

The Episcopal Diocese of Maryland



Convention Journal

Part B — Appointments, Nominations, and Resolutions

**For the
238th Annual Convention**

November 11 - 12, 2022

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238th Annual Convention of the Episcopal Diocese of Maryland

Appointments and Nominations

APPOINTMENTS BY BISHOP to be ratified by convention:

Diocesan Chancellor and Parliamentarian: Mr. Neal Baroody

Dispatcher of Business: The Rev. Scott Slater

Chief Teller: Ms. Susan Beares

Sergeant of Arms: Ms. Kate Riley

Archivist: Ms. Mary Klein

Historiographer: Ms. Rebecca Thayer

Secretary of Convention: The Rev. Canon Joanna White

APPOINTMENTS BY BISHOP to be confirmed by convention:

Committee on Canons and Other Business: The Rev. Joseph Cochran, the Rev. Tom Culbertson, Ms. Betsy Huttar, Mr. Jim Winn, Mr. Neal Baroody, Mr. Ronnie Reno.

Middendorf Revolving Fund: The Rev. Mimi Mathews, the Rev. Bruce McPherson, Mr. Cleveland Miller, Mr. Ronnie Reno, Mr. Steve Sands, Mr. Walter Schamu, and Mr. Doug Vaughan.

Commission on Ministry: The Rev. Lisa Bornt, the Rev. Freda Marie Brown, the Rev. Neva W. Brown, Ms. Anne E. Burton (co-chair), the Rev. Pan Conrad, Mr. Scott Cooper, the Rev. Dr. Chris Dreisbach, the Rev. Diane Fadely, the Rev. J. Joseph Hart, the Rev. Tom Hudson, the Rev. Chip Lee, Ms. Kate McAllister, the Rev. Derek Miller, the Rev. Brandt Montgomery, Ms. Blessing Ogamba, Mr. Carl Owens, the Rev. Patti Sachs, the Rev. Jon Shematek (co-chair), Ms. Lynda Siggers, Ms. Sue Ellen Spotts, Ms. Judy Wright. *Ex officio:* the Right Rev. Robert Ihloff, assisting bishop; the Venerable Ruth Elder and the Venerable Frank Bailey, archdeacons; Ms. Eve Wayne, diocesan staff assistant, Mrs. Kathy J. Boyer, consultant for DOV, the Rev. Nancy Hennessey, consultant for EBM.

Claggett Center Board of Trustees: The Rev. Amanda Akes-Cardwell, Mr. Jeff Ayers, Ms. Samantha Alger, Ms. Kathryn Glover, Ms. Carla Kaufman, Mr. Buck Lyon-Vaiden, Ms. Jane Lyons, Ms. Barbara Miles, Mr. Ronald Reno, the Rev. Canon Scott Slater, the Rev. Dina van Klaveren (chair), the Rev. David Wacaster.

NOMINATIONS BY DIOCESAN COUNCIL to be elected by convention:

Treasurer: Mr. Jim Lindsey

Assistant Treasurer: Mr. Jason Kamrath

Auditors: Gross, Mendelsohn and Associates

Investment Committee: Mr. Peter Austin (chair), Mr. Fred Hopkins, Mr. Charles Johnson, Mr. Joe Lynagh, Mr. Steven Sands, Jr., Mr. Eric Schopf, Mr. Jim Lindsey, Mr. Doug Vaughan, Ms. Vicki Willard.

General Convention Deputies:

Elect four lay persons and four clerics, and up to four alternates each, until 2024

Lay Nominees



Ms. Alma Thompson Bell

St. David's, Roland Park

Occupation: Retired Baltimore City Government Employee

Being a Deputy to General Convention is an honor and privilege which should carry with it the willingness to work to pass legislation, serve on committees and interact with other Deputies to help assure that the views of all are taken into consideration. I feel called to this office because of my experience at the parish, Diocesan and General Convention levels. I have served as a Vestry member, Warden, member of parish and Diocesan search committees and as a member and President of our Standing Committee. At General Convention I served on the Committee on the Consecration of Bishops and the committee charged with updating the way that our Presiding Bishop is selected. I would be grateful for your support.

Nominated by: The Rev. Scott P. Bellows

Alma Bell has distinguished herself by faithful service to our diocese through a variety of leadership roles, most notably as a deputy to seven General Conventions. Her breadth of knowledge of The Episcopal Church – our theology, polity, and diversity – equip her to be an effective voice as the church continues to struggle with how best to witness to Christ in our world today. A deputy is not chosen to represent a set of views on behalf of a constituency. A deputy is elected because they are trusted by their peers to exercise attentive listening, active engagement, and effective decision-making within the leadership community for the benefit of the whole church. Alma, in my experience, is that trusted servant of God.



Mr. Michael Berry

Trinity, Long Green

Occupation: Retired from the federal government and Mescoma Systems and Consulting, software company I founded

I've been an active member of Trinity Long Green since the mid 1980s. I've served for the last five years as our Diocesan Convention delegate, participated on several search committees, served multiple vestry terms, established and ran our membership committee, and for several years I've been our Lay Eucharistic Minister. I also make great bunny pancakes for Shrove Tuesday.

My contribution to the position would be my decades of knowledge, responsibility, and experience from founding and operating my software company, and from the many roles and positions in my church.

Nominated by: The Rev. Jessica Sexton

It brings me great joy to nominate Michael (Mike) Berry to run for delegate for General Convention. He is a thoughtful, prayerful, curious, dedicated and kind person who would represent our diocese well. At Trinity, he always thoughtfully considers the needs of our community and I know he would do the same when reviewing each resolution. Mike's love for the Episcopal Church, our polity, values and liturgy, led him to volunteer at the 80th General Convention. We spent time afterwards discussing the work done and he was very passionate and curious about all we do as a Church. I think he would bring joy and heart to the good work we do at General Convention.



Ms. Mary H. DeKuyper

Redeemer, Baltimore

Occupation: Mostly Retired Governance Consultant to Nonprofit Organizations; Leader of Nonprofit local, state, national boards

My involvement with the Episcopal Church has been varied and includes: Church of the Redeemer (vestry, Senior Warden 2X); Diocese of MD (Program & Budget Comm. Chair, Claggett Board, Standing Committee member and President, and Diocesan Convention (10+ X); Deputy to 2022 General Convention (Rules of Order Comm. Member). My service at this year's GC was one that expanded my ministry and brought me greater understanding of the national church, its challenges and aspirations. It would be an honor to continue in this service,

especially as the 2024 GC has the awesome responsibility to elect a new Presiding Bishop – an opportunity I would cherish. To participate in the prayerful discernment of building a Community of Love is beyond measure.

Nominated by: The Rev. David Ware

It is my pleasure to nominate Mary DeKuyper as lay deputy to General Convention. Mary is a consummate community leader: aware, engaged, responsive, empathic. Mary listens deeply, with intelligence and compassion, so that those she is called to represent are heard and seen. Mary has demonstrated experience with governance, literally writing the book on Board leadership used

widely by independent schools. At Redeemer, Mary has been senior warden, convention delegate, and convenor of the rector's search committee.



Mrs. Rachel Erdman

St. Martin's in-the-Field, Severna Park

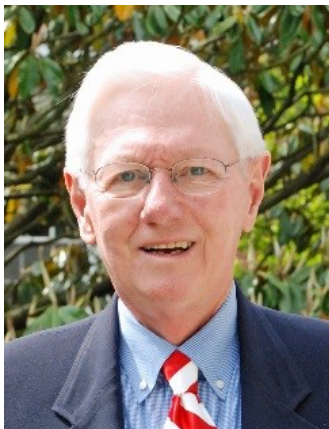
Occupation: Administrative Assistant, The Corporation for the Relief of Widows and Children of Clergy of the Episcopal Church in Maryland

I served as a deputy to General Convention for the first time this summer when it was held in Baltimore and hope to serve again. I'm active at church - singing in choir and teaching Sunday school - and have a masters in theology from Sewanee. I am a member of the General Board of Examining Chaplains and work for the Corporation for the Relief of

Widows and Children of Clergy of the Episcopal Church in Maryland. More importantly, I care about social justice and theological orthodoxy, but recognize that people of deep faith and decency can have vastly different beliefs about what that looks like. That's exactly what I experienced in our last deputation at General Convention, and what I'd like to share with the next one.

Nominated by: Ms. Alma Thompson Bell

I first met Rachel as we served as Deputies to this year's General Convention. From the first, I found her to be anxious to both learn and serve. She is looking forward to having the full experience of Convention, unlike our meeting in Baltimore which was greatly shortened due to COVID and I hope, with your support, she will be able to do that. I have been a Deputy since 2003 and I have, I believe, an understanding of some of the qualities which make an effective Deputy. A willingness to serve, enthusiasm, curiosity, the ability to work well with others from throughout the Church, a sense of humor, patience and a love for The Episcopal Church are all important and all describe Rachel.



Mr. David Mallery

St. Martin's in-the-Field, Severna Park

Occupation: Retired, U.S. Government

I have been fortunate to have been elected to General Convention (GC) from Maryland for several years. I have learned much over these years, both on how the Church operates, its program priorities, key issues both domestically and world-wide. In this light, I would like to represent us once more at GC, 2024. I have served our church here in Maryland since 1971, both at the church level (Vestry/Sr. Warden/Chair, Personnel Committee), diocesan level (Commission on Ministry, Standing Committee, Member and Chair) and member of the Claggett Center Board of Trustees. Nationally, in addition to serving as

a Lay Deputy to GC, I have served on the church's Committee for National and International Affairs.

Nominated by: The Rev. Matthew Hanisian

David Mallery has served his church in so many ways over the 30+ years he has been in our diocese.

His leadership skills and his knowledge of Episcopal organizations and faith groups have been an asset to his own church, St. Martin's-in-the-Field, our Maryland congregations, and diocesan work, particularly as a longtime member of the Claggett Board of Trustees, and as member and Chair of the Standing Committee. His international work experience has enabled him to provide meaningful membership to the General Convention's National and International Concerns Committee which drafted very important resolutions concerning human trafficking, climate issues, drug usage and church funding for these key topics, among others. His strong faith and dedication to the Church at large are obvious in whatever capacity David volunteers to do and I endorse his nomination.



Mr. William F. (Fred) Ryals
St. Andrew's, Pasadena
Occupation: Software Engineer

A lifelong Episcopalian, I lived in Georgia until enlisting in the Marine Corps. Over my 22 years of service, I worshipped with military congregations overseas and aboard various ships and stations. At Ft. Meade I was active with St. George's Episcopal Community as a lector and licensed lay leader.

After retiring, I became a government contractor working at Ft. Meade and stayed with St. George's because of the closeness of our church family. Since 2016 our church home has been St. Andrew's in Pasadena where I became a lector and since 2017, a delegate to the Diocesan Convention. In 2020, I joined the vestry. I see service as a General Convention Deputy as the next step in my servant journey.

Nominated by: The Rev. Jason A. Poling

It gives me great pleasure to nominate Fred Ryals to serve as a Deputy to General Convention. Fred is a committed and faithful servant-leader in his church, and I have seen him rise to the developing responsibilities he has assumed during my time as Priest-in-Charge at St. Andrew's. Knowing his deep commitment to the Episcopal branch of the Jesus Movement, I am confident that he would represent our Diocese well and serve our larger Church effectively.



Ms. Katherine Schnorrenberg
St. Peter's, Ellicott City
Occupation: Clergy Administrator – Temple Shalom

I am a self-described church geek who loves the church and all of its systems. I have been heavily involved in worship, parish life, and elected leadership in my 20 years at St. Peter's. This last summer I had the honor of volunteering at General Convention in Baltimore. It was a wonderful experience to see our church working on important issues and being a voice of love in the world. I believe that who I am and how I feel about being an Episcopalian would make me a good candidate for general convention delegate.

Nominated by: The Rev. Derek Miller

Katherine brings a deep love for the Episcopal Church to all that she does, and it has been a pleasure to serve alongside her in our parish. I think that Katherine would give prayerful and thoughtful consideration to any and all resolutions being considered at General Convention. She and I enjoyed several conversations reflecting upon the work of our most recent Convention, and I appreciated her insights and way of thinking about a variety of issues. As a life-long Episcopalian who is committed to seeing the Church thrive in the present and future, she brings an important perspective to our shared governance and discernment as to how God is leading our Church forward. I wholeheartedly nominate her to be considered as a lay delegate for this upcoming General Convention.

Clergy Nominees

**The Rev. Randy K. Callender**

St. Philip's, Annapolis

Occupation: Rector

I have served God in a variety of ways throughout my life, giving me a wellp-rounded view of the church. In the Diocese of Maryland, I served as a member of the following organizations: Diocesan Youth Leadership, Mentor for Sutton's Scholars, Member of the Commission on Ministry & Diocesan Youth Advisor Board, Co-Chair for Bishop Search. In the greater church, I have served on the Design Team for the 2014 & 2017 Episcopal Youth Event, National Church Youth Ministry Council for Province III, Union of Black Episcopalian (UBE) National Board Youth Advisor, one of the founders of the Philadelphia UBE Youth Chapter, the first UBE National Board Young Adult Advisor. I also had the opportunity to attend several General Conventions, once as seminarian in 2009 to learn about the polity of the church and three times as one of the Adult Leaders for the 2012, 2015 & 2018 General Convention Official Youth Presence and a Deputy for the Diocese of MD also serving on the Legislative Committee for Racial Reconciliation.

Nominated by: Ms. Alma Thompson Bell

I had the opportunity to get to know Fr. Callender as we served as Deputies to General Convention in Baltimore. I was impressed by the fact that Randy began his involvement with General Convention as a Seminarian. He is enthusiastic about his work with the Church, which is an important aspect of being an effective Deputy to General Convention. He has experience as a youth leader, Sutton Scholar advisor and a member of our Commission on Ministry. He now serves as co-chair of our Bishop Search Committee. Randy's varied experience and dedication to his parish, our Diocese and The Episcopal Church makes him a very appropriate Deputy to General Convention.



The Ven. Ruth Elder

Cathedral of the Incarnation, Baltimore

Occupation: Archdeacon

I would like to be a deputy to General Convention again to represent the diocese. As a deacon I strive to bring the voice of our community and those of our neighbors to the wider church. As a first time Maryland GC'80 deputy, I was appointed and participated with the House of Deputies legislative committee on Ministry. My first general convention was 2018 in Austin, Texas where I volunteered. I am energized by what God did at the recent convention – a shortened convention, with online access and the most diverse, intergenerational deputation. I look forward to the work we will do in the future. I ask you to allow

me to again serve you and the wider church.

Nominated by: The Very Rev. Robert Boulter

Deacon Ruth served as a convention Deputy in 2022 and did a stellar job. She will be an asset to the gathering in every way. Her role as deacon for the Cathedral and Archdeacon for the Diocese gives her important experience and insight into the workings of the church. I strongly recommend her for this position.



The Rev. Nathan Erdman

St. Martin's in-the-Field, Severna Park

Occupation: Assistant

I have served in lay and ordained ministry in the diocese since 2005. I currently serve on Diocesan Council as a voting member and chaplain. My background includes service on a Bishop's Assessment Team, Camp Claggett chaplaincy, and extensive children and youth ministry. I am a recent College for Congregational Development graduate. Local congregations, schools, chaplaincy and mission ministries, empowered by the Holy Spirit through faithful laity and clergy form the foundation of

our ministry together to spread the good news of the risen Jesus. I am running to represent the diocese at General Convention to call on the Episcopal Church to prioritize vitality in local congregations, Episcopal schools, and neighborhood ministries. I love the Diocese of Maryland and would be honored to represent us at General Convention.

Nominated by: The Rev. Joe Cochran

I nominate Rev. Nathan Erdman to serve as delegate to General Convention. I have known Nathan for 12 years and have watched him serve with distinction as associate priest at St. Thomas' Garrison Forest, and at St. Martin's in-the-Field (both as priest in the parish and as chaplain in the day school). Nathan has a keen intellect that serves him well as a theologian and a systems practitioner. He has a particularly wise and practical understanding of parish ministry. Raised in The Episcopal Church, his experience of our denomination is varied and lifelong. I'm not aware of anyone who is more up-to-speed on national church and diocesan happenings, news, and trends

than Nathan. His breadth of experience as a layperson and cleric in The Episcopal Church and his deep knowledge of national church happenings will serve our Convention delegation well.



The Rev. Dr. Brandt Montgomery

St. James' Chapel, Hagerstown

Occupation: School Chaplain

I humbly stand for election as a clergy deputy to the 81st General Convention. My past service has included being a diocesan council member, disciplinary board member, and anti-racism commission chair in two previous dioceses, with me currently serving Maryland as an examining chaplain and on the commission on ministry. From my past service I've seen how the church's work is best accomplished when its members' mutual love for Jesus is their

main motivation. Serving with God's people in Maryland has reinforced that vision and has become a joyous energy for me. I would be honored to represent Maryland in the Episcopal Church's General Convention work of helping restore all people to unity with God and each other in Christ.

Nominated by: The Rev. M. Dion Thompson

Hello, God's People. I am pleased and honored to nominate the Rev. Brandt L. Montgomery as a clergy deputy to the 81st General Convention. I have worked alongside Rev. Montgomery as an examining chaplain in our diaconal discernment process and know him to be a man of integrity, who loves Jesus. His prior and ongoing duties show that he is willing to give himself in service to our beloved Church and to the building up of God's kingdom. Rev. Montgomery combines a love of scholarship and our Anglican tradition with a deep, nurturing pastoral sensibility. These are qualities we will need in the leaders who will help to carry our Church into the future. Please join me in lifting up this inspiring man of God.



The Rev. Kathleen Schotto

Church of the Nativity and Holy Comforter

Occupation: Priest-in-Charge

I believe strongly in the governance structure of the Episcopal Church. As a lay person I served as vestry member, registrar and delegate to Diocesan Convention; was a member and co-chair of the Diocesan Convention Planning team and served on Diocesan Council as a member and Vice-President. I assisted at the most recent General Convention in Baltimore as a volunteer supervisor. As a clergy member I wish to continue being a part of the governance of the church by serving as a deputy to the next General Convention in

2024. I bring with me strong organization skills, a desire for discussion, and a prayer that our church will continue to seek justice and peace.

Nominated by: Ms. Kate Riley

Kathleen and I have worked together on Diocesan Convention, youth retreats, and changing the

world through church gatherings for almost ten years! She is remarkably talented with language around governance and expressing her thoughts about the how and why. I believe she would be a fantastic deputy to General Convention because of her previous work in university housing and as a new clergy person. She is led by the Spirit in all things and would be an excellent choice for Kentucky!



The Rev. Jessica Sexton

Trinity, Long Green

Occupation: Rector

I am running to represent the Diocese of Maryland at the 81st General Convention in 2024. I attended the 80th General Convention initially as a clergy alternate but then had the opportunity to go as a delegate. I feel that the work I did in 2022 ignited a passion for being involved in the ministry of the greater

church. As a Rector, former member of the Commission on Ministry and current Bishop Search Committee Member, I am greatly invested in the work of the National Church and how it impacts my ministry and that of our diocese. I brought joy, kindness and a heart for inclusivity and love for Jesus to my work at Convention and I hope to bring those qualities again in 2024.

Nominated by: The Rev. Randy K. Callender

It is with great pleasure that I recommend Jess as a Deputy for the 81st General Convention. I have known Jess for five years and she has always been an active, involved leader, who is attentive to the current and impending influences on the Episcopal Church. Jess has served on many committees in the Diocese of Maryland and she has recently served as one of our Deputy's for the 80th General Convention. I believe that Jess' gifts for listening, collaborative engagement, curiosity, and her love for Jesus Christ and the church, seeks to keep the faith and essential parts of our rich tradition relevant to today's realities. All of these great qualities are what Jess has to serve as a Deputy for the 81st General Convention.

NOMINATIONS BY CONVENTION to be elected by convention:

Compensation and Benefits Committee:

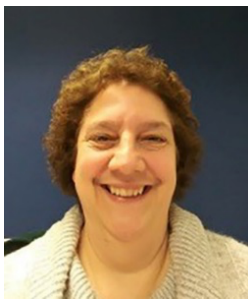
Elect one lay person and one cleric until 2025:

Appointed Members:



The Rev. Annette M. Chappell

Continuing to serve as elected:



Ms. Elizabeth (Liz) Healey (2024)



The Rev. Henrietta Wiley (2024)

Lay Nominee



Ms. Christine Schmitz

St. Barnabas', Sykesville

Occupation: Investment advisor, Certified Public Accountant, Director, Wealth Advisory Services, Glass Jacobson Investment Advisors, LLC.

As a member of St. Barnabas Episcopal Church, I have been active in guiding and overseeing the financial responsibilities of the church for the last 14 years in my role as Chair of the Finance Committee and most recently as acting Treasurer. Through this time, I have become well acquainted with the compensation and benefit guidelines of the Diocese of Maryland. I believe I have the skills to be of value to the work of the Compensation and Benefits Committee. During my career as an investment advisor and CPA, I have worked with many individual clients assisting

them with their financial matters. I see the opportunity to work with this committee as an extension of my current work life. I have also served on other nonprofit boards and committees including the Peabody Institute Advisory Board, Women's First International Fund, and AAUW of Maryland.

Nominated by: The Rev. Timothy H. Grayson

A quick glance at Christine's short biographical statement will reveal how well qualified she is to serve on the Diocese's Compensation & Benefits Committee. Apart from her skills as a CPA and investment advisor, she is well versed in all matters concerning the financial health of a parish and would bring that knowledge to bear in this new role. Importantly, she has also served on other nonprofit boards and committees. Christine has helped St. Barnabas Parish stay the course through some difficult times over the years. She has been the steady hand on the church's financial tiller, and I have no doubt that her knowledge and experience would make her a valuable contributor to the Compensation and Benefits Committee.

Clergy Nominee



The Rev. Jennifer Grimelli
St. Paul's, Mt. Airy
Occupation: Associate Rector

I would be happy to collaborate in the work of the Church on the Compensation and Benefits Committee. Prior to seminary, I worked in financial sales and as a local and regional director of a large para-church ministry. I have experience in guiding and overseeing financial responsibilities for both individuals and groups. The opportunity to work with this committee is, I believe, an extension of my call as a priest to proclaim by word and deed the Gospel of Christ in a most practical manner. My work with the Poor People's Campaign continues to reveal

how budgets must be both pragmatic and moral documents. I would love the challenge and chance to determine with this team how we allocate our gifts for the good of the whole diocese.

Nominated by: The Rev. Canon Timothy H. Grayson

I am pleased to nominate Jennifer for a place on the Compensation and Benefits Committee. Jennifer is a former lay member of St. Barnabas Episcopal Church in Sykesville, which I serve as Priest-in-Charge. As is evident from her brief biography, she has had significant experience in financial matters and served as a parish administrator for three years prior to studying for ordained ministry. She understands the Church's financial operations and has valuable administrative experience, having overseen the finance team and conducted audits at the parachurch ministry where she worked, among other oversight roles. I believe she has the knowledge, skills, and temperament to serve the diocese very capably as a member of this committee.

Diocesan Council Member at Large:

Elect two lay persons and one cleric until 2025

Elected persons remaining after convention 2022:



Ms. Jacque Gutman (2023)



The Rev. Nathan A Erdman (2023)

Mr. H. Russell Wright, Jr. (2023)



Ms. Karen Carrington Fletcher (2024)



The Rev. Todd Young (2024)

Mr. Benjamin F. Brown (2024)

Lay Nominees



Mrs. Sally Goss

St. John's, Ellicott City

Occupation: Teacher (retired)

I would like to serve on Diocesan Council to expand my service to the Diocese of Maryland. As a member of St. John's Episcopal Church in Ellicott City since 1995, I have served on the Vestry, the Parish Day School Board, Altar Guild, Lector, chair of the John Rabb Lectures on Contemporary Theology and various committees. In the Diocese, I have worked on an Education committee, coordinated Pilgrimages to the Holy Land and to South Africa and currently serve on the Bishop

Search committee.

I am a retired teacher from Howard County Public Schools. My varied experience as an educator and in both my parish and the Diocese give me the perspective to be of value to the Diocesan Council.

Nominated by: The Rev. Ann Ritonia

Sally Goss has a deep love for the church and has been an active member of St. John's and the Saint John's Parish Day School Board of Trustees. She understands the importance of good governance and is a person of deep faith and prayer. She is a leader here at St. John's serving as a lector and Daily Office worship leader. Her leadership in adult formation as well the joy she brings to her work and her kind and generous spirit would make an excellent addition to the Diocesan Council. This past year she has made a significant commitment of her time as a member of the Bishop Search committee.



Ms. Carol Sholes

Old St. Paul's, Baltimore

Occupation: Retired from career as a Technology Executive

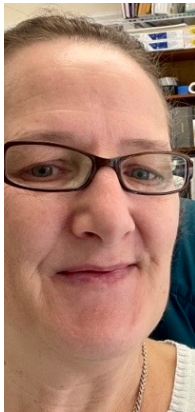
I am committed to the church's mission of building an inclusive faith community and I would like to contribute to its success. During my career as a technology executive, I have served on executive committees of multiple large businesses as well as running my own

small business - a software development company. I have proven skills in management, problem solving, team building and leadership. In addition to serving on the vestry at Old St. Paul's, I have served on multiple boards including the Girl Scouts of Central Maryland, Baltimore, Center for Women in Technology at UMBC, Quality of Life Giving Circle and my neighborhood association. I am an EfM Graduate and served as a co-mentor for two years.

Nominated by: The Rev. Mary Luck Stanley

I nominate Carol Sholes, who is one of the most faithful and effective leaders I have ever worked with. She served on our vestry for seven years, including three years as Junior Warden plus three

years as Senior Warden. Working with Carol was a dream come true as she brought wisdom, management experience, and problem-solving skills that she honed during a successful career in the business world. A natural leader and team player, Carol currently serves as a verger, host, and committee chair. At the 2022 General Convention, Carol served as a volunteer supervisor. I offer my enthusiastic support for her to serve on Diocesan Council, where she would bring her deep faith, people skills, and knowledge of business practices.



Ms. Nancy Smith-Murphy

St. Mark's, Highland

Occupation: Ministries Coordinator and Administrator for St. Andrew's, Glenwood

I am a life-long Episcopalian and have served on the Vestries of two churches. I currently serve as the Parish Administrator at St. Andrew's, Glenwood, and the Financial Secretary of The Corporation. I assist the Tri-Parish Commission by coordinating purchasing supplies and packing backpacks for Guardian Angel Back-to-School ministry. My entire career has been spent in administration, including finance, HR, and logistics. I thrive on attention to detail (so others don't have to) and am most satisfied when I am taking care of things so others can focus on their vocation/passions. I hope to be able to serve the Diocese on the Diocesan Council.

Nominated by: The Rev. Lisa Bornt

I am thrilled to nominate Nancy Smith-Murphy for Diocesan Council. I first met Nancy in 2014 when I was an Intern at St. Andrews, Glenwood, and I have had the joy of deepening our relationship as the Interim at St. Mark's, Highland where she worships God and participates in building up the Body of Christ in that community. Nancy is a thoughtful, dedicated human being who seeks to serve God and her siblings in Christ. Nancy's skills serving The Corporation as Financial Secretary, along with her experience as Ministries Coordinator and Administrator at St. Andrews for ten years, makes her uniquely qualified for the ministry and responsibility of serving on Diocesan Council.

Clergy Nominees



The Rev. Jason A. Poling

St. Andrew's, Pasadena

Occupation: Priest-in-Charge

I respectfully offer myself for service on the Diocesan Council of the Diocese of Maryland. My work as Priest-in-Charge of St. Andrew's, Pasadena has been both fulfilling and fruitful, but since I was ordained in 2015 I have also been involved in trying (and failing) to plant one church and having to close another. For over 20 years I have had the privilege of serving in ministry in several different contexts, including independent congregations and St. Mary's Ecumenical Institute. I believe that this breadth of experience will enable me to serve effectively on a Diocesan

Council called to lead a diverse Diocese that includes a great diversity of ministry.

Nominated by: The Rev. Anne Wright

I'm honored to nominate The Rev. Jason Poling for election to the Diocesan Council. Jason is a kind, thoughtful, prayerful and faithful leader in our church. Jason brings a breadth of experience most of us do not share. He will offer insights into the overall leadership of our Diocese that will be unique, insightful and wise. I serve with Jason on the Compensation and Benefits committee and have seen his dedication to doing whatever possible to help the diocese offer fair and living wages. Jason is a priest who is dedicated to the ministry of the Gospel and leadership in this Diocese. He will be a terrific member of our Diocesan Council.



The Rev. Dr. Amy Slaughter Myers

St. Francis, Timonium
Occupation: Co-Rector

I recently completed a one-year term on Council, having been elected by the region to complete a term that had become vacant. Collaborative leadership in this time of transition is vital, and I am running for Council to continue to nurture relationships across the Diocese and to continue to shepherd missional and budget priorities between Conventions. I

currently serve as Co-Rector of both a parish and community center that was formed in 2020 through a merger of two extant congregations. We are navigating challenges of community building and funding models while remaining focused on mission. We are finding opportunity and hope in this process, and I see opportunity and hope across the Diocese in these areas having been on Diocesan Council this past year.

Nominated by: The Rev. Dr. Kristofer Lindh-Payne

I have worked closely with the Rev. Dr. Amy Slaughter Myers in many ministry endeavors over twelve years, most recently as Co-Rectors of St. Francis. I know her to be a visionary leader with excellent communication skills and inspiring passion for the Gospel. Amy is committed to following Jesus with integrity and faithfulness and takes seriously the challenges we face in the Church & world today. She is strategic in thinking and creative in imagining new possibilities for what we can become together. Amy listens well, is profoundly relational, and has a keen intellect. She has a rich spiritual life and is committed to health and wholeness for herself and others. Amy is consistent in preaching & living God's justice, love, and humility.

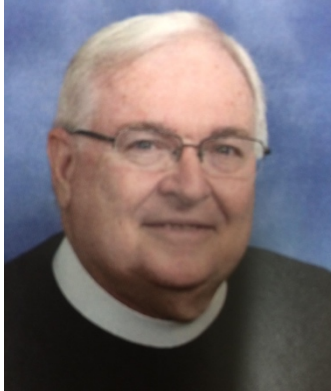
Disciplinary Board:

Elect one lay person and three clerics until 2025

Elected persons remaining after convention 2022:



Mr. Stephen E. Alpern (2023)



The Rev. Frank H. Bailey
(2023)



The Rev. Miriam (Mimi)
Mathews (2024)



Ms. Alma Thompson Bell (2024)



The Hon. Enechi A. Modu (2024)

Lay Nominee



The Hon. John Henderson

St. Paul's, Baltimore

Occupation: Administrative Law judge with the U.S. Department of Justice

I would like the opportunity to serve another term on the Disciplinary Board. The board does vital work to repair relationships between laity and clergy, and I relish the opportunity to continue in that ministry. I am an administrative law judge with the U.S. Department of Justice; prior to that role, I was an administrative judge with the Equal Employment Opportunity Commission. In both of my recent judgeships, I decided cases of employment discrimination. Before being an administrative judge, I was a civil rights attorney, also with the EEOC. I am also a member of the standing committee, entering my third year. I believe my legal background and commitment to the diocese prepares me for the work of the Disciplinary Board.

Nominated by: Mr. Stephen E. Alpern

John has served on the Board for six years. He has been an especially valuable member of the board because he is a highly skilled trial attorney. He is thus more than capable of presiding at hearings of the Board's panels, which he has been called upon to do. John has shown dedication to the work of the Board and he exhibits very balanced judgment. He has worked well with the other members of the Board, and his continued presence on the Board will serve the diocese well.

Clergy Nominees



The Rev. Lauren Bloom

St. Luke's, Eastport

Occupation: Priest

Before being ordained to the priesthood, I practiced law for many years. One of my positions involved providing legal advice and staff support for the national board that disciplines U.S. actuaries. That gave me a thorough understanding of why a disciplinary process must be effective, trustworthy, compassionate, and fair to everyone involved. I am running in the hope that my (rather unusual) experience will be helpful to the Diocese.

Nominated by: Ms. Hilda Sugg

St. Luke's Eastport is nominating our Priest-in-Charge, Lauren Bloom, to the Disciplinary Board because we believe her background as a former attorney will be a benefit to the Diocese. St. Luke's is small, but we are always eager to give back to our fellow Maryland Episcopalians whenever we can. Rev. Lauren's legal practice included advising a professional discipline committee, so she can

bring her experience and knowledge to the Disciplinary Board. Our vestry voted unanimously to support her candidacy.



The Rev. Lynn Hade
Grace Memorial, Darlington
Occupation: Rector

I am running for this office in order to be of service to the diocese. I have previous experience with serving on BCD in the Diocese of Pennsylvania as a clergy member of the board. While there, I served as president of the board for 3 years. I also was president of a hearing panel for about 1 year, before leaving that position to come to Maryland.

Nominated by: The Rev. Timothy H. Grayson

Lynn has been ordained for 14 years and has served a variety of parishes in Maryland and Pennsylvania in that time. Prior to ordination, she was program director for a community organization in State College, PA and has considerable administrative and business management experience. Her previous service on the Board of Clergy Discipline in the Diocese of Pennsylvania speaks to her qualifications for election to our Disciplinary Board, and I am pleased to nominate her.



The Rev. Christopher D. Tang
Holy Comforter, Lutherville
Occupation: Rector

I am honored to be nominated to serve our diocese on the Disciplinary Board. I have served as a parish priest in the Diocese of Maryland for twenty-six years, and have worked on the Commission on Ministry, the Compensation and Benefits Committee, the Liturgy Resource Team, and chaired the Task

Force on Young Vocations. I am aware of the deeply prayerful and careful work required of the Disciplinary Board. Resolving conflict, truth-telling, and working towards reconciliation are critical parts of both parish and diocesan life. My hope is that the difficult process the disciplinary canons require is never needed but believe that I possess the requisite qualities to serve on the board -- compassion, discernment, impartiality, grace, and respect for each person should disciplinary action be required.

Nominated by: The Rev. Timothy H. Grayson

I have known Chris for many years and respect his faithful service to the Church. His nominee statement amply testifies to the work he has done in our diocese over the years in a variety of capacities. Chris is a well-known, innovative, and experienced rector with a pastoral heart and sound judgement, all of which would serve him well in this role. I believe he would make an excellent addition to the Disciplinary Board, and I recommend him wholeheartedly.

Standing Committee:

Elect one lay person and one cleric until 2026

Elected persons remaining after convention 2022:



Ms. Kari-Ann Lynne (2023)



The Rev. Kathy A.
Shahinian (2023)



The Hon. John Henderson
(2024)



Ms. Kate McAllister (2025)



The Rev. Matthew Hanisian (2024)



The Rev. Travis Smith
(2025)

Lay Nominee



Ms. Victoria (Vicki) Willard

Trinity, Elkridge

Occupation: Retired, Financial Manager and Investment Officer

Now retired, I served 30 years with the Maryland Retirement Agency as a senior investment officer. My parish responsibilities have included serving as a regular reader at services, as a member of the Altar Guild, and as a vestry member and officer. My Diocesan service includes many years on the Program/Budget Committee, the last few as Chair; as a member of the Investment Committee, and one term on Diocesan Council. For the last year, I have been a Co-Chair of the Diocese's Bishop Search Committee. My community involvement has not been as extensive, but I have voted in every election I have been eligible for since I turned 21 and have recently begun volunteering at elections.

Nominated by: The Rev. Anne Coghill Wright

Vicki has been a faithful member of Trinity for many years. She has served Trinity in countless ways. If we have a need, we know that we can count on Vicki. She is a person that will always follow through on her commitments. She is smart, insightful, and thoughtful. She loves God, this church, and this Diocese. Being on Diocesan Council and the co-chair of the Bishop Search Committee has given Vicki a unique insight into the needs of our Diocese. She knows who we are as diocese and what we are looking for as we transition to new leadership. She will be a wonderful member of the Standing Committee.

Clergy Nominees



The Rev. Anne Marie Richards

Emmanuel, Baltimore

Occupation: Rector

I am running for Standing Committee because I feel that I have the knowledge, skills, and abilities to be an effective member of the body and, more importantly, because I love our Diocese and our Church and want to be of use to both. I am the Rector of Emmanuel Church, Baltimore, having arrived here in May 2019. Prior to my arrival in Maryland, I served the Diocese of Rhode Island as a member of the Diocesan Council and the Bishop Search Committee. In the wider church I am a member of Gathering of Leaders and served two terms on the Board of Episcopal Parish Network (formerly Consortium of Endowed Episcopal Parishes) including three years as Secretary.

Nominated by: Ms. Laura Gillis

Anne Marie arrived at Emmanuel in May 2019 when we were recovering from two successive traumatic clergy departures. She brought stability and joy, as well as experience leading a parish following broken pastoral relationships. When the pandemic began, and we were once again thrown into a new and unexpected situation, she helped us quickly pivot to online worship and led us through fourteen months of online-only liturgical life with grace, humor, and technical prowess. Today she is shepherding us through a process of operational right-sizing, strategic visioning, and spiritual healing and growth. I believe that the many gifts and talents she offers us at Emmanuel will be of great service to our Diocese and happily nominate her for Standing Committee.



The Rev. Emmanuel Ato Mercer

Christ Church, Columbia

Occupation: Rector

It gives me great joy to offer myself as a candidate for the Standing Committee. It is an exciting time in the life of our diocese as we work to elect and welcome a new bishop. I believe our new Bishop would need our good counsel and support to grow and lead our diocese. Although I have served in this diocese for five years, I have had the blessing of serving as a member of the Diocesan Executive

Council in the Diocese of Upper South Carolina; Commission on Clergy Compensation and Employee Benefits, Bishop Election and Transition Committee and Diocesan Executive Council, all in the Diocese of Pennsylvania. I believe the experience from these leadership positions will help me to better serve our diocese.

Nominated by: Mr. Stephen E. Alpern

I served as the co-chair of the Discernment Committee which identified Father Manny as our future Rector and also served as his Senior Warden. Since his arrival at Christ Church he has revitalized our parish with additional services, more activities for youth and adults. Notwithstanding COVID we are not just surviving, we are thriving. He has expanded our staff with an Associate Rector, a Deacon, a Youth Minister and a seminarian.

Resolutions

Resolution 2022-01

Title: Clergy and Lay Employee Compensation

Submitted by: Compensation and Benefits Committee, Anne Gross, Chair

RESOLVED, that the 238th Convention of the Diocese of Maryland, meeting November 12 - 13, 2022, strongly encourages that all clergy and lay employees be paid according to the Maryland Department of Labor, Licensing, and Regulation's Living Wage standard for a single employee. Currently this is \$12.86 for Garrett County; \$13.16 for Allegany County; 13.51 for Washington County; \$15.84 for Anne Arundel, Baltimore County and City, Howard, Harford, and Carroll Counties; and \$19.82 for Calvert and Frederick Counties; and be it further

RESOLVED, that all clergy and lay employees be granted an annual review of performance that should consider merit increases in compensation as appropriate; and be it further

RESOLVED, that the recommended minimum annual salary increase for parochial clergy and congregational lay employees for 2023 is the total of a 5% Cost of Living Adjustment (COLA) on the 2022 salary plus a salary adjustment based on responsibilities and performance; in considering compensation, vestries should take into account the recommended salary adjustments based on responsibility, experience, the performance review, and the COLA; and be it further

RESOLVED, that this Convention adopts the following honoraria for supply clergy (clergy who are hired to conduct service(s) in the absence of the congregation's regular cleric) and for Guest Preachers (lay or clergy) who are not members of or associated with the congregation for 2023:

- 1 service between \$200 and \$300 plus travel expenses
- 2 services between \$225 and \$350 plus travel expenses
- 3 services between \$275 and \$400 plus travel expenses
- (Midweek services may be compensated at a lesser rate)

Guest Preachers (lay or clergy) who are not members of or associated with the congregation should be compensated appropriate to the circumstances with a minimum of \$125. Mileage and travel expenses should be paid in accordance with the Internal Revenue Service guidelines; and be it further

RESOLVED, that congregations are required to reimburse supply clergy for actual mileage traveled to and from the parish, at prevailing IRS rates. IRS rules for deducting "unreimbursed business expenses" make it imperative that congregations issue separate checks for business expense reimbursements (e.g., mileage) and honoraria or stipends. These reimbursements must not be mingled in the same check. At the end of 2022, the mileage reimbursement rate is \$0.585 per mile; and be it further

RESOLVED, that for supply clergy, this reimbursement should be in addition to the honorarium paid for conducting services. Payments for mileage and travel expenses are to be considered reimbursements and should not be included in any reporting of earnings for year-end 1099's; and be it further

RESOLVED, that for clergy on the congregation's payroll, the cost of commuting from home to work cannot be reimbursed as a travel expense. However, such clergy are to be reimbursed for other travel expenses and mileage on church business (for instance, hospital visits, travel to conferences, etc.). Mileage reimbursements should not be included in any reporting of earnings for year-end W-2s; and be it further

RESOLVED, that, to avoid any misreporting with the IRS, it is strongly recommended that all reimbursements be paid in a separate check from any stipend or honorarium; and be it further

RESOLVED, that this convention urges all congregations to provide fair, equitable, and competitive compensation to all persons providing program services such as, but not limited to, music director, choir director, director of Christian education, and director of youth programs; and be it further

RESOLVED, that the compensation of full time associate and assistant clergy correspond to at least the minimum of the range for a cleric in charge of a family-sized congregation; and be it further

RESOLVED, that for transitional deacons and newly ordained priests for the first year following their ordination to the priesthood, the minimum annual Total Assessable Compensation (TAC) is \$68,375, the bottom of the range for a cleric in charge of a family-sized congregation; and be it further

RESOLVED, that this convention adopts the following TAC criteria for full-time clergy in charge of congregations within the Diocese for the year 2023. TAC for full-time clergy must be at least the minimum of the TAC range; and be it further

RESOLVED, that the below Compensation Chart be made available to congregations as a reference tool and guideline for increases to clergy compensation. For newly ordained clergy, the chart shows the range of TAC for each congregation size as well as an annual TAC progression from minimum to median over ten years for each church size, a tool offered as part of a comprehensive diocesan effort to correct disparities in clergy compensation based on race, gender, and sexual identity. For more experienced lead clergy, the chart shows the suggested minimum TAC based on the number of years since ordination.

Total Assessable Compensation (TAC) Chart for Full Time Rectors, Vicars, and Priests-in-Charge					
Congregation Size	Family (ASA <76)	Pastoral (76 - 140)	Transitional (141 - 225)	Program (226 - 400)	Corporate (>400)
TAC Medians and Ranges					
Median TAC	\$86,373	\$93,652	\$118,137	\$139,764	\$174,956
TAC Range	\$71,795 - \$120,452	\$85,134- \$121,124	\$91,757 - \$142,464	\$124,801 - \$156,148	\$153,890 - \$196,602

Years since Ordination:	Minimum TAC for Lead Clergy who have been ordained 10 or fewer years				
1 (Minimum of TAC range)	\$71,795	\$85,134	\$91,757	\$124,801	\$153,890
2	73,415	86,080	94,688	126,464	156,231
3	75,034	87,027	97,619	128,126	158,571
4	76,654	87,973	100,550	129,789	160,912
5	78,274	88,920	103,481	131,451	163,253
6	79,894	89,866	106,412	133,114	165,594
7	81,514	90,812	109,344	134,777	167,934
8	83,133	91,759	112,275	136,439	170,275
9	84,753	92,705	115,206	138,102	172,616
10 (Median of TAC range)	86,373	93,652	118,137	139,764	174,956
Years since Ordination:	Minimum TAC for Lead Clergy ordained more than 10 years				
15	\$92,315	\$100,760	\$127,103	\$150,373	\$188,235
20	\$93,679	\$102,249	\$128,981	\$152,595	\$191,017
25	\$95,044	\$103,738	\$130,860	\$154,817	\$193,799

It is expected that the TAC of parochial clergy will increase in a manner that increases the cleric's position within the appropriate range. The annual recommended salary increase for 2023 shall be the total of a 5% Cost of Living Adjustment (COLA) on the 2022 salary plus a salary adjustment based on responsibilities and performance. Consideration also should be given to the ordained service of clergy originally ordained in a denomination other than the Episcopal Church (subject to the approval of the bishop). And be it further

RESOLVED, that Part-time clergy should be paid according to their experience and proportional to the number of hours worked; and be it further

RESOLVED, that the Compensation and Benefits Committee continue to monitor disparities in clergy compensation based on race, gender, and sexual identity; address gender and racial bias in the search process; and publicize educational opportunities as well as information concerning appropriate compensation. Congregations are referred to the Compensation and Benefits Guide <https://episcopalmaryland.org/for-parishes/clergy-and-lay-compensation-and-benefits/> for examples and further information.

Explanation

Pursuant to Canon 4-140 of the Diocese of Maryland, the Compensation and Benefits Committee each year submits a Resolution for consideration by the Diocesan Convention that addresses annual compensation payable to parochial clergy, a cost-of-living increase for congregational staff, and a living wage for congregational staff and compensation for certain key congregational lay staff.

The Compensation and Benefits Committee recommends determining employees' annual COLA by taking the average of the most recent three years' COLA as determined by the Social Security Administration (SSA). Using the same standard year after year provides a consistent reference point for equitable salaries for parochial clergy and congregational staff, and using a three-year average enables congregations to "smooth out" the effects of broad fluctuations in inflation. The figures provided in this resolution reflect a 5% increase based on a three-year average of the SSA COLA. Whereas the projected cost of living increase and equity adjustment may fiscally challenge congregations, the annual recommendations provide norms for competitive salaries, recognizing that each parish will negotiate salaries according to its circumstances.

The components of TAC and information on how to formulate an equitable housing allowance are outlined in the Diocese of Maryland Compensation and Benefits Guide which is available on the Diocesan website or through the Diocesan office. The TAC ranges do not include salaries which clearly are part-time nor the lowest or highest actual salaries when these are inconsistent with other salaries in the particular ranges.

TAC is the assessable compensation reported to the Church Pension Fund and includes cash salary, utilities, payments made to Social Security, equity allowances, other miscellaneous allowances, and housing, either in the form of a housing allowance or, if a rectory is provided, as 30% of cash salary, social security, and utilities. Compensation also includes such items as contributions to individual retirement accounts, cash gifts to clergy and the payment of school fees for clergy children. This compensation amount does not include the pension payments made to the Pension Fund; any of the standard employee benefits such as health, life, and dental insurance; or reimbursed employee expenses as long as the reimbursement is based on actual expense.

We desire to ensure parity among all employees of parishes, missions, and other ecclesiastical organizations or bodies in the Diocese of Maryland regarding health insurance. Thus, all employees, clergy or lay, working at least 1,000 hours a year must be offered health insurance, and the ecclesiastical organization will pay the premium of at least the lowest plan offered by the diocese at least for the individual employee. This in no way prevents employees from enrolling in a higher cost plan offered by the Diocese and paying the difference in premium over that of the single-person rate of the lowest plan themselves. Nor does it prevent negotiation for the payment by the ecclesiastical organization of higher premiums such as for family plans or for higher cost plans. There is no requirement that the ecclesiastical organization pay the cost of the premium to employees declining health insurance coverage. If the employee is Medicare eligible, the congregation may save money by using one of the Medicare as Secondary Payer plans available.

In pursuing the mandate of the Canon 4-140 as to clergy compensation, the Compensation and Benefits Committee desires to bring the compensation decisions into line with the prevailing methods used by for-profit and not-for-profit organizations in Maryland. Most organizations establish salary ranges for a position based upon the responsibilities of the position, the qualifications of the person in the position and the prevailing compensation paid in the geographical area in question. Within those ranges, an employer sets compensation on the basis of

experience and job performance. The above Resolution provides information for clergy in the Diocese of Maryland and allows the clergy and Vestries to negotiate fair compensation for each position in light of the size, demands, and resources of each congregation.

Resolution 2022-02

Title: **Amendments to the Constitution and Canons of the Episcopal Diocese of Maryland**

Submitted by: Convention Planning Committee, Diocesan Council

RESOLVED, that the 238th convention of the Diocese of Maryland amend the Constitutions and of the Episcopal Diocese of Maryland by the addition of the following below. Proposed additions are underlined for emphasis and clarity only.

Article 1. There shall be an annual meeting of the Convention of the Protestant Episcopal Church in the Diocese of Maryland within such thirty-one day period as may be prescribed from time to time by Canon, on such date and at such place within the Diocese as may be fixed by the Bishop with the advice and consent of the Standing Committee. Notice of the time and place of each annual meeting shall be given by the Secretary of the Convention as provided in Article 8 hereof. For good cause, the Bishop with the advice and consent of the Standing Committee may call for the annual meeting to be held using “virtual” online meeting technology.

Article 3. Twenty members of the Clerical and twenty of the Lay Order shall constitute a quorum for the transaction of business; but a smaller number may adjourn. In case the right of any member of the Clergy to a seat in Convention shall be disputed, it shall be determined by the Convention according to this Constitution. In the case of an annual meeting held online, twenty members of the Clerical Order and twenty members of the Lay Order who are logged in online shall constitute a quorum for the transaction of business.

Explanation

As we enter our second year in a pandemic, these changes would make it simpler to allow for virtual business to be conducted without the necessity of temporarily amending our Rules of Order or asking people to be physically present while possibly putting their health at risk.

Any changes to the articles in the Constitution would require two consecutive votes of affirmation by convention. These were both approved at last year’s convention by a large majority, along with a similar addition to Canon 1-200, which does not require a second vote.

Resolution 2022-03

Title: **Continuing Funding for Diocesan Reparations Programs**

Submitted by: Diocesan Council, Truth and Reconciliation Committee, Reparations Committee

RESOLVED, that the Reparations Committee, under the oversight of Diocesan Council, shall provide continued funding in the annual operating budget in the amount of at least \$100,000 from diocesan endowments to ensure the important work of addressing and repairing the legacy of slavery throughout our diocese; and be it further

RESOLVED, that Diocesan Council consider ways that these line items shall be funded and the impact such funding shall have on other operating expenses.

Explanation

The Diocese of Maryland is in the forefront in The Episcopal Church of racial reconciliation and reparations. This is most evidenced at the diocesan level with the Sutton Scholars and grant fund for reparations.

The current reparations grants are funded by monies that were set aside in a special fund created for this purpose, but this fund is not currently set up for a continuous funding source going beyond the current fund. This resolution asks Diocesan Council to ensure that such funding continues.

This resolution, as well as the one for Sutton Scholars, was initiated by the Truth and Reconciliation Committee and initially endorsed by the Reparations Committee as well. Diocesan Council then made suggested amendments and is already thinking of ways to make both resolutions happen.

Resolution 2022-04

Title: Establish Diocesan Funding for Sutton Scholars

Submitted by: Diocesan Council, Truth and Reconciliation Committee, Reparations Committee

RESOLVED, that the 238th Convention of the Diocese of Maryland calls upon the Diocesan Council to establish funding in the annual operating budget for the Sutton Scholars High School Enrichment Program ("Sutton Scholars") in the amount of at least \$100,000 annually from diocesan endowments; and be it further

RESOLVED, that Diocesan Council consider ways that these line items shall be funded and the impact such funding shall have on other operating expenses.

Explanation

The Diocese of Maryland is in the forefront in The Episcopal Church of racial reconciliation and reparations. This is most evidenced at the diocesan level with the Sutton Scholars and grant fund for reparations.

Sutton Scholars is one of the foundational reparations ministries of the diocese. Funding from the diocesan operation budget should be supplemental and thus separate and apart from any fundraising efforts designated for the program. Establishing a line item in the annual budget would ensure a consistent revenue source for its programming as well as keeping this important program in the forefront of diocesan priorities.

This resolution does not mandate future diocesan councils to maintain this priority or dictate policies for the current Diocesan Council to enact regarding this resolution, but gives voice to its importance in the life of the diocese and the wider community at this time by asking convention to take action to endorse and prioritize this perpetual support.

This resolution, as well as the one for reparations, was initiated by the Truth and Reconciliation Committee and initially endorsed by the Reparations Committee as well. Diocesan Council then made suggested amendments and is already thinking of ways to make both resolutions happen.

Rules of Order

1. The daily sessions of the Convention shall be opened with Divine Service, or appointed prayers at such hours as may be appointed by the bishop and the Committee on Arrangements for each Convention.
2. The Convention, upon its first assembling, shall be called to order by the bishop, or if there be no bishop, or if the bishop be absent, by the president of the Standing Committee or by some member of that body appointed by those of its members who may be present.
3. When the president takes the chair every member shall be seated and remain uncovered until the members shall have left the Convention.
4. Each member of the clergy entitled to a seat in the Convention shall register at the Secretary's desk by delivering to the Secretary the prescribed registration blank duly executed, which shall be checked against a role furnished by the bishop or other ecclesiastical authority of the diocese, which role shall be evidence of the right of the members of the clergy to seats until the Convention shall have formally acted on the question.

Each Lay delegate shall also register at the Secretary's desk by delivery to the secretary the prescribed registration blank duly executed, which shall be checked against a role prepared from the certificates received from vestries. The Lay delegates whose certificates have not yet been forwarded to the secretary shall then lay their certificates upon the table, with the declaration subscribed by the Constitution, and with them the prescribed registration blanks duly executed. If by means of such registration a quorum of both Orders appear, the presiding officer shall announce the fact, and declare the Convention is organized and ready for business:

Provided that whenever it is necessary to call the role of the Clergy and Lay delegates the surname only shall be called except where there may be two or more of the same name, in which case they shall be designated by the addition of their Christian names.

5. In case of the absence of the bishop, or of a vacancy in the Episcopate, the person who called the Convention to order shall announce that there is a quorum present. The Convention shall then proceed to elect a president according to the Seventh Article of the Constitution; who shall, so soon as the election is completed, take the chair and declare that the Convention is organized and ready for business.
6. The first business after the declaration is made, either by the bishop or the president, shall be the election of a Secretary and an Assistant Secretary. The Chair shall then appoint the Committees mentioned in the Order of Business. The Chair shall also appoint all other committees for the appointment of which no other provision is made, unless otherwise ordered by the Convention.
7. When any member is about to speak or deliver any matter to the convention, the member shall arise, and with due respect, address the president.
8. If two or more members shall arise at the same time to speak, the president shall decide who shall speak.
9. No member shall speak more than twice in the same debate, nor longer than five minutes at one time, without leave of the Convention.

At the conclusion of any speech, the president alone, or any member of the Convention, if the member's motion is supported by at least four seconds, may call for a vote without debate on a proposal for a recess of Convention so that the members may informally confer and discuss the

issues of the debate. If passed by a two-thirds majority of those present and voting, the members of the Convention will form small groups for ten minutes at the end of which debate will resume.

10. No motion shall be debated until the same be seconded, and, if desired by any member, reduced to writing and read by the Secretary.
11. When a motion is made and seconded, no other motion shall be received, except to adjourn, to lay on the table, to postpone to a certain time, to postpone indefinitely, to commit or to amend; and motions for any of these purposes shall have precedence in the order herein named. If a motion to lay on the table an amendment be carried, the matter before the Convention shall be proceeded with as if no such amendment had been offered. The motions to lay on the table and to adjourn shall be decided without debate. The motion to adjourn shall always be in order, if the mover has the floor.
12. When a proposed amendment is under consideration, a motion to amend the same may be made. No other amendments shall be in order, but a substitute for both amendments may be received, which, if adopted, shall operate as an amendment to the original proposition. No proposition on a subject different from the one under consideration shall be received under color of an amendment or substitute.
13. If a question contains several distinct propositions, the same shall be divided at the request of any member, and a vote taken separately, except that a motion to strike out and insert shall be indivisible.
14. All questions of order shall be decided by the president, without debate; but any member may appeal from such decisions, and on such appeal no member shall speak more than once, without express leave of the Convention.
15. When any member rises to a point of order, the member who has the floor shall be seated until the point of order is decided by the Chair.
16. A question being once determined, shall stand as the judgment of the Convention, and shall not be again drawn into debate during the session, except with the consent of two-thirds of the Convention, upon a motion to reconsider made by a member who voted with the majority and seconded by a member who also voted with the majority.
17. No questions shall be taken on any report unless upon a motion to print or recommit it; but reports shall, as of course, lie upon the table. If a committee deem any action of the Convention desirable, it shall be its duty to present in writing such resolutions, acts, or canons, as it may think it should adopt which only shall be subject to the action of the Convention. Every act which divides a parish, or in any way affects parish boundaries, shall distinctly set out the new boundaries which it is intended to establish. The Convention will not act upon any proposed resolution, act, or canon which does not conform to the provisions of this rule.
18. All elections shall be by ballot unless otherwise ordered; the votes of the Clergy and Laity shall be counted separately, but the vote shall be regarded as a joint one, and the election shall be decided by a majority of the whole number of votes taken together, except where a vote by orders shall be required under the provisions of the Constitution. Nominations from the floor by a member of the Convention shall conform with the requirements of Canon 1-240, Of Nominations. After opportunity according to the Order of Business has been given to nomination for any election, if there shall be no greater number of nominees than there are places to be filled in the election, on motion unanimously adopted, the secretary or some other person designated in the motion may be instructed to cast the ballot of the Convention for the

person or persons so nominated, and such person or persons on a ballot so cast shall be duly elected.

If after nominations are made, an election by ballot of the members of the Convention is required to determine a choice, the election shall be postponed, unless otherwise ordered, until such hour as may be appointed for the election in the Order of Business, and the secretary shall, before the hour appointed for such election, have prepared and printed for the use of the members in voting official ballots containing names of nominees followed by the name of the parish or mission from which each nominee comes.

19. The president shall appoint a chief teller and such additional tellers as are required from the Clerical Order or from communicants in good standing as defined in Canon 2170, and neither the chief teller nor such additional tellers need be delegates to the Convention. After the clerical and lay votes shall have been counted by the respective tellers, the teller first named by the Chair shall combine them in one joint ballot, which the teller shall present to the Convention, reading out the names of the persons voted for, the number of clerical and lay votes for each separately, and the sum total of votes received by each person. The Chair shall then state to the Convention the result of the joint ballot. After the first ballot and before the next ballot is taken, the tellers eliminate from the official ballot such nominees in each order, beginning with the nominee in each order who received the least number of votes on the first ballot, as may be necessary to reduce the number of nominees in each order to twice the number of vacancies to be filled from that order. If after the second ballot all vacancies have not been filled, by the consent of a majority of those present a motion may, then or after any succeeding ballot, be entertained for the unanimous election to the vacancy or vacancies still existing in each order the nominee or nominees of that order who have received the highest number of votes, but less than a majority, on the preceding ballot and the same shall be declared duly elected. If alternates are necessary, then by the consent of a majority of those present, a motion may then be entertained for the unanimous election as alternates in each order such number of those nominees in each order having the next highest number of votes on the last full ballot and the same shall thereupon be declared duly elected.
20. The Bishop's Annual Address shall be given at such time as may be designated by the bishop, the Committee on Arrangements, and the dispatcher of business.
21. Resolutions shall be brought to the floor of the convention in the order in which the Resolutions Committee deems expedient to the business of convention. No resolution to receive, acknowledge, affirm or reaffirm an act of a previous General Convention or convention of the Diocese of Maryland will be brought forth for consideration.
22. A majority of two-thirds of the members present shall be required to suspend any Rule of Order or shall make any change in the Order of Business; but "Orders of the Day" may be intercalated in the Order of Business by a majority vote.
23. "Robert's Rules of Order" shall be the parliamentary guides in all cases not provided for in the foregoing rules.
24. The foregoing Rules of Order shall be deemed the Rules of Order for all future Conventions until altered or rescinded, and the same shall be published in the Journal of each Convention. The Order of Business as annexed shall be generally followed but may be altered from time to time upon recommendation of the dispatcher of business.

(Amended 1973, 1974, 1975, 1982, 1986, 1992)

Selected Rules of Order

Rules most likely to be helpful to delegates

7. When any member is about to speak or deliver any matter to the Convention, the member shall arise, and with due respect, address the president.
8. If two or more members shall arise at the same time to speak, the president shall decide who shall speak.
9. No member shall speak more than twice in the same debate, nor longer than five minutes at one time, without leave of the Convention.
10. No motion shall be debated until the same be seconded, and, if desired by any member, reduced to writing and reading by the secretary.
11. When a motion is made and seconded, no other motion shall be received, except
 - to adjourn
 - to lay on the table
 - to postpone to a certain time
 - to postpone indefinitely
 - to commit [to a committee for study]
 - or to amend
14. All questions of order shall be decided by the president, without debate, but any member may appeal such decisions, and on such appeal no member shall speak more than once, without express leave of the Convention.
15. When any member rises to a point of order, the member who has the floor shall be seated until the point of order is decided by the Chair.
18. All elections shall be by ballot unless otherwise ordered; the votes of the Clergy and Laity shall be counted separately, but the vote shall be regarded as a joint one, and the election shall be decided by a majority of the whole number of votes taken together, except where a vote by orders shall be required under the provisions of the Constitution.
21. Resolutions shall be brought to the floor of the convention in the order in which the Resolutions Committee deems expedient to the business of convention. No resolution to receive, acknowledge, affirm or reaffirm an act of a previous General Convention or convention of the Diocese of Maryland will be brought forth for consideration.

Directions for Balloting – Diocesan Convention

From the Rev. Joanna White, Secretary of Convention

As you look over your sample ballot papers you will note the series of numbers, beginning with the number 1, which flow throughout the pages. Each candidate has already been assigned a number. This will continue to be their number throughout the balloting process. If new nominees are received from the floor, they are assigned new numbers, as provided in each category, and those numbers stay with the new nominees throughout the process.

We use a mechanical ballot card that may be familiar to some of you and new for others. The cards have a series of numbers in columns with small boxes next to each one. These boxes are used to mark your votes.

Each table has a Youth Page assigned to it. This person will be distributing and collecting your ballots, and assisting you in any way. In order to receive a ballot, delegates must hold up their colored voting card. (A limited number of large print ballots are available for those who need them. Please indicate this need to your Youth page.) Ballots for Lay and Clerical Orders are a different color so make sure you receive the correct ballot for your order from the pages.

In order to vote for each candidate, note their assigned number and find that same number on your ballot card. Please mark the small box next to the number that corresponds to each choice. Use a #2 lead pencil and make a dark mark. This will assist our voting machines to correctly tally your vote! You will be skipping numbers for persons that have just been elected by unanimous voice vote, or that have been purposely left blank, or belong to other nominees, so please take your time and mark carefully. We cannot be responsible for cards that are not properly marked and they may be disqualified. Do not fold or crease the ballot card, as this will automatically disqualify your vote.

Once you have completed your ballot, hold it up and the pages will collect your ballot and place it in a ballot box. You may begin voting once you have received your card. The balloting will be closed when the last card has been collected and the president declares that the balloting for each round is complete. Ballots will be delivered in their boxes to the tellers who will deliver them to the designated location to be counted. The results will be presented to the assembly by the Secretary of the Convention at the time designated in our schedule. Once they have been presented, they are entered into the record. At that time, additional ballots will be cast as needed.

Ballot Resource Sheet 238th Annual Convention of the Diocese of Maryland

Floor nominations are assigned a number by the Secretary. Write those names next to the assigned number then mark your chosen nominee's corresponding number () on the Scantron card.

General Convention

<i>Vote for four (4) lay:</i>		Ballot 1	2	3	4	5	6
(1)	Ms. Alma Bell	—	—	—	—	—	—
(2)	Mr. Michael Berry	—	—	—	—	—	—
(3)	Ms. Mary H. DeKuyper	—	—	—	—	—	—
(4)	Mrs. Rachel Erdman	—	—	—	—	—	—
(5)	Mr. David Mallery	—	—	—	—	—	—
(6)	Mr. William F. (Fred) Ryals	—	—	—	—	—	—
(7)	Ms. Katherine Schnorrenberg	—	—	—	—	—	—
<i>Vote for four (4) clergy:</i>		Ballot 1	2	3	4	5	6
(8)	The Rev. Randy K. Callender	—	—	—	—	—	—
(9)	The Ven. Ruth Elder	—	—	—	—	—	—
(10)	The Rev. Nathan Erdman	—	—	—	—	—	—
(11)	The Rev. Dr. Brandt Montgomery	—	—	—	—	—	—
(12)	The Rev. Kathleen Schotto	—	—	—	—	—	—
(13)	The Rev. Jessica Sexton	—	—	—	—	—	—

Compensation & Benefits Committee

<i>Vote for one (1) lay:</i>		Ballot 1	2	3	4	5	6
(15)	Ms. Christine Schmitz	—	—	—	—	—	—
<i>Vote for one (1) clergy:</i>		Ballot 1	2	3	4	5	6
(16)	The Rev. Jennifer Grimelli	—	—	—	—	—	—

Diocesan Council Members at Large

<i>Vote for two (2) lay:</i>		Ballot 1	2	3	4	5	6
(17)	Mrs. Sally Goss	—	—	—	—	—	—
(18)	Ms. Carol Sholes	—	—	—	—	—	—
(19)	Ms. Nancy Smith-Murphy	—	—	—	—	—	—
<i>Vote for one (1) clergy:</i>		Ballot 1	2	3	4	5	6
(20)	The Rev. Jason A. Poling	—	—	—	—	—	—
(21)	The Rev. Dr. Amy Slaughter Myers	—	—	—	—	—	—

Disciplinary Board

<i>Vote for one (1) lay:</i>		Ballot 1	2	3	4	5	6
(22)	The Hon. John Henderson	—	—	—	—	—	—
<i>Vote for two (2) clergy:</i>		Ballot 1	2	3	4	5	6
(23)	The Rev. Lauren Bloom	—	—	—	—	—	—
(24)	The Rev. Lynn Hade	—	—	—	—	—	—
(25)	The Rev. Christopher D. Tang	—	—	—	—	—	—

Standing Committee

<i>Vote for one (1) lay:</i>		Ballot 1	2	3	4	5	6
(26)	Ms. Victoria (Vicki) Willard	—	—	—	—	—	—
<i>Vote for one (1) clergy:</i>		Ballot 1	2	3	4	5	6
(27)	The Rev. Anne Marie Richards	—	—	—	—	—	—

(28) The Rev. Emmanuel Ato Mercer — — — — — —