

# Sustained in God's Love:

## *Our Mission, Vision, and Rule of Life in Practice*

152nd Convention of the Episcopal Diocese of Central New York

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# Convention Web Page

All Convention materials are available at [cnyepiscopal.org/convention](https://cnyepiscopal.org/convention).

## Convention Help Desk

Before and during Convention, any questions or issues may be directed to the Convention Help Desk at [convention@cnyepiscopal.org](mailto:convention@cnyepiscopal.org).

*Friday evening Help Desk hour on Zoom:* The Convention Help Desk will be open on Zoom on Friday, November 13th, from 6:00 p.m. to 7:00 p.m. You can log in using the same unique Zoom link you will use to log into Convention on Saturday. This unique Zoom link will be emailed to all registered delegates and guests on Thursday, November 12th. The Friday evening Help Desk hour is an optional chance to:

- get comfortable using your unique Zoom link to join Convention
- get support navigating Zoom, and
- ask questions about the online Convention.

*Saturday morning Help Desk hour on Zoom:* The Convention Help Desk will be open beginning at 8:00 a.m. on Saturday, November 14th. When you log in to Convention using your unique Zoom link, you'll be in the Help Desk until Convention officially opens at 9:00 a.m. During this time, we'll offer a final test vote where you can practice voting using the unique voting code emailed to you on Friday.

## How do I join the online Convention?

There is a different Zoom link for each day of Convention: Friday, Saturday, Sunday.

### **Visiting the Virtual Exhibit Hall on Friday, November 13th:**

To visit the Exhibit Hall, please register separately by visiting [cnyepiscopal.org/convention](https://cnyepiscopal.org/convention) and scrolling down to "Virtual Exhibit Hall." Upon registration for the Virtual Exhibit Hall, you will receive a Zoom link that you can use to visit the Exhibit Hall at any point from 2:30 p.m. to 8:30 p.m. on Friday.

### **Joining Convention on Saturday, November 14th:**

On Friday, November 13th all registered delegates and guests will receive an email from "**Episcopal CNY <no-reply@zoom.us>**." This email will come to the email address you provided at registration. It will contain your unique link to join the Convention on Saturday, November 14th.

If you registered for Convention and do not receive an email by Friday evening, please check your spam/junk/clutter/promotions folders. If you still can't find your link, please email [convention@cnyepiscopal.org](mailto:convention@cnyepiscopal.org) and a member of the Convention Planning Team will assist you.

Your link is unique to you, so please don't send it to any other delegates or share it in a public place.

### **Joining Convention Worship on Sunday, November 15th**

Everyone in the Diocese is invited to join in online Convention Worship via Zoom, telephone, or Facebook Live. Registration is not required. Information about how to join is at [cnyepiscopal.org/convention-152-worship](http://cnyepiscopal.org/convention-152-worship).

## How will voting work?

This year all voting, including resolutions, will be accomplished online using OpaVote, the system we tested at the 151st Diocesan Convention in 2019 and practiced in two Pre-Convention Meetings this fall.

**On Friday, November 13th, each voting delegate will receive a unique voter ID by email from Kathy Dengler, [kdengler@cnyepiscopal.org](mailto:kdengler@cnyepiscopal.org). Please keep it handy during Convention!** Each time a vote is required during the Convention, the overseer of elections will provide a link to the OpaVote online portal using the chat feature of Zoom, our online meeting platform. You will use your unique voter ID to cast your ballot through the OpaVote online portal.

If you have questions or concerns about online voting, please check out our **ONLINE VOTING FAQ** available at [cnyepiscopal.org/download/convention-152-voting-faq](http://cnyepiscopal.org/download/convention-152-voting-faq) or contact [convention@cnyepiscopal.org](mailto:convention@cnyepiscopal.org).

## Nametags

When registered delegates and guests use their unique Zoom link to log in to Convention on Saturday, their "nametag" will appear under their video.

Your nametag includes your first and last name, a code indicating your delegate status, and your parish and city. Delegate Status Codes are:

- CD: Clergy Delegate (including clergy who are licensed to officiate and have voice and vote)
- LTO: Clergy who are licensed to officiate and have voice, but not vote.
- LD: Lay Delegate
- AD: Alternate Delegate
- LRVV: Lay Representative of a Mission or College Chapel, who have voice and vote
- LR: Lay Representative of a Chapel, who have voice, but not vote
- YD: Youth Delegate, who have voice, but not vote
- Guest: Guests

# Agenda for Saturday, November 14th

*Stretch breaks will be built in throughout the day.*

8:00 a.m. Log in to Zoom/ Help Desk opens

9:00 a.m. Convention called to order:

- Welcome and announcements
- Appointments and procedures
- Video message from Presiding Bishop Curry
- Nominations report and acceptance of nominations from the floor
- Resolutions presented and acceptance of resolutions from the floor
- Polls open for elections

10:15 a.m.

- Bishop Duncan-Probe's Address and interactive presentation with Dr. Lisa Kimball, including small-group discussions

12:15 p.m. Lunch break

- Resolutions Hearing if needed for resolutions from the floor

12:45 p.m. Convention continues

- Moderated Q&A with Bishop Duncan-Probe and Dr. Lisa Kimball
- Speak Faith Presentation
- Memorials
- Treasurer's report
- Polls open for vote on 2021 Diocesan Budget
- Resolution report and actions
- Election results reported
- Bishop's Appointments and Nominations

3:00 p.m. Convention adjourned until Sunday morning

# Nominations and Elections

## Nominations from the Floor

Additional nominations will be accepted from the floor of Convention. They must be filed online via the Nomination from the Floor form found at [cnyepiscopal.org/nomination-floor-form](http://cnyepiscopal.org/nomination-floor-form).

## Nominations Received

The full nominees brochure, including color photos and more detailed descriptions of each open position, is available at [cnyepiscopal.org/download/convention-152-nominees](http://cnyepiscopal.org/download/convention-152-nominees).

### Diocesan Board

Convention 2020 will elect:

- One lay person for a three-year term

Nominations received:

#### **Dan Kenney (Nominee 1 of 1 for one open lay position)**

Born in Dover, DE, Dan was raised in an Air Force family, living in Ann Arbor, MI, Dayton, OH, Montgomery, AL, and Camp Springs, MD. He then served in the Air Force himself, and he and his wife became Episcopalians in 1994 while stationed at the Pentagon. Upon Dan's retirement from the Air Force in 2004, they moved to Central New York and became members of Grace Episcopal Church in Utica. Dan enjoys outdoor activities and has "been bad at golf for 30 years."

### Disciplinary Board

Convention 2020 will elect:

- Two clergy persons for three-year terms, and one clergy person to fill a two-year vacancy (three total).
- Three lay persons for three-year terms.

Nominations received:

The Rev. Julie Calhoun Bryant (Nominee 1 of 3 for three open clergy positions)

The Rev. Julie Calhoun-Bryant lives in Marcellus, NY and has been a priest in the diocese for 31 years, the past 14 of which have been at St. Alban's, Syracuse. She has served on the Disciplinary Board for a number of years and considers it a sacred responsibility.

The Rev. Kate Day (Nominee 2 of 3 for three open clergy positions)

The Rev. Kate Day has been a priest of this diocese since 1997 (ordained in 1989 by the Bishop of New York), and lives in DeWitt with her husband, Bill. Their two grown children live in Syracuse and in Providence, RI. She attends Grace Church, Syracuse, and is the full time Managing Chaplain at Crouse Health in Syracuse. She is a board certified chaplain through the Association of Professional Chaplains. Kate has served on a diocesan level on a bishop search committee, as a district dean, on the team of Thornfield Kids' Kamp, and the cathedral chapter. If elected, this will be her second term on the Disciplinary Board.

The Rev. Daniel Handschy (Nominee 3 of 3 for three open clergy positions)

Dan Handschy is the priest-in-charge of St. David's Episcopal Church in DeWitt. He lives in the Loomis Hill area of the town of Onondaga. He has recently moved to the Syracuse area from St. Louis, Missouri a year ago to take this position. The Rev. Handschy has transferred his canonical residence to the Diocese of Central New York. In the Diocese of Missouri, Handschy served in a number of diocesan positions, including two terms on the Standing Committee (two years as President, during the election of a new bishop). While serving at the same parish for 27 years, Handschy earned a PhD in Historical Theology at St. Louis University, and served as dean of the diocese's Episcopal School for Ministry.

Ms. Susan Backstrom (Nominee 1 of 4 for three open lay positions)

Susie has been a parishioner at St. John's in Ithaca since she and her husband moved north from NYC. Her career was as a lawyer, first practicing commercial real estate law and then serving as General Counsel for a corporation. Susie has served as Chair of the American Red Cross of Tompkins County, on the board of the Tompkins County Bar Association, as President of the Ithaca Garden Club, as a volunteer for the SPCA, and on the board of the City Federation of Women's Organizations. At St. John's, Susie has taught Sunday, graduated from EFM, served on its vestry and as Junior and Senior Warden, and now serves on altar guild and as a eucharistic minister.

Ms. Penny Dugas (Nominee 2 of 4 for three open lay positions)

Penny Dugas is a lifelong Episcopalian who currently attends St. Matthew's Episcopal Church in Liverpool. She has served as a vestry member and as warden. She has served on the Ministry Support Committee for the Diocese, and has served one term on the Disciplinary Board. She has twenty years of professional experience with Excellus Blue Cross Blue Shield as a contract writer.

Mr. Chaz Zelows (Nominee 3 of 4 for three open lay positions)

To be nominated from the floor of Convention

Ms. Mary Arlin (Nominee 4 of 4 for three open lay positions)

To be nominated from the floor of Convention

## Standing Committee

Convention 2020 will elect:

- One clergy person for a four-year term;
- One lay person for a four-year term.

Nominations received:

Jill Hunger Morales (Nominee 1 of 1 for one open lay position)

Jill is a life long Episcopalian and is currently Warden-in-charge at Trinity, Lowville. A person of strong faith and coming from a business background, Jill would be ideal for a position on the Standing Committee. She is currently working on our Diocesan Convention as a part of the Agenda and Arrangements committee and as an Assistant Secretary of Convention. As such part of her role is to emcee of the virtual Regional meetings this year. She is part of the Diocesan Antiracism Team and has worked with parishes and individuals to help them learn new technologies during the pandemic. Jill's skill set would serve the Standing Committee and the Diocese well.

The Rev. Holly Eden (Nominee 1 of 2 for one open clergy position)

Holly is currently the long term supply priest at Grace, Mexico. She also serves as a member of the Foundation and the property committee of the Diocese as well as being on the arrangements and agenda committee for this year's virtual Convention, and the Diocesan Disciplinary Board. Her former Standing Committee experience consists of seven years as President of the Standing



Committee in the Diocese of Maine and eight years in the Diocese of CNY. Her interests include reading, gardening and competing in dog trials.

The Rev. Dr. Leon C. Mozeliak, Jr. (Nominee 2 of 2 for one open clergy position)

Since his ordination as an Episcopal Priest, Father Leon Mozeliak has served in parishes in Connecticut, in Upper South Carolina, where he served as President of the Standing Committee and also as President of the Diocesan Executive Council. He then served in parishes in Western New York, and was a member of the COM, and of the Diocesan Council/Board. He has served in several parishes in CNY, and has served on several diocesan committees including two terms on the Diocesan Board.

He holds Masters and Doctoral degrees from General Seminary, the University of New Haven (CT), and Seabury-Western Theological Seminary.

# Resolutions

## Submitted Resolutions

*Resolutions received by October 1, 2020.*

### Resolutions #1-2

#### **RESOLUTION #1**

**Subject:** A Resolution to Endorse "Back from the Brink: A Call to Prevent Nuclear War," a grassroots initiative organized and sponsored by Physicians for Social Responsibility and the Union of Concerned Scientists

**Submitted by:** Dr. Frank Baldwin and Dr. Linda Gaither, for Ithaca Area Episcopal Peace Fellowship

**RESOLVED**, that the 152<sup>nd</sup> Convention of the Diocese of Central New York, following Jesus' commandment to love God with our whole heart, soul and mind, and to love our neighbors as ourselves, endorses the international grassroots initiative "Back from the Brink: the Call to Prevent Nuclear War." Endorsing "Back from the Brink" supports the adoption of five common-sense steps:

- Renounce the option of using nuclear weapons first;
- End the sole, unchecked authority of any U.S. President to launch a nuclear attack
- Take U.S. nuclear weapons off hair trigger alert;
- Cancel the 1.7 trillion dollar plan to replace the entire U.S. nuclear arsenal with enhanced weapons;
- Pursue a verifiable agreement among nuclear armed nations to eliminate their arsenals as established in the United Nations Treaty on the Prohibition of Nuclear Weapons.

Grassroots endorsements of these five steps will add pressure for change in U.S. nuclear weapons policy, calling on our national leaders to embrace the Treaty on the Prohibition of Nuclear Weapons and to make nuclear disarmament the center of our national security policy, seeking bilateral and multilateral agreements; and be it further

**RESOLVED**, that this Convention's endorsement will be communicated by diocesan authorities to our elected N.Y. Representatives, Senators Schumer and Gillibrand, and the President of the United States; and be it further

**RESOLVED**, that this 152<sup>nd</sup> Convention of the Diocese of Central NY will submit this resolution to the 80th General Convention of The Episcopal Church.

**Explanation:**

In January, the 2020 Doomsday Clock was re-set at 100 seconds to midnight, as announced in the Bulletin of Atomic Scientists. “Humanity continues to face two simultaneous existential dangers – nuclear war and climate change – that are compounded by a threat multiplier, cyber-enabled information warfare that undercuts society's ability to respond. The international security situation is dire, not just because these threats exist, but because world leaders have allowed the international political infrastructure for managing them to erode.”

This is a terrifying reality to face but as followers of Jesus, we must have the courage to act. We have learned in the battle with COVID-19 that when public health infrastructure and preparedness, whether national or international, are underfunded or defunded, a terrible price is paid in human life. The price for nuclear war and nuclear winter is beyond calculation.

The Ithaca Area Chapter of the Episcopal Peace Fellowship, working closely with the Nuclear Disarmament Group at Cornell, has sponsored several educational visits by Dr. Ira Helfand of Physicians for Social Responsibility (PSR). In 2017 PSR collaborated with the Union of Concerned Scientists to launch “Back from the Brink.” <https://www.preventnuclearwar.org/>. The vestries of St. John's Church in Ithaca and St. Thomas' Church in Slaterville Springs have responded to the unthinkable danger of nuclear war by endorsing “Back from the Brink.” Both the Ithaca Common Council and the Town Council of Lansing voted to endorse as well.

To build momentum for this grass-roots citizens' movement, the Ithaca Area EPF Chapter invites the parishes of our diocese to engage with “Back from the Brink” through the resolution process at our diocesan convention. We call on parishes and our diocese as a body to say YES to endorsement.

By sending our diocesan resolution forward to the 80th General Convention, the call for endorsement will be shared with The Episcopal Church. This call is in line with nearly 40 years of Episcopal Church policy, urging the U.S. and the other nuclear nations to block the spread of nuclear weapons and eliminate all nuclear weapons from the world (see Addendum). The Doomsday Clock is ticking. Both The Episcopal Church's long-held policy on the nuclear threat and our Baptismal vow “to strive for peace and justice among all people” require us to respond by endorsing “Back from the Brink.”

Addendum: Episcopal Church Policy on Nuclear Disarmament

- 1982 General Convention voted to endorse a bilateral nuclear freeze and nuclear disarmament for U.S. and the Soviet Russia.
- 1988 G.C. voted to urge the U.S. and the U.S.S.R. to continue disarmament and use saved funds for human needs.
- 1994 G.C. voted to urge the U.S. to sign a Test Ban Treaty and to pursue elimination of nuclear weapons.
- 1997 G.C. voted to support the goal of total nuclear disarmament by all the nuclear nations.
- 2009 G.C. voted to call on all nuclear armed nations to determine a timely process for dismantling nuclear weapons.

**Financial impact to the diocesan budget:** There is no funding required to endorse "Back from the Brink" and share that endorsement with elected officials and the wider Episcopal Church.

**Who would be responsible for carrying out the resolution?** Dr. Baldwin and Dr. Gaither will post the endorsement on the "Back from the Brink" website.

Appropriate diocesan authorities will communicate the endorsement to our elected federal representatives and senators, as well as with the President of the United States.

Secretary of Convention will forward this resolution to the Secretary of General Convention, for consideration at the 80th General Convention of the Episcopal Church.

## RESOLUTION #2

**Subject:** Clergy Compensation

**Submitted by:** Diocesan Board

**RESOLVED**, that each parish consider a minimum cost of living increase of .85% for each member of the clergy and be it further

**RESOLVED**, that the Guidelines for base cash salary (does not include housing or utilities) be increased by .85% plus 1/6th of the cost of living increases recommended for 2014–2017 which had not been previously applied to the ranges:

	Range
Type I	\$38,445-53,052
Type II	\$44,850 - 61,893
Type III	\$51,251-70,722
Type IV	\$58,788-79,576

**Explanation:**

The Clergy Compensation and Benefits Policy and Handbook, which was ratified by Convention 2016 and contains policies adopted by the Diocesan Board in regards to Sick Leave, Family Leave and Health Insurance, is the resource and guide for the Wardens and Vestries of this Diocese when dealing with their clergy and compensation. The handbook contains the Guidelines for base cash salary. 2021 will be year four (4) of six (6) years of catch-up, to continue the movement to marketplace equity that began in 2018.

**Financial impact to the diocesan budget:** None

**Who would be responsible for carrying out the resolution?** Individual congregations of the Diocese.

## Resolutions from the Floor

Additional resolutions will be accepted from the floor of Convention. They must be filed online via the Resolution from the Floor submission form found at [cnyepiscopal.org/resolution-floor-form](http://cnyepiscopal.org/resolution-floor-form).

### Resolution #3

*Expected to be put forth from the floor of Convention.*

#### **RESOLUTION #3**

**Subject:** Seeking Racial Justice, Repentance and Reconciliation through Listening, Learning, and Responding

**Submitted by:** CNY Diocesan Anti-racism Committee

Now, therefore, let it be **RESOLVED** that we, the 152nd Convention of the Episcopal Diocese of Central New York reaffirm our Baptismal Covenant, and choose repentance for our racial sins, past and present, by committing to the task of interrupting white supremacy, and undoing racism at all levels of power, within and beyond our diocese.

Be it also **RESOLVED**, that as this work flows out of our Baptismal Covenant, we call not only on the Diocese as our governing entity, but also our parishes, and ourselves as individual Episcopalians, to engage, mindfully and actively, in the sacred work of racial justice, repentance, and reconciliation; and

Be it further **RESOLVED** that we will live into this commitment through many loving actions, including:

*Praying*, by which we continuously find the faith, strength, and patience to fuel all that we must do;

*Listening* (with our ears, minds, and hearts) to the stories, experiences, knowledge, and wisdom of those who are Black, Indigenous, and People of Color (BIPOC);

*Learning* the truth about the inherent belief in White Supremacy, the intentional design of systemic racism embedded within all foundations of American society (including our Church) to understand what it is we must interrupt and undo;

*Responding*, with God's help, to the pain and harm inflicted on BIPOC communities and individuals, by challenging the norm of white supremacy, and demanding change in our governments, institutions, communities, families, and our own hearts, with the courage, conviction, ferocity, and compassion of God's Love;

For by doing so, we move ever closer to bringing about the true and lasting reconciliation of that Beloved Community into which Christ fervently calls us.

And finally, to guide our efforts over the next year, be it **RESOLVED** that we will assemble subcommittees, which will:

1. research, compile, and distribute information about the ways in which our diocese has often upheld, and at times resisted, the oppression of BIPOC communities in Central New York, and
2. Discern concrete steps we may take as a diocese, both collectively and individually, to make reparations for our role in these systemic injustices.

**Explanation:**

This year we have continued to witness ongoing brutality against Black Americans. The COVID-19 pandemic has laid bare the disproportionate and devastating economic and health impacts of American systemic racism on Black, Brown, and Indigenous communities while sparking an active resurgence in anti-Asian racism. Recognizing these ills as evidence that our society remains in the grip of White Supremacy, the Anti-racism committee feels compelled to enter this resolution to reaffirm our Diocesan commitment to dismantling systems of racial oppression and marginalization within and beyond the Church.

Whereas, the Episcopal Church, including our Diocese of Central New York, has been and remains culpable in committing the grievous sin of racism through countless intentional acts and silent complicity, including:

- The Church's ownership of slaves and acceptance of enslaved humans as form of tithe from slave-holding parishioners;

- The use of the labor of enslaved persons to construct church buildings;
- The House of Bishops failing to issue a statement on the immorality of slavery during the Civil War era, determining that maintaining “unity among brethren” (white Northern and Southern Episcopalians) was more important than insisting on the freedom of enslaved Black brothers, and sisters (many of whom were baptized Christians);
- Episcopalians in Central New York living and worshipping on land stolen from the Haudenosaunee people, with whom we are not reconciled;
- Failing to ever organize a meaningful, systematic attempt to desegregate our own congregations, resulting in persistently white-dominated perspectives within a vast majority of Episcopal parishes, and thereby relegating BIPOC perspectives to a position of lesser importance; and

Whereas our Baptismal Covenant calls us to “seek and serve Christ in all persons, loving your neighbor as yourself,” and “to strive for justice and peace among all people, and respect the dignity of every human being;” and

Whereas, Jesus Christ, through his humility, grace, and ultimate sacrifice, has shown us that the Way of Love lies in a series of courageous, risky actions, not in the safety of silence; by His example, and the exemplary lives of social justice activists throughout history, we know that whenever we find ourselves in “Good Trouble” we can be certain we are doing God’s will.

#### **Financial impact to the diocesan budget:**

There is no current anticipated expense related to this resolution. All the work will be done by volunteers, and resources required are already available, as we are in the research and planning stages. Our plan is to use the coming year to develop concrete plans that will require funding for implementation by the time of next year's Convention.

**Who would be responsible for carrying out the resolution?** The CNY Diocesan Antiracism committee.

### **Resolutions #4-12**

*As is our tradition at our in-person Conventions, the Resolution Committee submits the following courtesy resolutions:*

#### **RESOLUTION #4**

**Subject:** The Rev. Mark Giroux  
**Submitted by:** Resolution Committee

**WHEREAS** the Rev. Mark Giroux has served as rector of St. Mark's Church, Chenango Bridge, for twenty-five years, leaving only to serve for one year as Dean of St. Paul's Cathedral in Syracuse; and

**WHEREAS** during his years at St. Mark's he developed a youth ministry that drew young families to the parish and drew the youth to not only spend overnights in the church but to come to church on Sunday and listen to his sermons; and

**WHEREAS** his Sunday services had Children's Moments in which he sang songs he had written and preached the Gospel with the help of his puppets Fr. Louxn and Deacon Dotty; and

**WHEREAS** he took those puppets and his guitar to hospitals and nursing homes where "most of the people knew him" and played "zaney" songs to cheer people; and

**WHEREAS** he played the trumpet on Easter morning and, at other times, the recorder and the acoustic guitar and sang songs, many that he had written; and

**WHEREAS** he preached sermons that were "always very, very good, simple and concise," sermons that brought in stories from his "voracious" reading and that had "a level of energy underneath that made people feel good about themselves"; and

**WHEREAS** he supported the work of the parish CHOW Pantry, the Trinity Feeding Camp, the teams that went to Trinity Memorial Church, Binghamton, to prepare and serve meals in the Trinity Community Canteen, and raised funds and labor for "Build-a-Ramp Days," a wheelchair ramp building program in which the youth group worked in the summers, and the Habitat for Humanity house that was built by the parish; and

**WHEREAS** he served with distinction on the diocesan level as a member of the Standing Committee and Commission on Ministry; and

**WHEREAS** he retired on September 1st, preaching his last sermon in the church to photos of his parishioners taped to the pews, then saw his parishioners live as they drove in a "retirement parade" through the parking lot of the church;

**BE IT RESOLVED** that this 2020 Diocesan Convention give its heartfelt thanks for the dedicated ministry of the Rev. Mark Giroux and its warmest wishes for his happiness and that of his wife Paula in his undertaking of retirement by standing and singing, "I'm in-right, out-right, up-right, down-right happy all the time!"



## **RESOLUTION #5**

**Subject:** The Rev. Beverly Messenger-Harris  
**Submitted by:** Resolution Committee

**WHEREAS** the Rev. Beverly Messenger-Harris has served as the first woman rector in the Episcopal Church, coming to that position at Gethsemane Church, Sherrill, in 1977 after serving briefly as priest-in-charge at Zion Church, Rome; and

**WHEREAS** she held the position of rector until 2016, at which point she changed to priest-in-charge; and

**WHEREAS** in her forty-three years at Gethsemane she “put her heart and soul” into the parish, loving and listening to her parishioners, preaching “very good sermons” in which she explained the Bible and “brought it home to the congregation”; and

**WHEREAS** she also invested herself in the wider community, directing the work of the parish food pantry and serving on the boards of the Sherrill-Kenwood Free Library and Noyes Manor, a rental housing community for seniors and persons with disabilities; and

**WHEREAS** she also served the Diocese as chair of the Commission on Ministry; and

**WHEREAS** she retired from Gethsemane Church in March of this year;

**BE IT RESOLVED** that this 2020 Diocesan Convention give its heartfelt thanks for the dedicated ministry of the Rev. Beverly Messenger-Harris and its warmest wishes for her happiness and that of her husband James in her undertaking of retirement.

## **RESOLUTION #6**

**Subject:** The Rev. Jacqueline Schmitt  
**Submitted by:** Resolution Committee

**WHEREAS** the Rev. Jacqueline Schmitt has served as priest-in-charge of Grace Church, Syracuse, for two years, having come out of retirement to do so; and

**WHEREAS** she built this integrated parish up to believe in itself, supporting their work for social justice, including their participation in Black Lives Matter marches; and

**WHEREAS** she preached “awesome sermons” that drew from the breadth of her reading *and* mentored parishioners in the diocesan lay preaching program; and

**WHEREAS** she cared about people, helping to start the nursery and the church school program and, until the pandemic struck, looked toward setting up a local tutoring and mentoring program; and

**WHEREAS** she extended the hospitality of the parish, offering rehearsal space to both the gospel choir of Dr. Joan Hillsman and the Syracuse Community Choir; and

**WHEREAS** she retired from Grace Church in September to be closer to her daughter in Yonkers;

**BE IT RESOLVED** that this 2020 Diocesan Convention give its heartfelt thanks for the dedicated ministry of the Rev. Jacqueline Schmitt and its warmest wishes for her happiness and that of her children and grandchildren in her second undertaking of retirement.

#### **RESOLUTION #7**

**Subject:** The Rev. Kathlyn Schofield

**Submitted by:** Resolution Committee

**WHEREAS** the Rev. Kathlyn Schofield has served Saints Peter and John Church, Auburn, for five years, first as priest-in-charge, then as rector; and

**WHEREAS** she “put in a lot more than three-quarter time” offering Bible study, a Wednesday Eucharist, and two services on Sunday and was “always available,” in the office two or three days a week, providing pastoral care and helping with fundraisers, despite the fact that she lived “forty to fifty miles away”; and

**WHEREAS** she spoke from the heart when preaching, always trying to move the parish into “a more feeling religion” and was herself a very caring person; and

**WHEREAS** she supported the outreach ministry of the parish, the soup kitchen which has continued to serve meals during the pandemic, and also spoke in the community on behalf of gay rights; and

**WHEREAS** she gave her time and talent on the wider Diocese as a member of the Ministry Support Committee and assisted parishes as a Transition Consultant; and

**WHEREAS** she retired from Saints Peter and John Church the first of September;

**BE IT RESOLVED** that this 2020 Diocesan Convention give its heartfelt thanks for the dedicated ministry of the Rev. Kathlyn Schofield and its warmest wishes for her happiness and that of her husband Jim in her undertaking of retirement.

**RESOLUTION #8**

**Subject:** Trinity Church, Elmira

**Submitted by:** Resolution Committee

**WHEREAS** Trinity Church has occupied 304 North Main Street, the prominent corner of the City of Elmira, since June 1838, with its majestic church and landmark steeple; and

**WHEREAS** Trinity Church has enriched the artistic community by praising God through instrument and voice, and enlarged the charity of the Southern Tier by its support of numerous ministries within and beyond its walls; and

**WHEREAS** Trinity Church, through prayerful discernment realizing it was time to complete its active ministry, moved through the closure process with dignity, graciousness and generosity;

**BE IT RESOLVED**, that the people of the Diocese of Central New York at this 2020 Diocesan Convention thank the members of Trinity Church, Elmira, for their witness, their collegiality and faithfulness over the years, and pray earnestly for the fruitfulness of their continued spiritual journeys.

**RESOLUTION #9**

**Subject:** Zion Church, Pierrepont Manor

**Submitted by:** Resolution Committee

**WHEREAS**, Zion Episcopal Church, located at 15639 NYS Route 193 in the Hamlet of Pierrepont Manor, in Jefferson County, NY was incorporated as a parish in the Episcopal Church in January, 1836; and

**WHEREAS** Zion has maintained and used throughout its existence its original Jardine barrel organ which was the first of its kind in North America, its pieces arriving by ox cart after traveling to Rome via the Erie Canal; and

**WHEREAS** among its illustrious members was Henry B. Whipple who, baptized and confirmed at Zion on July 26, 1846, went on to be ordained and become the first Bishop of Minnesota and later presided over the funeral of his good friend, Abraham Lincoln; and

**WHEREAS** the Pierrepont Manor Cemetery adjacent to the church serves as the final resting place for its founder, William Pierrepont, and other prominent community members; and

**WHEREAS** Zion has a profound history, having served the community of Pierrepont Manor and beyond, providing faithful ministry, local education, and a home for many community events including bazaars, quilting shows, floral design shows, and musical concerts;

**BE IT RESOLVED**, that this the 152<sup>nd</sup> Annual Convention of the Episcopal Diocese of Central New York celebrate, acknowledge and give thanks for the 184 year history and legacy of Zion Episcopal Church in Pierrepont Manor.

#### **RESOLUTION #10**

**Subject:** Grace Church, Waverly

**Submitted by:** Resolution Committee

**WHEREAS** Grace Episcopal Church, located at 1441 Park Avenue, Waverly, the largest village in Tioga County was incorporated as a parish in the Episcopal Church in December, 1853; and

**WHEREAS** the members of Grace Church participated in free community suppers, working with other churches in the area to sponsor hot, nutritious meals once a month, and in their annual Christmas auction raised funds for the food pantry and various outreach programs; and

**WHEREAS** Grace Church participated in the local “cluster” of Episcopal churches, collecting and distributing food for the local food bank, as well as partnering with Church of the Redeemer, Sayre, Pennsylvania and The Bridge of the Penn-York Valley Churches, in raising funds for various community and social service agencies; and

**WHEREAS** Grace Church participated in acolyte festivals at the national and diocesan levels and offered a live crèche at Christmas;

**BE IT RESOLVED** that this 152<sup>nd</sup> Diocesan Convention celebrate, acknowledge and give thanks for the 167 years of grace-filled spiritual leadership and ministry to the community of Waverly and surrounding townships on both sides of the New York/Pennsylvania border.

## **RESOLUTION #11**

**Subject:** Greetings to the Rt. Rev. Gladstone “Skip” Adams and Mrs. Bonnie Adams; the Rt. Rev. David Joslin and Mrs. Carol Anne Joslin; the Rt. Rev. David Alvarado and the Rev. Irma Alvarado; and to Bishop John S. Macholz, E.L.C.A.

**Submitted by:** Resolutions Committee

**RESOLVED**, that this 152<sup>nd</sup> Diocesan Convention send greetings to Bishop Skip and Bonnie Adams and to Bishop David and Missy Joslin with warm appreciation for all the years of faithful leadership and ministry among us;

**RESOLVED**, that this 152<sup>nd</sup> Diocesan Convention send greetings to the Rt. Rev. David Alvarado and the Rev. Irma Alvarado with affection and support of our shared ministries in the continuing development of our relationship as companion dioceses;

**RESOLVED**, that this 152<sup>nd</sup> Diocesan Convention send greetings to the Rev. John S. Macholz of the Upstate New York Synod of the Evangelical Lutheran Church in America, our partner in our Call for Common Mission, with heartfelt gratitude for his leadership, friendship and cooperation as we continue to work together as Christ’s Body in the world.

## **RESOLUTION #12**

**Subject:** Thanks to Bishop Duncan-Probe, and Convention Planners

**Submitted by:** Resolutions Committee

**RESOLVED**, that this 152<sup>nd</sup> Diocesan Convention express its sincere thanks and gratitude to Bishop DeDe for her wise and steadfast leadership of the Diocese through this time of challenge and opportunity spawned by the COVID-19 pandemic. Her care and concern for the people of the Diocese and beyond has been evident in the diocese’s faithful and fluid response to the pandemic and is echoed in the Diocesan Vision, Mission and Rule of Life.

**RESOLVED**, that this 152<sup>nd</sup> Diocesan Convention extends heartfelt thanks to Ms. Kathy Dengler, Convention Secretary, the Rev. Holly Eden and Ms. Jill Morales, Assisting Secretaries to Convention, Ms. Meredith Kadet Sanderson (communications), Mr. Harmon TenWolde (voting), Mr. Henry Wakefield (livestreaming), the Convention Planning Team, and all the Convention volunteers for their diligence, tenacity and attention to detail that enabled this virtual Convention to come to fruition with grace, dignity and good humor.

## Resolution Hearing(s)

A resolution hearing for resolutions 1-2 was held on Thursday, October 29th.

If needed, an additional hearing for any resolutions submitted from the floor will be held during lunch at Convention on Saturday, November 14th. The hearing will be open to all Convention delegates in a Zoom breakout session. Only resolutions submitted from the floor will be discussed in this additional hearing.

# Memorials

At each Diocesan Convention, we remember by name any vestry member or diocesan committee member who has died since our last Convention (November 2019).

Clergy obituaries are available at [cnyepiscopal.org/download/convention-152-memorials](http://cnyepiscopal.org/download/convention-152-memorials).

<i>Name</i>	<i>Parish</i>	<i>Parish location</i>
The Rev. Harold Avery	Retired	
The Rev. Vernon Powell Bliss	Retired	
The Rev. Dcn. John Derbyshire	Retired	
The Rev. Margaret Gay	Retired	
The Rev. Charles Henderson	Retired	
The Rev. Harry Little	Retired	
Judy Simmers	Christ Church	Willard
James Montgomery	St. Paul's	Chittenango
Abraham Way	Grace Church	Utica
Martha Cook	Grace Church	Utica
Donna Cramer	Grace Church	Utica
Chip Hadity	Grace Church	Utica
Richard Dorr	St. John's	Black River
Maryanne Margrave	Grace and Holy Spirit	Cortland
Glenn Spiegel	Grace and Holy Spirit	Cortland
Gwynne Crossley	Grace and Holy Spirit	Cortland
Shelley Ingraham	Grace and Holy Spirit	Cortland
Colleen Dye	Grace and Holy Spirit	Cortland
Pam Fitzpatrick	Emmanuel	Elmira

Mary Jerram	Emmanuel	Elmira
Jean Henry	Grace Church	Copenhagen
Joan Axtell	St. Andrew's	New Berlin
Al Chapin	St. Andrew's	New Berlin
Dick Gestwick	St. Andrew's	New Berlin
Joanne Kelsey	St. Matthew's	Moravia
Jack Miller	St. Matthew's	Moravia
Donald Meinig	Church of the Saviour	Syracuse
Katy Grace	St. Thomas'	Slaterville Springs
Barbara Johnson	Trinity Memorial	Binghamton

O God, whose mercies cannot be numbered: Accept our prayers on behalf of your servants, and grant them an entrance into the land of light and joy, in the fellowship of your saints; through Jesus Christ our Lord, who lives and reigns with you and the Holy Spirit, one God, now and for ever. Amen. (BCP pg. 493)



# Vision Statement, Mission Statement, Rule of Life

Learn more at [cnyepiscopal.org/cny-way-of-love](http://cnyepiscopal.org/cny-way-of-love)

## **Prayer for CNY's Way of Love**

God of vision and grace, you meet us where we are and invite us into new life:  
give us ears to hear and courageous hearts to respond to your call,  
that in our shared diocesan ministry we may walk your way of love,  
bringing healing and hope to the world.  
We ask this through your son, Jesus Christ,  
who lives and reigns with you and the Holy Spirit,  
one God, now and forever. Amen.

## **Vision:**

A world healed by love

## **Mission:**

Learning to love God, one another, and all God's creation

## **Rule of Life:**

Pray	We are in constant conversation with God
Listen	We listen and learn, especially to the voices of silenced and marginalized people
Connect	We build relationships within and beyond our congregations
Speak	We tell the truth with courage and integrity
Share	We boldly share the stories of our lives of faith
Respond	We steward all we have and all we are for the kingdom of God

# Treasurer's Report

We continue to be blessed in our diocese both with good stewardship and good stewards at all levels. This report will review 2019 financial position, and give you highlights from the yet-to- be-completed fiscal year 2020.

Here are 2019 highlights:

- Received a UTO grant for Building United Communities, a joint project working with New Americans in faith congregations. The Diocese partnered with InterFaith Works on this project.
- Block grants given - 3, Audit scholarships given – 1, Legacy grants given – 0. The legacy grants program was discontinued in August 2019.
- A Title IV process with a clergyperson began towards the end of the year.
- Clean audit for 2019 (unqualified audit opinion)
- We broke even at year end.
- Investments: Long Term Fund was up 20.28%; Intermediate Term Fund was up 8.37%; Fixed Income Fund was up 7.03%

To date, 2020 highlights are:

- The Diocese received a PPP loan for \$135,265 in May. Forgiveness will be applied for to NBT Bank as soon as their application portal is opened.
- Investments: This has been a turbulent year for investments. For the year to date 9/30/20 the Long Term Fund was up 5.21%; Intermediate Term Fund was up 1.8%; Fixed Income Fund was up .52%
- The Board held a virtual retreat in May to set its priorities using the Vision, Mission, and Rule of Life. The new priorities are:
  - **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**
- The 2020 budget was revised using the priorities the Board identified.
- 17 parishes requested and were given an Assessment waiver.
- A Crisis Management Reserve was established to respond to needs that arise.

- Eleven ministry grants were awarded in September from the Crisis Management Reserve. Those grants fell into the following categories:
  - 8 - equipment for livestream (Technical Support)
  - 1 - EfM scholarship (Raising up New Leaders Among our Lay and Youth)
  - 1 - Holiday dinners (Increasing Community Formation, etc.)
  - 1 - home upgrade to settle refugees (Welcoming, Nurturing Environment for New Americans)
- A financial survey was conducted of the parishes over the summer to inform the 2021 budget preparation.
- On track to break even at year end.

Parish 2021 Commitment cards were sent out at the end of October, 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.

Faithfully submitted,  
 The Rev. Steve White  
 Diocesan Treasurer

# Proposed 2021 Diocesan Budget

Please visit [cnyepiscopal.org/convention](http://cnyepiscopal.org/convention) (scroll down to “Convention Business” and select “Proposed Diocesan Budget for 2021 & 2020 Treasurer’s Report”) for a recording of the presentation of the 2021 Proposed Diocesan Budget at this fall’s Pre-Convention meetings.

## Narrative for 2021 Mission and Ministry Operations

Never be afraid to trust an unknown future to a known God.

~ Corrie Ten Boom

[Corrie Ten Boom, a Dutch watchmaker, whose family helped hide Jews from Nazis during WWII before being discovered, arrested, and removed to a German Concentration Camp

“In our Diocese, with one hundred and fifty years ‘under our belt’ it’s hard to imagine something we haven’t seen. And yet our world is always changing—sometimes in dramatic ways.” That’s how I began last year’s presentation. Even last November, we did not imagine how much our lives, churches and world would be transformed within twelve months. Over the past seven months, we have recalibrated our Diocesan budget to sync it with our COVID reality and become more flexible to respond to circumstances “on the ground.” The broadest assumption we have made is that all ‘gatherings’ will be virtual until June 1, but we are hoping General Convention and the Episcopal Youth Event will go on as scheduled later in the year.

A virtual Board retreat was held late spring during which members prayed, shared, and listened for God’s call to the diocese in this time. As a result, you will note that the budget looks significantly different than in the last couple years.

The Proposed Budget for Mission and Ministry to be presented to our 152nd Annual Convention will identify several priorities identified during the Board retreat:

1. Addressing Racial Justice and Reconciliation,
2. Creating a Welcoming, Nurturing Environment for New Americans,
3. Raising up New Leaders Among our Lay Adults and Youth,
4. Increasing Community Formation and Neighborhood/Regional Connections,
5. Providing Technical Support for Parishes to Explore New Ways of Worshiping, Serving, and Stewardship, and
6. Supporting Lay and Clergy Well-Being.

Program funds in these areas are being made available to parishes to support their ministries, encouraging the building of relationships within and beyond our congregations. A grant pool and grant application process has been established to assist our parishes and ministries meet goals under those priorities.

The Board and Treasurer have sought diligently this year to find ways to minimize expenses and stand ready to continue austerity as needed. We are keenly aware of the precarious state of many of our congregations and assure you we are in solidarity with you about careful stewardship. In addition to the ministry areas of focus, above, we will continue to fund the core expenses of Bishop's office and canonically-mandated expenses.

Here's the good news:

1. We feel these ministry priorities (above) confront and respond to real-world needs we have too-long avoided. We believe it takes wisdom from us all to shape how these issues are addressed.
2. We have established a significant budget reserve to respond to current conditions (2020) and stand ready to continue this accounting practice if necessary in 2021. (*line 4*)
3. We continue to refrain from touching investment principal. (*line 46, 47, 48*).
4. We do not expect to fill the Canon to the Ordinary position this year (*line C-4*).
5. We have sold some and look to sell other buildings of closed congregations in our care, avoiding further draining of resources away from congregations with active ministry (*line 26*).

Items of note in the budget:

- The Episcopal Church assessment holds steady at 15% of Diocesan income (*line 14*).
- Staff salary increases are minimal—a 0.85% COLA. Staffing does not include money for a Youth Minister position for 2021, and we are in discernment of how this ministry will be carried out in the future.
- The Ephphatha Mission vicar's compensation will be changed to a stipendiary position, and we are exploring how we might partner with neighboring dioceses and ecumenical partners to enliven this ministry.
- The Learning Communities Initiative will be one of several programs that can be funded through grants.
- We are able to utilize the Thornfield earnings/income as stated earlier (*line 46*).

This budget and our Diocesan visioning confirm that we fully believe in and lean on the strong gifts and skills of us all as members of the body of Christ. God will give us the companionship and wisdom to approach the challenges ahead.

The Diocese of Central New York  
Proposed 2021 Budget (multiple page, detailed budget)

Line	Co/Ca/P++	Description	2019 Actual	2020 Revised Budget	2020 ytd actual through June 2020	2021 Proposed Budget	Difference between 2020 and 2021 proposed budget	Commentary
2		<b>Expenses</b>						
3		<i><b>Program Expenses</b></i>						
4	P	Crisis Management Reserve	\$ -	\$ 63,010	\$ -	\$ -	\$ (63,010)	Reserve established in 2020 budget revision in response to COVID-19 pandemic.
5	P	Ministry Grants	\$ -	\$ -	\$ -	\$ 33,821	\$ 33,821	Ministry grants will be evaluated and awarded at least annually.
6								Program budgets previously listed as line items in budget. See attached program expenses schedule for detailed list (Line p-19)
7	P	Programs	\$ 49,817	\$ 21,688	\$ 16,510	\$ -	\$ (21,688)	
		<b>Total Program</b>	<b>\$ 49,817</b>	<b>\$ 84,698</b>	<b>\$ 16,510</b>	<b>\$ 33,821</b>	<b>\$ (50,877)</b>	
8		<i><b>Core expenses</b></i>						
9	Ca	COM Expenses +	\$ 3,568	\$ 3,575	\$ 750	\$ 5,900	\$ 2,325	GOE's for 2 people, fall discernment retreat, and psychological evaluations for 2 people.
10	Co	Seminarian Scholarships*	\$ -	\$ -	\$ -	\$ 22,366	\$ 22,366	Expense equal to income from restricted endowments at 4% distribution.
11	P	Episcopal Fund for Human Need (EFHN Grants)*	\$ 3,190	\$ 21,074	\$ 1,500	\$ 21,585	\$ 511	Expense equal to income from restricted endowment at 4% distribution.
12	P	Sustainable Development Grants *	\$ 9,455	\$ 9,336	\$ -	\$ 9,462	\$ 126	.007% of diocesan assessable income 2018.

The Diocese of Central New York  
Proposed 2021 Budget (multiple page, detailed budget)

Line	Co/Ca/P++	Description	2019 Actual	2020 Revised Budget	2020 ytd actual through June 2020	2021 Proposed Budget	Difference between 2020 and 2021 proposed budget	Commentary
13	P	United Thank Offering (UTO)*	\$ 6,711	\$ 6,777	\$ -	\$ 6,852	\$ 75	Grant to National UTO equal to income from restricted endowment at 4% distribution.
14	Ca	Episcopal Church Assessment	\$ 202,600	\$ 200,059	\$ 100,029	\$ 202,758	\$ 2,699	Diocesan Assessment to TEC is 15% of diocesan assessable income for 2020 after an \$140,000 exemption.
15	Co	Lambeth (Accrual unless actual event year)	\$ -	\$ 1,000	\$ -	\$ 1,000	\$ -	Accrual for actual event in 2022.
16	Ca	General Convention (Accrual unless actual event year)	\$ -	\$ 17,500	\$ -	\$ 52,500	\$ 35,000	Assumes attendance of 17 people (1 for portion of time) to attend General Convention and Provincial Synod. Partially offset by accrual (Line 61)
17	Ca	Diocesan Convention	\$ 49,768	\$ 73,250	\$ -	\$ 66,628	\$ (6,622)	Conduct the business of the Diocese and educate the faithful. Registration fees to cover a portion of the cost (Line 51). Convention will be at Oncenter
18	P	EYE (Accrual unless actual event year)	\$ -	\$ 600	\$ -	\$ 6,000	\$ 5,400	Assumption that EYE event will be held in 2020, offset by accrual (Line 61).
19	Ca	Accrual for Title IV	\$ 4,658	\$ 2,500	\$ 1,580	\$ 2,500	\$ -	Accrual for reserve.
20	Ca	Accrual for Bishop Search	\$ -	\$ 5,000	\$ -	\$ 5,000	\$ -	Accruing for next search.

The Diocese of Central New York  
Proposed 2021 Budget (multiple page, detailed budget)

Line	Co/Ca/P++	Description	2019 Actual	2020 Revised Budget	2020 ytd actual through June 2020	2021 Proposed Budget	Difference between 2020 and 2021 proposed budget	Commentary
21	Co	Compensation & Benefits	\$ 856,892	\$ 802,802	\$ 404,806	\$ 778,763	\$ (24,039)	.85% increase for 2021 and other increase from increased benefit costs. Total compensation and benefits are included in this line. See attached core expenses: administration schedule for detail (Line 60)
22	Co	Lay Retiree Benefits*	\$ 49,470	\$ 11,670	\$ 5,844	\$ 12,469	\$ 799	Lay retirees: 15% increase in diocesan subsidy for 2020. Balance of cost and any annual increase in benefit costs are collected in fees (Line 50)
23	Co	Rent	\$ 48,265	\$ 49,240	\$ 24,456	\$ 50,226	\$ 986	Rent for Diocesan office and annex.
24	Co	Business Insurance	\$ 14,602	\$ 12,225	\$ 6,730	\$ 14,226	\$ 2,001	Based on actual experience. This is a portion of the total cost. The rest of the cost were allocated to Unincorporated & Closed Parishes (Lines 25 & 26)
25	Ca	Property: Unincorporated Parishes & Chapels*	\$ 33,999	\$ 13,539	\$ 5,978	\$ 16,855	\$ 3,316	Paris Hill maintenance costs, insurance, payroll assistance for chapels, grant assistance for chapels.
26	Ca	Property: Closed Parishes*	\$ 39,781	\$ 41,447	\$ 1,579	\$ 42,906	\$ 1,459	Assumes costs for the following properties for 2020: Pierrepont Manor, Elmira (Trinity), Sackets Harbor, Waverly.



The Diocese of Central New York  
Proposed 2021 Budget (multiple page, detailed budget)

Line	Co/Ca/P++	Description	2019 Actual	2020 Revised Budget	2020 ytd actual through June 2020	2021 Proposed Budget	Difference between 2020 and 2021 proposed budget	Commentary
27	Ca	Audit & Retiree Actuary Report	\$ 15,300	\$ 15,700	\$ 208	\$ 15,700	\$ -	CPA audit and actuary report required for CPA audit. See attached core expenses: administration schedule for detail (Line c-23).
28	Co	Communications	\$ -	\$ 10,240	\$ 3,005	\$ 11,805	\$ 1,565	Technology subscriptions & fees, professional services for website, video editing, and transcription, printing and promotional items, and photos/graphics
29	Co	Office expenses	\$ 128,738	\$ 59,192	\$ 25,719	\$ 58,600	\$ (592)	Phone, cell phones, internet, service contracts, copier lease, office supplies, payroll service, printing services, and dues and fees. See attached core expenses: administration schedule for detail (Line c-10).
30	Co	Professional Services	\$ 7,704	\$ 8,090	\$ 2,773	\$ 5,480	\$ (2,610)	Professional and legal services. See attached core expenses: administration schedule for detail (Line c-27).
31	Co	Travel, professional development, and conferences	\$ 56,174	\$ 28,224	\$ 12,343	\$ 47,755	\$ 19,531	Bishop and staff travel and professional expenses, continuing education and professional conferences. See attached core expenses: administration schedule for detail (Line c-31).

The Diocese of Central New York  
Proposed 2021 Budget (multiple page, detailed budget)

Line	Co/Ca/P++	Description	2019 Actual	2020 Revised Budget	2020 ytd actual through June 2020	2021 Proposed Budget	Difference between 2020 and 2021 proposed budget	Commentary
32	Co	Meetings and Activities	\$ 18,094	\$ 10,794	\$ 5,881	\$ 11,300	\$ 506	Includes regional meetings, staff development, board & standing committee meetings, clergy retreats and clergy days, other clergy development, liturgy & worship, luncheon with retired clergy and widows, and archives.
33	Co	Uncollectable Pledge and Assessment	\$ (14,432)	\$ 125,000	\$ 62,500	\$ 160,000	\$ 35,000	Based on estimates derived from July 2020 parish financial survey. 2019 reflects reduction to allowance account for uncollectible.
34	Co	Funded Depreciation	\$ 55,279	\$ 12,000	\$ -	\$ 15,761	\$ 3,761	Funding depreciation for replacement of fixed assets and/or future fixed asset purchases.
35		<b>Total Core Expenses</b>	<b>\$ 1,589,816</b>	<b>\$ 1,540,834</b>	<b>\$ 665,681</b>	<b>\$ 1,644,397</b>	<b>\$ 103,563</b>	
36		<b>Pass Through Expense</b>						
37	Co	Bishop's Discretionary Fund	\$ 16,557	\$ 1,460	\$ -	\$ 7,600	\$ 6,140	Funding from parish visitation gifts.
38	Co	Contributor's Fund	\$ 13,999	\$ 4,282	\$ 2,609	\$ 12,000	\$ 7,718	Funding from annual solicitation.
39	Co	Parish Mission FBO Earnings *	\$ 123,478	\$ 119,679	\$ 81,023	\$ 120,828	\$ 1,149	Endowment income from funds held For Benefit Of (FBO) parishes.
40		<b>Total Pass Through Expense</b>	<b>\$ 154,034</b>	<b>\$ 125,421</b>	<b>\$ 83,632</b>	<b>\$ 140,428</b>	<b>\$ 15,007</b>	

The Diocese of Central New York  
Proposed 2021 Budget (multiple page, detailed budget)

Line	Co/Ca/P++	Description	2019 Actual	2020 Revised Budget	2020 ytd actual through June 2020	2021 Proposed Budget	Difference between 2020 and 2021 proposed budget	Commentary
41		<i>Total Expenses</i>	\$ 1,793,667	\$ 1,750,953	\$ 765,823	\$ 1,818,646	\$ 67,693	
42		<b>Income</b>						
43		Assessment	\$966,274	\$924,513	\$940,989	\$955,642	\$31,129	Assessment asking is 10% of 3 -year average NOI (2017, 2018, 2019).
44		Pledge	\$110,596	\$104,903	\$151,756	\$110,000	\$5,097	Pledge asking is 6% of 3 year-average NOI (2017, 2018, 2019).
45		Investment Income:						
46		Diocesan Unrestricted Investment Earnings Net	\$143,701	\$242,389	\$189,706	\$252,253	\$9,865	Endowment income that is unrestricted. Includes full amount of Thornfield property sale account earnings. Distribution of 4.0% for 2020 based on 20 qtr. average value (Long Term fund); 1.5% year based on 20 qtr. average value (Intermediate Term fund).
47		Parish Mission FBO Earnings Net	\$121,573	\$119,679	\$59,433	\$120,828	\$1,149	Endowment income from funds held For Benefit Of (FBO) parishes. Distribution of 4.0% for 2020 based on 20 qtr. average value (Long Term fund). Pass-through item. (Line 39).

The Diocese of Central New York  
Proposed 2021 Budget (multiple page, detailed budget)

Line	Co/Ca/P++	Description	2019 Actual	2020 Revised Budget	2020 ytd actual through June 2020	2021 Proposed Budget	Difference between 2020 and 2021 proposed budget	Commentary
48		Other Diocesan Restricted Earnings (See item*)	\$296,545	\$248,955	\$0	\$233,947	(\$15,008)	Endowment income that is limited by the Grantor matched up to expenses in the budget (Distributions of 4.0% for 2020 from Long Term fund; 1.5% from Intermediate Term fund).
49		Fees:						
50		Retiree Health Insurance Premiums	\$4,853	\$4,042	\$2,021	\$4,900	\$858	Lay retiree pays towards premiums (Line 22).
51		Convention Fees	\$18,434	\$10,500	\$0	\$22,440	\$11,940	Registration and exhibitor fees cover a portion of the cost of Diocesan Convention (Line 17).
52		Foundation accounting fees	\$5,000	\$4,167	\$0	\$5,000	\$833	Clerical and bookkeeping support to Foundation of the Diocese.
53		Grants:						
54		Bishop's Discretionary Fund	\$7,680	\$1,460	\$2,185	\$7,600	\$6,140	Funding from parish visitation gifts.
55		Contributor's Fund	\$23,317	\$4,282	\$4,559	\$12,000	\$7,718	Funding from annual solicitation.
56		UTO Grant	\$69,800	\$0	\$0	\$0	\$0	One time grant for Building United Communities in 2019.
57		Miscellaneous:						
58		Interest	\$4,835	\$800	\$784	\$800	\$0	Operating Savings interest income.
59		Gifts	\$4,576	\$0	\$25,074	\$0	\$0	Miscellaneous donations to the Diocese and parishes.
60		Miscellaneous	\$15,442	\$0	\$1,432	\$0	\$0	

The Diocese of Central New York  
Proposed 2021 Budget (multiple page, detailed budget)

Line	Co/Ca/P++	Description	2019 Actual	2020 Revised Budget	2020 ytd actual through June 2020	2021 Proposed Budget	Difference between 2020 and 2021 proposed budget	Commentary
61		Accrual for Fixed Assets (funded depreciation), Lambeth, EYE	\$0	\$0	\$0	\$93,236	\$93,236	EYE accrual \$5,236 (Line 18), General Convention \$35,000 (Line 16), depreciation reserves for cell phone replacements \$3,000 (Line 29). \$50,000 from 2020 crisis reserve fund
62		<b>Total Income</b>	<b>\$ 1,792,626</b>	<b>\$ 1,665,690</b>	<b>\$ 1,377,939</b>	<b>\$ 1,818,646</b>	<b>\$ 152,957</b>	
63		<b>Income - Expense</b>	<b>\$ (1,041)</b>	<b>\$ (85,263)</b>	<b>\$ 612,116</b>	<b>\$ (0)</b>	<b>\$ 85,263</b>	

\* Expenses are funded partially or fully by Diocesan Restricted Investment Earnings.

+ Canonical COM and COM teams

++ Column B - "Co" = Corporate/"Ca" = Canonical/"P" = Program

Line	Description	2019 Actual	2020 Revised Budget	2020 ytd actual through June 2020	2021 Proposed Budget	Difference between 2020 and 2021 proposed budget
<i>Schedule of Program Expenses</i>						
	Training & Resources *	\$ 1,456	\$ 4,100	\$ 5,100	\$ -	\$ (4,100)
P-1	Education for Ministry*	\$ 1,265	\$ -	\$ -	\$ -	\$ -
P-2	Ephphatha Deaf Ministry Program*	\$ 1,100	\$ 208	\$ 178	\$ -	\$ (208)
P-3	AIM: Adventures in Ministry	\$ -	\$ 800	\$ 230	\$ -	\$ (800)
P-4	Block grants	\$ 3,000	\$ -	\$ -	\$ -	\$ -
P-5	Youth Programs*	\$ 15,212	\$ 2,316	\$ 1,712	\$ -	\$ (2,316)
P-6	Church Development Program	\$ 1,700	\$ 775	\$ 76	\$ -	\$ (775)
P-7	Learning Communities Initiative *	\$ 10,533	\$ 501	\$ 184	\$ -	\$ (501)
P-8	Stewardship	\$ 150	\$ 1,013	\$ 430	\$ -	\$ (1,013)
P-9	College for Congregational Development	\$ -	\$ -	\$ -	\$ -	\$ -
P-10	Block grants	\$ 500	\$ -	\$ -	\$ -	\$ -
P-11	Companion Diocese: General Support & Scholarships	\$ 5,312	\$ -	\$ -	\$ -	\$ -
P-12	Companion Diocese: Mission of Miracles	\$ 6,000	\$ 6,000	\$ 6,000	\$ -	\$ (6,000)
P-13	Global Missions	\$ 1,893	\$ 500	\$ 500	\$ -	\$ (500)
P-14	Episcopal Relief and Development	\$ 528	\$ 75	\$ -	\$ -	\$ (75)
P-15	Anti-Racism (Diversity) Program	\$ -	\$ 1,500	\$ -	\$ -	\$ (1,500)
P-16	Safeguarding God's People	\$ 20	\$ 2,500	\$ -	\$ -	\$ (2,500)
P-17	Parish Executive Administrators Communication Exchange (P.E.A.C.E.)	\$ 448	\$ -	\$ -	\$ -	\$ -
P-18	Scholarship fund for parish audits	\$ 700	\$ 1,400	\$ 2,100	\$ -	\$ (1,400)
P-19	<b>Total program</b>	<b>\$ 49,817</b>	<b>\$ 21,688</b>	<b>\$ 16,510</b>	<b>\$ -</b>	<b>\$ (21,688)</b> Budget line 6

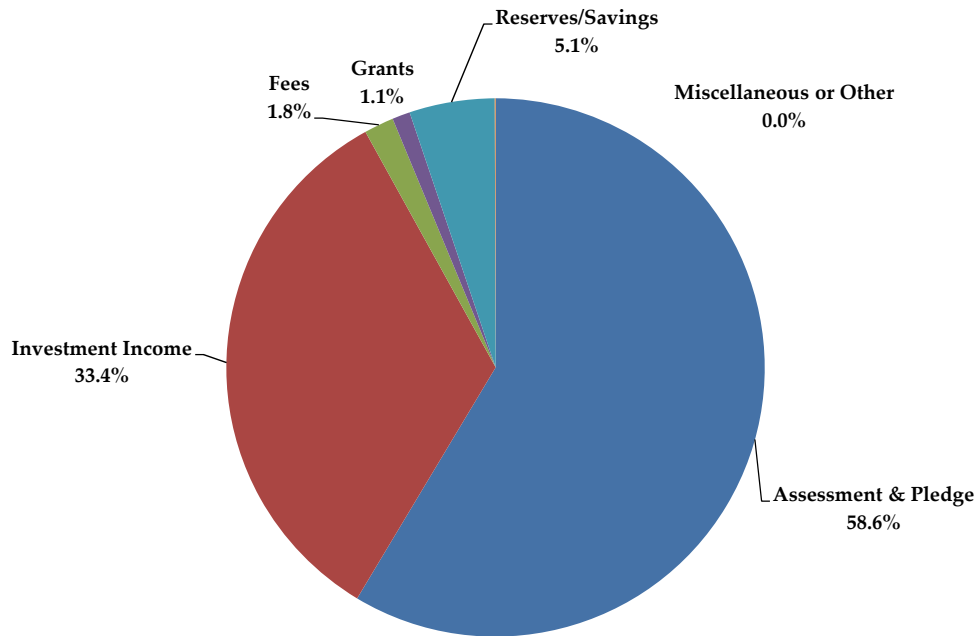
Line	Description	2019 Actual	2020 Revised Budget	2020 ytd actual through June 2020	2021 Proposed Budget	Difference between 2020 and 2021	
<b>Schedule of Core Expenses: Administration</b>							
C-1	Bishop, Compensation & Benefits*	\$ 190,115	\$ 195,791	\$ 99,528	\$ 198,536	\$ 2,745	.85% increase for 2021 and other increase from increased benefit costs. (2.05% increase for 2020, 2.3% increase for 2019, 2% increase for 2018, no increase for 2017.)
C-2	Lay Staff, Compensation & Benefits	\$ 399,180	\$ 427,152	\$ 207,812	\$ 442,277	\$ 15,125	.85% increase for 2021 and other increase from increased benefit costs and increased temporary help. (2.05% increase for 2020, 2.3% increase for 2019, 2% increase for 2018, 2.1% increase for 2017, 1.8% increase in 2016, 2% increase in 2015.).
C-3	Canon for Transition & Church Development, Compensation & Benefits*	\$ 114,836	\$ 123,359	\$ 63,663	\$ 130,965	\$ 7,606	.85% increase for 2021, rate increase for expanded duties, and other increase from increased benefit costs. (2.05% increase for 2020, 2.3% increase for 2019, 2% increase for 2018; Position added mid-January 2017.).
C-4	Canon to the Ordinary*	\$ 115,672	\$ 15,116	\$ 15,000	\$ -	\$ (15,116)	Assumes this position will not be filled.
C-5	Accrual-Sabbaticals: Bishop and Canon to Ordinary, Canon for Transition & Church Development	\$ -	\$ 3,200		\$ 3,200	\$ -	Accruing for Bishop Duncan-Probe's sabbatical \$2,000 & Canon for Transition & Church Development's sabbatical \$1,200
C-6	<b>Total Bishop &amp; Office Staff compensation &amp; benefits</b>	<b>\$ 819,803</b>	<b>\$ 764,618</b>	<b>\$ 386,003</b>	<b>\$ 774,978</b>	<b>\$ 10,360</b>	
C-7	Deaf Minister Compensation & Benefits*	\$ 20,835	\$ 21,393	\$ 10,871	\$ 3,785	\$ (17,608)	Change from 25% time position to a stipend for twice a month services. 2.05% increase for 2020 and other increase from increased benefit costs. (2.3% increase for 2019, 2% increase for 2018, 2.1% increase for 2017, 1.8% increase in 2016, 2% increase in 2015.)
C-8	Youth Missioner, Compensation & Benefits	\$ 16,254	\$ 16,791	\$ 7,932	\$ -	\$ (16,791)	Position was vacated in 2020. Youth ministry discernment begun summer of 2020. Currently no plan to fill this position.
C-9	<b>Total compensation &amp; benefits</b>	<b>\$ 856,892</b>	<b>\$ 802,802</b>	<b>\$ 404,806</b>	<b>\$ 778,763</b>	<b>\$ (24,039)</b>	<b>Budget line 21</b>

Line	Description	2019 Actual	2020 Revised Budget	2020 ytd actual through June 2020	2021 Proposed Budget	Difference between 2020 and 2021	
<b>C-10</b>							
<b>C-11</b>	<b>Office Expenses:</b>						
<b>C-12</b>	Communication Services (phone, web, etc.)	\$ 9,608	\$ 8,855	\$ 5,072	\$ 13,250	\$ 4,395	Phone/internet for office, cell phones.
<b>C-13</b>	Equipment Repairs & Lease	\$ 23,597	\$ 19,592	\$ 10,229	\$ 17,900	\$ (1,692)	Service contracts and copier lease.
<b>C-14</b>	Office Supplies & Services	\$ 11,739	\$ 11,625	\$ 3,199	\$ 13,793	\$ 2,168	Supplies, payroll service.
<b>C-15</b>	Postage	\$ 1,683	\$ 2,300	\$ 489	\$ 1,977	\$ (323)	Amount based on prior years actual expenses.
<b>C-16</b>	Advertising	\$ 231	\$ -	\$ -	\$ -	\$ -	
<b>C-17</b>	Desk Publishing Letterhead, Brochures, Reports	\$ 1,263	\$ 2,225	\$ 1,290	\$ 2,020	\$ (205)	Cost of printing annual Directory, parish pledge card stock.
<b>C-18</b>	Dues & Fees	\$ 80,617	\$ 14,595	\$ 5,440	\$ 9,660	\$ (4,935)	Annual dues and fees.
<b>C-19</b>	<b>Total office expenses</b>	<b>\$ 128,738</b>	<b>\$ 59,192</b>	<b>\$ 25,719</b>	<b>\$ 58,600</b>	<b>\$ (592)</b>	<b>Budget line 29</b>
<b>C-20</b>							
<b>C-21</b>	Audit	\$ 12,800	\$ 13,000	\$ -	\$ 13,000	\$ -	CPA audit.
<b>C-22</b>	Retiree Actuary Report	\$ 2,500	\$ 2,700	\$ 208	\$ 2,700	\$ -	Required for annual CPA audit.
<b>C-23</b>	<b>Total audit expense</b>	<b>\$ 15,300</b>	<b>\$ 15,700</b>	<b>\$ 208</b>	<b>\$ 15,700</b>	<b>\$ -</b>	<b>Budget line 27</b>
<b>C-24</b>							
<b>C-25</b>	Other Professional Services	\$ 7,604	\$ 7,090	\$ 2,773	\$ 4,480	\$ (2,610)	FSA administration, background checks, partial year of mapdash subscription.
<b>C-26</b>	Legal Professional Services	\$ 100	\$ 1,000	\$ -	\$ 1,000	\$ -	Budget reduced based on current year actual experience.
<b>C-27</b>	<b>Total professional services</b>	<b>\$ 7,704</b>	<b>\$ 8,090</b>	<b>\$ 2,773</b>	<b>\$ 5,480</b>	<b>\$ (2,610)</b>	<b>Budget line 30</b>

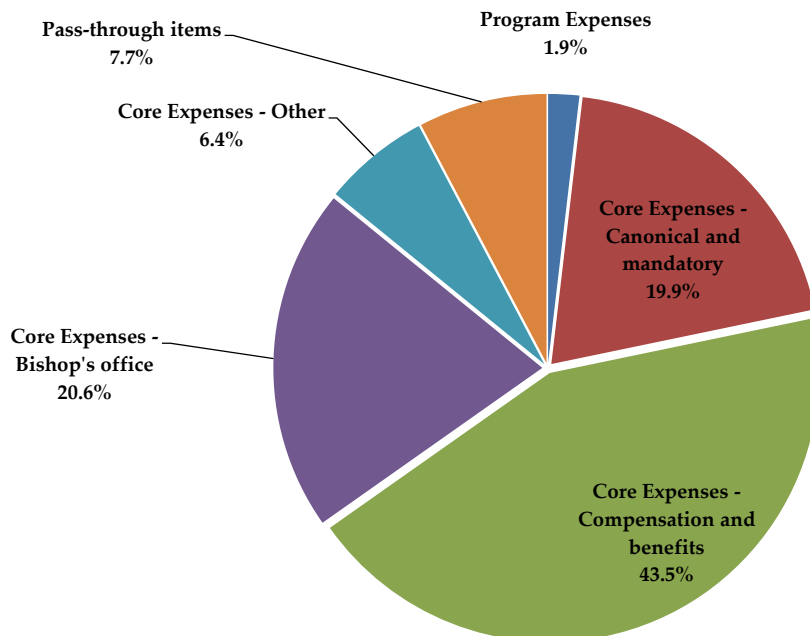


Line	Description	2019 Actual	2020 Revised Budget	2020 ytd actual through June 2020	2021 Proposed Budget	Difference between 2020 and 2021	
C-28	Travel: Bishop	\$ 28,481	\$ 20,406	\$ 8,776	\$ 31,125	\$ 10,719	Bishop's travel & professional expenses.
C-29	Travel: Other Staff	\$ 27,693	\$ 5,400	\$ 2,283	\$ 6,430	\$ 1,030	Staff travel and professional expenses.
C-30	Professional Development and conferences	\$ -	\$ 2,418	\$ 1,284	\$ 10,200	\$ 7,782	Staff continuing education and professional conferences.
C-31	<b>Total travel, professional development, and conferences</b>	<b>\$ 56,174</b>	<b>\$ 28,224</b>	<b>\$ 12,343</b>	<b>\$ 47,755</b>	<b>\$ 19,531</b>	<b>Budget line 31</b>

### 2021 Proposed Budget Income Sources



### 2021 Proposed Budget Expenses



# Convention Worship:

## Morning Prayer on Sunday, November 15th

On Sunday, November 15th at 10:00 a.m., Bishop DeDe Duncan-Probe will lead an online Convention worship service for the entire Diocese. The service will feature lay leaders and musicians from around the Diocese, and gives parish clergy and worship leaders an opportunity to take a Sunday Sabbath during the COVID-19 crisis. Everyone in the Diocese is invited to attend via Zoom or Facebook Live.

**There are four ways to join. No registration is required.**

1. Join via Zoom using this link:  
<https://us02web.zoom.us/j/82655266955?pwd=eUxHalh2T0tpcFQ5QXFtSXVtSmxrdz09>.
2. Join by phone (audio only): call (646) 876-9923, key in the Webinar ID: 826 5526 6955#, then enter the password 3154746596#, then press # again (there is no participant/personal ID).
3. Go to the diocesan Facebook page ([facebook.com/cnyepiscopal/live](https://www.facebook.com/cnyepiscopal/live)) to watch and listen, using the comments feature to add your prayer requests and responses.
4. Join any time! The service will be recorded and posted to the diocesan Facebook page ([facebook.com/cnyepiscopal](https://www.facebook.com/cnyepiscopal)) and to the diocesan website (just go to the homepage, [cnyepiscopal.org](https://www.cnyepiscopal.org), and scroll down to News and Updates).

You do not need a worship bulletin as the service will be displayed on-screen.