

157th Annual Convention



2025

Convention Book

The Rt. Rev. Jeremiah D. Williamson,
10th Bishop of Albany

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 2025

All deputies at Convention should **sit together for voting and deliberation purposes**. The Friday night business session will take place in the main tent. The Saturday business session will take place in the Chapel and Great Hall following the Convention Eucharist.

The Bishop's Address and preliminary business of Convention will take place on Friday evening, October 10. All elections and voting on main resolutions will happen on Saturday morning, October 11.

Registration for the business meetings (which is different from the room registrations) has been planned for St. Michael's Chapel from 10:00 AM to 6:30 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 8:30 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.

Most voting at convention is decided by voice vote, but there are exceptions. If a voice vote is inconclusive, electronic voting will be utilized.

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 delegate and each clergy person has one vote. In a vote-by-orders, the lay delegates of a parish cast a single vote, and each clergy person casts a vote. In other words, the lay delegates 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. The ballots will be provided through electronic means. **All voting members of Convention must have access to a Wifi-enabled electronic device (i.e. cell phone or tablet). You will be provided with login credentials for the electronic voting when you register at Convention.**

Proposed Order of Business

1. The Rt. Rev. Jeremiah Williamson, Bishop Diocesan, calls the business session to order on Friday evening
2. President's Address
3. Credentialing report
4. Proposed Order of Business
5. Ecclesiastical Authority appointments
6. Nomination and election of Secretary of the Diocese
7. Secretarial appointments
8. Reports received by title. Committee reports will be presented as time permits.
9. Secretary's instructions to the Convention
10. Procedural Motion for Discussion of Resolutions
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.
18. Voting for vote-by-orders nominees.
19. Episcopal appointments, to serve for the ensuing year.
20. Consideration and voting on main resolutions received by the Secretary, in the order listed.
21. Courtesy resolutions
22. Adjournment

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 the Council should expect to be involved with the mission and goals of the Diocese. The Diocesan Council meets a minimum of four times per year.

The Great Chapter of the Cathedral of All Saints. The Great 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 Great 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 Great Chapter meets three times per year in January, April and October.

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 Board 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 Disciplinary Board meets on an as-needed basis. By Episcopal Church canon, the term of office for Disciplinary Board members begins on January 1.

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 diocesan and parish property and act in a fiduciary capacity in other ways. Members should have some background in finance, investments, real estate, or building management and maintenance. The Trustees meet five times per year.

Vote-by-Orders Elections

The Standing Committee. The Standing Committee is primarily the Bishop’s Council of Advice. The duties of the Standing Committee include (but are not limited to) certain aspects of ordinations and consecrations, as well as aspects of the sale or mortgage of diocesan or parish 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. The Standing Committee meets monthly and when convened by the bishop. Members of the Standing Committee should expect to meet immediately following the Convention to elect a President and Secretary.

General Convention and Provincial Synod. The General Convention of the Episcopal Church is a gathering of deputies from all the dioceses of the Episcopal Church. The General Convention meets

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for about 9 days once every three years. The elected Deputies serve in the House of Deputies. Provisional Deputies serve when an elected deputy is unable to serve. Deputies and Provisional Deputies to General Convention also serve as deputies 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. The next General Convention will take place in early July, 2027 in Phoenix, Arizona.

Overview of nominations on file with the Secretary of the Diocese

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

1 priest and 1 lay office, each for two-year unexpired term

The Rev. Paul Hunter

The Rev. Martin Yost

Jay Harold Jakovic

Dr. Brian Taylor

Convention Representative to Diocesan Council

1 clergy office to be filled for a 2-year term.

The Rev. Thomas Higman

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. Dr. Scott Evans

The Rev. Jack Whritenour

The Disciplinary Board

2 clerical and 1 lay office, each for three-year terms

1 clerical and 1 lay office, each for 1-year unexpired term

(Term is January 1, 2026 – December 31, 2028)

The Rev. Katherine Alonge-Coons

The Rev. Karla Banach

The Rev. Dr. William Lytle

The Very Rev. Marshall Vang

David Kennison

Rachel Tremblay

Offices to be filled by Vote-by-Orders:

Deputies to General Convention 2027

Four clerical (priest or deacon) and four lay offices, each for three-year terms

The Rev. Katherine Alonge- Coons	Christopher Cassidy
The Very Rev. Scott Garno	Sarah Garno
The Very Rev. Dr. Laurie Garramone	David Malsan
The Rev. Cn. Meaghan Keegan	Kristin McCabe
The Rev. Tracy Wells Miller	Dennis Wisnom

The Standing Committee

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

The Very Rev. Arthur Garno	Barbara Breen
The Rev. Lynne Curtis	Christopher Cassidy

Nominees for Elective Office

Original documents on file with the Secretary of Convention



THE REV. KATHERINE ALONGE-COONS

Nominated for Deputy to General Convention 2027

Nominated by The Very Rev. Scott Garno

Seconded by Christopher Cassidy, St. Stephen's, Delmar

Nominated for Disciplinary Board Member

Nominated by The Very Rev. Scott Garno

Seconded by Christopher Cassidy, St. Stephen's, Delmar

Mother Kathy Coons is 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; Licensed Clinical Social Worker; employed as Rensselaer County Commissioner of Mental Health. Serves as Secretary of EDOA Trustees, member and former President of Standing Committee, 2018, 2022 & 2024 Deputy to General Convention; and Albany Episcopal Cursillo ministry. She has received the NYS Office of Mental Health Lifetime Achievement Award and serves on several organizational Boards. Married to Earl Coons, mother of two adult daughters and a grandmother.



THE REV. KARLA BANACH

Nominated for Disciplinary Board Member

Nominated by The Rev. Cn. Neal Longe

Seconded by Muriel Pollydore, St. Francis Mission, Albany

The Reverend Karla Banach serves as Rector of St. Francis Mission in Albany. Ordained to the priesthood on October 8, 2022, at which time she became rector. Previously, she was a member of All Saints, Round Lake, where she served as parish administrator. Mother Karla is Vice Chair of Episcopal Charities of Albany and is as a chaplain at Ellis Hospital. She is dedicated to expanding outreach ministries at St. Francis Mission, supporting the Albany community and her congregation consisting almost entirely of immigrants and refugees. Mother Karla is married to Tim. They have four children and seven grandchildren.



BARBARA BREEN

Nominated for Standing Committee

Nominated by The Rev. Colin Belton

Seconded by Noel Dawes, St. Mary's, Lake Luzerne

A retired middle school counselor, Barbara worships at St. Mary's Church in Lake Luzerne. She currently serves there as a warden, ECW co-president, lector, chalice bearer, office volunteer, and member of the Altar Guild, DOK, Stewardship Committee, and prayer ministry. At the diocesan level, she took part on the Profile and Search Committee and a discernment team; is Vice-President of the Albany DOK Board; and has completed a term on the Standing Committee. If re-elected, she would be honored to continue serving during this time which has challenges for our diocese yet is filled with vibrancy and hope.



CHRISTOPHER CASSIDY

Nominated for Deputy to General Convention 2027

Nominated by The Very Rev. Scott Garno

Seconded by The Ven. Justine Guernsey

Nominated for Standing Committee

Nominated by The Very Rev. Scott Garno

Seconded by The Ven. Justine Guernsey

Christopher Cassidy has been a parishioner at St. Stephen's in Delmar since the late '90s. He has been married to his wife, Debby for 45 years. Together they have three adult sons, three daughters-in-law and six grandchildren. Chris has served as Lector, Vestry member, Senior Warden, Finance Committee Chair, Stewardship Committee Chair, Search Committee Co-Chair, Delegate to Diocesan and General Conventions. Chris has also served as a member of the Standing Committee for the Diocese and is a Senior Vice President at Wells Fargo Advisors in Albany. He and his wife reside in Delmar, New York.



THE REV. LYNNE CURTIS

Nominated for Standing Committee

Nominated by The Rev. Michael Todd

Seconded by The Rev. Cn. Neal Longe

Lynne was ordained as a deacon in 1991 and currently serves at St Lukes on the Hill in Mechanicville/Halfmoon. In the Diocese, Lynne serves on the CtK healing team, the Missions Committee, the Deacons Council and the Welcome Home Initiative prayer team. She has previously served on both the Commission of Ministry and the Standing Committee. Before retiring, she worked as the social work supervisor for the Hospice of Saratoga. Lynne is married to her dearly loved husband Clark and has 4 children and 6 grandchildren.



THE REV. DR. SCOTT EVANS

Nominated for Trustee of the Diocese

Nominated by The Rev. Cn. Neal Longe

Seconded by Patricia Ellis, All Saints, Round Lake

Fr. Scott trained for ministry at Fuller Theological Seminary and Nashotah House Episcopal Seminary and has served as Rector of All Saint's Round Lake since 2014. In addition to his vocation as a priest, Scott is a research scientist and professor in AI and Machine Learning. Scott recently completed his first term as a diocesan trustee, and is married to Stephanie - they have four amazing adult children.



THE VERY REV. ARTHUR S. GARNO

Nominated for Standing Committee

Nominated by The Rev. Helen Harris

Seconded by The Rev. Nancy Truscott

Fr. Art Garno, Rector, St. John's Delhi, and St. Peter's Hobart; ordained Deacon in 2005 and Priest in 2017, served churches in Ogdensburg and Waddington, before starting full-time ministry in the Susquehanna Deanery. Fr. Art was Director of Workforce Development at SUNY Canton and before that worked in Manufacturing Engineering. Fr. Art served several terms on Diocesan Council, one full and one partial term on the Standing Committee. He is Dean of the Susquehanna

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Deanery. Fr. Art and his wife Tammy have two grown children, The Very Rev. Scott Garno, a priest, and Stacy Summers a teacher. They have seven grandchildren.



SARAH GARNO

Nominated for Deputy to General Convention 2027

Nominated by Christopher Cassidy, St. Stephen's, Delmar

Seconded by Wendy Lindscoog, St. Stephen's, Delmar

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, Sunday School teacher, choir member, Cursillista. She serves on the Commission on Ministry and the Constitution and Canons committee for EDA. She has attended General Convention many times as a volunteer, a visitor, and as a Deputy four times. Sarah and Fr. Scott have four children: Josiah (with the Lord), Samuel, Maria, and Tobias.



THE VERY REV. SCOTT GARNO

Nominated for Deputy to General Convention 2027

Nominated by The Rev. Katherine Alonge-Coons

Seconded by The Rev. Candace Palumbo

Fr. Scott Garno has been a priest for 19 years, and rector of St. Stephen's, Delmar, since 2017. He previously served two terms on the Standing Committee (President 2019-2021). Fr. Garno has represented the diocese at General Convention seven times, three times as Chair. He served on the TEC Task Force on Communion Across Difference and a similar committee for EDA. Fr. Garno is a Spiritual Director for Cursillo, Dean of the Metropolitan Deanery, and Secretary of the Diocese. He is married to Sarah (22 years), and they have four children: Josiah (with the Lord), Samuel, Maria, and Tobias.



THE VERY REV. DR. LAURIE GARRAMONE

Nominated for Deputy to General Convention 2027

Nominated by The Rev. Alistair J. Morrison

Seconded by The Very Rev. Desmond Francis

The Very Rev. Dr. Laurie M. Garramone is the Rector of St. John's Church in Johnstown, NY and is lead visionary for One Church Street, which combats food insecurity in Fulton County. She is a current Trustee of the Diocese, the Dean of the Western Mohawk Deanery and she served as a Delegate to the General Convention in 2022 and in 2024. She co-leads the hilarious and informative Comedy Hour Bible Study with her husband, the Rev. Alistair Morrison, and is the (very) blessed mother of Alex Rohr, and Christian Rohr, who passed away in 2017.



THE REV. THOMAS HIGMAN

Nominated for Convention Representative to Diocesan Council

Nominated by The Rev. Cn. Neal Longe

Seconded by Lisa Minnich, St. Mark's, Malone

Father Thomas Higman has been a priest for thirteen years in several parishes around the North Country and now is the Rector of St. Mark's in Malone, NY. Additionally, he has served as a hospital chaplain and presently is the Coordinating Chaplain for Franklin Correctional Facility in Malone, NY (NYS

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DOCCS). He graduated from St. Charles Borromeo Seminary in Philadelphia in 2011 with a Master of Divinity. He is married to Dr. Lynn Higman, who is an Assistant Professor of Applied Psychology at SUNY Canton and is the bonus Dad of two college juniors, Kiara and Alexander.



THE REV. PAUL HUNTER

Nominated for The Great Cathedral Chapter

Nominated by The Rev. Dennis Keegan

Seconded by Maria S. Holden, St. Peter's, Albany

Father Paul Hunter is the Rector of St. Christopher's Church in Cobleskill, NY. Previously, he served for three years as Canon for Mission at the Cathedral of All Saints, directing the Cathedral's outreach programming, and later served a term on the Great Chapter. Currently, he is a member of the Disciplinary Board of the Diocese. He believes strongly in the mission of the Cathedral, and the unique witness to the Gospel it offers the City of Albany.



JAY HAROLD JAKOVIC

Nominated for The Great Cathedral Chapter

Nominated by The Ven. Dr. Leander Harding

Seconded by The Rev. Christina Hunter

Jay Jakovic is a local real estate attorney and lifelong resident of the Capitol Region. He graduated from the Albany Academy, Union College and Albany Law School. He has served on the vestry of St. Peter's Church and the Great Chapter of the Cathedral of All Saints and is a member of the Dean's Roundtable. He is currently involved in the effort to save the Cathedral's historic Guild House so that it can once again be a center of mission and service for the whole community. Mr. Jakovic has also served on the boards of many civic organizations.



THE REV. CN. MEAGHAN KEEGAN

Nominated for Deputy to General Convention 2027

Nominated by The Rev. Cn. Neal Longe

Seconded by The Rev. Helene Patterson

Rev. Cn. Meaghan Keegan, is the Canon to the Ordinary for Spiritual Development and Rector of St. Paul's, Greenwich. She is the Executive Director of Christ the King and oversees the Albany Blooms Thriving Parish Initiative and the Episcopal Diocese of Albany School of Spiritual Formation and Education. She has a master's degree in Church History and Theology and is finishing up her D.Min. in Pastoral Theology. Meaghan has a certificate in Spiritual Direction. She served as a deputy to General Convention in 2024, is the Bishop's liaison to the Commission on Ministry, and serves on the Cathedral Great Chapter.



DAVID KENNISON

Nominated for Disciplinary Board Member

Nominated by The Rev. Thomas Pettigrew

Seconded by The Rev. Abigail Bee

David was raised in the Episcopal Church, instilled with the majesty of Anglo-Catholic liturgy at St. George's, Schenectady. He has served multiple terms on their Vestry, followed by seven terms as Senior Warden under four successive Rectors. Retired from a long engineering career, David holds multiple technical

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degrees from RPI & Union College and has travelled extensively, working in over 50 countries. He has now thrown that energy and experience into his church life, always ready to jump into every effort. David and his wife Anne live in Niskayuna, but really, they often seem to live at St. Georges!



THE REV. DR. WILLIAM LYTLE

Nominated for Disciplinary Board Member

Nominated by Ella Brice, Christ Church, Hudson

Seconded by Sandra Gill, Christ Church, Hudson

Father Bill Lytle has served on staff at St. George's Church in Clifton Park (2018-2020) and as rector of Christ Church in Gilbertsville (2020-2025). He is currently rector of Christ Church in Hudson. He has completed two terms as the convention clergy representative on Diocesan Council (2021-2025), and

serves as camp clergy for Beaver Cross Camps, and formerly as a faculty member of the Diocesan Deacons' School.



DAVID MALSAN

Nominated for Deputy to General Convention 2027

Nominated by The Rev. Tom Malioneck

Seconded by The Very Rev. Scott Garno

Dave Malsan has been a member of St Paul's Kinderhook since 1989. He has served there as a vestryman (24 years), Strawberry Festival chairman, and Junior Warden. He has served in this diocese on the Ecclesiastical Trial Court and Disciplinary Board, and is currently on the Standing Committee. Dave has also been involved in Missions, having gone to South Sudan in 2023. In 2017 Dave retired from NYS as a Labor Relations Specialist, with a focus on employee grievances and discipline. Dave has been married to his wife Bonnie for 37 years, and lives in Valatie.



KRISTIN MCCABE

Nominated for Deputy to General Convention 2027

Nominated by The Rev. Derik Roy

Seconded by The Rev. Cn. Neal Longe

Kristin McCabe has been serving as music director, choir director, and organist at Christ Episcopal Church, Ballston Spa, NY since 2009. She has been a member of the Albany diocesan missions committee since 2024. Kristin has a passion for all people to experience the love of God through worship. She is married to her husband, Rich, and has three children: Edison, Claudia, and Oliver. They reside in Charlton, NY where she also teaches piano lessons, knits, and tends to her 23 chickens.



DR. BRIAN TAYLOR

Nominated for The Great Cathedral Chapter

Nominated by The Ven. Dr. Leander Harding

Seconded by The Rev. Thomas J. Pettigrew

Brian Taylor has served as Organist-Choirmaster for St. George's Episcopal Church, Schenectady, since 2019. He has been a church musician all of his life having served mostly Episcopal churches in eight other states before coming to New York. Dr. Taylor has a peripheral relationship with the Cathedral of All Saints, occasionally playing services and recitals there, and he has served one term on the Great Chapter. He also

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serves on the Diocesan Commission on Ministry. Dr. Taylor is the father of two adult aged daughters, Amelia and Laura, of whom he is very proud.



RACHEL TREMBLAY

Nominated for Disciplinary Board Member

Nominated by The Rev. Gil DeLaura

Seconded by Bonnie Hall, Christ Church, Ballston Spa

Rachel Tremblay is a lifelong member of the Diocese and a parishioner at Christ Church in Ballston Spa, where she has had the privilege of serving on the Vestry, as Warden, and on the originating board of the Kids First Daycare Center. Rachel has also enjoyed her time in various other ministries including as a Sunday School teacher, Bible study facilitator, and choir member. Vocationally, Rachel works as a Social Worker and Mental Health Therapist in downtown Schenectady. Previously, she was a Legal Secretary in offices handling Family Law and Criminal Law. Rachel lives in Saratoga with her daughter Abigail.



THE VERY REV. MARSHALL VANG

Nominated for Disciplinary Board Member

Nominated by The Very Rev. Scott Garno

Seconded by William Harrison, St. Paul's, Albany

Father Vang came to the diocese in 1987 as Rector of Saint George's Church, Schenectady. He became the Nineteenth Dean of The Cathedral of All Saints in 1998. In 2010, he was designated as Dean Emeritus. Starting in 2010, Dean Vang served as Priest-in-charge of Holy Cross, Warrensburg, Interim Rector of Bethesda, Saratoga Springs, and priest of St. Luke's on the Hill, Mechanicville. Since 2022 the Dean Emeritus has been a supply priest at a number of parishes. In addition, he has served as member of the Standing Committee, a Diocesan Trustee, a Delegate to the General Convention, and a faculty member of Deacons' School.



THE REV. TRACY WELLS MILLER

Nominated for Deputy to General Convention 2027

Nominated by Julianne Koch, Zion Church, Morris

Seconded by Kathleen Bingham-Stroh, Zion Church, Morris

Mother Tracy Wells Miller holds degrees from Furman University (B.A. '03), Harvard Divinity School (M.T.S. '06), and the School of Theology at Sewanee: The University of the South (M.Div. '12) and was ordained out of the Diocese of Atlanta. She currently serves as Priest-In-Charge of Zion Church in Morris. She has been a priest for 13 years, previously serving in the Dioceses of Tennessee, California, and El Camino Real. Mother Tracy has been active in national and international ecumenical and interfaith networks for over 20 years and would love to participate in our churchwide network by going to General Convention.



THE REV. JACK WHRITENOUR

Nominated for Trustee of the Diocese

Nominated by David Teall, Emmanuel, Little Falls

Seconded by Patricia LaFontaine, Emmanuel, Little Falls

Fr. Jack Whritenour (b. Feb. 25, 1971) grew up in NJ. He earned his B. Mus. Ed. from the College of New Jersey in 1993, and his M.Div. from the Lutheran Theological Seminary in Philadelphia in 1998. After serving as a Lutheran pastor for 21 years, he became an Episcopal priest in October of 2019. He has been the rector of Emmanuel Episcopal Church in Little Falls, NY for 6 years. His passions are liturgy, Church history, and preaching. He has served as musician for the priests and deacons retreat, and as a member of the Profile and Search Committee.



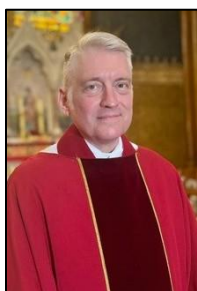
DENNIS WISNOM

Nominated for Deputy to General Convention 2027

Nominated by The Rev. Martha Hubbard

Seconded by The Ven. Justine Guernsey

I was confirmed in 1994 by Bishop David Ball. Since 2011, I have been an active member at St. Andrew's, Albany. In 2014, I completed the Education for Ministry program. Working collaboratively to find solutions that may arise at General Convention can bear much fruit. I feel called to serve this denomination and the God I love and worship. The Episcopal Church needs young people if we're to survive and thrive. I humbly ask for your vote.



THE REV. MARTIN YOST

Nominated for The Great Cathedral Chapter

Nominated by The Rev. Thomas J. Pettigrew

Seconded by Jonathan Keeler, Cathedral of All Saints, Albany

Fr Yost is Rector of Saint Paul's Church in Troy and Chaplain at the Hoosac School. He began his ministry in the Diocese of Albany in 2018 at Saint Luke's, Catskill. A graduate of Nashotah House ordained in 2002, Fr Yost has served parishes and schools in Dallas and Rhode Island. With a keen interest in church arts and music, he looks forward to the opportunity to continue to support and contribute to the ministry and mission of the Cathedral of All Saints with another term on the Great Chapter.

Reports to the Convention

Salary and Benefits Committee Report Expected Clergy Compensation and Benefits for 2026 Convention 2025

Committee Members

Mr. Christopher Cassidy
Mrs. Kelly Dalton-Trotter
The Rev. Canon Neal Longe, Chair

The guidelines here are the minimum expected stipend for 2026 for clergy serving parishes in the Diocese of Albany. **There is nothing to prevent congregations from providing compensation and benefits higher than those indicated.** Indeed, the salary and benefits committee is aware that in some circumstances, the minimum suggested amount may not be adequate. Every congregation should review their clergy compensation package in light of the parish's circumstances as well as the clergy's needs. Every congregation is urged to encourage active stewardship as the norm within their parish.

If a Vestry, or Vestries of a group of congregations served by one cleric, is unable to meet the following minimum expected compensation they shall consult with the Bishop or his designee (Canon Neal Longe).

1) Expected Stipend for Priests

During the twelve months, December 2023 through December 2024, the Northeast Region Consumer Price Index (Unadjusted) rose approximately 3.1%. The 2025 Social Security and Supplement Security Income Cost of Living Adjustment is 2.5%. Considering the economic indicators and regional compensation figures within The Episcopal Church, the Committee recommends that Vestries increase their priest's stipend by at least 2.5% for 2026. The following table shows the expected minimum stipends.

It is important to note that the diocesan-expected 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 minimum expected stipend 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.

2026 STIPEND SCHEDULE						
CATEGORIES:	1	2	3	4	5	6
Minimum Cash Stipend	\$42,976	\$46,861	\$53,353	\$59,366	\$66,385	\$72,323

The categories for the chart above are as follows:

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Category 1: Parochial report revenue lines 3 & 5 under \$89,999
Category 2: Parochial report revenue lines 3 & 5 \$90,000 - \$109,999
Category 3: Parochial report revenue lines 3 & 5 \$110,000 - \$149,999
Category 4: Parochial report revenue lines 3 & 5 \$150,000 - \$189,999
Category 5: Parochial report revenue lines 3 & 5 \$190,000- \$249,999
Category 6: Parochial report revenue lines 3 & 5 Greater than \$250,000

2) Church Provided Housing for Priests / Housing Allowance

Congregations shall (a) provide housing or (b) pay a housing allowance which shall not be less than 30% of the priest's annual stipend.

If housing is provided, there are four figures to work with.

- 1) the fair market rental value of the housing **unfurnished with utilities**
- 2) the fair market rental value of the housing with utilities furnished as the cleric has it **furnished**
- 3) **the Section 107 furnishings allowance**, which cannot exceed the difference of 2) minus 1)
- 4) the amount assumed for housing by the Pension Fund for pension purposes

The congregation needs to provide an estimate of

- (1) the fair market rental value of the housing **unfurnished with utilities**; and
- (2) the fair market rental value of the housing **with utilities furnished** as the cleric has it furnished.

The priest must pay self-employment tax on the fair market rental value of the housing unfurnished. The Vestry must include in its calculation of the self-employment tax reimbursement the fair rental value of the house.

The priest shall have full and exclusive use of church provided housing. Church provided housing is to be inspected annually by the Wardens.

By law the Section 107 furnishings allowance that the Vestry designates in its annual resolution cannot exceed the difference between the two figures (i.e., the value furnished less the value unfurnished). In order to exclude that amount from taxes the priest must spend at least that amount on housing-related expenses. You report the following figures to the Pension Fund: (1) the cash stipend; (2) the Social Security reimbursement; and (3) the actual cost of utilities for the provided housing. The Pension Fund adds 30% of the sum of these three figures as the value of the priest's housing for pension assessment purposes. **This 30% figure is *entirely unrelated to the furnishings allowance or the fair market rental value on which the priest must pay self-employment tax*.** As a rule, the fair market rental value will be much higher than 30%, while the furnishings allowance that can be excluded from income tax will be much lower than 30%.

If housing is not provided, there are two figures to work with. They are not the same; they are calculated differently and have different purposes.

- 1) the **cash housing allowance** paid by the parish
- 2) **the Section 107 parsonage allowance** that is excludable from Federal and NY income taxes

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The congregation pays **cash in lieu of housing** as part of the Total Cash Compensation. A priest's entire cash compensation, including housing allowance and Social Security reimbursement, is subject to self-employment tax.

The Section 107 parsonage allowance is the amount a priest may exclude from Federal and NY income taxes. The parsonage allowance is determined by determining the fair market rental value of the furnished housing occupied by the priest. The priest may exclude this amount, plus the cost of utilities, from income tax provided (1) that the Vestry has designated this amount in a particular resolution before any of it is paid; and (2) that the priest spent at least that amount on housing related expenses.

3) Expected Compensation for Deacons

The Deacon has historically served the congregation without stipend or fee. However, congregations are expected to pay a monthly stipend of \$25, plus the necessary Church Pension Group (CPG) assessment so that they have access to CPG programming such as CREDO for Deacons under the age of 72.

4) SECA Payments

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

All clergy should receive a W2.

5) Minimum expected compensation for supply clergy

\$150 for one Eucharistic weekend service.

\$50 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.

Priests are to receive the supply fee directly.

Deacons are no longer paid directly for supply ministry within the diocese. Instead, the supply fee should be forwarded to The Episcopal Diocese of Albany, Deacon's Fund, 580 Burton Road, Greenwich, NY 12834. This fund is administered by the Deacon's Council and used to offer continuing education, retreats, and emergency funds for deacons in need.

For both priests and deacons: 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.

6) Church Pension Group

The Episcopal Diocese of Albany
Disciples Making Disciples

Church Pension Group participation is mandatory for all clergy, including supply and deacons, “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 of agreement (or other contract of employment) that provides for the payment of pension 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 are to be enrolled with the Church Pension Fund.

7) Health Insurance

For priests who are scheduled to work 30 hours a week, or 1500 hours a year, full family coverage is expected to be provided through one of the Denominational Health Plans offered by Church Insurance. It is expected that family dental insurance be provided as well.

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

Priests or laypersons scheduled to work more than 20 hours a week, or 1000 hours a year, for a church are *eligible but not mandated* to be enrolled in one of the Denominational Health Plans offered by Church Insurance. This enrollment may be at the sole cost of the individual or a shared cost negotiated between the individual and the Vestry. The cost sharing model under this provision must be the same for priests and laypersons receiving benefits under this provision.

8) Vacation

Vacation time for clergy in the Episcopal Diocese of Albany is a total of four weeks, to include five Sundays, for all full and part-time priests regardless of how long they have served.

Diocesan Development Fund Report 2025

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 Episcopal Diocese of Albany
Disciples Making Disciples

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 for 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.

DDF Loans Outstanding

Parish	Loan Date	Loan Amount	Loan Term	Principal Outstanding 8/31/2025	Status
St. Ann's Amsterdam	July 2021	\$56,287.50	10 Years	\$36,949.97	Current
St. Ann's Amsterdam	February 2025	\$35,000	10 Years	\$33,668.29	Current
St. John's Cohoes	May 2022	\$20,000	10 Years	\$14,792.12	Current
Diocese of Albany	September 2016	\$200,000	10 Years	\$150,947.33	Current
Christ the King Center	Line of Credit	\$250,000	N/A	\$85,000.00	No Min. Payment Req.
Zion Hudson Falls	May 2018	\$67,000	10 Years	\$22,221.17	Current
St. John's Johnstown	October 2021	\$45,000	10 Years	\$30,340.01	Current
Trinity Gouverneur	November 2008	\$20,000	10 Years	\$16,966.02	Current
St. Luke's Mechanicville	March 2016	\$100,000	10 Years	\$66,113.77	Current

The Episcopal Diocese of Albany
Disciples Making Disciples

St. Luke's Mechanicville	June 2023	\$20,000	10 Years	\$16,546.23	Current
Title IV Proceeding	January 2025	\$10,000	5 Years	\$10,000	Current
Total Principal Due				\$483,544.91	

Assets

Account Name	Balance as of 8/31/2025
Trustco - Cash	\$111,982.79
Trustco - CD	\$151,753.62
JP Morgan - CD	\$163,449.93
JP Morgan - CD	\$164,084.36
JP Morgan - CD	\$164,750.55
JP Morgan - CD	\$162,800.23
Total	\$918,821.48

Respectfully Submitted,

The Rev. Canon Neal P. Longe, Chair - Diocesan Development Fund Committee

Parish Ministry and Mission Grants Report

The money that funds these grants comes from the Diocesan operating budget as approved by the Diocesan Convention. The funds are limited and are intended to aid parishes with a wide range of needs in support of carrying out the mission of the Church (BCP page 855). Any church in the Diocese is able to request these funds on an annual basis.

The grant application for 2026 will open early in the new year.

With the approval of Diocesan Council, the following grants were awarded for 2025

Location	Parish	Project	\$ Awarded
Albany	St. Andrew's	Trans Family Support Group	\$500

The Episcopal Diocese of Albany
Disciples Making Disciples

Albany	St. Francis	Window Replacement Project	\$8,000
Colonie	St. Michael's	Ramp and Elevator Repair	\$3,000
Gilbertsville	Christ Church	Parish Hall Repair	\$2,200
Greenwich	St. Paul's	Christian Ed Room Renovation	\$2,000
Kinderhook	St. Paul's	Community Breakfast	\$800
Mechanicville	St. Luke's	HVAC repair	\$2,300
Ogdensburg	St. John's	Soup Ministry	\$1,200
		TOTAL	\$20,000

With the approval of Diocesan Council, the following grants were awarded for 2024

Location	Parish	Project	\$ Awarded
Albany	St. Francis	Operations, Staff, and Outreach	\$3,000
Albany	St Thomas	Rent. Payable direct to St. Paul's, Albany	\$2,200
Clifton Park	St. George's	Help Feed Malawi Project	\$500
Franklin	St. Paul's	Front Porch Replacement	\$1,700
Gilbertsville	Christ Church	Parish Hall Improvement and Tree Removal	\$1,000
Greenwich	St. Paul's	AV Upgrade for Education and Worship	\$2,900
Johnstown	St. John's	Nourishing the Community	\$1,500
Malone	St. Mark's	Promotional Video for Inviting People	\$1,000
Ogdensburg	St. John's	Soup Ministry	\$1,200
Sidney	St. Paul's	Free Meal Program	\$2,000
		TOTAL	\$17,000

EDOA Trustee Report to Diocesan Convention 2025

Trustees: The Rev Katherine Alonge-Coons (secretary); Sue Britton, Chris Cassidy, Tim Condon; Tom Easterly; The Rev Jacob Evans; The Rev Scott Evans; and The Rev Laurie Garramone

Report ADIT (Albany Diocesan Investment Trust): Continued implementation of Trustee plan to divest of the oversight of holdings for parishes and other ministries i.e. Episcopal Charities; and retain oversight of EDOA holdings and other holdings legally designated for Trustee oversight. Investors were notified in August 2023 of this decision and need to liquidate ADIT shares and plan for oversight of own investments. Canon Neal Longe is reaching out to those few parishes with investments remaining in ADIT. Annual review of portfolio and performance presented by Fenimore – no concerns. Contract with Shawn Denis until an alternate solution for ADIT Administrator can be implemented.

Trust Review Bishop Williamson and Canon Longe will review all trusts to determine what interest may be available to support EDOA operations.

ADIT Audit: A new audit firm, The Bonadio Group, was hired to complete the 2024 audit. 2024 audit report was presented by the Bonadio Group. An “unqualified” audit opinion was rendered. Moving forward the trust will be reconciled quarterly and not annually.

New Trustee: In October 2024, Sue Britton was welcomed to fill in the seat vacated by the resignation of The Rev’d. Tom Papazoglakis.

Trustee asset reviews: have become a focus of the Trustees. Thus far the reviews have included: St. Peter’s By the Lake Chapel; Swan Street properties; Diocesan owned cemeteries.

Insurance Archeology: Trustees approved funding for EDOA to contract with a firm to research past insurance coverage for EDOA.

Real Estate:

St. Peter’s by the Lake (lot across the highway from the chapel): sale contract cancelled.

Christ Church, Morristown: approved sale of church building, proceeds to extinct parish fund.

St. Paul’s, Kinderhook: approved listing of a parcel of property for sale.

St. Paul’s, Greenwich: approved sale of parish hall, proceeds to parish for repairs to other properties.

Endowment established: Approved the use of proceeds from sale of Canterbury House, Troy NY to seed an endowment fund for EDOA.

Cullen Chapel: Approved annual spending plan.

CVA cases: Received ongoing updates from Bishop regarding potential financial settlements.

Thank you to Sue Britton and The Rev’d Scott Evans for serving as Trustees.

Respectfully Submitted, Katherine G. Alonge-Coons+

Budgeted Financial Statement for Period 7 - July
EDA BUDGET REPORT
Company#: 1 Name: The Episcopal Diocese of Albany
Fiscal Year Beginning 1/1/2025

<u>Description</u>	<u>Actual for Period</u>	<u>Budget for Period</u>	<u>Variance for Period</u>	<u>Actual YTD</u>	<u>Budget YTD</u>	<u>Var. Actual to YTD Budget Dollar</u>	<u>Budget Annual</u>
INCOME							
Assessments - Current Year	\$81,843.42	\$94,259.92	(\$12,416.50)	\$671,988.00	\$659,819.40	\$12,168.60	\$1,131,118.56
Assessments - Prior Year	\$0.00	\$1,000.00	(\$1,000.00)	\$0.00	\$7,000.00	(\$7,000.00)	\$12,000.00
Endowment Dividends - Restrict	\$1,195.16	\$583.33	\$611.83	\$4,272.43	\$4,083.35	\$189.08	\$7,000.00
Endowment Dividends - Unrestric	\$8,331.61	\$2,083.33	\$6,248.28	\$25,026.14	\$14,583.35	\$10,442.79	\$25,000.00
Reimb. of ECA Administrative Exp	\$7,141.67	\$6,583.34	\$558.33	\$49,991.69	\$46,083.30	\$3,908.39	\$79,000.00
Reimb Bldg Exp. CAS Rental Inco	\$2,083.33	\$2,083.33	\$0.00	\$14,583.31	\$14,583.35	(\$0.04)	\$25,000.00
Reimb of ADIT Administrative Exp	\$14,383.57	\$6,046.33	\$8,337.24	\$79,184.02	\$42,324.35	\$36,859.67	\$72,556.00
Reimbursement for Services-CTK	\$0.00	\$1,666.67	(\$1,666.67)	\$0.00	\$11,666.65	(\$11,666.65)	\$20,000.00
Interest Income	\$8,193.78	\$12,500.00	(\$4,306.22)	\$79,349.57	\$87,500.00	(\$8,150.43)	\$150,000.00
Gifts & Other Income	\$1,931.68	\$10,666.67	(\$8,734.99)	\$8,782.50	\$74,666.65	(\$65,884.15)	\$128,000.00
Transfers from Reserves	\$0.00	\$15,000.00	(\$15,000.00)	\$0.00	\$105,000.00	(\$105,000.00)	\$180,000.00
TOTAL INCOME	\$125,104.22	\$152,472.92	(\$27,368.70)	\$933,177.66	\$1,067,310.40	(\$134,132.74)	\$1,829,674.56
EXPENSES							
INSTITUTIONS							
Parish Mission Grants							
Aided Parishes	\$0.00	\$1,666.67	(\$1,666.67)	\$20,000.00	\$11,666.65	\$8,333.35	\$20,000.00
Total Parish Mission Grants	\$0.00	\$1,666.67	(\$1,666.67)	\$20,000.00	\$11,666.65	\$8,333.35	\$20,000.00
Cathedral of All Saints Grant							
Cathedral of All Saints Parish Cho	\$5,312.50	\$5,312.50	\$0.00	\$37,187.50	\$37,187.50	\$0.00	\$63,750.00
Spiritual Life Center Grant	\$1,262.58	\$666.67	\$595.91	\$7,206.74	\$4,666.65	\$2,540.09	\$8,000.00
Spiritual Life Center Parish Choic	\$17,708.33	\$17,708.33	\$0.00	\$123,958.35	\$123,958.35	\$0.00	\$212,500.00
TOTAL INSTITUTIONS	\$25,481.57	\$26,895.84	(\$1,414.27)	\$197,677.89	\$188,270.80	\$9,407.09	\$322,750.00
DIOCESAN OPERATIONS							
STAFF							
EPISCOPATE							
Stipend & Benefits	\$25,453.20	\$19,295.58	\$6,157.62	\$139,224.00	\$135,069.10	\$4,154.90	\$231,547.00
Travel & Professional	\$1,737.32	\$2,833.34	(\$1,096.02)	\$10,288.91	\$19,833.30	(\$9,544.39)	\$34,000.00
Bishop Search Expenses	\$0.00	\$0.00	\$0.00	\$195.81	\$0.00	\$195.81	\$0.00

Budgeted Financial Statement for Period 7 - July
EDA BUDGET REPORT
Company#: 1 Name: The Episcopal Diocese of Albany
Fiscal Year Beginning 1/1/2025

Description	Actual for Period	Budget for Period	Variance for Period	Actual YTD	Budget YTD	Var. Actual to YTD Budget Dollar	Budget Annual
TOTAL EPISCOPATE	\$27,190.52	\$22,128.92	\$5,061.60	\$149,708.72	\$154,902.40	(\$5,193.68)	\$265,547.00
Salary & Benefits	\$61,966.59	\$50,233.58	\$11,733.01	\$337,704.54	\$351,635.10	(\$13,930.56)	\$602,803.00
Archdeacons & Deans Support	\$0.00	\$833.33	(\$833.33)	\$4,250.00	\$5,833.35	(\$1,583.35)	\$10,000.00
Travel, Training, & Professional	(\$548.62)	\$500.00	(\$1,048.62)	\$3,540.86	\$3,500.00	\$40.86	\$6,000.00
TOTAL STAFF	\$88,608.49	\$73,695.83	\$14,912.66	\$495,204.12	\$515,870.85	(\$20,666.73)	\$884,350.00
DIOCESAN CONVENTION							
Convention	(\$10,353.39)	\$3,333.33	(\$13,686.72)	(\$12,797.00)	\$23,333.35	(\$36,130.35)	\$40,000.00
Council	\$502.00	\$83.33	\$418.67	\$502.00	\$583.35	(\$81.35)	\$1,000.00
TOTAL DIOCESAN CONVENTION	(\$9,851.39)	\$3,416.66	(\$13,268.05)	(\$12,295.00)	\$23,916.70	(\$36,211.70)	\$41,000.00
COMMISSION ON MINISTRY EXPEN							
Commission on Ministry Expenses	\$0.00	\$250.00	(\$250.00)	\$3,959.33	\$1,750.00	\$2,209.33	\$3,000.00
TOTAL COMMISSION ON MINISTRY	\$0.00	\$250.00	(\$250.00)	\$3,959.33	\$1,750.00	\$2,209.33	\$3,000.00
PROPERTY EXPENSES							
Insurance	\$2,762.83	\$2,500.00	\$262.83	\$19,339.80	\$17,500.00	\$1,839.80	\$30,000.00
Maintenance	\$3,559.91	\$2,833.33	\$726.58	\$11,502.60	\$19,833.35	(\$8,330.75)	\$34,000.00
Utilities & Supplies	\$2,552.85	\$3,333.33	(\$780.48)	\$31,757.82	\$23,333.35	\$8,424.47	\$40,000.00
DDF LOAN PAYMENT	\$1,102.00	\$1,101.83	\$0.17	\$7,714.00	\$7,712.85	\$1.15	\$13,222.00
TOTAL PROPERTY EXPENSES	\$9,977.59	\$9,768.49	\$209.10	\$70,314.22	\$68,379.55	\$1,934.67	\$117,222.00
STANDING COMMITTEE EXPENSES							
Standing Committee	\$0.00	\$83.33	(\$83.33)	\$300.00	\$583.35	(\$283.35)	\$1,000.00
TOTAL STANDING COMMITTEE EXP	\$0.00	\$83.33	(\$83.33)	\$300.00	\$583.35	(\$283.35)	\$1,000.00
SUPPORT SVS & SUPPLIES							
Audit Fees	\$0.00	\$1,083.33	(\$1,083.33)	\$7,750.00	\$7,583.35	\$166.65	\$13,000.00
Small Equipmt-Purchase&Maint	\$990.99	\$666.67	\$324.32	\$4,514.04	\$4,666.65	(\$152.61)	\$8,000.00
Office Supplies & Postage	\$196.23	\$750.00	(\$553.77)	\$5,086.03	\$5,250.00	(\$163.97)	\$9,000.00
Telephone & On-line Svcs	\$5,508.74	\$3,750.00	\$1,758.74	\$31,318.93	\$26,250.00	\$5,068.93	\$45,000.00
Information Technology (IT)	\$0.00	\$83.33	(\$83.33)	\$87.49	\$583.35	(\$495.86)	\$1,000.00

Budgeted Financial Statement for Period 7 - July
EDA BUDGET REPORT
Company#: 1 Name: The Episcopal Diocese of Albany
Fiscal Year Beginning 1/1/2025

Description	Actual for Period	Budget for Period	Variance for Period	Actual YTD	Budget YTD	Var. Actual to YTD Budget Dollar	Budget Annual
Payroll Service	\$791.73	\$166.67	\$625.06	\$4,629.69	\$1,166.65	\$3,463.04	\$2,000.00
ADIT Administrative supplies and	(\$11,694.74)	\$2,500.00	(\$14,194.74)	\$9,851.08	\$17,500.00	(\$7,648.92)	\$30,000.00
Interest & Service Charges	\$15.00	\$83.33	(\$68.33)	\$27.35	\$583.35	(\$556.00)	\$1,000.00
TOTAL SUPPORT SVS & SUPPLIES	(\$4,192.05)	\$9,083.33	(\$13,275.38)	\$63,264.61	\$63,583.35	(\$318.74)	\$109,000.00
TOTAL DIOCESAN OPERATIONS	\$84,542.64	\$96,297.64	(\$11,755.00)	\$620,747.28	\$674,083.80	(\$53,336.52)	\$1,155,572.00
DIOCESAN PROGRAMS							
Christian Education (Net)	\$0.00	\$41.67	(\$41.67)	\$0.00	\$291.65	(\$291.65)	\$500.00
Clergy Conferences/Retreats (Ne	\$1,777.31	\$2,083.33	(\$306.02)	\$5,605.80	\$14,583.35	(\$8,977.55)	\$25,000.00
Clergy Spiritual Direction	\$0.00	\$0.00	\$0.00	\$1,499.00	\$0.00	\$1,499.00	\$0.00
Communications	\$0.00	\$1,833.33	(\$1,833.33)	\$879.00	\$12,833.35	(\$11,954.35)	\$22,000.00
Deacon Formation	(\$150.00)	\$83.33	(\$233.33)	(\$150.00)	\$583.35	(\$733.35)	\$1,000.00
Deacon's Council	\$0.00	\$16.67	(\$16.67)	\$0.00	\$116.65	(\$116.65)	\$200.00
Legal Fees	\$8,037.50	\$12,500.00	(\$4,462.50)	\$11,199.35	\$87,500.00	(\$76,300.65)	\$150,000.00
Missions	\$0.00	\$666.67	(\$666.67)	\$8,395.00	\$4,666.65	\$3,728.35	\$8,000.00
Life Insurance Clergy & Lay	\$36.32	\$36.33	(\$0.01)	\$254.24	\$254.35	(\$0.11)	\$436.00
Youth Ministry Parish Choice	\$2,207.69	\$1,350.00	\$857.69	\$13,627.89	\$9,450.00	\$4,177.89	\$16,200.00
TOTAL DIOCESAN PROGRAMS	\$11,908.82	\$18,611.33	(\$6,702.51)	\$41,310.28	\$130,279.35	(\$88,969.07)	\$223,336.00
Extra Diocesan							
National Assessment	\$6,113.00	\$11,666.67	(\$5,553.67)	\$42,792.00	\$81,666.65	(\$38,874.65)	\$140,000.00
Provincial Assessment & Synod	\$0.00	\$233.33	(\$233.33)	\$0.00	\$1,633.35	(\$1,633.35)	\$2,800.00
Capital District Ecumenical	\$0.00	\$41.67	(\$41.67)	\$0.00	\$291.65	(\$291.65)	\$500.00
ECUSA Ecumenical	\$0.00	\$25.00	(\$25.00)	\$0.00	\$175.00	(\$175.00)	\$300.00
Total Extra Diocesan	\$6,113.00	\$11,966.67	(\$5,853.67)	\$42,792.00	\$83,766.65	(\$40,974.65)	\$143,600.00
TOTAL EXPENSES	\$128,046.03	\$153,771.48	(\$25,725.45)	\$902,527.45	\$1,076,400.60	(\$173,873.15)	\$1,845,258.00
INCOME OVER EXPENSES	(\$2,941.81)	(\$1,298.56)	(\$1,643.25)	\$30,650.21	(\$9,090.20)	\$39,740.41	(\$15,583.44)

Episcopal Diocese of Albany (Updated 6/17/2025)									
	Proposed 2026	3 Year Average	Budget 2025	Actual 2024	Actual 2023	Actual 2022			
	Description								
INCOME									
Assessments - Current Year	\$1,140,233	\$1,140,233.19	\$1,131,118.56	\$1,130,688.06	\$1,110,673.46	\$1,179,338.05	2023 Assessments paid 72% of amount billed. 2024 billed \$1,570,998		
Assessments - Prior Year	\$17,977	\$17,977.18	\$12,000.00	\$21,762.47	\$14,687.75	\$17,481.32			
Endowment Dividends - Restricted	\$9,350	\$9,349.84	\$7,000.00	\$18,861.60	\$831.07	\$8,356.84			
Endowment Dividends - Unrestricted	\$33,209	\$33,209.15	\$25,000.00	\$33,255.48	\$32,666.64	\$33,705.32			
Reimb. of ECA Administrative Expenses	\$78,614	\$78,613.89	\$79,000.00	\$78,741.67	\$79,100.00	\$78,000.00			
Reimb Bldg Exp. CAS Rental Income	\$25,000	\$23,611.07	\$25,000.00	\$24,999.96	\$20,833.30	\$24,999.96			
Reimb of ADIT Administrative Expenses	\$72,556	\$116,290.03	\$72,556.00	\$176,054.98	\$70,687.39	\$102,127.72			
Reimb of CTK Administrative Expenses	\$79,000	\$0.00	\$20,000.00						
Interest Income	\$134,998	\$56,376.42	\$150,000.00	\$134,997.53	\$34,131.73				
Gifts & Other Income	\$87,752	\$11,752.16	\$128,000.00	\$17,952.61	\$12,275.03	\$5,028.84			
Transfer from Trustees - Natl. Church Assessment	\$0	\$22,333.33	\$0.00	\$67,000.00	\$0.00				
Transfer from Trustees - Operations Shortfall	\$0	\$25,000.00	\$0.00	\$75,000.00	\$0.00				
Transfers from Reserves - Bishop Consecration	\$0	\$70,291.77	\$0.00	\$82,146.00	\$128,729.32				
Transfer From Reserves - General Convention	\$0	\$10,482.00	\$0.00	\$31,446.00	\$0.00				
Transfers from Reserves-Legal Fees	\$50,000	\$7,202.67	\$150,000.00	\$21,608.00	\$0.00				
Transfer from Undesignated Reserves	\$0	\$298,161.09	\$0.00		\$0.00	\$894,483.28			
Reimbursement from Grants - Lily & Iona	\$60,000	\$11,666.67	\$30,000	\$35,000					
Transfer to Designated Reserves	(\$80,000.00)	(\$155,290.24)	\$0.00	\$0.00	(\$1,360,354.00)				
TOTAL INCOME	\$1,708,688.42	\$1,777,260.22	\$1,829,674.56	\$1,949,514.36	\$144,261.69	\$2,343,521.33			
EXPENSES									
Parish Mission Grants									
Aided Parishes	\$0.00	\$19,000.00	\$20,000.00	\$17,000.00	\$20,000.00	\$20,000.00	Parish grants available through Lilly for 2026 and 2027		
Total Parish Mission Grants	\$0.00	\$19,000.00	\$20,000.00	\$17,000.00	\$20,000.00	\$20,000.00			
Affiliated Institutions									
Cathedral of All Saints Grant	\$76,500.00	\$71,250.00	\$63,750.00	\$63,750.00	\$75,000.00	\$75,000.00	2025 budget + 3 average avg parish choice + \$4K removed from archdeacon support		
Cathedral of All Saints Parish Choice	\$0.00	\$8,711.89	\$8,000.00	\$15,603.77	\$8,456.35	\$2,075.56			

Spiritual Life Center Grant	\$246,000.00	\$242,266.67	\$212,500.00	\$212,500.00	\$250,000.00	\$264,300.00	2025 budget + 3 yr avg parish choice + 3 yr avg parish choice youth ministry
Spiritual Life Center Parish Choice	\$0.00	\$20,582.52	\$18,500.00	\$22,587.16	\$22,404.42	\$16,755.98	
Total Affiliated Institutions	\$322,500.00	\$342,811.08	\$302,750.00	\$314,440.93	\$355,860.77	\$358,131.54	
TOTAL INSTITUTIONS	\$322,500.00	\$361,811.08	\$322,750.00	\$331,440.93	\$375,860.77	\$378,131.54	
DIOCESAN OPERATIONS							
Episcopate							
Stipend & Benefits	\$233,047.00	\$97,149.20	231547	231614.75	\$30,742.87	\$29,089.97	\$1500 for potential insurance increase
Travel & Professional	\$34,000.00	\$35,469.88	34000	37460.53	\$43,518.37	\$25,430.75	
Bishop Search Exp (Bishop Consecration)	\$0.00	\$70,572.45	0	118935.39	\$86,894.99	\$5,886.97	
TOTAL EPISCOPATE	\$267,047.00	\$203,191.53	\$265,547.00	\$388,010.67	\$161,156.23	\$60,407.69	
Staff							
Salary & Benefits	\$663,084.00	\$564,955.88	\$602,803.00	\$563,642.61	\$551,677.34	\$579,547.68	2025 Budgeted amount + 10%
Archdeacon and Deans Support	\$10,000.00	\$5,000.00	\$10,000.00	\$5,000.00	\$5,000.00	\$5,000.00	
Travel, Training, & Professional	\$20,650.00	\$20,650.53	\$6,000.00	\$51,307.14	\$4,600.10	\$6,044.35	
TOTAL STAFF	\$693,734.00	\$590,606.41	\$618,803.00	\$619,949.75	\$561,277.44	\$590,592.03	
Diocesan Convention							
Convention	\$40,000.00	\$49,457.12	\$40,000.00	\$44,289.27	\$42,397.95	61684.14	
Council	\$1,000.00	\$404.59	\$1,000.00	\$1,082.56	\$0.00	\$131.20	
TOTAL DIOCESAN CONVENTION	\$41,000.00	\$49,861.71	\$41,000.00	\$45,371.83	\$42,397.95	\$61,815.34	
Commission on Ministry							
Commission on Ministry Expenses	\$3,000.00	\$758.09	\$3,000.00	\$1,098.00	\$473.00	\$703.28	
TOTAL COMMISSION ON MINISTRY EXPENSES	\$3,000.00	\$758.09	\$3,000.00	\$1,098.00	\$473.00	\$703.28	
Property Expenses							
Insurance	\$33,000.00	\$25,207.27	\$30,000.00	\$24,845.83	\$28,113.80	\$22,662.19	2025 Budget + 10%
Maintenance	\$44,370.00	\$44,370.86	\$34,000.00	\$53,633.78	\$43,313.24	\$36,165.56	
Utilities & Supplies	\$41,838.00	\$41,838.12	\$40,000.00	\$38,988.95	\$46,894.53	\$39,630.89	
DDF LOAN PAYMENT	\$13,222.00	\$13,222.00	\$13,222.00	\$13,222.00	\$13,222.00	\$13,222.00	
TOTAL PROPERTY EXPENSES	\$132,430.00	\$124,638.26	\$117,222.00	\$130,690.56	\$131,543.57	\$111,680.64	
Standing Committee							

Standing Committee	\$1,000.00	\$897.68	\$1,000.00	\$1,470.00	\$869.53	\$353.51
TOTAL STANDING COMMITTEE EXPENSES	\$1,000.00	\$897.68	\$1,000.00	\$1,470.00	\$869.53	\$353.51
Support Services and Supplies						
Audit Fees	\$15,000.00	\$11,868.83	\$13,000.00	\$13,855.00	\$12,147.50	\$9,604.00
Small Equipmt-Purchase&Maint	\$4,700.00	\$4,686.96	\$8,000.00	\$6,742.27	\$1,180.56	\$6,138.04
Office Supplies & Postage	\$8,120.00	\$8,121.43	\$9,000.00	\$8,405.32	\$6,086.87	\$9,872.09
Telephone & On-line Svs	\$29,500.00	\$35,051.55	\$45,000.00	\$54,181.45	\$33,672.05	\$17,301.14
Information Technology (IT)	\$400.00	\$379.99	\$1,000.00	\$637.66	\$218.78	\$283.54
Payroll Service	\$3,387.00	\$3,386.57	\$2,000.00	\$7,130.12	\$1,586.62	\$1,442.97
ADIT Administrative supplies and audit	\$30,000.00	\$41,153.23	\$30,000.00	\$38,526.78	\$45,651.83	\$39,281.09
Interest & Service Charges	\$150.00	\$131.19	\$1,000.00	\$0.00	\$173.96	\$219.62
TOTAL SUPPORT SVS & SUPPLIES	\$91,257.00	\$104,779.75	\$109,000.00	\$129,478.60	\$100,718.17	\$84,142.49
TOTAL DIOCESAN OPERATIONS	\$1,229,468.00	\$1,074,733.43	\$1,155,572.00	\$1,316,069.41	\$998,435.89	\$909,694.98
Diocesan Programs						
Christian Education (Net)	\$10,000.00	\$300.19	\$500.00	\$0.00	\$400.36	\$500.20
Clergy Conferences/Retreats (Net)	\$20,000.00	\$20,804.42	\$25,000.00	\$19,472.38	\$23,896.19	\$19,044.70
Communications	\$2,000.00	\$29,883.04	\$22,000.00	\$32,589.30	\$29,618.85	\$27,440.98
Parish Leadership Training/Education	\$0.00	\$266.67	\$0.00	\$0.00	\$0.00	\$800.00
Deacon Formation	\$0.00	\$1,093.80	\$1,000.00	\$0.00	\$3,106.49	\$174.90
Deacon's Council	\$1,000.00	\$39.08	\$200.00	\$0.00	\$48.70	\$68.55
General Convention	\$0.00	\$15,597.28	\$0.00	\$33,625.42	\$0.00	\$13,166.41
Legal Fees	\$50,000.00	\$34,134.63	\$150,000.00	\$21,966.58	\$49,502.33	\$30,934.98
Missions (\$5K Loaves & Fishes/\$50K Missions Com)	\$5,000.00	\$8,057.58	\$8,000.00	\$9,580.00	\$8,000.00	\$6,592.73
Life Insurance Clergy & Lay	\$436.00	\$435.84	\$436.00	\$435.84	\$435.84	\$435.84
Youth Ministry Parish Choice (Added to CTK)	\$0.00	\$13,018.88	\$16,200.00	\$14,140.67	\$16,151.24	\$8,764.72
TOTAL DIOCESAN PROGRAMS	\$88,436.00	\$123,631.40	\$223,336.00	\$131,810.19	\$131,160.00	\$107,924.01
Extra Diocesan						
TEC Assessment	\$137,544.00	\$157,391.78	\$140,000.00	\$139,385.00	\$158,985.60	\$173,804.73
Province II Assessment	\$2,800.00	\$0.00	\$2,800.00	\$0.00	\$0.00	\$0.00
Capital District Ecumenical	\$500.00	\$166.67	\$500.00	\$500.00	\$0.00	\$0.00
ECUSA Ecumenical	\$500.00	\$100.00	\$300.00	\$300.00	\$0.00	\$0.00

Reduced by \$15,500 due to end of RingCentral contract

Training covered by Lily Programming

Missions Committee will has appox. \$37,175 available for 2026

Same as 2025 Assessment

The Episcopal Network for Stewardship	\$1,200.00	\$0.00	\$0.00	\$0.00	\$0.00	\$0.00	\$0.00	\$0.00
Episcopal Chancellors Network	\$450.00	\$0.00	\$0.00	\$0.00	\$0.00	\$0.00	\$0.00	\$0.00
TOTAL EXTRA DIOCESAN	\$142,994.00	\$157,658.44	\$143,600.00	\$140,185.00	\$158,985.60	\$173,804.73		
TOTAL EXPENSES	\$1,783,398.00	\$1,717,834.35	\$1,845,258.00	\$1,919,505.53	\$1,664,442.26	\$1,569,555.26		
TOTAL INCOME OVER EXPENSES	(\$74,709.58)	\$59,425.87	(\$15,583.44)	\$30,008.83	(\$1,520,180.57)	\$773,966.07		

The Episcopal Diocese of Albany
Disciples Making Disciples

Budgeted Financial Statement for Period 7 - July
CTK BUDGET REPORT
Company#: 1 Name: The Episcopal Diocese of Albany
Fiscal Year Beginning 1/1/2025

<u>Account #/Description</u>	<u>Actual for Period</u>	<u>Budget for Period</u>	<u>Actual YTD</u>	<u>Budget YTD</u>	<u>Budget Annual</u>	<u>Var. Budget vs. Actual YTD</u>
NET INCOME/EXPENSES						
INCOME						
3 Administration Misc Income	\$71,113.33	\$101,185.33	\$234,595.11	\$301,287.35	\$384,204.00	\$66,692.24
4 Fund Raising Income	\$2,946.91	\$5,000.00	\$76,263.89	\$85,000.00	\$250,000.00	\$8,736.11
5 Beaver Cross Overnight	\$6,179.67	\$2,083.33	\$26,507.01	\$23,783.35	\$97,900.00	(\$2,723.66)
6 Healing Center	\$13,884.00	\$13,800.00	\$125,147.01	\$124,600.00	\$213,600.00	(\$547.01)
7 Food & Beverage	\$12,549.00	\$28,613.00	\$135,169.84	\$146,841.00	\$321,401.00	\$11,671.16
8 Lodging	\$20,961.00	\$29,486.00	\$149,874.00	\$175,376.27	\$319,546.27	\$25,502.27
9 Facility Operations	\$4,788.03	\$13,420.00	\$27,395.73	\$34,240.00	\$61,590.00	\$6,844.27
10 Youth Ministry	\$8,583.91	\$8,750.67	\$67,896.11	\$66,254.68	\$112,504.00	(\$1,641.43)
11 Gift Shoppe	\$703.78	\$865.00	\$6,054.06	\$5,760.00	\$10,000.00	(\$294.06)
12 Activities	\$7,625.71	\$4,833.33	\$39,528.70	\$37,833.35	\$77,500.00	(\$1,695.35)
13 Day Camp	\$3,416.67	\$3,416.67	\$23,916.68	\$23,916.65	\$80,000.00	(\$0.03)
TOTAL INCOME	\$152,752.01	\$211,453.33	\$912,348.14	\$1,024,892.65	\$1,928,245.27	\$112,544.51
EXPENSES						
15 Administration	\$27,330.53	\$30,314.67	\$212,151.29	\$257,954.65	\$447,574.00	\$45,803.36
16 Beaver Cross Overnight	\$25,825.75	\$24,652.00	\$52,620.30	\$47,872.00	\$93,694.00	(\$4,748.30)
17 Healing Center	\$17,990.50	\$19,744.00	\$102,870.70	\$114,685.00	\$187,312.11	\$11,814.30
18 Food & Beverage	\$58,248.67	\$58,347.00	\$224,366.77	\$226,368.00	\$373,438.00	\$2,001.23
19 Lodging	\$23,949.97	\$21,952.38	\$184,190.30	\$166,953.15	\$263,497.00	(\$17,237.15)
20 Facility Operations	\$36,376.35	\$38,373.93	\$196,001.16	\$174,424.51	\$280,438.16	(\$21,576.65)
21 Youth Ministry	\$9,692.70	\$13,391.00	\$60,056.20	\$65,609.00	\$109,600.00	\$5,552.80
22 Gift Shoppe	\$38.97	\$300.00	\$5,255.54	\$3,500.00	\$5,000.00	(\$1,755.54)
23 Activities	\$16,011.32	\$14,374.00	\$50,313.11	\$49,020.11	\$81,200.00	(\$1,293.00)
24 Day Camp	\$20,969.93	\$24,219.33	\$37,947.65	\$33,994.35	\$77,010.00	(\$3,953.30)
TOTAL EXPENSES	\$236,434.69	\$245,668.31	\$1,125,773.02	\$1,140,380.77	\$1,918,763.27	\$14,607.75
TOTAL NET INCOME/EXPENSES	(\$83,682.68)	(\$34,214.98)	(\$213,424.88)	(\$115,488.12)	\$9,482.00	\$97,936.76

006 The Episcopal Diocese of Albany - Ctk Center
(Updated 7/10/2025)

Name	Revised 2026	Proposed 2026	3 Year Average	Budget 2025	Actual 2024	Actual 2023	Actual 2022
INCOME							
Administration Misc Income	\$333,700.00	\$326,200.00	\$106,754.28	\$384,204.00	\$181,838.96	\$28,839.76	\$109,584.13
Fund Raising Income	\$205,000.00	\$200,000.00	\$182,936.43	\$250,000.00	\$214,190.28	\$184,775.19	\$149,843.83
Beaver Cross Overnight	\$92,052.00	\$98,000.00	\$117,851.54	\$97,900.00	\$98,069.08	\$126,665.93	\$128,819.60
Healing Center	\$214,600.00	\$214,000.00	\$190,822.13	\$213,600.00	\$192,905.89	\$198,437.80	\$181,122.69
Food & Beverage	\$325,900.00	\$322,000.00	\$247,288.15	\$321,401.00	\$282,184.04	\$281,443.64	\$178,236.78
Lodging	\$316,964.00	\$323,000.00	\$230,544.99	\$319,546.27	\$253,304.16	\$250,696.30	\$187,634.50
Facility Operations	\$71,170.00	\$60,000.00	\$77,080.31	\$61,590.00	\$110,036.84	\$57,484.29	\$63,719.80
Youth Ministry	\$110,500.00	\$112,000.00	\$127,293.52	\$112,504.00	\$109,482.28	\$125,029.38	\$147,368.90
Gift Shoppe	\$13,000.00	\$11,000.00	\$9,954.67	\$10,000.00	\$11,496.80	\$9,325.65	\$9,041.56
Activities	\$83,338.00	\$77,500.00	\$70,429.42	\$77,500.00	\$76,929.98	\$69,057.89	\$65,300.38
Day Camp	\$77,000.00	\$80,000.00	\$84,076.34	\$80,000.00	\$83,309.99	\$92,094.45	\$76,824.58
TOTAL INCOME	\$1,843,224.00	\$1,823,700.00	\$1,445,031.78	\$1,928,245.27	\$1,613,748.30	\$1,423,850.28	\$1,297,496.75
EXPENSES							
Administration	\$419,153.00	\$352,074.00	\$157,696.61	\$447,574.00	\$236,035.16	\$111,235.49	\$125,819.18
Beaver Cross Overnight	\$92,062.00	\$93,350.00	\$72,904.70	\$93,694.00	\$69,998.69	\$69,022.50	\$79,692.91
Healing Center	\$171,688.00	\$187,350.00	\$135,151.76	\$187,312.11	\$146,842.54	\$133,993.83	\$124,618.91
Food & Beverage	\$368,247.00	\$373,438.00	\$329,496.66	\$373,438.00	\$356,028.06	\$355,504.81	\$276,957.10
Lodging	\$225,098.00	\$250,492.00	\$275,748.55	\$263,497.00	\$275,769.24	\$304,617.31	\$246,859.09
Facility Operations	\$287,917.00	\$280,441.00	\$274,138.78	\$280,438.16	\$344,212.61	\$236,839.01	\$241,364.71
Youth Ministry	\$110,518.00	\$109,600.00	\$114,199.30	\$109,600.00	\$97,625.84	\$110,247.73	\$134,724.33
Gift Shoppe	\$6,200.00	\$5,000.00	\$6,470.90	\$5,000.00	\$6,141.22	\$6,071.48	\$7,199.99
Activities	\$83,868.00	\$81,200.00	\$77,414.07	\$81,200.00	\$87,183.68	\$74,931.33	\$70,127.19
Day Camp	\$76,880.00	\$77,260.00	\$54,592.39	\$77,010.00	\$55,567.79	\$54,873.90	\$53,335.49
TOTAL EXPENSES	\$1,841,631.00	\$1,810,205.00	\$1,497,813.71	\$1,918,763.27	\$1,675,404.83	\$1,457,337.39	\$1,360,698.90
NET INCOME/EXPENSES	\$1,593.00	\$13,495.00	-\$52,781.93	\$9,482.00	-\$61,656.53	-\$33,487.11	-\$63,202.15
Transfer In From Reserves					\$66,568.00		
Suplice/Deficit After Reserve Xfr						\$4,911.47	

The Episcopal Diocese of Albany
Disciples Making Disciples

Reserve Balances 2025

<u>Designated Reserves</u>	<u>Current Balance</u>	<u>2025 Withdrawals</u>	<u>2025 Deposits</u>	<u>Starting Balance</u>
Bishop Car	\$ 19,152.00	\$ -	\$ -	\$ 19,152.00
Bishop Search	\$ 20,155.00	\$ -	\$ -	\$ 20,155.00
Legal Reserve	\$ 106,232.00	\$ -	\$ -	\$ 106,232.00
Lambeth	\$ 22,447.00	\$ -	\$ -	\$ 22,447.00
General Conv.	\$ 3,749.00	\$ -	\$ -	\$ 3,749.00
Bishop Residence	\$ 112,841.00	\$ -	\$ -	\$ 112,841.00
CTK Youth Rec BLDG	\$ 1,000.00	\$ -	\$ -	\$ 1,000.00
EDA PPE	\$ 77,496.72	\$ (39,202.28)	\$ -	\$ 116,699.00
CTK PPE	\$ -	\$ (20,933.00)	\$ -	\$ 20,933.00
2023 CTK Tech Grant	\$ 928.00	\$ -	\$ -	\$ 928.00
TOTAL DESIGNATED RESERVES	\$ 364,000.72			\$ 424,136.00
TOTAL UNDESIGNATED RESERVES	\$ 90,262.61	\$ (50.75)	\$ 2,496.41	\$ 87,816.95
FG Reserve held by Trustees at Schwab	\$ 484,579.33			
TOTAL RESERVES (as of 9/3/2025)	\$ 938,842.66			

Proposed new Constitution for the Episcopal Diocese of Albany

A note from the Committee on Constitution and Canons

The Committee on Constitution and Canons plans to submit this proposed revision of the Constitution for an initial vote at the Convention this coming October. Because the Committee has also made extensive revisions to the Canons, it plans to present them for informational purposes only at Convention this year and seek comments on them from parishioners and clergy throughout the Diocese.

This working draft of the revised Canons eliminates the language of Canon 16 regarding marriage, as well as the marriage reference in Canon 11.8 regarding ordination standards. The language of Canon 11.8 and Canon 16 conflicts with the Canons of The Episcopal Church and is currently not enforced.

Summary of Significant Constitutional Changes

New Article I: The new provision acknowledges the authority of the Constitution and Canons of the Episcopal Church and provides that **any constitutional or canonical provision of the Episcopal Diocese of Albany that conflicts with the Constitution and Canons of the Episcopal Church will be removed or amended.**

Presiding Officer at Convention: The Bishop Diocesan remains the presiding officer at Convention, but in the absence of a Bishop Diocesan, the identity of the presiding officer is now specifically identified. **There is no longer an election of a president pro tempore.** The potential for electing a president pro tempore without advance preparation for Convention has been a concern. It could hinder the progress of the Convention and be a stressful disservice to the person elected.

Standing Committee: The provision for electing Standing Committee members has been moved to the Canons. This location is more consistent with the Constitution of the Episcopal Church.

Lay Delegates: The term “Lay Delegate” is new. The former term was “Lay Deputy,” which is the term used by General Convention. This change acknowledges the common use of the term “delegate” by parishioners in our diocese.

The number of Lay Delegates to Convention has been reduced from 3 per parish to 2 per parish. This is intended to assist small parishes that struggle to field delegates and to alleviate the logistical burden of a Convention. With the change to the procedure for a vote by orders, there is no longer a need for three Lay Delegates to avoid a tie within a parish delegation.

Vote by Orders: Delegates in the Lay Order will cast their votes individually, rather than casting a single vote as a parish. A specified majority of each order will still be necessary. The prior method of allowing each parish a single vote has been a source of tension and complaints. Our research showed that other dioceses do not utilize the one-vote-per-parish method.

Amendments: The description of the process for amending the Constitution has been expanded to include greater detail. This ensures consistency with other constitutional and canonical mechanisms.

Constitution

Adopted at the Convention of the Episcopal Diocese of Albany _____; as amended at subsequent Conventions.

Article I.

The Episcopal Diocese of Albany (hereinafter the “EDOA” or “Diocese”) accedes to and acknowledges the authority of the Constitution and Canons for the Government of the Protestant Episcopal Church in the United States of America, otherwise known as The Episcopal Church, as adopted in General Convention (hereinafter referred to as the “Canons of the General Convention”). The Diocesan Convention may adopt Canons and Rules of Order consistent with this Constitution or the Constitution and Canons of the General Convention. In the event of a conflict between the Constitution and Canons of the EDOA and those of The Episcopal Church, as determined by the Ecclesiastical Authority in consultation with the Chancellor(s), the Article of the Constitution or Canon of the Diocese which is in such conflict shall be suspended and presented to the next Diocesan Convention for removal or amendment.

Article II.

Sec. 1. There shall be an annual Convention of the Diocese, meeting on such day and location as the Ecclesiastical Authority may determine and select, with the advice and consent of the Standing Committee. Location may include such electronic means as may be appropriate, as determined by the Ecclesiastical Authority.

Sec. 2. The Ecclesiastical Authority may call Special Conventions, with the advice and consent of the Standing Committee. The purpose or purposes for which a Special Convention is called shall be stated in the notice for such convention, and no business not stated in the notice shall be in order except by the affirmative vote of two-thirds of those present and voting in each of the clerical and lay orders.

Article III.

Sec. 1. The members of any Convention shall be:

- (a) The Bishop Diocesan;
- (b) The Bishop Coadjutor, if there be one, and also, if there be any, the Bishop Suffragan;
- (c) All members of the clergy canonically resident in the Diocese not under discipline;
- (d) Two (2) delegates from each parish in union with the Convention.

Sec. 2. Each member of Convention shall be entitled to one vote.

Sec. 3. The governing body of the parish shall choose the lay delegates in a manner decided by the parish. Persons meeting the qualifications as prescribed by Canon shall be eligible to serve as lay delegates. They shall also be eligible for election or appointment to any lay office of the Diocese.

Sec. 4. The definition of a parish or mission, the mode of admitting a parish or mission into union with Convention, and the conditions under which union or representation shall be forfeited, may be prescribed by Canon.

Article IV.

The Cathedral of All Saints in the City and Diocese of Albany, New York shall be the Cathedral Church of the Diocese, and its congregation shall have such rights and responsibilities as pertain to a church in union with the Diocese.

Article V.

Every Convention shall be opened with prayers, and there shall be a Celebration of the Holy Eucharist during the meeting of Convention at a time set by the Ecclesiastical Authority, to the extent practicable.

Article VI.

The Bishop Diocesan or, if there not be one, the Bishop Coadjutor or the Bishop Suffragan, shall preside over the Convention; but in case of a vacancy in the Episcopate, incapacitation, or necessary absence, the President of the Standing Committee or, in the President's absence, the most senior in office among the clerical members of the Standing Committee present, shall preside over the Convention.

Article VII.

A Secretary shall be chosen upon the assembling of the annual Convention, who shall remain in office until the meeting of the next annual Convention or until a successor shall be selected. The manner of nomination of the Secretary may be prescribed by Canon. The Secretary may be removed from office at any time by the Standing Committee for any neglect or misconduct, of which it shall be the judge. The duties of the Secretary shall be to take minutes of the proceedings of Convention, to preserve the journals and records, to attest to the public acts of the body, and to faithfully deliver into the hands of their successor all books, papers, and electronic files relative to the concerns of the Convention which may be in their possession. It shall also be the duty of the Secretary to give due notice to each member of the clergy and the governing body of each parish of the time and place appointed for the meeting of each Convention. The Secretary shall also perform such other duties as may be prescribed by the Canons of the General Convention and of the Diocese.

Article VIII.

A Treasurer shall be chosen upon the assembling of the annual Convention, who shall remain in office until the meeting of the next annual Convention or until a successor shall

be selected. The manner of nomination of the Treasurer may be prescribed by Canon. The Treasurer may be removed from office at any time by the Standing Committee for any neglect or misconduct, of which it shall be the judge. The duties of the Treasurer shall be prescribed by the Canons of the General Convention and of the Diocese.

Article IX.

Sec. 1. In all matters which come before the Convention, the clergy and laity shall deliberate and, except as otherwise provided under this article, may vote in one body; but if in any case it shall be required by Canon or by ten members, the two orders shall vote separately, the clergy as individuals, and the laity as individual delegates; and the concurrence of a majority of each order present and voting shall be necessary to constitute a decision.

Sec. 2. In the election of a Bishop, the two orders shall vote separately by ballot, and the concurrence of a majority of those present and voting in each order shall be necessary to constitute a duly held election.

Article X.

The method for amending the Constitution shall be as follows:

Sec. 1. Any proposal to amend the Constitution must be submitted to the Secretary of the Convention, in writing, sponsored and seconded by members of the Convention, no later than the ninetieth day preceding the day fixed as the first day of the next ensuing Convention. The Secretary shall transmit forthwith copies of any such proposal to the Bishop and the members of the Committee on Constitution and Canons.

Sec. 2. The Committee on Constitution and Canons shall notify the Secretary of the Convention of its recommendation regarding such proposal no later than the forty-fifth day preceding the day fixed as the first day of the next ensuing Convention. The Secretary shall transmit forthwith copies of such recommendation to the Bishop and the sponsor and seconder of said proposal.

Sec. 3. Any proposal to amend the Constitution which is not submitted in accordance with the provisions of this article shall not be considered by the Convention, unless a two-thirds majority of the votes in each order shall be cast in favor of considering such proposal.

Sec. 4. Any proposition to amend the Constitution considered at the Convention, if approved by a majority of the votes at the Convention, shall be put over until the next annual Convention for a second reading. If approved on second reading at such next Convention by a majority of those present and voting in each order, the change shall take effect immediately unless otherwise expressly provided. The adoption of any amendment of this Constitution which inserts or repeals an Article, or a Section or Clause of an Article, shall effectuate the necessary change in numbers or letters of Articles or Sections or Clauses of an Article that follow, and in references made in this Constitution to any other part, without the necessity of specific provision therefore in the amendment.

Proposed Resolutions

Resolution #1

Moved by: The Rev. Cn. Neal Longe

Seconded by: The Rev. Gil Delaura

Be it RESOLVED, The Constitution of the Diocese of Albany (2026 version), as presented in this Convention Book, be adopted; and be it further,

RESOLVED, in accordance with Article X of The Constitution of the Diocese of Albany (2011 version), if approved by a majority vote, The Constitution of the Diocese of Albany (2026 version), shall lie over until the next annual meeting of the Convention, and if then approved by a vote by orders, the Constitution shall be amended accordingly.

The Committee on Constitution and Canons recommends adoption of the resolution.

Resolution #2

Moved by: The Rev. Cn. Neal Longe

Seconded by: Christopher Cassidy; St. Stephen's, Delmar

Be it RESOLVED, the 2026 Expected Clergy Compensation and Benefits, as presented in the Salary and Benefits Committee report, be adopted; and be it further,

RESOLVED, that benefits offered prior to the 2026 Expected Clergy Compensation and Benefits may not be reduced without a signed letter of agreement, with the consent of the Bishop; and be it further,

RESOLVED, that if a parish is unable to provide the expected compensation, the Vestry shall notify the Bishop or the Bishop's designee.

Resolution #3

Moved by: The Rev. Cn. Neal Longe

Seconded by: The Rev. Jacob Evans

Be it RESOLVED, that Loaves & Fishes Outreach Ministries be recognized as an official ministry of the Diocese of Albany, and shall operate in accordance with the terms and conditions as prescribed by the Bishop, in consultation with the Diocesan Council.

Resolution #4

Moved by: Christopher Cassidy; St. Stephen's, Delmar

Seconded by: The Rev. Cn. Neal Longe

Be it RESOLVED, that the Diocese of Albany Budget 2026 as presented in this Convention Book, be adopted; and be it further,

RESOLVED, that in accordance with the funding provided by the budget for 2026, the Parish Choice procedure is eliminated effective January 1, 2026.

Resolution #5

Moved by: The Rev. Katherine Alonge-Coons

Seconded by: The Rev. Cn. Neal Longe

Be it RESOLVED, that the Christ the King Center Budget 2026 as presented in this Convention Book, be adopted.

Resolution #6

Moved by: The Rev. Ken Hitch

Seconded by: The Rev. Dr. Bill Lytle

Becoming a “Sanctuary Diocese”: Committing to Provide Radical Hospitality for the Newest New Yorkers

Be it RESOLVED, that the Diocese of Albany, taking seriously Jesus’ call to welcome the stranger (Matthew 25:35), and Hebrew Scripture’s command to treat “the alien who resides with you [as one treats] the native-born” and to “love the alien as yourself” (Leviticus 19:34), recommit itself to offering sacred hospitality to the immigrant, refugee, and stranger among us by providing sanctuary, basic human necessities, and pastoral care; and be it further

RESOLVED, that the Diocese of Albany commit itself to radical welcome by pledging to be a “Sanctuary Diocese” that provides care, support, and advocacy for our newest neighbors in every context, both within and beyond the walls of our buildings, including ecumenical, interfaith, and local nonprofit partnerships; and be it further

RESOLVED, that the congregations and structures (staff, committees, and commissions) of the Diocese of Albany commit to education, organizing, legal action, and advocacy with state, local, and federal lawmakers to see advancement in immigration laws that meet the needs of our newest neighbors as laid out by General Convention; and be it further

RESOLVED, that the Diocese of Albany pledge to assist in equipping congregations, clergy, and lay leaders to engage in such work, appropriate to local contexts, capacity, and discernment.

COURTESY RESOLUTION #1

157th Convention of the Diocese of Albany

BE IT RESOLVED, that this 157th Convention of the Diocese of Albany expresses its hearty congratulations and gratitude to Canon Meaghan Keeghan and all the Management and Staff of the Christ the King Spiritual Life Center for their outstanding hospitality and excellent organization during the first diocesan convention held at the facility, and

BE IT FURTHER RESOLVED, that the Secretary is instructed to convey a copy of this resolution to Canon Meaghan Keeghan and her staff, and

BE IT FURTHER RESOLVED, that this 157th Convention of the Diocese of Albany expresses its joy in welcoming among us the youth and children of the Diocese, and

BE IT FURTHER RESOLVED, that this Convention expresses its gratitude to Daniel and Kaitlyn Hyde and the many other volunteers for their excellent work in planning and ministering to our youth during Convention 2025, and

The Episcopal Diocese of Albany
Disciples Making Disciples

BE IT FURTHER RESOLVED, that this 157th Convention of the Diocese of Albany welcomes: The Rev. Scott Gunn, and we thank him for his ministry and presence among us this weekend, and

BE IT FURTHER RESOLVED, that this 157th Convention of the Diocese of Albany request that Fr. Gunn extend greetings from the people of this diocese to our siblings in Christ his colleagues and staff at Forward Movement and

BE IT FURTHER RESOLVED, that this 157th Convention of the Diocese of Albany express its heartfelt thanks and admiration to all of the many musicians for sharing their outstanding musical gifts during the various liturgies and events this weekend, and

BE IT FURTHER RESOLVED, that this 157th Convention of the Diocese of Albany hereby expresses its profound gratitude to the Convention Planning Committee: The Rev. Cn. Meaghan Keegan, Chair, Janet Papa, Kaitlyn Hyde, Daniel Hyde, Mtr. Nancy Goff, Jean Stevens Lauria, Christopher Fitz, Kelly Dalton-Trotter, Kyra Fitzgerald, Warren Wright-Sedam, Fr. Scott Garno, Secretary, Dcn. Barb Mitchell, Madelynn Siegman; to the Diocesan Staff and their many assistants; to all intercessors, Convention Chaplains, workshop presenters, exhibitors, vendors, lay ministers, tellers, registrars, and all the countless volunteers for the outstanding work they have done to make this Convention such a superb undertaking.

COURTESY RESOLUTION #2

The Constitution and Canons Committee

BE IT RESOLVED, that the 157th Convention of the Episcopal Diocese of Albany commends the members of the Committee on Constitution and Canons for their ongoing hard work in bringing the governing documents of this diocese up to date and into alignment with those of The Episcopal Church, and

BE IT FURTHER RESOLVED that the Convention expresses its heartfelt apology to the LGBTQ+ community of the diocese for the negative impact that these documents of the diocese and the policies which they enshrine have had on their lives and thanks them for their continued patience during this process of amendment.

COURTESY RESOLUTION #3

The Bishop and his Family

BE IT RESOLVED, that this 157th Convention of the Diocese of Albany, thanks and commends Bishop Jeremiah Williamson for his apostolic leadership and commitment to fostering a community of disciples who honors, and respects one another in spite of differences, providing a powerful witness to the world of Christ's way of love, and

BE IT FURTHER RESOLVED, that this 157th Convention of the Diocese of Albany hereby commits itself once again to prayer, encouragement and support for the mission and ministry of Bishop Jeremiah Williamson, his wife, The Rev. Jennifer Williamson, and their sons Oscar and Isaiah.