

EPISCOPAL DIOCESE OF ROCHESTER

91ST CONVENTION OFFICIAL REPORTS

OCTOBER 29, 2022

TABLE OF CONTENTS

Commission on Ministry	pg. 3
Trustees	pg. 4
Diocesan Council	pg. 10
Standing Committee	pg. 13
Diocesan Registrar	pg. 14
District Deans	pg. 16
Diocesan Deans	pg. 21
Racial Reconciliation, Healing, and Justice Committee	pg. 26
Rural and Migrant Ministries	pg. 27
Episcopal SeniorLife Communities	pg. 28
Anglican Studies Certificate at CRCDS	pg. 31
Ecumenical and Interreligious Officer	pg. 32
Crossroads of Caring	pg. 34
Prison Ministry	pg. 37

COMMISSION ON MINISTRY

Name of Organization: Commission on Ministry

Officers: Co-Chair- Rev. Georgia M Carney, Co- Chair- Ms. Ellen Ralston
Treasurer- Patty Feeney

Additional Committee Members: Ms. Kathy O’Leary, Mr. James Cannon, Rev. Jimmie Sue Deppe, Rev. Abidhananthar John, Rev. Andrea Stridiron, Rev. Sandra Cordingley, Ms. Anne Lewis, Rev. Virginia Mozzarella, Mr. Brent Underwood, Rev. Michael Laver
Ex Officio: The Rt. Rev. Stephen T. Lane

Report:

It is our privilege to share with you the continuing work of the Commission on Ministry this past year. The work of the Commission is to shepherd, listen, provide honest feedback, and offer opportunities for spiritual growth and leadership to those pursuing advancement as ministry leaders in the diocese. We serve those seeking ordination as well as lay ministry leaders. The Commission on Ministry works in close cooperation with the Bishop’s Office, The Dean of Discernment, Standing Committee, Finance, and parishes. Our updated Vocational Handbook is available on the Diocesan website.

The work of the COM has expanded over the last year in taking on oversight of seminary grants to consolidate information and dispersal of scholarship grants in close cooperation with the Chief Financial Officer, Todd Rubiano. A thank you to Patty Feeney for developing this process, formulating a better application process, tracking the details, and reporting monthly to the Commission.

The past year has been a blessing in those we have recommended to our Bishop:
Nicole Hercules- Postulant to the Diaconate
Lydia Arnts- Postulant to the Priesthood

In the past year COM and the Dean for Discernment attended initial parish meetings with discernment groups to encourage and clarify both the work of discernment and the role of the Commission on Ministry in growing leadership in the Diocese. We give thanks for all those who dedicate their time and service to our Diocese both in calls to ministry and to service on the Commission.

Prayerfully for the Commission.

COM Co-Chairs
The Rev. Georgia M Carney
Ms. Ellen Ralston

TRUSTEES OF THE DIOCESE OF ROCHESTER

Duties: In compliance with a Resolution of the First Annual Convention of the Episcopal Diocese of Rochester and of the Certificate of Incorporation of said Diocese, providing for the election of nine members to serve with the Bishop as the Board of Trustees, three members are to be elected annually by a plurality vote of the Convention for a term of three years. The general powers, duties and responsibilities of the Trustees shall be as are set forth in Section 5 of the Religious Corporations Law of the State of New York.

Officers: Chairperson: Bishop Singh and now Bishop Lane; Vice Chair: The Rev. Ronald Young; Chief Financial Officer: Todd Rubiano; Treasurer: Lyn Omphroy Assistant Treasurer: Bliss Owen; Clerk: Sarah Bulter

Elected Members: Carl D'Angio, Charlie Zetteck, Julie Forney, Les Kernan, Stan Jones, Rick Harrison, John Wallin,, Ronald Young, Don Schranz

Structure:

The Diocesan Trustees are supported by a number of standing committees In addition to the four scheduled Trustee meetings, the Trustees continue to look for opportunities to collaborate with the Standing Committee, the Diocesan Council and the Commission on Ministry. Actions of the Trustees and all 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.

Investment Review Committee

Les Kernan, Chair, Rick Harrison John Wallin
Non-Trustee Members Doug Lyon, John Johnson Greg V an Laeken, Chris Moore and Susan Scanlon

Audit Committee

Charles Zetteck, Chair, Donald Schranz, Stan Jones
Non-Trustee Members Aaron Kane

Building & Property

Julie Forney, Chair, Carl D'Angio, Ronald Young

Ex Officio to all Committees

Bishop Lane, Lyn Omphroy, Treasurer Bliss Owen, Asst. Treasurer Todd Rubiano, CFO

An Update of The Diocesan Combined Investment Portfolio follows this report.

Human Resources Committee

outside members: Elizabeth Bakken, Sherry Ralston and Amy Moyer

Prichard Scholarship Committee

Committee Members:

Ian Prichard (Son of Rev. Canon James & Diane Prichard, Founder & President of Blacktie Ski Rentals)

Rev. Don Schranz (Diocesan Trustee, Rector of St. John's Clifton Springs)

Very Rev. Virginia Tyler Smith (Diocesan Dean of Transitions) Kristy Estey (Support Staff)

Official Actions of the Trustees

Diocesan Trustee Meeting; December 4, 2021

Organization of the Trustees. The Rev. Ronald Young was elected as Vice Chair of the Trustees. The committee chairs were appointed by the bishop: Audit: Charlie Zettek: Building and Property, Julie Forney: Investment Review Committee, Les Kernan.

Resolution: A Motion made by Les Kernan to approve the resolution below from the Investment Review Committee, unanimously approved (9-0).

RESOLVED: The Trustees of the Diocese accept a gift of \$23,823.13 from the dissolution of the James B. Prichard Trust, received from JPMorgan Private Bank on November 10, 2021; to be combined with the existing St. Matthias Fund (# 012.2201.063), to establish a new Trustee-designated fund: The Prichard - St. Matthias Scholarship Fund, to supplement the existing Prichard Scholarship Fund (Restricted).
Approved

Diocesan Trustee Meeting: March 26, 2022

Resolution: Motion made by Les Kernan to approve the below resolution from the Investment Review Committee for preliminary funding of the 2023 budget, unanimously approved (7-0).

RESOLVED: The Trustees of the Diocese preliminarily approve a draw of up to \$999,300 (which equals 4.4 % of the trailing 5-Year average balance) to fund the 2023 Diocesan Budget. This preliminary approval will be reviewed in the coming months, as the budget process develops, with the detailed draw (by fund) reviewed for final approval at the September meeting of Trustees, before the proposed 2023 Operating Budget is approved by Diocesan Council.

Resolution: Expenses related to the Bishop's Ministry: A motion was made by Les Kernan, seconded by Ron Young, to the below resolution approving an additional draw from the General Endowment Fund, carried unanimously (7-0).

RESOLVED: The Trustees of the Diocese approve an additional draw of \$25,000 from the General Endowment Fund (002.1107.001) for professional fees related to a Title IV matter.

Special Meeting of the Diocesan Trustees: April 19, 2022

Resolution: A motion made by Julie Forney to approve the below resolution from the Property Committee regarding the sale of St. Peter’s, Bloomfield, unanimously approved (9-0).

WHEREAS, the Diocese is the holder of title to the real property of the St. Peter’s Church and Parish Hall, located at 44 Main St., Village of Bloomfield, County of Ontario and State of New York 14469 (the “Property”); and

WHEREAS, the Diocese desires to sell the Property to a qualified purchaser.

WHEREAS, the Diocese has entered into a Purchase Agreement (the “Agreement”), attached hereto as EXHIBIT A, with the Village of Bloomfield, 12 Main St., PO Box 459, Bloomfield, New York 14469 (the “Purchaser”); and

WHEREAS, the Diocese wishes to sell the Property to the Purchaser pursuant to and upon substantially the same terms set forth in the Agreement.

NOW, THEREFORE, BE IT RESOLVED, that each of the Bishop, the Standing Committee, and the Trustees, respectively, hereby approves the sale of the Property to Purchaser upon substantially the same terms as set forth in the Agreement, or such other or modified terms as deemed in the best interests of the Diocese by the Chief Financial Officer of the Diocese.

BE IT FURTHER RESOLVED, that the Chief Financial Officer of the Diocese, Todd Rubiano, or such other representative of the Diocese as the Bishop may appoint (each an “Authorized Signatory” and collectively, the “Authorized Signatories”), is hereby authorized to sign and execute any and all documents on behalf of the Diocese, in order to effectuate the transaction set forth in the Agreement.

BE IT FURTHER RESOLVED, that the execution of, delivery of, and performance under the Agreement by the Diocese and through its Authorized Signatory, and all such further instruments and documents required by, under or in connection therewith, to be executed, delivered or performed, are hereby in all respects approved, adopted and authorized by and on behalf of the Diocese.

BE IT FURTHER RESOLVED, that the Bishop, the Standing Committee, and the Trustees do hereby ratify and approve the Agreement and all prior actions taken by its representatives in carrying out the intent and purposes of the foregoing resolutions.

Diocesan Trustees: June 15, 2022

Resolution: A motion made by Julie Forney to approve the following resolution from the Building & Property Committee regarding the distribution of the 2022 dividend from Church Insurance, unanimously approved (6-0).

RESOLVED: The Trustees of the Diocese approve distribution of the 2022 dividend from Church Insurance Agency Corp., of \$2,793, among the six churches with premium increases exceeding 9% in the coming year, proportional to the amount of each church's increase in premium for the year.

Resolution: A motion was made approve the following resolution from the Investment Committee regarding the continued use of the IPS, unanimously approved (6-0).

RESOLVED: The Trustees of the Diocese, having reviewed the current Investment Policy Statement (IPS) for invested funds, approve its continued use for the coming year, with the following modifications:

Clarify role of the Investment Manager vs. Investment Committee, in selecting fund managers

Clarify role of the Investment Advisor vs. Investment Manager

Shorten the committee's name to the Investment Committee of Trustees

Review selection of the Investment Manager every 3-5 years

Resolution; A motion was made approve the following resolution from the Investment Committee regarding distributions from the Mission & Ministry fund in Allegany County, unanimously approved (6-0).

RESOLVED: The Trustees of the Diocese authorize distributions from the fund for Mission & Ministry in Allegany County (# 003.2201.071) of \$1,375 per month (approximately, 10% of the 5/31/2022 balance, annualized), to assist in the calling of a new priest to serve the communities of St. Paul's, Angelica, Christ Church, Cuba and St. John's, Wellsville. Funding to be provided to these churches monthly, beginning the 1st month the new priest is on payroll, through 12/31/23, provided the priest is on payroll and serving in Allegany County.

Resolution: A motion was made approve the following resolution from the Investment Committee regarding interest rates for new loans from the Sibley Revolving Loan Fund or the Clergy Housing Loan Fund, approved (5-1).

RESOLVED: The Trustees of the Diocese approve the following interest rates for any new loans from the Rufus A. Sibley Revolving Loan Fund or the Clergy Housing Loan Fund, approved after 6/15/2022:

Loans with terms of up to 60 months @ 4.0% Loans with terms of 61-120 months @ 4.5% Loans with terms of 121-180 months @ 5.0%

Diocese Trustees, September 7 , 2022

Resolution: Charlie Zetteck made a motion from the Audit Committee to accept the Diocesan Audit and move the audit for review and acceptance.

RESOLVED: The Trustees of the Diocese accept the 2021 Diocesan Audit, as provided by Mengel, Metzger, Barr & Co., LLP, and move the audit to Convention for review and acceptance. (Approved)

Resolution: Charlie Zetteck made a motion from the Audit Committee to continue using Mengel, Metzger, Barr & Co., LLP for the diocesan audit for the next three years. (Approved)

RESOLVED: The Trustees of the Diocese approve the continuation of audit services by Mengel, Metzger, Barr & Co., LLP, to perform the 2022, 2023 and 2024 Diocesan audits at the following projected annual fees: \$16,250, \$17,500, and \$18,750. The annual fees will be included in the Operating Budget approved by Diocesan Council.

Resolution : Julie Forney made a motion to from the property to approve a draw for legal fees, maintenance and insurance associated with St. Peter's Bloomfield

RESOLVED: The Trustees of the Diocese approve a draw of \$10,000.00 to cover legal fees, utilities, maintenance, and insurance associated with St. Peter's, Bloomfield.

Resolution: Les Kernan made a motion from the Investment Review Committee for the draw of 2023 Diocesan Operating Budget and the designated Post-retirement Health Benefit.

RESOLVED: The Trustees of the Diocese approve a draw of \$1,008,445, including interest from the unrestricted loan portfolio, to fund the 2023 Diocesan Operating Budget; and an additional \$50,000 for designated Post-retirement Health Benefit.(Approved)

Official Actions of the Prichard Scholarship Committee: September 9, 2021

The Prichard Scholarship Committee reviewed (2) applications from eligible children of clergy in the Diocese. The committee determined that an even split of the \$3000 would be appropriate as both students deserve and were worthy of \$1500 each.

Students:

Janna Deppe (Rev. Jimmie Sue Deppe, Rector of Epiphany in Gates)

Anthony Ennis (Rev. Virginia Mozzarella, Rector of Zion in Avon)

Human Resources Committee Activities

Reviewed and discussed the 2022 Health Plan updates

Reviewed and discussed the annual Clergy Salary Ranges and alignment with comparable dioceses.

Conducted salary range research and analysis for diocesan staff roles as needed.

Reviewed and discussed the new Diocesan Dean structure and ongoing assessment.

Recommended updates for the Safe Church and NYSHP training and reviewed diocesan rollout.

Reviewed and discussed Post-Retirement Health Plan process and status.

Discussed Covid Task Force recommendations as related to HR legislation and policies.

Committee member, Amy Moyer, chaired the search process for recruitment and hiring of new Bishop's Assistant.

Conducted Employee Relations discussions as needed.

Reviewed and discussed upcoming HR related legal guidelines, both national and state that will potentially effect diocese and parishes.
Recommended HR consultant to review Diocesan HR Manual on an ongoing basis to update it with changing legal requirements.

Respectfully submitted,

The Rev. Dr. Ronald B. Young
Vice-Chair, Trustees

DIOCESAN COUNCIL

Officer(s):

Chair: the Rt. Rev. Steven Lane

Vice Chair: the Rev. Elizabeth Brooks Harden

Budget Chair: the Rev. Eric Thompson

CDPC Co-Chairs: the Rev. Padraic Collins-Bohrer and Mr. Bill Hoehne

MPC Co-chairs: the Rev. Gretchen Ratterree and Ms. Margy Ashley

Elected Members by Districts:

Mr. Ira Skinner - NE

Ms. Roxanne Gaylord - SE

Mr. Bob Wilcox - SW

Ms. Lynn Ringholz - Monroe

Mr. Peter Barker - Rochester

Rev. Gretchen Ratterree- NE

Rev. Josh Barrett - SW (left Sept. 2022)

Rev. Eric Thompson - SE

Rev. Lance Robbins - Monroe

Rev. Keith Patterson - Rochester

Elected Members -At-Large:

Rev. Elizabeth Brooks Harden

Rev. Padraic Collins-Bohrer

Rev. Keisha Stokes

Mr. William Hoehne

Ms. Margy Ashley

Mr. Gilbert Stewart

Members (Appointed):

the Rev. Greg Kremer, clerk

Ex-Officio:

Mr. Paul Greene (chancellor)

Ms. Lyn Omphrey (treasurer)

Ms. Bliss Owen (assistant treasurer)

Mr. Todd Rubiano (staff)

Mr. Steve Richards (staff)

Ms. Kristy Estey (staff)

Summary:

Diocesan Council met monthly via zoom (with the exception of July and August). Each meeting included prayer and reflection; a report from the bishop; a report from the diocesan Racial Reconciliation, Healing, and Justice Committee; reports from each of the sub-committees; and updates from diocesan staff members. Each subcommittee also met monthly and as needed throughout the year.

This year's official business included:

- Preparation of 2023 Diocesan Budget
- Administration of Congregational Development Grants, both renewals and new applications
- Administration of Mission Partnership Grants, both new and continued

The Rev. Padraic Collins-Bohrer and Mr. Bill Hoehne, Co-Chairs of the CDP Sub-Committee submitted the following:

Overview of CDP Grant Requests for 2023

A total of (21) churches either applied for 2023 Renewal grants or had previously approved grants suspended due to clergy departures. In addition, six churches have inquired about a NEW CDP Grant this year. Two churches applied for and were awarded new grants partway through 2022 and renewed their applications for 2023. With several churches searching for new clergy, the number of 2023 grants ready for approval is relatively modest (12). Given the current length of time required for a successful clergy search, and the availability of additional funding (Trustee managed funds & TEC Grant from 2021), the total proposed budget for 2023 is \$305,000.

The Congregational Development Partnership Committee (CDPC) recommended that Council approve (12) CDP Grants totaling \$223,000, to be included in the Proposed Budget for 2023. The remaining \$82,000 to be reserved as unallocated for new requests and pending renewal of suspended grants.

The Rev. Gretchen Ratterree and Ms. Margy Ashley, Co-Chairs of the MPG Sub-Committee, with the assistance of Ms. Kristy Estey, submitted the following:

The 2022 Mission Partnership Committee reviewed mission grant applications and recommended funding for 2023 in the following categories:

Partnership Mission Grants	\$	61,900.00
Parish Mission Grants	\$	73,100.00
Sustainable Mission Grants	\$	15,000.00
(5) District Grants	\$	25,000.00
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Total	\$	175,000.00

Details of the grant distributions may be found in the 2023 Diocesan Budget.

In February of this year, Diocesan Council welcomed the leadership of Bishop Lane. We have taken time to get to know each other and are working well together.

In addition to routine committee work, members of Diocesan Council this year attended two work days designed to reflect on the systems of the diocese, both financial and organizational. We named and gave thanks for the many strengths that benefit us all while also naming our concerns and hopes for the future. We recognize that during the period of transition in which we find ourselves and which the Standing Committee is directing, all leadership bodies have a role to play in maintaining and bolstering the health of the diocese. We are committed to faithfully executing the tasks regularly assigned to the Council as well as supporting the process of transition in whatever ways we can.

As always, it has been a privilege to witness the deep commitment of each person and each committee as we seek to carry out the work before us.

Respectfully submitted by,

the Rev. Elizabeth Brooks Harden, vice-chair

STANDING COMMITTEE

The Standing Committee resumed its work following the Diocesan Convention of 2021. We began knee deep in transition as Bishop Singh had begun his process of leave-taking the diocese later in February and our needing to hire a provisional bishop and begin the process of electing a new diocesan bishop. This came amidst our collective response to the pandemic and its variants affecting us all.

Our first task was to assist in the process of sending Bishop Singh off in good fashion. We consulted with the Presiding Bishop's office and Todd Ousley met with us and recommended a path forward. The two most important steps were to help in the process of saying goodbye to Prince and to elect a provisional bishop who would begin at the same time that Prince was leaving.

We recalled how it really changed the work of the Standing Committee and the awesome work that stood before us. It certainly required an opportunity for us to adjust and refashion our steps forward. Bishop Lane, our new provisional, met with us and advised us to begin by taking a deep breath allowing for everyone to adjust to Prince's departure and to begin looking at the time frame of setting up a system going forward.

Our normal duties include a variety of concerns, such as, consenting to a variety of bishop's elections, approval of property agreements, oversight of the Ordination process for some individuals and general advice for our provisional bishop.

In addition we hired a consultant in the Rev. Gary Butterworth who met with us for a retreat day held at St Paul's in July. This workshop proved very educational and helpful as we began to concretize our plans. We then decided to expand our resources by inviting the other leadership committees of the diocese such as Trustees, Diocesan Council and Commission on ministry to meet for a similar workshop. As a result we had representation from the leadership of the diocese. We decided to continue meeting and the diocesan council wanted to share with us in our first step at going around the diocese to "listen". These listening sessions are meant to re-establish trust in the wake of this major transition and offer us a stepping stone to further inclusion as we will soon seek to establish the formal Search and Transition committees.

In conclusion the Standing Committee stands ready to oversee this ominous process and we delight in the camaraderie and support of our colleagues in this adventure.

Respectfully Submitted,

Mr. Michael Davis (President), The Very Rev. Kenneth R Pepin (Secretary), The Very Rev. Leslie Burkardt, Mr. Joseph DaBoll-Lavoie, The Very Rev. Ruth Ferguson, Mr. Floyd Bayley, The Rev. Nita Byrd, Mr. Jeremy Cooney

REPORT FROM DIOCESAN REGISTRAR
Official Acts: January 1, 2021-December 31, 2021

Admitted as Postulants for Holy Orders to the Priesthood

June 8 21 David Jutsum

Admitted as Candidates for Holy Orders to the Priesthood

None

Ordination to the Transitional Diaconate

None

Ordination to the Priesthood

January 23 21 The Rev. Gregory Kremer

Admitted as Postulants for Holy Orders to the Diaconate

October 19 21 Nicole Hercules

Admitted as Candidates for Holy Orders to the Diaconate

None

Ordination to the Order of Deacons

None

Received by Letter Dimissory

October 2 21 The Rev. Donald Schranz from the Diocese of Springfield

Transferred by Letter Dimissory

October 1 21 The Rev. Dan Burner to the Diocese of Arizona

Institution of New Ministry

October 2 21 The Rev. Donald Schranz as Rector, St. John's, Clifton Springs

October 23 21 The Rev. Keisha Stokes as Rector, Zion, Palmyra

November 17 21 The Rev. Ronald Young as Rector, Christ Church, Pittsford

Notice of Inhibition

None

Notice of Deposition

None

Notice of Removal

None

Notice of Renunciation

None

License to Officiate

January	01	21	Rev. Michael McCue, Diocese of Western Massachusetts
January	01	21	Rev. Richard Witt, Diocese of New York

Deaths

January	29	21	Rev. Deacon Terrell Price
February	09	21	Rev. Marilyle Sweet Page

Transitions

January	01	21	Carolyn McConnell, Executive Assistant to the Bishop retires
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Closing or Secularization of a Church or Chapel

None

CONFIRMATIONS 62

RECEPTIONS 9

REPORTS FROM DISTRICT DEANS

Monroe and Rochester Districts

As has been the practice in the Episcopal Diocese of Rochester, the Monroe and Rochester Districts collaborate its offerings in most things diocesan. These however have not been normal times. The past year we have been pretty much staying below the radar as we all continue to seek to survive the variety of variants of the COVID pandemic that has plagued our area. We have been operational in a variety of ways. The Deans, Ruth, Ken and Leslie offered clergy support through meeting in small group meetings via zoom to share some of the more difficult aspects of adjusting to our new way of ministry post-COVID. We offered support throughout the district with information concerning the transition of Bishop Singh and the welcoming of Bishop Lane as Bishop Provisional. The Monroe/Rochester districts continue to be represented by a variety of lay and clergy to elected offices and committees throughout the diocese. Churches in our districts continue to be a strong witness to the gospel and the ministry of the diocese. The districts award mission grants to each parish yearly, and the parishes are encouraged to share how those grants have affected the ministry in their corner of the world. In the year ahead we look forward to continued collaboration between our two districts as well as the rest of the diocese. We hope to regain our connection in the year ahead, and we commit to working closely with Bishop Lane and the Standing Committee as we discern together the process for electing a new bishop.

Faithfully, your Deans,

The Very Rev. Kenneth R Pepin, Monroe District Dean

The Very Rev. Ruth Ferguson and The Very Rev. Leslie Burkardt, Rochester District Co-Dean

Northeast District

- Clergy Transitions
 - St. John's, Sodus – The Rev. Mary Ann Brody, Rector

- District Grants
 - St. John's - Canandaigua - Gleaner's Christmas Dinner
 - St. John's - Clifton Springs – Coat/Glove/Scarf Closet
 - St. John's - Sodus – Community Prayer Service
 - St. Mark's - Newark - St. Mark's Baby Closet (provides infant and baby essentials for families in need.)
 - St. Peter's - Geneva - Neighbor's Night Ministry (provides dinners to children and their families who live in the downtown neighborhood of Geneva)
 - Trinity - Geneva – Family Promise
 - Zion - Palmyra – Community Supper

- Clergy Member of Diocesan Council Election
 - The Rev. Donald Schranz, St. John's – Clifton Springs

Faithfully submitted,
The Very Reverend Gretchen S. Ratterree
Dean – Northeast District

Southeast District

Officers:

Dean: The Very Rev. Troy Preston

Lay Warden: Mary Lou Hunt-Quintal

Clergy District Representative to Diocesan Council: The Rev. Joshua Barrett

Lay District Representative to Diocesan Council: Roxanne Gaylord

Secretary: Denise Switzer

Members:

The clergy and delegates in Schuyler, Steuben, and Yates Counties, except for Hornell. The following parishes are located within the Southeast District (SED): Church of the Redeemer, Addison; St. Thomas' Church, Bath; St. Luke's Church, Branchport; St. John's, Catharine; Christ Church, Corning; St. James' Church, Hammondsport; St. Mark's Episcopal Church, Penn Yan; Church of the Good Shepherd, Savona; and St. James' Church, Watkins Glen.

Meeting Dates & Report Summary:

Regular Southeast District Meetings were held via Zoom: March 7, 2022, June 13, 2022, and September 12, 2022.

The Southeast District Mission Project for 2022 is ShelterBox. The ShelterBox mission is to build awareness of global displacement and to facilitate providing families with life-saving shelter and essential tools and supplies that will enable them to rebuild their homes and transform their lives after disaster. ShelterBox has provided over 20 years of disaster relief in 97 different countries, supporting families to get back on their feet after hurricanes, earthquakes, conflicts, droughts, cyclones and more. The SED goal is to raise at least \$500 per parish. Funds are being raised by parishes through the end of the year.

The following District Grants were approved for 2022:

1. \$500 to St. John's, Catherine - Bernie Parker Sharing Shed
2. \$500 to Christ Church, Corning - Steuben County Jail Ministry
3. \$500 to St. James' Church, Watkins Glen & St. John's, Catherine - IWF Program
4. \$1,000 to St. Thomas' Church, Bath – Red Door Mission
5. \$500 to Schuyler County Habitat for Humanity, Sponsored by: St. John's, Catherine
6. \$2,000 to ShelterBox, Sponsored by: All SED Parishes

The Very Rev. Troy Preston has been elected to serve as the Clergy District Representative to Diocesan Council after the 2022 Convention. This is a two-year term.

Southeast District clergy and delegates attended the Pre-Convention Meeting on October 4, 2022. The next regular meeting of the Southeast District is scheduled for March 13, 2023.

Submitted By:

The Very Rev. Troy Preston, Dean of the Southeast District

Southwest District

Last year the Southwest District met virtually for most of its meetings. We were able to meet in person once at St. Peter's Dansville for a potluck, meeting and worship. What a joy it was to be together! We hope that as the concerns about the spread of COVID-19 diminish we will return to meeting in person more often. Even so, the blessing of meeting on Zoom for our district has become clear. Our district has congregations that are far flung. Meeting on Zoom means that no one needs to travel a great distance for our meetings. Meeting virtually also means that regardless of the weather we can gather together. We believe that in the future, we will meet in person when we are able, but will also continue to use Zoom for some of our meetings.

In the past year the district received and approved many grant requests from our congregations. They are as follows: St. John's Wellsville, \$600, Clothing Giveaway for School Children, and \$600, Community Meal Program; Christ Church, Hornell, \$500 YMCA; St. Michael's, Geneseo, \$500 Allianza Agricola, \$500 Chances and Changes, and \$300 Upper South Street Community Crafts Program; Zion, Avon, \$500, Martha's Kitchen Free Lunch Program, and \$300 Repair Cafe. As a district it brings us joy to be able to help our neighbors with these local grants.

The clergy of the Southwest District continue to meet monthly on Zoom. The Rev. Carol Steward, and the Rev. Richard Hamlin both retired this year. We wish them well. That leaves two active clergy in our district. We have invited the wardens of the district to join us for our meetings in order to help keep us all connected to each other. We continue to be in this unusual time in the life of the church and it is a blessing to meet with each other to offer support and encouragement as well as pray with and for each other.

Respectfully Submitted,
The Very Reverend Virginia Mazarella

REPORTS FROM DIOCESAN DEANS

Diocesan Dean for Discernment

For the second year now we began the year with holding a day long training for Commission on Ministry members. This focused on training on the entire discernment process, on the specific charisms of lay ministry, the diaconate and priesthood, as well as educating members on the role of Commission on Ministry and the various responsibilities therein. We are currently planning our next training with Bishop Steve.

We completed 1 parish-based discernment process this year and have begun a further two discernment processes in our parishes. COM accepted two new postulants for holy orders. All of our seminarians are in wonderful formation parishes that complement their theological training and formation. I am grateful to the formation rectors that work with our seminarians, providing them with invaluable learning experiences and hands on mentorship and teaching.

Our Circles of Support continue to offer coaching and supportive, reflective space for our new clergy. We welcomed Fr Columba Salamone to Penn Yann and his new circle of support.

This year we continued with the new integrated financial model under the leadership of Pat Feeney. We are grateful to be able to assist our seminarians with the economic difficulties of education, as well as helping some clergy who apply for ongoing educational needs. Thank you to all who serve in so many ways enable new giftings and leadership to emerge in our Diocese. A special thank you to Bishop Steve for his wisdom and listening into being what emerges during this time of transition. I personally am grateful for the clarification of responsibilities around this role, and look forward to serving our diocese in 2023.

Respectfully Submitted

Deborah Duguid-May, Diocesan Dean for Discernment
5 October, 2022.

Diocesan Dean for Churches in Small Towns & Rural Communities and Pastoral Development

The Very Reverend Canon Johnnie E. Ross, Rector & Dean

This will be my last report as Dean for Churches in Small Towns & Rural Communities and Pastoral Development. The organizational experiment that gave birth to this position was far from ideal for our churches, the diocesan structure, and for me. So let me begin by offering a word of thanks to our bishop provisional, the Rt. Reverend Steve Lane for his leadership, and the leadership of Diocesan Council in bringing this season of our lives to a close. I also want to acknowledge the work, comradery, and collegiality of those who shared their particular gifts in this experiment; the Very Reverends Billy Daniel, Debs Duguid-May, and Virginia Tyler-Smith. I would not have wanted to embark on this three-year odyssey with anyone else. Thank you for your collegiality, dedication, entrepreneurial spirit, and your willingness to risk, no matter how uncomfortable, for the sake of the gospel and an episcopal idea. As my grandmother taught me, “loyalty means nothing unless it has at its heart the absolute value of self-sacrifice.” Let me say that your loyalty, dedication, and sacrifice were apparent and appreciated.

I would also like to offer my sincere thanks to those who served on the small church support team, the Reverend Eric Thompson, (St. Peter’s, Dansville) the Reverend Tom Gramley, (Retired) Ms. Karen Baase, (St. Luke’s, Brockport) and Mr. Drew Guild, (St. John’s, Catharine). While our big idea of a Small Church Conference never really got off the ground, your support and prayers has meant a lot to me and I would encourage you to continue to offer yourselves as diocesan leaders to wherever it is that God calls you. Thank you, again!

This has been yet another difficult year for many of our small and rural churches, much more difficult on some of us than others, but we have met those challenges with fewer people and financial resources, while living in the same physical plants that continue to compete for more than their share of the pot. Yet, even with fewer hands and resources, you have made it work, but let’s be honest, we could not have done so without assistance from the Diocese of Rochester, resources that included both financial and informational. As I said in my other reports over the last two years, you have done this work with integrity, humility, love, concern, and a commitment to the gospel during secular challenges that none of us could have predicted or prepared for.

The Reverend Canon Dr. C. Denise Yarbrough, the Reverend Richard Krapf, deacon, and the people of St. Peter’s Episcopal Church, Bloomfield worked with the Bishop, Dean Ratterree, Canon Rubiano, and the Trustees of the Diocese in making the decision to close, bringing the number of churches down to 44 in our diocese, not including the chapels. This decision, combined with the other 10 or so closings over the last 12 years, bring into sharper focus the future many of our small churches face in a time when the small towns and rural communities of New York need the Episcopal voice of joy and inclusivity more so than ever before and twelve are without clergy leadership, (the latest being the Church of the Epiphany, Gates).

While our struggles may be many and our laborers few, it is also true that, as a result of your work in small towns and rural communities, the Gospel of Jesus Christ is alive in the most remote portions of New York. Just as important, if not more so, it is these places of worship that

often offer the only progressive, socially accepting, and openly affirming voice in their context. So please, “keep up the good work to which you have been called” and know what an absolute honor, privilege and pleasure, it has been to serve as your Diocesan Dean.

Finally, my work in this area would not have been possible without the support and understanding of the people I serve and care for as rector - those who live and worship in town and villages of Caledonia, (St. Andrew’s) and Scottsville, (Grace Episcopal). I want thank them as well, from the very bottom of an extremely grateful heart.

Respectfully Submitted by:

Canon Johnnie+

Diocesan Dean & Rector

Transition Ministry

Name of Organization: Transition Ministry

Officer(s): The Rev. Virginia Tyler Smith, Transition Officer

Report:

Transition Ministry continued to be busy during 2021 and through the first half of 2022. At year end 2021, we had ten (10) parishes without dedicated clergy, and two (2) parishes seeking associates. In the first three quarters of 2022, we had five more clergy move on from their cures, four of whom left the Diocese. During the same period, two priests accepted new calls. One of the priests moved to the Diocese of Rochester from the West Coast; the other is a bi-vocational priest in the Diocese who returned to part-time parish ministry. At the end of third quarter 2022, we have a total of 12 parishes without a lead cleric. We also have two associate openings, and one opening for the Missioner to the Deaf and Hard of Hearing. Seven (7) of the open positions are full-time and the other eight (8) are quarter- or part-time. Six (6) parishes are receiving names, five (5) parishes are in self-study, two (2) parishes are beginning the search process, and (2) positions are pending.

The clergy shortage that began prior to the COVID pandemic continues to make it difficult to find good candidates. The most recent data for the East Coast and Midwest indicates there are more than ten (10) open positions for every priest in search. For that reason, I increased networking and collaboration with transition colleagues nationwide, and I am now on the Board of the Transition Ministry Conference, a membership organization of close to 40 diocesan transition officers. Over the past twelve months, I attended two in-person conferences and three Zoom conferences to identify candidates. I also cold-called more than two dozen clergy outside of the Diocese to introduce open opportunities within our region. To increase visibility within the ELCA, I cultivated relationships with the Upstate NY Synod's Assistant for Candidacy and Mobility, the Genesee Finger Lakes Dean, and the Synod's Director of Evangelical Mission.

We presented a total of ten (10) candidates to parishes over the last twelve months.

We placed the following clergy in the last year:

The Rev'd. R. Columba Salamony, St. Mark's Church, Penn Yan

The Rev'd. Mary Ann Brody, St. John's Church, Sodus

Since the last convention, I worked with the following parishes on their search and leadership planning activities:

- Church of the Redeemer, Addison
- St. Paul's Church, Angelica
- St. John's Church, Catharine
- Christ Church, Cuba
- Church of the Epiphany, Gates

- St. John's Church, Honeoye Falls
- St. James' Church, Hammondsport
- Christ Church, Hornell
- St. Mark's Church, Penn Yan
- Church of the Good Shepherd, Savona
- St. John's Church, Sodus
- St. James' Church, Watkins Glen
- St. John's Church, Wellsville

I also provided technical support to the following parishes for their Associate Priest searches:

- Christ Church, Pittsford
- St. Thomas' Church, Rochester

Other Activities:

- Advised local candidates on portfolio preparation, materials presentation, interviewing, and leave-taking.
- Initiated a bi-monthly Zoom meeting of wardens and search chairs of open parishes. These meetings provide an opportunity for information sharing, mutual support, and updates on transition ministry.
- Continued to expand our collection of resources from other dioceses that can help inform our transitions process and our letters of agreement, focusing on alternative arrangements to help meet the vocational needs of clergy and the financial and ministry needs of parishes.
- Acted as a liaison for open parishes with the Congregational Development Grants Committee.

In August, I left my position as Rector of St. John's Church in Honeoye Falls, so that I may concentrate on transition ministry. I am grateful to Bishop Lane for inviting me to join his staff, and I look forward to the ways we can help to find, hire, and support clergy for a long time to come.

Faithfully submitted,

The Rev. Virginia Tyler Smith
Transition Officer

RACIAL RECONCILIATION, HEALING, AND JUSTICE COMMITTEE

During the past year, RRHJ continued its activities through three subcommittees, as follows:

The **Education Action** subcommittee hosted a book study and explored public school curricula as related to how racism is addressed, or not. Members of this subcommittee have also been activists in partnership with events planned by Rochester community groups.

The **Training** subcommittee hosted several training events via Zoom but noted that interest in lengthy electronic meetings is waning. Additionally, it seems folks who elect to participate in this training have already participated. The question, therefore, is how we proceed with training. Among other things, the group is reviewing its training model and materials for future initiatives that may be more adaptable to a dispersed training model.

The **Celebration** subcommittee hosted the 2022 celebration of Absalom Jones' Day, and initial plans for an event in February 2023.

More broadly, RRHJ has taken time to renew its vision for future work. Among topics that were discussed are these: i) reparations, connecting to the national task force that is developing a plan for reparations activities and proposals that will be considered at the next General Convention; ii) storytelling, i.e., to hear stories related to race/racism/racial reconciliation in this diocese that need to be shared and from which learnings need to be gleaned as we move forward.

RRHJ members will meet with Bishop Provisional during Advent to confirm a vision and identify next steps for fresh initiatives.

Respectfully submitted,

Nicole Hercules and Rev'd Melanie Duguid-May, convenors, on behalf of Jesse Allen, Floyd Bayley, Rev'd Ruth Ferguson, Rev'd Paul Frolick, Rev'd Keith Patterson, Rev'd Andrea Stridiron, Judy Wadsworth

RURAL & MIGRANT MINISTRY AND GRACE! LYONS

I am pleased to submit reports for both Rural & Migrant Ministry (RMM) and for Grace! Lyons. Rural & Migrant Ministry's presence in the Diocese was affirmed through a Covenant with the Diocese in 2003. In 2016 Convention established a further partnership with RMM through a resolution that yoked the ministry with the establishment of a new mission in Lyons called Grace! RMM is based in Lyons at Grace!

During this past year **Rural & Migrant Ministry** has worked hard to help the farmworking community recover from the Pandemic. Our programs took place through three avenues: Accompaniment. RMM accompanied farmworkers and rural families as they addressed issues of concern. This included: continued efforts to overcome the pressures of the Pandemic through the distribution of supplies and resources; trainings regarding knowing your rights regarding health care and access to governmental resources. RMM also partnered with UFCW Local One to help farmworkers implement the Farmworker Fair Labor Practices Act (which passed in 2019, and gave farmworkers many rights including the right to bargain collectively). RMM also worked with a group of women as they explored the possibilities of creating a cooking cooperative.

Popular Education. Through RMM's Rural Academy of the People, we offered a series of workshops and training programs for rural and farmworker families on a variety of topics including: knowing your rights, and how to start a cooperative. We also held the annual Rural Women's Assembly for rural women, which offered a variety of development workshops and networking.

Youth Empowerment. This is RMM's largest effort and consists of a number of programs including: A two week summer day program for middle school students, a one week overnight leadership camp and the Justice Organization of Youth (JOY). JOY welcomes students from six different school districts in Wayne County. Through the medium of the Theater of the Oppressed, participants develop the skills to use their voices to bring about change in issues impacting their lives. RMM also offered a two month internship for high school students to develop organizing skills.

Grace! upon the people of RMM to welcome them to a monthly Justice Celebration. The Celebration centers around someone sharing their story of transformation missed in with music, prayer and action. It is followed by a shared meal. Grace! welcomes a diversity of people who are committed to sharing their efforts to be beacons of God's love. Grace! is working on transforming the campus and buildings into a center where the voices of grassroots people can be heard and honored through the arts. Grace Outreach continues to also offer support through social services to people in need within the Lyons community. Grace! is led by a remarkable and diverse group of committed community members that serve as the Grace! Committee, in turn, they report to the Executive Committee of Grace! within the Diocese. Both RMM and Grace! were pleased to partner with St. Paul's Rochester, Trinity Greece and St. John's Canandaigua this past year. We are also grateful for the support from many other congregations in the Diocese.

Submitted by the Rev. Richard Witt, Executive Director, RMM and Priest in Charge, Grace!

EPISCOPAL SENIORLIFE COMMUNITIES



Name of Organization: Episcopal SeniorLife Communities (ESLC)

Officer(s): Lisa Marcello, President/CEO and Loren J. Ranaletta, President of the ECH Foundation

Committee Members/ESLC Relationships:

- **The Rt. Rev. Stephen T. Lane**, ESLC Board Member Ex-officio
- **Patti Cummings**, ESLC Lay Chaplain/Pastoral Assistant, Diocesan and Convention Volunteer
- **F. Paul Greene**, ESLC Board Member, Chancellor of Diocese
- **The Rev. Deven Hubert**, ESLC Chaplain
- **The Rev. Canon Robert Picken**, ESLC Board Member, Rector of St. Paul's Episcopal Church
- **Michael Lehman**, ESLC Board Member, Member of Christ Church Pittsford
- **Dr. Sherry Ralston**, ESLC Board Member, Member of St. Luke's Episcopal Church
- **Suzanne Spencer**, ESLC Board Member, Former Clinical Pastoral Education Intern at ESLC, Member of St. Paul's Episcopal Church
- **Richard Yates**, ESLC Board Member, Member of St. Thomas' Episcopal Church

Programs: Ashley Woods, Beatrice Place, Brentland Woods, Center for Rehabilitation, Episcopal Church Home, Pinehurst, River Edge Manor, Rockwood Center, Seabury Woods, Upper South Street, Valley Manor, Neighborhood Programs, Empire State Supportive Housing Initiative, Service Coordination

Update:

As we reflect upon the past year, we continue to see the lasting impacts of COVID-19; however, we are excited to move forward as we reimagine and create services and programs in a post-pandemic world. ESLC remains diligent in providing high-quality services for residents and families while supporting staff.

In September, ESLC implemented exciting leadership transitions when Lisa Marcello, former EVP/CFO, was unanimously and enthusiastically appointed President and CEO and Loren Ranaletta, former President and CEO, shifted into a new role as President of the ECH Foundation. Lisa, Loren and their teams will continue to work together to offer a smooth transition of leadership roles. Loren is continuing his tenure of dedication to ESLC by being the driving force behind the Quiet Quest Campaign which aims to raise funds for the four pillars explained below.

Enrich the Resident Experience

We are a leader in setting standards for quality services and programs. Over the years, we have been committed to building upon the strength of current programs and services. This means continual evolution of programs and investment in the physical environment at each of our communities in order to enrich the experience of both residents and staff alike. Our goal is to have state-of-the-art, safe, comfortable places where residents are proud to live and staff to work.

Expand Community Opportunities

We create neighborhood-based options that are affordable, improve quality of life and connect seniors with services which support living well in the community. ESLC is dedicated to understanding broad gaps in senior programs as well as the unique needs within neighborhoods across the Rochester region. We are poised to offer a myriad of opportunities to support independence, community engagement, and enhance the health and welfare for individuals living at home.

Empower Those Who Care for Others

ESLC is special because of the people who have made it their life's work to care for others. Our engaged and professional workforce ensures quality and consistency in providing care, programs and services. We are devoted to their well-being and professional development by nurturing a work culture based on strong values and offering programs that express gratitude and support continued education, career advancement and personal assistance.

Embrace Our Faith-Based Culture

ESLC is dedicated to the Christian values in which it was founded—as a faith-based, nonprofit organization committed to understanding individual and community needs. We support seniors and their families through transitions, and honor each individual's unique desires, beliefs and values. Our commitment to support seniors within our continuum from both a care and fiscal perspective is a testament to our mission, and unparalleled in the senior living field.

As we continue to meet the needs of seniors in this community, we were pleased to have opened *270 on East*, our second Empire State Supportive Housing Initiative (ESSHI) community. This project is in partnership with CSD Housing, property owner and Landsman who manages the 112 affordable apartments. ESLC provides specialized service coordination for 35 of the residents of *270 on East* to support their independence, community integration, and enhanced health and welfare by coordinating support and services in their homes. This unique collaboration introduces an innovative option for residents, providing an opportunity for them to live in their place of choice, remain engaged in their community and thrive.

Our faith remains paramount and continues to ground us. ESLC's Chaplain, the Rev. Deven Hubert, has adapted programs and services over the past year to meet the needs of residents, families and staff. She is committed to the partnership with Crossroads of Caring and the community-based Clinical Pastoral Education (CPE) program, where we have hosted six students. Patti Cummings, the former development assistant at ESLC, has transitioned to the role of lay chaplain and pastoral assistant and completed the CPE program this past spring.

We are incredibly grateful to be a part of the Episcopal Diocese of Rochester and thank you for all the prayers and encouragement you have given to ESLC over the years. ELSC truly appreciates the continued support now and into the future.

ANGLICAN STUDIES CERTIFICATE AT COLGATE ROCHESTER CROZER DIVINITY SCHOOL

There are currently four students enrolled in the M.Div. program at CRCDS who are also working on completing an Anglican Studies Certificate. This program is a partnership between the Episcopal Diocese of Rochester and CRCDS. Students discerning a call to ordained ministry are encouraged to reach out to their priest and the Diocese before applying to the program. However, the certificate program is not just for those discerning a call to the ordained ministry. Those who are interested in doing a deep dive into the Anglican/Episcopal tradition are welcome. The certificate program can be completed independent of the M.A./M.Div. degree programs.

A certificate can be earned by completing six courses (Anglican Liturgy and Practice, Episcopal Theology and Ethics, Anglican and Episcopal Church History, Faith Formation and Spirituality in the Anglican Tradition(s), Food Sovereignty and Mission in the Anglican Communion, and Intersectional Theology). Classes are taught in various modalities (hybrid, hyflex, asynchronous, and in-person at our new campus in Village Gate). Students can complete the certificate program in 1 ½ to 2 years. An Anglican Cohort meets weekly to support one another as we build and pray for one another and the community.

If you would like more information about the program, please reach out to crasmussen@crcds.edu. The course offered this Spring (2023) is Episcopal Theology and Ethics, which will be taught by The Rev'd Melanie Duguid-May, Ph.D. Visit crcds.edu to learn more.

Respectfully submitted,
The Rev. Cindy Rasmussen, Ph.D.
St. Mark's & St. John's Episcopal Church, Rector
Director of Anglican Studies @ CRCDS
Assistant Faculty of Public Theology and Eco-Justice

ECUMENICAL AND INTERRELIGIOUS OFFICER

Local Interfaith Activity

The pandemic brought a halt to the usual array of interfaith meetings, dialogues and events that typically happen during the year in Rochester. However, last March the interfaith community stepped up to lead workshops at the Hickey Center for Interfaith Study and Dialogue's annual Global Citizenship Conference for high school students, held every year at Nazareth College. I serve on the planning team for the conference and led two workshops. A number of clergy from our diocese also participate in this very popular and well attended conference. This was the first one held since the pandemic hit, with over 350 students attending.

Interfaith Campus Ministry at the University of Rochester

The diocese supports the work of the Protestant Chapel Community (PCC) through partnership mission grants. PCC is governed by a board comprised of representatives from the Episcopal Church, the United Methodist Church, the Presbyterian Church, the American Baptist Church, the Evangelical Lutheran Church, and the United Church of Christ, through Genesee Area Campus Ministries. PCC had a challenging year as their long time chaplain of 16 years left in May 2020. Last year was an interim year. A new Protestant Chaplain was called and began his ministry on campus in July and PCC is beginning to revive and grow after a tough transition. PCC is actively engaged in interfaith activities on campus as well as making itself known on campus as a welcoming and affirming ministry for LGBTQI students.

I oversee interfaith programming on campus, working with the board of the Students Association for Interfaith Cooperation. SAIC does bi-weekly Interfaith Cafes, holds an interfaith banquet each semester, and engages in community service, drawing students from a variety of faith traditions in to participate in outreach ministries. We have worked for a number of years with REACH during the winter months, providing meals for their ministry with homeless citizens in Rochester. I took two interns and a university colleague to the Interfaith Leadership Summit held by the organization, Interfaith America, in Chicago in August.

I received a grant from Interfaith America to develop a course in Public Health and Religion which I will be teaching in Spring 2023. I have also received a grant from Interfaith America to offer a course "Bridging the Gap" which is an experiential four credit course that helps students develop skills with which to engage in courageous conversations with people who differ from them politically, socially, racially, religiously or otherwise. The students then come together to propose a solution to a pressing social justice issue. I will be co-teaching that course in Spring 2023 as well, with the students focusing on the issue of Public Safety/Police Reform.

The Episcopal Church (TEC)

I currently serve as a member of the national church's dialogue team on the Anglican/Roman Catholic dialogue, ARC-USA. We have four meetings a year and are working on a statement on Reconciliation. We continued to meet during the pandemic on Zoom and most

recently met in October 2022 in Baltimore, beginning the final stage of our writing of a bi-lateral document on Reconciliation.

I am Vice Chair of the Task Force For Ecumenical and Interreligious Work for the national church, created after our 2018 General Convention. The Task Force is charged with overseeing Ecumenical and Interreligious affairs for the national church and preparing responses, papers, resolutions for General Convention and the like on interreligious and ecumenical issues. I am also Chair of the Theology Subcommittee of that task force. The Task Force meets quarterly as a plenary group via Zoom conferencing and hold our subcommittee meetings monthly. This past year we drafted an updated Statement on Interreligious Relations, which was circulated at General Convention. We also prepared updated and revised Guidelines for Jewish/Christian dialogue and a new set of guidelines for interfaith work with the Muslim community. We also continue to monitor various bi-lateral dialogues, particularly our dialogue with the United Methodist Church. At General Convention this past summer, a Standing Commission on Ecumenical and Interreligious Relations was reinstated, and I have been appointed to serve on that Standing Commission for the next triennium.

In all of these activities, I represent the Episcopal Diocese of Rochester and endeavor to ensure that we remain a serious player in the vibrant interfaith and ecumenical community in Rochester and in the national and international arena.

Respectfully submitted,

The Rev. Canon Dr. C. Denise Yarbrough

CROSSROADS OF CARING, INC.

Our Mission

Crossroads of Caring, Inc. is a coalition that cultivates community based spiritual care education and support to foster holistic health and wellness.

Our Vision ...

is to become an integral community-based partner for providing spiritual support to individuals and communities, with particular focus on marginalized populations.

A little bit of history ...

In January 2020 Crossroads of Caring began as a ministry of St. Mark's and St. John's Episcopal Church. In space provided by SMSJ and renovation provided by a 2019 UTO grant we were able to conduct a pilot class with five students. With the advent of COVID-19 social distancing in March 2020 our in-person classes moved on-line. We learned a lot about telechaplancy, Zoom instruction, distance supervision, and how to "be" with others across the divide of distance. Episcopal SeniorLife Communities was critical to our success, as they were one of the only agencies willing to continue to allow students to make pastoral visits during the early days of COVID-19. Those students and that experience gave us enough information to seek provisional accreditation from ACPE to become an accredited **Clinical Pastoral Education** (CPE) center. Our application was approved in August 2020.

We started providing ACPE accredited CPE units in September that year, serving six students in our first group. One was a Pastoral Leader serving in one of our Diocese of Rochester congregations. By January we had another six students, enough to start a second cohort in January 2021. Since then, we have run three more CPE units, a total of five, including one summer unit.

A 2022 Update

We have had Episcopal, Methodist, Presbyterian, American Baptist, Free Methodist, United Church of Christ, Non-denominational Christian, Mennonite, Quaker, Buddhist and Hindu students. CPE is a rich opportunity to expand one's understanding of God and the sacred through the sharing and exploration of profound clinical, spiritual and life experiences. Our CPE program is now known in Central and Western NY as a program that is flexible, community focused and willing to work with students to meet their needs. This fall we began two 26-week units running simultaneously with five students in each group. The Rev. Bill Reynolds (American Baptist) and The Rev. Mary Ann Brody (Episcopal) are the two ACPE Certified Educators conducting the groups.

CPE is an intensive program designed for those who are moving into professional spiritual care vocations, such as spiritual leaders in congregations or chaplains. We also see value in training others who are not seeking professional employment, particularly people who want to volunteer as *compassionate listeners* in their own congregations, in public places or as volunteers in organizations that serve others. In January 2022 we piloted **Equipped to Care** (E2C) with six participants, two were members of Episcopal congregations in our diocese. We are rethinking how to integrate compassionate listeners into our greater Rochester community and offer both training and volunteers where they are needed. Ideas are welcome!

The larger vision of providing support to spiritual care providers is beginning to be met. In late 2021 we began offering one hour **Lunch & Learns** six times a year to our CPE alumni and the staff at our partner organizations where our students serve. These are recorded and posted on our website (www.crossroadsofcaring.org) for anyone to watch for free.

2022 Lunch & Learn Offerings		
Date	Presenter	Topic
January	Susan Daiss, (Memorial Art Gallery & University of Rochester)	Using Art at the Bedside
March	The Rev. Deven Hubert (ESLC Chaplain)	Pastoral Care and Worship with Seniors with Dementia
May	The Rev. Levi Gangi, BCC (Rochester Regional Health)	Introduction to Mindfulness
July	Dr. Karl Paulnack, Former Dean of Music (Ithaca College); Chaplain (Cayuga Medical Center)	Neuroscience of Music
September	The Rev. Denise Yarbrough, Director of Spiritual Life (UofR)	Approaching Interfaith Dialogue
November	The Rev. Brian Baker, Director of Spiritual Care (ArnotHealth)	Advocating for Spiritual Care with Organization Leaders

In March 2022 we began offering a monthly **Zoom Journal Club** that is open to anyone who is a spiritual care provider in a congregation, agency or healthcare institution. The group meets by Zoom. Participants register for the year, but come as they are able. Articles are posted on our website and read ahead of time so participants are ready to discuss them in the group. A listing of the articles can be found [here](#).

Also in spring 2022, we partnered with Wayne Gustafson in Ithaca, a licensed psychotherapist and minister. He had an interest in offering **Spiritually Integrated Psychotherapy** trainings, another program developed through ACPE, to folks in the Rochester area. He will hopefully be

starting his first cohort on-line this fall with the intent of having in-person trainings in the future.

This year we began offering small group **Pastoral Consultation**. Our first group with four participants has met monthly for an hour and a half with ACPE Certified Educator Rev. Bill Reynolds since the summer. Participants register for six months at a time and pay only \$15/session.

Another *huge* move was to hire a quarter-time Administrative Assistant to help with social media, program inquiries, create process documents, support fund raising efforts and maintain records required for ACPE accreditation.

Going forward

In February 2022 we received our designation as a 501(c)3 nonprofit. One goal over the next several years is to grow in our financial sustainability and accessibility. Over this next year we will be organizing and conducting our first Annual Appeal to raise money for programming that can lead to reduced student fees, and to build organizational capacity. Our Executive Director is paid only a small stipend. Many students in small congregations or non-stipendiary cures cannot afford to participate in CPE because of the cost. Gifts, like those from the Episcopal Diocese of Rochester, have been a true blessing and are directly related to all we have been able to accomplish in the last two years. Much is a result of our community support through agency connections and participation on our [Professional Advisory Committee](#). All of this is to say, without you, the people of this diocese, we would likely not exist. Thank you all.

Respectfully Submitted by
The Rev. Mary Ann Brody, Executive Director

DIOCESAN PRISON MINISTRY ADVISORY BOARD

Officer(s):

Britton Hopkin – Secretary

Committee Members:

Precious Bedell
Keturah Cappadonia
Robert Crystal
Rochelle Curtis
Janet Farnsworth
Barbara Fornalik
Keturah Gilbert
Wes Harris
Thomas Jack (Deacon, Rochester Catholic Diocese)
Delores Johnson
Richard Laidlaw
Gloria Lundberg
Teresa Medero
Dianna Gardener Robinson, PhD
Michelle Thomas
Elsa Schaefer
Sandra St. Martin
Kathy Walczak
Eleanor Welz
Mary White

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.

Meetings:

During 2022, we have not held any regular meetings of the Prison Ministry Advisory Board, as we are currently operating without a chair or interim chair. However, as Secretary, I reached out to our Interim Bishop, the Rt. Rev. Steven Lane who met individually with me via Zoom on Feb. 8, 2022. At that time, I gave him a brief history of the many prison ministries that our members have either participated in or founded. We also discussed the need for a chairperson to be identified as well as possible scenarios under which the committee could be revitalized. Together we worked through possible scenarios for our committee. At the conclusion of the meeting, it was his suggestion that we put the committee on “hold” until our next regular bishop has been seated. He recommended this since he felt that our continued status as a standing committee of the diocese and / or future direction should be determined by our next regular bishop. However, we both agreed that I as Secretary should continue to be responsible for the maintenance of the committee’s website www.prisonministry-edr.org.

Report: October 2021 through September 2022

At the request of Kristy Estey, I have reached out to as many of our members who were active before the Covid shutdown, for updates on their work. Only programs that have given updates are listed below.

Robert Crystal has been a long-standing member of the Prison Ministry Advisory Board of the Episcopal Diocese of Rochester for many years. Since 2009, he has been **director of Rochester Interfaith Jail Ministry** which was active in the Monroe County Jail System (MCF and MCJ) until placed on “pause” in March 2020 due to the Covid pandemic. While RIJM is not currently operating in the Monroe County Jail System post Covid, Bob is adapting his programing in attempts to support outside / related organizations such as Probation and Parole. Bob also continues his work with the **Cephas Organization** which works with prisoners during their incarceration and helps them return to the outside society when finished with their sentences. Currently, he is back in several NY State facilities including **Groveland, Orleans, Attica, Wyoming, Albion, and Collins**. He reports that he is in need of volunteers to help with these programs. He is currently recruiting to replace the volunteers that have been lost during the pandemic “pause”. He reports that he needs at least 2 volunteers for Orleans, 2 or 3 for Albion, and 3 for Attica. Volunteers have to be at least three years off of parole, with an endorsement from Parole. The application has to be cleared by the Police, Sheriff, and State and Homeland Security.

Janet Farnsworth has for many years brought the **Eucharist to inmates in the Steuben County Jail near Corning, NY**. In addition to the Eucharist, she facilitated group discussions after each of these worship services. We believe that this ministry may be the oldest jail ministry in our diocese and is a project of Christ Episcopal Church located in Corning NY. This ministry like so many others was placed on “pause” in March 2020 due to the Covid pandemic. Janet has told me that they have not yet been invited back into the Steuben County Jail.

Britt Hopkin has been a member of the Prison Ministry Advisory Board of the Episcopal Diocese of Rochester since its founding in 2004. **He served as Chair for the board from 2007 through 2020** and continues as Secretary to the present while we attempt to find a new Chair. Prior to the Covid “pause” Britt served as a **Literacy Volunteer Tutor in the Monroe County Correctional Facility and in the Monroe County Jail**. He also had several years’ experience as a **tutor at the Industry School in Rush NY**. In 2015, he **founded the Rochester Storybook Project which operated in the Monroe Correctional Facility** as well as in the Veteran’s Unit in the Monroe County Jail until March of 2020 when the Covid shutdown occurred. Just recently the Rochester Storybook Project was invited back into the Monroe County Jail (starting in September 2022). However, the Monroe County Jail is only allowing a few of the former programs to return, and as such Storybook is his only project -- he is not however presently tutoring inmates in the jail. As with many projects stopped during the pandemic, we have lost a good portion of our volunteers. Currently, we are welcoming new people to come join us.

Clare Kremer was until her death in 2021, a long-time member of the Prison Ministry Advisory Board of the Episcopal Diocese of Rochester, and **founder of the Northeast District Storybook Project** operating in the Ontario County Jail in Hopwell NY (adjacent to Canandaigua NY). The Northeast District Storybook Project was the first of its kind in Upstate New York. In 2019, a

feature length documentary was made of the project and aired nationally on the PBS Television Network. This project was the mentor and inspiration which helped the Rochester Storybook Project get its start in 2015. Currently the Directors for the Northeast District Storybook Project have told me that they were placed on “pause” in the jail in Hopwell, beginning in March of 2020, and have to date not resumed service.

Dick Laidlaw who was active in the Monroe Correctional Facility and later in the Monroe County Jail working as a **volunteer mentor**, and for a while working with principles of Cognitive Behavioral Therapy with incarcerated youth. He has been an active member of the Prison Ministry Advisory Board of the Episcopal Diocese of Rochester since its founding in 2004. He is the founder of **Prison Rehabilitation and Aftercare Ministries (PRAM)** and has served on numerous boards associated with incarcerated youth in Monroe County. He has served on the board of **Safer Monroe Area Reentry Team (SMART)** since its inception in 2008. SMART has recently been redefined at **Reentry Association of Western New York (RAWNY)**, and Dick is presently a member of its Board of Directors. For several years he has also been serving on the **Board of Directors for the Industry School for Youth in Rush NY**, and on the **Juvenile Justice Council here in Rochester**. While he has experienced some Covid related interruptions, his work on these various councils and boards continues.

Financial Needs for 2023: We are again suggesting that for financial needs for 2023, we will need financial support from the diocese of \$500. These funds are needed to maintain our website www.prisonministry-edr.org, as well as other minor incidental expenses.

Visit our website: www.prisonministry-edr.org.

Respectfully submitted,
Britton Hopkin – Secretary