



The Episcopal Diocese of New York

Transcript of the October 7, 2020 Diocesan Convention Roll Out Meeting

- Good evening. I'm Mary Glasspool, Bishop Assistant in the Episcopal Diocese of New York. And on behalf of our Bishop Diocesan, Andy Dietsche, our Bishop Suffragan, Allen Shin and all the wonderful people of the Episcopal Diocese of New York. I welcome you to this, our fifth convention rollout meeting for the 244th annual convention of the Diocese of New York. These meetings are recorded and later posted online and are accessible at our diocesan website for your review and preparation for the November 7th final day of convention. I invite you to use the chat room, to use that to identify yourself and where you are engaged from, and also to use the chat room for any questions you might have of any of the panelists, tonight, most particularly around the proposed 2021 budget of the Diocese. I'm going to do a quick run through of thanks before we have our opening song and prayers. And I also, before I even do that, we are, one of the exciting things that we are announcing tonight is testing out a new voting app that delegates who have registered should've gotten an email at about nine o'clock this morning. And so you are-- people were encouraged to vote any time during the day. It's an experimental vote, but the polls will close at 5:30. So exactly a half an hour into this particular rollout meeting. So if you didn't get that email, check your email now. If you didn't get it, you may not be registered yet. Or perhaps you're attending just as an observer and not as a delegate. But if you didn't vote, you can do that between now and 5:30 and after 5:30, we will let you know the result of the vote. The small executive team working with me to prepare for Diocesan Convention and to execute these rollout meetings are Matt Heyd, who is the Secretary of Convention, Sarah Saavedra, who is the Assistant Secretary, Alice Yurke, the Chancellor of the Diocese of New York, Geoff Smith, the Director of Technology, Nick Richardson, the Director of Communications. We have borrowed staff members from Church of the Heavenly Rest, Lucas Thorpe, Jillian Jamison, and Lucy Breidenthal are all working with us and we're grateful to them. As well we've been working with Tom Hagerty, Joey Wares and Marty Cole. And tonight Matt, our guest, the American sign language interpreter is Tory Griffiths, and the captioning is provided by Randy Freeman. Jeannine Otis and Larry Marshal and Allison Moore and Nell Gibson. And tonight Dorian Lake are all providing the liturgical pieces. So without further ado, let me invite Dorian Lake and the opening song and prayer. ♪ Seek ye first the kingdom of God ♪ ♪ And His righteousness ♪ ♪ And all these things shall be added unto you ♪ ♪ Hallelu, Hallelujah ♪ ♪ Ask, and it shall be given unto you ♪ ♪ Seek, and you shall find ♪ ♪ Knock, and the door shall be opened unto you ♪ ♪ Hallelu, Hallelujah ♪ ♪ Hallelujah ♪ ♪ Hallelujah ♪ ♪ Hallelujah ♪ ♪ Hallelu, Hallelujah ♪ ♪ We do not not live by bread alone ♪ ♪ But by every word ♪ ♪ That proceeds from the mouth of God ♪ ♪ Hallelu, Hallelujah ♪ ♪ Hallelujah ♪

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- Gracious and loving God, another year has come and gone. And once again, we gather for the annual budget meeting at the Episcopal Diocese of New York, putting faith in our congregations in spite of numerous challenges, we give thanks for the faith community of the Diocese of New York. We remember the conversations that brought friends and congregation members together, and we lift up the joys and struggles of all ministries funded by this Diocese. Though these memories will always be with us, it is together that we cast our gaze forward. Please light our path.

- For the way will not always be easy, but when your spirit shines upon us, we might know our best days lie ahead.

- As we meet and discuss the life and work of this Diocese, we pray that you enter into our discussion.

- May your spirit move into our hearts, opening them to hear what each of us has to offer, bringing light to both possibilities and realities, drawing us always to consider what you would have us to be and do in this time and place.

- With humility and gratitude, together, we offer a time,

- May your wisdom enfold us as we continue to build your kingdom.

- During this time of deliberation, as we estimate our needs and allocate our resources, may we remember that we are doing your work, not our own. May we see this meeting time as a way of serving you, may all that we do and are give you praise, and be for your honor and glory, amen.

- Thank you, Dorian and Nell and Jeannine and Larry, and now someone who needs no introduction, our Bishop diocesan, Andy Dietsche, who will introduce the theme, which is the budget.

- Needs no introduction. I think that's what they said about Pontius Pilate, but I'm really happy to be with you all here tonight. This is the second or third of these rollouts that I have joined. And tonight is a particularly significant one. Tonight we will present the budget of the Diocese for 2021. And I'm going to say something about that in just a moment. But first let me say that many, many years ago, when I was a

parish priest, our vestry and I set about to develop a mission statement for the parish, for the congregation. And we worked and worked on it. And we had a really hard time thinking of what to say, and we wrestled with it. And finally I said, a little bit tongue in cheek, but not really. "Why don't we just write mission statement on the top of our budget and put it on the bulletin board and then let other people tell us whether or not the way we're prioritizing our work and spending our money is consistent with the things that we say." And well, we did wind up making a mission statement. It was way too long, and I can't remember what it said, but I sort of feel that way about budgets, that they should be documents that really are, we should be able to hold up to the world and say, these are the things that we believe in. And this is where we are putting our treasures, because this is the work that we believe we are truly called by God to do. I think that the budget you're going to see tonight is consistent with that hope and that vision. Making the budget this year was hard. As you all know, at the beginning of COVID, we made a significant reduction in our ask for apportioned shares to help parishes; but that really significantly cut what we were able to do as a Diocese this year. And that was okay. It was emergency times. But I'm so pleased with what the budget committee has done in restoring a lot of our program and mission money for the coming year. And to do that, they've had to make some sacrifices and you'll learn something about that tonight, but I'm very proud to commend this budget to you. A lot of really hard work has gone into it, and it reflects who we are, I think at our best. Now, in its execution, you are very much seeing the work of Matthew Mead who chairs the budget committee, but behind the immediate work of the budget itself, you will see the dreams and desires, the hard work, the deep conversations of a great many people. Not only the people who make up the budget committee and the finance committee, members of my staff, our diocesan treasurer, all of those folks, but this budget has also been seen and approved by Diocesan Council, which is a body that represents every region of the Diocese of New York. So as you look at this, bear in mind that you are seeing the work and the will, and the purpose of a great many people who have given their lives to the Diocese of New York and the work that we've been called to do. So there's a bit of a video we're going to ask you to watch now, and I'm going to turn the program over now to that video and please pay attention to it, listen to it and learn a little bit about what we think God is calling us to do and to be in 2021 as we come out of this crisis into whatever future God is holding out for us. Thank you.

- Hello. My name is Matthew Mead. I'm the Chair of the Budget Committee of the Diocese of New York. I'm going to begin by walking you through some of the background and financial realities that informed our discussions around and proposals for the 2021 budget. Then we'll look at our income sources that fund the diocesan budget, as well as the canonical caps and adjustments that decrease some of those income sources every year. Then we'll look at the disbursement side of our budget and the different expenses that fund diocesan ministries. We all know that 2020 has been a challenging year due to the COVID-19 pandemic, related stoppages and closures and the economic downturn associated with all of that. On March 20, 2020, the Chairs of the Diocese and Finance Budget and Investment Committees met with the Chairs of the Adjustment Board and the Treasurer, Coff&O and controller to try to determine the financial position of the Diocese. The attendees at that meeting have continued meeting along with several other trustees, every or every other Thursday, since March 26. We've been keeping track of diocesan cashflow, investments, apportioned share income and spending. It was immediately clear that the 2020 budget passed at the 2019 Diocesan convention was not sustainable, and that we would run out of cash in early 2021 if changes were not made as soon as possible. Canon 17 of the Diocese of New

York provides a mechanism for the budget to be materially adjusted between conventions. And following that procedure, we drafted a revised budget that was agreed to by Bishop Dietsche, approved by the trustees and accepted by Diocesan Council. The adjustments amounted to an across-the-board 25% reduction in apportioned shares for those congregations that needed it -- most did -- emergency cuts amounting to nearly \$1 million and temporary freezes and deferrals to numerous lines. We did not reduce any salaries or lay off any employees or staff, but nearly every committee and non grant program of the Diocese was temporarily defunded for 2020. And the budget and funding of most of our reserves was zeroed out for 2020. Our payments to the Episcopal Church and property support grants were frozen temporarily. All of that left a projected deficit of \$1.7 million for 2020, which was obviously not sustainable. Additionally, the Diocese applied for and received a PPP loan/grant. The combination of emergency budget adjustments and PPP, pushed our cash flow runway to the end of 2021. We essentially bought ourselves time to craft a realistic budget for 2021. In June the budget committee was formed by Bishop Dietsche. The committee is significantly larger this year than it has been in past years. It includes numerous chairs of committees of Diocesan Council, lay and clergy leaders from the different regions of the Diocese and the entire Thursday group, which includes chairs and/or representatives from the financial committees of the Diocese. Now, every congregation is unique and has different resources and challenges, and having a larger than usual committee helped us to determine some of the unknowns that seem to be common questions for our different congregations as we looked ahead for 2021. When will our congregations be able to open safely and fully? Will rental income return when tenants are able to use church space again? What results will stewardship campaigns have for 2021? Will grants and outside support that were relied on in the past be available? Will pledge and plate income return to normal levels in 2021? Will there be a second round of PPP? Will there be a second round of apportioned share relief from the Diocese of New York? And we looked at all of these different questions and we built a budget. So let's jump in and look at income sources first. We hope that this presentation answers most of your questions about income and disbursements. We also have two documents that you can take a look at. The first is the full spreadsheet, which we're going to be looking at in this presentation. And the second is a 32 page narrative budget. Both documents are available on the diocesan website and in your convention app. All righty, let's take a look at the spreadsheet now. And first we're going to look at income. We're going to be looking at the first half of this page which deals with income. The bottom half is disbursements, but it's a summary. And we're going to later look at the disbursements in a little more detail. So ignore this bottom part of the page. As you can see, there's three columns, 2020 budget, 2020 budget revision and 2021 proposed budget. An overview of this tells you that our income from 2020 was 11.9 million. We cut it down to 9.3 million, down \$2.6 million. And the 2021 proposed budget income actually is somewhere right in the middle. It's about 1.3 million above the revision and 1.3 million below the 2020 budget. So let's see how that happened. We start with gross calculated apportioned shares, and those are calculated based on the previous two years parochial reports, normal operating income submitted by every congregation. We build a total number of all of those calculated apportioned shares for every congregation. And in 2020, we ended up with \$13.1 million. For 2021, that increased to \$13.5 million. That's because normal operating income over those two years went up a little bit. And so the overall calculated apportioned shares also went up. Now, this is a high water mark income line, these next lines, 2, 3, 4a and 4, all reduce it in some way, shape or form. So let's look at line 2, total adjustments due to 12.5% cap and adjustment board. These are actually two different things. No congregation can have their apportioned share go up by more than 12.5% in a given year. And that's what this cap is right here. That only happens to a couple of

congregations. The bulk of this line is actually the adjustment board, and the adjustment board is when a congregation comes to ask for an appeal in their calculated apportioned shares, and as of August 31st, the 12.5% cap -- which is automatically put in, doesn't have anything to do with the adjustment board -- and granted relief from the adjustment board. For 2021 total, \$552,000. These brackets around or parentheses indicate that this is a negative number. So the 13 million drops by half a million because of these two canonical adjustments. The next line is CSP transition apportioned share reductions. And that was actually phased out over the last three years. So you'll note that for 2021 it's zero. This next line is a one off: 004A was the emergency calculated apportioned share relief of 25% granted for 2020 to every congregation that needed it. This number is not actually 25% of this, because we were able to count on Trinity Wall Street's full apportioned share in advance. So this takes out Trinity Wall Street's apportioned share. This is not being offered -- and I'll talk a little bit more about that in a second -- but this is not being offered in the same way in 2021. 004A is reserved for projected bad debt. That means nonpayment or underpayment of apportioned shares, and also projected adjustments that are expected to be given by the adjustment board. Some of those adjustments in a given year might have already been given, after August 31st, others are anticipated as the year moves forward. In a normal year, those are about one and a quarter million. It's a mix of congregations that historically have not been paying their full apportioned share, congregations that are running through a variety of challenges, and also congregations that have actually appealed to the adjustment board. In 2021, this number is significantly higher at \$2.8 million. The budget committee has been working with the adjustment board to come up with a plan, so that similar relief that was given in 2020 is also given to congregations that need and request it in 2021. The mechanism for that is through the adjustment board and the adjustment board will provide details of exactly what relief and how that relief is going to be granted. But the hope and the anticipation is that it's going to be pretty easy for congregations that need relief to request it and be granted it. And our budget assumes that many congregations will receive relief. And we've built the budget looking at congregation by congregation and come up with a negative line of 2.8 million. The net income from apportioned shares for 2021 is \$10.2 million. Now that's obviously less by about 1.2 million than it was for 2020 budget. However, it's more by about 1.2 million than the revised budget was. Now, if your note, these two numbers, the emergency, and also the bad debt, we're not anticipating that 2021 is going to be that much better than 2020 was, but because of PPP and the congregations that were able to get it. And because there was actually some overlap between these two lines, we don't think that there was quite as much underpayment as we anticipated when we did this. And so this is actually very good news that this is only \$2.8 million. Now we're going to look at income from other sources. First line 06 is the total allocation from the general endowment. We draw down 4.5% on a rolling average, and that gives us each year just under a million dollars. And the good news is the endowment has been growing. And so our draw will be a little higher in 2021. Line 007 is a contribution from our income to the general endowment. It's also called the 25% cap. It's either a negative number, as these are, or it's zero. So doing really quick math, if our budget were \$12 million and one congregation's apportioned share was exactly \$3 million, this would be zero. However, as that goes down, this begins to grow as a negative number. The apportioned share of Trinity Church Wall Street currently is more than one quarter of our total disbursements. And because of that, the excess money from that apportioned share is transferred to the diocesan endowment. So you can look at this two ways. First of all, when you cut disbursements, it means that this 25% cap potentially grows. So as we cut disbursements for the emergency budget in 2020 by almost a million dollars, this increased by about \$250,000. Note that the disbursements are even lower for 2021, and it increases even more. So as disbursements go down, this

25% cap number goes up, which decreases our total income. Now that's the bad side of it. The good side of it is that the endowment grows. So because we revised our budget, the endowment between these two years will grow by nearly a million dollars, which means this number will also grow and continue to grow, which is very good news. Now the budget committee did discuss at length whether or not we could, and then if it was wise to, suspend this cap and we chose not to do it after a lot of discussion for several reasons. The first is that it sets a precedent that we were worried would never be unset. So once you suspend something, you're going to do it again. Second, if this cap is problematic, and it may be, the time to do that and to look at it is with some thought going into convention. And it may be that this number needs to be tweaked to 30% or something different, so these numbers are not so high each year. We agreed that it was a very good thing that no one congregation was supporting the lion's share of the budget. And we thought it was a very good thing that the endowment was growing each year by this cap. Lastly, we didn't do it because we didn't need to do it. There were other ways to balance the budget without setting a very, very bad precedent. And so we chose not to do it. Canonically, suspending a Canon is also tricky. It requires the consent of convention, and there was no guarantee that convention was going to suspend this Canon. So we left there and we will gain a significant portion to our endowment, which is very good. But we also recommend that the trustees examine this and see if the language of this Canon and the percentage of 25% is right as we move into the 2020s. Trust income and fee income are flat for 2021, as is the Diocesan Convention fee income. Our net income from other sources is obviously down because of this 25% cap. But overall, we bring in about a half a million dollars from other sources. Line 12 is a contingency, which normally is 3% of total income. We decreased our contingency, down to 1.5%, which is a little low, but it's not too low. And we're confident enough in our bad debt and projected adjustment slide that it's realistic that we think this contingency should be okay. Overall, our budget, as I said, is down about \$1.2 million in income from 2020. And up from the 2020 revision by about \$1.2 million. Now let's look at our disbursements. Now, before I jump into that, I wanna talk about one particular aspect of disbursements that affects almost every line. Salaries for all staff and employees paid by the Diocese are flat for 2021. Salary reductions and targeted staff cuts were considered and discussed in depth by members of the budget and finance committees and the Bishop of New York. And we decided against both for several reasons. Salary reductions and the prospect of staff cuts are morale killers, and often create unintended ripple effects such as early or unplanned retirements, unexpected turnover, or set an example for congregations that reducing salaries is the diocesan way to balance a tight budget. Second, we didn't need to cut salaries or staff to balance the budget. Third, the numbers just didn't add up to all that much money. We ran them. Every salary reductions amounted to only about \$300,000, more targeted reductions amounted to much less. Staff cuts don't save that much money due to potential severance packages. And they are permanent. Because most of our diocesan offices are run by one person with minimal support staff, staff cuts essentially end ministries that the Diocese is able to offer. So we decided against reductions or cuts because they were permanent and they were morale killers, and we didn't need them. Every line was gone over with a fine-tooth comb. Expenses that could be cut, were cut; office expenses and all travel, meals and meeting expenses for staff, as well as for committees were budgeted at lower levels in the assumption that there will be online meetings and events for the foreseeable future, and certainly for most of 2021. So let's take a look at each line. This is the first of two pages of disbursement detail in our budget spreadsheet. The first line, line 101, is our assessment to the Episcopal Church. For 2020, we budgeted our full assessment to the Episcopal Church. Because of the pandemic and economic downturn, the Episcopal Church has already granted permission for any Diocese to defer payments and

invited appeals for 2020 and 2021. Because we have granted needed relief to our congregations, we are optimistic that the Episcopal Church will consider that we too need relief. And so we are appealing our assessment to the Episcopal Church for 2021 and asking for a onetime reduction of 25%. We hope our appeal is granted. If it is not, we have budgeted deferral of one quarter of our assessment for 2021. The budget committee talked at great length about this and decided that this was a canonical and viable way of balancing our budget. And again, if our appeal is not granted, we are simply deferring for the time being. Line 102. Our assessment to Province Two is fully budgeted for 2021. Lines 201 to 204 are reserves. In 2020, all of these except for convention were cut for the year. In 2021, we've fully budgeted all of them. These events will happen at some point. And if we don't budget reserves for them, all we're doing is creating a problem down the road. Lines 301, 302 and 303 cover our three bishops: those lines have been budgeted flat for 2021. Increases are due to increased medical costs and updated actuals. Lines 304 and 305 cover shared travel and hospitality for the Bishop of New York. The shared travel line was reduced when the 2020 budget was revised and it remains temporarily reduced for 2021 with the expectation that travel will continue to be limited for a portion of 2020. Line 305, hospitality for the Bishop, has been temporarily reduced for 2021, with the expectation that in person activities will continue to be limited for a portion of 2021. The 400 section of this budget is Episcopal support staff. The 500 section is staff support for congregations and diocesan ministries. Every single one of these lines includes office expenses, as well as staff compensation and benefits. Every single one of these lines has been budgeted based on 2021 compensation, 2021 medical expenses and benefits and 2019 non-compensation expenses. We went back to what was a normal year and found normal non-compensation expenses, and we eliminated any one time expenses for all of these lines. The 600 section of our budget includes funding for strategic and mission settings. Similarly to the above 400 and 500 sections, every single one of these lines was budgeted for 2021 based on 2021 compensation, which was kept flat at the present amount, 2021 medical expenses and benefits and 2019 non-compensation expenses, eliminating any one-time expenses. In a normal year, the overall program expenses for campus ministry, line 601, include a significant amount of in-person hospitality. And that has been temporarily reduced by \$25,000 in the expectation that in person events will continue to be limited for a portion of 2021. The campus ministry committee will oversee the allocation of reduced program expenses. The reductions in line 602, Hispanic clergy compensation, line 603, congregations in strategic settings, line 604, regional pastorates, and line 605, Harlem initiative, all eliminate the possibility of expanding in 2021. These ministries will continue to be offered as they are now. Again, the reductions there are simply eliminating the possibility of expansion in 2021. Line 607, church plants and revitalization also eliminates the possibility of expansion for 2021. You will note that it dropped from \$220,000 down to \$99,000. That change in the revised budget eliminated all possible expansion other than what was already going on. The increase for 2021 from the reduction continues what is already going on, and also adds an additional \$20,000 towards Episcopal Futures, which was requested by Bishop Shin. You can learn more about that in the narrative budget. The 700 section of our budget includes diocesan ministries and outreach. You can see that in the 2020 budget revision, many of these lines were dramatically reduced. For the 2021 budget, we did our best to either fully fund or mostly fund every single one of these lines. And there's different reasons why each [of these] lines were either fully funded or were mostly funded. Line 701, Congregational Development Commission is fully funded as requested. The congregational development commission requested a decrease in next step grants, line 803, which allowed this line to be fully funded. Line 702, operational support for a strategic Hispanic congregation, was reduced based on the actuals for 2020. Line 703, multicultural ministries, was budgeted at 2019 actuals. Line 704,

Christian Formation Commission programs and young adult ministry, as well as line 705, Social Concerns Commission were both funded at 90% of their ask for 2021. Line 706, ecumenical and multi-faith, council's contribution, was budgeted flat for 2021. Line 707, Ecumenical and Interfaith Commission was budgeted 90% of their request for 2021. Line 708, Global Mission Commission was budgeted at their full ask, which was \$45,000. The global mission commission also oversees line 805, Sustainable Development Goals grants, which was fully funded. And we'll talk about that in a second. Lines, 709 and 710, companion Diocese relationship and Rural and Migrant ministry with both budgeted flat for 2021. Line 711, New York Service and Justice Collaborative, also known as Episcopal Service Corps, is budgeted with a 50% reduction for 2021, as the program is being reduced in the current program year. Line 712, the Episcopal New Yorker is budgeted with a reduction for 2021 that will ensure that we continue to publish four, but thinner, issues of the Episcopal New Yorker. Line 713, support for Episcopal charities was budgeted at their full request of \$110,000, which is also the same amount as 2019 levels. The 800 section of our diocese covers total grants. Property Support, line 801, is budgeted flat for 2021. First step grants were increased for 2021 from \$20,000 to \$25,000. The congregational development commission, which oversees both first step and next step grants requested \$0 for line 803 next step grants. Line 804, Hispanic ministries grants, was budgeted at 2019 levels. Line 805, sustainable development goal grants is based on a calculation, which is 0.7% of the disbursements of the total budget. For 2021 0.7% of total disbursements is \$74,000. The decrease is due to the fact that our disbursements have decreased in 2021. Diocesan finance and operations. Line 901, administration, 902, office services and 903, IT expenses are all budgeted for 2021, based on 2021 compensation kept flat at the present amount, 2021 medical expenses and benefits, and 2019 non-compensation expenses eliminating any one time expenses. Line 904, special finance committee projects was deferred in 2020, when we revised the budget and is again deferred in the 2021 budget. Line 905, diocesan and parish websites, is budgeted based on actuals. Line 906, professional expenses, which includes legal audit and other things is kept flat for 2021. Line 907, overhead and fixed obligations, is budgeted as requested and based on cuts where possible. Line 908, Cathedral cost sharing and rent is budgeted flat. You can read more about that in the budget narrative. Line 909, property management for Diocese of New York properties is a new line, which will allow the Diocese to properly budget for the ongoing management of properties owned by the Diocese. Line 950, capital expenditures budget is kept flat. Line 1,000, provision for salary and benefit increases. All compensation in this budget is budgeted flat with no salary increases and no cost of living increases for 2021. Again, medical insurance increases are built into the benefits and compensation for each line. Jumping back to the summary page, which was our first page, you can see all of these different sections. And we also see that our total disbursements for 2021 have been reduced. They are down \$1.4 million from the 2020 budget and down \$400,000 from the 2020 budget revision. The budget is tight but balanced, which predicts that our cashflow runway will not run out in 2021. Our runway calculations include many variables that could change significantly. If the economic outlook for 2021 improves sooner, we expect fewer congregations to seek relief from the adjustment. However, if the economic outlook for 2021 gets worse, then the trustees may once again have to make a mid-year adjustment. I am very grateful for the support and oversight of Bishop Dietsche and his staff. I'm very grateful for the staff, Finance Office in particular Esslie Hughes, and Karin Almquist and for our Treasurer, Sister Faith Margaret, and also for Keith Rooke, who's the Chair of the finance committee and all of the members of the budget committee. The budget committee recommends approval of the 2021 proposed budget. And if you have any questions, God bless you, and thank you so much for time.

- Thank you so very much, Matt Mead, for that wonderful video. There were a number of questions that came up during the presentation of the video. And I want to let everybody know that the entire meeting, including the video will be posted on Friday at the diocesan website. And we're also working on a printable calendar of business that will be available very soon. That will contain not only the proposed budget, but also all the candidates running for office. So thank you. I think for the sake of honoring our time together, we're going to move along right now to another Matt, Matt Heyd, to hear something about our new voting app.

- Thank you, Bishop. And thanks to everyone who's helped us test the app today. Let me pull up the screen. We'll talk through what we're doing. As you all know, and the Bishop's been talking about this, for everything in convention, we're working from four values: transparency, trust, accessibility, and agency. We want to find a way to vote this both easily and equitable. And we're using these rollout meetings to test both voting and voting support. And we want to find a way to vote that is both live and by email, before our November convention. And right now we're trying an app, a secure service, a website called ElectionBuddy. Thank you to Geoff Smith and to Sara Saavedra, who've helped make all this possible. Now, we began our test vote this morning. If you're registered for convention, you should have received an email at nine o'clock, with a link to a secure email test ballot, if you didn't receive one, a couple of things: it might be in your spam folder, you might not be registered, and we had a couple of people like that today, or you might be registered with another email. So if you need, do let us know. And thank you to those of you today who did let us know. Here is, I just put in chat, the email address, where you can send questions -- in doing this, we can take all the questions you have. Trying to find all the wrinkles, all the problems before we get to contention itself. So we are testing this, and this is what we did today. An email that will send a link to a secure ballot, which would give us the entire day to vote from nine until five. Tonight, we ended about 5:30, in the middle of our meeting, and it gives us time to answer any questions. So if during the day there's a question or a problem, a team will be available to help answer anything you might have. Now here's the idea we're working with now. That we would begin voting for candidates for diocesan offices on Wednesday November 3. An email will be sent to all registered clergy and lay delegates with a link to secure website, the same way that folks receive today. The voting would begin at nine o'clock and close at five o'clock. So you have eight hours to vote. The plan is to have successive ballots each day, having a second ballot on Thursday, and a third ballot if needed on Friday. And then we will recap at convention Saturday, and the Bishop would commission those who were elected at the end of convention, as we usually do. We would vote live together on Saturday for the 2021 budget and all the resolutions. So that's what we're testing. Last week, we tried the live ballot to get together, today we tested the email ballot. So here's what happened today. We had 160 folks vote of 318 eligible. So we're going to figure out why we had the number that we did. And here's who y'all voted for. Here are the results from favorite saints, which was the question of today. So Jennifer Truth got 39. Evan Underhill got eight. The Martyrs of Memphis received eight votes, Pauli Murray received 29 votes, Saint Teresa, 17 votes, Eleanor Roosevelt, 25, Julian of Norwich, 24, and 10 people abstained. Oh, so thanks for the question. So it would begin. So here's the, yeah, sorry about the day, I had November 3 on the brain for some reason. We'll vote, the world will vote, the nation will vote on November 3. We'll begin on Wednesday, November 4. That's the plan. For candidates, via email. One email ballot a day for all the offices for three days through three ballots, and then live voting on Saturday for resolutions and the budget. And let me look at your questions real quick as we finish. So

first of all, if you didn't receive the test ballot, let us know and we'll try and look at why. We have the complete list of those to whom the email was sent and we'll see whether it's because different registration. If it didn't go through, we'll try to help out with that. And we've got a way to help, if on the day of the votes, if people aren't able to vote via email. Secondly, it is November 4. We'll start then. And that's the plan. Through three days, and the live voting on Saturday. If you have questions or thoughts, send it to election@dioceseNY.org. And we'll try to answer all your questions. We'll try another test email vote next week so we can try this again. Thank you for your help. We want to make sure this is easy and equitable for everyone to vote as we get together the first week of November. Bishop, thank you.

- Thank you, Matt. Don't let that voting invitation get into your spam. Look in your spam and haul it out. Thank you very, very much. Y'all are helping us choose how we're going to vote in November. So we're going to move into a prayer time now, and I want to invite your prayers, if you feel so inclined and inspired to write them in the chat box, and we will maintain a moment of silence in here. Some reflective music before we move into the final prayers.

♪ I am sending you light ♪ ♪ To heal you to hold you ♪ ♪ I am sending you light ♪ ♪ To hold you in love ♪
♪ I am sending you light ♪ ♪ To heal you to hold you ♪ ♪ I am sending you light ♪ ♪ To hold you in love ♪ ♪
I am sending you light ♪ ♪ To heal you to hold you ♪ ♪ I am sending you light ♪ ♪ To hold you in love ♪ ♪ I
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am sending you light ♪ ♪ To heal you to hold you ♪ ♪ I am sending you light ♪ ♪ To hold you in love ♪

- Now Nell Gibson will offer the closing prayer.

- Disturb us, Lord, when we are too well pleased with ourselves, When our dreams have come true because we have dreamed too little, when we arrived safely because we sailed too close to shore. Disturb us, Lord, when with the abundance of things we possess, we have lost our thirst for the water of life, Disturb us, Lord, to dare more boldly, to venture on wider seas where storms will sight of land, we find the stars. We ask You to push back the horizons of our hopes, and to push us into the future in strength, courage, hope, and love. Amen.

- My dear brothers and sisters, I find myself at the end of this convention rollout profoundly moved. I've seen the numbers in that budget so often that tonight I paid less attention to them and spent more time looking at all of the things that our budget contains: the breadth of ministries, the deep and countless ways in which we serve our communities, our parishes, our mission in the wider world and the world itself. And then during our intercessions to be so privileged and blessed to read those intercessions that

you entered into the chat room. I am so proud to be a Christian, and I'm so grateful to be in the Diocese of New York. And it is more than I can say, what it means to be able to serve as your Bishop. We have so much to be grateful for to God. And we are in very, very difficult times, but we must never lose hope. We are on the side of God and God is with us in all of our struggles and in the midst of all of our losses as well. The God of peace who brought again from the dead our Lord Jesus Christ, the great shepherd of the sheep, through the blood of the everlasting covenant, make you perfect and every good work to do his will. Working in you that which is well pleasing in his sight, through Jesus Christ, to whom be glory forever end ever, and the blessing of God almighty, the Father, the Son, and the Holy Spirit, be amongst you and remain with you always. Amen.

♪ As I went down in the river to pray ♪ ♪ Studying about that good old way ♪ ♪ And who shall wear the starry crown ♪ ♪ Good Lord, show me the way ♪ ♪ O sisters let's go down ♪ ♪ Let's go down, come on down ♪ ♪ O sisters let's go down ♪ ♪ Down in the river to pray ♪ ♪ As I went down in the river to pray ♪ ♪ Studying about that good old way ♪ ♪ And who shall wear the robe and crown ♪ ♪ Good Lord, show me the way ♪ ♪ O brothers let's go down ♪ ♪ Let's go down, come on down ♪ ♪ Come on brothers let's go down ♪ ♪ Down in the river to pray ♪ ♪ As I went down in the river to pray ♪ ♪ Studying about that good old way ♪ ♪ And who shall wear the starry crown ♪ ♪ Good Lord, show me the way ♪ ♪ O fathers let's go down ♪ ♪ Let's go down, come on down ♪ ♪ O fathers let's go down ♪ ♪ Down in the river to pray ♪ ♪ As I went down in the river to pray ♪ ♪ Studying about that good old way ♪ ♪ And who shall wear the robe and crown ♪ ♪ Good Lord, show me the way ♪ ♪ O mothers let's go down ♪ ♪ Let's go down, don't you want to go down ♪ ♪ Come on mothers let's go down ♪ ♪ Down in the river to pray ♪ ♪ As I went down in the river to pray ♪ ♪ Studying about that good old way ♪ ♪ And who shall wear the starry crown ♪ ♪ Good Lord, show me the way ♪ ♪ O sinners let's go down ♪ ♪ Let's go down, come on down ♪ ♪ O sinners let's go down ♪ ♪ Down in the river to pray ♪ ♪ As I went down in the river to pray ♪ ♪ Studying about that good old way ♪ ♪ And who shall wear the starry crown ♪ ♪ Good Lord, show me the way ♪