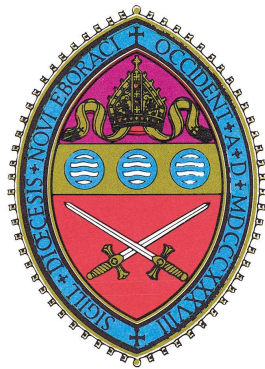


JOURNAL  
OF THE  
ONE HUNDRED EIGHTY THIRD ANNUAL CONVENTION  
OF THE  
EPISCOPAL DIOCESE OF WESTERN NEW YORK  
NOVEMBER 6 AND 7, 2020



Convention held via ZOOM

Due to emergency pandemic restrictions on gatherings

## **JOURNAL'S ELECTRONIC FORMAT**

By resolution of the 171<sup>st</sup> Annual Convention (2008), the Journal is published primarily in electronic form and is available on the web site of the Diocese at [www.episcopalpartnership.org](http://www.episcopalpartnership.org).

The Journal consists of Part 1: The Proceedings of the Convention and Part 2: The Documents of the Convention.

## **NOTICE OF THE 184<sup>th</sup> ANNUAL CONVENTION OF THE EPISCOPAL DIOCESE OF WESTERN NEW YORK**

To all Clergy and to the Clerk of the Vestry or Clerk of the Advisory Council of vacant cures:

Notice is hereby given, pursuant to Section 3 of Canon 2 of the Canons of this Diocese, that the 184<sup>th</sup> Convention of this Diocese shall be held on Friday and Saturday, October 25<sup>th</sup> and 26<sup>th</sup>, at a place and time to be designated.

The Rt. Rev. Sean W. Rowe  
October 28, 2018

Friday, November 6<sup>th</sup>, 2020

**SERVICE OF RECONCILIATION**

Saturday, November 7<sup>th</sup>, 2020

**SESSION ONE:**

**DIOCESAN CONVENTION  
THE EPISCOPAL DIOCESES OF WESTERN NEW YORK  
AND NORTHWESTERN PENNSYLVANIA**

9:30 AM

**Worship Service**

Opening Hymn: Crown him with Many Crowns

Collect for Social Justice

Readings: Luke 24: 14-16; Mark 16: 1-6

Participants: Officiant: The Rev. Twila Smith; Reflection: The Rev. Canon Dempsey-Sims; Voice of the People: The Rev. Jason Shank; Presenter: The Rt. Rev Sean Rowe; Music: Craig and Jill Dressler.

Honored by the Bishop for their distinguished service to the dioceses:

Alfred D. Price, designated Canon Architect. The Rev. Martha Ishman, designated Canon.

**The Presiding Bishop**

The Presiding Bishop addressed the Convention by video.

**Convention address**

Bishop Sean Rowe

**Mission Strategy Advisory Group Report (MSAG)**

Craig Dressler and Twila Smith, co-chairs

MSAG is seeking to explore avenues for ministry by the partner dioceses. First, it is researching and assessing the work that is already going on. It then seeks to discern possible iterations and, finally, to make recommendations in a report to be issued in 2021.

#### **Report from the Commission to Dismantle Racism and Discrimination**

The Rev. Matthew Lincoln and the Hon. Rose Sconiers, co-chairs

Members of the commission reported on work done and future plans.

The Commission is urging the adoption the Pledge of Faith and Action against Racial Injustice. It is recommending a series of conversations around adaptive change to accomplish beloved community. A video from the Niagara Falls Underground Railroad Heritage Center was shown.

#### **Instructions for the Rest of the Day**

Bishop Rowe asked everyone to immediately click on the link for the business session. This is necessary to establish the quorum. This is the video equivalent of stopping to pick up your credentials.

## **SESSION TWO: JOINT BUSINESS MEETING**

### **THE EPISCOPAL DIOCESES OF WESTERN NEW YORK AND NORTHWESTERN PENNSYLVANIA**

11:15 AM

#### **Organization of Convention**

##### **Verification of Quorums by Secretaries of each Convention**

WNY: Howard Gondree, Secretary of the Diocese of Western New York, certified the presence of quorum.

NWPA: Adam Trambley, Secretary of the Diocese of Northwestern Pennsylvania, certified the presence of a quorum

##### **Providing Seat and voice to certain non-members of Convention**

The Credentials Committee recommended persons to be entitled to seat and voice but no vote.

Motion to offer seat and voice:

1. To all lay persons in the Diocese of Western New York not otherwise serving as delegates who are Deputies or Alternate Deputies to General Convention, Trustees of the Diocese, Members of the Standing Committee, Members of the Diocesan Council, Chairs of the Resolution, Nominating and Constitution and Canons Committees

2. Clergy resident or licensed in the dioceses, but who do not meet requirements for membership in these conventions:

Ann Markle

Ruth Woodliff-Stanley

3. Lay representatives of Resurrection Church (church plant) in Hermitage, PA:

Jeff Mills

Stephanie Wilson

A vote was taken by poll. 100% approved seat and voice.

### **Update on changes in clergy of both dioceses**

Since the last convention, we ordained four priests: Rebecca Harris, Rosaleen Nogle, Gerald Hilfiker, Patricia Lavery, and Kathleen Moore. We also welcomed Sarah Rieth and Nick Evancho to our partnership. We welcome and congratulate them all.

We had one clergy transfer out of the Diocese: Samuel Colley-Toothaker.

We lost 4 beloved colleagues to death since the last convention: Gay Walser, Gerald Harris, Susan Scofield, and Peter Bridgeford.

### **Election of a Secretary for the Diocese of WNY**

Howard Gondree was nominated. A vote was taken by poll. Resolution passed.

### **Appointments**

The Hon Rose Sconiers reported the appointments for WNY

Matthew Scott provided the appointments for NWP.

Cheryl Fischer, Chancellor, provided

James Steadman, Chancellor, provided

### **Resolution with respect to Northwestern Pennsylvania for a convention by electronic means**

Chancellor spoke to the resolution.

Motion carried.

### **Resolution with respect to Western New York for a convention by electronic means**

Chancellor spoke to the resolution

Motion carried.

### **Adoption of Rules of Order for an online convention**

Adam Trambley reported the proposed rules of order for both conventions.

A poll was taken and the motion carried.

**Commented [1]:** @ybutler@dionwpa.org Is that right? I was adding a photo to the slide and saw that his name was missing.

**Commented [2]:** That's right. His name was in there at one point. Great catch! I'll get Rose an updated copy since it's her section.

Sent from my iPhone

## Resolutions Placed Before Conventions

### The Consent Calendar

The consent calendar was moved and seconded. A vote was taken by poll. Motion carried (see Appendix A).

### Resolution: Framing the Journey to Beloved Community. (NY-E/PA-E)

Matthew Scott reported on the resolution.

The Hon. Rose Sconiers spoke to the resolution.

A poll was taken and the motion carried (see Appendix B).

### Resolution: Visibility of the Union of Black Episcopalians (NY-F/PA-F)

Matthew Scott reported the resolution.

A poll was taken and the motion carried (see Appendix B).

The presidential election results were announced. Bishop offered a prayer for the nation.

### Resolution: Forming a Joint Commission to Dismantle Racism and Discrimination (NY-G/PA-G)

Matthew Scott reported the resolution.

Stacey Fussell spoke to the resolution.

Matthew Lincoln also spoke in favor and expanding the commission to both dioceses.

A poll was taken and the motion carried (see Appendix B).

### Nominations by the Bishop, to be elected by both Conventions:

#### *Joint Commission to Dismantle Racism and Discrimination*

Matthew Lincoln (chair), Rose Sconiers, Susan Woods, Kim Rossi, Ellen Brauza, Helen Harper, Robert Harvey, Diana Leiker, Leann McConchie, Ann Tillman, Thomas Tripp, Ursuline Bankhead, Michelle Cray, Ann Dutton, Denise Merriweather, Hal Payne, Faith Stewart, Heather Armstrong, Erin Betz-Shank, Martha Chambers, Joseph Croskey, Stacey Fussell, Lisa Layman, Sara Nesbitt, Laura Peretic, and John Ranney

#### *Joint Commission on Ministry*

Beth Boron, Karen Gough, Michael Hadaway, William McLean (Chair), Richard Rowe, Kaycee Reib, Larry Scofield, Cathy Smith, Gail Winslow

*Joint Board of Examining Chaplains*

Stacey Fussell, Diana Leiker, Carol Carlson, Luke Fodor, Matthew Scott, Randi Hicks Rowe

A poll will be taken as a whole to elect the bishop's nominees to the joint commissions.

Nominees approved.

This concluded the business of the Joint Session. The separate business of each diocese will be considered in separate sessions.



**SESSION THREE: CONVENTION**  
**BUSINESS MEETING FOR THE DIOCESE OF WESTERN NEW YORK**

Welcome by the Bishop at 1PM.

Prayer by Deacon Lillian Davis-Wilson.

Orientation for Convention in the use of Zoom.

Announcement of Judge of Election: Wendy Palmer

**Offices and Nominations**

Diocesan Council: Sue Stanislawski, Reid Heffner

Diocesan Council Clergy: James Clement

Standing Committee Lay: Saxon Cobb Deck

Standing Committee Clergy: Kim Rossi

Trustees: Robert Matson and Karen Gengo

There were no additional nominees.

The chair then asked for motion to declare them elected by acclamation. A poll was taken and the nominated persons were elected.

**Resolutions Placed Before Convention**

**Resolution: (NY-A) Diocesan Budget for 2021**

Wendy Palmer, Diocesan Treasurer, moved the budget and spoke to it.

Discussion followed. Ellen Brauza asked if the full share asking is going down. Maria indicated the lower amount is based on reported income.

The chair then asked for a poll and the budget was approved (see Appendix C).

**Resolution: (NY-B) Amendments to Canons**

Earle King, Chair of the Constitutions and Canon's Committee presented the proposed amendments. These simply refer to punctuations and grammar. Each must be voted upon by orders.

There was a single poll, but separate sections for clergy and lay on each measure. There were separate sections; every voter had to vote in both sections. One section was for clergy yes or no (or to designate you were lay); the other section was yes or no (or to designate you were clergy). It was unanimous in both orders (see Appendix B).

**Resolution: (NY-C) Amendments to Canon 9.2**

Earle King indicated the initial population of the Council was no longer needed and should be stricken. The poll requires 2/3 in each order. The poll passed in both orders (see Appendix B).

**Resolution: (NY-D) Discipline of a Priest or Deacon**

Earle King moved this and spoke to it. This is a result of a meeting of chancellors to form a regional disciplinary board.

The remaining part of the canon is kept in place so that if the regional disciplinary board is eliminated, we still have a structure in place without a further amendment.

The initial composition was no longer necessary and is eliminated.

The new arrangements become effective in January 2021.

A poll was taken and passed by more than 2/3 vote in both orders (see Appendix B).

**Nominations to the Disciplinary Committee**

Nominated were the Hon. Rose Sconiers, The Rev. Alison Martin, and the Very Rev. Colleen O'Connor.

Rose Sconiers was elected by acclamation. A poll was taken with respect to the clergy.

The clergy are for unexpired term, and a poll later determined which clergy gets the longer term. The Very Rev. Colleen O'Connor received the longer term.

**Bishop's Appointments**

Appointments of Deans: Randi Hicks Rowe (Northern Region), Colleen O'Connor (Genesee), Luke Fodor (Cattaraugus/Chautauqua), Ann Tillman (Southern Erie), Ellen Brauza (Central Erie), Vicki Zust (Eastern Erie)

Constitution and Canons: Elizabeth Hadaway (Term ending 2024) and Peter Snodgrass (Term ending 2024)

Commission on Compensation: Barbara Northan (chair), Judy Elliott, Wendy Palmer, Cathy Dempsey-Sims, Howard Gondree (ex-officio)

Dispatch of Business: Rose Sconiers, Howard Gondree

Resolutions Committee: Sare Anuszkiewicz, Elisabeth Brauza-Hughes (chair), Nick Evancho, Patrick Bradley

A call was made for further business before adjournment.

The Bishop thanked the staff for adapting to the conditions.

A motion for adjournment was made seconded and adopted; the session was adjourned at 1:40pm.

### **Appendix A: Consent Calendar**

Resolved, that the 183rd Diocesan Convention of the Diocese of Western New York and the 110th Diocesan Convention of the Diocese of Northwestern Pennsylvania, understanding the effects of the global pandemic on financial and human resources, extend the right to vote to any congregations who have been unable to comply with canonical requirements regarding audits, full share, assessments, or parochial reports.

Be it resolved, that the 183rd Diocesan Convention of the Diocese of Western New York and the 110th Diocesan Convention of the Diocese of Northwestern Pennsylvania express thanks to those who have maintained a prayer vigil throughout the proceedings of these Conventions, especially the Episcopal Church Women and the St. John's, Franklin and Trinity, New Castle chapters of the Daughters of the King.

Be it resolved, that the 183rd Diocesan Convention of the Diocese of Western New York and the 110th Diocesan Convention of the Diocese of Northwestern Pennsylvania express appreciation to the speakers, presenters, and musicians who gave of their time and talents at these Conventions.

Be it resolved, that the 183rd Diocesan Convention of the Diocese of Western New York and the 110th Diocesan Convention of the Diocese of Northwestern Pennsylvania send greetings to the Greater Buffalo Racial Equity Roundtable, and convey its appreciation for their continued work to close racial equity gaps in our region.

Be it resolved, that the 183rd Diocesan Convention of the Diocese of Western New York and the 110th Diocesan Convention of the Diocese of Northwestern Pennsylvania send greetings to Bishop Dwane Brock of the Victory Christian Center of Erie, Pennsylvania, and give thanks for his leadership and collaboration in our shared anti-racism and racial reconciliation work.

Be it resolved, that the 183rd Diocesan Convention of the Diocese of Western New York and the 110th Diocesan Convention of the Diocese of Northwestern Pennsylvania send greetings to the Rev. Gay Jennings, President of the House of Deputies, and convey its appreciation for her decades of service that have made the church's governing structures more open, equitable and inclusive.

Be it resolved, that the 183rd Diocesan Convention of the Diocese of Western New York and the 110th Diocesan Convention of the Diocese of Northwestern Pennsylvania send greetings to the Most Rev. Michael B. Curry, a son of Buffalo, and extend our support for his leadership of the Episcopal Branch of the Jesus Movement and his worldwide witness to The Way of Love.

Resolved, that the 183rd Diocesan Convention of the Diocese of Western New York and the 110th Diocesan Convention of the Diocese of Northwestern Pennsylvania appoints October 22- 23, 2021, at the Bayfront Convention Center, Erie, Pennsylvania, as the time and place for the 184th and 111th Diocesan Conventions.

## **Appendix B: Resolutions as Passed**

### **Resolution NY-B**

**Originator:** Constitution & Canons Committee

**Subject:** Amendments to Canons

**Be it resolved,** that the following amendments be made to these Canons:

Canon 2.3.

§3. Attendance at Convention.

The regular attendance of the Clergy and Laity at Convention being of essential consequence to the interests of the Church, this duty is ~~herby~~ hereby enjoined upon them.

Canon 2.4.

§4. Notice of Meeting of Convention.

The Bishop or Ecclesiastical Authority for the time being shall cause to be given at least two ~~months~~ months' notice in writing of the meeting of the Convention to every cleric of the Diocese and to the Clerk of the Vestry or Advisory Council of every parish or mission in union with the Convention of which the cure thereof is vacant.

Canon 12.5.2.

(2) Meetings. The Advisory Council shall meet monthly except in the months of July and August. At least three ~~days~~ days' notice in writing shall be given of every regular and special meeting by the Council Chair. The Vicar, if there be one, shall be Chair of the Advisory Council. If there be no vicar, the Bishop shall appoint a chair pro tempore. Unless the Bishop or the Bishop's representative (being a priest) be present, the Vicar shall preside at all meetings of the Advisory Council.

### **Resolution NY - C**

**Originator:** Constitution & Canons Committee

**Subject:** Amendment to Canon 9.2

**Be it resolved,** that the following text from Canon 9 be deleted:

Canon 9.2.(2).(d)

~~(d) — The Diocesan Convention at which this canon is adopted ("Adopting Convention") will elect nine (9) members for staggered terms: three (3) for 3-year terms (2 lay; 1 cleric), three (3) for 2-year terms (2 lay; 1 cleric), and three (3) for 1-year terms (2 lay; 1 cleric). In determining placement, those with the most votes will be elected to the three-year terms; those with the second most votes will be elected to the two-year terms; and so forth. Those serving on~~

Diocesan Council immediately prior to the Adopting Convention are all eligible to seek election to Diocesan Council at the Adopting Convention, and, if elected, to serve up to two consecutive terms as directed in Canon 9.2(1)(b).

## Resolution NY – D

**Originator:** Constitution & Canons Committee

**Subject:** Amendments – Discipline of a Priest or Deacon

### Amend CANON 18.2. Discipline of a Priest or Deacon

#### §2. Disciplinary Board

1. Disciplinary Board. Unless the Diocese enters into a multi-diocesan Disciplinary Board (see Canon 18.2.(10.) below), the ~~The~~ Disciplinary Board, sometimes referred to as the Board, shall consist of seven persons, four of whom shall be members of the Clergy and three of whom shall be Laity.

2. Clergy Members. The Clergy members of the Board shall be canonically and geographically resident within the Diocese.

3. Lay Members. The Lay members of the Board shall be adult Communicants in Good Standing, and geographically resident in the Diocese.

4. Service on Standing Committee. No one elected to the Standing Committee of this Diocese shall, during the term of his or her election thereto, serve as a member of the Disciplinary Board.

5. Election. The election of Disciplinary Board members shall be as follows: ~~(a)~~ Upon the nomination of the Standing Committee, the members of the Board shall be elected by the Diocesan Convention. Each member shall be elected for a three year term; provided, however, that if a member is elected to fill a vacancy, the term of such member shall be the unexpired term of the member being replaced. No member of the Board, having served two full terms, shall be eligible to serve as a member of the Board until the expiration of one Diocesan Convention year. The terms of all members shall commence on the first day of the year following election, ~~except that the terms of office of all members elected in 2010 shall commence on July 1, 2011.~~ The terms of office of the Board shall be staggered and arranged into three classes, with the terms of the classes expiring in successive years.

~~(b) The initial composition of the Board will be the election of seven members, in three classes, by the Diocesan Convention at which this revised Canon is adopted. The first class will consist of one (1) clerical member and one (1) lay member for an~~

~~initial term expiring on December 31, 2011. The second class will consist of one (1) clerical member and one (1) lay member for an initial term expiring on December 31, 2012. The third class will consist of two (2) clerical members and one (1) lay member for an initial term expiring on December 31, 2013. The term of each class after its initial term shall be three years.~~

6. Continuation in Office. Upon the filing of a referral with the Reference Panel, Conference Panel or Hearing Panel, all Disciplinary Board members of such Panel as then constituted shall continue to serve until all matters for which the Panel has responsibility, as a result of such referral, have been discharged, regardless of the length of their elected terms. Any person elected in the interim to replace a member whose term otherwise would have expired at the conclusion of an intervening annual Diocesan Convention or who is appointed to fill a vacancy between annual Diocesan Conventions shall not participate in any matter which is already before the Panel at the time of his or her election or appointment.

7. Vacancies. Vacancies on the Disciplinary Board between annual Diocesan Conventions shall be filled as follows:

(a) Upon the determination that a vacancy exists, the President of the Board shall notify the Standing Committee of the vacancy and request appointment of a replacement member of the same order as the member to be replaced.

(b) The Standing Committee, by a majority vote, shall appoint a replacement Board member.

(c) Persons appointed to fill vacancies on the Board shall meet the same eligibility requirements as apply to elected Board members.

(d) With respect to a vacancy created for any reason, other than pursuant to a challenge as provided below, the term of any person selected as a replacement Board member shall be until the next annual Diocesan Convention. With respect to a vacancy resulting from a successful challenge to the impartiality of any Board member, the replacement Board member shall serve only for the proceeding for which the elected Board member is not serving as a result of the challenge.

8. President. Within sixty (60) days following each annual Diocesan Convention, the Disciplinary Board shall convene to elect a President to serve for the following calendar year.

9. Clerk. The Disciplinary Board shall appoint a Clerk to assist it with records, management and administrative support. The Clerk may be a member of the Board.



10. Should this Diocese enter into any written agreement with one or more other dioceses to share Disciplinary Boards, as provided for in the Canons of The Episcopal Church, then that written agreement will be appended to the end of Canon 18.2. upon the approval of Diocesan Convention in accordance with Canon 21 and, to the extent that the written agreement may vary from any of the provisions of this Canon, it shall have the full force and effect of this Canon; but to the extent any of the provisions of this Canon are not varied by the aforesaid written agreement, or should there be no such written agreement, then the Disciplinary Board of this Diocese shall be governed by the remainder of this Canon.

### **REGIONAL DISCIPLINARY BOARD COMPACT**

This Compact is made as of \_\_\_\_\_, 2020, by and among the Dioceses of Northwestern Pennsylvania, Ohio, Pittsburgh, Southern Ohio, Western New York, and West Virginia ("The Dioceses") which have agreed to maintain a joint Disciplinary Board for the purposes of implementing Title IV of the Canons of The Episcopal Church ("Compact"). This Compact will become effective January 1, 2021, provided that all six Dioceses have approved the Compact prior to such date.

1. The Regional Disciplinary Board ("RDB") shall consist of thirteen (13) persons, seven (7) of whom are Clergy and six (6) of whom are Laity, and shall constitute a court for purposes of Article IX of the Constitution of The Episcopal Church. Each of The Dioceses shall elect one clergy member and one lay member on the RDB. The thirteenth member, a clergy member, shall be nominated by the RDB and subject to the unanimous approval by the Bishops of The Dioceses. Eventually, each member of the RDB will serve a three-year term, each term to begin on January 1 following appointment or election.
  - a. During the first year of the Compact, following the election of the President, the twelve members shall draw lots to determine the following classes in such a way that no more than one (1) member from a diocese is a member of the same class, not including the President, who will initially serve a three-year term:
    - i. the four members with terms expiring December 31, 2021;
    - ii. the four members with terms expiring December 31, 2022; and
    - iii. the four members with terms expiring December 31, 2023, in addition to the President.
  - b. Thereafter, each diocese shall elect or appoint members of the same order as the members whose terms are expiring.
  - c. No member of the RDB shall be elected to more than two consecutive full terms, nor be re-elected or appointed until one year shall have elapsed following the expiration of the second term.

- d. Vacancies on the RDB shall be filled as follows:
  - i. Upon the determination that a vacancy exists, the President of the Board shall notify the appropriate bishop of the vacancy and request appointment of a replacement member of the same order as the member being replaced.
  - ii. Replacements shall be appointed and approved in accordance with the canons of the appointing diocese.
  - iii. The term of any person selected as a replacement member of the RDB shall be until the next annual convention of the appointing diocese, or until his or her successor is elected or appointed.
- 2. The initial President (a member of one of the Disciplinary Boards in The Dioceses) shall be chosen pursuant to General Canon IV.5.1. On or before January 31 of the year following the conclusion of the initial three-year term of the President of the RDB, the RDB will convene to elect a President by majority vote to serve for the calendar year or until a successor President is elected. If no President is selected by the RDB after sixty (60) days, the then-current President will serve until a successor is elected by a majority vote of the Bishops of The Dioceses.
- 3. Other Offices.
  - a. Each of The Dioceses will make such provision for Church Attorneys, Intake Officers, Advisors, Investigators, Conciliators, and other persons acting under Title IV as it may choose ("Procedural Participants"), and will notify the other Dioceses and President of the RDB of the names and contact information of the persons designated for those offices.
  - b. Each of The Dioceses will also make available the names and terms of engagement of such of the Procedural Participants as may be available to The Dioceses for those services.
  - c. Procedural Participants shall serve with respect to matters arising in their diocese in which Procedural Participants have been appointed or elected, except in matters of a Complaint that involves more than one diocese, in which case the affected bishops shall determine which Procedural Participants shall be involved.
- 4. Conduct of Cases
  - a. For any proceeding referred to a Reference Panel, the President will promptly select from the RDB, a Conference Panel and a Hearing Panel, and shall designate a president of each Panel, as appropriate.
  - b. For each proceeding, the Reference Panel will consist of the Intake Officer for the diocese of canonical residence of the Respondent, the President of the RDB, and the bishop of that diocese.

- c. In addition to the provisions of Canon IV.19.14 of Title IV, the integrity of the RDB shall be maintained by permitting the Church Attorney or a Respondent to challenge a member of the RDB or Panel appointed for a proceeding on grounds of conflict of interest or undue bias. The remaining members of the RDB shall determine whether a challenge is relevant and factually supported in accordance with Canon IV.19.15 of Title IV.
5. The RDB shall use reasonable efforts to conduct its business using electronic means, including video conferences. When it is necessary to incur expense for RDB business, members of the RDB shall make every effort to minimize such expense. Expenses incurred by the Procedural Participants for a particular disciplinary matter shall be borne by the diocese exercising jurisdiction. Any legal fees incurred by the Respondent shall be borne by the Respondent. In situations involving more than one diocesan member of the Compact, the bishops of the affected dioceses shall agree on venue and expense allocation, subject to Canon IV.19.5. Administrative expenses of the RDB shall be shared equally by The Dioceses. In accordance with Canon IV.19.30, all administrative requirements following the conclusion of a matter shall be the responsibility of the diocese exercising jurisdiction.
6. The Dioceses shall maintain this Compact until one or more of The Dioceses provides written notice of no less than one year to the bishops of all of The Dioceses that it wishes to terminate its participation in the Compact. If any proceeding has been commenced and is still ongoing as of the termination date, this Compact shall remain in effect solely with respect to such proceedings until the final disposition thereof.
7. Any amendment to this Compact must be in writing and signed by the bishops of each of The Dioceses and be concurred in by the Conventions of each of The Dioceses in the manner prescribed by the canons of the concurring diocese and will be effective not earlier than the first day of the year following the year in which the ratification of the amendment shall have been approved by all of The Dioceses.
8. In the event that any provision of this Compact is in conflict with or inconsistent in any way with Title IV of the Constitution and Canons of The Episcopal Church, the provisions of Title IV shall prevail.
9. This Compact may be executed in two or more counterparts, each of which shall be deemed an original and all of which together shall constitute one instrument. This Compact may be executed and transmitted by facsimile or other means of electronic communication, which signature shall be binding upon the parties as if they were original signatures.

Diocese of Northwestern Pennsylvania

By: \_\_\_\_\_

The Rt. Rev. Sean Rowe

Diocese of Ohio

By: \_\_\_\_\_

The Rt. Rev. Mark Hollingsworth, Jr.

Diocese of Pittsburgh

By: \_\_\_\_\_

The Rt. Rev. Dorsey W. W. McConnell

Diocese of Southern Ohio

By: \_\_\_\_\_

The Rt. Rev. Thomas E. Breidenthal

Diocese of Western New York

By: \_\_\_\_\_

The Rt. Rev. Sean Rowe

Diocese of West Virginia

By: \_\_\_\_\_

The Rt. Rev. W. Michie Klusmeyer

#### **Resolution NY- E**

**Originator:** Commission to Dismantle Racism and Discrimination

**Subject:** Framing the Journey to Beloved Community

**Whereas**, the Episcopal Diocese Commission to Dismantle Racism and Discrimination (CDRD) was established to:

(1) promote greater understanding, training and practice to dismantle racism; and (2) further reconciliation and justice both by laity and clergy within the church and community; and

**Whereas**, the CDRD intends to assist congregations in building capacity to implement the practices of telling the truth, proclaiming the dream, practicing the way of love and repairing the breach, which are the practices that will help us fulfill the church's long term commitment to racial healing, reconciliation and justice; therefore be it

**Resolved**, That congregations in the Episcopal Dioceses of Western New York and Northwestern Pennsylvania shall organize by 2022 a series of conversations to promote the spiritual and structural change required for racial justice and reconciliation and be it further

**Resolved**, That congregations be encouraged to structure these conversations using resources that will be provided on the diocesan website in early 2021 by the Mission Strategy Racial Justice Working Group and the adaptive change process and be it further

**Resolved**, that congregations be encouraged to collaborate in holding these conversations and be it further

**Resolved**, that each congregation or collaborative group of congregations designate one (1) or two (2) members as Racial Reconciliation Liaisons to work with the CDRD; and be it further

**Resolved,** That each congregation or collaborative group of congregations under the leadership of its Racial Reconciliation Liaisons organize this work and report any findings/recommendations to CDRD not later than thirty (30) days prior to the 2022 Diocesan Convention.

### **Resolution NY- F**

**Originator:** Bishop James Theodore Holly Chapter of the Union of Black Episcopalians

**Subject:** The Visibility of the Union of Black Episcopalians

**Be it Resolved,** that starting in 2021, members of the James Theodore Holly Chapter of the Union of Black Episcopalians (Bishop Holly Chapter) will have a permanent seat and voice at the Annual Joint Convention of the Episcopal Dioceses of Northwestern Pennsylvania and Western New York (Episcopal Partnership; and be it further

**Resolved,** that the Bishop Holly Chapter will work collaboratively with the Commission to Dismantle Racism and Discrimination to bring visibility to the struggles of black Episcopalians both within the Episcopal Church and in America – joining with the Commission in its effort to recruit Northwestern Pennsylvania congregations into the work of social justice; and be it further

**Resolved,** that the Bishop Holly Chapter will work with the Episcopal Partnership to highlight the history, mission and activism of the Union of Black Episcopalians; and be it further

**Resolved,** that the Bishop Holly Chapter will be considered as representative of Black Episcopalians in both Western New York and Northwestern Pennsylvania. To that end, the leadership of the Bishop Holly Chapter will network and collaborate with organizations serving the needs of Black, Indigenous and other people of color communities in Northwestern Pennsylvania to provide workshops and other events; and be it further

**Resolved,** that the Episcopal Partnership as well as individual congregations support the outreach work being done and being planned in communities of color through increased infrastructure, funding, meeting space and pastoral presence; and be it further

**Resolved,** that the Episcopal Partnership as well as individual congregations utilize the Bishop Holly Chapter as a resource for the recruitment, hiring, mentoring and retention of talented and diverse lay leaders and clergy and that the Bishop Holly Chapter will actively engage the Episcopal Partnership in its efforts to recruit new Episcopalians of Color in the region; and be it further

**Resolved,** that the Episcopal Partnership as well as individual congregations support Historically Black Colleges and Universities (HBCU's), especially Voorhees College and St. Augustine's University, the two remaining Historically Black Episcopal Institutions of Higher Education, and support and mentor young African Americans who are called into leadership as deacons and clergy; and be it further

**Resolved,** that the Episcopal Partnership put resources behind attracting more diverse clergy to the region.

### **Resolution NY- G**

**Originator:** Mission Strategy Advisory Group Race Justice Team/ the Episcopal Diocese of Western New York  
Commission to Dismantle Racism and Discrimination

**Subject:** Forming a Joint Commission to Dismantle Racism and Discrimination

**Whereas**, the Episcopal Dioceses of Northwestern Pennsylvania and Western New York voted by an overwhelming margin to begin an experiment for the sake of the gospel by entering into a Partnership focused on creating new opportunities for mission; and

**Whereas**; we understand mission to include the ministry of reconciliation, which is spiritual practice of seeking loving, liberating and life-giving relationship with God and one another, and striving to heal and transform injustice and brokenness in ourselves, our communities, institutions and society; and

**Whereas**; the Diocese of Western New York's Commission to Dismantle Racism and Discrimination has been ably engaged in this work in their diocese and welcomes extending their ministry and membership to include the Diocese of Northwestern Pennsylvania; be it

**Resolved**, that the current Diocese of Western New York Commission to Dismantle Racism and Discrimination become the Joint Commission to Dismantle Racism and Discrimination of the Dioceses of Western New York and Northwestern Pennsylvania; and be it further

**Resolved**, that the Bishop appoint members of both the Dioceses of Western New York and Northwestern Pennsylvania to the expanded Commission to Dismantle Racism and Discrimination; and be it further

**Resolved**, that the Conventions of the Dioceses of Western New York and Northwestern Pennsylvania commit to supporting the Commission's mission and goals "to promote greater understanding, training and practice of dismantling racism and furthering reconciliation and justice, both by laity and clergy within the Church."

## Appendix C: Budget

### DIOCESE OF WESTERN NEW YORK PROPOSED 2021 BUDGET - SUMMARY As of OCTOBER 5, 2020

ACCOUNTS	2019 Actual	2020 Budget	2021 Proposed
<b>REVENUE:</b>			
Unrestricted Trustee Income	91000	93000	90000
Restricted Trustee Income	267300	235773	286265
Support of Congregations (Fullshare)	898106	931000	880255
<b><u>TOTAL REVENUE</u></b>	<b><u>1256406</u></b>	<b><u>1259773</u></b>	<b><u>1256520</u></b>
<b>OPERATING EXPENSES:</b>			
<u>Personnel:</u>			
Salaries / Housing	469485	396888	394195
Payroll taxes	37266	35338	27841
Payroll Insurances	62487	62335	54038
Pension	49566	42348	42641
Business Travel Expenses	42686	62200	58500
Education & Staff Development	11501	6000	6000
Reserve for COLA	0	0	0
<b><u>TOTAL PERSONNEL</u></b>	<b><u>672991</u></b>	<b><u>605109</u></b>	<b><u>583215</u></b>
<u>Diocesan Center Expenses:</u>			
Building Maintenance & Utilities	68085	62860	57000
Office Equipment & Supplies	36083	45800	42500
Office Operating Expenses	28675	26150	30350
<b><u>TOTAL DIOCESAN CENTER EXPENSES</u></b>	<b><u>132843</u></b>	<b><u>134810</u></b>	<b><u>129850</u></b>
<u>Mission Discernment &amp; Planning:</u>			
Council, Trustees & Standing Comm.	671	1900	1100
General Convention	12000	0	12000
National Church Assessment	111163	132065	143716
Province II Expenses	4100	5000	4000
Lambeth Conference	1500	10000	0
Diocesan Convention	41386	34300	34300
<b><u>TOTAL MISSION &amp; PLANNING</u></b>	<b><u>170820</u></b>	<b><u>183265</u></b>	<b><u>195116</u></b>
<u>Support Services:</u>			
Advisors to the Bishop	16964	12950	24400
Audit	14000	14500	14500
<b><u>TOTAL SUPPORT SERVICES</u></b>	<b><u>30964</u></b>	<b><u>27450</u></b>	<b><u>38900</u></b>
<b><u>TOTAL OPERATING EXPENSES:</u></b>	<b><u>1007618</u></b>	<b><u>950634</u></b>	<b><u>947081</u></b>

DIOCESE OF WESTERN NEW YORK  
PROPOSED 2021 BUDGET - SUMMARY  
As of OCTOBER 5, 2020

ACCOUNTS	2019 Actual	2020 Budget	2021 Proposed
<b>PROGRAM EXPENSES:</b>			
RETIREE'S BENEFITS & SUPPORT	15578	19000	19000
<u>Leadership Education &amp; Training:</u>			
Congregational Development	23606	37450	30500
Leadership Development:	60466	74484	110334
Anti-Racism Commission	19955	15000	15000
First Third of Life Expenses	7197	9000	8000
<b><u>TOTAL LEADERSHIP EDUCATION &amp; TRAINING</u></b>	<b><u>111224</u></b>	<b><u>135934</u></b>	<b><u>163834</u></b>
COMMUNITY SERVICES & NETWORKING	10126	32000	22900
<b><u>TOTAL PROGRAM EXPENSES:</u></b>	<b><u>136928</u></b>	<b><u>186934</u></b>	<b><u>205734</u></b>
<b>TRANSITION EXPENSES:</b>			
Search & Transition	36158	0	0
Strategic Consultant		47108	47108
Integration Consultant		25000	0
Congregational Vitality		11597	11597
Travel Exp. For Consultants		15000	15000
Outside Communications/PR	36936	23500	30000
<b><u>TOTAL TRANSITION EXPENSES</u></b>	<b><u>73094</u></b>	<b><u>122205</u></b>	<b><u>103705</u></b>
<b><u>TOTAL EXPENSES:</u></b>	<b><u>1217640</u></b>	<b><u>1259773</u></b>	<b><u>1256520</u></b>