



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.

March 23, 2024

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, The Rev. Deacon Jessie Akerson, The Rev. Deacon Felix Rivera, Whitney Batson, The Rev. Justin Crisp, Canon Alison Hollo, , The Rev. Canon D Littlepage, The Very Rev. Miguelina Howell, Valerie Stanley, 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, The Rev. Tracy Johnson Russell, Canon Rosanna Rosado, , The Rev. Canon Ranjit Mathews, and the Rev. Stacey Kohl, Secretary of the Diocese and Convention

Absent: The Rev. Canon Tim Hodapp, Canon Sarah Woodford, Marie Dixon, Judie Blackman-Cochran,

1) CALL TO ORDER AND OPENING PRAYER

The Meeting was called to order at 9:35 a.m. by **Bishop Jeffrey Mello**. **Bishop Laura Ahrens** opened with prayer.

2) DWELLING IN THE WORD

Bishop Ahrens led in Dwelling in the Word with Philippians 2:5-11

3) ITEMS REQUIRING APPROVAL WITHOUT DISCUSSION

The Rev. Deacon Jessie Akerson moved to approve each item on the consent agenda, seconded by **the Rev. Joseph Rose**. The Consent Agenda including the following items:

- a) Minutes of the December 2023 Mission Council Meeting
- b) Minutes of the Finance Committee Meeting
- c) Property Report of the Missionary Society
- d) Report from Camp Washington
- e) Report from Human Resources

- f) Jack Spaeth Creation Care Grant Approval
- g) Corporate Declaration of Signatories for TD Bank

The motion passes.

3) ITEMS REQUIRING DISCUSSION AND/OR ACTION

a) **Finance & Operations Reports, Statements (Q4)**

Canon Rosanna Rosado offered a report on Finance & Operations for Q4 2023. Supporting documents and a written report are included in the supplemental materials of these minutes. The following were noted in response to questions or comments.

- i) The surplus seen at end of Q4 is largely the result of unrealized Ministry Network Grants, lower programmatic costs, and staff attrition.
- ii) Reviews and conversations are on-going to share information about available ECCT Grants more widely.
- iii) ECCT's CMS is low compared to most provinces across The Episcopal Church, including being the lowest in Province One.

Gordon Ross moved to accept the Q4 financial statements, seconded by **the Rev. Deacon Jessie Akerson**. Motion passes.

Canon Rosado presented the Property Improvement Grants (see appendix) as recommended by the Finance Committee. **The Rev. Heidi Thorsen** moved to approve the grants as listed, **Tom Rouse** seconded. Motion passes.

Canon Rosado presented the Revolving Loan Fund for All Saints, Wolcott (see appendix) as recommended by the Finance Committee. Discussion related to the complexity of extending a loan to a strong, lay-led parish who is also without a priest and may be facing additional fiscal challenges soon followed. There was consensus on the need to continue to encourage parishes to engage in meaningful conversations around where God is inviting them as they move into the future while also continuing to care for and maintain buildings that, long-term, are in the Missionary Society's care. **Steven Mullins** moved to approve the grants as listed, **Cathy Schroll** seconded. Motion passes.

Canon Rosado presented the Common Mission Support adjustment for 2024 Operating Budget for Good Shepherd, Hartford (see appendix) as recommended by the Finance Committee.

Steven Mullins moved to approve the grants as listed, **the Rev. Justin Crisp** seconded. Motion passes.

b) **Missionary Society Property**

Canon Rosado offered a report on recent property changes.

- i) St. Alban's, Danielson, property was sold and ECCT was able to recoup approximately \$280,0000 (see appendix).

- ii) The Berg Home, former residential retirement property for clergy, is currently being reviewed by Rockefeller Group and Stewardship Realty (see appendix).
- iii) St. Paul's, Darien
 - (1) Bishop Ahrens provided brief history of the parish and how property came into care of ECCT/Missionary Society (see appendix).
 - (2) The property encompasses 14.5 total acres, of which 5.9 are developable, 6.6 are wetlands, and 2.0 are other (peripheries). The lot is zoned R-2 (single family, min. 2-acre lots)
 - (3) ECCT was presented with several options for the property from both Rockefeller Group and Stewardship Realty (see appendix).
 - (a) The recommendation from the Finance Committee is to sell rather than to fully develop or donate. Next steps should the Mission Council vote to sell the property will be to convene a Property Advisory Board whose tasks will include:
 - (i) Determine which option to pursue for the sale (finished lots, unfinished lots, subdivide)
 - (ii) Retain a real estate agent
 - (iii) Test the market for bidders
 - (iv) Bring the final proposal before Mission Council for vote to alienate (goal is June or September 2024)
 - (b) Pending affirmative vote by Mission Council, prepare and submit the alienation request to the Standing Committee
 - (c) Work with ECCT to close the sale by Q1 2025
 - (4) Mission Council will determine the allocation of net proceeds after the sale is finalized, including the possibility of donating some of the funds to St. Luke's, Darien's Person-to-Person Food Pantry capital campaign.

Valarie Stanley moved the following resolution, seconded by **the Very Rev. Miguelina Howell** seconded. Motion passes with one abstention.

Resolved, that the Missionary Society seeks to sell the entire property located in Darien associated with St. Paul's Episcopal Church located at 471 Mansfield Avenue, Darien, CT.

The Very Rev. Miguelina Howell moved the following resolution, seconded **Steven Mullins** seconded. Motion passes with one abstention.

Resolved, that the President of the Missionary Society is authorized to execute such agreements as he may, in the exercise of his reasonable discretion, deem reasonably necessary to facilitate for sale the real property located at 471 Mansfield Avenue, Darien, Connecticut.

c) **290 Pratt Street (The Commons)**

Bishop Mello updated on the on-going conversations regarding the future of 290 Pratt Street (The Commons). Our 10-year lease has expired and we are now in a month-to-month lease. The space has both positives and challenges, including the changed realities of "work" post-COVID and the increased need for private space for Zoom meetings and conversations. The original

architect who designed the space, Duo Dickinson, has been consulting with ECCT on ways to make the space better suited to the current staff and work environment. Once plans are in place, a formal expenditure request will be made. Mission Council is supportive of continuing the conversation with the knowledge that a financial expenditure to improve the space will be forthcoming.

d) Fair Hiring Practices as detailed in 2018: Resolution #3 (Affirming Racial Healing, Justice, and Reconciliation)

Bishop Mello noted the on-going challenges related to meeting the expectations laid out in 2018: Resolution #3. He would like to form a Task Force to make recommendations to Mission Council. Volunteers to the Task Force are:

- Valarie Stanley
- The Rev. Deacon Jessie Akerson
- Steven Mullins
- The Rev. Sandra Stayner

4) UPDATES

- a) **Bishop Mello** offered an update on the status of St. Paul's, Shelton
 - i) The Vestry resigned in December, and those who had been worshipping at St. Paul's left the parish. The corpus of St. Paul's, Shelton's endowment was withdrawn prior to the Vestry's resignation.
 - ii) The Rev. Canon Ranjit K. Mathews has been appointed priest in charge. Sunday morning services have continued uninterrupted, utilizing ordained ECCT staff and supply clergy who are experienced serving in places of significant conflict, for former members of St. Paul's who have returned to the parish since December.
 - iii) Information regarding the on-going Title IV process involving the former rector of St. Paul's, Shelton, the Rev. Amjad Samuel, who is on administrative leave, are available on ECCT's website.
- b) **Canon D Littlepage** offered an updated on the status of Reparations as related to 2022: 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)
 - i) Work is on-going to unpack the work called for in the resolution. Listening sessions are planned for the near future, as well as continuing to expand work already being done around storytelling. **Canon Littlepage** recommended the book "Radical Reconciliation: Beyond Political Pietism and Christian Quietism" by Allan Aubrey Boesak and Curtiss Paul De Young as a resource.
- c) **Bishop Mello** offered an updated on staffing
 - i) **The Rev. Canon D Littlepage** has joined the staff as Canon for Mission Advocacy, Racial Justice & Reconciliation and is already doing transformation work.
 - ii) **Canon Alison Hollo's** title has been changed to Canon for Bishop Support and Administration to better reflect the good and important work she already does.
 - iii) The Canon for Lay and Ordained Vocations interviews are on-going with the hope of announcing the new Canon very soon.

- d) **Bishop Ahrens** offered an update on closures
 - i) Epiphany, Durham, and St. James, New Haven, will be voting to close.

5) **NOONDAY PRAYER**

Naomi Fisher led noonday prayer.

6) **ADJOURNMENT, CLOSING PRAYER, & BLESSING**

A motion to adjourn was duly made by **Naomi Fisher**, seconded by **the Rev. Justin Crisp**. Motion passes.

The meeting was adjourned at 1:35 p.m.

Faithfully submitted,

A handwritten signature in cursive script, appearing to read "Stacey Kohl".

The Rev. Stacey Kohl
Secretary of the Diocese and Convention

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Finance Committee Meeting Minutes

March 19, 2024

Present: Suzy Burke, Barbara Curry, Valarie Stanley, Marc Rinaldi, and Diocesan Treasurer Gordon Ross

Excused: June Aziz, Rev. Geoffrey Hahneman, Ralph Yearwood, Rev. Salin Low

Staff Present: Bishop Diocesan Jeffrey Mello, Canon for Finance & Operations, Rosanna Rosado, Canon to the Ordinary, Ranjit Mathews, Canon for Advocacy, Racial Justice, & Reconciliation, D Littlepage, Canon for Communications & Media, Sarah Woodford, Comptroller Derrick DaSilva, Staff Accountant Kathy O'Hearn, Data Analyst Manager Gigi Leackfeldt, and Property Manager Jonathon Heflin

Meeting Called to Order at 6:07 pm

Bishop Mello opened the meeting with prayer.

2022 Annual Audit Presentation:

Brian Kelleher, CPA, CGMA, Partner, and Dean PETERSKI, CPA Manager, Assurance & Advisory Services of FML CPAs were invited to present the draft 2022 Audit report. Mr. Kelleher presented the 2021 Independent Auditor's report and the Governance Letter. Mr. PETERSKI presented the 2022 Audited Financials and provided an overview of the audit procedures used.

Mr. Kelleher noted that the 2022 audit was given an unqualified opinion. Mr. Kelleher also noted that there were no deficiencies in ECCT internal controls and management was fully cooperative.

- Barbara Curry made a motion to accept the 2022 Draft Financials as presented, and Suzy Burke seconded the motion. With no changes or revisions, the 2022 Draft Financials were **Voted on and Approved.**

Consent Agenda:

The December 12, 2023, minutes, with no further questions or discussions, unanimously **Voted on and Approved.**

Q4 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 \$6.78 million. She also highlighted that the total revenues were approximately \$51k under budget due to timing. She went on to refer to Common Mission Support, the variance is due to several parishes being in arrears. She also noted that the expenses were at \$6.35 million. She went on to share that Q4 reflects a slight surplus of approximately \$426k, primarily due to the timing and savings of the program expenses, and staff attrition.

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 Q4 we encountered an increase in receipts of 5%.

Canon Rosado went on to highlight the analysis that there are (11) parishes in arrears over 60 days.

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Noted that 16% (5) Parishes are less than \$3,000, 84% (6) parishes are over \$3,000, and 33% (1) Parish owes the bulk of the arrears. She also noted that (0) parishes have approved payment plans.

Canon Rosado also went on to note that we received 93% of the collections in January - March 15th.

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

Ms. O'Hearn presented the operating expenses, noting \$6.35 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 that Episcopal Ministry, Diocesan Convention, and Support Services and Operations variances were due to staff restructuring and consulting expenses.

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

Combined Balance Sheet

Assets:

Mr. DaSilva went on to present the combined balance sheet. Mr. DaSilva noted that the increase in cash and equivalents of \$718k was from recouping expenses from D&B. The Accounts receivable decreased by \$111k due to Collections of CMS. He also noted that the investments increased due to market fluctuations. He shared that the Accounts receivable increased due to Adjusting Journal Entries, notes receivable decreased due to collection on loans and prepaid decreased due to prepaid allocation to the Income Statement. He also noted the inventory reduction was due to the sale of St. Alban's, Danielson, and that the long-term investments and property and equipment remain steady.

Liabilities and Net Assets:

Mr. DaSilva moved on to report on Liabilities and Net Assets, noting that the decrease in payables was due to accounts payable disbursements and net accruals. He also noted that Other Long-Term Liabilities decreased due to the 2022 actuarial adjustment to pension liability.

- Valerie Stanley made a motion to accept the Q4 Financial reports, and Suzy Burke seconded the motion. With no changes or revisions, the Q4 Financial statements were **Voted on and Approved.**

Camp Washington Q4

Mr. DaSilva went on to address the combined Income statement of Camp Washington, noting that the revenues are at \$1.01M and expenses of \$1.03M with a shortfall of \$16K and factored depreciation of \$108k.

Mission Society Investment Funds

Canon Rosado went on to note that as of December 31st, the investment balance was at \$59.7 million, and as of January 31st the investment balance was at \$59.2 million, a decrease of 1%.

Canon Rosado went on to share the activity of unrealized gains of \$4.5 million, withdrawals of \$271k, a spending plan of \$494k, and returns of \$494k.

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UPDATES

Canon Rosado Invited Kathy O'Hearn, Staff Accountant, to present on Insurance.

Operations:

Ms. O'Hearn reported a 7.25% average increase in medical premiums for 2024, depending on the plan chosen. She went on to share that the Executive lines have been transferred to the Church Insurance Company.

Ms. O'Hearn also went on to note that dental and long-term disability have moved to CCPG, and the Life insurance program is currently in negotiations with CPG.

Canon Rosado, Invited Mr. Jon Heflin, Property Manager to provide an overview of the MS 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 closed on December 23, 2023.

Mr. Heflin then went on to share that hazardous materials testing is being conducted at 461 Mill Hill Terrace. 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. He also noted that the rectory at 166 Bouton Street is being prepared for short-term rental.

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

Good Standing Criteria

Ms. Leackfeldt went on to share the Good Standing Criteria. She reported that we have received 93% of the 2023 Parochial reports, 87% of the 2021 audits, and 62% of the 2022 audits. She also noted that we have received 72% of Annual parish updates.

Ms. Leackfeldt highlighted that as of March 1st there were (8) parishes in arrears for CMS and (3) for P&C and GLMD. She also shared that (7) parishes were in arrears with their CPG Pension payments. Ms. Leackfeldt also stated that (2) 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 \$1.3 million were received and that \$1.04 million (80%) has been distributed to parishes. She also reported that Phase II pledges are also on track noting that \$1.8 million were received and that \$1.5 million (80%) has been distributed to parishes. She also reported \$2.3 million in collections for JJMA Ministries, of which 84% was distributed to the various ministries.

Canon Rosado Invited Gigi Leackfeldt to present on the Property Improvement Grants.

2023 Property Improvement Grants

Ms. Leackfeldt shared requests totaling \$125,158 from 21 parishes were received and available funds totaled \$81,686, of which \$24,263 is restricted to parishes east of the Connecticut River. These grants are available for parishes in good standing that demonstrate an existing need for renovation or construction

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projects in service to the Mission of God. The reimbursement grant is for renovation or construction projects incurred within the current calendar year, with no award exceeding \$8,000. Grant awards depend on the availability of restricted funds and are not guaranteed. Grant funds were divided among eligible parishes by weighted score.

Motion to Accept the Property Improvement Grants

- A motion was made by Suzy Burke to award the grants as stipulated. Valerie Stanley seconded the motion. With no further discussion, **Voted and Approved.**

Revolving Loan Fund -All Saints, Wolcott

Ms. Leackfeldt shared that All Saints, Wolcott requested a loan of \$23,000 for roof replacement due to storm damage with a term of 120 months. Their request was approved by their vestry on November 21.

She also went on to share that All Saints, Wolcott has a cumulative investment draw of 17.7%, is financially sound, with total assets at 12/31/2023 of \$285K, and good standing needing the attention of the 2022 Financial Review and Creation Care report. The recommendation is that the loan be approved upon obtaining Good Standing.

Motion to Accept the application for Revolving Loan Fund - All Saints, Wolcott

- A motion was made by Suzy Burke to approve the loan request for the Revolving Loan Fund- All Saints, Wolcott, and Valerie Stanley seconded the motion. With no further discussion, **Voted and Approved.**

CMS Adjustment Request – Good Shepherd, Hartford

Ms. Leackfeldt shared that Good Shepherd; Hartford requested a CMS adjustment due to an unexpected reduction in support from the Colt Family Trust of \$110k. This would result in a reduction of their 2024 monthly CMS payment to \$2,788.76, and the impact on ECCT's 2024 operating budget will be \$11,744.

Motion to accept the proposal for the CMS reduction of \$ 11,744 - Good Shepherd, Hartford

- A motion was made by Suzy Burke to accept the proposal for the Common Mission Support Adjustment Request of \$ 11,744 - Good Shepherd, Hartford, and Valerie Stanley seconded the motion. With no further discussion, **Voted and Approved.**

Announcements and updates were noted.

Rev. D Littlepage offered a closing prayer.

The meeting was adjourned at 8:22 p.m.

2023 Finance Committee Meetings

Tuesday's 6:00 pm – 8:00 pm

June 4th; September 10th - Proposed 2025 Budget Presentation; December 10th

Respectfully Submitted

By, Kathy O'Hearn,

Staff Accountant March 20, 2024

Street Address	City/Town	Description	Status	Next Steps	Appraised Value
Stearn St	Bristol	Cemetery	Steady state	Continued Maintenance	N/A
Park Street	Plymouth	Cemetery	Steady state	Continued Maintenance	N/A
970 Hope Street	Stamford	Cemetery	Steady State	Continued Maintenance	N/A
977 Hope Street	Stamford	Cemetery	Steady State	Continued Maintenance	N/A
254 Broad St	Danielson	Church, Saint Alban's	Property sold Dec. 2023 to the Access Agency. It's now off the books.	ECCT reconciling to recoup the funds invested to maintain the property 2018-2023	Sold \$280K
471 Mansfield Ave	Darien	St. Paul's Worshipping Community on 14.5 acres	Conducting value analysis	Continued maintenance	\$2.4 to \$3.8M depending upon final use
554 Tunxis Hill Road	Fairfield	Trinity Saint Michaels	Steady State.	Interest from the Town of Fairfield, Stewardship Realty is exploring the possibilities.	\$1.8 to \$2M
461 Mill Hill Terrace	Fairfield (Southport)	Residence, Caretaker Cottage, Duplex on 8.86 acres	Currently performing hazardous materials testing on all three homes. Steady state.	Continued maintenance	The purchase price is between \$3.5 to \$5M. Can also be used as equity for partnership.
12 Berkley St	Norwalk	Rectory:	Steady State. Reinforced the porch doors to deter possible unwanted guests.	Continued Maintenance	\$600,000
166 Bouton St	Stamford	Rectory:	Preparing property for short term rental.	Continued Maintenance	\$500,000
31 Marsh Rd	Bristol	Residence	Potential LT Lease Possibilities with Shepherds Meadow	Maintaining	Donor Designated (Hold in Perpetuity)
78 Washington Street	Norwich	Church, CEC Norwich	Working with a few entities to identify the best way to deal with the bodies buried on the property	Maintaining	Reverts to Descendants
25 Church Street	Shelton	St. Paul's Episcopal Church	ECCT has been providing pastoral, administrative, and property care oversight since January 18th, 2024.	Interim	



Camp Washington Update to Mission Council

March 23, 2024

- In September 2023, Mission Council approved our request to fund upgrades and renovations to Kenyon Hall and Transfiguration Lodge. The work began in January and the Kenyon Hall project is expected to be completed by mid-April. As has been the case in every project we have taken on in my time as director, we encountered a few unexpected issues in the process. Once we were able to get into the roof to investigate the leaks in the main auditorium section, we found rot and flashing issues in many areas. These additional repairs added to the roofing brought that portion of the project to \$41,000 (11,000 more than the high end of our projection. We are working hard to stay within the total approved budget and want Mission Council to be aware of the possible slight increase. We will keep you updated in advance of your June meeting.
- Registration for Summer Camp 2024 is open. We are seeing a slow, but steady sign-up and encourage you to identify campers outside of your parish and in your community for whom a campership would be life changing. The rebuilding of this program post-covid continues to be challenging. Visit <https://www.campwashington.org/summercamp> for more details and registration information.
- Nature's Classroom- outdoor education program hosted at CW returns in April to begin the Spring semester. We anticipate a strong season.
- We are excited for our Spring programming that includes:
 - April 6, June 1: Community Dinners
 - April 26-28: Writer's Retreat w/ Davyne Verstandig
 - May 4: Region Confirmation
 - May 10-11: Growing Hope/Forging Peace- Weekend of Action with Shane Claiborne
 - May 18: Clergy and Families Day at Camp
 - May 19: Alumni & Friends Workday at Camp

May 25: Yoga Day Retreat w/ Sheryl Fatse
May 31-June 1: CW PRIDE- Youth Weekend
June 8: CW Community Tag Sale- Tables available for rent!

Please visit <https://www.campwashington.org/programs> for details, or to sign-up for e-news alerts from Camp.

- We are working on a diocesan wide “Camp Washington Sunday” for later this Spring- a day set aside to support and highlight our diocesan Camp and Retreat Center, and the many life changing programs it offers to all God’s people in ECCT and beyond. Stay tuned for details and ways to participate- more info coming soon!
- We look forward to welcoming you to campus and hope you will choose Camp Washington- ECCT’s Camp and Retreat Center for all your meeting and retreat needs first, whenever possible. Thank you for your continued stewardship and support. We count on each of you to be ambassadors for Camp Washington and its ministry.

Respectfully submitted,

Bart Geissinger
Executive Director

Mission Council ECCT Staff Search Report: February 2024

Prepared by: Jean Tomasco, Human Resources Manager

Position: Canon for Mission Advocacy, Racial Justice & Reconciliation

Reporting to: Bishop Diocesan

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

In addition to ECCT's website and newsletters, the position description was posted or distributed through Episcopal News Service (ENS); 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). Interim Canon Harlon Dalton sent it to the clergy of color caucus and the Hispanic Ministry Network for sharing among their members and posting on job boards where applicable. Canon Tim Hodapp sent it to the Diocesan Transition Minister listserv for TEC, which includes those who handle transitions in every diocese in TEC.

Applications Received: 9 total

Position First Posted	10/6/23 (on ECCT website)
Position Offered	12/6/23
Start Date	Feb. 13, 2024
Time to Hire	61 Days
Time to Fill	130 Days¹

Initial HR Interview: 8 candidates

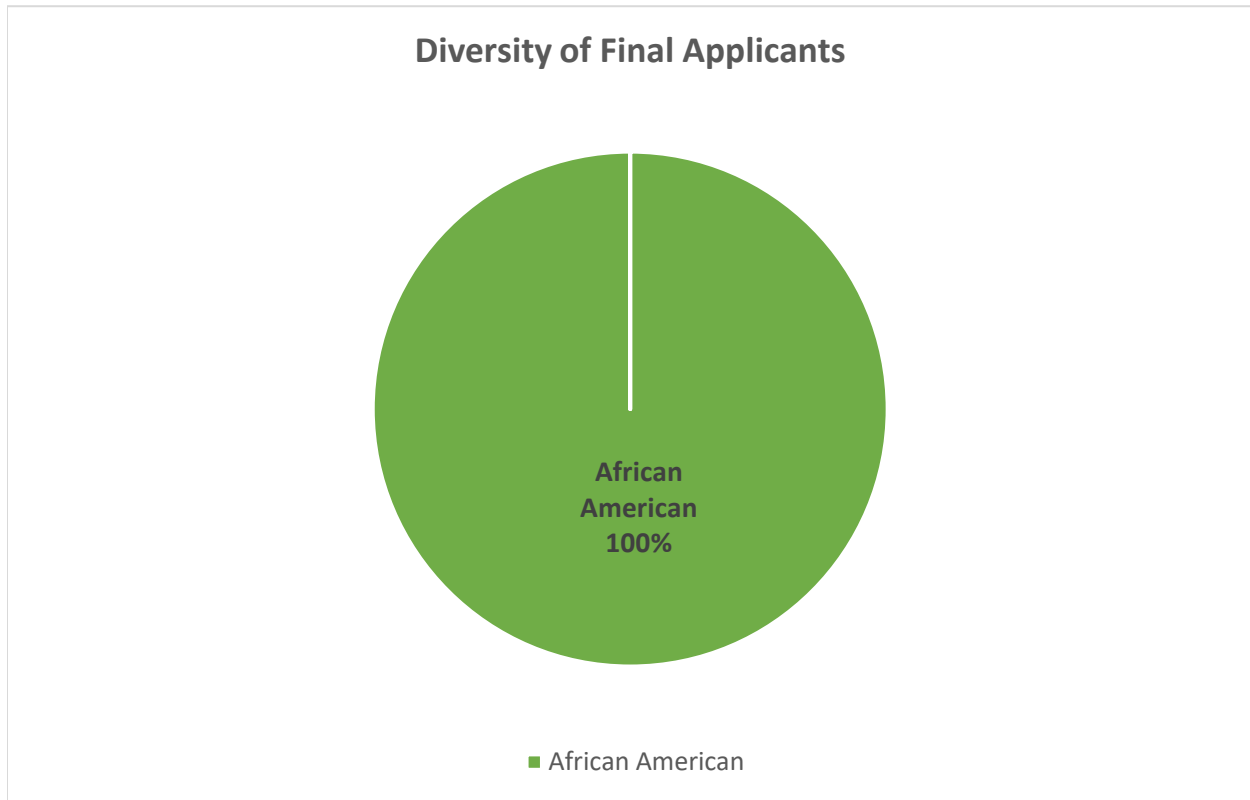
Second Interview: 4 candidates (4 people of color)

Final Interview: 3 candidates (3 people of color); one withdrew before interview

Offers extended: Offer letter provided on 12/6/23 and accepted (signed) on 12/12/23

¹ Length of time between offer and start date due to fact that candidate was PIC of a church in the Diocese and wanted to wait until after Christmas to announce and then have adequate time to transition.

Applicant Diversity: ²



ECCT Interviewers:

Initial Screening Interviews	Jean Tomasco, Human Resources Manager
Second Interviews	Bishop Jeff Mello, Canon Ranjit Mathews
Final Interviews	Bishop Jeff Mello, Bishop Laura Ahrens, Canon Ranjit Mathews, Canon Tim Hodapp, Canon Rosanna Rosado, Interim Canon Harlon Dalton, Senior Administrator Alison Hollo, and HR Manager Jean Tomasco

Total Recruiting Costs - \$ 0

² 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".

Mission Council ECCT Staff Search Report: March 2024

Prepared by: Jean Tomasco, Human Resources Manager

Position: Administrator for Canon to the Ordinary

Reporting to: Canon to the Ordinary

Position Type: Full Time (37.5 hours/week)

In addition to ECCT's website and newsletters, the position description was posted or distributed through Episcopal News Service (ENS); CT Hires (CT Dept. of Labor Job Board), College Central Network (used by CT community colleges), Handshake (used by 4-year colleges in New England), and Indeed. Interim Canon Harlon Dalton forwarded the job posting to the members of the Clergy of Color caucus and asked them to recirculate it as appropriate in order to create as diverse an applicant pool as possible. He also forwarded it to the convenors of the Hispanic Ministry Network, the Racial Healing, Justice & Reconciliation ministry network, and the Journey of Discovery with Indigenous Peoples ministry network, and asked them to recirculate it their members.

Applications Received: 18

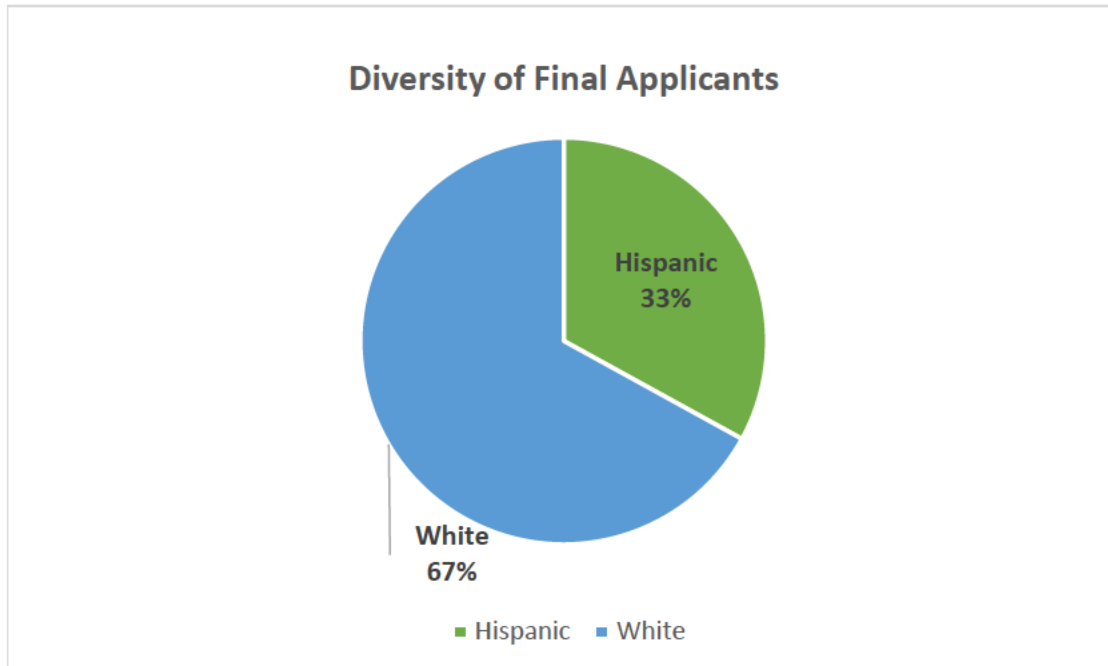
Position First Posted	1/6/2024
Position Offered	3/7/24 (verbal); 3/8/24 (letter); accepted 3/8/24
Start Date	4/23/2024
Time to Hire	62 Days
Time to Fill	108 Days

Initial Screening Interview: 4 candidates

Final Interviews: 3 candidates (1 person of color)

Offers extended: Offer letter sent and accepted (signed) on 3/8/24

Applicant Diversity: ¹



ECCT Interviewers:

Initial Screening Interviews	Jean Tomasco, Human Resources Manager
Final Interviews	Rev. Canon Ranjit K. Mathews, Canon to the Ordinary; Alison Hollo, Canon for Bishops' Support & Administration
Sign-Off Interview	Jeffrey Mello, Bishop Diocesan; Jean Tomasco, Human Resources Manager

Total Recruiting Costs - \$75 (for Indeed)

¹ 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".

From: [Ellen Adams](#)
To: [Stacey Kohl](#); [Rosanna Rosado](#)
Subject: Jack Spaeth Creation Care Grant Awards
Date: Wednesday, March 13, 2024 2:20:33 PM

You don't often get email from deaconellen98@yahoo.com. [Learn why this is important](#)

These are the rewards we need the Mission Council to pass at the March meeting.

St. John's, New Haven - \$800 - expansion of garden
Christ Church, Pomfret - \$800 - Native plants in playground used by the community
St. John's, Guildford - \$800 - Beekeeping
St. Paul's, Bantam - \$800 - Healing trail

Please let me know that it past so I can notify the parishes.

Rosanna - Do you want to send them information on how to access the money or do you want to send it to me and have me forward it to them?

Thank you both for your assistance, Ellen Adams, Chair

Contact Name Kevin Lewis
Contact Email [REDACTED]
Contact Phone [REDACTED]
Parish Name Christ Church Pomfret
Parish Address 521 Pomfret Street (Box 21) Pomfret, Connecticut 06259
Parish Phone (860) 315-7780
Describe the Project. The Way of Love Garden Wall Bouncing back both from the global pandemic and years of the deterioration of our fenced in small and unwelcoming playground, we moved our activities and our attention to the world beyond the building. We moved worship and Christian Formation outside and from that experience rose plans and the initial phases of an open, welcoming treasure of a playground with more equipment and space. Most importantly, the space was opened and barriers removed between the church buildings and the open space. We have planned and planted a loose holly hedge to provide a slight barrier and to deter kids from walking to the road. Our playground says welcome to our community and proudly states our love of the outdoors and our community. Next we redid the front of the Rectory and the side of our church replacing oversized yews with native bushes trees and perennials and with a pebble walkway connecting our Rectory to our church and beginning to welcome more birds, bees and butterflies into our environment. That walkway begins the connection back toward our playground where our wood chip pathway starts and guides you through our native perennial garden that replaces more grass and non-native yews. More welcoming for our community,

more attractive to new members, more welcoming to our friends in nature and less maintenance for our parish, but enough to engage our adults and our kids in the caretaking of God's natural beauty. Christ Church is adjacent to the CT Audubon Society's 1,056 acres of protected wildlife and these changes will help integrate our parish with the commitment to natural preservation that is a hallmark of our community.

With this project we complete the remaking of the front of our church into a more welcoming, accessible, and natural space.. We are adding stone where you walk from the wood chip path to the playground, and where we will add two half circles that will both serve as the welcoming statement from our native to our native garden but also to create a place to house our outdoor classroom for our teens. This will be a place to sit and cherish. A place to watch nature and to watch our kids. A place to accentuate the welcoming love that is Christ Church Pomfret and to proclaim our love to welcome our community and to invite others to our grounds.

We've invested in these phases to date. We hope that you support us in adding the cornerstone to our transformation. The next phase of the project is to build two walls and patio not only to welcome the community, but to encourage people to stop, rest, meditate, and to enjoy the space. Our dream is to welcome others and to share our love of nature and our kids in a space that will be accessible and available for generations of kids in our community.. This will be a place where we can share our love for God, God's Creation, and each other

We didn't a download for the design, but a design file is available

Describe the Parish's commitment in terms of time, energy, and/or funds.

Parish members including our children are deeply committed to this journey over a 5 year period. We have invited change at every turn. We tore down the old playground. Parish members paid for the new equipment, outdoor furniture and they invested sweat equity into the new equipment. Parish members brought heavy equipment to tear down the old landscaping and to remove the sod. They planted all the plants; they weeded the gardens; they laid down the wood chips, the mulch and the stone; they took on maintenance. The commitment is deep and has continued over time. Our kids help too, as they saw us investing in their enjoyment. We demonstrated our commitment to them, and we demonstrated how to stewardship of our Earth to them. This is a language that they understand and their natural way of being in the world.

Financially, parish members and our McNally Flower fund are committed to about \$20,000 of investments to this journey. We would love the Diocese to help us complete the cornerstone of our creation journey and to help us share the love that we feel for our community. For our parish this has been a journey of love.

How will children and youth be engaged?

Our children are deeply engaged in the project. They love the playground and many of the children helped in the playground reconstruction project mostly in helping to weed and to add playground mulch to the playground. Mostly they get to play, and their joy gives us great pride in our work with them. The children have also both seen their parents invest in the grounds and have helped finish off the grounds. They has a

special event to plant the tree with our ongoing Warden who reinvested our Covid appreciation gift back to the community by purchasing a dogwood and planting it with the children. On their own the children created a stone edge for the wood chip path in the middle of the mulched native garden. Their idea adding depth to the pathway. The children also helped with the weeding and the mulching of the native garden. Particularly after the wall completion we will be able to host all of our Church School and Teen Programs outside with their own place to run their classes. Our children especially our boys love to have their classes outside in nature. We are excited to be able to read from The Very Best Day on our wall

Who are your community collaborative partners?

Christ Church has taken on the financial and planning responsibility for this project and is excited to come alongside our neighbors in the community. Because animals and plants do not share our boundaries, this space will be a continuation of the Bafflin Sanctuary Complex. By creating this project, we are welcoming not only other species, but also the community of middle school students, teachers, staff, and parents who join us regularly for worship. This will be a share for collaboration and sharing. Rectory School and Christ Church share use of space and this sharing enriches both communities. It is a delight to see Rectory families swinging and playing at the end of the school day. Our biggest welcoming is to the parents and children of Rectory school who frequently end their school day enjoying our playground.

How does this project invite personal lifestyle changes and choices and support faithful witness about the stewardship of God's Creation?

We are going native on this journey. We are replacing our high maintenance landscape with native plants that require no water and no weekly maintenance while providing a nurturing and welcoming locations for God's creatures. We can love and enjoy the beautification of our grounds; we can reduce our maintenance; we can welcome God's creatures; we can welcome God's people to our grounds more boldly. We can teach parish members of the benefits of native planting.

Please submit a work plan.



Please submit a timeline



Attach a budget for the project. Include a list any other potential income



Contact Name Elizabeth Peaslee
Contact Email [REDACTED]
Contact Phone [REDACTED]
Parish Name St. John's Episcopal Church
Parish Address 129 Ledge Hill Road Guilford, Connecticut 06437
Parish Phone 203-457-1094
Describe the Project. Through beekeeping and maintenance/building-up of our pollinator pathway, our mission at St. John's is to create a beautiful, contemplative space which honors indigenous keepers of the land. This space cares for creation by nurturing the bees as well as butterflies, birds, bats, moths, and wasps in a richly colorful, nourishing, and peaceful place in nature, available to all in the community as a respite for refecation, refreshment, and renewal.
Describe the Parish's commitment in terms of time, energy, and/or funds. St. John's beekeeping began in spring, 2020 when two colonies of honeybees were installed into two hives in the churchyard. We began feeding with sugar-syrup and later added pollen patties. Shortly after the bees released the queens, the first treatment of Apivar was given (to deter mites). We inspected the hives regularly to ensure the presence of eggs, larvae, and pupae stage bees. This is how we ascertain the queens are healthy and laying. This routine continues throughout the summer (with another tx of Apivar mid-summer and the final treatment in September). We check honey stores begin winter preparation. We cover the hives with insulation to regulate temperature. And we look forward to seeing them in the spring!

The pollinator garden was started in the spring of 2021. Pollinator plants will continue to be added and invasive plants continue to be removed or at least trimmed to prevent seeding. This year that will continue and the paths refreshed with wood chips donated by a neighborhood sawmill and paths refreshed by the Boy Scout Troop housed at St. John's. Youngsters are particularly enthusiastic about projects which are physically active. Many of the plants now are donated and raised by church members and neighbors. This past year a Peace Pole was installed, and the accompanying ceremony included those from St. John's as well as North Guilford

Congregational Church. Additional stones were left for prayerful cairn building. St. John's and the UCC church next door plan joint work and invite neighbors to help with maintenance.

How will children and youth be engaged?

Youth will be including in planting days, maintenance, and journaling.

As we build up our garden, youth will take on more leadership roles. It would be ideal if our children took over some aspect of the

project, such as watering or weeding.

We will extend use of the garden as a field trip site to Melissa Jones Elementary School, which is next door.

Who are your community collaborative partners?

Mentors and local beekeepers

Pollinator Pathways of North Guilford and Branford: a group we have been working with to get the garden started and who is

organizing the June tour

North Guilford Congregational Church (which is next door to St. John's)

Pollinator work of local folks in nearby towns seeking to get pollinator pathways covenants approved

How does this project invite personal lifestyle changes and choices and support faithful witness about the stewardship of God's Creation?

This project connects all of us to the earth. In caring for bees and plants and all living things in our ecosystem, we are caring for God's creation. Bees care for us - we cannot survive without pollinators.

Plants care for the bees and for human beings who need them for nourishment. And we care for the plants so that the bees will have enough to eat.

We have held outdoor worship and will plan liturgies intentionally honoring the diversity and beauty of God's creation. We

have built a lending library for community use. Being outside is invitational. As St. John's increasingly seeks to become a center

for the neighborhood, neighbors have expressed excitement about what we are doing outdoors. This past year a Peace Pole was installed, with additional stones for prayerful cairn building. The ceremony was attended by both St. John's and North Guilford Congregational Church members, and a few friends!

Contact Name Gabriel LePage
Contact Email [REDACTED]
Contact Phone [REDACTED]
Parish Name St John's Episcopal Church
Parish Address 400 Humphrey St -- New Haven, Connecticut 06511
Parish Phone 203-562-1487
Describe the Project. We would like to increase the environmental landscaping at St John's Episcopal Church for more native plants, more bird and pollinator habitat, and more edible landscaping, practicing caring for our patch of God's creation as it cares for us. This will include maintaining and filling in our pollinator garden and maintaining and increasing the density of plantings in our edible food forest. Funds for the grant will help fund several raised beds, garden soil, mulch, a simple 2 bin compost system for yard waste, and native and/or edible plants. This work brings member of the church outside into the neighborhood and into relationship with community parterers, proclaiming God's Kingdom through our love of one another and those we meet and in sharing why we act. Working outside brings generations together providing a space for discipleship as the young and old learn from each other, and new Christians learn from others faith. Our environmental projects also bring together non-Christians with Christians to learn from one another and share why we care about the earth and our neighbor. By renewing our piece of land with perennial fruit and herb production, we also hope to bridge social and economic divides through parntership and providing food to those who pass by.

Describe the Parish's commitment in terms of time, energy, and/or funds.

The Parish is committed to environmental restoration. We are known in the neighborhood for an annual plant sale and members have actively volunteered in the establishment and maintenance of the pollinator garden, the food forest, and several street trees planted by a local non-profit.

In 2023, we partnered with the Urban Resources Initiative in the Spring to plant 3 trees around the church: 2 Serviceberries and 1 Hackberry. Over 10 volunteers helped to water them weekly, giving about 40 hrs of their time collectively. After two more years of watering, they will be established to flourish on their own.

We also had 3 work days in 2023 to maintain the St John's Forest Garden, where we have 2 Paw Paws, 2 American Persimmons, 4 Honeyberry bushes, 3 Chokeberry Bushes, and several other plants to bear fruit at the church. 5 volunteers helped remove rogue vines, prune wayward bushes, and weed unwanted plants, giving 20 hrs of their time collectively. Ken, our church sexton, also helped water the trees and maintain the space.

The Forest Garden was established in 2022 as a way to live out our faith in how we tend our land. Leviticus 19:9-10 reads, 9 "When you reap the harvest of your land, do not reap to the very edges of your field or gather the gleanings of your harvest. 10 Do not go over your vineyard a second time or pick up the grapes that have fallen. Leave them for the poor and the foreigner. I am the LORD your God." As God gives freely to us in Jesus Christ, we want to give freely of some of the delicious fruits God has made to those who pass by. Tending and installing the space has brought every generation of our church together and been a space for church members to interact with non-members simply interested in forest gardens. To install the garden, we sourced some plants from Urbanscapes Native Plant Nursery, a nursery in the Newhallville neighborhood of New Haven run by Doreen Abubakar and a team of young adults she mentors. The installation brought together members of St Johns of all generations, graduate students from around the world interested in forest gardens, and Doreen and the youth from Newhallville, a predominantly African American community. We see the forest garden as a place to live out our discipleship, build belonging, and create spaces of welcome in our church. We hope the fruit in the future can feed those walking by.

The pollinator garden was established in 2021 also as an expression of hospitality to declining insect populations on whom we depend for food. The beautiful flowers welcome people to our church and has also been a space where members have worked together to grow deeper in relationship.

For the coming year, Karalyn Moran, a 1st year student at Yale School of the Environment, has agreed to coordinate volunteers to water and to weed the existing plantings and to spearhead establishing several raised beds for herbs. She will partner with our sexton to coordinate the care of these projects, and use funds for new plantings to replace dying plants with native or edible species and to finish establishing the pollinator garden and food forest. Funds will also pay for some signage to share about what is planted and the heart behind it.

The church is willing to commit a small stipend to support Karalyn's work and money for food for volunteers.

How will children and youth be engaged?

Youth have been involved in the process alongside adults from the design of the Forest Garden through the installation and maintenance. In 2023, the youth group used the outdoor space to plant herbs in pots they painted. They sold the painted pots and herbs to raise money for Loaves and Fishes. Youth will be invited as active participants with elders, where the old can learn from the young and vice versa. We believe this is where discipleship happens, in the regular activities of caring for our land, our community, and our church.

Who are your community collaborative partners?

With funds, we plan to buy native plants from Urbanscapes Native Plant Nursery and maintain a collaboration with Doreen Abubakar. We can invite Doreen and the youth to volunteer in installing the plants and a few of our members can reciprocate and volunteer at Urbanscapes.

We can also source some seeds and root cuttings for pollinator plants from Mariposas Del Mundo Community GreenSpace organized by Kat Calhoun and supported by the Urban Resources Initiative. This is also a place to trade volunteers, as Mariposas Del Mundo sits right beneath Bella Vista, a senior and lower-income living community.

Doreen and Kat are part of the local Pollinator Pathways movement.

How does this project invite personal lifestyle changes and choices and support faithful witness about the stewardship of God's Creation?

This project invites church members and garden lovers to work in the dirt together, caring for the land to feed ourselves and others. We hope to tend a space that bridges social and economic divides and invites people from many different backgrounds into the collective care of the land in New Haven, caring for God's creation as it cares for us.

Please submit a work plan.



Please submit a timeline



Attach a budget for the project. Include a list any other potential income



Contact Name

Laurie Parsons

Contact Email

[REDACTED]

Contact Phone

[REDACTED]

Parish Name

St. Paul's Bantam

Parish Address

PO Box 449
802 Bantam Rd
Bantam, Connecticut 06750

Parish Phone

860-567-8838

Describe the Project.

The Healing Path is where we must part company from the inside of a church to the outside of God's creation (in phases).

1. Memorial Peace Grove 2. Pollinator Meadow 3. Fruit Tree Grove 4. Gathering Lawn
Native shrubs and plants will be planted throughout the land, and to support native wildlife. Recycled fallen trees and branches will be used to mark and outline walking paths. All meaningful actions that nurture the wildlife that God has created.

Describe the Parish's commitment in terms of time, energy, and/or funds.

We have a viable, dedicated congregation that is willing to put in the time and energy into making St. Paul's an anchor of our community. A Earth Day event was held to clean up and parishioners put in sweat equity. We are in the process of writing grants, holding fundraisers, special offerings, such as asking families of past members if they would like to donate.

If we want to learn how best to steward God's creation, we must spend time in it. Otherwise, our care for creation will suffer and in turn our encounter with God will suffer.

How will children and youth be engaged?

We will hold programs on how to plant, the healthy benefits of hard work, learning to be stewards of the land at an early age, teach what plants attract certain insects. We hope children and youth learn the connection of God and nature in a community setting.

Who are your community collaborative partners?

Northwest Conservation District, Boy Scouts, Litchfield Land Trust, UConn Master Gardeners Program, potential future collaboration with Litchfield Community Greenway to connect to their continuing community greenway path.

How does this project invite personal lifestyle changes and choices and support faithful witness about the stewardship of God's Creation?

1. For people who would never listen to sermon but would talk with a neighbor while walking the path. 2. Provide free floral arrangements for church members experiencing illness, grief, or celebration. 3. This could be a great volunteer site for students and seniors. 4. A place to ask God for a respite from all your troubles.

By spending time on The Healing Path, people will experience a new commitment to the actions of God's earth.

Please submit a work plan.



Please submit a timeline



Attach a budget for the project. Include a list any other potential income



Episcopal Church in Connecticut**Combined Balance Sheet (Assets)**

as of 12/31/2023 and 09/30/2023

	Camp Washington	Episcopal Diocese of Connecticut	The Missionary Society of the Diocese of CT	12/31/2023 Combined	09/30/2023 Combined	Variance
Assets						
Cash & Cash Equivalent	300	4,998,697	765,351	5,764,347	5,046,223	718,124
Investments	390,005	-	59,353,197	59,743,202	55,514,789	4,228,413
Accounts Receivable	-	128,610	67,921	196,531	307,747	(111,217)
Accounts Receivable - Other	1,852	(1,335)	1,447,280	1,447,797	1,408,502	39,295
Allowance For Doubtful Accounts	-	(11,493)	(171,216)	(182,709)	(182,709)	-
Notes Receivable	-	-	1,053,459	1,053,459	1,092,218	(38,759)
Prepaid Expenses	-	24,249	-	24,249	782,529	(758,280)
Inventory	5,952	-	1,233,000	1,238,952	1,558,952	(320,000)
Inter-Entity Due To/From	(279,509)	5,309,061	(5,024,557)	4,995	0	4,995
Long Term Investments	-	-	2,205,408	2,205,408	1,984,409	220,999
Property & Equipment	3,399,793	117,999	1,477,859	4,995,651	5,031,389	(35,738)
Total Assets	3,518,394	10,565,786	62,407,702	76,491,882	72,544,050	3,947,832
Liabilities and Net Assets						
Liabilities	24,587	512,877	2,212,473	2,749,937	2,780,318	(30,381)
Net Assets	3,510,094	9,627,102	54,791,311	67,928,506	67,928,506	-
Change in Net Assets	(16,286)	425,808	5,403,918	5,813,439	1,835,226	3,978,213
Total Liabilities and Net Assets	3,518,394	10,565,786	62,407,702	76,491,882	72,544,050	3,947,832

The Episcopal Church in Connecticut
ECCT - Statement of Activities (Details)
As of December 31, 2023

	Camp Washington Year To Date 12/31/2023	Episcopal Church in Connecticut Year To Date 12/31/2023	The Missionary Society Year To Date 12/31/2023	All Entities Year To Date 12/31/2023	Prior Year To Date 9/30/2023
	Actual	Actual	Actual	Actual	Prior Year Actual
Change in Net Assets					
Operating Revenue					
Contributions	347,932	4,682,113	608,856	5,638,901	4,344,640
Program Revenue	441,731	66,926	14,567	523,223	337,941
Reimbursement Income	-	163,759	765,577	929,336	702,252
Rental Income	-	-	-	-	-
Miscellaneous Income	4,999	-	111,487	116,486	109,886
Unrealized Gain/Loss	-	-	221,722	221,722	19,758
Interest Income	-	14,594	20,429	35,023	34,605
Investment Income	221,760	1,914,956	5,633,309	7,770,025	2,776,802
Perpetual Trust Income	-	-	60,526	60,526	-
Total Operating Revenue	1,016,422	6,842,348	7,436,474	15,295,243	8,325,884
Operating Expenses					
Employment Cost	463,449	3,442,656	(10,244)	3,895,861	2,895,808
Grants & Scholarships	-	520,560	389,964	910,524	684,781
Professional Services	120,058	100,251	117,974	338,283	211,412
Other Professional Services	2,850	136,415	10,864	150,129	120,402
Transportation/Travel	3,429	48,775	89	52,293	32,919
Professional Expense	8,705	111,810	-	120,515	104,777
Supplies	42,876	786,053	127,113	956,042	689,842
Printing & Postage	3,179	10,946	-	14,126	10,680
Dues & Subscriptions	2,100	97	-	2,197	2,197
Advertising & Promotional Expe	6,951	-	1,555	8,506	3,318
Utilities	68,454	51,373	77,574	197,401	143,822
Building Repairs & Maintenance	13,145	2,088	19,307	34,540	25,967
Equipment Repairs & Maintenan	8,991	-	742	9,733	6,947
Equipment	19,080	3,436	1,486	24,002	9,287
Grounds Maintenance	7,001	-	66,021	73,021	59,105
Rent Expense	455	117,999	18,000	136,454	101,999
Insurance Expense	20,738	31,791	1,118,657	1,171,186	325,900
Cost of Goods Sold	107,841	-	-	107,841	79,154
Bank & Other Fees	18,995	15,664	4,389	39,048	32,796
Miscellaneous Expense	4,520	8,468	30,959	43,948	33,078
Assessments	-	993,068	-	993,068	826,181
Interest Expense	521	-	-	521	407
Bad Debt Expense	-	-	-	-	-
Depreciation	108,917	-	34,034	142,951	107,214
Indirect Costs	-	-	30,270	30,270	(14,000)
Transfer In/Out	453	35,090	(6,199)	29,344	(3,333)
Total Operating Expenses	1,032,708	6,416,540	2,032,556	9,481,803	6,490,658
Total Change in Net Assets	(16,286)	425,808	5,403,918	5,813,439	1,835,226

The Episcopal Church in Connecticut
Revenues and Expenditures - Budget vs Actual YTD
As of December 31, 2023

	Actual	Budget	Budget Diff	Year Ending 12/31/2023	Budget % Var	Prior Year To Date 12/31/2022	
	Budget	Variance	YTD Budget	% of YTD Budget	Prior YTD Actual	Variance	Actual
Revenue & Expenses							
Operating Revenue							
Contributions	4,682,113	4,748,113	(66,000) ↓	4,748,113	(1.39) %	4,430,799	251,314
Program Revenue	66,926	89,219	(22,293) ↓	89,219	(24.98) %	57,140	9,786
Reimbursement Income	163,759	163,759	0.00	163,759	0.00 %	156,656	7,103
Interest Income	14,594	0	14,594 ↑	0	(100.00) %	0	14,594
Investment Income	1,914,956	1,914,955	1 ↑	1,914,955	0.00 %	1,901,883	13,073
Total Operating Revenue	6,842,348	6,916,046	(73,698) ↓	6,916,046	(1.06) %	6,546,478	295,870
Operating Expenses							
Employment Cost	3,442,656	3,550,231	107,575 ↑	3,550,231	0.10 %	3,297,746	(144,910)
Grants & Scholarships	520,560	662,528	141,968 ↑	662,528	35.76 %	508,663	(11,897)
Professional Services	100,251	98,000	(2,251) ↓	98,000	(2.29) %	54,528	(45,723)
Other Professional Services	136,415	99,450	(36,964) ↓	99,450	(37.16) %	134,869	(1,546)
Transportation/Travel	48,775	50,250	1,474 ↑	50,250	2.93 %	33,247	(15,528)
Professional Expense	111,810	184,147	71,714 ↑	184,147	38.94 %	91,528	(20,282)
Supplies	786,053	1,011,888	230,959 ↑	1,011,888	22.82 %	688,074	(97,979)
Printing & Postage	10,947	13,475	2,528 ↑	13,475	18.76 %	8,700	(2,247)
Dues & Subscriptions	97	2,980	2,883 ↑	2,980	96.74 %	94	(3)
Utilities	51,373	49,676	(2,181) ↓	49,676	(4.39) %	47,111	(4,262)
Building Repairs & Maintenance	2,088	9,300	7,212 ↑	9,300	77.54 %	2,415	327
Equipment	3,436	4,100	664 ↑	4,100	16.19 %	6,310	2,874
Rent Expense	117,999	117,999	0	117,999	0.00 %	77,970	(40,029)
Insurance Expense	31,791	40,000	8,209 ↑	40,000	20.52 %	34,807	3,016
Bank & Other Fees	15,664	22,000	6,336 ↑	22,000	28.79 %	29,244	13,580
Miscellaneous Expense	8,468	4,473	(3,996) ↓	4,473	(89.33) %	7,377	(1,091)
Assessments	993,068	993,549	482 ↑	993,549	0.04 %	924,775	(68,293)
Bad Debt Expense	0	0	0	0	0.00 %	(15,836)	(15,836)
Transfer In/Out	35,089	2,000	(33,090) ↓	2,000	(175.00) %	42,833	7,744
Total Operating Expenses	6,416,540	6,916,046	497,506	6,916,046	7.11 %	5,974,455	(442,085)
Total Revenue & Expenses	425,808	0	425,808	0		572,023	(146,215)

Missionary Society Property St. Alban's, Danielson

Summary

- 2019 Parish closes and the property moves under the auspices of ECCT.
- A short-term lease agreement during winter months from 2019 through 2023 for a No Freeze (Warming Center) -Peter Debiasi, President and CEO of Access Community Action Agency.
- ECCT continued maintenance of the property through 2023.
- ***2023 December Sold to the Access Community Action Agency for \$280K***

Reconciliation

Revenues	\$ 48,318 (Rental Income & Misc. Other)
Expenses	\$ 336,065 (Maintenance, Utilities, Insurance, Contractors, Etc...)
Variance	\$ 287,745 (ECCT Recouped the Subsidized Fund)

Missionary Society Property

Berg Home (Former Residential Retirement Property for Clergy)

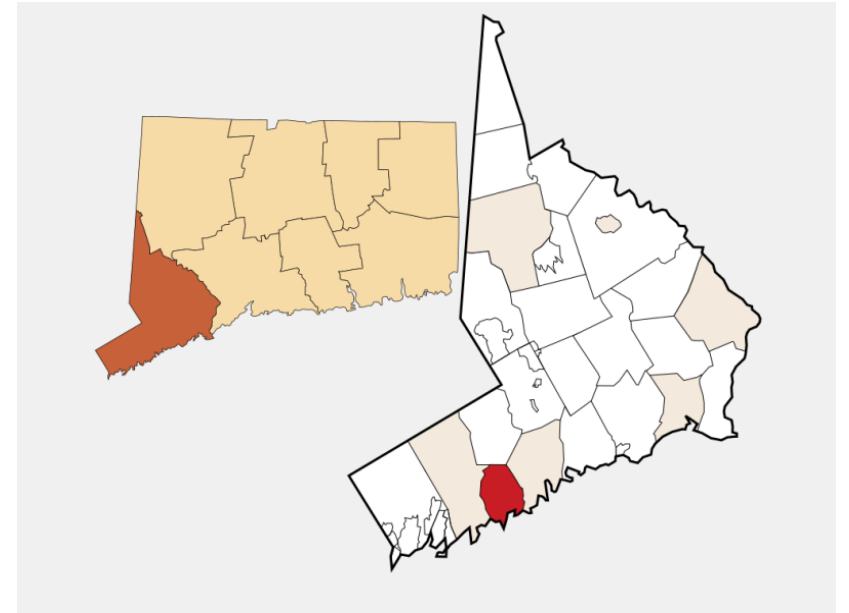
Summary

- Located 461 Mill Hill Terrace, Southport, CT.
- 8.6 Acres with AA Residential Zoning
- Est. Value Depending on use \$2.5-4.5M.
- Southport is one of the wealthiest suburbs in Connecticut
- Average home value in 2020 within a 1-mile radius of \$900K.
- 2019 The last resident was transferred to Seabury.
- Currently performing hazardous materials testing for all three buildings.
- May demolish the buildings, for security and safety concerns.
- Property is in the process of being reviewed by the Rockefeller Group & Stewardship Realty.



St. Paul's, Darien

Fairfield County



St. Paul's Darien - A timeline

- 1958 -St. Paul's Chapel established as a mission of St. Luke's Darien
- 1962 -The land on 471 Mansfield Ave. was given to the church
- 1967 -St. Paul's becomes a parish
- 1972 -The Rev. Terry Fullam called to be Rector
- 1992 -The Rev. Carl Russell called to be Rector
- 1998 -The Rev. Christopher Leighton called to be Rector
- 2005 -St. Paul's and Christopher Leighton's part of the CT 6 after the election and consecration of Bp. Gene Robinson. He is not inhibited; he and the congregation continue to worship unlike the other 5 clergy who left the building and take part of the congregation with them.
- 2015 -Bp. Ian Douglas appointed the Rt. Rev. Bruce McPherson (retired Western Louisiana) as Delegated Pastoral Oversight (DEPO) bishop to St. Paul's
- 2016 -The Rev. George Kovoor called to be Rector
- 2017 -Challenges lead to significant conflict between the rector and vestry (including the rector wanting to end DEPO)
- 2018 -Diocesan Convention makes St. Paul's a worshipping community
- 2022 -The Rev. George Kovoor leaves and the parish lays fallow
- 2022 -The Rev. Timothy Hodapp was appointed Priest in Charge

St. Paul's, Darien

14.5 Total Acres

5.9 Developable

6.6 Wetlands

2.0 Other (peripheries)

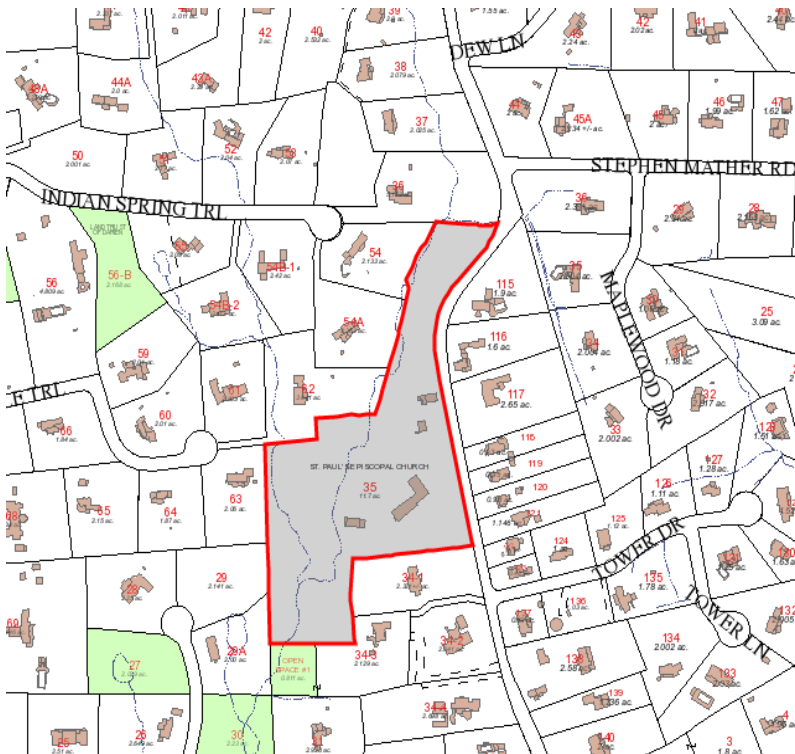
Zoned R-2

(Single Family, Min. 2-Acre)



- Darien's development of a new premier community, the Corbin District. This will transform its downtown, est. investment of \$100 million.
- The town of Darien is a desirable neighborhood with a strong demand for new housing.
- Darien has limited land for the development of new homes.
- The City of Darien isn't amenable to multifamily development on the St. Paul's property.

PROPOSED OPTIONS



Rockefeller Group

1. **SELL ENTIRE PROPERTY** (Est. yield of \$4.5M for the entire property).
2. **DEVELOP** – 25 Town Homes (Yield <\$100K Annually)
3. **DONATE ENTIRE PROPERTY** (Stewardship of Environment)

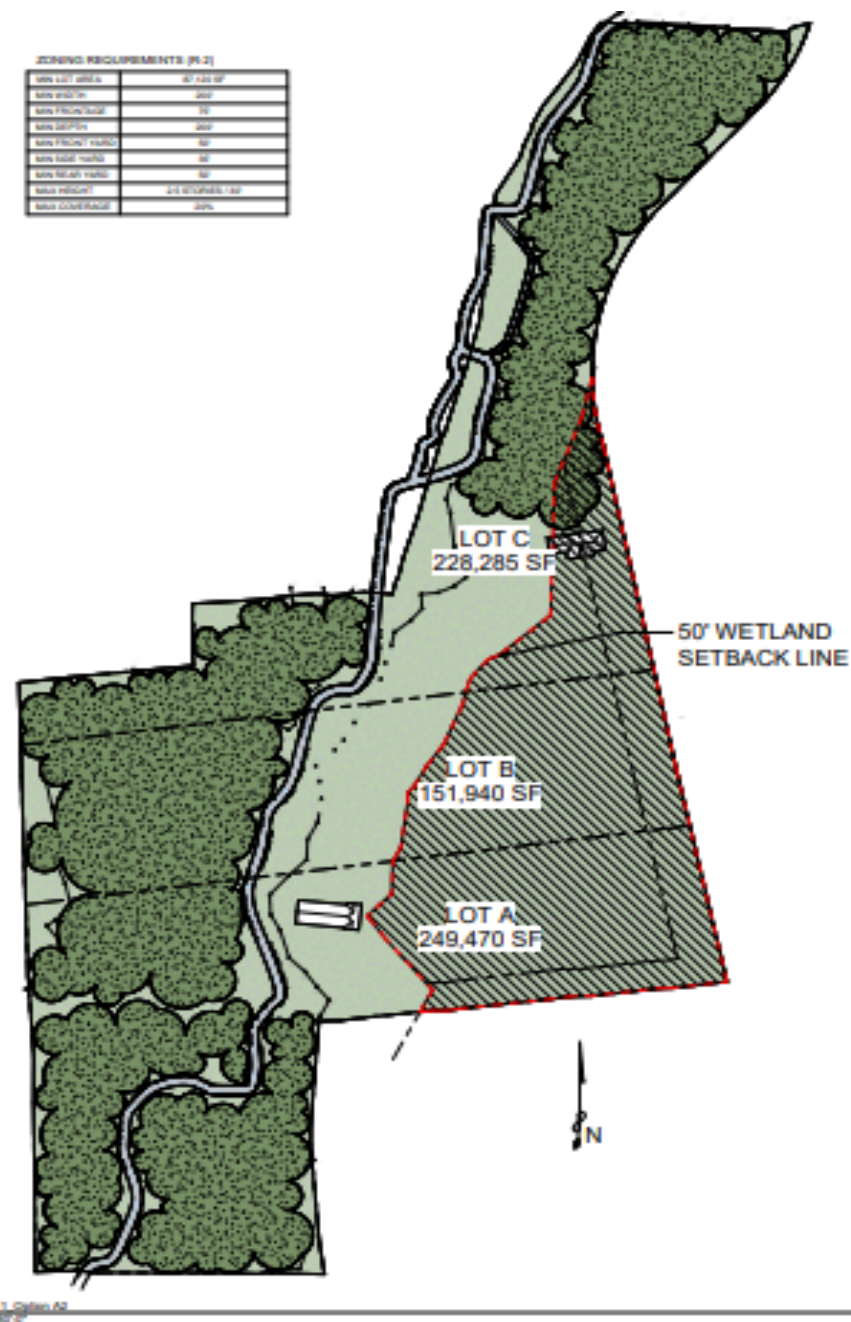
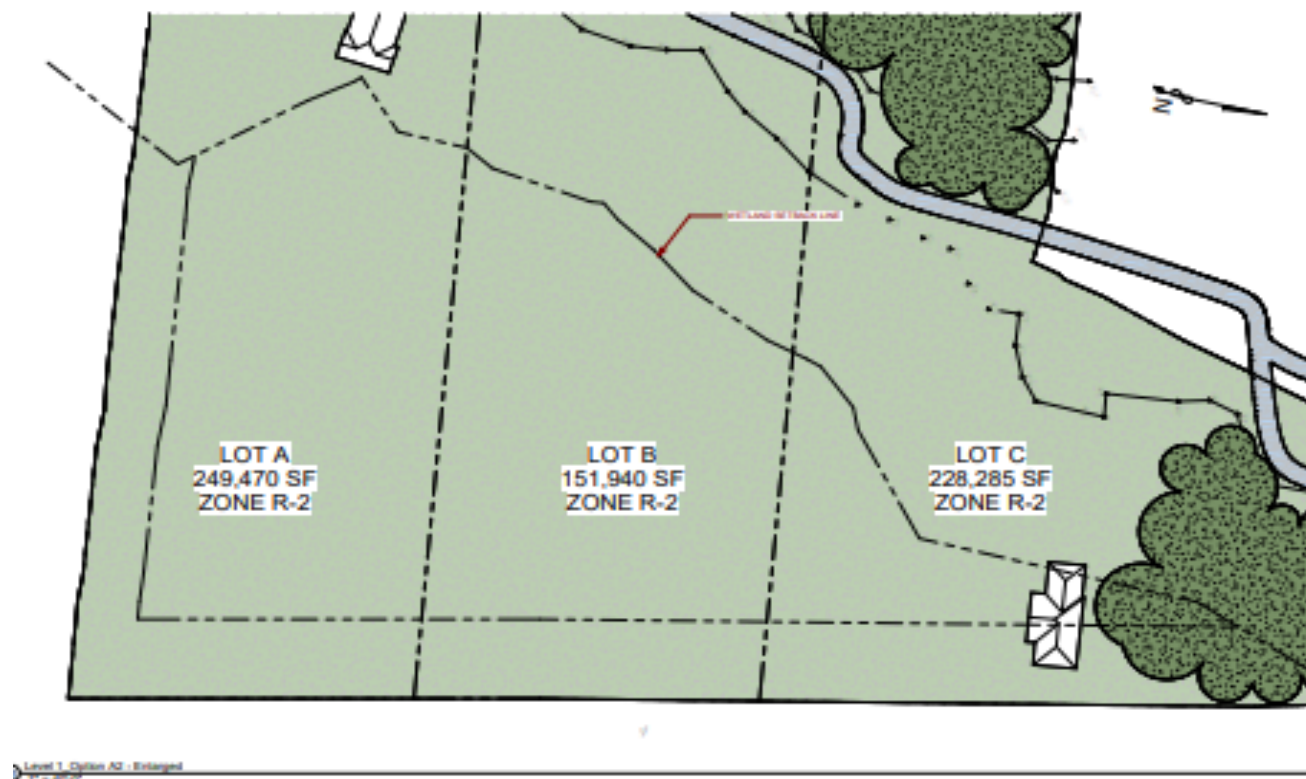
Stewardship Realty

1. **SELL FINISHED LOTS** (Est. yield \$1M to \$1.5M per lot).
2. **DEVELOP** – 3 Single Family (Est. gross of \$3.5M to \$4.5M)
3. **SELL LOTS** (Est. \$400K to \$600K per lot)

Alternatively, ECCT could retain the property long-term, which would generate modest income streams from short-term rentals, i.e. the two current residences, parking lot, and the church building.

(3) LOT SUBDIVISION

ZONING REQUIREMENTS (R-2)	
MIN LOT AREA	40,133 SF
MIN WIDTH	200'
MIN FRONT YARD	50'
MIN SETBACK	200'
MIN FRONT YARD	50'
MIN SIDE YARD	50'
MIN REAR YARD	50'
MAX HEIGHT	25 FEET MAX, 10'
MAX COVERAGE	20%



MANAGEMENT RECOMMENDATION

GOALS & OBJECTIVES

- Maximize Mission Opportunities (Financial Support for Mission & Ministries Across ECCT, Housing Insecurity & Environmental Preservation)
- Diversify Income Streams
- Alleviate Impact to the Local Parish

RECOMMENDATION

SELL RATHER THAN DEVELOP OR DONATE

NEXT STEPS

- Submit Alienation request to the Bishops & Standing Committee for endorsement.
- Convene Property Advisory Board (Bishop Diocesan, Chancellor, Diocesan Treasurer, Canon For Finance & Operations, Property Manager, Architect, Real Estate Agent, a Member of Mission Council, a Member of the Finance Committee).
- Retain Real Estate Agent.
- Test the Market with Bidders.
- June or Sept. Quarterly Meeting -Proposal to Missionary Society (Resolution).
- Submit Alienation to the Bishops & Standing Committee.
- Close by the end of Q1 2025.
- Donate to St. Luke's Darien campus partner Person-to-Person's food pantry's capital campaign.
- Mission Council to determine the allocation of net proceeds.

RECOMMENDATION

- #1 Resolved, that the Missionary Society seeks to sell the entire property located in Darien associated with St. Paul's Episcopal Church located at 471 Mansfield Avenue, Darien, CT without further development.***
- #2 Resolved, that the President of the Missionary Society is authorized to execute such agreements as he may, in the exercise of his reasonable discretion, deem reasonably necessary to facilitate for sale of the real property located at 471 Mansfield Avenue, Darien, Connecticut.***

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

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.