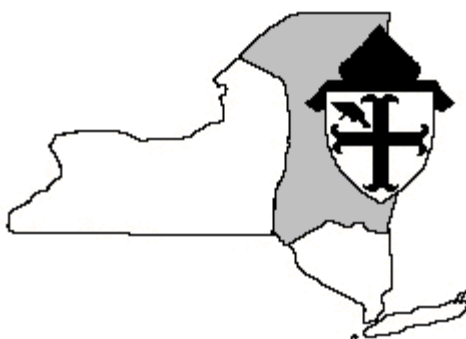


The Episcopal Diocese of Albany
Disciples Making Disciples

Pre-Convention Book 2013

Updated May 8th to include Diocesan Elective
Office position descriptions



Annual Convention 2013

“Passion for Jesus.”

Compiled by the Secretary of the Diocese with the help of the Diocesan Staff

In accordance with General Convention 2003 resolution D011: the Diocese of Albany is pleased to note that we are part of the world-wide Anglican Communion.

Important Information about Voting at Convention 2013

All deputies at Convention should **sit in the middle of the Tibbits Auditorium during the business sessions**, and visitors should sit on the sides during the business sessions. Other than for the business sessions, the seating in the auditorium will be open seating (such as for the worship services).

The First Business meeting, with voting, begins on Friday June 7 as part of the opening session. Deputies will need their convention packets, available when deputies register for the business meetings.

Registration for the business meetings (which is different from the room registrations) has been planned for the lower level and at the far end of the Purdy Center from 2:00 PM to 7:00 PM on Friday, and for those who have not already registered for the business meetings, plans are for an additional registration time on Saturday morning from 7:00 AM to 8:15 AM at the same location.

The **Convention** consists of the eligible voters who are noted in Article III of the Constitution of the Diocese of Albany.

In accordance with the rules of order for the Diocesan Convention (Rule 9), most **voting** at convention is decided by voice vote, but there are exceptions. One more than half the eligible votes cast (a majority) is required for a decision in a voice vote. If a voice vote is inconclusive, according to Robert's Rules of Order, the preferred method to verify the outcome is a vote by "rising" (that is, by standing), and the tellers would count the voters standing.

The Diocesan Constitution and Canons require some voting to be done by ballots.

Proposed Order of Business

1. Bp. Love calls the business session to order on Friday evening.
2. Credentialing report
3. Bp. Love's Convention Address and the Introduction of Special Guests.
4. Secretary's instructions to the Convention.
5. Proposed Order of Business.
- 5a. Procedural Motion for Discussion of Resolutions.
6. Presidential appointments.
7. Nomination and election of Secretary of the Diocese.
8. Secretarial appointments.
9. Nomination and election of Treasurer of the Diocese.
10. Nomination and election of Assistant Treasurer of the Diocese.
11. Deadline for filing main resolutions with the Secretary, except for courtesy resolutions.
12. Received resolution(s) presented by title, and referral(s).
13. Announcements by the Secretary pertaining to nominees and nominations from the floor.
- 14a. Plurality nominations.

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- 14b. Vote-by-Orders nominations.
15. Voting for plurality and Vote-by-Orders nominees begins.
16. Reports/reports received by title, as had. Committee reports to be given as time permits.
17. Episcopal appointments, to serve for the ensuing year.
18. Debate and voting on main resolutions as received by the Secretary, in the order listed.
19. Courtesy resolutions.
20. Adjournment at the end of the Youth Mass on Sunday.

Overview of nominations on file with the Secretary of the Diocese
as of 10 April 2013

Offices to be Filled by Election
“Plurality Vote” voting:

The Great Cathedral Chapter

1 priest and 1 lay office to be filled, each for three-year terms

The Rev. Karl Griswold-Kuhn

Paula Sutcliffe

Convention Representative to Diocesan Council

1 lay office to be filled, for a two-year term:

Byard Clemmons

Trustees of the Diocese

2 offices (priest, deacon, and/or lay) to be filled, each for four-year terms:

The Rev. John Scott
The Rev. Sandra Tatem

Zay Curtis III

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Offices to be filled by Election
“Vote by Orders” election:

Deputies to General Convention

4 priest and 4 lay offices to be filled for three year terms

The Rev. Kathy Alonge-Coons	Lay Cn. Richard J. Carroll
The Ven. David Collum	Jen Griswold-Kuhn
The Rev. Scott Garno	Sue Ellen Ruetsch
The Rev. Paul J. Hartt	Clifford Thurber
The Rev. Cn. Robert Haskell	Dennis Wisnom

The Disciplinary Board

2 Clerical and 1 Lay office to be filled as members, each for three-year terms.

The Rev. Laurie Garramone	Scotty Gladstone
The Rev. Jill Stellman	

The Standing Committee

2 Clerical (priest or deacon) and 2 Lay offices to be filled, each for three-year terms:

The Rev. David Beaulac	Jennifer J. Dean
The Rev. Derek Roy	Sue Ellen Ruetsch
The Rev. Christina Vance	

Diocesan Organizations with Elective Offices

The Great Chapter of the Cathedral of All Saints. The Chapter is the corporate body that governs the Cathedral of the Diocese of Albany. The members who are elected at each Convention become members of the Great Chapter. Members should expect to contribute their time and talent for the support of the Cathedral and its mission. The election of Chapter members is not a canonical requirement, but is held at Convention at the request of the Cathedral, which is a church in union with the Convention, in accordance with the Cathedral Charter. (Plurality vote)

The Diocesan Council. Diocesan Council is the “program agent with the Bishop and the Convention of the Diocese between meetings of the Convention.” Between conventions, the Council consults with the Bishop, who is the President of the Council, on budget and program matters to be presented to the Convention for the work of the Church in this Diocese. Representatives to Council should expect to be involved with the mission and goals of the Diocese. (Plurality vote)

The Disciplinary Board. The Disciplinary Board only meets if charges are brought against a Priest or Deacon of the Diocese. Members should be aware that they might be called upon to hear testimony and issue a decision in cases of alleged clergy misconduct. Both fairness and compassion are needed. Members of the Court should plan to meet with the Secretary of the Diocese at the Convention, after the election, to set a meeting date for the yearly election of the Disciplinary Board President. (Vote by orders)

General Convention and Provincial Synod. General Convention of the Episcopal Church is a gathering of deputies from all the dioceses of the Episcopal Church. The General Convention meets for about 9 days once every three years. The election of Deputies takes place at our 2013 Convention for General Convention 2015. Election of Provisional Deputies will take place at our 2014 Convention. The elected Deputies serve in the House of Deputies. Deputies and Provisional Deputies to General Convention also serve as delegates and alternates at the Provincial Synod for Province II. The Provincial Synod is a regional gathering of deputies from Province II, held in the same year as General Convention. Province II includes the Episcopal Dioceses of Albany, Central New York, the Convocation of American Churches in Europe, Haiti, Long Island, New Jersey, New York, Newark, Rochester, Virgin Islands, and Western New York. (Vote by Orders)

The Standing Committee. The Standing Committee is primarily the Bishop’s Council of Advice. The duties of the Standing Committee may range from (but are not limited to) certain aspects of ordinations and consecrations to certain aspects of the sale or mortgage of church property. Members should have a broad knowledge of the Diocese of Albany and acquire at least a basic understanding of the role of the Standing Committee in the Canons of the General Convention, the Canons of the Diocese of Albany, and in the New York State Religious Corporations Law. (Vote by Orders)

The Trustees of the Diocese. The Trustees invest, manage, and control all the real and personal property of the Diocese, subject to the control and discretion of the Convention. They may also hold title to and act in a fiduciary capacity in other ways as well. Members should have some background in finance, investments, real estate, or building management and maintenance. (Plurality vote)

Nominees for Elective Office

Original documents on file with the Secretary of Convention

The Rev. Katherine Alonge-Coons

Nominated for Deputy to General Convention

Nominated by The Rev. Sandra Tatem

Seconded by The Rev. Steve Schlossberg

Reverend Katherine G. Alonge-Coons L.C.S.W.R. serves as Vicar at Grace Church, Waterford, and is also employed at Rensselaer County as Commissioner of Mental Health. Married for 30+ years to her husband Earl with two adult daughters, Melissa and Grace, she was ordained a priest in 2006. Her education includes: M Div. 2006 – St Bernard's School of Theology and Ministry; MSW 1984 SUNYA School of Social Welfare; BA Sociology 1980 Siena College. She serves as a spiritual advisor for Cursillo; is active in mission ministry to Waterford community and Appalachian mission and established a puppet ministry at Grace Church.

The Rev. David Beaulac

Nominated for Standing Committee

Nominated by The Rev. Arthur Peters

Seconded by Anson Williams, St. Mary's Lake Luzerne

I am the Rector of St. Mary's in Lake Luzerne, having been a member since 1993, and serving as Lay Eucharistic Minister, Lector, Healing Prayer Minister, Vestryperson, and Warden. I have served the diocese as lay member of the Standing Committee and as a deputy to the General Convention. My wife Barbara and I have been married for 36 years and have been blessed with two grown children. I also own and operate Audiocare Hearing Services, a hearing aid dispensary in Glens Falls. I prayerfully seek and rely on God's guidance personally as well as for His Church.

Lay Cn. Richard J. Carroll

Nominated for Deputy to General Convention

Nominated by Betsy Baxter, St. Andrew's Scotia

Seconded by The Ven. David J. Collum

Jerry was a deputy at General Conventions in 2000, 2006, 2012 and was elected as deputy for 2012 but unable to serve for personal reasons. He is a communicant of St. Andrew's, Scotia where he has served as a lector, Eucharist Minister, churchwarden, vestry member, vestry clerk, and sings in the choir. He is a graduate of the Education for Ministry (EFM) course when it was led by Fr Bill Hinrichs. Jerry has been Diocesan Treasurer and is currently the Lay Canon for Administration for the Diocese. He would be honored to represent the Diocese in 2015.

Byard Clemmons

Nominated for Convention Representative to Diocesan Council

Nominated by The Rev. Michael Neufeld

Seconded by The Rev. Susan Waldron

Byard is a member of Saint John's Episcopal Church, Cohoes, where his wife, Gerry, is Rector. He serves as Youth Minister and is a member of the choir. Byard is completing a three-year term on the Diocesan Council and also serves on the Commission on Ministry. He graduated from Trinity Episcopal School for Ministry with a Diploma in Christian Studies. He is a Stephen Leader and a member of the Order of St. Luke. Byard and Gerry have three sons, three grandchildren and a great-granddaughter.

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The Ven. David Collum

Nominated for Deputy to General Convention
Nominated by The Rev. Cn. Robert Haskell
Seconded by The Ven. Harvey Huth

The Ven. David J. Collum is Dean of the Cathedral of All Saints and began serving in May of 2010. From September of 2005 to May of 2010 Father Collum served as the Rector of St. John's - Delhi and St. Peter's - Hobart. David has been a member of the Diocese since 1991, has served as a Trustee of the Diocese, Dean of the Susquehanna Deanery, member of the Standing Committee, and is a member of the Deacon Formation Program faculty. Prior to moving into full time ministry David held a variety of managerial positions for Lockheed Martin.

Zay Curtis III

Nominated for Trustee
Nominated by The Rev. Cn. Robert Haskell
Seconded by The Ven. David Collum

Zay Curtis graduated from Lafayette College with a degree in Economics and Finance. In 1968 he founded an investment advisory firm, Curtis and Bissonette. He is a Registered Securities Principal and his firm is a Registered Investment Advisor. He holds the CFP, ChFC, and CLU professional designations. He has been Warden, Vestry member, and Treasurer of St. Eustace in Lake Placid. Zay has served Lake Placid as Deputy Mayor, and Fire and Police Commissioner. He is Commander of American Legion Post 326, and a member of the Rotary Club. He is married and has three children, and four grandchildren.

Jennifer J. Dean

Nominated for Standing Committee
Nominated by The Rev. Adam Egan
Seconded by The Ven. David Collum

A lifelong member of the Albany Diocese, I am currently the Secretary of the Standing Committee. I have been a member of St. Stephen's Delmar for 24 years, and am the Junior Warden after serving three terms on the vestry. I chair the parish Mission and Outreach Ministry, am the co-secretary of the Daughters of the King, serve on the Safety Net homeless ministry, and am an LEM and usher. A member of the Diocesan Mission Board, I have been on missions to the Dominican Republic, Haiti, and Appalachia. My "regular" job involves Medicaid through the NYS Department of Health.

The Rev. Laurie Garramone

Nominated for Disciplinary Board
Nominated by The Very Rev. Derek Roy
Seconded by The Rev. Donna Arnold

Reverend Laurie M. Garramone-Rohr is the Rector at St. John's Church in Johnstown. She holds both Bachelor's and Master's degrees in Literature as well as a Master's in Divinity. She is the former Christian Ed. Director of the Albany Diocese, a position she held for six years, and was most recently Curate at St. George's Church in Clifton Park, where she served for three years. Joyful teaching, pastoral care and relational ministry are core values which undergird her service to God and his people.

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Scotty Gladstone

Nominated for Disciplinary Board
Nominated by The Rev. Cn. Robert Haskell
Seconded by The Rev. Darius Mojallali

I am a cradle Episcopalian who has lived my entire life in the Diocese of Albany. I serve St. John's in Delhi as Senior Warden, Lay Eucharistic Minister, Sunday school teacher, bible study leader, and have co-led a Crown Financial Ministries group. In the diocese I have been active in the Brotherhood of St. Andrew, Diocesan Convention, and currently serve on the Commission on Ministry and Standing Committee. I am retired from 31 years of service with Delaware County as Asst. Public Works Commissioner and Solid Waste Director.

Jennifer Griswold-Kuhn

Nominated for Deputy to General Convention
Nominated by The Rev. Tom Pettigrew
Seconded by The Rev. Paul Hartt

Jen Griswold-Kuhn lives in Kinderhook where her husband Karl is the rector at St. Paul's. She is active in ministry including: music, women's Bible study, outreach, and "Back to Eden" (which hosted an indoor farmers' market this winter and is building a garden for the food pantry). She earned her BA in Religious Studies from SUNY Albany, and was confirmed and married at St. Peter's, Albany. While Karl attended seminary at Yale, she worked as a part-time administrator at both St. John's Episcopal Church and the Rivendell Institute (a Christian Study Center). She currently works at a local farm/garden market.

The Rev. Karl Griswold-Kuhn

Nominated for Great Cathedral Chapter
Nominated by The Ven. David Collum
Seconded by The Rev. Cn. Robert Haskell

Fr. Karl is rector of St. Paul's in Kinderhook. He and his wife Jen moved to Kinderhook in June 2011 after he was ordained to the diaconate at the Cathedral of All-Saints in Albany. Karl attended Berkeley Divinity School at Yale where he received his M.Div. in 2011. Fr. Karl interned at St. John's in Stamford, CT where he developed a great affection for the Anglican choral tradition; he has a fondness for the Cathedral of All Saints and its music program as a means of evangelism, especially through the ministry of the Choir of Men and Boys.

The Rev. J. Paul Hartt

Nominated for Deputy to General Convention
Nominated by The Rev. Susan Waldron
Seconded by The Rev. Cn. Robert Haskell

The Rev. Paul J. Hartt has served as Rector of Saint Peter's, Albany since November 2004. For the prior six years, Father Hartt served as Rector of Saint John's, Delhi. Since coming to the Diocese of Albany from Connecticut in 1998, Fr. Hartt has served as Dean of the Susquehanna Deanery as well as member and current President of the Standing Committee. Fr. Hartt is married to Celia "Jeffrey" Hartt and they have a 17-year-old son, Samuel.

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The Rev. Cn. Robert Haskell

Nominated for General Convention Deputy
Nominated by The Ven. Dr. Christopher Brown
Seconded by The Rev. Paul Hartt

Fr. Haskell has been Canon to the Ordinary since 2007 and was a Deputy to the 2009 and 2012 General Conventions. He has served churches in Binghamton, Syracuse, Philadelphia, and Oneonta. He has special interests in evangelism, church growth, and church leadership. He and his wife, Margaret, have two grown sons and live in Burnt Hills.

The Very Rev. Derik Roy, Jr.

Nominated for Standing Committee
Nominated by The Rev. Paul J. Hartt
Seconded by The Rev. David K. Ousley

Father Derik Roy has been an ordained priest for thirty-six years, a graduate of Nashotah House Seminary. Currently he has been serving Christ Church, Ballston Spa for nineteen years as rector and is Dean of the Upper Hudson Deanery. In the past he has served the Diocese in several ways including, Standing Committee, Commission on Ministry, and instructor of Homiletics for the Deacon Formation Program. He has also, at the Bishop's request given instruction on Church Growth and Evangelism to new priests. Father Roy is married, and between his wife Cathy and himself they have ten children.

Sue Ellen Ruetsch

Nominated for Deputy to General Convention and Standing Committee
Nominated by The Rev. Cn. Robert Haskell
Seconded by The Ven. David Collum

My home parish is Calvary Church in Burnt Hills, where I serve as Senior Warden. I facilitate the Adult Forum on Sundays, serve on the Stewardship Committee and belong to the Daughters of the King. I served two terms on the Standing Committee from 2006-2012. I represented the Diocese of Albany at General Convention in 2009 and 2012. I am a founding board member of Healing a Woman's Soul and I serve as the mental health nurse for the Welcome Home Initiative. I am employed by the NYS Office of Mental Health as Nursing Director of Health Services.

The Rev. Jill Stelman

Nominated for Disciplinary Board Member
Nominated by The Ven. David Collum
Seconded by The Rev. Adam Egan

Jill is currently serving as an Assisting Priest at the Cathedral of All Saints and is Communications and Technology Officer for the Diocese. She has been a member of the Diocese since 2004. She has served on the vestry and was the Financial Secretary of St. John's, Richfield Springs. Before her ordination to the priesthood, Jill was a Software Consultant and Engineer.

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Paula Sutcliffe

Nominated for Great Cathedral Chapter
Nominated by The Ven. David Collum
Seconded by The Rev. Peter Pierson

Born into a secular Jewish family in New York City, I said yes to Jesus in 1974. My husband Fr. David Sutcliffe and I have five adult children and two adopted from Nicaragua. We have served parishes in West Virginia, Milwaukee, Navajoland, New Orleans, Florida, and Albany. Secular work includes: RN in England, a kibbutz in Israel, at St. Peters Medical Detox Unit and also pro-life counseling. An Associate of the Community of St Mary, I receive not only solace but strength from both the Cathedral and the Diocese and would be honored to serve on the Great Chapter.

The Rev. Sandra Tatem

Nominated for Trustee
Nominated by The Rev. Stephen Schlossberg
Seconded by The Rev. Paul Carney

Sandra Tatem is deacon at St. John's, Troy and chaplain of the Daughters of the King there. Previously at St. Andrew's Albany, Sandy served as Warden, Rector Search Committee, Altar Guild, LEM & LEV, Initiator, Daughters of the King. Previous diocesan ministries include: 8 years as Trustee; Audit Committee & Capital Campaign for the Spiritual Life Center; consultant in Rector Searches and Stewardship Programs, co-presenter at two Diocesan Conventions on "Church Wardens and Vestry" and Great Chapter of the Cathedral. She is currently Vice-President, Finance, Stuyvesant Plaza, Inc., 30 years and a board member of Fenimore Asset Management, Inc. for 15 years.

Clifford Thurber

Nominated for Deputy to General Convention
Nominated by Michelle Wills, St. Stephen's Delmar
Seconded by the Rev. Adam Egan

Clifford Thurber a life-long Episcopalian and member of St. Stephen's Episcopal Church in Delmar, where he is active in the healing prayer ministry, choir and as a Eucharistic Visitor. Cliff is also an active associate of the Convent of Saint Mary. He has served as Senior Warden for churches in Connecticut, New Hampshire and most recently at St. Stephen's, Delmar. Cliff holds a B.S. degree in Industrial Engineering, a Master's in Business and is currently pursuing a Masters in Theological Studies at Nashotah House. He and his wife Lorraine of 47 years have three children and three grandchildren.

The Rev. Christina Vance

Nominated for Standing Committee
Nominated by The Rev. Cn. Robert Haskell
Seconded by The Rev. Allen Carpenter

The Rev. Christina Vance is a missionary priest assigned to Oaks of Righteousness, a ministry of the Episcopal Diocese of Albany located within inner city Troy. She has done supply work at numerous churches around the Diocese and spoke at this year's Parish Leadership Conference.

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Dennis Wisnom

Nominated for Deputy to General Convention
Nominated by The Rev. Cn. Robert Limpert
Seconded by The Rev. Dr. John Bartle

Jesus Christ is my Lord and Savior. Having withstood many health challenges in my life, Jesus is always beside me and my faith in Jesus the Good Shepherd and Holy Comforter has sustained me at all times. I have served as a delegate to Diocesan Convention since 2003. An active participant in numerous Province II events since 2006 has afforded me the opportunity to see that there are wider needs in the Episcopal Church beyond Albany. Interaction, connection, and relationships characterize General Convention. Interaction with people at General Convention as a witness for Christ fuels my passion for Jesus.

Diocesan Salary and Benefits Committee Report

To the Convention June 2013

Committee Members

The Right Rev. William H. Love - ex officio
The Rev. Canon Robert Haskell - Chair pro tem
The Rev. David Sullivan
The Rev. William Tatem
Martha Hasslacher
Elizabeth Strickland

The guidelines here are the minimum suggested compensation for 2014 for priests serving parishes in the Diocese of Albany. There is nothing to prevent congregations from providing compensation and benefits higher than those suggested. Indeed, the salary and benefits committee is aware that in some circumstances, the minimum suggested amount may not be adequate. Each congregation is urged to review their compensation package in light of their circumstances and the clergy's needs.

1.) Clergy compensation and benefits

During 2012, the Consumer Price Index for the Northeast rose approximately 2% and is predicted to rise by the same amount in 2013. However, this Salary and Benefits Committee did not recommend a clergy salary increase for 2012 and 2013. At the end of 2013, therefore, a priest whose salary was frozen found himself or herself with 4% less purchasing power than he or she did at the end of 2011. This Committee recommends that vestries which have not raised their priest's salary during the last two years increase his or her salary by 4% for 2014. The following table shows the suggested range of salaries for parishes of different sizes to pay their priest in 2014.

It is important to note that these diocesan-recommended stipends represent only the cash salary paid to priests. Housing and travel expense reimbursement is not included. The suggested minimum salary guideline for full-time curates and other full-time assisting priests is two thirds of the rector's salary. Part-time priests should be compensated proportionately according to the time they spend working for the parish.

2014 STANDARD STIPEND SCHEDULE						
CATEGORIES	1	2	3	4	5	6
MAXIMUM	\$32,984	\$40,420	\$46,069	\$49,620	\$53,860	\$63,591
NORMATIVE	\$31,939	\$37,076	\$41,329	\$45,734	\$52,003	\$57,678
MINIMUM	\$30,895	\$33,700	\$38,356	\$42,687	\$47,732	\$52,003

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The categories for the chart above are as follows:

Category 1: ASA under 90 and Parochial report Box 7-B income under \$66,000

Category 2: ASA 91- 150 and Box 7-B \$66,001 - \$98,999

Category 3: ASA 151 – 210 and Box 7-B \$99,000 - \$131,999

Category 4: ASA 211-270 and Box 7-B \$132,000 - \$164,999

Category 5: ASA 271-330 and Box 7-B \$165,000- \$197,999

Category 6: ASA Greater than 330 and Box 7-B Greater than \$197,999

In accordance with the mind of the Diocesan Convention of 2006, if the parish has an attendance figure in one category and income in another, the overall category is the higher of the two. [Example. If attendance is in category one, but income is in category two, then the parish is in category two and the category two schedule applies for compensation.]

Please note that "Box 7-B" is "Total Operating Revenues" only. What is included and excluded from this box is explained in the accompanying workbook for the Parochial Report in the section entitled *Stewardship and Financial Information* and is available online at:

http://www.episcopalchurch.org/sites/default/files/downloads/2012_page_3_workbook.pdf

As in the past, if a vestry, or vestries of a group of congregations served by one priest, is unable to meet the minimum stipendiary guidelines they shall consult with the Bishop.

2.) SECA Payments

The Diocesan recommended standard for parishes is that a minimum of one half of the Self Employment Contributions Act payments be paid by the parish to the Rector.

3.) Minimum recommended compensation for supply clergy (priests and deacons).

\$125 for one Sunday service

\$140 for two Sunday services on the same day

\$100 for other liturgical services

\$80 per unit for pastoral or other assigned responsibilities. A unit is a morning, an afternoon or an evening.

Expenses are reimbursed at cost for meals, lodging, parking, etc. and at the IRS maximum approved rate for mileage. The mileage rate changes every six months. Please go to this address to find the latest rate:

<http://www.irs.gov/uac/2013-Standard-Mileage-Rates-Up-1-Cent-per-Mile-for-Business,-Medical-and-Moving>

4.) Church Pension Group

Church Pension Group payments may apply for supply clergy, including deacons, depending on the circumstances. Laypersons scheduled to work more than 20 hours a week, or 1000 hours a year, for a church should be enrolled with the Church Pension Fund.

5.) Health Insurance

Clergy and family health insurance continues to be part of the full-time clergy compensation package of the Diocese of Albany. Laypersons scheduled to work more than 30 hours a week, or 1500 hours a year, should be enrolled on parity with the clergy.

6.) A resolution to encourage vestries to raise clergy salaries

A resolution to encourage vestries to raise clergy salaries was approved by Diocesan Convention in 2001 and 2005. This Salary and Benefits Committee commends this program and encourages its adoption and continued practice in this Diocese for the coming year.

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Under this program, the diocesan assessment schedule for each parish is amended to reduce parish assessable income by an amount equal to the excess of clergy salaries as follows:

- a.) The difference above the normative amount up to the maximum in category 4, or
- b.) Above the minimum level for the particular parish in categories 1-3, or
- c.) Above the minimum level for combined parish salaries of the clergy who receive a salary from at least two parishes in categories 1-3.
- d.)

In the case where a cleric receives a salary from at least two parishes in categories 1-3, the assessment for each parish would be amended proportionately in accordance with each parish's respective contribution to the cleric's combined salary from these parishes. Aided parishes would not be eligible for this reduction. Eligible parishes would qualify for this reduction link to clergy salary only if they are paying their diocesan assessment monthly.

Proposed Resolutions

Proposed Resolution # 1

To amend The Rules of Order for Diocesan Convention

Moved by The Rev. Michael Neufeld
Seconded by The Rev. Adam Egan

RESOLVED, that Rule 1A of the Diocesan Rules of Order be deleted in its entirety, and that Rule 1B be renamed Rule 1, and the title of the new Rule 1 be “Election of a Bishop Diocesan, a Bishop Coadjutor, or a Bishop Suffragan,” and ,

BE IT FURTHER RESOLVED that the first line in the new Rule 1 read: “When the election of a Bishop Diocesan, a Bishop Coadjutor or a Bishop Suffragan is required, the following Rules of Order and procedures are prescribed: “The remainder of the text of the new Rule 1 would be identical to the text in the old Rule 1B, sections 1 through 17.

Proposed Resolution # 2

Moved by Clark Curtis
Seconded by The Rev. William Tatem

RESOLVED, that Diocese of Albany Operations Budget 2014, as presented in this Convention Book, be adopted.

Proposed Resolution #3

Moved by Clark Curtis
Seconded by The Rev. William Tatem

RESOLVED, that the Reduced Standard Assessment Formula, as presented in the Convention Book, be used for calculating Parish Assessments for 2014.

Proposed Resolution #4

Moved by The Rev. Cn. Robert Haskell
Seconded by The Rev. William Tatem

RESOLVED, that for 2014, the recommended clergy stipend schedule increase by 4% and that the recommended supply clergy compensation schedule amounts for liturgical services increase by \$20.00.

Courtesy resolutions (will be read at Convention)

Episcopal Diocese of Albany
Budget 2012 – 2014 for Pre-Convention Book

	2012 Budget	2012 Actual	2013 Budget	2013 Revised	2014 Budget	2014 Footnotes
REVENUES						
Assessments - current year	1,274,412	1,121,582	1,271,298	1,176,187	1,206,071	
Assessments - prior year	10,000	7,197	9,000	15,387	9,000	See footnote 1
Endowment dividends - restricted	6,344	3,948	6,500	4,000	4,000	
Endowment dividends - unrestricted	28,971	28,453	30,000	28,583	28,600	
Grant - Episcopal Charities of Albany	110,800	102,721	112,324	104,300	107,300	See footnote 2
Reimbursement of ADIT Expenses	80,000	94,671	90,000	94,000	95,000	See footnote 3
Reimbursement of ECA Expenses	63,316	63,677	65,986	63,289	66,421	See footnote 3
Reimbursement Bldg Services - Cathedral Offices/Apts	53,100	43,886	43,832	43,886	43,886	
Rent/Bldg Services - ECS Offices 116 S Lake	6,000	6,000	6,000	3,000	0	See footnote 4
Interest income	300	53	0	0	0	
Gifts & Other	90,000	68,876	90,000	80,000	80,000	
Transfer from Reserves	0	114,494	0	0	0	
Transfer to Reserves	-57,000	-64,741	(63,000)	(50,000)	(42,000)	See footnote 5
TOTAL INCOME	\$1,666,243	\$1,590,817	\$1,661,940	\$1,565,632	\$1,598,278	

EXPENSES

Aided Parishes	30,000	30,000	30,000	30,000	30,000	
Affiliated Institutions	388,488	398,145	394,793	385,171	386,169	
Cathedral	70,000	70,000	70,000	70,000	70,000	
Cathedral Supplementary Grant	10,000	10,000	10,000	10,000	10,000	
Spiritual Life Center Ministries	274,000	274,000	274,000	274,000	274,000	
Spiritual Life Center Parish Choice	34,488	44,145	40,793	31,171	32,169	

Footnotes

1. Anticipated assessment payments received after "books" are closed on/about 1/6/14.
2. Episcopal Charities of Albany Grant for Albany Hospital Chaplain & Retired Clergy Health Insurance Supplement. pass through item: revenue = expense
3. Albany Diocese Investment Trust and ECA reimburse Diocese for personnel and/or admin expenses. Pass through: revenue = expenses
4. Episcopal Counseling Service closes 6/30/2013.
5. Funds set aside for Bishop Search. Bldg Maint. Bishop Car. Gen Conv 2015. PPE.
6. Adirondack Mission
7. Support for Beaver Cross & Diocesan Youth Ministry & General Operations

Episcopal Diocese of Albany
Budget 2012 – 2014 for Pre-Convention Book

Diocese Operations	870,525	812,087	871,294	844,905	866,728	
Episcopate	150,596	152,951	158,358	153,750	155,250	
Stipend & Benefits	119,596	119,541	119,358	119,750	119,750	
Travel and Professional Bn Love	26,000	24,026	33,000	28,000	29,000	
Travel and Professional Bn Herzog	5,000	9,384	6,000	6,000	6,500	Reimburse Travel
Staff	508,379	480,399	520,486	513,205	520,603	
Stipends & Benefits	484,879	461,582	500,486	493,205	500,603	See footnote 8
Travel and Training	13,500	8,817	10,000	10,000	10,000	
Archdeacon Support	10,000	10,000	10,000	10,000	10,000	See footnote 9
Diocesan Convention	30,850	29,138	30,850	32,850	34,850	
Convention	30,000	28,413	30,000	32,000	34,000	
Council	850	725	850	850	850	
Salary & Benefits Committee	0	0	0	0	0	
Commission on Ministry	6,500	5,591	6,500	6,000	6,000	
Property Expenses	96,000	78,873	94,500	88,000	88,750	
Insurance	21,000	16,266	19,500	18,000	18,750	
Maintenance	35,000	37,998	35,000	30,000	30,000	
Utilities & Supplies	40,000	24,609	40,000	40,000	40,000	
Standing Committee	1,400	1,221	1,400	1,400	1,400	
Support Services & Supplies	76,800	63,914	59,200	49,700	59,875	
Audit Fee	12,500	7,314	11,300	11,300	11,750	
Small equipment	19,000	12,948	17,000	10,500	11,500	
Office Supplies & Postage	19,000	16,291	14,500	14,500	15,225	
Telephone & online services	11,000	11,920	8,500	8,500	8,000	
Actuarial Fees (clerical pension liability)	8,000	8,200	0	0	8,500	
Payroll Service	1,300	1,253	1,400	1,400	1,400	
Interest & Service charges	6,000	5,988	6,500	3,500	3,500	

Footnotes

8. Approx. \$146,700 is reimbursed by ADIT, ECA, SLC; approx. **net cost: \$355,900**; 11 positions (8.8 full time equivalents w/ 1.85 FTE reimbursed)

9. Funds to Cathedral & Trinity, Potsdam to offset expenses incurred by Archdeacons Collum & Brown, respectively

Episcopal Diocese of Albany
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Diocesan Programs	269,814	253,636	242,312	237,860	242,376	
Chaplain - Albany Hospitals	42,800	44,692	47,324	47,324	47,324	See footnote 2
Christian Education	5,000	0	5,000	2,500	2,500	
Background Checks -staff positions	475	610	475	475	525	
Clergy Conferences & Retreats	33,899	25,610	25,769	25,769	27,659	See footnote 10
Clergy Spiritual Direction	5,703	5,374	6,000	6,000	6,000	
Communications/Albany Episcopalian	50,000	54,036	43,719	43,719	44,039	
Congregational Leadership Development						
Parish Leadership Workshops	13,000	15,267	15,000	11,786	13,526	
Deacon Formation	6,000	4,703	1,500	4,800	5,000	
Deacon Council	500	0	300	300	300	
Deaf Ministry	2,500	(518)	1,500	750	500	
Demonstrated Growth	5,159	0	2,674	2,972	3,084	See footnote 11
Episcopal Training Conferences	3,000	48	3,000	3,000	3,000	See footnote 12
Evangelism	3,003	1,053	3,880	6,037	6,144	See footnote 11
General Convention	8,000	31,767	0	0	0	
Legal Fees	0	2,500	0	0	0	See footnote 13
Missions	15,275	5,715	13,671	12,429	12,775	See footnote 11
Retired Subsidies						
Retired Clergy & Surviving Spouses Health Subsidy	68,000	60,421	65,000	65,000	65,000	See footnote 3
Retired Clergy & Lay Staff Life Insurance Subsidy	2,500	2,358	2,500	2,500	2,500	
Stewardship	5,000	0	5,000	2,500	2,500	
Youth Ministry	0	0	0	0	0	See footnote 3

Footnotes

10. Includes Clergy, Clergy/Spouse, Clergy Wives, New Clergy Orientation, Priests and Deacons Retreats, and Deans' Meetings
11. An estimate only, depends on Parish Choice elections.
12. Training conferences which the Bishop would like clergy/lay leaders to attend with him.
13. Primarily for Title IV proceedings

Episcopal Diocese of Albany
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Extra-Diocesan	131,904	114,171	119,739	119,315	120,064	
National Assessment	129,404	93,602	117,239	116,815	117,464	See footnote 14
Provincial Assessment & Svnod	1,500	1,500	1,500	1,500	1,500	
Capital District Ecumenical	500	250	500	500	600	
ECUSA Ecumenical	500	0	500	500	500	
TOTAL EXPENSES	\$1,690,731	\$1,608,039	\$1,658,138	\$1,617,252	\$1,645,338	
TOTAL REVENUE over EXPENDITURES	(\$24,488)	(\$17,222)	\$3,802	(\$54,620)	(\$47,060)	

Footnotes

14. Includes Diocesan Tithe of its 2012 non-assessment revenue (\$12,238) plus the anticipated parish choice elections to TEC (\$105,226).
Amounts change as parishes file parochial reports and make their 2013 parish choice allocations in 4th qtr 2012.