



EPISCOPAL CHURCH IN CONNECTICUT
PARTICIPATING IN GOD'S MISSION

SPRING TRAINING AND GATHERING ~ APRIL 1, 2017

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CHRISTIAN FORMATION

- **Talking Faith & Sexuality at Church & Home - Sharon Ely Pearson**

For many years, clergy, educators, and youth leaders have sought a resource that addresses the foundational issues of how we are called to have conversations about our sexuality within a faith community with all ages. Looking at this wide topic through the lenses of growth and change, we can explore values and intentionality. Join a conversation to learn models and techniques for offering a program in your congregation that can support parents of children or youth who seek to understand the complexities of our sexuality in today's world. Topics will include the language we use, consent and gender.

Facilitator: *Sharon Ely Pearson* is an editor with Church Publishing Incorporated and is the project manager/editor for a faith-based program developed for the Episcopal Church regarding human sexuality. A member of St. Matthew's, Wilton and a member of the Mission Council, Sharon is an experienced Christian educator on local, diocesan and church-wide levels and has authored numerous books to be used in Christian formation settings.

COMMUNICATION

- **Beautifully Easy Church Websites using Wordpress (Even you can make one!) - The Rev. Adam Thomas and the Rev. Adam Yates**

People discover churches online. That's just a fact and it isn't going to change. In this workshop you will learn three things. First, you will learn about the dual nature of church websites as both marketing tool and member connector; second, you will learn the common pitfalls of church websites and how to avoid them; and third, you will learn about the Wordpress platform, which the workshop hosts use with great results in their own contexts. This workshop will be a mix of technical walkthrough and effective digital communications praxis, along with a dose of humor. And, you only have to remember one name when addressing the facilitators!

Facilitators: *Adam Thomas and Adam Yates* are two of the younger rectors in the Episcopal Church in Connecticut. Serving God at St. Mark's, Mystic and St. Stephen's, East Haddam respectively, this pair of Adams has a passion for digital evangelism. They are founding members of ECCT's Digital Ministry Network and are even now scheming ways to get every church in the ECCT full wireless coverage in their buildings. (According to the Adams, it's cheaper than you might think.) Both Adams have years of experience working with church websites and Wordpress in particular, and are uniquely suited to instill in you the confidence to make your own site in house.

- **Social Media Ministry: Strategy, Tactics, Tips & Tools - Carolyn Clement**

Facebook, Twitter, Instagram, Snapchat - where should you be and what should you do there to be a part of God's Digital Mission? Strategy and suggestions in this workshop will help you feel confident in your social media ministry. You'll come

away with new ideas and tools to try and will be a part of an ongoing digital community where you can continue the conversation and learning.

Facilitator: *Carolyn Clement* created Social Media Sunday at Trinity Church, Tariffville in 2013, which is now a yearly national event, generating over 10 million digital impressions in 2016. She is a moderator of the weekly Church Social Media (#ChSocM) tweetchat and has a passion for helping people learn to effectively use social media. She is a frequent presenter to parent groups, professional organizations, and people of all ages. Connect and share your questions before and after Spring Training @singingcarolyn.

CONNECTING AND COLLABORATING

- **Are you interested in Hispanic Ministry? We can help.** - Hispanic Ministry Network

This is an opportunity to learn about the variety of ECCT Hispanic ministries through stories, music, and food. You will take away ideas about how to begin a Hispanic Ministry in your location, and resources to help do so—both on paper and through contacts with experienced leaders.

Facilitators: The Hispanic Ministry Network is made up of lay and clergy members of Episcopal parishes in Connecticut.

- **Living Local Joining God: How Six of our Parishes Are Practicing Engaging God's Mission** - The Rev. Canon Tim Hodapp

We're embarking on an ECCT-wide missional experiment called Living Local: Joining God (LLJG). Join a lively discussion about the process, including the Five Spiritual Practices and the Learning Teams across ECCT that are involved in our initial phase. These are exciting times as we launch this missional experiment with six of our parishes. In addition to unpacking the process together, we'll spend time talking about our six parishes, the work their Guiding Teams are doing on the ground, and how you might participate in a similar missional experiment in your parish as this expands through Connecticut.

Facilitator: *Tim Hodapp*, Canon for Mission Collaboration, serves the Episcopal Church in Connecticut (ECCT) as the resource for congregational life and mission-focused cooperative efforts. Collaboration—between worshipping communities, across Regions and among Ministry Networks, and between Region Missionaries—captures most of Tim's portfolio. Tim combines his 30 years as an ordained minister (from large urban congregations and small town parishes to university chaplaincy and diocesan staff) with his experience as an advertising copywriter and creative brand strategist, to bear on his current ministry. "Collectively exploring our stories, both personally and within our worshipping communities, helps us identify the mirrors of our lives in sacred scripture. There, we uncover what God may be calling us to," Tim explains. "Knowing ourselves in the context of our neighborhoods helps us truly engage as disciples where we live and work."

- **Organic Community Gardening** - Professor Letty Naigles, Ph.D. and the Rev. Virginia W. G. Army

This workshop will provide an overview and practical advice for planning, building, planting, watering, weeding and harvesting an organic community vegetable garden. Ways to share and distribute the produce/food in order to serve God's mission and to provide community witness about Gospel issues of sustainability, poverty and justice will also be discussed. If you would like to learn how to start and maintain a flourishing organic vegetable garden, this workshop will help you find a way.

Facilitators: *Letty Naigles* is a Professor of Psychological Sciences and Cognitive Science at UCONN and has been an environmental activist and witness her entire life. She is also an avid and accomplished organic gardener and a member of St. John's, Vernon where she serves as the Chair of their Environmental Ministry Commission.

Virginia Army is the Rector of St. John's, Vernon which has an energetic environmental ministry group and has run a large organic community garden for the past six years.

- **What's working, what's not, and what have we dared to try? Exploring and learning among parishes of similar sizes.**

While each parish serves God's mission in its unique context and culture, parishes of similar size share similar characteristics and challenges. Come prepared to share and learn from others in faith communities similarly sized to your own. We'll explore what's working well, the challenges and new ideas you've tried on, the risks worth taking, and the failures worth celebrating. Focal points of conversation will be developed based on the interests of those who attend these workshops. Each of these workshops will be professionally facilitated.

- Small parishes (or Family): Average Sunday attendance of 1-50
- Medium parishes (or Pastoral): Average Sunday attendance of 51-150
- Large parishes (or Program) - Average Sunday attendance of 151+

ESSENTIAL PARISH OPERATIONS

- **Human Resources 101: A guide to being an employer in a religious organization - Kayla Tubolino**

Human Resources 101 will outline the basics of maintaining a staff as a religious organization. The workshop will discuss the onboarding process of recruiting, hiring, letter of employment and orientation. It will cover guidelines to follow when managing performance of an employee and the correct way to document this process. It will briefly cover how to write job descriptions and provide a template. The workshop will also cover policies for the HR Manual used by ECCT and ways to utilize the handbook.

Facilitator: *Kayla Tubolino* joined ECCT as the HR Administrator in November 2015. She graduated from the Isenberg School of Business at the University of Massachusetts Amherst where she studied Business Management. After graduation

Kayla joined Target as an Executive Team Leader in Human Resources where she supported a staff of 200 employees. There she took part in the HR Compliance Assessments and district-wide auditing of HR policies and procedures. In 2013 Kayla joined TJX Companies where she took part in driving profitable sales for the children's division of Marshalls. She also assisted in a company initiative to support employees and build retention strategies. Kayla lives in Cromwell with her husband and 2-year-old daughter.

- **Employment and Human Resources Question and Answer Panel** - Kayla Tubolino, Tyron V. Harris, Orelena Cowen

Do you have employment or human resource questions from your parish you are not sure who to ask? Do you have a special circumstance or issue you need to ask a HR professional? Bring your questions to the question and answer panel to get guidance.

Facilitator: *Kayla Tubolino* (see bio under Human Resources 101). Kayla will be joined by other professionals in the HR field including Tyron V. Harris and Orelena Cowen.

- **Vestry 101: What is a vestry and what does it do?** - The Rev. Amy Welin and the Rev. Greg Welin

This workshop is designed for those who are new to vestry or have questions about the structure, purpose and functioning of a vestry. Topics include:

- Roles and responsibilities of officers, vestry, and ordained leadership
- Agenda design
- Best practices for effective vestry meetings
- Guidelines for Mutuality (conversation)
- Exploration of the two major responsibilities of a vestry: parish management and parish leadership.

Facilitators: *Amy Welin* is the Interim Rector of St. Paul's Parish in Fairfield. She has extensive experience as a priest and a consultant for parishes in Connecticut, and enjoys working with vestries to assist them in being the best that they can be. Serving on the vestry is not rocket science, and it does require some knowledge. Be the best you can be, for the sake of God's mission!

Greg Welin is Priest-in-Charge at St. Paul's, Woodbury. He has had experience working with six different parishes in Connecticut as well as consulting with vestries and transition teams with parishes looking for new leadership. The most energizing part of vestry meetings are the opportunities for spiritual growth and leadership development. How much better we serve when we are all using our best gifts!

- **Vestry 201: Business Practices** - Presenter TBD

This workshop reviews business practices to equip vestry members to be good stewards of parish resources. Topics include:

- Church as employer of lay and ordained
- Parochial reports
- Budgeting process
- Financial reporting
- Risk management, insurance and safe church practices

- **Vestry 301: Communication and Vestry Covenants** - The Rt. Rev. Dr. Laura J. Ahrens and the Rev. Susan Pinkerton

This workshop explores key leadership principles and practices in parish life. Ways to avoid triangulation, rumors and parking lot meetings will be shared. We will also look into how to write and live into a vestry covenant.

Facilitators: *Bishop Laura Ahrens*, Bishop Suffragan of the Episcopal Church in Connecticut, is passionate about exploring with Congregations how parish leadership, lay and ordained, can engage God's Mission in their local context through prayerful discernment and collaborative partnerships. With Bishop Douglas she seeks to create vibrant and engaging spaces where Christians can deepen their understanding of God's love and try on new ways of speaking about and sharing that love with others.

Susan Pinkerton is the first woman rector of St. John's Church, West Hartford. She began her vocation in ordained ministry after a successful career as a trial attorney. Susan values wise and dynamic leadership who benefit a faith community when they work in concert toward specifically defined goals with transparency and good will.

- **Treasurer's Toolkit** - Canon Louis Fuertes

What is the scope of a Treasurer's responsibilities? This workshop will include tips for managing your parish's budget process, Parochial Reporting made (relatively) painless, and group discussion of parishes' most challenging parish financial policy issues.

Facilitator: *Louis Fuertes* is our Canon for Mission Finance & Operations for ECCT. He has 20 years of financial services industry experience with JP Morgan Chase and Citibank. Prior to that, he was a Principle in the Financial Services practice at Booz, Allen & Hamilton, a management consulting firm. Mr. Fuertes holds engineering degrees from Brown University and M.I.T. and an MBA from Harvard University. Mr. Fuertes has also served as a member of ECCT's Program and Budget Committee, as a Financial Coach in ECCT's Mutual Responsibility and Interdependency (MRI) program and as Treasurer and Finance Committee Chair of Christ & Holy Trinity Church in Westport.

- **Investment Management Strategies, Best Practices and Requirements** - Canon Louis Fuertes

Most ECCT parishes are pursuing four different investment strategies, each with different advantages and oversight requirements. Is your parish pursuing a strategy that is appropriate for its needs and capabilities? Where does Donations & Bequests (D&B) fit in? What requirements do parishes need to honor in order to manage investments appropriately regardless of their investment strategies?

Facilitator: *Louis Fuertes* - See Treasurer's Toolkit

- **Parish Buildings: Better Serving You and Your Community** - Dave Desmarais

This workshop focuses on the care and stewardship of our church properties. We will explore how a thorough and well planned preventative maintenance program can benefit building, budgets and insurance costs, and ways a parish can use their facility to produce income while serving needs in their community. We will also touch on recent energy cost management initiatives being pursued by different parishes.

Facilitator: *Dave Desmarais* has served as property manager for ECCT since 2012. Dave supports parish leaders by being available to assist with building assessments, contractor recommendations, review of contracts, specifications and other areas as needed. Dave is a long-time member of St. John's Church, Bristol, where he has served in a wide range of leadership positions.

- **One Day the Rector Will Leave: Parish Planning for Clergy Succession** - The Rev. Canon Lee Ann Tolzmann

The median length of tenure for a full-time rector is now six years. Transition is no longer an isolated event in the life of our parishes. It has become a way of life, and it does not have to be a major disruption. This workshop will prepare parish leadership to plan for regular leadership transitions and to move through them in life-giving ways.

Facilitator: *Lee Ann Tolzmann* began serving as ECCT's Canon for Mission Leadership in August 2015 after serving seven years as the rector of St. Paul's, Riverside. She was ordained in the Diocese of Maryland after attending General Seminary and served as rector of a parish in Baltimore for several years. She is a lifelong Episcopalian who loves seeing the Holy Spirit at work in the lives of clergy and parishes as they travel the journey through transition.

LEADERSHIP

- **The Art of Risk Taking: A Toolkit for Taking Risks; Handling Fear, Failure, Rejection and Criticism, and Building a Meaningful Life** - Caitie Whelan

Have you got some unrisks in you? Is fear of failure, rejection, and criticism holding you back? Well, come on over to this high-energy interactive workshop full of concrete tools on taking risks; handling fear, failure, rejection, and criticism; and building a meaningful life at church and in the world.

Facilitator: *Caitie Whelan* is the Founder/Noter-in-Chief of *The Lightning Notes*, a short daily post to help us move the world forward. It features great ideas and striking stories to remind us that we matter and that improving the world is our matter. Prior to *The Lightning Notes*, Caitie was a Senior Foreign Policy Advisor in Congress, co-founded a school in India with a community of lower caste musicians, and raised pigs in Italy. She is a graduate of Brown University - where she co-launched their Social Innovation Initiative and is a member of the Brown Women's Leadership Council - and the Salt Institute for Documentary Studies, where she co-founded and chaired the Salt Alumni Board. She is a Truman Scholar from Maine.

- **Creativity for the Adaptive Leader - The Rev. Canon Hannah Anderson**

Workshop participants will be offered the theology and practice of adaptive leadership through hands on experience with various media: collage, paint, clay, paper, wire/beads, ink/pencil. Attention is paid to the *process* not the product, of this experience. *"Lets' practice working the edges of an issue together and see how we can apply our experience to leadership!"*

Facilitator: A life of contemplative prayer and creativity form the palette that artist-priest *Hannah Anderson* paints from in her role as Canon to the Ordinary in the Episcopal Church of New Hampshire. She remains curious about the formation of church leaders in their capacity to respond in fresh, adaptive ways to the challenges and changes facing today's Church. Hannah is a certified life coach (IPEC), wife, mother, grandmother and artist as well as an Episcopal priest, ordained in 1994.

- **Addressing Problematic Behaviors in Christian Communities - Ronald N. Casey, Ph.D.**

From time to time, almost all Christian communities experience problematic behaviors including triangulation, sabotage, secret-keeping and bullying. These behaviors can prevent even the most faithful of communities from functioning well and fully engaging in God's mission. Sometimes these behaviors can continue for years before they are addressed. This workshop will help participants recognize problematic behaviors and learn ways they and others can work to minimize these behaviors in their parishes.

Facilitator: *Ron Casey* is the consulting psychologist to ECCT and director of ECCT's Clergy and Family Assistance Program, a mental health triage and treatment service for clergy and their families, as well as lay employees and their families. Ron is also a psychologist in private practice, an Assistant Clinical Professor of Psychiatry at the Yale University School of Medicine and a CREDO faculty member. As a program of the Episcopal Church, CREDO offers wellness conferences and related services for clergy.

- **Managing Conflict in Parish Relationships - The Rev. Dr. E. Bevan Stanley**

This workshop will present a number of ideas and conceptual models that can be helpful in thinking about conflicted situations. It will also offer some pragmatic suggestions for dealing with such situations. There will be opportunity to ask questions, share experiences and wisdom, and discuss specific situations.

Facilitator: *Bevan Stanley* is a priest of the ECCT where he has spent most of his ordained ministry as a parish priest. He currently serves as Priest in Charge of St. Michael's Parish, Litchfield. Bevan has received specialized training as a conflict consultant and as a mediator. He also serves as a spiritual director, leads retreats, consults in parishes, and trains parish leaders.

- “Saying No to Say Yes” - David Olsen, PhD, LCSW, LMFT

This workshop is designed to help vestry members and lay leaders better understand and implement healthy boundaries aimed at creating healthy parishes. In addition, vestry members and lay leaders will better understand the role of anxiety in parish life and be better equipped to communicate more effectively in anxious parish contexts.

Facilitator: *David Olsen* is the Executive Director of Samaritan Counseling Center in Scotia, NY. He is a certified marriage and family therapist (Clinical Member and Approved Supervisor American Association for Marriage and Family Therapy), a Licensed Clinical Social Worker, a Licensed Marriage and Family Therapist, and a Diplomat in the American Board of Examiners in Clinical Social Work. He recently was a presenter for ECCT's mandatory clergy professional development and safe church recertification trainings. David has authored several books including *Saying No to Say Yes: Everyday Boundaries and Pastoral Excellence*, presents workshops nationally on topics involving families and couples, and provides consultations to congregations, family businesses and other organizations. He is an adjunct faculty member at Sage Graduate School.

- **Doing More with Less: Advancing God's Mission with "Ministry Quadrants"** - The Rev. Dr. Donald L. Hamer

When in 2010 Trinity had to transition from being a "two priest parish" to having a solo rector on staff, the congregation faced the challenge of how to manage more than 32 separate ministries. With the help of former Canon to the Ordinary Richard Tombaugh, the clergy and Vestry devised a plan to divide all of those ministries into four ministry "quadrants" (Mission/Outreach, Christian Formation, Parish Care and Worship) with a parishioner serving as the "liaison" to coordinate the various ministries within a quadrant and to serve as a liaison with the Rector and the Vestry. The workshop will describe how the system works and share the challenges and rewards we have experienced in implementation.

Facilitator: *Don Hamer* served as an estate planning attorney and judge of probate before attending Berkeley Divinity School at Yale and being ordained a priest in the ECCT. He served as curate/assistant at St. Mary's, Manchester for 3 years before being called as Rector of Trinity, Hartford in 2003. He recently completed his Doctor of Ministry Degree at Hartford Seminary with a thesis entitled, *From Hospitality to Missional Church: Discerning God's Mission at Trinity Episcopal Church, Hartford, Connecticut*.

PASSION AND CALL

- **What does God want you to do with your life?** – Members of the Commission on Ministry and Region Discernment Leaders

Members of the Commission on Ministry and Discernment Leaders invite you to a conversation and sharing of resources for discernment about how God might be calling you. Discernment (the exploration of God's call to us) is something all of us should be about all the time. It is not just for those who might feel a call to ordained ministry. If you are wondering what's next or just desirous of a deeper relationship with God, come join this conversation! This workshop will help you to explore such questions as: Where is your ministry passion? Where is God calling you to mission in ECCT and in this world? What brings you joy? Where do you see a need for ministry? How might God be calling you to share your gifts more fully with the world?

PASTORAL CARE

- **Addiction to Recovery: Hope for Addicts, Loved Ones and Families** – The Rev. Philip Bjornberg

This workshop explores the threefold nature of disease in the addictive person – body, mind and spirit – well as in the family system of associated loved ones through the lens of an addict with long-term sustained recovery. The workshop offers an overview of how the spiritual discipline of traditional twelve-step recovery addresses these aspects of the addicted individual and family system. The workshop course format is an adaptation of classroom instruction, small group discussion and participant Q & A with a panel of recovery practitioners.

Facilitator: *Phil Bjornberg* is a 2014 graduate of Fuller Theological Seminary in Pasadena, California with a Master of Arts Degree in Theology and Recovery Ministry. As Chaplain at Stonington Institute from April 2015 to October of 2016, Phil taught and facilitated groups on the Spirituality of Recovery and provided individual pastoral counseling to active duty military personnel and veterans with post-traumatic stress (PTSD) and substance abuse (SAD) disorders as well as to acute care clients in the three to five day medical DETOX. Ordained a priest on December 21, 2016 he serves as the Missional Priest at Trinity Church, Portland. Phil is active in not only bringing his ministry to twelve step recovery communities, but more prophetically, he presents a living testament to the gospel of incarnation through the lens of twelve-step spirituality within traditional faith communities.

- **Alzheimer's / Dementia 101: Let's Talk about Basic Understandings** – Doreen C. Putnam, DCP, CIPG

This workshop will cover the difference between Alzheimer's disease and dementia, discussion on the 10 warning signs of Alzheimer's disease and review dementia risk factors. Discussion will also include effective communication skills with written materials provided as well as related resources.

Facilitator: *Doreen Putnam* has spent 19 years in the Alzheimer's/dementia field educating caregivers, providing professional in-service training in the health care

industry and offering educational programs to community organizations. She also currently facilitates seven Alzheimer's/dementia monthly support groups and one Frontotemporal Degeneration support group. Doreen was Director of Education for the Alzheimer's Association of CNY, directed a memory-care adult day program in Detroit and spent eight years as Senior Director of nine memory-care assisted living communities for Benchmark Senior Living in RI, MA and CT.

- **The Needs and Stressors of Caregivers** - Doreen C. Putnam, DCP, CIPG

Participants in this workshop will look at the "pitfalls" caregivers create for themselves and steps they can take to protect themselves, discuss healthy environmental and personal patterns and identify medical issues caused by stress. Discussion will also include "How to ask for help" and look at "Plan B" for the future care of a loved one.

Facilitator: *Doreen Putnam* - See **Alzheimer's/Dementia ...**

- **Lay Eucharistic Visitor Training** - The Rev. Pat Jackson, Deacon and the Rev. Liz Knauff, Deacon

Haven't seen someone in church for a few weeks? Did you recently call someone on the telephone only to hear that he/she has been unwell for some time and hasn't heard from the church? Such persons could be well served by taking the time to pay them a visit. This workshop is offered for anyone who might be exploring ways to be better equipped for God's Mission in the ministry of a Lay Eucharistic Visitor (LEV) and is an iteration of the earlier LEV training done some years ago. It is designed as a guide to introduce the aspects of the sacramental ministry as well as a guide to using a standardized order of service for taking the Church (Body of Christ) to the member who is unable to be inside the church to worship. Handouts will be provided and discussion will include some of the difficult and/or unusual challenges and joys the Lay Eucharistic Visitor encounters while negotiating the busyness and speed bumps that encroach on our lives today.

Facilitators: *Pat Jackson and Liz Knauff* are graduates of the final Ministry Education and Exploration Program (MEEP) held in 2005. They went through Deacon Formation together and were part of the largest group of (ten) Deacons ordained in ECCT in 2007. Pat and Liz are both members of the Deacons Council.

Pat holds a Bachelor of Science degree from Empire State College, Saratoga Springs, NY and is now retired after serving 30 years in the pharmaceutical industry. She served as Deacon for four years at Trinity, Hartford and is currently on assignment at Church of the Holy Trinity, Middletown.

Liz is presently employed at Warehouse Point Library, East Windsor as Children's Program Coordinator. She served as Deacon for four years at Trinity, Tariffville and is currently on assignment at Church of the Good Shepherd, Hartford.

SOCIAL JUSTICE AND ADVOCACY

- **Addressing Racism: Living out our Baptismal Vows, Expanding the Conversation -** Members of the Racial Justice & Reconciliation Ministry Network

Participants will gain a deeper understanding of racism and privilege in America today, including different aspects of racism, racism's historical context in Connecticut, its impacts today and how to discuss racism in our parishes to help all people better live out their baptismal vows.

- **Recognizing, Understanding and Appreciating Differences as a way to see, name and dismantle oppression -** The Rt. Rev. Ian T. Douglas, Ph.D. and Tokunbo Green

In this workshop we practice using guidelines which have been proven to facilitate honest conversations about a wide array of challenging topics. We will also explore our own multiple identities in which each of us is privileged and those in which we lack privilege, as well as a multicultural change process that is useful to individuals and organizations facing any kind of change.

Facilitators: *Bishop Ian Douglas* was consecrated Bishop of the Episcopal Church in Connecticut in April 2010. He has written extensively on mission, missiology, and the Anglican Communion, and has provided expert commentary and opinion for national media, print and broadcast.

Tokunbo Green, a former Camp Washington camper and lifelong Episcopalian, strives to create a world that is just and right. She graduated from the University of Connecticut School of Law in 2008 and is now a solo practitioner in Bridgeport, CT. She is a leader in ECCT serving on the Disciplinary Board for Clergy, the Commission on Ministry and as a Safe Church Trainer. She is a member of St. John's Church, Bridgeport where she serves on the vestry and property committee.

- **Transgender 101: All those questions you are afraid to ask -** Ace C. Ricker and Jessie O. Karpf

Bathrooms and the "boundaries" around their use are all over the news but being transgender is much more than that. This workshop will discuss questions that many assume but are surprised to know the true answers to from both a transgender person's and a parent's perspectives. There will also be an opportunity to ask questions that you aren't sure are ok or taboo.

Facilitators: *Ace Ricker* has been a transgender advocate since the age of fifteen working with many organizations fighting for equality as well as writing and presenting testimonials for house bills such as HB 6599 (An Act Concerning Discrimination) and HB 7006 (An Act Concerning Birth Certificate Amendments). He has spoken at numerous forums such as Yale Divinity, Rutgers, and several others spreading awareness and education about the LGBT community. Ace has an Associate degree in Business Administration & Management and is now attending UCONN to obtain a Bachelors in Communications/Humanities/Business. While at Housatonic Community College, he was the president of U.N.I.T.Y (G.S.A.)

Jessie Karpf is the parent of a transgender daughter and an ECCT deacon postulant.

- **LGBTQ Inclusion in YOUR Episcopal Congregation - Anthony Crisci**

Following an introduction to LGBTQ inclusive language, practices and cultural competency, this workshop will specifically focus on considerations for churches as well as programs typically offered by religious organizations. This workshop will not address religious doctrine regarding the LGBTQ community, but rather how to present an inclusive, hospitable and welcoming environment for members of this community.

Facilitator: In September 2013 *Anthony Crisci* began serving as the Executive Director of Triangle Community Center (TCC), Fairfield County's leading supporter of programming and resources for LGBTQ individuals and communities. He was the organization's first full-time staff person. TCC now has four full-time staff and has expanded its programs and services to offer case management, financial assistance and housing for its clients. Anthony came to TCC after working with Bend the Arc: A Jewish Partnership for Justice in New York City, a national social justice organization. Anthony is a member of St. Pauls' on the Green, Norwalk where he has served as both a vestry member and treasurer.

- **Opposing a Third Casino in Connecticut - Robert Steele**

A new casino is under construction in Springfield, MA. The tribes who own and run Mohegan Sun and Foxwoods believe a third casino north of Hartford will deter gamblers from leaving the state. They have asked the legislature to allow them to jointly open a \$200-300 million "convenience" casino in the Hartford area. Mr. Steele will explain why this is a bad idea, and what Episcopalians in Connecticut can do to prevent passage of the legislation.

Facilitator: *Robert Steele* is a businessman with an extensive background in government and politics. A graduate of Amherst College and Columbia University, he serviced in the CIA and Congress (2nd District, CT) and was a nominee for governor of Connecticut. He is the author of *The Curse*, an historically accurate novel about the evolution of the two casinos in southeastern Connecticut.

STEWARDSHIP

- **Building Your Stewardship "A" Team - The Rev. Suzanne M. Culhane**

Leadership is as fundamental to Stewardship as Bread and Wine are to the Holy Eucharist. Come for a lively session on identifying and cultivating the right Stewardship leaders for the spread of the Kingdom of God. Learn to recruit, empower, and equip your team for both institutional and spiritual success. Focusing on annual giving, we will walk through the critical areas of relationship with money, living in abundance, leadership by example, responsible goal setting and top best practices. Please come with an open heart and prepared for active participation!

Facilitator: The Rev. Suzanne M. Culhane is a stewardship and fundraising consultant with nearly 20 years of experience in counseling religious and social service organizations. Working with three international firms and independently, over the course of her career she has assisted more than 100 organizations in raising nearly \$90M for mission and programs. Her expertise includes annual giving,

major gifts, capital campaigns, leadership development, and planning processes. Recent client partners include Trinity Church (Boston), Saint Anthony's Shrine (Boston), The Episcopal Chaplaincy at Harvard, and The Church of the Ascension (New York). She frequently leads workshops and retreats in addition to clergy coaching around stewardship and fundraising. She is an Episcopal Priest currently serving as Curate for Stewardship at Christ Church in Greenwich, CT. Suzanne holds an M.Div. from Episcopal Divinity School and a B.S. from Siena College. She is a native New Yorker and a lifelong Episcopalian. She believes that God is in the numbers too and delights in building His Kingdom through transformational stewardship.

- **Creating Effective Stewardship Materials - The Rev. Adam Thomas**

There are many approaches to funding God's mission in our parishes and worshipping communities, but they all share one thing in common. Effective communication is key in a world where dozens of other charitable concerns compete for the hard-earned dollars parishioners will give. In this workshop, we will examine this communication and look at a case study for a successful annual drive. Design templates will also be available for customization in your own context.

Facilitator: *Adam Thomas* is the rector of St. Mark's, Mystic. He was part of the bishops' deputation to Project Resource in Colorado in 2015 and used some of that learning in St. Mark's 2016 annual drive, which was very successful.

- **Estate and Charitable Planning: Making Prudent Provision for Families and Bequests for Religious and Charitable Uses - Robert B. Fawber, Esq.**

This workshop will help participants understand and take steps to implement the **Book of Common Prayer** admonition for *"Christian parents to make prudent provision for the well-being of their families, and of all persons to make wills, while they are in health, arranging for the disposal of their temporal goods, not neglecting, if they are able, to leave bequests for religious and charitable uses."* Topics will include durable powers of attorney and living wills, as well as lifetime gifts and disposition of assets at death to individuals, churches, and charities.

Facilitator: *Bob Fawber* is a Principal in the law firm of Cummings & Lockwood, LLC. He currently serves as Principal-in-Charge of the firm's West Hartford office, which is located in the heart of Blue Back Square. His primary areas of practice are estate and charitable planning, estate settlement, trust administration and residential real estate transactions. Bob is a parishioner at St. James's Episcopal Church, West Hartford.

WORSHIP

- **Morning Prayer 101 - The Rt. Rev. Ian T., Douglas, Ph.D.**

Our **Book of Common Prayer** includes the wonderful service of Morning Prayer, one of our Daily Offices. This short service for the start of each day and can be used by individuals in their homes or congregations in parishes. Designed to be led by clergy or laity, Morning Prayer can be led by laity in a parish on those occasions

when a clergy person cannot be present. In this workshop participants will experience the beauty of Morning Prayer and learn how to lead it.

Facilitator: *Bishop Ian Douglas* - See **Recognizing, Understanding & Appreciating Differences...**