



EPISCOPAL CHURCH IN CONNECTICUT

PARTICIPATING IN GOD'S MISSION

THE 32nd MEETING OF THE MISSION COUNCIL OF THE EPISCOPAL CHURCH IN CONNECTICUT (FORMERLY: THE 497th 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 14, 2024

In Attendance: The Rt. Rev. Jeffrey Mello, The Rt. Rev. Laura Ahrens, The Rev. Jessie Akerson, Judie Blackman-Cochran, The Rev. Nikolaus Combs, Marie Dixon, Naomi Fisher, The Very Rev. Miguelina Howell, The Rev. Stephanie Johnson, Trish Leonard, The Rev. Jill Morrison, Steven R. Mullins, The Rev. Diana Rogers, Gordon Ross, Treasurer, Cathy Schrull, Valerie Stanley, The Rev. Ron Steed, The Rev. Heidi Thorson, Canon Alison Hollo, The Rev. Cn. D Littlepage, Canon Rosanna Rosado, The Rev. Cn. Ranjit Mathews, The Rev. Cn. Tim Hodapp, Canon Sarah Woodford, The Rev. Cn. Rebekah Hatch, and the Rev. Stacey Kohl, Secretary of the Diocese and Convention

Absent: Brad Babbitt, Chancellor, The Rev. Tracy Johnson Russell, Casey Rousseau

1) CALL TO ORDER AND OPENING PRAYER

The Meeting was called to order at 12:56 p.m. by **Bishop Jeffrey Mello** who opened with prayer.

2) ITEMS REQUIRING APPROVAL WITHOUT DISCUSSION

Steven Mullins moved to approve each item on the consent agenda, seconded by **Cathy Schrull**. The Consent Agenda including the following items:

- a) Minutes of the September 2024 Mission Council Meeting
- b) Minutes of the Finance Committee Meeting
- c) Property Report of the Missionary Society
- d) Report from Camp Washington
- e) NW Region Leadership Team Terrell Grant Disbursement
- f) Staff Clergy Housing Allowance
- g) Finance Committee Charter
- h) ECCT FSA Plan Execution Agreement page and Certificate of Resolution

The motion passes.

3) PRESENTATION

Nina Surviladze and **Mark Hathaway** from Bank of America offered a presentation on the Missionary Society's Investment Portfolio & ESG opportunities. **Treasurer Gordon Ross** introduced **Theresa Dupont**, Director of Operations for Donations & Bequests for Church Purposes, Inc.

As a result of the presentation and conversation following, it was suggested by **Bishop Mello** that a review of the Missionary Society's investments be on the Mission Council agenda annually.

In addition, it was requested that a list of investments and which portfolio they are currently invested in be provided to Mission Council at an upcoming meeting to allow Mission Council to consider moving some funds to the Values Investing Portfolio as well as to consider if additional corporations or entities should be added to the Prohibited Countries, Entities, or Corporations list.

4) ITEMS REQUIRING DISCUSSION AND/OR ACTION

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

Canon Rosanna Rosado offered a report on Finance & Operations for Q3 2024. Supporting documents are included in the supplemental materials of these minutes.

Finance Committee moved to approve the Q3 report as recommended by the Finance Committee, **Steven Mullins** seconded. Motion passes.

Canon Rosanna Rosado offered a report on Camp Washington and Q3 Missionary Society Investment portfolio. Supporting documents are included in the supplemental materials of these minutes.

Canon Rosado and **Bishop Mello** offered a Property & Casualty Insurance update; average premium increase is expected to be 14.1%. For the first year, we saw no increases and most of our parishes were grossly underinsured. Every year over the first three years, CPG re-evaluating the properties in the portfolio and adjusting insurance appropriately. The expectation is that in year four, premium increase will return to more standard yearly increase.

Canon Rosado updated on Good Standing. See appendix.

Canon Rosado presented on JJMA Phase I and II. See appendix.

Canon Rosado presented the Revolving Loan Fund application for Shepherd Meadows Equestrian Center, Inc. of \$50,000 at 3.5% interest over 10 years (see appendix) which has been recommended by the Finance Committee. **Cathy Schrull** moved to approve

the grants as recommended by the Finance Committee, **Judie Blackman-Cochran** seconded. Motion passes.

Canon Rosado presented the Parishes Serving Low-Income Communities grant recommendations. A total of 15 parishes have been recommended, 10 of which need support in Good Standing compliance. This grant is not a mandate of Convention or application-based. **The Rev. Heidi Thorsen** moved to approve the grants as recommended by the Finance Committee, **the Rev. Jessie Akerson** seconded. Motion passes with one abstention.

Canon Rosado presented the Trinity South Norwalk fund; 80% of which is proposed in grant form by Trinity South Norwalk committee, 20% goes to ECCT. 2025 Grant recommendations are Christ Church, East Norwalk; St. Paul's on the Green, Norwalk; Norwalk Mentor Program; Norwalk Academy of Multilingual Students. **The Rev. Nik Combs** moved to approve the grants as recommended by the Finance Committee, **Marie Dixon** seconded. Motion passes.

b) **Trinity-St. Michael's Alienation Proposal**

The Rev. Jessie Akerson moved that the Board of Directors of the Missionary Society approve the proposed sale of property of Trinity St. Michael's Church, 554 Tunxis Hill Road, Fairfield, Connecticut for \$2.0M to Operation Hope. **Steven Mullins** seconded the motion.

Bishop Mello proposed the following amendment to the motion: Upon the sale of the property, 10% of the net sale price would be given as a gift to Operation Hope for the furthering their ministry. Cathy, Valarie seconded the amendment. The motion to amend was adopted.

After further discussion, the motion was adopted.

c) **Intentional Episcopal Community (IEC) Task Force**

The Rev. Nik Combs and **the Rev. Heidi Thorsen** reported on the work of the IEC Task Force. (see appendix)

The following changes were recommended by the Task Force:

- For communities that are structured as stand-alone communities with a pledge base, we suggest an annual contribution of 10% of their trailing year operating revenues.
- For communities that are embedded in larger (often residential) communities where there is expectation of a bishop sitting on the board and participation in annual liturgies and other requests from ECCT staff, we suggest an annual fixed contribution of \$5,000 + 10% of clergy oversight / chaplain cost related to Episcopal Church ministry (includes clergy salary plus housing).
- For stand-alone communities without a pledge base, we suggest an annual fixed contribution of \$1,000 + 10% of clergy oversight / chaplain costs related to Episcopal Church ministry (includes clergy salary plus housing).

Steven Mullins recommended the above financial guidelines, seconded by **the Rev. Jessie Akerson**. Motion passes

d) Berkeley Center Capitol Campaign

Berkeley Divinity School at Yale has done major renovations to their house. ECCT was approached by the Dean and requested to participate in the renovations and be partners in this space. A member of the Berkeley board has agreed to match any donations given in the current time frame. The G.R. White Fund is a restricted fund which supports students at Yale University in New Haven, CT, who are studying or who intend to study for ministry. Should this resolution be approved, this gift would be the corpus of the income for the year.

Valarie Stanley moved to contribute \$50,000 from the G.R. White Fund toward the Berkeley Center, which enhances recruitment and attracts students and leaders toward discernment process of ordained ministry, **Cathy Schrull** seconded. Motion passes.

ECCT's grant will yield a matching grant of \$50,000 for a total of \$100,000 in grants to the Berkeley Center.

4) UPDATES

a) Mergers & Closures

Bishop Laura Ahrens updated on mergers & closures.

- i) Six parishes exploring merger looking toward 2025 Convention.
- ii) Two parish closures to date: Good Shepherd, Bristol.

b) Missionary Society Property

- i) St. Paul's, Darien

Treasurer Gordon Ross updated on St. Paul's, Darien. Studies completed by Redniss & Mead. Next steps: sewer soil test in progress; test the market; organize a marketing plan to maximize exposure; recommend the proposal to the Mission Council for a vote to alienate by March 2025.

- ii) Stewardship Realty

Canon Rosado updated on our partnership with Stewardship Realty.

c) Reparations Resolution Follow-up

The Rev. Cn. D Littlepage updated on the Reparations Task Force and the Reparations Board, including the funding of the Reparations Fund.

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

The Rev. Cn. Littlepage noted the Task Force will be meeting on January 14 at Camp Washington.

6) ADJOURNMENT, CLOSING PRAYER, & BLESSING

The meeting was adjourned with prayer and a blessing by **Bishop Laura** at 3:44 p.m.

Faithfully submitted,

A handwritten signature in cursive script, reading "Stacey Kohl". The signature is written in black ink and is positioned above the printed name.

The Rev. Stacey Kohl
Secretary of the Diocese and Convention

ECCT CLERGY PARSONAGE ALLOWANCE RESOLUTIONS 2025

Resolution for the Right Rev. Jeffrey W. Mello

Whereas the Right Reverend Jeffrey W. 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 \$238,194 to be paid to the Right Reverend Jeffrey W. Mello during 2025, that \$48,239.88 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 \$4,019.99 per month.

Resolution for the Right Rev. Laura J. Ahrens

Whereas the Right Reverend Laura J. 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 \$203,617 to be paid to the Right Reverend Laura J. Ahrens during 2025, that \$45,000 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 \$3,750 per month.

Resolution for the Rev. Stacey Kohl

Whereas the Reverend Stacey Kohl 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 \$65,584 to be paid to the Reverend Stacey Kohl during 2025, that \$44,694 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 \$3724.55 per month.

Resolution for the Rev. Cn. Rebekah Hatch

Whereas the Rev. Canon Rebekah Bokros Hatch 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 \$128,379.45 to be paid to the Rev. Canon Rebekah Bokros Hatch during 2025, that \$41,000 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.

Resolution for the Rev. Cn. Ranjit K. Mathews

Whereas the Rev. Cn. Ranjit K. Mathews 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 \$156,090 to be paid to the Rev. Cn. Ranjit K. Mathews during 2025, that \$44,000 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 \$3,666 per month.

Resolution for the Rev. Cn. Dorothea (D) M. Littlepage

Whereas the Rev. Cn. Dorothea M. Littlepage is employed as a minister of the Gospel by the Episcopal Church in Connecticut, which does not provide a residence for them, the Mission Council resolves that of the total compensation of \$128,379.45 to be paid to the Rev Littlepage during 2025, that \$48,000 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 \$4,000 per month.

Resolution for the Rev. Cn. Timothy Hodapp

Whereas the Rev. Cn. Timothy Hodapp 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 \$129,532.63 to be paid to the Rev. Hodapp during 2025, that \$42,000 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 \$3,500 per month.



Camp Washington Update to Mission Council- December 14, 2024

- The second phase of the Building Project funded by Mission Council- the upgrades to Transfiguration Lodge are finished. This completes this cycle of funding. Not surprisingly, we experienced many unplanned additions to the scope of work, but we were able to stay within the approved budget. With the size and age of the campus there is always a major project lurking. The Camp Washington community is very grateful for the continued funding of projects by Mission Council.
- Our Summer Camp Director, Kallie Handlong left at the end of summer to pursue a new adventure. We wish her the best in her new endeavor. A search is now underway, and I expect to have a new director in place in early January.
- Registration for Summer Camp '25 is now open on our website. Overnight sessions for families and youth ages 5-16 are offered from June 27th- August 1st. Need-based financial aid is always available for all CW programs.
- Our '24-'25 Program Year is available on our website. A robust year of programming for youth and adults continues! Please visit www.campwashington.org for details and registration information.
- As part of our new program year, we are excited to launch the CW Youth Group- an exciting opportunity for even the smallest parish to offer a youth group opportunity for every youth. Details have been mailed to every parish, and we look forward to growing this program together.
- Our 2nd Annual CW Sunday will be held this year on Sunday, March 2nd. This is a day to highlight Camp Washington and camp ministry in the parishes across the ECCT. Materials for use in liturgy, preaching, and church school will be available in January. A second collection that Sunday is encouraged to support the ministry of our Camp and Retreat Center.
- Thank you for your continued support. We appreciate you as ambassadors for Camp Washington and our ministry.

Respectfully submitted,
Bart Geissinger, Executive Director

THE EPISCOPAL CHURCH OF CONNECTICUT FINANCE COMMITTEE CHARTER

MISSION COUNCIL:

Canon VIII Section 5. The Mission Council shall constitute a Finance Committee and may constitute from time to time such other committees as it deems advisable and may appoint persons not members of the Mission Council to serve on such committees, or to perform such other services as may be required. At least one member of the Mission Council shall serve on each committee of the Mission Council.

FINANCE COMMITTEE AS FIDUCIARY:

The Finance Committee, as a crucial part of the Mission Council, plays a pivotal role in stewardship of Diocesan funds and contributions to the Diocese by its Parishes, Worshiping Communities, and Intentional Episcopal Communities. This responsibility is a testament to the trust and confidence the ECCT places in its members, underscoring their integral role in safeguarding the legacy and resources of the Episcopal Church in Connecticut.

The Committee's role is not just advisory and collaborative; it is a crucial pillar in safeguarding the financial health of the Diocese and ECCT parishes. The committee's meticulous quarterly analysis, facilitated by the Finance and Operations team ensures the church's financial well-being and instills confidence in the prudent management of God's resources.

The Committee, in Collaboration with the Canon for Finance & Operations, is entrusted with overseeing crucial financial matters. This includes requests for loans, grants, the parish's good standing status, requests to manage parish endowments, annual audits, investments, financial statements, and the composition and monitoring of the convention's operating budget.

The Canon for Finance & Operations submits quarterly reports for the committee's review, analysis, and recommendation; the Committee then moves the reports to the Mission Council for adoption. The Mission Council, recognizing the Committee's expertise and responsibility, is tasked with final approval.

GOVERNANCE:

The Diocesan Treasurer convenes the Committee. In the absence of the Treasurer, the Diocesan Bishop or the Canon for Finance & Operations convenes the meeting. The Committee's quorum is a simple majority of the members present. The conveners may call special committee meetings on no less than three days' notice.

The Bishop Diocesan, Bishop Suffragan, and the Diocesan Treasurer are ex officio voting members of the Committee. The Canons attend meetings of the Committee but do not vote. The Finance and Operation team, which is responsible for providing financial data, conducting analysis, and facilitating the committee's tasks, actively participates in Committee meetings.

If the Members consent in writing, including but not limited to email, to any action taken or to be taken by the Committee, such action shall be the act of the Committee with the same force and effect as though it had been authorized at a duly called and held meeting of the Committee, provided that all Committee Members shall receive a copy of the proposed action and have at least 24 hours to respond with their approval or disapproval. Any Committee action taken in this manner shall be recorded in the Committee's minutes at the next scheduled meeting. Committee members may participate in a meeting of the Committee by use of technology which allows all persons participating in the meeting to simultaneously hear each other and to communicate with one another.

COMPOSITION & TERMS:

The Committee is a diverse group, comprising Mission Council Members and non-MCMs, as well as clergy and laity representing the six regions of the Episcopal Church in Connecticut: NC -NE -NW -SC -SE -SW. This diverse representation ensures that all regions are represented, fostering a sense of inclusion and representation among our members.

Our Committee members are experts in their respective fields. With specialized skills sets in non-profit finance, investment management, auditing and accounting, cash-flow management, and analytics, our committee members bring a wealth of expertise to the table, ensuring the highest standards of financial management and oversight.

Committee membership is non-stipendiary. Elected members' terms of office begin January 1 after their election to the Committee and end December 31 of the third calendar year after election. Members serve until their successor has been elected. Members may not serve more than two consecutive, three-year terms. Once a Member has served two consecutive, three-year terms, that Member may be elected to the Committee only after a hiatus of at least two years. Members' terms shall be staggered so that no more than one-third of the members end their terms in any given year.

During tenure on the Committee, other than on the Mission Council, members shall not serve on additional ECCT governing bodies, such as the Standing Committee, Commission on Ministry, and Donations and Bequests for Church Purposes, Inc. to mitigate conflicts of interests.

MEMBER COMMITMENT:

Members are expected to attend four quarterly meetings via Zoom, set in advance annually. If there are three consecutive unexcused quarterly absences, it will be deemed that the member has resigned from the committee, and a replacement will be sought.

Occasionally, committee members may be invited to serve on ad hoc committees of the Finance Committee regarding pertinent matters related to the financial health and well-being of the Diocese and the parishes, which will require additional meeting commitments.

CERTIFICATE OF RESOLUTION

The undersigned authorized representative of **Protestant Episcopal Diocese of Connecticut** (the Employer) hereby certifies that the following resolutions were duly adopted by the governing body of the Employer on _____, and that such resolutions have not been modified or rescinded as of the date hereof:

RESOLVED, that the form of amended and restated Welfare Benefit Plan, effective May 01, 2024, presented to this meeting (and a copy of which is attached hereto) is hereby approved and adopted, and that the proper agents of the Employer are hereby authorized and directed to execute and deliver to the Administrator of said Plan one or more counterparts of the Plan.

RESOLVED, that the Administrator shall be instructed to take such actions that the Administrator deems necessary and proper in order to implement the Plan, and to set up adequate accounting and administrative procedures for the provision of benefits under the Plan.

RESOLVED, that the proper agents of the Employer shall act as soon as possible to notify the employees of the Employer of the adoption of the Plan and to deliver to each employee a copy of the Summary Plan Description of the Plan, which Summary Plan Description is attached hereto and is hereby approved.

The undersigned further certifies that attached hereto as Exhibits, are true copies of Protestant Episcopal Diocese of Connecticut's Benefit Plan Document and Summary Plan Description approved and adopted at this meeting.

Employer: Protestant Episcopal Diocese of Connecticut

Signature:

Printed
Name:

Title:

Date:



Protestant Episcopal Diocese of Connecticut

Protestant Episcopal Diocese of Connecticut
290 Pratt Street, 3rd.Fl.
Meriden, CT 06450

Protestant Episcopal Diocese of Connecticut FSA Plan

Plan Document

Amended and Restated May 01, 2024

Execution Agreement

IN WITNESS WHEREOF, Protestant Episcopal Diocese of Connecticut has caused its authorized officer to execute this amended and restated Plan document as of _____, the same to be effective **May 01, 2024**, unless otherwise indicated herein.

Employer: Protestant Episcopal Diocese of Connecticut

Signature:

Printed
Name:

Title:

Date:

Mission Council ECCT Staff Search Report: December 2024

Prepared by: Jean Tomasco, Human Resources Manager

Position: Program Assistant to the Bishop Suffragan & Events Facilitator

Reporting to: Bishop Laura Ahrens

Position Type: Full Time (37.5 hours/week)

In addition to ECCT's website, newsletters, and social media, the position was posted to or distributed through Episcopal News Service (ENS); Province 1, 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 Idealist. It was provided to all Bishops & Canons for sharing and also mentioned to staff at a regular staff meeting to get the word out to contacts on social media or otherwise. Canon D Littlepage forwarded the job posting to the leaders of the Hispanic Ministry and Clergy of Color groups.

Applications Received: 13

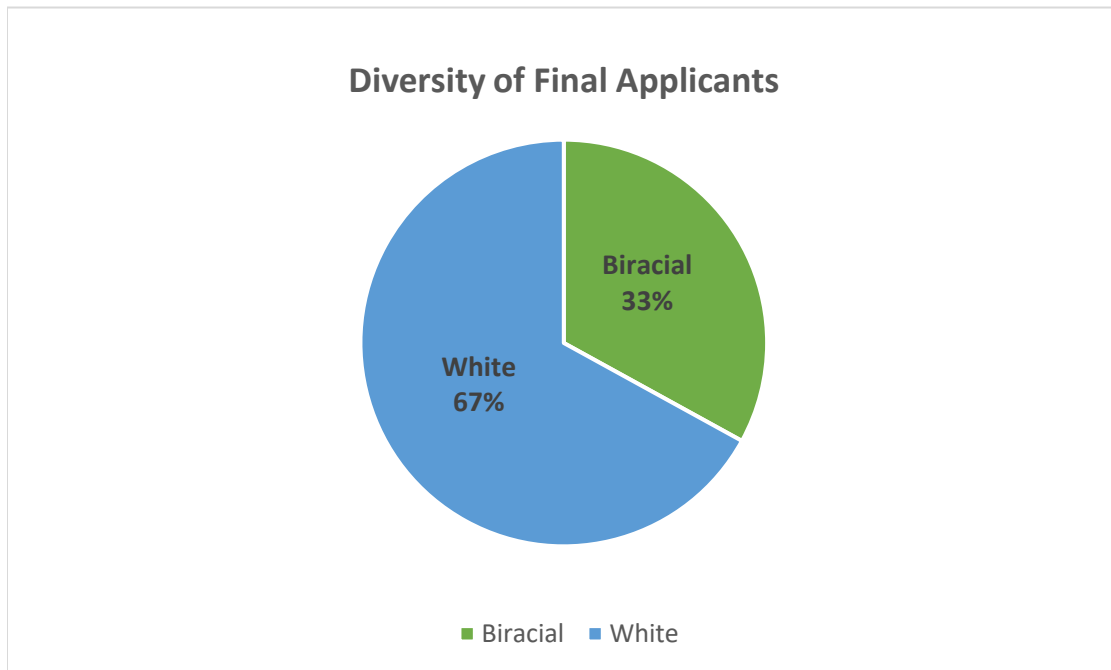
Position First Posted	7/29/24
Position Offered	10/8/24 (verbal); 10/24/24 (letter)
Start Date	11/19/2024
Time to Hire	72 Days
Time to Fill	113 Days

Initial Screening Interview: 4 candidates (another was offered the opportunity but withdrew her application before the interview)

Final Interviews: 3 candidates; 1 person of color

Offers extended: Offer made verbally on 10/8/24 and accepted 10/9/24; offer letter sent 10/24/24 and signed on 10/27/24.

Applicant Diversity: ¹



ECCT Interviewers:

Initial Screening Interviews	Jean Tomasco, Human Resources Manager
Final Interviews	Bishop Suffragan Laura Ahrens and Alison Hollo, Canon for Bishops' Support & Administration

Total Recruiting Costs - \$324 (\$199 for College Central Network. \$125 for Idealist)

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".

re: 2024 Terrell Grant Recommendation

12/4/2024

Dear Mission Council,

It was exciting to see how many ministries are active in our region, and we regret that the **\$6,300** available falls short of the **\$17,750** that was asked for. After prayerful and thoughtful consideration, we propose the 2024 Terrell Ministry Grant for the Northwest Region be distributed as follows:

Epiphany Southbury, supporting their food ministry in Waterbury:	\$1,000
Trinity Torrington, supporting the GriefShare ministry based in Torrington:	\$1,500
St. John's, New Milford, supporting shelter ministry in New Milford:	\$2,000
Camp Washington, supporting the Region Youth program:	\$ 500
All Saints, Wolcott, supporting the ministry with Wolcott High School	\$ 300
Trinity, Limerock, supporting shelter ministry in Torrington	\$1,000

The Northwest Region Leadership Team has come to an agreement on this proposed list on December 3rd, 2024, and we heartily recommend its approval by the Mission Council.

Your brothers and sisters in Christ,
The Northwest Region Leadership Team

Laura Daly, *Co-Chair*



Flora Quammie, *Co-Chair*

Ms. Naomi Fisher (*Representative to Mission Council*)

The Rev. Nikolaus Combs (*Representative to Mission Council*)

The Rev. Daniel Mattila (*Treasurer*)

Mrs. Naomi Cardello

Ouida Green

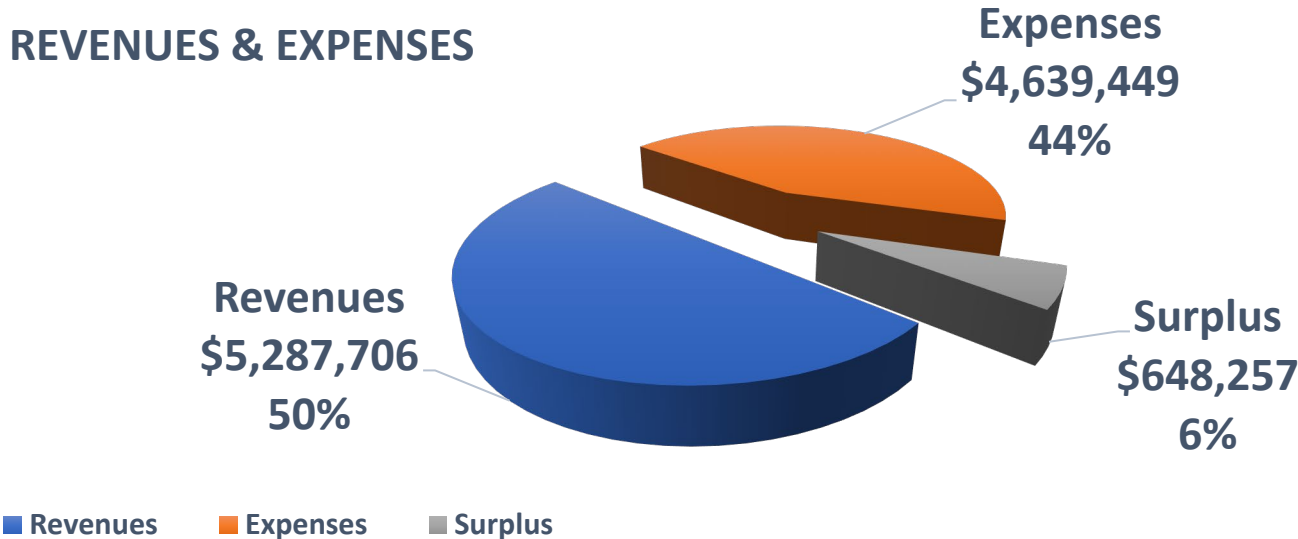
The Rev. Jill Morrison

The Rev. Heidi Truax

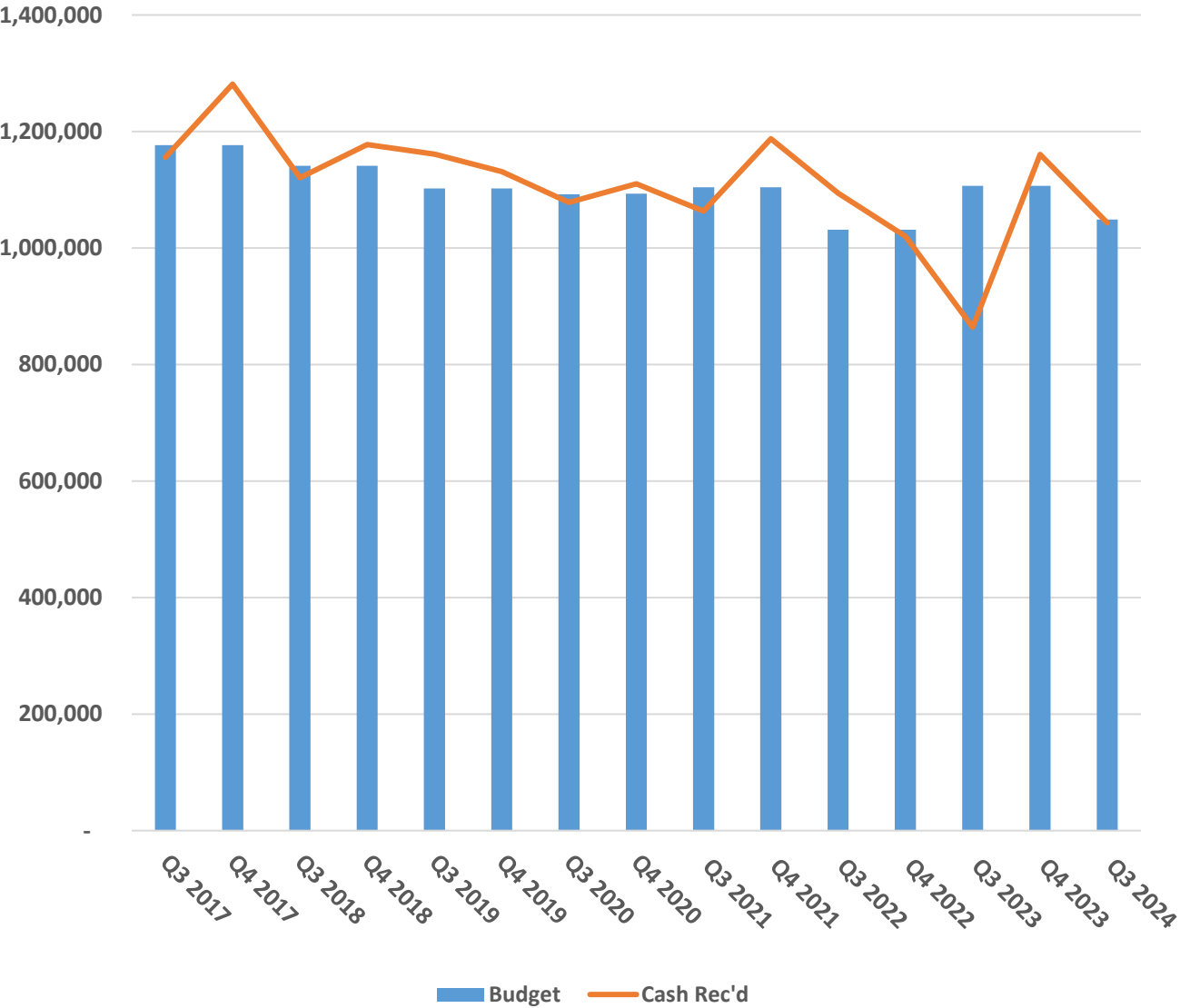
SUPPORT AND REVENUE					Full Year	%	Prior Year	
		Actual	Budget	Variance	Budget	of Year's	Actual	Variance
		09/30/2024	09/30/2024	3rd Qtr.	2024	Budget Use	09/30/2023	09/24 Vs. 09/23
CONTRIBUTIONS								
Common Mission Support		\$3,149,967	\$3,146,520	\$3,447	\$4,195,360	75%	\$3,269,813	(\$119,846)
Episcopal Trustee Support		\$269,667	\$243,000	\$26,667	\$324,000	83%	\$239,999	\$29,668
Support for Operations from Investments		\$1,613,560	\$1,613,558	\$2	\$2,151,411	75%	\$1,436,216	\$177,344
Other Sources		\$254,512	\$387,965	(\$133,453)	\$517,288	49%	\$129,621	\$124,891
Total Contributions		\$5,287,706	\$5,391,043	(\$103,337)	\$7,188,059	74 %	\$5,075,649	\$212,057

REVENUES & EXPENSES

Slight surplus
Due to timing



Common Mission Support Quarterly Receipts
2017 - 2024



Q3	Budget	Actual	Variance
2017	1,176,383	1,155,755	-1.8%
2018	1,141,410	1,120,979	-1.8%
2019	1,102,251	1,161,361	5.4%
2020	1,092,383	1,078,168	-1.3%
2021	1,104,403	1,063,449	-3.7%
2022	1,031,372	1,094,516	6.1%
2023	1,107,028	864,035	-22.0%
2024	1,048,840	1,043,367	-0.5%

Q3 2024 CMS BRIEF

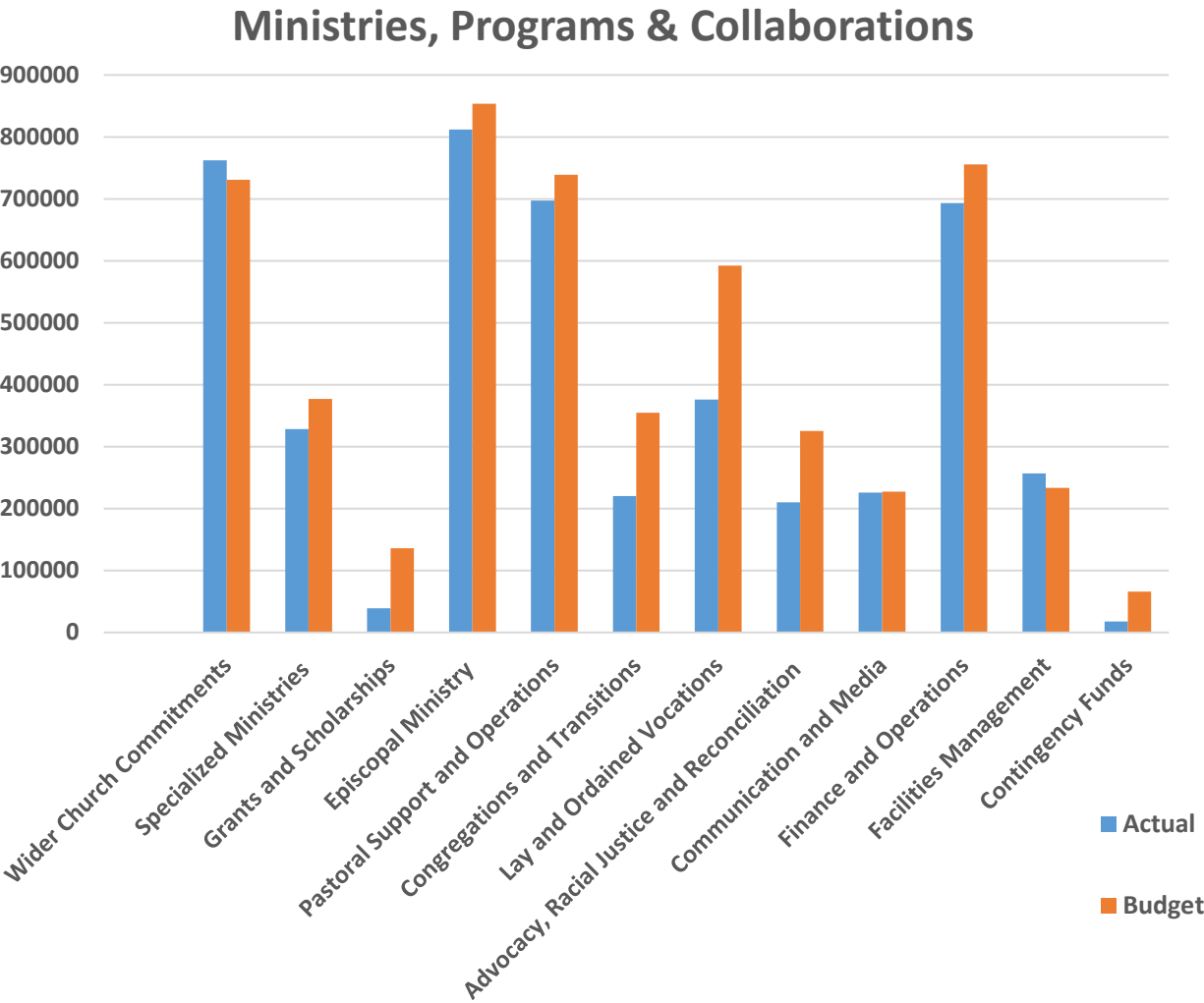
- 58% of Revenue Streams Stem from CMS
 - 8 Parishes > 60 Days Arrears
 - ❑ (4) Parishes > \$5,000
 - ❑ (4) Parishes < \$5,000
 - ❑ 45% (7) Parish’s (timing)
 - ❑ 55% (1) Parish (timing Pd in Full Oct.)
- 106 % of the 2024 Collections Received (Oct. through Nov. 30th)
 - ✓ Budgeted \$ 699,226
 - ✓ Receipts \$ 740,422

Operating Budget Expenses \$ 4,639,449

Expense Variances

At Par, Adjusting Journal Entries, Timing

- Wider Church
 - General Convention
- Facilities Management
 - Prepaid Financial Software Platforms



EXPENSES				Full Year	%	Prior Year	
	Actual	Budget	Variance	Budget	of Year's	Actual	Variance
	09/30/2024	09/30/2024	3rd Qtr.	2024	Budget Use	09/30/2023	09/24 Vs. 09/23
Wider Church Commitments	\$762,242	\$730,634	(\$31,609)	\$974,178	78%	\$824,728	\$62,485
Specialized Ministries	\$328,389	\$377,250	\$48,861	\$503,000	65%	\$393,795	\$65,406
Grants and Scholarships	\$39,110	\$136,271	\$97,161	\$181,695	22%	\$18,730	(\$20,380)
Episcopal Ministry	\$812,100	\$853,511	\$41,410	\$1,138,013	71%	\$758,505	(\$53,595)
Pastoral Support and Operations	\$697,481	\$739,079	\$41,598	\$985,439	71%	\$400,528	(\$296,953)
Congregations and Transitions	\$220,149	\$354,513	\$134,364	\$472,683	47%	\$303,528	\$83,379
Lay and Ordained Vocations	\$375,986	\$592,207	\$216,221	\$789,610	48%	\$598,838	\$222,852
Advocacy, Racial Justice and Reconciliation	\$209,965	\$325,443	\$115,478	\$433,924	48%	\$349,468	\$139,503
Communication and Media	\$225,821	\$227,156	\$1,334	\$302,874	75%	\$85,599	(\$140,222)
Finance and Operations	\$693,405	\$755,640	\$62,235	\$1,007,520	69%	\$622,488	(\$70,917)
Facilities Management	\$256,800	\$233,316	(\$23,484)	\$311,091	83%	\$360,205	\$103,405
Contingency Funds	\$18,000	\$66,023	\$48,023	\$88,031	20%	\$8,209	(\$9,791)
Total Expenses	\$4,639,449	\$5,391,043	\$751,594	\$7,188,059	65 %	\$4,724,622	\$85,173

Combined Balance Sheet			Episcopal	The Missionary		
	Camp	Diocese of	Society of the	09/30/24	06/30/24	
	Washington	Connecticut	Diocese of CT	Combined	Combined	Variance
Assets						
Cash & Cash Equivalent	300	3,003,401	748,194	3,751,895	4,865,245	(1,113,351)
Investments	494,729	-	64,953,612	65,448,341	61,832,262	3,616,079
Accounts Receivable	-	220,182	53,965	274,146	268,940	5,206
Accounts Receivable - Other	(788)	(4,622)	1,306,496	1,301,087	1,292,654	8,433
Allowance For Doubtful Account	-	(28,484)	(232,121)	(260,605)	(260,605)	-
Notes Receivable	-	-	1,232,345	1,232,345	1,044,736	187,608
Prepaid Expenses	-	68,984	-	68,984	68,984	-
Inventory	5,952	-	1,233,000	1,238,952	1,238,952	-
Inter-Entity Due To/From	(637,956)	7,747,915	(7,109,959)	-	-	-
Long Term Investments	-	-	2,205,408	2,205,408	2,205,408	-
Property & Equipment	3,511,564	143,010	1,477,099	5,131,673	5,068,482	63,191
Total Assets	3,373,801	11,150,385	65,868,039	80,392,226	77,625,060	2,767,166

NOTES

C&CE	Decrease	- Due to Loans Program & Operating Expenses Crosley Bequest to D&B
INVEST	Net Increase	- Due to Market Valuation
AR	Increase	- Due to Additions CMS
ARO	Increase	- Due to Additions JJMA & AJE
ADA	GAAP	- New Disclosure GAAP Compliance
NR	Increase	- Due to 2 New Loans Total of 25 entities hold \$1M
Prepaid	Steady	- Remains Steady 241 st Annual Convention Finance Software
INV	Properties	- CW Supplies BH 833K CHR, Stamford 400K
Due T/F	Inter-Entity	- Inter-Entity Transactions
LT-INVST	Trusts	- Perpetual Trusts Annual Adjustments
P&E	Fixed Assets	- Depreciation

LIABILITIES AND NET ASSETS						
	Camp Washington	Episcopal Diocese of Connecticut	The Missionary Society of the Diocese of CT	09/30/24 Combined	06/30/24 Combined	Variance
Liabilities						
Accounts Payable & Accrued Liabilities	29,531	342,811	692,642	1,064,983	1,000,952	64,031
Other Long-Term Liabilities		29,808	1,043,697	1,073,505	1,073,505	-
Total Liabilities	29,531	372,619	1,736,339	2,138,488	2,074,457	64,031
Net Assets						
Total Net Assets	3,482,196	10,129,509	60,220,679	73,832,384	76,308,761	(2,476,377)
Change in Net Assets	(137,925)	648,257	3,911,022	4,421,353	(758,158)	5,179,512
Total Liabilities and Net Assets	3,373,801	11,150,385	65,868,039	80,392,226	77,625,060	2,767,166

LIABILITIES AND NET ASSETS REMARKS

Liabilities

AP/AE - Increase due to AP

PRHCB - No Variance

The Episcopal Church in Connecticut
CW_Revenues and Expenditures
As of September 30, 2024

	Actual	Budget	Budget Diff	Year Ending	Budget % Var	Prior Year To Date	
				9/30/2024		9/30/2023	
		Budget	Variance	YTD Budget	% of YTD Budget	Prior YTD Actual	Variance Actual
Revenue & Expenses							
Operating Revenue							
Contributions	213,459	206,250	7209	275,000	3.49 %	226,953	(13,494)
Program Revenue	297,520	445,500	(147980)	594,000	(33.21) %	301,355	(3,835)
Miscellaneous Income	128	3,750	(3622)	5,000	(96.58) %	1,999	(1,871)
Investment Income	150,472	51,000	99472	68,000	195.04 %	62,976	87,496
Total Operating Revenue	661,579	706,500	(44921)	942,000	(6.35) %	593,283	68,296
Operating Expenses							
Employment Cost	410,625	427,520	42,583	570,027	42.53 %	348,294	(62,331)
Professional Services	68,554	51,375	(17180)	68,500	(33.43) %	79,914	11,360
Other Professional Services	0	0	0	0	0.00 %	850	850
Transportation/Travel	3,085	2,775	(310)	3,700	(11.16) %	2,010	(1,075)
Professional Expense	8,419	9,375	956	12,500	10.19 %	7,719	(700)
Supplies	39,366	23,400	(15965)	31,200	(68.22) %	36,167	(3,199)
Printing & Postage	1,985	900	(1086)	1,200	(120.63) %	2,199	214
Dues & Subscriptions	1,541	1,650	110	2,200	6.63 %	2,100	559
Advertising & Promotional Expense	9,351	9,375	23	12,500	0.25 %	3,318	(6,033)
Utilities	55,029	45,075	(9955)	60,100	(21.72) %	45,938	(9,091)
Building Repairs & Maintenance	14,097	3,375	(10722)	4,500	(317.67) %	10,384	(3,713)
Equipment Repairs & Maintenance	14,020	6,750	(7270)	9,000	(107.70) %	6,562	(7,458)
Equipment	1,807	1,350	(457)	1,800	(33.88) %	5,568	3,761
Grounds Maintenance	5,595	5,250	(345)	7,000	(6.56) %	5,589	(6)
Rent Expense	0	1,500	1500	2,000	100.00 %	0	0
Insurance Expense	(172)	17,250	17422	23,000	100.99 %	15,469	15,641
Cost of Goods Sold	71,115	77,250	6135	103,000	7.94 %	79,155	8,040
Bank & Other Fees	13,165	18,225	5060	24,300	27.76 %	18,722	5,557
Miscellaneous Expense	5,010	3,600	(1410)	4,800	(39.16) %	2,943	(2,067)
Interest Expense	276	413	137	551	33.16 %	408	132
Depreciation	76,636	95,391	18756	114,000	19.66 %	80,894	4,258
Transfer In/Out	0	0	0	0	0.00 %	(801)	(801)
Total Operating Expenses	799,504	801,799	2295	1,055,878	0.30 %	753,402	(46,102)
Total Revenue & Expenses	(137,925)	(95,299)	(42626)	(113,878)	(44.55) %	(160,119)	

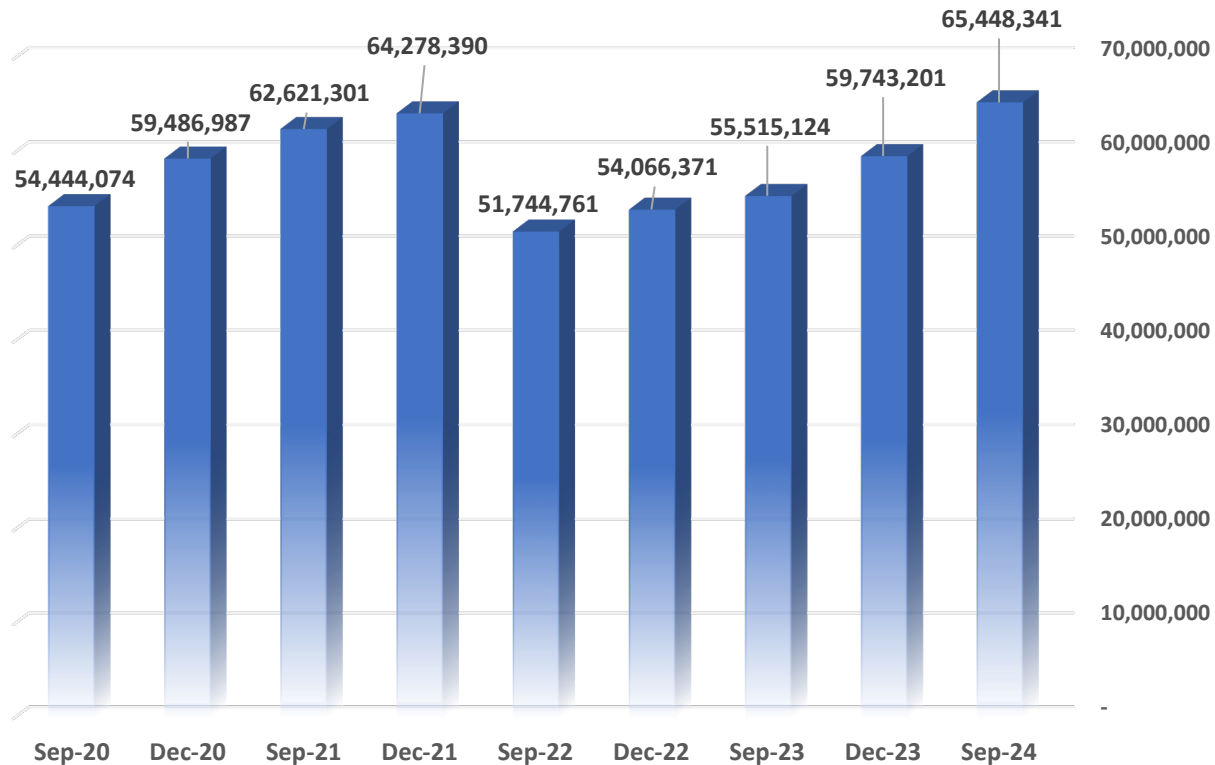
Q3 Missionary Society Investments

Change in Value

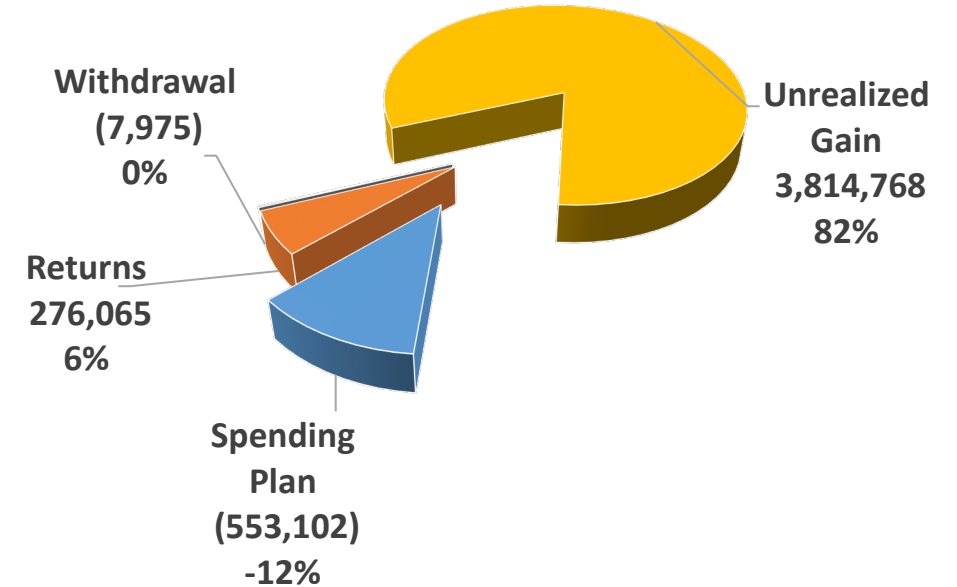
FY 2022 / 2023 + 3.5 %

Dec. 2023 / Sept. 2024 + 9.5 %

As of Oct. 2024, \$64,330.857 decreased by 1.9% from Sept.



Investment Activity Q3 2024



2025 Update

P&C Insurance Items of Note

Property & Casualty

Church Insurance Companies of Vermont (CIC)

- Finance Team, Insurance Board met with CPG representatives.
- Reviewed the contracts & discussed the nuances.
- The average premium increase is expected at 14.1%.
- Parish premiums vary and will be assessed based on several factors; such as their property itself, the location, age, construction type, condition, risk of potential damage, and the perceived level of risk involved.

Policy Effective January 1st.

Good Standing

ECCT parishes ardently strived to fulfill the administrative, financial, and canonical expectations fundamental to our common life in participating in God's mission.

By meeting these expectations, parishes can ensure transparency, accountability, and long-term sustainability, which are invaluable to our collective mission.

The following criterion must be fulfilled annually to be recognized as a parish in good-standing.

Criteria

- [Canon I.11. A](#) Common Mission Support (10% of Operating Income)
- [Canon I.11. B](#) Endowment Draw (< 25% 3-year Accumulative Draw)
- [Canon II.2](#) Parochial Reports (due March 1st)
- [Canon IV.2. A](#) Parish Investment Management
- [Canon IV.2. D](#) Annual Audits/Financial Reviews (due September 1st)

Surveys

- Annual Parish Update
- Creation Care Energy Audit

Arrears < 60 Days

- Common Mission Support.
- Property & Casualty Insurance.
- Group Life, Medical & Dental Insurance.
- Church Pension Group on Clergy or Lay Retirement Plans.

Good Standing Snapshot as of 12/1/2024

ECCT parishes ardently strived to fulfill the administrative, financial, and canonical expectations fundamental to our common life in participating in God’s mission.

This criteria affords the parish’s guidance on ensuring transparency, accountability, and long-term sustainability.

The following criterion must be fulfilled annually to be recognized as a parish in good-standing.

Parochial Reports	Reports are due March 1
• 97% of Parishes have submitted 2023 Parochial Reports	
Audits/Financial Reviews	Audits/Financial Reviews are due September 1
• 86% of parishes have submitted 2022 Audits or Financial Reviews	
• 69% of parishes have submitted 2023 Audits or Financial Reviews	
Common Mission Support (CMS)	CMS is 10% of Line B from the trailing year parochial report
• 13 parishes have arrears greater than 60 days, over \$500	
• Those arrears total \$78,774 (1/4 or \$20K is one parish is timing)	
Insurance Arrears	Group Life, Medical & Dental and Property & Casualty
• 2 parishes have arrears greater than 60 days, over \$500	
• Those arrears total \$4,954	
Pension Arrears	CPG for clergy and lay pension payments
• 3 parishes have arrears greater than 60 days, over \$500	
• Those arrears total \$18,768	
Parish Investment	3-year Endowment Draw > 25%
• 2 parishes have net cumulative investment draws greater than \$25% over 3 years	
• 119 Parishes have investment assets within Donations & Bequests	
• 23 Parishes have requested and received approval to invest assets outside of D&B	
Parish Surveys	Canonical and Convention Resolution
• 90% of parishes have completed an Annual Parish Update within the past 12 months	
• 79% of parishes have completed the Creation Care Survey within the past 12 months	

PHASE I
JJMA CAMPAIGN UPDATE

JJMA Phase I as of 9/30/2024	Pledged Amount	Gift Amount	80% Parish Distribution
Christ Church Cathedral, Hartford	133,863.34	125,758.70	100,606.96
Christ Church, Bethany	215,648.19	213,987.80	171,190.24
Trinity, Brooklyn	277,449.54	275,594.67	220,475.74
Emmanuel, Weston	243,937.39	233,537.39	186,829.91
St. James, Glastonbury	404,699.07	396,795.18	317,436.14
St. Monica, Hartford	134,620.20	122,870.20	98,296.16
97% Complete	1,410,217.73	1,368,543.94	1,094,835.15

PHASE II
JJMA CAMPAIGN UPDATE

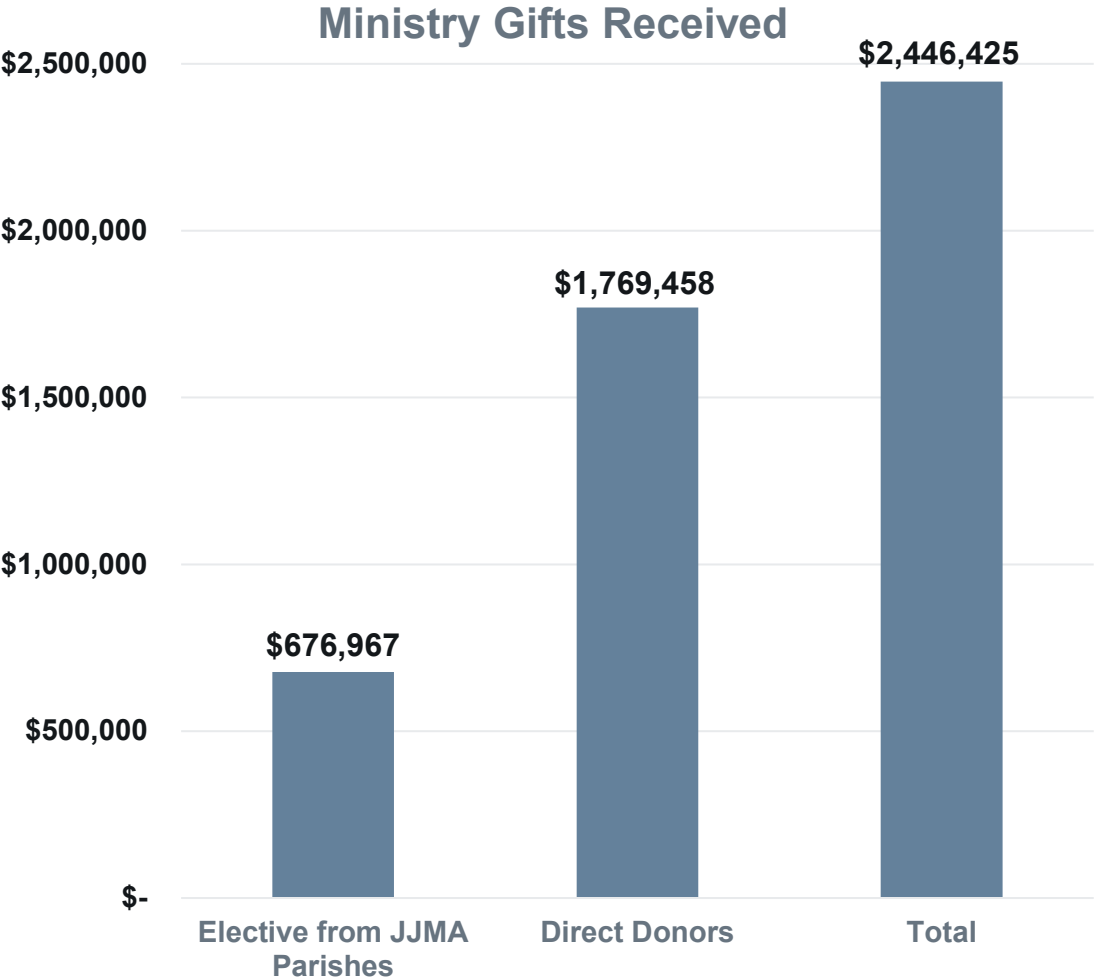
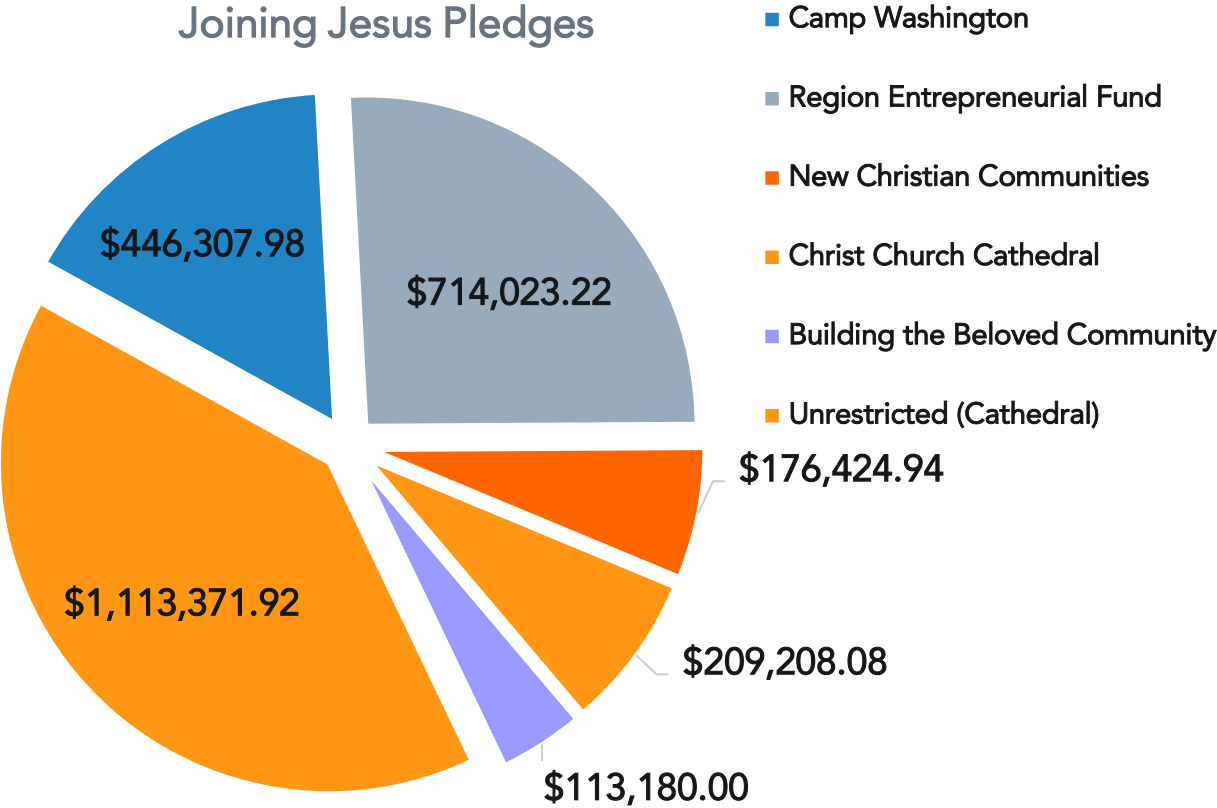
JJMA Phase II as of 9/30/2024	Pledged Amount	Gift Amount	80% Parish Distribution
St. James, Danbury	401,444.03	353,452.03	282,761.62
Christ Church, Easton	27,500.00	12,500.00	10,000.00
St. Andrew's Madison	428,918.57	395,885.39	316,708.31
St. Peter's Milford	654,761.00	306,577.83	245,262.26
St. Mark's Mystic	782,030.00	549,196.90	439,357.52
St. Paul's Shelton	176,272.76	175,772.76	140,618.21
St. Paul's Wallingford	243,480.00	222,905.26	178,324.21
74% Complete	2,714,406.36	2,016,290.17	1,613,032.14

JJMA Ministries Update

Project	Total Pledge	Total Paid	% Paid	Distributed
Camp Washington	446,307.98	415,622.07	93%	(407,517.41)
Region Ministries	714,023.22	587,841.08	82%	(158,800.00)
New Christian Communities	176,424.94	169,367.39	96%	(8,753.57)
Christ Church Cathedral	209,208.08	153,950.69	74%	(153,375.83)
Beloved Community	113,180.00	105,921.82	94%	(4,759.06)
Unrestricted	1,113,371.92	1,013,721.92	91%	(1,013,621.92)
88% Complete	2,772,516.14	2,446,424.96	88%	(1,746,827.79)

Joining Jesus Initiative (Ministries)

Total Pledges: \$2,772,516
Total Gifts Received: \$ 2,446,425



*All totals as of September 30, 2024

Shepard Meadows Equestrian Center, Inc.

501(c) (3) non-profit corporation located in Bristol, Connecticut

Revolving Loan Fund of \$50,000

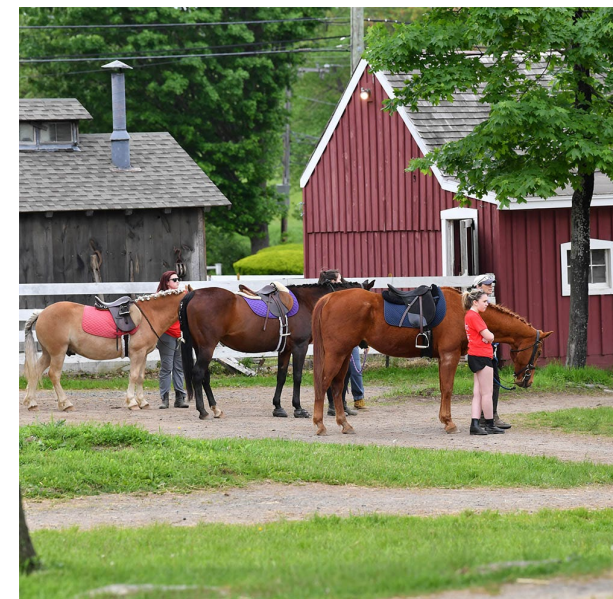
- In 2021 signed a 50-year lease agreement with ECCT.
- They invested \$800K to enhance their program and built a barn.
- They maintain the property & meet our donor' designation.

Programs & Services

- Therapeutic Riding
- Equine-Assisted Psychotherapy (EAP)
- Veterans Horsemanship Program
- Youth Development
- Community Lessons

ECCT acquired title to the Property by virtue of that Certificate of Demise from the Estate of Katharine Shepard, dated September 9, 1987, and recorded in Volume 896 at Page 737 of the Bristol Land Records, pursuant to the provisions of the Last Will and Testament of Katharine Shepard, executed October 12, 1971 (the "Will").

The land is located on the Chippens Hill area of the City of Bristol, Connecticut on the southwest corner of Hill Street and Marsh Road containing approximately twenty-six (26) acres.



Revolving Loan Fund

Shepard Meadows Equestrian Center, Inc. (Recommend)

- a) Request \$50,000.00 (3.5% Interest Rate)
- b) Terms 10 years (120 months)
- c) Exterior Repairs to the main office building; roof, chimneys, paint and a wheelchair ramp.
- d) Board of Directors Approved 9/17/2024

Shepard Meadows is a 501(c)(3) non-profit corporation located on a tranquil 26 acre farm in Bristol, CT with the mission to support the growth and well-being of all individuals, including those with special needs, by providing Equine-Assisted Services (EAS) in a safe, caring and professional environment.

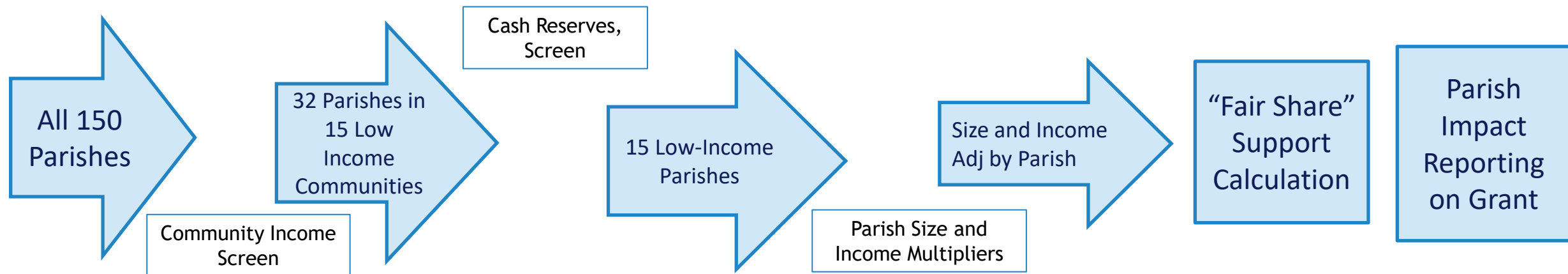
- Shepard Meadows is a partner and collaborator in ministry. Historically with a strong, and amicable relationship with ECCT.
- The Missionary Society signed a 50-year rental agreement in 2021 with Shepard Meadows.
- Our contribution to the partnership ensures the preservation of ECCTs assets.
- All repairs and upgrades to the property maintain the diocesan real assets.
- Shepard Meadows reported an operating surplus of \$285K for the fiscal year ending 9/30/2023. Net Assets were \$1.7M.
- Their conservative budget for the 2024-2025 program year projects a surplus of \$23K
- Overall, the organization is in a strong financial position with diverse revenue streams, including grants from multiple sources.

Process Overview

Parishes Serving Low-Income Communities

The 2024 Budget of Convention approved \$100K in support of parishes serving in low-income communities

- ▶ The diagram below illustrates the process used for distributing the funds:
- Identify parishes serving 25% of the CT population in lowest-income communities.
 - <https://www.cubitplanning.com/citations/demographicsby-v2023>
 - Scale the distributions proportional to parish size community income and financial need.
 - A total of 15 parishes are eligible of which FinOps will reach out to the 10 parishes and assist them in fulfilling the criteria. Funds will be distributed



PSLIC -Parishes Serving Low-Income Communities

Parish	City	Median HH Income	Good Standing	Recommended Distribution	Total Grant
Christ Church	Ansonia	\$67.4	Yes	7.26%	\$7,260
Calvary St. George's Church	Bridgeport	\$54.4	No	3.75%	\$3,754
St. Mark's Church	Bridgeport	\$54.4	No	5.22%	\$5,223
Church of the Good Shepherd	Hartford	\$41.8	Yes	6.91%	\$6,907
St. Martin's Church	Hartford	\$41.8	Yes*	6.29%	\$6,289
St. Monica's Church	Hartford	\$41.8	No	15.00%	\$14,997
Todos los Santos	Meriden	\$63.7	No	0.83%	\$833
Church of the Holy Trinity	Middletown	\$75.1	Yes*	10.62%	\$10,623
St. John's Church	New Haven	\$54.3	Yes*	10.91%	\$10,909
St. Luke's Church	New Haven	\$54.3	Yes*	9.05%	\$9,049
Christ Church	Waterbury	\$51.5	Yes	4.70%	\$4,703
St. Paul's Church	Westbrook	\$76.8	No	3.16%	\$3,156
St. Paul's Church	Willimantic	\$54.5	Yes	4.97%	\$4,973
St. Paul's Church	Windham	\$54.5	No	4.99%	\$4,992
Grace Church	Yantic (Norwich)	\$62.7	Yes	6.33%	\$6,332

TRINITY SOUTH NORWALK

2025 Funds	As of 6.30.24	TSN	ECCT
TSN General Fund	2,003,815.58	68,306	17,077
TSN - Van Wagenen Fund	726,710.54	24,772	6,193
TSN Hoyt/Knapp Music Fund	244,464.48	8,333	2,083
	\$2,974,990.60	\$101,411	\$25,353

Based on historical RoR, 3yr rolling average, \$13.69 unitized value x total number of units

*As Bequeath 80% towards TSN grants and 20% for ECCT.

2025 Trinity South Norwalk Grants	Awards	Good Standing
Christ Church, East Norwalk #109	\$46,706	Yes*
To support the mission of God through building improvement and food pantry outreach		
St. Paul's on the Green, Norwalk #111	\$46,705	Yes*
To support the mission of God through new member staff support, outreach programs, worship streaming ministry, and the music program		
Norwalk Mentor Program	\$4,000	N/A
To support the mentor program in Norwalk		
Norwalk Academy of Multilingual Students	\$4,000	N/A
To support the high school mentoring program		

The Trinity Fund Committee met on November 26, 2024, to consider grant requests for 2025. After discussion, the committee determined all the requests fell within the parameters of approval outlined in the mission statement and bylaws of the fund. The Committee voted to approve the above grants.

Q3 Property Report

Jon Heflin, Property Manager

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	NA
977 Hope Street	Stamford	Cemetery	Steady State	Continued Maintenance	N/A
196 Main Street	Durham	Church and Rectory	Steady State. Former rectory has been prepared for rental.	Continued maintenance.	Conducting a Value Analysis
554 Tunxis Hill Road	Fairfield	Trinity Saint Michaels	The Romanians will depart in December. Looking for development opportunities.	Interest from the Town continues. SR is working with them.	\$1.8 Million dollars
166 Bouton St	Stamford	Rectory:	Property is now occuppied and rented.	Continued Maintenance	\$500,000
12 Berkley St	Norwalk	Rectory:	Steady State. Looking to rent the property.	Continued Maintenance	\$600,000
78 Washington Street	Norwich	Church, CEC Norwich	The former Rectory is ready to rent.	Continued Maintenance	Grant Rec'd
31 Marsh Rd	Bristol	Residence	Possible Lease with Shepherds Meadow	Continued Maintenance	N/A
461 Mill Hill Terrace	Fairfield (Southport)	Residence, Caretaker cottage, Duplex on 8.86 acres	Steady state.	Continued maintenance	Potential \$3.5-5 million dollars. Can also be used as equity for partnership.
471 Mansfield Ave	Darien	St. Paul's Worshipping Community	Conducting a Value analysis	Continued maintenance	Potnetial \$4.5 million. If the three lots are sold ready to develop
60 East Grand Avenue	New Haven	Saint James	Steady State. Anticipating a highest and best use report.	Continued Maintenance	Conducting a Value Analysis



EPISCOPAL CHURCH IN CONNECTICUT

PARTICIPATING IN GOD'S MISSION

MEMO

To: Mission Council/Finance Committee

From: Jonathan Heflin
Property Manager, ECCT

Date: 9/10/2024

Re: ECCT-Owned Property Update

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

- Maintained by ECCT

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

- Tenant Occupied
- Maintained by ECCT
- The renovations are complete.

196 Main Street, Epiphany Durham

- Has a tenant, "Good Fellowship" on a month-to-month
- Potential development (conducting Viability Analysis)
- It has a rectory on the premises which is now ready for occupancy.
- The church has been closed and is now under the auspices of ECCT.

31 Marsh Rd. Bristol, home on the Shepard Estate

- House is currently vacant.
- The exterior is fair, but needs extensive internal renovation.
- Currently used for some ECCT inventory
- Leasing this space to Shepherd's Meadows is always an option to pursue.
- Property is Maintained with help from Don Getler.

12 Berkeley, Norwalk (\$0.6M)

- Currently Vacant
- Maintained by ECCT
- Move-in ready for a tenant.



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 some work done by 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.

Saint James, New Haven, 62 East Grand Avenue

- The church has been closed and is now under the auspices of ECCT.
- Small property with residential development opportunity.
- The former Sr. Warden is dedicated to this church and possesses a set of keys for emergency issues.
- Currently it has a month-to-month lease with a current religious tenant.

Christ Episcopal Church, 78 Washington Street, Norwich, CT

- Currently used as an area for excess parish inventory
- Continued Maintenance by ECCT
- Information regarding "Ground Penetrating Radar, GPR" Grant awarded to conduct the study.

Trinity Saint Michael's, Fairfield, CT

- Some interest by the town leasing the property. Currently working with SR to evaluate options for this property
- The Romanian Episcopal Church will be leaving by the end of the year.
- The property does have a historic designation. This can hinder future development.
- Trees around the property have been trimmed to keep the property presentable to the surrounding neighbors.

St. Paul's, Darien, CT

- Continued maintenance by ECCT
- Working through valuation on the potential of the property
- One of the houses on the property is leased through the end of 2024.
- Some inquires as to what ECCT is going to do with the property.
- Land Engineers have been engaged and are working on the property.
- Investigating septic/sewer requirements.

Report: Taskforce on Intentional Episcopal Communities (IEC's)

Mission Council, December 14, 2024

Taskforce members: The Rt. Rev. Laura Ahrens, Judie Blackman, The Rev. Nik Combs, The Rev. Stacey Kohl, Steven Mullins, The Rev. Heidi Thorsen

Method: The taskforce met for conversation several times between June and November 2024, and interviewed representatives from current IEC's in ECCT: Haven, Seabury Retirement Community, The Episcopal Church at Yale (ECY), The Chapel of All Saints, Cornwall , and another community discerning whether to become an IEC.

Outcomes: (1) Intentional Episcopal Communities FAQ; (2) Recommended Guidelines for IEC Financial Contribution

Intentional Episcopal Communities (IEC) FAQ

What is an IEC?

An Intentional Episcopal Community is a community located in Connecticut, that identifies primarily with the Episcopal/Anglican way of following Jesus, including regular worship in the tradition of the Book of Common Prayer. Examples of current IEC's include a college chaplaincy, a monastic community, and a retirement community - though there are even more ways than this of being an IEC.

What do IEC's contribute to the broader life of ECCT?

IEC's live beyond their own community in visible and tangible ways. For example, many contribute to the life of the wider diocese through acts of service or creative expressions of faith, serving as inspirational models of religious practice. Like parishes, IEC's also provide a financial contribution to the diocese.

What resources and support do IEC's get from ECCT?

IEC status provides a way for communities steeped in the Episcopal tradition to be recognized, honored, and embraced by the wider church. IEC's have access to pastoral support, diocesan resources such as administrative support and grants, and are granted non-profit status through ECCT. IEC's also have voice and vote at Diocesan Convention through their selected delegates.

How to apply? To begin the process of discerning if your community might be an IEC, contact Bishop Laura Ahrens lahrens@episcopalct.org.

Recommended Guidelines – with track changes

Original text is current guidelines for IEC contributions

1. For communities that are structured as stand-alone communities with a pledge base, we suggest an annual contribution of 10% of their trailing year operating revenues.
2. For communities that are embedded in larger (often residential) communities where there is expectation of a bishop sitting on the board and participation in annual liturgies and other requests from ECCT staff, we suggest an annual fixed contribution of \$5,000 + 10% of clergy **oversight / chaplain** cost related to Episcopal Church ministry (includes clergy salary plus housing).
3. For ~~all other communities~~ **stand-alone communities without a pledge base**, we suggest an annual fixed contribution of ~~\$2,500~~ **\$1,000** + 10% of clergy **oversight / chaplain** costs related to Episcopal Church ministry (includes clergy salary plus housing).

Recommended Guidelines for IEC Financial Contribution

Recommended by a Taskforce on Intentional Episcopal Communities, organized June-November 2024

1. For communities that are structured as stand-alone communities with a pledge base, we suggest an annual contribution of 10% of their trailing year operating revenues.
2. For communities that are embedded in larger (often residential) communities where there is expectation of a bishop sitting on the board and participation in annual liturgies and other requests from ECCT staff, we suggest an annual fixed contribution of \$5,000 + 10% of clergy oversight / chaplain cost related to Episcopal Church ministry (includes clergy salary plus housing).
3. For stand-alone communities without a pledge base, we suggest an annual fixed contribution of \$1,000 + 10% of clergy oversight / chaplain costs related to Episcopal Church ministry (includes clergy salary plus housing).