



EPISCOPAL CHURCH
IN CONNECTICUT
PARTICIPATING IN GOD'S MISSION

THE 28th MEETING OF THE MISSION COUNCIL OF THE EPISCOPAL CHURCH IN CONNECTICUT
(FORMERLY: THE 493rd MEETING OF THE EXECUTIVE COUNCIL OF THE EPISCOPAL DIOCESE OF
CONNECTICUT), AND THE BOARD OF DIRECTORS OF THE MISSIONARY SOCIETY OF THE DIOCESE OF
CONNECTICUT, INC.

December 16, 2023

In Attendance: The Rt. Rev. Jeffrey Mello, The Rt. Rev. Laura Ahrens, Brad Babbitt, Chancellor, Gordon Ross, Treasurer, Tom Rouse, The Rev. Deacon Ron Steed, Judie Blackman-Cochran, Paul Manfredi, The Very Rev. Miguelina Howell, Karolyn Nicolaides, Valerie Stanley, The Rev. Heidi Thorsen, The Rev. Dr. Lisa Hahnemann, The Rev. Heidi Thorson, The Rev. Sandy Stayner, The Rev. Tuesday Rupp, The Rev. Nikolaus Combs, Naomi Fisher, The Rev. Joseph Rose, Steven R. Mullins, Cathy Schrull, Canon Rosanna Rosado, The Rev. Canon Tim Hodapp, The Rev. Canon Ranjit Mathews, Canon Sarah Woodford, The Rev. Canon Harlon Dalton, The Rev. Rebekah Hatch, Maggie Breen, Deb Tickell, and the Rev. Stacey Kohl, Secretary of the Diocese and Convention

Absent: The Rev. Deacon Jessie Akerson, The Rev. Deacon Felix Rivera, The Rev. Cheryl McFadden, The Rev. Tracy Johnson Russell, The Rev. Justin Crisp, Whitney Batson, Marie Dixon, Leitita Naigles

1) CALL TO ORDER AND OPENING PRAYER

The Meeting was called to order at 1:40 p.m. by **Bishop Mello**, with prayer.

2) ITEMS REQUIRING APPROVAL WITHOUT DISCUSSION

The Rev. Lisa Hahneman moved to approve each item on the consent agenda, seconded by **Tom Rouse**.

The Consent Agenda including the following items:

- a) Minutes of the September 2023 Mission Council Meeting
- b) Minutes of the Finance Committee Meeting
- c) Property Report of the Missionary Society
- d) Report from Human Resources
- e) Sustainable Development Grant
- f) CMPC Technology Grant
- g) Clergy Housing Allowance Resolutions

The motion passes.

3) ITEMS REQUIRING DISCUSSION AND/OR ACTION

a) **Fund Request: Task Force Addressing Racism in the Title IV Process**

Canon Harlon Dalton reported on funding request from the Task Force Addressing Racism in the Title IV Process. The Task Force has requested \$5,000 to fund the ongoing work of the Task Force, including additional work with the Mission Institute for anti-bias training.

Tom Rouse moved to approve funding request of up to \$5,000 to be drawn from 2024 Contingency Fund for the Task Force Addressing Racism in the Title IV Process's ongoing work, seconded by **Gordon Ross**. Motion passes.

b) **The Commons: Use of Space**

Bishop Jeffrey Mello reported on The Commons and what the next generation of use of space might be. Open space presents many opportunities, but also challenges particularly in a post-COVID world with the increasing number of Zoom meetings held during the day. Conversations are ongoing as to how to maximize the space in the short-term while also asking what needs do we need to address for the future.

c) **Finance & Operations Reports, Statements (Q3)**

Canon Rosanna Rosado offered a report on Finance & Operations for Q3 2023. Supporting documents and a written report are included in the supplemental materials of these minutes.

Gordon Ross moved to accept the Q3 financial statements, seconded by **Tom Rouse**. Motion passes.

Bishop Mello updated on the current "Parish Good Standing" criteria. Typically, "Good Standing" is related to a parish's ability to obtain grants and loans from ECCT. However, some of ECCT's current "Parish Good Standing" criteria do not actually risk a parish's status, for example the Annual Parish Survey. Mission Council will be working to clarify "Parish Good Standing" as well as clarify expectations for each item.

Treasurer Gordon Ross presented proposed member of Finance Committee, Marc L. Rinaldi, who was presented by his parish, including offering a letter of recommendation. **Canon Rosado** and **Treasurer Ross** interviewed him and were impressed. The Finance Committee voted to recommend him for confirmation, which is a new practice they are doing as part of their intentional work on process, term limits, training, etc.

Tom Rouse moved to confirm Marc L. Rinaldi as a member of the Finance Committee, seconded by **the Rev. Heidi Thorsen**. Motion passes.

Tom Rouse moved to approve the request of a loan in the amount of \$50,000 to Holy Trinity, Enfield, from the revolving loan fund for the term of 10 years to be used for structural repairs,

gutter replacement, and new electrical panels, seconded by **the Rev. Heidi Thorsen**. Motion passes.

Canon Rosado presented those parishes recommended to receive the “Parishes Serving Low Income Communities Grant” (see appendix). **Valarie Stanley** moved to approve the grants to the parishes as listed, **Julia Blackman-Cochran** seconded. Motion passes. In addition, Mission Council requested an update on the work being done to re-evaluate the algorithm used to determine which parishes qualify for the “Parishes Serving in Low Income Communities Grant” at the March 2024 meeting.

Canon Rosado presented the “Trinity South Norwalk Grants” (see appendix) as recommended by Trinity South Norwalk committee. **The Rev. Heidi Thorsen** moved to approve the grants as listed, **Paul Manfredi** seconded. Motion passes.

Canon Rosado presented a new parish loan program, the “Parish Bridge Loan for Mission and Market Analysis.” This loan would be available to parishes working in partnership with Stewardship to support the parish in completing their Mission and Market Analysis study (\$3,000). The Finance Committee requests an initial amount of \$45,000 be allocated from unrestricted funds to offer parishes loans of \$1,500 or \$3,000 to assist them in completing the analysis. Repayment terms will be determined based in part on the parish’s future market opportunities. **The Very Rev. Miguelina Howell** moved the allocation of funds as noted above, seconded by **Paul Manfredi**. Motion passes.

d) Review of Resolutions Passed at Annual Conventions

Secretary Stacey Kohl encouraged everyone to review her written report detailing affirmed resolutions and Mission Council’s role in them. She also reminded all to ensure they are up to date on their anti-racism and Safe Church training.

Regarding 2023: Resolution 6 and Mission Council’s likely more significant role, **Bishop Mello** noted the first step in moving forward with the directives in this resolution, including creating the Reparations Task Force, is hiring new Canon for Advocacy, Racial Justice & Reconciliation.

4) UPDATES

a) Staffing Update

Bishop Mello offered an update on staffing at The Commons.

- (a) The new Canon for Communications, Sarah Woodford, has started.
- (b) The search for the new Canon for Advocacy, Racial Justice & Reconciliation is nearing its conclusion. The search brought in applicants from across The Episcopal Church. There were four semifinalists, and two were brought in for final interviews. An offer was made, and the candidate accepted. The announcement will be made public after the first of the year.
- (c) ECCT has been utilizing a temp agency to help cover administrative positions for the time being.

5) APPRECIATIONS & REGRETS

Bishop Ahrens led in appreciations, regrets, and “where did God show up.”

6) ADJOURNMENT, CLOSING PRAYER, & BLESSING

A motion to adjourn was duly made by **Cathy Schrull**, seconded by **Paul Manfredi**. Motion passes.

The meeting was adjourned at 3:10 p.m. **Bishop Laura Ahrens** closed in prayer.

Faithfully submitted,

A handwritten signature in cursive script, reading "Stacey Kohl".

The Rev. Stacey Kohl
Secretary of the Diocese and Convention

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Finance Committee Meeting Minutes

December 12, 2023

Present: Suzy Burke, Barbara Curry, Rev. Geoffrey Hahneman, Rev. Salin Low, Ralph Yearwood and Diocesan Treasurer Gordon Ross

Excused: June Aziz, Valarie Stanley

Staff Present: Bishop Jeffrey Mello, Bishop Laura Ahrens, Canon for Finance & Operations, Rosanna Rosado, Canon for Communications & Media, Sarah Woodford, Comptroller Derrick DaSilva, Staff Accountant Kathy O'Hearn, Data Analyst Manager Gigi Leackfeldt, Operations Manager Matt Handi, and Property Manager Jonathon Heflin

Called to Order at 6:03 pm

Bishop Mello opened the meeting with prayer.

Consent Agenda:

With no further questions or discussions, the minutes from September 26, 2023, unanimously **Voted on and Approved.**

Q3 Financial Statements

Income Statements:

The Diocesan Treasurer Invited the Staff Accountant, Ms. O'Hearn, to present on the Revenue streams.

Ms. O'Hearn went on to note the actuals were at \$5.08 million. She also highlighted that the total revenues were approximately \$44k under budget due to timing. She went on to refer to Common Mission Support, the variance is due to the timing of invoicing due to the transition of the Financial Software system. She also noted that the expenses were at \$3.05 million. She went on to share that Q3 reflects a slight surplus of approximately \$398k, primarily due to the timing of the expense line items.

Ms. O'Hearn Invited Canon Rosado to present the Common Mission Support.

Canon Rosado went on to highlight the CMS analysis noting that 65% of our revenue streams stem from CMS. She also noted that in Q3 we encountered a decrease in receipts of 22%, stating that this is primarily due to the timing and implementation of our new accounting software platform, which included a change in the monthly statement format.

Canon Rosado went on to highlight the analysis that there are (13) parishes in arrears over 60 days. Noted that 28% (8) Parishes are less than \$2,600, 72% (5) parishes are over \$3,300, and 58% (3) Parishes owe the bulk of the arrears. She also noted that (3) parishes or 16% have approved payment plans.

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Canon Rosado also went on to note that we received 103% of the collections in October through November 30th.

Canon Rosado Invited Ms. O'Hearn to present the Operating Expenses.

Ms. O'Hearn presented the operating expenses, noting \$4.68 million, and stated that there were no notable variances and that we are on track with budget usage. The actuals were on par with the budget and or under budget. She also went on to highlight several of the prepayments, such as the Wider Church Commitments, which is our TEC commitment, along with Specialized Ministries and Ministries to Higher Education, which are program expenses, and the Diocesan Convention variance due to staff restructuring.

Ms. O'Hearn Invited Mr. Derrick da Silva the Controller to present the Combined Balance Sheet.

Combined Balance Sheet

Assets:

Mr. Da Silva went on to present the combined balance sheet. Mr. Dasilva explained the change in the Balance format due to our new financial software system. He also went on to note that the increase in cash and equivalents of \$11k was due to cash collections. The Accounts receivable increased by \$116k due to the timing of Collections of CMS and JJMA Pledges. He also noted that the investments decreased due to market fluctuations. He shared that the Accounts receivable other, decreased due to JJMA collections, notes receivable decreased due to collection on loans and prepaid increased due to program expenses. He also noted that long-term investments and property and equipment remain steady.

Liabilities and Net Assets:

Mr. Da Silva moved on to report on the Liabilities and Net Assets, noting that the increase in payables was due to JJMA Custodial Funds and the timing of Accounts Payable disbursements.

- Geoffrey Hahneman made a motion to accept the Q3 Financial reports, and Suzy Burke seconded the motion. With no changes or revisions, the Q3 Financial statements were **Voted on and Approved.**

Camp Washington Q3:

Mr. DaSilva went on to address the combined Income statement of Camp Washington, noting that the revenues are at \$380k and expenses of \$593k with a shortfall of \$65,870 plus depreciation of \$54,459.

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Canon Rosado Invited Rev. Matt Handi, Operations Manager, to present on Operations.

Operations:

Rev. Handi reported a 17.2% increase in P&C premium for 2024, depending on the parish. He also noted that on the open market, the rates are up by 22%. Last year we moved to Church Insurance, yielding cost savings and enhanced customer services. He also went on to note that the ECCT portfolios have been undervalued by 39%, and due to the updated property valuations, increase in construction costs, and other impacts from post-pandemic, contributed to the overall increase.

Rev. Handi went on to share that the Executive lines have been transferred to the Church Insurance Company. He also noted that CIC will also manage the foreign business travel policy, through Dec. 2024 and the Insurance Board will reevaluate thereafter.

Rev. Handi went on to note the increase in medical premiums averages 7.25% for 2024. The dental, and long-term disability have moved to CIC, and the Life insurance program is currently in negotiations with CPG.

Mission Society Investment Funds:

Canon Rosado went on to note that as of September 30th, the investment balance was at \$55.5 million, and as of October 31st the investment balance was at \$53.8 million, a decrease of 4.05%, and Bank of America noted an increase of 9.7% through Nov. 30th.

Canon Rosado went on to share the activity of unrealized losses of \$2.1 million, withdrawals of \$7,975, a spending plan of \$494k, and returns of \$264k.

UPDATES

Canon Rosado, Invited Mr. Jon Heflin, Property Manager to provide an overview of the Missionary Society's properties.

Missionary Society's Property Report

Mr. Heflin reported that the properties are in a steady state. He also reported that the sale of Saint Alban's, Danielson is set to close at the end of December.

Mr. Heflin then went on to share that the vandalism and mischief at the property at 461 Mill Hill Terrace had subsided, due to securing the facilities. He also reported that he is currently working with several entities to identify the best way to exhume the bodies buried beneath the property at Christ Church, Norwich.

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Canon Rosado Invited Gigi Leackfeldt to present on Good Standing and JJMA.

Good Standing Criteria:

Canon Rosado mentioned that at the 239th Annual Convention, a resolution was passed to remove the compliance of the Racial Healing, Justice, and Reconciliation Survey.

Ms. Leackfeldt went on to share the Good Standing Criteria. She reported that we have received 97% of the 2022 Parochial reports, 85% of the 2021 audits, and 53% of the 2022 audits. She also noted that we have received 71% of Annual parish updates.

Ms. Leackfeldt highlighted that as of November 30th there were (11) parishes in arrears for CMS and (5) for P&C and GLMD. She also shared that (7) parishes were in arrears with their CPG Pension payments. Ms. Leackfeldt also stated that (3) parishes have over 25% cumulative draw in their investment draws.

Joining Jesus Campaign:

Ms. Leackfeldt went on to report that phase I of the pledge fulfillment of the Joining Jesus Campaign, noting that \$1.2 million were received and that \$1 million (80%) has been distributed to parishes. She also reported that Phase II pledges are also on track noting that \$1.7 million were received and that \$1.4 million (80%) has been distributed to parishes. She also reported \$2.3 million in collections for JJMA Ministries, of which 82% was distributed to the various ministries.

Canon Rosado Invited Diocesan Treasurer Ross to present on the proposed finance committee member.

Mr. Ross went on to state that Mr. Marc Rinaldi, CPA, is a long-standing member of Christ Church, Greenwich. Mr. Rinaldi has served on the audit and finance committees and has experience working in the financial industry. He also noted that he comes highly recommended by Rev. Zabriskie.

- A motion was made by Rev. Geoffrey Hahneman to accept the proposal to move forward with presenting the candidate to the Mission Council. Suzy Burke seconded the motion. With no further discussion, **Voted and Approved.**

Canon Rosado Invited Gigi Leackfeldt to present on the Revolving Loan Fund.

Revolving Loan Fund -Holy Trinity, Enfield-

Ms. Leackfeldt shared that Holy Trinity; Enfield requested a loan of \$50,000 for structural repairs, gutters, and electric panels with a term of 120 months. Their request was approved by

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their vestry on September 17th. She also went on to share that Holy Trinity, Enfield has a cumulative investment draw of 11.3%, is financially sound, with total assets at 12/31/2022 of \$627K, and is in good standing. The recommendation is that the loan be approved.

Motion to Accept the application for Revolving Loan Fund - Holy Trinity, Enfield –

- A motion was made by Rev. Geoffrey Hahneman to approve the loan request for the Revolving Loan Fund- Holy Trinity, Enfield, and Suzy Burke Low seconded the motion. With no further discussion, Voted and Approved.

PSLIC -Parishes Serving Low-Income Communities-

Ms. Leakfeldt shared that the 2023 Budget of the Convention approved \$100K in support of PSLIC -Parishes Serving in Low-Income Communities. She provided details of the criteria and the list of parishes recommended to receive the grants.

The process identifies parishes serving 25% of the CT population in lowest-income communities. There was a total of (16) parishes of which (8) parishes are in good standing of which (3) need (1) item. We then scale the distribution proportional to parish size community income and financial need. The FinOps team will reach out to the (16) parishes to notify them of the grant and work with the (11) parishes to inquire/assist in fulfilling the requirements.

Motion to Accept the Proposal for the Parishes Serving Lower Income Communities Grants-

- A motion was made by Suzy Burke to accept the proposal for the Parishes Serving Lower Income Communities Grants and Rev. Salin Low seconded the motion. With no further discussion, Voted and Approved.

Trinity South Norwalk Grants-

Canon Rosado went on to share that The Trinity SN Committee met on November 16, 2023, to consider grant requests for 2023. After discussion, the committee determined the requests fell within the parameters of approval outlined in the mission statement and bylaws of the fund. There was unanimous agreement to approve the grants in their entirety. She shared the proposed grant recipients as follows:

Christ Church, East Norwalk	\$60,000
St. Paul's on the Green, Norwalk	\$60,000
Norwalk Mentor Program	4,200

Motion to Accept the Proposal for the -Trinity South Norwalk Grants –

- A motion was made by Rev. Salin Low to accept the proposal for the Trinity South Norwalk Grants and Suzy Burke seconded the motion. With no further discussion, **Voted and Approved.**

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Proposed Parish Bridge-Loans

Canon Rosado presented a proposal to grant bridge loans to parishes to facilitate a market analysis by the Weitman Group and a Mission analysis by Faith X, as part of their work and due diligence process in exploring their highest and best use with Stewardship Realty. Parishes could receive interest-free loans of \$1,500 or \$3,000. Repayment criteria are contingent on revenue-generating opportunities. If there are opportunities, the parish will repay in full, and if there are no opportunities, the parish can repay the loan over the course of three years.

Motion to Accept the Proposal for Parish Bridge Loans –

- A motion was made by Rev. Geoffrey Hahneman to accept the proposal for Parish Bridge-Loans and Barbara Curry seconded the motion. With no further discussion, **Voted and Approved.**

Ms. Leackfeldt shared that the 2023 Property Improvement Grant application period is now open and will remain open through December 31st. She also shared that information is available on our website.

Announcements and updates were noted.

Rev. Geoffrey Hahneman offered a closing prayer.

The meeting was adjourned at 7:49 p.m.

2024 Finance Committee Meetings

6:00 pm – 8:00 pm

Tuesday, March 19th

Tuesday, June 4th

Tuesday, September 10th- Proposed 2025 Budget Presentation

Tuesday, December 10th

Respectfully
Submitted by,

Kathy O'Hearn,
Staff Accountant
December 13, 2023



EPISCOPAL CHURCH IN CONNECTICUT

PARTICIPATING IN GOD'S MISSION

MEMO

To: Mission Council / Finance Committee

From: Jonathan Heflin
Property Manager, ECCT

Date: 12/12/2023

Re: ECCT-Owned Property Update

1. 461 Mill Hill Terrace, Southport, Berg Home (\$2.5-4.5M; ECCT: one-third interest)

- Beautiful Property in the Southport section of Fairfield.
- Currently maintained by ECCT
- Currently performing hazardous materials testing for all three buildings.
- Looking to demolish the existing buildings, to secure the premises.
- This property has the potential for development.

2. 166 Bouton St. W., Stamford (\$0.5M)

- Currently Vacant
- Maintained by ECCT
- Requests have been made to lease/buy the property.
- Exploring possible rental opportunities.

3. 254 Broad St., Danielson (\$380k) *Former St. Alban's Church, parish hall, rectory*

- Inspection of the property noted the former rectory needed extensive renovation.
- The Access Agency had a price reduction of \$10K due to the extensive renovations.
- The Rev. Canon Hodapp and Canon Rosado worked on an active PSA with the Access Agency.
- Maintained by ECCT.
- Tenants of the former Rectory have now vacated the building.
- We are seeking to close the property with Access Agency by the end of December.

254 A: No longer leased. Empty as per PSA.

4. 31 Marsh Rd. Bristol, home on the Shepard Estate

- Maintained and used for ECCT inventory.
- The house is currently vacant.
- The exterior is in fair to decent shape but needs extensive internal renovation.
- Shepherd's Meadows has a lease extension on the land of 50 years.
- Interested in leasing the Marsh Roadhouse for extra office spaces.



5. 12 Berkeley, Norwalk (\$0.6M)

- Currently Vacant
- Maintained by ECCT
- Added extra inside protection to guard against break-ins.
- Multiple entities have demonstrated interest in this property.
- Currently there is a strong rental market in this area of Norwalk.

6. Cemeteries

- Sterns St. Bristol (former Trinity Episcopal Church historic cemetery),
 - Maintained by Don Gettler
- 4 North St. | Plymouth (former St. Peter's Episcopal Church historic cemetery)
 - Maintained by Plymouth Public Works and Don Gettler
- 977 Hope St. | Stamford (former Immanuel Episcopal Church historic cemetery)
 - Maintained by Godfrey Cemetery Maintenance and Kemry Hills Landscaping.
- 970 Hope Street, Stamford. Old historic cemetery.
 - Maintained by Kemry Hills Landscaping.

8. Christ Episcopal Church, 78 Washington Street, Norwich, CT

- Reverend Tim Hodapp is the assigned Priest in Charge
- Maintained by ECCT.
- Ongoing legal inquiry regarding descendants of this property.
- Before the property is reverted to the descendants, bodies beneath the church must be exhumed and relocated. Currently, we are in the process of exploring the possibilities.
- Seeking the assistance of a State Archeologist on managing this matter.
- The property is used to store ECCT inventory.

9. Trinity Saint Michael's, Fairfield, CT

- Reverend Tim Hodapp is the assigned Priest in Charge
- Exploring the highest and best use of the property.
- Maintained by ECCT.
- The Romanian church is currently leasing the property for its services and events.
- They are on a month-to-month lease agreement.
- The Property valuation is two million dollars.

10. Saint Paul's, Darien, CT

- Reverend Tim Hodapp is the assigned Priest in Charge
- Exploring the highest and best use of the property.
- Maintained by ECCT.
- Jhon Bermeo and his wife look in on the property weekly.
- This property has potential for further development.

Mission Council ECCT Staff Search Report: December 2023

Prepared by: Jean Tomasco, Human Resources Manager

Position: Canon for Communications & Media

Reporting to: Bishop Diocesan

Position Type: Full Time (40-50 hours/week)

Recruiting Efforts:

In addition to ECCT's website and newsletters, the position description was posted or distributed through Episcopal News Service (ENS) (highlighted posting for three weeks); Province I; the Episcopal Service Corp.; Berkeley Divinity School at Yale; the Episcopal Divinity School at Union; Virginia Theological Seminary; Seminary of the Southwest; and the Hartford International University for Religion & Peace (formerly Hartford Seminary). Canon Ranjit Mathews provided the posting to the Gathering of Leaders group, the Hispanic Ministry Network and the Clergy of Color group for sharing among their members and posting on job boards where applicable. Our Transitions Minister, Amber Page Gehr, sent it to the Diocesan Transition Minister listserv for TEC, which includes those who handle transitions in every diocese in TEC. Jasree Peralta, our former Canon for Mission Communications, sent the job opportunity to her contacts. The posting was sent to the Episcopal Communicators Conference. It was also posted on the job board and in the members' newsletter of the non-denominational Religion Communicators Council.

In addition, the position (described as a Senior Director role) was posted on Indeed (free listing) and the College Central Network (used by CT community colleges), and Handshake (used by 4-year colleges in New England).

Recruiting Costs: \$0 (we had a credit with ENS for the highlighted posting)

Position First Posted	7/19/2023 (on ECCT website)
Position Offered	10/19/23 (verbal), 10/24/23 (offer letter)
Start Date	11/15/2023
Time to Hire	92 Days
Time to Fill	119 Days

Total Applicants: 14

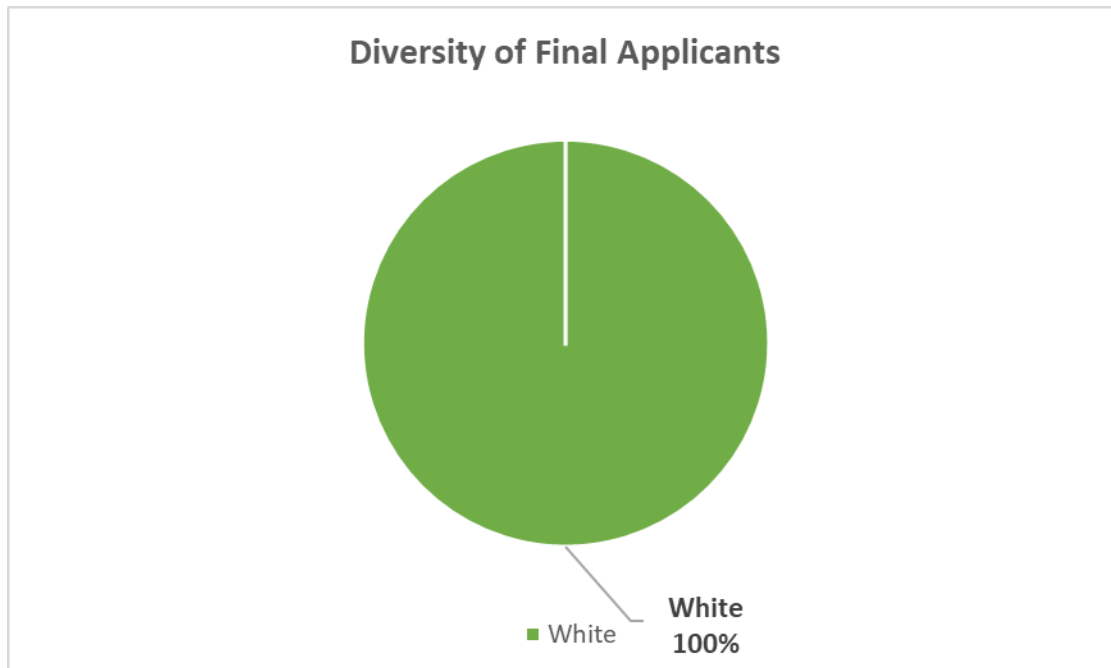
Initial Screening Interview: 12 candidates

First stage interviews: 5 candidates

Final Interviews: 3 candidates

Offers extended: Verbal offer made and accepted 10/19/23; offer letter sent and accepted (signed) 10/24/23.

Applicant Diversity¹



ECCT Interviewers:

Initial Screening Interviews	Jean Tomasco, Human Resources Manager
First Stage Interviews	Diocesan Bishop Jeff Mello, Canon to the Ordinary Ranjit Mathews
Final Interviews	Diocesan Bishop Jeff Mello, Bishop Suffragan Laura Ahrens, Canon Ranjit Mathews, Canon Tim Hodapp, Canon Rosanna Rosado, Interim Canon Harlon Dalton, Senior Administrator Alison Hollo, and HR Manager Jean Tomasco

¹ The 2018 Annual Convention, Affirming Racial Healing, Justice, & Reconciliation Resolution asks "that all searches for ECCT staff positions include at least two people of color, or one, if there are fewer than

four people in total, among the final candidates interviewed”. However, despite diligent efforts—including reaching out to candidates who had expressed an interest on Indeed (but who in turn did not respond)—we did not have any qualified applicants of color. At its September 2023 meeting, Mission Council approved an exception in this case.

COMPANIONS IN MISSION MINISTRY NETWORK

Oct. 14, 2023 Minutes

PRESENT: Everett Post, Jodie Sargent, Maggie Breen, Wendy Bellemore, Bill Schrull, Cathy Schrull

OPENING: Bill opened us in prayer.

DWELLING IN THE WORD – Mathew 22:1 – 14 The wedding banquet

MINUTES September 9, 2023

Minutes were accepted by all those present.

OLD BUSINESS

GRANT REQUESTS

SUSTAINABLE DEVELOPMENT GRANTS

Following grants had been reviewed by the CMMN SDG subcommittee and were presented to the CMMN for approval:

MOTION TO APPROVE SUSTAINABLE DEVELOPMENT GRANT TO ST. PAUL’S, WINDHAM IN THE AMOUNT OF \$5,000 USD. The grant will be used for the improvement of water, sanitation and Hygienic (wash) conditions at All Saints Secondary School, Central Busoga Diocese, Uganda. Total budget for this project is \$15,000 USD.

Motion was seconded and approved.

MOTION TO APPROVE SUSTAINABLE DEVELOPMENT GRANT TO TRINITY EPISCOPAL CHURCH, TARIFFVILLE AND KATERI MEDICAL SERVICES THE AMOUNT OF \$10,000 USD. The grant will be used for Solar Energy Panels for Arthur and Esther Bradley Memorial Anglican Hospital in Gidan Waya -Anglican Diocese of Kafanchan, Nigeria. The total cost of the project is budgeted to be \$15,000 USD.

Motion was seconded and approved.

MOTION TO APPROVE SUSTAINABLE DEVELOPMENT GRANT TO CHRIST CHURCH, POMFRET IN THE AMOUNT OF \$8,000 USD. In partnership with Partners in Development, the grant will be used to supply two education centers in the villages of Ixtacapa and Xojola, Dept Suchitepequez, Guatemala. Most of the grant funds requested will supply the new building in Ixtacapa with tables, chairs, desks, computers and internet access. An additional education center is in the traditional Mayan village of Xojola. That building is being modified to include 3 computers stations and space for ongoing tutorials.

Motion was seconded and approved.

MOTION TO APPROVE SUSTAINABLE DEVELOPMENT GRANT TO CHRIST AND THE EPIPHANY CHURCHES IN THE AMOUNT OF \$13,000 USD FOR THE Gusau Women's Empowerment Center.

A vocational education location supporting a train the trainer model of practice to enable basic education in reading writing and mathematics, opportunity for vocational and life skill development, with sustainable goals of independence for women and girls. This grant will be used to complete outfitting the center with classroom furniture, vocational equipment, appliances, and utility infrastructure and supply the education center with durable equipment including vocational machines. Total budget for this phase of the project is \$15,000.

Motion was seconded and approved.

General SDG Discussion: Elaine Chagnon could not make the meeting but did send the following comments about the SDGs: she finds the the grant applicants tend to try and overdo the connections to the sustainable development goals, probably thinking that more is better. Also she would like to see follow-up with those that receive the grants and have them report out within a year as to what they have accomplished with the grant money. It is noted on the grant application and it holds everyone accountable. Jodie noted that she would be happy to travel to vet any African located SDG (or potential SDG) projects as needed.

TRAVEL GRANTS

Following grant had been reviewed by the CMMN Travel grant subcommittee and was presented to the CMMN for approval:

Motion to approve \$1000.00 grant for Leslie Jones to travel on pilgrimage to the Dominican Republic. The purpose of the pilgrimage is to visit 8 to 10 Episcopal sites and discern where God is calling her to serve. She will also be gathering information for her parish's mission trip next summer and looking for potential SDG projects for other parish's to support.

Motion was seconded and approved.

Discussion on meeting with Canon Rosario and updating the Travel Grant request process:

- Canon Rosario reported that the CMMN Travel Grant budget has been increased to \$10,00 for 2024 now the more people are traveling again.
- We need to update the Travel Grant requests to keep in compliance with the Current Diocesan requirements. Wendy, Bill, and Cathy will work with Canon Rosario to get these in place by Jan 1, 2024. (Bill, Cathy and Wendy will start working on these as soon as Convention is over, using other grants as models).

The following motion was made:

MOTION TO UPDATE THE TRAVEL GRANT APPLICATION PROCESS. CMMN will address changes to the current Travel Grant rules to bring them in compliance with current diocesan requirements.

Motion was seconded and approved.

REGIONAL MISSION CONFERENCES

A huge THANK YOU to Nancy Lorenz, the mission committee at St. James, Danbury, and Trinity Christian Tabernacle.

Elaine Chagnon shared the following feedback in a note as she was unable to attend the meeting:

In regards to the conference:

1. I thought it was well-organized with a great number of volunteers and pretty well attended.
2. Good keynote speaker.
3. I wish the panelists had given us some basic information, first- a working definition of trafficking, where to look for it, signs to look out for, at-risk populations, etc. Then we could have engaged in more dialogue.

Overall, I thought it was very good and everything was covered. Well done!

I was happy to see a message from Bishop Mello; I would like to find a way to better connect us with the folks at the diocese. It would be nice to feel better supported by them.

NEW BUSINESS:

No new business was presented.

SHARING OUR MISSION STORIES -

Elaine Chagnon has volunteered to share on the grant that was run through AEP last year for our November meeting.

CLOSING

Everett closed us in prayer at 10:30 am

NEXT MEETING

Saturday, November 11th at 9:00 AM EDT via Zoom

**ECCT CLERGY PARSONAGE ALLOWANCE RESOLUTIONS
2024**

Resolution for the Right Rev. Bishop Jeffrey W. Mello

Whereas Bishop Mello is employed as a minister of the Gospel by the Episcopal Church in Connecticut, which does not provide a residence for him, the Mission Council resolves that of the total compensation of \$228,812.35 to be paid to Bishop Mello during 2024, that \$48,240 be designated a parsonage allowance within the meaning of that term as used in Section 107 of the IRS Code of 1986 as amended, but in, any event until further notice, the parsonage allowance shall be \$4,020 per month.

Resolution for the Right Rev. Suffragan Bishop Laura J. Ahrens

Whereas Bishop Ahrens is employed as a minister of the Gospel by the Episcopal Church in Connecticut, which does not provide a residence for her, the Mission Council resolves that of the total compensation of \$195,597.94 to be paid to Bishop Ahrens during 2024, that \$35,000 be designated a parsonage allowance within the meaning of that term as used in Section 107 of the IRS Code of 1986 as amended, but in any event, until further notice, the parsonage allowance shall be \$2,916.66 per month.

Resolution for the Rev. Timothy L. Hodapp

Whereas the Rev. Timothy Leo Hodapp is employed as a minister of the Gospel by the Episcopal Church in Connecticut, Meriden, CT, which does not provide a residence for him, the Mission Council resolves that of the total compensation of \$132,695 to be paid to the Rev. Hodapp during 2024, that \$42,000 be designated a parsonage allowance within the meaning of that term as used in Section 107 of the Internal Revenue Code (IRC) of 1986 as amended, but in any event until further notice the parsonage allowance shall be \$3,500 per month.

Resolution for the Rev. Ranjit K. Mathews

Whereas the Rev. Cn. Ranjit K. Mathews is employed as a minister of the Gospel by the Episcopal Church in Connecticut, Meriden, CT, which does not provide a residence for him, the Mission Council resolves that of the total compensation of \$149,942 to be paid to the Rev. Mathews during 2024, that \$40,000 be designated a parsonage allowance within the meaning of that term as used in Section 107 of the Internal Revenue Code (IRC) of 1986 as amended, but in any event until further notice the parsonage allowance shall be \$3,333.33 per month.

Episcopal Church in Connecticut

Conbined Balance Sheet (Assets)

as of 09/30/2023 and 06/30/2023

	Camp Washington	Episcopal Diocese of Connecticut	The Missionary Society of the Diocese of CT	09/30/23 Combined	06/30/23 Combined	Variance
Assets						
Cash & Cash Equivalent	300.00	4,136,897.19	968,186.99	5,105,384.18	5,094,254.08	11,130.10
Investments	246,469.10	-	55,268,319.83	55,514,788.93	57,668,373.77	(2,153,584.84)
Accounts Receivable	-	205,498.69	93,987.22	299,485.91	183,429.78	116,056.13
Accounts Receivable - Other	(787.60)	(36,986.80)	1,460,993.89	1,423,219.49	1,451,043.46	(27,823.97)
Allowance For Doubtful Accounts	-	(11,493.49)	(171,002.54)	(182,496.03)	(182,496.03)	-
Notes Receivable	-	-	1,092,218.31	1,092,218.31	1,142,879.71	(50,661.40)
Prepaid Expenses	-	23,223.93	668,979.00	692,202.93	691,059.44	1,143.49
Inventory	2,660.62	-	1,553,000.00	1,555,660.62	1,555,660.62	-
Inter-Entity Due To/From	(299,540.87)	6,027,613.81	(5,723,201.01)	4,871.93	4,871.93	-
Long Term Investments	-	-	1,984,409.24	1,984,409.24	1,984,409.24	-
Property & Equipment	3,456,664.97	-	1,607,745.86	5,064,410.83	5,064,410.83	-
Total Assets	3,405,766.22	10,344,753.33	58,803,636.79	72,554,156.34	74,657,896.83	(2,103,740.49)
Liabilities and Net Assets						
Liabilities	15,733.16	353,206.37	3,152,976.54	3,521,916.07	3,452,122.90	69,793.17
Net Assets	3,510,361.72	9,593,374.17	53,997,350.75	67,101,086.64	67,101,086.64	-
Change in Net Assets	(120,328.66)	398,172.79	1,653,309.50	1,931,153.63	4,104,687.29	(2,173,533.66)
Total Liabilities and Net Assets	3,405,766.22	10,344,753.33	58,803,636.79	72,554,156.34	74,657,896.83	(2,103,740.49)

The Episcopal Church in Connecticut
ECCT - Statement of Activities (Details)
As of September 30, 2023

	Camp Washington Year To Date 09/30/2023 Actual	Episcopal Church in Connecticut Year To Date 09/30/2023 Actual	The Missionary Society Year To Date 09/30/2023 Actual	All Entities Year To Date 09/30/2023 Actual	Prior Year To Date 6/30/2023 Prior Year Actual
Change in Net Assets					
Operating Revenue					
Contributions	226,178.41	3,513,504.91	604,181.19	4,343,864.51	2,869,608.82
Program Revenue	301,354.94	23,504.19	13,081.73	337,940.86	253,578.38
Reimbursement Income	0.00	122,073.45	580,178.52	702,251.97	470,953.82
Rental Income	0.00	0.00	0.00	0.00	0.00
Miscellaneous Income	1,998.95	0.00	107,887.44	109,886.39	28,953.69
Interest Income	0.00	3,853.97	15,678.41	19,532.38	10,612.28
Investment Income	62,975.43	1,436,216.79	1,275,488.05	2,774,680.27	4,607,942.90
Perpetual Trust Income	0.00	0.00	34,605.48	34,605.48	23,460.19
Total Operating Revenue	592,507.73	5,099,153.31	2,631,100.82	8,322,761.86	8,265,110.08
Operating Expenses					
Employment Cost	427,678.26	2,600,363.15	77,454.11	3,105,495.52	1,976,507.11
Grants & Scholarships	0.00	318,667.78	363,903.64	682,571.42	501,203.67
Other Professional Services	850.00	119,401.91	0.00	120,251.91	67,834.85
Transportation/Travel	1,920.21	29,315.58	89.38	31,325.17	24,772.30
Professional Expense	7,457.24	75,154.99	0.00	82,612.23	67,425.30
Supplies	34,232.81	533,993.40	100,608.88	668,835.09	431,532.49
Printing & Postage	406.89	8,438.60	0.00	8,845.49	5,939.90
Dues & Subscriptions	2,100.00	80.00	0.00	2,180.00	1,580.00
Advertising & Promotional Expense	3,121.54	0.00	0.00	3,121.54	3,017.00
Utilities	44,165.48	39,317.58	58,411.69	141,894.75	105,706.78
Building Repairs & Maintenance	10,078.72	2,088.20	13,494.90	25,661.82	18,059.50
Equipment Repairs & Maintenance	6,407.88	0.00	384.53	6,792.41	5,668.75
Equipment	3,618.22	2,232.53	1,486.38	7,337.13	3,414.45
Grounds Maintenance	4,950.17	0.00	53,515.83	58,466.00	35,543.46
Rent Expense	0.00	88,499.25	13,500.00	101,999.25	67,999.50
Insurance Expense	15,469.47	22,522.42	287,819.50	325,811.39	182,982.79
Cost of Goods Sold	77,741.17	0.00	0.00	77,741.17	50,570.56
Bank & Other Fees	14,828.79	10,284.74	2,107.85	27,221.38	19,195.20
Miscellaneous Expense	2,943.53	7,772.47	21,997.67	32,713.67	26,591.07
Assessments	0.00	826,181.25	0.00	826,181.25	496,453.50
Interest Expense	407.32	0.00	0.00	407.32	282.29
Depreciation	54,458.69	0.00	17,016.96	71,475.65	71,475.65
Indirect Costs	0.00	0.00	(14,000.00)	(14,000.00)	0.00
Transfer In/Out	0.00	16,666.67	(20,000.00)	(3,333.33)	(3,333.33)
Total Operating Expenses	712,836.39	4,700,980.52	977,791.32	6,391,608.23	4,160,422.79
Total Change in Net Assets	(120,328.66)	398,172.79	1,653,309.50	1,931,153.63	4,104,687.29

The Episcopal Church in Connecticut
Revenues and Expenditures - Budget vs Actual YTD
As of September 30, 2023

	Actual	Budget	Budget Diff	Year Ending 12/31/2023	Budget % Var	Prior Year To Date 09/30/2022	
		Budget	Variance	YTD Budget	% of YTD Budget	Prior YTD Actual	Variance Actual
Revenue & Expenses							
Operating Revenue							
Contributions	3,513,505	3,561,085	(47580) ↓	4,748,113	(1.33) %	3,295,218	218,287
Program Revenue	23,504	66,914	(43410) ↓	89,219	(64.87) %	25,565	(2,061)
Reimbursement Income	122,074	122,819	(745) ↓	163,759	(0.60) %	117,492	4,582
Interest Income	3,854	0	3854 ↑	0	(100.00) %	0	3,854
Investment Income	1,436,216	1,436,216	0.00	1,914,955	0.00 %	1,426,412	9,804
Total Operating Revenue	5,099,153	5,187,034	(87881) ↓	6,916,046	(1.69) %	4,864,687	234,466
Operating Expenses							
Employment Cost	2,549,041	2,662,673	113632 ↑	3,550,231	1.20 %	2,549,439	398
Grants & Scholarships	318,668	496,896	178228 ↑	662,528	35.86 %	292,279	(26,389)
Professional Services	51,322	73,500	22178 ↑	98,000	30.17 %	7,537	(43,785)
Other Professional Services	119,402	74,588	(44814) ↓	99,450	(60.08) %	46,814	(72,588)
Transportation/Travel	29,315	37,687	8372 ↑	50,250	22.21 %	22,759	(6,556)
Professional Expense	75,155	138,112	62956 ↑	184,147	45.58 %	64,853	(10,302)
Supplies	533,994	758,915	224923 ↑	1,011,888	29.63 %	467,237	(66,757)
Printing & Postage	8,438	10,106	1667 ↑	13,475	16.50 %	6,268	(2,170)
Dues & Subscriptions	80	2,235	2155 ↑	2,980	96.42 %	0	(80)
Utilities	39,318	37,258	(2060) ↓	49,676	(5.53) %	37,990	(1,328)
Building Repairs & Maintenance	2,088	6,975	4887 ↑	9,300	70.06 %	2,415	327
Equipment	2,232	3,075	842 ↑	4,100	27.39 %	4,615	2,383
Rent Expense	88,500	88,499	0	117,999	0.00 %	81,060	(7,440)
Insurance Expense	22,522	30,000	7478 ↑	40,000	24.92 %	26,106	3,584
Bank & Other Fees	10,285	16,500	6215 ↑	22,000	37.66 %	21,164	10,879
Miscellaneous Expense	7,772	3,355	(4418) ↓	4,473	(131.70) %	959	(6,813)
Assessments	826,181	745,162	(81019) ↓	993,549	(10.87) %	687,394	(138,787)
Transfer In/Out	16,667	1,499	(16667) ↓	2,000	(100.00) %	32,347	15,680
Total Operating Expenses	4,700,980	5,187,035	484555 ↑	6,916,046	9.34 %	4,351,236	(349,744)
Total Revenue & Expenses	\$ 398,173	\$ -	396674 ↑	\$ -		\$ 513,451	(115,278)



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Marc L. Rinaldi

Partner, PKF O'Connor Davies LLP

Partner, PKF O'Connor Davies Advisory LLC

Marc Rinaldi is the Partner-in-Charge of the Firm's Financial Services; Director of Family Office Investments; and CEO of O'Connor Davies Administration, LLC. He is also Senior Managing Director of PKF Funds and Family Office, which includes PKF member firms in London, Scotland and Dublin. He has over 30 years of industry experience and is a leader in the fields of sustainable investing, alternative investment accounting, reporting and valuation, due diligence and investment and portfolio performance and risk reporting. His clients include family offices, private foundations, endowments, and private equity, hedge, venture capital, infrastructure and real estate funds; and broker-dealers. Marc creatively combines alternative investment, private fund and family office global technology and accounting and reporting solutions and systems to help streamline operations and improve timely and accurate reporting.

Marc's accounting, trading and risk management experience includes: Goldman Sachs & Co.—New York and London; Merrill Lynch International Bank, Ltd.; Kleinwort Benson, Ltd.; and Bank of America, Ltd.—London. Marc serves on the New York State Society Investment Management and Private Equity Committees and Sustainability Committee. He is a Board Member of Family Wealth Report.

Marc recently presented on the impact of socially responsible investing on family office and private foundation investors at the firm's annual Private Foundation Symposium and Investor Symposium; at the NYSSCPA FAE's Sustainability Investment Leadership Conference; and at The Clearview Family Wealth Forum in London.

Professional Affiliations and Civic Involvement

- American Institute of Certified Public Accountants (AICPA)
- New York State Society of Certified Public Accountants (NYSSCPA)
- Sustainability Investment Leadership Council – Steering Committee Member
- Family Wealth Report – Board Member
- Managed Futures Association
- Greenwich World Hunger

Accreditations

- Certified Public Accountant (Connecticut, New York)

Education

- **New York University Stern School of Business**
Master of Business Administration degree in Taxation
- **Lehigh University**
Bachelor of Science degree in Accounting

Contact Marc

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November 16, 2023

Mr. Gordon Ross, Diocesan Treasurer.
Ms. Rosanna Rosado, Canon for Mission Finance & Operations
Episcopal Church in Connecticut
The Commons
290 Pratt St. Box 52. Meriden, CT. 06450

Dear Mr. Ross and Ms. Rosado.

This letter serves as support for the candidacy of our parishioner, Marc L. Rinaldi, for membership of the Diocesan Finance Committee.

Marc and his family have been members of Christ Church for more than twenty-seven years. Most recently, Marc headed our audit committee and then become a member of the church's Finance Committee. As can be seen on his resume, Marc has a wide-ranging and deep experience in the world of finance. He began his career as an auditor at Deloitte, continued on to the front offices of Goldman Sachs, Merrill Lynch, Kleinwort Benson and Bank of America, and has spent the last eighteen years building and managing the Financial Services division of PKF O'Connor Davies here in the tri-state area. As such, he has audited and advised a wide range of clients, including churches and other nonprofits.

His wealth of experience and knowledge has proven invaluable, and we heartily recommend him to the Diocese.

Yours sincerely,


Rev. Marek Zabriskie
Rector


Dominic Casserley
Junior Warden

2023 Resolutions

Resolution 1: Budget of Convention

- MC has fiscal responsibility for the ECCT throughout the calendar year
- Will continue to receive quarterly updates
- Will need to vote on any substantive changes to the approved budget, including the two funding requests before MC today.

Resolution 2: Clergy Compensation

- No action required from MC at this time
- *Clergy Compensation is a topic which may be discussed at future meetings as part of broader discussions.*

Resolution 3: Consideration Of Amendment of Diocesan Canon XVI – Bishop Transition Process

- *Will have more conversations about the implications for MC of these changes in March*

Resolution 4: Repudiating Discriminatory Legislation and Harmful Rhetoric Targeted at Transgender, Non-binary, and Gender Non-conforming Persons.

- No action required from MC at this time
- *Continuing and broadening the work of the advocacy, justice, and reconciliation to include the LGBTQIA+ community may be discussed at future meetings as part of broader discussions.*
- *More to come in March*

Resolution 5: Appropriation of \$20,000 for Historical Analysis of Episcopal Church in Connecticut (ECCT) Endowments and to Support Congregations Desiring to Join in the Work of Racial Reparations

- No action required from MC at this time.

Resolution 6: Acknowledging the 175th Anniversary of the Abolition of Slavery in the State of Connecticut and Creating an Episcopal Church in Connecticut (ECCT) Reparations Fund

- MC will be involved in multiple facets of this resolution, including fiscal responsibilities.
- *Will need Rosanna to go into more detail!*

Resolution 7: Ending the Requirement for a Racial Justice Addendum to the Episcopal Church in Connecticut (ECCT) Parochial Report

- No action required from MC at this time
- *How do we stay informed as to what is happening at the wider TEC level so as not to duplicate or preemptively eliminate reports may be discussed at future meetings as part of broader discussions.*

Resolution 8: Merger of St. Mary's Parish in Manchester and St. John's Parish in Vernon

- No direct action required from MC at this time.
- *The role of MC in mergers and closures will be discussed and clarified at future meetings*

Past Resolutions

2021, Resolution 3: Care for God's Creation and Creatures

“RESOLVED, that parishes, worshipping communities, and Intentional Episcopal Communities, commit to a climate advocacy initiative. This initiative can include a single event such as a worship service focused on care of creation, parish hikes, book and film studies, and long term advocacy around local environmental issues; and be it further

RESOLVED, that each congregation that has not completed an audit within the last three years will complete an energy audit within the next two years; and be it further

RESOLVED, that each congregation will complete an energy audit every five (5) years; and be it further

RESOLVED, as much as feasible, each congregation shall follow through in making improvements and changes to their buildings which can save these congregations money over the longer term, and be it further

RESOLVED, that each parish, worshipping community, and Intentional Episcopal Community, report the status of their energy audit, related improvements, and their climate advocacy initiative as part of the Parochial Report addendums currently in use; and be it further

RESOLVED, that this data be shared with the Mission Council and the Creation Care Ministry Network to enable collaboration and the of sharing resources, best practices, creative solutions, and economies of scale in purchasing energy.

- *Is this information being shared other than via annual report? How is the information being utilized on MC side?*

2020, Resolution 7: Acknowledging and Confronting Systemic Racism, White Supremacy, and Anti-Black Bias in Our Nation and the Episcopal Church in Connecticut: Continuing the Season of Racial Healing, Justice and Reconciliation

RESOLVED, that the 236th Convention declare that social and racial justice are core values rooted in the Gospel and central to furthering God’s mission in and through the Episcopal Church in Connecticut (ECCT), and that God calls us to acknowledge, confront, and dismantle racism, white supremacy, and anti-Black bias in our nation and in ECCT; and be it further

RESOLVED, that this Convention pledge to respect the dignity of all individuals, and to work to create inclusive environments within our Parishes, our Worshipping Communities, our Intentional Episcopal Communities, and the wider ECCT that nurture and allow all of God’s children to succeed, grow, be respected and valued, to contribute to the building up of the Body of Christ, and to share in the benefits and rewards of those contributions; and be further

RESOLVED, that this Convention ask the Bishop Diocesan to create a senior, full-time staff position with necessary and appropriate funding, support staff, and program resources, to direct and coordinate the efforts of ECCT and its Parishes, Worshipping Communities, and Intentional Episcopal Communities in furthering the purposes of this resolution; and be it further

RESOLVED, that this Convention encourage the Bishop Diocesan to ensure that all ECCT staff complete an anti-racism training program such as Undoing Racism training offered by The People’s Institute for Survival and Beyond or similar program; and be it further

RESOLVED, that all clergy; all paid staff; all governing lay leaders of Parishes, Worshipping Communities, and Intentional Episcopal Communities; and those elected and/or appointed to any diocesan-wide office, complete an anti-racism training program such as Undoing Racism training offered by The People's Institute for Survival and Beyond or a similar program, which training must be completed within the first year of service following election; and be it further

RESOLVED, that this Convention commend to the Bishops that dismantling racism, white supremacy, and anti-Black bias be the focus of their next round of visitations with Parishes, Worshipping Communities, and Intentional Episcopal Communities, and be it further

RESOLVED, that this Convention direct each Parish, Worshipping Community, and Intentional Episcopal Community to take steps to discover and document historic complicity in racism in their parish and communities; and be it further

RESOLVED, that this Convention ask the bishops to add the completion of the addendum to the Annual Parochial Report voted at the 234th Annual Convention regarding participation in racial healing, justice, and reconciliation, in order for a Parish to be considered in good standing; and be it further

RESOLVED, that this Convention direct the bishops to create a task force whose membership will consist of a majority of clergy and laity of color, with an invitation to all clergy of color canonically resident in ECCT to serve on the task force, in order to study and make specific recommendations to the 237th Convention as to reparations by ECCT and individual Parishes, Worshipping Communities, and Intentional Episcopal Communities in partial compensation for 400 years of discrimination and bias based on race.

- *Everyone here completed anti-racism training? 😊 If not, be ready to get it done this year!*
- *How do we, as MC and "Convention in recess" continue to encourage parishes in this work*

2018, Resolution 3: Resolution #3 –Affirming Racial Healing, Justice, & Reconciliation

RESOLVED, that ECCT launch a "Season of Racial Healing, Justice, and Reconciliation," to last a minimum of two years, with the initial goals of: introducing foundational concepts, language, and tools to help encourage and enable congregations to begin opening hearts and minds; recognizing the reality of white supremacy and bias against people of color; and awakening Episcopalians in Connecticut to the need for concerted action to address the ongoing injustice of the racial divide; and BE IT FURTHER

RESOLVED, that the second Sunday of February be set aside as a Day of Racial Healing, Justice, and Reconciliation, during which parishes are asked to begin a conversation about the sin of racism in our lives and in the world by hosting a forum on racial healing, justice, and reconciliation, utilizing video and discussion questions from the Joint Session on Racial Reconciliation from the 2018 General Convention of The Episcopal Church; and BE IT FURTHER

RESOLVED, that each parish includes a simple report, which will be submitted to the Mission Council, with their annual Parochial Reports detailing how they have engaged in conversation, study, and action regarding racial healing, justice, reconciliation, and the sin of racism; and BE IT FURTHER

RESOLVED, that all leaders in clergy transition processes be trained on the impact of white privilege and the importance of including diverse candidates in every search, and that parishes in clergy transition processes report the number of candidates of color included in their process to the Office of the Canon for Mission Leadership; and BE IT FURTHER

RESOLVED, that all searches for ECCT staff positions include at least two people of color, or one, if there are fewer than four people in total, among the final candidates interviewed.

- *We began this conversation in September as it related to the Canon for Communications position. Additional conversations will likely occur as we continue to discern next steps.*