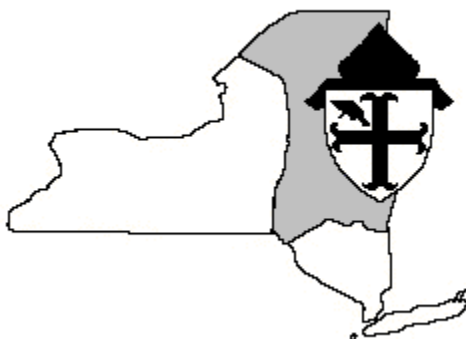


The Episcopal Diocese of Albany
Disciples Making Disciples

18 May 2009

Convention Book 2009



Annual Convention 2009

“One Lord, One Faith, One Baptism”

Compiled by the Secretary of the Diocese with the help of the Diocesan Staff

In accordance with General Convention 2003 resolution D011: the Diocese of Albany is pleased to note that we are part of the world-wide Anglican Communion.

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Important Information About Voting at Convention 2009

All deputies at Convention should **sit in the middle of the Tibbits Auditorium during the business sessions**, and visitors should sit on the sides during the business sessions. Other than for the business sessions, the seating in the auditorium will be open seating (such as for the worship services).

The First Business meeting, with voting, begins on Friday June 5 as part of the opening session. Deputies will need their convention packets, available when deputies register for the business meetings.

Registration for the business meetings (which is different from the room registrations) has been planned for the lower level and at the far end of the Purdy Center from 10:00 AM to 7:15 PM on Friday, and for those who have not already registered for the business meetings, plans are for an additional registration time on Saturday morning from 7:00 AM to 8:15 AM at the same location.

The **Convention** consists of the eligible voters who are noted in Article III of the Constitution of the Diocese of Albany.

In accordance with the rules of order for the Diocesan Convention (Rule 9), most **voting** at convention is decided by voice vote, but there are exceptions. One more than half the eligible votes cast (a majority) is required for a decision in a voice vote. If a voice vote were inconclusive, according to Robert's Rules of Order, the preferred method to verify the outcome is a vote by "rising" (that is, by standing), and the tellers would count the voters standing.

The Diocesan Constitution and Canons require some voting to be done by ballots.

Proposed Order of Business

1. Bp. Love calls the business session to order on Friday evening.
2. Credentialing report.
3. Bp. Love's Convention Address and the Introduction of Special Guests.
4. Secretary's instructions to the Convention.
5. Proposed Order of Business.
- 5a. Procedural Motion for Discussion of Resolutions.
6. Presidential appointments, as had.
7. Nomination and election of Secretary of the Diocese.
8. Secretarial appointments, as had.
9. Nomination and election of Treasurer of the Diocese.
10. Nomination and election of Assistant Treasurer of the Diocese.
11. Deadline for filing main resolutions with the Secretary, except for courtesy resolutions.
12. Received resolution(s) presented by title, and referral(s).
13. Announcements by the Secretary pertaining to nominees and nominations from the floor.

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- 14a. Plurality nominations
 - 14b. Vote-by-Orders nominations
 15. Episcopal appointments, to serve for the ensuing year.
 16. Reports/reports received by title. Committee reports to be given as time permits.
 - 17a. Voting for plurality nominees begins.
 - 17b. Voting for Vote-by-Orders nominees begins
 18. Address by the Rt. Rev. Todd McGregor and The Rev. Patsy McGregor
 19. Debate and voting on main resolutions as received by the Secretary, in the order listed.
 20. Courtesy resolutions.
 21. Adjournment at the end of the Youth Mass on Sunday.
-

**Overview of nominations on file with the Secretary of the Diocese
as of 8 May 2009**

“Plurality Vote” voting:

The Cathedral Chapter

1 priest and 1 lay office to be filled, each for three-year terms:

The Rev. Susan Waldron

Paula-Christie Heighton

Convention Representative to Diocesan Council

1 lay office to be filled, for a two-year term:

Byard Clemmons

Trustees of the Diocese

2 offices (priest, deacon, and/or lay) to be filled, each for four-year full terms:
2 offices (priest, deacon, and/or lay) to be filled, each for one year to fill vacancies:

The Very Rev. John L. Scott III
The Rev. James Shevlin
The Rev. Sandra L. Tatem

Doris Bedell
Keith St. John

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Offices to be filled by Election
“Vote by Orders” election:

The Ecclesiastical Trial Court

2 Priest offices and 1 Lay office to be filled as Members, each for three-year terms.
1 Priest and 1 Lay office to be filled as Alternate Members, each for two-year terms, as determined by the election outcome for Members.

The Rev. Scott A. Garno
The Rev. N. Bradley Jones
The Rev. F. John Kelly

Byard Clemmons
Alice Macnab

The Standing Committee

2 Clerical (priest or deacon) and 2 Lay offices to be filled, each for three-year terms:

The Rev. Paul J. Hartt
The Rev. John L. Hopkins
The Rev. Bruce E. Mason
The Rev. David K. Ousley
The Rev. Robert E. Witt, Jr.

David A. Beaulac
Jennifer J. Dean
Robert Drumm
Sue Ellen Reutsch

Nominees for Elective Office

Original documents on file with the Secretary of Convention

David A. Beaulac

Nominated for Standing Committee

Nominated by The Rev. Scott M. Harding, Messiah, Glens Falls

Seconded by The Rev. Dawn Skramstad, St. Mary's, Lake Luzerne

I have been a member of St. Mary's in Lake Luzerne since 1993, serving as lay Eucharistic Minister, Lector, Healing Prayer Team Member, Vestry person, Warden, and Chairman of our Calling Committee. I presently serve as a lay member of the standing Committee and am a deputy to the national convention.

My wife, Barbara and I have been married for almost 33 years and have been blessed with two grown children. I own and operate Audiocare Hearing Services, a hearing aid dispensing practice in Glens Falls.

I prayerfully seek and rely on God's guidance personally as well as for His Church.

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Doris E. Bedell

Nominated for Trustee

Nominated by The Rt. Rev. David S. Ball, Retired Bp. of Albany

Seconded by Jonathon Keeler, Cathedral of All Saints, Albany

A retired public school administrator and a life-long member of The Cathedral of All Saints.

Cathedral Activities: Sunday School teacher, Chair - Outreach and Program Development Committees, Albany Metropolitan Outreach Services Board, Two Cathedrals in Covenant Committee, Cathedral Chapter, Lector, Eucharistic Visitor, Healing Team, Daughters of the King

Diocesan Activities: Standing Committee, Deputy to General Convention 2003 & 2006, Trustee 1994 & 2005, Commission on Ministry, Futures Committee, Diocesan Review Committee, Discernment Committee, Mary Warren Institute Board (Holy Cross – Troy)

Community Activities: Literacy Volunteer Board, Albany County Community Services Board, NYS Retired Teachers Association Executive Board, City Club of Albany, Inc. Board

Byard Clemmons

Nominated for Convention Representative to Diocesan Council and Ecclesiastical Trial Court

Nominated by The Rev. Cn. Robert F. Haskell, Canon to the Ordinary

Seconded by The Rev. William Strickland, Grace Church, Waterford

Born in Rome, GA, I have an A.B. from Kenyon College (OH); an M.S. and Ed.S. in Psychology from the University of Georgia; a J.D. from Oklahoma City University, an LL.M. from Harvard Law School, and a Diploma in Christian Ministry from Trinity School for Ministry. I retired after 26 years in the U.S. Navy's Judge Advocate General's Corps. My wife Gerry is the Deacon in Charge at St. John's in Cohoes; we have three sons, and three grandchildren. I am a Stephen Leader, member of the Order of St. Luke, and active in choirs and youth ministry.

Jennifer J. Dean

Nominated for Standing Committee

Nominated by The Rev. Dr. Robert Heighton, St. Stephens, Delmar

Seconded by Michelle Wills, St. Stephens, Delmar

A lifelong Albany Diocesan Episcopalian, I grew up in my father – Richard Janke's – parish, Trinity Church in Plattsburgh. We have attended St. Stephens, Delmar for the past 20 years. In my second term on the vestry, I'm also on the parish search committee for a new Rector, chair of the parish Outreach Ministry, and a member of the Diocesan Mission Board, having been on missions to the Dominican Republic and Appalachia. I'm employed at the NYS Department of Health, working with government insurance programs. My husband Glen and I have one daughter – Anna – who is in college.

Robert Drumm

Nominated for Standing Committee

Nominated by Kathy Drumm, Grace Church, Mohawk

Seconded by Darlene Wheeler, Grace Church, Mohawk

I'm Robert Drumm. I'm 19, from Mohawk, and attend Grace Church. I have been serving as Acolyte for 13 years. As Youth Group President, we have Lock-in's, Youth Sundays, and other activities. I was appointed to Vestry to fill a term, and elected to serve as Youth Representative. At the Convention 2006 - 2007, my greatest honor was addressing the diocese. I've been chosen to go to Ireland in July. Cursillo #55 was a tremendous weekend. The Youth of the Diocese are under-represented, and we need a voice. I believe God has called me to be a more active voice for us.

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The Rev. Scott A. Garno

Nominated for Ecclesiastical Trial Court

Nominated by The Very Rev. David Collum, St. John's Delhi

Seconded by The Rev. Suzanne Cole, Christ Church, Walton

I am a lifelong member of the Diocese of Albany, and have been ordained since June of 2006, shortly after my graduation from Trinity School for Ministry, in Ambridge, PA. I have been rector of St. Matthew's Church, in Unadilla for that entire time. I have served the diocese in various roles including Sudan Mission team member, Lay Deputy to General Convention 2003, and clerical deputy to this year's General Convention. I have been married to Sarah, who is an Elementary school librarian, for almost six years and we have two beautiful children Samuel (3 years) and Maria (8 months).

The Rev. Paul J. Hartt

Nominated for Standing Committee

Nominated by The Rev. Michael Gorchoy, St. Paul's, Troy

Seconded by The Rev. Dr. Harold D. Carrier, St. John's, Troy

The Rev'd Paul J. Hartt has served as Rector of Saint Peter's, Albany since November, 1994. For the prior six years, Father Hartt served as Rector of Saint John's, Delhi. Since coming to the Diocese of Albany from Connecticut in 1998, Fr. Hartt has served as Dean of the Susquehanna Deanery as well as a member and past-president of the Standing Committee. Fr. Hartt is married to Celia "Jeffrey" Hartt and they have a 12-year-old son, Samuel.

Paula-Christie Heighton

Nominated for the Cathedral Chapter

Nominated by Jennifer Dean, St. Stephens, Delmar

Seconded by Michelle Wills, St. Stephens, Delmar

Paula-Christy Heighton has been a member of the Great Chapter of the Cathedral since 2006. She is a member of St. Stephens, Delmar, where she has been on the Vestry, Worship and Music Committee, and Parish Life Committee. She chaired the Greeters from 2000 – 2003. She is a member of the Board of Directors of the Counseling Service of the Episcopal Diocese. Ms. Heighton is a marketing professional with experience in non-profit organizations, education, and educational publishing. She works for the University at Albany as Director of Development for Rockefeller College of Public Affairs and Policy.

The Rev. John L. Hopkins

Nominated for Standing Committee

Nominated by The Rev. Derik J. H. Roy, Jr., Christ Church, Ballston Spa

Seconded by The Very Rev. John L. Scott III, Calvary Church, Burnt Hills

Fr. John lives in Burnt Hills with Cindy, his wife of 32 years. Their daughter Jessica will be married this summer. Their son, John and his wife Kimmie are expecting their first child – Fr. John and Cindy's first grandchild – this fall.

Associate at St. George's, Clifton Park for 5 years, He has been interim at St. Luke's Cambridge since January 2008. He has been on the Great Chapter, Commission on Ministry, and is faithfully involved in Cursillo. His passion is sharing the love of Jesus with people and sees being on the Standing Committee as another way of doing Kingdom work.

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The Rev. N. Bradley Jones

Nominated for Ecclesiastical Trial Court

Nominated by The Rev. Alan Hart, Christ Church, Schenectady

Seconded by The Rev. Howard Smith, Christ Church, Schenectady

Born in New Orleans, baptized and confirmed in Trinity Episcopal Church. B.A., Psychology, University of the South, Sewanee, TN. Came into a living faith in Jesus Christ in 1983. Married Mary 1984. M.Div., Virginia Theological Seminary, 1991; Curate, Church of the Ascension, Montgomery, AL for 2 ½ years; Associate Rector, St. Andrew's by-the-Sea, Destin, FL approx. 5 years; Rector of Christ Church, Schenectady since September of '98. Father of 7 children. Active at various times in Cursillo. Served on boards of Alpha Pregnancy Care Center (2004-07) and NOEL/Anglicans for Life (1996-2008). Member of Ecclesiastical Trial Court of this diocese 1999-2005; 2006-09.

The Rev. F. John Kelly

Nominated for Ecclesiastical Trial Court

Nominated by The Rev. Michael J. Neufeld, St. Andrew's, Scotia

Seconded by The Very Rev. John L. Scott III, Calvary Church, Burnt Hills

Fr. John Kelly is a native of Syracuse, New York, home of the Orangemen. He attended Houghton College and is a 1986 graduate of Virginia Theological Seminary. He has served in parishes in Upstate New York and in Clark's Summit, Pa. He is the former Rector of St. John's Troy and currently serves as Rector of Trinity Lansingburgh. Fr. Kelly has served on the Board of the Episcopal Counseling Service, the Commission of Ordained Ministry and is an instructor in the Deacon Formation Program. He and his wife, Tish, are the parents of four children.

Alice Macnab

Nominated for Ecclesiastical Trial Court

Nominated by The Rev. Brock Baker, St. Eustace, Lake Placid

Seconded by Robin Baxter, St. Eustace, Lake Placid

Confirmed in the Episcopal Church in 1963, I have been a communicant of St. Eustace Church in Lake Placid since 1973. Currently I am serving on the vestry and was part of the Search Committee to call our new rector. I am a lay reader, member of the Altar Guild, the Worship Committee, and choir.

I have previously served as president of the Northern Adirondack Deanery, lay delegate to the Diocesan Council and lay delegate to diocesan convention several times. Presently I am the chaplain to the retired clergy, clergy widows and widowers for the Diocese.

The Rev. Bruce E. Mason

Nominated for Standing Committee

Nominated by The Rev. Cn Robert Haskell, Canon to the Ordinary

Seconded by The Rev. Nigel W.D. Mumford, CTK Center, Greenwich

I am the rector of St. Mary's Church in Lake Luzerne where I live with my wife Shay, our daughter Abigail, and our son Avery. I have served on the Standing Committee since the Fall of 2008. I received my theological training at Wycliffe Hall, Oxford University, and I have a passion for the Healing Ministry. In addition to my parish duties, I am actively engaged with area churches in mission and outreach to our local community. I currently serve on the Board of the American Anglican Council, and I strongly support Bishop Love and the mission of our Diocese.

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The Rev. David K. Ousley

Nominated for Standing Committee

Nominated by The Rev. Cn. A. William Cooper, St. Thomas, Tupper Lake

Seconded by The Rev. David A. Sullivan, Good Shepherd, Elizabethtown

Rector St. James Church in AuSable Forks, NY, I was ordained a deacon June, 2002 and ordained a priest February, 2008. Married to Cheryl (44 years), we have three children, nine grandchildren and one great grandchild. In January 2005, I retired from Georgia-Pacific Corporation after 38.5 years, having worked in three manufacturing plants in three states in various management positions.

I have served on the Commission on Ministry for six years and served one year on the Standing Committee to complete the term of a member called to serve in a different ministry.

Sue Ellen Ruetsch

Nominated for Standing Committee

Nominated by The Very Rev. John Scott III, Calvary, Burnt Hills

Seconded by Marian Sive, Calvary, Burnt Hills

I have lived in the Diocese of Albany since 2000. I serve as Junior Warden at Calvary Church in Burnt Hills. I teach the adult lectionary Bible study and am a member of Daughters of the King. I have also served on the Alpha team and have co-led a Crown Financial Ministries group. In the diocese, I have been active in Cursillo, been Workshop Coordinator at the Diocesan Convention, served one full term on the Standing Committee and am a deputy to the General Convention. I have also served as mental health nurse for the Welcome Home Initiative.

The Very Rev. John L. Scott III

Nominated for Trustee

Nominated by The Rev. Ellen C. Neufeld, St. Luke's, Chatham

Seconded by The Rev. Scott A. Garno, St. Matthew's, Unadilla

The Very Rev. John L. Scott is the Rector of Calvary Church, Burnt Hills, New York and has been a member of the Diocese of Albany for over twenty years. In the past he has served the Diocese on the Board of Trustees, Diocesan Council, and the Standing Committee. Currently Father Scott is the Dean of the Upper Hudson Deanery and a Deputy to General Convention from the Diocese of Albany. Father Scott and his lovely wife Cynthia have four children and one grandchild.

The Rev. James Shevlin

Nominated for Trustee

Nominated by The Rev. Scott Garno, St. Matthew's, Unadilla

Seconded by The Rev. Roy VanDermark, St. Timothy's, Westford

Fr. Jim Shevlin is rector of St. Paul's Sidney, NY and St. Paul's Franklin, NY. He, his wife Jeanie and two of their children Eugene and Eve live in Sidney, NY. Fr. Jim was assigned to both churches in December 2003 as Deacon. In December 2004 he became Deacon Vicar was ordained to the priesthood and became rector in December 2007. Fr. Jim serves as Assistant Secretary of the Diocese and is a member of the Commission on Ministry. He is a life professed member of The Franciscan Community of the Holy Cross.

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Keith St. John

Nominated for Trustee

Nominated by Clair R. Touby, St. Luke's, Saranac Lake

Seconded by Ann Morgan, St. Luke's, Saranac Lake

Keith St. John, a "cradle Episcopalian" studied economics at Yale and Vassar; Public Policy at Harvard and Duke; and earned his law degree from the Cornell Law School. Keith's professional career includes stints with the Legal Aid Society, Albany Law School, and the Albany Public Defender's Office. Currently employed as Counsel to the NYS Senate, Keith is the recipient of numerous community service awards. and served on the Albany Common Council for 8 years. A Communicant of the Cathedral of All Saints, Keith served as vestryman at St. Peter's Albany, and junior warden at St. George's, Schenectady.

The Rev. Sandra L. Tatem

Nominated for Trustee

Nominated by The Rev. Dr. Harold D. Carrier, St. John's, Troy

Seconded by The Rev. Katherine Alonge-Coons, Grace Church, Waterford

Married to William; three children and two grandchildren.

Past parish: St. Andrew's, Albany. Served as Warden, Rector Search Committee, Altar Guild, LEM & LEV, initiator of Daughters of the King.

Past Diocesan Involvement: 8 years as Trustee; Member of Audit Committee & Capital Campaign Committee for the Spiritual Life Center; Consultant with parishes in Rector Searches and Stewardship Programs. Co-presenter at two Diocesan Conventions on "Church Wardens and Vestry". Two terms on the Great Chapter of the Cathedral. Ordained Vocational Deacon 6/10/06.

Current parish assignment: Vocational Deacon, St. John's, Troy, Chaplain – St. John's Daughters of the King Chapter.

The Rev. Susan Waldron

Nominated for the Cathedral Chapter

Nominated by The Rev. Paul J. Hartt, St. Peter's, Albany

Seconded by The Rev. William Strickland, Grace Church, Waterford

Sue Waldron, a native of the Capital District and graduate of SUNY Empire State College, worked as a computer programmer/analyst while discerning a call to the priesthood. Sue attended Nashotah House Theological Seminary graduating in May 2008 with the Master of Divinity. She was then ordained a transitional deacon and ordained a priest in December 2008. Sue serves as the Curate at St. Peter's, Albany (since July 2008). She is a member of the Daughters of the King and also serves on the Planning Committee for the Albany Crop Walk.

The Rev. Robert E. Witt, Jr.

Nominated for Standing Committee

Nominated by The Rev. Gary Norman, Zion Church, Morris

Seconded by The Rev. Douglas Blakelock, Zion Church, Morris

Father Witt, presently Rector of Zion Church, Morris, has been a priest of the Diocese of Albany for twenty-eight years. He has been Rector of Zion Church and Christ Church in Morris and Gilbertsville, Chaplain to Saint Margaret's House, New Hartford, and Priest-in-Charge of Grace Church, Mohawk. He has served eight years on Diocesan Council and ten years on the Stewardship Committee, eight as Chair.

Father Witt holds a Master of Sacred Theology in Ascetics and has a long history as spiritual director to laity, clergy, and aspiring clergy throughout the Diocese and elsewhere.

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Diocesan Salary and Benefits Committee Report

For June Convention 2009 of the Episcopal Diocese of Albany

Committee members:
The Rt. Rev. William Love – Ex Officio,
The Rev. Dr. S. Mudge, *Chair*,
J. Ecker,
The Rev. Cn. Robert Haskell,
Lay Cn. G. Marshall,
Mrs. S. Parker,
The Rev. O. Sodergren,
Elizabeth Strickland, *Consultant*

The Diocesan Salary and Benefits Committee offers the following report for your consideration. Please read the whole report as there may be several items that may be pertinent to you and your parish.

Recommendations:

- 1) Given the current economic climate in 2009, the standard clergy stipend schedule for 2010 essentially remains the same as in 2009, with the exception that there is an option to increase clergy salaries as individual circumstances permit in 2010.
- 2) The standard supply clergy compensation schedule remains the same for 2010 as in 2009, with an option to increase as circumstances permit.
- 3) The clergy salary/assessment reduction program of 2005 continues.

Observations regarding the recommendations:

The inflation figure used for Convention 2009 is an annual estimate to project clergy salaries in 2010, based on information available in 2009. The inflation rate projection released in January 2009, was a negative amount for most of 2009 with a rise to about 2% by the beginning of 2010.

The Church Pension Group (CPG) recommends that dioceses use the Cost of Living Index as the basis for increases. The CPG 2004 report states:

1) When calculating **salaries for clergy**, it is important to note that the diocesan-recommended stipends represent only cash remuneration for salary and bonus. Housing is not included. The suggested salary guideline for curates and other assisting priests is 2/3rds of the Rector's salary. The inflation projections are negative for most of 2009, and rise slightly to 2% for the beginning of 2010. Therefore, because it is particularly difficult to foresee what 2010 inflation will actually be like, it is recommended that parishes increase clergy salaries in 2010 as their circumstances warrant, above the minimum levels of the standard stipend schedule levels for 2009.

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The 2010 standard stipend schedule:

Categories:	1	2	3	4	5	6
2009 (3%)						
Maximum	\$30,941.47	\$37,916.78	\$43,167.76	\$46,548.74	\$51,787.70	\$59,653.82
Normative	\$28,981.96	\$34,780.19	\$38,796.72	\$42,902.76	\$48,783.58	\$54,106.85
Minimum	\$28,981.96	\$31,613.76	\$35,981.37	\$40,043.79	\$44,776.22	\$48,783.58
2010 (0%)						
Maximum	negotiable	negotiable	negotiable	negotiable	negotiable	negotiable
Normative	negotiable	negotiable	negotiable	negotiable	negotiable	negotiable
Minimum	\$28,981.96	\$31,613.76	\$35,981.37	\$40,043.79	\$44,776.22	\$48,783.58

The categories in the chart above for 2010 are:

- Category 1: average Sunday attendance under 90 and Parochial Report Box B income under \$66,000
- Category 2: average Sunday attendance 90 to 150 and Box B income \$66,000 to 98,999
- Category 3: average Sunday attendance 151 to 210 and Box B income \$99,000 to 131,999
- Category 4: average Sunday attendance 211 to 270 and Box B income \$132,000 to 164,999
- Category 5: average Sunday attendance 271 to 330 and Box B income \$165,000 to 197,999
- Category 6: average Sunday attendance over 330 and Box B income over \$197,999

In accordance with the mind of Diocesan Convention in 2006, if a parish has an attendance figure in one category and income in another, the overall category is the higher of the two. Example 1: if attendance is in category 1, but income is in category 2, then, the parish is in category 2. Example 2: if attendance is in category 2, but income is in category 4, then, the parish is in category 4.

As in the past, a vestry, or the vestries of a group of congregations served by one cleric unable to meet the minimum salary guidelines for their congregation(s), shall consult with the Bishop.

Members of the Salary and Benefits Committee are available to clergy and congregations to assist in the interpretation and implementation of these guidelines.

Parish income for 2010 is per **Box B of the most recent parochial report**: 2008. Because of changing parochial reports it is important to note that Box B is "Total Operating Revenues" only. What is included in (and excluded from) Box B is explained in the accompanying workbook for the Parochial Report in the section entitled "Stewardship and Financial Information," and this is available on-line in a pdf file, at: http://www.episcopalchurch.org/research_62344_ENG_HTML.htm?menupage=62342

Operating Revenues includes (but is not limited to) "compensation of clergy & lay staff, all expenses related to operating and insuring the building(s), expenses of the music program, church school, adult education programs, flowers and supplies for the altar, diocesan quota or assessment, and office expenses."

The following items are **included in Box B (they are considered operating revenues)**:

- Plate offerings, pledge payments, & regular support
- Income from investments/endowments, actually used for operations that year
- Other Operating Income, including unrestricted gifts and restricted gifts used for operations, and contributions from congregation's organizations
- Unrestricted bequests used for operations
- Assistance from diocese for operating budget

The following items are **not included in Box B (they are not considered operating revenues)**:

- Non-operating Revenues (Restricted/Designated)
- Capital Income and Expenses
- Capital funds, gifts and additions
- Additions to endowment, & other investment funds (endowments/investments that are not used for operations)

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Contributions & grants to congregation-based outreach & mission programs
Funds for transmittal to other organizations

2) **Recommended compensation for occasional supply clergy** (priests and deacons) in 2010:

\$100 for one Sunday service

\$115 for two Sunday services

\$75 for other liturgical services

\$75 per unit for pastoral or assigned responsibilities. A “unit” is a morning, an afternoon, or an evening.

Expenses are reimbursed at cost for meals, lodging, telephone, etc., and at IRS maximum approved rate for mileage. Because the IRS rate may change several times during the year, the guideline is the IRS maximum approved rate at the time that the person is compensated.

The supply rates above are the minimum recommended compensation for supply clergy.

Church Pension Group payments may apply for supply clergy, depending on the circumstances. Parishes may need to be mindful of possible pension contributions, considering such factors as the number of weeks that a particular supply clergy serves at a parish.

3) In **2001 Diocesan Convention** voted a resolution to encourage vestries to raise clergy salaries; this program was subsequently amended in 2005. The Salary and Benefits Committee recommends that there is sufficient benefit from the program that it should continue.

The 2005 program as voted by Convention is as follows:

The diocesan assessment schedule for each parish is amended to reduce parish assessable income by an amount equal to the excess of the clergy salary or salaries, as follows:

a) The difference above the norm up to the maximum for the particular parish in category 4, or

b) above the minimum level for the particular parish in categories 1 to 3, or

b) above the minimum level for the combined parish salaries of the clergy who receive a salary from at least two parishes in categories 1 to 3.

In the case where a cleric receives a salary from at least two parishes in categories 1 to 3, the assessment for each parish would be amended proportionally, in accordance with each parish’s respective contribution to the cleric’s combined salary from these parishes.

Aided parishes would not be eligible for this reduction linked to salaries while they are classified as aided parishes. Eligible parishes would qualify for this reduction linked to salaries if the parish is paying its diocesan assessment monthly.

The average Sunday attendance (ASA) and parochial income data would be taken from the Parochial Report data used to calculate the parish assessment for the same year. For example, the Clergy Compensation Incentive for 2006 will be based on the Parochial Report data for 2004 (year ending Dec. 31, 2004).

Aided funding for parishes from sources not part of the diocese or from foundations are not considered aid to a parish.

4) Among the **helpful resources for clergy and parishes** in this regard are several publications, which when used together are particularly helpful for Episcopal parishes in these sometimes complex matters:

Tax Guide For Episcopal Ministers & Churches (published yearly by the Church Pension Fund in New York City – the “Episcopalized” version of the next document in this list), and

The Church and Clergy Tax Guide (a publication covering many denominations, updated yearly by Richard Hammar, and published by Christian Ministry Resources, in Matthews, North Carolina).

Episcopal tax experts The Rev. Canon William Geisler (CPA) and John Chew (CPA) are available to help parishes, clergy, and their tax advisors with informational answers to tax questions. Canon Geisler may be reached at (877) 305-1414, and Mr. Chew may be reached at (877) 305-1415. The calls are toll-free.

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The Internal Revenue Service considers full-time and some part-time Episcopal clergy to be employees (except for Social Security purposes), and therefore, they are to receive W-2 forms.

There are several helpful IRS publications, which can help parishes and clergy sort through clergy compensation and other subjects, including:

[Tax Guide for Churches and Religious Organizations](#) (publication 1828)

[Social Security and Other Information for Members of the Clergy and Religious Workers](#) (publication 517).

Clergy, vestries, and tax advisors should be aware that clergy taxes and related payroll matters are in a unique and specialized tax field, and clergy tax matters include special aspects not found elsewhere.

The Salary and Benefits Committee recommends that an outside payroll service (such as Paychex) be engaged by each parish to handle parish payroll processing. Information about Paychex may be obtained by contacting the Treasurer of the Diocese.

The Salary and Benefits Committee recommends that parish lay employees and all clergy keep the Church Pension Fund informed of changes in their circumstances, as they occur.

5) There are several sources which may be helpful to consult when trying to find data for clergy.

A **Cost of Living Index** (CLI) measures differences in the price of goods and services, and allows for substitutions to other items as prices change. A **Consumer Price Index** (CPI) measures a price change for a constant market basket of goods and services from one period to the next within the same city (or in the nation).

The CPI is the most widely used measure of inflation and is sometimes viewed as an indicator of the effectiveness of government economic policy. It provides information about price changes in the Nation's economy to government, business, labor, and private citizens and is used by them as a guide to making economic decisions. In addition, the President, Congress, and the Federal Reserve Board use trends in the CPI to aid in formulating fiscal and monetary policies.

[In terms of the Diocese of Albany: from Pennsylvania and New Jersey up to Maine is the Northeast urban area; is the statistic referred to, for the Schenectady, Albany, Troy, and Glens Falls areas; There is an Albany-Schenectady-Troy, NY MSA (Metropolitan Statistical Area). Glens Falls is the other MSA listed for the Diocese of Albany]

The U. S. Department of Labor's **Occupational Classification System** (OCS) classifies clergy as code A176 [a category which excludes religious workers (A177) and Theology Teachers (A147)]. Code A176 is under the classification, "Social, Recreation, and Religious Workers," which is a sub-MOG of "Professional, Technical, Religious Workers," which is under Major Occupational Group A (MOG A).

Clergy in A176: "conduct religious worship and perform other spiritual functions associated with beliefs and practices of religious faith or denomination as delegated by ordinance, license, or other authorizations; provide spiritual and moral guidance and assistance to members. May be designated Priest, Minister, Pastor, Rabbi, Bishop, Curate, Preacher, Chaplain, Rector, Vicar, etc."

The 2002 **North American Industry Classification System** (NAICS 2002) data for religious organizations which employ clergy can be found under the general code 813000: "Religious, Grant making, Civic, Professional and Similar Organizations" (http://www.bls.gov/oes/current/naics2_81.htm). This category is found in "Sector 81 – Other Services (except Public Administration)." Religious Organizations are the specific code 813110. NAICS 813110 has replaced the SIC 8661 (Standard Industrial Classification Code 8661).

The Episcopal Diocese of Albany
Disciples Making Disciples

A Right to Human Identity

RESOLVED that the Diocese of Albany adopt the following statement: Personal history is a fundamental human right and knowledge of one's entire parentage should be assumed as part of a person's natural property. Be it further

RESOLVED that the Diocese of Albany adopt the following statement: That the NY State legislature be urged to establish procedures that would enable adoptees [upon reaching legal age] to secure current information regarding their historical heritage, medical history, and genetic derivation without the necessity of court action. Be it further

RESOLVED that the Diocese of Albany propose the two above resolutions to the next General Convention, with the second resolution written so as to cover all states.

EXPLANATION:

- 1) Adoptees in the United States are not necessarily granted knowledge of their parentage because state law in forty-eight states seals their original birth certificates. Records are sealed in New York State upon adoption.
- 2) There are no laws that protect the identity / history of the children born using artificial reproductive technology. Sperm donation, egg donation, embryo donation may not be disclosed to the children so conceived.
- 3) Similar concerns exist for children born of surrogacy parenting.
- 4) Theological grounds for knowledge of one's origins may be seen in scripture.
 - a) Old Testament scriptural testimony is structured around genealogical narratives.
 - b) The theological concept of adoption witnessed to by Paul incorporates knowledge of one's origins.
 - c) Jesus' birth narratives incorporate genealogies.
 - d) The concept of "fatherhood" is retained in the New Testament.
- 5) Church history has testified to the importance of "blood line" in canon law.
- 6) The theological concept that a person may become a "child of God" by the "will of God" does not negate other origin narratives, but fulfills them.
- 7) Narrative theology emphasizes the importance of the human narrative on personal and social levels. On the personal level, the narrative is related to healing and health.
- 8) The Episcopal Church has already declared in Resolution 1982-D082:
“Resolved, the House of Bishops concurring, That state legislatures be urged to establish procedures that would enable adoptees [upon reaching legal age] to secure current information regarding their historical heritage, medical history, and genetic derivation: (1) without the necessity of court action, and (2) with sufficient safeguards provided for the protection of all parties in the adoptive triangle--the adoptee, the adoptive parents, and the biological parents; and be it further Resolved, That every Diocese and Parish be encouraged to support such action in every state.”
- 9) Resolution 1982-D082 should be superseded in regard to item 2, which is vague.

The Episcopal Diocese of Albany
Disciples Making Disciples

Business Meeting Only Registration

Explanation:

Currently there are no options to attend just the business meeting. In these difficult economic times, many cannot afford the cost of convention as it is currently structured. Others simply prefer to attend the business portion only. The present system effectively disenfranchises these groups of people. Adding the option of attending just the business portion would ensure that all members of the Diocese would have equal access to and equal participation in the business of the Diocese. Every year, the Diocese could charge a nominal registration fee for this group of people

Future Conventions at the Cathedral of All Saints

Explanation:

Convention has not been held at the Cathedral of All Saints since 1998. Let us be mindful of the importance of the stewardship of our resources and use the cathedral for the business meeting and Convention Eucharist.

The Episcopal Diocese of Albany
Disciples Making Disciples

Diocesan Budget 2010 with
Budgets 2008 & 2009

	2008 Budget	2008 Actual	Act as % of Budget	2009 Budget	2010 Budget
REVENUES					
Assessments - current year ¹	\$1,462,239	\$1,206,483	83%	\$1,491,904	\$1,217,618
Assessments - prior year ²	7,500	64,069	854%	10,000	15,000
Endowment dividends - restricted	5,711	6,555	115%	6,586	5,539
Endowment dividends - unrestricted	43,973	43,696	99%	43,188	32,391
ADIT Fund redemptions	0	0	0%	0	0
Grant - Episcopal Charities of Albany ³	165,471	111,060	67%	152,109	105,000
Grant - Diocesan Development Fund ⁴	0	0	0%	0	0
Reimbursement of ADIT Expenses ⁵	102,723	80,158	78%	97,401	97,401
Reimbursement of ECA Expenses ⁵	61,029	62,800	103%	66,111	65,606
Bishop's Appeal ⁶	0	(14,543)	0%	0	0
Reimbursement Bldg Services - CAS Off/Apt	54,136	45,354	84%	57,838	51,211
Rent/Bldg Services - ECS Offices 116 S Lake	6,000	6,000	100%	6,000	6,000
Transfer to Reserves ⁷	(74,500)	0	0%	(52,000)	(61,250)
Interest income	2,800	3,260	116%	3,000	3,000
Gifts & Other	60,000	49,568	83%	60,000	90,000
TOTAL INCOME	\$1,897,082	\$1,664,460	88%	\$1,942,136	\$1,627,516
EXPENSES					
Aided Parishes ⁸	30,000	30,000	100%	30,000	30,000
Affiliated Institutions	355,850	355,850	100%	362,093	338,726
Cathedral	70,000	70,000	100%	70,000	70,000
Spiritual Life Center Ministries ⁹	285,850	285,850	100%	292,093	268,726

Footnotes

1. Anticipated payments based on Box A of parochial reports. Final assessment schedule to be approved at Dec. Diocesan Council Meeting.
2. 2009 assessment payments received after "books" are closed on/about 1/8/10.
3. ECA Grant for Albany Hospital Chaplain & Retired Clergy Health Insurance Supplement, pass through item: revenue = expense
4. This will be zero for foreseeable future.
5. ADIT and ECA reimburse diocese for personnel and/or admin expenses. Pass through; revenue = expenses
6. Bishop Appeal supports non-budget new initiatives and Bishop's Purse; pass through item.
7. Funds set aside for Bishop Search, Bldg Maint, Bishop Car, Gen Conv 2012, Lambeth 2018
8. Adirondack Mission
9. Includes funding for Youth Ministry and subsidy for Beaver Cross & SLC Operations

The Episcopal Diocese of Albany
Disciples Making Disciples

	2008 Budget	2008 Actual	Act as % of Budget	2009 Budget	2010 Budget
Diocese Operations	943,538	848,684	90%	1,022,006	857,034
Episcopate	249,665	160,111	64%	268,911	152,596
Stipend & Benefits	215,465	119,596	56%	234,711	119,596
Travel and Professional	34,200	29,845	87%	34,200	33,000
Lambeth Conference 2008	0	10,670	0%	0	0
Staff	460,516	479,602	104%	517,202	490,965
Stipends & Benefits ¹⁰	452,480	473,965	105%	509,002	482,965
Deployment Travel & Professional	3,000	1,879	63%	3,000	3,000
Travel and Training	5,036	3,758	75%	5,200	5,000
Diocesan Convention	41,960	31,106	74%	41,160	40,480
Convention	40,000	30,753	77%	40,000	40,000
Council	1,760	353	20%	960	480
Salary & Benefits Committee	200	0	0%	200	0
Commission on Ministry	3,532	13,018	369%	3,812	8,812
Property Expenses	97,283	103,475	106%	110,724	94,946
Insurance	32,664	17,361	53%	34,614	20,140
Maintenance	35,240	50,078	142%	39,305	35,000
Utilities & Supplies	29,380	36,037	123%	36,806	39,806
Standing Committee	2,240	575	26%	1,344	1,200
Support Services & Supplies	88,342	60,797	67%	78,853	68,035
Audit Fee ¹¹	30,800	9,380	30%	26,250	12,500
Small equipment	18,590	18,181	98%	18,000	17,500
Office Supplies & Postage	18,453	12,908	70%	19,100	16,235
Telephone & online services	7,500	6,211	83%	9,284	6,800
Actuarial Fees (clergy pension liability)	8,000	8,000	100%	0	8,000
Payroll Service	2,500	1,499	60%	3,187	2,000
Interest & Service charges	2,500	4,617	185%	3,032	5,000

Footnotes

10. Approx. \$136,613 is reimbursed by ADIT & ECA; approx. net cost: \$346,352; 11 positions (8.6 full time equivalents w/ 2.85 FTE reimbursed)

11. ADIT reimburses for their portion - 35% range

The Episcopal Diocese of Albany
Disciples Making Disciples

	2008 Budget	2008 Actual	Act as % of Budget	2009 Budget	2010 Budget
Diocesan Programs	392,317	275,415	70%	363,341	263,050
Chaplain - Albany Hospitals ³	93,051	61,079	66%	83,949	40,000
Christian Education	37,778	27,060	72%	35,299	10,000
Background Checks -staff positions	450	1345	299%	450	450
Clergy Conferences & Retreats ¹²	45,230	25,290	56%	35,464	27,000
Clergy Spiritual Direction	9,190	5,460	59%	9,565	7,500
Communications/Albany Episcopalian	57,615	47,165	82%	54,543	58,000
Congregational Leadership Development					
Parish Leadership Workshops	13,000	11,122	86%	13,000	10,000
Deacon Formation	11,247	4,611	41%	10,604	6,000
Deacon Council	2,100	241	11%	1,288	1,000
Deaf Ministry	2,900	2,933	101%	2,500	2,500
Demonstrated Growth	4,446	4,446	100%	9,541	1,639
Diocesan Advancement	0	0	0%	0	0
Episcopal Training Conferences ¹³	6,000	300	5%	6,000	3,000
Evangelism	8,620	645	7%	5,008	3,940
Finance Committee & Parish Audits	250	0	0%	0	0
General Convention	0	0	0%	0	0
Legal Fees	0	0	0%	0	0
Missions - overseas	20,620	20,101	97%	20,570	19,621
Retired Subsidies					
Health Ins - Clergy & Surviving Spouses ³	72,420	61,060	84%	68,160	65,000
Life Insurance - Clergy & Lay	2,400	2,358	98%	2,400	2,400
Stewardship	5,000	0	0%	5,000	5,000
Youth Ministry	0	200	0%	0	0
Extra-Diocesan	175,377	134,706	77%	164,697	138,706
National Assessment ¹⁴	174,077	134,110	77%	163,397	137,206
Provincial Assessment & Synod	500	596	119%	500	500
Capital District Ecumenical	500	0	0%	500	500
ECUSA Ecumenical	300	0	0%	300	500
TOTAL EXPENSES	1,897,082	1,644,655	87%	1,942,137	1,627,516
TOTAL REVENUE over EXPENDITURES	0	19,804		(1)	0

Footnotes

3. ECA Grant for Albany Hospital Chaplain & Retired Clergy Health Insurance Supplement, pass through item: revenue = expense

12. Includes Clergy, Clergy/Spouse, Clergy Wives, New Clergy Orientation, Priests and Deacons Retreats, Deans' and Deacon's Council Mtgs

13. Training conferences which the Bishop would like clergy/lay leaders to attend with him

14. Includes diocese tithe of its non-assessment revenue (\$16,715) and parishes' allocations of their assessments (\$120,491). These amounts change as parishes file their parochial reports and make their 2010 parish choice allocations in 4th qtr. 2009.

The Episcopal Diocese of Albany
Disciples Making Disciples

Reduced by 14.5% Standard Assessment

1. Calculate the standard assessment using the table below.
2. Multiply Standard Assessment amount by 85.5% (100% - 14.5% = 85.5%)

Standard Assessment Table

Assessable Income	Base Amount	Minimum Assessment	% of Amount over Base
0-19,999	0	0	11%
20,000-29,999	20,000	2200	12%
30,000-39,999	30,000	3400	13%
40,000-49,999	40,000	4700	14%
50,000-59,999	50,000	6100	15%
60,000-69,999	60,000	7600	16%
70,000-79,999	70,000	9200	17%
80,000-89,999	80,000	10900	18%
90,000-99,999	90,000	12700	19%
100,000-499,999	100,000	14,600	20%
500,000 -	500,000	20,000	20%

Example:

1. Calculate Standard Assessment:

- a. St. Swithin's in the Field has an assessable income of \$105,000
- b. Their base amount is \$100,000 and their minimum assessment is \$14,600
- c. Amount over base is "assessable income" minus "base amount":
$$\$105,000 - \$100,000 = \$5,000$$
- d. Multiply "amount over base" by "% of amount over base": $\$5,000 \times .20 = \$1,000$
- e. **Standard Assessment is sum of "base amount" plus "% of amount over base":**
$$\$14,600 + \$1,000 = \mathbf{\$15,600}$$

2. Calculate Reduced by 14.5% Standard Assessment

Multiply Standard Assessment amount by 85.5%: $\$15,600 \times 85.5 = \mathbf{\$13,338}$

The Episcopal Diocese of Albany
Disciples Making Disciples

Proposed Resolutions

Procedural Resolution:

Moved by The Ven. Dr. Harvey Huth
Seconded by The Rev. Joel Grigg

RESOLVED that the two standing microphones by the stage are the ones to be used by deputies during debate of a resolution. Those deputies in favor of a motion will line up to speak at the microphone to the left of the stage. Those deputies opposed to a motion will line up to speak at the microphone to the right of the stage. Debate will alternate between microphones.

During debate, each speaker will be allowed up to 2 minutes to speak to an issue, speaking to an issue only once for each motion on the respective resolution. Fr. Joel Grigg will be the official time keeper. No procedural motions will be allowed for the first 10 minutes of debate.

Proposed Resolution # 1:

Moved by The Rev. Mark H. Diebel
Seconded by The Rev. Mary R. White

RESOLVED that the Diocese of Albany adopt the following statement: Personal history is a fundamental human right and knowledge of one's entire parentage should be assumed as part of a person's natural property. Be it further

RESOLVED that the Diocese of Albany adopt the following statement: That the NY State legislature be urged to establish procedures that would enable adoptees [upon reaching legal age] to secure current information regarding their historical heritage, medical history, and genetic derivation without the necessity of court action. Be it further

RESOLVED that the Diocese of Albany propose the two above resolutions to the next General Convention, with the second resolution written so as to cover all states.

Proposed Resolution # 2:

Moved by Dennis Wisnom
Seconded by The Rev. Dr. James R. McDonald

RESOLVED that the Diocese of Albany adopt the following modifications to the registration practices for future conventions:

(1) That there be a registration option whereby convention attendees who wish to attend only the business meeting be allowed to do so; and,

(2) That those who only attend the business portion of convention be charged a nominal fee as determined annually by the Diocese.

The Episcopal Diocese of Albany
Disciples Making Disciples

Proposed Resolution # 3:

Moved by Dennis Wisnom
Seconded by The Rev. Dr. James R. McDonald

RESOLVED that future conventions be held at the Cathedral of All Saints.

Proposed Resolution # 4:

Moved by Paula A. Sippel
Seconded by The Rev. Mary R. White

RESOLVED that the Diocese of Albany shall hereby re-affirm its allegiance to, and loyal membership in Province II and to The Episcopal Church, and be it further,

RESOLVED that the Diocese of Albany recognizes the legislative authority of the 76th General Convention, and supports the governance of The Episcopal Church, and be it further,

RESOLVED that the Diocese shall take no actions that may jeopardize remaining fully in support of The Episcopal Church, including but not limited to declining to support the so-called *Bishop's Statement on the Polity of the Episcopal Church* promulgated by the Anglican Communion institute.

Proposed Resolution # 5:

Moved by The Rev. Cn. Robert Haskell
Seconded by The Rev. Joel T. Grigg

RESOLVED that the standard clergy stipend and clergy supply schedules remain unchanged for 2010 with an option to increase clergy stipends as individual circumstances permit, and that the clergy salary/assessment reduction program of 2005 continue.

Proposed Resolution # 6:

Moved by Sue Armstrong
Seconded by The Rev. William Tatem, Asst. Treasurer

RESOLVED that Diocesan of Albany Operations Budget 2010, as presented in this Convention Book, be adopted.

The Episcopal Diocese of Albany
Disciples Making Disciples

Proposed Resolution # 7:

Moved by Sue Armstrong

Seconded by The Rev. William Tatem, Asst. Treasurer

RESOLVED that the Reduced Standard Assessment Formula, as presented in the Convention Book, be used for calculating Parish Assessments for 2010.

Courtesy resolutions (will be read at Convention)

Moved by The Rev. Joel T. Grigg

Seconded by The Ven. Barbara A. Hanstine
