

2020 Annual Reports to the 153rd Convention of the Episcopal Diocese of Central New York

*Report on the use of funds by diocesan ministries in 2020.
Includes reports submitted as of November 9, 2021.*

Annual Convention of the Diocese of Central New York

Submitted by Ms. Kathy Dengler, Secretary of Convention

The Journal of Convention is the annual report of the Convention of the Diocese. The Journal of the 153rd Diocesan Convention is available at: cnyepiscopal.org/journal-convention-152.

Commission on Ministry

Submitted by the Rev. Paul Frolick, Chair

February: We reviewed feedback about the new clergy Continuing Education guidelines and reporting requirements.

March: The COM received nominations for further discernment for several aspirants and discussed how best to proceed given COVID-19 restrictions.

May: We reviewed the status of people in the discernment and ordination process and best practices for discernment in the 'virtual' reality of the pandemic.

July: In lieu of an in-person fall discernment retreat, the COM planned Zoom check-in interviews with individuals at various stages of the discernment and ordination process.

September: We reviewed the check-in interviews and status updates from people in the process and assigned liaisons for several postulants and candidates.

November: The COM received status updates on people in the process and discussed the current discernment process.

Congregational Development

Submitted by the Rev. Canon Carrie Schofield-Broadbent, Canon for Transitions and Church Development

Congregational Development is in my job title, but it really is the work of everyone on the diocesan staff. We're here to help all of our parishes, no matter their size, location, or condition grow into more effective, faithful and vibrant communities of faith.

Connect: The Diocese of Central New York is blessed to partner with the Diocese of Rochester to participate in the College for Congregational Development. Over the past four years not only have lay and clergy leaders attended the College, but we've also brought the knowledge from the College to our parishes and leaders through workshops and parish/vestry meetings.

Speak: Mutual Ministry Reviews are another way that we support Congregational Development. I work with a team of lay and clergy leaders who are equipped to help vestries look at the foundational pieces of their ministry together (communication, trust, relationship, etc) and then we use Congregational Development models to help the church see where they can use their strengths to develop areas that are more challenging.

Connect: This year, we've leaned into the strengths of our relationships to expand the reach of our congregational development work. During the height of the pandemic, weekly Wardens' Meetings were helpful tools for sharing information and addressing challenges and opportunities together. As the pandemic progressed, we no longer needed weekly meetings, but still found the gathering to be fruitful. Now the wardens are gathering once a month (over Zoom)

Connect: This past year, building on the success we've had with virtual gatherings, we've begun the Small Church Resource Group. Aimed at parishes with an Average Sunday Attendance of 25 or less, and recognizing the unique needs, challenges, and gifts of small parish ministry, we've been meeting about every other month to learn more about Congregational Development, and also support and learn from each other.

Listen: Learning Communities Initiative (LCI) is congregational development based on the three fold model of Listen-Act-Reflect that encourages congregations to get out into their communities. They've submitted their own annual report, but I wanted to note here how integral this initiative has been in our diocese and how the lessons learned throughout LCI continue to enrich our parishes and our diocese as a whole.

Share: Sharing the stories of our lives of faith is part of our diocesan Rule of Life and is foundational to discipleship. The capacity to share our faith is enriched by the Lay Preaching program and Speak Faith (our diocesan Confirmation preparation we offered during the pandemic when in-person

Confirmations were suspended for a time). These programs help form leaders who enrich our congregations with vitality.

Respond: Aside from our formal Congregational Development offerings, we also practice congregational development through our conversations and relationships -- helping parish leaders navigate the often complex terrains of leading change, addressing conflict, expanding possibilities, learning new skills together, and getting the Good News out into the world. A lot of our congregational development work is done through coaching, advice, partnering, and learning together.

Communications

Submitted by the Rev. Deacon Meredith Kadet Sanderson, Chief of Staff & Director of Communications

In 2020, the communications ministry of the Diocese of Central New York provided essential connection, timely information, and supportive consultation services to leaders of congregations of the Diocese, helping the diocesan community to pull together in the face of COVID-19. Funding for the communications ministry also supports the diocesan website, weekly newsletter, and other resources for parish leaders.

Diocesan Board

Submitted by Ms. Cathy Hobart, Controller

The 2020 Diocesan budget was revised by the Diocesan Board in May 2020 in light of the pandemic and the Board's new priorities under the Rule of Life, Vision, and Mission statements. Core and mandatory expenses were defined and funded in the revised budget. Programs were funded through May 2021 under the original budget. A crisis management reserve was established and ministry grant funding took the place of traditional program funding. Eleven ministry grants were awarded. The Diocese applied for and received a PPP loan totaling \$135,765. The full amount of the loan was forgiven and converted to a grant in December 2020.

Core and mandatory expenses include: COM, EFHN, Sustainable Development Grants, UTO, TEC Assessment, Lambeth, General Convention, Diocesan Convention, EYE, Title Iv, Bishop Search, Compensation and Benefits for active staff and lay retirees, Unincorporated and Closed parish properties, and Communications. This budget also includes the costs of maintaining and operating the Diocesan offices, including supplies, equipment, phone and internet, insurance, meeting expenses, postage, travel and training for staff, dues and fees, uncollectible assessments, depreciation, professional services, audit, and legal costs. The total revised budget was \$1,750,953. The year ended with a surplus of \$164,395. \$30,000 was designated by the Board to be added to the funds available for ministry grants in 2021 and the balance put into reserve for future ministry grant funding.

Diocesan Treasurer

Submitted by the Rev. Steve White, Treasurer

We continue to be blessed in our diocese both with good stewardship and good stewards at all levels. This report will review 2020 financial position, and give you highlights from the yet-to-be-completed fiscal year 2021.

Here are 2020 highlights:

- The 2020 budget was revised using the priorities the Board identified using the Vision, Mission, and Rule of Life.
- The Diocese received a PPP loan for \$135,265. The loan was forgiven in full in December 2020.
- Eleven ministry grants were awarded from the newly created Crisis Management Reserve.
- There was a surplus at year's end. The Board created a reserve for Ministry Grant funding from that surplus.
- 17 parishes requested and were given an Assessment waiver.
- All parishes fulfilled their assessment/pledge commitments either in full or with a payment plan approved by the Board.
- The audit was unqualified.
- Investments for the year ended 12/31/20: The Long Term Fund was up 10.8%; The Intermediate Term Fund was up 5.84%; and the Fixed Income Fund was up 6.65%.

To date, 2021 highlights are:

- The Board revisited and revised the priorities to add Creation Care.
- 18 Ministry Grants were awarded totalling \$37,068 in the Spring.
- Another 12 Ministry Grants have been recommended by the Ministry Grant committee for the Fall round.
- The Board applied for, and received, a \$40,000 grant from The Episcopal Church.
- A financial survey was conducted of the parishes in the spring to inform the 2022 budget preparation.
- Investments: For the year to date 9/30/21 the Long Term Fund was up 10.43%; Intermediate Term Fund was up 3.14%; Fixed Income Fund was down -.95%.
- On track for a surplus at year end primarily due to this year's Convention being virtual instead of in person and travel not happening at the level anticipated.

Parish 2022 Commitment cards will be sent out in early November, and, as always, we ask you to be prayerful and discerning in your response as we partner together for A World Healed by Love.

The Diocesan Board works diligently to be good stewards of the assets you have entrusted to us. Please don't hesitate to contact us if you have questions or concerns about Diocesan finances.

The Episcopal Fund for Human Need

Submitted by Mr. Bill Branson, Chair

As concerns around COVID remain very much in the forefront for everyone, the EFHN has actually experienced fewer requests for help than in previous years. Fiscal 2021 has seen grants totaling several thousand dollars made to parishes for help with severe but momentary needs of congregants or others in touch with our churches.

The principle goal of EFHN is to provide financial assistance to those finding themselves in otherwise unsolvable circumstances. Our structure facilitates speedy resolutions to these problems and we can usually provide funds to requesting clergy within a few days. In theory, there is a cap on the amount able to be paid, but we have occasionally increased grant amounts in situations which were especially compelling. Application to EFHN is available at the diocesan website (cnyepiscopal.org/efhn) and ensures an efficient path for communication.

On behalf of the committee, I would invite any of you who are not familiar with our mission to learn about the Fund and determine its appropriate place in your parish. The EFHN has a long and important history in our diocese and has been available to parish clergy continuously for decades. Our status as a financial resource for those in need is witness to the charitable spirit of our faith.

We look forward to hearing from you.

Global Mission Committee

Submitted by the Rev. Pat Kinney, Chair

The Global Missions committee is composed of lay and clergy leaders from our diocese who share a passion for supporting parish ministries in the world, particularly where there is deepest need. The Episcopal Diocese of CNY funded Global Missions, in spite of the difficult financial limitations caused by COVID 19 and the strain on the budgets of our parishes and our diocese. We are profoundly grateful to the diocese for this support. In thanksgiving, we share our report for the 2020 year.

- Shared commitment to serving our world's greatest needs through the passion of our local parishes. We had a budget of \$9,336 for the 2020 year, based on a percentage of the diocesan annual budget. This money was entirely used as matching grants for parishes who support international ministries.
- We support and participate in the annual GEMN convention

- This past year, we supported, through matching grants, the work of:
 - St. James', Clinton: Haiti
 - St. Paul's, Syracuse: Cristosal
 - Emmanuel, Norwich: El Salvador
 - St. James', Skaneateles: Cristosal; El Salvador, flooding; Iglesia Anglicana de El Salvador; Maya Education Foundation, Grupo Cajola
 - St. Thomas', Hamilton: Haiti Rehab; Brackett Refugee Education Fund; Educare Africa

Learning Communities Initiative

Submitted by the Rev. Pat Kinney, the Rev. Dave Hanselman, Mr. Doug Mouncey, and Ms. Kathy Dengler

The Learning Communities Initiative, begun in our Diocese in 2017, has just wrapped up our final training in October 2021. Inspired by the work of the Rev. Dwight Zscheile, over these past four years, 41 parishes have participated in LCI.

LCI has helped these parishes connect with God, one another and with their neighborhoods through listening, acting and reflecting. God has used this process to draw people of all walks together in renewal and holy energy.

Although learning from other participating parishes was an important component of the LCI experience, it should be emphasized that the primary goal was to listen to, to discern and to act on the needs of the community/neighborhood surrounding one's own parish. We would encourage the Diocese to continue to initiate forums for parishes to learn from each other.

With Bishop DeDe and Canon Carrie's support, the LCI practices have become part of the diocese's foundational practices. Listening, that sacred act of being present, is a component of our Rule of Life.

While Learning Communities Initiative has now concluded trainings, you are welcome to contact the Rev. Pat Kinney or the Rev. Dave Hanselman if you would like further support.

Ministry Grants

Submitted by the Rev. Jon White, Vice-Chair, Diocesan Board

Beginning in 2020, as the diocese responded to the upheaval of the Covid pandemic, the Board decided to shift programmatic funding to a grant cycle model. The goal of the Diocesan Ministry Grants process is to raise up ministry efforts throughout the diocese that further the mission goals

of the entire diocese. Diocesan Ministry Grants empower churches, ministries, and partnerships working toward “a world healed by love” by supporting projects that reflect the Ministry Priorities of the Diocese. By funding projects through Ministry Grants rather than through the diocesan budget, the Diocese can steward resources in changing ministry contexts, remain responsive to new ideas and initiatives, and better ensure transparency and accountability for funds used for ministry.

In the Spring 2021 Grant Cycle, the Board considered 20 grant applications and voted to provide funding for 18 of them and referred one to be funded by a local mission endowment administered by Emmanuel Episcopal Church in Norwich, NY. The priorities considered in this grant cycle were:

- Addressing Racial Justice & Reconciliation
- Creating a Welcoming, Nurturing Environment for New Americans
- Raising up New Leaders Among our Lay Adults and Youth
- Increasing Community Formation and Neighborhood/Regional Connections
- Providing Technical Support for Parishes to Explore New Ways of Worshiping, Serving, and Stewardship
- Supporting lay and clergy well-being

Thirteen projects were approved to help parishes minister online effectively. Two food-focused projects at St. Paul’s, Syracuse and at All Saints’, Johnson City were approved to strengthen their Neighborhood Connections. A grant was offered to St Margaret’s House to host clergy retreats at no cost to clergy, and Grace, Elmira received a grant to partially fund their participation at the College for Congregational Development.

The total amount approved for disbursal was \$37,068 with \$9,500 coming from restricted endowment whose goals were met by the grant request with the remaining \$27,568 coming from the diocesan operating budget.

Our Fall 2021 grant cycle is currently underway, though the results will not be decided until after convention has concluded. Fourteen grant requests were received by the closing date for applications. In 2021, the Board updated the ministry goals of the diocese as follows:

Addressing Racial Justice & Reconciliation

This Ministry Priority supports projects that directly empower Black, Indigenous, and People of Color communities, projects that dismantle white supremacy, and projects to aid faith communities in understanding and confronting the impacts of racism.

Creating a Welcoming, Nurturing Environment for New Americans

Recognizing the gifts of New Americans in our cities, towns, and congregations, this Ministry Priority supports projects that empower New Americans and/or strengthen the fabric of mutual relationship between New American communities and the historic congregations into which they are settling.

Raising up Lay Leaders

This Ministry Priority supports projects that inform, equip, and empower laypeople for service in our congregations and communities. Additionally, this priority seeks to support the formation and nurture of new youth and young adult ministry

Increasing Connections between Congregations and Empowering Interdenominational and Interfaith Ministry

This Ministry Priority supports projects that minister across church borders: partnerships between two or more congregations; regional partnerships; partnerships between parishes and community/neighborhood groups; partnerships between the Diocese and other dioceses or community organizations, and ministry in partnership with other faith traditions.

Providing Technical Support for Parishes to Explore New Ways of Worshiping, Serving, and Stewardship

The COVID-19 pandemic has demonstrated that online worship, formation, and stewardship are here to stay. This Ministry Priority supports projects, including but not limited to skill-building, staffing, equipment purchases, and subscriptions, that extend the reach of our online ministries and ensure our congregations and ministries truly welcome all people, whether in-person or online.

Creation Care

This ministry priority supports efforts to reduce the carbon footprint of congregations, to increase resilience and sustainability of the environment, and to provide education and awareness of creation care concerns and programs.

Mission of Miracles

Submitted by Mr. Jim O'Neill

Due to Covid-19, the Mission of Miracles medical clinic in El Salvador was cancelled for 2021. Currently the Mission for 2022 is cancelled based on our conversation with Dr. Daniella Flamenco. Even though the Mission of Miracles clinic did not happen in 2021 and Dr. Flamenco and her team were not allowed to travel into the rural communities, her team worked remotely with the leaders of the communities. They conducted educational programs and assisted with the medical needs as covid restrictions allowed.

As part of the Companion Diocese program in the past, the CNY Diocese assisted the El Salvador diocese by paying half of the salary of the dentist in El Salvador, Dr. Roberto Flores. The other half of his salary is support by Episcopal Relief and Development. Every year, the CNY Diocese cut a check for \$6,000.00 and the check was given to the El Salvador Diocese by the Mission team that travelled every January. Due to the budget restraints, the CNY Diocese did not budget the \$6,000.00

needed to support Dr. Flores. In order to assist the dental program and retain the services of the Dr. Flores, the Mission of Miracles sent \$3,000.00 dollars from their own funds to assist the El Salvador Dioceses.

The Mission team has been answering God's calling to assist His children in El Salvador for seventeen years and were heartbroken that they were unable to go this past January as well as in 2022. The Mission's thoughts and prayers are with the people of El Salvador as we look forward to what the future may bring.

Standing Committee

Submitted by the Rev. Brooks Cato, President

Report of the Standing Committee
of the Episcopal Diocese of Central New York
November 6, 2020 – October 13, 2021

The Standing Committee of the Diocese is authorized by the Constitution and Canons of the Episcopal Church as well as by the Canons of the Diocese of Central New York. It is composed of four clerical members and four lay members, one of who in each order is elected by Diocesan Convention for a four year term. The 2020-2021 members of the Committee are by class:

Class of 2021	The Rev. Brooks Cato	Ms. Beth Hallinan
Class of 2022	The Rev. Jennifer Kenna (resigned)	Ms. Charlie Fix (resigned)
Class of 2023	The Rev. J. Brad Benson	Ms. Cynthia Adamowsky
Class of 2024	The Rev. Holly Eden	Ms. Jill Morales

The Committee met November 14, 2020 immediately following Diocesan Convention and elected the Rev. Brooks Cato as President, the Rev. Jennifer Kenna as Secretary, and Ms. Cynthia Adamowsky as Representative to the Board. The Rev. Jennifer Kenna submitted her resignation from the Standing Committee on March 6, 2021, and Ms. Jill Morales volunteered to fill the vacated Secretary role on March 16, 2021. Ms. Charlie Fix submitted her resignation on September 15, 2021.

The Standing Committee most often executed the regular duties of episcopal consents, Commission on Ministry consents, and property matters and served as a council of advice to the Bishop. Given recent trends in The Episcopal Church due in large part to the COVID-19 pandemic, the Standing Committee has consented to fewer Episcopal elections than in recent years. Property concerns have been addressed, though also not to the degree required in previous years. Additionally, all Standing Committee business was executed either on Zoom or via email, and every scheduled meeting of the Standing Committee included a joint session with the Diocesan Board.

All Church property is held in trust by the Diocese. Consequently, most property transactions (placing property on the market to sell, selling property, mortgages, property leases of five years or more) must be approved by the Standing Committee. The necessary procedures and forms may be found on the Diocesan website under “Resources,” then “Congregations,” then “Church Property,” then download the appropriate forms or information. Contact information is also found on the Diocesan website, the side bar on “Church Property” will lead you there and inquiries are always welcome. The forms for these various transactions must be completed and submitted to the Standing Committee at least two weeks prior to a meeting of the Standing Committee, so that all members may have time to carefully review the materials before the meeting. Parish representatives may personally present their case to the Committee, but completely prepared and legible paperwork is required because the paperwork becomes part of the materials submitted to the NYS Supreme Court. The NYS Supreme Court and the Attorney General’s Office require legible paperwork, typed or printed neatly in ink.

The Standing Committee met on the following dates during 2019-2020:

November 14, 2020 (via Zoom)	May 18, 2021 (via Zoom)
December 14, 2020 (via email)	July 14, 2021 (via email)
January 19, 2021 (via Zoom)	September 14, 2021 (via Zoom)
February 10, 2021 (via email)	September 14, 2021 (via email)
March 16, 2021 (via Zoom)	September 21, 2021 (via email)

The following are the “official actions” of the Standing Committee 2020-2021 by category:

Episcopal Consents

- Consented to the election of the Rev. Diana Akiyama to be Bishop Diocesan of the Diocese of Oregon
- Consented to the election of the Rev. Paul-Gordon Chandler to be Bishop Diocesan of the Diocese of Wyoming
- Consented to the election of the Rev. Paula E. Clark to be Bishop Diocesan of the Diocese of Chicago
- Consented to the election of the Rev. Ruth M Woodliff-Stanley to be Bishop Diocesan of the Diocese of South Carolina
- Consented to the election of the Rev. Ketlen A. Solak as Bishop Diocesan of the Diocese of Pittsburgh
- Consented to the election of the Rev. Betsey Monnot as Bishop Diocesan of the Diocese of Iowa

Commission on Ministry

- Recommended ordination to the priesthood for the Rev. Pat Kinney
- Recommended candidacy for ordination to Meredith Kadet Sanderson
- Recommended ordination to the diaconate for Meredith Kadet Sanderson

Property

- Consented to the sale of the parking lot at Grace Church, Utica
- Consented to the donation of property by St. James' Church, Skaneateles
- Consented to list the house at Trinity Church, Fayetteville
- Consented to the sale of the house at Trinity Church, Fayetteville
- Consented to the exchange of property for Trinity Church, Canastota

Other

- Consented to the closure of Trinity Church, Elmira
- Consented to the closure of Zion Church, Pierrepont Manor
- Approved EPF Grant Covenant for St. Paul's Church, Syracuse
- Consented to the voluntary removal from ministry of Dan Barker