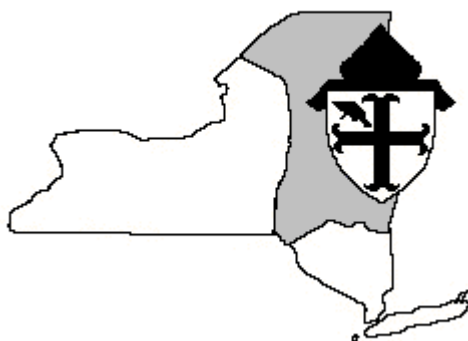


The Episcopal Diocese of Albany  
Disciples Making Disciples

10 April 2011

# Pre-Convention Book 2011



Annual Convention 2011

“Be filled with the Holy Spirit.”

**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.

**The Episcopal Diocese of Albany**  
**Disciples Making Disciples**

## Important Information about Voting at Convention 2011

**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 10 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 10:00 AM to 7:15 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.

**The Episcopal Diocese of Albany**  
**Disciples Making Disciples**

- 14a. Plurality nominations.
  - 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 2011**

**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. Adam Egan

Margaret B. Davis

**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:

William Boyce  
Elizabeth Strickland

**The Episcopal Diocese of Albany**  
**Disciples Making Disciples**

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

**Provisional Deputies to General Convention**

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

The Rev. Paul J. Hart  
The Rev. Robert Longbottom  
The Rev. Lorraine Lyons  
The Rev. Mark Michael

Trudy Bailey  
Cn. Matthew Baker  
Nancy Cairns  
Clifford Thurber

**The Ecclesiastical Trial Court**

2 Clerical and 1 Lay office to be filled as members, each for three-year terms.  
1 priest and 1 lay office to be filled as alternate members, for two-year terms, as determined by the election outcome for members.

The Rev. Paul Carney  
The Rev. Katherine Alonge-Coons

William Bouteiller

**The Standing Committee**

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

The Ven. Dr. Harvey Huth  
The Rev. Michael Neufeld

Mark Chestnut  
Scotty R. Gladstone  
Jean M. Shevlin

**The Episcopal Diocese of Albany**  
**Disciples Making Disciples**

## **Nominees for Elective Office**

*Original documents on file with the Secretary of Convention*

**The Rev. Katherine Alonge-Coons**

Nominated for Ecclesiastical Trial Court  
Nominated by the Rev. John Kelly  
Seconded by the Rev. Dr. Herbert Sanderson

The Rev'd Katherine G. Alonge-Coons (Mtr Kathy Coons) graduated with an MDiv from St Bernard's School of Theology and Ministry (2006), Siena College – BA Sociology (1980) and SUNYA School of Social Welfare – MSW (1984). Mtr Kathy serves as Vicar at Grace Church, Waterford, since 2007. She is employed at Rensselaer County Department of Mental Health, as the Director of Children and Family Services and Program Operations. Kathy is married to Earl Coons. The couple has two young adult daughters, Melissa Holtzman and Grace Coons. Mtr Kathy serves as a Spiritual Advisory for Albany Episcopal Cursillo.

**Trudy Bailey**

Nominated for General Convention Provisional Deputy  
Nominated by Norma Gale  
Seconded by The Reverend Gregory Bailey, Trinity, Gouverneur

Trudy Bailey has been a member of Trinity, Gouverneur for 10 years. She has served as Vestry Clerk, Altar Guild member, LEM, Intercessory Prayer team member, Sunday School Teacher and has facilitated several bible studies, and has participated in the Alpha course as chief cook. She has facilitated workshops and lead prayer walks at diocesan convention and is currently President of The Daughters of the King Diocesan Assembly, and chapter president in her parish. Trudy has been married for 37 years to Deacon Greg Bailey, Deacon Vicar at Trinity, Gouverneur. They two children and three grandchildren.

**Cn. Matthew Baker**

Nominated for General Convention Provisional Deputy  
Nominated by Elizabeth Strickland, St. Paul's, Greenwich  
Seconded by the Reverend Tyler Slade

As Director of Christ the King SLC and part of many diocesan teams, I believe Jesus Christ is the only means to salvation, and pray daily. He is Lord of my life. I believe the Church is the Body of Christ characterized by the Apostolic and Nicene Creeds. A life long Episcopalian, and a product of our diocese, I believe strongly in the Episcopal Church, fully aware of its challenges. If it is the will of God to serve Him and the Body of Christ, I pray He will guide me to do so with joy, humility and faith.

**William Bouteiller**

Nominated for Ecclesiastical Trial Court  
Nominated by the Rev. Steven Scherck  
Seconded by Mark Brittell, St. Boniface, Guilderland

William Bouteiller is an attorney employed by the Department of Public Service. Since 1977, he has specialized in public utility law and administrative procedures. He served as an Administrative Law Judge from 1990 to 2011. He is currently serving in the Department's Executive Office as its Manager of Utility Rates and Services. Bill was baptized and confirmed in the Roman Catholic Church. He joined the Episcopal Church in 1978 when he married his wife, Nancy, who is a life-long member of the Episcopal Church. Bill and Nancy have three grown sons.

## **The Episcopal Diocese of Albany** **Disciples Making Disciples**

### **William Boyce**

Nominated for Trustee of the Diocese  
Nominated by the Very Rev. Michael Gorchov  
Seconded by the Rev. Dr. Herbert Sanderson

While originally a Presbyterian, William Boyce has been attending Episcopal churches regularly for about twenty five years, and was confirmed by Bishop Ball in 1996. He and his wife have been parishioners of St. Paul's in Troy since 2002. Bill has served on the vestry of three Episcopal churches and has been a warden at two of them. Bill says he's glad to be in the Diocese of Albany and, if elected, will do his best to be a faithful Trustee. He is now retired, having been a professor of mathematics at RPI for many years.

### **Nancy Cairns**

Nominated for Provisional Deputy to General Convention  
Nominated by the Rev. Roy Derek  
Seconded by the Rev. Lynn Crimi

Nancy Cairns is a member of Christ Church, Ballston Spa and was confirmed in 1984. She's married to John, they have two sons. They live in Saratoga Springs. Nancy is a past member of the Vestry, an Acolyte and Lay reader, and member of Daughters of the King. She served in Episcopal Marriage Encounter for a few years. Nancy is very involved in Cursillo since attending Women's weekend 54, and has teamed each year since. This year she is the Rectora for the fall weekend. Nancy is director of Noah's attic, the outreach Center for Christ Church.

### **The Rev. Paul Carney**

Nominated for Ecclesiastical Trial Court  
Nominated by the Rev. Peter H. Pierson  
Seconded by the Rev. Sandra Tatem

Deacon Paul M. Carney was ordained in 2009. He is currently serving at St. John's in Troy, Paul is married to Marilyn Carney and has two grown children. Paul has been a full time Police Officer with the City of Troy Police Department for the past 35 years, and is currently assigned to Troy City Court Criminal Part. Currently a member of the Commission on Ministry, Paul has woven his ministry into his position as Police Officer and has brought the word of the Lord to many who may be considered to be the least, the lost, and the lonely.

### **Mark Chestnut**

Nominated for Standing Committee  
Nominated by the Rev. N. Bradley Jones  
Seconded by the Rev. Howard Smith

Reared in the Methodist Church, I joined the Episcopal Church soon after reading Thomas Merton's autobiography, The Seven Story Mountain, happy thereafter to tell my Methodist relatives that I had become a reformed Wesleyan. Since 1975, I have been a member of Christ Church, Schenectady, NY, serving in various capacities: Sunday School teacher and superintendent, choir member, Senior Warden, Vestry member, Healing Team member, and helping to organize and manage two healing conferences. At the Diocesan level, I previously served on the Standing Committee and the Commission on Ministry.

## **The Episcopal Diocese of Albany** **Disciples Making Disciples**

### **Byard Clemmons**

Nominated for Convention Representative to Diocesan Council

Nominated by The Rev. Charles King

Seconded by The Rev. Ellen Neufeld

I am a member of Saint John's Episcopal Church in Cohoes, where my wife, Gerry, is Rector. At Saint John's I am youth minister, a lay reader, and a member of the choir. I have served on the Diocesan Council for the past year, as well as the Commission on Ministry. I am retired from the US Navy JAG Corps. I am a Stephen Leader and a Stephen Minister. Gerry and I have three grown sons, three grandchildren and a great granddaughter.

### **Margaret B. Davis**

Nominated for Cathedral Chapter

Nominated by The Rev. Paul Hart

Seconded by The Rev. Susan Waldron

Margaret Davis was born 5/24/27, baptized at St. Luke's, Evanston, Il. and confirmed in All Saint's, Chevy Chase Md., and was a youth Delegate at the Consecration of Bishop Angus Dun. She graduated from George Washington University in 1949 and became a reporter for the Washington Star. Married Dr. Martin T. Davis in 1950, they have 3 children. A member of St Peter's, Albany, she has served as Chairman of the Upstate National Cathedral Association, President of the Women of St. Peter's, member of the Altar Guild, the Usher Team, Church Mouse Thrift Shop and as a Lay reader

### **The Rev. Adam Egan**

Nominated for Great Cathedral Chapter

Nominated by Michelle Wills, St. Stephen's, Delmar

Seconded by the Ven. Dr. Harvey Huth

Father Egan was ordained to the priesthood in 2008, and received into the Diocese of Albany in 2010 when he was called to be Rector at St. Stephen's, Delmar. Prior to his call to St. Stephen's he served as assisting priest at the Cathedral where he celebrated and preached at daily and Sunday Eucharists and remains on the ROTA. Father Adam has previously served on the Great Chapter and has developed a strong relationship with the people of the Cathedral and would be blessed to continue to play a role in the life of the Cathedral as a chapter member.

### **Scotty R. Gladstone**

Nominated for Standing Committee

Nominated by the Rev. Darius Mojallali

Seconded by the Rev. Nancy Truscott

Scotty Gladstone is a cradle Episcopalian who has lived his entire life in the Diocese of Albany. He serves St. John's in Delhi as Senior Warden, Lay Eucharistic Minister, Sunday school teacher, Bible study leader, and has co- led a Crown Financial Ministries group. In the Diocese he has been active in the Brotherhood of St. Andrew, Diocesan Convention, and serves on the Commission on Ministry. He is retired from 31 years of service with the County of Delaware, having served as Assistant Public Works Commissioner and Solid Waste Director.

**The Episcopal Diocese of Albany**  
**Disciples Making Disciples**

**The Rev. Paul J. Hart**

Nominated for Provisional Deputy to General Convention  
Nominated by the Rev. Susan Waldron  
Seconded by Timothy Murphy, St. Peter's, Albany

The Rev'd 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 15-year-old son, Samuel.

**The Ven. Dr. Harvey Huth**

Nominated for Standing Committee  
Nominated by the Rev. William Strickland  
Seconded by the Rev. Ellen Neufeld

Archdeacon Huth is a cradle Episcopalian and was ordained to the diaconate in 2003. He has previously served as Deacon at St. Boniface Guilderland, Deacon Vicar at St. Christopher's, Cobleskill and is currently serving at St. Stephen's, Delmar. Harvey has been Director of the Albany Diocese Deacon Formation Program for 8 years and has served as Secretary of the Diocese for 3 years. He and his wife Nancy have one daughter and two grandsons and live in Voorheesville, N.Y.

**The Rev. Robert Longbottom**

Nominated for Provisional Deputy to General Convention  
Nominated by the Rev. Joel T. Grigg  
Seconded by the Ven. Dr. Christopher Brown

I have been in the diocese for over five years as rector of St. John's Church, Ogdensburg. During this time I have served two years on Diocesan Council, have been actively involved in diocesan youth programs, led the Albany Teen Mission to Ireland in 2009 and 2011 and served faithfully in my congregation. I believe strongly in the vision and leadership of the Diocese of Albany and our bishop. I also believe strongly in an orthodox Anglican witness within the Episcopal Church and specifically General Convention. I strongly support the Anglican Covenant and it's adoption at General Convention in 2012.

**The Rev. Lorraine Lyons**

Nominated for Provisional Deputy to General Convention  
Nominated by the Rev. Tyler Slade  
Seconded by the Rev. Steven Hart

The Rev. Lorrie Lyons was ordained in 2000. She is currently the vicar of St. Mark's in Hoosick Falls. Before becoming vicar of St. Mark's in 2007, Lorrie served as assisting priest at St. Michael's in Colonie from 2003-2007, and curate at St. Stephen's in Schenectady from 2000 - 2003. Lorrie also serves the diocese as chaplain to Albany Medical Center and St. Peter's hospitals. She is chaplain to the Daughters of the King, and has served on the Standing Committee from 2006 - 2010, and as president of the Standing Committee 2009 -2010.

**The Episcopal Diocese of Albany**  
**Disciples Making Disciples**

**The Rev. Mark Michael**

Nominated for Provisional Deputy to General Convention  
Nominated by the Ven. David Collum  
Seconded by the Rev. Kenneth Hunter

I have served God as a priest of this Church for nearly five years, and am currently the rector of Christ Church, Cooperstown. A native of Maryland, I served in the Diocese of Maryland prior to moving here. I am married, with one son and another on the way. Should I be elected as delegate to General Convention, I would work for the peace and unity of the Church, and to uphold apostolic faith and order. I am committed to the Anglican Covenant, and to strengthening the connections between the Episcopal Church and the Anglican Communion.

**The Rev. Michael Neufeld**

Nominated for Standing Committee  
Nominated by the Ven. David Collum  
Seconded by Jerry Carroll, St. Andrew's, Scotia

A child of God through Jesus Christ, I have been privileged to serve the Lord and His people as a Priest of the Church since 1994. After serving as a curate in parishes in South Carolina and New Jersey, I spent Three years as an Army Chaplain before coming to the Diocese of Albany in 2000. I have been blessed to serve as Rector of St. Andrew's Church in Scotia for the past 11 years. I share my life with my beloved wife of 25 years, the Rev. Ellen C. Neufeld.

**Jean M. Shevlin**

Nominated for Standing Committee  
Nominated by the Rev. Irving Ballert, Jr.  
Seconded by the Rev. Mary V. Hunter

Jeanie Shevlin lives with her husband Fr. Jim and their two youngest children Joseph and Evie in the St. Paul's Sidney rectory. They also have five grown children and five grandchildren. Jeanie is the Administrator of St. Paul's Sidney and St. Paul's Franklin, where her husband is Rector. Jeanie is the Secretary of the Susquehanna Deanery and one of the nine original founders of the Anglican Franciscan Community of the Holy Cross and the Servant of the Clare Group located in Sidney. She is an orthodox Episcopalian who believes in the Bible as the written Word of God.

**Elizabeth Strickland**

Nominated for Trustee of the Diocese  
Nominated by the Rev. Nigel Mumford  
Seconded by Richard Carroll, St. Andrew's, Scotia

Ms. Strickland is a congregant of St. Paul's in Greenwich. She is "retired" after working for 29 years for the US Dept. of Justice. She is currently working part time for the Diocese as the Transition Minister (Deployment Officer) helping vestries who are in the process of searching for a priest and helping priests apply to parishes within the Diocese. She has served as a Deputy to General Convention, a Trustee for the Diocese, and volunteers regularly at Christ the King Spiritual Life Center.

**The Episcopal Diocese of Albany**  
**Disciples Making Disciples**

**Clifford Thurber**

Nominated for Provisional Deputy to General Convention  
Nominated by the Rev. Dr. Robert Heighton  
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. Retired as the General Manager of a wholesale distributor of plumbing supplies, Cliff holds a B.S. degree in Industrial Engineering and a Master's in Business. He and his wife Lorraine of 47 years have three children and three grandchildren.

---

**Diocesan Salary and Benefits Commission Report**

For June Convention 2011

Committee Members:

The Rt. Rev. William H. Love –Ex Officio  
The Rev. Canon Robert Haskell  
The Rev. Joseph Acanfora (Chair)  
Joan Ecker  
Deborah Fish  
Canon George Marshall  
Elizabeth Strickland

The Diocesan salary and Benefits Committee offers the following report for your consideration.

In last year's report, the recommendation from this committee was to increase the standard stipendiary compensation rate for clergy by 2.5%. This recommendation was given in anticipation of an inflation rate of 2.5% for 2010. In actuality, based on the Consumer Price Index, the actual inflation rate for 2010 was only 1.5%.<sup>1</sup> These figures are not always easily predicted. While it is clear that we are in an inflationary economic trend, (estimates indicate 2011 will be at 2.1%) especially in regards to energy prices, which over time affects the inflation rate of all consumer goods and services, this committee is not recommending an increase for this year. There are several reasons for this recommendation.

1. In compensation overestimation for last year's inflation rate
2. The driving force behind inflation right now and in the short term will be energy prices.
3. The assumption that most clergy are otherwise compensated for energy costs via expenses paid for travel and heating costs covered by either living in a rectory or coverage of living expenses as a reimbursement independent of stipend.
4. As of this printing the latest figures from the NY State Department of Labor put our overall unemployment rate in this state at 8.2% (February, 2011 report).
5. NY State Department of Labor estimates that in addition to those it categorizes as unemployed, 20- 25% of working New Yorkers are underemployed, working in jobs making less money than they were in 2007, many of whom are working second jobs to make up the deficit, and others, not able to work second jobs simply making due with less; producing economic hardship for many families.
6. In times of such economic challenges for the vast majority of the families of this region, it is not justified for the clergy to ask for a stipendiary increase just because inflation is on the rise, when our parishioners cannot do the same.
7. For further clarification, read: Matthew 16:24, Luke 9:23, Mark 8:34, 2 Thessalonians 3:10-12

---

<sup>1</sup> Bureau of Labor Statistics: <http://www.bls.gov/web/laus/laumstrk.htm>

**The Episcopal Diocese of Albany**  
**Disciples Making Disciples**

**1.) Clergy compensation and benefits**

When calculating, it is important to note that the diocesan-recommended stipends represent only the cash remuneration for salary and bonus. Housing and travel expense reimbursement is not included. The suggested salary guideline for curates and other assisting priests is 2/3 of the rector's salary.

2011 & 2012 STANDARD STIPEND SCHEDULE						
CATEGORIES	1	2	3	4	5	6
MAXIMUM	\$31,715	\$38,865	\$44,297	\$47,712	\$51,788	\$61,145
NORMATIVE	\$30,711	\$35,650	\$39,739	\$43,975	\$50,003	\$55,460
MINIMUM	\$29,707	\$32,404	\$36,881	\$41,045	\$45,896	\$50,003

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 \$66001 - \$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
- (Always round to nearest whole number/dollar amount)

In accordance with the mind of Diocesan Convention in 2006, if a parish has an attendance figure in one category and income in another, the overall category is the higher of the two. Example 1: if attendance is in category 1, but income in category 2, then the parish is in category 2 and category 2 for stipendiary schedule applies.

As in the past, a vestry or vestries of a group of congregations served by one cleric, unable to meet the minimum stipendiary guidelines shall consult with the bishop.

Because of changing parochial reports it is important to 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 on line at: [http://www.episcopalchurch.org/109378\\_105232\\_ENG\\_HTML.htm](http://www.episcopalchurch.org/109378_105232_ENG_HTML.htm)

**2.) SECA payments**

The new diocesan recommended standard for parishes is that at a minimum ½ of the Self Employment Contributions Act payments be paid by the parish for the rector. Those parishes that currently do not pay ½ of the SECA may be grandfathered until they call the next rector, but all should strive to meet this standard in 2012.

**3.) Minimum Recommended compensation for occasional supply clergy (priests & deacons) - (no change from 2011)**

- \$105 for one Sunday Service
- \$120 for two Sunday Services(On the same day)
- \$80 for other liturgical services
- \$80 per unit for pastoral or assigned responsibilities. (A unit is a morning, an afternoon, or an evening)

## **The Episcopal Diocese of Albany** **Disciples Making Disciples**

Expenses are reimbursed at cost for meals, lodging, telephone, etc and at IRS maximum approved rate for mileage. Because the IRS rate is calculated semi-annually, the guidelines apply at the time the service is performed.

Church Pension Group payments may apply for supply clergy, depending on the circumstances. Parishes need to be mindful of possible pension contributions, considering such factors as the number of weeks that a particular clergy supplies at a given parish. For example, if a priest works in one parish for at least three consecutive months and earns at least \$200 a month, the parish is required to pay assessments according to The Church Pension Fund of The Episcopal Church.

- 4.) Clergy health insurance continues to be part of the full-time clergy compensation package of the Diocese of Albany.
- 5.) In 2001 Diocesan Convention voted a resolution to encourage vestries to raise clergy salaries; this program was subsequently amended in 2005. The salary and benefits Committee commends this program and encourages its adoption and continued practice in this diocese for the coming year.

The 2005 program as voted by convention:

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 particular the 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.

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 proportionally, 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 linked to clergy salary if they are paying their diocesan assessment monthly.

---

## Proposed Resolutions

### Proposed Resolution # 1

To amend Diocesan Canon 14

Moved by the Rev. Charles King  
Seconded by the Ven. Harvey Huth

*Be it Resolved* that the text of Diocesan Canon 14 be replaced, in its entirety with the following language:

#### **Canon 14 Ecclesiastical Discipline for Priests and Deacons**

##### *Conformity to the Canons of the General Convention*

14.1 Title IV of General Canons. Those provisions of Title IV of the General Convention Canons which are applicable to the Diocese are hereby incorporated as part of this Canon. To the extent, if any, that any of the provisions of this Canon are in conflict or inconsistent with the provisions of Title IV, the provisions of Title IV shall govern.

##### *Disciplinary Structure*

14.2(a) Disciplinary Board. The Board shall consist of nine persons, five of whom are members of the clergy and four of whom are Laity.

14.2.(b) Clerical Members. The Clerical members of the Board must be canonically and geographically resident within the Diocese.

14.2.(c) Lay Members. The lay members of the Board shall be Confirmed Adult Communicants in Good Standing, and geographically resident in the Diocese.

14.2.(d) Election. The members of the Board shall be elected by the Convention. Each member shall be elected for a three (3)-year term; except, if a member is elected to fill a vacancy, the term of such member shall be the unexpired term of the member being replaced. The term of the member shall commence on the first (1st) day of the year following election. The terms of office of the Board shall be staggered and arranged into three classes.

14.2.(e) Vacancies. Vacancies on the Board shall be filled as follows:

- (1) Upon the determination that a vacancy exists, the President of the Board shall notify the Bishop of the vacancy and request appointment of a replacement member of the same order as the member to be replaced.
- (2) The Bishop shall appoint a replacement Board member with the advice and consent of the Standing Committee.
- (3) Persons appointed to fill vacancies on the Board shall meet the same eligibility requirements as apply to elected Board members.
- (4) With respect to a vacancy created for any reason other than pursuant to a challenge as provided below, the term of any person selected as a replacement Board member shall be until the next annual Convention. With respect to a vacancy resulting from a challenge, the replacement Board member shall serve only for the proceedings for which the elected Board member is not serving as a result of the challenge.

## **The Episcopal Diocese of Albany**

### **Disciples Making Disciples**

14.2.(f) Preserving Impartiality. In any proceeding under Title IV, if any member of a Conference Panel or Hearing Panel of the Board shall become aware of a personal conflict of interest or undue bias, that member shall immediately notify the President of the Board and request a replacement member of the Panel. Respondent's Counsel and the Church Attorney shall have the right to challenge any member of a Panel for conflict of interest or undue bias by motion to the Panel for disqualification of the challenged member. The members of the Panel not the subjects of the challenge shall promptly consider the motion and determine whether the challenged Panel member shall be disqualified from participating in that proceeding.

14.2.(g) President. Within sixty (60) days following the annual Convention, the Board shall convene to elect a President to serve for the following calendar year.

14.2.(h) Intake Officer. The Intake Officer shall be appointed from time to time by the Bishop after consultation with the Board. The Bishop may appoint one or more Intake Officers according to the needs of the Diocese. The Bishop shall publish the name(s) and contact information of the Intake Officer(s) throughout the Diocese.

14.2.(i) Investigator. The Bishop shall appoint an Investigator in consultation with the President of the Board. The Investigator may, but need not, be a Member of the Church.

14.2.(j) Church Attorney. Within sixty (60) days following each annual Convention, the Bishop in consultation with the Standing Committee shall appoint an attorney to serve as Church Attorney to serve for the following calendar year. The person so selected must be a Member of the Church and a duly licensed attorney, but need not reside within the Diocese.

14.2.(k) Pastoral Response Coordinator. The Bishop may appoint a Pastoral Response Coordinator, to serve at the will of the Bishop in coordinating the delivery of appropriate pastoral responses provided for in Title IV.8 of the General Canons and this Canon. The Pastoral Response Coordinator may be the Intake Officer, but shall not be a person serving in any other appointed or elected capacity under Title IV.

14.2.(l) Advisors. In each proceeding under Title IV, the Bishop shall appoint an Advisor for the Complainant and an Advisor for the Respondent. Persons serving as Advisors shall hold no other appointed or elected position provided for under this Title, and shall not include chancellors or vice chancellors of this Diocese or any person likely to be called as a witness in the proceeding.

14.2.(m) Clerk. The Board shall appoint a Board Clerk to assist the Board with records management and administrative support. The Clerk may be a member of the Board.

#### ***Costs and Expenses.***

14.3.(a) Costs Incurred by the Church. The reasonable costs and expenses of the Board, the Intake Officer, the Investigator, the Church Attorney, the Board Clerk and the Pastoral Response Coordinator shall be the obligation of the Diocese subject to budgetary constraints as may be established by the Diocesan Convention or the Diocesan Council between meetings of the Convention.

14.3.(b) Costs Incurred by the Respondent. In the event of a final Order dismissing the complaint, or by provisions of a Covenant approved by the Bishop, the reasonable defense fees and costs incurred by the Respondent may be paid or reimbursed by the Diocese, subject to budgetary constraints as may be established by the Diocesan Convention or the Diocesan Council between meetings of the Convention.

#### ***Records.***

14.4.(a) Records of Proceedings. Records of active proceedings before the Board, including the period of any pending appeal, shall be preserved and maintained in the custody of the Clerk, if there be one, otherwise by the

**The Episcopal Diocese of Albany**  
**Disciples Making Disciples**

Diocesan offices.

14.4.(b) Permanent Records. The Bishop shall make provision for the permanent storage of records of all proceedings under Title IV at the Diocese and the Archives of the Episcopal Church, as prescribed in Title IV of the General Canons.

*Be it further resolved* that members of the Ecclesiastical Trial Court with unexpired terms at the time this Canon becomes effective shall serve out their terms as members of the Disciplinary Board, and,

*Be it further resolved* that this Canon shall take effect on July 1, 2011.

---

**Proposed Resolution # 2**

Moved by the Rev. Charles King  
Seconded by The Rev. Ellen Neufeld

*Be it resolved*, that this 143<sup>rd</sup> Convention of the Episcopal Diocese of Albany urges the Standing Commission on the Constitution and Canons to revise Title IV (Accountability and Ecclesiastical Discipline) of the Canons of the General Convention of The Episcopal Church to bring it into agreement with the Constitution of The Episcopal Church and to simplify disciplinary procedures mandated by Title IV.

*Be it further resolved*, that the Secretary of the Diocese forward this resolution to the Standing Commission on the Constitution and Canons.

*Explanation:*

Title IV of the Canons of the General Convention is the section of the canons which deals with matters of clergy discipline. The latest revision of this Title was adopted at the General Convention of 2009 and goes into effect on July 1, 2011. This revision was undertaken to make this Title more pastoral in relationship to both the accused cleric and the alleged victim. Several of these changes have impacted Canon 14 of the Diocese of Albany.

It has been noted by a number of experts on Canon Law throughout The Episcopal Church that there are several clauses within the latest revision of Title IV which appear to be in violation of the provisions of the Constitution of The Episcopal Church.

The House of Bishops of the Episcopal Church met this past March and discussed the uses and applications of the new Title IV. It seems likely that there will be questions raised concerning this Title which will require at least a review of it at the General Convention of 2012.

It would be most helpful to the entire Episcopal Church if the Standing Commission on the Constitution and Canons would begin to study these questions in preparation for the General Convention of 2012 in order to be ready to begin to propose any changes that are found to be necessary or beneficial to the implementation of canons for clerical discipline.

**The Episcopal Diocese of Albany**  
**Disciples Making Disciples**

**Proposed Resolution #3**

Moved by the Rev. Joseph Acanfora  
Seconded by Elizabeth Strickland, St. Paul's, Greenwich

*Be it resolved* that for 2012, the standard clergy stipend schedule remain the same as for 2011 with no increase. and that parishes that have not yet caught up with the scheduled rates for 2011, be encouraged to take this opportunity to get caught up to the diocesan standard.

---

**Proposed Resolution # 4**

Moved by Sue Armstrong  
Seconded by The Rev. William Tatem

RESOLVED, that Diocesan of Albany Operations Budget 2012, as presented in this Convention Book, be adopted.

---

**Proposed Resolution # 5**

Moved by Sue Armstrong  
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 2012.

---

**Courtesy resolutions (will be read at Convention)**

---

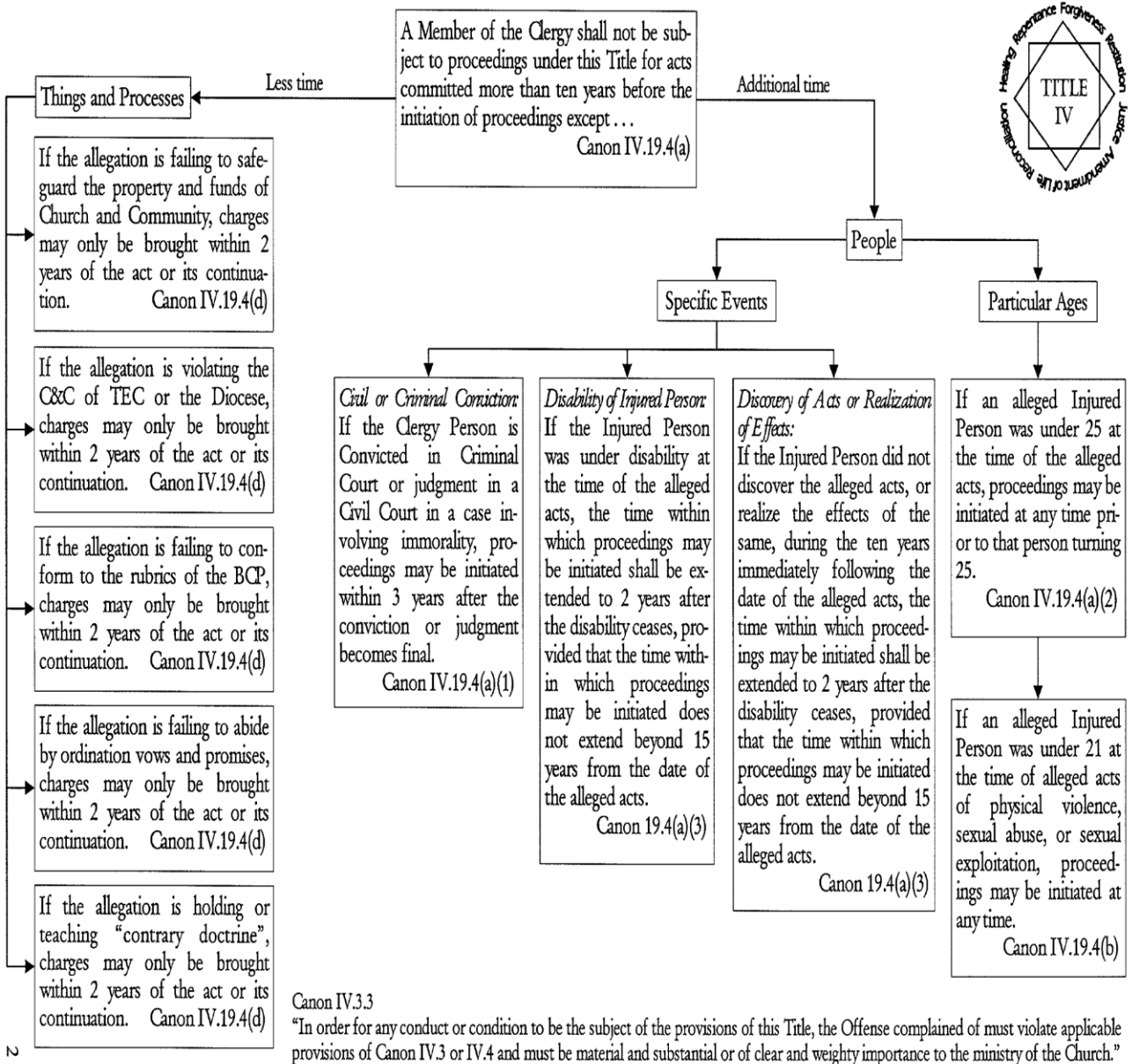
---

# The Episcopal Diocese of Albany

## Disciples Making Disciples

### Title IV Limitations on Proceedings

The designations, "Time Limits A, B, C" as used on the Accountability & Ecclesiastical Discipline chart are not a part of Title IV but were created for clarity's sake. Here are Time Limits in further detail.



# The Episcopal Diocese of Albany Disciples Making Disciples

## The Basic Shape of Title IV

