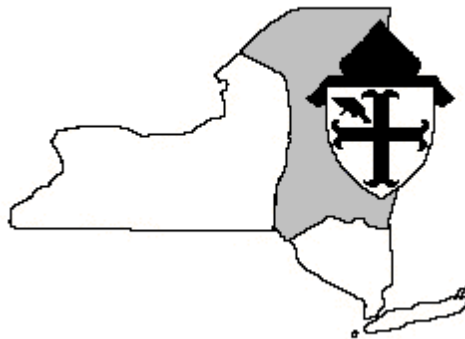


# Pre-Convention Book 2019



151<sup>st</sup> Annual Convention 2019

***Stand firm in the Holy Spirit  
striving together as one***

~Philippians 1:27

**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.

## Important Information about Voting at Convention 2019

**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, seating in the auditorium will be open seating (such as for the worship services).

**The First Business meeting, with voting, begins on Friday June 7 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 6:45 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 7:30 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 is 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.

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## Proposed Order of Business

1. Bp. Love calls the business session to order on Friday evening.
2. Credentialing report.
3. Introduction of Newly Ordained or Received Clergy
4. Bp. Love's Convention Address and the Introduction of Special Guests.
5. Secretary's Instructions to the Convention.
6. Proposed Order of Business.
7. Procedural Motion for Discussion of Resolutions.
8. Presidential appointments.

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9. Nomination and Election of the Secretary of the Diocese.
  10. Secretarial appointments.
  11. Nomination and Election of the Treasurer of the Diocese.
  12. Nomination and Election of the Assistant Treasurer of the Diocese.
  13. Deadline for filing main resolutions with the Secretary, except for courtesy resolutions.
  14. Received resolution(s) presented by title, and referral(s).
  15. Announcements by the Secretary pertaining to nominees and nominations from the floor.
  16. Plurality nominations.
  17. Vote-by-Orders nominations.
  18. Voting for plurality nominees begins.
  19. Voting for vote-by-orders nominees begins.
  20. Episcopal Appointments, to serve for the ensuing year.
  21. Reports/reports received by title. Committee reports will be presented as time permits.
  22. Announcement of Initial Election Results.
  23. Plenary Session
  24. Debate and Voting on Main Resolutions as received by the Secretary, in the order listed.
  25. Courtesy Resolutions.
  26. Adjournment at the end of the Youth Mass on Sunday.
-

## **Diocesan Organizations with Elective Offices**

**The Diocesan Council.** Diocesan Council is the “program agent with the Bishop and the Convention of the Diocese between meetings of the Convention.” Between conventions, the Council consults with the Bishop, who is the President of the Council, on budget and program matters to be presented to the Convention for the work of the Church in this Diocese. Representatives to Council should expect to be involved with the mission and goals of the Diocese. (Plurality vote)

**The Disciplinary Board.** The Disciplinary Board only meets if charges are brought against a Priest or Deacon of the Diocese. Members should be aware that they might be called upon to hear testimony and issue a decision in cases of alleged clergy misconduct. Both fairness and compassion are needed. Members of the Court should plan to meet with the Secretary of the Diocese at the Convention, after the election, to set a meeting date for the yearly election of the Disciplinary Board President. (Vote by orders)

**General Convention and Provincial Synod.** General Convention of the Episcopal Church is a gathering of deputies from all the dioceses of the Episcopal Church. The General Convention meets for about 9 days once every three years. The election of Deputies will take place at our 2019 Convention for General Convention in Baltimore, MD, in July 2021. Election of Provisional Deputies will take place at our 2020 Convention. The elected Deputies serve in the House of Deputies. Deputies and Provisional Deputies to General Convention also serve as delegates and alternates at the Provincial Synod for Province II. The Provincial Synod is a regional gathering of deputies from Province II, held in the same year as General Convention. Province II includes the Episcopal Dioceses of Albany and Central New York, and the Convocation of American Churches in Europe, Haiti, Long Island, New Jersey, New York, Newark, Rochester, Virgin Islands, and Western New York. (Vote by Orders)

**The Great Chapter of the Cathedral of All Saints.** The Chapter is the corporate body that governs the Cathedral of the Diocese of Albany. The members who are elected at each Convention become members of the Great Chapter. Members should expect to contribute their time and talent for the support of the Cathedral and its mission. The election of Chapter members is not a canonical requirement, but is held at Convention at the request of the Cathedral, which is a church in union with the Convention, in accordance with the Cathedral Charter. (Plurality vote)

**The Standing Committee.** The Standing Committee is primarily the Bishop’s Council of Advice. The duties of the Standing Committee may range from (but are not limited to) certain aspects of ordinations and consecrations to certain aspects of the sale or mortgage of church property. Members should have a broad knowledge of the Diocese of Albany and acquire at least a basic understanding of the role of the Standing Committee in the Canons of the General Convention, the Canons of the Diocese of Albany, and in the New York State Religious Corporations Law. (Vote by Orders)

**The Trustees of the Diocese.** The Trustees invest, manage, and control all the real and personal property of the Diocese, subject to the control and discretion of the Convention. They may also hold title to and act in a fiduciary capacity in other ways as well. Members should have some background in finance, investments, real estate, or building management and maintenance. (Plurality vote)

Overview of nominations on file with the Secretary of the Diocese  
as of 15 April 2019

**Offices to be filled by Plurality Voting:**

**The Great Cathedral Chapter**

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

The Rev. Matthew Stromberg

Jeffrey Hartt

**Convention Representative to Diocesan Council**

1 clergy office to be filled for a two-year term.

The Rev. Tom Malioneck

**Trustees of the Diocese**

2 offices (priest, deacon, and/or lay) to be filled, each for four-year terms.

The Very Rev. Neal Longe

The Very Rev. Dr. J. Nixon McMillan

**Offices to be filled by Votes by Orders:**

**The Disciplinary Board**

2 clerical (priest or deacon) and 1 lay offices to be filled each for three-year terms

The Rev. Paul Hartt  
The Rev. Jill Stellman

Sue Ellen Ruetsch

**General Convention Deputy**

4 priest and 4 lay offices to be filled for three-year terms

The Rev. Kathy Alonge-Coons  
The Rev. Scott Garno  
The Rev. Laurie Garramone  
The Ven. Dr. Leander Harding  
The Rev. N. Bradley Jones  
The Rev. Jill Stellman

Sarah Garno  
Martha Hasslacher  
Mary Jones  
Sue Ellen Ruetsch

**The Standing Committee**

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

The Rev. Kathy Alonge-Coons  
The Very Rev. David Ousley

Teresa Mumby  
Janet Papa

## Nominees for Elective Office

*Original documents on file with the Secretary of Convention*

### **THE REV. KATHY ALONGE-COONS**

#### **Nominated for General Convention Deputy**

Nominated by The Rev. Cn. Robert Haskell

Seconded by The Rev. Denise Moore

#### **Nominated for Standing Committee Member**

Nominated by The Rev. Cn. Robert Haskell

Seconded by Helen DeLaMater, Grace Church,  
Waterford

Reverend Katherine G. Alonge-Coons (Mother Kathy Coons) – a graduate of St Bernard’s School of Theology and Ministry (MDiv), SUNYA School of Social Welfare (MSW), Siena College (BA Sociology). A Bi-vocational priest at Grace Church, Waterford, N.Y.; and Commissioner of Mental Health in Rensselaer County NY. Active in the Albany Episcopal Cursillo ministry, EDOA Standing Committee, and served as a Deputy to General Convention in 2018. She is married to Earl Coons since 1982 and resides in Troy, NY. The couple has two adult daughters: Melissa and Grace.

### **SARAH GARNO**

#### **Nominated for General Convention Deputy**

Nominated by Christopher Cassidy, St. Stephen’s Church, Delmar

Seconded by The Rev. Justine M. Guernsey

Sarah Garno is a member of St. Stephen’s, Delmar, and the wife of Fr. Scott Garno, the rector. She is a school librarian. Sarah is a cradle-Episcopalian and has served in many different capacities: Member of the DoK, Treasurer of ECW, Sunday School teacher, choir member and Cursillista. She has attended General Convention many times – as a volunteer, as a support to our deputation for two Conventions in which her husband was a deputy, and in 2015 and 2018 as a Provisional who served as Deputy. Sarah and Fr. Scott have four children: Josiah (with the Lord), Samuel, Maria, and Tobias.

### **THE REV. SCOTT GARNO**

#### **Nominated for General Convention Deputy**

Nominated by The Very Rev. David Ousley

Seconded by The Very Rev. Derik Roy

Fr. Scott Garno has been a priest in the diocese for almost 13 years and currently serves as rector of St. Stephen’s, Delmar. He is serving his second term as a member of the Standing Committee. He represented the diocese at General Convention five times; most recently as Chair. In the fall of 2018, Fr. Garno was appointed to the Episcopal Church’s Taskforce on Communion Across Difference in Fall 2018. He is a Diocesan Spiritual Director for Cursillo and an instructor for Deacon School. Fr. Scott is married to Sarah (16 years) and they have four children: Josiah (with the Lord), Samuel, Maria, and Tobias.

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**THE REV. LAURIE M. GARRAMONE**

**Nominated for General Convention Deputy**

Nominated by The Rev. Thomas Papazoglakis

Seconded by The Rev. William Pearson

Rev. Laurie Garramone is the Rector of St. John's Church in Johnstown, NY where she has served for nine years. Currently she is a member of the Diocesan Council, and a contributor to the Albany Episcopalian. She is a former member of the Disciplinary Board, and was the Diocesan Christian Education Coordinator for several years. She has coordinated retreats, been a member of the Albany Diocese Summer Madness mission team, and presented several diocesan seminars and workshops. She is married to the Rev. Alistair Morrison and is the (very) blessed mother of Alex and Christian Rohr.

**THE VEN. DR. LEANDER HARDING**

Nominated for General Convention Deputy

Nominated by The Rev. Canon Robert Haskell

Seconded by The Ven. Dr. Harvey Huth

Father Leander S. Harding began serving as the 21st Dean of the Cathedral of All Saints on Palm Sunday in 2017. Dean Harding has over 35 years of experience in ordained leadership. He holds a B.A. from New College in Sarasota, FL and an M.Div, cum laude from Andover Newton Theological School in Newton Centre, MA. He earned a Ph.D. from Boston College in Pastoral Theology. He has been the rector of rural, suburban and urban parishes and was for eight years Associate Professor of Pastoral Theology and Dean of Seminary Advancement at Trinity School for Ministry in Ambridge, PA. He has a background in business and was awarded a scholarship for advanced management training by the W. Edward Deming foundation. He is the author of four books including, *In the Breaking of the Bread*, a book of meditations on the Eucharist in Anglican perspective. He assists the Bishop as one of the Archdeacons of the Diocese.

**JEFFREY HARTT**

**Nominated for Great Cathedral Chapter Member**

Nominated by The Rev. Susan Waldron

Seconded by The Rev. Canon Robert Haskell

Jeffrey Hartt has been a member of St. Peter's Church, Albany, for almost 15 years. She is a current member of the Great Cathedral Chapter filling out an unexpired term. Jeffrey is married to The Rev. Paul Hartt and mother of Samuel Hartt, recent Sienna College graduate. Jeffrey is a landscape architect by profession and a dedicated volunteer/mentor to young children through an Albany reading advocacy program.



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**THE REV. PAUL HARTT**

**Nominated for Disciplinary Board Member**

Nominated by The Rev. Susan Waldron

Seconded by The Rev. Denise Moore

The Rev. Paul J. Hartt has served as Rector of Saint Peter's, Albany since November 2004. 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 member and past President of the Standing Committee. Fr. Hartt is married to Celia "Jeffrey" Hartt and they have a son, Samuel.

**MARTHA HASSLACHER**

**Nominated for General Convention Deputy**

Nominated by The Rev. Daniel Jones

Seconded by The Rev. Mark Chesnut

Maggie has lived and worshipped in the Diocese of Albany most of her life. She was privileged to serve as a delegate to General Convention for the people of the diocese in 2018 and if elected would be honored to serve in this way again.

**THE REV. N. BRADLEY JONES**

Nominated for General Convention Deputy

Nominated by The Ven. Dr. Leander Harding

Seconded by The Rev. Mark Chesnut

Rector of Christ Church, Schenectady, since September of '98. Member of Ecclesiastical Trial Court of this diocese 1999-2005; 2006-2011, Presiding Judge 2007-2011. President of Disciplinary Board 2011-2018. Serving on Episcopal Charities of Albany board since 2015 and Standing Committee since 2017. Served on boards of Alpha Pregnancy Care Center (2004-07) and NOEL/Anglicans for Life (1996-2008). Attended General Convention 2018 as a Provisional Deputy and married to Mary who served as Lay Deputy to GC 2018. If elected, I would be honored to serve God and to represent our diocese at the upcoming General Convention.

**MARY JONES**

Nominated for General Convention Deputy

Nominated by The Rev. N. Bradley Jones

Seconded by The Rev. Elizabeth Papazoglakis

I am the wife of The Rev. Brad Jones, rector of Christ Church, Schenectady, where we have served for the last 20 years. We are blessed with seven children. I have been called and equipped in healing, prayer, and teaching ministry as part of the mission of this diocese; sharing the transforming power of the Gospel of Jesus Christ. I served as a deputy at the 2018 General Convention, and am a member of the Diocesan Disciplinary Board. I served most recently on the staff of the latest Women's Cursillo.

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**THE VERY REV. NEAL LONGE**

**Nominated for Trustee of the Diocese**

Nominated by The Very Rev. Dr. J. Nixon McMillan

Seconded by The Rev. Scott Garno

Fr. Neal Longe currently serves as Rector of St. Ann's, Amsterdam. He began his ministry there in 2012. Fr. Neal and his wife Lisa have been married for fourteen years and have two children, Maria and Noah. Fr. Neal is finishing his first term as a Trustee of the Diocese and has served as Secretary for the Trustees for the last four years. He also serves as Dean of the Western Mohawk Deanery, a member of the advisory board for Christ the King Center, and Priest-in-charge for St. Peter's by the Lake Summer Chapel in Old Forge.

**THE REV. TOM MALIONEK**

**Nominated for Convention Rep to Diocesan Council**

Nominated by The Rev. John Cairns

Seconded by The Rev. Elizabeth Papazoglakis

The Rev. Tom Malionek is rector of Saint Paul's, Kinderhook. Along with preaching, teaching, administering the sacraments, and pastoral care there, he has served as Convention representative to Diocesan Council, on the Commission on Ministry, on the Great Chapter of the Cathedral, and as Diocesan Vocations Director. He and the Rev. Cn. Judith Malionek have two grown children.

**THE VERY REV. DR. J. NIXON MCMILLAN**

**Nominated for Trustee of the Diocese**

Nominated by The Rev. Anne Curtin

Seconded by The Rev. Mark Chesnut

The Very Rev. Dr. J. Nixon McMillan became canonically resident in the Diocese of Albany on November 1, 2009. Fr. McMillan is the Rector of St. Paul's in Albany, and the Dean of the Metropolitan Deanery. He was a Trustee of the Diocese of Albany from 2010-2018. Following a fallow year, he is now eligible to stand for election. As well, Nixon is Chair of the Committee on Church Architecture and the Arts of the Diocese, a member of the Disciplinary Board, and a member of the Commission on Recovery.

**TERESA H. MUMBY**

**Nominated for Standing Committee Member**

Nominated by Meaghan Keegan, St. Paul's Church, Greenwich

Seconded by Sherry B. Pruiksma, St. Paul's Church, Greenwich

Terry Mumby is an active member of St. Paul's Church in Greenwich, where she has lived for 18 years. She has served as the business administrator for the past 8 years, and has been a delegate from St. Paul's to several diocesan conventions. Terry brings extensive experience in Business

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and Finance Management and Computer Information Systems. She has worked in both the public and private sectors and is currently a small business owner in Greenwich.

**THE VERY REV. DAVID K. OUSLEY**

**Nominated for Standing Committee Member**

Nominated by The Rev. Scott Garno

Seconded by The Rev. Elizabeth Papazoglakis

Fr. David Ousley grew up in the Episcopal Church, worshiping and serving in the Diocese of Olympia, the Diocese of Arkansas and truly is blessed to now live and serve in the Diocese of Albany. He is currently the Interim Priest in Charge at Trinity Church, Plattsburgh. Fr. Ousley has served as a member of the Commission on Ministry, as Director of Vocations and has just completed a 3-year term on the Standing Committee. He and his wife, Cheryl, have 3 children, 9 grandchildren and 3 great grandchildren.

**JANET M. PAPA**

**Nominated for Standing Committee Member**

Nominated by The Rev. N. Bradley Jones

Seconded by The Rev. Scott Garno

Janet Papa was born in 1953, baptized and confirmed Episcopalian. She is married to Tony Papa and has two married sons and five grandchildren. She is a faithful member of the Church of Messiah in Glens Falls and currently services on vestry. She is involved in various ministries and bible studies in the Church and is a lifetime member and currently serving as the first vice president of the national Order of the Daughters of the King. After 30 years in a law firm, Janet retired in 2015. She has been attending the Albany Diocesan Conventions since 1999.

**SUE ELLEN RUETSCH**

**Nominated for Disciplinary Board Member**

Nominated by The Rev. Tom Malioneck

Seconded by The Rev. Cn. Robert Haskell

**Nominated for Deputy to General Convention**

Nominated by Judith Sweet, Calvary Church,  
Burnt Hills

Seconded by The Rev. Laurie Bartlett

Sue Ellen Ruetsch's home parish is Calvary, Burnt Hills, where she has served on an Alpha team, the Stewardship Committee, Vestry, and as a Sunday School teacher and Director of Christian Education and Formation. In the Diocese, she has been involved in Cursillo, Healing a Woman's Soul, The Welcome Home Initiative and the Dash project. She has represented the Diocese at the General Convention three times, served on the Standing Committee as a lay member, secretary and president and also serves on the Episcopal Charities Board. Sue Ellen is a retired Registered Nurse.

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**THE REV. JILL STELLMAN**

**Nominated for Disciplinary Board  
Member**

Nominated by James P. Skinner, Christ  
Church, Herkimer  
Seconded by Rhyonnon Dunn, St. John's  
Church, Richfield Springs

**Nominated for Deputy to General  
Convention**

Nominated by Michael L. Marmett, St. John's  
Church, Richfield Springs  
Seconded by Stanley Miller, Christ Church,  
Herkimer

Mtr. Jill currently serves as Priest-in-Charge at Christ Church in Herkimer and St. John's in Richfield Springs. She has served at Christ Church since December of 2013 and St. John's since December of 2016. Prior to accepting those calls, she was an Assisting Priest at the Cathedral of All Saints. She has served on the Disciplinary Board six years. She attended the General Convention in 2015 as a Provisional Deputy, and served as a Deputy to General Convention in 2018. She has been a member of the Diocese since 2004. She is also a full-time Software Engineer for a government contractor.

**THE REV. MATTHEW STROMBERG**

**Nominated for The Great Cathedral Chapter**

Nominated by The Rev. Tom Malionek  
Seconded by The Rev. John Cairns

Fr. Matthew Stromberg is the rector of historic Saint George's Episcopal Church located in the Stockade district of Schenectady, NY. He is the husband of April Woods Stromberg and the father of Helen (age 6) and Isaac (age 4). Fr. Stromberg earned his Masters of Divinity from Trinity School for Ministry in May of 2014. He was ordained as a deacon in this diocese and began serving as the curate of Christ Church Cooperstown where he was ordained as a priest in December of that same year. His ministry at St. George's began in August of 2016.

## Reports to the Convention

### Diocesan Salary and Benefits Committee Report

To the Convention June 2019

Committee Members

The Right Rev. William H. Love - ex officio

The Rev. William Tatem - Chair

The Rev. Canon Robert Haskell

The Rev. Elizabeth Papazoglakis

The Rev. David Sullivan

Martha Hasslacher

The guidelines here are the minimum suggested stipend for 2020 for priests serving parishes in the Diocese of Albany. **There is nothing to prevent congregations from providing compensation and benefits higher than those suggested.** Indeed, the salary and benefits committee is aware that in some circumstances, the minimum suggested amount may not be adequate. Each congregation is urged to review their compensation package in light of their circumstances and the clergy's needs.

#### 1.) Clergy compensation and benefits

During 2018, the Northeast Region Consumer Price Index (Unadjusted) rose approximately 1.7%. Social Security benefits, surrounding Diocese and Episcopal Church data were also considered. This Committee recommends that vestries increase their priest's stipend by 2.0% for 2020. The following table shows the recommended minimum and normative stipends for parishes of different income levels to pay their priest in 2020.

It is important to note that the diocesan-recommended stipends represent only the cash salary paid to priests. Housing, Self-Employment Contributions Act (SECA), health insurance, Church Pension payments and travel expense reimbursement are not included. The suggested minimum stipend guideline for full-time curates and other full-time assisting priests is two thirds of the rector's stipend. The stipend for part-time priests should be proportionate to the time they spend working for the parish.

2020 STIPEND SCHEDULE						
CATEGORIES:	1	2	3	4	5	6
NORMATIVE	\$35,300	\$40,980	\$45,680	\$50,550	\$57,480	\$63,750
MINIMUM	\$34,150	\$37,245	\$42,400	\$47,180	\$52,760	\$57,480

The categories for the chart above are as follows:

Category 1: Parochial report Box 7-B income under \$89,999

Category 2: Parochial report Box 7-B income \$90,000 - \$109,999

Category 3: Parochial report Box 7-B income \$110,000 - \$149,999

Category 4: Parochial report Box 7-B income \$150,000 - \$189,999

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Category 5: Parochial report Box 7-B income \$190,000- \$249,999

Category 6: Parochial report Box 7-B income Greater than \$250,000

Please note that "Box 7-B" is "Total Operating Revenues" only. What is included and excluded from this box is explained in the accompanying workbook for the Parochial Report in the section entitled *Stewardship and Financial Information* and is available online at:

<https://www.episcopalchurch.org/> Search for "Parochial Report"

As in the past, if a vestry, or vestries of a group of congregations served by one priest, is unable to meet the minimum stipendiary guidelines they shall consult with the Bishop.

## **2.) SECA Payments**

The Diocesan recommended standard for parishes is that a minimum of one half of the Self Employment Contributions Act (SECA) payments be paid by the parish to the clergy.

## **3.) Minimum recommended compensation for supply clergy (priests and deacons).**

\$130 for one Sunday service

\$155 for two Sunday services on the same day

\$100 for other liturgical services

\$80 per unit for pastoral or other assigned responsibilities. A unit is a morning, an afternoon or an evening.

Expenses are reimbursed at cost for meals, lodging, parking, etc. and at the IRS maximum approved rate for mileage. The mileage rate changes every six months. Please go to this address to find the latest rate:

<https://www.irs.gov/> Search for mileage rates

## **4.) Church Pension Group**

Church Pension Group payments may apply for supply clergy depending on the circumstances. Laypersons scheduled to work more than 20 hours a week, or 1000 hours a year, for a church should be enrolled with the Church Pension Fund.

## **3.) Health Insurance**

Clergy and family health insurance continues to be part of all clergy compensation packages of the Diocese of Albany. Laypersons scheduled to work more than 30 hours a week, or 1500 hours a year, should be enrolled on parity with the clergy.

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2020 Budget	2018 Budget	2018 Revised	2018 Actual un- audited	2019 Budget	2019 Revised	2020 Budget	2020 Footnotes
<b>REVENUES</b>							
<b>Assessments - Current Year</b>	<b>1,326,894</b>	<b>1,298,740</b>	<b>1,259,100</b>	<b>1,308,124</b>	<b>1,269,650</b>	<b>1,286,498</b>	
Diocesan Operations	1,105,972	1,103,929	1,070,236	1,116,352	1,078,837	1,093,930	
Parish Choice - The Episcopal Church	106,489	99,931	95,928	101,391	87,331	91,477	See footnote 1
Parish Choice - Missions	13,228	8,790	7,738	10,372	10,148	8,666	See footnote 1
Parish Choice - Christ the King Center	13,309	11,577	13,251	10,286	18,211	16,913	See footnote 1
Parish Choice - Cathedral of All Saints	6,682	2,595	2,972	3,833	3,922	3,282	See footnote 1
Parish Choice - Oaks of Righteousness	16,787	20,337	19,658	20,786	19,652	20,341	See footnote 1
Parish Choice - Diocesan Youth Ministry	16,804	14,315	15,311	7,740	19,017	16,317	See footnote 1
Parish Choice - Diocesan Initiative	47,623	37,266	34,006	37,364	32,532	35,572	See footnote 1
Assessments - prior year	3,000	13,651	13,869	10,000	10,000	10,000	
Endowment dividends - restricted	9,000	9,000	7,591	8,500	8,500	7,500	
Endowment dividends - unrestricted	29,800	29,800	29,805	29,800	24,800	24,800	
Reimbursement of ADIT Expenses	0	117,032	113,198	122,135	120,241	125,094	See footnote 2
Reimbursement for Services -CTK	0	0	0	25,000	25,000	25,000	
Reimbursement of ECA Expenses	70,031	72,390	70,000	74,942	75,654	78,501	See footnote 2
Reimbursement Bldg Services Cathedral Offices & Apts	26,869	27,243	26,869	25,000	25,000	25,000	See footnote 3
Gifts & Other Income	112,000	80,000	110,236	80,000	80,000	80,000	
Transfers to Undesignated Reserves	(27,000)		0		0		
Transfers from Undesignated Reserves	0		0		0		
Transfer from Designated Reserves	43,000	43,000	30,805		0		See footnote 4
Transfer to Designated Reserves	(85,000)	(80,000)	(107,563)	(80,000)	(80,000)	(80,000)	See footnote 5
<b>TOTAL INCOME</b>	<b>1,508,594</b>	<b>1,610,856</b>	<b>1,553,909</b>	<b>1,603,501</b>	<b>1,558,845</b>	<b>1,582,393</b>	

**Footnotes**

1. Based on Parish Choice elections for 2019; will change as additional 2018 parochial reports are filed, and will change when 2020 Parish Choice Elections are filed.
2. Reimbursement to Diocese for provided services. Pass through; revenue = expenses
3. Estimate; to be reviewed in 4th Qtr 2019.
4. Funds set aside in designated reserves that are used in the current year.
5. Funds set aside for Bishop Search, Building Maintenance, Bishop Car, Plant-Property-Equip

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<b>2020 Budget</b>	<b>2018 Budget</b>	<b>2018 Revised</b>	<b>2018 Actual un- audited</b>	<b>2019 Budget</b>	<b>2019 Revised</b>	<b>2020 Budget</b>	<b>2020 Footnotes</b>
<b>Adirondack Mission</b>	<b>30,000</b>	<b>30,000</b>	<b>30,000</b>	<b>30,000</b>	<b>30,000</b>	<b>20,000</b>	
<b>Affiliated Institutions</b>	<b>373,991</b>	<b>370,800</b>	<b>370,223</b>	<b>368,119</b>	<b>376,133</b>	<b>374,195</b>	
Cathedral of All Saints	70,000	70,000	70,000	70,000	80,000	80,000	Total Grant & Supplement
Cathedral of All Saints Parish Choice	6,682	2,595	2,972	3,833	3,922	3,282	See footnote 1
Cathedral of All Saints Supplementary Grant	10,000	10,000	10,000	10,000	0	0	
Christ the King Center Ministries	274,000	274,000	274,000	274,000	274,000	274,000	See footnote 6
Christ the King Center Parish Choice	13,309	14,205	13,251	10,286	18,211	16,913	See footnote 1
<b>Diocese Operations</b>	<b>820,586</b>	<b>939,852</b>	<b>942,255</b>	<b>969,651</b>	<b>953,849</b>	<b>955,454</b>	
<b>Episcopate</b>	<b>146,500</b>	<b>144,500</b>	<b>143,108</b>	<b>144,500</b>	<b>144,500</b>	<b>145,500</b>	
Stipend & Benefits	120,000	120,000	119,454	120,000	120,000	120,000	
Travel and Professional Bp Love	25,500	23,500	22,427	23,500	24,000	25,000	
Travel and Professional Bp Herzog	1,000	1,000	1,227	1,000	500	500	
<b>Staff</b>	<b>488,454</b>	<b>568,498</b>	<b>568,992</b>	<b>584,715</b>	<b>568,324</b>	<b>566,092</b>	
Stipends & Benefits	466,204	546,248	548,322	561,215	452,333	444,498	See footnote 7
Travel, Training, Professional	12,250	12,250	10,670	13,500	12,750	14,500	
Archdeacon Support	10,000	10,000	10,000	10,000	10,000	10,000	See footnote 8
ADIT Personnel Expenses	0	0	0	93,241	93,241	97,094	See footnote 2
<b>Diocesan Convention</b>	<b>34,600</b>	<b>34,600</b>	<b>45,676</b>	<b>31,700</b>	<b>31,000</b>	<b>35,700</b>	
Convention	33,000	33,000	44,881	30,000	30,000	34,000	
Council	1,600	1,600	795	1,700	1,000	1,700	
<b>Commission on Ministry</b>	<b>4,800</b>	<b>3,800</b>	<b>5,791</b>	<b>3,800</b>	<b>4,500</b>	<b>4,800</b>	

**Footnotes**

6. Supports Beaver Cross; Diocesan Youth Ministry; Youth Rally at Convention; Program & Activities
7. 9 Positions - Full Time Equivalent is 7.4; 1.75 FTE are reimbursed (approximately \$175,595)
8. Funds to Cathedral of All Saints & Trinity Church, Potsdam to offset expenses incurred by Archdeacons Harding & Brown, respectively.



The Episcopal Diocese of Albany  
Disciples Making Disciples

2020 Budget	2018 Budget	2018 Revised	2018 Actual un- audited	2019 Budget	2019 Revised	2020 Budget	2020 Footnotes
<b>Property Expenses</b>	<b>76,832</b>	<b>87,904</b>	<b>86,836</b>	<b>96,936</b>	<b>98,525</b>	<b>102,662</b>	
Insurance	24,832	27,820	28,528	29,768	30,525	32,662	
Maintenance	26,000	30,000	33,885	32,000	32,000	34,000	
Utilities & Supplies	26,000	25,500	24,423	26,000	26,000	26,000	
DDF Loan Repayment		4,584	0	9,168	10,000	10,000	See footnote 9
<b>Standing Committee</b>	<b>1,100</b>	<b>1,100</b>	<b>2,341</b>	<b>1,000</b>	<b>1,000</b>	<b>1,300</b>	
<b>Support Services &amp; Supplies</b>	<b>68,300</b>	<b>99,450</b>	<b>89,510</b>	<b>107,000</b>	<b>106,000</b>	<b>99,400</b>	
Audit Fee	9,000	11,450	7,960	13,500	13,500	9,000	
Small equipment	11,000	11,000	7,149	11,000	11,000	10,000	
Office Supplies & Postage	14,500	14,500	8,043	15,000	15,000	12,000	
Telephone & online services	24,000	23,500	23,677	24,500	24,500	25,000	
Information Technology (IT)	3,300	1,000	277	1,000	1,000	1,000	
Payroll Service	1,500	3,000	3,463	5,000	5,000	5,200	
ADIT Administrative supplies and audit	0	28,000	24,165	30,000	27,000	28,000	
Development Expenses			6,756	0	0	0	
Interest & Service charges	5,000	7,000	8,020	7,000	9,000	9,200	
<b>Diocesan Programs</b>	<b>191,319</b>	<b>191,746</b>	<b>165,436</b>	<b>146,948</b>	<b>159,517</b>	<b>160,174</b>	
Christian Education	2,000	1,500	213	1,000	1,000	1,000	
Clergy Conferences & Retreats	24,500	22,250	23,337	23,000	26,000	27,250	See footnote 10
Clergy Spiritual Direction	6,000	5,200	4,358	5,500	5,500	5,500	
Communications/Albany Episcopalian	47,500	54,000	42,703	55,000	55,000	57,000	
Parish Leadership Conferences	14,500	14,654	14,699	16,000	16,000	16,750	
Deacon Formation	500	500	200	600	600	600	
Deacon Council	200	200	0	200	200	200	
Oaks of Righteousness Parish Choice	16,787	20,337	19,658	20,786	19,652	20,341	
Episcopal Training Conferences	3,000	3,000	1,103	3,000	3,000	3,000	See footnote 11
General Convention	43,000	43,000	30,444	0	0	0	
Legal Fees	0	0	0	0	0	0	See footnote 12
Missions Committee Parish Choice	13,228	8,790	11,200	10,372	10,148	8,666	See footnote 1
Retired Subsidies							
Retired Surviving Spouse Health Subsidy	0	1,800	1,491	1,950	1,600	1,700	
Retired Lay Staff Life Insurance Subsidy	800	700	717	800	800	850	
Stewardship	2,500	1,500	0	1,000	1,000	1,000	
Youth Ministry Parish Choice	16,804	14,315	15,311	7,740	19,017	16,317	See footnote 1

**Footnotes**

9. This is loan to build addition onto original Admin Building. This is 20 year no interest loan. This is a capital expense that we take out of our operating revenue.

10. Includes Clergy, Clergy/Spouse, Clergy Wives, New Clergy Orientation, Priests, Deacons Retreats, & Deans Meetings.

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

12. Primarily for Title IV proceedings, funds for Title IV are in designated reserves.

The Episcopal Diocese of Albany  
Disciples Making Disciples

<b>2020 Budget</b>	<b>2018 Budget</b>	<b>2018 Revised</b>	<b>2018 Actual un- audited</b>	<b>2019 Budget</b>	<b>2019 Revised</b>	<b>2020 Budget</b>	<b>2020 Footnotes</b>
<b>Extra-Diocesan</b>	<b>117,141</b>	<b>115,517</b>	<b>102,435</b>	<b>112,983</b>	<b>94,997</b>	<b>104,451</b>	
DFMS Assessment	111,893	111,893	101,470	107,557	93,497	99,951	See footnote 13
Provincial Assessment & Synod	4,248	2,124	465	3,926	0	3,000	
Capital District Ecumenical	500	1,000	500	1,000	1,000	1,000	
ECUSA Ecumenical	500	500	0	500	500	500	
<b>TOTAL EXPENSES</b>	<b>1,533,037</b>	<b>1,647,915</b>	<b>1,610,349</b>	<b>1,627,701</b>	<b>1,614,496</b>	<b>1,614,274</b>	
<b>TOTAL REVENUE over EXPENDITURES</b>	<b>(24,443)</b>	<b>(37,059)</b>	<b>(56,440)</b>	<b>(24,200)</b>	<b>(55,651)</b>	<b>(31,881)</b>	

**Footnotes**

13. Includes Diocesan Tithe of \$8,474 plus estimated Parish Choice elections for DFMS. Will change once Parish Choice Elections filed in the 4th Quarter of 2019.

## Calculation of 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**

<b>Assessable Income</b>	<b>Base Amount</b>	<b>Minimum Assessment</b>	<b>% of Amount over Base</b>
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%

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### **Example:**

#### Calculation of Standard Assessment:

1. St Swithin's in the Field has an assessable income of \$105,000
2. Their base amount is \$100,00 and their minimum assessment is \$14,600
3. Multiply amount over "base amount" by " % of amount over base":  
$$\$105,000 - \$100,000 = \$5,000 \text{ and } \$5,000 \times .20 = \$1,000$$
4. Standard Assessment is sum of "base amount" plus " % of amount over base":  
$$\$14,600 + \$1,000 = \$15,600$$

### **Calculation of Reduced by 14.5% Standard Assessment**

Multiply Standard Assessment amount by 85.5% (100% - 14.5% = 85.5%)

$$\mathbf{\$15,600 \times 85.5 = \$13,338}$$

## **Proposed Resolutions**

### **Procedural Resolution**

Moved by The Rev. Marian Sive  
Seconded by The Very Rev. David Ousley

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. David Ousley will be the official time keeper. No procedural motions will be allowed for the first 10 minutes of debate.

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### **Proposed Resolution # 1**

Moved by: The Rev. William Tatem  
Seconded by: The Rev. Cn. Robert Haskell

RESOLVED, that for 2020, the recommended clergy stipend schedule increases by 2%. All other rates will remain unchanged.

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### **Proposed Resolution #2**

Moved by: Clark Curtis  
Seconded by: The Rev. William Tatem

RESOLVED, that the Reduced Standard Assessment Formula, as presented in the Convention Book, be used for calculating Parish Assessments for 2020.

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### **Proposed Resolution #3**

Moved by: Clark Curtis  
Seconded by: The Rev. William Tatem

RESOLVED, that the Diocese of Albany Operations Budget 2020, as presented in this Convention Book, be adopted.