

Resolution # 1

Subject: Amendment of Canon XVIII, Section 1(a)(iii), regarding Diocesan payments to The Episcopal Church

Submitted by: The Constitution and Canons Committee

The Resolutions Committee recommended adoption of this Resolution

The Rev. Dcn. Shelly Banner seconded the motion.

Bishop Adams called for discussion of the Resolution.

There being no discussion, Bishop Adams called for a vote on the Resolution.

Vote passed.

Resolution Adopted.

WHEREAS, Canon XVIII, Section 1(a)(iii) currently provides that expenditures identified as mandatory in the Diocesan budget shall include expenditures deemed appropriate “to the payment of financial support of the National Church.”

BE IT RESOLVED, that Canon XVIII, Section 1(a)(iii) be amended as set forth below, to state that expenditures identified as mandatory in the Diocesan budget shall include expenditures deemed appropriate:

... to the payment of financial support of The Episcopal Church. All such financial support provided by the Diocese to the Episcopal Church shall be consistent with resolutions adopted by General Convention. For the period January 1, 2016 through December 31, 2018, consistent with the resolution adopted by General Convention, a flat rate shall apply as follows: 18% for calendar year 2016; 16.5% for 2017; and 15% for 2018.

Explanation: The amendment notes a reduction in mandatory Diocesan payments to The Episcopal Church that was approved by General Convention in 2015. The amendment provides that Diocesan payments to The Episcopal Church will be consistent with resolutions adopted by General Convention (including resolutions that General Convention may adopt in the future).

Financial Impact to Diocesan Budget: The resolution will reduce the amount of the Diocese’s payments to The Episcopal Church below their previous level. The resolution will ensure that Diocesan contributions to The Episcopal Church are consistent with resolutions adopted by General Convention.

Who would be responsible for carrying out the resolution? The Diocesan Board.

Resolution # 2 (*Revised*)

Subject: St. Paul's Episcopal Cathedral Church: Status as Cathedral

Submitted by: The Vestry of St. Paul's Episcopal Cathedral (with the approval of the Cathedral Chapter and The Standing Committee)

The Resolutions Committee recommended adoption of this Resolution

The Rev. William Lutz seconded this motion.

Bishop Adams called for discussion of the Resolution.

There was no discussion.

Bishop Adams called for a vote on the Resolution.

Vote passed.

Resolution adopted.

WHEREAS: The role of a cathedral in this diocese has been under discussion for many years within the Cathedral Chapter and the Diocese; and

WHEREAS: St. Paul's has *not, in fact*, functioned as a cathedral by any traditional definition (i.e. as the center for a bishop's and a diocese's ministry) for many years; and

WHEREAS: St. Paul's has been working faithfully over this last year to clarify its status and its ministry as a church as it readies itself to search for a new rector;

BE IT THEREFORE RESOLVED that the designation of St. Paul's as cathedral be removed, and that it be henceforth known by its incorporated name St. Paul's Church and/or more unofficially as St. Paul's Episcopal Church.

Explanation: *We at* St. Paul's entered a time of focused transition with the assistance of an intentional interim rector in April 2014. *Our* community has actively worked on the five developmental tasks recommended for an interim period: coming to terms with history, discovering a new identity, leadership changes during the interim, renewing denominational linkages, and commitment to new directions in ministry.

In the course of our prayerful conversation, the community of St. Paul's has explored the nature of our relationship with the Bishop and the whole of the Diocese, in our role as Cathedral. The people of St. Paul's believe that it is important to have clarity around our relationships as we move to call a new rector, and question if we are looking for a priest to also serve as dean. Considering questions as to our ministry, worship, pastoral care and presence in our particular location, and recognizing our limitations and available resources, both physical and financial, we have concluded that we are more 'parish' and less 'cathedral'. In fact, we have been living as 'parish' for some time.

Now, we are seeking support and encouragement from the Diocese of Central New York as we seek to acknowledge and name our reality. On June 3, 2015 the Vestry of St. Paul's agreed to begin the process of being released from the designation as Diocesan Cathedral. The Cathedral Chapter met on August 12, 2015 and there was unanimous agreement by those present and those

excused that St. Paul's should proceed by bringing the matter to the attention of the Standing Committee. On September 8, 2015 the Standing Committee consented to the resolution for *St. Paul's* to be released from its designation as cathedral.

Financial Impact to the Diocesan Budget: None (to our knowledge)

Who would be responsible for carrying out resolution? The Bishop, Standing Committee, Cathedral Chapter, and Vestry of St. Paul's Church, Syracuse

Resolution # 3

Subject: Resolutions on New Mandated Expenditures for Small Parishes

Submitted by: Arthur L. Berkey, Member and current Warden of St. Thomas' Episcopal Church, Slaterville Springs

The Resolutions Committee did not recommend adoption because this resolution is not in accordance with the Diocesan Canons.

The Resolution was moved by Mr. Arthur Berkey.

Ms. Susan Larkin, St. Thomas', Slaterville Springs, seconded the motion.

Bishop Adams called for discussion of the Resolution.

Mr. Berkey asked for clarification on why the resolution was not in accordance with Diocesan Canons.

Chancellor Paul Curtin said that Canon I.7.1 of the Episcopal Church Canons gives authority regarding audits and business practices to the Diocesan Board. Thus, the resolution is out of order and unenforceable.

Mr. Berkey withdrew the resolution.

WHEREAS, the General Committee of the DCNY has mandated beginning in 2015 for the 58 small parishes to undergo a limited CPA audit every seven years from the date of the last CPA audit. Notification did not define the problem being addressed to justify the requirement, nor state criteria for evaluation which are needed to determine if the purpose of the expenditure is being met for: (a) continuation, and/ or (b) if the purpose is fully met indicating the requirement should be discontinued and,

WHEREAS, in reply to two written requests for information on what problem(s) led the Board to determine the new seven year CPA limited audit requirement, Vice Chair of the General Committee (re: letter dated 2-24-15) stated "None. This policy did not stem from problems identified by our parishes. Rather, it was developed by the Board in our desire to be proactive in assisting parishes to meet canonical requirements without the financial burden of full CPA audits." Yet, Section I (f) of Canon 7 of Business Methods in Church Affairs states, "All accounts of Parishes, Missions or other institutions shall be audited annually by an Independent Certified Accountant, or independent Licensed Public Accountant, or such Audit Committee as shall be authorized by the Finance Committee, Department of Finance, or other appropriate diocesan authority." Thus indicating the former audit requirements not requiring the cost of a limited audit were consistent with the Cannon and functioning adequately, and,

WHEREAS, in response to "What plans are in place to evaluate the impact of the new requirement?" the 2-24-15 letter also stated, "The new policy is not a response to a problem. We have looked at the limited CPA audits Mr. Kauffman has completed thus far and are very pleased with his work and the benefits that these audits bring to the parishes by addressing internal controls," thus providing no specifics for assessing the need for, or continuation of, the limited CPA requirement.

WHEREAS, the cost of such limited audits is currently \$1,500+ expenses resulting in an added recurring seven-year expenditure by small parishes of at least \$92,800 (58 small parishes x \$1,500 + \$100 estimated expenses), and

WHEREAS, the eleven \$700 scholarships included in the current DCNY budget to help with the cost of limited CPA audits are funds paid by parish contributions and constitute \$7,700 not available for other DCNY purposes, and

WHEREAS, the recurring amount of \$92,800 is a significant amount larger than some small parish's annual budgets and prudent financial management would involve (a) a statement of purpose to determine if the expenditure is necessary/justified and (b) specification of evaluation criteria to determine success for continuation. A presentation and discussion at Convention would provide opportunity to demonstrate purpose and evaluation criteria to parishes, and

WHEREAS, small parish budgets are very tight requiring funding of only justified expenditures. Fixed incomes for retired members do not keep up with inflation, and some small parishes cannot afford to fund registration fees and/or travel expenses for delegates to this Convention, and

WHEREAS, should change of clergy requiring a full CPA audit occur the year following a scheduled CPA audit, the cost for two successive-year audits would be an extreme financial burden for small parishes, and

WHEREAS, the limited CPA audit is procedural and detailed procedures are already included in the current mandated annual budget audits, thus making duplicate checking of procedures by limited CPA audits of undetermined use, and

WHEREAS, the implementation schedule for the limited is inequitable, i.e., unfairly requires small parishes who have had the full CPA audit required for new clergy more than seven years ago to undergo an immediate limited audit, while parishes with new clergy in 2014 have seven years before the required limited audit. The Vice Chair letter stated no inequity without further comment, and

WHEREAS, this resolution does not change the decision-making roles of current DCNY Committees other than to provide diocesan-wide transparency and promote data-driven decisions for financial mandates.

BE IT RESOLVED that prior to implementation, DCNY decisions requiring new expenditures for parishes shall be presented in writing at a DCNY Convention for input by Convention delegates. Such presentation to include a statement justifying the expenditure and measurable criteria for evaluation. For mandates implemented, a written evaluation based on the criteria shall be presented at the next subsequent Convention.

BE IT FURTHER RESOLVED that the seven-year requirement for limited CPA audits by small parishes be placed on hold pending provision in writing for discussion and input by Convention delegates at the 2016 DCNY Convention. Such presentation to include: (a) A

statement of the problem leading to the expenditure and (b) evaluation of the requirement based on measurable criteria.

Financial Impact to the Diocesan Budget:

Who would be responsible for carrying out resolution?

Resolution # 4

Subject: Clergy Compensation Resolution for 2016

Submitted by: The Diocesan Board

The Resolutions Committee recommended adoption of this Resolution.

The Rev. Kathlyn Schofield seconded the motion.

Bishop Adams called for discussion of the Resolution.

Mr. Jerome Brown, Diocesan Board member, said there is a problem with the resolution that needed to be corrected. In the 4th Resolve, there are two different percentages listed. Mr. Broad said the Board's recommendation is 1.8% not the 2.0% that is listed, which should be removed.

The Rev. John Martinichio made a motion to amend the Resolution by deleting the 2.0% figure from the resolution.

Mr. Thomas Bloomer, St. James' in Skaneateles, seconded the amendment.

Bishop Adams called for discussion on the amendment. There was none.

Bishop Adams called for a vote on the amendment.

Vote passed.

Resolution amended.

Bishop Adams then called for discussion of the amended resolution.

There was no discussion.

Bishop Adams called for a vote on the resolution.

Vote passed.

Resolution adopted.

RESOLVED, that the following tables, containing guidelines for compensation of clergy in this Diocese, be used in the call process and in negotiations and review of the declaration of intention; and be it further

RESOLVED, that there will be a regular mutual ministry review of the parish by the clergy, wardens and vestry, and be it further

RESOLVED, that there will be an annual salary and benefit review to ensure appropriate compensation. Such review should take into account the most recent Clergy Compensation Resolution adopted by Convention, and be it further

RESOLVED, that each parish consider a minimum cost of living increase of ~~2.0%~~ 1.8% for each member of the clergy and be it further

RESOLVED, that parish classification be used as a tool to reflect the size, scope and complexity of the clergy person's responsibility.

Parishes will be classified by indexing three statistics from the Parochial Report: Communicants in Good Standing (CGS), Average Sunday Attendance (ASA), and Normal Operating Income (NOI). The calculated index is a single number that types a parish as I, II, III or IV.

CGS	50	100	150	200	250	300	350	400	450	500+
Index	1	2	3	4	5	6	7	8	9	10

ASA	25	50	75	100	125	150	175	200	225	250+
Index	1	2	3	4	5	6	7	8	9	10

NOI	25	50	75	100	125	150	175	200	225	250+
Index	1	2	3	4	5	6	7	8	9	10

The sum of the index values developed for each of the components determines the Parish Type:

<u>Index Value</u>	<u>Type</u>
10 or less	Type I
10.1 to 15	Type II
15.1 to 21	Type III
21.1 and above	Type IV

Index calculation

	<u>Bracket</u>	<u>Index</u>
Select from the table values that bracket the reported amount. eg; 325	300 - 350	6 - 7
Subtract lower bracket number from reported value	$325 - 300 = 25$	
Divide the resulting value, 25, by the spread in the bracket, 50. Add resulting value, .5, to lower index = 6.5.		

Parish Example

Parochial Statistics	Reported Amount	Bracket	Index Value
CGS	325	300 - 350	6.5
ASA	175	175 - 200	7
NOI	\$160,000	150 - 175	<u>6.4</u>
		Total	19.9

The three indices added together equal 19.9, a parish classification of Type III.

A salary range is provided for each parish Type. The range enables a parish to call a new priest and to recognize existing clergy's performance and length of service.

Guidelines for base cash salary (does not include housing or utilities):

	<u>Range</u>
Type I	\$ 34,175 – 47,160
Type II	39,870 – 55,020
Type III	45,560 – 62,870
Type IV	52,260 – 70,740

FULL-TIME CLERGY

RESOLVED, that clergy shall be paid at least the minimum base cash salary for the appropriate salary range.

RESOLVED, that the following additional benefits will be part of the total compensation for all full-time clergy:

1. Half of the self-employment tax liability (currently 15.3%) on the following amounts: (cash salary + fair rental value of rectory + utilities) if church owned housing is provided, or (cash salary + cash housing allowance) if church owned housing is not provided. The Diocesan Board shall undertake the implementation of any revisions or change of laws that affect employee contributions in self-employment tax as they may relate to clergy as part of clergy reimbursement.
2. If housing is provided, the priest shall have full and exclusive use of the property.
3. Reimbursement for all tolls, parking fees and mileage at current IRS rate.
4. Participation in one of the Denominational Health Plans available in the Diocese, unless the cleric elects the Employee Opt Out Option provided by the Denominational Health Plan Model.
5. Participation in Workers' Compensation insurance.
6. The following periods of leave at full compensation:
 - a. ~~National Holidays, to be taken so as not to interfere with worship for major occasions.~~
Federal Holidays (New Year's Day, Martin Luther King Jr. Birthday, Presidents' Day, Memorial Day, Independence Day, Labor Day, Columbus Day, Veterans Day, Thanksgiving, and Christmas) to be taken in cooperation with the needs of the parish as negotiated with the wardens.
 - b. Annual Vacation of four weeks, including five Sundays. Vacation time shall not be cumulative and may not be carried forward into a succeeding year, unless by previous arrangement under extenuating circumstances, as arranged with and approved by the Wardens.
 - c. Professional Development Leave at the rate of two weeks per year, including one Sunday.
 - d. The Rector shall be eligible for a Sabbatical time after the sixth year of service, and every sixth year thereafter. A Sabbatical time is three (3) months in length, and not more than (4) months, if the Rector elects to append /his/her vacation time to extend the Sabbatical for the fourth month. It is agreed that, following a sabbatical, the Rector will remain in his/her position for at least twelve months. The Bishop must be notified by the Rector six (6) months prior to taking a Sabbatical leave.
 - e. Clergy Sick Leave Policy – If illness or injury inhibits the rector's performance or causes the rector to be absent on a Sunday morning, a warden shall be notified. The wardens are to be dually concerned with the rector's and parish's health. If repeated or chronic absence of the rector

becomes a factor in the life of the parish, then the rector, a warden or both shall notify the Bishop.

7. An equity allowance over and above stated compensation for clergy residing in church-owned housing in order to reduce the adverse economic impact of not accumulating equity in a house.
8. Relocation expenses at a cost not to exceed the estimate provided by the moving company contracted by the Diocese.

PART TIME CLERGY

RESOLVED, that part-time clergy shall be paid at least the minimum base cash salary for the appropriate salary range multiplied by the percentage defined in the letter of agreement.

RESOLVED, that the following additional benefits will be part of the total compensation for all part-time clergy:

1. Half of the self-employment tax liability (currently 15.3%) on the following amounts: (cash salary + fair rental value of rectory + utilities) if church owned housing is provided, or (cash salary + cash housing allowance) if church owned housing is not provided. The Diocesan Board shall undertake the implementation of any revisions or change of laws that affect employee contributions in self-employment tax as they may relate to clergy as part of clergy reimbursement.
2. If housing is provided, the priest shall have full and exclusive use of the property.
3. Reimbursement for all tolls, parking fees and mileage at current IRS rate.
4. Participation in one of the Denominational Health Plans available in the Diocese, for those who are eligible for health insurance, unless the cleric elects the Employee Opt Out Option provided by the Denominational Health Plan Model. The minimum contribution by the parish shall equal the contribution for the available Standard Health Plan times the percentage used in determining cash salary.
5. Participation in Workers' Compensation insurance.
6. The following periods of leave at full compensation:
 - a. ~~National Holidays, to be taken so as not to interfere with worship for major occasions.~~
Federal Holidays (New Year's Day, Martin Luther King Jr. Birthday, Presidents' Day, Memorial Day, Independence Day, Labor Day, Columbus Day, Veterans Day, Thanksgiving, and Christmas) to be taken in cooperation with the needs of the parish as negotiated with the wardens.
 - b. Annual Vacation of four weeks, including five Sundays. Vacation time shall not be cumulative and may not be carried forward into a succeeding year, unless by previous arrangement under extenuating circumstances, as arranged with and approved by the Wardens.
 - c. Professional Development Leave at the rate of two weeks per year, including one Sunday.
 - d. The Rector shall be eligible for a Sabbatical time after the sixth year of service, and every sixth year thereafter. A Sabbatical time is three (3) months in length, and not more than (4) months, if the Rector elects to append /his/her vacation

time to extend the Sabbatical for the fourth month. It is agreed that, following a sabbatical, the Rector will remain in his/her position for at least twelve months. The Bishop must be notified by the Rector six (6) months prior to taking a Sabbatical leave.

- e. Clergy Sick Leave Policy – If illness or injury inhibits the rector’s performance or causes the rector to be absent on a Sunday morning, a warden shall be notified. The wardens are to be dually concerned with the rector’s and parish’s health. If repeated or chronic absence of the rector becomes a factor in the life of the parish, then the rector, a warden or both shall notify the Bishop.
7. An equity allowance over and above stated compensation for clergy residing in church-owned housing in order to reduce the adverse economic impact of not accumulating equity in a house.
8. Relocation expenses at a cost not to exceed the estimate provided by the moving company contracted by the Diocese.

PARISH PRIEST

This title replaces “long-term supply”. It is used when the cleric has fewer responsibilities than either full or part time clergy and the cleric is the only one the parish has. There should be a written agreement specifying the expectations of the cleric and of the parish both as to duties and compensation. Here are some of the issues to be considered. Is the cleric responsible only for Sunday services? Weddings? Funerals? Pastoral ad/or administrative duties. If the latter, what kinds and is there a limit on the number of hours a week? The following compensation table should guide the amount of compensation provided.

RESOLVED, that the following be established as minimum compensation for a Parish Priest:

One service:	\$130
Two services same day:	\$155
Three services same day:	\$180
Pastoral/Admin Care:	\$ 55 an hour
Travel reimbursement at IRS rate	

Guidelines for implementing Parish Priest compensation:

Since these are minimum amounts, clergy and parishes may negotiate higher rates.

Weddings:

- **\$130** for the wedding service.
- **\$55** per hour for marriage preparation
- **\$105** for the rehearsal
- Travel reimbursement
- Each parish is encouraged to determine whether or not to pass these fees along to those being married.

Funerals:

- **\$130** for the service

- **\$55** per hour for pastoral work and service preparation with the family
- Travel reimbursement
- Any fee from the funeral home gets subtracted from the above fees; any honorarium from the family does not.

SUPPLY CLERGY

Normally, this situation occurs when regular parish clergy are on vacation or otherwise unavailable for services. Parish clergy and supply clergy should discuss in advance whether or not the supply will provide pastoral/administrative care in addition to services. If the supply cleric is replacing one parish cleric who takes services at more than one place on the same day, the multiple service rates below apply.

RESOLVED, that the following be established as minimum compensation for Supply Clergy:

One service:	\$130
Two services same day:	\$155
Three services same day:	\$180
Pastoral/Admin Care:	\$ 55 an hour
Travel reimbursement at IRS rate	

Guidelines for implementing supply clergy compensation:

Since these are minimum amounts, clergy and parishes may negotiate higher rates.

Weddings:

- **\$130** for the wedding service.
- **\$55** per hour for marriage preparation
- **\$105** for the rehearsal
- Travel reimbursement
- Each parish is encouraged to determine whether or not to pass these fees along to those being married.

Funerals:

- **\$130** for the service
- **\$55** per hour for pastoral work and service preparation with the family
- Travel reimbursement
- Any fee from the funeral home gets subtracted from the above fees; any honorarium from the family does not.

FINANCIAL IMPACT TO DIOCESAN BUDGET: Not applicable.

WHO WOULD BE RESPONSIBLE FOR CARRYING OUT RESOLUTION? Individual congregations of the Diocese.

Resolution # 5 (Amended by submitter and Resolutions Committee to change title and remove direct references to the Diocese of Albany)

Subject: An affirmation of the action of General Convention regarding the LGBT community
Submitted by: The Very Rev. Peter Williams

The Resolutions Committee recommended adoption of this Resolution.

The Rev. Cole Gruberth seconded the motion.

Bishop Adams called for discussion.

The Very Rev. Peter Williams, submitter of the resolution, explained his reason for presenting the resolution.

The Rev. Dcn. Kay Drebert added clarification that the “T” in LGBT stands for transgender.

Bishop Adams called for a vote on the Resolution.

Vote passed.

Resolution adopted.

WHEREAS, the General Convention this year affirmed the canonical right of gay and lesbian people to be wed in the Church and,

WHEREAS, the concept of Via Media in Anglican history and tradition has both encouraged unity in the Church despite differences, and sadly, also allowed, as a matter of conscience, oppression of blacks, women and other minorities in the Episcopal Church,

BE IT RESOLVED, that the Convention of the Diocese of Central New York:

- affirms the work of General Convention in regard to same-gender weddings, and the dignity of our LGBT brothers and sisters;
- encourages our parishes to move intentionally and openly affirm, welcome, and include LGBT people;
- invites all people of faith to enter into conversation with us, sharing our stories of how Christ speaks to us through our LGBT family members, neighbors, co-workers, friends and LGBT parish members.

Explanation: This resolution seeks a recommitment from the Diocese of Central New York to promote full inclusion of LGBT people in the life of our parishes, teach our people why we do that and passionately and lovingly encourage full inclusion of LGBT people in the Episcopal Church.

We see this as our baptismal responsibility to continue to invite our neighbors into the conversation with the hope of someday changing minds and hearts.

Financial Impact to the Diocesan Budget: None

Who would be responsible for carrying out the resolution? Diocesan Board, Formation Ministry, all clergy of the Diocese, parish communities and their vestries in the Diocese, parish faith formation program staff and volunteers, hospitality ministries, and all individuals in the Diocese who believe in proclaiming the welcoming Gospel of Jesus Christ, per our baptismal promises.

Resolution # 6

Subject: The Rev. Margaret “Toppie” Bates

Submitted by: The Resolution Committee

The Resolutions Committee recommended adoption of this Resolution.

The Rev. Kathlyn Schofield seconded the motion.

Bishop Adams called for discussion of the Resolution.

There being no discussion, Bishop Adams called for a vote on the Resolution.

Vote passed with applause.

Resolution adopted.

WHEREAS the Rev. Margaret “Toppie” Bates has served as associate rector of St. James’ Church, Skaneateles, for ten years; and

WHEREAS during those years she served as the parish’s pastoral care priest, working side by side with the rector; and

WHEREAS she was “wonderful” working in pastoral care with any age group and was “very helpful when people were in crisis; and

WHEREAS she was also a “wonderful preacher, very clear, concise and easy to listen to,” preaching sermons in which her teaching background and storytelling ability showed; and

WHEREAS she worked in discernment, both on the parish and the diocesan levels, and taught Bible study and centering prayer and offered meditations in Advent and Lent; and

WHEREAS she “just loves teaching” and the parish loves her “inside and out”; and

WHEREAS after retiring from her ministry at St. James’ this past April and spending three months in discernment she returned to St. James’ in a part-time position:

BE IT RESOLVED that this 2015 Diocesan Convention give its heartfelt thanks for the dedicated ministry of the Rev. Margaret “Toppie” Bates and its warmest wishes for her happiness and that of her husband David in her undertaking of reduced hours of ministry in her “retirement.”

Resolution # 7

Subject: The Rev. Robert French

Submitted by: The Resolution Committee

**The Resolutions Committee recommended adoption of this Resolution.
Ms. Mary Lou Coleman, United Ministries of Aurora, seconded the motion.
Bishop Adams called for discussion of the Resolution.
There being no discussion, Bishop Adams called for a vote on the Resolution.
Vote passed with applause.
Resolution adopted.**

WHEREAS the Rev. Robert French has served for the last ten years as the Shared Community Pastor of the United Ministry of Aurora, a combined congregation of St. Paul's Episcopal Church and First Presbyterian Church; and

WHEREAS he was "exactly" what the congregation needed, a good listener who handled conflict "extremely well" and under whose leadership the congregation moved smoothly between Episcopal and Presbyterian polities and styles of worship; and

WHEREAS he preached ten-minute sermons that, while "short and sweet" and marked by his "very dry sense of humor," were nonetheless "very balanced," "pertinent to the twenty-first century," and a "nice weaving of history and the liturgy of the day"; and

WHEREAS he led the congregation into much ministry in prisons, in the visiting nurse program, Camp Gregory, CROP Hunger Walks and SERRV, an organization dedicated to fair trade; and

WHEREAS this "fairly shy" pastor represented the United Ministry each summer in the village parade, fully vested and carrying the banner of the congregation, though the choir declined to walk in the parade behind him; and

WHEREAS he was also very active in the Wider Parish, the consortium of churches in this very rural area and served as moderator of the Cayuga-Syracuse Presbytery during his years with the United Ministry; and

WHEREAS he retired as the Shared Community Pastor of the United Ministry of Aurora in May of 2015:

BE IT RESOLVED that this 2015 Diocesan Convention give its heartfelt thanks for the dedicated ministry of the Rev. Robert French and its warmest wishes for his happiness and that of his wife Sharon in his undertaking of retirement.

Resolution # 8

Subject: The Margaret “Amy” Gay

Submitted by: The Resolution Committee

The Resolutions Committee recommended adoption of this Resolution.

The Rev. James Heidt seconded the motion.

Bishop Adams called for discussion of the Resolution.

There being no discussion, Bishop Adams called for a vote on the Resolution.

Vote passed with applause.

Resolution adopted.

WHEREAS the Rev. Margaret “Amy” Gay served as Vicar of Trinity Church, Camden, from her ordination in 2006 until December of 2013; and

WHEREAS she led the congregation through extensive renovations to both the church and the parish hall; and

WHEREAS she established audio-visual capabilities and very creative worship services using such; and

WHEREAS she established and led the Education for Ministry program in that parish, incorporating students who “skyped in” from Syracuse, North Bay and South Carolina; and

WHEREAS she worked tirelessly to enable the congregation to carry on its ministry after she retired, training lay worship leaders and, after the organist died, setting up equipment to download and play hymns from the internet; and

WHEREAS she actually retired in May of 2015:

BE IT RESOLVED that this 2015 Diocesan Convention give its heartfelt thanks for the dedicated ministry of the Rev. Margaret “Amy” Gay and its warmest wishes for her happiness and that of her husband Ted in her actual undertaking of retirement.

Resolution # 9

Subject: The Very Rev. Donnel O’Flynn

Submitted by: The Resolution Committee

The Resolutions Committee recommended adoption of this Resolution.

The Rev. James Heidt seconded the motion.

Bishop Adams called for discussion of the Resolution.

There being no discussion, Bishop Adams called for a vote on the Resolution.

Vote passed with applause.

Resolution adopted.

WHEREAS the Very Rev. Donnel O’Flynn has served as rector of St. Thomas’ Church, Hamilton, for the last eleven years; and

WHEREAS in that tenure he taught courses that “rivaled those up on the hill” at Colgate University and undertook a great study himself of the Tree of Life as rendered in the art of Ireland, Armenia, and the Holy Land; and

WHEREAS in his preaching and in the example of his life he “helped to make the incomprehensible at least familiar, if not totally understandable”; and

WHEREAS he nourished the music of the parish, seeing the organ restored and new works of music commissioned; and

WHEREAS he oversaw the improvement of the physical properties of the parish; and

WHEREAS he “lived his life very humbly,” relating to people in all walks of life; and

WHEREAS he served the Utica-Rome District as dean, visiting the parishes, chairing meetings of the district and the Clericus, securing grant money for training in discernment, and promoting the development of district ministry; and

WHEREAS his wife Janet has become Volunteer Acting Dean of the Department of Rehabilitation at the Episcopal University in Leogane, Haiti, and both of them have become missionaries of the Episcopal Church in Haiti, he to teach English as a second language; and

WHEREAS, in order to do so he resigned on July 31, 2015, from his positions within the Diocese of Central New York:

BE IT RESOLVED that this 2015 Diocesan Convention give its heartfelt thanks for the dedicated ministry of the Very Rev. Donnel O’Flynn and its warmest wishes for his happiness and that of his wife Janet in their undertaking of new ministries in the Episcopal Diocese of Haiti.

Resolution # 10

Subject: The Very Rev. Jacqueline Schmitt

Submitted by: The Resolution Committee

The Resolutions Committee recommended adoption of this Resolution.

The Rev. Kathlyn Schofield seconded the motion.

Bishop Adams called for discussion of the Resolution.

There being no discussion, Bishop Adams called for a vote on the Resolution.

Vote passed with applause.

Resolution adopted.

WHEREAS the Very Rev. Jacqueline Schmitt has served as rector of St. David's Church, Dewitt, for four years, having followed years in ministry at North Carolina State University, Northwestern University and Harvard by returning to the parish from which she was ordained; and

WHEREAS her strong leadership "put St. David's back on track" with an improved computer network and a revised financial system; and

WHEREAS her dedication to both racial justice and the arts and her abilities to facilitate collaboration and write grant proposals led to performances of the musical *Ragtime* at St. David's Church, Hopps Memorial CME Church, and Atonement Lutheran Church and to the discussion across Syracuse of race, class disparities, police violence, immigration, equality and justice for women and minorities; and

WHEREAS her artistic ability was a continuing support of the parish's Celebration of the Arts program and her dedication to social justice was also enacted in service on the Board of the Matilda Joslyn Gage Foundation; and

WHEREAS her preaching was "very good, especially at relating the propers of the day to the problems of society"; and

WHEREAS her dedication to the Church was also carried out in her role as dean of the Syracuse-East District:

BE IT RESOLVED that this 2015 Diocesan Convention give its heartfelt thanks for the dedicated ministry of the Very Rev. Jacqueline Schmitt and its warmest wishes for her happiness and that of her children in her undertaking of retirement.

Resolution # 11

Subject: Thanks to Exhibit Hall Organizers, Exhibitors, Visual Technologies and
the Holiday Inn, Liverpool, NY

Submitted by: The Resolution Committee

The Resolutions Committee recommended adoption of this Resolution.

The Rev. William Lutz seconded the motion.

Bishop Adams called for discussion of the Resolution.

There being no discussion, Bishop Adams called for a vote on the Resolution.

Vote passed with applause.

Resolution adopted.

RESOLVED, that this 147th Diocesan Convention express its thanks to Ms. Terri Weir and Ms. Ruthie Koerts for planning, managing and staffing the Exhibit Hall.

RESOLVED, that this 147th Diocesan Convention express its thanks to all exhibitors and their workers for brightening this Convention and for providing an important means of communication about programs, activities, resources and services that are relevant to our ministries together and in our separate communities.

RESOLVED, that this 147th Diocesan Convention thank Audio Visual Technologies for providing the sights, sound and technology for the Convention, ensuring that all who may see and hear all of the Convention.

RESOLVED, that this 147th Diocesan Convention express its appreciation to the Holiday Inn, Liverpool, NY, for the hospitality extended to us which has both contributed to the efficient performance of our tasks and the comfort of our delegates.

Resolution # 12

Subject: Greetings to the Rt. Rev. David Joslin and Mrs. Joslin; to Mrs. Betty Whitaker; to the Rt. Rev. Martín de Jesus Barahona and Mrs. Betty Barahona and to Bishop John S. Macholz, E.L.C.A.

Submitted by: Resolutions Committee

The Resolutions Committee recommended adoption of this Resolution.

The Rev. William Lutz seconded the motion.

Bishop Adams called for discussion of the Resolution.

There being no discussion, Bishop Adams called for a vote on the Resolution.

Vote passed with applause.

Resolution adopted.

RESOLVED, that this 147th Diocesan Convention send greetings to the Rt. Rev. David B. Joslin and Mrs. Joslin and to Mrs. Betty Whitaker with warm appreciation for their ministry among us and prayers for health, happiness and fulfilling pursuits in retirement;

RESOLVED, that this 147th Diocesan Convention send greetings to the Rt. Rev. Martín de Jesus Barahona and Mrs. Betty Barahona with affection and fond memories of our shared time together in the significant development of our relationship as companion dioceses and wishing them many years of contentment and health in retirement;

RESOLVED, that this 147th 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 # 13

Subject: Recognition of Bishop Adams

Submitted by: Resolution Committee

**The Resolutions Committee recommended adoption of this Resolution.
The Rev. Gerard Beritela seconded the motion.
Chancellor Curtin called for discussion of the Resolution.
There being no discussion, Chancellor Curtin called for a vote on the Resolution.
Vote passed with applause and a standing ovation.
Resolution adopted.**

WHEREAS the Rt. Rev. Gladstone B. Adams III, tenth Bishop of the Diocese of Central New York has tendered his resignation as diocesan bishop, effective October 31, 2016 and

WHEREAS the intervening year will be one of reluctant goodbyes and

WHEREAS, for a person of tender heart and caring soul, goodbyes are hard:

THEREFORE BE IT RESOLVED that, to the extent possible, this diocese will make 2016 a joyful and celebratory year for our beloved Bishop and;

BE IT FURTHER RESOLVED that stories of our worship, meetings large and small, shared words of wisdom and reflections will be liberally sprinkled with tall tales of fly fishing and;

BE IT FURTHER RESOLVED that we will share these stories of our life together with love and laughter, in recognition of the resurrection in which we all live and move and have our being.

EXPLANATION: This resolution seeks to acknowledge the fact that our time with Bishop Adams is fleeting as he is resigning (retiring) as our diocesan bishop at the end of October, 2016. It also highlights our desire that Bishop Adams' final months with us as diocesan bishop will be filled with joyous thanks and heartfelt appreciation until we are able to celebrate in grand style at the October 22, 2016 celebratory Eucharist and luncheon.

Financial impact to the diocesan budget: None

Who would be responsible for carrying out the resolution? All the people of the Diocese of Central New York.