156th Convention of the Diocese of Long Island

TABLE OF CONTENTS

From the Secretary of Convention 2
Diocesan Convention Schedule 4
Nominations for Elective Office 5
Resolutions 13
Courtesy Resolutions 22
Reports of Diocesan Corporations and Committees 27
Committee on Voter Qualifications
  Report 50
  Delinquencies 51
Rules of Order 53
Convention Exhibitors 60
Voting Directions 61
Melville Marriott Floor Plan 64
From the Secretary of Convention

Beginning Friday, November 11 at 1:00 pm, with check-in commencing at 10:00 am, our Diocesan family will gather for the 156th time at the Melville Marriott Long Island Hotel located at 1350 Old Walt Whitman Road in Melville to celebrate our common life and ministry and to do the work of Convention. To assist delegates and visitors to this year’s Diocesan Convention, the following packet of information is provided to enable you to be well informed as to the happenings and events of the Convention. The following information is being provided in response to frequently asked questions from previous years.

All Convention attendees MUST register online, pay the appropriate registration fee, and adults must upload proof of COVID-19 vaccination and receive clearance from ShareMyHealth. Attendees are strongly encouraged but not required to wear a mask.

If you are in the Convention Hall you MUST have a badge visibly displayed.

◆ Upon arrival at the hotel, please go to the appropriate Check-In Desk:
  • all voting clerical, lay delegates, youth delegates and non-voting alternates check in at the Main Lobby starting at 10:00 am. There will be separate desks for clergy and lay delegates.
  • all visitors (lay and non-voting clergy) check in at the Main Lobby as well. There will be a separate line for visitor registration.
  • On Friday after 2 pm and on Saturday beginning at 8:00 am, all check-ins will take place in the foyer outside the Convention Hall.

(The Diocesan Check-In Desk will be staffed from 10:00 am to 7:00 pm on Friday and 8 am to 2 pm on Saturday)

Those staying overnight at the hotel should go to the hotel’s front desk for directions on luggage storage until rooms are available.

◆ At the Diocesan Check-In Desk you will receive your badge, voting card, and banquet ticket, and record your attendance. Your badge is required for admittance into the Convention Hall. Once you have checked in, please find a seat; delegates should sit together in designated areas. Youth Delegates will have designated reserved tables. Voting ballots, handheld electronic voting machines, the Liturgy Booklet, and other important handouts will be placed at each seat. There will be a “Convention Material” table located in the rear of the Ballroom with extra copies.
  • Badges with GRAY, ORANGE or PURPLE lanyards identify delegates who are to sit on the Convention Floor.
  • Badges with GREEN lanyards identify visitors and non-voting alternates for whom seats are provided at the rear of the ballroom.
  • Everyone seated at the tables on the convention floor must have a badge with a gray, orange or purple lanyard visibly displayed at all times. This area is restricted to voting delegates and church-appointed youth delegates. Clergy in charge of congregations with a GREEN lanyard who are not eligible to vote are permitted to sit with their delegation. Space constraints do not allow others to be seated in this area.
  • At the close of the Convention, receptacles will be provided at the exit doors to collect badges, and voting smart cards.
◆ All you need to bring to Convention is:
  • This Pre-Convention Journal, which has been mailed to all delegates eight days prior to Convention. (Any delegate unable to attend the Convention is responsible for giving this packet of material to an alternate.)
  • A church check, or credit card bearing your church’s name on its face, and your church’s tax exemption certificate if you are staying at the hotel and wish to receive exemption from sales tax on your hotel bill. 
  
  
  Sales tax exemptions will not be honored when using a personal check, personal credit card or cash to pay the bill.

Alternate Delegates:
  • If an Alternate Delegate has registered to attend Convention and will be voting in place of their delegate, a Testimonial of Change must be submitted to convention@dioceseli.org no later than November 7.
  • As stated above, delegates unable to attend are responsible for providing the alternates with the Pre-Convention Journal. There will be no additional Pre-Convention Journals available at Convention.
  • Alternate delegates who are not voting still need to register and upload proof of COVID-19 vaccination to obtain a badge to admit them into the Convention Hall and sit in the Visitor’s Section.

Hotel Check-in is 3:00 pm. If rooms become available earlier, an announcement will be made.
Hotel Check-out is 12 noon on Saturday so please clear your room of your belongings prior to the start of the Convention Saturday morning. Luggage can be stored for you until the close of the Convention. Inquire at the hotel registration desk for details.

Coffee will be available in the foyer outside of the Convention Hall until 1:00 pm on Friday. There will be a coffee break on Saturday morning following the Eucharist.

Meals during Convention:
Tickets to the Convention Banquet on Friday night are sold prior to the Convention; the purchase option is noted on the Convention Registration Form online. If you paid for the dinner and were not provided with a dinner ticket, please see a staff member at the HELP desk.

Breakfast on Saturday is being provided to anyone reserving a hotel room under the Diocesan room block. If you did not reserve a hotel room under the Diocesan Room Block, you may have breakfast in the Hotel Restaurant at your own expense. Breakfast tickets will be provided by the hotel staff when you check into the hotel.

Saturday’s Lunch is included in all Prepaid Registration fees; therefore, if you registered for this Convention online you will be provided lunch at no additional cost. Please select a meal from the options provided when you register for the Convention. Tickets for the Convention Dinner on Friday night or tickets for Lunch on Saturday will not be sold during Convention.

Group meals will be served in the following areas:
Friday Banquet – Grand Ballroom
  • Saturday Breakfast (you must check-in for breakfast by presenting your hotel issued coupon) – Atrium
  • Saturday Lunch (everyone with a preregistered name badge is entitled to lunch) – Atrium
# Diocesan Convention Schedule

## Friday, November 11, 2022

<table>
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<th>Time</th>
<th>Event</th>
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| 10:00 am – 1:00 pm | Check-in in the atrium  
Visit exhibits in the atrium and outside the ballroom throughout the day  
Coffee service available in the atrium |
| 1:00 pm – 3:00 pm | Convention Gathers  
Midday Prayer & Renewal of Baptismal Vows  
Organizing of Convention  
Nominations and Elections to Diocesan Boards and Bodies  
*(Followed by a 15-minute break)* |
| 3:15 pm – 5:15 pm | Balloting for Contested Elections *(as needed)*  
Presentation of 2023 Ministry Plan and Vote  
Vote on Propositions & Resolutions |
| 5:15 pm      | Evening Prayer |
| 6:00 pm      | Convention in Recess |
| 7:30 pm – 11:00 pm | Convention Banquet *(for pre-paid attendees and guests)* |

## Saturday, November 12, 2022

<table>
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<tr>
<th>Time</th>
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<tr>
<td>7:45 am</td>
<td>Check-in Desk opens outside the ballroom</td>
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| 9:00 am       | Convention Eucharist  
Bishop's Address  
*(Followed by a 15-minute break with coffee service)*  
*(Visit exhibitors after the Eucharist)* |
| 11:00 am – 12:00 pm | Convention Reconvenes  
Special Order # 1 “One Mission Capital Campaign.”  
Balloting for Contested Elections *(throughout the day, as needed)*  
Canonical Appointments  
Honoring of New Ministries & Anniversaries |
| 12:00 pm      | Noonday Prayer  
UTO Ingathering |
| 12:30 pm – 1:30 pm | Lunch *(for pre-registered attendees)* |
| 1:40 pm       | Convention Returns to Order  
Canonical Appointments *(as needed)*  
Honoring of New Ministries & Anniversaries *(as needed)*  
Balloting for Contested Elections *(as needed)*  
Vote on Propositions & Resolutions *(as needed)*  
Evening Prayer  
Convention Adjourns, sine die |
Nominations for Elective Office
(Biographical sketches are presented as provided by the nominees, and listed in random order, as required by canon.)

**SECRETARY OF CONVENTION** (One Person, Full Term: 1 year, ending 2023)

The Rev. Cn. Karen Davis-Lawson
I served as Secretary of Convention for ten years and I welcome the opportunity to serve another year. I served on the Diocesan Council, Disciplinary Board, and other diocesan ad hoc committees. I earned an M. Div. from the General Theological Seminary and an M.A. in Public Policy and Administration from Brooklyn College. I bring my skills as a former administrator in higher education and my love of God and God’s people to this ministry.

**TREASURER** (One Person, Full Term: 1 year, ending 2023)

Pearson A. Griffith
Pearson has been a member of St. Peter’s Church, Rosedale since 1994, where he is a member of the Men’s Guild and Senior Choir. He was first elected to the Vestry in 2006 and served as a Warden from 2007 to 2020. Pearson served as Assistant Diocesan Treasurer from 2012 to 2017 and was elected Diocesan Treasurer in 2018. He retired in 2018 after 30 years of employment with the NYS Department of Financial Services. He graduated from Long Island University (Brooklyn) and is a Certified Public Accountant (Maryland.)

**DIOCESAN COUNCIL, Clergy Order** (Two Persons, Full Term: 3 years, ending 2025)

The Rev. Walter Wai Lun Lau
The Rev. Walter Wai Lun Lau is the Priest-In-Charge of the Church of The Holy Spirit in Bensonhurst, Brooklyn. He received a Master of Divinity from the Hong Kong Sheng Kung Hui Ming Hua Theological College. The Rev. Lau moved to the US with his family and served as the Priest-In-Charge at St. Gabriel’s Church in the Diocese of LA. He holds a Bachelor of Business Administration from the Royal Melbourne Institute of Technology. Reverend Lau and his wife, Suki, have two children: Titus and Trudy.

The Rev. John Shirley
The Rev. John Shirley is the current rector of St. Mary’s, Lake Ronkonkoma and a graduate of General Theological Seminary (2017). He is currently serving a term on Diocesan Council and serves on the Reparations Committee of Diocesan Council. In the past Fr. Shirley has also served on the Diocesan Hispanic Commission and the Me Too Committee.
**DIOCESAN COUNCIL, Lay Order** (Two Persons, Full Term: 3 years, ending 2025)

**Penny Grinage**  
She is a member of St. Stephen and St. Martin's Church in Brooklyn. She served as a Sunday School teacher and Superintendent in the church. She has served as a warden and is currently completing her second term on the vestry. She worked for 12 years as a school principal and retired after 34 years as an educator. She currently serves on the Board of Directors of EMLI; the EMLI Grant Review Committee; chair of the Reparations Committee; and as a member of the Capital Campaign Working Group. She is presently a member of Diocesan Council and would like to serve again in this capacity.

**Jean Sidebottom**  
Jean was raised in a suburb of Houston, Texas and moved to New York in 1982. She was confirmed as an Episcopalian in 2015, and worships at Christ Church, Bellport, where she is the Outreach Coordinator. Jean is an electrical engineer and freelance writer. Her interests include literature, philosophy, and theology. Her qualifications include: DCDI certification; EfM; Vestry and Warden St. Marks, Medford; Episcopal Diocese Racial Justice and Reconciliation Commission (RJRC); Diocesan LGBTQ Ministry Committee, Visiting Eucharist Minister; Project Management Professional (PMP) certification.

**Rebecca Maines**  
I am a lifelong Episcopalian, currently serving as a warden and council member at the Cathedral of the Incarnation. I am involved with liturgy as an acolyte and lector, with service through our social justice ministry and prayer shawl ministry, and with fellowship as a coffee hour host and Cathedral for Pets (where I get to borrow cute dogs like Maggie May). It would be an honor to serve the diocese in this role.

**THE STANDING COMMITTEE, Clergy Order** (One Person, Full Term: 4 years, ending 2026)

**The Rev. Lilo Carr Rivera**  
The Reverend Lilo Carr Rivera is the curate at St. Ann’s in Sayville, NY. Lilo holds an MDiv from General Theological Seminary, an MSW from Hunter College, and a BFA from MassArt. Before her call to the priesthood, she worked as a hospital chaplain in palliative care, social worker, and graphic designer. She serves on the Creation Care Community of the Diocese of Long Island, and loves preaching, spiritual formation and social justice ministry.

**THE STANDING COMMITTEE, Lay Order** (One Person, Full Term: 4 years, ending 2026)

**Tamara Harris**  
My name is Tamara Harris. As a faithful Episcopalian, I worship at the Cathedral of the Incarnation. I have served as one of the wardens at the Cathedral for the past two years and recently initiated connections amongst the parishes within the Deanery. As a Licensed Mental Health Counselor, I am employed as a Program Director at an Outpatient Mental Health Clinic in Great Neck. Additionally, I am an Adjunct Professor at Adelphi University.
THE BOARD OF MANAGERS OF CAMP DeWOLFE, INC.  (Two Persons, Full Term: 3 years, ending 2025)

The Rev. Jenn Pilat
The Rev. Jenn Pilat, Rector of St. Anselm’s Shoreham, is honored to be nominated to serve the people of the Diocese of Long Island. Before becoming a priest, Rev. Jenn received degrees in Spanish, Music Education, Spanish Literature and Linguistics, and Educational Administration, all from the University of South Carolina, and taught Spanish and Music at the Secondary and Collegiate levels. Outside of well-done liturgy and advocating for the underserved, Rev. Jenn enjoys time with family, singing musical theatre, and drinking coffee.

Samantha Previl
Samanta Nandy Prévil is a professional, with a compelling 10 years of youth service. As a member of YaYA, she advocated for safe working conditions for the migrants and participated in various youth activities. She participated in EYE 2014. She used her musical talents to raise funds for schools and orphanage in Haiti. She was awarded Nurse of Distinction by 1199 SEIU. Currently, Samanta is a registered nurse with two masters degree in Nursing Education and Public Health.

THE BOARD OF DIRECTORS OF EPISCOPAL MINISTRIES  (Two Persons, Full Term: 3 years, ending 2025)

Lesly Galloway
Lesly Galloway is a Management and Program Assistant the Department of Treasury. She is proactive in ministry; volunteering, establishing partnerships with other community organizations, raising funds and supports to support her neighbors. She works tirelessly in the pursuit of lessening the burden of her neighbors the communities that she lives and worships in. In 2014, she received New York Federal Executive Board, Community Service Award. Lesly also volunteers with several organizations, including Special Olympics, the Soldier’s Project, and Long Island Cares Food Bank.

Johanna Canonica
I have been a member of St. John’s of Lattingtown Episcopal Church for about thirty-two years. Not long after I began to worship there, I was asked to start a Sunday School as I had a background in religious education. In time, I became a Eucharistic Minister, Lay Reader and Acolyte all of which I serve as at the present time. I have also served on the Vestry. I am retired from the OBEN CSD having been an educator and Asst. Director of Special Services. My degrees include a BA in Education from Marymount Manhattan College, MSEd – Hunter University, MS St. John’s University. I am also mother to three children (now adults) who were adopted in Russia. They are probably my greatest accomplishment.
THE BOARD OF TRUSTEES OF THE GEORGE MERCER JR. MEMORIAL SCHOOL OF THEOLOGY
(Elect Two, Three Years, Ending 2024)

The Rev. Andrew Garnett
The Rev. Andrew Garnett is currently the Priest-in-Charge at Trinity Church, Northport. He was ordained in 2015. He holds a graduate degree in philosophy from the Catholic University of America and a graduate degree in theology from the Universita Gregoriana. After completing his STB, Fr. Garnett continued onto the Academia Alfoniana in the area of Moral Theology. He has served as an adjunct professor in philosophy and theology on the undergraduate and graduate level.

The Rev. Terrence Buckley
The Rev. Buckley was raised in Staten Island and holds a B.S. degree in Business and Economics from Wagner College. He spent 31 years as a Police Officer with the New York City and Suffolk County Police Departments. A graduate of the Mercer School of Theology and the General Theological Seminary, he was ordained in January 2017 and is currently serving as the 10th Rector of Christ Church, Bellport. He is married to Bonnie, and they have two grown children, Rory and Caroline.

THE TRUSTEES OF THE ESTATE BELONGING TO THE DIOCESE OF LONG ISLAND, INC.
(Two Persons, Full Term: 4 years, ending 2026)

The Very Rev. Steve L. Foster
The Very Rev. Steve L. Foster currently serves as Rector of St. Peter’s Rosedale and Dean of the Jamaica Deanery. As a member of the Trustees of the Estate of the Diocese of Long Island, I join a long tradition of stewards of its resources and assets. This ministry keenly recommends ensuring sustainability and development, providing for the Diocese’s current needs and future growth. I have been privileged to serve on the Standing Committee, the Cathedral Chapter, and the George Mercer School of Theology. Currently, I serve as a Search Consultant for the Diocese, the Congregational Grant Committee, and a member of the Black Clergy Caucus.

The Rev. Jeff Stevenson
Reverend Jeff Stevenson became the rector of St. Ann’s, Sayville in 2020. Jeff received his MDiv from VTS. Prior to New York, he was the assistant rector of St. Andrew’s, Kansas City, MO. Before the priesthood he served in the US Navy which led to a career in National Security and space policy in the DC area. New to NY and Long Island, he is looking forward to being involved in the life of the Diocese.

THE DISCIPLINARY BOARD, Clergy Order
(One Persons, Full Term: 3 years, ending 2025)

The Rev. Lauren McLeavey
The Rev. Lauren McLeavey was raised up from Zion Episcopal Church in Douglaston, attended the General Theological Seminary starting in 2010, and she was ordained by Bishop Provenzano in 2013. After serving in Great River, Islip, and Billerica, MA, the Rev. McLeavey is now the Rector of St. Stephen’s in Port Washington. Over the years, she has served on Diocesan Council in Long Island and Massachusetts, as well as the Diocesan Audit Committee in Long Island. She is excited at the possibility of being more involved in the Diocese she considers home.
THE DISCIPLINARY BOARD, Lay Order (Two Person, Full Term: 3 Years, ending 2025)

**Chi Metu**
Chi Metu has been a member of the Church of the Advent, Westbury New York since 2010. He currently serves on the Vestry and is also one of the Church Wardens. Chi is a practising attorney and partner at the Aguwa & Metu, P.C., law firm, in Jamaica Queens, New York. He has spent over two decades as a trial and transactional attorney, providing a variety of legal and advisory services to consumers, small businesses and financial institutions.

**Linda Watson-Lorde**
I am Linda Watson-Lorde, a member of St. Gabriel’s –Brooklyn. In my parish ministry, being a Eucharistic Minister is my joy; breaking bread as a community is the root of our Christian faith. I am the Cultural and Community Affairs Officer with the Consulate General of Barbados at NY, a role that provides the faculty for me to interact daily with various communities. I extend my gratitude for your continued support, by your vote, as I seek re-election to the next term ending in 2025.

CATHEDRAL CHAPTER, Lay Order (One Person, Full Term: 3 years, ending 2025)

**Mia Jealous-Dank**
I’ve been a practicing commercial architect for over 20 years in New York City and Long Island. I am involved in city planning and was the Chairman of the Planning Board in Amityville and currently sit on the Southold Town Planning Board. My family are long-time members of Holy Trinity Church in Greenport. I was confirmed, got married and our daughter was baptized at HT. I have been a vestry member and co-warden at HT.

DEPUTY TO GENERAL CONVENTION, Clergy Order (Four Persons, 3 years, ending 2025)

**The Very Rev. Steve L. Foster**
The Very Reverend Steve L. Foster serves as Rector of St. Peter’s Rosedale and Dean of the Jamaica Deanery. The General Convention is the legislative body of The Episcopal Church that meets every three years to consider how the Episcopal Church will be in the world and at home and how we respond to societal issues, treat God’s creation, and live with and among our neighbors. I wish to join that conversation and deliberative process as a Deputy from the Diocese of Long Island – to share, learn, challenge, and be challenged.

**The Rev. Canon Dr. Frederick Walker**
I am Rev. Canon Dr. Frederick Walker priest in charge of Saint Stephen’s Church, Jamaica, Queens. I am interested in serving as Clergy Deputy to General Convention for the Diocese. I am well vested with the canons and constitution of the Episcopal Church. I was elected Clergy Deputy from the Diocese of Southern Virginia to Province III Synod for three years. I ably represented the diocese, and I gained a great deed of clergy and church at large activities. I was elected Clergy Deputy to General Convention of the Diocese of Southern Virginia in February 2022. I need your votes for the position of clergy deputy to General Convention.
The Rev. Gilberto A. Hinds
The Rev. Gilberto A. Hinds is the Interim Priest at Grace and Resurrection, East Elmhurst. Prior to Grace and Resurrection, he served as Priest-in-Charge at the Church of the Resurrection, Richmond Hill for eight years. He is a Trustee of the Mercer School of Theology, Chaplain for the Queens Assembly of the Brotherhood of St. Andrew and is the Treasurer of the Black Clergy Caucus. Fr. Hinds served as a Deputy to the 80th General Convention. Fr. Tony is a retired Registered Nurse and a graduate of Berkeley Divinity School at Yale University.

The Rev. Cn. Karen Davis-Lawson
I served as a Deputy to three General Convention and Provincial Synods. I remain informed through communications from the House of Deputies and the Province. In 2018 I served on the Committee on Dispatch of Business and in 2022 I served on Program, Budget, and Finance. In 2015 I was present to confirm the election of our current Presiding Bishop and I hope to be present to confirm and welcome the next Presiding Bishop.

The Very Rev. Hickman Alexandre
I grew up at St. Gabriel’s, Brooklyn graduated from Seabury-Western and have served my entire ordained ministry in Suffolk County. Deputation Chair 79th and 80th General Conventions. If elected, I hope to combine my previous service as a deputy, the perspective in serving smaller churches, the ability to build bridges across diverse groups, and the openness to adapt our structures in ways that will allow more involvement in the governance of our church.

The Rev. Jason Moskal
The Rev. Jason Moskal is a deacon currently serving St. George’s Brooklyn, actively engaging the parish in ministry discernment and property development. Deacon Jason is currently serving on Diocesan Council and has previously served as Assistant Secretary of Convention of Long Island. He has also volunteered at GC 2009, GC 2015, GC 2018, and looks forward to the opportunity of representing Long Island as deputy at GC 2024. Jason earned his Bachelor’s Business Administration Cum Laude from Temple University and is currently a Vice President at Blackstone, the largest alternative investment fund headquartered in NYC, as manager of their North American Treasury/Cash Operations.

The Rev. Landon M. Moore
The Rev. Landon M. Moore is currently priest-in-charge of St. George’s, Brooklyn. Fr. Moore is secretary of the Diocesan Black Clergy Caucus and serves as Vicar for Vocation for the Diocese of Long Island. He earned a Bachelor’s degree from Marist College and his M.Div. from Berkeley Divinity School at Yale.

The Rev. Walter Wai Lun Lau
The Rev. Walter Wai Lun Lau is the Priest-In-Charge of the Church of The Holy Spirit in Bensonhurst, Brooklyn. He received a Master of Divinity from the Hong Kong Sheng Kung Hui Ming Hua Theological College. The Rev. Lau moved to the US with his family and served as the Priest-In-Charge at St. Gabriel’s Church in the Diocese of LA. He holds a Bachelor of Business Administration from the Royal Melbourne Institute of Technology. Reverend Lau and his wife, Suki, have two children: Titus and Trudy.
The Rev. Jenn Pilat
The Rev. Jenn Pilat, Rector of St. Anselm's Shoreham, is honored to be nominated to serve the people of the Diocese of Long Island. Before becoming a priest, Rev. Jenn received degrees in Spanish, Music Education, Spanish Literature and Linguistics, and Educational Administration, all from the University of South Carolina, and taught Spanish and Music at the Secondary and Collegiate levels. Outside of well-done liturgy and advocating for the underserved, Rev. Jenn enjoys time with family, singing musical theatre, and drinking coffee.

The Rev. Cn. Donovan I. Leys
Having served as the Clergy Alternate to General Convention 2022 (GC80), I am inspired to again seek election to this Office. I have served in the Diocese for over thirty years. I am presently the Rector of Saint Gabriel's Church, Brooklyn, and a member of the following: Commission on Ministry; Camp DeWolfe; Black Clergy Caucus; the 71st Precinct Community Council; Friends of the AYF in North America; Saint Gabriel's Older Adult Center Board.

The Rev. Denise Galloway
The Rev. Denise Galloway serves as Deacon and Director of Outreach at the Cathedral of the Incarnation. She is also the Executive Director and founder of Letitia Agada Services, where she serves people with Traumatic Brain Injuries. It's her greatest joy to be family member, friend and companion to all, including Koko.

The Rev. Sheldon N.N. Hamblin
The Rev. Sheldon N.N. Hamblin is the Rector of St. Paul's Church, Flatbush, Brooklyn. Fr. Hamblin serves the church and community in several capacities and avidly promotes active interest in communal and civic affairs. He serves on the boards of the Episcopal Urban Caucus and the National Board of the Union of Black Episcopalians. He is a member of the UBE Chapter in the Diocese, and Executive Committee. Fr. Hamblin is a member of the Black Clergy Caucus. He recently served as a Trustee of the Estate belonging to the Diocese of Long Island. In 2018, he attended the General Convention as a visitor. He is now seeking to represent the Diocese as a Deputy to General Convention.

DEPUTY TO GENERAL CONVENTION, Lay Order (Four Persons, 3 years, ending 2025)

Penny Grinage
She is a member of St. Stephen and St. Martin's Church in Brooklyn. She served as a Sunday School teacher and Superintendent in the church. She has served as a warden and is currently completing her second term on the vestry. She worked for 12 years as a school principal and retired after 34 years as an educator. She currently serves on the Board of Directors of EMLI; the EMLI Grant Review Committee; chair of the Reparations Committee; and as a member of the Capital Campaign Working Group. She is presently a member of Diocesan Council and would like to serve again in this capacity.
Charles Janoff
With his wife Kathleen and his daughter Elizabeth, Charles has lived in Garden City South since 1981 and all joined the Cathedral congregation in 1984. He has taught in the Cathedral Church (Sunday) School since 1987 and has also served as J2A/Rite 13 mentor. He served as interim head of the School from 1999-2000 and thereafter as assistant to three successive Directors of Christian Formation. He was named Chancellor (legal advisor) of the Cathedral in May 2003 and Honorary Canon of the Cathedral in March 2009. Besides his continuing role as Chancellor and in the Cathedral’s Christian Education program, he is a currently serving as member of the Cathedral’s Executive Committee. He was elected to the Diocesan Council in 2014 and 2017.

Kathy Page
Kathy Page was elected Alternate Deputy to General Convention 2018 and 2022. She serves on the Diocesan Standing Committee and #MeToo Committee. Kathy has facilitated four Sacred Ground dialogue circles, including one for our Bishops and Canons. Kathy attends Grace Church Brooklyn Heights where she has served on Vestry, Gender Equity and Racial Justice Committees, as LEM, Lector and EfM co-mentor. A retired NYC teacher/staff developer, Kathy holds an MS from Brooklyn College.

Christine Scott
Christine Scott has been a Cathedral member for 29 years raising her three children, Emily, Ian and Elizabeth. Chris recently served as Senior Warden and today is actively engages in Neighbors Being Neighbors, acolyting, pastoral care and healing ministries, as well as, the Daily Office Online. Chris is a career prosecutor currently working for the Nassau District Attorney’s Office and finds great joy in service to others and spending time with her Irish Terriers, Dermot and Molly.

Linda Watson-Lorde
I am Linda Watson-Lorde, a member of St. Gabriel’s, Brooklyn. In my parish ministry, being a Eucharistic Minister is my joy; breaking bread as a community is the root of our Christian faith. I am the Cultural and Community Affairs Officer with the Consulate General of Barbados at NY, a role that provides the faculty for me to interact daily with various communities. I extend my gratitude for your continued support, by your vote, as I seek re-election to the next term ending in 2025.

Sharon Brown-Veillard
Sharon Brown-Veillard is a member of St. Alban’s Church in Canarsie, Brooklyn. She is currently serving as the Chair of Dispatch of Business for the Convention. She has also held the position of vice chair of the Diocesan Council and as a member of the Disciplinary Board. She is a tax partner at a New York City law firm. She holds a bachelor’s degree in Finance and Management, a Juris Doctorate, a master’s degree in Taxation, and a Master’s of Law in Taxation.

James Olszewski
James is a lifelong member of the Diocese, having been raised at Ascension, Brooklyn and now affiliated with St. George’s, Astoria. He received a Bachelor’s Degree in American History at Stony Brook University and a Master’s Degree in Secondary Education from Hunter College. James is the Humanities Coordinator and a teacher at Msgr. McClancy Memorial High School in East Elmhurst. Prior to his career in education, James served as the Parish Administrator of St. John’s, Park Slope. In the past, James has served as a Vestryperson, Clerk and Warden, on the board of the Mercer School of Theology and as an alternate deputy to General Convention in 2018.
Proposed Ministry Plan for Diocese of Long Island 2023

I. Introduction

The 2023 Ministry Plan (aka budget) that is before this convention represents the faithful stewardship of our congregations, the Trustees of the Estate Belonging to the Diocese of Long Island, and all the corporations that constitute the ministry of the Diocese of Long Island. It represents the best efforts of our diocese to provide ministry in Brooklyn, Queens, Nassau, and Suffolk as we continue to adjust and move past the impact of the world-wide pandemic. As you examine this Ministry Plan you will discover the outward and visible expression of our collective support for the programs, initiatives, and personnel that are our diocesan ministry. This ministry plan provides significant support and attention to the further development of clergy and lay leadership for our parishes, the continued encouragement of our diocesan-wide ministries, and the on-going initiatives of pastoral, liturgical, and social ministries across the diocese and beyond.

The narrative that follows gives expression to the way of love in Jesus Christ that makes holy sense of the numbers and figures of the budget for 2023.
II. Sources of Revenue

The Diocese Ministry Plan is funded by four sources of revenue: (1) **Trustees of the Estate**, (2) **Congregational offerings**, (3) **Service and Other Revenue**, and (4) **Astor Fund grant**.

1. **Trustees of the Estate.** In light of the continuing unprecedented circumstances caused by the COVID-19 Pandemic, the economic recession, and the direct impact on household income, a record 45% of the revenue in the 2023 Ministry Plan comes from Trustees of the Estate in several types of support. Monthly investment Income from the Investment Fund. Income from trust funds held by the Trustees of the Estate to support the Episcopate, Mission, and maintenance expenses. The Trustees continue to support the Cathedral and Diocesan Center through the Ministry Plan and will provide additional support to the Diocese.

2. **Congregational Offerings for the Support of our Common Ministry.** Offerings from congregations represent 46% of the proposed Ministry Plan. The goal for 2023 is a pledge of a tithe (10%) of the actual income in each parish over the past three years in direct support for the diocesan ministry plan. One Diocese, One Mission goes both ways.

3. **Service and Other Revenue.** Service and Other Revenue remain at 7% in 2023 as Episcopal Ministries is providing additional support for the Canon for Stewardship position. As in prior years, accounting and administrative fees are received for services provided to other Diocesan corporations.

4. **Astor Fund Grant.** The Diocese is the beneficiary of income from the Astor Fund held by The Episcopal Church for mission in the City of New York. This income is allocated to projects in the city.

<table>
<thead>
<tr>
<th>Revenue 2023</th>
<th></th>
</tr>
</thead>
<tbody>
<tr>
<td><strong>Trustees of the Estate</strong></td>
<td>$3,496,671</td>
</tr>
<tr>
<td><strong>Congregations</strong></td>
<td>$3,681,812</td>
</tr>
<tr>
<td><strong>Astor Fund</strong></td>
<td>$122,280</td>
</tr>
<tr>
<td><strong>Service &amp; Other Revenue</strong></td>
<td>$552,000</td>
</tr>
</tbody>
</table>

---

**156th Convention of the Diocese of Long Island**
III. Program and Personnel Expenses

Expenditures in the 2023 plan can be broken down into three broad categories:

- **Episcopate and the Bishop’s Staff 31%**
- **Administration & Facilities Expenses 9%**
- **Mission 60%**

### Episcopate & Bishop’s Staff

**Episcopate:** Covers the salaries, benefits, travel, and related expenses of Bishops Provenzano, Wolf, Allotey, and Franklin. In addition, funds have been budgeted for the work of any Assisting Bishops.

**Bishop’s Staff:** Supports the work of the Bishop and includes Youth and Young Adult Ministry, the Rev. Canon Claire Woodley for Congregational Ministry Support, the Rev. Canon Patricia Mitchell for Pastoral Care, the Rev. Canon Suzanne Culhane for Stewardship, and the Rev. Marie Tatro, Vicar for Community Justice. Salaries, benefits, travel, and related expenses are included under their individual areas in Support for Ministry.
Bishop’s Lay Staff: Provides support for the Episcopate, the Canons, and the Chancellor.

Administrative Staff: Includes the Finance Office, Human Resources, Payroll, Support for Diocesan Convention, and Diocesan Sponsored Events.

Fund for Salary Adjustments: A pool of funds to support scheduled salary increases/increases in pension contribution for full-time lay staff.

Administration & Facilities

Administrative Expenses: Annual audit, legal, office equipment, and office expenses.

Facilities & Maintenance: Responsible for the buildings and grounds on the diocesan campus and other properties managed by the diocese. This line item includes the salary and benefits of the Director of Facilities and ground’s crew who serve on the Diocesan and Cathedral Campus. Facilities and Maintenance also serves the wider Diocese by providing insight and analysis to local parishes engaged in construction and maintenance projects. The Cathedral and Mercer School contribute to these expenses and the Trustees of the Estate also provide support.

Mission

Support for the Wider Church: This is our share in the Triennial Ministry Plan of The Episcopal Church and our participation in the work of Province II. Funds are also reserved for our deputation to General Convention and the Lambeth Conference. The Ministry Plan includes the full asking of the Episcopal Church.

Retired Clergy/Lay Programs: A diocesan initiative that provides annual grants to retired clergy and surviving spouses to assist with medical expenses. The Diocese provides a Medicare Supplement to retired lay staff with 20 years’ service.

Diocesan Youth and Young Adult Ministry: In 2023 funds will be directed to the support and development of the work initiated by Ministry Architects who will, over the next 18 months, help develop a profile, new program goals, and help direct the search for our next Director(s) of Youth and Young Adult Ministry in the diocese.

Community Justice Ministry: This full-time position focuses on the bishop’s work with community justice matters and the support for the work of the Creation Care ministry.
Communication and Technology: Office of Communication Ministry (OCM) provides counsel to the Bishop and diocesan departments and parishes. OCM helps to plan effective strategic communication and interpretation of mission and ministry, both within the church and the general public. OCM also manages the Information Technology computer network and business databases for all diocesan offices and offers staff training and a help desk for use of office computer programs. OCM is also responsible for the administrative management of the communication, logistic and related arrangements for Diocesan Convention. OCM is the producer, editor and publisher of articles, notices and video content for the diocese’s official website and social media networks. OCM staff writes, edits, and publishes online email newsletters for parish clergy and lay leaders, posts official email announcements, and Sunday bulletin inserts. The Director of Communication manages all of the above and also serves as the official press spokesperson for the diocese and is the frontline liaison for Bishop Provenzano with church and secular print and electronic news media.

The Diocesan Convention: Funds the direct administrative and program expenses related to the production of our Diocesan Convention. This includes the pre-convention meeting, reproduction and mailing of Pre-Convention Journals, registration system, hotel accommodations, transportation and meals for diocesan staff, lunch and coffee breaks for attendees, banquet, childcare, audio-visual services, equipment rental and services such as electronic voting. This line item partially funds one staff person who dedicates a portion of their energies throughout the year to the planning of convention.

DCDI: This Plan continues to support the Diocesan Church Development Institute, a leadership-training program focused on developing the spiritual community and organizational life of congregations. DCDI continues to support and train clergy and lay leaders who desire to transform their congregations by making them stronger, healthier, more deeply rooted in Anglican Spirituality, more responsive to God, and more effective in their communities. It also funds congregational coaches who work one on one with clergy and vestries.

Diocesan Missioners: Strategic church plants, mission support, church redevelopment, and new mission initiatives. Missioners are paid through the Diocesan payroll.

- Chinese Ministry at Holy Spirit, Bensonhurst
- Iglesia de la Santa Cruz & Bushwick Abbey, Bushwick
- Resurrection, Richmond Hill
- Suffolk County Latino Hispanic Missioners
Diocesan Partnerships are grants to congregations and other organizations for ministry support such as Rural and Migrant Ministries. They amount will be reduced over time as ministries become self-supporting.

**Brooklyn**
- St. Ann & the Holy Trinity
- Ascension, Greenpoint
- St. Bartholomew
- St. George, Brooklyn
- Holy Apostles

**Nassau**
- Ascension, Rockville Centre
- St. Boniface, Lindenhurst
- Cathedral of the Incarnation
- St. Thomas, Farmingdale

**Queens**
- All Saints, Long Island City
- St. George, Flushing
- Grace, Whitestone
- St. John, Flushing
- St. John, Springfield Gardens
- Zion, Douglaston

**Suffolk**
- All Souls, Stony Brook
- St. Ann, Sayville
- Christ Church, Brentwood
- Messiah, Central Islip
- St. Paul, Patchogue
- St. Thomas, Smithtown

**Support for Ministry:** Modest program support for various diocesan ministries including:

- Asian-American
- Black Clergy Caucus
- Campus Ministries
- Commission on Ministry
- Companion Diocese Relations
- Deanery Expenses
- Diocesan Sponsored Events
- LatinX Ministries
- Retired Clergy Events
### Revenue

<table>
<thead>
<tr>
<th></th>
<th>2021 Actual</th>
<th>2022 Budget</th>
<th>Aug. 31, 2022 Actual</th>
<th>2023 Proposed</th>
</tr>
</thead>
<tbody>
<tr>
<td>1 Congregations</td>
<td></td>
<td></td>
<td></td>
<td></td>
</tr>
<tr>
<td>Tithe Amount</td>
<td>3,680,820</td>
<td>3,679,050</td>
<td>2,452,700</td>
<td>3,681,812</td>
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<tr>
<td>Reduce to amount expected</td>
<td>-1,452,407</td>
<td>-1,545,201</td>
<td>-1,111,001</td>
<td>0</td>
</tr>
<tr>
<td>Actual or Expected Contribution</td>
<td>2,228,413</td>
<td>2,133,849</td>
<td>1,341,699</td>
<td>3,681,812</td>
</tr>
<tr>
<td>2 Trustees of the Estate</td>
<td>5,209,749</td>
<td>4,939,545</td>
<td>2,596,744</td>
<td>3,496,671</td>
</tr>
<tr>
<td>Astor Fund</td>
<td>130,103</td>
<td>122,280</td>
<td>102,380</td>
<td>122,280</td>
</tr>
<tr>
<td>Service &amp; other revenue</td>
<td>641,682</td>
<td>557,000</td>
<td>477,634</td>
<td>552,000</td>
</tr>
<tr>
<td>5 Total Revenue</td>
<td>8,209,947</td>
<td>7,752,674</td>
<td>4,518,457</td>
<td>7,852,763</td>
</tr>
</tbody>
</table>

### Expenses

<table>
<thead>
<tr>
<th></th>
<th>2021 Actual</th>
<th>2022 Budget</th>
<th>Aug. 31, 2022 Actual</th>
<th>2023 Proposed</th>
</tr>
</thead>
<tbody>
<tr>
<td>Mission</td>
<td></td>
<td></td>
<td></td>
<td></td>
</tr>
<tr>
<td>Support for the Wider Church</td>
<td>450,758</td>
<td>399,689</td>
<td>264,125</td>
<td>414,847</td>
</tr>
<tr>
<td>Millennium Development Goals</td>
<td>18,000</td>
<td>18,000</td>
<td>13,500</td>
<td>18,000</td>
</tr>
<tr>
<td>Retired Clergy/Lay Programs</td>
<td>116,758</td>
<td>123,000</td>
<td>94,329</td>
<td>150,500</td>
</tr>
<tr>
<td>Community Services Prog. Director</td>
<td>123,326</td>
<td>126,550</td>
<td>0</td>
<td>0</td>
</tr>
<tr>
<td>Youth and Young Adult Ministry</td>
<td>180,886</td>
<td>202,516</td>
<td>90,760</td>
<td>169,761</td>
</tr>
<tr>
<td>Community Justice Ministry</td>
<td>121,380</td>
<td>121,953</td>
<td>56,227</td>
<td>121,953</td>
</tr>
<tr>
<td>Communication Ministry</td>
<td>274,728</td>
<td>320,750</td>
<td>255,864</td>
<td>333,979</td>
</tr>
<tr>
<td>Diocesan Convention</td>
<td>147,013</td>
<td>154,514</td>
<td>62,218</td>
<td>165,404</td>
</tr>
<tr>
<td>Stewardship</td>
<td>213,540</td>
<td>316,931</td>
<td>162,974</td>
<td>322,990</td>
</tr>
<tr>
<td>Congregational Ministry Support</td>
<td>273,494</td>
<td>368,806</td>
<td>252,898</td>
<td>404,115</td>
</tr>
<tr>
<td>Pastoral Care</td>
<td>189,988</td>
<td>171,860</td>
<td>109,992</td>
<td>180,019</td>
</tr>
<tr>
<td>Diocesan Liturgies</td>
<td>64,425</td>
<td>78,547</td>
<td>43,840</td>
<td>0</td>
</tr>
<tr>
<td>Congregational Development</td>
<td>54,851</td>
<td>66,853</td>
<td>29,968</td>
<td>52,160</td>
</tr>
<tr>
<td>Missioners &amp; Partnerships</td>
<td>1,966,779</td>
<td>2,198,875</td>
<td>1,517,697</td>
<td>2,259,743</td>
</tr>
<tr>
<td>Support for Ministry</td>
<td>51,880</td>
<td>118,500</td>
<td>32,695</td>
<td>153,996</td>
</tr>
<tr>
<td>21 Total Mission</td>
<td>4,247,806</td>
<td>4,787,344</td>
<td>2,987,087</td>
<td>4,747,467</td>
</tr>
<tr>
<td>Episcopate</td>
<td></td>
<td></td>
<td></td>
<td></td>
</tr>
<tr>
<td>Diocesan Bishop</td>
<td>292,776</td>
<td>304,302</td>
<td>192,549</td>
<td>315,685</td>
</tr>
<tr>
<td>Assistant/Assisting Bishops</td>
<td>150,570</td>
<td>141,601</td>
<td>112,650</td>
<td>168,885</td>
</tr>
<tr>
<td>Bishop’s Chaplain</td>
<td>301,060</td>
<td>258,718</td>
<td>178,005</td>
<td>349,670</td>
</tr>
<tr>
<td>Chancelor</td>
<td>563,378</td>
<td>555,737</td>
<td>394,740</td>
<td>481,798</td>
</tr>
<tr>
<td>Bishops’ Lay Staff</td>
<td>871,524</td>
<td>802,081</td>
<td>534,951</td>
<td>781,010</td>
</tr>
<tr>
<td>Administrative Staff</td>
<td>2,179,308</td>
<td>2,262,275</td>
<td>1,412,895</td>
<td>2,411,865</td>
</tr>
<tr>
<td>Fund for Salary Adjustments</td>
<td>200,000</td>
<td></td>
<td></td>
<td>100,000</td>
</tr>
<tr>
<td>28 Total Episcopate</td>
<td></td>
<td></td>
<td></td>
<td></td>
</tr>
<tr>
<td>Administration &amp; Facilities</td>
<td>595,031</td>
<td>703,055</td>
<td>508,821</td>
<td>693,431</td>
</tr>
<tr>
<td>Administrative Expenses</td>
<td>177,474</td>
<td>181,900</td>
<td>164,377</td>
<td>186,100</td>
</tr>
<tr>
<td>Facilities Staff &amp; Expenses</td>
<td>417,557</td>
<td>521,155</td>
<td>344,444</td>
<td>507,331</td>
</tr>
<tr>
<td>31 Total Administration</td>
<td>7,022,145</td>
<td>7,752,674</td>
<td>4,908,803</td>
<td>7,852,763</td>
</tr>
<tr>
<td>32 Total Expenses</td>
<td></td>
<td></td>
<td></td>
<td></td>
</tr>
<tr>
<td>33 REVENUE LESS EXPENSES</td>
<td>1,187,802</td>
<td></td>
<td>-390,346</td>
<td>0</td>
</tr>
</tbody>
</table>
Proposed Resolution 2022-R2
Concerning Clergy Compensation Guidelines in the Diocese of Long Island

BE IT RESOLVED that the Base Diocesan Minimum Compensation for 2023 be increased by a 8% Cost-of-Living Adjustment (COLA) in accordance with the following table:

<table>
<thead>
<tr>
<th>CATEGORY</th>
<th>RECTORS, INTERIMS, PRIESTS-IN-CHARGE, VICAR</th>
<th>CURATES</th>
</tr>
</thead>
<tbody>
<tr>
<td>BASE MINIMUM FULL TIME</td>
<td>$57,986</td>
<td>$49,287</td>
</tr>
<tr>
<td>CASH SALARY</td>
<td>All Full-time clergy MUST be paid at least minimum salary</td>
<td></td>
</tr>
<tr>
<td>CASH HOUSING ALLOWANCE</td>
<td>50% of Minimum Cash Salary</td>
<td></td>
</tr>
<tr>
<td>SECA OFFSET</td>
<td>$4,436</td>
<td>$3,770</td>
</tr>
<tr>
<td>REIMBURSABLE AUTOMOBILE and TRAVEL RELATED EXPENSES</td>
<td>Reimbursement of automobile and business-related expenses to be made under accountable expense reimbursement plans to be adopted by vestries in accordance with IRS criteria and the Manual of Business Methods in Church Affairs which has been the canonical standard in the Diocese of Long Island since 1997. Appropriate amounts are to be included in parish budgets.</td>
<td></td>
</tr>
<tr>
<td>UTILITIES</td>
<td>Congregations are to cover the cost of utilities in church provided housing. Where no church housing is provided, the 50% Cash Housing Allowance above includes utilities. Utilities = gas, heat, electric, water, Internet and telephone</td>
<td></td>
</tr>
<tr>
<td>PENSION ASSESSMENT</td>
<td>18% of Total Base Compensation as defined by the Church Pension Fund</td>
<td></td>
</tr>
<tr>
<td>LIFE INSURANCE</td>
<td>$456.00</td>
<td></td>
</tr>
<tr>
<td>(50,000 Group Term)</td>
<td>(In addition to the $150,000 coverage provided at no cost by CPF to active clergy)</td>
<td></td>
</tr>
<tr>
<td>NYS Sick &amp; Safe Leave</td>
<td>Eff. 1/1/2021, mandates all employees are provided one (1) hour paid time off for every thirty (30) hours worked for a maximum of forty (40) hours per year. Diocese employees are provided with six (6) days/yr for Full-time and three (3) days/yr for Part-time. Visit <a href="http://www.dol.ny.gov">www.dol.ny.gov</a></td>
<td></td>
</tr>
<tr>
<td>MEDICAL &amp; DENTAL INSURANCE PREMIUMS</td>
<td>100% of the premium costs for adequate medical and dental coverage for clergy and his or her dependents. Anthem BCBS BlueCard PPO 90 or CIGNA PPO 90 (medical) and Aetna DMO (dental) plans are considered adequate coverage. Congregations are not required to contribute more than these rates. Clergy receiving medical benefits from an outside source (e.g. spouse, secular employment) will be enrolled in the Employee Assistance Program* through the Episcopal Church Medical Trust (cost to the congregation is $48/annum).</td>
<td></td>
</tr>
<tr>
<td>HOUSING EQUITY ACCOUNT - (RSVP)</td>
<td>A Housing Equity Account is to be established for clergy living in church-provided housing using the RSVP product of the Church Pension Fund in accordance with a Standing Resolution of the Diocesan Convention. The annual amount to be contributed is 3% of the sum of the clergy's cash salary, social security offset, utilities and 30% calculated housing, which should include all taxable cash compensation and is determined by the Church Pension Fund.</td>
<td></td>
</tr>
<tr>
<td>PARENTAL LEAVE OF ABSENCE</td>
<td>Birth of a Child - Primary childcare parent to receive 8 weeks' paid leave. Non-primary childcare parent to receive 2 weeks' paid leave. Employee giving birth should submit a claim for short term disability, which will reimburse the employer for 66.67% of the cleric's total compensation figure (up to $1,000/week) for up to 8 weeks from the date of the baby's birth. Adoptive parents will receive the same time off with pay as a birth parent but will not be entitled to file a disability claim. NYS Paid Family Leave (PFL) can then be taken for an additional 12 weeks, and the primary care parent will receive a portion of their compensation through the vender. Total minimum time available is 8 weeks disability + 12 weeks PFL = 20 weeks</td>
<td></td>
</tr>
<tr>
<td>VACATION</td>
<td>One month (to include 5 Sundays) and the weekdays following Christmas and Easter</td>
<td></td>
</tr>
<tr>
<td>SABBATICAL LEAVE</td>
<td>3 months full base package following 6 years of continual service in a parish or institution of the diocese for the purpose of study, rest and renewal. Upon completion of a sabbatical a clergyperson must remain in his or her current position for minimally one year.</td>
<td></td>
</tr>
<tr>
<td>SPIRITUAL RETREAT, DIRECTION AND REFLECTION TIME</td>
<td>8 days (including 1 Sunday) for an annual spiritual retreat; and one day per month for spiritual direction</td>
<td></td>
</tr>
<tr>
<td>CONTINUING EDUCATION EXPENSE and LEAVE</td>
<td>$2,000 and 6 days per year (in addition to vacation); George Mercer School will provide additional programs to clergy of parishes in which this cost presents a financial burden.</td>
<td></td>
</tr>
<tr>
<td>SUPPLY CLERGY</td>
<td>$250.00 per service, plus reimbursement at the standard mileage rate established by the IRS for business mileage (currently 62.5 cents - update July 2022 OR Actual Cost if public transportation is used).</td>
<td></td>
</tr>
</tbody>
</table>

The COLA shall be the basis for annual compensation conversations with all continuing clergy having already completed at least one full year of service at their present cure.

* Employee Assistance Program addresses the emotional, physical, family and legal needs of the clergy and their dependents in the form of immediate help, referrals and resources.

Submitted by Diocesan Council
# Proposed Resolution 2022-R3

**Concerning Lay Employee Compensation Guidelines in the Diocese of Long Island**

BE IT RESOLVED that this 156th Convention of the Episcopal Diocese of Long Island recommends that Lay Employee's Compensation for 2023 be increased by a 8% Cost-of-Living Adjustment (COLA) and all benefit eligibility be reviewed in accordance with the following table:

<table>
<thead>
<tr>
<th>CATEGORY</th>
<th>Description</th>
</tr>
</thead>
<tbody>
<tr>
<td><strong>MINIMUM CASH SALARY</strong></td>
<td>Can not be less than <strong>fifteen dollars and fifteen cents ($15.50)</strong> per hour and consideration should be made for experience and length of service. Salaried (overtime exempt) employees must earn at least <strong>$64,480 in 2023</strong> to remain exempt. All Sexton's and Organists do not meet the requirements for Independent Contractors (1099) and must be W2 employees.</td>
</tr>
<tr>
<td><strong>SECA</strong></td>
<td>7.65% of Salary (per IRS requirements)</td>
</tr>
<tr>
<td><strong>REIMBURSABLE EXPENSES</strong></td>
<td>Non-taxable reimbursement of travel and out-of-pocket business-related expenses are to be made in a timely manner and in accordance with IRS guidelines. Current standard mileage rate, determined by the IRS annually, is <strong>$.625</strong>. Last updated July 2022.</td>
</tr>
<tr>
<td><strong>DISABILITY</strong></td>
<td>MANDATED: NYS Disability AND Paid Family Leave (usually provided thru Guardian) AND Worker's Compensation (billed thru Church Insurance). OPTIONAL: Short and Long-Term disability provided thru the Medical Trust. All disability premiums should be Employer Paid.</td>
</tr>
<tr>
<td><strong>LAY PENSION</strong></td>
<td>Mandated by General Convention effective 1/1/2013. All lay employees hired to work 20 or more hours per week must be provided with Lay Pension at a minimum 9% employer contribution. This can be divided between employer contribution and employer match but base contribution must not be less than 5%.</td>
</tr>
<tr>
<td><strong>LIFE INSURANCE</strong></td>
<td>Available through Church Life Insurance. Can be employer or employee paid benefit. Value of life insurance is double the annual salary to a maximum of <strong>$50,000</strong></td>
</tr>
<tr>
<td><strong>NYS Sick &amp; Safe Leave</strong></td>
<td>Eff. 1/1/2021, NYS mandates all employees are provided one (1) hour paid time off for every thirty (30) hours worked for a maximum of forty (40) hours per year. Diocese employees are provided with six (6) days/yr for Full-time and three (3) days/yr for Part-time. Visit <a href="http://www.dol.ny.gov">www.dol.ny.gov</a></td>
</tr>
<tr>
<td><strong>MEDICAL &amp; DENTAL INSURANCE PREMIUMS</strong> (6.2% increase in 2023)</td>
<td>Mandated at General Convention 2012. all employees must be provided with medical and dental benefits through the Medical Trust. Employees hired to work 20 hours per week or more are entitled to benefits. Who pays for the premiums (employer or employee or a combination) is left to the decretion of each church, based on finances, but must be provided to all equally. Plan information and cost are available at <a href="http://www.dioceseli.org">www.dioceseli.org</a>. *ALL ELIGIBLE EMPLOYEES SHOULD BE ENROLLED IN THE Employee Assistance Program.</td>
</tr>
<tr>
<td><strong>PARENTAL LEAVE OF ABSENCE</strong></td>
<td>Birth of a Child - Primary childcare parent to receive <strong>8 weeks</strong> paid leave. Non-primary childcare parent to receive 2 weeks' paid leave. Employee giving birth should submit a claim for short term disability, which will reimburse the employee for 66.67% of the clerics total compensation figure (up to $1,000/week) for up to 8 weeks from the date of the baby's birth. <strong>Adoptive parents</strong> will receive the same time off with pay as a birth parent but will not be entitled to file a disability claim. NYS Paid Family Leave (PFL) can then be taken for an additional <strong>12 weeks</strong>, and the primary care parent will receive a portion of their compensation through the vender. <strong>Total minimum time available is 8 weeks disability + 12 weeks PFL = 20 weeks</strong></td>
</tr>
<tr>
<td><strong>VACATION</strong></td>
<td>Generally vacation time is allotted based on years of employment. 2 weeks in year one (if start date is prior to June 1st), 3 weeks in year two &amp; three; finally, 4 weeks in year four and beyond. Part-time employees get 2 weeks without any increase over time.</td>
</tr>
<tr>
<td><strong>SABBATICAL LEAVE</strong></td>
<td>Currently there is no set sabbatical leave for lay employees, but it is being looked into.</td>
</tr>
</tbody>
</table>

The COLA shall be the basis for compensation conversations with all continuing lay employees having already completed at least one full year of service. Diocese practices are to address salary increases on an every other year basis. This resolution is a guideline and not a mandated salary increase.

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**Diocesan Payroll Service**

Currently 85% of our church employees are paid through the Payroll Service. Primary benefits are receiving the lowest rates available and applicable regulatory requirements are covered. Additional employee benefits are Flexible Spending Account, Transportation Fringe Benefit, Aflace Supplemental Insurance, Plum Entertainment Discounts. Additional benefit info available at www.dioceseli.org.

Submitted by Diocesan Council
**Courtesy Resolutions 2022**

**Courtesy Resolution 2022-C1**

*Resolved,* that the 156th Convention of the Diocese of Long Island gives thanks for the witness and ministry of its leaders who faithfully served this diocese in the past; and be it further,

*Resolved,* that the Secretary of Convention send greetings on behalf of this Convention to the wives of Bishops Robert Witcher and Orris G. Walker Jr., and Bishops Rodney Michel and James Ottley.

**Courtesy Resolution 2022-C2**

*Resolved,* that the 156th Convention of the Diocese of Long Island gives thanks for all our ecumenical relationships; and be it further,

*Resolved,* that the the Secretary of Convention send the greetings of this Convention to Bishop Paul Egensteiner of the New York Metropolitan Synod of the Evangelical Lutheran Church in America; to The Most Reverend John Barres, Roman Catholic Bishop of Rockville Centre; The Most Reverend Robert J. Brennan, Bishop of Brooklyn; and, to The Reverend A. Erik Rasmussen, Chair of the Long Island Council of Churches.

**Courtesy Resolution 2022-C3**

*Resolved,* that the 156th Convention of the Diocese of Long Island gives thanks for our brothers and sisters, both inside and outside of the Episcopal Church, in whom God draws us into ever deeper bonds of friendship and affection, and be it further

*Resolved,* that the Secretary of Convention send the greetings, prayers of this Convention to our brothers and sisters in Cape Coast, Ghana; Torit, Sudan; and Ecuador Central, also assuring them of our continued thanks for their part in our shared ministry of proclaiming Jesus Christ as Savior and Lord.

**Courtesy Resolution 2022-C4**

*Resolved,* that the 156th Convention of the Diocese of Long Island expresses its sincere thanks and appreciation to members of the Reparations Committee Penny Grinage, Dorothy Laffin, Merrick Williams and the Rev. John Shirley for their efforts in creating and implementing the Bishop Barbara C. Harris Scholarship and planning for and executing the Juneteenth Celebration.

**Courtesy Resolution 2022-C5**

*Resolved,* that the 156th Convention of the Diocese of Long Island expresses its sincere thanks and appreciation to Denise Fillion, Ivette Fernandez, the entire Staff of the Diocese and the Committee on Dispatch of Business, for their efforts in planning for and executing this convention.
A059  Amend Article X of the Constitution of The Episcopal Church (First Reading)

Resolved, That the 80th General Convention of The Episcopal Church repeal Article X in its entirety and replace it with the following:

Sec. 1. The Book of Common Prayer is understood to be those liturgical forms and other texts authorized by the General Convention in accordance with this article and the Canons of this Church.

The Book of Common Prayer in this Church is intended to be communal and devotional prayer enriched by our church’s cultural, geographical, and linguistic contexts. The Book of Common Prayer shall contain both public worship and private devotion.

The Book of Common Prayer, as now established or hereafter amended by the General Convention, shall be in use in all the Dioceses of this Church.

Sec. 2. No alteration thereof or addition thereto shall be made unless the General Convention approve the same on first reading in one regular meeting of the General Convention and, by resolve so directing, be sent by the Secretary of the General Convention to the Secretary of the Convention of every Diocese, to be made known to the Diocesan Convention at its next regular meeting, and be adopted on second reading without alteration by the General Convention at its next succeeding regular meeting by a majority of all Bishops, excluding retired Bishops not present, of the whole number of Bishops entitled to vote in the House of Bishops, and by an affirmative vote by orders in the House of Deputies in accordance with Art. I, Sec. 5 of this Constitution, except that concurrence in the affirmative by the orders shall require the affirmative vote in each order by a majority of the Dioceses entitled to representation in the House of Deputies.

Sec. 3. No alteration thereof or addition thereto shall be made unless it has previously been authorized for Trial Use in accordance with this Article and the Canons of this Church.

Sec. 4. The General Convention may at any one meeting, by a majority of the whole number of the Bishops entitled to vote in the House of Bishops, and by a majority of the Clerical and Lay Deputies of all the Dioceses entitled to representation in the House of Deputies, voting by orders as previously set forth in this Article:

a. Amend the Table of Lessons and all Tables and Rubrics relating to the Psalms.

b. Authorize for Trial Use such alterations or additions in whole or in part to the established Book of Common Prayer as may be proposed in accord with the Canons of this Church and duly undertaken by and implemented according to the directives of the General Convention.

c. Authorize for use throughout this Church, as provided by Canon, alternative and additional liturgies to supplement those provided in the Book of Common Prayer.

Sec. 5. Nothing in this Article shall be construed as restricting the authority of the Bishops of this Church to take such order as may be permitted by the Rubrics of the Book of Common Prayer or by the Canons of the General Convention for the use of special forms of worship.
And be it further

Resolved, That the General Convention direct the President of the House of Deputies and the Presiding Bishop to appoint a working group of nine members to include the Custodian of The Book of Common Prayer, some members of Committee 12 of the 80th General Convention, some members of a Standing Commission on Liturgy and Music, and others as needed to review the Canons relevant to the implementation of this Article and propose revisions to the 81st General Convention. An initial framework is provided as a starting point for this work; and be it further

Resolved, That an allocation of $30,000 be made to support the work of the working group.

A031   Amend the Constitution and Canons Relating to Mergers of Dioceses

Resolved, That the 80th General Convention amend Article V, Section 4 of the Constitution to read as follows:

Art.V

Sec. 4. Whenever a new Diocese is formed and erected out of an existing Diocese or out of two or more existing Dioceses or parts of them, it shall be subject to the Constitution and Canons of the Diocese out of which it was formed, except as local circumstances may prevent, until the same be altered in accordance with such Constitution and Canons by the Convention of the new Diocese, the formation process of the newly formed Diocese, including the adoption of its Constitution and Canons, shall be as set forth in the Canons.

Whenever a Diocese is formed out of two or more existing Dioceses, it shall be subject to the Constitution and Canons of that one of the said existing Dioceses to which the greater number of Members of the Clergy shall have belonged prior to the erection of such new Diocese, except as local circumstances may prevent, until the same be altered in accordance with such Constitution and Canons by the Convention of the new Diocese.

And be it further

Resolved, That Canon I.10 be amended to read as follows and voted on at the 81st General Convention:

Can.I.10

Sec. 1. Whenever a new Diocese is proposed to be formed within the limits of any Diocese, or by the junction of two or more Dioceses, or parts of two or more Dioceses, the Ecclesiastical Authorities and the Standing Committees of the Dioceses involved in the proposed new diocese shall submit for approval to the Conventions of each Diocese involved a joint agreement of union setting forth their agreements, including the manner of determining the Bishop Diocesan and other Bishops (if any), the provisions of the Constitution and Canons of the new Diocese, and such other matters as may be necessary or proper. Upon approval by the Conventions of each of the involved Dioceses, the joint agreement of union shall be submitted for ratification by the General Convention no less than ninety days prior to the first legislative day of the next meeting of the General Convention.
Sec. 2. Promptly after ratification by the General Convention, the Ecclesiastical Authority of the new Diocese, as set forth in the joint agreement of union, shall call the Primary first Convention of the new Diocese, for the purpose of enabling it to organize, and shall fix the time and place of holding the same, such place being within the territorial limits of the new Diocese.

Sec. 3. Whenever one Diocese is about to be divided into two Dioceses, the Convention of such Diocese shall declare which portion or portions thereof are to be in the new Diocese, and shall make the same known to the General Convention before the ratification of such division.

Sec. 4. Whenever a new Diocese shall have organized in first Primary Convention in accordance with the provisions of the Constitution and Canons in such case made and provided, and in the manner prescribed in the previous Sections of this Canon, and shall have chosen a name and acceded to the Constitution of the General Convention in accordance with Article V, Section 1 of the Constitution, and shall have laid before the Executive Council certified copies of the Constitution adopted at its first Primary Convention, and the proceedings preparatory to the formation of the proposed new Diocese, such new Diocese shall thereupon be admitted into union with the General Convention.

Sec. 5. In the event of the erection of an Area Mission into a Diocese of this Church, as provided in Article V, Section 1 of the Constitution, the Convocation of the Area Mission shall be entitled to elect Deputies to the succeeding General Convention, and also to elect a Bishop. The jurisdiction previously assigned to the Bishop in the Area Mission shall be terminated upon the admission of the new Diocese.

Sec. 6. When a Diocese and one or more other Dioceses that were formed either by division therfrom or by erection into a Diocese or a Missionary Diocese formed by division therefrom, shall desire to be reunited into one Diocese, the proposed reunion must be initiated by the approval of the Conventions of the involved Dioceses of a joint agreement of union setting forth their agreements, including the manner of determining the Bishop Diocesan and other Bishops (if any), provisions of the Constitution and Canons of the new Diocese, and such other matters as may be necessary or proper. If the agreement of the Dioceses is made and the consents of their Conventions are given more than three months before the next meeting of the General Convention, the fact of the agreement and consents shall be certified by the Ecclesiastical Authority and the Secretary of the Convention of each involved Diocese to all the Bishops of the Church having jurisdiction and to the Standing Committees of all the Dioceses; and when the consents of a majority of such Bishops and of a majority of the Standing Committees to the proposed reunion shall have been received, the facts shall be similarly certified to the Secretary of the House of Deputies of the General Convention, and thereupon the reunion shall be considered complete. But if the agreement is made and the consents given within three months of the next meeting of the General Convention, the facts shall be certified instead to the Secretary of the House of Deputies, who shall lay them before the two Houses; and the reunion shall be deemed to be complete when it shall have been approved by a majority vote in the House of Bishops, and in the House of Deputies.

Sec. 7. When the union of two or more Dioceses or portions of Dioceses or the reunion of the two or more Dioceses shall have been completed, the facts shall be certified to the Presiding Bishop and to the Secretary of the House of Deputies. Thereupon the Presiding Bishop shall notify the Secretary of the House of Bishops of any alteration in the status or style of the Bishop or Bishops concerned, and the Secretary of the House of Deputies shall strike the name of any Diocese that will cease to exist or is being renamed from the roll of Dioceses in union with the General Convention and, if appropriate, amend the name of the newly united Diocese on the roll of Dioceses in union with the General Convention.
Resolved, That Article I, Section 7 of the Constitution be amended to read as follows:

<Amended text as it would appear if adopted and concurred. Scroll below the line of Sec. 7. The General Convention shall meet hold its regular meeting not less than once in each three years, at a time and place determined in accordance with the Canons. In the event of a change of circumstances indicating the necessity or advisability of changing the date of such regular meeting of The General Convention beyond three years, said meeting may be rescheduled as provided by Canon. Special Meetings may be held as provided for by Canon.
Reports of Diocesan Corporations

Camp DeWolfe
Episcopal Real Estate of Long Island
Reparations Committee
80th General Convention Report
Creation Care Community
St. John's Episcopal Hospital
Episcopal Ministries of Long Island
The Standing Committee
Diocesan Capitol Campaign Report
The Cathedral of the Incarnation
Diocesan Council Report to the Diocese of Long Island
George Mercer Jr. Memorial School of Theology
Dear Sisters and Brothers in Christ,

This past year, Camp DeWolfe celebrated its 75th Anniversary as a ministry of the Episcopal Diocese of Long Island. It is a privilege to share with you about this special year in the history of the camp and how God has continued to utilize this natural setting in the life of our Diocese, as a place of retreat, purposeful community, and experiencing God on the Long Island Sound.

It is a pleasure to report that over 3200 people of all ages, backgrounds and ethnicities participated in the camp’s year-round programming in 2022, of which over 1500 were during the summer camp season, thus representing the largest number of campers and guests to enjoy the camp. Family Camp program options for families, small groups, churches, and individuals enabled more people than ever to utilize our camp and enjoy all of its amenities. We welcome you to attend one our camp programs in 2023!

Campers, alumni, and friends of the camp gathered in September at the Mercer School of Theology to celebrate the 75th anniversary and raise funds for the camper scholarship fund. The event was highlighted by a presentation, by the Society of Former Special Agents of the F.B.I., to the camp of declassified F.B.I. documents related to the use of the Benson House during World War II. A encouraging time was had by all participants and we hope you will join us on May 6th, 2023, for the camp’s next Annual Benefit Luncheon, hosted by Bishop Provenzano.

We are blessed to see how God has continued to dwell in the camp and retreat center over the past two years and are making plans for the future of the camp as programming and operations continue to expand for all. As thousands of guests visited the camp this past summer, as well as year-round, we also hope to offer individual sign-up programs for youth in the near future. Please be sure to stay touch with the camp as new programs and initiatives are launched!

As we enter our 76th year of ministry, Camp DeWolfe will continue to serve as an outward and visible expression of Christ’s love to the world. Thank you for your support and your prayers.

In Christ,

The Rev. Matthew Tees
Executive Director
Episcopal Real Estate of Long Island

Report to the 156th Convention of the Diocese of Long Island

Episcopal Real Estate of Long Island (ERELI) was formed as a corporation in 2020 to assist with the management of diocesan real estate. ERELI offers assistance and advisory on the maintenance and repair of church property and provides tools and a fresh perspective for parishes and institutions in our diocese to turn buildings from liabilities into assets, from income-draining to income-producing assets. We’ve done so in the following ways:

Construction: In 2022, ERELI completed 46 construction projects to renovate and repair existing property at a cost of $15,723,178 with an additional 46 upcoming projects slated for 2023 at a cost of $10,237,525. Through careful management of workflow, vendor selection and value optimization, the team was able to cut waste and maximize the work we were able to do for this amount. This work addressed life safety issues caused by deferred maintenance, created income producing opportunities and repaired ongoing issues that restored dignity and sense of place to our parishes. The former Bishop’s residence, See House, has been brought into the 21st century with new electrical wiring and fire safety system, and will be ready to serve as office space for Diocesan and Cathedral operations for decades to come. ERELI also assisted St. John’s Episcopal Hospital in due diligence and bidding of work to complete their Teaching Center, which is now under way and on schedule for completion. Once completed, the Teaching Center will train new doctors to serve the underserved population in Far Rockaway.

Leasing: In 2022, ERELI assisted the Diocese in negotiating lease renewals and establishing new leases, generating $1,454,241 of revenue annually, with an additional $385,000 in new leases pending. ERELI reviews property for potential income producing uses, connects potential users for these properties and assists parishes in engaging the right real estate professionals to consult and broker leases. Once a tenant has been selected, ERELI chaperones the lease process with the real estate attorneys to ensure the necessary ecclesiastical provisions are included in the lease before routing it internally for the proper approvals with the Trustees and/or Standing Committee.

Development: In early 2020, ERELI received 177 development proposals for 20 different properties, valuing the properties at over $250,000,000. ERELI is in the process of evaluating each property with the corresponding stakeholders to arrive at the development plan that addresses the best use of the property, the ministry needs of the community and future sustainability of the parish. To this end, we received a $200,000 grant from Trinity Wall Street to help fund feasibility studies for a small selection of properties in New York City. The process has been slow and interrupted by public policy changes, but we continue to move forward and remain committed to communicating any updates to the local parishes as they arise.

Administration: ERELI has streamlined the real estate property tax exemption renewals for trustee owned properties, ensuring that they are submitted accurately and on time. Our administrator, Jennifer Kosky, also serves as a first point of contact and resource hub for administration questions from all parishes.

Respectfully submitted,

Ellen Liu Chan      Anthony Natale
Asset Manager     Senior Construction Manager
Reparations Committee Diocesan Convention Report

The Reparations Committee is a subcommittee of the Diocesan Council. Committee membership consists of Reverend John Shirley, Merrick K. Williams, Dee Laffin, and Penny Grinage. Committee members developed a system to grant college scholarships and trade union fee awards for African Americans and Caribbean Americans who continue to face discrimination resulting in unjust treatment due to the color of their skin. The intent of this scholarship program is to offer an opportunity and promote equity for recipients to improve both their education and lives. It is also fulfilling the promise of the Episcopal Church’s Becoming Beloved Community.

The committee designed the process for identifying eligible candidates by creating an application and establishing a rubric with clearly delineated criteria to objectively assess each scholarship applicant’s qualifications. The scholarship program was named the Barbara C. Harris Scholar’s Program for Truth and Reparations with the consent of the Right Reverend Alan Gates, Bishop of the Diocese of Massachusetts, and the Harris family. The Right Reverend Barbara C. Harris (1930-2020), was an activist, journalist, teacher, leader, visionary, civil rights advocate, and first female bishop within the Anglican Communion. She was also a descendent of enslaved African people.

The Barbara C. Harris Scholar’s Program for Truth and Reparations scholarship program was advertised predominantly through our Diocesan parishes and sent to high schools within the four counties of the diocese, Kings, Queens, Nassau, and Suffolk. Applicants were not required to be members of the Episcopal Church to qualify for a scholarship or fee award. In addition to awarding scholarships and grants within the Diocese, the committee also provided scholarships grants to the last two remaining Episcopal Historically Black Colleges and Universities (HBCUs), St. Augustine University in Raleigh, North Carolina and Voorhees College in Denmark, South Carolina. Both schools were founded for the education of freed African slaves.

The Reparations Committee received approximately 164 applications. Students indicated their aspirations for attaining a college degree in fields such as psychology, education, medicine, law, and technology. After careful selection based on the criteria set forth by the committee, the eight scholarship recipients, along with the two Historically Black Colleges and Universities were recognized and presented with their certificates by the Right Reverend Lawrence C. Provenzano, Bishop of the Diocese of Long Island, during a special Juneteenth ceremony at the cathedral which was followed with a reception on the lawn. Each scholarship award recipient received $10,000. Over 200 people attended this first celebration of Juneteenth which is now observed as a federal, state and city holiday to recognize the emancipation of enslaved African people in the United States. It is the day that news of the signing of President Lincoln’s Emancipation Proclamation reached Galveston, Texas, on June 19, 1865, finally freeing the slaves in Texas two and a half years after it was signed. The Reparations Committee deemed Juneteenth as an appropriate day to present these scholarship awards recognizing that education was forbidden to slaves in order to keep them oppressed. The Very Reverend Dr. Kelly Brown Douglas, Dean of the Episcopal Divinity School at Union Theological Seminary gave the keynote address.

The Reparations Committee expresses gratitude to the various clergy, diocesan ministries, and diocesan staff members who supported this initiative and helped bring it to fruition.

Respectfully submitted,

Penny Grinage
Chair of the Reparations Committee
A Report from the 80th General Convention

Delayed by a year due to the COVID pandemic, the abbreviated General Convention occurred from 8-11 July in Baltimore.

Members of the Deputation present with committees served on in Baltimore were:

Ms. Sharon Brown-Veillard, Committees & Commissions
Canon Charles Janoff, Title IV Disciplinary Canons
Ms. Valerie Crosdale,* Sexual Harassment/Safeguarding
Ms. Linda Watson Lorde, Privilege & Courtesy
Ms. Kathy Page, Alternate.

The Rev’d Karen Davis-Lawson Program, Budget, and Finance
The Rev’d Hickman Alexandre, Program, Budget, and Finance
The Rev’d Gilberto Hinds
The Rev’d Canon Dr. Lynn Collins
The Rev’d Donovan Leys, Alternate.

Half of the Deputation were first time deputies.

On the eve of General Convention, there was a shooting near the Baltimore Convention Center. Episcopal Bishops against Gun Violence organized an outdoor Vigil on the plaza at the Baltimore Harbor to mourn the loss of life and to pray for a peaceful way forward. The church was able to be present in a pastoral and visible way.

This General Convention was the last for the Rev’d Gay Clark Jennings as President of the House of Deputies and the Honorable Byron Rushing as Vice President. The House of Deputies elected Ms. Julia Ayala Harris, a Latina from the Diocese of Oklahoma as the President, and the Rev’d Rachel Taber Hamilton a Native American from the Diocese of Olympia as the Vice President. This is the first time the House of Deputies is being led by two women, and two women who identify as persons of color. The Rev’d Canon Michael Barlowe and Mr. N. Kurt Barnes were reelected Secretary and Treasurer respectively. Members were elected to the Boards of the Church Pension Fund and General Theological Seminary, to Executive Council and the Disciplinary and Review Boards. We witnessed an increase of younger individuals serving in leadership capacities.

The challenges presented by COVID limited our interaction. Each morning began with those attending taking a COVID test. Worship was held separately in each house at 8 AM followed by marathon legislative session that ended after 9 PM, with breaks for lunch and dinner. The Deputation met over meals. The Official Youth Presence, ECW Triennial, Visitors and other staples of past General Conventions were absent and made for a very different experience. Most committees completed their work before arriving at General Convention with most legislation being passed by a simple majority vote on the consent calendar.
A complete summary of actions can be found by clicking on the link below.  
https://extranet.generalconvention.org/staff/files/download/31909

Some actions of note include:

The definition of what is part of the Book of Common Prayer to include all authorized texts passed both houses and will be up for a second vote at the 81st General Convention.

Asking the Committee on Planning and Arrangements to factor in places that are safe for women’s health issues when looking at locations for General Convention. The next General Convention will be held in Louisville, Ky in 2024.

The church’s commitment to dismantling Racism being reaffirmed through a resolution to establish the Episcopal Coalition for Racial Equity and Justice. Testimony was heard from Deputies from the First Nations about impact of boarding schools on their loved ones, and in some cases how it impacted the individuals directly. A resolution passed to investigate the church’s role in the matter, and another was passed encouraging each diocese audit and discover the First Nations tribes on which our churches currently occupy, begin conversation with them, and include a land acknowledgement at the start of our meetings and worship services.

One change that will immediately impact General Conventions is the elimination of Program, Budget, and Finance (PB&F). This budget passed this year is a two-year and not the usual three-year budget. At the Joint session to present the budget, the House of Bishops sat in a separate section away from the deputies, further reminding us of the realities of this COVID convention. Going forward, Executive Council will be responsible for the budgeting process and presenting it to General Convention. Many of us are optimistic by this and other adaptations in the flow of legislation at the 80th General Convention and are hopeful that future General Conventions will learn from the Baltimore experience and work on the permanent implementation in way to create shorter General Convention.

The Deputation expresses sincere thanks to Janet Adam, Executive Assistant for Episcopal Administration who served as our Coordinator for General Convention and took care of arrangements, meals, and our overall welfare. Thank you, Janet!

*Deputy Crosdale was also recognized as a Senior Deputy.

Respectfully submitted

The Rev’d Hickman Alexandre
Since our last report to Convention, the leadership team of the Creation Care Community has continued to attract clergy and laity with a passion for ecojustice, and to reflect the racial, generational, geographic, and economic diversity of our diocese. As some members of our core team stepped down, others stepped up and brought us new gifts. We are thankful for them all. Of those who have moved on, we are especially grateful to Mary Beth Mills-Curran, one of our founding Co-Chairs, whose passion for ecojustice and depth of organizing experience played a key role in getting this ministry off the ground.

In last year’s report we announced our receipt of a Creation Care Grant from the Episcopal Church’s Task Force on the Care of Creation and Environmental Racism. That grant project, “Building a Robust Diocesan Creation Care Ministry,” has been the primary focus of our work in the past year. This grant enabled us to engage Hazel Monae to provide organizing training to our leadership team; to hire a summer intern to start work on an inventory of ecojustice organizations on Long Island; and to hire two experts from Columbia University to polish the PowerPoint presentation on ecojustice that we offer on our parish visits. We have been heartened by the response to our message, and hope to see ecojustice preaching become a regular occurrence in our churches. To this end we have prepared a series of reflections on the Revised Common Lectionary, one per Sunday of the church year. Just email our Missioner for your free copy!

Over the last twelve months we have visited nineteen parishes, from Brooklyn to Hampton Bays, to preach, to lead worship (where needed), and to offer our parish presentation. To date nearly a hundred people have signed up, as a result of these visits, to express their interest in Creation Care. The culmination of this effort was our first (but by no means last!) Green Team Retreat on 1 October. Thirty-four people gathered at the Mercer School for a day of prayer, reflection, and above all, planning for Creation Care ministries in their respective communities. We look forward to offering these retreats on an ongoing basis as we continue to invite the people of this diocese into this holy work.

Our community partner in the Creation Care Grant is the Long Island Progressive Coalition (LIPC). Bishop Provenzano recently sent out an announcement to all parishes of the opportunity to switch to solar power through the LIPC’s PowerUp Solar Long Island program. We look forward to working with LIPC and interested parishes to take this important step in reducing our diocesan carbon footprint.

Our Communications subteam has now produced two Creation Care Community Newsletters. More are forthcoming, on a quarterly basis. The newsletters provide educational and liturgical resources as well as updates on ongoing ecojustice work in our parishes. Be on the lookout for the next issue!

We close this year’s report, as we did last year’s, by inviting all of the people and parishes of this diocese to join us in this ministry. If you haven’t yet had a parish visit, please invite us. And if there’s anything we can do to help you get started on, or to move forward with, Creation Care ministry, please email us (creationcare@dioceseli.org). We are eager to hear from you!

Respectfully submitted,

The Rev. Canon Eddie Alleyne
The Rev. Maxine Barnett
The Rev. Lilo Carr Rivera
The Rev. Diane DeBlasio
The Rev. Mark Genszler

Darren J. Glenn
Rita Griffith, Co-Chair
The Rev. Dr. Matthew Moore, Co-Chair
The Rev. Ajung Sojwal
The Rev. Marie A. Tatro
Report to the Convention 2022

Episcopal Health Services, Inc., (EHS) is a health system that services the residents and communities of the Rockaway Peninsula. It consists of St. John’s Episcopal Hospital (SJEH) which is the only hospital providing emergency and ambulatory care to the densely populated, culturally and economically diverse community. It also provides Primary care, Cancer care and other specialty services through its St. Johns Medical Group (SJMG). Working with physicians to ensure coordinated services on the peninsula through its Innovative Health Partners (IHP) Association and the newly established St. Johns ICARE Foundation (ICARE). The philanthropic entity created to support the strategic priorities of St. John’s Episcopal Hospital. Through EHS residents on the rockaway has access to receive quality healthcare and obtain services near their homes.

During 2021, after the height of the pandemic, the leadership team of EHS planned and created a strategic vision for the future of healthcare to residents of the Rockaway Peninsula community. The strategy started with conducting a Community Health Needs Assessment (CHNA) to determine community health needs and how to improve the health and well-being of the community. This analysis aided and gave direction for the creation of a 3-Year Strategic Plan and prioritization of needs the health system would address.

The strategic vision included five organizational priorities which took into consideration, our patients, team members and the community. Priorities include, Enhancing Patient, Family and Team Member Experiences; Improve Financial Performance; Build and Invest in four to five key service lines; Improve our Community Health Outcomes, Improve our Public Awareness and Focus on Reputation Management.

As the organization focuses on these five priorities and builds its footprint on the rockaway peninsula, it’s important to understand the impact this will have on the lives of people served. Looking into 2023, there is a level of excitement for the health system as two (2) long awaited and major capital projects come to completion. Starting in spring of 2023, the system will open the Ambulatory Pavilion, which will be the home of the Cancer Center, Behavioral Health Wellness Center and Primary Care Center. Later in summer of 2023, the system will open doors to the EHS Clinical Learning Center (CLC). The CLC was created in partnership with ROSS University to provide medical students along with residents a state of the art medical learning facility.

In closing, EHS is always grateful for the support from the Episcopal Churches. Through your giving of services and donations we were able to support thousands of people in need. Thank you for all that you do and we will continue to serve the community the best way we know how.

For more information visit us at www.ehs.org
Report to the 156th Convention of the Diocese of Long Island

Episcopal Ministries of Long Island (EMLI) brings the teachings of Jesus Christ from the pew to the public square by nurturing, resourcing, and amplifying ministries across Brooklyn, Queens, Nassau, and Suffolk as we work to cultivate the Beloved Community here in our diocese.

This was a year of transformation for EMLI. As reported last year to this body, the pandemic halted much of our traditional work of funding in-person ministries and conducting in-person trainings. This kairos moment provided our staff and board of directors with a unique opportunity to make significant investments in the future of our mission, which we are proud to report on this year.

EMLI staff are conducting an ongoing Parish Outreach Campaign to connect with clergy new to our diocese. This process ensures that new clergy are informed about when and how they can turn to EMLI as they identify community needs and opportunities for ministry.

In June, EMLI launched an innovative website that serves as a “hub” for ministries in our diocese. It demonstrates the impact of our ministry partners through storytelling, connects people in our diocese to ministries local to them via the Episcopal Asset Map, and equips ministry partners with resources. In the coming months, we will be launching interactive features on the website where ministry partners can submit stories, news, photos, and videos to post on the site. Our grant application and donation processes will be streamlined on the new site, pending the successful launch of the new Raiser’s Edge NXT database.

EMLI’s shared database with the diocese will launch before the end of 2022. EMLI staff have been integral to this project, which impacts the Bishop’s staff and clergy, because we are tasked with maintaining relationships with all those who have invested in diocesan ministry. This new technology will allow us to maintain more thorough records of our generous donors, which honors their commitment to our diocese while simultaneously making our staff more efficient.

EMLI is continuing to resource ministries through our Parish Mission Grants and Congregational Development Grants. All ministries that were postponed by the outbreak of the pandemic have safely started to resume either late last year or early this year. EMLI distributed $91,130 in grants to 8 parishes, the Diocesan Creation Care Committee, and North Brooklyn Angels this year. We anticipate several more at the close of our Winter grant cycle. Together, these ministries distributed 80 thousand meals and 346 tons of food, partnered with 195 community organizations, and recorded upwards of 30 thousand volunteer hours. EMLI-supported ministries include community gardens, food pantries, educational programs, and more. This year, we were proud to support Brooklyn Neighbors for Refugees, an initiative...
Report to the 156th Convention of the Diocese of Long Island (cont.)

spearheaded by All Saints, Park Slope and Christ Church, Cobble Hill to assist a newly arrived refugee family from Afghanistan.

In September, we hired our new Program Director, Ms. Sandra Senior, who comes to us with more than two decades of experience working with community-based organizations. Sandra is already in contact with all ongoing EMLI-funded ministries.

In October, EMLI will host our first in-person “Celebration of Ministry” since 2019. This year’s honorees are Neighbors Being Human (St. Andrew’s, Yaphank) and The St. Nick Fridge (Iglesia de la Santa Cruz + Bushwick Abbey). These relatively small parishes launched feeding ministries just before the start of the pandemic and have employed innovative strategies to sustain the increase in food insecurity driven by both pandemic unemployment and current inflation.

EMLI is also proud to continue supporting the success of Camp DeWolfe as it celebrates its 75th year. EMLI’s support ensures that all camp programs are accessible to children and families of all backgrounds.

Your ongoing commitment to EMLI allows us to resources, nurture, and amplify ministries transforming lives throughout our diocese. Due to this period of intense capacity building, EMLI is better equipped to support resilient ministries, build donor relationships, and respond to periods of crisis with clarity and vision. Thank you for supporting the mission and ministry of the Diocese of Long Island.

Respectfully submitted,

Mary Beth Welsh, Executive Director
The following is a report of the business of the Standing Committee of the Diocese of Long Island.

1. **Standing Committee Members:**
   At the 155th Diocesan Convention, The Rev. Lawrence Womack and Mrs. Jacqueline Mason were elected to the Standing Committee. The officers elected for 2021-2022 at the November meeting were The Rev. Lawrence Womack, President, The Rev. Walter Hillebrand, Vice President, and Mrs. Ann McPartlin, Secretary. The other members are the Rev. Lindsay Lunnum, the Rev. Dr. Lynn Collins, Ms. Avril Chase, and Ms. Kathy Page. All Standing Committee meetings in this time period have been conducted through Zoom.

2. **Clergy Changes:** The following changes were reported to The Standing Committee:

   **Appointments:**
   1. The Rev. John Jeffrey Purchal has been appointed Dean of the North Suffolk Deanery; March 1, 2021.
   2. The Rev. Matthew Moore has been appointed Missioner for Environmental Justice; April 2021.
   3. The Rev. Leandra Lisa Lambert has been called as Associate Rector for Social Justice and Reconciliation for Grace Church, Brooklyn; effective August 1, 2021.
   4. Diane Gaidon has been retained by Caroline Church, Setauket, to serve as a consultant to assist in its condensed search, expanded onboarding for the new Priest in Charge.
   5. The Rev. Abigail Murphy has been appointed interim at Church of The Advent, Westbury; effective August 29, 2021.
   7. The Rev. Karen Davis-Lawson has been elected Rector of St. David’s, Cambria Heights; November 1, 2021.
   8. The Rev. Thomas F. Reese, Rector of St. Luke’s Forest Hills will retire on December 31, 2021, and has been appointed Priest-in-Charge at All Souls Church, Stony Brook; effective January 9, 2022.
   9. The Rev. Charlie Colwell has been appointed Interim priest at St. Margaret’s, Plainview; effective October 1, 2021.
   10. The Rev. Canon Cecily Broderick Guerra has been appointed Interim priest at St. Stephen’s, Jamaica; effective October 1, 2021.
   11. The Rev. Richard Pike has been appointed Interim priest at St. Stephen’s, St. Martin’s Church, Brooklyn; effective October 1, 2021.
   12. The Rev. Canon Lloyd Anthony has been appointed Interim priest at St. Philip’s (Decatur), Brooklyn; effective October 1, 2021.
   13. The Rev. George Sherrill has been selected by the vestry and by the Bishop as Priest-in-Charge at Trinity Church, Roslyn; effective January 1, 2022.
   14. The Rev. Guilherme B. De Azevedo has been appointed Priest in Charge at St. Paul’s, Patchogue; effective March 1, 2022.
   15. The Rev. Joanne Izzo has been appointed as Priest-in-Charge at St. John the Evangelist Church, Lynbrook, for a period of 2 - 3 months to assist in St. John’s transition to Interim and Search; effective March 1, 2022.
   16. The Rev. Canon Frederick W. Walker has been appointed as Priest-in-Charge at St. Stephen’s, Jamaica; effective April 1, 2022.
   17. The Rev. Grace Flint has been appointed as Priest in Charge at St. Francis, North Bellmore; effective April 1, 2022.
   18. The Rev. Joshua Samuel has been appointed Interim at St. John’s, Springfield Gardens; effective January 1, 2022.
19. The Rev. Canon Cecily Broderick y Guerra has been appointed Interim at St. Luke’s, Forest Hills; effective March 1, 2022.
20. The Rev. Jennifer Pilat has been elected Rector at St. Anselm’s, Shoreham; effective February 11, 2022.
21. The Rev. Stephen Tamke has been elected Rector at Christ Church, Manhasset; effective January 1, 2022.
22. The Rev. Paul Xie has been elected Rector at St. George’s, Flushing; effective December 15, 2021.

Interim/Priest-in-Charge
23. The Rev. Willis Lingayo, St. John’s, Flushing; date of record May 1, 2022.
24. The Rev. Sean Wallace, St. John’s, Park Slope, date of record June 1, 2022.
25. The Rev. Nickolas Griffith, Caroline Church of Brookhaven, Setauket; date of record, July 1, 2022.
29. The Rev. M. Edwin Beckham, St. Mark’s, Islip; date of record September 1, 2022.
31. The Rev. Christina van Liew, St. Margaret’s, Plainview; date of record September 1, 2022.

Deacon
32. The Rev. Marjorie Boyden-Edmonds, St. George’s, Flushing; date of record January 1, 2022.
33. The Rev. Claire Mis, St. John’s, Huntington; date of record January 1, 2022.
36. The Rev. Jason Moskal, St. George’s, Brooklyn; June 1, 2022.

Rector
38. The Rev. Donovan Leys, St. Gabriel’s, Brooklyn; date of record April 5, 2022

Curate/Assistant Priest
39. The Rev. James Reiss, St. John’s, Huntington; date of record June 1, 2022.
40. The Rev. Spencer Cantrell, All Saints, Park Slope; date of record July 1, 2022
41. The Rev. Matthew Sanfilippo, Ascension, Rockville Centre; date of record August 1, 2022
42. The Rev. Kate Salisbury, Canon for Christian Formation, Cathedral of the Incarnation, September 1, 2022
43. The Rev. Canon Michael Delaney, Bishop’s Chaplain, and Diocesan Precentor; effective October 1, 2022.
44. The Rev. Matthew B. Tees, Redeemer, Mattituck and Holy Trinity, Greenport; September 10, 2022.

Retirements:
The Rev. Cn. Richard Visconti; February 2021
The Rev. Cn. Audley Donaldson; June 2021
The Rev. Peter Lam; June 2021
The Rev. Rick Simpson; June 2021
The Rev. Carver Israel; September 2021
The Rev. Liz Tunney; September 2021
The Rev. Thomas F. Reese; on December 31, 2021
The Rev. Karen Campbell; effective 1/31/22
The Rev. Cn. Lynn Collins; effective 3/1/22
The Rev. Dario Palasi; effective 5/1/22
The Rev. Denis Brunelle; June 30, 2022
Restoration:
The Rev. Christopher D. Hofer has been given Notice of Restoration; effective November 12, 2021.

Resignations:
The Rev. Matthew Moore resigned 4/21/21 from St. John’s Park Slope, Brooklyn and has been named Missioner for Environmental Justice under Marie Tatro, Vicar for Community Justice.

Transfer Into the Diocese:
1. The Letters Dimissory for the Rev. Sean Wallace from the Diocese of New York has been presented and accepted by Bishop Lawrence Provenzano; the date of record being September 23, 2021.
2. The Letters Dimissory for the Rev. David Fleenor from the Diocese of New York has been presented and accepted by Bishop Lawrence Provenzano; the date of record being January 6, 2022.
3. The Letters Dimissory for the Rev. Guilherme De Azevedo from the Diocese of Utah has been presented and accepted by Bishop Lawrence Provenzano; the date of record being March 1, 2022.
4. The Letters Dimissory for the Rev. Jennifer Pilat from the Diocese of Connecticut has been presented and accepted by Bishop Lawrence Provenzano; the date of record being March 1, 2022.
5. The Letters Dimissory for the Rev. Willis Lingayo from the Diocese of Northern Luzon has been presented and accepted by Bishop Lawrence Provenzano; the date of record being July 19, 2022.
6. The Letters Dimissory for the Rev. Christopher Jubinski from the Diocese of Washington has been presented and accepted by Bishop Lawrence Provenzano; the date of record being July 19, 2022.
7. The Letters Dimissory for the Rev. Joshua Samuel from the Diocese of India - Madras has been presented and accepted by Bishop Lawrence Provenzano; the date of record being August 24, 2022.

Transfer Out of the Diocese:
1. The Letters Dimissory for the Rev. Nathan Ritter transferring him from the Diocese of Long Island has been presented and accepted by The Rev. Scott Garno, president of the Standing Committee; Diocese of Albany the date of record being August 30, 2021.
2. The Letters Dimissory for the Rev. Pauline Samuel transferring her from the Diocese of Long Island has been presented and accepted by Bishop Robert C. Wright, Diocese of Atlanta, the date of record being November 1, 2021.
3. The Letters Dimissory for the Rev. Isaias Ginson transferring him from the Diocese of Long Island has been presented and accepted by The Rt. Rev. C. Andrew Doyle, Diocese of Texas the date of record being May 9, 2022.
4. The Letters Dimissory for the Rev. Chris Lee transferring him from the Diocese of Long Island has been presented and accepted by The Rt. Rev. Andrew ML Dietsche, Diocese of NY the date of record being October 1, 2022.

Interviews:
1. Matt Sanfilippo was interviewed for ordination to the transitional diaconate, and later interviewed for ordination to the priesthood.
2. Matt Tees was interviewed for candidacy to the priesthood.
3. Claire Mis was interviewed for ordination to the diaconate.
4. Andrew Garnett was interviewed for reception to the priesthood.

Ordinations:

Permanent Diaconate January 23, 2021:
The Rev. Gerrianne Griffin
The Rev. Robert White

Transitional Diaconate January 23, 2021:
The Rev. James Reiss
The Rev. Joseph Cundiff, IV
The Rev. Liselotte Carr Rivera
3. Property Sales and Leases:
1. Cathedral of the Incarnation (landlord) to lease property to the Railroad Construction Company (tenant) for use during reconstruction of bridge over Cherry Valley Road. The lease is for 20 months with an option to extend if there are construction delays.
2. St. Boniface, Lindenhurst, to lease its rectory to Monkworxx for use as ancillary office space and housing. Monkworxx will maintain the rectory property. The lease is for two years.
3. St. George’s Episcopal Church, Hempstead, wishes to make a license agreement with Rotacare, Inc. to utilize a portion of St. George’s property.
4. St. Thomas Episcopal Church, Bellerose Village, and St. Joseph’s Episcopal Church, Queen’s Village wish to enter an expense sharing agreement while St. Joseph’s is in the process of rebuilding the church and ancillary buildings. St. Joseph’s will go back to that property when construction is completed.
5. All Saints, Sunnyside: Extension of two current leases with Espiruto and Mosaic.
6. St. Andrew’s, Astoria: City Lights lease extension.
7. St. Mark’s, Westhampton Beach: Assignment of the cell tower leases of AT&T and T Mobile to Landmark Dividend.
8. Approval of the Trustees of the Estate Belonging to the Diocese of Long Island sale of the property at 2635-2645 East 23rd Street, Brooklyn (formerly the site of Emmanuel Church) to Aljumary, LLC.
9. Christ Church, Oyster Bay: Lease 1—Lease to Life Enrichment Center of Oyster Bay
   Lease 2—Lease to Learning Tree Nursery, Inc.
10. Christ Church, Sag Harbor: Lease to Edge and Center, Inc. dba
12. Holy Trinity, Roslyn: Lease amendment to Roslyn-Trinity Day School
13. St. George’s, Hempstead: Lease to the Redeemed Christian Church of God
4. Consents:
1. Consent to the election of The Rev. Matthew D. Cowden as Bishop Coadjutor of The Diocese of West Virginia.
2. Consent to the election of The Rev. Elizabeth Bonforte Gardner as Bishop Diocesan of The Diocese of Nevada:
3. Consent to the election of Rev Juan Carlos Quinonez as Bishop Diocesan of the Diocese of Ecuador Central.
8. Consent to the election of Rev. Canon E. Mark Stevenson as Bishop Diocesan of the Diocese of Virginia.

5. Non-Consents: (Please reference the Standing Committee's statement on diversity and consent at the end of this report.)
1. The Standing Committee voted non-consent to the election of The Rev. Daniel P. Richards as Bishop Diocesan of The Diocese of Upper South Carolina.
2. Request to consent to the election of The Rev. Dr. Douglas Scharf as Bishop Coadjutor of the Diocese of Southwest Florida. The Standing Committee unanimously approved the non-consent to this election because of lack of diversity in the slate of candidates.
3. Request to consent to the election of the Rev. Charlie Holt as Bishop Diocesan of the Diocese of Florida. A discussion was held by the Standing Committee on withholding consent to this election based on lack of diversity and statements made by Rev. Holt.

6. Parishes Closed:
All Saints, Sunnyside
Holy Trinity, Valley Stream
St. Mary's Church, Carle Place

7. Deaths:
The Rt. Rev. Robert Campbell Witcher
The Ven. Canon John Anthony Greco
The Rev. Harold Clayton McDowell
The Rev. Joe O'Steen
The Rev. Richard Mushorn
The Rev. Ron Wickey

This completes the report of the business of The Standing Committee of The Diocese of Long Island. Respectfully submitted,

Ann P. McPartlin
Secretary

The Standing Committee of the Diocese of Long Island
Statement on Diversity and Consent in Episcopal Elections

The Standing Committee of the Episcopal Diocese of Long Island takes its role in consenting to episcopal elections very seriously. Our decisions not only affect the parishes and people in our diocese, but the entire Episcopal Church as well.

Search and election processes can disadvantage some applicants because of their race, gender, or other identities. We recognize that these processes may not intend to be discriminatory, but, nevertheless, they can be a stumbling block for many qualified candidates to apply and to be considered.

As a diocesan standing committee, we recognize that we do not have jurisdiction or authority over how other dioceses invite, recruit, and consider nominees who are women or people outside the dominant culture. But, we believe that withholding our consent for the election of bishops who were elected from an all-white, all-cis-male slate is one way we can exercise our responsibility to the Church.

Unfortunately, there is a lack of important data that would help inform our decisions. Most dioceses do not disclose the efforts they made to advertise and invite a diversity of nominees, nor do they reveal the demographic characteristics of the applicant pool and other finalists. All we have to evaluate is the final slate of candidates. When that slate is comprised of all-white cis-gendered males, we are unable to accurately determine if a diocese gave serious consideration to the inclusivity of the search process and the diversity of the final slate of candidates in making their decision.

Withholding consent of an episcopal election from an all-white, cis-male slate is our way of supporting diversification. We hope for the day when dioceses will share the ways that their processes made serious efforts to consider qualified people of color, women, and LGBTQ+ as candidates to the episcopate. Until that time, withholding consent is the best way for us to encourage a diverse episcopate that better reflects the Episcopal Church and the Kingdom of God.
Diocesan Capital Campaign Report

**Exciting times!** I am pleased to offer this report, as we begin the implementation of our *first-ever* comprehensive Capital Campaign. Together, we are deepening and sustaining our shared mission for decades to come. Your thoughtful and prayerful input has led to the design of a robust Campaign comprised of five strong pillars:

- Strengthening Congregations
- Racial Reparations
- Episcopal Ministries
- The Mercer School
- The Cathedral & Pro-Cathedral

The current Capital Campaign goal is to raise just over $10,000,000, with all Diocesan members and congregations participating over time, joined by local partners and community supporters.

Perhaps most exciting is the opportunity to strengthen the local ministries of our parishes through the collaborative campaigns model. Through this unique framework, parishes are invited to conduct local campaigns such that a majority of the funds raised are retained by the parish to meet the community’s capital needs such as *buildings, endowment, and program development* or expansion. Participating parishes will be fully equipped with the professional resources, training, and support necessary to successfully raise these funds and be empowered for future efforts. The needs of our parishes and local communities are central to our common mission. And this visionary model promotes mission sustainability.

<table>
<thead>
<tr>
<th>Parish</th>
<th>County</th>
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<tbody>
<tr>
<td>St. George’s, Brooklyn</td>
<td>Brooklyn</td>
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<tr>
<td>St. Paul’s, Flatbush</td>
<td>Brooklyn</td>
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<tr>
<td>St. Luke’s, Sea Cliff</td>
<td>Nassau</td>
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<tr>
<td>St. Stephen’s, Port Washington</td>
<td>Nassau</td>
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<tr>
<td>All Saints, Woodhaven</td>
<td>Queens</td>
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<tr>
<td>Grace Church, Whitestone</td>
<td>Queens</td>
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<tr>
<td>St. David’s, Cambria Heights</td>
<td>Queens</td>
</tr>
<tr>
<td>St. Luke’s, Forest Hills</td>
<td>Queens</td>
</tr>
<tr>
<td>Caroline Church, Setauket</td>
<td>Suffolk</td>
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<tr>
<td>St. Anselm’s, Shoreham</td>
<td>Suffolk</td>
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<td>St. John’s, Huntington</td>
<td>Suffolk</td>
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<tr>
<td>St. Luke’s, East Hampton</td>
<td>Suffolk</td>
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<tr>
<td><strong>Total</strong></td>
<td><strong>$11,000,000+</strong></td>
</tr>
</tbody>
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More than one dozen parishes have expressed initial interest including those listed below. With most wishing to address buildings concerns and endowment needs, examples of needs expressed include roofing, flooring, organ restoration, boilers and HVAC, windows and doors, security measures, human resources and operating endowment, and maintenance reserves. These parish needs are estimated to total more than $11,000,000!
ONE Mission

Answering the call to serve our changing world!

How you can help...

- Pray!
- Consider joining the growing list of congregations discerning a collaborative campaign.
- Offer input on prospective donors and networks to enfold with this historic effort.
- Volunteer to assist with Campaign messaging and engagement across the Diocese.

The implementation of this very first Diocesan-wide Capital Campaign presents a unique opportunity to strengthen and sustain our shared mission of unity, restoration, and dignity for all of God’s people across Long Island and far beyond. This collaborative and comprehensive initiative invites all institutional leaders, members, parishes, community partners, and local funders to give and work together to fulfill One Mission that none can achieve independently. We invite you to join us in prayer and giving your very best for the spread of God’s Kingdom!

With gratitude,

The Rev. Canon Suzanne M. Culhane
Canon for Stewardship
sculhane@dioceseli.org

Capital Campaign Working Group
The Rt. Rev. Lawrence C. Provenzano
The Rt. Rev. Geralyn Wolf
The Rev. Canon Eddie Alleyne
The Rev. Canon Suzanne M. Culhane
The Rev. Canon John Denaro
The Very Rev. Steve L. Foster
Mrs. Penny Grinage
Mrs. Jackie Mason
The Very Rev. Dr. Michael T. Sniffen
Mr. Scott Treiber
Canon Mary Beth Welsh
Mr. Arthur Scully, Carter Consulting
Cathedral Report

My house shall be called a house of prayer for all peoples. (Isaiah 56:7)

The Cathedral of the Incarnation has served as a House of Prayer for Long Island since 1885.

It was received by the first Bishop of Long Island as a gift to be shared with our whole island - from the Brooklyn Bridge to Montauk Point.

As a place set apart for divine encounter and spiritual refreshment, the cathedral welcomes all who come to worship, connect, grow and serve. This includes members of the public, members of parishes and missions belonging to the diocese, members of other religious traditions and members of the cathedral’s own congregation.

The cathedral is the principal gathering and sending church in the Diocese of Long Island. In addition to daily and Sunday worship, it is the place of significant island-wide rituals: ordinations, consecrations, confirmations, reaffirmations, and more. The cathedral is the center of evangelical energy in the diocese. Its mission is focused on facilitating the connection between the Christian faith proclaimed and the Christian life expressed through mutual service. Said another way; the primary vocation of the cathedral is to make the Incarnation known by exemplifying the essential connection between Christian contemplation and Christian action in community.

The cathedral plays a uniquely public role in a dramatically shifting American religious landscape. An ever-growing number of people in the United States identify as 'spiritual but not religious' (SBNR). This diverse group of seekers is welcomed with open arms at the cathedral. It is essential to the mission of the church in our age that all who seek God are seen as companions in Christian ministry. The cathedral’s life is characterized by fluidity of religious and spiritual practice as it seeks to be a place of vibrant Christian life in the 21st century.

New liturgies, programs, partnerships and ministries continue to emerge through the work of the Holy Spirit, the leadership of our bishop, the faithfulness of cathedral clergy and staff and the participation of many members of the diocese and communities across Long Island. A few highlights:

**Rhythm of Prayer:** At the center of all we do is a commitment to daily prayer. Currently the cathedral community prays morning prayer and compline together each weekday via Zoom. We celebrate a Healing Eucharist every Wednesday at 12:15 pm, and will shortly resume daily weekday Eucharist at the beginning of Advent.

**Liturgical Development:** Two liturgies developed at the cathedral have had a significant role in the growth of the local cathedral community. Cathedral for Kids! is a 30-minute Eucharist for the young and the young at heart which has become the fastest growing liturgy at the cathedral. The Neighborhood Mass is an outdoor Eucharist celebrated during the summer for all ages with an open invitation to bring pets. Several parishes are now using these liturgies.

**Fellowship in Faith:** A vibrant intergenerational fellowship and formation program on Sunday mornings open to all at the Mercer School of Theology. Our Fall program involves all ages delving into the Book of Exodus.

**Incarnation 2022:** A masterplan to transform the cathedral buildings and grounds into a vibrant center of diocesan life for the next generation continues. Significant projects related to the masterplan are nearing completion. The accessibility project including an elevator and new bathrooms is scheduled for completion shortly. The 2022 projects also include See House, which upon this writing is nearing completion.
The Center for Spiritual Imagination: The Center exists to deepen and enrich human relationships with God, self and neighbor in new and ancient ways. Our work is rooted in a spiritual ecology that has an ancient rhythm, is committed to nurturing community and is focused on doing justice in the world. We acknowledge particularly the gifts present in those who identify as Spiritual But Not Religious. In an age marked by the institutional decline of Christianity in America, we are reimagining how the church will gather and grow now and in the future. The Center for Spiritual Imagination is operated by the Community of the Incarnation.

College Ministry: The cathedral continues to provide leadership and pastoral care at Adelphi University. Cathedral clergy currently sit on the DACA and Immigration presidential task forces as well as the LGBTQ+ advisory council. The cathedral leads a group on campus focusing on contemplative life and social justice through the Center for Spiritual Imagination.

Prison Ministry: The cathedral has an emerging ministry at the Nassau County Correctional Facility offering spiritual care, liturgies, and companionship for those imprisoned as well as those on the staff of the Department of Corrections. This ministry is in the process of expanding to include the women’s side of the prison facility.

Outreach Ministries: Provides hope and spreads the Gospel of Jesus Christ through serving God’s people. This Ministry addresses the needs of neighbors on a weekly basis in various capacities. We serve meals twice per week. We offer healing prayers on the street for our friends. We partner with various organizations in Nassau County to offer support, collaboration and assistance.

Resourcing Parishes: The cathedral clergy and staff commit time to conversations and visits with parish clergy and delegations regarding the challenges and opportunities they face in their various contexts. Recent examples include consultations regarding music personnel searches, liturgical development, outreach, formation, and partnership opportunities.

Walker House (59 Third Street, Garden City): The cathedral is a strategic partner of the Trustees of the Estate in creating a new guest house for hospitality, programming, retreats, spiritual direction, and other events.

Renewed Governance: A refreshed look at the role of the Cathedral Chapter, Executive Committee and Cathedral Council to reduce duplication of efforts, confusion regarding enumerated powers and expectation of appropriate input/decision-making.

Cathedral Groups: The Cathedral has many ministry groups which all are welcome to join. These include Cathedral for Pets, our Apiary, Yoga, Prayer Shawl Ministry, Social Justice Fellowship, and our Cathedral Kneeler Project to name a few.

I hope members of convention share my enthusiasm for these ministries which belong to all of us. Please come as you are able and join in the joy, depth, and transformative power of cathedral ministry at the heart of the diocese in Garden City.

Yours in Christ,

The Very Rev. Dr. Michael Sniffen
13th Dean of the Cathedral
There were five regularly scheduled meetings of the Diocesan Council between December 2021 and October 2022. Following is a summary of actions taken at each meeting:

**December 16, 2021**
- Elected the Vice-President: Ms. Dorothy Laffin
- Received the Treasurer’s report
- Received correspondence from The Episcopal Church Office of the Treasurer acknowledging receipt of the commitment from the Diocese of Long Island for $399,689 to the Budget in 2022

**February 17, 2022**
- Received the Treasurer’s report
- Members appointed to the Nominating Committee
- Voted to move to extinct Holy Trinity, Valley Stream
- Voted to move to extinct St. Andrew’s, Mastic Beach
- Voted to move to extinct St. Mary’s, Carle Place

**April 26, 2022**
- Received the Treasurer’s report
- Adopted the updated Safe Church Policy
- Received correspondence from the Rt. Rev. Robert J. Brennan, Bishop of the Diocese of Brooklyn (Roman Catholic) acknowledging greetings from the 155th Convention of the Diocese of Long Island and the presence of the Rt. Rev. R. William Franklin, Assisting Bishop at his consecration.

**June 16, 2022**
- Received the Treasurer’s report
October 11, 2022

- Received the Treasurer’s report
- Adopted the 2023 Ministry Plan for presentation to the Convention
- Received the Nominating Committee Report
- Received the Reparations Committee Report
- Adopted the Updated Alcohol Policy
- Adopted the Clergy Compensation Resolution for presentation to the Convention
- Adopted the Lay Employee Compensation Resolution for presentation to the Convention
- Approved 2023 Housing Resolutions for diocesan staff
- Received correspondence from The Episcopal Church Office of the Treasurer acknowledging receipt of the commitment from the Diocese of Long Island for $387, 847 to the Budget in 2023

Submitted by,
The Rev. Karen Davis-Lawson
Secretary
Mercer School programs, events and other activities are scheduled across two academic semesters, from September to June. In addition to offerings from the School of Theology, the School also provides meeting support services for congregations, diocesan organizations, and outside groups on a space available and needs basis across a full calendar year. Recent investments in technology now allow hybrid live meetings with Zoom to take place as well. While we have become accustomed to “gallery” views of colleagues, we continue to support One Diocese One Mission.

A major focus area for Mercer is the School for Ministry, which provides academic and spiritual formation to postulants and candidates for Holy Orders. Courses in Scripture, Church History, Theology, Liturgics, and Homiletics are offered to support those preparing for ordained ministry as deacons or (in special situations) priests. During academic year 2021-22 the School offered the second and third years of our three-year Core Theological Program for those called to the vocational diaconate and continued the new Anglican Studies Program for those with prior theological training in non-Episcopal formation programs. In September 2022 there are ten postulants in the Mercer programs and seven members of the lay order auditing one or more courses. The June 25th Commencement honoring five recent graduates was a deserved tribute to our students and a celebration of the School which we hope to repeat each year.

This year the Mercer Scholarship Fund is financially supporting five EDLI students in full residential Episcopal seminaries.

Our popular "Lunch and Learn" program has been expanded to offer a short course monthly.

The new online Episcopal Church Law course was completed in late May. Ten 75-minute sessions were presented online Wednesday mornings from February through May. While attendance at the classes was spotty, course materials for pre-reading and the lectures were posted on the course section of the website to allow participants to work independently between classes. This fall we initiated a review of the materials and prepared to redesign the course as a self-paced program. Thanks to instructors Joe Campo and Chancellor Jim Weller, and a nod to Canon Pat Mitchell for her participation in the final session on Title IV.

Current Mercer programs and offerings are described online at www.mercerschool.org.

Although the Mercer School operates on an academic year basis (September through June), financial reporting follows the fiscal calendar year of the Diocese of Long Island. The School of Theology is fully funded from the Mercer Scholarship Fund. Full-year 2021 revenue for operations totaled $604,506, with expenses at $495,588, resulting in an increase in net assets of $109,268. Separately, $131,702 in financial support was provided to EDLI students in Episcopal seminaries, and $45,000 in grants were distributed to nine Episcopal Seminaries to support students in their midder year of formation.

Respectfully submitted,

Diane Muscarella, Director of Operations and Ted Gerbracht, Director of Academic Programs
The Very Rev. Dr. Michael Sniffen, Dean

October 1, 2022
Voter Qualifications Memo

TO: All Clerical and Lay Delegates  
FROM: The Rev. Karen Davis-Lawson, Secretary of Convention  
DATE: October 24, 2022  
SUBJECT: Committee on Voter Qualifications (Rules of Order) Concerning Qualifications of Delegates and Parishes to Vote at Diocesan Convention

In accordance with the Rules of Order adopted in November 2021 the Committee on Voter Qualifications “shall examine all audit certificates, parochial reports, delegate certificates, in order to make recommendations to the Convention as to the right of any Delegate or Parish wishing to have a right to vote at Convention.” The Committee “shall submit its reports to the Convention recommending the seating or rejection of each delegate or parish wishing to have the right to vote at Convention to the extent such is permitted by the Canons of the Church or of this Diocese.” (Rules of Order Part III, Rule 1(c) and Part IV, Rule 2(d).)

The Diocesan Canons provide the following with respect to:

Delegate Certificates: “The Secretary of the Convention shall prepare a list of Delegates, Alternates, and Youth Delegates and place it before the Convention on the first day of its meeting. Irregular or defective certificates and certificates and documents relating to contested seats shall be reported by the Secretary of the Convention when organized, for its action. The Secretary of Convention shall also read at this time the list of delinquent Churches, Congregations, and Missions reported to or by the Bishop under these Canons.” (Title II, Canon 4, Section II(c).)

Parochial Reports: "Whenever any Parish, Congregation, or Mission shall be in default by more than sixty (60) days in filing the Parochial Report required by the National Canons and by this Canon, the Bishop shall report such Parish, Congregation, or Mission to the Convention and such Parish, Congregation, or Mission shall thereby forfeit its seat and right to vote of its elected Lay Delegates and Alternates to the Convention. Such right may be restored to a Parish, Congregation, or Mission, however, upon application to the Convention after filing all reports as to which it may be in default” and on such terms as shall appear just. (Title V, Canon 2, Section III.)

Audits: "Whenever any Parish, Congregation, or Mission shall be in default in filing the certificate of audit, the Bishop or Ecclesiastical Authority shall report such Parish or Mission to the Convention, and such Parish or Mission shall thereby forfeit its seat and right to vote of its elected Lay Delegates and Alternates to the Convention. Such right may be restored, however, upon application to the Convention after filing all reports as to which it may be in default” and upon such terms as shall appear just. (Title V, Canon 3, Section III.)

Accordingly, a list of delinquent delegate certificates, parochial reports and audits will be provided to the Committee on Voter Qualifications following which will make its recommendations at the opening of the Convention based on their examination of this material. Delegates are encouraged to ascertain that their congregations have complied with all the reporting requirements before attempting to register for the Convention.
Committee on Voter Qualifications (Delinquencies)
as of October 27, 2022

CURRENT YEAR

PAROCHIAL REPORTS - 2021

BROOKLYN
Christ Church, Bay Ridge
St. Mark’s

QUEENS
All Saint’s, Bayside
Redeemer, Astoria
St. Gabriel’s, Hollis
St. Mark’s, Jackson Heights
Resurrection, Richmond Hill
(Kew Gardens)

NASSAU
Transfiguration, Freeport

SUFFOLK
Christ Church, Sag Harbor
St. Andrew’s, Mastic Beach
St. Andrew’s, Yaphank
St. John’s, Oakdale

AUDIT CERTIFICATES - 2021

BROOKLYN
Christ Church, Bay Ridge
Grace Church
St. Augustine’s
St. Gabriel’s
St. John’s, Park Slope
St. Mark’s
St. Mary’s
St. Philip’s, Decatur Street

QUEENS
All Saint’s, Woodhaven
Redeemer, Astoria
St. Gabriel’s, Hollis
St. Joseph’s, Queens Village
St. Mark’s, Jackson Heights

NASSAU
Holy Trinity, Hicksville
St. Elizabeth’s, Floral Park
St. Thomas’, Bellrose
Transfiguration, Freeport

SUFFOLK
Christ Church, Babylon
Christ Church, Brentwood
Christ Church, Sag Harbor
St. Andrew’s, Mastic Beach
St. John’s, Oakdale
St. John’s, Southampton
St. Mark’s, Westhampton Beach
St. Patrick’s, Deer Park
St. Peter’s Chapel, East Hampton
Trinity, Northport

DELEGATE CERTIFICATES - 2021

BROOKLYN
Christ Church, Cobble Hill

QUEENS
St. Gabriel’s, Hollis
St. Mark’s, Jackson Heights
Zion, Douglaston

NASSAU
St. Elizabeth’s, Floral Park
St. John’s, Cold Spring Harbor
St. Thomas, Farmingdale

SUFFOLK
Christ Church, Bellport
Christ Church, Brentwood
Christ Church, Sag Harbor
Messiah, Central Islip
St. Andrew’s, Yaphank
St. Ann’s, Bridgehampton
St. John’s, Oakdale
St. John the Baptist, Center Moriches
St. Patrick’s, Deer Park
### PRIOR YEAR ARREARS

as of October 25, 2022

<table>
<thead>
<tr>
<th>Location</th>
<th>Churches/Parishes</th>
<th>Audit</th>
<th>Parochial Report</th>
</tr>
</thead>
<tbody>
<tr>
<td><strong>BROOKLYN</strong></td>
<td>Christ Church, Bay Ridge</td>
<td>2019, 2020</td>
<td>2020</td>
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<tr>
<td></td>
<td>St. John’s, Park Slope</td>
<td>2019</td>
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<td>St. Barnabus</td>
<td>2020</td>
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<td>St. George’s</td>
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<td><strong>QUEENS</strong></td>
<td>All Saints, Woodhaven</td>
<td>2020</td>
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<td>St. Gabriel’s Hollis</td>
<td>2020</td>
<td>2018, 2020</td>
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<td></td>
<td>St. Joseph’s, Queens Village</td>
<td>2020</td>
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<tr>
<td><strong>NASSAU</strong></td>
<td>Holy Trinity, Hicksville</td>
<td>2018</td>
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<td></td>
<td>St. John’s, Lynbrook</td>
<td>2020</td>
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<td></td>
<td>St. Mary’s, Carle Place</td>
<td>2018, 2019</td>
<td>2019</td>
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<tr>
<td><strong>SUFFOLK</strong></td>
<td>St. Ann’s, Bridgehampton</td>
<td>2020</td>
<td></td>
</tr>
<tr>
<td></td>
<td>St. John’s, Southampton</td>
<td>2019, 2020</td>
<td>2020</td>
</tr>
</tbody>
</table>
Rules of Order
of the Convention of the Diocese of Long Island

Part I. Matters Occurring Prior to the Convention.

RULE 1. Reports Presented to the Convention. All reports of Diocesan Corporations, Diocesan Institutions, Governing Boards, Committees, Officers, etc. to be presented to the Convention as required by the Diocesan Canons or otherwise shall be transmitted to the Secretary of the Convention not later than six (6) weeks prior to the date of the Convention in every year. The Secretary of the Convention shall cause the same to be reproduced and mailed to every Delegate to the Convention and all persons holding any office or trust under the Convention not less than two (2) weeks prior to the date of the Convention as part of the Pre-convention Journal.

RULE 2. Submission of Resolutions. All resolutions to be considered for action by the Convention must be submitted in writing to the Secretary of the Convention not later than thirty (30) days prior to the date of the Convention and must be signed by a Delegate to the Convention. On the expiration of the time for submitting resolutions to the Secretary of the Convention, the Secretary of the Convention by direction of the President of the Convention shall transmit to the Committee on Miscellaneous Business or such other appropriate Committee or Commission of Convention all resolutions submitted to the Secretary of the Convention after such date, but no such resolution shall be proposed for action by the Convention except upon a motion for the suspension of the Rules of Order duly passed.

Part II. General Regulations.

RULE 1. Admission to the Convention. The Bishops of the Church, Clergy from other Dioceses, Professors and Students of Theology in the Church, and all persons holding any office or trust under the Convention, if not members, shall be admitted to sittings of the Convention. Seats on the platform shall be occupied by officers of the Convention or their representatives, by Bishops, and by such other persons as by special vote of the Convention shall be so authorized.

RULE 2. Admission to the Convention During Balloting. No person, other than legally elected Delegates to the Convention and all persons holding any office or trust under the Convention, or such persons as may be approved by the President as necessary to the immediate business of the Convention, shall be permitted to appear on the floor of the Convention during a period of balloting by the Convention for all elective offices.

RULE 3. Visitors and Other Observers. There may be an area of the Convention meeting room designated by the President for visitors and other observers. This area shall not be considered as a part of the Convention Floor.

RULE 4. Hours of Business. The hours of each day’s session shall be as set forth in the Pre-convention Journal, unless otherwise ordered by the Convention by direction of the President. Each session shall begin and conclude with prayer.

RULE 5. Distribution of Printed Matter. No printed matter of any kind shall be distributed at the Convention or placed on the seats of Delegates except by the authority of the President of the Convention, but this prohibition shall not apply to the report of a Committee or Commission of Convention, or to any paper or other document presented to and accepted by the Convention or printed by its authority.
RULE 6. **Unanimous Consent.** By unanimous consent any action may be taken that is not in contravention of any provision of the Constitution or the Canons of the Church or the Diocese.

RULE 7. **New Business.** All new business introduced, except such as may accompany and form a part of the report of a Diocesan Corporation, Diocesan Institution, Governing Board, Committee, Officer, Committee, or Commission of Convention, shall be in writing and as a motion or resolution in complete form for adoption with the name of the mover appended. Such new business shall at once be referred to an appropriate Committee or Commission of Convention. It shall be the duty of such Committee or Commission to which such resolutions and motions have been referred to report them to the Convention in the order of their reference. Convention shall take action only on the report of such Committee or Commission unless the Convention shall otherwise order.

RULE 8. **Suspension of Rules.** Any Rule of Order may be suspended by the vote of not less than two thirds (2/3) of the Delegates present. Any new matter introduced during such suspension may be explained by the mover in a statement of not more than five minutes, but otherwise shall not be subject to debate or action until after report from the appropriate Committee or Commission of Convention.

RULE 9. **Amendment of Rules of Order.** No proposed amendment of the Rules of Order shall be considered by the Convention unless it shall have been printed in the Pre-convention Journal and mailed as provided in Part I, Rule 1 of these Rules of Order. If such amendment were adopted by a majority vote of the Convention, it shall lie over to consideration until the next annual Convention when, if again adopted by a majority vote, the Rules of Order shall be amended accordingly. If such amendment were adopted by unanimous vote of the Convention or by a two-thirds (2/3) vote of both Orders taken separately, the amendment shall take effect immediately.

**Part III. Order of Business.**

RULE 1. **Organization for Business.** At the opening of each Convention, the President shall take the chair after which the Order of Procedure shall be as follows:

(a) **Roll Call Card.** Every Delegate, Clerical or Lay, shall file with the Secretary of the Convention a record of attendance on a “Roll Call Card” to be supplied by the Secretary of the Convention so that the names of all present may be recorded in the Diocesan Journal.

(b) **Determination of Quorum.** In order for the Convention to conduct business, a quorum must be present. A quorum shall consist of at least sixty (60) Clergy entitled to vote in the Convention, and Lay Delegates from at least sixty (60) Parishes entitled to vote in the Convention. The Secretary of the Convention shall ascertain the presence of a quorum of Clergy of the Diocese and Parishes entitled to representation, and report this to the President of the Convention. If there be any irregular or defective certificates, and certificates and documents referring to contested seats, these shall be reported to the Convention, which shall decide on the admission of the Delegates named therein after submission of the report of the Committee on Voter Qualifications.

(c) **Report of Committee on Voter Qualifications.** The Secretary of Convention shall present the report of the Committee on Voter Qualifications.

(d) **Order of Business.** A quorum being present, the President shall declare the Convention organized for business, which shall proceed in the following order:

(i) **Appointment of Parliamentarian.** The President of Convention shall appoint a Parliamentarian for the good order of the Convention.
Appointments of Tellers of Elections. The President of Convention shall appoint from members of the Clergy Canonically Resident in the Diocese, and Laity domiciled in the Diocese, Tellers of Elections (one Delegate each from the Clergy and Laity for each ballot box used). Upon direction of the President, the Secretary of Convention may appoint additional Delegate tellers to count the ballots who need not be Delegates to the Convention in order that the official tellers may not be obliged to absent themselves from the business of the Convention while the ballots are being counted.

(iii) Reading of Minutes. The minutes of the prior Convention as printed in the Diocesan Journal shall be read and approved, but the requirement to read such minutes may be dispensed with upon order of the Convention as directed by the President.

(iv) Unfinished Business. If the business of the Convention shall not have been completed on the first or any succeeding day of session, the first business on each succeeding day shall be the matter under consideration at the time of adjournment on the preceding day and thereafter the matters which were not reached on the preceding day, in the order prescribed in these Rules of Order.

(v) Reports of Diocesan Corporations and Diocesan Institutions.
   (A) The Standing Committee
   (B) The Diocesan Council
   (C) The Board of Managers of Camp DeWolfe
   (D) The Cathedral of the Incarnation
   (E) Episcopal Charities
   (F) The Mercer School of Theology
   (G) The Trustees of the Estate
   (H) Episcopal Health Services

(vi) Report of the Secretary of Convention. The Secretary of Convention shall report on communications received by him or her for the Convention, or on business unfinished at the last Convention. Introduction and reference shall be made to Committees on Miscellaneous Business or on Canons of any resolutions not in the Pre-convention Journal which are either (A) included in the report, printed and previously distributed, either of a Committee or Commission of the Convention, or (B) relating to or embodying a recommendation contained in the Bishop's Address.

(vii) Reports of Committees.
   (A) On Canons
   (B) On Miscellaneous Business
   (C) Other Committees and Commissions of the Convention
   (D) On Dispatch of Business
   (E) On the Bishop's Address (which shall be in order at any time after the Bishop's Address)

(viii) Report of Treasurer.

(ix) Elections as Required by Canon.
   (A) The Secretary of Convention
   (B) Assistant Secretary or Secretaries of Convention (who shall be nominated by the Secretary of Convention)
   (C) The Treasurer of Convention
   (D) Assistant Treasurer or Treasurers of Convention (who shall be nominated by the Treasurer of Convention)(E) The Historiographer
(F) The Standing Committee  
(G) The Diocesan Council  
(H) The Board of Managers of Camp DeWolfe  
(I) The Cathedral of the Incarnation  
(J) Episcopal Charities  
(K) The Mercer School of Theology  
(L) The Trustees of the Estate  
(M) The Ecclesiastical Court  
(N) Delegates to Provincial Synod  
(O) Provisional Delegates to Provincial Synod  
(P) Delegates to the General Convention  
(Q) Provisional Delegates to General Convention  
(R) Family Consultation Service  
(S) Diocesan Review Committee

(x) **Appointments to Diocesan Corporations and Institutions.** The President shall appoint from members from the Clergy Canonically Resident in the Diocese, and Laity domiciled in the Diocese, to any Diocesan Corporation or Institution as provided by the Canons of the Church or this Diocese.

(xi) **Appointments to Committees.** For the next meeting of the Annual Convention the President shall appoint from members of the Clergy Canonically Resident in the Diocese, and Laity domiciled in the Diocese, to the following Committees:

(A) On Canons  
(B) On Dispatch of Business  
(C) On Miscellaneous Business

(xii) **The Bishop’s Address.** The Bishop’s Address shall be in order at any time.

(xiii) **Reports of other Bishops.** Reports of the Bishop Coadjutor and of the Bishop Suffragan and the Assistant Bishop if so requested by the Bishop.

(xiv) **Resolutions and References and Motions.**

(xv) **The Holy Eucharist.** The Holy Eucharist shall be in order at any time.

**Part IV. Convention Committees.**

RULE 1. **Establishment of Convention Committees.** To facilitate its work, the Convention may from time to time establish such committees with such duties as it may determine, and, unless otherwise stated, the President shall appoint members thereto, as provided in the following Rule 2.

RULE 2. **Committees.** There shall be the following Committees of Convention:

(a) **Canons.** The duties of the Committee on Canons are to consider and report on all matters appearing in the Pre-convention Journal or introducing in Convention referred to it by the Bishop. Its membership shall be four (4) Clerical Members, four (4) lay persons of the Diocese, and the Chancellor, ex officio, each member to serve for four (4) years with one (1) Clerical Member and one (1) lay person to be appointed at each Annual Convention.
(b) **Dispatch of Business.** The duties of the Committee on the Dispatch of Business are to arrange and facilitate the manner of conducting the business of Convention. Such Committee shall always be entitled to the floor of Convention on business pertaining to that Committee. Its membership shall be the chairperson of the Committee on Canons, ex officio, the chairperson of the Committee on Miscellaneous Business, ex officio, the Chancellor, ex officio, the Secretary of Convention, ex officio, and nine (9) other persons appointed by the Bishop from the Clerical Members and Lay persons of the Diocese.

(c) **Miscellaneous Business.** The duties of the Committee on Miscellaneous Business are to consider and report on all matters appearing in the Pre-convention Journal or introduced in Convention referred to it by the Bishop. Such Committee shall receive and consider all resolutions except resolutions on matters coming under the purview of an appropriate Committee or Commission of Convention, and except resolutions of Committees accompanying Committee reports recommending action of the Convention. The Committee on Miscellaneous Business shall submit its report to the Convention recommending the adoption or rejection of each resolution proposed, or the adoption of any such resolution as amended or substituted by such Committee. A copy of the report of the Committee on Miscellaneous Business shall be mailed by the Secretary of the Convention to each Delegate as part of the Pre-convention Journal. Its membership shall be four (4) clerical members and four (4) lay persons of the Diocese, each to serve for four (4) years with one (1) clerical member and one (1) lay person to be appointed at each Annual Convention.

(d) **On Voter Qualifications.** The duties of the Committee on Voter Qualifications are to consider and report on all matters pertinent to the qualifications of Delegates and Parishes wishing to have the right to vote at Convention. Prior to the opening of Convention it shall examine all audit certificates, parochial reports, and delegate certificates, in order to make recommendations to the Convention as to the right of any Delegate or Parish wishing to have a right to vote at Convention. The Committee on Voter Qualifications shall submit its report to the Convention recommending the seating or rejection of each Delegate or Parish wishing to have the right to vote at Convention to the extent such is permitted by the Canons of the Church or of this Diocese. Its membership shall be the chairperson of the Committee on Canons, the chairperson of the Committee on Miscellaneous Business, the chairperson of the Committee on Dispatch of Business, the Chancellor, the Secretary of Convention, and the Treasurer of Convention.

(e) **Membership, Term and Vacancies.** The term of office of each Committee member shall continue to the close of the Convention which shall sit in the member's last year of service, and thereupon the successor's term shall begin. The Bishop shall fill by appointment any vacancy in any Committee caused by resignation, death, or inability to act.

**Part V. Decorum and Debate.**

RULE 1. **Robert’s Rules.** Except when in conflict with the Constitution or Canons of the Church or of this Diocese or any Rule of Order herein contained, the latest edition of “Robert’s Rules of Order” shall govern the interpretation of these Rules of Order and the procedure to follow.

RULE 2. **Resolutions to be Seconded and in Writing.** No resolution shall be considered as before Convention unless seconded and reduced to writing and signed by the mover, whose name shall be entered in the Diocesan Journal.

RULE 3. **Order of Amendments.** All amendments shall be considered in the order in which they are received. When a proposed amendment is under consideration, a motion to amend the same may be made.

RULE 4. **Withdrawal of Motion or Resolution.** The mover may withdraw a motion or resolution at any time before decision or amendment, in which case it shall not be entered upon the Minutes.
RULE 5.  Respect for President and Scope of Debate.  When any Delegate is about to speak, he or she shall, with due respect, address himself or herself to the President, and in speaking confine himself or herself to the point in debate.

RULE 6.  Limit on Debate.  No Delegate shall speak more than twice in the same debate without leave of the Convention (except the mover, who is entitled to reply).

RULE 7.  Transgression of Rules.  If any Delegate in speaking or action transgresses the Rules of Order of the Convention, the President shall call him or her to order, and he or she shall immediately take his or her seat, unless permitted by the Convention to explain or proceed in order.

RULE 8.  Motion, Debate, Vote, Priority.  The following motions shall have priority in order listed.  The mover cannot interrupt a Delegate who has the floor, he or she must be recognized, and the motion must be seconded.

(a)  To Adjourn or to Recess - not debatable, majority vote
(b)  To Lay on the Table or to Table - not debatable, majority vote
(c)  To Move the Previous Question, or Limit or Extend Debate - not debatable, amendable as to time if specified, two thirds (2/3) vote
(d)  To Postpone to a Time Certain - debatable, amendable, majority vote
(e)  To Commit or Recommit to a Committee - debatable, amendable, majority vote
(f)  To Amend or to Substitute - debatable, amendable, majority vote
(g)  To Postpone Indefinitely - debatable, not amendable, majority vote
(h)  To Suspend the Rules or Take up Business Out of Order - not debatable, two thirds (2/3) vote
(i)  To Divide the Question - not debatable, majority vote
(j)  To Reconsider - must be made on the day the vote is taken, may not be reconsidered more than once, must be moved and seconded by ones who voted in the majority on the first decision, debatable, two thirds (2/3) vote

RULE 9.  Balanced Budget.  No motion to amend the budget shall be entertained that would cause the budget to be out of balance with known pledges and estimated other receipts unless there is included in the motion to amend a provision for maintaining a budget balanced against known pledges and estimated other receipts.  Such motion shall be in writing.

Part VI. Committee of the Whole.

RULE 1.  Committee of the Whole.  Whenever so ordered, the Convention may go into Committee of the Whole for the consideration of any matter.  The President shall designate some member of the Convention to act as Chairperson of the Committee of the Whole, which, when in session, shall be governed by these rules as adapted by the Chairperson, subject to appeal to the Committee, and also to the following provisions:

(a)  Motion to Rise.  A motion to rise and to report to the Convention, with or without request for leave to sit again, may be made at any time, and shall take precedence of all other motions, and shall be decided without debate.  No such motion once made shall be renewed until further proceeding shall have been had in the Committee of the Whole.

(b)  Motion to Vote at a Designated Time.  A motion that a vote upon any pending proposition shall be taken at some designated time may be made and be disposed of without debate at any time, but as before provided a motion to report to the Convention shall take precedence.
Motion to Lay on the Table. No motion to lay on the table shall be entertained.

RULE 2. Motion for Committee of the Whole to Sit Again. No debate shall be allowed in the Convention of any motion to permit the Committee of the Whole to sit again. Requests for such permission shall take precedence of all other business, and the motion thereof shall be put to vote immediately without reference.

Part VII. Elections and Voting.

RULE 1. Voting of Members. Every Delegate to Convention present shall vote whenever a question is put, unless excused by the Convention. The votes shall be taken by ayes and nays.

RULE 2. Voting by Convention. In all elections other than a vote by Orders, a simple majority of votes shall be necessary for election, with a majority of Delegates voting. In the event that more candidates receive a majority than there are offices to be filled, those candidates receiving the highest majorities shall be declared elected to each office. In each case, additional ballots shall be taken if needed until the offices in question are filled. The Secretary of the Convention, assisted by tellers appointed by the President of the Convention, shall have charge of the counting of the ballots. Defective and blank ballots are invalid. A ballot cast for less than the number of offices or seats to be filled shall not be deemed to be defective. After the ballots have been given to the voters, the Convention at the request of any Delegate may vote to take a five-minute recess before casting the ballot.

RULE 3. Vote by Orders. A vote by Orders shall always be taken whenever required by the Constitution or Canons of the Church or of the Diocese. A vote by Orders may also be called for by ten (10) Delegates to Convention. In all stated elections where a vote by Orders is required, a concurrent majority of both clerical and lay votes shall be necessary for election, with a majority of both Orders voting. In the event that more candidates receive a majority in both Orders than there are offices to be filled, those candidates receiving the highest concurrent majorities shall be declared elected to each office.

RULE 4. Vote by Certain Officers. The Convention Secretary, Diocesan Treasurer, Diocesan Chancellor, and Diocesan Registrar, whether clergy or lay, elected or appointed, shall be entitled to vote at all Convention elections and on all questions put to Convention.
Exhibitors
Please visit then on the Convention Attendee Hub.
Voting Directions

Insert your Smartcard

Please insert your Smartcard into the voting keypad.

Make sure the arrows and chip at the bottom of the Smartcard/voting card are facing you.

Insert the Smartcard, a welcome message will appear when the card is inserted correctly.

The Smartcard/voting card must be inserted correctly to cast a vote.
Resolution Voting

When the vote is open, the voting options will appear in the device screen.

Simply Press:

Button 1 to vote **For/Yes**
Button 2 to vote **Against/No**

Resolution Voting

Confirmation that your vote has been **received** will appear on the screen.

To change your vote, simply enter your new choice **(1 or 2)** to overwrite your previous selection.

If you wish to Cancel your vote, press the ‘X’ button.
Election Voting

Once voting is declared open, the voting options will be displayed on your screen as well as the maximum number of selections you can make.

Press the corresponding number

or

Use the blue track ball to scroll to your desired choice.

Election Voting

When your choice is highlighted press the blue track ball to select that option.

An ‘X’ will be placed next to that option to indicate your selection.

If you only need to elect one, your choice will be automatically submitted.

If more than one choice, press the “send button” which is the green square to submit your vote.

Election Voting

Once you have voted, a validation message will appear to state that your vote has been received and counted.

If you wish to cancel or change your vote, please press the red triangle while the vote remains open.

You will then be presented again with the voting options, enabling you to cast your desired vote once more.
Grand Ballroom Melville Marriot Schematic