

**The 184<sup>th</sup> Convention of the Diocese of Western New York  
and the 111<sup>th</sup> Convention of the Diocese of Northwestern Pennsylvania**

October 14, 2021  
Convention Minutes

The 184<sup>th</sup> Convention of the Diocese of Western New York and the 111<sup>th</sup> Convention of the Diocese of Northwestern Pennsylvania were held jointly. Given the COVID-19 pandemic, our Conventions were conducted via the Zoom platform.

The Rt. Rev. Dr. Sean Rowe opened convention at 6:30 PM on October 14, 2021. Bishop Rowe welcomed everyone to Convention. He then offered a land acknowledgement, recognizing that the land we are on was originally the land of the indigenous people of this area, and recognizing the colonialism and oppression of Native peoples and grieving particularly the violence and injustice committed against Native children in the name of Christianity at the Thomas Indian School on the Cattaraugus Seneca Reservation.

A Worship Service was led by the Rev. Erin Betz Shank, Saxon Cobb Deck, and the Rev. Canon Cathy Dempsey-Sims.

Bishop Rowe made announcements regarding procedures to most effectively conduct our business using the Zoom platform.

Howard Gondree certified that a quorum was present for the Diocese of Western New York. Adam Trambley certified that a quorum was present for the Diocese of Northwestern Pennsylvania. Bishop Rowe declared that our 184<sup>th</sup> Convention and our 111<sup>th</sup> Convention were organized.

Adam Trambley moved the following be given seat and voice in Convention:

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, and 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

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

Seat and voice were granted.

The Hon. Rose Sconiers made a report on changes in clergy since the last convention.

- We ordained John Wise to the diaconate.
- We had four clergy retire from active ministry: Matthew Ryan, Terry Bull, Michael Lonto, and Douglas Dayton.
- We lost six beloved colleagues to death since the last convention: Margaret Foster, Beryl Choi, Charles Deacon, Susan Buell, Robert Reed, and Nancy Bowman (widow of Bishop Bowman)
- A moment of silence was held for our departed colleagues.

The Hon. Rose Sconiers moved that Howard Gondree be elected as Secretary of the Diocese of Western New York. The motion was seconded. Gondree was elected.

Bishop Rowe made the following appointments: Rose Sconiers as Dispatch of Business for the Diocese of Western New York, Matthew Scott as Dispatch of Business for the Diocese of Northwestern Pennsylvania, Cheryl Fisher as parliamentarian for the Diocese of Western New York, and James Steadman as parliamentarian for the Diocese of Northwestern Pennsylvania.

The Consent Calendar was moved and seconded.

The Consent Calendar was adopted (see Appendix A).

Secretary Adam Trambley made a report on resolutions for the Diocese of Northwestern Pennsylvania and called for additional resolutions. No additional resolutions were filed.

Secretary Howard Gondree made a report on resolutions for the Diocese of Western New York and called for additional resolutions.

The Rev. Ellen Brauza filed a resolution for Western New York.

Bishop Rowe noted that reports for the Diocese of Western New York and the Diocese of Northwestern Pennsylvania have been received and filed by title.

The Rev. Matthew Scott moved Resolution PA-A, 2022 Minimum Stipends.

The resolution passed (see Appendix B).

The Rev. Canon Brian Reid of the Constitutions and Canons Committee moved Resolution PA-B, Amending Canon V.4. Of The Election Of A Bishop.

Canon Reid explained that this changed the requirements of an Episcopal nominating committee from bringing forth 3-5 candidates to presenting one or more persons. This would be important should we want to have a provisional bishop.

The resolution passed (see Appendix B).

The Rev. Canon Brian Reid of the Constitutions and Canons Committee moved Resolution PA-C-1, Amending Canon I.1 General Provisions.

Canon Reid explained that this change allows any meeting in congregations or diocesan bodies to meet via electronic means such as Zoom.

The resolution passed (see Appendix B).

The Rev. Canon Brian Reid of the Constitutions and Canons Committee moved Resolution PA-D1, Amending Article III.A of the Constitution on Convention, Meetings.

Canon Reid explained the details of this Constitution change to allow for electronic meetings of the Convention.

The resolution passed in both clergy and lay orders (see Appendix B).

The Rev. Canon Brian Reid of the Constitutions and Canons Committee moved Resolution PA-E, Amending Canon II.4. Of The Governance Of Missions.

Canon Reid said that in the canon revisions there was not a quorum for annual meetings of missions, so this resolution implements an appropriate quorum.

The resolution passed (see Appendix B).

Secretary Trambley presented the Petition from St. John's, Franklin for Mission Status.

The motion passed and St. John's, Franklin, was granted mission status (see Appendix B).

Bishop Rowe announced that St. Jude's in South Buffalo and St. Matthew's in South Buffalo have closed.

Bishop Rowe announced nominees for offices for election. Those nominated in NWPA were:

- Ed Palattella, a lay nomination for Diocesan Council
- The Rev. Erin Betz Shank, a priest nomination for Diocesan Council.
- Anne Bardol and Joseph Croskey, lay nominations for Standing Committee.
- The Rev. Canon Martha Ishman, a clergy nomination for Standing Committee
- There were no lay nominations to the Constitution and Canons Committee.
- The Rev. Dr. Adam Trambley, clergy nomination to the Constitution and Canons Committee.
- The Rev. Geoffrey Wild, clergy nomination to Provincial Synod.
- Cheryl Wild and Anne Bardol, lay nominations to Provincial Synod.

Bishop Rowe called for additional nominations. There were no additional nominations.

Bishop Rowe announced nominees for offices for election. Those nominated in WNY were:

- Bruce Davidson and Cheri Maytum-Krull, lay nominations for Diocesan Council
- The Rev. Claudia Scheda, a clergy nomination for Diocesan Council.
- Lawrence Mazuchowski, a lay nomination for Standing Committee.
- The Rev. Nicholas Evancho, a clergy nomination for Standing Committee
- Patricia LaLonde and the Hon. Rose Sconiers, lay nominations to the Trustees

Bishop Rowe called for additional nominations. There were no additional nominations.

Voting occurred for offices for the Diocese of Western New York and the Diocese of Northwestern Pennsylvania.

Bishop Rowe accepted a motion that was seconded in each diocese to elect all uncontested nominations to the appropriate office by acclamation. The following were elected:

- *Ed Palattella for NWPA Diocesan Council*
- *The Rev. Erin Betz Shank for NWPA Diocesan Council*
- *The Rev. Canon Martha Ishman for NWPA Standing Committee*
- *The Rev. Dr. Adam Trambley for the NWPA Constitution and Canons Committee*
- *The Rev. Geoffrey Wild to represent NWPA at Provincial Synod*

- Cheryl Wild and Anne Bardol to represent NWPB at Provincial Synod
- Bruce Davidson and Cheri Maytum-Krull for WNY Diocesan Council
- The Rev. Claudia Scheda for WNY Diocesan Council
- Lawrence Mazuchowski for WNY Standing Committee
- The Rev. Nicholas Evancho for WNY Standing Committee
- Patricia LaLonde and the Hon. Rose Sconiers for the WNY Trustees

A vote was taken for a lay representative on Northwestern Pennsylvania's Standing Committee.

Bishop Rowe made the following appointments in the Diocese of Western New York:

- Dispatch of Business: the Hon. Rose Sconiers and Howard Gondree
- Commission on Compensation: Barbara Northan (chair), Judy Elliott, Wendy Palmer, the Rev. Canon Cathy Dempsey-Sims, and Howard Gondree (ex-officio)
- Resolutions Committee: Elisabeth Brauza-Hughes (chair), the Rev. Patrick Bradley, the Rev. Nicholas Evancho, and the Rev. Michael Hadaway
- Regional Deans: the Rev. Randi Hicks Rowe (Northern Region), the Rev. Colleen O'Connor (Genesee), the Rev. Luke Fodor (Cattaraugus/Chautauqua), the Rev. Ann Tillman (Southern Erie), the Rev. Ellen Brauza (Central Erie), and the Rev. Robert Harvey (Eastern Erie)

Bishop Rowe made the following nominations in the Diocese of Northwestern Pennsylvania:

- Secretary: the Rev. Dr. Adam Trambley
- Treasurer: Canon Robert Armstrong (*Asst. Treasurer appointed by Bishop – Jeff Mills*)
- Chancellor: Canon James Steadman
- Credentials [1 cl., 1 l.] : the Rev. Canon Martha Ishman and Gretchen Tome
- Dispatch [1 or more]: the Rt. Rev. Sean Rowe, Canon James Steadman, the Rev. Dr. Adam Trambley, the Rev. Matthew Scott, and Anne Bardol
- Nominations [3 cl., 3 l.]: Standing Committee (less the terms with one year remaining)
- Judges of Elections [3]: James Ivell, Amy Ivell, and Richard Reib
- Resolutions [2 cl., 2 l.]: the Rev. Dr. Adam Trambley, the Rev. Matthew Scott, Canon James Steadman, the Very Rev. Dr. John Downey, and Anne Bardol

These nominees were elected.

Bishop Rowe made the following appointments:

- Historiographer: Bob Guerrein
- Ecumenical Officer: John Downey
- Regional Deans: Mary Norton (NW), Adam Trambley (SW),

Bill Ellis (SE), Stacey Fussell (NE)

Bishop Rowe made the following appointments for both dioceses.

- 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, Erin Betz-Shank, Joseph Croskey, Stacey Fussell, Lisa Layman, Sara Nesbitt, Laura Peretic, and John Ranney
- Joint Board of Examining Chaplains: Stacey Fussell, Diana Leiker, Carol Carlson, Luke Fodor, Matthew Scott, Randi Hicks Rowe
- Commission on Ministry: Beth Boron, Karen Gough, Michael Hadaway, William McLean (Chair), Richard Rowe, Kaycee Reib, Larry Scofield, Cathy Smith, Gail Winslow

These nominations were elected.

Bishop Rowe addressed the Convention:

*St. Paul told us that we walk by faith and not by sight. We may not always have sight, but we always have faith. Faith allows us to walk this road together with a confidence that the Kingdom of God is among us and we will be clothed with that heavenly garment.*

*2018 seems a long time ago. That is when we started our partnership, and we noted that it may not always be easy. Like the disciples at Emmaus, we wondered how to interpret what was around us and what would be ahead of us. Now everything has changed.*

*We entered this partnership just in time. Imagine not being together to figure out all the things we have needed to figure out to deal with COVID. It is heartbreaking to imagine trying to do this separately.*

*Where we are today bears no resemblance to where we imagined we would be two years ago. But we are still on the journey and longing for the heavenly garment. Like the disciples on the road to Emmaus, we struggle to see. We struggle with where we want to be instead of the place we are. This goes back to the Garden of Eden, where everything was perfect and we still wanted to know just a little bit more. Our ancestors in faith both before and after Jesus all had the same message – we are not in control. Control is an illusion. We are called to be present to the moment and to God. We are to have faith – the conviction of things hoped for and of things unseen. So how do we make sense of this in our time.*

*Paul and others said we receive faith as a gift from God, and then we walk by faith and not by sight. We trust that God is with us not as rescuer, but as companion. Our presence to that reality will lead us to something new, but almost never on our terms. We are walking with an incomplete roadmap that becomes clearer as we walk by faith. This doesn't mean that nothing is happening or that we have no strategy. It means we are trying things.*

*We are focused on three things as partnership at this time:*

- *Racial justice*
- *Congregational Vitality*
- *Research and development.*

*To these ends we are deploying diocesan staff into congregations to put resources as close to the local level as possible. This is a new allocation of staff and strategy that is responsive to what is happening in congregations. We are investing in coaching and training for clergy and lay leaders in our dioceses because we need leaders that can think creatively. We have reorganized the diocesan budget to make this support more visible and possible. We support the work of the Commission to Dismantle Racism and Discrimination and the Bishop Holly chapter of the Union of Black Episcopalians. We have doubled down on collaborations and partnerships throughout our partnerships. The work is happening and bearing fruit. In Western New York we are dealing with major property issues at four locations of former parishes. We are also dealing with lawsuits in Western New York relating to sexual abuse claims against the Boy Scouts and to the rollback of the statute of limitations on sexual abuse. These behind the scenes issues are essential elements our work of movement toward our shared future, even if they are not posted on Facebook.*

*We are also working on changing aspects of our diocesan cultures. We have gathered data. We have one thing in common. We value oppositional behavior. We are skeptical and hard to impress. This behavior has saved us at times, but the value of it has diminished over time. Now we need collaboration and discernment. We need to walk by faith and not by sight. For our resilience to mean anything, we need to create something new with it, instead of being oppositional. We should still debate and put forth multiple ideas. Yet walking by sight is overrated. Instead, let's go toward faith in God and in one another. Let's say to the other members of the body, "I cannot say, 'I have no need of you'"*

*The author of Hebrews says, "Yet all these people, though they were commended for their faith, did not receive what was promised." Most of what they were promised came later – years later, generations later, and sometimes not yet to this day. Yet God's promises are always sure. We are preparing the church for our children and grandchildren. We will not see all the fruits of our labor in our lifetime. We get to help bring something new into being. Our Partnership dioceses have the wisdom to discern and to know God.*

*In two years, when we look back, we will note that we have seen Jesus with us this whole time.*

The convention took a recess at 7:44 PM and reconvened at 7:58 PM.

The Rev. Matthew Scott moved the 2022 Diocesan Budget for the Diocese of Northwestern Pennsylvania on behalf of Diocesan Council.

Bishop Rowe noted that the formats of the budgets of both dioceses have been reconfigured to better reflect what the basic partnership costs are, and then breaking out other program costs. Primary variance from 2021 budget are expenses for General Convention and Lambeth, as well as increasing staff capacity which Diocesan Council supported by allocating additional funds from Trust Group C.

The motion passed (see Appendix C).

The bishop noted that the Northwestern Pennsylvania Treasurer's Report was posted on the Diocesan web page.

Wendy Palmer moved the 2022 Diocesan Budget for the Diocese of Western New York on behalf of Diocesan Council.

The budget was debated and the motion passed (see Appendix D).

Bishop Rowe noted that delegates who registered by email had received an email link for the additional resolution proposed from the floor for the Western New York Convention. The link had also been added to the chat.

The presidents of the Standing Committees, the Rev. Stacey Fussell and Jim Isaac, addressed Convention to explain the letter sent out earlier in the week on the extension of the partnership timeline. President Isaac related that people had approached him and noted that we have a five-year partnership agreement, and due to the pandemic, we have lost two of those five years. The question arose about whether the letter of agreement could be extended.

The minutes of Convention and Letter of Agreement were examined. There is a provision in the Letter of Agreement that said that the letter can only be amended by agreement of the Bishop and Standing Committees and there was nothing preventing the extension of this agreement. President Fussell stated that these conversations began in the summer and the conversation with Bishop Sean occurred in September. The Standing Committee Presidents and Bishop Rowe felt it prudent to extend the

agreement. Both Standing Committees then unanimously approved a two-year extension, moving the review from 2021 to 2023 and moving the continuation of the partnership through 2026 instead of 2024.

The Presidents explained that this action did not set a precedent to extend the partnership *ad nauseam*. This was an extraordinary action in response to the pandemic and is faithful in our commitment to explore opportunities to collaborate. They went on to state that the Standing Committees did not circumvent the role of Diocesan Convention as the Conventions have not yet voted on the Partnership. The two Diocesan Standing Committees were the bodies that voted to explore this proposed Partnership for five years. The election of Bishop Sean as Provisional Bishop by Western New York made the decisions of the Standing Committees to explore this partnership possible. The election of Bishop Sean as Provisional Bishop did not have an ending date. The Letter of Agreement for Bishop Sean was agreed to by the Standing Committee and the Bishop and can be amended by the Standing Committee and the Bishop. The Convention could terminate the partnership by revoking the authority given to Bishop Rowe as Provisional Bishop of Western New York. The Standing Committees are within the bounds of their authority to take what they have agreed to and, given extraordinary circumstances, take additional time to explore our commitment to this idea.

Questions and conversation on the presentation of the Standing Committee Presidents ensued.

The Rev. Lillian Davis-Wilson asked that the conventions conclude the conversation with what Jesus told his disciples, "Peace to this house."

Bishop Rowe thanked the Presidents for their work and Deacon Davis-Wilson for bringing the word of peace into the conversation.

The Resolutions Committee of Western New York put forward the proposed resolution to the Diocese of Western New York which called for the nullification of the Standing Committee's vote to extend the partnership. The Diocese of Western New York voted not to consider this resolution.

Secretary Trambley certified that Joseph Croskey had been elected as lay person to the Standing Committee of Northwestern Pennsylvania by a majority vote in both orders.

The Dispatches of Business declared that there was no more business to come before our Conventions.

Bishop Rowe thanked the Conventions for being present and for their faithfulness. Bishop Rowe also wanted to recognize that he has made mistakes, and he apologized for times that has happened. He

said it was a joy to be the bishop of these dioceses and prayed that God's grace and power would continue to work infinitely more in us than we could ask or imagine.

Bishop Rowe called for a moment of silence to pray for peace and reconciliation.

Bishop Rowe adjourned convention with his blessing.

## Appendix A: Consent Calendar

Whereas, it is usual for the Episcopal Diocese of Western New York to meet with all Lay Delegates and Clergy in person, in accordance with New York State Law regarding nonprofit corporations and in accordance with the Constitution and Canons of the Diocese; and

Whereas, the public health emergency caused by Covid-19 pandemic has made it dangerous to gather in large groups;

Whereas the State of New York permits during this pandemic, by Executive Order, the holding of a nonprofit corporation's annual meeting by electronic means provided that all participants can see and hear and participate in the proceedings; and we are satisfied that the provisions that have been made for this convention meet both the letter of the Executive Order and the spirit of Canon Law;

We hereby authorize this meeting to be held by electronic means that allow all lay delegates and clergy to see and hear and participate in the proceedings of this convention.

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Whereas, Article III of the Constitution of the Diocese of Northwestern Pennsylvania provides in Section A.1.a. that there shall be a regular convention of the church in this diocese, to be held annually at a time and place to be fixed by the preceding Annual Convention; and

Whereas, Section A.1.b. of Article III provides that for good and sufficient cause, the time or place of meeting of the Annual Convention may be changed by the ecclesiastical authority; and

Whereas, Article V of the Constitution of the Diocese provides in Section F that it shall be the duty of the Diocesan Council to develop, prosecute, and oversee the mission and ministry of the church in the diocese, to develop a budget or budgets for the work of the diocese, to fulfill all other duties laid upon the Council by the corporate charter, by the Constitution and Canons, or by resolution of Convention, and to make full reports of its work to the Annual Convention that the Diocesan Council shall act on behalf of the Convention when the Convention is not in session; and

Whereas, the Bishop Diocesan, in light of the COVID-19 pandemic and the risk both to individuals and the public health that have been associated with large, in person assemblies, has requested that Diocesan Council adopt this resolution setting forth a special rule of order permitting the 111<sup>th</sup> Annual Convention of the Diocese to be held as a "Virtual Convention," using electronic communications technology having the capabilities specified in the resolution; and

Whereas, the Diocese is organized as a Pennsylvania Non-Profit Corporation and subject to the provisions of the Pennsylvania Non-Profit Code which provides 15 Pa. C.S. §5704(a) that if a meeting of members is held by means of the Internet or other electronic communications technology in a fashion pursuant to which the members have the opportunity to read or hear the proceedings substantially concurrently with their occurrence, vote on matters submitted to the members, pose questions to the directors and members of any other body, make appropriate motions and comment on the business of the meeting, the meeting need not be held at a particular geographic location; and

Whereas, the Pennsylvania Non-Profit Code also provides in 15 Pa. C.S. §5708(b) that “the presence or participation, including voting and taking other action, at a meeting of members, or the expression of consent or dissent to corporate action, by a member by conference telephone or other electronic means, including, without limitation, the Internet, shall constitute the presence of, or vote or action by, or consent or dissent of the member for the purposes of this subpart.”

NOW THEREFORE, BE IT RESOLVED THAT:

1. Diocesan Council concurs with the determination of the Bishop Diocesan that the plans for the 111<sup>th</sup> Annual Convention be based on holding the meeting as a “Virtual Convention,” and approves the adoption of a special rule of order to permit the Virtual Convention to be held, using electronic communications technology having the capabilities specified in this resolution.

2. The 111<sup>th</sup> Annual Convention may be held by means of the Internet or other electronic communications technology in a fashion pursuant to which Clergy and Lay Deputies, wherever

they may be physically located, have the opportunity to read or hear the proceedings substantially concurrently with their occurrence, vote on matters submitted to the members of Convention, pose questions to the President of Convention and members of any other body, make appropriate motions and comment on the business of the meeting, and express their consent or dissent to any matter presented to Convention for action.

3. The participation by a member of Convention at a meeting conducted using the technological means specified in paragraph 2, including voting and taking any other action, shall constitute the presence of, or vote or action by, or consent or dissent of the member of Convention for the purposes of the 111<sup>th</sup> Annual Convention.

6. The agenda for the 111<sup>th</sup> Annual Convention shall include, as a first order of business, a resolution to approve and ratify this resolution of Diocesan Council as a special rule of order, including use of the specific procedures and technology to be identified and recommended in accordance with this resolution, to hold the 111<sup>th</sup> Annual Convention

Approved this 12th day of October, 2021, at a meeting of Diocesan Council duly convened and conducted pursuant to Diocesan Canon V, Sections D and F.

By: The Rev. Adam Trambley, Secretary

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Resolved, that the 184<sup>th</sup> Diocesan Convention of the Diocese of Western New York and the 111<sup>th</sup> Diocesan Convention of the Diocese of Northwestern Pennsylvania adopt the following as their special Rules of Order for this online convention:

## **Rules of Order**

### **1. Quorum**

A. The presence of a quorum shall be established by the Bishop or his designee's review of the names of the lay delegates and their Parishes who have logged in electronically, and of the clergy who have logged in electronically. Instructions on how to log in to a Zoom meeting can be found [here](#). When prompted to enter your name, please identify yourself by first and last name, parish, and order (e.g.: Jane Smith - Trinity, Faketown - Lay).

The Bishop or his designee shall determine that all who have logged in are lay delegates eligible to vote in convention pursuant to Title I, Canon 1, Section 2, of the Canons and clergy entitled to vote in Convention pursuant to Article V of the Constitution and Title I, Canon 1, Section 1 of the Canons of the Diocese of Northwestern Pennsylvania and Article III of the Constitution and Canon 2, Sections 1-7 of the Canons of the Diocese of Western New York.

The Bishop or his designee shall announce whether a quorum has been established.

The continued presence of a quorum shall be determined by the online list of participating eligible clergy and eligible delegates, hereafter both referred to as "delegates".

B. Delegates shall identify themselves upon signing into the communications platform, by ensuring their username information is correct (e.g.: Jane Smith - Trinity, Faketown - Lay), and shall maintain Internet and audio access throughout the Convention whenever present, but shall sign out upon any departure before adjournment by clicking "Leave meeting" on their screens.

### **2. Technical requirements & decorum**

A. Each delegate is responsible for his or her audio and Internet connections; no action shall be invalidated on the grounds that the loss of, or poor quality of, a delegate's individual connection prevented participation.

B. In order to maintain decorum, all participants of the meeting will be muted by default. Participants will only unmute when called upon by the Bishop or his designee.

C. The chat function on Zoom will be active. The chat feature (including private chat) should be reserved for convention related inquiries. The convention will be recorded and that includes all content in the chat feature (including private chat).

D. In order to maintain decorum, please remember that, though we are participating in convention remotely, it is still business of the church. Clothing and backgrounds should be appropriate for a church convention setting.

### **3. Recognition of a delegate to speak:**

To seek recognition to speak, a delegate shall utilize the "Raise Hand" function.

The Bishop or his designee shall recognize the delegate by audibly repeating the delegate's name and inviting the delegate to speak, thus assigning the floor to the delegate. Delegates will be called upon in the order in which they raised their hands.

### **4. Amendments & Motions**

A. All amendments will be recorded and displayed to the convention by the Bishop's designee, and identified by the name of the delegate who offered the amendment, parish (if any), along with a number corresponding to how many written amendments the member has so far posted during the meeting (e.g.: "Smith – Trinity, Faketown - 3).

B. All resolutions, including any amendments proposed by Convention, will be displayed on a screen visible to all voting delegates. The resolutions shall remain visible to all delegates until final action has been taken by the Convention on the resolutions.

C. Recognition for making and speaking to motions shall follow the procedure outlined in Section 3.

### **5. Voting**

Voting for open offices will take place through ElectionBuddy. Only delegates are permitted to cast a vote. The judge of election, as designated by the Bishop, will share the results of each ballot with the Bishop. No member of the Dioceses of Northwestern Pennsylvania or Western New York, including Bishop or staff, will be able to view how an individual delegate voted.

The Bishop or his designee shall announce the voting results by voice and by display of votes on screen.

For uncontested elections, a motion to elect by acclamation may be made. Recognition for making such a motions shall follow the procedure outlined in Section 3. If a motion to elect by acclamation is made, Delegates will be prompted to select “yay” or “nay” on their screens and submit their selection. The event moderator will then inform the Bishop or his designee of the results of the acclamation. The Bishop or his designee will then announce the results to the convention. This method will be used for any motion that can be accepted or rejected through acclamation.

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Resolved, that the 184<sup>th</sup> Diocesan Convention of the Diocese of Western New York and the 111<sup>th</sup> 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 184<sup>th</sup> Diocesan Convention of the Diocese of Western New York and the 111<sup>th</sup> 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 184<sup>th</sup> Diocesan Convention of the Diocese of Western New York and the 111<sup>th</sup> 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 184<sup>th</sup> Diocesan Convention of the Diocese of Western New York and the 111<sup>th</sup> 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 184<sup>th</sup> Diocesan Convention of the Diocese of Western New York and the 111<sup>th</sup> 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 184<sup>th</sup> Diocesan Convention of the Diocese of Western New York and the 111<sup>th</sup> 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 184<sup>th</sup> Diocesan Convention of the Diocese of Western New York and the 111<sup>th</sup> Diocesan Convention of the Diocese of Northwestern Pennsylvania appoints October 28-29, 2022, at the Conference and Event Center, Niagara Falls, NY as the time and place for the 185<sup>th</sup> and 112<sup>th</sup> Diocesan Conventions.

## Appendix B: Passed Resolutions of NWPA

### Resolution PA-A

**Originator:** Diocesan Council

**Subject:** 2022 Minimum Stipend and Allowances for Parochial Clergy

**Be it resolved,** that pursuant to Title IV, Canon 2,c.v each member of the clergy serving in the Diocese in a full time pastoral ministry or other stipendiary ministry as approved by the Bishop, shall receive a minimum annual cash stipend according to the following scale:

Years of Ordained Service as of January 1, 2022:

Less than two (2) years	\$40,794
Two to four (2 to 4) years	\$45,517
Four to Six (4 to 6) years	\$51,061
Six to Eight (6 to 8) years	\$54,397
Eight (8) years or more	\$57,732

The above figures represent an estimated four and one half percent (4.5%) increase over the 2021 figures.

**Resolved,** that each cure shall provide for its clergy, whether full time or part time, a paid vacation of four weeks (including Sundays) each year; and be it further

**Resolved,** that when a federal holiday falls on the regular day off of a cleric or on a major Feast Day, that the clergyperson be encouraged to take another day that week as the day off. The federal holidays are: New Year's Day; Martin Luther King, Jr. Day; President's Day; Memorial Day; Independence Day; Labor Day; Columbus Day; Veterans' Day; Thanksgiving Day; and Christmas Day; and be it further

**Resolved,** that clergy shall also receive an amount equal to at least one-half of their self-employment tax, fully paid premium for the Church Pension Fund, life insurance of \$25,000, and group health insurance coverage for the clergyperson and family; and be it further

**Resolved,** that each cure shall provide for its resident full-time clergy a reimbursement allowance for ordinary and necessary business and professional expense incurred on behalf of the cure; further that a reimbursement allowance worksheet is used by congregations, in establishing a fair value amount for these expenses. Ordinary and necessary expenses shall include, but not be limited to: the use of

personal automobile, overnight travel including lodging and meals, books and subscriptions, vestments, and professional dues. Clergy will be reimbursed monthly for the professional use of their automobiles at the current IRS rate plus tolls and parking based upon monthly written record submitted to the treasurer of the congregation by the clergy. Reimbursement for the other expenses shall be pre-approved by the Vestry/Bishop's Committee and paid upon receipts submitted to the treasurer of the congregation; and be it further

**Resolved**, that any congregation that is financially unable to meet these minimum stipends and allowances shall, by February 1<sup>st</sup> of each year, consult with the Bishop. This consultation shall include consideration of total clergy support, thus providing the congregation with some flexibility in structuring the overall clergy support package. This consultation may also include the phasing in over a maximum of three years of the minimum annual stipend; and be it further

**Resolved**, that each cure shall provide use of a suitable rectory, with utilities, except for personal toll calls; or else an adequate housing allowance. Where a clergyperson lives in a rectory, an adequate Equity Allowance shall be provided in the form of a tax sheltered annuity or other similar investments; and be it further

**Resolved**, that each cure shall encourage its Rector/Vicar to seek some kind of continuing education each year, and to that end shall provide a continuing education allowance of not less than \$1,500 and two weeks paid continuing education leave. If any portion thereof be unused, this money shall be deposited in a continuing education interest-bearing account for future use and up to six weeks leave may be accrued for use as a continuing education leave. In the event the cleric changes cures, the balance of funds in this account shall be retained for the use of the clergy of the cure and not diverted for any other purpose.

#### **Resolution PA-B**

**Originator:** Constitution & Canons Committee

**Subject:** Amending Canon V.4. Of The Election Of A Bishop

**Resolved**, that Canon V.4.B be amended by deleting the words, "three to five persons" and replacing them with "one or more persons"

#### **Resolution PA-C-1**

**Originator:** Constitution & Canons Committee

**Subject:** Amending Canon I.1 General Provisions

**Resolved**, that Canon I.1 be amended by the addition of a new Canon 6, reading as follows:

Meetings of any body under these canons may take place as in-person, virtual, or hybrid meetings. Virtual meetings are those where arrangements have been made in advance to allow participants to attend the meeting by means of a conference telephone, internet, or similar communication equipment by which all persons participating in a meeting can effectively communicate with each other without needing to be physically present at the same location. Those attending a meeting by such means shall be deemed to be attending virtually. Hybrid meetings include some participants attending the meeting in person and others attending virtually. Any arrangements for holding a virtual or a hybrid meeting will be included in the meeting notice, including details by which a person can attend the meeting virtually. Persons shall be deemed to be present for determination of a quorum by attending either in person or virtually where arrangements for such attendance have been made. Such persons shall be entitled to vote, if qualified to do so, and have arrangements made for voting by secret ballot, where appropriate, and such persons shall be recorded as present in the minutes of the meeting without distinction as to their virtual or in-person attendance.

#### **Resolution PA-D-1**

**Originator:** Constitution & Canons Committee

**Subject:** Amending Article III.A of the Constitution on Convention, Meetings

**Originator:** Constitution & Canons Committee

**Subject:** Amending Article III.A of the Constitution on Convention, Meetings

**Resolved**, that Article III.A of the Constitution be amended by the addition of a new subsection 1 reading as follows:

~~Meetings of any body under these canons~~ *of the Convention* may take place as in-person, virtual, or hybrid meetings. Virtual meetings are those where arrangements have been made in advance to allow participants to attend the meeting by means of a conference telephone, internet, or similar communication equipment by which all persons participating in a meeting can effectively communicate with each other without needing to be physically present at the same location. Those attending a meeting by such means shall be deemed to be attending virtually. Hybrid meetings include some participants attending the meeting in person and others attending virtually. Any arrangements for holding a virtual or a hybrid meeting will be included in the meeting notice, including details by which a person can attend the meeting virtually. Persons shall be deemed to be present for determination of a quorum by attending either in person or virtually where arrangements for such attendance have been made. Such persons shall be entitled to vote, if qualified to do so, and have

arrangements made for voting by secret ballot, where appropriate, and such persons shall be recorded as present in the minutes of the meeting without distinction as to their virtual or in-person attendance.

### **Resolution PA-E**

**Originator:** Constitution & Canons Committee

**Subject:** Amending Canon II.4. Of The Governance Of Missions

**Resolved,** that Canon II.4.B be amended by the addition of a new subsection iv, reading as follows:

A quorum for the transaction of business in the Annual Meeting shall consist of 15% of all the persons entitled to vote if they were present.

### **Mission Status for St. John's, Franklin**

The congregation of St. John's, Franklin, by vote of its Vestry having petitioned this 111th Annual Convention of the Diocese of Northwestern Pennsylvania to change its status from Parish to Mission so that it might operate under the Canon On The Governance Of Missions;

And, the Ecclesiastical Authority having given his consent;

Now, therefore, this 111th Annual Convention of the Diocese of Northwestern Pennsylvania does hereby change the status of St. John's, Franklin, from Parish to Mission in union with the Convention of this Diocese and grants St. John's, Franklin, all the privileges, rights and responsibilities appertaining thereto.

## Appendix C: NWPB Budget

### **Episcopal Diocese of Northwestern Pennsylvania Summarized Proposed 2022 Budget - Operations**

As of October 8, 2021

<b>Accounts</b>	<b>2020 Actual</b>	<b>2021 Budget</b>	<b>2022 Proposed</b>
<b>Revenue</b>			
Total Assessments	684,254	686,995	685,427
Trust Group A	146,073	152,648	120,611
Trust Group E - Misc - Lambeth			10,000
<b>Total Revenue</b>	<b>830,327</b>	<b>839,643</b>	<b>816,038</b>
<b>Operating Expenses</b>			
<b><u>Personnel</u></b>			
Salaries / Housing Allowances	296,928	305,800	290,650
SECA & FICA	35,635	32,804	31,647
Pensions	51,469	46,297	43,238
Medical / Life Insurance	61,778	62,000	57,000
Staff Conferencing & Networking	2,716	7,300	7,300
Worker's Compensation	1,981	2,300	2,500
<b>Total Personnel</b>	<b>450,507</b>	<b>456,501</b>	<b>432,335</b>
<b><u>Diocesan Center Expenses</u></b>			
Maintenance & Supplies	22,010	30,000	30,000
Utilities	5,313	7,100	9,000
Property Taxes	1,959	3,000	3,500
Insurance	15,875	15,000	16,500
Staff Travel	12,466	40,000	30,000
Automobile Purchase	45,096	0	0
Telephone & Network Support	16,097	17,300	20,500
Office Operating Expenses	42,762	55,300	57,200
Diocesan Convention	1,046	15,000	18,000
Professional Expenses	11,865	20,000	20,000
<b>Total Diocesan Center Expenses</b>	<b>174,489</b>	<b>202,700</b>	<b>204,700</b>
<b><u>Church-Wide Relations</u></b>			
National Church Apportionment	124,277	124,142	112,703
Conferences & Convention	2,922	56,300	66,300
<b>Total National &amp; International Relations</b>	<b>127,199</b>	<b>180,442</b>	<b>179,003</b>
<b>Total Operating Expense</b>	<b>752,195</b>	<b>839,643</b>	<b>816,038</b>

# Episcopal Diocese of Northwestern Pennsylvania

## Summarized Proposed 2022 Budget - Program & Strategy

As of October 8, 2021

Accounts	2020 Actual	2021 Budget	2022 Proposed
<b>Revenues</b>			
Trust Group A	177,378	207,106	78,115
Trust Group C			192,033
<b>Total Revenues</b>	<b>177,378</b>	<b>207,106</b>	<b>270,148</b>
<b>Expenses - Program</b>			
Salaries	46,000	39,000	72,407
SECA	3,518	2,982	5,317
Pensions	0	0	6,976
Medical / Life Insurance	4,452	3,000	11,322
<b>Total Personnel</b>	<b>53,970</b>	<b>44,982</b>	<b>96,022</b>
<b>Total Retiree's Benefits &amp; Support</b>	<b>18,981</b>	<b>21,400</b>	<b>18,000</b>
Youth & Young Adult Commission	16,722	25,000	25,000
Leadership Development	67,436	50,000	50,000
Aspirants Retreat	0	6,000	6,000
Racial Reconciliation	0	10,000	10,000
Diocesan Ministry Support	11	1,000	1,000
<b>Total Mission Support</b>	<b>84,169</b>	<b>92,000</b>	<b>92,000</b>
<b>Total Ecumenical Relations</b>	<b>5,000</b>	<b>10,000</b>	<b>10,000</b>
<b>Total Program Expenses</b>	<b>162,120</b>	<b>168,382</b>	<b>216,022</b>
<b>Expenses - Strategy</b>			
Salaries	8,891	30,485	42,500
SECA	680	2,332	3,251
Pensions	2,971	5,907	8,235
Medical / Life Insurance	0	0	140
<b>Total Personnel</b>	<b>12,542</b>	<b>38,724</b>	<b>54,126</b>
<b>Total Strategy Expenses</b>	<b>12,542</b>	<b>38,724</b>	<b>54,126</b>
<b>Total Program &amp; Strategy Expense</b>	<b>174,662</b>	<b>207,106</b>	<b>270,148</b>

## Appendix D: WNY Budget

### Episcopal Diocese of Western New York Summarized Proposed 2022 Budget - Operations

As of October 8, 2021

<b>Accounts</b>	<b>2020 Actual</b>	<b>2021 Budget</b>	<b>2022 Proposed</b>
<b>Revenue</b>			
Operating Revenues	6,877	36,788	44,646
Designated Investments	64,962	14,847	86,802
Support from Congregations	837,542	880,255	851,794
<b>Total Revenue</b>	<b>909,381</b>	<b>931,890</b>	<b>983,242</b>
<b>Operating Expenses</b>			
<b><u>Personnel</u></b>			
Salaries / Housing Allowances	336,146	346,210	334,650
SECA & FICA	26,109	25,057	27,895
Pensions	48,794	45,419	39,717
Medical / Life Insurance	55,611	50,838	51,500
Staff Conferencing & Networking	9,523	19,000	15,500
<b>Total Personnel</b>	<b>476,183</b>	<b>486,524</b>	<b>469,262</b>
<b><u>Diocesan Center Expenses</u></b>			
Buildings & Grounds Maintenance	45,328	40,500	38,500
Utilities	8,158	15,000	12,000
398 Fries - Utilities & Maintenance	7,266	14,500	12,000
Insurance	9,773	9,000	10,000
Staff Travel	8,942	46,500	40,000
Office Equipment	22,204	23,000	23,000
Office Operating Expenses	42,167	43,350	46,000
Telephone & Network Support	16,827	21,500	24,000
Diocesan Convention	243	34,300	34,000
Professional Expenses	57,444	36,750	67,500
<b>Total Diocesan Center Expenses</b>	<b>218,352</b>	<b>284,400</b>	<b>307,000</b>
<b><u>Church-Wide Relations</u></b>			
National Church Apportionment	143,557	143,716	141,980
Conferences & Convention	1,494	17,250	65,000
<b>Total National &amp; International Relations</b>	<b>145,051</b>	<b>160,966</b>	<b>206,980</b>
<b>Total Operating Expense</b>	<b>839,586</b>	<b>931,890</b>	<b>983,242</b>

# Episcopal Diocese of Western New York

## Summarized Proposed 2022 Budget - Program & Strategy

As of October 8, 2021

Accounts	2020 Actual	2021 Budget	2022 Proposed
<b>Revenues</b>			
Operating Funds	93,000	53,212	95,000
Designated Investments	80,686	210,603	244,694
<b>Total Revenues</b>	<b>173,686</b>	<b>263,815</b>	<b>339,694</b>

### Expenses - Program

Salaries / Housing Allowances	0	6,782	55,282
SECA	0	0	3,710
Pensions	0	0	6,976
Medical / Life Insurance	0	0	9,100
<b>Total Personnel</b>	<b>0</b>	<b>6,782</b>	<b>75,068</b>
<b>Total Retiree's Benefits &amp; Support</b>	<b>24,877</b>	<b>19,000</b>	<b>24,000</b>
Anti-Racism Programs	14,089	15,000	15,000
Conferences, Camps & Retreats	3,643	17,584	15,000
Coaching & Training Programs	43,890	62,097	60,500
Clergy Transition Grants	8,000	20,000	20,000
Other Diocesan Ministries	3,348	19,250	15,500
Commission of Ministry	14,396	43,000	43,000
<b>Total Leadership Development</b>	<b>87,366</b>	<b>176,931</b>	<b>169,000</b>
<b>Total Ecumenical Relations</b>	<b>48,900</b>	<b>22,900</b>	<b>17,500</b>
<b>Total Program Expenses</b>	<b>161,143</b>	<b>225,613</b>	<b>285,568</b>

### Expenses - Strategy

#### Personnel

Salaries / Housing Allowances	8,892	30,000	42,500
SECA	680	2,295	3,251
Pensions	2,971	5,907	8,235
Medical / Life Insurance	0	0	140
<b>Total Personnel</b>	<b>12,543</b>	<b>38,202</b>	<b>54,126</b>

<b>Total Program &amp; Strategy Expense</b>	<b>173,686</b>	<b>263,815</b>	<b>339,694</b>
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<b>CONSOLIDATED INCOME</b>	<b>1,083,067</b>	<b>1,195,705</b>	<b>1,322,936</b>
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<b>CONSOLIDATED EXPENSES</b>	<b>1,013,272</b>	<b>1,195,705</b>	<b>1,322,936</b>
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