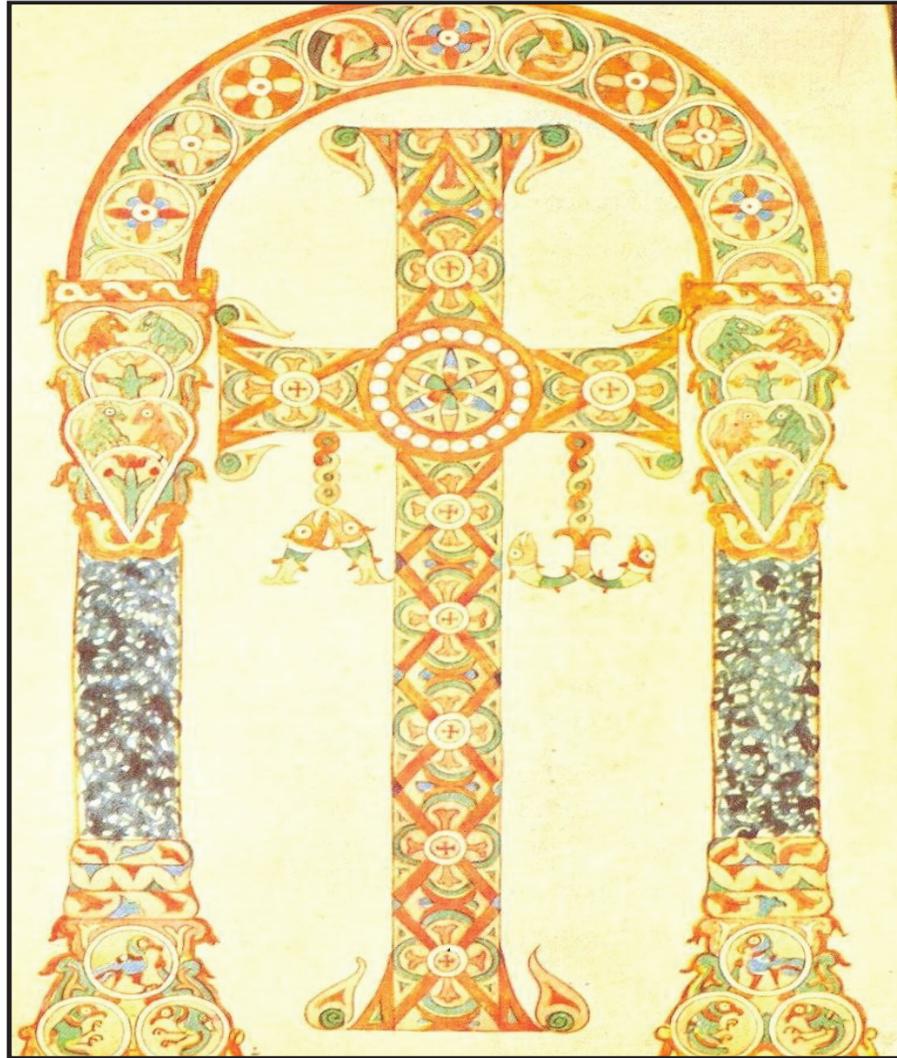


246th DIOCESAN CONVENTION

THE EPISCOPAL DIOCESE OF NEW YORK



“That Wonderful and Sacred Mystery”

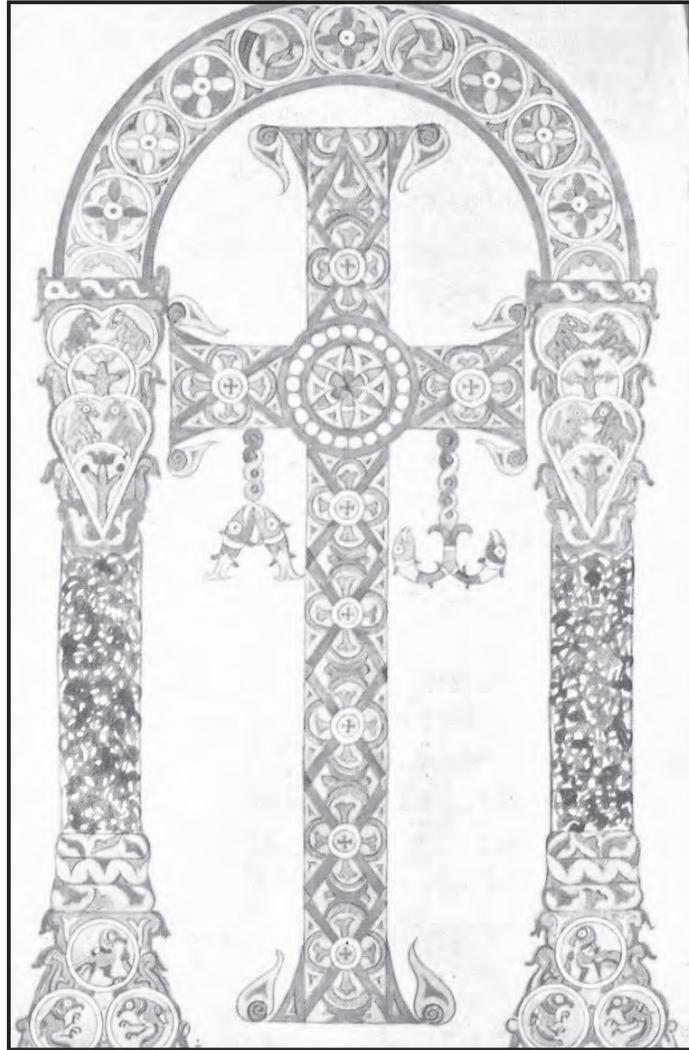
A phrase used to describe the Church in a Collect used at ordinations and in the Good Friday Solemn Collects in the Book of Common Prayer.

CALENDAR OF BUSINESS

November 11-12, 2022

246th DIOCESAN CONVENTION

THE EPISCOPAL DIOCESE OF NEW YORK



“That Wonderful and Sacred Mystery”

A phrase used to describe the Church in a Collect used at ordinations and in the Good Friday Solemn Collects in the Book of Common Prayer.

CALENDAR OF BUSINESS

November 11-12, 2022

**THE 246th CONVENTION
THE EPISCOPAL DIOCESE OF NEW YORK
NOVEMBER 11-12, 2022
Westchester, Marriott, Tarrytown**

“That Wonderful and Sacred Mystery.”

A phrase used to describe the Church in a Collect used at ordinations and in the Good Friday Solemn Collects in the Book of Common Prayer.

The open Bible 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, The Rev. Massud Ibn Syedullah, and the team of spiritual directors are available throughout the 2-days of Convention for prayer and counsel

Schedule of Convention

Friday, November 11, 2022

11:00 am	Check-in of preregistered participants open at Garden Terrace Exhibits Hall Open at Foyer
11:00 - 12:00 Noon	Orientation for newcomers at Grand-ballroom Lunch on your own
1:00 p.m.	Convention Called to Order Instructions to cast the first ballot Election of Treasurer of the Diocese Election of Secretary of Convention Announcements Break
2:15 p.m.	Workshop "College on Congregational Development (CCD)" Facilitated by The Rt. Rev. Melissa Skelton
3:15 p.m.	Break
4:15 p.m.	Holy Eucharist Celebrant: The Rt. Rev. Andrew ML Dietsche Homilist: The Rt. Rev. Melissa Skelton
6:00 p.m.	Reception/Cash Bar
7:00 p.m.	Banquet Dinner and Dancing After dinner games

Saturday, November 12, 2022

Breakfast on your own

- 8:15 a.m. Morning prayer by Chaplain & Young Adults Group at the Westchester Ballroom
- 9:00 a.m. Convention Reconvenes
The Rt. Rev. Andrew ML Dietsche's Address
Resolutions from the Floor
- 10:00 a.m. Break
- 10:15 a.m. Report on the First Ballot. Instructions to cast the second ballot
Report of the Resolutions Committee on Resolutions found in the Calendar of Business
- 10:45 a.m. The Rt. Rev. Allen K. Shin, Bishop Suffragan, Report
- 11:00 a.m. Presentation by Reparations Committee
Dance performance by Creation Care
- 12:15 p.m. Bishop's Cross Awards

Break
- 1:00 p.m. Lunch buffet
Lunch organized by Table Topics selected from the affinity groups chosen when registered
- 2:30 p.m. Convention reconvenes
Reception of New Clergy
Reading of the Necrology
Budget Report and Vote
Report on Resolutions received from the Floor of Convention
Vote on Resolutions
Report on the Second Ballot. Instructions to Cast the Third Ballot
- 3:00 p.m. The Rt. Rev. Mary D. Glasspool, Bishop Assistant
Report on the Third Ballot
Report from the Committee to Elect a Bishop
Commissioning of those elected
- 4:00 p.m. Adjournment
Final Blessing

Note: All times except the opening of check-in at the registration kiosks are subject to change on the day of the convention

INFORMATION FOR NEWCOMERS

Welcome to the 246th Convention of the Episcopal Diocese of New York.

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

Members of Convention

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

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

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

Calendar of Business

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

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

Covid Safety: Show proof of vaccination and a negative result of Covid Home Rapid Test to the Convention Welcome Team before heading for check-in at the Registration Kiosks. Wearing masks is optional.

Check-in at the Registration Kiosks located in the Garden Terrace

Registrants attending in-person will check-in at the registration stations to receive their name tags and other convention materials, if any.

Registrants participating Online will receive a link to join the Convention.

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

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 as written reports. Some are included in this Calendar of Business, others will be included in the Journal of Convention which is produced and posted on the Diocesan website during the first quarter of the following year after each Annual Diocesan Convention.

INFORMATION FOR NEWCOMERS Continued

Closed Captioning

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

Sign Language Interpreters

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

Simultaneous translation

There will be simultaneous translation from English into Spanish.

Voting on Election of Officers and Resolutions

Electronic voting will be used for electing officers to the Standing Committee, Committee to Elect a Bishop, Diocesan Council, Diocesan Trustees, Disciplinary Board, Clergy Deputies to the 81st General Convention (2024) and Lay Deputies to the 81st General Convention (2024).

Electronic voting will also be used to vote on resolutions. .

All voting will be performed during the 2 days of Convention.

A day prior to Convention, you will receive an email message to the same email address that you used to register for convention. That Email message will provide you with a unique voting code which you will use to access the VPoll voting system and proceed to vote when you are asked to do so during the 2 days of Convention. There will be opportunities to practice voting at the Convention Rollout meetings Online and on the 2-day convention at the orientation session at 11 am on Friday and before casting the first ballot. The elections team will be available to assist anyone who might have a problem to login and vote.

You will use your own electronic device to vote - cell phone, iPad or tablet.

Evaluation

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

OFFICE DESCRIPTIONS

THE STANDING COMMITTEE

Term: Four years, one term

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

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

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

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

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

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

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

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

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

COMMITTEE TO ELECT A BISHOP

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

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

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.

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.

DISCIPLINARY BOARD

Term: Three years

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

DEPUTIES AND ALTERNATES TO GENERAL CONVENTION AND DELEGATES TO PROVINCIAL SYNOD

Term: Elected for service at the triennial General Convention; Deputies elected two years before, and Alternates one year before meeting of General Convention; no elections the year of General Convention. The General Convention of the Episcopal Church meets every three years, normally for 10 days. It is comprised of the House of Bishops and the House of Deputies, which each sit separately. Either House may originate and propose legislation, but all acts of General Convention must be adopted and authenticated by both Houses. Four Clerical Deputies and four Lay Deputies comprise the deputation. Four Clerical and four Lay Alternates are also elected. All Deputies are expected to be able to be present at the meeting of the General Convention for its duration. Alternates have also customarily attended the General Convention. Some of the most important work of 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.

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

Standing Committee: December 1, 2022.

Diocesan Council: November 29, 2022

Diocesan Trustees: December 15, 2022

INCUMBENTS 2022

Please note that some offices also have members appointed by the Bishop in addition to those elected at the various Diocesan Conventions. Names in italics are those whose term expire in 2022.

STANDING COMMITTEE

Class of 2022
The Rev. Judith Ferguson
Ms. Carol Williams

Class of 2023
Ms. Mary Hendricks
The Rev. Sam Owen

Class of 2024
The Rev. John Zahl
Ms. Yvonne O'Neal

Class of 2025
Ms. Carla Burns
The Rev. Janice Kotuby

COMMITTEE TO ELECT A BISHOP

Class of 2022
Mr. Nicholas Gordon
The Rev. Michelle Meech

TRUSTEES OF THE DIOCESE

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

APPOINTED BY THE BISHOP

Class of 2022
Ms. Wendy Cañas
Mr. Robert L. Cummings
Ms. Susan K. Jansen
The Rev. Jennie Talley

Class of 2023
Mr. Gavin F. Leckie

Class of 2024
Mr. Douglas Schimmel
Mr. John Trammell
Ms. Diana Wheeler

TRUSTEES OF THE DIOCESE ELECTED

Class of 2022
The Rev. Dr. Gawain F. de Leeuw
Ms. Sue Monroe
The Rev. Margaret (Peggy) Sullivan

Class of 2023
Ms. Mary Farley
The Rev. Katharine Flexer
The Rev. Richard McKeon

Class of 2024
The Rev. Mary Gregorius
The Rev. Matthew H. Mead
The Rev. Richard Witt, Jr.

DIOCESAN COUNCIL

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

ELECTED

Class of 2022
Mr. Stuart Auchincloss
The Rev. Deacon Dorothee Caulfield
The Rev. N. Chase Danford
Ms. Sandy Gadsden-McAllister
Ms. Louise Hannibal-Boyce
The Rev. Kyle Martindale

Class of 2023
Mr. Earl K. D. Francis
The Rev. Lisa Mason
The Rev. Allison Moore
Ms. Pamela Mosley
The Rev. Meredith Ward
The Rev. Victor Sarrazin

DIOCESAN COUNCIL ELECTED

Class of 2024
The Rev. Deacon Cristobal (Chris) Colon
The Rev. Amanda Eiman
The Rev. Julie Hoplamzian
The Rev. Deacon Shiane Lee
The Rev. Nathanael Saint-Pierre
The Rev. A.J. Stack

DISCIPLINARY BOARD

Class of 2022
Ms. Nell Braxton Gibson, President
The Rev. Canon Charles W. Simmons, Clerk
The Rev. Katharine G. Flexer
The Rev. Leigh E. Hall
The Rev. Deacon Richard P. Limato, Ph.D.
The Rev. Jennifer Owen
The Rev. Maria Filomena Servellon
Ms. Paulette Sibert

CLERGY DEPUTIES 80th GENERAL CONVENTION AND PROVINCIAL SYNOD

The Rev. Susan Fortunato
The Rev. Theodora N. Brooks
The Rev. Matthew Hoxie Mead
The Rev. Deacon Pedro Rodriguez, Jr.

LAY DEPUTIES 80th GENERAL CONVENTION AND PROVINCIAL SYNOD

Ms. Carla Burns
Mr. James Forde, Sr.
Ms. Yvonne O'Neal, Chair
Ms. Wendy Cañas

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



CANDIDATE FOR DIOCESAN TREASURER - Class of 2025

SISTER FAITH MARGARET, CHS

Sister Faith Margaret, CHS, has been a member of the Community of Holy Spirit for 36 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 a 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 a Financial and Benefits 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. She is also the president of The Conference of Anglican Religious Orders in the Americas. (CAROA).



CANDIDATE FOR SECRETARY OF CONVENTION - Class of 2025

THE REV. KATHARINE FLEXER

Church Positions, Present or Past: Rector, St Michael's Church, Manhattan; Diocese of New York: Chair, Human Resources Committee, 2021-present; Member, Board of Trustees, 2018-present; Member, Leadership Development Commission, 2018-present; Dean of Manhattan Central Clericus, 2015-2017; Co-Leader, Family Camp, Diocese of New York, 2018 to present; Diocese of California, 2012-2017.

Community Positions, Present or Past: Board Member, New York Haiti Project, 2022-present; IAF Community Organizing, San Jose, CA, 2012-2014.

EPISCOPAL DIOCESE OF NEW YORK 2022 NOMINEES

- A. STANDING COMMITTEE
CLERGY, CLASS OF 2026
ELECT ONE**
The Rev. Dr. Mary L. Foulke
The Rev. Jacob A. Smith
- B. STANDING COMMITTEE
LAY, CLASS OF 2026
ELECT ONE**
Mr. Stuart Auchincloss
Ms. Deborah Hansen
- C. COMMITTEE TO ELECT A BISHOP
CLERGY, CLASS OF 2023
ELECT ONE**
The Rev. Dr. Allison Moore
The Rev. Deacon Pedro Rodríguez, Jr.
- D. COMMITTEE TO ELECT A BISHOP
LAY, CLASS OF 2023
ELECT ONE**
Ms. Jane M. Stormes
- E. TRUSTEES OF THE DIOCESE
CLASS OF 2025
ELECT THREE**
Mr. Jeffrey (Jeff) Bodenmann
The Rev. Dr. Gawain de Leeuw, AOM
Ms. Abigail Franklin
Ms. Sandy Gadsen-McAllister
Ms. Sue Monroe
Mr. Peter Saros
The Rev. Margaret (Peggy) Sullivan
- F. DIOCESAN COUNCIL
CLASS OF 2025
ELECT SIX**
The Rev. Tami L. Burks
Mr. Jorge Caraballo
The Rev. Amber Carswell
The Rev. Deacon Dorothee R. Caulfield
Mr. Tivaun Cooper
Ms. Louise Hannibal-Boyce
The Rev. Kyle T. Martindale
Ms. Ayelish McGarvey
The Rev. Anne Marie Witchger
- G. DISCIPLINARY BOARD
CLASS OF 2025
ELECT SEVEN**
Ms. Amelia V. Anderson
The Rev. Richard J. Datos-Robyn
Mr. Earl Francis
The Rev. Deborah A. Lee
The Rev. Deacon David F. McDonald
Ms. Christy Miller
The Rev. Canon Diana S. Scheide
The Rev. Canon Carl F. Turner
The Rev. Matthew Welsch
Ms. Carol Williams
- H. CLERGY DEPUTY
TO THE 81st GENERAL CONVENTION
AND PROVINCIAL SYNOD
ELECT FOUR**
The Rev. Rigoberto Avila-Nativi
The Rev. Theodora (Teddy) Brooks
The Rev. Katharine (Kate) G. Flexer
The Rev. Susan Fortunato
The Rev. Katherine (Kate) M. Malin
The Rev. Lisa Mason
The Rev. Deacon Pedro Rodriguez, Jr.
- I. LAY DEPUTY
TO THE 81st GENERAL CONVENTION
AND PROVINCIAL SYNOD
ELECT FOUR**
Mr. Stuart Auchincloss
Ms. Catherine Baer
Mr. Richard Berry
Ms. Wendy Cañas
Mr. Gregory Citarella
Mr. Tivaun Cooper
Mr. James A. Forde, Sr.
Ms. Yvonne O’Neal
Ms. Diane Pollard
Ms. Lauren Reid

NOMINEE BIOGRAPHIES AND STATEMENTS

THE REV. JACOB A. SMITH

61 Gramercy Park North #701, New York, NY 10010

STANDING COMMITTEE (CLERGY)



Parish: Calvary/St. George's, Manhattan

Occupation: Rector

Church Positions, Present or Past: Member of Diocesan Council 2009-2013; Lower Manhattan Clericus Dean 2015-2021; Trustee Cathedral Church of SJD (Fabrics and Grounds) 2015-2021; Commission on Ministry 2019-present. Bishop's Committee for St. Ann's for the Deaf (Chair) 2021-present; The Bible and Common Prayer Book Society 2014-present (Vice President 2017-present). Living Church Foundation Board 2021-present.

Community Positions, Present or Past: Federation of Protestant Welfare Agency: Board of Directors 2012-2015; Gramercy Park Neighborhood Association: Member 2012-Present; Stuyvesant Park Neighborhood Association: Board Member 2022-Present.

I would love to bring a sense of strategy and prayer to the Standing Committee. Calvary-St. George's is a parish that consists of a tremendous amount of real estate, and as a former trustee of the Cathedral I served as a member of the fabrics and ground committee. I believe my experience can help advise the Bishop and Diocese through the tricky waters of New York property and real estate, so that we might continue to be faithful stewards of the tremendous gifts God has given our diocese and provide a legacy for future generations.

THE REV. DR. MARY L. FOULKE

521 West 126th Street, New York, NY 10027-2496

STANDING COMMITTEE (CLERGY)



Parish: St. Mary's, Manhattanville, Manhattan

Occupation: Rector

Church Positions, Present or Past:

Present: Dean, Harlem Clericus; Prepare/Enrich Counselor, Life Innovations.

Past: Co-Chair, Committee on Reparations; Board Member, New York Service & Justice Collaborative.

Community Positions, Present or Past:

Present: Formation Group leader, Episcopal Divinity School at Union.

Past: Planned Parenthood NYC, Interreligious Advisory Board; Adjunct Faculty, The General Theological Seminary.

If elected, I would look forward to supporting the whole work of the diocese including individual lay and clergy persons (including those discerning holy orders), parishes, regions, diocesan staff and ministries, and our connections with the Episcopal Church. I bring experience with multicultural and anti-oppressive processes in organizational development, and a commitment to the spiritual nature of all types of deliberation. God works through our processes, meetings and relationships

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

STANDING COMMITTEE
(LAY)



Parish: St. Gregory's, Woodstock

Occupation: Retired lawyer and civil engineer

Church Positions, Present or Past: Local: Building and Grounds Team, Formerly Senior Warden and vestry; Diocese: Present: Lay Alternate Deputy to General Convention; Member of Council and Member of Real Estate Committee; Diocese: Formerly: Trustee.

Community Positions, Present or Past: Present: Board of Mid-Hudson Library System; Formerly: board chair of Woodstock Public Library District; member Woodstock Environmental Commission; board chair Sierra Club Atlantic (New York State) Chapter and member of the National Sierra Club Investment Advisory Committee.

The Standing Committee is mainly "the Council of Advice to the Bishop." Since there will be a new bishop in 2024 this Standing Committee will serve a transition advisory role. The Standing Committee should represent the diversity of the Diocese. If elected I would be the only male lay person. As listed above I have leadership experience in the Diocese and in my parish. My life experience includes the practice of law and civil engineering. I am married to the Rev. Susan Auchincloss. I offer my diverse experience to serve on the Council of Advice for the new bishop.

MS. DEBORAH L. HANSEN
30 Richardson Street, Walden, NY 12586

STANDING COMMITTEE
(LAY)



Parish: St. Andrew's, Walden

Occupation: Contracts Supervisor

Church Positions, Present or Past: Senior Warden, Vestry Member (St. Andrew's Walden and St. Anne's, Washingtonville); Church School Educator (St. Andrew's Walden and St. Anne's, Washingtonville); Youth Teen Advisor (St. Andrew's Walden and St. Anne's, Washingtonville); Adult Education Facilitator (St. Anne's, Washingtonville); ECW Member and President, Program Design and Facilitation; Safe Church Coordinator.

Community Positions, Present or Past: Board Member, Secretary, and Strategic Planning Chair-Cornell Cooperative Extension in Orange County; Enhancing Youth Development Facilitator-NYS DOE; Income Tax Site Coordinator + Tax-Aide Preparer -Hudson Valley Ca\$h Coalition; EMT, Trustee, Captain, and President – Town of Montgomery Ambulance Corps.

My passion is to be involved as a disciple of faith and my vision of church leadership is to serve God, using my integrity, talents, education, and skills to determine respectful fair decisions and clearly communicate them to our church, ministries, and communities. I hope and pray that my varied experience with law, youth, grants, income tax, and strategic planning will be strengths that allow me to help the mission of the Episcopal Church as a member of the Standing Committee.

THE REV. ALLISON MOORE, Ph D
161 Main Street, New Paltz, NY. 12561

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



Parish: St. Andrew's, New Paltz and Chaplain at SUNY New Paltz and Ulster **Occupation:** Priest-in-Charge and Chaplain

Church Positions, Present or Past: Priest-in-Charge, St. Andrew's New Paltz; Campus Chaplain at SUNY New Paltz and SUNY Ulster .
Diocese of New York: Curate, Grace White Plains (1991-94); Interim Pastor 2015-2020; Anti Racism Committee Member (5 years); Reparations Committee Member (3 years); Chair of Social Concerns Commission (6 months). Diocese of Newark: Rector of Good Shepherd, Fort Lee and Executive Director of Friends for Life, an HIV/AIDS support program (1996-2015).

Community Positions, Present or Past: Collaborative programming with Lutheran and United Methodist Church pastors in New Paltz; Appointed Member of Fort Lee Human Services Board (2000-2015).

My fervent prayer is that the current episcopal election will go well and there will be no need for a new Committee to Elect a Bishop in 2023--Kudos to the current Committee to Elect a Bishop! I understand the role of the Committee as listening, praying, gathering and synthesizing data, praying, discerning the best candidates for bishop and presenting them to the diocese, praying, and working towards an electing convention.

THE REV. DEACON PEDRO RODRIGUEZ, JR.
385 East Mosholu Parkway North, #2E, Bronx, NY 10467

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



Parish: South Bronx Missionary Team

Occupation: Mt. Sinai Hospital
Program Coordinator

Church Positions, Present or Past: Deacon class of 2010; Member Commission on Ministry, Alternate Delegate to General Convention, Vestry, Liturgical Coordinator. Altar server mentor, and Education for Ministry (EFM) Co Mentor, Member of the Committee for Leadership.

Community Positions, Present or Past: Present or Past: Community Positions, Present or Past: Currently Program Coordinator at Mt Sinai St. Luke's Hospital, Clinical site supervisor for HIV testing and linkage at Gay Men Health Services. Case Manager for at risk youth and adults providing various supportive services including medical linkage and housing support. USA Army active 4 years, 2 years reserve. NYPD from 1998-2004. Member of Aspira of New York.

One of the functions of ordained deacons is to hear the concerns of the people and bring them to the church. Deacons, who have a ministry grounded in a special relationship with the Bishop, have an obligation to call our church to be the venue where the oppressed can be heard and honored. The diaconal prophetic voice needs to be given a place on the Committee to Elect a Bishop.

MS. JANE M. STORMES
57 Klein Avenue, West Nyack, NY 10994

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



Parish: St. Stephen's, Pearl River

Occupation: Teacher: Grade 6
Science

Church Positions, Present or Past: Vestry Member, Junior Warden, Senior Warden, Convention Delegate, Chair of Christian Education Committee, Christian Education Teacher, VBS Co-Director, Youth Group Leader, SYC Counselor Eucharistic Minister, Lector, Member of NY Diocese Cursillo Secretariat (Recording Secretary) Cursillo Team member 3 times.

Other Positions, Present or Past: Girl Scout Leader, Girls Scout Outdoor Trainer, Little League Coach.

As a lay member of the church, I am called to use my gifts in roles that grow my faith and the church. I see this committee as an essential gathering of lay members with a variety of experiences, backgrounds, and gifts. The group will need to utilize such things in order to recommend a leader that will embrace the diversity and needs of all lay members in the Diocese and help them to grow in their faith. This will be accomplished through discussion, prayer and questions, all with a respectful and open heart.

MR. JEFFREY M. BODENMANN
467 Carol Place, Pelham, NY 10803

**DIOCESAN TRUSTEE
(LAY)**



Parish: Christ The Redeemer, Pelham

Occupation: VP Client Service,
Digital Agency

Church Positions, Present or Past: Senior Warden 2018-Present, Vestry 2016-17, Sr Warden 2008-11, Vestry 2002-07; Stewardship Committee Co-Chair 2008-Present, Personnel Committee Chair 2008-2011; Parish Delegate to Diocesan Convention 2009, 2010, 2011; Choir Member (tenor) 2005-Present; Search Committee member for Organist Choirmaster 2010;

Community Positions Present or Past: St. Paul's Volunteer following 9/11 attack; Swim Across America (cancer fundraiser) Co-Founder Team Transplant - raised over \$500k to date; NY Cares: Crew Chief for JWT (employer) Volunteer Day; Sophomore Career Day Speaker through Pelham Civics and High School Guidance Offer; Visiting Geologist/Paleontologist to Success Academy Bronx 5, Pelham Youth Soccer Coach.

Serving as warden, on vestry and in various ministries lets me live my faith in a tangible way. The acts of discussing, directing and supporting the work of the church demonstrates the positive influence people of faith can have on each other, our larger community and ideally the world. I see extending this service as a Diocesan Trustee would let me amplify my faith in practice. Throughout my career my "day job" has always been governed by some commercial motive. I have always found my service to the church as a wonderful counterbalance to my day job.

THE REV. DR. GAWAIN DE LEEUW, AOM
20 Cumming Street, New York, NY 10034

**DIOCESAN TRUSTEE
(CLERGY)**



Parish: Trinity, Inwood, Manhattan

Occupation: Priest-in-Charge

Church Positions Present or Past: Current: Creation Care; Credit Union; Social Concerns. Past: College Chaplaincy; Diocesan Partnerships; Congregational Development and Formation; Dean Westchester Central Clericus. ECUSA: Theology of Money committee; United Nations Commission on the Status of Women.

Community Positions Past and Present: Past: White Plains Religious Leaders President; Meals on Wheels; Planned Parenthood Hudson Peconic; Clergy Advisory Board Planned Parenthood Federation. Founder, Westchester United.

The diocese has enormous potential and wealth in its talent and property. As someone trained in organization development and a passion for shared economic and spiritual flourishing, I seek to join other trustees to provide long term stability and health for our congregations as the religious landscape changes. The trustees have been responsible for overseeing how we manage our resources, and I believe that effective stewardship and investment can provide us stability for our shared future. By harnessing economies of scale together, our individual churches can create stronger bodies of affection.

MS. ABIGAIL J. FRANKLIN
72 West 119th Street #1, New York, N.Y. 10026

**DIOCESAN TRUSTEE
(LAY)**



Parish: St. Ignatius of Antioch, Manhattan

Occupation: Retired, Non-profit executive

Church Positions, Present or Past: Warden, St. Ignatius of Antioch, Manhattan (term expired); Chair, Capital Campaign, "St. Ignatius at 150;" Past Vestry member, Investment Committee; Stewardship Committee (chair); Self-Study Committee. Previous service as Diocesan Trustee Class of 2016 - chair, Human Resources Committee.

Community Positions, Present or Past: Current trustee of Haitian Educational Initiative; past-volunteer New York Common Pantry, Harlem United Cathedral School (St. John the Divine) parents fund.

My vision of the ministry of Diocesan Trustee is that of the good steward. Using my 30 years of managing the financial real estate and human capital of diverse and inclusive non-profit organizations in New York City in the fields of social services, medicine, higher education, and the arts.

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

**DIOCESAN TRUSTEE
(LAY)**



Parish: Grace, White Plains

Occupation: Retired Customer Relations Officer

Church Positions, Present or Past: Past: Search Committee Chair; Vestry Member; Junior and Senior Warden; Finance and Personnel Committee Member; Acolyte; Lay Eucharistic Minister; Licensed Eucharistic Visitor; Chair Altar Guild Member; Pastoral Care Committee; Chair, and Co-Chair of Stewardship Committee; Co-Chair for Church's 180th Anniversary Committee and Capital Campaign Committee; Current: Altar Guild and Vestry Member. Diocesan Council (Leadership Development Commission).
Present: Resolutions Committee.

Community Positions, Present or Past: Past: President and Member of the Riverside Club of the National Association of Negro Business and Professional Clubs, Inc.; Member of Lehman College Paralegal Studies Board; Member of the Lower Hudson Valley Council of Administrative Women in Education; Board Member of Project GREENHOPE, Inc.; Member, and First VP of Ossining NAACP; Present: Second VP of Ossining NAACP; Co-Chair of Ossining Community Equity Task Force.

My Vision as a Lay Diocesan Trustee is to use my prior experiences to ensure that the policies, procedures, financial goals, and investments of the Dioceses are protected and sustained to support the future funding of ministries of the Diocese. To monitor the distribution of funds as determined by Convention and the Council.

MS. SUSAN KANE MONROE
46 Sunset Drive, Ossining, NY 10562

**DIOCESAN TRUSTEE
(LAY)**



Parish: Grace Church Ossining
(formerly St. Paul's on the Hill)

Occupation: Adjunct professor, retired

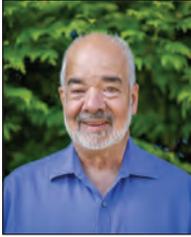
Church Positions, Present or Past: Four terms as Senior Warden, Co-Chair Buildings and Grounds Committee, Finance Committee, Altar Guild, Choir, Hospitality Committee.

Community Positions, Present or Past: Purchasing Coordinator for The Ossining Food Pantry, member of the OFP Executive Board, and member of the Board of Directors.

In four terms as Senior Warden at my small church in Westchester, I have overseen some significant changes. In 2010, after a sobering review of parish finances, we had to say goodbye to our long-serving Rector. We then formed a "Sister Parish" with another church, sharing an Interim, (later PIC) for 10 years. In my recent term as Warden, we merged and were received into the Diocese in November 2021. I am completing my first term as a Trustee and would ask you for the opportunity to serve another. I think my experiences navigating big changes in a small church allows another perspective as a Trustee that could be helpful for similar parishes in our Diocese.

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

**DIOCESAN TRUSTEE
(LAY)**



Parish: St. Margaret's, Longwood, Bronx

Occupation: Parish Development,
Stewardship and Church Growth
Consultant

Church Positions, Present or Past: Present: Member, Diocesan Council; Diocesan Leadership Commission; Diocesan Budget Committee. Past Member: Diocesan Aid Committee; Bronx Council Vice Chair; South Bronx Inter-Parish Council, Chair; Coalition of Directly Aided Congregations; South Bronx Episcopal Mission Association; Executive Director of Bronx Youth Ministry; Board Member of Bronx Episcopal Aids Ministry; Past Board Member, Episcopal Urban Caucus; Past Chair, Church and City Conference.

Community Positions, Present or Past: Executive Director, Peconic Community Council and Maureen's Haven Homeless Outreach Program; Member, Long Island Organizing Network.

THE REV. MARGARET (PEGGY) SULLIVAN
37 Old Lucas Turnpike, Accord, NY 12404

**DIOCESAN TRUSTEE
(CLERGY)**



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

Occupation: Retired

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, Rotary International, Mid-Hudson Executive Committee, Standing Committee, Adjustment Board, Diocesan Council, Deans' Conference, Chair of Property Support Committee, Loans Task Force.

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 re-elected to serve an additional term as a Diocesan Trustee I will continue to be one voice adding to the whole (or big picture) of the Diocese as it integrates holistically into God's mission. Working collaboratively with other Trustees and the Diocesan Bishop to ensure that all voices are heard and responded to is an important part of this work. 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.

THE REV. TAMI L. BURKS
125 Teresa Lane, Mamaroneck, NY 10543



Parish: St. Thomas, Mamaroneck

**DIOCESAN COUNCIL
(CLERGY)**

Occupation: Priest-in-Charge

Church Positions, Present or Past: Currently, Priest-in Charge, St. Thomas, Mamaroneck; Past: Priest-in Charge, All Saints', Harrison; Associate Rector, St. Thomas, Mamaroneck; Director of Children's Formation, Christ's Church, Rye; Diocesan Facilitator, Metropolitan Japanese Ministry.

Community Positions, Present or Past: Mamaroneck-Larchmont Coalition for Community; Mamaroneck-Larchmont Summit Board; Mamaroneck Coalition for Affordable Housing; Neighbors for Refugees, RADAR.

I think is more vital than ever to explore ways in which the Diocese can encourage and support local congregations to work together to further the church's mission. Clergy and lay leaders are exhausted; we need to find ways to share resources, joyfully dream together, and live into whatever future we are being called as individual parishes and as a diocese. My interests and strengths revolve around formation and social issues but would be happy to serve the Council on any of its committees, learning and growing alongside clergy and lay colleagues.

MR. JORGE L. CARABALLO
184 Route 376, Hopewell Junction, NY 12533



Parish: St. Phillip's-in-the-Highlands, Garrison

**DIOCESAN COUNCIL
(LAY)**

Occupation: Emergency Medical Services / Singer-Entertainer

Church Positions, Present or Past: Church of The Resurrection: Music Ministry (Leader), 2016-2021; Vestry Member, 2019/20-2020/21; CORE: Church of The Resurrection Essentials Committee (Hospitality & Missions), 2018-21; St. Philip's Church in the Highlands: Greeter, 2022; Featured Performer (Music Ministry), 2022.

Community Positions, Present or Past: Valhalla Volunteer Ambulance Corps: Emergency Medical Technician, 2008-2015; Board Member 2009; Lieutenant 2010-2012; Captain 2013-2014. East Fishkill Fire District (East Fishkill Rescue Squad): Emergency Medical Technician, 2015-2020; Lieutenant 2018-2019.

My religious/spiritual life is ruled by one guiding principle: By example, bringing to fruition the task that Christ set out for us in Matthew's Gospel (28:19) ~ to "therefore go and make disciples of all nations." To that end, I hope to utilize my leadership talents and inspire others in reaching their potential. In this way, our church can fully realize its commitment as the spiritual foundation of our lives. I want our church to be more than a place built of stone and mortar, but rather a "living" space of belonging, nurturing, solace, guidance, and abundant love.

THE REV. AMBER CARSWELL
5 Second St, Warwick, NY 10990

**DIOCESAN COUNCIL
(CLERGY)**



Parish: Christ Church, Warwick

Occupation: Rector

Church Positions, Present or Past: Associate Rector, Calvary Church (Memphis, TN); Canon for Formation, Trinity Cathedral (Little Rock, AR); Curate, St. Mark's (Jonesboro, AR); Camp Mitchell Board of Trustees (Diocese of Arkansas); Standing Committee (Diocese of West Tennessee); Committee for Constitution and Canons (Diocese of Arkansas).

Community Positions, Present or Past: Memphis Tilth Board member (Memphis, TN).

Each one of us who worships and serves in this church stays here because we see the God of the universe constantly at work in the small places of our lives and parishes. But we also know that it's God who prods us into looking beyond the boundaries of our vision. Diocesan Council is one of those places where the work of Christ in this particular body is seen, upheld, and supported. As a rector of a small parish in the Hudson Valley and a relative newcomer to this diocese, I'd be honored to add to this work however I could.

THE REV. DEACON DOROTHÉE R. CAULFIELD
66 Dale Avenue #2, Ossining NY 10562

**DIOCESAN COUNCIL
(CLERGY)**



Parish: Grace, Ossining

Occupation: Deacon, Parish Administrator, & Spiritual Director

Church Positions, Present or Past: Before ordination, I served my church as an altar guild member then director, Sunday school teacher, Youth Group leader, and Vestry member in charge of ministry. Following my ordination in May 2006, within my parishes, I have served as a coordinator of outreach, 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 assistant coordinator for the Guild for Spiritual Guidance's Apprenticeship Program. In the broader diocese I am a member of the bishop's committee for Deacons, and I have served on the Social Concerns Commission for Prison Ministry. I served as Parish Administrator for Christ's Church Rye from September 2001 until July 2018, and currently serve as Parish Administrator for Christ Church San Marcos in Tarrytown since October 2019. I have proudly served as your elected member of the Diocesan Council for the past term, and I am the deputy elections inspector for this convention and the electing convention in December.

Community Positions, Present or Past: In the community I have been a parent advocate in my local school system, a hospice volunteer, and an on-call ER/CCU chaplain, I presently serve as a board member and volunteer with the Ossining Prison Ministry, Inc. which serves Sing Sing prison. I represent Grace Church with BOMA the Briarcliff Ossining Ministerial Association an interfaith organization in town. I am also a Spiritual Director meeting with directees outside of prison as well as in.

If elected to serve again I would be honored to continue 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 our 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.

MR. TIVAUN COOPER
315 Decatur Street, Brooklyn, NY 11233

**DIOCESAN COUNCIL
(LAY)**



Parish: St. Bartholomew's, Manhattan

Occupation: HR Compliance Officer

Church Positions, Present or Past: Member, Executive Council; Verger; Acolyte; Eucharistic Minister. Former co-chair, Trinity Church Wall Street LGBT Concerns Group. Diocese New York: Absalom Jones Planning Committee; Lay Alternate Deputy to the 80th General Convention; Co-Chair, Diocese LGBT Concerns Committee; UBE representative to the Consultation – the consortium of progressive organizations in the Episcopal Church.

Community Positions, Present or Past: Networking Chair, Associate board of Court Appointed Special Advocate (CASA NYC). I serve in this role raising awareness and issues with children in foster care.

Serving our beloved Diocese has always been a passion of mine. I was co-chair of the Diocese LGBT group and Lay Alternate Deputy to the 80th General Convention. Currently, I serve on the Diocesan Absalom Jones Committee. I serve the larger church on the Steering Committee of the Consultation – a consortium of progressive Episcopal organizations; and on the Executive Council – the governing body of the Episcopal Church. Professionally I work in the Human Services field at NYC Health and Hospitals where I implement policies and procedures as a compliance officer. Our diocesan Council needs more representation from the laity. I believe that I have a calling to church governance and I bring many valuable skills, and more importantly, a Christian-oriented heart to the work and mission of the Diocesan Council.

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

**DIOCESAN COUNCIL
(LAY)**



Parish: St. Phillip's, Harlem, Manhattan

Occupation: Retired
Surrogate's Court Clerk

Church Positions, Present or Past: Present- Member of Diocesan Council, Lay Eucharist Minister, Senior Warden, President of the St. Philip's Gladys Clark Daughters of the King Chapter, Youth Leader, Secretary of Women's Ministry, Choir Member, Member of Building and Grounds. Past – Warden, Vestry Clerk, and Vestry Member, Co-Chair of Renewal Work Committee, Sunday School Teacher, Diocesan Youth Network Member, Search Committee, Chair of Steering Committee for 210th Church's Anniversary.

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

I find my work in the church to be rewarding and my time on Diocesan Council working at the Diocesan Level has proven to me that involving oneself at the Diocesan level gives you a broader look at the life of the Church. Taking on the responsibility of becoming a member of the Council, I began to work with the Christian Formation Committee, and I am willing to continue the work of the Council for another term. During my first term, I have worked with the Christian Formation Committee, and I wish to continue as we are working on plans to have our Diocesan Youth more visible and engaged in the life of their Parishes and the Diocese. I feel faithful to the call to continue to share my gifts, broaden my knowledge and learn from other faithful individuals.

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

**DIOCESAN COUNCIL
(CLERGY)**



Parish: St. Mark's, Mt. Kisco

Occupation: Rector

Church Positions, Present or Past: Priest-in-Charge: St. Mark's-Mt. Kisco, Chair: Christian Formation Commission-Diocese of New York, Member: Budget Committee-Diocese of New York, Rector: St. Stephen's-Pearl River . 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, all while working as the Assistant Rector at All Saints in Omaha. I have also served on vestries as a layperson and an intern, as well as serving as a youth minister prior to seminary.

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 programs, and supporting their mission of service and providing glasses to clients. I am currently working on building relationships with community organizations in my new home in Mt. Kisco.

Serving the last three years on Diocesan Council, I have worked with various commissions and committees. The first responsibility is to participate in the Council as it works to make sure diocesan and congregational responses match missions and programs of Diocesan Convention and General Convention. My membership also includes service with the Christian Formation Commission, as its Chair, the Budget Committee, and occasional work on Canon resolutions out of the Council. Overall, this ministry involves aspects of governance, legislation, visioning, and ministry development on both the diocesan and congregational levels, and I look forward to continuing in service, if elected.

MS. AYELISH MCGARVEY
21 W. 75th Street, Unit 2, New York, New York, 10023

**DIOCESAN COUNCIL
(LAY)**



Parish: All Angels, Manhattan

Occupation: Writer, home parent

Church Positions, Present or Past: Vestry, Rector Search Committee, Senior Warden.

Community Positions, Present or Past:

At the parish level, my work focused on bringing greater equity, transparency, and accountability to the church's systems and practices in order to better reflect the essential goodness, holiness, and health to which we are called as Christians. I would count it a privilege to serve on the Diocesan Council to support the many parishes of this diocese as they carry out the mission of the Church.

THE REV. ANNE MARIE WITCHGER
225 West 99th St. New York, NY 10025

**DIOCESAN COUNCIL
(CLERGY)**



Parish: Heavenly Rest, Manhattan

Occupation: Associate Rector
and Chief of Staff

Church Positions, Present or Past: Associate Rector and Chief of Staff, Church of the Heavenly Rest

Community Positions, Present or Past: Co-led a Strategic Futures Initiative for Emerging Church Leaders through the CEEP Network (2020-present); Committee for Congregational Development for the Diocese of New York (2018 - present); Co-led Pilgrimage for Racial Justice (2019 - present); Church Planting Task Force for the Diocese of New York (2018-2019); Episcopal Peace Fellowship, Board Member (2014 - 2018).

I am deeply committed to the strength and flourishing of our church and its leadership. I believe our faith and ministries are vital to a thriving future for New York. As a Council member I would be attentive to the diverse needs of diocese. I understand that our budget reflects our mission strategy, and our leaders drive our values. In the years ahead we have an opportunity to nurture creative leaders, renew our ministries, and focus our resources for a stronger church. As a Council Member, I would listen deeply, work collaboratively, and make decisions prayerfully.

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

**DISCIPLINARY BOARD
(LAY)**



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

Occupation: Retired

Church Positions, Present or Past: Member of the Commission on Ministry; lay reader (St. Mark's in the Bowery). Former chair of Discernment Committee for Priesthood (St. Mark's); co-chair of Rector Search Committee (Church of The Holy Trinity, St. Mark's); licensed chalice bearer.

Community Positions, Present or Past: Former Girl Scout leader; President, The Snarks, Ltd (theatre group); Episcopal Actors Guild (former Council member, member of Special Projects Committee, member of DEI Committee); Board Member of Triangle Theatre at Church of the Holy Trinity.

In my view, the goals and mission of the Disciplinary Board is to prayerfully listen, investigate and review the situation brought before it by all parties. It should then find ways through discernment, intercession, and pastoral care to assist the clergy member rectify this situation by mediation and reconciliation, if possible. Only when all avenues have been explored should the Board consider harsher measures. All members of the Board should keep in mind that every issue and person has a backstory and that all aspects of the complaint should be taken into account.

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

**DISCIPLINARY BOARD
(CLERGY)**



Parish: St. Mary's, Tuxedo Park

Occupation: Rector

Church Positions, Present or Past: Present: Dean, ECCO/DCEM Clericus Chair, Mid-Hudson Board of Managers. Past: Vice-chair, Diocesan Council (Pennsylvania); Commission on Ministry (Pennsylvania).

Community Positions, Present or Past:

Present: Board Member, Sloatsburg Food Pantry; President, Tuxedo Park Garden Club.
Past: Board Member, Philadelphia Protestant Home; Board Member, Episcopal Community Services.

Covenant and trust are two essential values of the Church. By serving on the diocesan disciplinary board, I hope to assist our bishops and congregations in demonstrating our commitment to these values to our diocese and the wider Church.

MR. EARL FRANCIS
74 West 119th Street, #B2, New York, NY 10026

**DISCIPLINARY BOARD
(LAY)**



Parish: St. Andrew's, Harlem, Manhattan

Occupation: Conference Planning

Church Positions, Present or Past: Present: Warden of Vestry, Chair of Stewardship Committee, President of Men's Guild, Choir Member. Present Positions: Diocesan Office Council member of: Budget Committee, Leadership Committee, Anti-racism Committee and Absalom Jones Committee.

Past: Member of the Vestry; Journal Committee Member; Harlem Youth Ministry and Beyond (HYIB) Member. Diocese of New York Chapter UBE President, Delegate/Alternate Delegate at Diocese Conventions.

Community Positions, Present or Past: Antigua and Barbuda Progressive Society Board Member; Member of Wadadli West USA Inc..

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

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

**DISCIPLINARY BOARD
(CLERGY)**



Parish: Trinity St. Paul's, New Rochelle

Occupation: Spiritual Director
and Priest

Church Positions, Present or Past: Priest-in-Charge, St. Paul's, Chester (2017-2019); Assistant Priest, Christ Church, Warwick (2017-2019); Associate Rector, St. Bartholomew's, Manhattan (2019-2021); Seminarian Intern, Calvary St. George, Manhattan (2015-2016); Church of the Intercession, Manhattan (2016-2017); Program Manager for Pastoral Care & Community, Trinity Wall Street (2012-2014).

Community Positions, Present or Past: Bishop's Committee on the Diaconate (2020-2021) Spiritual Advisor for Cursillo (2022); Mentor with NYC iMentor Program (2012-2014); various parish community ministries (2012-2019); Board member of CorpsAfrica (non-profit) (2011-2018).

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

THE REV. DEACON DAVID F. MCDONALD
32 Alder Drive, New Windsor, NY 12553

**DISCIPLINARY BOARD
(CLERGY)**



Parish: St. John's, Cornwall

Occupation: Deacon / Investigative
Consultant for NYC ACS

Church Positions, Present or Past: Deacon (Permanent); Chairperson, Bishop's Committee on the Diaconate. Past: Member, Diocesan Committee on Domestic Violence; Warden, St. John's Cornwall.

Community Positions, Present or Past: Chaplain for City of Newburgh Police Department.

The Disciplinary Board is the pool of clergy and laypersons that make up the Reference, Conference, and Hearing Panels under Title IV Canon of the Episcopal Church. As a trained Investigator, with over thirty years experienced from the NYPD, Orange County Sheriff's Office, and NYC's Administration for Children's services; I believe I can offer insight into investigations conducted by the Disciplinary board, or the investigations presented to this board. The key to all investigations is utilizing correct information and evidence. As a Deacon and Chaplain, I believe that my investigative knowledge will be tempered with an emphasis on pastoral care as called for by the Church.

MS. CHRISTY MILLER
53 Gladstone Ave, Walden, NY 12586

**DISCIPLINARY BOARD
(LAY)**



Parish: Christ Church, Poughkeepsie

Occupation: Speech-language pathologist

Church Positions, Present or Past: Vestry member, Sunday School teacher, Youth group leader, lector, lay eucharistic minister, altar guild. Currently co-Director of NY Summer Youth Conference and Diocesan Lay Rector of Cursillo. Currently a postulant/seminarian.

Community Positions, Present or Past: Foster/adoptive parent trainer, Girl Scout leader, PTO member.

While it is hoped that the Disciplinary Board does not need to be convened, it is important that qualified people be prepared for the possibility. My vision of this ministry would be the provision of a board of people committed to the good of the Diocese who would listen with compassion, utilize sound judgment and exercise grace to the greatest extent possible.

THE REV. CANON DIANA S. SCHEIDE
P. O. Box 296, Callicoon, NY 12723

**DISCIPLINARY BOARD
(CLERGY)**



Parish: Delaware Catskill Episcopal Ministry (DCEM)

Occupation: Canon Missioner, DCEM

Church Positions, Present or Past: Currently Canon Missioner of the Delaware Catskill Episcopal Ministry

Community Positions, Present or Past: Board Member InterFaith Outreach Union Callicoon, NY; Board Member Monticello Interfaith Council; Member Of SALT (Sullivan Allies Leading Together); Member of Common Ground Health Equity Committee; Town of S Fallsburg Police Community Reform Committee.

I hope to bring discernment and a calm non-anxious presence in all my work. I hope to be a compassionate presence in times of difficulty and supportive of all involved parties. I believe my unique perspective as an older woman will allow me to bring an open mind and open heart to the proceedings of the Disciplinary Board.

THE REV. CANON CARL F. TURNER
1 West 53rd Street, New York, NY 10019-5496

**DISCIPLINARY BOARD
(CLERGY)**



Parish: St. Thomas, Fifth Avenue, Manhattan

Occupation: Rector

Church Positions, Present or Past: Exeter Cathedral, UK; Director of the Association of English Cathedrals; Rector of the Parish of the Divine Compassion, Plaistow & N. Canning Town, London, UK; Team Vicar of St. Martin's Church, Plaistow, London, UK; Curate of St. Thomas of Canterbury, Brentwood, Essex, UK; Curate of St. Margaret of Antioch, Leigh-on-Sea, Essex, UK

Community Positions, Present or Past: Chapter Member of the Venerable Order of St. John; Board member Anglican Center of Santiago de Compostella; The East London Communities Organization; American Friends of Canterbury Cathedral in the US.

Ideally, the culture of safeguarding and best practice in our Church should mean that this committee never meets! Our baptismal covenant ends with the promise to respect the dignity of every human being, and this is the bedrock on which the work of any safeguarding or disciplinary committee is founded. Sadly, sometimes clergy and lay leaders fall short of the standards expected of them; any disciplinary committee needs to follow the protocols and canons set by the church, whilst ensuring that the person against whom there is a charge or complaint is afforded appropriate pastoral care.

THE REV. MATTHEW WELSCH
33 Caton Place 2G Brooklyn, NY 11218

**DISCIPLINARY BOARD
(CLERGY)**



Parish: Trinity, Wall Street, Manhattan

Occupation: Priest & Director for Youth and Community Care at Trinity

Church Positions, Present or Past: Priest & Director, Youth and Community Care, Trinity Church Wall Street, Chair, LGBTQ+ Concerns Committee, Priest for youth and Family, Trinity Church Wall Street, Associate Rector and Youth Ministry, Church of the Good Shepherd, Baltimore, MD, Director of Children's Ministries, Christ Church Alexandria, Virginia

Community Positions, Present or Past: Lead 6th Grade English Teacher, Excel Academy Public Charter School, Washington, DC.

With a decade of experience in community engagement and advancing social justice with and for young people, I understand the importance of undertaking the work of the church with integrity. Serving on the Disciplinary Board represents an honor and an obligation to draw on my experience and prayerfully discern the path forward when that integrity has fallen short in practice. I intend to come to this position with humility and compassion. With God's help, I will strive to respect the dignity of every human being and uphold the teachings, canons, and expectations of our church.

MS. CAROL N. WILLIAMS
40 Orchard Street Hillcrest, NY 10977

**DISCIPLINARY BOARD
(LAY)**



Parish: St. Paul's, Spring Valley

Occupation: Executive Administrative Assistant

Church Positions, Present or Past: Stewardship Chair, Eucharist Minister, Lay Reader/Lector Daughters of the King, Episcopal Church Women.

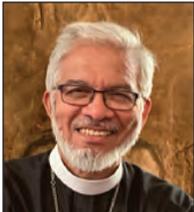
At the Diocesan Level started my journey as Diocesan Council Member (6 years); Trustee at the Diocese (6 years); overlapping (6 years) services as member of the Diocesan Trustee and Diocesan Council; Standing Committee (4 years). Volunteer at General Convention for over 10 years. Over 4 years on the Credentials Committee and assisted with other general responsibilities e.g. Registration.

Community Positions, Present or Past: Member of the Spring Valley NAACP, Member of the Spring Valley Martin Luther King Center.

It will be an honor for me to serve on the Disciplinary Board which is a different level of service within the Diocese. Having served on various committees it is my belief that I have the gifts and talents necessary to serve on this Board to carefully evaluating, discerning, and providing the healing and reconciliation amongst concerned parties within the guidelines of the Canon (Canon 1 Title IV) with God's help.

THE REV. RIGOBERTO AVILA-NATIVI
500 State Route 208, New Paltz, NY 12561

**CLERGY DEPUTY
81st GENERAL CONVENTION
AND PROVINCIAL SYNOD**



Parish: El Buen Pastor/ Good Shepherd, Newburgh

Occupation: Priest-in-Charge

Church Positions, Present or Past: Lay: Holyhood Church, Manhattan; Vestry Member. Clergy; Current: Priest-in-Charge, La Iglesia El Buen Pastor/ Good Shepherd, Newburgh; Dean, Hudson Valley Clericus; Long Term Supply and/or Priest-in-Charge; La Misión Episcopal Santiago Apóstol [La MESA], Dover Plains; San Andres, Yonkers; Virgen de Guadalupe, Poughkeepsie; Holy Cross, Kingston; Assistant Priest, St. Peter's Port Chester.

Community Positions, Present or Past: Member, Committee of the Families of the Detained and Disappeared, Honduras. Member, International Honduran Diaspora.

At this critical juncture for our church, I am uniquely qualified to be a Clergy Deputy to the General Convention through my deep understanding of Church History and the Church-in-history as well as my experiential knowledge of the Latinx ministry in the Diocese of New York for the past 35 years; first as a lay person, then as clergy. I have served multiple churches with congregations that are transitioning from one racial /ethnic group to another. My contextual understanding of the church and its ministry, with a vision for how the church needs to develop to have a sustainable future, positions me to be a strong voice for the Diocese of New York at the General Convention.

THE REV. THEODORA (TEDDY) N. BROOKS
940 E.156th Street, Bronx 10455



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

CLERGY DEPUTY
81st GENERAL CONVENTION
AND PROVINCIAL SYNOD

Occupation: Priest-in-Charge

Church Positions, Present or Past: Chair, Committee to Elect a Bishop; Chair, Commission on Ministry; Chair, South Bronx Inter-Parish Council; Deputy to General Convention; World Mission Legislative Committee; Member, Design Committee for the West African Clergy Convocation, sponsored by the Office of Black Ministries of the Episcopal Church, November 2021; Sewanee Ministry Collaborative.

Community Positions, Present or Past: Chair of the Board, Banana Kelly Community Improvement Association; Board Member, Bronx Parents Housing Network; Board Member, Roots and Branches.

Covid-19 prevented us from gathering in 2021 and reminded us that we live in an imperfect world where the sin of racism, economic injustice, and abuse of power continue to be experienced! But our faith commands us to go out in the world and build up God's beloved community. The work and resolutions from General Convention do that – offering hope and healing! They condemn injustice and strengthen our relationships within our global family, care for the environment, and approve a budget and liturgical texts that strengthen our walk with God, and so much more. It is my honor to be a part of the Diocesan Deputation where we faithfully minister within complex situations. I ask for your support to continue adding my voice and vote to the witness of the Episcopal Church!

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



Parish: St. Michael's, Manhattan

CLERGY DEPUTY
81st GENERAL CONVENTION
AND PROVINCIAL SYNOD

Occupation: Rector

Church Positions, Present or Past: Chair, Human Resources Committee, 2021-present; Member, Board of Trustees, 2018-present; Member, Leadership Development Commission, 2018-present; Dean of Manhattan Central Clericus, 2015-2017; Co-Leader, Family Camp, Diocese of New York, 2018 to present; Diocese of California, 2012-2017.

Community Positions, Present or Past: Board Member, New York Haiti Project, 2022-present; IAF Community Organizing, San Jose, CA, 2012-2014.

Although my heart for ministry is in the parish, it is clear that the larger church has an important role to play in the world today. We can't expect to change people and grow disciples with resolutions and committees. But that work can influence and shape what happens for ordinary people, those in our churches and those not yet part of them. Our society does need to hear the church speak with a clear voice about faith, justice, and love – and our people and clergy need to be supported and equipped to speak it. I hope that the work of General Convention can make that voice clear as we set guidelines for congregational worship, finance, and our common life.

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



Parish: Christ Church, Poughkeepsie

CLERGY DEPUTY
81st GENERAL CONVENTION
AND PROVINCIAL SYNOD

Occupation: Rector

Church Positions, Present or Past: Deputy to General Convention (2022); Alternate Deputy to General Convention ('06, '09); Leadership Development Committee, Chair (2019- present); Property Support Committee (2016-present); Episcopal Charities Board of Directors (2019-present); Commission on Ministry (2016-present). General Convention Committee on Churchwide Ministry (2022).

Community Positions, Present or Past: Hudson River Housing, Board President (2019-present); Dutchess/Poughkeepsie Landbank, Board Chair (2021-present); Clinton Elementary School Transformation Team (2015-present); Arlington Poughkeepsie Rotary Club (2015-present).

It is an honor to represent the Diocese of New York at the General Convention of the Episcopal Church. I will continue to be an advocate for progressive values in the church and the full inclusion of all people in the Episcopal Church on behalf of the Diocese of New York. As the rector of a church in the Mid-Hudson, I am especially mindful of the needs and struggles of smaller churches outside the City. I believe that this is an important perspective to bring to the conversations about the church in the 21st century.

THE REV. KATHERINE (KATE) M. MALIN
1 Rectory Street Rye, NY 10580



Parish: Christ's Church, Rye

CLERGY DEPUTY
81st GENERAL CONVENTION
AND PROVINCIAL SYNOD

Occupation: Rector

Church Positions, Present or Past: DIOCESE OF NEW YORK- Rector, Christ's Church Rye, March 4, 2018-Present; Dean the Sound Shore Deanery; Chaplain to Diocesan Convention, November 2021; Program Planner Priests' Conference, May 2019; Curate/Assistant to the Rector, Christ Church Bronxville, July 2006-August 2009; DIOCESE OF MASSACHUSETTS: Rector, St. Anne's in-the-Fields, Lincoln MA, September 1, 2009-February 28, 2018; Dean of the Concord River Clericus; Advisory Committee of \$20 million Diocesan "Together Now" Capital Campaign; Member of the Anti-Violence Task Force, Lenten Education Program, Mothers' Day March for Peace, and Clergy Conference Planning Program; Fresh Start Coordinator for Clergy Transition and Wellness 2010-2013.

Community Positions, Present or Past: Conference speaker on the topic of Spiritual Care of Transgender Families, 2016- Present; Co-founder and co-director of "Love's Harvest," a non-profit Permaculture Collaborative with the Mothers' Union in Malawi, Africa 2010-2015; Board Member of Incarnation Camp and Conference Center, 2006-2009; Fund Board of Jansen Hospice, 2006-2009.

The Episcopal Church is at meaningful crossroads as God continues to reveal bold, new opportunities for us to be fearless and loving change agents in a healing world. I am energized and hopeful for the work ahead, and grateful to be nominated to represent all members of the Diocese of New York in this modern moment of mutual discovery, dreaming and debate with the wider church. I am a proud New Yorker blessed to have served for almost nine years in the Diocese of Massachusetts, and my particular passions lie in authentic and effective preaching, faith formation for families, art and evangelism, and justice in community-building as one body, one spirit in Christ.

THE REV. LISA MASON
47 Beach Avenue, Larchmont, NY 10538

CLERGY DEPUTY
81st GENERAL CONVENTION
AND PROVINCIAL SYNOD



Parish: St. John's (Fountain Square) Larchmont

Occupation: Rector

Church Positions, Present or Past: Rector, St. John's Episcopal Church, Larchmont, September 12, 2019-present; member of the Finance Committee of the Diocese of New York (appointed), Diocesan Budget Committee; Rector, St. David's, San Antonio Texas, November 2011 – August 2019; Interim Rector, St. David's, Jan. 2011 – Nov. 2011; Assistant Rector, St. David's June 2009-Jan. 2011. Diocese of West Texas: Former President of the Standing Committee, served on the Commission on Ministry, Camps and Conference Committee, Diocesan Development Committee, Commission on Episcopal Schools, Nominating Committee, Executive Board, Co-facilitator of New Clergy Orientation, and Christian Education Committee. General Convention: attendee in 2003, Deputy for the Diocese of West Texas, 2012, 2015, 2018. Seminary of the Southwest: Board of Trustees 2009-2018, and 2020-present; former chair of the Finance and Investment Committee, and current chair of the Institutional Advancement Committee; Invite Welcome Connect Advisory Board 2017-present, Gathering of Leaders.

Community Positions, Present or Past: Present: Coalition for Community (Larchmont-Mamaroneck), At Home on the Sound Board Member. Past: San Antonio, Texas: The Battle of Flowers Association, Terrell Hills Park Board, and Timely Topics. Past: Larchmont: Police Reform and Reimagining Task Force.

I believe that one of the great blessings of being in the Episcopal Church is that we are part of something bigger than ourselves. We belong to a church that is part of a Diocese who is part of a province, who is part of the Episcopal Church. How we live and move and have our being impacts someone other than ourselves. General Convention is an outward and visible sign of our common life. I appreciate that I can represent my diocese as we worship, learn, vote, elect and break bread together, even virtually in these current times. Our relationship with God and one another is strengthened when we speak the truth in love, agree to disagree, but yet agree to walk with one another.

THE REV. DEACON PEDRO RODRIGUEZ, JR.
385 East Mosholu Parkway North # 2E, Bronx N.Y.
10467



Parish: Joining South Bronx Mission Team
September of 2022

Church Positions, Present or Past: Member of the committee for Leadership, Member Commission on Ministry, Alternate Delegate to General Convention, Vestry, Liturgical Coordinator. Altar server mentor, and Education for Ministry (EFM) Co Mentor.

Community Positions, Present or Past: Currently Program manager at Mt Sinai St. Luke's Hospital, Clinical site supervisor for HIV testing and linkage at Gay Men Health Services. Case Manager for at risk youth and adults providing various supportive services including medical linkage and housing support. USA Army active 4 years, 2 years reserve. NYPD from 1998-2004. Member of Aspira of New York.

One of the functions of ordained deacons is to hear the concerns of the people and bring them to the church. I have an obligation to call our church to be the venue where the oppressed can be heard and honored, as a Deacon, one of the functions is to hear the concerns of the people and bring them to the church., With what is occurring in our society is happening throughout the country. I envisioned that this is an opportunity for the concerns of all and be their voice, present their concerns and collectively provide a platform for all voices to be heard. Empowering our church to be the venue where not only for the concerns we are aware, but also the voices that are silenced or are afraid to speak. We must do as Jesus did, and welcome and love everyone looking into their heart, and be their concrete support. We need to raise the volume and speak out about love, acceptance, respect and support of Christ and the national church..

CLERGY DEPUTY
81st GENERAL CONVENTION
AND PROVINCIAL SYNOD

Occupation: Mt. Sinai Program Coordinator
NYC

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



Parish: St. Gregory's, Woodstock

Church Positions, Present or Past: Local: Building and Grounds Team, Former Senior Warden
Diocese: Present: Lay Alternate Deputy to General Convention; Member of Council and Member of Real Estate Committee.
Diocese: Formerly: Trustee

Community Positions, Present or Past: Present: Board of Mid-Hudson Library System; Formerly: board chair of Woodstock Public Library District; member Woodstock Environmental Commission; board chair Sierra Club Atlantic (New York State) Chapter and member of the National Sierra Club Investment Advisory Committee.

I have been an Episcopalian all my life, and I'm proud of it. As a Lay Alternate Deputy in Austin in 2018 I supported our deputation and occasionally served on the floor as a deputy. As a lay alternate deputy again this year I supported the deputation by serving as secretary for all our meetings.

My vision? To combine my experience of a small but growing and thriving congregation combined with the wisdom of the Diocese of New York in guiding the Episcopal Church forward. DNY sent 4 resolutions to GC 80 this year and two of them were expanded and adopted. I look forward to following up with all four of our resolutions at GC 81 in 2024, along with any other ones proposed by our diocese.

LAY DEPUTY
81st GENERAL CONVENTION
AND PROVINCIAL SYNOD

Occupation: : Retired lawyer and civil
engineer

MS. CATHERINE E. BAER
37 Adriance Ave, Poughkeepsie, NY 12601



Parish: Christ Church, Poughkeepsie

Church Positions, Present or Past: Christ Church Vestry (fourth year); Co-chair, Vestry Communications Committee; Lay Eucharistic Minister. Past: Co-chair, Rector Search Committee; Chair, Stewardship Committee; Co-chair, Vestry Buildings and Grounds Committee. Trinity Church, Boston: Member of Stewardship Committee.

Community Positions, Present or Past: Present: Volunteer, Day One Early Learning Community, Poughkeepsie, NY; Cappella Festiva Chamber Chorus, Poughkeepsie; Singer and Development Committee member, Beatrix Farrand Garden Association, Hyde Park; Member, Wild Garden Fundraising Committee, Mount Holyoke: Class Agent. Past: President, Board of Trustees, Women in Development, Greater Boston.

The happiest day of my life July 2, 2016 was the day my wife and I received the sacrament of marriage in the packed Christ Church, Poughkeepsie, a sacramental right approved at General Convention 2015. In our divided and angry country today, an open and welcoming Episcopal Church is so important. As a Lay Deputy to General Convention, I would be honored to participate in the shared governance of the church with the other delegates, including lay members, priests, and bishops. Having diverse voices represented is critical to guiding the church forward in these critical times.

LAY DEPUTY
81st GENERAL CONVENTION
AND PROVINCIAL SYNOD

Occupation: Retired VP for Alumnae Affairs and Development, Vassar College

MR. RICHARD K. BERRY
230 Broadview Ave., New Rochelle, NY 10804



Parish: St. John's, Larchmont

Church Positions, Present or Past: Currently serving at St. John's Larchmont, NY [previously St. Michael's Church, NYC; St. Luke's Parish, Darien, CT]. Clerk, Executive Committee of the Vestry; Chair, Parish Nominating Committee; Chair, Capital Campaign; Chair, Stewardship; Chair, Buildings & Grounds Committee; Diocesan Convention Delegate; Co-Chair, Governance Committee.

Community Positions, Present or Past: Neighbors for Refugees, Inc. board member, treasurer, VP communications.

I aim to contribute to the Episcopal Church's ongoing evolution and improvement by applying my nearly 40 years of management consulting experience with for-profit and not-for-profit organizations. At St. John's (as well as Neighbors for Refugees and Princeton in Asia) I have collaborated with others to update By-Laws, institute policies to improve governance, structure volunteer and leadership committees to engage parishioners more productively, devise a comprehensive employee handbook, and jump-start Safe Church training. I am detail-oriented with emphasis on strategic thinking and effective communication.

LAY DEPUTY
81st GENERAL CONVENTION
AND PROVINCIAL SYNOD

Occupation: General Management Consultant (retired)

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

LAY DEPUTY
81st GENERAL CONVENTION
AND PROVINCIAL SYNOD



Parish: St. Ann's, Morrisania, Bronx

Occupation: Children's Program Director

Church Positions, Present or Past: Present: Warden, Vestry member. Sunday School Teacher, Safe Church Facilitator, Episcopal Future Coach. Commission on Ministry, Congregational Development Commission, Member of the Diocesan Antiracism Committee, Member of the Reparation Commission.

Past: Diocesan Council, Cursillo, Astor Fund Member, Lay Delegate to General Convention 2018 and 2021, Budget Committee Member .

Community Positions, Present or Past: Head Start Representative, member of the Parents Association for Neighborhood Charter School.

"Speak up for those who cannot speak for themselves, for the rights of all who are destitute. Speak up and judge fairly; defend the rights of the poor and needy." Proverbs 31:8-9
As Episcopalians we are asked to love all people without making distinctions. At this General Convention I was assigned to serve as assistant secretary of Christian Formation and Leadership (Committee 14), in this committee we supported and approved resolutions that will benefit and support the growth of all members in our churches. I want to have the opportunity to keep serving the church, to keep helping to propose and pass resolutions that will serve all people.
Thank You, for your support.

MR. GREGORY J. CITARELLA
141 Fulton Avenue, Apt. 605, Poughkeepsie, NY 12603

LAY DEPUTY
81st GENERAL CONVENTION
AND PROVINCIAL SYNOD



Parish: Zion, Wappingers Falls

Occupation: Parish Admin & Minister of Music

Church Positions, Present or Past: Christ Church Parish Administrator 2012-present. Minister of Music in the Diocese of New York since 1980 (Holy Cross Church-Kingston; St. James- Hyde Park; St. Nicholas-on-the-Hudson; Zion Wappingers Falls).

Community Positions, Present or Past: Chapter Dean of the Central Hudson Valley Chapter American Guild of Organist from 2005-2010.

I bring a vast experience and breadth of knowledge of our church and diocese. My passion for the Episcopal Church is deep rooted in my love of the gospels and our rich heritage of music. I seek to share the love of Christ with all of God's children in my worship, words and witness.

MR. TIVAUN COOPER
315 Decatur Street, Brooklyn, NY 11233

LAY DEPUTY
81st GENERAL CONVENTION
AND PROVINCIAL SYNOD



Parish: St. Bartholomew's, Manhattan

Occupation: HR Compliance Officer

Church Positions, Present or Past: Member, Executive Council; Verger; Acolyte; Eucharistic Minister. Former co-chair, Trinity Church Wall Street LGTB Concerns Group. Diocese New York: Absalom Jones Planning Committee; Lay Alternate Deputy to the 80th General Convention; Co-Chair, Diocese LGBT Concerns Committee; UBE representative to the Consultation – the consortium of progressive organizations in the Episcopal Church.

Community Positions, Present or Past: Networking Chair, Associate board of Court Appointed Special Advocate (CASA NYC). I serve in this role raising awareness and issues with children in foster care.

At the 80th General Convention, I had the opportunity of being engaged in our church governance and served the Diocese as a Lay Alternate Deputy. At this past General Convention, I also had the opportunity to be a co-author of the Black Deputies Priority Statement and the privilege to be a member of the church's first LGBTQIA+ Caucus at the General Convention where I was responsible for the endorsements from the Caucus. At General Convention in July, we witnessed a change in our church's leadership, electing more young, dynamic, and diverse people to church-wide leadership. I was elected to serve on Executive Council. I would be thrilled to represent our Diocese as a lay deputy to the 81st General Convention, continuing the great work of racial justice, gender and sexuality, poverty, and environmental justice as we continue growing into the Beloved Community.

MR. JAMES A. FORDE, SR.
4308 Digney Avenue, Bronx, New York

LAY DEPUTY
81st GENERAL CONVENTION
AND PROVINCIAL SYNOD



Parish: Good Shepherd, Bronx

Occupation: Retired Banker

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

Community Positions, Present or Past: Scouting, Director, Wakefield Taxpayers and Civic League, Inc.

If elected, it would be an honor to continue being one of the voices representing the values of the Diocese of New York at General Convention especially now that important changes are being made in the governance of the Episcopal Church.

MS. YVONNE O'NEAL
1655 E 54th St, Brooklyn, NY 11234



Parish: Holy Trinity, Manhattan

LAY DEPUTY
81st GENERAL CONVENTION
AND PROVINCIAL SYNOD

Occupation: Social Justice Advocate;
Retired Financial Consultant

Church Positions, Present or Past: Committee to Elect a Bishop 2022; Standing Committee 2020-24, 2001-04; Trustee Church Pension Group 2018-24, vice-chair CPG Audit Committee 2022-24; Lay Deputy/Deputation Chair to 79th & 80th General Convention (secretary to Legislative Committee 13 – Commissions and Committees GC80); Lay Alternate Deputy to 78th General Convention; Lay Representative to Province II Council since 2018; Diocesan Council 2014-20, 2004-10; Task Force on Domestic Violence and Sexual Assault since inception 2013; Task Force Against Human Trafficking since inception 2015; Carpenter’s Kids Steering Committee 2005-17; Advisory Council of the Anglican Communion Office at the United Nations 2008-12; Chair, Global Mission Commission – then known as Congregational Life for Mission Commission 2004-10; Chair, Companion Diocese Committee 1995-2004; Lay Eucharistic Minister; Cathedral Verger; former Warden/Vestry member over the years.

Community Positions, Present or Past: Canterbury Volunteer Lambeth Conference 2022; Church Club of New York Board of Trustees, elected in 2018, vice-president since 2020; UN representative for Africa Development Interchange Network since 2013; vice-chair, NGO Committee on Financing for Development; past co-chair, NGO Committee on Sustainable Development-NY; member and former Executive Committee Member-at-Large, NGO CSW (Commission on the Status of Women); member, NGO Committee to Stop Trafficking in Persons; member, Committee of Religious NGOs; corresponding secretary, New York City for CEDAW (Convention on the Elimination of All Forms of Discrimination against Women); The Cathedral School of St John the Divine Board of Trustees 2005-10; The American College Board of Trustees 2001-04.

I am excited about GC81. A new Presiding Bishop will be elected. It will be the first time the new President of the House of Deputies will lead us. How will GC81 be redesigned and reimagined given the realities of Covid? GC81 echoes our Convention theme, that wonderful and sacred mystery of Christ’s Church. We are looking toward a new life, new possibilities, and – perhaps more importantly – a renewed mission in The Episcopal Church and beyond. The experience of my lay ministry inspired me to write resolutions passed at GC80. These were Resolution C063:

“Participate in Thursdays in Black” Resolution C064: “Break the Silence Sunday.” Both call upon our Church to stand with those victimized by gender-based violence. As members of God’s Church, let us behold, together, the wonders that such a renewed mission will provide. I would be honored to serve as a Lay Deputy to continue building relationships in God’s Church for God’s world.

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



Parish: Heavenly Rest, Manhattan

LAY DEPUTY
81st GENERAL CONVENTION
AND PROVINCIAL SYNOD

Occupation: Consultant in Finances
and Human Resources

Church Positions, Present or Past: Currently member of the vestry of the Church of the Heavenly Rest, I have also served on the vestries of Church of the Crucifixion, the Parish of Trinity Church (as vestryman and Church Warden). I am currently a member of The Executive Council of The Episcopal Church where I serve on the Finance Committee and the Committee on Corporate Social Responsibility.

I served on the Presiding Officers Working Group on Truth, Reckoning and Healing. I am a founding member of the Reparations Task Force of the Diocese, and I am currently a member of the Reparations Commission of the Diocese of New York. I currently serve on the Diocesan Human Resources Committee.

Community Positions, Present or Past: Founder and President of the Board of Directors of St. Mary's Episcopal AIDS Center. Board member of the Frederick Douglass Business Association.

My passion and ministry in the Church focus on truth telling, reckoning, and healing. Over the past few years, I have been deeply involved in this work at a Churchwide level. As a member of the Presiding Officers' Working Group, I participated in this work at the 80th General Convention. My interest in the opportunities that are available for our local churches and organizations are key to the efforts at a Churchwide level, particularly as we continue to pursue the long-term objective that calls us to the Beloved Community. I am committed to the long-term efforts that must be followed if we are to succeed as a Church. As a Deputy to the 81st General Convention, it would be my honor and privilege to pursue this effort on behalf of our Church.

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



Parish: Grace, White Plains

LAY DEPUTY
81st GENERAL CONVENTION
AND PROVINCIAL SYNOD

Occupation:

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

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

I hope that in the role of Lay Deputy that I am able to provide a connection and effective line of communication between our Diocese and the national Church. In particular, I hope to act as an effective voice and advocate in matters concerning people of color and issues regarding anti-racism, as well as youth ministry.

CLERGY INELIGIBLE TO VOTE

Clergy ministering within the Diocese of New York but not canonically resident in this Diocese
(LTO Licensed to Officiate)

Clergy in Transition of the Process of Transfer of Canonical Residence to the Diocese of New York,
but not completed by November 11, 2022 (T)

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

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

Abernathy, Harrison	Batson, Stephen	Boyton, Caroline
Ackerman, Patricia	Bean, Kevin	Brandt, George, Jr.
Albert, Hilario	Beery, William	Brewer, M.D. Anne
Ampah, O.S.H., Rosina	Bender, David	Briggs, Lindsey
Ancona, Andrew	Bennett, Jr, Bertram	Burke-Lewis, Mabel
Anderson, Carol	Bennett, Ryan	Burns, James Lee
Anderson, Richard	Bercovici, Hillary	Campo, JoAnne
Andrews, John	Betts, Ian R.	Carlson, David
Arambulo, Arnulfo	Bishop, Christopher	Carpenter, Stacey
Armstrong, Geoffrey	Blauvelt, Charles	Chalmers, Glenn
Arnold, Duane	Bloomer, Nancy	Chambers, Robert
Auchincloss, Anne	Boatright-Spencer, Angela	Chisholm, Alan
Auletta, Kimberlee	Bodie, Park	Chittenden, Nils
Austin, Evette	Bolle, Stephen	Clarke, John David
Ballentine, Lucia	Bonsteel, Susan	Cleghorn, Maxine
Baltus, D. Barrington	Bordador, Noel	Cobden, III, Edward
Baroody, Roger	Borzumato, Judith	Coggi, Lynn
Barrie, David	Bowers, Thomas	Coleman, Fred G.
Bartholomew, Adam		Colwell, Charles

Combs, Leslie	Evans, John	Graham, Suzanne Hope
Conger, George	Ewart, Craig	Greene, III., Joseph
Conway, J. Cooper	Fausak, Frederick	Greenlaw, William
Corrigan, Michael	Fenton, Douglas	Griffith, David
Covington, John	Ferlo, Roger	Groskoph, Elizabeth
Crafton, Barbara	Fernandez, Jose	Gross, Daniel
Crawford, Robert	Foster, Andrew	Hakoola, Frank
Cushman, Mary	Fox, Carol	Haller BSG, Tobias
Cushman, Thomas	Francks, Robert	Hamblin, M.D., Jeffrey
Daniels, Paul	Free, Horace	Hamlyn, Robert
Darves-Bornoz, Derek	Fulton, III, Charles	Hare, Anne
Dearman, William	Gallagher, Daniel	Harrington, Lynn
DeLashmutt, Michael	Gallagher, Gerald	Harris, Susan
DeLellis, Catherine	Garnsey, Elizabeth	Harvey, Errol
Derby, OGS, William	Gatch, Milton	Hawkins, M.D., Meredith
Desueza, Edmond	Geer, Francis	Hayes, Perren
Diaz, Gladys	George, Allen	Haynes, Sr., Larry
Diaz, George	George, T.S.S.F., Dominic	Healey, Ph.D., Joseph
Doubleday, William	Gerth, Stephen	Hellman, Gary
Draesel, Jr., Herbert	Glover, J.D., Marsha	Henry, Karen E. J.
Dresser, Deborah	Godley, Robert	Heron, James
Dulfer, John	Goodness, Donald	Herrick, Robert
Edmonds, John	Gore, Gina	Hewitt, Emily
Elsberry, Terence	Grab, Virginia	Hildesley, Hugh
		Hill, Renée

Hoag, David	Lathrop, Brian	McIntyre, Calvin C.
Hoeltzel, George	Lawrence, Catherine	McKenna, Keith
Huntington, Francis	Lee-Pae, Juyoung (Prisca)	McNeeley, M.D., David
Jebamani, Gideon	Lesh, Ryan	McNiff, Suzanne (Susie)
Johannson, Johanna-	Lewis-Theerman, Kristine	McPherson, Clair
Karen Johnson, Jr.,	Lindsley, James	McQuade, Lynne
Johnson, Fred J	Lodwick, James	McWhorter, Elizabeth
Johnson, Johan	Logan, Yvonne	Mead, Andrew
Kalamazad, Fnu	Lowe, Jr., Eugene	Mercer, Thomas
Kanellakis, Theodore	Lutz, Alison	Mesler, Raymond
Kassebaum, John	Maas, Jan	Meyer, Erika
Kaswarra, George	MacInnis, Elyn	Miller, E. Charles
Kemmler, Richard	Mackintosh, Leigh	Miller, John
Kendall, Michael	Magdalene, Deborah	Minifie, Charles
Keyes, Charles	Mallary, Jr., R. DeWitt	Minturn, Sterling
Knight, Frank	Mandeville, Kathleen	Moody, John
Kowalski, James A.	Marchand, Richard	Moquete, Clemencia
Krengel, William	Martin, Mary	Morton, III, James
Kunhardt III, Philip	Martinez, Mario	Mukhwana-Nafuma
Kunz, Richard	Mason, Joel Clark	Muncie, Margaret
Lamazares, Gabriel	Mathew, Varghese	Musoke-Lubega, Benjamin
Landers, Greg	McCloghrie, Lesley	Nanthicattu, Jacob
Lane, Keith	McCoy, OHC, Adam	Nestlehutt, Mark
Larom, Jr., Richard (Peter)	McDonald, James	Newcombe, David
	McGhee, Margare	

Nicoll, Thomas	Pridemore, Charles	Smith, Susannah
Northup, Lesley	Pritchett, Jr., Harry	Smith-McGehee, Lionel
Nyein, Zack	Reid, Franklin	Smith-McGehee, Thomas
Ogle, Albert	Reinhard, Kathryn	Speeks, Mark
O'Hara, Helen	Remppel, Paulette	Spellers, Stephanie
Osgood, John	Reynolds Holmes, Francine	Stafford, Robert
Pace, James Conlin	Rider, David	Stallings, "Buddy"
Palmer, III, John	Rivera-Rivera, Luis	Stephens, Ph.D., Esq., Anthony
Parris, Cheryl	Roadman, Betsy	Stout-Kopp, Ronnie
Parrish, Joseph	Rock, Jean Baptiste	Stowe, Howard
Payne-Carter, Gloria	Rodgers, Stephen M.	Strobel, Pamela
Peacock, Caroline	Rubinson, Rhonda	Sturtevant, Henry
Perez-Bullard, Altagracia	Ruschmeyer, Henry C.	Suero Alcantara, Richard
Pfaff, Brad	Rutledge, Fleming	Swain, Storm
Phelan, Sister Shane	Sanon, Jean-Louis Felix	Szost, Lois
Phillips, Richard	Savoy, William	Tammearu, Deborah
Pierson, Robert	Sawyer, Anne	Temple, Charles
Pietsch, Louise	Schacht, Lawrence	Thompson, Peter
Pike, Richard (Rik)	Schaeffer, Susan	Toomey, Ph.D., David
Pollard, III, Robert	Sidebotham, John (Jay)	Torres, Julio
Powell, Jr., Peter Powell, Sydney	Signorelli, Barry	Townsend, Ph.D., Craig
Prator, Lloyd	Simons, Daniel	Trapp, James
Price, Stephen	Sirota, Victoria	Tully, William
	Slade, BCC, Debra	Turczyn, Jeffrey
	Smith, Ralph	Turner, Alison

Turner, Phillipa	Webber, Michael	Winsor, Michael
Tuttle, Margaret	Weglarz, Eileen	Wood, Sammy Lee
Tweedy, Jeanette	Wegman, Jay	Wood, Sarah Anne
Verbeck-Brindle, Carolyn	Weiner Tompkins, Rebecca	Woodcock, Bruce
Verrone, Christine	White, Alon	Woods, Stephen
Wachner, Emily	Wilson, SSG, Eugenia	Yohannan, Philip
Wallace, Sean	Winslow, Jr., Dennis	Zacker, John
Warfel, John		Zito, Robert

RESOLUTIONS 2022

Episcopal Diocese of New York Narrative Budget for 2023

Date: September 28, 2022

From: The Rev. Matthew Hoxsie Mead and Mr. Douglas Schimmel,
co-Chairs of the Budget Committee

To: Convention of the Diocese of New York

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

The Budget Narrative is divided into four parts:

- 1) Executive Summary of the Narrative Budget
- 2) Line-by-line Notes for the 2023 Proposed Budget
- 3) Committee & Members
- 4) Resolutions of the Budget Committee

Executive Summary

The 2023 budget fully funds the mission of the Diocese of New York. The 2023 budget addresses the missional priorities of our diocese in 2023 and funds all normal staff, congregational, and ministry support, programming, and grants.

There are six realities that drove our budget process for 2023.

First, inflation is very high. When the budget was crafted in September the CPI index, on a year over year basis, had increased to 8.3%. Neighboring dioceses were planning for COLA increases of up to 8%, regional nonprofits which have the advantage of budgeting later in the year were looking ahead to between 6% and 8%. This proposed budget – like the recommended diocesan minimums from the HR Committee – includes a 7% Cost of Living Increase for all salaried personnel funded by the diocesan budget. Frankly, that may not be enough to keep up with inflation, but we felt going higher without information for the full year was inadvisable.

Second, our assessment to the Episcopal Church increased by \$270,865. The assessment has essentially returned to where it was in 2020.

Third, there were two significant increases pre-baked into our budget from prior years. Episcopal Futures increased by \$130,000 as part of a planned ramp up. Additionally, the Reserve for Electing a Bishop had been increased last year when the announcement of an election of a coadjutor was made, and the money to begin funding that last year came from our contingency. This year we need to restore the contingency as far as possible and also increase the Reserve by an additional \$50,000 as approved at Convention in 2021. The funding for Coadjutor for 8 months in 2023 also appears as a new line, but there is an equal underpayment to the reserve so that our budget is not artificially inflated by \$185,000.

Fourth, delayed Parochial Reporting by congregations makes it very difficult to project income. In late August our forecasting projected flat apportioned share income based on payment patterns of congregations but without the necessary information from many Parochial Reports (about 25% were missed in August though many have since come in). The good news is that we have more reliable forecasts with additional Parochial Reports and are confident that net Apportioned Shares will be up for 2023.

Fifth, fruit is being borne by the ongoing Funds Project of the Finance Committee. The Diocese has scores of restricted funds, many of which are out of balance or not clearly catalogued as to their use and we are in the process of doing a deep dive into every Fund. That work has revealed that we have additional money that can support our operational budget. It has also revealed that we have several restricted funds for property support that can directly fund some property grants outside of the operating budget without decreasing funding.

Sixth, every commission, committee, and ministry supported by the diocesan budget planned for a full return to normal, and many hoped for and requested increased funding for important mission, programs, and grants that benefit our diocese enormously.

The increases in our TEC Assessment, COLA, and those prebaked into the Reserve for Electing A Bishop and Episcopal Futures were greater than the increases from the funds project and those seen in apportioned share. The Budget Requests only further increased the deficit of our “Ideal” budget to about (\$938,000).

We were able to balance the budget by doing two things:

- 1) We increased income by adding a modest increase to Convention Fees and lowering our contingency from 3% to about 1.5%.
- 2) We spoke with every Commission and Committee Chair, every senior member of the Bishops Staff, and the Bishops to determine what could be removed from each request while still keeping every single ministry whole and not disrupting plans that had already been made. We are grateful that every one of those conversations was filled with understanding and the Holy Spirit.

While it is true that we will not be able to add some new positions we hoped for or fully restore funding to pre-pandemic levels, the 2023 budget will continue and build upon all of the mission and ministry that we

are doing now. A few highlights:

- We are paying our full assessment to the Episcopal Church.
- We are funding our Bishop Coadjutor in addition to our current three Bishops.
- We are creating a new Reserve For Curacies for New EDNY Ordinands.
- We are creating a new line for the Reparations Commission (formerly under the umbrella of Social Concerns).
- Increasing COLA by 7% ensures that the 52 people who are paid by our budget do not take a pay cut due to inflation.

The budget spreadsheet includes the 2020 Budget, the 2021 Budget, the 2022 Budget, the 2023 Proposed Budget, and comparisons between 2022 and 2023. It is helpful to assume that the 2020 Budget was our last “normal year”. Line by line notes of income and disbursements are below.

We are grateful for the support and oversight of Bishop Dietsche, his staff, in particular Esslie Hughes, Karin Almquist, and Robert Santiago, our Treasurer Sr. Faith Margaret, CHS, John Trammell who is chair of the Finance Committee, and the members of the Budget Committee.

The Budget Committee recommends approval of the 2023 Proposed Budget. The Proposed Budget was approved by Council on September 27, 2022.

Respectfully submitted,

The Rev. Matthew Hoxsie Mead & Mr. Douglas Schimmel
Co-Chairs of the Budget Committee

A personal note from Father Mead: it is has been an honor to serve as Chair of the Budget Committee. I am rotating off the Committee after having served as chair for ten years.

Line-by-line Notes for the 2023 Proposed Budget

Income Notes

Apportioned Share Income

- **Line 001:** Gross Calculated Apportioned Shares (as of September 15) is down slightly from 2022.
- **Line 002:** Total Adjustments due to 12.5% Cap & Adjustment Board is the aggregate amount that these two canonical caps which decreases Calculated Apportioned Shares. In 2023 that amount is higher than normal in large part due to missing and/or possibly incorrect parochial report data from several parishes, but that should not affect income for the 2023 budget in any substantial way because we have a contingency budgeted.
- **Line 003:** Reserve: Projected Bad Debt & Projected Adjustments is lower than it has been the past two years because we are not projecting for blanket adjustments from the Adjustment Board this year.
- **Line 005:** Net Income From Apportioned Shares is up by about \$428,000.

Other Income

- **Line 006:** Total Allocation from the General Endowment & Operational Funds is up about \$237,000 because we were able to allocate money from certain funds as part of the Finance Committee Funds Project and from the Real Estate Reserve Fund.
- **Line 007:** Contribution to General Endowment (25% Cap until 2021; 33% now) is zero because the cap

will not be hit this year.

- **Lines 008 and 009:** Trust Income and Fee Income are flat.
- **Line 010:** Diocesan Convention Fee Income is budgeted with a modest increase after having been flat for many years.
- **Line 011:** Net Income from other Sources is up about \$261,000.

Contingency

- **Line 012:** We try to budget a 3% contingency (a negative line reducing income) every year. As we have in past years, this budget does not maintain a 3% contingency, and for 2023 the contingency is budgeted at 1.55%.

TOTAL INCOME

- **Line 013:** Total Income is up about \$746,000 to \$12,764,263.

Disbursement Notes

TOTAL DISBURMENTS

- **Line 1100:** Total Disbursements are up about \$746,000 to \$12,764,263.
- The Income & Summary page of the spreadsheet shows summaries for disbursements. Please review Schedules 100-1000 of the Budget Spreadsheet for detail on disbursements. Line by line notes are below.

Note regarding every line that includes salaries funded by the Diocese of New York

- There are 52 people whose salaries are funded by the Diocese of New York. The \$210,000 in total Salary and Benefit increases (Line 1000) approved at the 2021 Diocesan Convention (a 3% COLA was approved last year) are built into each line as it was budgeted. In some cases a minor increase is noted, in other cases the line is flat or nearly flat.
- The line-by-line notes below will not reference such increases, and will only note other changes to lines.

Total Assessments to The Episcopal Church

- **Line 101:** Our Assessment to the Episcopal Church is up about \$270,000. The assessment has essentially returned to where it was in 2020. Our diocese has the highest assessment (by far) in The Episcopal Church. In 2021 when we provided Apportioned Share relief to our congregations (up to 25% for every congregation that asked for both 2020 and 2021), we hoped for and appealed for Assessment relief from the Executive Council of the Episcopal Church, and our appeal was denied.
- **Line 102:** Our Assessment to Province 2 is up slightly from 2022 when we were provided a new and updated calculation.

Total Reserve Funds

- **Line 201:** Reserve for Annual Diocesan Convention is increased by \$40,000 due to a reallocation from Line 901 (Administration) so as to better reflect that a significant portion of a staff member is devoted to Convention Planning.
- **Line 202:** Reserve for Future Episcopal Elections is increased by \$50,000 as had been approved at the 2021 Convention. The increase is necessary to cover the full expenses of the Election of a Bishop Coadjutor and transition to the 17th Bishop of New York.
- **Line 202a:** Underpayment to Reserve to fund Bishop Coadjutor is a negative line that matches the 2023 funding needed in 2023 for Line 301a Bishop Coadjutor.
- **Line 203:** Reserve For Curacies for New EDNY Ordinands is a new line totaling \$135,000 to help fund curacy positions for our diocese's newly ordained priests. This reserve will place Line 605 Curacy Initiative and will allow money not spent in a given year to roll over and build up for the future.

- **Line 204:** Reserve for Deputies to General Convention & Provincial Synod is decreased by \$10,000 because General Convention is expected to be shorter in 2024.
- **Line 205:** Reserve for Lambeth Conference (Travel & All Expenses) is decreased by \$7,500 because the next Lambeth will not occur until the 2030s.

Total Episcopal Function

- **Line 301a:** Bishop Coadjutor (May 2023-March 2024 only) is budgeted for 8 months with a stipend between the Bishop of New York and the Bishop Suffragan.

Total Episcopal Support Staff

- Every line in the 400 section is budgeted to continue current staffing and programs and 2022 actuals. Please note that some lines will appear flat, decreased, or increased.

Total Staff Support for Congregations & Diocesan Ministries

- Unless noted below, every line in the 500 section is budgeted to continue current staffing and programs and 2022 actuals. Please note that some lines will a
- **Line 801:** Property Support Committee Grants appears to be decreased by \$200,000 but, as noted in the executive summary, that same amount of funding will be allocated for 2023 from funds that are restricted or property support as determined by the Finance Committee as part of their ongoing funds project. The total amount of money for Property Support Grants for 2023 will be the same as 2022.
- **Line 802:** First Step Grants is decreased by \$5,000.
- **Line 803:** Next Step Grants was zeroed out several years ago and the new allocation of \$5,000 begins the process of restoring the grant program.
- **Line 804:** Hispanic Ministries Grants is decreased by \$5,000.
- **Line 805:** Sustainable Development Goal Grants is increased to align with the formula (0.7% of total disbursements) adopted by The Episcopal Church. ppear flat, decreased, or increased.
- **Line 503:** Director of Diocesan Property Services was increased an additional \$50,000 to budget for a part time assistant for the Director of Diocesan Property Services.
- **Line 505:** Public Affairs is increased to fund additional video services.

Total Funding for Strategic/Mission Settings

- Unless noted below, every line in the 600 section is budgeted to continue current staffing and programs and 2022 actuals. Please note that some lines will appear flat, decreased, or increased.
- **Line 605:** Curacy Initiative is zeroed out and a new reserve will be set up (Line 203) to build up money that is not used in a given year. Note that only \$60,000 of the budgeted \$140,000 for 2022 was used, and the balance cannot be rolled into the next year because it was not set up as a reserve.
- **Line 608:** Episcopal Futures Co-Payment (2022 through 2025) increased by \$120,000 as planned. The amount will remain at \$150,000 through 2025 when the program is scheduled to conclude.

Total Diocesan Ministries & Outreach

- The Budget Chair spoke directly with every chair of every Commission/Committee in the 700 section to find a way to keep ongoing ministry and programs whole. In nearly every case, the request was higher than the final budgeted amount which the Budget Chair and the various Commission/Committee agreed upon.
- **Line 703:** Multicultural Ministries (New Community) is increased to continue to fund ongoing programs. The budget amount was \$15,000 less than requested by the Committee.
- **Line 704:** Christian Formation Commission Programs / Young Adult Ministry is decreased by \$7,000 but will enable to Commission to continue to fund ongoing programs.
- **Line 705:** Social Concerns Commission is decreased by \$15,000 but will enable the Commission to continue to fund ongoing programs. Please note that the Reparations Committee/Commission had formerly been a subcommittee of Social Concerns and the \$20,000 allocated in past years for Reparations has been moved to line 705a. Essentially there is an additional \$5,000 for the other subcommittee to use, even though the overall budget has decreased by \$15,000.

- **Line 705a:** Reparations Committee/Commission is a new line. Reparations work has been a priority of the diocese for the past three years and this is reflected in the expanded work of the Committee which is being formed into a Commission. The overall Reparations budget in 2022 was \$20,000, and it increased in 2023 to \$48,500. The full request was higher, but this will enable the Commission to do their work.
- **Line 707:** Ecumenical & Interfaith Commission is increased by \$500. The Commission has trimmed many expenses and will be initiating an internship program with EDS in 2023 by reallocating that money and adding this modest increase. Their full request was higher with the hope of having two interns.
- **Line 708:** Global Mission Commission is decreased by \$4,000 but will enable the Commission to continue to fund ongoing programs.
- **Line 709:** Companion Diocese Relationship is decreased by \$5,000. The Task Force overseeing this relationship is planning to cover the difference by raising funds from parishes and members of the diocese.
- **Line 711:** New York Service & Justice Collaborative (Episcopal Service Corp) is decreased by a total of \$9,500. The Budget Committee has allocated \$3,000 towards Grace Year which is the other Episcopal Service Corps program in our diocese. The remaining \$12,500 is allocated to New York Service & Justice Collaborative which has been fundraising in 2022 and will need to continue to do so in 2023.
- **Line 712:** Episcopal New Yorker is increased to cover current spending.

Total Grants

- **Line 801:** Property Support Committee Grants appears to be decreased by \$200,000 but, as noted in the summary, that same amount of funding will be allocated for 2023 from funds that are restricted for property support as determined by the Finance Committee as part of their ongoing funds project. The total amount of money for Property Support Grants for 2023 will be the same as 2022.
- **Line 802:** First Step Grants is decreased by \$5,000.
- **Line 803:** Next Step Grants was zeroed out several years ago and the new allocation of \$5,000 begins process of restoring the grant program.
- **Line 804:** Hispanic Ministries Grants is decreased by \$5,000.
- **Line 805:** Sustainable Development Goal Grants is increased to align with the formula (0.7% of total disbursements) adopted by The Episcopal Church.

Total Diocesan Finance & Operations

- Unless noted below, every line in the 900 section is budgeted to continue current staffing and programs and 2022 actuals. Please note that some lines will appear flat, decreased, or increased.
- **Line 901:** Administration is decreased by about \$450,000 through reallocation to other lines (i.e. Line 903: Office of Director of Operations & Human Resources)
- **Line 903:** Office of Director of Operations & Human Resources is a new line which is funded mostly from reallocating funds from Line 901: Administration.

Total Unallocated Cost for Mission

- The ministries and offices of the 910 section are generally used by every department and office of the diocese or are specific to the diocese as a whole. Unless noted below, every line in the 910 section is budgeted to continue current staffing and programs and 2022 actuals. Please note that some lines will appear flat, decreased, or increased.
- **Line 911:** IT Expenses are increased by about \$82,000 to cover server replacement, a phone system upgrade, and cyber security upgrades.

Capital Expenditures Budget

- **Line 950:** Capital Expenditures Budget is decreased by \$20,000 which will mean fewer capital improvements in Diocesan House and Synod House.

Provision for Salary & Benefit Increase

- **Line 1000:** Provision for Salary & Benefit Increase is budgeted with a 7% COLA. When the budget was

crafted in September the CPI index, on a year over year basis, had increased to 8.3%. Neighboring dioceses were planning for COLA increases of up to 8%, regional nonprofits which have the advantage of budgeting later in the year were looking ahead to between 6% and 8%. This proposed budget – like the recommended diocesan minimums from the HR Committee – includes a 7% Cost of Living Increase for all salaried personnel funded by the diocesan budget. Frankly, that may not be enough to keep up with inflation, but we felt going higher without information for the full year was inadvisable. Increasing COLA by 7% ensures that the 52 people who are paid by our budget do not take a pay cut due to inflation.

GRAND TOTAL DISBURMENTS

- Total Disbursements are up about \$746,000 to \$12,764,263.

Budget Committee Organization & Members

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

The Rev. Matthew H. Mead

Christ the Redeemer, Pelham
CO-CHAIR, BUDGET COMMITTEE
Council, ex officio
Trustee, Class of 2024 (1st Term)
matthew@christchurchpelham.org

Douglas Schimmel

Trinity Wall Street, Manhattan
CO-CHAIR, BUDGET COMMITTEE
Trustee, Class of 2024 (2nd term)
doug@serfihllc.com

Sr. Faith Margaret, C.H.S.

Community of the Holy Spirit, Manhattan
Ex officio, Treasurer

Esslie W. Hughes

Chief of Finance and Operations
Ex officio

Karin M. Almquist

Controller
Staff Liaison

Alice Yurke, Esq.

St. Bartholomew's, Manhattan
Chancellor

The Rev. Canon Victor Conrado

Canon for Congregational Vitality and Formation
Staff Liaison

The Rev. Lenore (Nora) Smith

Canon for Transition Ministry
Staff Liaison

Robert Cummings

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

The Rev. Dr. Pierre André Duvert

St. Luke's, Bronx

Earl K. D. Francis

St. Andrew's (Harlem), Manhattan Council,
Class of 2023 (2nd term)

Susan Jansen

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

Gavin Leckie

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

The Rev. Kyle Martindale

St. Mark's, Mount Kisco
Christian Formation Chair
Council, Class of 2023

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

The Rev. Dr. Nathanael Saint-Pierre
St. Augustine's, Manhattan
Council, Class of 2024

The Rev. A. J. Stack
St. Thomas', Amenia
Council, Class of 2024

The Rev. Margaret (Peggy) Sullivan
Retired
Chair, Property Support Committee Trustee,
Class of 2022 (1st term)

John B. Trammell
St. James', Manhattan
Chair, Finance Committee
Trustee, Class of 2024 (2nd term)

Diana Wheeler
St. Peter's (Lithgow), Millbrook Trustee,
Class of 2024 (1st term)

Resolutions from the Budget Committee

BUDGET COMMITTEE RESOLUTIONS 1 AND 2

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

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

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

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

Text of Resolution(s):

[1] Resolved: That the 2023 Apportioned Share Budget presented herewith be adopted; and be it further

[2] Resolved: That the Chief of Finance and Operations shall apportion in accordance with Sec. 2 and Sec. 3 of Canon 17, each congregation's share of the 2023 budget of \$12,764,263. According to Canon 17, Sec. 5, this is to be paid by each congregation in four installments on the fifth day of January, April, July and October 2023.

Commentary on Resolution

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

Episcopal Diocese of New York Proposed 2023 Budget Income and Disbursement Summary

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

Episcopal Diocese of New York
Proposed 2023 Budget
Disbursement Detail

Budget Line	Description	2020 Budget	2021 Budget	2022 Budget	Proposed 2023 Budget	2022 to 2023 Difference
101	Assessment to The Episcopal Church	\$ 1,750,000	\$ 1,321,421	\$ 1,531,763	\$ 1,802,628	\$ 270,865
102	Assessment to Province II	\$ 15,500	\$ 15,500	\$ 22,774	\$ 25,274	\$ 2,500
100	Total Assessments to The Episcopal Church	\$ 1,765,500	\$ 1,336,921	\$ 1,554,537	\$ 1,827,902	\$ 273,365
201	Reserve for Annual Diocesan Convention	\$ 175,000	\$ 175,000	\$ 175,000	\$ 215,000	\$ 40,000
202	Reserve for Future Episcopal Elections	\$ 50,000	\$ 50,000	\$ 150,000	\$ 200,000	\$ 50,000
202a	Underpayment to Reserve to fund Bishop Coadjutor				\$ (185,255)	
203	Reserve For Curacies for New EDNY Ordinands				\$ 135,000	
204	Reserve for Deputies to General Convention & Provincial Synod	\$ 25,000	\$ 25,000	\$ 40,000	\$ 30,000	\$ (10,000)
205	Reserve for Lambeth Conference (Travel & All Expenses)	\$ 15,000	\$ 15,000	\$ 15,000	\$ 7,500	\$ (7,500)
200	Total Reserve Funds	\$ 265,000	\$ 265,000	\$ 380,000	\$ 402,245	\$ 22,245
301	Bishop of New York	\$ 285,000	\$ 288,000	\$ 288,000	\$ 297,000	\$ 9,000
301a	Bishop Coadjutor (May 2023-March 2024 only)				\$ 185,255	\$ 185,255
302	Bishop Suffragan	\$ 244,000	\$ 248,500	\$ 248,500	\$ 256,000	\$ 7,500
303	Bishop Assistant	\$ 244,000	\$ 248,500	\$ 248,500	\$ 256,000	\$ 7,500
304	Bishops' Shared Travel (Inside and outside diocese, excluding Lambeth)	\$ 50,000	\$ 40,000	\$ 65,000	\$ 65,000	\$ -
305	Bishop of New York Hospitality Expenses	\$ 30,000	\$ 20,000	\$ 30,000	\$ 30,000	\$ -
300	Total Episcopal Function	\$ 853,000	\$ 845,000	\$ 880,000	\$ 1,089,255	\$ 209,255
401	Bishops' Office Expenses (TOTAL)	\$ 530,000	\$ 510,000	\$ 510,000	\$ 510,000	\$ -
402	Canon to the Ordinary (Expenses & Compensation)	\$ 205,000	\$ 205,000	\$ 205,000	\$ 205,000	\$ -
403	Canon for Pastoral Care (Expenses & Compensation)	\$ 180,000	\$ 170,000	\$ 170,000	\$ 176,680	\$ 6,680
404	Canon for Ministry (Expenses & Compensation)	\$ 240,000	\$ 230,000	\$ 230,000	\$ 235,000	\$ 5,000
405	Canon for Transition Ministry (Expenses & Compensation)	\$ 245,000	\$ 235,000	\$ 246,000	\$ 246,000	\$ -
400	Total Episcopal Support Staff	\$ 1,400,000	\$ 1,350,000	\$ 1,361,000	\$ 1,372,680	\$ 11,680
501	Canon for Congregational Vitality & Formation (Expenses & Compensation)	\$ 192,000	\$ 195,000	\$ 198,104	\$ 201,004	\$ 2,900
502	Liaison for Global Mission (Expenses & Compensation)	\$ 161,000	\$ 168,000	\$ 168,000	\$ 168,000	\$ -
503	Director of Diocesan Property Services (Expenses & Compensation)	\$ 173,000	\$ 176,000	\$ 190,000	\$ 247,000	\$ 57,000
504	Mid Hudson Region (Expenses & Compensation)	\$ 115,000	\$ 101,000	\$ 101,000	\$ 101,000	\$ -
505	Public Affairs (Expenses & Compensation)	\$ 210,000	\$ 234,000	\$ 234,000	\$ 250,300	\$ 16,300
506	Archives (Expenses & Compensation)	\$ 110,000	\$ 110,000	\$ 100,000	\$ 105,000	\$ 5,000
500	Total Staff Support for Congregations & Diocesan Ministries	\$ 961,000	\$ 984,000	\$ 991,104	\$ 1,072,304	\$ 81,200

Episcopal Diocese of New York
Proposed 2023 Budget
Disbursement Detail

Budget Line	Description	2020 Budget	2021 Budget	2022 Budget	Proposed 2023 Budget	2022 to 2023 Difference
601	Campus Ministry Clergy (Expenses & Compensation)	\$ 475,000	\$ 430,000	\$ 500,000	\$ 430,000	\$ (70,000)
602a	Hispanic Clergy Compensation (see below for 2022)	\$ 475,000	\$ 400,000	\$ -	\$ -	\$ -
602b	Congregations in Strategic Settlements Clergy Compensation (see below for 2022)	\$ 1,100,000	\$ 970,000	\$ -	\$ -	\$ -
603	Bilingual and Intercultural Clergy Support			\$ 857,000	\$ 867,000	\$ 10,000
604	Bronx Mission Clergy Support			\$ 540,000	\$ 584,000	\$ 44,000
605	Curacy Initiative			\$ 140,000	\$ -	\$ (140,000)
606	Area Team Ministry Clergy Support (formerly Regional Pastorate)	\$ 245,000	\$ 182,000	\$ 165,000	\$ 120,000	\$ (45,000)
607	Harlem Clergy Support (formerly Harlem Initiative Clergy Compensation)	\$ 160,000	\$ 108,000	\$ 240,000	\$ 280,000	\$ 40,000
608	Episcopal Futures Co-Payment (2022 through 2025)			\$ 30,000	\$ 150,000	\$ 120,000
609	Church Plants & Revitalization	\$ 220,000	\$ 142,000	\$ 220,000	\$ 196,000	\$ (24,000)
600	Total Funding for Strategic/Mission Settings	\$ 2,675,000	\$ 2,232,000	\$ 2,692,000	\$ 2,627,000	\$ (65,000)
701	Congregational Development Commission Programs	\$ 15,000	\$ 15,000	\$ 15,000	\$ 15,000	\$ -
702	Operational Support for Strategic Hispanic Congregation	\$ 25,000	\$ 20,000	\$ 15,000	\$ 15,000	\$ -
703	Multicultural Ministries (New Community)	\$ 25,000	\$ 12,000	\$ 12,000	\$ 23,000	\$ 11,000
704	Christian Formation Commission Programs / Young Adult Ministry	\$ 65,000	\$ 54,000	\$ 67,000	\$ 60,000	\$ (7,000)
705	Social Concerns Commission	\$ 81,000	\$ 72,900	\$ 85,000	\$ 70,000	\$ (15,000)
705a	Reparations Committee/Commission				\$ 48,500	\$ 48,500
706	Ecumenical and Multi-Faith Councils Contribution	\$ 10,500	\$ 10,500	\$ 10,500	\$ 10,500	\$ -
707	Ecumenical & Interfaith Commission	\$ 10,000	\$ 9,000	\$ 10,000	\$ 10,500	\$ 500
708	Global Mission Commission	\$ 52,000	\$ 45,000	\$ 45,000	\$ 41,000	\$ (4,000)
709	Companion Diocese Relationship	\$ 40,000	\$ 40,000	\$ 40,000	\$ 35,000	\$ (5,000)
710	Rural and Migrant Ministry	\$ 50,000	\$ 50,000	\$ 50,000	\$ 50,000	\$ -
711	New York Service & Justice Collaborative (Episcopal Service Corp)	\$ 25,000	\$ 12,500	\$ 25,000	\$ 15,500	\$ (9,500)
712	Episcopal New Yorker	\$ 54,500	\$ 45,000	\$ 45,000	\$ 65,000	\$ 20,000
713	Support for Episcopal Charities	\$ 125,000	\$ 110,000	\$ 110,000	\$ 110,000	\$ -
700	Total Diocesan Ministries & Outreach	\$ 578,000	\$ 495,900	\$ 529,500	\$ 569,000	\$ 39,500
801	Property Support Committee Grants	\$ 425,000	\$ 425,000	\$ 470,000	\$ 270,000	\$ (200,000)
802	First Step Grants	\$ 20,000	\$ 25,000	\$ 25,000	\$ 20,000	\$ (5,000)
803	Next Step Grants	\$ 30,000	\$ -	\$ -	\$ 5,000	\$ 5,000
804	Hispanic Ministries Grants	\$ 60,000	\$ 50,000	\$ 60,000	\$ 55,000	\$ (5,000)
805	Sustainable Development Goal Grants	\$ 84,000	\$ 74,000	\$ 84,000	\$ 89,000	\$ 5,000
800	Total Grants	\$ 619,000	\$ 574,000	\$ 639,000	\$ 439,000	\$ (200,000)

Episcopal Diocese of New York
Proposed 2023 Budget
Disbursement Detail

Budget Line	Description	2020 Budget	2021 Budget	2022 Budget	Proposed 2023 Budget	2022 to 2023 Difference
901	Administration (Expenses & Compensation)	\$ 1,595,000	\$ 1,542,000	\$ 1,650,325	\$ 1,200,000	\$ (450,325)
902	Office Services (Expenses & Compensation)	\$ 325,000	\$ 275,000	\$ 310,000	\$ 290,000	\$ (20,000)
903	Office of Director of Operations & Human Resources				\$ 507,000	
904	Special Finance Committee Projects	\$ 200,000	\$ -	\$ -	\$ -	\$ -
900	Total Diocesan Finance & Operations	\$ 2,120,000	\$ 1,817,000	\$ 1,960,325	\$ 1,997,000	\$ 36,675
911	IT Expenses	\$ 175,000	\$ 217,000	\$ 210,000	\$ 291,900	\$ 81,900
912	Diocesan & Parish Websites (Web Management)	\$ 4,500	\$ 5,750	\$ 5,750	\$ 7,900	\$ 2,150
913	Professional Expenses (Legal)	\$ 100,000	\$ 100,000	\$ 135,000	\$ 135,000	\$ -
914	Overhead and Fixed Obligations	\$ 300,000	\$ 253,000	\$ 260,000	\$ 265,000	\$ 5,000
915	Cathedral Cost Sharing and Rent	\$ 1	\$ 1	\$ 1	\$ 1	\$ -
916	Property (EDNY) Management		\$ 30,000	\$ 150,000	\$ 150,000	\$ -
910	Total Unallocated Cost for Mission	\$ 579,501	\$ 605,751	\$ 760,751	\$ 849,801	\$ 89,050
950	Capital Expenditures Budget	\$ 60,000	\$ 60,000	\$ 60,000	\$ 40,000	\$ (20,000)
1000	Provision for Salary & Benefit Increase	\$ 77,000	\$ -	\$ 210,000	\$ 478,076	\$ 268,076
	Grand Total Expenditures	\$11,953,001	\$10,565,572	\$12,018,217	\$12,764,263	\$746,046

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

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

CLARK ANDERSON:



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

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

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

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

SUSAN K. JANSEN:



Parish: Christ's Church. Rye.

Occupation: Private Investor.

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

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

DULCIE T. MAPONDERA:



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

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

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

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

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

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

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

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

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

Text of the Resolution(s):

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

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

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

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

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

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

Explanation:

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

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

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

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

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

Proposers of Resolution:

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

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

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

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

Text of Resolution:

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

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

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

Explanation

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

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

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

Why a Task Force?

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

Observing Break The Silence Sunday

Proposer(s) of Resolution: Yvonne O’Neal and Paul Feuerstein
Parish or Organization(s): Diocesan Task Force on Domestic Violence and Sexual Assault
Telephone and Email: (347) 776-8010; yvonne.oneal@gmail.com
Title of Resolution: Observing Break The Silence Sunday

Text of the Resolution(s):

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

[14] Resolved, that within The Episcopal Diocese of New York there be zero tolerance on violence against women and children within our homes, our schools, our communities and the church.

Explanation:

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

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

Florence Li Tim-Oi Project

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

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

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

Title of Resolution: Florence Li Tim-Oi Project

Text of the Resolution(s):

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

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

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

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

Explanation:

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

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

No diocesan funds would be used for travel.

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

Participate in Thursdays in Black

Proposer(s) of Resolution: Yvonne O’Neal and Paul Feuerstein

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

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

Title of Resolution: Participate in Thursdays in Black

Text of the Resolution(s):

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

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

Explanation:

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

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

Reaching Carbon Neutrality by 2030

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

Parish or Organization(s): Creation Care Committee

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

Title of Resolution: Reaching Carbon Neutrality by 2030

Text of the Resolution(s):

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

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

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

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

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

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

Explanation:

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

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

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

Minimum Clergy Compensation

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

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

Telephone and E-mail: (408) 364-6524, kflexer@saintmichaelschurch.org

Title of Resolution: Minimum Clergy Compensation

Text of Resolution:

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

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

Whereas, the Diocesan Human Resources Committee recommended a 3% increase to the minimum annual stipend for clergy, effective January 1, 2022 and the recommendation was approved at the September 2021 meeting of the Trustees of the Diocese of New York and further approved at the 243rd Convention of the Episcopal Diocese of New York; and

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

Now, therefore, be it

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

Cash stipends:

- Ordained to priesthood less than 3 years: \$47,400 as of January 1, 2022
- Ordained to priesthood more than 3 years but less than 10 years: \$52,650 as of January 1, 2022
- Ordained to priesthood more than 10 years: \$53,150 as of January 1, 2022
- Ordained to priesthood over 15 years: \$60,250 as of January 1, 2022

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

Explanation

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

Require Antiracism Training for All Diocesan Appointees

Proposer of Resolution: Lauren Reid

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

Telephone: (914) 382.2722 lrrmink@gmail.com

Title of Resolution: Require Antiracism Training for All Diocesan Appointees

Text of Resolution:

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

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

Approve Revisions to the Lay Compensation Guidelines

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

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

Telephone and E-mail: (408) 364-6524, kflexer@saintmichaelschurch.org

Title of Resolution: Approve Revisions to the Lay Compensation Guidelines

Text of the Resolution(s):

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

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

Now, therefore, be it

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

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

EXHIBIT A

Note:

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

Section A. Mandated Compensation, Benefits and Associated Expenses

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

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

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

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

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

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

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

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

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

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

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

Section B. Items strongly urged by Convention

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

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

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

Increase in the Supply Clergy Compensation Rates

Proposer of Resolution: The Rev. Canon Nora Smith

Parish or Organization: The Office of Transition Ministry

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

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

Text of the Resolution:

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

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

Explanation:

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

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

Resolution: Increase in the Supply Clergy Compensation Rates continued

The rates are currently as follows:

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

TALLY SHEET

DIOCESE OF NEW YORK ELECTIONS 2022

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

A	STANDING COMMITTEE
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CLERGY CLASS OF 2026 - ELECT ONE							
TOTAL VALID BALLOTS CAST							
BALLOTS NECESSARY TO ELECT							
	The Rev. Dr. Mary L. Foulke						
	The Rev. Jacob A. Smith						

B	STANDING COMMITTEE
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LAY CLASS OF 2026 - ELECT ONE							
TOTAL VALID BALLOTS CAST							
BALLOTS NECESSARY TO ELECT							
	Mr. Stuart Auchincloss						
	Ms. Deborah Gibbons Hansen						

C	COMMITTEE TO ELECT A BISHOP
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CLERGY CLASS OF 2023 - ELECT ONE							
TOTAL VALID BALLOTS CAST							
BALLOTS NECESSARY TO ELECT							
	The Rev. Dr. Allison Moore						
	The Rev. Deacon Pedro Rodríguez, Jr.						

D	COMMITTEE TO ELECT A BISHOP
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LAY CLASS OF 2023 - ELECT ONE							
TOTAL VALID BALLOTS CAST							
BALLOTS NECESSARY TO ELECT							
	Ms. Jane M. Stormes						

TALLY SHEET

DIOCESE OF NEW YORK ELECTIONS 2022 Continued

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

E	TRUSTEES OF THE DIOCESE
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CLASS OF 2025- ELECT THREE

TOTAL VALID BALLOTS CAST					
BALLOTS NECESSARY TO ELECT					
	Mr. Jeffrey (Jeff) Bodenmann				
	The Rev. Dr. Gawain de Leeuw, AOM				
	Ms. Abigail Franklin				
	Ms. Sandy Gadsen-McAllister				
	Ms. Sue Monroe				
	Mr. Peter Saros				
	The Rev. Margaret (Peggy) Sullivan				

F	DIOCESAN COUNCIL
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CLASS OF 2025 - ELECT SIX

TOTAL VALID BALLOTS CAST					
BALLOTS NECESSARY TO ELECT					
	The Rev. Tami L. Burks				
	Mr. Jorge Caraballo				
	The Rev. Amber Carswell				
	The Rev. Deacon Dorothée R. Caulfield				
	Mr. Tivaun Cooper				
	Ms. Louise Hannibal-Boyce				
	The Rev. Kyle T. Martindale				
	Mr. Ayelish McGarvey				
	The Rev. Anne Marie Witchger				

TALLY SHEET

DIOCESE OF NEW YORK ELECTIONS 2022 Continued

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

G	DISCIPLINARY BOARD
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CLASS OF 2025 - ELECT SEVEN

TOTAL VALID BALLOTS CAST						
BALLOTS NECESSARY TO ELECT						
Ms. Amelia V. Anderson						
The Rev. Richard J. Datos-Robyn						
Mr. Earl Francis						
The Rev. Deborah A. Lee						
The Rev. Deacon David F. McDonald						
Ms. Christy Miller						
The Rev. Canon Diana S. Scheide						
The Rev. Canon Carl F. Turner						
The Rev. Matthew Welsh						
Ms. Carol Williams						

H	CLERGY DEPUTIES TO THE 81st GENERAL CONVENTION & PROVINCIAL SYNOD
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CLASS OF 2024 - ELEC FOUR

TOTAL VALID BALLOTS CAST						
BALLOTS NECESSARY TO ELECT						
The Rev. Rigoberto Avila-Nativi						
The Rev. Theodora (Teddy) Brooks						
The Rev. Katharine (Kate) G. Flexer						
The Rev. Susan Fortunato						
The Rev. Katherine (Kate) M. Malin						
The Rev. Lisa Mason						
The Rev. Deacon Pedro Rodriguez, Jr						
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I	LAY DEPUTIES TO THE 81st GENERAL CONVENTION & PROVINCIAL SYNOD
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CLASS OF 2024 - ELEC FOUR

TOTAL VALID BALLOTS CAST						
BALLOTS NECESSARY TO ELECT						
Mr. Stuart Auchincloss						
Ms. Catherine Baer						
Mr. Richard Berry						
Ms. Wendy Cañas						
Mr. Gregory Citarella						
Mr. Tivaun Cooper						
Mr. James A. Forde, Sr.						
Ms. Yvonne O'Neal						
Ms. Diane Pollard						
Ms. Lauren Reid						



The Episcopal Diocese of New York

DIOCESAN INVESTMENT COMMITTEE

SEPTEMBER 2022

2022 Report to Convention

In 2021, the Investment Committee reported on progress in keeping with the 2015 Resolution that called for the Diocese to develop a Community Investment Program and Apply Ethical Standards in the Management of Church Investment Assets. This year we are pleased to report the following progress towards these goals along with activities to protect and manage the portfolio:

1. Investments with Environmental, Social and Governance screen

At the end of 2021, approximately 74% of the Brown Brothers Harriman portfolio was invested with ESG tilts including individual stocks, equity mutual funds, equity private funds, and individual bonds. In addition, 70% of invested assets were invested in strategies managed by UN PRI signatories.

2. Community Investment Program

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

The Committee continues to seek additional community investment opportunities..

3. Proxy Voting

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

4. 2021 Investment Results outpaced the Draw, while 2022 Investment Results are weaker.

In 2021 the consolidated portfolio returned 5.2%, comfortably exceeding the approved Investment Draw of 4.5%. Our portfolio continues to be over-weighted to equities and modestly underweight alternatives, fixed income and cash. For the five years ended December 31, 2020, our portfolio has returned 8.3% on a compounded basis, again comfortably in excess of the Draw. These gains have been achieved while continuing to remain within the investment guidelines outline in our Investment Policy Statement. Year-to-date 2022 results (through June) are falling shy of the Draw as investments worldwide have posted negative returns.

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

To All DIT Shareholders:

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

In accord with its mandate, the DIT engaged 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, 2022, the DIT oversaw \$98.4 million on behalf of more than 258 trusts and entities throughout the Diocese.

Of the \$98.4 million, \$36.4 million (37%) represented various trust accounts (TEP), \$41.8 million (42%) voluntary investments by parishes and institutions throughout the Diocese, and \$20.2 million (21%) was invested on behalf of parishes in the PEMS program. During the year investors subscribed nearly \$10.1 million for new shares in the DIT Fund and redeemed \$1.08 million to satisfy various operating and other needs, including automated quarterly distributions under the PEMS program of approximately \$423,108.32.

The DIT Fund returned -10.8% for the one-year ending June 30, 2022, in line with its policy benchmark*. Annualized performance measured from the inception of our relationship with Commonfund (April 2009) through June 30, 2022, was +7.5%, ahead of the policy benchmark return (+7.3%) and ahead of the DIT’s long-term return objective of CPI + 4.06% by 1.9%. These performance figures are net of all fees paid to Commonfund, but do not reflect the deduction of DIT administrative expenses of approximately 0.26% (annualized), which include the cost of processing redemption and subscription requests, custody, an annual audit, and the salary of our executive director.

A year ago, as the world continued to emerge from the pandemic lockdowns, economic data was broadly positive, and corporate earnings were supported by the consumer. Businesses were reopening at a brisk pace while accumulated personal savings was the dry powder set to propel domestic growth. It was evident that monetary and fiscal policy efforts deployed at the depths of the pandemic had served their purpose, although the accelerating inflation that emerged would be the next obstacle that global central banks would have to confront. Now, it is evident they were too slow to act. This notion became more apparent to investors as the new calendar year began with inflation reaching 7 percent – and it has continued to rise since. While supply chain woes are often cited as the main culprit of rising inflation, recent data shows that multiple components including food, energy, shelter, and wages are also to blame. As a result, despite the Federal Reserve embarking on quantitative tightening via interest rate increases and a reduction in the balance sheet, there is still a lot of work the central bank must do to lower prices. The labor market and wage growth are too strong for the Fed to justify slowing its hiking cycle. These challenging economic circumstances have also dispelled the idea that market volatility will result in the execution of the “Fed Put” to protect investors. The Endowment for the year returned -10.8%, tying the policy benchmark* but ahead of a traditional 70/30 global stock and bond portfolio (which returned -14.0% for the same period). Diversification away from traditional investments

helped provide some downside protection, with allocations to alternative investment strategies like private capital (+40.5%), private credit (+7.0%), and diversified hedge strategies (+0.0%).

The investment allocation was managed within the limits prescribed by the Trustees. As of June 30, 2022, capital entrusted to the DIT was allocated 58.1% to equities, 24.6% to fixed income, and 17.3% to alternatives (inclusive of hedge fund strategies, real estate, natural resources, and environmental sustainability investments). Private investments represented 7.5% of the total portfolio's assets relative to the 17.5% established target to private investments in equity, credit, and environmental sustainability.

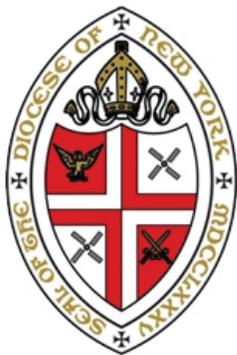
In 2015, the Diocesan Convention passed a resolution asking the TEP and other governing bodies within the Diocese to manage their assets in accordance with socially and environmentally responsible principles. In accordance with the resolution, the TEP endeavors to include Environmental, Social, and Governance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

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

August 18, 2022

Established September 27, 1877

Artwork, editing and production by Sara Saavedra since Calendar of Business 2008



The
Episcopal Diocese
of New York