

THE REV. JENNIFER M. OWEN
14 Piney Point Avenue, Croton-on-Hudson, NY 10520

DISCIPLINARY BOARD
(CLERGY)



Parish: St. Augustine's, Croton-on-Hudson

Occupation: Priest-in-Charge

Church Positions, Present or Past: Rector, St. Augustine's Episcopal Church, Croton-on-Hudson (12/2018-present); Associate to the Rector (9/2017 – 11/2018), Priest Associate (9/2014-8/2018), Curate and Youth Minister (8/2012-8/2014), Christ Church Greenwich, CT. Seminary Intern (1/2011-5/2012) St. Thomas' Episcopal Church, New Haven, CT; Seminary Intern (9/2010 – 12/2010) St. Michael's Naugatuck, CT. Vestry Member, Church of the Ascension, NYC (2003-2008).

Community Positions, Present or Past: CET Elementary School PTA Membership Chair (6/2019 – present).

It is my hope that the Disciplinary Board would carry out its ministry with a sacred sense of mercy, justice and compassion for all involved in the cases and concerns brought to them. The church must be a place that people, both clergy and lay, feel is safe and trustworthy. As a witness to Christ's love, the church must demonstrate that it takes seriously complaints that are brought forward. Unless we confess and seek the truth, there is not a chance for health, reconciliation and redemption that we all, including the church, are in need of in this world.

THE REV. MARÍA FILOMENA SERVELLÓN
20 Carroll Street, Poughkeepsie, NY 12401

DISCIPLINARY BOARD
(CLERGY)



Parish: Virgen de Guadalupe, Poughkeepsie

Occupation: Priest in Charge

Church Positions, Present or Past: Associate Priest, Church of the Mediator, 2008. Priest in Charge, San Juan Bautista Episcopal Church (2009-2012). Priest in Charge, Virgen de Guadalupe Episcopal church, Poughkeepsie and Holy Cross/Santa Cruz Episcopal Church 2012 to present.

Community Positions, Present or Past: Member, Mid-Hudson Region Executive Committee (2015-2018). Member, Kingston Interfaith Council (KIC) (2016-present). Member, Ulster Immigration Defense Network (UIDN) (2017 to present).

It is for me a privilege and an honor to be nominated for this position and have the opportunity to serve the diocese in this important matter. After many years living in the area and being a part of the Diocese I think I have heard and seen some particular cases and situations where I can contribute and give my opinion after listening to, the will of the Holy Spirit. I will let prayer guide me to find the better way to solve any misunderstanding or mistake regarding church members or clergy's behavior.

MR. EARL FRANCIS
74 West 119th Street, New York NY 10026

DISCIPLINARY BOARD
(LAY)



Parish: St. Andrew's Manhattan

Occupation: Personal Assistant

Church Positions, Present or Past: Warden, Past Preset of UBE Present: Vestry, Chair- Men's Guild, Chair Stewardship Committee, Health Committee, Choir and Diocesan Council

Community Positions, Present or Past: Board Member of Antigua Progressive Society, Present: Founding Members of Wadadli West USA

I am honored to be asked to serve on the Disciplinary Board I am willing to work with my fellow members from around the Diocese and assist in any way I can.

MS. NELL BRAXTON GIBSON
100 West 94th Street, Apt. 21-G, New York, NY 10025

DISCIPLINARY BOARD
(LAY)



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

Occupation: Social Justice Activist

Church Positions, Present or Past: Vestry Member, Senior Warden, Sunday school Teacher, Chair of Bicentennial Committee, Chair of Search Committee, Member of Executive Committee of Provincial Council, Diocesan Disciplinary Board, TEC's Disciplinary Board, Member of Executive Council, Standing Committee on Peace with Justice, Partners in Mission representative to southern Africa, Observer for United Nations Decade for Women, National Women's Task Force, Member of ABIL (Asian, Black, Indigenous, Latina) Women's Task Force, Past President of NY Union of Black Episcopalians, Chair of Executive Council's National and International Partnerships:

Community Positions, Present or Past: Board member of St. Mary's AIDS Center, Past Coordinator of the Harvey Milk School Arts and Music Program.

To be part of a spiritual community in which the harm done to the innocent and vulnerable is taken seriously and responded to with compassion, sensitivity and care and where those who have done the harm are given the discipline, mercy and treatment they need.

MR. WILLIAM B. MCKEOWN
73 Waterside Lane, Clinton, CT 06413-2142

DISCIPLINARY BOARD
(LAY)



Parish: Congregation of St. Saviour,
Cathedral of St. John the Divine

Occupation: Lawyer (retired from active practice)

Church Positions, Present or Past: General Convention: Task Force on Theology of Money, member; Executive Council: Committee on Corporate Social Responsibility, member & unpaid consultant; Economic Justice Loan Committee, chair & member; Investment Committee, member; EDNY: Board of Examining Chaplains, member; Task Force to Organize a Diocesan Credit Union, member; Task Force on Socially and Environmentally Responsible Investing, chair; Strategic Plan Advisory Committee, member, & member Task Force A, structure & canons; SPICE (EDNY clergy spouses/partners), member.

Community Positions, Present or Past: Board of Directors, Christianity & Crisis, Inc.; Board of Trustees, Manhattan Country School; Counsel, Community of the Holy Spirit; Counsel, Interfaith Center on Corporate Responsibility; General Counsel, Wildlife Conservation Society (Bronx Zoo & NYC zoos & aquarium, plus field conservation projects in 60 countries)

For 34 years I have volunteered with The Episcopal Church and EDNY, to bring the Church's actions more into line with the Gospel, principally through investing responsibly, improving organization, caring for creation, and promoting diversity. For 45 years as a New York lawyer – with an M.Div. from U.T.S. – I have specialized in not-for-profit organizations, secular and religious, including foundations, schools, museums, pension funds – and churches. In my practice I have dealt with a range of misconduct claims, from sexual harassment to theft, but never for EDNY or TEC. Serving on the Disciplinary Board would be an honor and a challenge.

MS. PAULETTE SIEBERT

**DISCIPLINARY BOARD
(LAY)**



Parish: Zion, Wappingers Falls

Occupation: Retired Teacher

Church Positions, Present or Past: Paulette Sibert Is a native of Savannah Georgia. However, she has resided in Dutchess County for over fifty years. She is a retired teacher from the Poughkeepsie City School District where she taught mathematics for over thirty years.

Ms. Sibert is a member of Zion Episcopal Church in Wappingers Falls, NY, where she serves as a lay reader, litanist, choir member and treasurer of the St. Margaret of Antioch Chapter of the Order of the Daughters of the King. Ms. Sibert is currently the Diocesan President of the D.O.K.

**THE REV. THEODORA N. BROOKS
940 East 156th Street, Bronx, NY 10455**

**DEPUTY TO GENERAL CONVENTION
2021 & PROVINCIAL SYNOD (CLERGY)**



Parish: St. Margaret’s (Longwood), Bronx

Occupation: Priest in Charge

Church Positions, Present or Past: PRESENT: Chair, Commission on Ministry, Diocese of New York; Chair, South Bronx Inter Parish Council; Board Member, Global Women’s Fund; Member, Scholarship Grant Committee, The Episcopal Church.

PAST: 2018 Deputy to General Convention, Vice Chair, Legislative Committee 07 – Social Justice and International Policy; Member, Liberia Covenant Committee; Member, National and International Affairs Legislative Committee; Vice Chair, Advisory Council of the Anglican Observer to the United Nations; Member, Episcopal United Methodist Bilateral Dialogue.

Community Positions, Present or Past: Board Member, Roots and Branches; Board Chair, Banana Kelly Community Improvement Association.

I was recently asked this question by a lay Episcopalian, “What do you like about the Episcopal Church?” I responded, “I am very proud of the way the Episcopal Church responds to the needs of humankind through our mission, ministry and the policies we vote on.”

As Episcopalians we dare to stand up for the voiceless and challenge ourselves to be stewards of the gifts given to us. Our congregations are found in both communities of great need and communities of great resources. We are in rural, urban, and suburban settings. But no matter where we are planted the needs of God’s children are never neglected! We seek and serve Christ in all persons loving our neighbors as ourselves and dare to be an effective, welcoming and empowering Church presence. We find ourselves daily witnessing the consequences of hate filled rhetoric that has brought a false sense of superiority to some but fear and dread to many. The Episcopal Church is that assuring voice through the Word, Sacraments, Outreach Ministries and Hospitality that is able to remind and assure the world of God’s expansive love. It will be my honor to serve as Deputy from this Diocese to continue to work on resolutions that empower, bring hope and equality to all of God’s children and remind us of our roles as caretakers of this fragile earth our island home. I ask for your prayers and support.

THE REV. NILS CHITTENDEN
50 Bedford Road , Armonk, NY 10504

DEPUTY TO GENERAL CONVENTION
2021 & PROVINCIAL SYNOD (CLERGY)



Parish: St. Stephen's, Armonk

Occupation: Rector

Church Positions, Present or Past: Episcopal Diocese of New York (2015-): Rector, St. Stephen's, Armonk; (2015-2019) Member of Commission for Congregational Development; presented workshop on Hospitality and Welcome. Chaired search committee for Canterbury Uptown NYC in 2018. Chair of Campus Ministry Committee from 2019.

National Episcopal Church: member of Lutheran/Episcopal Coordinating Committee (2016-); young adult chaplain to 77th General Convention (Indianapolis). Recipient of the Episcopal Church's 2015 Distinguished Leadership Award for young adult ministry. Alternate Deputy to General Convention and Provincial Synod from 2017. I will be serving on the small group which will develop the specifics of the full-communion relationship TEC has with the Church of Sweden.

Episcopal Diocese of North Carolina (2010-2015): Chaplain to Episcopal Center at Duke University, Diocesan Young Adult Missioner, member of the Commission on Ministry, Director of 'A Movable Feast' (mobile young adult and campus ministry).

Church of England 1995-2010: UK Coordinator, Churches' Community Work Alliance; Minor Canon of Durham Cathedral; Chaplain, University of Durham; Director of Development, Durham Diocesan adoption agency.

Community Positions, Present or Past: In my local community I am a member of the Board of Ethics of the Town of North Castle. I am a volunteer at our local food pantry, supervise a Boy Scout Troop and have regularly contributed to local commemorations at our American Legion post and the Town of North Castle. I have served as a board member for numerous non-profits in the UK in community organizing, homelessness and interfaith work. I have worked as a grant assessor for government community development programs in the UK, and served as a mental health chaplain.

First and foremost, I would like to continue to serve at General Convention because I believe our world is longing for God's inclusive, liberating, life-giving love and I want to assist our church in finding ways to offer that love in ways that speak to people in today's contexts yet still honor our deep commitment to reasoned discussion, dignified worship and generous servanthood. I have a good grasp of the polity of the Episcopal Church and have attended the two General Conventions as a visitor and been part of the last General Convention as an alternate. I am organized, articulate, and competent in committee work and have a desire to get things done.

THE REV. SUSAN FORTUNATO
15 Barclay St., Poughkeepsie, NY 12601

DEPUTY TO GENERAL CONVENTION
2021 & PROVINCIAL SYNOD (CLERGY)



Parish: Christ Church, Poughkeepsie

Occupation: Rector

Church Positions, Present or Past: Committee to Elect a Bishop (2019); Leadership Development Committee (2018- present; chair, 2019- present); Property Support Committee (2016-present); Standing Committee (2013-15); Clergy Critical Needs Committee (2009-2013) Alternate Deputy General Convention (2006; 2009); Dean, Rockland Clericus (2005-2010).

Community Positions, Present or Past: Hudson River Housing, Board of Directors (2016 – present; President 2019-present); Poughkeepsie/Arlington Rotary Club (2015-present); Clinton Elementary School Community Transformation Team (2015-present); Protestant Chaplain, St. Thomas Aquinas College (2009-2013); Rockland County Human Rights Taskforce (2001-2004).

I believe that I am well-qualified to represent the Diocese of New York at the General Convention because I have a broad knowledge of the diocese. I have served in small and mid-sized congregations in the diocese and have a good grasp of issues that are facing congregations. It would be my honor to represent the diocese and represent the special needs and concerns of New York to the broader church.

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

DEPUTY TO GENERAL CONVENTION
2021 & PROVINCIAL SYNOD (CLERGY)



Parish: The Parish of Christ The Redeemer, Pelham **Occupation:** Rector

Church Positions, Present or Past: **Episcopal Church:** Deputy to General Convention (New York, 2018); Secretary of Task Force on Liturgy & Prayer Book Revision (2018-Present) and Chair of the Task Force Subcommittee on Communications (2018-Present); Assistant Secretary of Legislative Committee 13 (Prayer Book Revision) at General Convention (2018); Alternate Deputy to General Convention (New York, 2015).

Diocese of New York: Chair of the Budget Committee (2013-Present); Member of the Finance Committee (2007-Present) Chair of the Task Force on Financial Matters, 2015-2016 Strategic Plan Advisory Committee; Commission on Ministry (2009-Present); COM Discernment Committee Trainer (2014-Present); Dean of Westchester Sawmill Clericus (2012-2015); Diocesan Council (2007-Present); Congregational Support Plan Committee (2007-2016); Ecumenical Committee (2009-2016); Committee To Elect A Bishop (2010-2011); Hispanic Grant Committee (2008-2010).

Parish Experience: Rector of the Parish of Christ the Redeemer, Pelham (2015-Present); Rector of the Church of the Good Shepherd, Granite Springs (2009-2015); Curate of the Church of Saint Mary the Virgin, Times Square (2004-2009);

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

I am a priest, pastor, and part of the Body of Christ. I have served in three congregations in our Diocese, I chair or serve on numerous committees in our Diocese, and I have a clear understanding of the charisms, complexity, and challenges of our Diocese. I served as Deputy to General Convention in 2018 (Alternate in 2015) and was appointed to serve on and as Assistant Secretary for the Prayer Book Revision Committee (LC13) at General Convention. I was appointed to serve on and as Secretary for TEC's Task Force for Liturgical & Prayer Book Revision. I know how to get useful and practical things accomplished in committees, I understand the legislative process of General Convention. I believe I represented our Diocese, its interests and needs, and the concerns of its people at General Convention in 2018, and I hope to do so again in 2021.

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

DEPUTY TO GENERAL CONVENTION
2021 & PROVINCIAL SYNOD (CLERGY)



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

Church Positions, Present or Past: Rector, St. John's Episcopal Church in Kingston, NY (2016-present); Alternate Deputy to General Convention, Diocese of New York, 2018; Ministry Developer, Diocese of Michigan (2012-2016); Leadership Team, Living Stones Partnership (2015-2017); Director, Center for Anglican Learning and Leadership at CDSP (2010-2012); Associate Priest, St. Alban's Episcopal Church in Albany, CA (2010-2012).

Community Positions, Present or Past: President, Kingston Interfaith Council in Kingston, NY; Board Member, Angel Food East in Kingston, NY; Board Member, BLVD Harambe in Detroit, MI.

For the future of our Church, the most important and immediate task is developing faithful, nimble, and courageous leaders; leaders who understand we are called to respond to the world's needs by cultivating both discipleship and relationship in service to a mission that incorporates racial reconciliation and care of all creation. As a 2018 Alternate Deputy, I witnessed the deep commitment of those in legislative committees and the power of loving, supportive relationship amidst difficult conversations. In addition to serving our Diocese on the floor, I hope to serve the larger Church in legislative committees on formation and leadership development.

THE REV. JACOB A. SMITH
61 Gramercy Park N, Fl 2, New York, NY 10010

DEPUTY TO GENERAL CONVENTION
2021 & PROVINCIAL SYNOD (CLERGY)



Parish: Calvary / St. George's, Manhattan

Occupation: Rector

Church Positions, Present or Past: I have been the rector of Calvary-St. George's since 2017 and prior to that was the Priest-in-Charge for four years. In the diocese I have served in the following capacity: on Diocesan Council serving on the Spiritual Formation Committee (2009-2016), Trustee of St. John the Divine (2016-present), dean of the lower Manhattan Clericus (2016-present), and as member of the Commission on Ministry (2019-present). I also serve as the Vice President of The Bible and Common Prayer Book Society.

Community Positions, Present or Past: In the Gramercy Park community I serve as a community leader supporting the Gramercy Park Block Association and the Stuyvesant Park Neighborhood Association.

I believe there are major issues facing the future of The Episcopal Church, most importantly how do we share and witness to the Gospel in an increasingly post Christian America. I think one of the greatest challenges to the church, is not hostility, but many American's overall increasing indifference to the church. I am running for deputy to General Convention because I have been inspired by Presiding Bishop Michael Curry's articulation of the Jesus Movement: sharing the love of Jesus with everyone, which in turns heals humanities divisions, specifically regarding racial reconciliation. It is that kind of vision, which places evangelism first and everything else as a fruit of following Jesus that I feel called to serve if I am given the privilege of being elected.

MR. STUART AUCHINCLOSS
2342 Glasco Turnpike, Woodstock, NY 12498

DEPUTY TO GENERAL CONVENTION
2021 & PROVINCIAL SYNOD (LAY)



Parish: St. Gregory's, Woodstock

Occupation: Retired Lawyer and Civil Engineer

Church Positions, Present or Past: At present I am completing my first term on the Diocesan Council. I am an Alternate Deputy to General Convention. I am a member of the Building and Grounds Team at St. Gregory's Woodstock. In the past I have served as a Trustee of the Diocese and both Vestry and Warden at Gregory's.

Community Positions, Present or Past: I am a Trustee of the Mid-Hudson Library System. Previously I was a trustee of the Woodstock Public Library District. I am active in the Sierra Club at the national and state level.

I attended the last General Convention as an Alternate Lay Delegate. That opened my eyes to the concern that goes into governing and defining the Episcopal Church. I would like to provide my perspective as a member of a small rural church to that process, I am retired and have the time to devote to the process.

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

**DEPUTY TO GENERAL CONVENTION
2021 & PROVINCIAL SYNOD (LAY)**



Parish: Holy Innocents, Highland Falls

Occupation: Retired Educator

Church Positions, Present or Past: Present: Senior Warden, Co-Director of Holy Innocents Food Pantry, Sunday School Teacher. Bishop's Advisory Committee of Good Shepherd/El Buen Pastor, Newburgh. Member, Diocesan Antiracism Committee. Chairperson, Diocesan Reparations Committee. Member, Union of Black Episcopalians NY Chapter. Member, Episcopal Charities Advisor Committee. Member, Interfaith Antiracism Coalition for the New York City Metropolitan Area - Steering Committee Member.

Past: Lay Delegate to General Convention 2018. Province II Antiracism Network Leader 2009-18. Executive Council Committee for Antiracism and Reconciliation (ECCAR), 2013-18.

Community Positions, Present or Past: Member, Hudson Valley Women's Association

My vision is that we are one in Christ. My mission is to love God with all my heart, soul and mind, and to love my neighbor as myself.

MS. WENDY CAÑAS
354 Cypress Ave Apt 5 F, Bronx NY 10454

**DEPUTY TO GENERAL CONVENTION
2021 & PROVINCIAL SYNOD (LAY)**



Parish: St. Ann's, Bronx

Occupation: After School – Director

Church Positions, Present or Past: Warden, Vestry Member. Sunday School teacher. Diocesan Council member, budget committee member, Trustee, adjustment board member, Commission on Ministry and the Congregational Development Commission.

Community Positions, Present or Past: Head Start representative.

I was blessed to have, represented my Diocese, when I was selected by Diocesan Convention 2016 to be part of General Convention as a deputy in the summer 2018. It is my great honor and responsibility to run for Deputy to General Convention. As a Deputy to General Convention I will have the opportunity to share my passion, and commitment as an Episcopalian and to participate even more in making our church a better place for all people to grow in faith. During General Convention our church is making important decisions, and I hope to have a voice in its future. Thank you for your support and considerations.

MS. PAT COSE
2 Kevin Court, Nanuet, NY 10954

DEPUTY TO GENERAL CONVENTION
2021 & PROVINCIAL SYNOD (LAY)



Parish: Grace Church, Nyack

Occupation: Retired (prior to retirement (contracting) manager; initial professional was research librarian)

Church Positions, Present or Past: Currently serving as Finance (Senior) Warden; Chair of the Standing Committee on Finance; Co-Chair of the Fun(d)-Raiser Initiative, and as a service minister (verger and crucifer). Previously, I have been a vestry member; member or chair of various committees including Fellowship Commission, Nominating Committee, Standing Committee on Finance and 150th Anniversary Committee; Served as Treasurer; and represented Grace as a lay delegate to the Diocesan Convention.

Community Positions, Present or Past: Midnight Run team member for 10+ years, contributing food and preparing lunches for the homeless on a monthly basis (based at Grace with parish and community participation).

My vision of this position is to read, reflect, discuss and listen at the convention with an open heart and mind to the agenda items before the delegates and seek to act (vote) in a prayerful manner. In doing so, I will be drawing on my 25 + years at Grace and exposure to the diversity of issues faced by the parishes and communities in the Diocese gained through participation in workshops, wardens conferences, and Diocesan conventions, which have provided insight into the challenges facing the church and our world.

MR. JAMES FORDE, SR.
4308 Digney Avenue, Bronx, NY 10466

DEPUTY TO GENERAL CONVENTION
2021 & PROVINCIAL SYNOD (LAY)



Parish: Good Shepherd, Bronx

Occupation: Retired Banker

Church Positions, Present or Past: Secretary of Convention, Diocese of New York; Deputy to General Convention; Served at General Convention on the Stewardship and Socially Responsible Investing Committee; Member of the Northwest Bronx IPC; Chair of Finance Committee, Church of the Good Shepherd; Senior Warden; Eucharistic Minister; Lay Reader; Member of Assessment Review Committee Task Force; Member of the Adjustment Board; Member of the Diocesan Budget Committee; Member of the Review Assessment Review Committee; Member of the Implementation Committee of the Congregation Support Plan; Member of the Congregation Support plan Review Task Force; Member of the Profile Committee for the election of a Coadjutor Bishop

Community Positions, Present or Past: Scoutmaster; Director, Wakefield Taxpayers and Civic League, INC.

If elected, I would continue to bring to general convention the values and views of the Diocese of New York which has set and continues to set the pace for necessary reform in the Episcopal Church. As secretary to Convention of this Diocese it has been helpful to our process to understand what transpires at GC and be able to implement changes in our process. Again, I would like to thank you for your past support.

MR. J. MICHAEL HULL
11 The Boulevard, New Rochelle, NY 10801

**DEPUTY TO GENERAL CONVENTION
2021 & PROVINCIAL SYNOD (LAY)**



Parish: Trinity St. Paul's, New Rochelle **Occupation:** Supervisor of Adult Probation

Church Positions, Present or Past: Chairman of Buildings and Grounds Committee (Trinity St. Paul's); Section Leader Parish Choir; Diocesan Anti-Racism Committee; SPICE Planning Committee; Clergy mentor – Congregational Vitality and Formation; Co-Coordinator of Jonathan Daniels Civil Rights Youth Pilgrimage.

Community Positions, Present or Past: New Rochelle Against Racism; Westchester County Advisory Board for Dept. of Corrections; Diversity Trainer for Court Support Services, State of Connecticut Judicial Dept.

I am seeking to serve as a Lay Deputy to General Convention, in order to participate in the larger embrace of the Episcopal Church. Having been born the son and grandson of ministers and being married to a priest, I have a lifelong experience of the Church from an inside perspective. I have worshiped in rural, urban and suburban parishes, in the South, Midwest and Northeast. I want to be a part of our work, as God continues to call us to prayerfully strive to know Christ, proclaim the Gospel, lead others to Jesus, and minister to all of God's creation, I support the Church's embodiment of God's Love-searching deep inside and bursting with God's energy to swirl outside our walls.

MR. WILLIAM B. MCKEOWN
73 Waterside Lane Clinton CT 06413-2142

**DEPUTY TO GENERAL CONVENTION
2021 & PROVINCIAL SYNOD (LAY)**



Parish: Congregation of St Savior of
The Cathedral Church of St. John the Divine **Occupation:** Lawyer
(not in active practice)

Church Positions, Present or Past:
General Convention: Task Force on Theology of Money, member;
Executive Council: Committee on Corporate Social Responsibility, member & unpaid consultant;
Economic Justice Loan Committee, chair & member; Investment Committee, member;
EDNY: Board of Examining Chaplains, member; Task Force to Organize a Diocesan Credit Union, member; Task Force on Socially and Environmentally Responsible Investing, chair; Strategic Plan Advisory Committee, member, & member Task Force A, structure & canons; SPICE (EDNY clergy spouses), member.

Community Positions, Present or Past: Board of Directors, Christianity & Crisis, Inc.; Board of Trustees, Manhattan Country School; Counsel, Community of the Holy Spirit; Counsel, Interfaith Center on Corporate Responsibility; General Counsel, Wildlife Conservation Society (Bronx Zoo & NYC zoos & aquarium, plus field conservation projects in 60 countries)

For 34 years I have volunteered with The Episcopal Church and EDNY, to bring the Church's actions more into line with the Gospel, principally through investing responsibly, improving organization, caring for creation, and promoting diversity. May 2021 will be 50 years since TEC brought the first ever shareholder resolution, for GM to get out of South Africa. I can help EDNY lead General Convention to celebrate that milestone and apply its lessons to ground TEC advocacy, programs and funding more inclusively and consistently in mission. Serving EDNY as a Deputy seeking those goals would be an honor and a challenge.

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



Parish: Holy Trinity, Manhattan

**DEPUTY TO GENERAL CONVENTION
2021 & PROVINCIAL SYNOD (LAY)**

Occupation: Social Justice Advocate; Financial Consultant

Church Positions, Present or Past: Warden, Vestry Member; Church Pension Fund Trustee, elected at 2018 General Convention; Church Club Trustee, elected 2018; Deputy to 2018 General Convention; Lay Representative to Province II Council (2018- present); Alternate Deputy to 2015 General Convention; Cathedral Verger since 2015; Diocesan Council (2014-present, 2004-2010); Carpenter's Kids Steering Committee (2005-2017); Domestic Violence and Sexual Abuse Task Force (2013-present); Task Force Against Human Trafficking (2015- present); Advisory Council of the Anglican Communion Office at the United Nations (2008-2012); Chair, Global Mission Commission (2004-2010); Standing Committee (2001-2004); Chair, Companion Diocese Committee (1995-2004); Lay Eucharistic Minister.

Community Positions, Present or Past: Executive Committee, NGO on the Commission on the Status of Women; NGO Committee on Financing for Development; NGO Committee to Stop Trafficking in Persons (TEC representative); Committee of Religious NGOs; Past Co-Chair, NGO Committee on Sustainable Development-NY; Corresponding Secretary, New York City for CEDAW (Convention on the Elimination of All Forms of Discrimination against Women); UN Representative for Africa Development Interchange Network; Cathedral School Board of Trustees 2005-2010; The American College Board of Trustees & Chair, Certification Committee 2001-2004.

As we approach GC80 we are called to be the Beloved Community and be a beacon of hope in this hurting world. There are so many issues facing us, such as climate change, mass incarceration, immigration, violence, health, education, adequate housing, declining church membership, the erosion of human rights, etc. I discern God's call to continue serving our Church on the national and provincial levels as we seek to serve and honor all God's children. I am excited and energized to take part in the deliberations of The Episcopal Church at General Convention and Province II.

MS. DIANE B. POLLARD
301 Cathedral Parkway – 4U, NY, NY 10026



Parish: Crucifixion (Harlem), Manhattan

**DEPUTY TO GENERAL CONVENTION
2021 & PROVINCIAL SYNOD (LAY)**

Occupation: Retired – Investments, Benefits and Financial Services

Church Positions, Present or Past: I have been privileged to serve on numerous Committees and Boards of the Episcopal Church, I have chaired the Joint Nominating Committee for the Election of the Presiding bishop and the Joint Budget Committee on Program Budget Finance. I have been a deputy to General Convention, and I have served for four terms as a trustee of the Church Pension Fund, I have also served as a vestryman and churchwarden of the Parish of Trinity Church Wallstreet. I currently serve as a member of the Reparations Committee of the Diocese of New York and I am currently serving as a member of the Executive Council where I serve as the Assistant Chair of the Finances for Mission Committee.

Community Positions, Present or Past: I am a founding director and currently serve as president of the board of St. Mary's AIDS Center a long-term facility, and adult day center. St. Mary's was the first such facility founded in the Harlem community and currently is a leader in these efforts. I am active in the Harlem community in both political and social agencies. I am active in the work of immigration and social justice for all.

I am passionate about our church and its' mission. At a time when we struggle as a Church, I continue to be hopeful about the gifts and ministry that are open to all of us at various levels. I have concentrated my efforts at the level of social justice, but I also emphasize my efforts at the level of Finance, Employee Benefits and Investments. My current work on the Executive Council has given me the opportunity to work in the vineyard of Becoming the Beloved Community as well as at other efforts of reconciliation. Serving as a Deputy to the General Convention will give me the opportunity to continue my service. I would greatly appreciate your vote.

CLERGY INELIGIBLE TO VOTE

Canonically Resident Clergy Inactive within the Boundaries of the Diocese of New York

OR

Clergy ministering within the Diocese of New York but not canonically resident in this Diocese

(LTO Licensed to Officiate)

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

Abernathy, Harrison	Bourhill, John	Dingle, John Hausmann
Ackerman, Patricia	Bowers, Thomas	Duggins, Gordon
Ampah, O.S.H., Rosina	Brewer, Anne	Dunphy, Martha
Anderson, Alissa	Brooks, Jerry	Edmonds, John
Anderson, Richard	Brown, Roger	Elsberry, Terence
Anderson-Smith, Susan	Burnham, Frederic	Evans, John
Andrews, John	Burns, James Lee	Ewart, Craig
Arambulo, Arnulfo	Burrows, Paul	Eylers, David
Armstrong, Geoffrey	Chambers, Robert	Fausak, Frederick
Arnold, Duane	Chinlund, Stephen	Fenton, Douglas
Ashcraft, Brandon	Choate, Jr., Horace	Ferlo, Roger
Askew, Angela	Cobden, III, Edward	Fernandez, Jose
Auletta, Kimberlee	Coggi, Lynne	Foster, Andrew
Austin, Evette	Coleman, Fred G.	Foster, Guy
Bailey-Fischer, Valerie	Colwell, Charles	Fox, Carol
Ballentine, Lucia	Combs, Leslie	Francks, Robert
Baltus, Barrington	Conger, George	Fulton, III, Charles
Baroody, Roger	Corney, Richard	Gallagher, Gerald
Barrie, David Paul	Crafton, Barbara	Gallagher, Daniel
Bartholomew, Adam	Crawford, Robert	Garcia, Ruth Ann
Batson, Steven R.	Crawley, Clayton	Gardner, James
Bean, Kevin	Cross, Samuel	Garnsey, Elizabeth
Beery, William	Crothers, John-Michael	George, Allen
Bercovici, Hillary	Cutler, Donald	George, T.S.S.F., Dominic
Bloomer, Ph.D., Nancy	Darves-Bornoz, Derek	Glover, Beth
Blunt, Elizabeth	de Fontaine-Stratton, James	Glover, J.D., Marsha
Boatright-Spencer, Angela	Delgado-Miller, Diego	Godley, Robert
Bolle, Stephen	Depue, Joanna	Goodness, Donald
Borzumato, Judith	Dewey, Jr., Dayton	Gore, Gina

Grab, Virginia	Kassebaum, John	Margrave, Thomas
Greene, III., Joseph	Kaswarra, George	Martin, Mary
Greenlaw, William	Kearney, James	Martinez, Mario
Gressle, Richard L.	Kemmler, Richard	Mason, Joel Clark
Griffith, David	Kendall, Michael	Mathew, Varghese
Groskoph, Elizabeth	Key, Sanford	Matlack, David
Groskoph, Ralph	Kimmy, Jimmye	Matthews, Daniel
Gross, Daniel L	King, James	McCloghrie, Lesley
Hakoola, Frank	Knight, Frank	McDonald, James
Haller BSG, Tobias	Korienek, Martha	McGhee, Margaret
Hamblin, M.D., Jeffrey	Kowalski, James A.	McGinty, William
Hamlyn, Robert	Krauss, Harry Edward	McKenna, Keith
Hanley, Elise A.	Krengel, William	McNeeley, M.D., David
Harkins, James	Kunhardt III, Philip	McIntyre, Calvin C.
Harvey, Errol	Kunz, Richard	McQuade, Lynne
Hayes, Perren	Lamazares, Gabriel	McWhorter, Elizabeth
Haynes, Sr., Larry	Lamkin, Melissa	Mead, Andrew
Healey, Ph.D., Joseph	Landers, Greg	Melton, Heather
Henry, Karen E. J.	Lane, Keith	Melton, James
Heron, James	Larom, Jr., Ricahrd (Peter)	Mercer, Thomas
Hesse, Jr., Rayner	Lathrop, Brian	Mesler, Jr., Raymond
Hewitt, Emily	Lee, Clement	Miller, Charles
Hildesley, Hugh	Lee, Judith	Miller, John
Hill, Renée	Lesh, Ryan	Miller, Thomas
Hoag, David	Liew, Richard	Minifie, Charles
Hoke, Stuart	Linman, Jonathan	Minturn, Sterling
Huntington, Francis	Lodwick, James	Montalto, Alfred
Jebamani, Gideon	Loua, C.Alfred	Moody, John
Jenneker, Bruce W.B.	Lowe, Jr., Eugene	Moore, Allison
Johannson, Johanna-Karen	Lutz, Alison	Moquete, Rafaela
Johnson, William	Maas, Jan	Morelli, John
Johnson, Jr., Fred	MacInnis, Elyn	Morisseau, Robert
Johnson, Ph.D., Johan	Mandeville, Kathleen	Moroney, Kevin
Kanellakis, Theodore	Marchand, Richard	Morton, James

Muncie, Margaret	Robinson, Michael	Szost, Lois
Munroe, Jim	Rock, Jean Baptiste Kenol	Temple, Charles
Nagata, Ada	Rodgers, Stephen M.	Toomey, Ph.D., David
Newcombe, David	Ruschmeyer, Henry C.	Torres, Julio
Nicoll, Thomas	Sanborn, Victoria B. M.	Trapp, James
Northup, Lesley	Sanon, Jean-Louis Felix	Tully, William
Osgood, John	Savoy, William	Turczyn, Jeffrey
Palmer, III, John	Schacht, Lawrence	Turner, Alison
Parker, Gary	Schaeffer, Susan	Turner, Phillipa
Parris, Cheryl	Schnitzer, William L.	Tuttle, Margaret
Parrish, Jr., Ph.D., Joseph	Schultz, Mark D.	Tweedy, Jeanette
Payne-Carter, Gloria	Sekimoto, Samuel	Verbeck-Brindle, Carolyn
Peacock, Caroline	Selfe-Verrone, Christine	Volkman, Jan
Pearson, Francis	Shepherd, Richard	Wallace, Charles
Peterson, Jr., Frank Lon	Shriver, Frederick	Warfel, John
Pfaff, Brad	Signorelli, Barry	Webber, Michael
Phelan, Sister Shane	Slade, BCC, Debra	Weglarz, Eileen
Phillips, Richard	Slauson, Holley	Weitzel, Harvey
Pietsch, Louise	Smith, Geoffrey	Welch, Patti
Pollard, III, Robert	Smith, Ralph	Wells, Edgar
Powell, Sydney	Smith, Susannah	White, Alon
Powell, Jr., PeterPrator, Lloyd	Smith, Jr., Richard	Williams, Patrick
Price, Stephen	Smith-McGehee, Lionel	Wilson, SSG, Eugenia
Pridemore, Charles	Smith-McGehee, Thomas	Wing, III, Arthur
Prior, Eleanor	Speeks, Mark	Winslow, Jr., Dennis
Pritchett, Jr., Harry	Sserwadda, Emmanuel	Winsor, Michael
Reid, Franklin L.	Stafford, Robert	Woodcock, Bruce
Rempfel, Paulette	Stallings, "Buddy"	Woods, Stephen
Relyea, Michael	Stelk, Lincoln	Yohannan, Philip
Reyes, Juan Pastor	Stephens, Ph.D., Esq., Anthony	Zacker, John
Reynolds Holmes, Francine	Stowe, Howard	
Rice, Rodney	Strobel, Pamela	
Ritter, Nathan	Sunderland, Edward M	

RESOLUTIONS 2020

BUDGET COMMITTEE RESOLUTIONS 1 AND 2

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

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

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

Title of Resolution(s): Adopting the Proposed Budget

Text of Resolution(s):

[1] Resolved: That the 2020 Apportioned Share Budget presented herewith be adopted; and be it further

[2] Resolved: That the Chief of Finance and Operations shall apportion in accordance with Sec. 2 and Sec. 3 of Canon 17, each congregation's share of the 2020 budget of \$11,953,001. 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 2020.

Commentary on Resolution

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

**Episcopal Diocese of New York
Proposed 2020 Budget
INCOME and DISBURSEMENT SUMMARY**

Budget Line	Description	2018 Revised Budget	2019 Budget	2020 Budget	2019 Budget vs 2020 Budget PERCENT	2019 Budget vs 2020 Budget CASH
INCOME FROM APPORTIONED SHARES						
001	Gross Calculated Apportioned Shares (as of August 31, 2019)	\$ 12,709,926	\$ 12,805,844	\$ 13,109,557	2.37%	\$ 303,713
002	Total Adjustments due to 12.5% Cap & Adjustment Board (as of August 31, 2019)	\$ (1,456,897)	\$ (666,714)	\$ (422,157)	-36.68%	\$ 244,557
003	CSP Transition Apportioned Share Reductions	\$ (32,012)	\$ (29,616)	\$ (31,384)	6.00%	\$ (13,919)
004	Reserve: Projected Bad Debt & Projected Adjustments	\$ (750,000)	\$ (1,500,000)	\$ (1,250,000)	-16.67%	\$ 250,000
005	Net Income From Apportioned Shares	\$ 10,471,017	\$ 10,809,514	\$ 11,406,006	7.51%	\$ 796,492
INCOME FROM OTHER SOURCES						
006	Total Allocation from the General Endowment	\$ 815,000	\$ 851,218	\$ 891,493	4.73%	\$ 40,275
007	Contribution to General Endowment (25% Cap)	\$ (95,430)	\$ (206,875)	\$ (161,750)	-21.81%	\$ 45,125
008	Trust Income	\$ 97,000	\$ 97,000	\$ 37,000	-61.86%	\$ (60,000)
009	Fee Income	\$ 97,700	\$ 97,000	\$ 80,000	-17.53%	\$ (17,000)
010	Diocesan Convention Fee Income	\$ 75,000	\$ 75,000	\$ 75,000	0.00%	\$ -
012	Net Income From Other Sources	\$ 1,115,370	\$ 913,343	\$ 921,743	0.92%	\$ 8,400
013	Contingency (3% of total income)	\$ (158,166)	\$ (350,356)	\$ (374,748)	6.96%	\$ (24,392)
014	Total Income	\$ 11,428,221	\$ 11,172,501	\$ 11,953,001	6.99%	\$ 780,499
DISBURSEMENTS SUMMARY						
100	Total Assessments to The Episcopal Church	\$ 1,052,386	\$ 1,235,500	\$ 1,765,500	42.90%	\$ 530,000
200	Total Convention Expenses	\$ 228,000	\$ 227,500	\$ 265,000	16.48%	\$ 37,500
300	Total Episcopal Function	\$ 853,000	\$ 853,000	\$ 853,000	0.00%	\$ -
400	Total Episcopal Support Staff	\$ 1,350,000	\$ 1,391,000	\$ 1,400,000	0.65%	\$ 9,000
500	Total Staff Support for Congregations & Diocesan Ministries	\$ 969,500	\$ 969,500	\$ 961,000	-0.88%	\$ (8,500)
600	Total Funding for Strategic/Mission Settings	\$ 2,478,824	\$ 2,549,000	\$ 2,675,000	4.94%	\$ 126,000
700	Total Diocesan Ministries & Outreach	\$ 593,400	\$ 532,500	\$ 578,000	8.54%	\$ 45,500
800	Total Grants & Loans	\$ 410,000	\$ 470,000	\$ 619,000	31.70%	\$ 149,000
900	Total Diocesan Finance & Operations	\$ 3,317,620	\$ 2,769,501	\$ 2,699,501	-2.53%	\$ (70,000)
950	Capital Expenditures Budget	\$ -	\$ -	\$ 60,000	new	\$ 60,000
1000	Provision for Salary & Benefit Increase (See narrative re: Medical)	\$ -	\$ 175,000.00	\$ 77,000.00	-56.00%	\$ (98,000.00)
1100	Total Disbursements	\$ 11,252,730	\$ 11,172,501	\$ 11,953,001	6.99%	\$ 780,500
1200	SURPLUS (DEFICIT)	\$ (66,509)	\$ 0	\$ (0)		

**Episcopal Diocese of New York
Proposed 2020 Budget
DISBURSEMENT DETAIL**

Budget Line	Description	2018 Revised Budget	2019 Budget	2020 Budget	2019 Budget vs 2020 Budget PERCENT	2019 Budget vs 2020 Budget CASH
101	Assessment to The Episcopal Church	\$ 1,036,886	\$ 1,220,000	\$ 1,750,000	43.44%	\$530,000
102	Assessment to Province II	\$ 15,500	\$ 15,500	\$ 15,500	0.00%	\$0
100	Total Assessments to The Episcopal Church	\$ 1,052,386	\$ 1,235,500	\$ 1,765,500	42.90%	\$ 530,000
201	Reserve for Annual Diocesan Convention	\$ 175,000	\$ 175,000	\$ 175,000	0.00%	\$0
202	Reserve for Future Episcopal Elections	\$ 25,000	\$ 25,000	\$ 50,000	100.00%	\$25,000
203	Reserve for Deputies to General Convention & Provincial Synod	\$ 15,000	\$ 20,000	\$ 25,000	25.00%	\$5,000
204	Reserve for Lambeth Conference (Travel & All Expenses)	\$ 5,000	\$ 5,000	\$ 15,000	200.00%	\$10,000
205	Diocesan Council Meetings	\$ 2,500	\$ 2,500	\$ -	-100.00%	-\$2,500
200	Total Convention Expenses	\$ 228,500	\$ 227,500	\$ 265,000	16.48%	\$ 37,500
301	Bishop of New York	\$ 285,000	\$ 285,000	\$ 285,000	0.00%	\$0
302	Bishop Suffragan	\$ 244,000	\$ 244,000	\$ 244,000	0.00%	\$0
303	Bishop Assistant	\$ 244,000	\$ 244,000	\$ 244,000	0.00%	\$0
304	Bishops' Shared Travel (inside and outside diocese, excluding Lambeth)	\$ 50,000	\$ 50,000	\$ 50,000	0.00%	\$0
305	Bishop of New York Hospitality Expenses	\$ 30,000	\$ 30,000	\$ 30,000	0.00%	\$0
300	Total Episcopal Function	\$ 853,000	\$ 853,000	\$ 853,000	0.00%	\$ -
401	Bishops' Office Expenses (TOTAL)	\$ 480,000	\$ 508,000	\$ 530,000	4.33%	\$22,000
402	Canon to the Ordinary (Expenses & Compensation)	\$ 238,000	\$ 238,000	\$ 205,000	-13.87%	-\$33,000
403	Canon for Pastoral Care (Expenses & Compensation)	\$ 162,000	\$ 175,000	\$ 180,000	2.86%	\$5,000
404	Canon for Ministry (Expenses & Compensation)	\$ 235,000	\$ 235,000	\$ 240,000	2.13%	\$5,000
405	Canon for Transition Ministry (Expenses & Compensation)	\$ 235,000	\$ 235,000	\$ 245,000	4.26%	\$10,000
400	Total Episcopal Support Staff	\$ 1,350,000	\$ 1,391,000	\$ 1,400,000	0.65%	\$ 9,000
501	Canon for Congregational Vitality & Formation (Expenses & Compensation)	\$ 185,000	\$ 185,000	\$ 192,000	3.78%	\$7,000
502	Liaison for Global Mission (Expenses & Compensation)	\$ 180,000	\$ 180,000	\$ 161,000	-10.56%	-\$19,000
503	Director of Diocesan Property Services (Expenses & Compensation)	\$ 154,000	\$ 154,000	\$ 173,000	12.34%	\$19,000
504	Mid Hudson Region (Expenses & Compensation)	\$ 137,000	\$ 137,000	\$ 115,000	-16.06%	-\$22,000
505	Public Affairs (Expenses & Compensation)	\$ 313,500	\$ 313,500	\$ 210,000	-33.01%	-\$103,500
506	Archives (Expenses & Compensation)			\$ 110,000	New/Broken out	\$110,000
500	Total Staff Support for Congregations & Diocesan Ministries	\$ 969,500	\$ 969,500	\$ 961,000	-0.88%	\$ (8,500)

**Episcopal Diocese of New York
Proposed 2020 Budget
DISBURSEMENT DETAIL**

Budget Line	Description	2018 Revised Budget	2019 Budget	2020 Budget	2019 Budget vs 2020 Budget PERCENT	2019 Budget vs 2020 Budget CASH
601	Campus Ministry Clergy (Expenses & Compensation)	\$ 430,000	\$ 374,000	\$ 475,000	27.01%	\$ 101,000
602	Hispanic Clergy Compensation	\$ 440,000	\$ 440,000	\$ 475,000	7.95%	\$ 35,000
603	Congregations in Strategic Settings Clergy Compensation	\$ 730,000	\$ 1,000,000	\$ 1,100,000	10.00%	\$ 100,000
604	Regional Pastorate Initiative Clergy Compensation	\$ 590,824	\$ 450,000	\$ 245,000	-45.56%	\$ (205,000)
605	Harlem Initiative Clergy Compensation	\$ 145,000	\$ 160,000	\$ 160,000	0.00%	\$ -
606	South Bronx Initiative Clergy Compensation	\$ 75,000	\$ 75,000	\$ -	-100.00%	\$ (75,000)
607	Church Plants & Revitalization			\$ 220,000	New	\$ 220,000
608	CSP Transition Clergy Compensation	\$ 68,000	\$ 50,000	\$ -	-100.00%	\$ (50,000)
600	Total Funding for Strategic/Mission Settings	\$ 2,478,824	\$ 2,549,000	\$ 2,675,000	4.94%	\$ 126,000
701	Congregational Development Commission Programs	\$ 10,000	\$ 10,000	\$ 15,000	50.00%	\$ 5,000
702	Operational Support for Strategic Hispanic Congregation	\$ 25,000	\$ 25,000	\$ 25,000	0.00%	\$ -
703	Multicultural Ministries (New Community)	\$ 12,500	\$ 12,500	\$ 25,000	100.00%	\$ 12,500
704	Christian Formation Commission Programs / Young Adult Ministry	\$ 70,000	\$ 65,000	\$ 65,000	0.00%	\$ -
705	Social Concerns Commission	\$ 138,400	\$ 80,000	\$ 81,000	1.25%	\$ 1,000
706	Ecumenical and Multi-Faith Councils Contribution	\$ 10,500	\$ 10,500	\$ 10,500	0.00%	\$ -
707	Ecumenical & Interfaith Commission	\$ 10,000	\$ 10,000	\$ 10,000	0.00%	\$ -
708	Global Mission Commission	\$ 50,000	\$ 50,000	\$ 52,000	4.00%	\$ 2,000
709	Companion Diocese Relationship		\$ 40,000	\$ 40,000	0.00%	\$ -
710	Rural and Migrant Ministry	\$ 50,000	\$ 50,000	\$ 50,000	0.00%	\$ -
711	New York Service & Justice Collaborative (Episcopal Service Corp)	\$ 25,000	\$ 25,000	\$ 25,000	0.00%	\$ -
712	Episcopal New Yorker	\$ 92,000	\$ 54,500	\$ 54,500	0.00%	\$ -
713	Support for Episcopal Charities	\$ 100,000	\$ 100,000	\$ 125,000	25.00%	\$ 25,000
700	Total Diocesan Ministries & Outreach	\$ 593,400	\$ 532,500	\$ 578,000	8.54%	\$ 45,500
801	Property Support Committee Grants & Loans	\$ 350,000	\$ 365,000	\$ 425,000	9.59%	\$ 60,000
802	First Step Grants	\$ 10,000	\$ 10,000	\$ 20,000	50.00%	\$ 10,000
803	Next Step Grants	\$ -	\$ -	\$ 30,000	0.00%	\$ 30,000
804	Hispanic Ministries Grants	\$ 50,000	\$ 50,000	\$ 60,000	20.00%	\$ 10,000
805	Sustainable Development Goal Grants	\$ -	\$ 45,000	\$ 84,000	82.22%	\$ 39,000
800	Total Grants & Loans	\$ 410,000	\$ 470,000	\$ 619,000	18.51%	\$ 149,000

**Episcopal Diocese of New York
Proposed 2020 Budget
DISBURSEMENT DETAIL**

Budget Line	Description	2018 Revised Budget	2019 Budget	2020 Budget	2019 Budget vs 2020 Budget PERCENT	2019 Budget vs 2020 Budget CASH
901	Administration (Expenses & Compensation)	\$ 1,212,051	\$ 1,600,000	\$ 1,595,000	-0.31%	\$ (5,000)
902	Office Services (Expenses & Compensation)	\$ 315,000	\$ 315,000	\$ 325,000	3.17%	\$ 10,000
903	IT Expenses	\$ 236,000	\$ 150,000	\$ 175,000	16.67%	\$ 25,000
904	Special Finance Committee Projects	\$ 457,620	\$ 400,000	\$ 200,000	-50.00%	\$ (200,000)
905	Web Management	\$ 9,000	\$ 4,500	\$ 4,500	0.00%	\$ -
906	Professional Expenses (Legal, Audit, etc.)	\$ 511,949	\$ 300,000	\$ 100,000	New/Broken out	\$ 100,000
907	Overhead and Fixed Obligations	\$ 576,000	\$ 300,000	\$ 300,000	0.00%	\$ -
908	Cathedral Cost Sharing and Rent	\$ -	\$ 1	\$ 1	0.00%	\$ -
900	Total Diocesan Finance & Operations	\$ 3,317,620	\$ 2,769,501	\$ 2,699,501	-2.53%	\$ (70,000)
950	Capital Expenditures Budget			\$ 60,000	New	\$ 60,000
1000	Provision for Salary & Benefit Increase (See narrative re: Medical)	\$ -	\$ 175,000	\$ 77,000	-56.00%	-\$98,000
Grand Total Expenditures		\$11,252,730	\$11,172,501	\$11,953,001	6.99%	\$780,500

Episcopal Diocese of New York - Narrative Budget for 2020

The Proposed Budget was approved by Council on September 24, 2019. This Narrative accompanies the 2020 Proposed Budget and is divided into four parts and six addenda.

- 1) Executive Summary**
- 2) Analysis of Income for 2020**
- 3) Analysis of Disbursements for 2020**
- 4) Conclusion**

Addendum 1: Committee Organization & Timeline

Addendum 2: Resolutions from the Budget Committee

Addendum 3: Income Line Descriptions

Addendum 4: Disbursement Line Descriptions

Addendum 5: About the Budget Spreadsheet and Accrual Accounting

Addendum 6: Accounting 101: Cash Vs. Accrual

Part 1 – Executive Summary

In 2020 the Finance Committee, Budget Committee, and Finance Office should conclude a multi-year cleanup of our budget and financial systems and reporting. We have reorganized our Budget and Finance Committees and each is working effectively with Council, the Trustees, other Committees/Commissions of the diocese, and the Bishops' staff. We are in the process of overhauling our Financial Reports, the Budget, and Budget process to ensure more transparency. We have crafted and implemented and will continue as needed to develop policies and procedures for the staff and congregations around financial matters. We have completed an audit of some of the endowment funds and are evaluating changes that need to be made to process or systems to enhance our financial reporting capabilities of our systems and accounts. We are still planning several special projects of the Finance Committee for 2020.

We are also happy to report that our focus on limiting expenses and highlighting the necessity of full payment of Apportioned Shares by every congregation has allowed us to make the transition from significant deficits in 2017 and 2018, to a forecast surplus in 2019, and to a healthily balanced budget for 2020.

The surplus for 2019 is forecast to be more than \$500,000. It is important to note that the forecast surplus is based on accrual rather than cash income numbers – in other words it is based on billed Apportioned Shares and forecast bad debt/non-payment (see Addendum 3 and 4 attached to this Report). We have studied historical trends and actual 2019 payment on a congregation-by-congregation basis, and we believe this data supports our forecast on income. Our forecast surplus is also based the fact that money was budgeted but not spent in several areas, the largest drivers being certain lines that were fully budgeted for but not fully staffed/spent in 2019 (i.e. Administration/Controller, Regional Pastorates, South Bronx Initiative, Special Projects of the Finance Committee).

2020 Proposed Budget income is forecast to be up by about \$780,000. This is driven by higher calculated apportioned shares and lower bad debt (projected adjustments and projected underpayment). Our bad debt forecast is based on analyzing every congregation's current situation as well as its payment history for the past ten years. Details are provided in Part 2.

The 2020 Proposed Budget generally keeps spending flat for staff, offices, and program – a 6% medical expense increase and a 2% cost of living increase is budgeted for everyone who is paid from the diocesan operating budget. The 2020 Proposed Budget increases spending in targeted areas that should facilitate growth and health in our congregations and evangelism around our diocese: increased grants (Property Support, Congregational Development, Sustainability, Hispanic Ministries, etc.); increased program funding for Congregational Development; increased funding for Campus Ministry; new funding for Church Plants and Revitalization. The budget increases reserves so the known special expenses of the next decade (Episcopal Elections, Lambeth, General Convention, etc.) will be adequately funded. The budget also includes a substantial increase in our Assessment to the Episcopal Church. Details are provided in Part 3.

Our ability to budget increases in other areas or create new programs is limited by our income. It is essential that every congregation pay its full or adjusted Apportioned Share, and while we have made some progress in moving towards full compliance, we are not there yet. Our efforts are hindered by underpayment but also when congregations fail to submit parochial reports (we rely on that data to calculate accurate Apportioned Share numbers). The Chief of Finance and Operations is required by Canon 17 to provide information to Convention about which congregations have paid Apportioned Shares in full, have paid Adjusted Apportioned Shares in full, have Apportioned Share arrears, and have submitted Parochial Report, audit, and stipend information. A check-sheet with that information is provided to every Delegate at Convention – I encourage you to look at your own church on this sheet and see which canonical obligations your parish is fulfilling and which it is not. If your congregation is not fulfilling one or more canonical obligations, I encourage you to inquire of your Vestry how your church intends to comply with the canons.

Part 2 – Income for 2020

Line 001: Gross Calculated Apportioned Shares (as of August 31, 2019): Calculated Apportioned Shares increase from 2019 by about \$300,000. The “as of” date takes into account the reality that the Finance Office has not necessarily received every congregation’s parochial report which includes NOI for the preceding year. When NOI is missing, the Finance Office assumes a 5% increase in NOI.

Line 002: Total Adjustments due to 12.5% Cap & Adjustment Board (as of August 31, 2019): This line lowers Gross Calculated Apportioned Shares for 2019 by the amount approved (as of August 31, 2019) by the Adjustment Board. It also includes any adjustments required by the 12.5% maximum year-over-year increase enshrined in Canon 17.

Line 003: CSP Transition Apportioned Share Reductions: This line reduces Gross Calculated Apportioned Shares via the “CSP sunset plan” which was part of the Strategic Plan in 2017 and is the aggregate sum of apportioned shares that are calculated but not billed to some former Congregational Support Plan (CSP) churches during their transitional period. 2020 is the final year of the sunset plan.

Line 004: Reserve: Bad Debt & Projected Adjustments: This line reduces Gross Calculated Apportioned Shares. The Budget Committee (working with members of the Finance Committee, Adjustment Board, Bishop’s Office, and Finance Office) determines a realistic amount of bad debt that might occur by projected adjustments or underpayment. This determination is done on a congregation-by-congregation basis and takes into account historical payment trends from the past decade, accumulated arrears, whether the congregation has been in contact with the adjustment board or bishop’s office, and realities in the life of the parish. The Bishop of New York, Executive Committee, and Board of Trustees are provided with a report from the Budget Committee detailing this analysis, and identifying any congregation that is not in compliance with the canons. The bad debt forecast for 2020 is better than that of 2019 by \$250,000.

Line 005: Net Income from Apportioned Shares: Our net income from Apportioned Shares for 2020 is forecast to increase by almost \$800,000. This is the direct result of increased compliance by congregations.

Line 007: Contribution to General Endowment (25% Cap): This line is either zero or a negative line. The Canons of the Diocese of New York state: “If the Apportioned Share of any Congregation shall exceed 25% of the total budget of Diocesan expenditures in any one budget year, the excess shall be applied to the Diocesan General Endowment Fund.” (Canon 17.3.4). This is commonly referred to as the “Trinity Cap” since the Apportioned Share of Trinity Church, Wall Street, has from time to time exceeded ¼ of the total unified budget of the diocese for a given year. The amount of money in this line is the portion of Trinity’s Assessment which cannot fund the operating budget (thus it is negative) and which is therefore transferred to the General Endowment of the Diocese of New York. The exact amount transferred is determined after the annual audit and is based on actual disbursements.

Line 008: Trust Income: Trust income comes from two trusts which are designated to fund the Episcopacy. Income from one of these trusts has been reallocated to fund sabbaticals for our bishops (Note that sabbaticals for bishops are not eligible for Lilly Grants).

Line 013: Contingency (3% of total income): An additional contingency of about \$375,000 is built into the budget on the income side.

Total income is budgeted for 2020 at \$11,953,001 which is an increase of \$780,499 or 6.99% over the 2019 Budget.

Part 3 – Disbursements for 2020

The disbursement budget has been slightly recategorized so that it more closely aligns with our internal and audited financial statements.

100 Section

Line 101: Our Assessment to the Episcopal Church for 2020 is based on updated calculations after a meeting between our Controller and the Treasurer & Chief Financial Officer of the Episcopal Church. The formula, calculation form, and mandate around Assessments changed in 2015: the overall percentage dropped from over 20% down to 15%; the Episcopal Church modified the form and clarified that certain exemptions that had been assumed in the past could not be taken; and the mandate changed from an “Ask” to an “Assessment”. We have budgeted our full Assessment for 2020, and the Finance Office will continue to review whether or not we are eligible for any exemptions. Though the increase is significant at \$530,000, we are pleased that the Diocese of New York is in full compliance and that we are still able to increase funding in other areas.

200 Section

Line 202: The Reserve for Episcopal Elections is doubled to ensure we have enough money for future elections and consecrations.

Line 203: The Reserve for General Convention and Provincial Synod is increased to cover forecast expenses in 2021.

Line 204: The Reserve for Lambeth Conference is increased to cover forecast expenses in 2020.

Line 205: This line covered the costs of meetings of the Convention Planning Committee, the Standing Committee, the Council of the diocese, and the Commissions and Committees of the Council of the Diocese. Expenses associated with this line have been moved to Administration beginning in 2020.

300 Section

Every line in the 300 section is budgeted at 2019 levels.

400 Section

Line 402: Canon to the Ordinary line decreases in Budget. The 2019 Budget carried over relocation expenses from 2018.

Other lines in the 400 section are budgeted at 2019 forecast levels.

500 Section

Line 502: Liaison for Global Mission is decreased due to a change in benefits and is in line with 2019 forecast levels.

Line 503: Director of Diocesan Property Services (Expenses & Compensation) is increased to 2019 forecast levels.

Line 504: Mid-Hudson Region is decreased due to a change in hours and is in line with 2019 forecast levels.

Line 506: Archives has been broken out from Line 505: Public Affairs (formerly “Public Affairs & Archives”) and the aggregate total of lines 505 and 506 is in line with the 2019 Budget and forecast.

600 Section

Line 601: Campus Ministry was under budget due to transitions in chaplaincies in 2019. The 2020 budget assumes every position is filled.

Line 602: Hispanic Clergy Compensation is budgeted in line with 2019 forecast levels and assumes every position is filled.

Line 603: Congregations in Strategic Settings Clergy Compensation is budgeted in line with 2019 forecast levels and assumes every position is filled.

Line 604: Regional Pastorate Compensation is budgeted in line with 2019 forecast levels and assumes one Regional Pastorate will remain inactive.

Line 606: South Bronx Initiative was not spent in 2019. Funding and oversight of this line is now included in Line 607.

Line 607: Church Plants & Revitalization is a new line. Please see Addendum 4: Disbursement Line Descriptions for a description of the line. Bishop Shin has direct oversight of this line. As noted, it includes funding for initiatives in the South Bronx.

Line 608: CSP Clergy Compensation has completed its three-year step down in funding and is now zeroed out.

700 Section

Line 701: Congregational Development Commission Programs is increased by \$5,000.

Line 702: Operational Support for Strategic Hispanic Congregation is budgeted in line with 2019 Forecast levels.

Line 703: Multicultural Ministries (New Community) was increased to \$25,000.

Line 713: Support for Episcopal Charities has been increased to \$125,000.

800 Section

Line 801: Property Support Committee Grants & Loans has been increased to \$425,000.

Line 802: First Step Grants is increased to \$20,000.

Line 803: Next Step Grants was restored to \$30,000.

Line 804: Hispanic Ministries Grants was increased to \$60,000.

Line 805: Sustainable Development Goal Grants is fully funded at \$84,000 per Resolution of the 2015 General Convention to be 0.7% of our budget.

900 Section

Line 901: Administration is reduced because some professional expenses have been broken out into a new line (Line 906).

Line 903: IT Expenses is budgeted in line with 2019 forecast levels.

Line 904: The Finance Committee expects to continue various special projects. Special Projects is budgeted at \$200,000.

Line 906: Professional Expenses (Legal, Audit, etc.) is a new line, but expenses for this line formerly were in Line 901: Administration.

Line 908: Cathedral Cost Sharing and Rent remains at \$1 per an agreement reached with the Cathedral in 2018.

950 Section

Line 950: Capital Expenditures Budget is a new line to fund occasional capital expenditures that are outside the normal operating budget. In 2020 this will fund an updated alarm system at Synod House for the diocesan and bishops' offices.

1000 Section

Line 1000: Provision for Salary & Benefit Increase includes forecast cost of living increase (at 2% for 2020) for personnel funded by this budget. Beginning in 2020 medical insurance increases (at 6% for 2020) are included alongside benefits and compensation – this is possible because the budget process is now completed in September rather than in August.

Total disbursements are budgeted for 2020 at \$11,953,001 which is about \$780,500 or 6.99% more than the 2019 Budget.

Part 4 – Conclusion

The budget is balanced and we are in a far better financial place than we were in 2017 and 2018. The budget committee followed a very conservative approach in 2018 and 2019 which resulted in a forecast surplus both years. We are confident that we can increase disbursements modestly in 2020. As much as possible we continue to be focused on maintaining core expenses including requirements of being an Episcopal Church and commitments to diocesan staff and strategic settings.

We have an excellent team. I am very grateful for the support and oversight of Bishop Dietsche and his staff. I am very grateful for staff of the Finance Office, in particular Esslie Hughes, Allison Epstein (and her predecessor Masiel Jordan), and Karin Almquist, who have done the lion's share of the work on this budget and for the Finance Committee and the Budget Committee. I am very grateful for Sr. Faith Margaret, CHS, for her work as Treasurer. I am also very grateful for Keith Rook (and his predecessor Billy Wright) whose work chairing the Finance Committee and overseeing Special Projects has been exceptional. Lastly, I am grateful for the hard work and time put in by the numerous members of the Finance and Budget Committees.

We invite your questions about any of the lines and changes we have suggested. We ask that you support this budget.

In Christ and on behalf of the Budget Committee,

The Rev. Matthew Hoxsie Mead,
Chair of the Budget Committee of the Diocese of New York

Addendum 1: Committee Organization

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

The Rev. Matthew Mead

Christ the Redeemer, Pelham

Chair, Budget Committee

Council, ex officio

matthew@christchurchpelham.org

Sr. Faith Margaret, C.H.S.

Community of the Holy Spirit, Manhattan

Ex officio, Treasurer

srfmchs@chssisters.org

Esslie W. Hughes

Chief of Finance and Operations

Ex officio

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Keith Rook

St. Bartholomew’s, Manhattan

Ex officio, Finance Committee Chair

Trustee, Class of 2020 (1st term)

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Allison Epstein

Controller

Staff Liaison

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George Wade, Esq.

St. James’, Manhattan

Chancellor

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The Rev. Canon John Perris

Canon to the Ordinary

Staff Liaison

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Chontel L. Simmons

Director of Human Resources

Staff Liaison

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The Rev. Michael Bird

Christ Church, Bronxville

Chair, Christian Formation Commission

Council, Class of 2020 (1st term)

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Robert Cummings

St. Matthew’s, Bedford

Co-Chair, Adjustment Board

Trustee, Class of 2019 (1st term)

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The Rev. Katharine Flexer

St. Michael’s, Manhattan

Trustee, Class of 2020 (1st term)

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Susan Jansen

Christ’s Church Rye

Trustee, Class of 2019 (1st term)

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The Rev. Matthew Moretz

St. Thomas Church, Manhattan

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Peter Saros

Church-without-Walls, Bronx

Council, Class of 2021 (2nd term)

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The Rev. Dustin Trowbridge

Saint George’s, Newburgh

Council, Class of 2021 (1st term)

dustintrowbridge@hotmail.com

Addendum 2: Resolutions from the Budget Committee

BUDGET COMMITTEE RESOLUTIONS 1 AND 2

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

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

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

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

Text of Resolution(s):

[1] Resolved: That the 2020 Apportioned Share Budget presented herewith be adopted; and be it further

[2] Resolved: That the Chief of Finance and Operations shall apportion in accordance with Sec. 2 and Sec. 3 of Canon 17, each congregation's share of the 2020 budget of \$11,953,001. 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 2020.

Commentary on Resolution

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

BUDGET COMMITTEE RESOLUTION 3

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

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

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

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

Text of Resolution(s):

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

No later than fifty (50) ~~seventy (70)~~ days before annual Convention the Budget Committee shall submit to Council and to the Trustees a draft budget of Diocesan expenditures for the following year with an accompanying narrative. The budget shall be presented at the next meeting of the Council at which members of Trustees are invited to attend and given voice. The Council may approve, reject, or modify the budget or narrative, provided, however, that no budget may be approved in which projected receipts are less than projected expenses. The draft budget approved by the Council shall be the proposed budget.

Commentary on Resolution

The requirement of seventy days reflects outdated practice. Prior to 2017 Council and the Trustees traditionally met at the start of September, and the Proposed Budget and Narrative were made available

to them in late August. Current practice since 2017 (when we updated the Canons as part of the Strategic Plan) has been to provide the Budget and Narrative to Council and Trustees in mid-September with Council and Trustee meetings taking place at the end of September.

The additional 20 days makes it possible for the Budget Committee to receive essential input from our bishops and their staff (many of whom are away on vacation in August). The additional 20 days also ensures that the Budget Committee has more accurate projections for income and disbursements. The additional 20 days has no effect whatsoever on the timing of Convention, the timing of the distribution of the Calendar of Convention, or the timing of any pre-Convention Caucuses.

In 2017 we voted on this resolution; the vote in favor was nearly unanimous. However, there were a handful of “No” votes which meant it did not pass unanimously. For any canonical amendment to pass in a single convention, the amendment must be approved unanimously or by two-thirds in a vote by orders. A canonical amendment may also pass at consecutive conventions by majority (See Canon 35, Amendments). We mistakenly thought that a 2/3 majority was enough and so did not request a vote by order nor did we follow up in 2018 with a second vote on the Amendment.

Any NO against this amendment will require additional time for us to take a second vote by orders. Please vote YES.

Addendum 3: Income Line Descriptions

Gross Calculated Apportioned Shares (as of August 31, 2019)

An Apportioned Share is computed for each congregation (see Canon 17 of the Canons of the Diocese of New York). The following formula is applied to each congregation’s average Normal Operating Income (NOI) for the preceding two years:

- 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 sum total of every congregation’s computed Apportioned Share prior to any adjustment is shown in the budget as “Gross Calculated Apportioned Shares”. The “as of” date takes into account the reality that the Finance Office has not necessarily received every congregation’s parochial report which includes NOI for the preceding year. When NOI is missing, the Finance Office assumes a 5% increase in NOI.

Total Adjustments due to 12.5% Cap & Adjustment Board (as of August 31, 2019)

This line reduces Gross Calculated Apportioned Shares via one of two canonically approved mechanisms.

A congregation’s computed Apportioned Share for any year normally can increase by no more than 12.5% over its computed Apportioned Share for the immediately preceding year (see Canon 17 of the Canons of the Diocese of New York).

The Adjustment Board, a Committee of the Diocesan Board of Trustees, may reduce or defer a congregation’s Apportioned Share for one or more years (see Canon 17 of the Canons of the Diocese of New York). Any congregation may appeal its Apportioned Shares to the Adjustment Board. The Adjustment Board may affirm, adjust or defer all or a portion of a congregation’s Apportioned Shares at a requested hearing. Any congregation may appeal the Adjustment Board’s decision to the Trustees. The “as of” date indicates the reality that the Adjustment Board is able to determine adjustments or deferrals for the coming year, even after the budget has been approved. Only known adjustments are shown in this line.

CSP Transition Apportioned Share Reductions

This line reduces Gross Calculated Apportioned Shares via the “CSP sunset plan” which was part of the Strategic Plan in 2017 and is the aggregate sum of apportioned shares that are calculated but not billed to some former Congregational Support Plan (CSP) churches during their transitional period.

Reserve: Projected Bad Debt & Projected Adjustments

This line reduces Gross Calculated Apportioned Shares. The Budget Committee (working with members of the Finance Committee, Adjustment Board, Bishop’s Office, and Finance Office) determines a realistic amount of bad debt that might occur by projected adjustments or underpayment. This determination is done on a congregation-by-congregation basis and takes into account historical payment trends from the past decade, accumulated arrears, whether the congregation has been in contact with the adjustment board or bishop’s office, and realities in the life of the parish. The Bishop of New York, Executive Committee, and Board of Trustees are provided with a report from the Budget Committee detailing this analysis, and identifying any congregation that is not in compliance with the canons.

Net Income From Apportioned Shares

This is the aggregate total of Apportioned Shares that we are confident we will receive in the coming year. Historically we “net” somewhere between 80% and 90% of Gross Calculated Apportioned Shares. In 2019 we were confident that we would net about 83%, in 2020 we are confident that we will net about 87%. We are going in the right direction.

Total Allocation from the General Endowment

The diocese has a general endowment that funds the budget. A draw down from a portion of these funds, based on the guideline of 4.5% of the 3-year moving average principle, is included in the diocesan budget.

Contribution to General Endowment (25% Cap)

This line is either zero or a negative line. The Canons of the Diocese of New York state: “If the Apportioned Share of any Congregation shall exceed 25% of the total budget of Diocesan expenditures in any one budget year, the excess shall be applied to the Diocesan General Endowment Fund.” (Canon 17.3.4). This is commonly referred to as the “Trinity Cap” since the Apportioned Share of Trinity Church, Wall Street, has from time to time exceeded ¼ of the total unified budget of the diocese for a given year. The amount of money in this line is the portion of Trinity’s Assessment which cannot fund the operating budget (thus it is negative) and which is therefore transferred to the General Endowment of the Diocese of New York. The exact amount transferred is determined after the annual audit and is based on actual disbursements.

Trust Income

Trust Income represents income the diocese receives from Trusts set up to fund the Episcopate.

Fee Income

This is the income from various services provided by the diocese for congregation and other organizations.

Diocesan Convention Fee Income

The Diocese collects fees from congregations to offset the expense of Diocesan Convention.

Contingency (3% of total income)

A contingency is built into the budget on the income side.

Addendum 4: Disbursement Line Descriptions

Assessment to The Episcopal Church

As the congregations in the Diocese of New York have canonically agreed to support the Diocese through each congregation's Apportioned Share, so too the Dioceses have agreed to support The Episcopal Church. The Episcopal Church passes a three-year budget at each General Convention and includes a formula for calculating the financial obligation of each diocese for those three years. Each diocese is assigned an Assessment of 15% of its operating budget. The formula is more complicated than a simple percentage: there are exceptions, averages of years, a lag time, and a number of different variables that complicate how each diocese's operating budget is calculated, and the Assessment is the agreed upon percentage of that final calculated amount. The formula operates on a two-year lag.

Assessment to Province II

This line helps cover expenses associated with the work of Province II. The figure is determined by a formula and is approved at Provincial Synod every triennium. The purpose and mission of Province II, the International Atlantic Province, is to foster and support the Church's mission and ministry in a regional coalition of the Dioceses in the States of New York and New Jersey, Haiti, Cuba, the Virgin Islands, and the Convocation of Episcopal Churches in Europe, by providing regular channels and systems of communication, promotion, support, education and fellowship.

Reserve for Annual Diocesan Convention

The expense line has been set up as a reserve fund so that the Diocese will spend roughly the same amount each year, rather than seeing a major increase every time there is a two-day convention. The reserve funds the expenses associated with Convention such as security, electronic support, and building use. Diocesan Convention Fee income partially offsets the expense of providing Convention and is listed on the Summary Income page of the Budget.

Reserve for Future Episcopal Elections

The expenses for Episcopal elections include: expenses for the Committee to Elect; publications; travel, lodging, and meals for candidates; Ordination/Consecration/Seating expenses; travel and lodging expenses for several consecrating bishops; relocation expenses; etc. The reserve must be funded at a level that allows for our diocese to replace a Suffragan or Diocesan Bishop upon retirement/resignation/death or when a Coadjutor is called.

Reserve for Deputies to General Convention & Provincial Synod

General Convention and Provincial Synod occur every three years. The diocese funds fees, travel, lodging, and meals for four clergy deputies, two alternate clergy deputies, four lay deputies, and two alternate deputies. Expenses for our Bishops, their spouses, and any staff that accompany them come from Bishops' Shared Travel – separate House of Bishops meetings are less frequent in General Convention years.

Reserve for Lambeth Conference (Travel & All Expenses)

Lambeth occurs about every ten years. The diocese funds fees, travel, lodging, and meals for our Bishops and their spouses.

Diocesan Council Meetings

This line covered the costs of meetings of the Convention Planning Committee, the Standing Committee, the Council of the diocese, and the Commissions and Committees of the Council of the Diocese. Most of the cost was for refreshments, but also covers security for evening and weekend meetings as well as postage and copier charges related to the support of Council and Standing Committee. Expenses associated with this line were moved to Administration in 2020.

Bishop of New York
Bishop Suffragan
Bishop Assistant

These lines cover compensation and all benefits for our Bishops, the Right Reverend Andrew ML Dietsche, the Right Reverend Allen K. Shin, and the Right Reverend Mary D. Glasspool.

Bishops' Shared Travel (inside and outside diocese, excluding Lambeth)

This line covers all travel, lodging, and meals for our Bishops for all Episcopal function inside and outside the diocese. Everything from metro-cards, mileage, and taxis to House of Bishops meetings and General Convention. Lambeth expenses are not taken from this line.

Bishop of New York Hospitality Expenses

This line allows the Diocesan Bishop to provide hospitality.

Canon to the Ordinary (Expenses & Compensation)

The Rev. Canon John Perris serves as the Canon to the Ordinary in the Diocese of New York and is a primary assistant to, and a representative of, the Bishop of New York. The Canon to the Ordinary, along with the Suffragan Bishop, the Assistant Bishop, and the Chief of Finance and Operations, serves on the Bishop's Executive Team. The Canon to the Ordinary primarily supervises the work of the office of the Bishop and functions much as a "chief of staff" in the supervision, coordination and assistance of the Bishop's Staff. Expenses for this line include compensation and benefits for the Canon to the Ordinary, travel, and all expenses.

Canon for Pastoral Care (Expenses & Compensation)

The Rev. Canon K. Jeanne Person serves as Canon for Pastoral Care. The Canon for Pastoral Care serves as the Bishop's first line of contact for pastoral concerns relating to diocesan clergy and their families. Expenses covered by this line include compensation and benefits for the Canon for Pastoral Care, travel, meals and hospitality involving time with clergy, and office expenses.

Canon for Ministry (Expenses & Compensation)

The Rev. Canon Charles W. Simmons serves as Canon for Ministry. Mr. Alito Orsini serves as Liaison for the Ministry Office and Transition Ministry Office. The Canon for Ministry works with the Bishop and the Commission on Ministry to assure that the selection and formation of future ordained leadership from within the Diocese meet the requirements and needs of the Church. Expenses covered by this line include compensation and benefits for the Canon for Ministry, compensation and benefits for an assistant (shared with the Office for Transition Ministry), travel, workshops, Fresh Start Program for the newly ordained and costs for diocesan Discernment Conferences and Ordinations.

Canon for Transition Ministry (Expenses & Compensation)

The Rev. Canon Nora Smith serves as the Canon for Transition Ministry. Mr. Alito Orsini serves as Liaison for the Ministry Office and Transition Ministry Office. The Canon for Transition Ministry assists congregations searching for ordained leadership, helps oversee every search process, and advises clergy seeking placement. Expenses covered by this line include compensation and benefits for the Canon for Transition Ministry, compensation and benefits for an assistant (shared with the Office for Ministry which pays the other half), travel, workshops, and office expenses.

Canon for Congregational Vitality & Formation (Expenses & Compensation)

The Rev. Canon Victor Conrado serves as Canon for Congregational Vitality & Formation. The Canon for Congregational Vitality & Formation supports congregations through leadership development, skill

building and planning and implementation of new ministry models. Expenses covered by this line include compensation and benefits for the Canon for Congregational Vitality & Formation, travel, workshops, and office expenses.

Liaison for Global Mission (Expenses & Compensation)

The Rev. Yamily Bass-Choate serves as Liaison for Global Mission. The Liaison for Global Mission assists the bishops in oversight of the diocese's global mission connections and relationships. She also works with local communities of the diocese to foster and develop their ministry partnerships at home and abroad. Expenses covered by this line include compensation and benefits for the Liaison for Global Mission, travel, workshops, and office expenses.

Director of Diocesan Property Services (Expenses & Compensation)

Mr. Egbert Stolk serves as the Director of Diocesan Property Services. The Director formulates, implements, and manages the diocesan Property Support program and oversees real property held by the Board of Managers. Expenses for this line include compensation and benefits for the Director of Diocesan Property Services, office expenses, travel, etc.

Mid Hudson Region (Expenses & Compensation)

Ms. Val Stelcen, Executive Assistant to the Bishop, serves as the Mid Hudson Regional Office Coordinator. The Mid Hudson Office coordinates the workings of the Region and assists in the day to day life of congregations in the Counties of Orange, Sullivan, Ulster, and Dutchess, which includes 59 congregations. Expenses for this line include compensation and benefits for the Regional Administrator, office expenses, utilities, travel, meetings, conferences, and programs.

Public Affairs (Expenses & Compensation)

Mr. Nicholas Richardson serves as Communications Director & Editor, The Episcopal New Yorker. The Public Affairs department is responsible for the vital job of communicating the programs, activities and policies of the diocese both internally and externally using all available media, including the diocesan website, microsites on an as-needed basis, email, Online News, social media, the Episcopal New Yorker, postal mail, and events. The Communications Director also provides communications advice and practical assistance to the Bishop's Staff, commissions and committees; provides and administers free Internet hosting for parishes and other diocesan organizations; and is responsible for handling all press inquiries that come into the diocesan offices. Expenses covered by this line include compensation, benefits, travel, and office expenses for the Public Affairs office.

Archives (Expenses & Compensation)

Mr. Wayne Kempton serves as Archivist & Historiographer. The archives contain some 2,000 boxes of historical records, including some records for over 400 congregations and all of the original cathedral records. Sacramental records for about 80 congregations, including the cathedral, can also be found there, as well as the personal papers of our bishops and all manner of diocesan business files; legal documents, deeds, some blueprints, and trust fund materials as well. The diocesan archivist also acts as Registrar with respect to keeping the record of Episcopal Acts, like confirmations, the issuance of lay licenses, etc. The archivist also visits parishes wishing to consult on the care of their collections, and acts as records custodian for those parishes with special storage needs; that is, where their records may be in danger of being lost or not cared for, especially the sacramental records. Expenses covered by this line include compensation, benefits, travel, office, and archive expenses for the Archives office.

Campus Ministry Clergy (Expenses & Compensation)

The Diocese of New York has chaplains at numerous campuses within the Diocese of New York. The Committee for Campus Ministry supports the work of the current chaplains, advises the bishops regarding Episcopal ministry to students, faculty and staff of various colleges within diocesan boundaries and serves as a resource about campus ministry for congregations within the diocese. The campuses served in 2016 include:

- Canterbury Uptown (Columbia/ Barnard Colleges and City College in Harlem and other smaller colleges)
- Canterbury Downtown (Canterbury Club at New York University, New School, Cooper Union, Pace University)
- Cornell University - Weill Medical College
- State University of New York at New Paltz
- United States Military Academy, West Point
- Vassar

Expenses covered by this line provide compensation and benefits for the chaplains and program support.

Hispanic Clergy Compensation

This line funds Hispanic clergy compensation and benefits serving in congregations as determined by the Hispanic Grants Committee, a subcommittee overseen by the Congregational Development Commission, in conversation with the Bishop's Office.

Congregations in Strategic Settings Clergy Compensation

This line funds clergy compensation and benefits serving congregations that have been designated as Congregations in Strategic Settings.

Regional Pastorate Initiative Clergy Compensation

This line funds clergy compensation and benefits at regional pastorates in the diocese which are overseen by the Bishop's Office. The Regional Pastorate Initiative is part of the Bishop's vision to stabilize and build up the Episcopal Church presence in strategic parts of the diocese.

Harlem Initiative Clergy Compensation

This line funds a clergy compensation and benefits at several churches in Harlem. The Bishop's Office oversees how these funds are allocated.

South Bronx Initiative Clergy Compensation

This was administered by the Bishop's Office, as requested by the congregations in the South Bronx, and used for staff and/or program initiatives shared by those congregations. Initiatives funded by this line are now funded from Church Plants & Revitalization.

Church Plants & Revitalization

This is a new line which includes funding/initiatives from the South Bronx Initiative and expands the program to other parts of the diocese. The line which is overseen by Bishop Shin and the new Church Plants & Revitalization Committee focuses on models of new church development.

CSP Transition Clergy Compensation

Several Congregations in the CSP were granted a formal transition period where they would continue receiving a disbursement from the diocesan budget for CSP Transition Clergy Compensation. This transition was scheduled to cover three years and concludes in 2019.

Congregational Development Commission Programs

This line supports the work and programs offered by the Congregational Development Commission.

Operational Support for Strategic Hispanic Congregation

This line provides funding for certain expenses for one Strategic Hispanic Congregation.

Multicultural Ministries (New Community)

This line covers programs and funding for Asia-America Ministry, Metropolitan Japanese Ministry, and the Korean church plant.

Christian Formation Commission Programs / Young Adult Ministry

This line also supports programs offered by the Christian Formation Commission the Youth and Young Adult Ministries of the Diocese, events such as the Acolytes Festival, Youth leaders gatherings, training workshops, and the annual Diocesan Summer Youth Conference at Incarnation Camp through scholarships, camp nurse and transportation.

Social Concerns Commission

The Social Concerns Commission includes membership in national and local organizations that promote important social witness by the diocese. Some of the Social Concerns Commission's areas of focus include children's advocacy, anti-racism conversations, study of reparations for slavery, LGBT concerns, protection of the environment, and domestic violence prevention and awareness. This line funds programs and events offered by the Commission as well as grants provided by the Commission.

Ecumenical and Multi-Faith Councils Contribution

The Episcopal Diocese of New York is by charter a member of both the New York State Council of Churches and the Council of Churches of the City of New York, which include other Protestant and Orthodox churches. The councils engage in ecumenical dialogue on subjects of common concern and then translate that dialogue into engagement with city and state government on important issues of public policy. The New York State Council of Churches has been an important advocate for economic justice, criminal justice, anti-violence initiatives and environmental stewardship, and the Council is the credentialing body for chaplains in NYS correctional facilities and other state institutions.

Ecumenical & Interfaith Commission

The line item supports meetings, discussion, shared liturgies, etc. with ecumenical and interfaith dialogue partners and councils. The funding also covers travel expenses of the Diocesan Ecumenical and Interfaith Officer for participation each spring in the annual meeting of the Episcopal Diocesan Ecumenical and Interfaith Officers (EDEIO). It also pays General Convention mandated dues of \$250 each year from each diocese to EDEIO. The Ecumenical and Interfaith Commission is engaged in fruitful dialogues with the Roman Catholic, United Methodist, and Eastern Orthodox churches, as well as with the Jewish and Muslim faith traditions.

Global Mission Commission

The mission of the Global Mission Commission of the Episcopal Diocese of New York is to educate, empower and inspire individuals and parishes within the Diocese as we respond to God's call for engagement in mission through relationships and spiritual transformation throughout the Anglican Communion. This line funds programs and events offered by the Commission as well as grants provided by the Commission.

Companion Diocese Relationship

The Diocese of New York has a companion relationship with the Diocese of Central Tanganyika.

Rural and Migrant Ministry

Rural and Migrant Ministry is a multi-faith organization founded by the Diocese of New York and serving rural and migrant people in New York State since 1981 through programs of youth empowerment, education, and accompaniment, and legislative reform. In addition to funding support from the Diocese of New York, contributions are made from a variety of religious traditions and represent most regions of the State.

New York Service & Justice Collaborative (Episcopal Service Corps)

This line supports the Episcopal Service Corps in the Diocese of New York. Episcopal Service Corps is a program for young adults, who live in an intentional community at a congregation and work in social justice and community service organizations. The program helps them discern their call to their life's work, and it assists them in developing the skills needed for a life of service.

Episcopal New Yorker

The ENY is the newsprint quarterly edition of Diocesan news. This line includes purchase of paper, printing, distribution, writing and editing of the newspaper.

Support for Episcopal Charities

Episcopal Charities is an independent 501(c)(3) foundation, supporting community outreach programs in partnership with Episcopal congregations throughout the Diocese of New York. Programs are available to all persons in need regardless of faith or church affiliation. Grants are made to the following types of programs: Feeding, Skills Building, Health & Wellness, Children's Arts, Children's Academic Enrichment and Summer Recreation. Financial support from the diocese is essential to soliciting funds from other sources.

Property Support Committee Grants & Loans

Grants are awarded by the Property Support Committee to help fund various buildings projects in parishes and around the diocese. The Property Support Office (working with the Trustees) also administers loans through the Revolving Loan Fund.

First Step Grants

A First Step Grant acts as a catalyst for a congregation that is seriously committed to taking the first substantive steps toward a long-term growth strategy. Funds are awarded to support strategic activities that will result in quantifiable spiritual and numerical growth within congregations. First Step grants are not intended for general operation, on-going program support, or benevolence. Applications are made through the Congregational Development Commission.

Next Step Grants

A Next Step Grant (when funded by the budget) is given to support a congregation making the transition from pastoral to program size by providing temporary, partial funding for an assistant clergy person. Applications are made through the Congregational Development Commission.

Hispanic Ministries Grants

The Hispanic Grants Committee, a subcommittee overseen by the Congregational Development Commission, meets to disburse these grants to Spanish-language/cultural congregations within the diocese.

Sustainable Development Goal Grants

The General Convention recommended in 2015 by resolution that every diocese allocate 0.7% of its annual budget to Sustainable Development Grants. The Global Mission Commission allocates these grants.

Administration (Expenses & Compensation)

Ms. Esslie Hughes serves as Chief of Finance and Operations. The Chief of Finance and Operations, along with the Suffragan Bishop, the Bishop Assistant, and the Canon to the Ordinary, serves on Bishop Dietsche's Executive Team. This line covers all compensation, benefits, office expenses, travel, and any program expenses of the Administrative Staff, Human Resources Department, and Finance Office overseen by the Chief of Finance and Operations.

Office Services (Expenses & Compensation)

This line includes the basic expenses of operating the diocesan offices. Expenses for this line include compensation and benefits for the office manager, assistant to the office manager, and mail room worker. This line also covers expenses related to the operation of the diocesan offices, such as office supplies, license and registration, telephone, postage, shipping, computers, parking, security, etc.

IT Expenses

This line covers our contract for IT services and our IT person.

Special Finance Committee Projects

The Finance Committee has been undertaking a variety of special projects recommended by the 2016 Strategic Plan. The projects include updating and implementing policies and procedures around financial matters. The Finance Committee regularly reports to the Bishop and Trustees about the status of these projects.

Web Management

This line covers expenses associated with the hosting, design, updating, and trouble-shooting of the Diocesan website. The diocese also provides free website hosting and email hosting for any congregation that requests either service.

Professional Expenses (Legal, Audit, etc.)

This line funds the annual audit, any legal expenses outside of the normal duties of the chancellor's office, and other professional expenses.

Overhead and Fixed Obligations

This line allows for an annual audit, legal fees, new office furniture purchases, fidelity bond for all diocesan congregations, worker's comp of diocesan employees, unemployment insurance, and retiree health insurance.

Cathedral Cost Sharing and Rent

The Diocese of New York utilizes a number of buildings owned and maintained by the Cathedral of St. John the Divine, including office and meeting spaces as well as a residence for Bishop Dietsche. The diocese pays the cathedral \$1 per year for the use of the space. The Diocese of New York rents one apartment in Diocesan House and several parking spaces from the Cathedral of St. John the Divine.

Capital Expenditures Budget

This line funds occasional capital expenditures that are outside the normal operating budget. In 2020 this will fund an updated alarm system for the diocesan and bishops' offices.

Provision for Salary & Benefit Increase

This line includes forecast cost of living and salary increases for personnel funded by this budget. Beginning in 2020 medical insurance increases are included alongside benefits and compensation – this is possible because the budget process is now completed in September rather than in August.

Addendum 5: About the Budget Spreadsheet and Accrual Accounting

The Budget Spreadsheet includes the 2018 Revised Budget, the 2019 Budget, and the 2020 Budget. There are variance columns comparing the 2019 Revised Budget and the 2020 Proposed Budget. The Budget Spreadsheet does not contain 2018 Actuals or a 2019 Forecast. Past years' budget spreadsheets have included columns denoting prior year actuals or a current year forecast, and providing this information has proven less than helpful: Numerous people have misunderstood these numbers, in large part because they do not fully grasp the difference between cash and accrual accounting. (Please see the **Addendum 4 – Accounting 101: Cash Vs. Accrual** at the end of this document for a very brief synopsis of cash vs accrual accounting.)

The published version of the 2018 Revised Budget is actually a great example of how an attempt to be transparent can cause confusion rather than clarity. The spreadsheet titled “**2018 Approved Budget as Revised by Trustees**” was circulated to the Trustees and Diocesan Council and made available on the Diocesan website:

<https://www.diocesenyn.org/ednyfiles/2018-approved-budgetas-revised-by-trustees/?wpdmdl=43401&ind=1532974379818>

That spreadsheet included a column titled “2017 Actuals”. At first glance, income looks great! Upon closer examination one might notice that income looks identical to the budgeted numbers. It is very important to note that the income numbers in this column do not reflect actual money received (cash accounting), but rather income recorded on an accrual basis. Most notably, it doesn't account for Apportioned Share payments that were not received (at all or on time). That reality is not obvious without some narrative background or an accounts receivables report alongside the spreadsheet.

The Diocese of New York manages its financial statements on an accrual basis. In my experience, most non-accountants and non-finance people tend to think of income on a cash basis rather than an accrual basis. Additionally, most congregations prepare their regular financial statements on a cash basis rather than an accrual basis. Only their audited financials are prepared on an accrual basis. Very large congregations and all businesses that operate with budgets over \$5,000,000 prepare their financial statements for income on an accrual basis rather than a cash basis.

In a smaller organization, cash accounting is easier and the “snapshot” it provides at any given point can be quite accurate. However, in a larger organization, cash accounting can be quite problematic because the “snapshot” is constantly being updated as earned income payments come in. In the case of the Diocese of New York, Apportioned Share payments don't all come in on time or before the year is closed out, or at all. If we presented income for the most recent year on a cash basis, it would look far worse than reality, because income would simply be a snapshot of the moment the year was “closed”.

In a larger organization, accrual accounting makes it easier to keep an eye on the big picture and adjust for the reality of delayed payments that will eventually come in – even if they come in years later. If we were to present income for the most recent year on an accrual basis without a reserve, it would look unrealistic, because income is set at the level that it was “earned” before any write off.

Accrual and cash accounting each have their advantages and disadvantages, but for the most part cash accounting only works for smaller organizations or for providing board members a snapshot of the orga-

nizational cash position. For example, even in a very large congregation it is normal for a Treasurer to present regular financial statements to the Vestry that are a mix of cash and accrual accounting. Doing so allows the Vestry to have some sense of the real time cash position of the parish. Most parishes offer a bird's eye financial picture at the annual meeting.

The Trustees of the Diocese of New York have similar responsibility to a parish vestry, and our Finance Committee is required to present regular financial statements to the Trustees. For a number of years that was not done regularly in our diocese. Correcting this problem was both a recommendation and a canonical change made during the 2016 Strategic Plan process. The Finance Committee and the Bishop's staff have been working to correct this problem, and I am pleased to say that progress has been made in getting a more accurate "real time" picture to the Trustees. More work remains to be done.

All of that is to say that the diocese manages its finances on an accrual basis. This year's budget spreadsheet does not have income "actuals" for 2018 because providing that information would create more confusion than clarity. Per our Strategic Plan the Finance Committee and Bishop's staff have made significant progress towards ensuring that the Trustees are provided regular, accurate financial statements. Also, per our Strategic Plan, the Finance Committee and Bishop's staff are working towards providing annual financial statements to the diocese. Finally, the Budget Committee is working with the Finance Committee to figure out a way to present to the entire Diocese an accounts receivable report alongside the budget in a way that is helpful.

In Christ and on behalf of the Budget Committee,

The Rev. Matthew Hoxsie Mead,
Chair of the Budget Committee of the Diocese of New York

Addendum 6: Accounting 101: Cash Vs. Accrual

The cash basis and accrual basis of accounting are two different methods used to record accounting transactions. The core underlying difference between the two methods is in the timing of transaction recordation. When aggregated over time, the results of the two methods are approximately the same. A brief description of each method follows:

- Cash basis. Revenue is recorded when cash is received from customers, and expenses are recorded when cash is paid to suppliers and employees.
- Accrual basis. Revenue is recorded when earned and expenses are recorded when consumed.

The timing difference between the two methods occurs because revenue recognition is delayed under the cash basis until customer payments arrive at the company. Similarly, the recognition of expenses under the cash basis can be delayed until such time as a supplier invoice is paid. To apply these concepts, here are several examples:

- Revenue recognition. A company sells \$10,000 of green widgets to a customer in March, which pays the invoice in April. Under the cash basis, the seller recognizes the sale in April, when the cash is received. Under the accrual basis, the seller recognizes the sale in March, when it issues the invoice.
- Expense recognition. A company buys \$500 of office supplies in May, which it pays for in June. Under the cash basis, the buyer recognizes the purchase in June, when it pays the bill. Under the accrual basis, the buyer recognizes the purchase in May, when it receives the supplier's invoice.

The cash basis is only available for use if a company has no more than \$5 million of sales per year (as per the IRS). It is easiest to account for transactions using the cash basis, since no complex accounting transactions such as accruals and deferrals are needed. Given its ease of use, the cash basis is widely used in small businesses. However, the relatively random timing of cash receipts and expenditures means that reported results can vary between unusually high and low profits.

The accrual basis is used by all larger companies, for several reasons. First, its use is required for tax reporting when sales exceed \$5 million. Also, a company's financial statements can only be audited if they have been prepared using the accrual basis. In addition, the financial results of a business under the accrual basis are more likely to match revenues and expenses in the same reporting period, so that the true profitability of an organization can be discerned. However, unless a statement of cash flows is included in the financial statements, this approach does not reveal the ability of a business to generate cash.

(from <https://www.accountingtools.com/articles/cash-basis-vs-accrual-basis-accounting.html>)

**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 2022:

CLARK ANDERSON:



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

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

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

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

GAVIN F. LECKIE:



Parish: Christ Church, Pelham

Occupation: Former JP Morgan Managing Director in asset management; trust and tax practice at Millbank Tweed Hadley & McCoy; private client lawyer with Lawrence Graham in London

Church Positions: Vestry member of Christ Church Pelham; lead search committee for rector of Christ Church Pelham; Board member of Incarnation Center the Diocesan Conference Center and Camp

Education: M.A in Law from Cambridge University; L.L.M from University of Illinois; member of the NY State Bar; member of STEP (Society of Trust and Estate Practitioners)

DULCIE T. MAPONDERA:



Parish: St. Bartholomew's, Manhattan

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

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

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

Reconsideration and Adoption of the John Jay Tabled Resolutions of September 28, 1860

Proposer of Resolution: Ms. Diane B. Pollard

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

Telephone and Email: (917) 328-0239; Dbpsd4U@aol.com

Title of Resolution: Reconsideration and Adoption of the Resolutions of September 28, 1860: The African Slave-Trade in New York and Evening Session – The Slave-Trade Again.

Whereas, on September 27, 1860, New York attorney and a leader in the anti-slavery movement John Jay presented a number of resolutions (the “1860 Resolutions”) to the Diocese of New York in Convention in which he called on the diocese to “address a pastoral letter to the people of this Diocese , in reference to the African Slave-trade as now prosecuted from the port of New York, within the limits and jurisdiction of the diocese, in violation.....”;

Whereas, the 1860 Resolutions read as follows:

Resolved, 1. That this Convention respectfully ask the Right Reverend Bishop of the Dioceses to address a pastoral letter to the people of this Diocese, in reference to the African Slave-trade as now prosecuted from the port of New York, within the limits and jurisdiction of the Diocese, in violation of the statutes of the Republics, of the teachings of the Church, of the rights of man, and the laws of God; to the end that such letter may be read in all the churches, and that the people may be warned in the language of the Christian Council of London 1162, “Let no man presume from henceforth to carry on that wicked traffic which men have hitherto been sold like brute animals.”

Resolved, 2. That the Reverend Clergy of this Diocese be respectfully recommended from time to time to preach in their respective parishes against the wickedness of the Slave-trade, as now prosecuted from within this Diocese.

Resolved, 3. That the laity of the Diocese be urgently recommended to exert their influence, in all legitimate ways, to stay the further prosecution of the traffic from within the limits of the Diocese.

Resolved, 4. That this convention, in order to prevent all misapprehension in regard to the position of the Church in this diocese on the subject of the Slave-trade, do hereby declare and announce that the Convention do utterly reject the doctrine that men may be lawfully kidnapped and held in slavery by any other person, and do utterly condemn the said practice as a great sin against God and man. And do adopt in regard thereto, the words of St. Cyprian, in writing to the Bishop of Numidia:

“Both religion and humanity make it a duty for us to work for the deliverance of the captive. It is Jesus Christ, himself, of whom we ought to consider in our captive brothers. It is Him whom we should deliver from captivity – Him who hath delivered us from death.” ; and

Whereas, the 1860 Resolutions were tabled at that Convention and have not been acted upon since that date.

TEXT OF THE RESOLUTION(S):

[5] Resolved: that the 243 Diocesan Convention of the Episcopal Diocese of New York call upon clergy and congregations of the Episcopal Diocese of New York to reconsider the 1860 Resolutions and to take action in adopting said 1860 Resolutions; and further

[6] Resolved: that the clergy and congregations of the Episcopal Diocese of New York take such action as is necessary to endorse the position of this Diocese, each congregation hereof and each member herein to give effect to the letter and spirit of the 1860 Resolutions.

Explanation

The Reparations Committee is calling on this 243rd Convention of the Episcopal Diocese of New York to remove the 1860 Resolutions from the table and adopt said 1860 Resolutions with retroactive force and effect.

As we continue our process of lamentations for slavery, this act is the right thing to do and will move us closer to the 2020 Diocesan Convention when we are calling on the Episcopal Diocese of New York to execute a formal apology for the sin of slavery.

All are Welcome in God's Church: Responding to the Lambeth Conference Invitation

Proposer of Resolution: The Reverend Matthew Mead and The Reverend Winnie Varghese

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

Telephone and E-mail: (914) 738-5515, matthew@christchurchpelham.org;
(212) 602-0733, wvarghese@trinitywallstreet.org

Title of Resolution: All are Welcome in God's Church: Responding to the Lambeth Conference Invitation

Whereas, the 2020 Lambeth Conference will take place in July and August of 2020 at the University of Kent in Canterbury; and

Whereas, the bishops who gather at the Lambeth Conference represent the great diversity of theological and ecclesiological viewpoints of the thirty-eight provinces (representing more than 165 countries) of the Anglican Communion, including conflicting viewpoints around human sexuality and marriage; and

Whereas, the 2020 Lambeth Conference has been advertised as a conference for "active bishops and their spouses", with separate retreats for bishops and spouses; and

Whereas, the Secretary General of the Anglican Communion has stated that the Anglican Communion's position on marriage as set out in Resolution I.10 of the 1998 Lambeth Conference would make it inappropriate for same-sex spouses to be invited to the 2020 Lambeth Conference, noting that the Archbishop of Canterbury had privately notified Bishop Mary Glasspool of this position in December 2018; and

Whereas, the President of the House of Deputies of The Episcopal Church has disputed the accuracy of the Secretary General's statement regarding the 1998 Lambeth Conference's setting the Anglican Communion's position on marriage; and

Whereas, The Episcopal Church, the Episcopal Diocese of New York, and the State of New York all affirm that two people of the same gender can be married; and

Whereas, notwithstanding the claim of the Secretary General that only a "few individuals" are directly affected by this decision, the Episcopal Diocese of New York includes numerous priests, deacons, and lay persons who are married to persons of the same gender, and this number is increasing both in our Diocese and in other dioceses of The Episcopal Church; and

Whereas, the decision of the Archbishop of Canterbury to exclude same-sex spouses has caused pain for many people both within and outside of The Episcopal Diocese of New York.

TEXT OF THE RESOLUTION(S)

[7] Resolved: that the 243 Convention of the Episcopal Diocese of New York recognize that the decision of the Archbishop of Canterbury to exclude an invitation of same-sex spouses to attend the 2020 Lambeth Conference was applied specifically to the spouse of one of the bishops of the Diocese of New York; and further

[8] Resolved: that the 243 Convention of the Episcopal Diocese of New York, recalling the words of Saint Paul, “If one member suffers, all suffer together with it; if one member is honored, all rejoice together with it” (1 Cor 12:26), recognize that this decision has caused pain to lay persons, deacons, priests, and bishops of the Episcopal Diocese of New York, to their spouses, and to others; and further

[9] Resolved: that the 243 Convention of the Episcopal Diocese of New York encourage every congregation of this Diocese to offer public intercessions for our bishops and their spouses, for those who are in pain because of this decision, for the Archbishop of Canterbury, and for all who attend the Lambeth Conference; and further

[10] Resolved: that the 243 Convention of the Episcopal Diocese of New York recommend that the Archbishop of Canterbury reconsider this decision; and further

[11] Resolved: that the 243 Convention of the Episcopal Diocese of New York direct the Secretary of Convention of the Diocese of New York to communicate the full text of this resolution and accompanying explanation to the Archbishop of Canterbury.

Explanation

The 2020 Lambeth Conference has been specifically advertised as a conference for “active bishops and their spouses”. According to the home page of the official Lambeth Conference website (<https://www.lambethconference.org/en/>), the 2020 Lambeth Conference “brings together all active bishops and their spouses from across the worldwide Anglican Communion.” The program for the Lambeth Conference notes that there will be “two separate retreats: one for bishops and another for spouses.”

On February 15, 2019, the Secretary General of the Anglican Communion, Dr. Josiah Idowu-Fearon, stated in his blog on Anglican Communion News (<https://www.anglicannews.org/blogs/2019/02/the-global-excitement-about-lambeth-conference.aspx>): “Invitations [to the 2020 Lambeth Conference] have been sent to every active bishop. That is how it should be – we are recognising that all those consecrated into the office of bishop should be able to attend. But the invitation process has also needed to take account of the Anglican Communion’s position on marriage which is that it is the lifelong union of a man and a woman. That is the position as set out in Resolution I.10 of the 1998 Lambeth Conference. Given this, it would be inappropriate for same-sex spouses to be invited to the conference. The Archbishop of Canterbury has had a series of private conversations by phone or by exchanges of letter with the few individuals to whom this applies.” One of those individuals was Bishop Mary Glasspool who was privately notified in December of 2018.

The accuracy of the statement that the 1998 Lambeth Conference set “the Anglican Communion’s position on marriage” has been disputed by the Rev. Gay Jennings, the President of the House of Deputies of the Episcopal Church: “The Lambeth Conference does not get to set policy for the Anglican Communion, and the Primates’ Meeting does not get to set policy for the Anglican Communion, and the Archbishop of Canterbury does not get to set policy for the Anglican Communion. That’s the job of the Anglican Consultative Council.” See <https://www.episcopalcafe.com/president-jennings-on-the-exclusion-of-same-sex-spouses-from-the-lambeth-conference/>

Historically the Lambeth Conference has been a gathering of bishops. Whether or not a given bishop’s spouse attended did not affect the program offered or statements made by the Lambeth Conference. Notably, this Conference is different in that spouses are explicitly given a role that they heretofore did not have. The decision to refuse to invite spouses in same-sex marriages is discriminatory and an obvious effort to silence the voices of those who can speak most personally and perhaps most powerfully about same-sex marriage and its place in the Church. It is especially egregious to silence these voices considering the fact that issues of human sexuality and marriage have been and continue to challenge the Anglican Communion, presumably a major reason why spouses were invited to take on a larger role in the first place.

A Call from the Reparations Committee of the Diocese of New York to Live into Apology

Proposer of Resolution: Ms. Diane B. Pollard

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

Telephone and Email: (917) 328-0239; Dbpsd4U@aol.com

Title of Resolution: Living into an Apology for Slavery

Whereas, the Reparations Committee of the Episcopal Diocese of New York has been charged with examining and addressing the impact of slavery in the Episcopal Diocese of New York; and

Whereas, the findings of the Reparations Committee have indicated that restorative justice within the Diocese should include, without limitation, a formal apology for slavery in the form of a Service of Apology to be conducted at the 244th Convention of the Episcopal Diocese of New York.

TEXT OF THE RESOLUTION(S):

[12] Resolved: that the congregations of the Episcopal Diocese of New York commit to the exploration and creation of a permanent acknowledgment of their involvement in slavery; and further

Resolved: that in order to implement the above resolution, the Reparations Committee will prepare a toolbox that can be used by congregations of the Episcopal Diocese of New York to assist them in this effort; and further

[13] Resolved: that congregations should report their actions to the Secretary of Convention by not later than the 244th Convention of the Episcopal Diocese of New York; and further

[14] Resolved: that the Reparations Committee call upon the Bishop of the Episcopal Diocese of New York to implement a formal Service of Apology for slavery, for use at the 244th Convention of the Episcopal Diocese of New York.

Explanation

The Reparations Committee of the Episcopal Diocese of New York has since 2006 engaged in a variety of activities designed to study and address the impact of slavery in the Episcopal Diocese of New York, in our daily lives and in the lives of our congregations. The scope of our engagement has included the study of various forms of literature and media productions that have served as education into our complicity in these heinous activities. We believe that the time has come for our Bishop and Diocese to commit to a formal apology and that the 2020 Diocesan Convention will be an appropriate time. This resolution calls us to plan and to execute the act of apology for slavery at the 244th Convention of the Episcopal Diocese of New York, with the venue being the Cathedral Church of St. John the Divine.

Actions Needed At This Time of Climate and Ecological Emergency

Proposer of Resolution: The Reverend Dr. Matthew Calkins

Parish or Organization: Committee on the Care of Creation of the Social Concerns Commission

Telephone and E-mail: 845-677-3064, calkins@gracemillbrook.org

Title of Resolution: Actions Needed At This Time of Climate and Ecological Emergency

Whereas, stewardship of creation is rooted in the theology and teachings of the Episcopal Church; and

Whereas, current climate and ecological emergencies dictate prompt actions on the part of the Episcopal Diocese of New York and its member congregations.

TEXT OF THE RESOLUTION(S):

[15] Resolved: that the 243rd Convention of the Episcopal Diocese of New York and its member congregations recognize through its liturgy and mission that we are living in a time of climate and ecological emergency and commit to a time of diocesan-wide discernment, taking into account both past actions in the stewardship of creation, and actions that we must begin now; and further

[16] Resolved: that the 243rd Convention of the Episcopal Diocese of New York and its member congregations, in response to Resolution DO53 of the 2018 General Convention of The Episcopal Church, “consider the potential for utilization of church-owned property for new ministries integrating the care of Creation,” including situations “where properties are no longer regularly utilized;” and further

[17] Resolved: that the Episcopal Diocese of New York and its member congregations, in response to Resolution D053 of the 2018 General Convention of the Episcopal Church, “collaborate with partner agencies to care for creation, sequester carbon through regenerative agriculture, biodiversity conservation, green burial, and habitat restoration;” and inspired by our companion Diocese of Tanganyika, implement and support tree planting and reforestation programs in response to the climate emergency; and further

[18] Resolved: that the Episcopal Diocese of New York and its member congregations recall a resolution adopted at our 237th Diocesan Convention in 2010, “urging member congregations to (1) work with the Diocese Property Support Committee in auditing energy use in their church buildings;” leading to (2) develop a ‘self-study’ plan for the conversion to renewable energy sources within the next ten years;” and further

[19] Resolved: that the Episcopal Diocese of New York and its member congregations also recall and pursue the goals of resolutions submitted by the Task Force on Socially and Environmentally Responsible Investing adopted at the 239th Diocesan Convention in 2015, focusing on community investing, fossil fuel divestment, and working with fund managers toward a larger vision of investment in renewable energy, development of green technologies, and environmental justice; and further

[20] Resolved: that the Episcopal Diocese of New York and its member congregations applaud, support and pursue the passage and goals of the NY State Legislature’s (June, 2019) “Climate and Community Protection Act,” which calls us to pursue environmental justice, green jobs, the care of creation, and an 85% reduction of greenhouse emissions below 1990 levels by 2050; and further

[21] Resolved: that given these past and present commitments, the Episcopal Diocese of New York and its member congregations take every step available, given the climate and ecological emergency, to meet these goals with all due speed.

Explanation

Humankind has never faced a crisis as urgent or as serious as climate change and the species extinctions currently underway. This crisis calls into question the confidence that the younger generation might have in core values and institutional commitments needed to guide humankind through what scientists now recognize as a true planetary emergency. It also raises questions about sustainability (including financial) that we must begin to address in a substantial way now. We must carry the vision and actions that “Caring for Creation” implies to a higher level of action, which will both transform and stabilize our life together in the church and the world.

Minimum Clergy Compensation

Proposer of Resolution: The Rev. Carol Gadsden for the Human Resources Committee
Parish or Organization: Human Resources Committee, Trustees of the Diocese of New York
Telephone and E-mail: 914-327-5275; rectorstthomas@gmail.com
Title of Resolution: Minimum Clergy Compensation

Text of Resolution:

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

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

Whereas, the Diocesan Human Resources Committee recommended a 2% increase to the minimum annual stipend for clergy, effective January 1, 2020 and the recommendation was approved at the September 2019 meeting of the Trustees of the Diocese of New York. Therefore, be it

[22] Resolved, That the 243th Convention of the Episcopal Diocese of New York raise the minimum annual stipend for Clergy by 2.0% effective January 1, 2020.

Cash stipends:

Ordained to priesthood less than 3 years: \$44,960 as of January 1, 2019

Ordained to priesthood more than 3 years but less than 10 years: \$50,080 as of January 1, 2019

Ordained to priesthood more than 10 years: \$50,600 as of January 1, 2019

Ordained over 15 years: \$57,300 as of January 1, 2019

*Ordained to priesthood less than 3 years: **\$46,000** as of January 1, 2020*

*Ordained to priesthood more than 3 years but less than 10 years: **\$51,100** as of January 1, 2020*

*Ordained to priesthood more than 10 years: **\$51,600** as of January 1, 2020*

*Ordained over 15 years: **\$58,500** as of January 1, 2020*

Explanation

The Clergy Compensation Minimums were increased last on January 1, 2019. The resolution at the 2016 convention called for a review of the minimums each year and an increase based on the CPI. The CPI has increased 1.9% in the last year. The Human Resources committee recommends increasing the minimums by 2% for 2020.

CANONICAL RESOLUTIONS

Resolutions to Amend Diocesan Canon 14, Section 3

Proposer of Resolution: The Reverend Stephen Gerth, Chair of the Canons Committee

Submitted by: The Committee on Canons of The Episcopal Diocese of New York

Telephone and Email: (212) 869-5830, ext. 11; sgerth@stmvnyc.org

Title of the Resolution: Revision to Diocesan Canon 14, Section 3 (“Duties of the Trustees”)

Text of the Resolution(s):

RESOLVED, that this 243rd Convention of The Episcopal Diocese of New York amend Canon 14, Section 3 of the Canons of the Diocese by deleting Paragraph 11 (“To review, before submission to the Standing Committee, all requests by Congregations for consents under the Religious Corporations Law for the sale or alienation of real estate.”); and be it further

RESOLVED, that the Convention amend former Paragraphs 12 through 15 of Canon 14, Section 3 of the Canons of the Diocese by renumbering them as Paragraphs 11 through 14 of Canon 14, Section 3.

Explanation

The list of the duties of the Trustees of the Diocese in Diocesan Canon 14, Section 3 is several decades old and no longer corresponds to current practice. The Trustees do not have the resources to review as a body all requests by congregations for consents under the Religious Corporations Law for the sale or alienation of real estate, before those requests are submitted to the Standing Committee of the Diocese. Therefore, the Bishop’s Staff, assisted from time to time by the Real Estate Committee of the Trustees of the Diocese, reviews such requests, before they are submitted to the Bishop and the Standing Committee for their consents under the Religious Corporations Law.

The Trustees of the Diocese request that the 243rd Convention approve these resolutions to amend Diocesan Canon 14, Section 3 with immediate effect, as provided in Diocesan Canon 35, by unanimous vote of the Convention or by a two-thirds vote by both Orders.

TALLY SHEET

DIOCESE OF NEW YORK ELECTIONS 2019

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

A	STANDING COMMITTEE			
CLERGY CLASS OF 2023- ELECT ONE				
TOTAL VALID BALLOTS CAST				
BALLOTS NECESSARY TO ELECT				
	The Rev. Dr. Pierre-Andre Duvert			
	The Rev. Sam Owen			

B	STANDING COMMITTEE			
LAY CLASS OF 2023 - ELECT ONE				
TOTAL VALID BALLOTS CAST				
BALLOTS NECESSARY TO ELECT				
	Mr. Mark Hansen			
	Ms. Mary E. Hendricks			
	Mr. William (Bill) Riggs			

C	COMMITTEE TO ELECT A BISHOP			
CLERGY CLASS OF 2020 - ELECT ONE				
TOTAL VALID BALLOTS CAST				
BALLOTS NECESSARY TO ELECT				
	The Rev. Katharine G. Flexer			

D	COMMITTEE TO ELECT A BISHOP			
LAY CLASS OF 2020 - ELECT ONE				
TOTAL VALID BALLOTS CAST				
BALLOTS NECESSARY TO ELECT				
	Mr. Earl Francis			
	Ms. Paulette Siebert			

TALLY SHEET

DIOCESE OF NEW YORK ELECTIONS 2019 *continued*

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

E	TRUSTEES OF THE DIOCESE
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CLASS OF 2022- ELECT THREE

TOTAL VALID BALLOTS CAST					
BALLOTS NECESSARY TO ELECT					
	The Rev. Dr. Gawain F. de Leeuw				
	The Rev. Steven Yong Lee				
	The Rev. Margaret Sullivan				
	James Blair, Esq.				
	Ms. Sue Monroe				
	Mr. Victor R. Stanwick				

F	DIOCESAN COUNCIL
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CLASS OF 2022 - ELECT SIX

TOTAL VALID BALLOTS CAST					
BALLOTS NECESSARY TO ELECT					
	The Rev. Deacon Dorothee R. Caulfield				
	The Rev. N. Chase Danford				
	The Rev. Richard J. Datos-Robyn				
	The Rev. Benjamin Robert Dehart				
	The Rev. Kyle Martindale				
	The Rev. John F. Williams, II				
	Mr. Stuart Auchincloss				
	Ms. Sandy Gadsden-McAllister				
	Ms. Louise Hannibal-Boyce				
	Mr. Alexander Lund				

TALLY - SHEET DIOCESE OF NEW YORK ELECTIONS 2019 *continued*

G DISCIPLINARY BOARD		BALLOT	1	BALLOT	2	BALLOT	3
CLERGY CLASS OF 2022 - ELECT SEVEN							
TOTAL VALID BALLOTS CAST							
BALLOTS NECESSARY TO ELECT							
	The Rev. Katharine G. Flexer						
	The Rev. Leigh E. Hall						
	The Rev. Deacon Richard P. Limato, PhD						
	The Rev. Jennifer M. Owen						
	The Rev. María Filomena Servellón						
	Mr. Earl Francis						
	Ms. Nell Braxton-Gibson						
	Mr. William B. McKeown						
	Ms. Paulette Siebert						

H CLERGY DEPUTIES TO GENERAL CONVENTION & PROVINCIAL SYNOD		BALLOT	1	BALLOT	2	BALLOT	3
CLASS OF 2021 - ELECT FOUR							
TOTAL VALID BALLOTS CAST							
BALLOTS NECESSARY TO ELECT							
	The Rev. Theodora N. Brooks						
	The Rev. Nils Chittenden						
	The Rev. Susan Fortunato						
	The Rev. Matthew Hoxsie-Mead						
	The Rev. Michelle M. Meech						
	The Rev. Jacob A. Smith						

I LAY DEPUTIES TO GENERAL CONVENTION & PROVINCIAL SYNOD		BALLOT	1	BALLOT	2	BALLOT	3
CLASS OF 2021 - ELECT FOUR							
TOTAL VALID BALLOTS CAST							
BALLOTS NECESSARY TO ELECT							
	Mr. Stuart Auchincloss						
	Ms. Carla Burns						
	Ms. Wendy Cañas						
	Ms. Pat Cose						
	Mr. James Forde, Sr.						
	Mr. J. Michael Hull						
	Mr. William B. McKeown						
	Ms. Yvonne O'Neal						
	Ms. Diane B. Pollard						

**THE TRUSTEES OF THE ESTATE AND PROPERTY
OF THE DIOCESAN CONVENTION OF NEW YORK**
Diocesan Investment Trust
1047 Amsterdam Avenue
New York, NY 10025

DIT Report to the 243rd Diocesan Convention
November 2019

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

In accord with its mandate, the DIT engaged the Strategic Solutions Group at Commonfund in April 2009, to assist the Trustees in providing prudent, institutional grade investment management and endowment services to the TEP, parishes and other institutions within the Episcopal Diocese of New York. As of June 30, 2019, the DIT oversaw \$87.3 million on behalf of more than 264 trusts and entities throughout the Diocese.

Of the \$87.3 million, \$35.9 million (41%) represented various trust accounts (TEP), \$35.2 million (40%) voluntary investments by parishes and institutions throughout the Diocese, and \$16.2 million (19%) was invested on behalf parishes in the PEMS program.

The DIT Fund year-to-date return as of June 30, 2019 was 12.6%, and the custom blended policy benchmark return was 12.0%. Annualized performance measured from the inception of our relationship with Commonfund (April 30, 2009) through June 30, 2019 was 8.4%, ahead of the custom blended policy benchmark return of 8.0%. These performance figures are net of all fees paid to Commonfund but do not reflect the deduction of DIT administrative expenses of approximately 0.2% (annualized), which include the cost of processing redemption and subscription requests, custody, an annual audit, and the salary of our executive director.

Investment allocation was managed within limits prescribed by the Trustees. At June 30, 2019 month end, capital entrusted to the DIT was allocated 59.2% to stocks, 22.8% to bonds, cash, and credit, and 18.0% to liquid alternatives (primarily hedge fund managers).

In light of the resolutions adopted at the 239th Convention of the Diocese of New York, the DIT Trustees have begun a substantive review of its investment policies and practices with regards to adopting ethical guidelines for socially and environmentally responsible (ESG) investing. The Trustees working with the Commonfund, a signatory to the Principles for Responsible Investment, is actively engaged in efforts to deepen the thinking around sustainable investing. Commonfund is assisting the DIT and other clients and investment managers seeking to integrate ESG factors into their investment portfolios. As of June 30, 2019, DIT’s exposure to securities affiliated with the coal industry was 0.2% of its total portfolio as measured across all asset classes.

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

Established September 27, 1877

**Report to Diocesan Convention
November 2019
Commission on Ecumenical and Interfaith Relations
Diocese of New York**

The Commission on Ecumenical and Interfaith Relations met five times in full session in 2018 to 2019 (November, 2019, January, March, May, and September, 2019). Each gathering took place at Diocesan House with the supportive presence of Bishop Glasspool. Her commitment to progressive ecumenism with its emphasis on sound ecclesiology, thoughtful dialogue, and sensitive social analysis provides gravitas to our ongoing efforts. She is also the Diocesan representative to the New York State Council of Churches.

The Commission makes a concerted effort to keep abreast of developments in interreligious activities. Among them are the following. The Rev. Margaret Rose has been instrumental in keeping us up to date regarding events taking place in the Methodist Church and their impact on our Church's relations with them. Her colleague from the National Church Mr. Richard Mammana contributed to our understanding of the current plight of the Methodist Church as well. This spring the Rev. Robert Flanagan represented us at the gathering of Ecumenical Officers of the Church at the annual National Workshop on Christian Unity that took place in St. Louis. Fr. Flanagan also attended on our behalf the Israeli Consulate's Celebration of the 25th Anniversary of the establishment of diplomatic ties between Israel and the Vatican. In both cases Fr. Flanagan provided detailed written reports and personal interpretation of those events for the Commission's edification.

The Commission receives valuable input through the visitors who attend our regular meetings. In March the Rev. Masud Syedullah invited representatives from the Interfaith Public Health Network to become acquainted with us and we with them. The Interfaith Public Network seeks to broaden and deepen public health awareness among its interfaith partners of the impact of health and illness on their communities. Our visitors represented a range of religious groups and congregations and spoke thoughtfully about their concerns and the ways in which healthy living and spiritual communities reinforce one another in pursuit of a more just society. Present for a visit to our May meeting was the Reverend Peter Cook who is the Executive Director of the New York State Council of Churches. The Rev. Peter Cook outlined the variety of ways the Council contributes to the social justice agenda (immigrant rights, voting, education) that are crucial for the constituencies represented among the Commission's membership. At that same May meeting the Rev. Dr. Chloe Breyer who is the Executive Director of the Interfaith Center of New York shared her organization's work and vision of social awareness and community relations in the New York metropolitan area and beyond. Both the New York State Council of Churches and the Interfaith Center have congruent interests with those of the Commission. Communication among us is vital for the building up of stronger programs and voices that serve the common good.

In June under the leadership of the Jewish Episcopal Dialogue and its chair the Rev. Dr. Charlie Mayer the Commission sponsored a daylong visit to the Museum of Jewish Heritage at the tip of Manhattan Island for their special exhibition focused on Auschwitz. The tour was both sobering and informative. The luncheon that followed sparked a thoughtful discussion of the forty attendees having to do with anti-Semitism in its past and current forms and the Church's response to it. This level of engagement has encouraged the Commission and its Jewish Episcopal contingent to consider planning for yet another excursion to another site of this sort in 2020.

The Commission was involved in the draft of and sharing of a response (see attached) to the verbal and explicitly anti-Semitic attacks on the Jewish community seeking to construct an etruv for ritual observance on Staten Island in its Westerleigh community. The attached document speaks for itself in its support for the construction of the etruv. The etruv is a matter of sanctioned law and not something open to debate or, worse, vicious intimidation. The Rev. Chloe Breyer was present at a meeting held in a synagogue chaired by a local Protestant clergyman where the attached document of support was shared with those present and clearly appreciated. In this case the Commission with the assistance of the Diocese acted in a way that conformed to the ethical principle of help and do no harm. This action should become a model of how the Commission in concert with others might act in future moments of crisis.

In September the Commission welcomed its newest member the Rev. Gerardo Ramirez. Fr. Ramirez has a longstanding interest in interfaith relations and study of religious traditions other than Christianity. He will be our representative

to the Christian Orthodox community. His tenure will begin with a meeting and visit with Fr. Hart to Mr. Nicholas Anton who is the newly appointed Director for Inter-Orthodox Ecumenical Relations with his headquarters at the Greek Orthodox Cathedral on 74th Street. Mr. Anton will join us for the regular November meeting of the Commission.

The above text demonstrates the breadth and depth of the work of the Commission on Ecumenical and Interfaith Relations of the Diocese. We pray and plan to continue at this pace on this journey for the year ahead.

Submitted by
the Rev. Curtis W. Hart
Chair of the Commission
September 21, 2019

Members of the Commission

Chair: the Rev. Curtis W. Hart

Jewish Episcopal Dialogue: the Rev. Charles Mayer, Chair; the Rev. Susan Auchincloss; the Rev. Posey Krakowsky; the Rev. Rhonda Rubinson

Muslim Episcopal Dialogue: the Rev. Masud Syedullah; the Rev. Susan Anderson-Smith

Methodist-Episcopal Dialogue: Nicholas Birns, Ph.D.

Anglican-Roman Catholic Dialogue: the Rev. Robert Flanagan; the Rev. Canon William Derby; the Rev. Tom Newcomb

Eastern Churches Dialogue: the Rev. Gerardo Ramirez

National Episcopal Church Office: the Rev. Margaret Rose, Ecumenical and Interreligious Deputy to the Presiding Bishop; Mr. Richard Mammana, Associate for Ecumenical and Interreligious Relations.

Interfaith Center of New York: the Rev. Dr. Chloe Breyer, Executive Director

Secretary to the Commission: the Rev. Stephen Holton

Dear Colleagues,

I have chosen to outline a rough chronology of the events to provide context for understanding the document that follows.

This document of witness arose out of a week-long discussion among Diocesan leadership, members of the Commission on Ecumenical and Interfaith Relations, and representatives of Episcopal Churches on Staten Island. Its authorship is primarily that of Fr. Lewis Marshall, Priest in Charge of All Saints Church, Staten Island, who first informed Jeanne Person at the Diocese of the conflict described here. She referred him on to me on May 29 in my role as Chair of the Diocesan Commission on Ecumenical and Interfaith Relations for purposes of information and potential response. I subsequently shared Lewis Marshall's information with Bishop Glasspool and members of the Jewish Episcopal Dialogue of the Commission: Charles Mayer, Susan Auchincloss, Rhonda Rubinson, and Posey Krakowsky. All expressed similar initial shock and dismay at the discovery of this clearly hostile anti-Semitic activity in the face of an activity sanctioned by settled law. Chloe Breyer was informed of these developments. She offered valuable knowledge and expertise as part of our response to what was happening on Staten Island. The document below was then edited and approved by the signatories. Chloe attended and presented the document at a meeting of forty interested citizens, clergy and lay, who met together in a local house of worship on Staten Island the evening of Thursday June 6. This document was well received by those in attendance and has the support of local Episcopal clergy and Interparish Council. Those in attendance felt it was appropriate to make it available through our Priests listserv. That is why we send it to you now.

You need to know that our voices have remained calm and our commitment to justice resolute throughout. We trust our behavior on your behalf represents what all serious Christians would expect of themselves in moments of trial and testing. We look forward to maintaining communication with and support for our brothers and sisters on Staten Island. We ask that you pray for them and for us.

Curt Hart
Chair
Commission on Ecumenical and Interfaith Relations
Diocese of New York

IN RESPONSE TO THE CAMPAIGN OF THE WESTERLIEGH IMPROVEMENT SOCIETY AGAINST THE INSTALLATION OF AN ERUV IN WESTERLIEGH, STATEN ISLAND

A few weeks ago The Westerliegh Improvement Society started a campaign against the installation of an Eruv in their neighborhood. They pushed seven pages of unsigned material into the mailboxes and through the mail slots of many of their neighbors. The seven pages include a page from the Society claiming that the Eruv installed by Young Israel of Staten Island in Westerliegh was illegally installed and that it was unsafe.

Eruvs are benign ritual installations that allow greater Shabbos (Sabbath) activities in their neighborhoods for Orthodox Jewish people. They carry no current nor are they heavy or tightly strung. In this case they consist of light pieces of PVC pipe attached to utility poles going up to a thin filament or cable twenty or so feet up. They mark the bounds of the area of greater Shabbos activity for the Orthodox community.

The utilities are accustomed to Eruvs because they have existed in many New York neighborhoods for generations. They are also the subject of settled law allowing them.

The Eruv statement was attached to a neighborhood map and an article from the Jewish Press reporting on the influx of Hasidic and Orthodox Jewish families into Staten Island from Brooklyn (especially Boro Park). The implication and intention of the packet was clearly to scare and was itself anti Semitic.

At the 6 May 2019 meeting of the Westerliegh Improvement Society at Emmanuel Union Church the leadership of the Society presented their case against the Eruv. When one brave woman stood to state that she found the handouts to be anti Semitic the room erupted into yelling and extreme fear based anger. Many, many anti Semitic tropes were hurled

by Westerliegh residents. The officers of the Society did nothing to restore order. There was no openness to discussion or disagreement. The behavior of the majority of the people at the meeting, and of the leadership of the Society, more than confirmed the anti Semitic intent of the campaign.

While we understand how change is often challenging for all of us, we also know that we live in one of the most dynamic cities in the world. It is more than a little ironic that many of those yelling their hatred (it was hatred and much of it untrue, or so biased as to be empty of integrity) themselves were the object of similar outrage when they, or their parents, moved from Brooklyn after the Verrazano Bridge was opened.

In a national and global environment where xenophobia and anti Islamic and anti Semitic hatred are being clearly evidenced at an increasing rate, where two synagogues in our country have been murderously attacked this year, and where shortly before those attacks people were marching in the streets of Charlottesville chanting Jews will not replace us, (a young woman, Heather Hire, lost her life in the aftermath of that weekend) we are obviously morally obligated to challenge this kind of hateful language and behavior when we encounter it.

This Westerliegh case requires resistance and confrontation.

We all have freedom of speech, which includes our freedom to confront and call our sisters and brothers to account for hate speech. People who practice such speech need to be challenged and any actions based on such hatred needs to be resisted and called into account to the law and to the moral norms of our society.

Those of us who proudly sign our names below call for a higher level of respect for the dignity of every human being including our Hasidic and Orthodox Jewish sisters and brothers. We stand with them in their installation of Eruvs in their new neighborhoods and we promise to speak out when we hear hate speech or other actions directed at them, or any other groups seeking to live peacefully in our city and borough.

The Rt. Rev. Mary Glasspool
Bishop Assistant, Diocese of New York

The Rev. Curtis W. Hart
The Rev. Dr. Charles Mayer
The Rev. Susan Auchincloss
The Rev. Posey Krakowsky
The Rev. Rhonda Rubinson
Commission on Ecumenical and Interfaith Relations, Diocese of New York

The Rev. Dr. Chloe Breyer
Executive Director, Interfaith Center of New York



The
Episcopal Diocese
of **New York**

DIOCESAN INVESTMENT COMMITTEE

SEPTEMBER 2019

2019 Report to Convention

In keeping with the 2015 Resolution that called for the Diocese to develop a Community Investment Program and Apply Ethical Standards in the Management of Church Investment Assets, the Investment Committee is pleased to report the following:

1. Investments with Environmental, Social and Governance screen

In 2017, after more than a year of study, the Investment Committee recommended and the Trustees approved, a move to both divest of Fossil Fuel investments and adopt an Environmental, Social and Governance (“ESG”) bias in the investment portfolio. Coal related investments had been previously eliminated. In 2018 Church Center proxy voting guidelines were adopted and implemented, thus adding our voice as shareholders.

As a result of these adoptions, in 2019 approximately 60% of the directed investment portfolio is invested with ESG tilts including Growth Equities, Emerging Markets and Fixed Income.

2. Community Investment Program

In 2018 the Committee approved a recommendation to the Trustees that the Diocese make a loan to Business Center For New Americans, a community development financial institution (“CDFI”), focused on creating paths to self-sufficiency for immigrants and refugees. The investment was completed in 2019 and the Investment Committee continues to seek other CDFI investments.

In 2019, the Committee approved an investment in RBC Access Capital, which is a distinct investment pool focused on positively impacting communities. We are targeting the counties of Westchester, Putnam, Dutchess, Ulster, Rockland, Sullivan and Orange, as well as the boroughs of Staten Island, Manhattan and the Bronx.

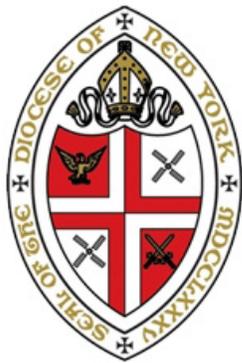
With these investments, the Diocese has now invested over \$1 million in community loans.

3. UN Principles for Responsible Investment

In 2018 the Committee met with a representative from UN PRI and would like to make a decision on becoming a signatory in 2020. The Committee notes that managers of over

71% of the directed portfolio are UN PRI signatories.

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The
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