



EPISCOPAL DIOCESE OF ROCHESTER

84th CONVENTION

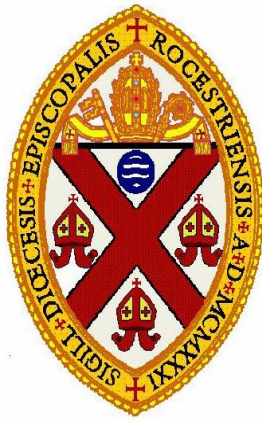
OFFICIAL REPORTS

**DIOCESAN COUNCIL
STANDING COMMITTEE
TRUSTEES
COMMISSION ON MINISTRY
DISTRICTS**

AND

OTHER COMMITTEES AND ORGANIZATIONS

November 14, 2014



OFFICIAL REPORTS Convention 2015

Episcopal Diocese of Rochester

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84th Convention of the Episcopal Diocese of Rochester Commission on Ministry Official Report

Name of Organization: Commission on Ministry

Officer(s): Chair – Rev. Kenneth Pepin , Secretary/Grants Coordinator –Ms. Keri Omphroy

Committee Members: Mr. David Galleher, Mr. John Clinton Bradley, Ms. Libby Campbell,, Ms. Heather Yanda, Ms. Keri Omphroy, Mr. Allison Bourne, Rev. Suzanne Johnston, Ms. Claire Crump, Rev. Kenneth Pepin, Rev. Dahn Gandell, Dr. Robert Ferris, Ms. Marlene Allen, , Rev. Krista Cameron, Rev. Barb Fornalik *Dr. Patricia Wheelhouse, and Rev. Deborah Duguid-May served a partial term

Report:

It is a very deep felt joy to share with you the great work of the Commission on Ministry this past year. The work of the Commission is one of shepherding, assessing, listening, providing honest feedback and opportunities for those in the discernment process in the diocese . We serve those seeking ordination as well as professional lay ministry. Our work is not done in isolation but rather serves the diocese and the bishop in a concerted effort to provide good leadership for our future diocese and greater church.

The process of discernment is truly a Spirit led endeavor that often has many twists and turns. As the commission we attempt to provide a guideline and a road map to assist a person in each stage of the process. It is indeed often lengthy and may even require a few stops and starts. Overall it is a privilege to accompany those individuals on this most important journey and one that our commission finds both rewarding and humbling. We do not work alone but in concert with the work of the bishop, standing committee, seminary, rectors and discernment committees to provide recommendations to the bishop to call or not a person to the next step along the process. We consider ourselves companions on the journey and not people to be feared though at times the process itself can seem intimidating. Our work is to insure that our diocese as well as the greater church has leaders who are healthy, equipped and engaged fully in living out their call to ministry.

This past year has been a blessing in that we have celebrated three ordinations to the transitional diaconate of Christa Levesque, Virginia Tyler Smith and Andrew Van Buren with great anticipation, if God so wills we will soon celebrate their ordinations to the priesthood. What a great joy that each has found a place to begin their new ordained ministry in the Episcopal Diocese of Rochester. It is surely something we all should rejoice in!

In addition, this past year we have recommended one postulant to candidacy to the priesthood, three aspirants to be received as postulants, two on the diaconate tract and one on the priesthood tract . We also recommended one person to pursue a professional lay ministry. We also accompany several postulants who are at different stages of their discernment throughout the diocese. Presently there are ten parishes involved in local discernment groups accompanying individuals who are pursuing their vocational calls. We truly have much to be excited about as a diocese!

Recently the Rev Julie Cicora has been named as the Bishop's staff liaison to the Commission on Ministry and will truly add great insights and linkage to what our general trends are as a church. Given her present role as the staff person that helps match parishes with people seeking ministry hew work with the commission should dovetail nicely for her. We look forward with much reason to hope to a new year ahead

For the Commission,
The Rev. Kenneth R Pepin

84th Convention of the Episcopal Diocese of Rochester

Diocesan Council Official Report

Summary of Diocesan Council Minutes: November 2014 – October 2015

The agenda for each Diocesan Council meeting is prepared by the Steering Committee of Council and adopted at each Council meeting. In addition to the monthly summaries listed in this report, regular business at Council meetings includes:

- Meditation and prayer
- Approval of the Agenda/Consent Agenda (as prepared and presented by the Council Steering Committee)
- Approval of Minutes
- Highlights from the Bishop's Activities
- Budget and Finance Reports, including the year-to-date status of parish apportionments for approval subject to audit
- Reports to Diocesan Council from diocesan committees, staff and Council members
- Reports by working sub-committees of Council: Congregational Development Partnership Committee (CDPC) and Mission Partnership Committee (MPC)

November 18, 2014:

Catherine opened the meeting with prayer at 4:38 p.m. The Consent Agenda was accepted as presented. The **Bishop** welcomed new members and members introduced themselves. Paul Frolick was approved as Vice-chair of Council. **Gwen Van Laeken** provided an overview of the work of the Budget Committee. **Sylvia Perez-Hardy and Chris Streeter** provided an overview of the work of the **Congregational Development Partnership Committee -CDPC**: **Chris** introduced a resolution related to funding for Church of the Ascension Rochester. Following discussion Council approved the following resolution.

Resolved: Diocesan Council approves a Congregational Development Partnership Grant for Church of the Ascension, Rochester of \$40,000 total for the year of 2015. Disbursement will be monthly beginning in January 2015. **MSP**

Todd reviewed proposed changes to the 2014 operating expense. Following discussion, Council moved and seconded a motion "that \$9500 in unused congregational development funds be moved to New CDPC grants and an additional \$9000 unused monies from New CPDC grants be moved to the operational budget of the Good Book Store to cover unanticipated expenses. In addition, \$3000 from Governance be moved to Semi-Annual Mission Grants and an additional \$20,000 unused Support Staff funds be moved to Semi Annual Mission Grants". **MSP**

A motion was made and seconded to move \$11,000 from unused CDPC funds to the Good Book Store budget to cover the unanticipated deficit. **MSP**

Further discussion about use of YE funds resulted in a seconded motion that "all Year End funds be returned to the endowment as per norms of Diocesan governance with a recommendation that at least \$20K be reserved for future investment in the form of strategic planning/capitol campaign". **MSP**

December 15, 2014:

Chris opened the meeting with prayer at 4:31 p.m. The Consent Agenda was accepted as presented. The **Bishop** reflected on the many ways Council members have engaged each other over the year. He expressed his thanks and noted that it has been a process that has come out of discernment and created a

community of learning. **Eileen Casey-Campbell**, Coordinator for Community Development, reviewed the use of the Youth and Children's Ministry grant funding. So far \$14K+ has been granted to parishes. A monthly youth news publication was started in October, two youth leader meetings have been held and another is scheduled for February. A diocesan youth retreat in April is being planned. **Council** approved a motion to acknowledge the leadership and volunteers of Good Book Store.

Resolved, that Diocesan Council express appreciation and thanks for the ministry of the Good Book Store and express thanks and appreciation for the ministries of Ms. Lisa Bodenstedt, the Interim Book Store Manager, the many volunteers and those who participated in the discernment process. **MSP**

January 20, 2015:

Catherine opened the meeting with prayer at 4:32 p.m. The Consent Agenda was accepted as presented. The **Bishop** spoke about an upcoming trip to Jerusalem with the Presiding Bishop and faith leaders of other denominations which is being undertaken in response to a resolution from the last General Convention. **Julie** provided an update on clergy transitions indicating that there have consistently been eight to ten openings during her tenure as Canon. **Todd** provided an update on the Good Book Store indicating that retail sales ended in December and necessary inventories are now in process. Todd reviewed projected end-of-year estimates for the 2014 budget year noting that the diocese will be approximately \$120K under budget.

February 17, 2015

The **Bishop** opened the meeting with prayer at 4:33 p.m. The Consent Agenda was accepted as presented. The **Bishop** spoke about an interfaith initiative begun in Rochester to determine strategies to work with the city and county toward long-term solutions to homelessness in the city. He introduced **Nora Bradbury-Haehl** as the Interim Youth Coordinator. She updated Council on activities involving youth in the diocese. **Todd** reported that total operating expense for 2014 was about 5% below budget primarily due to lower spending on grants, health benefits and governance. He indicated that the net impact on draw is moving slowly downward. **Council** members passed a resolution that the deadline for youth grant applications be not later than October 15th. **MSP**

March 17, 2015

Lance opened the meeting with prayer at 4:32 p.m. The Consent Agenda was accepted as presented. The **Bishop** offered greetings from the recent House of Bishops meeting and spoke about the discernment being undertaken by the Council budget committee on staffing assessment. **Todd** reviewed what the figures for the 2016 apportionment might look like assuming no significant changes. **Trustees** continue to work toward the reduction to a 5% draw which is more sustainable. **Congregational Development Partnership Committee -CDPC:** **Chris** introduced resolutions for renewal grants to St. Peter's - Henrietta and St. George's - Hilton which were approved by Council as follows (pending passage of the 2016 Diocesan Budget):

RESOLVED: Diocesan Council approves a Congregational Development Partnership Grant for St. Peter's Episcopal Church, Henrietta of \$25,000 total for the year 2016. Disbursement will be monthly beginning in January 2016. **MSP**

RESOLVED: Diocesan Council approves a Congregational Development Partnership Grant for St. George's Episcopal Church, Hilton of \$19,000 total for the year 2016. Disbursement will be monthly beginning in January 2016. **MSP**

April 21, 2015

Mary Lou opened the meeting with prayer at 4:32 p.m. The Consent Agenda was accepted as presented. The **Bishop** reported by phone and noted that the focus on congregational development may possibly be credited with a recent change in the diocesan growth over past decline suggesting that strategic investments yield results. Going forward, it will be important to leverage stewardship and emphasize communication. **Julie** reported two updates: St. Michaels Geneseo has called the Rev. Dr. Billy Daniels who will start in June. St. Mark's PennYan has called the Rev. Daniel Burner. **Sara, Chris and Lance** reported that the recent youth retreat was very successful with over 30 youth and 5 college students attending. They praised the leadership and hope to keep the momentum going. **Todd** reviewed a PowerPoint update on the work of the **Health Insurance Policy Task Force (HIPTF)** noting the Task Force report is due on June 1, 2015. The Task Force has identified four areas of recommendations: Early Retiree – Medical, Dental Plans, Flex Spending Accounts and Retiree Medical. Todd reviewed and discussed each of the four main recommendations of the task force and their implications. **Paul** thanked **Carolyn** and **Todd** for their hard work related to the Task Force. **Congregational Development Partnership Committee -CDPC:** **Carol** presented grant resolutions for Ascension Rochester and Grace Church Scottsville. The two resolutions were approved by Council (pending passage of the 2016 Diocesan Budget) as follows:

RESOLVED: Diocesan Council approves an amended Congregational Development Partnership Grant for Grace Episcopal Church, Scottsville & St. Andrew's Episcopal Church, Caledonia of \$24,000 total (previously \$9,000 total) for the year 2015. **MSP 1 abstention**

RESOLVED: Diocesan Council approves a Congregational Development Partnership Grant for The Episcopal Church of the Ascension, Rochester of \$34,000 total for the year 2016. Disbursement will be monthly beginning in January 2016. **MSP 1 abstention**

Todd indicated operating expenses were under budget due in part to the timing of grants and not backfilling the Community Development Coordinator position. He reviewed current proposed changes to the budget to this point and indicated additional changes may be likely. Following discussion, Council approved the proposed budget line item changes. **MSP**

Todd presented the current data on apportionment and reviewed the impact on parishes. He noted he anticipates more updates to the data but the current figures and background are important as Council begins its budget process next month.

May 19, 2015

Lynne opened the meeting with prayer at 4:34 p.m. The Consent Agenda was accepted as presented. The **Bishop** referenced two reports on state of the church trends, numbers and demographics. The Bishop also indicated that he is engaging in facilitated conversation with persons who are unhappy within the diocese. **Todd** reviewed the first draft of the 2016 budget noting that it was built around the projection that spending will remain at the same level as 2015. There will be some changes but not all information is available at this time. Following discussion, **Council** approved the first draft of the 2016 budget as follows:

Whereas:

- The feedback and communication of our clergy and lay leaders throughout our Diocese is important to the work of Council and the Diocese at large.
- A second draft budget is expected in July.
- Council has incorporated the FY 16 investment income approved by the Trustees.

- The Budget Committee of Council has reviewed the apportionment rates and Council recommends rates continue without change except for one slight modification to relieve stress on parishes. In keeping with adjustments made in the FY15 budget, Council recommends that adjustments be made for those parishes whose operating income is falling significantly faster than their calculated apportionment rates. Accordingly, Council recommends that the apportionment effective rate be capped at the calculated formula rate +1.5%.
- The Congregational Development Committee has finalized the majority (but not all) of its CDPC renewal grant allocations for 2016 but continues ongoing review of new congregational development grant requests.
- The Mission Partnership Grant Committee continues to review FY16 Parish mission grant requests due June 1, 2014.
- The Budget Committee is still assessing feedback and analysis on the Diocesan Staffing Assessment and finalizing its recommendations to the Bishop.
- The Health Benefits Task Force is finalizing its feedback and recommendations and is expected to make its final recommendations to Council in June.

RESOLVED: Council hereby presents the first draft budget for the 2016 fiscal year. **MSP**

Todd reviewed information related to the current apportionment ranges, rates, cap & floor and the impact on parishes. It was recommended that the formula from 2015 remain in place for 2016. He also reviewed the proposed timeline and communications schedule for the draft 2016 budget. There are many opportunities for communication about the budget between now and September. **The Congregational Development Partnership Committee -CDPC:** **Chris** reported that the committee met to review grant requests from St. John's Clifton Springs and St. Stephen's Rochester. Following presentation and discussion, the three resolutions were approved by Council as follows (pending passage of the 2016 Diocesan Budget).

The resolution for St. Stephen's was amended to include a time certain of 9/1/15 for dialogue with Council representatives. **MSP**

St. Stephen's Rochester: (as amended)

RESOLVED: Diocesan Council approves a Congregational Development Partnership Grant for St. Stephen's Episcopal Church, Rochester of \$50,000 total for the year 2016. Disbursement will be monthly beginning in January 2016.

Any future grants beyond 2016 are contingent upon:

- Participation in dialogue session with Council representatives no later than September 1, 2015.
- Parish Progress Report provided to Council and/or CDPC no later than 3/1/2016
- Council approval of additional funding
- Annual budget approval at Diocesan Convention
- Clergy position is filled **MSP as amended**

St. John's Clifton Springs - Two resolutions were approved: 2015 and 2016

RESOLVED: Diocesan Council approves a Congregational Development Partnership Grant for St. John's, Clifton Springs of \$23,000 total for the year 2015. Disbursement will be monthly beginning in June 2015. **MSP**

RESOLVED: Diocesan Council approves a Congregational Development Partnership Grant for St. John's, Clifton Springs of \$36,000 total for the year 2016. Disbursement will be monthly beginning in January 2016. **MSP**

June 16, 2015

Margy opened the meeting with prayer at 4:35 p.m. The Consent Agenda was accepted as presented. The **Bishop** spoke about the upcoming General Convention noting that there will be perspectives from seventeen countries and major topics include marriage, the work of the task force on the future of the Episcopal Church – the TREC Report and a new Presiding Bishop will be elected. **Congregational Development Partnership Committee -CDPC:** **Chris** introduced a resolution for Church of the Incarnation Penfield. Following discussion and clarification, Council approved the following resolution:

RESOLVED: Diocesan Council approves a Congregational Development Partnership Grant for The Episcopal Church of the Incarnation, Penfield of \$10,000 total for the year 2016. Disbursement will be monthly beginning in January 2016. **MSP 2 abstentions**

Todd reviewed the 2015 Budget YTD through May. Operating expenses are currently about \$94K below projection primarily due to timing of expenses and some lower expenses. There will be changes as the year progresses and the balance may be closer to \$40K. Returns on investment are solid. **Todd** presented the second draft of the 2016 budget with three options reflecting the recommendations of the HIBTF and a list of considerations for Council discussion. Following lengthy discussion and clarification, Council approved the following resolution:

Whereas:

- The Council has incorporated estimates of the budget impact of the recommendations of the Health Insurance Policy Task Force and,
- Agreed to fund a Health Reimbursement Account (HRA) for each eligible retiree at a level of \$600 per person (Option #2) and,
- Agreed to fund a parish dental subsidy equal to 50% of the lowest cost plan for all eligible employees in 2016.
- Resulting in a 2nd DRAFT 2016 Operating Budget with Total Operating Income of \$2,071,176, Total Operating Expense of \$2,110,520 and an annual Operating Deficit of \$39,344.

RESOLVED: Council hereby presents the 2nd draft budget for the 2016 fiscal year. **MSP 1 opposed**

September 21, 2015:

Chris opened the meeting with prayer at 4:30 p.m. The Consent Agenda was accepted as presented. The **Bishop** offered some highlights of the General Convention. He noted that the Anti-Racism Committee is now reframing plans for this year to move forward with the theme of anti-racism and reconciliation. He also spoke about the reconciliation work he has been doing with the Steering Committee.

Congregational Development Partnership Committee -CDPC: **Chris** proposed two resolutions (each related to a different budget year) for St. John's Honeoye Falls. Following discussion, the resolutions were approved as follows:

RESOLVED: Diocesan Council approves a Congregational Development Partnership Grant for St. John's, Honeoye Falls of \$9,500 total for the year 2015. Disbursement will be monthly beginning in October 2015. **MSP**

RESOLVED: Diocesan Council approves a Congregational Development Partnership Grant for St. John's, Honeoye Falls of \$38,000 total for the year 2016. Disbursement will be monthly beginning in January 2016. **MSP**

Gwen reported that the **Staffing Committee** completed its work and met with the Bishop in June. She reviewed the process of the study noting that the emphasis was on efficiency not people. A report and

related communications will be circulated soon. The **Bishop** thanked the committee for its diligent work. **Todd** reviewed budget implications of the strategic staffing assessment beginning with new organization chart and noting that the delineation between executive and support staff is now replaced by a “single team” concept. Budget impact shows staffing costs down 21% over the last 5 years and total headcount on payroll down 39% from 2011 to 2016. Reviewing the surplus of funds in the District Youth and Events budget category, **Todd** proposed moving 6K from that fund category to Congregational Development to enable funding for a parish grant. Following discussion, **Council** approved the following resolution:

RESOLVED: Diocesan Council authorizes that \$6,000 be moved from the 2015 budget for *Youth Programs & Events* to the 2015 budget for *New Congregational Development Grants*, to help fund the proposed grant for St. John’s, Honeoye Falls. **MSP**

Todd reviewed two drafts of the proposed 2016 budget: 1st from the end of June and 2nd containing the changes resulting from the changes in health benefits. He then reviewed the total budget with detail and Council approved the following resolution:

Whereas: Diocesan Council has incorporated recommendations of the Health Insurance Policy Task Force, the Strategic Staffing Assessment, and made additional adjustments in keeping with our mission statement and to balance expenditures with income;

RESOLVED: Council hereby presents the Proposed 2016 Diocesan Budget in the amount of \$2,072,176 for consideration at our Diocesan Convention on November 14th, 2015. **MSP 1 abstention**

Respectfully submitted,
Susan Woodhouse,
Secretary for Council

84th Convention of the Episcopal Diocese of Rochester Standing Committee Official Report

Name of Organization: Standing Committee

Officer(s): Christopher A. Moore, President, Janet Farnsworth, Secretary

Committee Members: Rev. Brad Benson, Rev. Mary Mrozcka (resignation accepted September 2015), Rev. James Adams (joined September 2015), Rev. Michael Hartney, Rev. Lesley Adams, Ms. Lois Giess, Mr. Neil Houghton

Report:

Property Issues

Approved the following requests to borrow:

St. Michael's, Geneseo - \$50,000

St. Luke's, Fairport - \$12,000

Ecclesiastical Consents:

Election of David Mitchell as Bishop Coadjutor, West Texas

Election of Peter Eaton as Bishop Coadjutor, Southeastern Florida

Election of James Russell Kendrick as Bishop Diocesan, Central Gulf Coast

Election of Audrey Cady Scanlan as Bishop Diocesan, Central Pennsylvania

Election of George Sumner as Bishop Diocesan, Dallas

Recommendations to Bishop Singh:

Candidates for Holy Orders:

Andrew Van Buren

Christa Levesque

Virginia Tyler Smith

Troy Preston

Ordination to the Transitional Diaconate

Andrew Van Buren

Christa Levesque

Virginia Tyler Smith

Other: Approved the Bishop's reappointment of Harold Kurland as church attorney

The Committee met several times during the year with Bishop Joe Burnett and with Bishop Singh to further a process of mutual reconciliation. This process continues.

84th Convention of the Episcopal Diocese of Rochester Trustees Official Report

Name of Organization: **The Diocesan Trustees**, including the Sub-Committees of Investment Review, Audit, Human Resources, Building & Property, and Prichard Scholarship Committee

Officer(s) **The Bishop of the Diocese and elected members:** John Burr, Peter Corrigan, Gil Ferris, Peter Harter, Marilyle Sweet Page, Beverly Smith, Doug Lyon, Charles Zettek, Chairperson: Bishop Singh, Vice Chair: Susan Scanlon, Chief Financial Officer: Todd Rubiano, Treasurer: Bob VanNiel, Assistant Treasurer: Bliss Owen, Clerk: Lyn Omphroy

Outside Committee Members: A number of outside members served on sub-committees, strengthening the committees and bringing more representation from a broad group of congregations. Included were: *Human Resources Committee:* Elizabeth Bakken, Sherry Ralston, John Karl, and Amy Moyer. *Investment Review Committee:* William McKee, Greg VanLaeken, Peter Greaves-Tunnell and John Johnson. *Audit and Finance Committee:* Andy Kane. *Building and Property Committee:* Jay Benesh, Richard Krapf and Tom Judson, *Prichard Scholarship Committee:* Diane Prichard and Marti St. George.

Report:

The Diocesan Trustees is made up of the Trustees and a number of Standing Sub-Committees, including the Investment Review Committee, the Audit Committee, the Building & Property Committee, the Prichard Scholarship Committee, and the Human Resources Committee. In addition to the four scheduled Trustee meetings, the Trustees continued to work closely with the Standing Committee and Diocesan Council. Actions of the Trustees and all Sub-committees are found in the minutes of the Trustees located in the office of the Diocese. Committee meetings took place several times during the year.

Audit Committee

A significant portion of the work of the Trustees was to complete canonical requirements including Diocesan Audit and assisting with parish audits. The 2014 Diocesan Audit was completed by Bonadio & Co. on August 18, 2015 and is available for review on the Diocesan web-site. Parish managed funds, invested in the Combined Endowment are now administered directly with the investment manager, Genesee Valley Trust (GVT) and are no longer reported on the Diocesan balance sheet.

GVT worked with the CFO & Treasurer of the Diocese, members of the Investment Review Committee, as well as the audit firms of Clifton, Larsen & Allen and Bonadio & Co., to address several concerns with the sub-accounting and reporting for the Combined Endowment. The overly complex formulas in the automated sub-accounting system had created an unbalanced allocation of income and expenses across the participant accounts. Clifton, Larsen & Allen completed a review and recalculation of all sub-accounting for 2014 using a simpler sub-accounting methodology. The new methodology provides each participant with an interest in the combined endowment, sharing both income and expenses in a more balanced fashion across all participants. Bonadio & Co. reviewed the revised distribution of income and deemed the funds reported as of December 31st, 2014 to be accurate.

There was substantial progress made by the Diocesan Staff on audit recommendations from the previous year. Key efforts were made in process improvements to both investment procedures and reconciliation of accounts.

A request for proposal was developed for future auditing services and sent to five local firms, including Bonadio & Co. Bonadio has provided excellent counsel and services for many years and the time is right to review our contract for these auditing services.

Investment Review Committee:

The Trustees continued efforts to ensure that the loan balances are in line with the current endowment level. The available lending capacity for church and clergy loans going into 4th Qtr 2015 is over \$400K.

The Investment Policy Statement for funds invested in the Combined Endowment was reviewed and approved by Trustees in the 1st Quarter of 2015.

The Trustees continue to monitor the effectiveness of Genesee Valley Trust (GVT) as investment manager of for the Combined Endowment. Annual investment returns for the last three years are right in line with the benchmark index. Due to our mutual concerns over sub-accounting services, GVT took measures to terminate the services of the existing sub-accounting provider and contracted with a new service provider in July. In consideration of the inconveniences and delays experienced by participants in the Combined Endowment, Genesee Valley Trust will be waiving the sub-accounting fee for an eighteen month period, effective October 1st, 2015.

Genesee Valley Trust (GVT) has succeeded Bank of America as the trustee of the Cutler Trust. A petition has been made to the court to dissolve the trusts and create a restricted fund within the Combined Endowment.

The 5 year financial model continues to be reviewed. The model provides great insight as to what strategic plans will be needed over time as the draw is reduced.

Resolutions:

- Grace Church, Scottsville – Sibley Loan
- St Michaels' Church, Geneseo – Sibley Loan
- 2015 Housing Allowances
- St Luke's, Fairport – Sibley Loan
- Approve continued use of Investment Policy Statement (IPS)
- Endowment draw for 2016 Diocesan Budget
- McKelvey Millennium Development Ministries Fund governing document
- Trustees accept the 2014 Diocesan Audit
- Authorize draw on Belmont funds for building repairs

HR Committee

Each year, the HR Committee of the Diocese reviews compensation guidelines including clergy salary ranges, salary increases as well as health insurance benefits for active/retired employees.

The Health Insurance Policy Task Force was chartered to review current Diocesan health insurance policies and practices and develop policy recommendations that will:

- Maintain a high level of care for our employees and retirees
- Improve equity between active, retired, clergy and lay benefits
- Provide financially & administratively sustainable benefits policy for the next 3-5 years

The Task Force reported its findings to the Bishop and HR Committee in early June, such that Council could take these recommendations into account as they prepared the proposed 2016 Diocesan Budget.

Areas the task force worked on:

- Diocesan dental benefits
- Early Retiree medical subsidies
- Reintree health benefits
- Flex spending accounts

The committee also worked on the Diocesan Staffing Assessment. The Staffing Assessment was an 18 month study which reviewed various staffing models in other Dioceses in the Region. Takeaways from the report: The staff is doing very good and positive work. Continued reduction in staff levels year over year. There are areas that need to be addressed, freeing up the Bishop and the necessity to address hospitality and administrative requirements. It is very apparent that we can't lose any more staff, but the needs must be addressed. The staff is working on being a more cohesive team, addressing and doing more of the optimal things.

Building and Property Committee

The Building and Property Committee met several times over the course of the year. The committee worked on the following properties and assessed the requirements of each:

- Sale of St. Andrews, Friendship
- Church of Our Savior, Bolivar
- Christ Church, Belvidere (Chapel)
- St. Philip's, Belmont
- Explore alternative uses for the Diocesan House

Prichard Scholarship Committee

The Rev. Canon James B. Prichard Memorial Scholarship Fund was created in 1998 in loving memory of James Prichard, who served the Diocese of Rochester so faithfully and effectively for 17 years as Canon to the Ordinary. Its purpose is to assist clergy children of the Diocese with expenses associated with higher education.

The Prichard Scholarship Committee met and awarded scholarships 3 scholarships for 2015. The following young adults received a scholarship award for their continued education. Each received \$1,350.

- Ms Emilie Uffman
 - Davidson College
- Mr. Zach Hubert-Allen
 - University of Buffalo
- Ms. Sarah Kohlmeier
 - Hartwick College

Respectfully submitted,

Susan Scanlon
Vice Chair, Trustees

DISTRICT REPORTS

84th Convention of the Episcopal Diocese of Rochester Northeast District Official Report

Name of Organization: Northeast District

Officer(s): The Very Rev. David Hefling, Dean

Committee Members: Representatives elected from each parish.

Report:

The Northeast District met three times in the 2014-15 year – in September, December and April. Locations varied as we continue to familiarize ourselves with other buildings and programs. At the December meeting, the representatives who attended voted to share \$4,000 in district funds, equally, with all those programs who sent a representative.

At the April meeting, Todd Rubiano made a presentation regarding the 2016 budget so that we would have a better understanding of the process and the issues facing the diocese in the year(s) ahead. At each meeting, parish reps. shared news and information about what was happening at their parish.

Rochester/Monroe Districts Official Report

Name of Organization: Monroe and Rochester District

Officer(s): The Very Rev. Deborah Duguid-May, Dean and the Very Rev. Cindy Rassmussen

Report:

The joint meeting of Monroe/Rochester District met on January 27, 2015 at St George's, Hilton. We heard about the Food Link Garden and ministry of theirs. There was great education and discussion around district grants.

The next meeting was held at on April 28, 2015 at St Paul's, Rochester. Todd Rubiano gave an overview of the financial state of the Diocese. The Rochester District grew by 4% this year, and the whole diocese declined by 1%, which was the smallest decline in 15 years. The link between growth and congregational revisioning and development was explored. Updates were given on the work of the Health Insurance Policy Task Force and the strategic staffing assessment which will impact the 2016 Budget. Rev'd Lance Robbins reviewed the Budget committees' role and timeline processes.

Our third meeting was held on August 27, 2015 at Trinity, Greece. Todd Rubiano, Canon for Finance, lead a discussion on the proposed budget for 2016. More information was provided regarding Medical benefits, dental plans and recommendations from the staffing assessment.

As combined Districts, the clergy of Rochester and Monroe district continue to meet with each other and the Bishop for Bible study and discussion. We have continued to bring in speakers and activists in various ministries to strengthen our engagement with current issues affecting our people. We also met with the Episcopal students studying at CRCDS listening to their journeys and offering our support to

them. We welcome the new clergy who have joined us and look forward to getting to know you and serve with you.

(The Very) Rev. Deborah Duguid-May
Dean, Monroe District

Southeast District Official Report

In 2015 the SouthEast District met, for a potluck supper and business meeting on four Monday evenings: On March 2nd at St. James, Hammondsport; June 1st at Christ Church, Corning; September 14th at Redeemer, Addison; and October 26th at St. Paul, Montour. At each of these meetings we enjoy fellowship with one another, report on the activities and ministries of our various congregations, and hear a report from Diocesan Council. Each meeting concludes with the service of compline.

In March we decided to make our annual District Mission Collection on behalf of Doctors Without Borders. This was in the midst of the Ebola crisis in West Africa, and we were all moved by their selfless service on behalf of the victims of the epidemic. At this writing we are still collecting, but contributions are approaching \$2000. Given the fact that the organization is currently in the front lines of the Syrian civil war and refugee crisis, we expect this figure to be exceeded.

Diocesan Mission Grants were applied for and rewarded to the Jail Ministry of Christ Church, Corning (\$500) for the purpose of purchasing Forward Day-by-Day and Prayers in Recovery booklets; and to St. Mark's, Penn Yan for Creation Week Camp (\$2500).

We moved our spring meeting from early May to June 1 so that we could have an initial Draft-Budget presentation by Todd Rubiano and Scott Seabridge. This was a great opportunity for the delegates to discuss and question the items in the budget before they were being presented for a vote, and was greatly appreciated by all in attendance. In September we invited Bishop Singh to join us and speak about his reconciliation process with the Standing Committee, and staffing changes at Diocesan House. He spoke candidly about these and other initiatives that are underway. We all appreciated the opportunity so speak casually with him over dinner, and hear his perspective on diocesan events.

Respectively submitted,
The Very Rev. Philip H. Kasey, SED Dean

Southwest District Official Report

Name of Organization: SOUTHWEST DISTRICT

Officer(s):

Warden – Bob Walker (Zion, Avon)

Secretary/Treasurer – Mary L. Burns (St. Peter's, Dansville)

Dean – The Very Rev. Richard L. Hamlin (St. Paul's, Angelica and Christ Church, Cuba)

Committee Members:

St. Paul's Church, Angelica

Zion Church, Avon

Trinity Church, Canaseraga

Christ Church, Cuba

St. Peter's Church, Dansville

St. Michael's Church, Geneseo

Christ Church, Hornell

St. John's Church, Wellsville

Report:

Our District meets monthly on the third Thursday beginning with supper at 6:30 p.m. We do not meet in the two summer months, and we hold our February meeting in the event of snow in January. During the winter months we met at St. Peter's Church, Dansville. Our spring and fall meetings rotate among other churches in the District. In the past year we rotated meetings among Christ Church, Hornell; St. John's Church, Wellsville; and St. Michael's Church, Geneseo. The frequency of our meetings reflects their importance among District Delegates for the purposes of building community and sharing information among us.

In the past year, the District Council has become intentional about building our agenda to explore current and new missions calling us. Poverty and the elderly are among two areas of mission we have been exploring for us as a District beyond what we have discovered is already happening within individual parishes. We have developed a phone and communication pamphlet of parishes and leaders within the Diocese and District, and distributed copies to each of our Council and District parishes. During this same year we have begun the discussion and planning of researching and writing a District History aimed at a printed booklet containing histories of all current and past District parishes. The purpose of this work is to embrace this history both for future generations unaware of this history, and to provide us today with insight into how God has worked among us in past generations from which we may discern different pathways into our future as the Episcopal Church in the Southwest District of the Diocese. We have been conscientious in seeking and reviewing proposals for District Grants, and have expended the grant monies budgeted for us by Diocesan Convention chiefly in programs serving those in living in poverty in our District. Lastly, our District has made the decision to seek more communication with programs and others in our Diocese by announcing our meeting schedule and inviting leaders of program areas of the Diocese to come to our meetings for times of mutual conversation, building bridges to knowing our respective ministries and needs.

The Very Rev. Richard L. Hamlin
Dean

84th Convention of the Episcopal Diocese of Rochester
Anti Racism Committee Official Report
Repentance, Healing and Reconciliation Task Force Official Report

Name of Organization: **Anti-Racism Committee**

Officer: Ms. Marlene Allen

Committee Members: Ms. Laura Arney, Mr. Christopher Cleveland, Ms. Madeline Gamble, The Rev. Ginny Mazzarella, Ms. Elizabeth Porter, Ms. Susan Pickhardt, Ms. Geneva Robinson, The Rev. Andrea Stridiron, Rev. Kit Tobin, Dr. Patricia Wheelhouse, Dr. Marilyn Wienk

Name of Organization: **Repentance, Healing and Reconciliation Task Force**

Officer: The Rev. Kit Tobin

Members: Ms. Laura Arney, Ms. Elizabeth Porter, Mr. Richard Reid
 Ms. Kathy Walczak, Rev. Andrea Stridiron, Ms. Marlene Allen

Anti-Racism Committee Report

Our May 16, 2015 Anti-Racism training was conducted at St. Thomas' Episcopal Church, Bath. We had a total of eight (8) participants including one individual from Western New York Diocese.

Anti-Racism training is scheduled for October 17, 2015 and will be hosted by St. Michael's Episcopal Church, Geneseo.

Our tracking of participation for Anti-Racism training indicates that we have provided training for approximately 85-90 % of the clergy in the Diocese. We expect future training programs to generally support individuals in process for ordination to the diaconate or priesthood as well as any new or elected and appointed leaders in the diocese without an anti-racism certificate. We are planning several parish visits for the coming year which will include book discussions, showing relevant DVD's and encouraging parishes to engage in activities that support anti-racism.

The Committee provided training for the Diocese of Central New York and the Diocese of Western New York. We shared our training manual and suggested strategies for recruiting participants and conducting the day-long program.

Repentance, Healing and Reconciliation Task Force

For the past two year the Task Force has research the involvement of the Episcopal Diocese of Rochester's involvement in slavery, racism and an understanding of the effects of the Doctrine of Discovery. The research document is in the proofing stage. A release of the report is planned for late spring 2016. The November 14 Diocesan Convention will exhibit a pictorial reflection of research conducted over the past two years.

Respectfully submitted for the
84th Convention of the Episcopal Diocese of Rochester,

The Rev. Kit Tobin & Marlene Allen October 2015

84th Convention of the Episcopal Diocese of Rochester Bishop Sheen Ecumenical Housing Foundation, Inc. Official Report

Name of Organization: Bishop Sheen Ecumenical Housing Foundation, Inc. (Sheen Housing)

Board Trustees: Rt. Rev. Prince Singh Most Rev. Salvatore Matano

Officers: Kevin M. LoCicero, President; Patrick M. Cusato, Vice President; John M. Berry, Secretary; Charles Chapin, Treasurer

Committee Members: Joan M. Belgiorno, Elizabeth M. Biehler, Shari Catalano, Michael Connelly, Jamie Frederes, Bruce Marché, Summer Pearsall, Diane Stofer, William Winterrowd, Penny Wisneski

Report:

LIVES WERE SAVED TODAY

Mrs. D. is recovering in the hospital from carbon monoxide poisoning. She will return safely to her home. Sheen Housing repaired her furnace. Young P. is in school this week. Sheen Housing provided a lead-free healthy home for him and his siblings. Mr. S. is using his oven for his famous ribs, instead of heating his home with it. Sheen Housing replaced his furnace. And, Mr. A. is caring for his wife in their home once again. She is battling a debilitating illness. Sheen Housing provided a ramp and handicapped accessible bathroom. Without your help, the families would never have received the critical health and safety home repairs needed. You truly made a difference in their lives and the quality of life in our Diocese. Thank you for your generous support, donations and the partnership role you play in our work.

Safe and affordable housing is fundamental to the well-being of families, seniors and our community. A house is much more than walls and a roof; it is your home. With a secure home, social issues like health care, childcare, a good education and job opportunities become reality and seniors can age in place.

The destructive combination of low-income and substandard housing continues to affect the lives of our neighbors. Low-income families, seniors, veterans and persons with disabilities find that the cost of housing leaves little money for food, heat, clothing, health care expenses and transportation. Yet nothing is more essential or tied more directly to the recognition of the dignity and value of the person than a safe, decent home.

Your support has repeatedly played a key role in our success. There is no doubt the housing need is huge, but together we can improve local housing outcomes for the families and communities we serve. This past year alone, we touched the lives of over 592 families, seniors, veterans and persons living with disabilities. In the end, we all benefit from stronger, sustainable communities in our Diocese.

We extend our thanks to Bishop Prince Singh for his continued support, which has enabled us to grow and respond to ever-increasing challenges. We are grateful for the support we receive from our Parish Partners. This allows us to extend our capacity and achieve our goals with compassion and creativity.

The coming year challenges us with more hard work, the never-ending search for additional financial resources and a renewed commitment to meet the critical housing need of our Diocese. Please join our efforts by contacting us at (585) 461-4263, or stop in and visit us at the Diocesan House.

Mission Statement: Bishop Sheen Ecumenical Housing Foundation, Inc.'s (Sheen Housing's) mission is to create and sustain decent, safe, and affordable housing for lower-income families, seniors, veterans and persons living with disabilities. The end goal is to promote the self-worth, dignity and self-sufficiency of the people we serve.

84th Convention of the Episcopal Diocese of Rochester Clergy Transitions Official Report

Name of Organization: Transition Ministry

Officer(s): The Rev. Canon Julie Cicora

Committee Members:

Report:

New Calls:

The Rev. Jay Peter Burkhardt is now serving as the new Assistant Rector at St. Paul's, Rochester. His first Sunday will be Sept. 13, 2015.

The Rev. Dan Burner was called to St. Mark's, Penn Yan .

The Rev. D. Maurice Charles was called to St. John's Chapel, Hobart & William Smith Colleges.

The Rev. William O. Daniel, Jr., Ph.D. was called to St. Michael's, Geneseo.

The Rev. Christa Levesque is now serving as Curate for Christian Education in St. Thomas', Rochester.

The Rev. Virginia Tyler is now serving as Pastoral Leader at St. John's, Honeoye Falls.

The Rev. Andrew VanBuren is now serving as Pastoral Leader at St. John's, Clifton Springs.

Concluding Calls:

The Rev. Mary Mroczka has left St. Peter's, Dansville, and Trinity, Canaseraga.

84th Convention of the Episcopal Diocese of Rochester Ecumenical and Interreligious Officer: Official Report

Interfaith and ecumenical activity continues to be very active in Rochester. I serve as diocesan representative on the Commission on Christian Muslim Relations(CCMR) and also on the Commission on Christian Jewish Relations(CCJR). Both of these commissions meet monthly and prepare a variety of educational and community events serving their various constituencies. The CCMR sponsors a variety of interfaith conversations for the general public. The CCJR devoted its time during 2014-2015 to continuing the interfaith dialogue that has been on going for many years in that group on a variety of issues and topics of contemporary concern, including the increasing tensions between liberal mainline Protestants and the American Jewish community over issues relating to Israel and Palestine. The CCJR also hosted its 19th year of monthly Jewish Christian Bible study, which draws a dedicated crowd of nearly 80 people each month. I was a presenter at one of those sessions along with Jan Katz of the Jewish Community. I was also appointed to serve as a PartnerForPeace with a Jewish rabbi, where we commit to regular conversation and study together on the issues around Israel and Palestine, with the hope of creating safe spaces for civil dialogue on that contentious issue.

This past year our Christian Hindu dialogue group met monthly at the Hindu Temple of Rochester and delved into an interfaith study of the Baghavad Gita. Christians from a variety of denominations take part in that dialogue along with members of the Hindu Temple community.

I also serve as a diocesan representative on the board of the Greater Rochester Community of Churches Faith in Action Network, which meets monthly. In April, the diocese, in conjunction with FAIN sponsored the seventh annual ecumenical Good Friday Stations of the Cross walk. That event was extremely successful, with over 200 walkers from seven different denominations, including a significant contingent of young people in attendance and garnering television coverage on all our local TV stations.

I also serve on the Advisory Board and the program committee for the Hickey Center for Interfaith Studies and Dialogue at Nazareth College. In the past year, I have done lectures at several CISD educational programs including the Global Citizenship Conference for high school students in March 2015, attended by over 500 high school students from Rochester and upstate New York. I served on the program committee for that conference. I also participated as a presenter in a symposium that the Hickey Center sponsored for imams and religious scholars from Saudi Arabia who came to the United States for interfaith study and dialogue. This was a wonderful opportunity to push the boundaries of interfaith dialogue into a Muslim context with leaders who are not yet comfortable with the concept of interfaith exchange but who recognize that there may be good reasons to take it seriously as world events involving Muslim extremists continue to be of concern to both the Muslim world and the west.

As a deputy to General Convention, I served as Vice Chair of the Legislative Committee on Interreligious and Ecumenical Relations at General Convention, drafting legislation concerning interfaith education at the parish and diocesan levels.

In all of these activities, I represent the Episcopal Diocese of Rochester and endeavor to see that we are a serious player in the emerging and vibrant interfaith community in Rochester and in the national and international arena. Interfaith dialogue and education are critical in today's world and I serve in these roles to ensure that this diocese is well represented at all the critical interfaith events that happen in this local community and in ECUSA.

Respectfully submitted, The Rev. Canon Dr. C. Denise Yarbrough

84th Convention of the Episcopal Diocese of Rochester Episcopal Senior Life Communities Official Report

Name of Organization: Episcopal SeniorLife Communities (ESLC)

Officer(s): Loren J. Ranaletta, President/CEO

Committee Members: Courtney McGinness, VP of Community Outreach, Diocesan Communications Committee

Report:

Episcopal SeniorLife Communities' 147th year has been one of continued expansion, celebration and milestones. Community engagement remains at the forefront as we continued to expand our Neighborhood Programs, affiliated with another senior living community, enhanced our Pastoral Care Program, amplified staff growth and opportunities, and developed strong relationships with supporters and volunteers. All of this was done in the spirit of creating communities that inspire active, purposeful, and fulfilled lives for seniors.

Neighborhood Program Expansion

The overall program goal is to promote wellness through health education, physical activity, socialization and healthy eating as an avenue for seniors to maintain and increase independence. Since last year, we launched our fifth Neighborhood Program in the East Avenue area of the City of Rochester to add to our existing Neighborhood Programs in Henrietta, the South Wedge, Northeast Greece, and the Westside (Gates, Chili, Ogden, Spencerport). We anticipate the launch of our sixth Neighborhood Program in the near future in the Honeoye Falls/Mendon area. Overall data is showing that 95% of members are living healthier lifestyles since being involved in our Neighborhood Programs (i.e. increased fruit/vegetable consumption; increased steps/day; etc.).

The ESLC Transportation Service – a volunteer-based initiative - remains an important aspect of our Neighborhood Programs, and provides seniors around our communities an invaluable resource to remain independent. We continually work with Lifespan of Greater Rochester to train volunteers, and are accepting new volunteer drivers. We have also added an intergenerational program – referred to as GAP (Generations Align Project) – which brings seniors and urban youth ages 12-21 together, and is designed to improve the self-esteem and sense of purpose for both generations. We have established numerous community partnerships to support this effort, including: Making a Connection Academy (MAC), part of the Rochester City School District; Dr. Charles T. Lunsford School #19; and The City of Rochester Department of Recreation and Youth Services. Through this program, seniors have social opportunities to help maintain independence and youth develop a relationship that encourages learning. Both generations gain knowledge of nutrition and ways to improve their overall health.

Another important aspect of our Neighborhood Programs is community gardens. This was the second year of the gardens at our Northeast Greece location/Neighborhood Program and more than 1500 lbs. total have been harvested there (700+ lbs. in year one; 840 lbs. to-date in year two). We have added additional gardens at The Episcopal Church Home and produce is available for residents, family and community members, staff, and guests. These gardens were installed with those youth involved in GAP, and under the direction of a master gardener.

Participation numbers for our Neighborhood Programs are growing steadily with 250+ members throughout Monroe County. We are pleased to have the support of many community partners, including Church of the Epiphany, who are vital to the success of these programs.

New Affiliation

On February 5, 2015, after careful consideration and evaluation, ESLC acquired Pinehurst Senior Living from The Conifer Group. Pinehurst is a 68-unit independent living facility located at 1000 Pine Trail in Honeoye Falls that was developed and opened by The Conifer Group in 1991. Conifer determined that Pinehurst no longer fit into their future business model and was seeking to align the community with another provider in the senior living industry.

The addition of Pinehurst is consistent with ESLC's plan to expand into new neighborhoods and reach seniors as they age in their community of choice. It fits nicely with ESLC's vision of supporting and growing housing and community-based services for seniors, and holds a unique niche in the rural area of Southeast Monroe County – an area where we are eager to grow. We continue to add neighborhood outreach services there and build a larger referral network to strengthen the supportive housing program that currently exists.

Pastoral Care

The mission of the pastoral care program within ESLC is to provide meaningful and consistent pastoral support to residents, family, staff and neighborhood members. In order to keep pace with growth of ESLC, the Pastoral Care Department has recently added a new staff member – Mr. Padraic Collins-Bohrer, a student at Colgate Rochester Divinity School in Anglican Studies for Ministry and Theology. The Rev. Michael Fry continues to minister at ESLC as well. Increased attendance at worship services and discussion groups, as well as the number of individuals receiving personal visits, provides a clear indication of the importance of this ministry.

In addition, funding from this year's annual golf tournament has been designated to support the ESLC Spiritual Care Program. A virtual ministry plan is well underway and installation of video equipment is scheduled for fall 2015, allowing spiritual programs taking place in The Chapel of the Good Shepherd to be viewed online and across all ESLC satellite campuses via television. Seniors will greatly benefit from these enhancements as our reach will increase dramatically.

Staff Growth

ESLC is committed to the overall health and well-being of all staff, and offers many wellness opportunities throughout the year. Some activities include employee health and wellness fairs, Blue 4U screenings (blood test health screening – participants receive insurance discount), bi-monthly blood pressure screenings, public market days for employees to purchase fresh fruits and vegetables, monthly lunch and learn sessions, and workshops on financial and emotional health. ESLC participated again in the Corporate Challenge and for the first time offered a "Healthie Selfie" contest for employees to submit photos. We continue to partner with Strong EAP, offering a free program to employees who are in need of counseling and therapy. In addition, ESLC instituted an Employee Loan Program to provide loans to employees who have a need for financing that might not otherwise qualify (without the loan guarantee that ESLC can offer to the lending institution). All of these initiatives assist us in supporting the importance of good health and wellness of our workforce.

Milestones

Two of our newest communities, Valley Manor and Pinehurst, are thriving. Both communities have a long heritage that continues to be celebrated as we meld together into one organization. Both have exceeded occupancy projections thus far and we are confident that will continue. Valley Manor hosts 126 custom apartment homes and 8 assisted living apartments in the heart of the cultural district on East Avenue in the City of Rochester. Located on eight acres in the Village of Honeoye Falls, Pinehurst offers 68 independent senior living apartments.

Our foundation – The Episcopal Church Home –was proud to receive a Five-Star Quality Rating from the Centers for Medicare & Medicaid Services (CMS) in August 2015. The Episcopal Church Home provides quality, compassionate, personalized skilled nursing care with a well- rounded team of doctors, nurses, certified aides, social workers, dietitians and recreational therapists working together. The Chapel of the Good Shepherd is a particularly special place for reflection, meditation and religious services.

Gratitude

We are extremely grateful for the overwhelming support shown by those who generously give of their time and resources to ESLC. After the close of our capital campaign, we continue to see dedicated support of the organization, and more than \$100K was raised through the annual golf tournament. Also, 429 volunteers donated 13,323 hours of volunteer time the past year. Together, we are helping seniors and are truly making a difference! We thank you for your continued support and partnership on the journey of providing the utmost quality of care for seniors in and around our communities.

Our Future

The organization has experienced a surge in growth over the past two years with the addition of Rockwood Center, Beatrice Place, Valley Manor, and now Pinehurst, as well as the expansion of our Neighborhood Programs, in response to consumer expectations. Throughout our development, we remain true to the spirit in which The Episcopal Church Home was founded more than 145 years ago when a group of Episcopalian women saw a need to serve woman and children, and acted. Today, we see a need for seniors to have options, which has been the driving force behind our growth. We strive to fulfill our social obligation as a faith-based, not-for-profit organization by offering a diverse array of choices attractive to seniors with varying backgrounds, means, needs and interests. Recently, our focus on health and wellness is designed to equip seniors with knowledge and opportunity so they can lead healthy, independent lives.

As we extend our footprint, we are reminded that each of our communities and programs, despite offering similar services, are wonderfully unique – each celebrates a special culture reflective of the residents and program members associated. The thread that ties them together is our vision of creating communities that inspire active, purposeful and fulfilled lives.

The ability to broaden our vision and mission into new areas would not be possible without the support of those closest to us. Together with many, we are truly making difference in the lives of seniors now and for years to come.

84th Convention of the Episcopal Diocese of Rochester Oasis Official Report

Oasis Report to Diocesan Convention 2015

Oasis has been on hiatus in 2015. This may be because many perceive that as a result of achieving marriage equality in New York, and more recently at the national level through the Supreme Court's decision regarding the constitutionality of marriage, there is no work left to be done.

In February of 2014 several Oasis members attended a 'Believe Out Loud' Conference at Camp Kanuga. This was in great part funded by the diocesan Budget for Oasis. Neil Houghton was a leader of the event. Debs Duguid-May, Kit Tobin, Roja Singh and Susan Kohlmeier attended. It felt like a great experience and participants told me that it was. In addition to participating in the workshop the Rochester contingent spent time discussing plans for a renewed presence in the diocese and the potential for international LGBT communities is need of safe spaces. In conversation with Bishop Singh, Debs and Neil these goals were given the bishop's blessing. Specifically the areas identified were:

- Developing workshops for local parishes regarding inclusive, radically welcoming parishes with a special focus on transgender issues. To facilitate this, contacts were made with clergy requesting the identification of a contact individual.
- Pursuing the options to establish an online congregation for LGBT communities in parts of our world where there is no Christian support. We targeted research of existing structures and leadership in Africa and India.

Unfortunately the responses on both fronts were less than what was needed to move forward. Partly because of this inertia, Neil Houghton has asked the Bishop to find a new chair. This past August, Bob Crystal agreed to assume the chair of the committee. The Bishop has charged him with establishing an internet presence for the Diocese to minister to the needs of those saints in other countries who have been made estranged.

Rochester Diocese used to be on the cutting edge of LGBT progress. The Diocese of Rochester was supporting gay and lesbian couples commit to each other in a church long before others. We used to be a visible presence in every Pride parade. It was our intent and ministry to show that we welcomed all who wanted Christ, letting the community know that Christian did not mean anti-gay. We did not have enough momentum to be in the Pride celebration this year, especially as the community celebrated with our brothers and sisters national the Supreme Court's decision. Many Deputies to General Convention celebrated that June decision in Salt Lake City in the shadow of Temple Square in the heart of Mormon country. Rochester Diocese's absence at the Rochester Parade was noticeable.

Now is the time when the real work of equality needs to be done. The Oasis calls upon each parish priest and deacon and the lay leaders around our Diocese to seek out those who can work to end bullying, to welcome all God's children into our parish hearts, and to carry the message of love and inclusion to the corners of their parishes.

Our next Oasis (formerly the Committee for Gay and Lesbian Ministry) meeting will be scheduled for immediately following the Convention. We ask that you call, write or e-mail Oasis with nominees for membership, invitations to present on a Sunday or at a parish meeting, and suggestions for action, such as hosting a straight gay alliance or informing us of an instance of bullying in which the Church can speak out and effect reconciliation and relief. We challenge you to think of this work as your own. As the poet said, "If a clod be washed away by the sea, Europe is the less."

Bob Crystal , Oasis Chair
386 Rockingham St, Rochester 14620
585-615-6173(m)
Crys24634@gmail.com

84th Convention of the Episcopal Diocese of Rochester Prison Ministry Advisory Board Official Report

Name of Organization: Diocesan Prison Ministry Advisory Board

Officer(s): Britton Hopkin -- Chair

Committee Members: Precious Bedell, Robert Crystal, Barbara Fornalik, Richard Frey, Keturah Gilbert, Wes Harris, Delores Johnson, Richard Laidlaw, Gloria Lundberg, Mark Rennard, Elsa Schaefer, Sandra St. Martin, Kathy Walczak, Eleanor Welz

Meetings:

Nov. 15, 2014:	St. Thomas' Episcopal Church, Rochester, NY
Jan. 24, 2015:	St. Thomas' Episcopal Church, Rochester, NY
April 18, 2015:	Church of the Ascension, Rochester, NY
Oct. 3, 2015:	St. Peter's Episcopal Church, Henrietta, NY

Mission Statement: Promote within parishes of the dioceses an understanding of the challenges and opportunities faced by the incarcerated and re-entering men and women and their families, and to encourage and support ministries within our parishes to assist this community.

Report:

The Prison Ministry Advisory Board promotes volunteering and involvement of churches within our diocese in helping prisoners and their families. In addition, where the need arises, we occasionally start or manage new ministries. Our website can be accessed at www.prisonministry-edr.org. We publish an e-newsletter several times each year that can be accessed from our website. Currently, board members / friends of the board are reaching out to over 1000 area prisoners through involvement with many non-profit agencies including: Catholic Family Center, Compeer, Judicial Process Commission, Literacy Volunteers of Rochester, Northeast District Storybook Project, Rochester Storybook Pilot Project, Rochester Interfaith Jail Ministry, Safer Monroe Area Re-entry Taskforce (SMART), Step-by-Step of Rochester, Boy Scout, and Girl Scout Programs. In addition, one of our members (Christ Church, Corning) celebrates the Holy Eucharist and visits with groups of prisoners in the Steuben County Jail.

Highlights Since the Last Convention:

Notable highlights of our board's activities and / or activities of our members and friends who collaborate with us since the last convention, are listed below.

Startup of Rochester Storybook Pilot Project at Monroe Correctional Facility:

This is modeled after the very successful Northeast District Storybook Project which serves people housed at the Ontario County Jail. With the Storybook Project, selected prisoners read children's stories into a digital recorder. The recording (in CD format) is sent along with a new book of the same story to the reader's child. The child can then read along with the parent as though the parent were home. St. Peter's is also joined in this project by participants from St. Luke's Episcopal Church in Brockport, and St. Thomas Episcopal Church in Rochester, and St. Luke's and St. Simon Cyrene Episcopal Church also in Rochester.

Resulting from collaborative discussions with members of our board, we proposed and organized a program to serve those incarcerated in the Monroe Correctional Facility and their children. The proposal was submitted to officials at the Monroe Correctional Facility (MCF) in Brighton, NY. While the

proposal has been favorably received by the staff who would work with us to administer the program, implementation has been delayed while senior management completes a “reorganization” of volunteer supported services in MCF.

In an effort to “move things along” its director, Britt Hopkin has formed a partnership with VOA Step-by-Step of Rochester who conducts group therapy sessions to incarcerated women at MCF. Since the Storybook Project helps connect incarcerated mothers with their children, it lines up beautifully with Step-by-Step’s mission. Step-by-Step has informed the jail management of their support for the project. As of this writing, we’re waiting for a meeting with upper management at the jail to obtain approval to proceed.

Prison Ministry Symposium Held Recently in Florida: Bob Crystal (Director of Rochester Interfaith Jail Ministry) reported that he and Mark Rennard recently attended a conference convened by the Diocese of Florida on Prison Release Ministry, held in Florida. This conference was attended by people involved in prison ministry / volunteer work all across the United States. The meeting was hosted by St. Peter’s Episcopal Church located on Amelia Island in Florida. Presentations featured Baylor University research on the benefits of various ministries, concentrating on jail and prison ministry, restorative justice, and Georgia’s juvenile justice innovations. Of special interest was a new approach to incarceration – A faith based prison camp. In this arrangement, people serving sentences up to 10 years in length on a one time only basis could serve 1 year of their sentence in a minimum security camp (no fences) under more progressive and much safer conditions than that existing in “General Population”. Prisoners have an incentive not to stray from the campus -- if caught off campus, they are immediately sent to “General Population”. Similarly, if involved in a physical altercation during their stay at the camp, they are also placed back in “General Population”. Under this arrangement, there have been very few problems with people leaving the campus or getting into fights, and the program claims greatly reduced recidivism. Thanks to Bob and Mark’s visit to the symposium, our board is interested in maintaining a dialog with people in the Diocese of Florida who are working prison ministry issues.

Turning Points Resource Center: In April, Precious Bedell, director of Turning Points Resource Center received an award for distinguished service given by the University of Rochester Medical Center Department of Psychiatry given in honor of the fourth Surgeon General of the United States, Dr. David Satcher. The award is named “Commitment to Health and Improvement” Award.

Initiatives / Contacts: Recently, we were contacted by Ms. Cody Lock from the Diocese of Indianapolis. She has expressed interest in forming a Prison Ministry Committee perhaps along similar lines as our own. Britt has spoken with her and summarized the many programs that currently collaborate with our board. We plan to keep in close communication with him. Her point of contact with us was through our newly designed website.

Rochester Interfaith Jail Ministry: Rochester Interfaith Jail Ministry currently offers group sessions on a cyclical basis called “Houses of Healing” at the Monroe Correctional Facility in Brighton NY. This year, they have shortened their cycles from 10 weeks to 6 weeks with longer durations for each session to minimize conflicts in scheduling. They have also begun a companion program for young offenders at the Monroe County Jail in Rochester called “Power Source”.

St. Thomas’ Rochester Ministries (Prison Re-entry and Aftercare Ministries / Youth Intervention and Aftercare Ministries): Dick Laidlaw, director of PRAM and YIAM is continuing to maintain contact with some of his clients that have now been back into the community for several years. Regarding scout programs, St. Thomas’ is no longer sponsoring his scout troops as there are some bureaucratic issues with continuing at St. Thomas, and from a logistics point of view, the troops are now

meeting at the Thomas P. Ryan Community Center in the Beechwood Neighborhood of the city. In the case of some of his Boy Scouts, some of them are now meeting with a troop in Fairport.

Belmont and Corning: Gloria Lundberg is continuing the Step-by-Step programs in the Allegheny County Jail in Belmont, and Jan Farnsworth of Christ Church, Corning is continuing to celebrate Holy Eucharist in the Steuben County Jail in Corning.

Financial Needs for 2016: Continue funding at \$1,500.

Visit our website: www.prisonministry-edr.org. – Sign-up for our e-newsletter.

Respectfully submitted,
Britton Hopkin – Chair

84th Convention of the Episcopal Diocese of Rochester Public Policy Official Report

Name of Organization: Diocesan Public Policy Committee

Officer(s): Dorothy Romanet, chair

Committee Members: Dorothy Barnes, Robert Crystal, Barbara Deming, Christian Haller, Carolyn Mok, Janice Nash, The Rev. Philip Schaefer.

Report:

The Public Policy Committee has met seven times at St. Thomas since our last Convention, held a January retreat led by Rev. Richard Witt at Diocesan House, and met with District Deans, Bishop Singh, and diocesan staff in May

We presented two resolutions at the 2014 Convention:

- Resolution Concerning Gun-Free Areas which passed with one amendment from the floor.
- Resolution Concerning Health Care in New York State which passed.

We presented our annual April Workshop & Luncheon at St. Mark's, Penn Yan.

Our topic was entitled, The Poverty Trap. Our two speakers included Brigit Hurley, activist for The Children's Agenda in Monroe County, and Lesley Christman, Executive Director of ACCORD, a non-profit working to alleviate poverty and foster economic growth in Allegany County.

The Public Policy Committee bases its work on the biblical and theological premises that the Church's voice is an important voice in the "public square", particularly when national, state, and local legislature are creating policies that affect us all, especially the disenfranchised. The Committee continues to work on implementing new ways of two-way communication with each District, and encouraging Districts to contact us about topics of injustice, quality of life issues, and ministries of reconciliation they wish to address and may want help in pursuing in some context. We have helped others to create resolutions of their choosing. We will continue to offer help with education and research. We will continue to serve the Diocese as a pipeline to and from state and national public policy offices of our Church.

84th Convention of the Episcopal Diocese of Rochester United Thank Offering (UTO) Official Report

Name of Organization: United Thank Offering (UTO)

Report:

The mission of UTO is to expand the circle of thankful people and encourage intentional, daily thankfulness for the abundance of God's blessings. UTO is a spiritual and financial partner in the mission work of the Episcopal Church. All UTO funds collected each year are distributed in grants which support a variety of domestic and foreign missions.

Ongoing goals for UTO in the Diocese of Rochester include:

1. Work toward 100% participation in Convention In-gathering
2. Promote successful grant applications from the Diocese of Rochester
3. Contribute updates/reminders for publication on Diocesan website and in Diocesan e-newsletter

Over the past several years, the UTO Ingathering funds from the Diocese of Rochester have averaged between \$11,000 and \$14,000. In the past ten years, UTO grants to our Diocese have averaged \$20,000+. We have much to be thankful for!

In past years \$203,508 in grant monies has returned to the Diocese of Rochester.

Year	Recipient	Project	Amount
2004	Church of the Epiphany, Gates	Walkway to Senior Center	\$7,500
2004	Diocese of Rochester	Youth Ministry	\$15,000
2005	St. Peter's, Henrietta	Roof for Parish Hall	\$19,000
2006	St. Luke & St. Simon Cyrene	Right On School Peace Initiative	\$7,500
2008	St. Peter's Geneva	St. Peter's Arts Academy	\$19,700
2010	St. Stephen's Rochester	Parish Kitchen Upgrade	\$39,980
2011	NEAP – Liturgia Rural Workers Education Center	Van to transport clients	\$16,500
2012	St. Thomas' Bath	Kitchen Renovation	\$53,132
2014	St. Mark's & St. John's Rochester	Building a Safe/Healthy Neighborhood: One Family at a Time	\$25,196

TOTAL \$203,508

Faithfully,
Susan Woodhouse,
Diocesan Coordinator for UTO