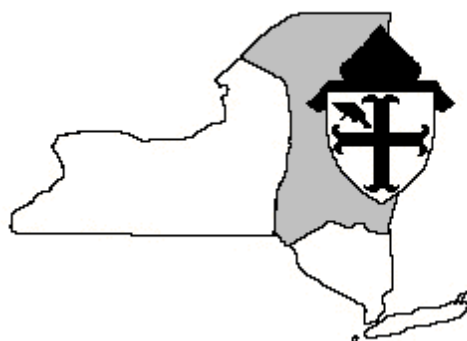


# The Episcopal Diocese of Albany

## Convention Book 2022



154<sup>th</sup> Annual Convention



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  
worldwide Anglican Communion.

## Important Information about Voting at Convention 2022

**All deputies** at Convention should **sit in the lower level of the Auditorium during the business sessions**, and visitors should sit in the balcony 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 3, as part of the opening session. Deputies and Clergy will need their convention packets, available when deputies check in for the business meetings.**

**Registration for the business meetings (which is different from the room registrations)** has been planned for the Inn 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.

Some elections are required to be conducted by a Vote-by-Orders (and, under certain circumstances, votes on motions or resolutions as well). In a plurality vote each individual lay deputy and each clergy person has one vote. In a vote-by-orders, the lay deputies of a parish cast a single vote, and each clergy person casts a vote. In other words, the lay deputies of the parish (or a majority thereof) must agree on their single vote.

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

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## Proposed Order of Business

1. The Rev. Katherine Alonge-Coons, President of the Standing Committee, calls the business session to order on Friday evening
2. Credentialing report
3. Vote on President of Convention
4. President's Address
5. Secretary's instructions to the Convention
6. Proposed Order of Business

The Episcopal Diocese of Albany  
Disciples Making Disciples

7. Procedural Motion for Discussion of Resolutions
8. Ecclesiastical Authority appointments
9. Nomination and election of Secretary of the Diocese
10. Secretarial appointments
11. Nomination and election of Treasurer of the Diocese
12. Nomination and election of 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. Plurality Nominations
16. Vote-by-Orders nominations
17. Voting for plurality nominees begins
18. Voting for vote-by-orders nominees begins
19. Episcopal appointments, to serve for the ensuing year
20. Reports received by title. Committee reports will be presented as time permits
21. Announcement of Initial Election Results and subsequent ballots as needed
22. Plenary Session (Assisting Bishop Michael Smith and Bishop Carol Gallagher)
23. Consideration and voting on main resolutions as received by the Secretary, in the order listed
24. Courtesy resolutions
25. Adjournment at the end of the Youth Mass on Sunday

## **Diocesan Leadership Bodies with Elective Offices**

### **Plurality Elections**

**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.

**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.

**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.

**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.

### **Vote-by-Orders Elections**

**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.

#### **Please note:**

Due to the postponement of the 2021 General Convention until this July because of the COVID pandemic, and in accordance with Diocese of Albany Canon 3.1, the election of General Convention deputies to the 2024 General Convention, that would normally have taken place this year, will take place at the 2023 Diocesan Convention.

**Overview of nominations on file with the Secretary of the Diocese**  
As of 20 May 2022

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

**The Great Cathedral Chapter**

One priest and one lay office to be filled, each for 3-year terms

The Rev. Dale Van Wormer

Dr. Brian Taylor

**Convention Representative to Diocesan Council**

One lay office to be filled for a 2-year term.

Randall Demler

**Trustees of the Diocese**

(all offices may be priest, deacon, and/or lay)  
Two offices to be filled, each for 4-year terms

The Rev. Katherine Alonge-Coons

Thomas Easterly

**The Disciplinary Board**

Two clerical (priest or deacon) offices and one lay office, each to be filled  
for a 3-year term  
(term is January 1, 2023 – December 31, 2025)

The Rev. Nancy Truscott

Judith Sweet

The Rev. Katherine Alonge-Coons

The Rev. Peter Schellhase

**Offices to be filled by Vote-by-Orders:**

**The Standing Committee**

Two Clerical (priest or deacon) and two lay offices,  
each to be filled for 3-year terms

The Rev. Elizabeth Papazoglakis

Teresa Mumby

The Rev. Kenneth Hitch

Janet Papa

The Rev. Jean DeVaty

## Nominees for Elective Office

*Original documents on file with the Secretary of Convention*



**THE REV. KATHERINE ALONGE-COONS**

**Nominated for Trustee of the Diocese**

Nominated by The Rev. Dr. Elizabeth Papazoglakis

Seconded by The Rev. Denise Moore

**Nominated for Disciplinary Board**

Nominated by The Rev. Dr. Elizabeth Papazoglakis

Seconded by The Rev. Denise Moore

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.; Licensed Clinical Social Worker; employed as Rensselaer County Commissioner of Mental Health. She is completing a second term with EDOA Standing Committee serving as President; 2018 & 2022 Deputy to General Convention; and active in Albany Episcopal Cursillo ministry. Married to Earl Coons since 1982 residing in Troy, NY. With two adult daughters: Melissa and Grace.



**RANDALL DEMLER**

**Nominated for Lay Representative to Diocesan Council**

Nominated by The Rev. Dr. Elizabeth Papazoglakis

Seconded by The Very Rev. Dr. Tom Papazoglakis

Randall Demler is a life-long Episcopalian and current member of St George's Church, Clifton Park. He is a former vestry member in each of the parishes where he and his wife, Maureen, have been members - St. George's, Clifton Park, Bethesda, Saratoga Springs, and Trinity, Tariffville, CT. Randy worked for 44+ years at the Knolls Atomic Power Laboratory, having held several senior management positions prior to his retirement in December 2015. He is a past member of the Diocesan Standing Committee and current member of the Commission on Ministry and the CtK Advisory Committee.



**THE VERY REV. JEAN DEVATY**

**Nominated for Standing Committee**

Nominated by The Very Rev. Tom Malioneck

Seconded by The Rev. Derik Roy

The Very Rev'd Jean DeVaty began serving in the Diocese of Albany in 2015 as Rector of St. James', Lake George. In January 2021 she answered the call to serve as Rector of The Church of the Messiah, Glens Falls. Prior to coming to Albany, Mtr. Jean served in the Diocese of Pittsburgh and the Diocese of South Carolina. Her experience over the years has included ministry to youth, children and family, young adults, healing prayer, parish care, chaplain to the DOK, and all aspects of Christian camp and conference leadership. Her hobbies include gardening, beekeeping, reading, and fellowship around the table.



**THOMAS EASTERLY**

**Nominated for Trustees of the Diocese**

Nominated by The Very Rev. Neal Longe

Seconded by The Ven. Dr. Leander Harding

Tom Easterly is a retired insurance agent. He lives in Albany with his wife Sally. Tom was previously employed in Johnstown at a family-owned textile manufacturing firm. He received his undergraduate degree from Clarkson and an MBA from Syracuse. Tom previously served as a vestry member, warden, and treasurer in Johnstown. Currently, Tom is a parishioner at the Cathedral where he serves as treasurer and chairperson of the “For All The Saints” capital campaign. He has served as a board member, treasurer, and president of the National Alliance on Mental Illness in NY state. Tom is seeking a second term on the Trustees.



**THE REV. KENNETH HITCH**

**Nominated for Standing Committee**

Nominated by The Rev. Glen Michaels

Seconded by The Rev. Craig Hacker

The Rev. Kenneth (Ken) Hitch is rector of St. Eustace, Lake Placid and a recent newcomer to the Diocese of Albany, having served in the Diocese of Southern Ohio, the Diocese of Vermont, and most recently, the Diocese of Eastern Michigan. In his almost 20 years of ordained ministry, he has served on the Communications Committee in Southern Ohio, as member and then president of the Rock Point Board in Vermont, and on Diocesan Council in Eastern Michigan. Ken looks forward to serving in the Diocese of Albany and would be honored to be elected to the Standing Committee.



**TERESA MUMBY**

**Nominated for Standing Committee**

Nominated by Dennis Keegan, Jr., St. Paul’s, Greenwich

Seconded by Terry Kelly, St. Paul’s, Greenwich

Terry Mumby is a member of St. Paul's Church, Greenwich, where she has served as Administrator since 2011. She was elected to the Standing Committee in 2019 and serves as the Chairperson of the Diocesan Life Subcommittee. Terry has a BS in Business Administration from George Mason University, Fairfax, VA and a MS in Computer Information Systems from Regis University, Denver, CO. She is the sole proprietor of Ruby's Nimble Thimble, a sewing and craft shop in the Village of Greenwich. Terry and her husband Jim have four children and three grandchildren.



**JANET PAPA**

**Nominated for Standing Committee**

Nominated by The Very Rev. David Ousley  
Seconded by Christopher Cassidy, St. Stephen's, Delmar

Janet Papa is seeking her second term on the Standing Committee. She was baptized and confirmed Episcopalian and is a faithful member of Church of the Messiah, Glens Falls. Janet is a lifetime member and currently serves as the first vice president and triennial chair of the national Order of the Daughters of the King®. After 30 years working with a law firm, she retired in 2015. She has served on vestry and currently serves as an acolyte, lector, chalice bearer, and LEV. Janet is recently widowed and has two sons and five grandchildren.



**THE REV. DR. ELIZABETH PAPAZOGLAKIS**

**Nominated for Standing Committee**

Nominated by The Very Rev. David Ousley  
Seconded by The Rev. Derik Roy

Mother Elizabeth Papazoglakis is blessed to serve as Diocesan Transition Minister and Associate Rector of St. George's in Clifton Park. She has been in the Diocese of Albany since March 2013. She previously served on the Standing Committee. Prior to ordination, she was a family counselor. Her project for the Doctor of Ministry degree was, "Presenting Everyone Mature in Christ" by increasing emotional maturity and spiritual maturity. Fr. Tom and Mtr. Elizabeth will celebrate 45 years of marriage in September, and they have 3 grown children and 3 grandchildren.



**THE REV. PETER SCHELLHASE**

**Nominated for Disciplinary Board**

Nominated by The Very Rev. Brad Jones  
Seconded by The Rev. Darius Mojallali

Peter C. Schellhase is Rector of St. Michael's Episcopal Church in Colonie. He was ordained to the priesthood by Bishop Michael Smith in November 2021 and is a graduate of Nashotah House Theological Seminary. Before seminary, he worked for several years in the nonprofit and government sectors in and around Washington, DC. Mr. Schellhase encountered the Episcopal Church through the college ministry of a local Virginia parish and was an active member of that congregation until he and his family left to attend seminary. Peter and his wife, Erin, have been married since 2011, and have three young children.



**JUDITH SWEET**

**Nominated for Disciplinary Board**

Nominated by The Rev. Gabriel Morrow  
Seconded by The Rev. Marian Sive

Judith has been a member of Calvary, Burnt Hills for 20 years. A retired Physical Education and Health teacher, Judith now volunteers as one of the



office managers. Active in the church, she has been a choir member, Daughter of the King, member of Diocesan Council, present member of the Disciplinary Board, and a delegate to the diocesan convention. Judith serves on the Profile and Search Committee. She acts as a Lay Ministry coordinator and faithfully serves as a LEM. Most important in her life are her children and four grandchildren...with another little girl to be born in July!



**DR. BRIAN TAYLOR**  
**Nominated for The Great Cathedral Chapter**  
Nominated by The Ven. Dr. Leander Harding  
Seconded by David Kennison, St. George's, Schenectady

Brian J. Taylor currently serves as Organist and Director of Music for St. George's, Schenectady. He has held several positions in several states throughout his career including an interim position at All Saints, Richmond, where he conducted the historic choir of men and boys. He holds the Bachelor of Music, the Master of Divinity, the Master of Music and Master of Sacred Music Degrees. He also holds the Doctor of Sacred Music degree from the Graduate Theological Foundation where he now serves as part-time Professor of Sacred Music. Dr. Taylor is the father of two daughters, Amelia and Laura, of whom he is very proud.



**THE REV. NANCY TRUSCOTT**  
**Nominated for Disciplinary Board**  
Nominated by Robin L. Hultenius, St. John's, Delhi  
Seconded by The Rev. Arthur Garno

The Rev. Nancy Truscott is a cradle Episcopalian. She and her husband David have three grown children and six grandchildren. Having retired from 30 years of teaching high school math, she then answered the call to the diaconate, was ordained in January 2003, and subsequently ordained to the priesthood in 2020. She is a member of St. John's, Delhi. She served on the Diocesan Council for four terms. She then served a one-year unexpired term on the Disciplinary Board. She is now willing to serve a full term, feeling that she has the compassion and sense of justice needed.



**THE REV. DALE VAN WORMER**  
**Nominated for The Great Cathedral Chapter**  
Nominated by The Ven. Dr. Leander S. Harding  
Seconded by The Rev. Peter Schellhase

Fr. Dale is the priest-in-charge at St. Matthew's Unadilla and St. Paul's Sidney. As a Nashotah House graduate and one who appreciates the vital role that the worship and liturgy of the Cathedral plays in the life of the whole diocese, Fr. Dale will share his experience and commitment with the Great Cathedral Chapter.

## **Reports to the Convention**

### **Diocesan Salary and Benefits Committee Report To the Convention June 2022**

Committee Members  
The Rev. William Tatem - Chair  
The Rev. Canon Robert Haskell  
The Rev. Meaghan Keegan  
The Rev. Elizabeth Papazoglakis  
The Rev. David Sullivan  
The Rev. Katherine Alonge-Coons, ex-officio

The guidelines here are the minimum suggested stipend for 2023 for clergy 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. The committee is also aware of the negative impact the Covid-19 virus continues to have on the income of individuals, parishes, and the Diocese and the extreme hardship some are having in meeting their operating expenses. Consider, also, that the average clergy compensation in the Diocese is the lowest in the Northeast. Every congregation is urged to review their clergy compensation package in light of their circumstances and the clergy's needs.

The **Clergy compensation and benefits** section is the only section revised this year. All the remaining sections remain in effect unchanged.

#### **1.) Clergy compensation and benefits**

During the twelve months, March 2021 through March 2022, the Northeast Region Consumer Price Index (Unadjusted) rose approximately 8.5%. The Social Security COLA adjustment starting January 1, 2022 is 5.9%. Considering the present unstable and unpredictable immediate future economic culture, the Committee recommends that vestries increase their priest's stipend by 7.0% for 2023. The following table shows the recommended minimum and normative stipends for parishes of different income levels to pay their clergy in 2023.

It is important to note that the diocesan-recommended stipends represent only the cash stipend 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.

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2023 STIPEND SCHEDULE						
CATEGORIES:	1	2	3	4	5	6
NORMATIVE	\$40450	\$45615	\$52350	\$57930	\$65870	\$73055
MINIMUM	\$39140	\$42680	\$48590	\$54070	\$60460	\$72290

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
- 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 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 Workbook; Document"

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 Standing Committee.

**2.) SECA Payments**

The IRS classifies clergy as Self-Employed for Social Security purposes and are responsible for paying their total Social Security assessments (SECA). The Diocesan recommended standard for parishes is that a minimum of one half of the Self Employment Contributions Act (SECA) payment be paid **to the clergy** by the parish.

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

\$130 for one Eucharistic weekend service.

\$25 for each additional service in the same weekend.

\$100 for weekday liturgical services

\$80 per unit for pastoral or other assigned responsibilities such as prayers at time of death, hospital visits, etc. 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 annually. Please go to this address to find the current rate: <https://www.irs.gov/> and search for mileage rates.

**4.) Church Pension Group**

Church Pension Group participation is mandatory for clergy, including supply clergy, "if you are regularly employed for five or more consecutive months by the same employer and are compensated by your employer". If you would otherwise meet the criteria for mandatory participation except that you are expected to be employed for less than five consecutive months, you and your employer may choose to participate in the Clergy Pension Plan if you have a letter

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of agreement (or other contract of employment) that provides for the payment of Assessments on your behalf by your employer.

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.

### **5.) Health Insurance**

Clergy and family health insurance continues to be part of all clergy compensation packages of the Diocese of Albany. It is recommended that family dental insurance be provided as well.

Laypersons scheduled to work more than 30 hours a week, or 1500 hours a year, should be enrolled on parity with the clergy.

### **6.) Vacations**

The normal vacation time for clergy in the Episcopal Diocese of Albany is a total of four weeks to include 5 Sundays for all full and part time priests and deacons serving as “in charge” regardless of how long they have served.

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## **The Trustees of the Episcopal Diocese of Albany Annual Report 2021**

### **Report on ADIT Operations**

The Albany Diocesan Investment Trust (ADIT) is a pooled investment program available to all Diocesan institutions and parishes. ADIT provides access to professional portfolio management services at competitive institutional rates. The portfolio is managed by Fenimore Asset Management. Today, the Trust manages over \$23 million on behalf of approximately 100 different Parishes and Church related entities. The composition of the portfolio today is approximately 60% equities and 40% cash equivalent and fixed income investments.

### **ADIT Annual Report**

At the time this report was drafted our audit was ongoing. A copy of the report will be available on the Diocesan website.

### **Real Estate**

Cairo, Calvary: Ministry at Calvary was discontinued. After consideration of the possibility of continued ministry in this location, the Trustees have listed the property for sale.

Granville, Trinity: Ministry at Trinity was discontinued. After consideration of the possibility of

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continued ministry in this location, the Trustees have listed the property for sale.

Margaretville, St. Margaret's: Ministry at Church of the Nativity was discontinued. After consideration of the possibility of continued ministry in this location, the Trustees have listed the property for sale.

Star Lake, Church of the Nativity: Ministry at Church of the Nativity was discontinued. After consideration of the possibility of continued ministry in this location, the Trustees have listed the property for sale.

Tannersville, St. John the Evangelist: At the request of the individuals involved with ministry in this chapel, the Trustees have transferred this property to the Hunter Foundation.

Waddington, St. Paul's: Ministry at St. Paul's was discontinued. After consideration of the possibility of continued ministry in this location, the Trustees have decided to donate the property to the Village.

Whitehall, Trinity: Ministry at Trinity was discontinued. After consideration of the possibility of continued ministry in this location, the Trustees have listed the property for sale.

### **Grants**

Waddington, St. Paul's: To help stabilize the financial situation and ensure for continued ministry in Waddington, a \$5,000 grant has been awarded to the parish to be disbursed from the Extinct Parish Fund.

Christ the King Center: The Trustees provided a grant of \$65,968.27 to begin the work to repair the Barry House Library following the collapse of the deck.

### **Capital Finance Task Force**

The Standing Committee established a task force to identify needed capital improvements at the Cathedral, S. Swan Street Offices, and Christ the King Center. This task force was comprised of representation from the Christ the King Center Board, Diocesan Council, Diocesan Staff, Great Chapter of the Cathedral, Standing Committee, the Treasurer of the Diocese, and the Trustees.

After several meetings, a plan was developed listing the capital needs of the Diocese. Given some cash on hand due to pandemic relief and the sale of properties by the Trustees, a prioritized list was developed, and approved by all governing bodies of the Diocese, for how to address the capital needs and which governing body would fund the project. Work on these projects is ongoing. The Secretary of the Trustees acts as the custodian of this list and updates are provided regularly to all governing bodies.

### **Child Victims Act Lawsuits**

There are nine lawsuits in progress as a result of the provisions of the Child's Victims Act. It is estimated that the final disposition of these cases may not occur for up to five years.

### **History and Formation of the DDF Fund**

At the 1957 Convention, a report was presented by a special committee, appointed by the Diocesan Council, concerning the development of a Diocesan Financial Campaign drive. The purpose of this drive was the advancement of the Episcopal Church in the Diocese of Albany; and, further identifies three major areas of need: 1. to make funds available in the Diocese primarily for such capital needs as new and adequate churches and parish houses; 2. Expand and improve the Diocesan headquarters; 3. Help meet the needs in College Campus Work and other missionary expansion in our Diocese.

The 1958 Convention passed a resolution to set in motion a Diocesan Fund Campaign as proposed to Convention in 1957. The campaign was initially delayed another year due to economic factors.

At the 1959 Convention, Bishop Barry's address reports that the Diocesan Council approved reactivating a Campaign in the amount of \$900,000. A professional fund raising firm was hired and a pledge drive was implemented.

A committee was selected to manage the campaign funds under the name of the Diocesan Development Fund. The Treasurer of the "fund" submitted a report to the 1960 Convention and gave a tentative total of \$1,025,686.09 in pledges. A separate depository account was established to fund the recognized areas of need.

Respectfully Submitted,

A handwritten signature in cursive script that reads "Neal P. Longe".

The Very Rev. Neal P. Longe, Secretary  
Trustees of the Episcopal Diocese of Albany

## 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%)

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

## 2023 Episcopal Diocese of Albany Budget Draft

Episcopal Diocese of Albany	2021 YTD as of 12/31/2021	2022 Revised by council	2023 Draft 4th Quarter Bishop	Annualized Bishop	2023 Footnotes
<b>REVENUES</b>					
<b>Assessments - Current Year</b>	<b>1,217,588</b>	<b>1,195,992</b>	<b>1,212,907</b>	<b>1,212,907</b>	
Diocesan Operations	1,035,171	1,015,577	1,035,789	1,035,789	
Parish Choice - The Episcopal Church	92,981	91,480	92,837	92,837	See footnote 1
Parish Choice - Missions	11,027	11,685	11,005	11,005	See footnote 1
Parish Choice - Christ the King Center	22,989	24,340	22,995	22,995	See footnote 1
Parish Choice - Cathedral of All Saints	5,880	4,681	5,895	5,895	See footnote 1
Parish Choice - Kingdom Ministries	5,194				Removed from Parish Choice
Parish Choice - Diocesan Youth Ministry	12,228	12,909	12,257	12,257	See footnote 1
Parish Choice - Diocesan Initiative	32,118	35,321	32,129	32,129	See footnote 1
<b>Assessments - prior year</b>	<b>9,522</b>	<b>12,000</b>	<b>9,522</b>	<b>9,522</b>	
<b>Endowment dividends - restricted</b>	<b>7,842</b>	<b>6,357</b>	<b>7,842</b>	<b>7,842</b>	
<b>Endowment dividends - unrestricted</b>	<b>28,515</b>	<b>25,174</b>	<b>28,515</b>	<b>28,515</b>	
<b>Bishops Residence Dividend Income</b>			<b>2,800</b>	<b>11,200</b>	
<b>Reimbursement of ADIT Expenses</b>	<b>128,941</b>	<b>128,418</b>	<b>128,418</b>	<b>128,418</b>	See footnote 2
<b>Reimbursement of ECA Expenses</b>	<b>79,036</b>	<b>77,877</b>	<b>81,000</b>	<b>81,000</b>	See footnote 2
<b>Reimbursement Bldg Services - Cathedral Offices/Apts</b>	<b>28,600</b>	<b>25,000</b>	<b>28,600</b>	<b>28,600</b>	See footnote 3
<b>Gifts &amp; Other Income</b>	<b>557,442</b>	<b>87,200</b>	<b>97,200</b>	<b>97,200</b>	
<b>Transfer from release of Saratoga Church Plant Funds</b>		<b>45,040</b>			
<b>Transfers to Undesignated Reserves</b>	<b>(150,265)</b>	<b>(45,040)</b>			
<b>Transfers from Undesignated Reserves</b>			<b>45,040</b>	<b>45,040</b>	
<b>Transfer from Designated Reserves- Lambeth Conference</b>		<b>12,000</b>		<b>0</b>	Estimate-Lambeth
<b>Transfer from Designated Reserves</b>	<b>22,525</b>	<b>26,577</b>	<b>24,974</b>	<b>24,974</b>	See footnote 4
<b>Transfer from Trustees</b>		<b>0</b>		<b>0</b>	
<b>Transfer from trustees- National Church Assessment</b>		<b>67,000</b>		<b>0</b>	
<b>Transfer from Bishop Search Reserves</b>		<b>25,000</b>	<b>100,000</b>	<b>0</b>	New for 2021- 2022
<b>Transfer to Designated Reserves</b>	<b>(280,340)</b>	<b>(80,000)</b>	<b>(80,000)</b>	<b>(80,000)</b>	See footnote 5
<b>TOTAL INCOME</b>	<b>1,649,406</b>	<b>1,608,595</b>	<b>1,686,818</b>	<b>1,595,218</b>	

### Footnotes

1. Estimate based on Parish Choice elections for 12/31/2021.
2. Reimbursement to Diocese for provided services. Pass through; revenue = expenses
3. Estimate; to be reviewed in 4th Qtr 2022
4. Designated reserves that are used in the current year Title IV and CVA Cases
5. Funds set aside for Bishop Search, Bldg Maint, Bishop Car, Plant-Property-Equip



The Episcopal Diocese of Albany  
Disciples Making Disciples

**EXPENSES**

<b>Episcopal Diocese of Albany</b>	<b>2021 YTD as of 12/31/2021</b>	<b>2022 Revised by council</b>	<b>2023 Draft 4th Quarter Bishop</b>	<b>Annualized Bishop</b>	<b>2023 Footnotes</b>
<b>Mission Grants</b>	<b>20,000</b>	<b>20,000</b>	<b>20,000</b>	<b>20,000</b>	
<b>Affiliated Institutions</b>	<b>354,190</b>	<b>368,320</b>	<b>353,890</b>	<b>353,890</b>	
Cathedral of All Saints	75,000	75,000	75,000	75,000	Total Grant & Supplement
Cathedral of All Saints Parish Choice	5,880	4,681	5,895	5,895	See footnote 1
Christ the King Center Ministries	250,000	250,000	250,000	250,000	See footnote 6
Christ the King Center Parish Choice	23,310	24,340	22,995	22,995	See footnote 1
Christ the King Supplemental Grant		14,300			
<b>Diocese Operations</b>	<b>857,238</b>	<b>938,976</b>	<b>1,062,016</b>	<b>1,073,016</b>	
<b>Episcopate</b>	<b>63,104</b>	<b>107,000</b>	<b>207,000</b>	<b>218,000</b>	
Stipend & Benefits	20,860	27,000	67,250	188,000	Estimated based on \$95,000 salary
Travel and Professional Bp Smith	41,342	43,000	39,750	30,000	
Bishop Search Expenses	902	25,000	100,000	0	
Lambeth Conference		12,000		0	Estimate
<b>Staff</b>	<b>606,346</b>	<b>603,326</b>	<b>622,424</b>	<b>622,424</b>	
Stipends & Benefits	495,610	482,941	497,894	497,894	See footnote 7
Travel, Training, Professional	8,413	11,742	11,742	11,742	
Archdeacon Support	5,000	5,000	5,000	5,000	See footnote 8
ADIT Personnel Expenses	97,323	103,643	107,788	107,788	See footnote 2
<b>Diocesan Convention</b>	<b>12,491</b>	<b>41,000</b>	<b>41,000</b>	<b>41,000</b>	
Convention	12,491	40,000	40,000	40,000	Silver Bay Lake George
Council	0	1,000	1,000	1,000	
<b>Commission on Ministry</b>	<b>103</b>	<b>6,000</b>	<b>6,000</b>	<b>6,000</b>	

**Footnotes**

6. Supports Beaver Cross; Diocesan Youth Ministry; Youth Rally at Convention; Program & Activities
7. 11 Positions, 7 PT, 4 FTE
8. Funds to Cathedral of All Saints to offset expenses incurred by Archdeacon Harding.

The Episcopal Diocese of Albany  
Disciples Making Disciples

Episcopal Diocese of Albany	2021 YTD as of 12/31/2021	2022 <i>Revised by council</i>	2023 Draft 4th Quarter <i>Bishop</i>	Annualized <i>Bishop</i>	2023 Footnotes
<b>Property Expenses</b>	<b>77,302</b>	<b>97,280</b>	<b>101,222</b>	<b>101,222</b>	
Insurance	20,792	24,000	24,000	24,000	
Maintenance	30,365	34,000	34,000	34,000	
Utilities & Supplies	26,145	26,058	30,000	30,000	
DDF Loan Repayment		13,222	13,222	13,222	15yr Amortization
<b>Standing Committee</b>	<b>939</b>	<b>1,300</b>	<b>1,300</b>	<b>1,300</b>	
<b>Support Services &amp; Supplies</b>	<b>96,952</b>	<b>83,070</b>	<b>83,070</b>	<b>83,070</b>	
Audit Fee	9,811	11,000	11,000	11,000	
Small equipment	5,720	8,000	8,000	8,000	
Office Supplies & Postage	7,474	9,000	9,000	9,000	
Telephone & online services	40,258	25,000	25,000	25,000	
Information Technology (IT)	1,564	1,000	1,000	1,000	
Payroll Service	1,430	4,000	4,000	4,000	
ADIT Administrative supplies and audit	30,598	24,000	24,000	24,000	
Interest & Service charges	98	1,070	1,070	1,070	
<b>Diocesan Programs</b>	<b>77,417</b>	<b>118,370</b>	<b>116,436</b>	<b>116,436</b>	
Christian Education	0	1,000	1,000	1,000	
Clergy Conferences & Retreats	10,226	25,000	25,000	25,000	See footnote 9
Communications/Albany Episcopalian	23,855	22,000	22,000	22,000	
Parish Leadership Conferences	0	15,000	15,000	15,000	
Deacon Formation	675	3,000	3,000	3,000	
Deacon Council	0	200	200	200	
Kingdom Ministries Parish Choice	5,186				Removed from Parish Choice
Episcopal Training Conferences		0	1,000	1,000	See footnote 10
General Convention		0	0	0	
Legal Fees	20,811	26,577	24,974	24,974	See footnote 4
Missions Committee Parish Choice	4,000	11,685	11,005	11,005	See footnote 1
Retired Lay Staff Life Insurance Subsidy	436				
Stewardship	0	1,000	1,000	1,000	
Youth Ministry Parish Choice	12,228	12,909	12,257	12,257	See footnote 1

9. Includes Clergy, Clergy/Spouse, Clergy Wives, New Clergy Orientation, Priests, Deacons Retreats, & Deans Mtgs

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

The Episcopal Diocese of Albany  
Disciples Making Disciples

Episcopal Diocese of Albany	2021 YTD as of 12/31/2021	2022 <i>Revised by council</i>	2023 Draft <i>4th Quarter Bishop</i>	<i>Annualized Bishop</i>	2023 Footnotes
<b>Extra-Diocesan</b>	<b>144,503</b>	<b>174,630</b>	<b>174,630</b>	<b>144,503</b>	
DFMS Assessment	143,703	173,830	173,830	143,703	See footnote 11
Capital District Ecumenical	500	500	500	500	
ECUSA Ecumenical	300	300	300	300	
<hr/>					
<b>TOTAL EXPENSES</b>	<b>1,453,348</b>	<b>1,605,996</b>	<b>1,726,972</b>	<b>1,707,845</b>	
<b>TOTAL REVENUE over EXPENDITURES</b>	<b>196,057</b>	<b>(11,701)</b>	<b>(40,154)</b>	<b>(112,627)</b>	
	See footnote 12			See footnote 13	

**Footnotes**

11. For 2022 and 2023 Diocesan Council has approved full payment to the National Church

12. Includes the \$121,149 of 2nd PPP loan forgiveness.

13. In order to meet the needs of a full time Bishop Assessments will need to come in at 86%.

The Episcopal Diocese of Albany  
Disciples Making Disciples

## Historical Assessment Report

		<b>Pledge for 2021</b>	<b>Actual Paid 2021</b>		
1 Diocesan Operations		\$ 1,332,154	\$ 1,035,789	\$ 296,365	78%
2 The Episcopal Church		\$ 123,969	\$ 92,837	\$ 31,132	75%
3 Missions		\$ 12,565	\$ 11,005	\$ 1,560	88%
4 Christ the King Center		\$ 26,604	\$ 22,995	\$ 3,609	86%
5 Cathedral of All Saints		\$ 6,079	\$ 5,895	\$ 184	97%
6. Kingdom Ministries		\$ 5,202	\$ 5,172	\$ 30	99%
7 Diocesan Youth Ministry		\$ 15,889	\$ 12,257	\$ 3,632	77%
8 Diocesan Initiative		\$ 47,112	\$ 32,129	\$ 14,983	68%

**\$ 1,212,907**

**See Footnote 1**

1. 2023 Budget was used based on Actual Paid in 2021, minus Kingdom Ministries.

<b>2008-2022</b>	<b>Assessment</b>	<b>Paid</b>	<b>Bal Due</b>	<b>% Paid</b>
<b>2022</b>	<b>\$ 1,547,534</b>			
2021	\$ 1,569,574	\$ 1,218,079	\$ 351,495	78%
2020	\$ 1,602,649	\$ 1,207,649	\$ 395,000	75%
2019	\$ 1,586,537	\$ 1,154,240	\$ 432,297	73%
2018	\$ 1,576,651	\$ 1,259,100	\$ 317,551	80%
2017	\$ 1,643,908	\$ 1,339,180	\$ 304,728	81%
2016	\$ 1,608,718	\$ 1,292,621	\$ 316,098	80%
2015	\$ 1,592,391	\$ 1,251,497	\$ 340,894	79%
2014	\$ 1,591,799	\$ 1,278,758	\$ 313,041	80%
2013	\$ 1,568,465	\$ 1,221,104	\$ 347,361	78%
2012	\$ 1,517,656	\$ 1,121,582	\$ 383,913	74%
2011	\$ 1,542,355	\$ 1,108,540	\$ 433,815	72%
2010	\$ 1,568,998	\$ 1,185,085	\$ 383,913	76%
2009	\$ 1,675,505	\$ 1,149,881	\$ 525,624	69%
2008	\$ 1,579,833	\$ 1,164,536	\$ 415,297	74%

## **Proposed Resolutions**

### **Procedural Resolution**

**Moved by** The Rev. Elizabeth Papazoglakis

**Seconded by** The Rev. Marian Sive

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. Tom Malonek will be the official timekeeper. 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 2023, the recommended clergy stipend schedule increases by 7%. All other rates will remain unchanged.

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### **Proposed Resolution #2**

**Moved by:** The Rev. Meaghan Keegan

**Seconded by:** The Rev. Marian Sive

RESOLVED, that the Reduced Standard Assessment Formula, as presented in the Convention Book, be used for calculating Parish Assessments for 2023.

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### **Proposed Resolution #3**

**Moved by:** The Rev. Elizabeth Papazoglakis

**Seconded by:** The Rev. Cn. Robert F. Haskell

RESOLVED, that the Diocese of Albany Operations Budget 2023, as presented in this Convention Book, be adopted.

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**Proposed Resolution #4**  
**AMEND CANON V**

**Moved by:** The Very Rev. Neal P. Longe

**Seconded by:** The Very Rev. N. Bradley Jones

**Be it resolved:** that Canon V of the Diocesan Canons be amended to read as follows:

CANON V – DEANERIES AND DEANERY COUNCILS

5.1 Geographic Areas

The Deaneries shall consist of those congregations in a geographic area designated by the Bishop, which designation shall be ratified by the Convention.

5.2 Dean

The Bishop shall appoint a Priest of the Deanery to be its Dean. The Dean shall represent the Bishop in the Deanery and, when requested, act for the Bishop in liturgical and pastoral matters.

5.3 Deanery Council

Each Deanery ~~shall~~ *may* have a Deanery Council constituted of all members of the Clergy who are resident or have a cure in the Deanery and who are canonically resident in the Diocese, and at least one lay representative, selected from ~~each Congregation~~ *the communicants in good standing as defined in General Convention Canon 1.17.3, as the same may be amended from time to time, of each Congregation.*

5.4 Purpose of the Deanery Council

Each Deanery Council shall promote the work of the Diocese in its Deanery, and through the Deanery representatives on the Diocesan Council, maintain communication between the Deanery and the Diocesan Council.

5.5 Meetings and By Laws

Each Deanery Council shall meet at ~~least twice a year~~ *the discretion of the Dean*. Each Deanery Council ~~shall~~ *may* adopt By-Laws, not inconsistent with the Constitution and Canons of the Diocese, which shall include provisions for the number and method of election of lay representatives to the Deanery Council, quorum requirements and method of voting on business before the Council.

**Rationale:** The current canon mandates the formation of Deanery Councils and a minimum of two convocations per year for the business that would come before the Deanery. Over the years, most Deaneries have not functioned in this manner, as there has been no official business to come before them that would necessitate the election of officers and parish representatives. This resolution would amend the canon to remove the mandate for Deanery Council and twice-annual convocations, while allowing for their use if and when there is business to come before the Deanery or the Dean determines that it would be of benefit. The goal of the resolution is to avoid the mandate for unnecessary elections and meetings if there is no business that needs to be addressed. The proposed resolution would bring into alignment the language of the canon with the reality of the way the Deaneries are functioning at present.

**PROPOSED RESOLUTION #5  
AMEND CANON III**

**Moved by:** Mr. Dennis Wisnom, St. Andrew's, Albany  
**Seconded by:** The Rev. Barbara Mitchell

**Be it resolved:** that Sections 3.1 and 3.2 of Canon 3 be amended by replacing the words “four priests” with the words “*four Clergy, either priests or deacons,*” in each place where the words “four priests” occur in said sections.

CANON 3 - DEPUTIES AND PROVISIONAL DEPUTIES TO GENERAL CONVENTION

3.1 Election to General Convention

The Convention shall, at its next regular annual meeting following each regular session of the General Convention, elect by a vote by orders, ~~four Priests~~ ***four Clergy, either priests or deacons,*** canonically resident in this Diocese, and four Lay Persons, who are confirmed, adult communicants of a church in this Diocese, to act as Deputies from this Diocese to the General Convention.

3.2 Election of Provisional Deputies

The Convention shall, at its next regular annual meeting following the election of Deputies to General Convention, also elect, ~~four Priests~~ ***four Clergy, either priests or deacons,*** and four Lay Persons to act as Provisional Deputies, whose qualifications for election shall be the same as those of Deputies to General Convention. This election shall be determined by taking a vote by orders ballot with the ballots counted in the aggregate. The four candidates of each order receiving the highest aggregate number of votes shall be deemed elected. All Deputies and Provisional Deputies to General Convention shall also serve as Deputies to Provincial Synod and shall hold office until their successors are elected.

**Rationale:** Currently, the Canons of the Diocese of Albany authorize the election four priests and four lay persons to serve as deputies from this Diocese to the General Convention of The Episcopal Church. The same applies to provisional deputies. The purpose of this resolution is to permit deacons as well as priests of the Diocese of Albany to be elected and serve as clergy deputies and provisional deputies to General Convention. The resolution would bring the canons of the Diocese into accord with the Constitution of the General Convention of The Episcopal Church, which already permit deacons to serve as deputies. The resolution recognizes important role of deacons in the life, mission, and governance of The Episcopal Church, especially in the Diocese of Albany.

**PROPOSED RESOLUTION #6**  
**AMEND CANON 1.2**

**Moved by:** Jean Stevens-Lauria, St. George's, Clifton Park

**Seconded by:** The Very Rev. Dr. Thomas Papazoglakis

**Be it resolved that:** Canon 1.2 of the Diocesan Canons be amended to read as follows:

Lay Members 1.2      Deputies and Alternate Deputies from the several Churches shall be elected annually by their Vestry or governing body, at a meeting duly held, or by a duly summoned meeting of the Congregation. Persons of less than full age but of the age of eighteen years or more **who are also communicants in good standing under General Convention Canon I.17.3, as the same may be amended from time to time**, shall be eligible to serve and vote as lay Deputies or Alternate Deputies and shall be eligible ~~to~~ for election or appointment to any lay office of the Diocese.

**Rationale:** The present version of Albany Canon 1.2 provides that any person eighteen (18) years of age or older is eligible for election as a deputy or alternate deputy to the diocesan convention or for election to any lay office in the diocese. The resolution adds the additional requirements that lay candidates should be communicants, and for the year prior to their nomination, should also be “communicants in good standing,” (as defined by the Canons of the Episcopal Church) meaning that they should be faithful in worship and faithful in working, praying and giving for the spread of the Kingdom of God. These additional criteria are not onerous and will assure that candidates have shown commitment to the Church through worship, work, prayer, and giving.

The resolution also corrects a minor typographical error in the last line of Canon 1.2.



**PROPOSED RESOLUTION #7  
AMEND CANON XVI**

**Moved by:** The Rev. Glen F. Michaels

**Seconded by:** Ms. Sandra Hutchison, St. John's Church, Troy

**Be it resolved:** That Canon 16 of The Canons of the Diocese of Albany be and hereby is repealed.

**~~CANON XVI—MARRIAGE~~**

**~~16.1—Celebration or Blessing of Marriages by Clergy~~**

~~Members of the Clergy Resident in or Licensed to Serve in this Diocese shall neither officiate at, nor facilitate, nor participate in, any service, whether public or private, for the Celebration or Blessing of a Marriage or any other union except between one man and one woman. Unions other than those of one man and one woman in Holy Matrimony, even if they be recognized in other jurisdictions, shall be neither recognized nor blessed in this Diocese.~~

**~~16.2—Marriages on Church Property~~**

~~Properties owned, controlled, managed, or operated by this Diocese, or any Parish of the Diocese, or any legal entity established by the Diocese or a parish of the Diocese, shall not be the site for any service, public or private, for the Celebration or Blessing of a Marriage or any other union except those between one man and one woman.~~

**Rationale:** General Convention Canons already provide Members of the Clergy of the Episcopal Church with discretion to decline to solemnize or bless any marriage. Action taken in 2018 by the 79th General Convention authorizing for continued use “The Witnessing and Blessing of a Marriage” and “The Celebration and Blessing of a Marriage 2” (from “Liturgical Resources I: I Will Bless You and You Will Be a Blessing, Revised and Expanded 2015”) brought the diocesan canon on marriage into non-conformity with provisions of Canon I:18 of The Canons of General Convention. Article IX of the Constitution of the Diocese of Albany provides that diocesan canons be consistent with the Constitution and Canons of General Convention or the diocesan constitution. This resolution effectuates that diocesan constitutional provision.

**PROPOSED RESOLUTION #8  
AMEND CANON XI**

**Moved by:** The Rev. Ken Hitch

**Seconded by:** Mr. Phillip Schwartz, Christ Church, Hudson

**Be it resolved:** That subdivisions (A) and (B) of Canon 11.8 of The Canons of the Diocese of Albany be and hereby are repealed.

**~~11.8—Standards for Ordination and Consecration~~**

~~A. To be eligible to be ordained to the Diaconate or Priesthood, or consecrated a Bishop, a person must live within the covenant of Marriage between one man and one woman, or be celibate and abstinent.~~

~~*Standards for Election, Appointing, and Licensing*~~

~~B. To be eligible to be elected, appointed or licensed to any position of ordained ministry in the Diocese, a member of the clergy must live within the covenant of Marriage between one man and one woman, or be celibate and abstinent.~~

**Rationale:** Subdivisions (A) and (B) of Diocesan Canon 11.8 are not consistent with The Canons of General Convention, Title III.1.2, which provides, in part, that “No person shall be denied access to the discernment process or any process for the employment, licensing, calling, or deployment for any ministry, lay or ordained, in this church because of ... sexual orientation, gender identity and expression ... except as otherwise provided by these canons.”

The Episcopal Diocese of Albany  
Disciples Making Disciples



Episcopal Diocese of Albany  
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